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2022 Employer's Edge

Workforce Development Resources for Polk County Businesses

November 16, 2022

This program is fully supported by federal funding: www.careersourcepolk.com/about/boardroom/program-funding
An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.



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Work Opportunity Tax Credit (WOTC)

Work Opportunity Tax Credit

Work Opportunity Tax Credit (WOTC) Target Group Eligibility

<https://bit.ly/3UPeUci>

Work Opportunity Tax Credit

Target Groups

Through the Work Opportunity Tax Credit (WOTC) Program, employers have the opportunity to earn a federal tax credit between \$1,200 and \$9,600 per employee.

This tax credit is dependent upon the new employee qualifying as a member of one of the target groups and working a minimum of 120 hours in their first year.

Work Opportunity Tax Credit

Target Groups



Qualified Short-Term Temporary Assistance for Needy Families (TANF) Recipients



Qualified Veterans (SNAP Recipients, Disabled, Unemployed)



Qualified Justice-Involved



Qualified Designated Community Residents (Residing in an Empowerment Zone)
Expires 12/31/2025



Qualified Vocational Rehabilitation Referred Individuals



Qualified Summer Youth (Residing in an Empowerment Zone)
Expires 12/31/2025



Qualified Supplemental Nutrition Assistance Program (SNAP) Recipients



Qualified Supplemental Security Income Recipients (SSI)



Qualified Long-term Family Assistance Recipients



Qualified Long-term Unemployment Recipients ***New**

Panelists



Arethia Herring

**“CHANCE FOR CHANGE”
FOR JUSTICE INVOLVED
CUSTOMERS**

***Employment Security
Specialist II,
CareerSource Polk***



Valerie Hudgins

“AARP Foundation”

***Project Director,
AARP***



Keith Bourkney

“employing ABILITIES”

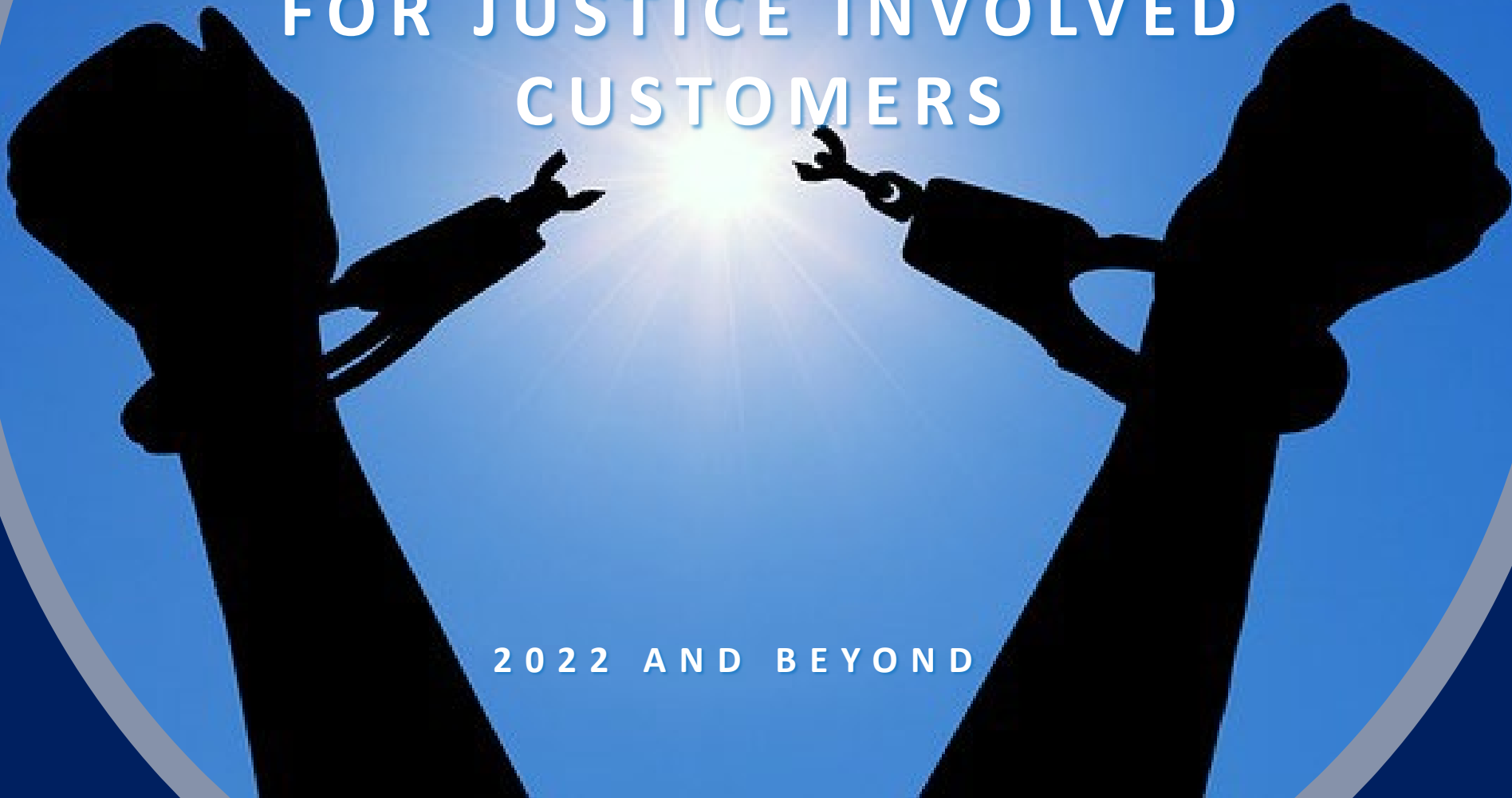
***Executive Director,
employU***

EMPLOYER'S EDGE

CREATING A

“CHANCE FOR CHANGE”

