



Recap of Services to Assist Employers

By Laura Byrnes

On a recent Sunday evening, I received an email from a homemaker laid off seven years ago from her job as a secretary who said she has been trying to find work since 2014, but to no avail.

She wanted to know if I could tell her where to start.

Of course, I responded with as comprehensive an answer as possible, providing the details of our fee-free services along with links and contact information.

But I have to say, in the back of my mind I'm wondering, *how could she not know where to start?* It's not like CareerSource CLM hides its light under a bushel basket. We did just recently hold regional career fairs in Lecanto and Ocala, both highly publicized; we continue to hold regular hiring events in Citrus and Marion counties, some quite large; we promote career seeker opportunities, such as the boot camp put on by CHAMPS Software, Inc.

Then it occurred to me: perhaps she had recently moved to the area after the events and promotions.

It's impractical if not impossible, to repeat our entire menu of services every time we go to press, but certainly it stands to reason that if a job seeker is unfamiliar with our services, the same may be true of employers.

Perhaps you are new to Citrus County and haven't operated a business in Florida in the last several years – if you come from out-of-state, you may not be familiar with the CareerSource Florida network of 24 workforce development areas. When the different areas, all with different names and logos – we were Workforce Connection – joined the unified CareerSource brand more than three years ago, the idea was that regardless of where you are in Florida, it should be easy to tap into our fee-free services and find us simply by Googling “CareerSource.”

While we like to think we're doing our best in sharing the good word about our employer services, we understand that not everyone is going to see or hear what we have to say every time we say it.

So, this column is for the uninitiated and for those who may appreciate a refresher.

What we do for Employers – CareerSource CLM offers an integrated talent support solution to help businesses find, develop and keep talented employees. Our team provides the expertise, resources and, depending on eligibility, financial support businesses need to succeed and grow.



While our general services are available to all businesses, certain opportunities are offered in key targeted industries identified as critical to the economic well-being of our three-county area. Specifically, those are Healthcare, Technology, Manufacturing, and Transportation/Distribution/Logistics. That's probably broader than you think. For example, you don't have to be a software developer to have needs in technology – perhaps you are a bank that needs to beef up its IT department.

To learn more, I recommend you talk with one of our Citrus County business development managers, Jordan Steelfox at 352-249-3278, ext. 3206 or Frank Calascione at 352-249-3278, ext. 4206.

In the meantime, here is a breakdown of some of our fee-free Employer Services:

Recruiting – I already mentioned our career fairs, but did you know you can also take advantage of hiring events customized to meet your immediate recruiting needs? These can be held at our Career Center in Lecanto, at your workplace or at an alternate site, such as at the College of Central Florida's Citrus County campus. As always, we handle logistics, cover any venue costs, provide staff support and help get candidates there.

These are typically smaller than our career fairs, though not always. It depends on the company and its needs. Last summer, we held a two-day event for FedEx in Ocala and 1,800 career seekers turned out.

What's important, however, is not how many employees you want to hire or how large your company, because we can tailor a hiring event that will meet your needs.

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Wholesome Oatmeal Peanut Butter Chocolate Chip Cookies

by Jordan King | Makes 30 cookies

INGREDIENTS

- 2 cups of quick oats
- 1.5 cups whole wheat flour
- 3 tsp baking powder
- ½ tsp salt
- 2 eggs
- 2 tsp vanilla
- ½ cup peanut butter
- ½ cup maple syrup*
- ½ cup chocolate chips
- ¼ chia seeds or ground flax

DIRECTIONS

Preheat the oven to 325 degrees and grease cookie sheet. Stir together all dry ingredients. In a separate bowl, mix all wet ingredients together. Combine the wet and dry ingredients. Using a tablespoon drop balls of dough onto a greased cookie sheet. Push down and round for smooth cookies. Bake for 11 minutes and then allow to cool for 5-10.

*honey or agave can also be substituted

And while on the subject of recruiting, sometimes it's advantageous to "try before you buy." Our Paid Adult Internship and Work Experience Trainee programs can help you do that. Both programs offer eligible employers the option of trying out potential employees at our cost. Our paid internship/work experience program identifies individuals who are coming out of training, or individuals who may lack experience in certain areas. The program pays up to 30 hours a week for 12 weeks or 360 hours at your place of business. Wages, worker's compensation, and other related payroll costs are paid by CareerSource CLM.

- *Internships are for area postsecondary students or recent graduates with technical training, but little or no experience.*
- *Work Experience focuses on job seekers who have work experience but whose job-specific skills need updating.*

Selecting and training an intern/work experience trainee allows employers to train, observe and develop the trainee. By the end of the program, employers can gain a valuable new asset for their organization by offering interns/trainees full-time employment.

Training New Workers - There are also times when you find a job candidate and you just like the cut of their jib. You find they have a proven track record and believe they'd be a good fit for your company. The only problem is they may not have the skills you need for the job, or perhaps no one does yet because you've developed something new.

That's where On-the-Job Training (OJT) can help. The OJT program provides a safety net for eligible employers by absorbing much of the financial risk, such as wages and training costs, that you normally invest in taking a chance on a promising candidate.

OJT funds are available on a first-come, first-served basis, and are limited to private, for-profit businesses in the targeted industries mentioned earlier.

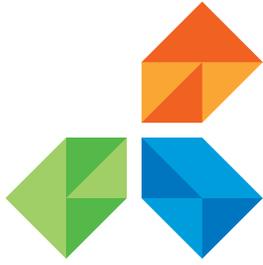
Reimbursement is between 50- to 75- percent based on the individual selected and length of training. OJT grants may also cover other costs associated with hiring new employees, such as equipment, uniforms and background checks.

Training Existing Workers - Perhaps you're not in the market to add to your staff, but you'd like to invest in more training for your employees. That's where the Custom Business Training program can help.

For eligible employers, the program can provide your current employees with new skills important to the success of your business and cover up to 50 percent of your out-of-pocket costs. Significantly, you have the flexibility to choose your own trainer and curriculum or training course as long as it results in a qualifying certification.

There are income and tenure requirements, but basically it can cover any employee that makes less than \$52,000 a year (or \$25 and hour) and those who have been on your payroll for at least six months.

If any of these programs seem right for you, or if you'd like to learn more, please get in touch with one of our Citrus County business development managers (Jordan Steelfox at 352-249-3278, ext. 3206 or Frank Calascione at 352-249-3278, ext. 4206). You may also visit the Employers section of our website, www.careersourceclm.com or get in touch with the business development team at 800-746-9950.



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We Recruit. You Win.



Solutions that work for you

CareerSource Citrus Levy Marion connects employers with qualified, skilled talent and job seekers with employment and career development opportunities. And did we mention, all services are available to you at no charge?

Get Connected

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CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids/services are available upon request in Spanish and to persons with disabilities. Phone numbers may be reached using TTY/TDD equipment via Florida Relay at 711. For accommodations, call 800-434-5627, ext. 7878 or email accommodations@careersourceclm.com. A proud partner of the American Job Center.