

## NCWORKS FOR BUSINESS

# North Carolina helps your business succeed.

NCWorks can help you find, develop, and retain talented employees for entry-level to experienced positions. Whether you are starting a small business or leading a well-established organization, we have free and low-cost solutions to meet your workforce needs and can connect you to resources for entrepreneurs and economic development.



### Recruitment and Screening

Our workforce solutions connect your company to qualified, work-ready employees.

- Use NCWorks.gov to post jobs, track applicants, and get alerts about great candidates at no cost to your business.
- Pre-screen candidates for the skills, experiences and abilities that you need.
- Attend free hiring events to meet qualified candidates from every industry.
- Access labor market information and local wage data.
- Maximize financial incentives and tax credits for hiring qualified candidates.



### Training and Education

Upskill new hires and existing employees through classroom, online, and on-the-job training (OJT). On-the-Job Training is very popular with businesses. Here's how it works:

#### Before starting:

- The position must be FT (30+ hr/week) and pay a minimum of \$15/hour.
- The vacancy will be posted on NCWorks.gov.
- Candidates that meet eligibility criteria are selected.
- Contracts and documentation are completed with all parties prior to start.

#### During Training:

- Employer submits documentation of employee's wages every month.
- A signed invoice for reimbursement accompanies the pay documentation.
- NCWorks will make contact monthly to ensure all is progressing as planned.
- Work site is subject to periodic monitoring visits.

#### After Completion:

NCWorks conducts 1-year follow-up with employee to aid with retention beginning 30 days after completion. The employer submits final invoice, final evaluation, and Post 30-day Training Completion Evaluation.



### Long-term Pipeline Development

Have prospective candidates prepared before the need arises to position your business for sustainable growth.

- Develop apprenticeships that combine OJT with relevant classroom instruction. Apply industry standards to your training while providing strong wages and career advancement.
- Collaborate with workforce partners to establish NCWorks Certified Career Pathways that prepare job seekers for a career in your industry.
- Use Catalyst 20/20 incumbent worker grants to fund in-house training for existing workers through a third-party training provider. Get up to \$10,000 per project with a lifetime maximum of \$50,000.
- Connect with your future workforce through internships, pre-apprenticeships, co-ops, job shadows, mentorships, and work site tours.

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## Business Services

NCWorks offers a variety of resources to help your business. Our NCWorks Career Center business services team is ready to connect you to whatever you need to build the workforce you need to help your business thrive.



### Transition Services

Our on-site outplacement services help companies impacted by downsizing.

- Rely on expert assistance with outplacement transition plans for companies and re-employment assistance for employees.
- Access comprehensive re-employment services for workers negatively impacted by foreign trade.



### Other Incentive Programs

Take advantage of cost-savings when you hire from an untapped talent pool of qualified workers.

- Receive a Work Opportunity Tax Credit (WOTC) up to \$2400 when hiring former offenders within 1 year of a felony conviction OR his/her release date.
- Receive Federal Bonding protection of \$5000 for a period of 6 months after hiring a former offender.



### NCWorks Partners

NCWorks helps businesses manage talent by better aligning state and local resources through the following supportive partners:

#### NC WORKFORCE DEVELOPMENT BOARDS

North Carolina's regional Workforce Development Boards meet the needs of career seekers and employers by connecting talent to jobs. The Boards provide oversight of the local NCWorks Career Centers to accomplish this task. The Boards are business led and business driven by local employers from a range of industries that focus on key workforce and talent issues for their local labor market. Boards guide the efforts of public, private, and community resources to strengthen North Carolina's workforce capabilities.

#### NC DIVISION OF WORKFORCE SOLUTIONS

The Workforce Solutions Division administers a statewide system of workforce programs in order to connect employers with the talented workers they need to thrive. Business services provided by the division include help with recruiting and screening candidates, training workers, developing talent pipelines, providing financial incentives to hire qualified individuals who face barriers to employment, finding solutions to save jobs and assisting with outplacement transition plans.

#### NC COMMUNITY COLLEGE SYSTEM

North Carolina Community Colleges serve business, industry and the citizens of our state by providing workforce development opportunities through many educational programs. From high school diplomas to associate degrees to customized training for new, expanding and existing businesses, our 58 community colleges comprise the state's largest, most effective and most affordable workforce network.

#### VOCATIONAL REHABILITATION

Vocational Rehabilitation (VR) develops talent, customized for your business. We assess your workforce needs and provide ongoing support for candidates to ensure that their skills and abilities meet the demands of your business. Comprehensive follow-up for candidates gives you access to training resources to meet changing workforce needs and retention services to keep high-value employees. VR's assistance helps you optimize productivity, increase morale and foster an inclusive workplace for all employees.