

A photograph of three business professionals in a modern office setting. A woman with short blonde hair is on the left, a man with glasses and a beard is in the center, and a woman with dark curly hair is on the right. They are all smiling and engaged in conversation. The background shows large windows and office partitions. A large blue triangle is overlaid on the bottom left of the image, containing the text.

# NCWORKS **BUSINESS SERVICES**

Programs and Incentives



# NCWORKS BUSINESS SERVICES

## Solutions for employers, employees, and communities.

### A skilled workforce is essential to growing our economy and attracting more jobs.

The NCWorks Business Services Team is here to help your business perform at the highest levels. We specialize in providing talent management strategies, connecting talent to training programs,

and strengthening your talent pipeline. NCWorks finds workforce solutions that are tailored to your goals – and we do it at no cost to you.

Below you will find an overview of the solutions we provide to organizations seeking help to manage, grow or sustain their business.



## WORKFORCE DEVELOPMENT AND ENGAGEMENT

### APPRENTICESHIPS

**ApprenticeshipNC** is an employer-driven model that combines on-the-job learning with related classroom instruction. Workers learn specialized skills necessary for today's workforce, while businesses create flexible and effective training to alleviate industry staffing difficulties. Apprentices learn practical, real-world skills while earning a nationally recognized industry credential that assures greater opportunities within the labor force and provides employers with a growing pool of job candidates.

### SECTOR PARTNERSHIPS

Strategic relationships and resources are invaluable to workforce development. With our Sector Partnerships, we encourage regional companies within the same industry to gather to discuss issues that matter most to them. Businesses are encouraged to set the agenda and lead the discussion to identify solutions for moving their industry ahead. Should support be needed, partner agencies representing education, workforce development, and economic development are available to lend expertise and support for industry participants.

### FOREIGN LABOR CERTIFICATION

When businesses are unable to fill jobs with American workers, the United States Department of Labor offers programs to enable employers to hire foreign workers. Essential to a wide range of industries, these workers offer a skill set important to the bottom line of many businesses and North Carolina's economy.

To protect US workers, employers must follow procedures to obtain permission to hire foreign workers, generally through the H-2B visa program for non-agricultural jobs. NCWorks is here to assist employers with that process.

### TRAINING SOLUTIONS

A company's workforce is its most important asset. To stay competitive in a global marketplace, businesses must ensure their workforce has the latest training and in-demand skills. NCWorks partners with employers to support training in three crucial areas:

- **Incumbent Worker Training (IWT)** is a work-based training and upskilling program. It is designed to ensure that employees acquire skills necessary to retain employment, advance within the company, or attain skills necessary to avoid layoff. Improving employee retention is essential to business health and the IWT program is a key component of maintaining stability.
- **On-the-Job Training (OJT)** helps businesses offset training costs while filling skilled positions and creating new job opportunities. In addition to assisting employers in search of workers, this federally-funded program is also a viable pathway for unemployed workers seeking employment. Businesses are offered a wage reimbursement incentive to help offset the cost of training new employees with limited skills. Wage reimbursement may range from 50% to 75%, depending on the size of the business and other factors.
- **Customized Training Programs** are designed to provide education, training and support services for new and existing businesses in North Carolina. Training experts work closely with employers to tailor programs specific to industry needs, thereby optimizing the outcome.



## CONNECTING BUSINESSES TO THE RIGHT RESOURCES

### AGRICULTURAL SERVICES

The NCWorks **Agricultural Services** team is committed to working with farms and agribusiness to help ensure success in a competitive and aggressive industry. Our agricultural experts assist with marketing outreach, product expansion, goods distribution and internet sales. Farm owners are given export assistance, advice on crop sustainability and small business consultation. Partner organizations work with our team to provide farm support and resources to benefit North Carolina agriculture.

### TAX CREDITS AND FEDERAL BONDING

The **Work Opportunity Tax Credit (WOTC)** is a Federal tax credit available to employers who hire individuals from eligible target groups with significant barriers to employment. The amount of tax credit employers can claim depends on the target group of the individual hired, the wages paid to that individual in the first year of employment, and the number of hours that individual worked. A business can receive anywhere from \$1,200 to \$9,600 for each one of its eligible employees.

The **Federal Bonding program** provides free individual fidelity bonds to employers who hire people who have traditionally had difficulty finding sustainable employment. Employers receive \$5,000 in coverage for the first six months of employment. The coverage protects the employer from acts of dishonesty such as theft, larceny or embezzlement. It is an incentive that supports reentry and gainful employment, in a way that benefits and builds local communities.

### BUSINESS EDGE

**Business Edge** is a layoff aversion program designed to assist at-risk companies. Businesses are given a unique opportunity to implement strategies and tactics designed to save jobs, and ultimately save companies. Organizations in need are introduced to various community resources who can assist with financial planning, technology assessment, marketing analysis and employee training.

### RAPID RESPONSE

When a business needs to downsize or close its doors, the **Rapid Response** program works to minimize the impact on employees and the community. Our team leverages resources and collaborates with strategic partners to deliver layoff aversion strategies for the company and transitional services for employees affected by workforce reduction.

An example of the team's resources is the **Trade Adjustment Assistance (TAA)** program for employers and employees threatened with job loss due to the impact of international trade. Job training, income support, job research and even a wage supplement for eligible reemployed workers over 50 are some of the benefits and services the TAA program offers.

As an employer, if your company plans to close a facility or conduct a mass personnel layoff, you may be required to file a **Worker Adjustment Retraining Notification (WARN)** with the state. The NCWorks Rapid Response team assists businesses with this process.





WHAT'S NEXT:

## Let NCWorks Get Started.

Contact the Business Services team at NCWorks to learn more about how we help businesses prepare for What's Next and support their emerging workforce development needs.

Contact the Business Services team today.  
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