FOR JUSTICE INVOLVED
CUSTOMERS



2022 AND BEYOND



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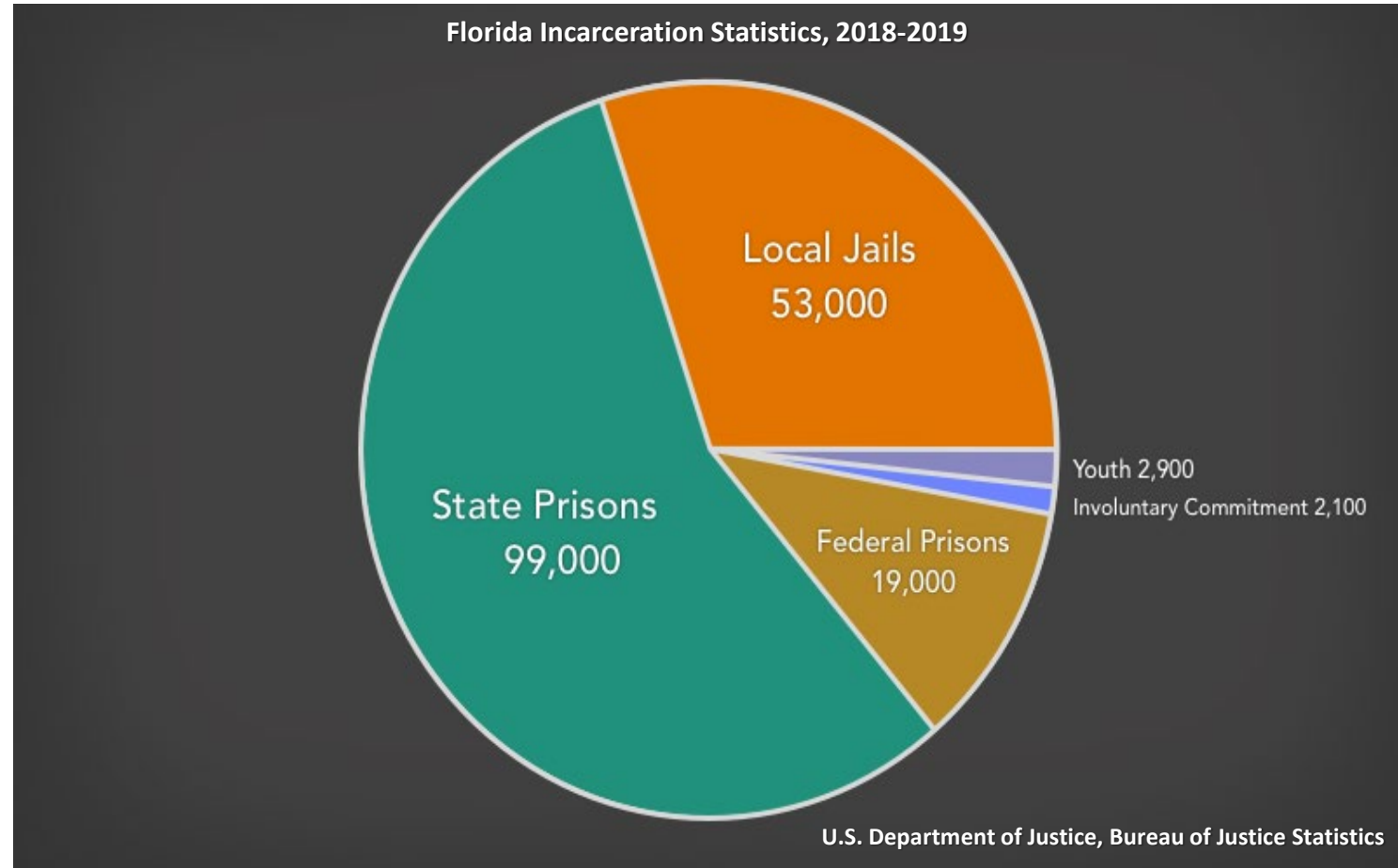
The best way to prepare re-entry persons for reintegration the creation of a prison-to work pipeline.


