



EMPLOYER WORKFORCE RESOURCE MAP

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FINANCIAL RESOURCES AND INCENTIVES FOR EMPLOYERS

On-the-Job Training (OJT)

Program/Resource Description:

On-the-Job Training is an “earn as you learn” model that’s great for both the employer and the employee. It’s an opportunity for employers to hire individuals who have many desirable traits, but may need to learn additional skills to align with what the employer needs.

The funding is in the form of a wage reimbursement. The reimbursement rate can vary from 50% to 75% depending the size of the business, the characteristics of the individual hired, and type of job.

The OJT period can run from 240 hours to 1,440 hours depending on the complexity of the training needed.

Employers may consider current employees for OJT if they are learning a new skill or being promoted, and receiving a wage increase as a result of the training.

Staff from the One-Stop Career Center is available to help employers complete any necessary paperwork.

Additional information can be provided by contacting the One-Stop Career Center.

Link for more info:

FINANCIAL RESOURCES AND INCENTIVES FOR EMPLOYERS

Work Experience/Paid Internships

Program/Resource Description:

Work Experience and paid internships allow businesses to take on individuals who are eager to work and learn, but are in need of additional seasoning and skill development.

For interns meeting program eligibility, up to 480 hours of internship may be paid. To be eligible, an individual must:

- Be 16 years of age or older
- Have a qualifying barrier to employment
- Meet additional requirements that will be discussed during eligibility call with the One-Stop Career Center

Along the way, the team at the One-Stop Career Center will make the funding process as simple as possible by working with businesses to complete all of the required paperwork, including the development of a training plan.

The hope is that some internships lead to full-time jobs. However, transitioning interns to full-time employees is not a funding requirement.

Link for more info:

FINANCIAL RESOURCES AND INCENTIVES FOR EMPLOYERS

Silver State Works

Program/Resource Description:

Silver State Works provides incentives to businesses who hire pre-screened qualified workers. Businesses are able to choose from one of two incentive options which provide up to \$2,000 per new employee depending on what is the best fit for their needs.

Link for more info:

FINANCIAL RESOURCES AND INCENTIVES FOR EMPLOYERS

WINN Fund

Program/Resource Description:

Workforce Innovations for a New Nevada (WINN) is a workforce development training program committed to assisting businesses find the skilled employees they need.

Employers can request assistance to connect to an existing training program or develop a custom program to meet their needs.

Funding in the form of grants or loans are available to help defray the cost of the training program.

Link for more info:

FINANCIAL RESOURCES AND INCENTIVES FOR EMPLOYERS

Work Opportunity Tax Credit

Program/Resource Description:

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who hire individuals from certain target groups. Participating employers are able to reduce their income tax liability by as much as \$9,600 per employee hired.

Maximum tax credit ranges from \$1,200 to \$9,600.

Employees must work at least 120 hours in the first year of employment to receive the tax credit, and there is no limit on the number of individuals an employer can hire to qualify for the credit.

Link for more info:

RECRUITMENT

EmployNV Business Hubs

Program/Resource Description:

EmployNV Business Hubs are one-stop shops for employers to access the resources they need to operate and grow.

Services and resources provided at the hubs include:

- No-cost assistance with recruiting, hiring, training, and retention of employees
- Access to work ready talent pools
- Financial incentives for hiring Nevadans
- Planning and counseling services
- Help answering questions regarding the licensing process
- The ability to host targeted job fairs and hiring events
- Connection to dozens of partners

Locations:

Sahara West Library

9600 W. Sahara Ave, Las Vegas, Nevada 89117

Call: (702)780-8255

Vegas Chamber

575 Symphony Park Ave, Ste. 100, Las Vegas, NV 89106

Call: (702) 586-3808

Link for more info: www.employnvbusinesshub.org

RECRUITMENT

WorkReady Talent Pool

Program/Resource Description:

WorkReady Talent Pools are offered to the businesses of Southern Nevada through a partnership with ACT. Participating job seekers are awarded National Career Readiness Certificate (NCRC), which is a nationwide tool that measures job seekers' foundational workplace skills like critical thinking, and problem solving.

By hiring from the WorkReady Talent Pool, employers can lower recruitment costs and save on staff turnover costs, which ultimately impact a company's bottom line.

We are very proud of the fact that Clark County is the largest certified WorkReady Community in the country!

Link for more info:

RECRUITMENT

Nevada JobConnect

Program/Resource Description:

Nevada JobConnect offers recruiting, retention, training and retraining, and outplacement services, as well as valuable information on labor law and labor market statistics.

Nevada JobConnect offices are also the primary access point for a variety of other services and resources available through the Nevada Department of Employment, Training & Rehabilitation (DETR).

In addition to services for job seekers, for businesses these include:

- *Free job postings in Employ NV
- *Business closure assistance
- *Regional and state Labor Market Information
- *Eligibility and enrollment in the various incentive programs such as Silver State Works and Work Opportunity Tax Credit

Link for more info: https://nevadajobconnect.com/Page/About_Nevada_JobConnect

FUTURE TALENT PIPELINES

Career & Technical Education

Program/Resource Description:

Career & Technical Education (CTE) is delivered through Clark County School District to ensure that all students have access to quality programs that lead to marketable skills for the 21st Century.

