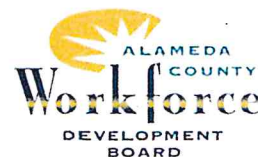


# City of Hayward Engagement - 2018



## Workforce Innovation and Opportunity Act (WIOA) Programs:

### Customized Training (CT)

Columbus Foods – ESL/30 individuals

### Rapid Response

Employer	Location	Industry	Closure/ Layoff	Layoff Date	# of Affected Workers
Amneal/Impact Labs	Hayward	Pharmaceutical	Closure	8/8/18-8/1/19	533
Boral Industries	Hayward	Construction	Closure	8/31/18	1
DuPont's Bay Area Innovation Center	Hayward	Bio Tech	Closure	1/31/2018	80

### Hayward Companies

Chris' Plumbing (On-the-Job Training/OJT, CT)

Ripcord (Recruitment, OJT)

Casa Sanchez Foods (Recruitment, OJT, CT, CPT)

Bears for Humanity (CT, OJT)

Amazon (Hayward Chamber introduction)

Kwan Wo Ironworks Inc. (Recruitment, OJT)

Aramark (Recruitment)

Oven Fresh Bakery (Recruitment, OJT)

Kent Hagan Chiropractic Inc. (Recruitment, OJT)

Restoration Management Company (Recruitment, OJT)

AHG Group, LLC (On-the-Job Training/OJT)

UtiliQuest, LLC (On-the-Job Training/OJT, Job Fairs)

Presentation at BART Measure RR event for small businesses in construction @ Hayward City Hall

### Career Services Providers in Hayward

- America's Job Center of California – Eden Area/Rubicon Programs (serving adults/dislocated workers)
- Hayward Adult School (serving youth)

### Career Pathways Trust Grant (CPT)

Manufacturing Day – Chabot/Brenkwitz Continuation School

STEM Career Day – High Schools and Cal State University East Bay

### Other Initiatives

Reentry Programs & Initiatives, STORM Project for which the parks benefit, etc.

### Upcoming Events

*Women Breaking Barriers to Success* – April 25, 2019 (Hayward City Hall)

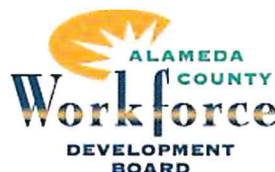


# Employer Guide

## Benefits for Employers

The Alameda County Social Services Agency (ACSSA) and the Alameda County Workforce Development Board (ACWDB) support business development and growth by partnering with businesses and organizations. We serve hundreds of employers by providing no cost job recruiting, screening, and placement services. By partnering with us, in addition to the Employment Development Department (EDD), companies have access to tax credits for hiring new employees and access to business support and training.

Together ACSSA and ACWDB serve 16,000 job seekers annually by matching the career interests of our job seekers with the diverse needs of our partner employers. Our job training programs and childcare and transportation assistance, for those who are eligible, can help your company boost employee retention and morale.



### ➤ Wage Reimbursements

Your company may be eligible to receive a 50% wage reimbursement for up to 6 months for new employees hired from the Social Services Agency (SSA). Up to 50% of an eligible employee's wages can be reimbursed under our On-the-Job training contracts.

### ➤ Customized Training

Up to 50% of cost to train, retrain, and hire new employees to meet the occupational skills of your business. Designed for employers to provide customized or incumbent worker training programs for an employer or a group of employers.

### ➤ No Cost Business Assessments

Provided in partnership with Manex, the Corporation for Manufacturing Excellence, assessments can be used to enhance competitiveness in the marketplace, prioritize improvement projects, set performance targets, and quantify opportunities to reduce cost, maximize profitability, and improve customer satisfaction.

### ➤ Layoff Aversion Planning

Access career planning, training, retraining, and employment services when layoffs occur or are about to occur.

### ➤ Small, Local, & Emerging Businesses

Small, Local, & Emerging Business Program (SLEB) certification allows small businesses to receive up to 10% bid preferences on eligible contracts with the County.

### ➤ Tax Credits

We can provide your company with information about local, state and/or federal tax incentives and current workforce and labor market information.

## What Employers Say About Us

*"Schuman-Lilies Clinic has confidence and satisfaction in knowing that the Alameda County Social Services Agency provides dedicated quality human resources solutions. We applaud your program in making the most ideal matches for our clinic. Your staff understands our unique challenges and works quickly and effectively to fill our staffing needs with employees who bring the most proficient skills and experience."*

Letha Barnett, Executive Director of Schuman-Lilies Clinic

*"Your organization has helped us in getting a placement for our vacancy here at the Stride Center. The screening process that you send your candidates through is exemplary. It has saved us countless hours and money that would have been spent using Craig's list or some other type of job search listing as well as long interviewing hours. Thank you for impeccable work and assistance."*

Carlissle Roy, Operations Manager/  
Human Resources of The Stride  
Center

*"Our experience with Alameda County Social Services Agency could not have been better. The professional staff demonstrates a sincere interest and passion for the Social Services mission to provide meaningful and living wage employment to Alameda County residents. We are satisfied with the process and the results and look forward to continuing our relationship with the agency."*

Karen L. Auguste President and CEO  
of Purple Lynx



Wage Reimbursements		Eligibility	Contact/Info
<b>AC HIRE</b> 50% reimbursement of wages up to \$20/hour for the first 6 months of new employees referred by SSA. Includes no cost recruitment assistance, job advertising and placement services.		<ul style="list-style-type: none"> <li>Employers may hire candidates referred by Social Services.</li> <li>Must be employed for a minimum of 20 hours per week.</li> </ul>	Marilyn Kan SSA, Department of Workforce & Benefits Administration 510.670.5728 <a href="mailto:MKan@acgov.org">MKan@acgov.org</a>
<b>On-the-Job Training (OJT)</b> Up to 50% reimbursement of basic wages for a period of up to 90 days for new, eligible employees (maximum of 520 hours or up to \$3,600). Includes no cost screening and recruitment services.		<ul style="list-style-type: none"> <li>Businesses with in-house training departments.</li> <li>Businesses that contract with outside training organizations.</li> </ul>	Javier Contreras Alameda County Workforce Development Board 510.259.3831 <a href="mailto:jcontreras@acgov.org">jcontreras@acgov.org</a>
Training, Assessments, & Layoff Aversion		Eligibility	Contact/Info
<b>NO COST Comprehensive Business Assessments</b> Includes workforce training programs tailored to your company's needs, business strategies, operational efficiencies, quality systems, and focused sales and marketing.		<ul style="list-style-type: none"> <li>Manufacturing businesses with less than 100 employees.</li> <li>Businesses looking to avert layoffs.</li> </ul>	Samantha Miller Alameda County Workforce Development Board 510.259.3832 <a href="mailto:Samantha.Miller@acgov.org">Samantha.Miller@acgov.org</a>
<b>Customized Training</b> Up to 50% of cost to train, retrain, and hire new employees to meet the occupational skills of your business. Designed for employers to provide customized or incumbent worker training programs for an employer or a group of employers.		<ul style="list-style-type: none"> <li>Private for-profit employers and certain nonprofit employers.</li> <li>Must continue to employ or hire employees at the end of the training activities.</li> <li>Can be used for literary skills, softs skills, ESL.</li> </ul>	Samantha Miller Alameda County Workforce Development Board 510.259.3832 <a href="mailto:Samantha.Miller@acgov.org">Samantha.Miller@acgov.org</a>
<b>Layoff Aversion</b> Provides career planning, training, retraining, and employment services to employers at risk of downsizing. If layoffs are unavoidable, advises employees about COBRA, unemployment insurance, and other resources. Provided in partnership with Employment Development Department.		<ul style="list-style-type: none"> <li>All employers trying to avoid layoffs and looking to provide resources for employees if layoffs are unavoidable.</li> </ul>	Javier Contreras Alameda County Workforce Development Board 510.259.3831 <a href="mailto:jcontreras@acgov.org">jcontreras@acgov.org</a>
Tax Credits		Eligibility	Contact/Info
<b>Work Opportunity Tax Credit (WOTC)</b> Up to 40% of the first \$6,000 of first-year wages of a new employee.  Contact WOTC directly at 866.593.0173 (M-F; 8am-4pm) or <a href="mailto:WOTCsupport@edd.ca.gov">WOTCsupport@edd.ca.gov</a>		<ul style="list-style-type: none"> <li>Recipients of social assistance programs.</li> <li>Formerly incarcerated.</li> <li>Unemployed and disabled veterans.</li> <li>Recipients of SSI.</li> <li>Disconnected youth.</li> <li>Residents living in designated distressed communities.</li> </ul>	Samantha Miller SSA, Alameda County Workforce Development Board 510.259.3832 <a href="mailto:Samantha.Miller@acgov.org">Samantha.Miller@acgov.org</a>
<b>Fidelity Bonding Program</b> Between \$5,000 to \$15,000 for insurance protection for part-time and full-time employees.		<ul style="list-style-type: none"> <li>To encourage the hiring of "at-risk" job applicants by ensuring the employer against theft or fraudulent activity by employees.</li> </ul>	Or
<b>The Architectural Barrier Removal Tax Deduction</b> Up to \$15,000 a year tax deduction		<ul style="list-style-type: none"> <li>All businesses to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly.</li> <li>For qualified expenses for items that normally must be capitalized.</li> </ul>	Marilyn Kan SSA, Department of Workforce & Benefits Administration 510.670.5728 <a href="mailto:MKan@acgov.org">MKan@acgov.org</a>
<b>New Employment Credit</b> Tax credit that pays or incurs qualified wages attributable to work performed by the qualified full-time employee. Amount varies.		<ul style="list-style-type: none"> <li>Employees hired after January 1, 2014 doing work in designated target areas.</li> <li>Target areas are census tracts with high unemployment and poverty.</li> </ul>	<a href="https://www.ftb.ca.gov/online/New-Employment-Credit-Reservation/index.shtml">https://www.ftb.ca.gov/online/New-Employment-Credit-Reservation/index.shtml</a>
Small Business Assistance		Eligibility	Contact/Info
<b>Small, Local, &amp; Emerging Business Program (SLEB)</b> SLEB certification allows small businesses to receive up to 10% bid preferences on eligible contracts with the County. Details and definition on website.		<ul style="list-style-type: none"> <li>Certified by the County as either a small and local or an emerging and local business.</li> <li>Nonprofits providing services for the county, nonprofit religious organizations, and public entities are not eligible.</li> </ul>	<a href="http://www.acgov.org/auditor/sleb/overview.htm">http://www.acgov.org/auditor/sleb/overview.htm</a>
<b>Alameda County Employer Advisory Council</b> Education and advocacy body for employers on current laws, finding future workforce and voicing concerns to law makers.		<ul style="list-style-type: none"> <li>Local business owners of Alameda County.</li> <li>Annual dues are \$90</li> </ul>	<a href="https://www.ceac.org/region-2/alameda-county-eac/">https://www.ceac.org/region-2/alameda-county-eac/</a>
<b>Small Business Health Care Tax Credit</b> Up to 50% of employee health insurance premiums.		<ul style="list-style-type: none"> <li>Employers with fewer than 25 FTE employees.</li> <li>The average annual wage must be less than \$50,000.</li> </ul>	<a href="https://www.healthcare.gov/small-businesses/provide-shop-coverage/small-business-tax-credits/">https://www.healthcare.gov/small-businesses/provide-shop-coverage/small-business-tax-credits/</a>
<b>Disabled Access Credit</b> Up to maximum of \$4,800 nonrefundable credit		<ul style="list-style-type: none"> <li>Small businesses that incur expenditures in providing access for persons with disabilities.</li> <li>Must have earned \$1 million or less and have no more than 30 full-time employees.</li> </ul>	<a href="https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities">https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities</a>