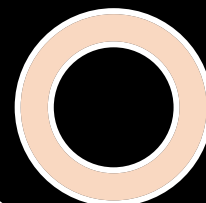
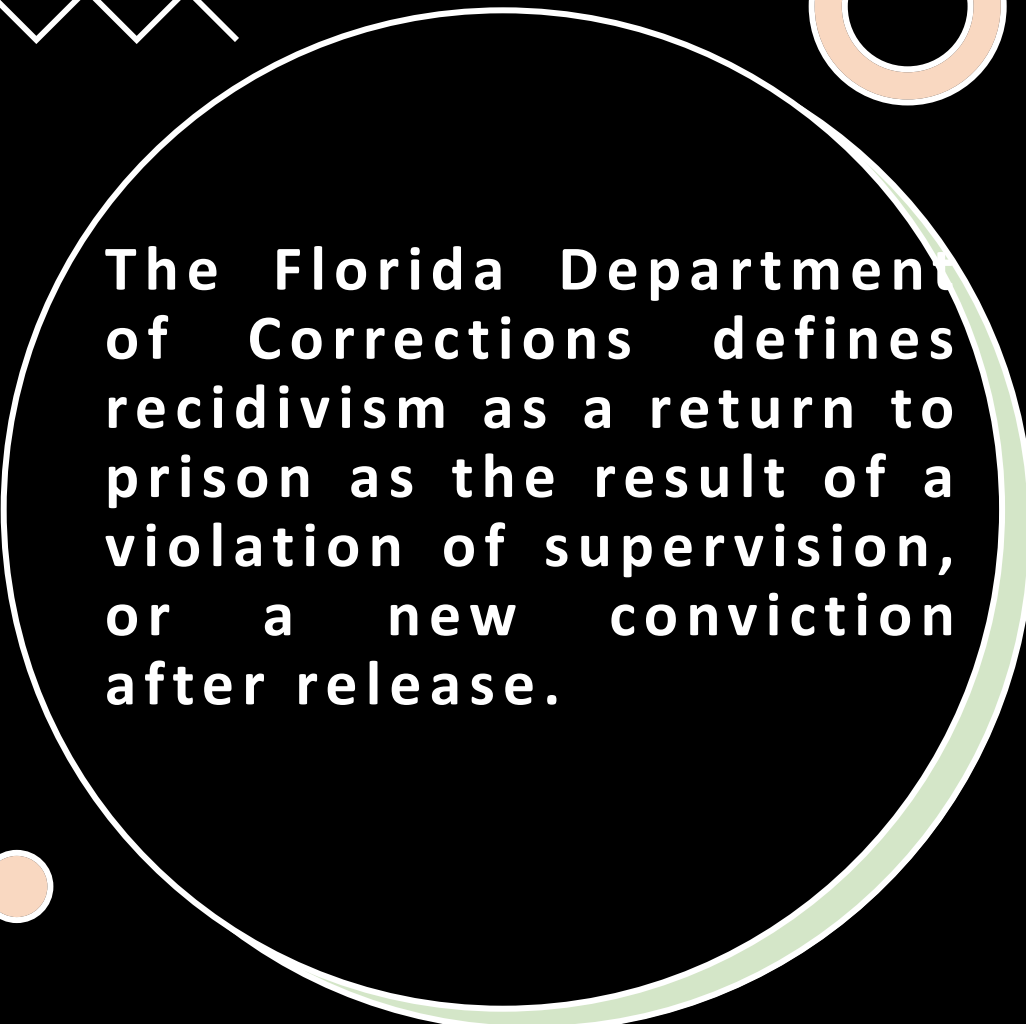

We need to start with implementing legitimate opportunities for employment, personalized inmate education plans, vocational training programs, job readiness skills and career planning.



DID YOU KNOW?

- The state of Florida is home to the third largest prison system in the country with 176,000 individuals housed. Only California and Texas are larger.
- FDC serves as the largest state agency with an annual budget of \$2.7 billion.





The Florida Department of Corrections defines recidivism as a return to prison as the result of a violation of supervision, or a new conviction after release.

The Bureau of Justice states that nationwide roughly 650K individuals are released from incarceration yearly.

37.8% of Florida's released inmate population will reoffend within 36 months.



Bureau of Justice statistics shows approximately 40% of released individuals are back in either jail or prison between years 1-3, and between years 3-6 the percentage goes up to over 50%.

Corrections needs to move from a place of warehousing, to a place of rehabilitation to help break the cycle of recidivism.

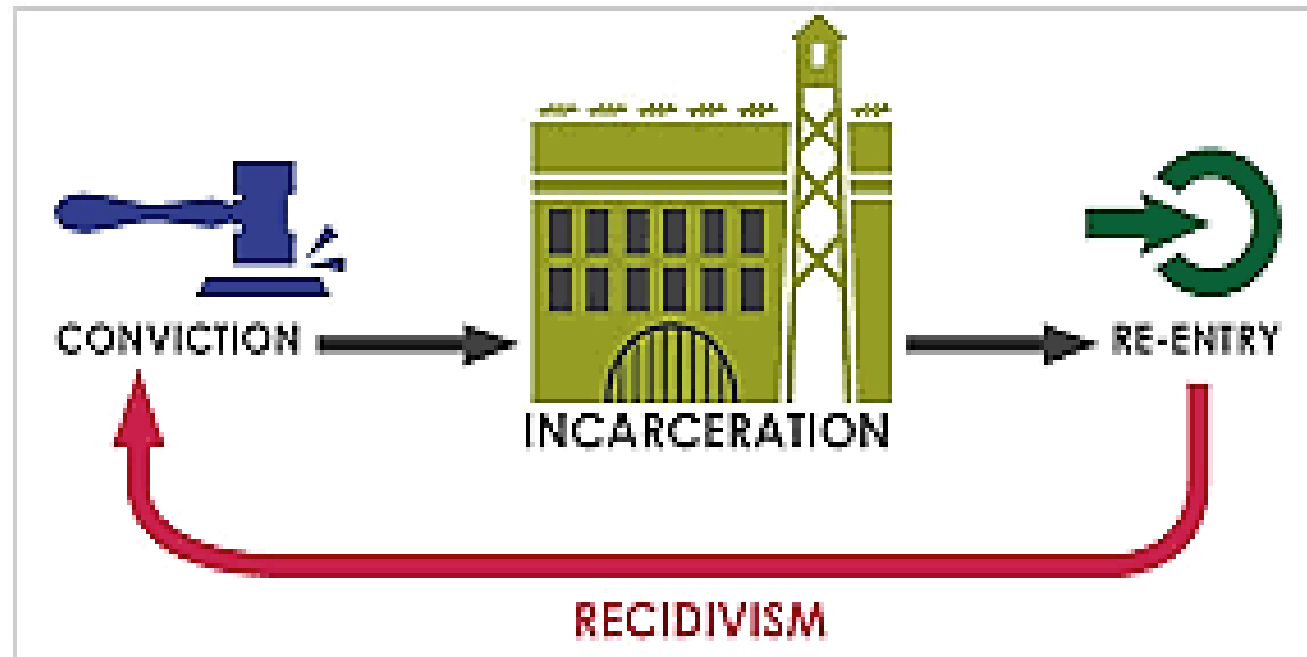
Along with counseling and training, inmate focus should be steered to continuing education, employability and job readiness, wise decision making and personal accountability.