Current CTE Clusters include:

[*Agriculture and Natural Resources*](#)

[*Business and Marketing*](#)

[*Education, Hospitality and Human Services*](#)

[*Health Science and Public Safety*](#).

[*Information and Media Technologies*](#)

[*Skilled and Technical Sciences*](#)

Additional programming is available through the district's seven (7) Career & Technical Academies (CTAs) located throughout the valley:

Advanced Technologies Academy: www.atech.org

East Career and Technical Academy: www.easttechtitans.com

Las Vegas Academy of the Arts: <https://lasvegasacademy.net/>

Northwest Career & Technical Academy: nwctahawks.net

Southeast Career and Technical Academy: www.secta.us

Southwest Career and Technical Academy: www.swcta.net

Veterans Tribute Career & Technical Academy: www.vtcta.org

West Career and Technical Academy: <https://wctawranglers.com/>

Link for more info:

FUTURE TALENT PIPELINES

College of Southern Nevada

Program/Resource Description:

As the largest and most ethnically diverse college in the state, College of Southern Nevada offers hundreds of degrees and certificates in 70 academic programs.

CSN's Division of Workforce & Economic Development (DWED) works directly with employers. It was established to meet the training needs of Southern Nevada's workforce and employers by designing and implementing customized curricula and training programs.

Link for more info:

FUTURE TALENT PIPELINES

Apprenticeship

Program/Resource Description:

Registered apprenticeships are high-quality work-based learning models that combine paid on-the-job training and related technical instruction. Learning objectives or competencies are set by the employer so workers are trained only on those tasks needed by the employer.

The benefits of apprenticeship for businesses include increased employee satisfaction leading higher rates of retention and a better trained workforce that has learned the skills specific to that employer.

There are currently a number of different funding opportunities for employers who are interested in starting or expanding a registered apprenticeship program.

Link for more info:

FUTURE TALENT PIPELINES

Eligible Training Provider List

Program/Resource Description:

The state's Eligible Training Provider List (ETPL) is a catalog of training programs that support locally in-demand occupations. Training providers are added to the list through an application process that ensures the legitimacy of the courses being offered and their relevance to the local labor market.

Once a business registers through EmployNV and logs on, they will have access to the list and be able to find and connect with schools and other entities that are producing graduates in sectors or occupations needed by their business.

Businesses can also develop relationships with these training providers to help inform curriculum so that the students completing programs are trained in the skills and competencies that align with what the business is looking for.

Link for more info:

FUTURE TALENT PIPELINES

Nevada System of Higher Education

Program/Resource Description:

The Nevada System of Higher Education, comprised of two doctoral-granting universities, a state college, four comprehensive community colleges and one environmental research institute, serves the educational and job training needs of Nevada.

The alignment of this state agency to the regional areas of the state in terms of targeted industry and occupational objectives that are in demand are critical to the overall ecosystem comprised of Workforce, Economic, and Educational/Training stakeholders.

Link for more info:

FUTURE TALENT PIPELINES

Industry Tours

Program/Resource Description:

In conjunction with Clark County School District's work-based learning programs, businesses are able to schedule industry tours with groups of students that allow them to share their career opportunities and the work they do with our region's next generation of talent.

Through an online tool called Nepris, businesses can now also connect with students remotely or virtually.

Link for more info:

SPECIALIZED SERVICES

Job Profiling

Program/Resource Description:

Job profiling is a tool to address skill shortages that are an expensive, time-wasting barrier to effective hiring and training. It helps employers determine which individuals are the best fit for highly skilled positions, and which workers are the top candidates to receive job-specific training.

With job profiling, employers can identify skills and skill levels that current and prospective employees need in order to be successful on the job, while allowing trainers to identify strengths and set training goals.

Because of its impact to a company's bottom line, employers often pay thousands of dollar for profiling services, but through partnership with the workforce system, employers in Southern Nevada can now access these services free-of-charge.

Link for more info:

SPECIALIZED SERVICES

Incumbent Worker Training

Program/Resource Description:

Incumbent Worker Training is an effective training strategy that provides employers with the opportunity to build and maintain a high-quality workforce from within. This work-based model can be used for upskilling current workers and can be used to help businesses avert having to lay off workers whose skills have become outdated.

Through the program, funding is provided to match the investment that the employer is making and help offset the cost of training.

Link for more info:

SPECIALIZED SERVICES

Customized Training

Program/Resource Description:

Customized Training is a tool that allows employers to design a training program using a competency model that meets their specific needs.

The training may occur at the job site or offsite, and is conducted by either the employer or by trainers that have been retained by the employer. Employers may also partner with the community college or other postsecondary institution.

Employers pay a portion of the cost of the training, which is matched through funding offered by the program.

Link for more info:

SPECIALIZED SERVICES

Vocational Rehabilitation

Program/Resource Description:

The Department of Employment, Training & Rehabilitation's Bureau of Vocational Rehabilitation is a state and federally funded program designed to help businesses recruit and hire individuals with disabilities.

In addition to accessing what is often an untapped resource for talent, businesses can work with Vocational Rehabilitation to provide all the supports, tools or other services needed to ensure the success of the worker.

Link for more info: