



## Services to Employers

*\*Service availability can fluctuate throughout the year and by location.*

### Job Postings

- Employers post to a “clean” database free from spam and fraudulent employer accounts in Arizona Job Connection.

### Referral of Qualified Job Seeker

- ARIZONA@WORK partners refer qualified job seekers with transferable skills to employers for evaluation.

### Incumbent Worker Training

- Helps employers retain skilled workers and avoid layoffs by providing upskilling and reskilling opportunities to employees.
- Eligibility for funding is based on the employer’s criteria.
- Employees must have been employed for at least six months.

### Work Experience

- A structured program with practical training in a workplace setting for a limited time.
- Internships and other work experience.
- May be paid or unpaid

### Registered Apprenticeship

- Employers can develop and prepare their future workforce.
- Employees obtain paid work experience, progressive wage increases, classroom instruction, and a portable, nationally-recognized credential.
- Registered Apprenticeships are industry-vetted, and approved and validated by the Arizona State Registered Apprenticeship Programs department.

## On-The-Job- Training

- Reimburses employers for new employee training costs and lost production of current employees providing the training.
- Ideal for expanding worker's specialized skills.
- May provide up to 50%, 75%, or even 90%, in some cases.
- Target populations: adults, dislocated workers, and those facing employment barriers

## Rapid Response

- A Workforce Reduction Support service providing prompt layoff transition support and reemployment services to employers and employees in layoffs and closure situations.
- Employers and employees are supported through no-cost, customized services that mitigate the effects of workforce reduction.

## Hiring Events

- ARIZONA@WORK staff organize hiring events where recruiters, hiring managers, and employers meet potential employees.
- Employers may conduct initial interviews and even extend on-the-spot job offers.

## Tailored Employment Plan

- Provides employers with a three-pronged approach to workforce needs:
  - We listen and understand your needs.
  - We provide relevant information to meet those needs.
  - We develop solutions together to create a pipeline of qualified job seekers that can fill your open job positions.

## Work Opportunity Tax Credit

- A federal tax credit that employers can receive for hiring individuals from specific targeted groups (*Job Seekers with barriers to employment*).
- The credit amount ranges from \$1,200 to \$9,600 per employee.
- The new employee works at least 120 hours during their first year of employment.

## Labor Market Information

- Encompasses both quantitative data, such as statistics, and qualitative information, such as personal anecdotes, related to employment and the workforce.
- ARIZONA@WORK employer outreach teams provide current labor market data to inform recruitment efforts.

## Accommodations for Employees with Disabilities

- ARIZONA@WORK provides employers with resources for providing accommodations based on a person's disability/ medical condition or limitation.
- Training resources to help employers meet accommodation and ADA compliance goals.
- Strategic plans support high quality hiring and employee retention

## Federal Bonding

- Provides employers up to \$25,000 of Fidelity Bond insurance for 6 months of job seeker employment.
- No cost to employers and no deductible.

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