Lack of re-entry programs

No access to vocational or trades training

Strict housing restrictions based on background

Unemployed / under-employed





FUTURE
PAST



Ban-The-Box & Fair Chance Hiring Act of 2019

Because of barriers and stigma associated with “justice involved” applicants policies and initiatives like Ban-The-box and the Fair Chance Act of 2019 have been adopted.

Initiated in Hawaii in 1998

Movement began to institute in Continental US in 2003 by grassroots organizations like All Of Us Or None

Background question cannot be asked until “conditional offer” of employment made

Restricts what can be asked pertaining to criminal and conviction history

Limits by state how many years from conviction can be requested by employer

Expands the Ban-The-Box

Act signed into law in 2019

Individualized assessments

Time passed since last conviction

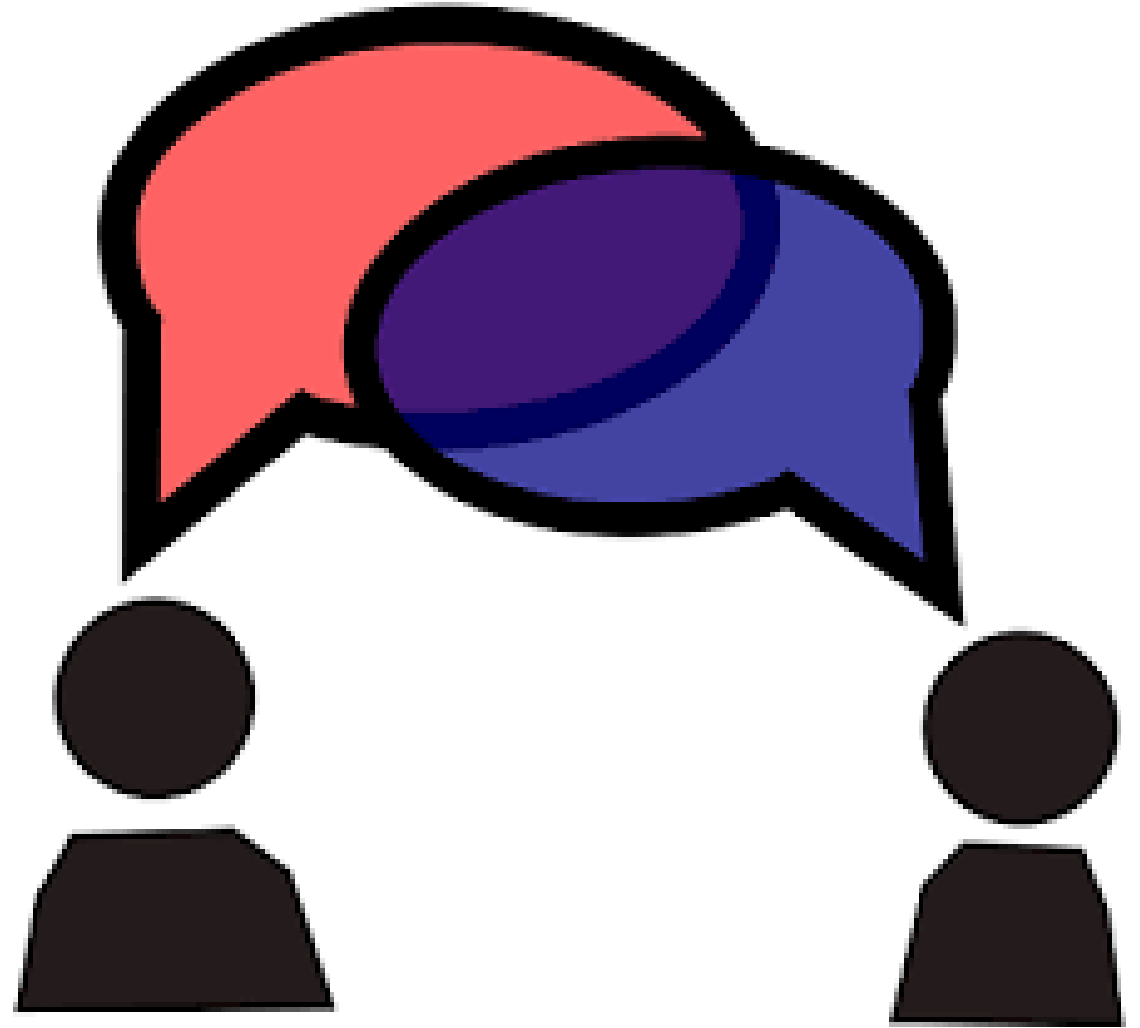
Nature of job sought and impact

Nature and gravity of crime / conviction history

Review evidence from applicant challenging accuracy of report if offer rescinded

Review evidence and / or documentation of rehabilitation, training or mitigating circumstances

Why should employers
hire justice involved
customers



Advantages & Incentives



Incentives, are the rewards or enticements to participate as a “Second Chance” employer.

