

Employer Information and Support Services

Services that can be included in this area:

- 1) Initial site visits with businesses/employers;
- 2) Providing information on tax credits or workforce investment incentives (WOTC, etc.);
- 3) Customized information on state/regional/local labor market conditions;
- 4) Proactive linkage and referral to community resources supporting their workforce needs;

Workforce Recruitment Assistance

Businesses/employers that receive direct workforce recruitment assistance, as follows:

- 1) Supporting employers' search for qualified candidates;
- 2) Securing information on job requirements and providing employers with VR staff support for candidate screening and pre-employment interviews at VR sites or at the business site;
- 3) Distributing the job announcements/information within the VR agency, clients, providers;
- 4) Conducting special recruitment efforts to out-of-area candidates with specialized skills;
- 5) Organizing, conducting, or participating in job fairs;
- 6) Providing employers with meeting/work space at the VR building for interviewing, etc.;
- 7) Conducting pre-employment testing, background checks, assistance in completing post-employment offer paperwork (I-9, W-4 paperwork, etc.);
- 8) Providing employers with job or task analysis services;

Engaged in Strategic Planning/Economic Dev.

These activities include, but are not limited, to the following:

- 1) Participating in community-based strategic planning;
- 2) Sponsoring employer forums;
- 3) Securing information on industry trends;
- 4) Providing information for the purpose of corporate economic development planning;
- 5) Partnering in collaborative efforts to identify workforce challenges and address them;

Accessing Untapped Labor Pools

These activities include, but are not limited, to the following:

- 1) Outreach to youth, veterans, individuals with disabilities, ex-offenders, and other groups;
- 2) Industry awareness campaigns;
- 3) Joint partnerships with high schools, community colleges, or programs to improve skills;
- 4) Programs to address limited English proficiency and vocational training;

Training Services

- 1) Employers receiving publicly funded training assistance; including, customized training, on-the-job training, worker training, and incumbent worker training;

Incumbent Worker Training Services

- 1) Businesses receiving publicly funded incumbent worker training assistance;

Rapid Response/Business Downsizing Assistance

Businesses receiving initial on-site visit or contact for the following:

- 1) Discuss the range of rapid response services and other assistance available to those affected by layoff, plant closures, or other natural disasters;
- 2) Plan a layoff response following notification of a current/projected layoff or closure;

Planning Layoff Response

Businesses receiving initial on-site contact to plan a layoff response following notification of a current/projected layoff or closure;