

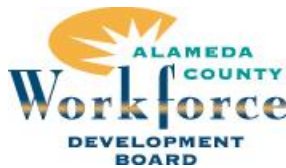
# Employer Guide

July 2018

## 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, 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."*

Carlisse 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>	Samantha Miller SSA, Alameda County Workforce Development Board 510.259.3832 <a href="mailto:Samantha.Miller@acgov.org">Samantha.Miller@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 SSA, 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 SSA, 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>	Sandy McMullan/Javier Contreras SSA, Alameda County Workforce Development Board 510.259.3828 <a href="mailto:smcmulla@acgov.org">smcmulla@acgov.org</a> <a href="mailto:jcontreras@acgov.org">jcontreras@acgov.org</a>
SLEB & Tax Credits	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.	<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>Companies that do not meet qualifications for certification can subcontract with a certified company.</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/ovreview.htm">http://www.acgov.org/auditor/sleb/ovreview.htm</a>
<b>Small Business Healthcare 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="http://achealthcare.org/wp-content/uploads/2013/09/Alameda-County-Health-Care-Reform-Guide.pdf">http://achealthcare.org/wp-content/uploads/2013/09/Alameda-County-Health-Care-Reform-Guide.pdf</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>Qualified full-time employee 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/">https://www.ftb.ca.gov/online/New_Employment_Credit_Reservation/</a>
<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 government 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>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.</li> <li>Must have no more than 30 full-time employees.</li> </ul>	<p style="text-align: center;"><b>Or</b></p> Marilyn Kan SSA, Department of Workforce & Benefits Administration 510.670.5728 <a href="mailto:MKan@acgov.org">MKan@acgov.org</a>
<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>	
<b>Fidelity Bonding Program</b> Between \$5,000 to \$25,000 for insurance protection	<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>	