VS

Advantages, show the employer why adopting this approach is beneficial.

ADVANTAGES & BENEFITS

Strengthens families

Loyalty and employee retention

Helps to lower crime statistics

Reduces reliance on state benefits

Aids in diversifying the worksite

Reduces likelihood of recidivism

Makes a life change for the better

INCENTIVES

Generous tax breaks for employers

Almost limitless applicant pool

Employer protection against losses related to employee dishonesty or theft

Workforce Services

Federal Bonding Program

April 2019



The Federal Bonding Program provides fidelity bonds to employers that hire hard-to-place job seekers who may be considered high risk due to facing certain barriers to employment. The fidelity bonds, issued as insurance policies, cover job seekers for the first six months of employment at no cost to the job seeker or the employer. The fidelity bond insurance policies are issued in coverage amounts of \$5,000 up to \$25,000, and they protect businesses against any loss due to employee dishonest acts. These acts include but are not limited to: theft of money or property, forgery, larceny, and/or embezzlement up to the amount of coverage.

All jobseekers with barriers to employment qualify for the Federal Bonding Program. Common barriers to employment include having a criminal history, a dishonorable discharge from the military, poor or limited work history, or poor credit history. This program also benefits employed individuals that need the bond to secure a job promotion or to avoid being laid off. For newly hired job seekers, the steps below must be followed for the bond to be issued to their employer.

Federal Bonding Program Steps:

- The employer must provide the job seeker with a written job offer letter that requires bond issuance.
- The job seeker must present a written job offer letter with an anticipated start date to the local career center.
- The local career center must verify the job seeker's actual start date with the employer.
- After verifying the job seeker's actual start date, the local career center must complete the online Fidelity Bond Request form and submit it to the Department of Economic Opportunity (DEO).
- DEO must process, certify, and submit the bond request to Union Insurance Group.
- Union Insurance Group prepares and sends the insurance policy to the employer.

Federal Bonding Program Restrictions:

- The job seeker must be authorized to work in the United States.
- The job seeker must receive wages with federal taxes automatically deducted.
- Self-employed individuals and independent contractors cannot be bonded.



Ron DeSantis, Governor
Ken Lawson, Executive Director

For additional information call: 1-866-352-2345

Workforce Services

Work Opportunity Tax Credit Program



January 2020

The Department of Economic Opportunity (DEO) offers private sector businesses the opportunity to earn federal tax credits for hiring job seekers that fall within one of the following target groups:

- Qualified Short-Term Temporary Assistance for Needy Families (TANF) Recipients
- Qualified Veterans (SNAP Recipients, Disabled, Unemployed)
- Qualified Ex-felons
- Qualified Long-Term TANF Recipients
- Qualified Vocational Rehabilitation Referred Individuals
- Qualified Long-Term Unemployment Recipients
- Qualified Supplemental Nutrition Assistance Program (SNAP) Recipients
- Qualified Supplemental Security Income Recipients

Tax credit information for businesses:

- The business can reduce their tax liability up to \$9,600 over two years, depending on the qualified employee.
- The Work Opportunity Tax Credit Certification Request must be postmarked no later than 28 days following the employee's start date.
- There is no limit to the number of qualified employees for which a business can take the credit.
- Forms and more specific program information can be accessed online at: <http://www.floridajobs.org/wotc>.
- Create or log into your E-WOTC account online at: <https://wotc.floridajobs.org/>



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For additional information call: 1-866-352-2345



QUESTIONS

```
mirror_mod = modifier_ob.  
set mirror object to mirror.  
mirror_mod.mirror_object  
operation == "MIRROR_X":  
mirror_mod.use_x = True  
mirror_mod.use_y = False  
mirror_mod.use_z = False  
operation == "MIRROR_Y":  
mirror_mod.use_x = False  
mirror_mod.use_y = True  
mirror_mod.use_z = False  
operation == "MIRROR_Z":  
mirror_mod.use_x = False  
mirror_mod.use_y = False  
mirror_mod.use_z = True  
  
selection at the end -add  
mirror_ob.select= 1  
modifier_ob.select=1  
context.scene.objects.active  
("Selected" + str(modifier_ob.  
mirror_ob.select = 0  
= bpy.context.selected_object  
data.objects[one.name].select  
  
print("please select exactly  
  
-- OPERATOR CLASSES ----  
  
types.Operator):  
on X mirror to the selected  
object.mirror_mirror_x"  
mirror X"  
  
context):  
context.active_object is not
```

WEBSITES AND RESOURCES

ADDITIONAL RESOURCES

Professional Background Screening Association (PBSA)

CRA Trades association

- <https://thepbsa.org/directory/>

Legal Action Network (LAC)

National H.I.R.E. Project

- <https://www.lac.org/major-project/>

Dave's Killer Bread (DKB)

Tool-Kit for becoming a "Second Chance" employer

- <https://dkbfoundation.org/>

National Employment Law Project (NELP) Fair Chance Act Press Release (2019)

- <https://www.nelp.org/news-releases/congress-passes-landmark-ban-box-legislation>





employU

employing ABILITIES

Who We Are

- We are a non-profit organization established in 2012.
- We partner with Vocational Rehabilitation, Agency for Persons With Disabilities, Ticket to Work and other organizations to assist youth and adults with disabilities in fulfilling their vocational goals.
- We are funded through grants as well as state and federal sources.
- We have 30 offices across the state and currently service over 54 counties in Florida.
- More than 2,500 individuals currently served through all employU programs.

