



Career Source Update

By Laura Byrnes



For the past few months, we've been giving you a Cliffs Notes recap of our employer services. A big service – and I mean “big” as in popular, successful and effective – has come and gone by the time this edition of Innovation Citrus hits the streets.

I'm referring to our annual Spring Career Fairs. At the time I sat down to write this, we had 15 employers committed to participating in Citrus County and 30 in Marion County. I'll wager that by the time the career fairs actually happened on March 21 and 23, the number of employers will likely have increased.

Sorry to sound so non-definitive; it's one of those time-travel-challenges we have in writing a column before something takes place that will publish after it happens. So we'll catch up on the career fairs next month, except to say here: if you were unable to participate, we still have plenty of great programs for you.

Last month we touched briefly on the menu of services, this month I want to make sure you are aware of some of ways CareerSource Citrus Levy Marion can help you recruit, hire, train and retain you staff – all while saving time and money.

Recruiting – I already mentioned the career fair, 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 an alternate site. As always, we handle logistics, provide staff support and help get candidates there.

Sometimes it's advantageous to “try before you buy” and our Paid Internship and Work Experience Trainee programs 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 know they'd fit in with your corporate culture, they have a proven track record and it's obvious that they will work hard. The only problem is they may not have the skills you need for the job.

On-the-Job Training (OJT) can help eligible employers by absorbing much of the financial risk – wages and training costs – 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 of manufacturing/logistics, healthcare and information technology/software development.

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 employees with new skills important to the success of your business and cover up to 50 percent of out-of-pocket costs to train current employees. 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, visit the Training Grants for Employers section of our website, www.careersourceclm.com, call one of our business development manager in Citrus County: Jordan Steelfox at 352-249-3278, ext. 3206, or Frank Calascione at 352-249-3278, ext. 4206. You can also get in touch with our business development team at 800-746-9950.

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