



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

BUSINESS

RESOURCES & WORKFORCE SERVICES

A Business Specialist will serve as a connection between your business and partner organizations at no cost, to provide a variety of services, information and resources on topics such as labor market information (LMI), resources, human resource law information, ADA, worker's compensation, and more.

WORK-READY RECRUITS/ INDIVIDUALIZED RECRUITMENTS

- We can coordinate and schedule candidate interviews.
- Assist with pre-screening and skills assessments.
- Let us handle your large-scale recruitments when you need to fill multiple positions. We can do it at our location or at yours for no fee. This includes organizing and marketing the event to job seekers.

HIRING INCENTIVES

- On-the-Job Training Program
- Transitional Job Training Program
- Work Opportunity Tax Credit
- Paid Work Experience Program
- Homeless Tax Credit

POST JOB OPENINGS

CalJOBS is an internet-based virtual job center available 24 hours a day, 7 days a week. Post unlimited job listings, search resumes, contact potential candidates and gain maximum exposure for your available positions. For more information, visit caljobs.ca.gov
We can post job openings on social media which it's a highly effective way to reach a large and diverse audience.



TARGETED INDUSTRY TRAININGS

Madera County Workforce Investment Corporation in partnership with businesses and training providers, can assist with targeted industry training programs using Employment Training Panel funds. This method of training is designed to fill your immediate labor shortages and help you build a pipeline of skilled workers.

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities

LAYOFF AVERSION

- Layoff aversion services can help employers retain their experienced and skilled employees, who are valuable assets to the company.
- Retaining employees can improve the quality of work and increase productivity.
- We can assist you to coordinate services and strategize cost-savings alternatives to avoid downsizing or closing your business. For instance, the EDD Work Sharing Program is a temporary alternative to layoffs.

INCUMBENT WORKER TRAINING

- This program is designed to retain a skilled workforce or avert the need to lay off employees by assisting current employees in obtaining the skills necessary to preserve employment.
- The Incumbent Worker Training program can help employers to build a skilled workforce that is more productive, adaptable, and loyal, which can contribute to the long-term success and profitability of the organization.

RAPID RESPONSE SERVICES

- When strategies to avert layoffs and closures are not enough and downsizing becomes necessary, our Rapid Response Team can help alleviate the impact on your business and your staff with onsite planning and orientations.
- A rapid response orientation can help to provide clarity and transparency throughout the closure process, which can help to alleviate anxiety and uncertainty among impacted employees.

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities





**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

ON-THE-JOB TRAINING PROGRAM

The OJT program can save time & money on your hiring and training costs. This program enables businesses to hire employees and receive a reimbursement for a portion of that employee's wages during a specific training period.

YOU ARE IN CONTROL

- You decide who to hire.
- You will train the employee to perform the job according to your specifications.
- OJT program participants are your employees and are subject to the same rules and policies as other employees.



SAVINGS

- The program allows the employer to be reimbursed a percentage of the participant's hourly wage during the training period.
- The On-the-Job Training period will vary according to the complexity of the job and the existing skills of the participant.
- The duration of the training period will be negotiated.



PROGRAM GUIDELINES

- # Have a Federal Tax Identification Number
- 📄 Current City or County Business License
- 👤 Worker's Compensation Insurance
- 📅 Schedule OJT employee for a minimum of 32 hours per week.
- 💰 Negotiate starting wage no less than \$0.50 above current minimum wage
- 📋 Provide specific training based on the training outline.
- 👤 Retain employee in a regular full time position upon successful completion of the OJT agreement

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities.



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

PAID WORK EXPERIENCE PROGRAM

The Paid Work Experience (PWEX) program is a temporary work placement activity for out of school young adults, ages 18-24 years of age. Placement can be at a public, private or non-profit organization. Paid Work Experience provides individuals with an opportunity to gain on-the-job knowledge, hands on experience and technical skills.



BENEFITS

A structured Paid Work Experience provides employers with individuals who are ready and willing to work in their chosen career path. It may also provide a pool of future employees from which to fill future positions and may reduce recruitment costs.

Individuals are held to the same expectations as all employees. The employers conduct bi-monthly evaluations on workplace expectations and performance.

PROGRAM GUIDELINES

- ✓ Provide specific training based on the training outline.
- ✓ PWEX must not exceed 25 hours per week and not exceed a total of 460 hours, as per Agreement.
- ✓ Ensure sufficient training tasks, equipment and materials.
- ✓ Follow all established time and attendance policies as stipulated in the PWEX Agreement.
- ✓ Provide a safe, healthy work environment.

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities.



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

INCUMBENT WORKER TRAINING PROGRAM

Incumbent Worker Training is a program that provides funding to help eligible Madera County businesses to train their existing (incumbent) workers. Its intent is to support the skill development of employees and to preserve existing jobs for Madera County residents. Training can be customized to meet specific needs.

BENEFITS

- Incumbent Worker Training is a program that provides funding to help eligible Madera County businesses to train their existing (incumbent) workers.
- The objective is to support the skill development of employees and to preserve existing jobs for Madera County residents.
- Training can be customized to meet specific needs.
- Providing training to current employees can increase their skills and knowledge, leading to increased productivity in the workplace.



Employers participating in the program will be required to pay for the non-federal share of cost of providing the training to incumbent workers.

The non-Federal share will not be less than:

- 10% of the cost for employers with 50 employees or less.
- 25% of the cost for employers 51–100 employees
- 50% of the cost for employers 101 or more employees.

PROGRAM GUIDELINES

- ✓ Incumbent worker must be employed.
- ✓ Must meet the Fair Labor Standards Act requirements for an employer-employee relationship.
- ✓ Have established employment history with the employer for six months or more.

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities.

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org

TRANSITIONAL JOB TRAINING PROGRAM

The objective of the Transitional Job Training (TJT) program is to assist eligible individuals to establish a recent work history, demonstrate work success, and to develop the skills that lead to entry into and retention in unsubsidized employment.

A TJT worksite may be in the private for profit sector, the non-profit sector, or the public sector. Labor standards apply in any TJT placement.

BENEFITS

- This effective employment solution may help save you time and money.
- TJT participants have all of their wages subsidized by the transitional jobs program for a limited period of time, which offers employers a chance to build capacity and try out a new worker with little risk.
- Employer provides an environment in which the transitional worker can build skills and gain experience. This model helps small businesses and non-profits that can't afford to add staff find qualified workers at a reduced cost to increase capacity and productivity.
- Programs like this benefit employers by lowering the cost of hiring new employees.



Program Guidelines

- Provide transitional job training for participants, based on the approved job description and training outline.
- Ensure that participants do not exceed a maximum of 20 hours per week at the worksite and do not exceed a total of 320 hours of program participation.
- Provide a safe, healthy work environment for all participants.
- Ensure that participants are adequately supervised at all times.

This project is fully funded by a US Department of Labor Workforce Innovation and Opportunity Act (WIOA) grant allocation totaling \$2,379,746 and is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities.

Workforce Development Board of Madera County
2037 W. Cleveland Ave.
Madera, CA 93637
(559) 662-4540
Maderaworkforce.org