Our Mission

employU's mission is to create inclusive workforces for people with disabilities and other underserved populations through education, empowerment and advocacy.

employU is structured as a one-stop-shop offering adult employment services, youth programs, employability trainings, paid work experience, and a variety of assessments.

Our services enhance a customer's ability to successfully achieve independence by establishing a lifelong career.

- employU offers people with disabilities a path to a meaningful career.
- Every client has a team of staff members dedicated to preparing them for employment through resume building, application guidance, and interview preparation.
- We build relationships with every individual in our program to find the environment best suited to their personality, job skills, and strengths.
- We then strategically match businesses with our clients to establish mutually beneficial experiences.
- When business partners hire our clients, they are not simply hiring an individual, they are hiring an experienced team of professionals.

OUR CLIENTS

ADULT PROGRAM SERVICES

Job Placement: Each participant is assigned an Employment Specialist who matches them with the right employer

Job Coaching: Coaching and assistance throughout the training period

Job Retention: Check-ins with the employee and the employer to ensure the placement is a long-term fit

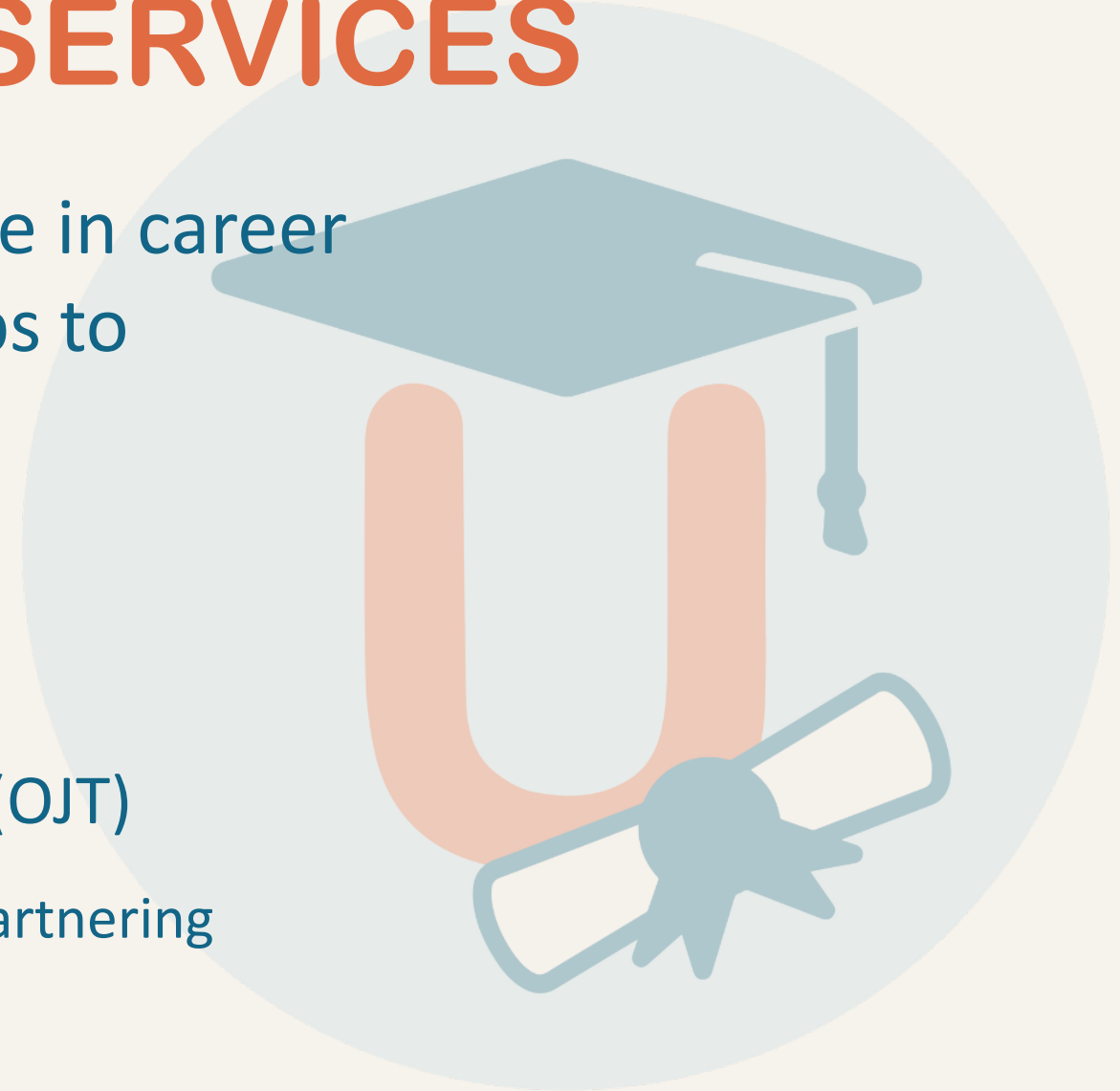
80% retention rate over 180 days



YOUTH PROGRAM SERVICES

Students in the program participate in career preparation training and workshops to prepare them for their career

