

WORKFORCE ESCAROSA

ONE STOP CENTER TIERED BUSINESS POLICY

And

FEES - EMPLOYER PARTICIPATION IN JOB FAIRS

Workforce Escarosa Tiered Business Services will be divided into three Service Packages as follows:

STANDARD SERVICES PACKAGE

This tier would be for all businesses who submit a job order that would pay \$10.49 an hour or less, or list fewer than 10 job openings per month. At the Standard package, staff would provide the basic referral services by putting their job order in the State “Employ Florida Marketplace” system and make it available for on-line viewing. Hard copy job applications would be collected, but no screening services provided. Employer information is not suppressed and is available for public review. Businesses in this category would participate in our job fairs and have use of Center facilities only on a “space available” basis. Job orders will not be followed-up on by staff.

If a standard business is willing to train one of our participants and their salary after training would be more than \$10.49 an hour, they would be eligible for OJT (on-the-job-training). As a standard business they would be eligible for the OJT at 50% reimbursement. This process is designed to help the business move up into the next tier.

PREFERRED SERVICE PACKAGE

This tier would be for businesses who submit job orders that would pay \$10.50- \$14.99 an hour, or lists 10 to 20 job openings per month with \$9.00/hr minimum. Staff would provide job seeker file search, basic job seeker screening and hard copy application screening. Employer information may or may not be suppressed, based upon employer choice. The employer would be eligible for Incumbent Worker Grants, Quick Response Training Grants, Employed Worker Grants, priority access to job fairs, OJT contracts with a 40% reimbursement, hot job postings at Centers, and Center access for recruitment. The Center would follow up on job orders within 30 days.

EXECUTIVE SERVICE PACKAGE

This tier would be for businesses who submit job orders paying \$15.00 or more an hour, or who list 20 or more job openings per month with a \$10/hr minimum. Staff would meet with this business and discuss LMI, specialized assessments, and the many incentives and services for which they may qualify. Employer information may or may not be suppressed, based upon employer choice. This employer would be eligible for Quick Response grants, Incumbent Worker Grants, Employed Worker Grants, *Ready to Work skills assessment, first choice access to job fairs, OJT contracts at 30% reimbursement, facilitated interviews on site, and hot job postings at Centers. Staff would continuously follow up with these employers every two weeks after receiving a job order.

<p align="center">Standard Package</p> <p align="center">Job openings under \$10.49/hour or Less than 10 J.O. /month</p>	<p align="center">Preferred Package</p> <p align="center">Job openings \$10.50-\$14.99/hour or 10 J.O. + /month with \$9.00/hr minimum</p>	<p align="center">Executive Package</p> <p align="center">Job openings \$15/hour and up Or 20 plus openings /mass recruitment with a \$10.00/hr minimum</p>
<ul style="list-style-type: none"> ❖ Basic Job Order Services ❖ Basic Referral Service (no screen) ❖ Labor Market Information ❖ As Space Available access to job fairs ❖ As Space Available access for recruitment at Centers ❖ Follow up on job orders within 30 days of listing <p>OJT contracts – 50% reimbursement</p>	<ul style="list-style-type: none"> ❖ Labor Market Information ❖ Basic job seeker screening ❖ Hard copy applications screen ❖ Priority access to job fairs ❖ Follow up on job orders within 30 days of listing ❖ OJT contracts – 40% reimbursement ❖ Quick Response Training Grants ❖ Incumbent Worker Training Grants ❖ Employed Worker Training Grants ❖ Recruitment at Career Center ❖ Hot Job posting at Career Centers 	<ul style="list-style-type: none"> ❖ Professional Recruitment ❖ Labor Market Information ❖ First choice access to job fairs ❖ Follow up on job orders within two wks ❖ OJT contracts – 30% reimbursement ❖ Quick Response Training Grants ❖ Incumbent Worker Training Grants ❖ Employed Worker training ❖ Facilitated on-site interviews ❖ Hot Job posting at Career Centers ❖ Customized recruitment for hard-to-fill positions (i.e. Special newspaper ads in select newspapers, RWB Director discretion)

Exceptions may be made on a case-by-case basis dependent upon the need of the business, career growth opportunities, and job seeker needs in the community.

Job Fair Charges

Workforce Escarosa will hold four job fairs at the One Stop Center each year. As part of the Business Services Policy, employers participating in the Workforce Escarosa Job Fairs will be charged \$100.00 per event to reserve a booth. This is a very reasonable cost, as most booths at the Civic Center cost \$500/\$600 per event. This \$100 charge would come to approximately \$4,500 each event as the center has room for 45 booths. This is just enough to cover our advertising and food cost for the Job Fair. By charging for this event, Workforce Escarosa will recoup cost that would otherwise have to come out of programmatic dollars.