

Subsidized Employment Program Information For Local Employers

The Subsidized Employment program represents an exciting opportunity for a wide range of Nevada County employers. This program is being offered through a partnership between the Department of Social Services and the Private Industry Council, the service provider for Nevada County One Stop Business & Career Center.

PRIVATE FOR-PROFIT AND NON-PROFIT EMPLOYERS

For-profit and non-profit employers are invited to participate in the Subsidized Employment program. Under this program, the Private Industry Council (PIC) will be the employer of record and will hire the Subsidized Program employees. PIC will provide you with referrals of qualified participants and pay **100%** of the salary and taxes for any participant you accept. The wage subsidy is available from the date of hire until September 30, 2010. Employers are only required to track and report the time spent training and supervising participants. The Program hopes that this opportunity will allow employers to maintain and/or grow their businesses while also helping low-income families become employed and gain valuable work experience. To become a Subsidized Employment employer, contact the Nevada County One Stop Business & Career Center at 265-7088.

GOVERNMENT AND SCHOOL EMPLOYERS

All City, County and School departments are also invited to participate in the program. PIC will be the employer of record and will hire the Subsidized Program employees. PIC will provide you with referrals of qualified participants and pay **100%** of the salary and taxes for any participant you accept. The wage subsidy is available from the date of hire until September 30, 2010. Employers are only required to track and report the time spent training and supervising participants. The Program hopes that this opportunity will allow departments to maintain services to our community while also helping low-income families become employed and gain valuable work experience. To become a Subsidized Employment employer, contact the Nevada County One Stop Business & Career Center at 265-7088.

CONTACT INFORMATION

Interested employers should contact One-Stop Business & Career Center located at 715 Maltman Drive in Grass Valley or call 265-7088.

Subsidized Employment Program

EMPLOYER FREQUENTLY ASKED QUESTIONS

How many job slots does the Subsidized Program have to fill?

Nevada County One Stop Business & Career Center has a goal of hiring and placing 100 employees in jobs each month through September 30, 2010. However, there is no cap on the number of jobs that can be created through the program.

How do I apply to be a Subsidized Employment Program employer? Is it complicated?

No, it is not complicated. Employers must complete an application that asks for some general information about your business and about the positions you hope to fill through this program. Approved employers will also sign and complete a brief Work Site Agreement with Nevada County One Stop Business & Career Center.

Do I get to choose the Subsidized Employment participant or does the One Stop Center send me a candidate that I must employ?

Employers choose their Subsidized Employment employees. Nevada County One Stop Business & Career Center staff will match employer needs with eligible program participants, and send appropriate candidates to the employer for interview and selection. Employers may select some, all or none of the candidates sent by Nevada County One Stop Business & Career Center.

Is there a minimum or maximum wage for Subsidized Employment employees?

Yes. Subsidized Employment employees must be paid at least the state minimum wage of \$8.00 per hour. In some cases, Nevada County One Stop Business & Career Center may be able to pay the market wage for certain occupations. Nevada County One Stop Business & Career Center reserves the right to cap Subsidized Employment employee wage rates.

Will my business have to pay FICA, SUI, SDI and worker's compensation insurance for Subsidized Employment employees?

No, Nevada County One Stop Business & Career Center will cover these expenses.

Is my business required to pay the health benefits of the Subsidized Employment employees?

No

Can my business be reimbursed for costs associated with the Subsidized Employment Program?

No. Subsidized Employment will pay 100% of the cost of employee wages. Employers will contribute in-kind contributions of supervision and training.

My business is in a surrounding county. Am I eligible to participate in Subsidized Employment as an employer?

Yes. Any employer in the local service area may participate in Subsidized Employment. However, Job seekers hired through the program must be Nevada County residents.

What happens after September 30, 2010?

Federal stimulus funding for the Subsidized Employment program ends on that date. However, employers are encouraged to retain participants after the wage subsidy ends on September 30, 2010. Employers who retain a participant as a regular employee may be able to qualify for the Work Opportunity Tax Credit and other programs the One Stop Center may offer. Employers unable to retain program participants are encouraged to become a reference and help them connect with employers who are hiring.

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NONDISPLACEMENT PROTECTION IN WORK ACTIVITIES

A program position may not be created as a result of, or may not result in, any of the following:

- Displacement or partial displacement of current employees including, but not limited to, a reduction in hours of non-overtime and overtime work, wages, or employment benefits.
- The filling of positions that would be promotional opportunities for current employees, unless such promotions are routinely filled through an open process in which recipients are provided an opportunity to compete for the job.
- The filling of a position prior to compliance with applicable personnel procedures or provisions of collective bargaining agreements.
- The filling of established unfilled public agency positions, unless the positions are unfunded in a public agency budget.
- The filling of a position created by termination, layoff, or reduction in work force, caused by the employer's intent to fill the position with a subsidized position.
- A strike, lockout, or other bona fide labor dispute, or violation of any existing collective bargaining agreement between employees and employers.
- The filling of a work assignment customarily performed by a worker in a job classification covered by a collective bargaining agreement in that specific worksite, or the filling of a work assignment in any bargaining unit in which funded positions are vacant or in which regular employees are on layoff.
- The termination of a contract for services, before its expiration date, that displaces or partially displaces workers performing contracted services and which is caused by the employer's intent to fill the vacancy with a subsidized welfare-to-work participant.
- The denial to a participant or employee of protections provided other workers on the worksite under state and federal workplace health, safety, and representation laws.