

# 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), benefits available, human resource law information, ADA, worker's compensation, and more.

### Work-Ready Recruits/Individualized Recruitments

We can coordinate and schedule candidate interviews, and 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 promoting the event to job seekers.

### Hiring Incentives

OJT - The On-the-Job Training program enables businesses to hire new employees and receive a reimbursement to offset a portion of the training costs during the training period.

TJT - Transitional Job Training program is a subsidized work-based training activity that takes place at a worksite for a limited period of time.

Tax Credits - Work Opportunity Tax Credit is available for employers who hire individuals who are members of federally designated groups.

PWEX - The Paid Work Experience is a temporary work placement activity in a public, private or non-profit organization. PWEX provides individuals with an opportunity to gain on-the-job knowledge, experience and technical skills, while earning a minimum wage.

### 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 [www.caljobs.ca.gov](http://www.caljobs.ca.gov)

### 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.

## COMPETITIVE SOLUTIONS

### Layoff Aversion

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.

### Reemployment

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.