- Work Readiness Workshop
- Career Camps
- Work Based Learning Experiences (OJT)
 - 1 to 2 month work experience at a partnering business





Benefits of Being a Host Business

On-the-Job Training

- **employU covers all employee payroll** for clients participating in Work Based Learning Experiences
- **employU is the Employer of Record** for IRS reporting. We are responsible for all wages, taxes, and all of the associated payroll paperwork. Clients clock in and out on their phones and all record keeping is maintained by employU.
- Host businesses can also **reduce recruitment and training costs** by partnering with employU for Work Based Learning Experience to allow the right candidates the opportunity to gain valuable hands-on experience while you get to know them and determine if they are a good fit for your business needs.
- There **is no obligation to hire** them after the Work Based Learning Experience period ends and no cost if you want to hire them on permanently.



Benefits of Being a Host Business

- **NO RISK TO HOST BUSINESS**

- Liability insurance and Workman's Comp is covered.
 - Liability insurance of \$1,000,000 is covered by employU. Workman's compensation insurance is covered by the State of Florida.

- **ONSITE SUPPORT**

- An employU Job Coach will visit the worksite on a regular basis to provide support not only to the participant, but also to the host business.
- At each visit, the Job Coach will check in with the client's supervisor to ensure that everything is going well and ensure that any challenges are addressed.

- **PEAK SEASON OR SPECIAL PROJECTS**

- If your business has a peak season, busy season, or has any special projects you can utilize students for Work Based Learning Experiences to assist during these time periods.

Becoming a Business Partner

- **MEET**

- employU will go over all the information in the Memorandum of Understanding (MOU), including employer of record, payment of clients, liability insurance, and workers compensation. We will also answer any questions the host business has during this meeting.

- **CUSTOMIZE**

- After the MOU is signed, employU meets with the host business to:
 - Help develop job descriptions for the On-the-Job Training positions available
 - Discuss schedules and the ideal candidate for the positions in order to match the right clients with the right opportunities.

Becoming a Business Partner

• LAUNCH

- Participant interviews for the positions, just like every employee would, and if the business agrees the individual is a good match for the opportunity employU will place them.
- The employee begins their work experience with the host business and an employU Job Coach will accompany them on their first day for support and coordination.
- The Job Coach will conduct regular check-ins to measure progress and success.

• EVALUATE

- When the Work-Based Learning Experience ends, the employU Job Coach will conduct an Exit Interview with the business supervisor as well as the client.
- The host business can provide feedback on the employee including progress, challenges, and overall experience.
- The host business will also have the opportunity to hire the client, but there is no obligation to do so. If the client is hired, there is no placement fee charged to the business.

Industry Case Examples

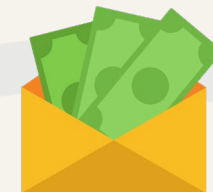
HOSPITALITY AND RESTAURANT INDUSTRIES

- From large hotel chains to local small businesses, we have experience in matching the right individuals with positions including
 - Culinary,
 - Reception,
 - Customer service,
 - Housekeeping,
 - Maintenance in different venues from full-service hotels to sporting arenas.

The average OJT is 40 hours



30 OJTs per quarter = 1,200 hours



Average hourly rate of \$11.00
= total \$10,800 in labor cost savings to partners

Industry Case Examples

RETAIL INDUSTRIES

- The Retail Internship Project is designed to provide an immersion experience for clients interested in retail. Positions ranged from warehouse maintenance to store-front stocking and customer service.

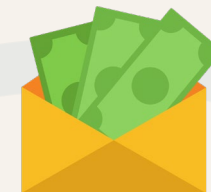
TJX PARTNERSHIP EXAMPLE

- Since 2016, TJX has been able to create an additional recruitment pipeline for their stores, increasing assistance not only during peak seasons but also during downtime when revenue slows and was able to reduce training costs by hiring employU clients that have already completed work experiences since they were trained for their positions while on employU's payroll during the OJT.

The average OJT
is 40 hours



178 OJTs in six
months = 7,120 hours



Average hourly rate of \$11.00
= total \$69,420 in cost savings
to partner stores

Industry Case Examples

MANUFACTURING

- There is significant need for skilled employees in the manufacturing industry, particularly on the Space Coast where manufacturing contributes 21% to the GDP. Students can explore a wide array of manufacturing positions from assembly to high-tech product testing and specialized product development.

USCC PARTNERSHIP EXAMPLE

- In the summer of 2019, USCC partnered with employU to offer a summer internship program to high school students to expose them to industry. After the summer program ended, USCC was contracted for major project. They once again turned to employU, this time to set up a weekend-based work experience opportunity for students.



