

**5101:1-3-16 The Prevention, Retention and Contingency (PRC) Employer Subsidy****CAMTL 34*****Effective Date: July 1, 2007******Most Current Prior Effective Date: December 29, 2006*****(A) PRC employer subsidy**

Chapter 5108. of the Revised Code establishes the PRC program under which a county department of job and family services (CDJFS) may establish an employer subsidy program.

- (1) The purpose of PRC employer subsidy programs is to provide eligible individuals an opportunity to obtain employment and provide employers an incentive to hire participants who are in need of benefits and services to overcome barriers to employment.
- (2) Public, private non-profit, and private for profit employers are eligible to participate in PRC employer subsidy programs.
- (3) Employers participating in PRC employer subsidy programs shall receive a subsidy for a specific period of time to assist in the cost of hiring and providing training to the participant.
- (4) The subsidized job position may be full or part time. "Full time" and "part time" is defined by the employer.
- (5) Participants in a subsidized job shall be considered regular, permanent employees of the employer. They shall be paid the same rate as other employees doing similar work and shall be entitled to the same employment benefits and opportunities for advancement and affiliations with employee organizations that are available to other regular employees of the employer.
- (6) The CDJFS or contract program provider and the participant shall enter into a written contract with the employer.
  - (a) The contract shall be written effective with the first day of employment.
  - (b) The contract shall specify the number of hours of employment and the number of months of employer subsidy.
  - (c) The contract shall specify the amount of the monthly subsidy the employer will be receiving. It is recommended that this amount not exceed fifty per cent of the wages paid by the employer.
- (7) The PRC subsidy program shall include the expectation of continuing employment with the participating employer after the subsidy expires or a placement component that leads to employment with another employer after the subsidy expires. The expectation of employment may be contingent upon the participant's successful completion of any probationary or training period specified in the contract and abiding by the employer's rules and regulations.

(B) CDJFS requirements

- (1) The CDJFS shall work with the employer to determine the requirements for the subsidized job and screen participants for placement with the employer.
- (2) The CDJFS shall track the subsidy payments to the employer and monitor the participant's progress in employment during the subsidy period.
- (3) Subject to the availability of funds, the CDJFS shall provide support services the CDJFS determines to be necessary to assist the participant in obtaining or maintaining employment with the employer.
- (4) The CDJFS should encourage employers to build career ladders to enable participants to move into higher skilled and higher paying positions that will lead them toward self sufficiency.

(C) Participants

- (1) Ohio works first (OWF) assistance groups who are participating in the subsidized employment program (SEP) pursuant to rule [5101:1-3-12.2](#) of the Administrative Code and subsequently become ineligible for OWF may potentially continue to be eligible for a PRC employer subsidy provided that:
  - (a) The CDJFS has designated the employer subsidy as a PRC service under the county's PRC plan and the individual is otherwise eligible in accordance with the requirements of Chapter 5108. of the Revised Code; and
  - (b) The individual is still working for the SEP employer and the terms of the original contract are met.
- (2) An individual who is not in receipt of OWF may potentially be eligible for an employer subsidy provided that the CDJFS has designated the employer subsidy as a PRC service under the county's PRC plan and the individual is otherwise eligible in accordance with the requirements of Chapter 5108. of the Revised Code.

Replaces: 5101:1-3-12.2

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Certification

Date

Promulgated Under: 119.03

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Rule Amplifies: 5107.05

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