

Get More and Spend Less

To Hire and Train Employees

Business Services

2018



Why Can't I Find Good Candidates?

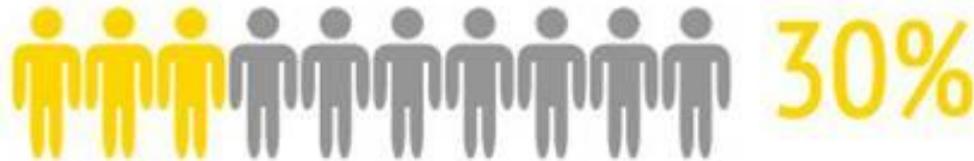
- Low Unemployment Rate
- Cape Cod Demographics
- Skills Gap
- Seasonal Economy Factors

Cape and Islands Labor Force Snapshot

- Unemployment Rates
 - Barnstable County 3.7% Dukes County 3.3% Nantucket County 2.5%
- Population Growth 0%
- Population by Age
 - 45+ 56% (vs 44% statewide)
 - 55+ 30% (vs 20% statewide)
 - 25-44 33% (vs 42% statewide)
- Education
 - Bachelors Degree and above 39%
 - Associates Degree or some college 31%
 - High School 24%

Where Are All the Skilled Workers?

Nearly one-third of the Massachusetts labor force is over the age of 55 and will be retiring - leaving a significant talent and succession gap.



Also, it is estimated that more than two-thirds of all jobs in Massachusetts will require some post-secondary training beyond high school by 2018.



Why Can't I Find Skilled Workers?

- Candidates do not have the right technical skills
- Candidates do not have the right soft skills
- Competition from other employers
- Candidates do not have the needed work experience
- Candidates do not have the needed credentials/certifications
- Candidates are overqualified

Why Can't I Find Skilled Workers?

- Qualified candidates not interested in moving to our region
- Lack of affordable housing and resources
- Low number of applicants
- Local market is not producing enough work-ready and qualified candidates
- Candidates do not have high enough levels of education
- Unable to compete with salaries and benefits offered off-cape

Where Do I Find Qualified Workers?

- Incumbent Workers
- Mature Workers
- Trainees
- Interns
- Veterans
- People with Disabilities

MassHire Cape Cod and Islands Resources Available to Employers

- Free Hiring and Recruiting Services
- Tax Credits for Hiring
- Training Grants and Subsidized Training Programs

MassHire Cape Cod And Islands Recruiting Solutions

- Job Postings on Jobquest – State job board
- Job Fairs
- Targeted Recruitments
- Labor Market Information
- Sourcing and Job Matching
- Pre-screened referrals

MassHire Cape Cod And Islands Recruiting Solutions

- Job Alerts
- Talent Alerts
- On-Site Interviewing Event Alerts
- Database of thousands of job seekers
- Social Media
- Constant Contact
- Radio

Work Opportunity Tax Credit

- The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.
 - For-profit employers in Massachusetts may be eligible for a federal tax credit through the Work Opportunity Tax Credit (WOTC) program if they hire a qualifying unemployed veteran.
- No limit on the numbers of new hires who can qualify
 - For a list of the targeted groups, go to www.doleta.gov/business/incentives/opptax/eligible.cfm.
- The amount of the tax credit is based on a percentage of qualified wages paid to the new employee for the first year of employment only

Workforce Training Fund Programs

- The Workforce Training Fund Program (WTFP) helps address business productivity and competitiveness by providing resources to Massachusetts businesses to fund training for current and newly hired employees.
- All for-profit companies automatically pay into the fund. Some non-profits may also qualify. Government agencies are not eligible to apply.
- Companies must be current with:
 - Unemployment Insurance
 - Unemployment Health Insurance
 - Fair Share
 - Current Workers Compensation Coverage
 - Certificate of Good Standing

Workforce Training Fund Programs

- While available to businesses of all sizes, the WTFP focuses on small to medium-sized businesses that would not be able invest in improving employee skills without the assistance of the Fund.
- There are three programs to which businesses may apply:
 - General Program
 - Express Program
 - Direct Access Program

Workforce Training Fund Programs

General Program

- Businesses can apply for a grant up to \$250,000 to train current and newly hired workers.
- You may use a training provider of your choice.
- Courses that a company is legally mandated to provide (such as OSHA training) are not eligible for funding under this program.
- Training programs must be completed within two years.

Workforce Training Fund Programs

General Program

- Some of the local businesses that have received General Program Grants:
 - Convention Data Services, Bourne
 - Shepley Wood Products, Barnstable
 - Liberty Commons, Chatham
 - Cape Associates, Eastham
 - Polhemus Savery DaSilva, Harwich
 - The Cooperative Bank of Cape Cod, Barnstable
 - Training Wheels of New England, Orleans
 - Cape Medical Supply, Sandwich
 - Rogers & Gray Insurance Agency, Dennis

Workforce Training Fund Programs

Express Program

- The Workforce Training Fund Express Program assists companies with 100 or fewer employees to address their employee training needs through a list of pre-registered courses.
- Eligible employers complete a short, online application to request grant funds for pre-registered training courses.
- Grant funds are limited to \$30,000 per company per calendar year and \$3,000 per employee per course.
- A company whose request has been approved will be reimbursed for up to 50% of the actual cost of training.

Workforce Training Fund Programs

Direct Access Program

- The Direct Access Program addresses smaller-scale training needs by making training slots available free of charge to businesses that are eligible for the Workforce Training Fund.
- Businesses should consider the pilot program when:
- The scope and scale of training needs are smaller than what would be proposed in a General Program application
- Training needs cannot be easily met by the Express Program grant

On The Job Training Program

- The On-the-Job Training (OJT) Program assists employers with the cost of hiring and training a new employee. It is funded through the federal Workforce Innovation and Opportunity Act (WIOA) and administered through the Massachusetts One-Stop Career Centers including MassHire Cape Cod And Islands.
- The OJT Program enables employers to hire new employees and train them at their place of business while being reimbursed a percentage of the new employee's wages during training.

On The Job Training Program

- Reduces employers cost to hire and train a new employee
- Reimburses employers a percentage of wages during the training period
- Reimbursement rate is based on size of the employer
- Career Center staff help design the training plan and facilitate the prompt payments and minimum paperwork required

Internships and Work Experience Programs

- Youth (16 to 24), Young Adults and Adults
- Participants are eligible for training in specific fields, or recently completed training and are needing work experience in that field, or have not worked in many years
- Participants are paid wages by the Career Center up to 40 hours per week including payroll taxes and workman compensation

Let's Get Started

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