Average of 12 students in the program



Each student worked an average of 12 hours per week for 16 weeks



2,304 total number of hours worked at an \$11/hour pay rate = \$25,344 savings in labor cost to complete the project

Thank U

Contact information

info@employu.org

(407) 598-0202

www.employu.org



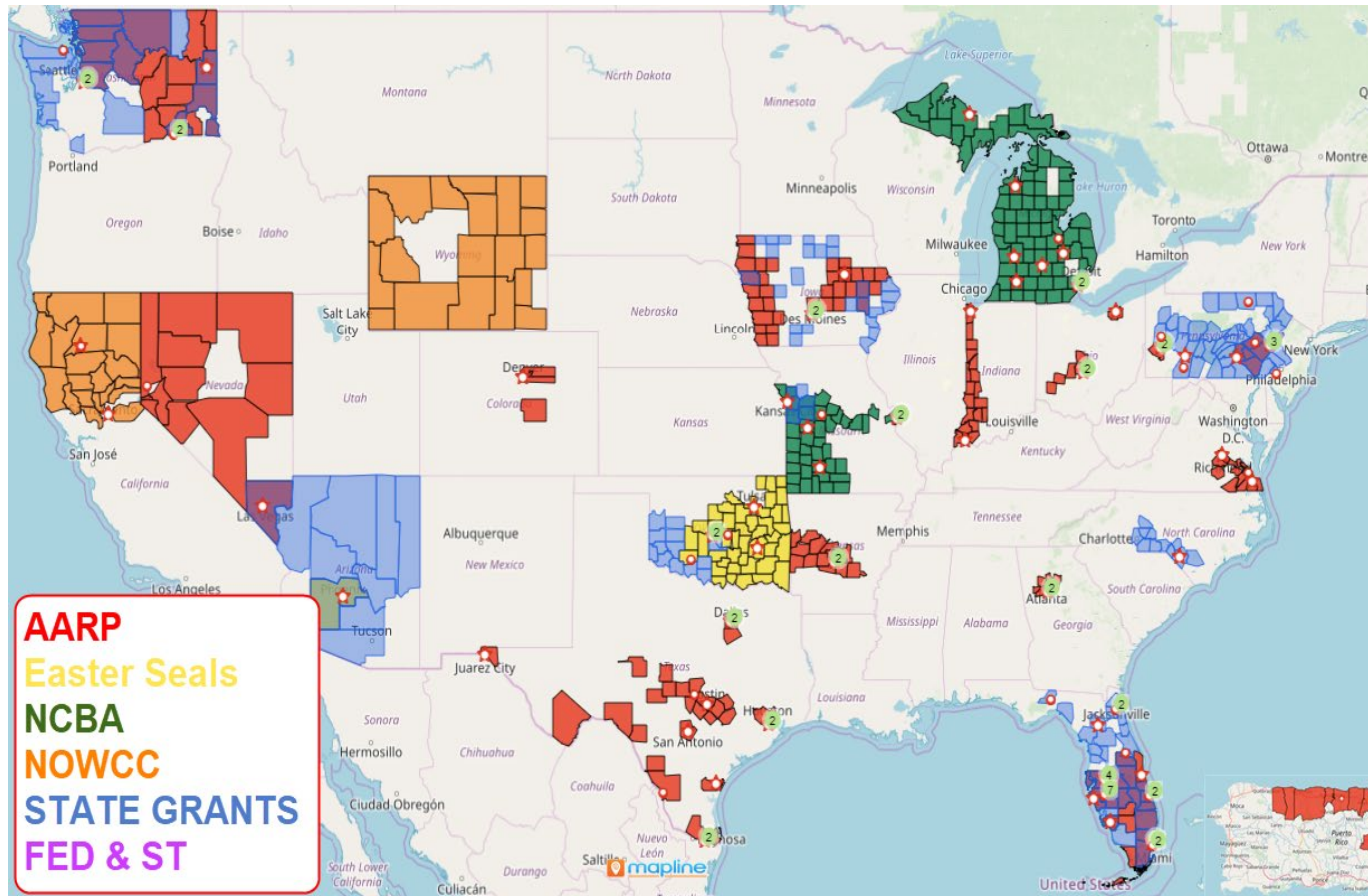
We are looking forward to working with you.

Welcome to AARP Foundation SCSEP

Presented by: Valerie Hudgins, Project Director

AARP Foundation®

**AARP FDN currently has over 100 offices in 19 states and Puerto Rico.
Our mission: Keeping Seniors out of Poverty
We serve over 12,000 seniors looking for work annually**



HOW do we do this???

- A.** We partner with local non-profits to create skills-based training which will get older workers skills updated AND show current work history on their resume.
- B.** We work with local employers to provide OJE's or Direct Hire Opportunities for employment.

The labor force participation rate is expected to increase fastest for the oldest segments of the population...most notably for those ages 65 and up!

How do employers plan to prepare, manage, and accommodate this???

► WHY Does There Need To Be a Plan?

- Disparity in age factors
- Combat discrimination
- Technology limitations
- Sensitivity to physical/health factors



Workers Over 55 Filled Nearly Half of New Jobs in 2018!

- ▶ Americans 55 and over make up slightly less than a quarter of the nations labor force, but they filled almost half (49%) of the 2.9 million jobs gained in 2018- the biggest share of any group
- ▶ Those 55 and up tend to be healthier and better educated than people their age were in the past.
- ▶ 40% of Older workers are in management or professional roles



WHY HIRE OLDER WORKERS? WHAT IS THE VALUE?

- ▶ Older workers tend to be more dependable. Fewer life distractions.
- ▶ Older workers have longer retention.
- ▶ If they have Medicare, their health insurance is already covered.
- ▶ They have the experience and skills to guide the younger workers.





HIRE YOUR OLDER WORKER TODAY!

Contact your local AARP Foundation SCSEP Office!