



California's Manufacturing Network

# Hiring Incentives and Workforce Solutions for North State Manufacturers

June 14, 2023



*This webinar is supported by the Grow Manufacturing Initiative, a collaboration of workforce development, education, & industry led by North State manufacturing champions.*

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- Webinar Platform Layout & Controls
- Questions
- Webinar Recording & Slides



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# Meet the Speaker



**Maryanne Connelley, Business Services Representative  
Alliance for Workforce Development (AFWD)**

As a Business Services Representative for AFWD, Maryanne assists businesses with meeting their recruitment, training, and workforce development needs.

Maryanne has been a part of the Nevada County Community for over 30 years.

Your local Workforce Development Service Provider offers workforce solutions designed to help businesses thrive, by providing the resources and support they need to develop and maintain a skilled workforce.

The Alliance for Workforce Development (AWFD) serves 6 Counties: Butte, Lassen, Modoc, Nevada, Plumas Sierra.

To locate your local workforce development organization which assist businesses and individuals in your County, please contact the Northern Rural Training and Employment Consortium, by contacting Sabrina Marquez, Outreach Coordinator (Grow Manufacturing Initiative) at [smarquez@ncen.org](mailto:smarquez@ncen.org) or by phone at (530) 892-9600.





*Alliance For  
Workforce Development, Inc.  
Providing pathways to success*

# Hiring Incentives and Workforce Solutions

for North State Manufacturers

# Agenda

Resources for Businesses

- **On-the-job training (subsidized training)**
- **Federal tax credits when hiring from targeted groups**
- **Layoff aversion tactics and assistance**
- **Onboarding support & recruitment methods**



# WIOA Service Provider

Alliance for Workforce Development, Inc.

## **AFWD is a proud provider under the NORTEC Workforce Development Board**

WIOA Service Providers and America's Job Centers of California (AJCCs) Service providers are contracted through WIOA dollars to offer workforce solutions to local businesses. Information on each service provider is listed below.

### **AT A GLANCE:**

- **AFWD – Butte, Lassen, Modoc, Nevada, Plumas, Sierra County**
- **SMART – Del Norte, Shasta, Siskiyou, Trinity County**
- **JTC – Tehama County**



***\*\*Connect with your Local Workforce Development Board for your county's WIOA provider\*\****

# On-the-Job-Training

OJT

## Who are OJT workers?

Students

New to area

Career changes

Long term unemployed

Recent Grads

Entry Level

Reentry Workers

Laid off workers

Established Professionals





# On-the-Job-Training

## OJT Continued

The **WIOA On-the-Job-Training (OJT)** is designed to provide advancing career opportunities for workers, while simultaneously providing employers with tools and resources to create their own skilled workforce.

Providing opportunities in your community, gaining a skilled employee, and cutting the costs associated with expanding your workforce.

### Requirements

- ✓ OJT Workers must meet certain criteria to qualify.
- ✓ OJT's are **not** internships: they are designed for permanent, sustainable employment.
- ✓ OJT workers cannot replace workers displaced by layoffs, strikes, or union walkouts.
- ✓ OJT Worker be a new hire.
- ✓ OJT jobs must pay what the DOL considers a "living wage". OJT candidate must have a valid need for training to participate.
- ✓ AFD staff must meet with worker and supervisor 1x per month to monitor training progress.

### Benefits

- ✓ OJT workers are members of your community.
- ✓ OJT training is based on **your training goals**. You decide what the participant needs to learn.
- ✓ OJT workers are supported by skilled Career Advisors and have a high record of success.
- ✓ OJT employers receive support from a skilled Business Service Representative—like a "mini HR department" for your OJT.
- ✓ Many OJT workers qualify you for additional tax breaks.
- ✓ OJT workers have statistically longer retention rates than average.
- ✓ Very little paperwork

### What's in it For You?

- ✓ 50-75% reimbursement of wages for 1-6 months
- ✓ Reimbursements generally total between \$3,000 - \$6000
- ✓ Reimbursements are paid on a monthly basis, based on time records and payroll info you provide—no extra payroll steps or procedures.
- ✓ OJT workers are **your employee**—you make all hiring, retaining, and promotion decisions.
- ✓ OJT's are for all levels of employment—from entry level to management or specialist.



# Layoff Aversion/Assistance

## **Layoff Aversion Tactics**

### Rapid Response

Assistance in managing reductions in force, ongoing engagement, incumbent worker training, work sharing options, partial UI claims, linkages with economic development activities, connecting companies to; short-term, on-the-job, or customized training programs, UI programs, employer loan programs for skill upgrading, other local, state, or federal resources

## **Layoff Assistance**

Rapid Response team and services that provide on or off-site assistance to affected workers, providing information and assistance on UI, guidance on healthcare post layoff, financial preparedness, resume writing, job search assistance, info on food, housing and other basic needs programs and assistance, access to skills upgrading and training resources, and much more.



# Tax Credits-Bonding

## WOTC & Fidelity Bonding Program

### **WOTC – Work Opportunity Tax Credit**

Tax credit to eligible new hires that are part of the target group;  
Veterans, TANF Recipients, SNAP (food stamp) Recipients, Designated Community Residents, Vocational Rehabilitation Referral, Ex-Felons, Supplemental Security Income Recipients, Summer Youth Employees

### **EDD Fidelity Bonding Program**

Provides bonding services to help alleviate employers' concerns with hiring ex-offenders or at-risk job applicants.



# Recruitment Support

## Recruitment and Onboarding Methods

### Powerful Recruiting Tools Managed by Experts

- ✓ [www.nortecjobs.org](http://www.nortecjobs.org)
- ✓ CalJOBS
- ✓ Social Media
- ✓ Daily Jobs Leads sent to dozens of local County service providers like Veteran's Services, EDD, County Offices, Schools, Colleges & More!

### Tools To Help You Find /Train The Right Candidate

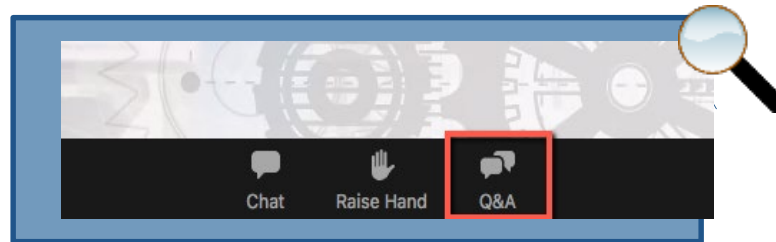
- ✓ OJT Training Program\$\$\$
- ✓ Skills Assessments
- ✓ Pre-employment Soft Skills Job Readiness Training
- ✓ Career Interest & Job Market Exploration—Meet Candidates who want to Meet You!

### Access To Those Looking For Work

- ✓ Thousands of Views on our Social Media Recruitments
- ✓ Thousands of unemployed jobseekers accessing our Jobs Listings as part of their UI Requirements
- ✓ Talent Pipelines to CSU, Chico, Community Colleges, and regional Adult/Vocational School Programs



# Questions?

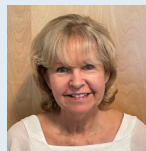


## Contact Us:

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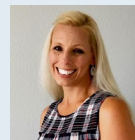
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# CMTC exclusively serves California's Manufacturers as part of the MEP National Network

## ECONOMIC IMPACT

MEP Center impacts are based on clients surveyed in FY22



**\$820M**

Total Increased/Retained Sales



**8,000+**

Total Increased/Retained Jobs



**\$300M**

Total Investment



**\$124M**

Total Cost Savings



# Thank You!

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