



# Grays Harbor County

Employment Security Business/Employer Resources



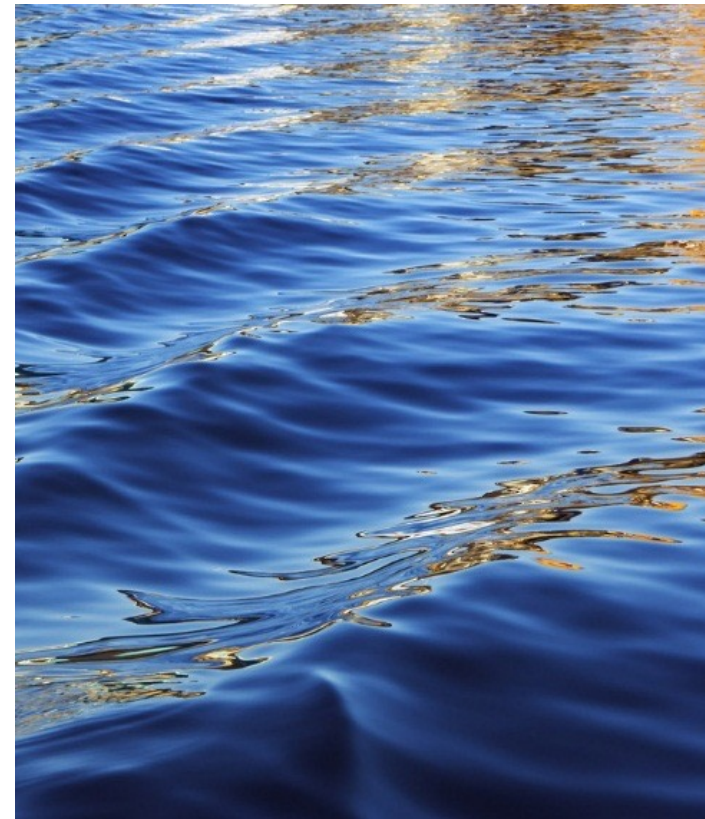
# Employer/ Business Resources

- WorkSource WA
- Job Fairs vs. Hiring Events
- WorkSource Building and Space
- WOTC
- Bonding
- PFMLA
- Rapid Response
- Shared Work
- H2A/H2B
- Veteran Services
- UI



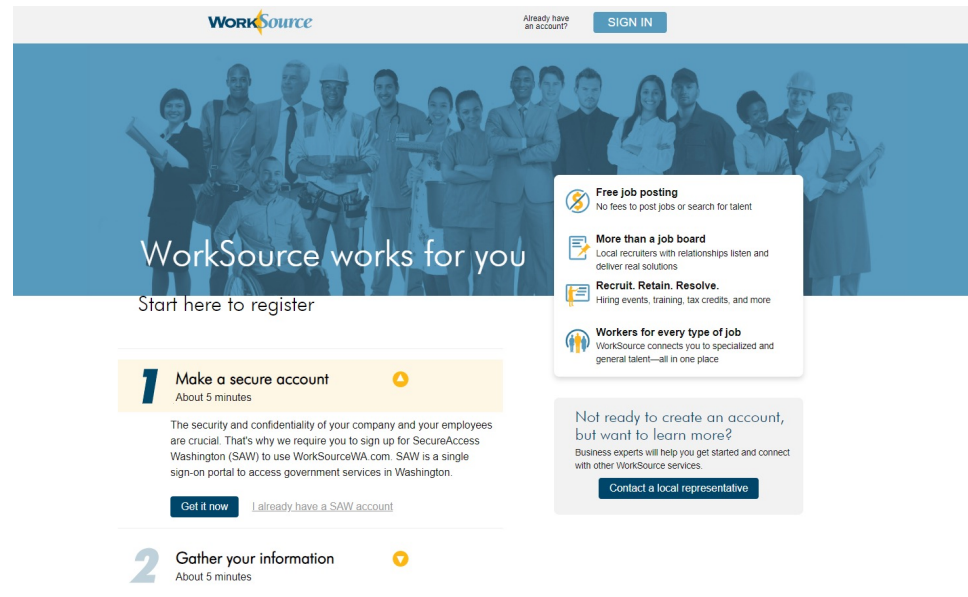
# WorkSource WA

Finding the right candidate or Posting the right job



# Free Job Posting and Talent Search

## The Website



## Our Business Service Team

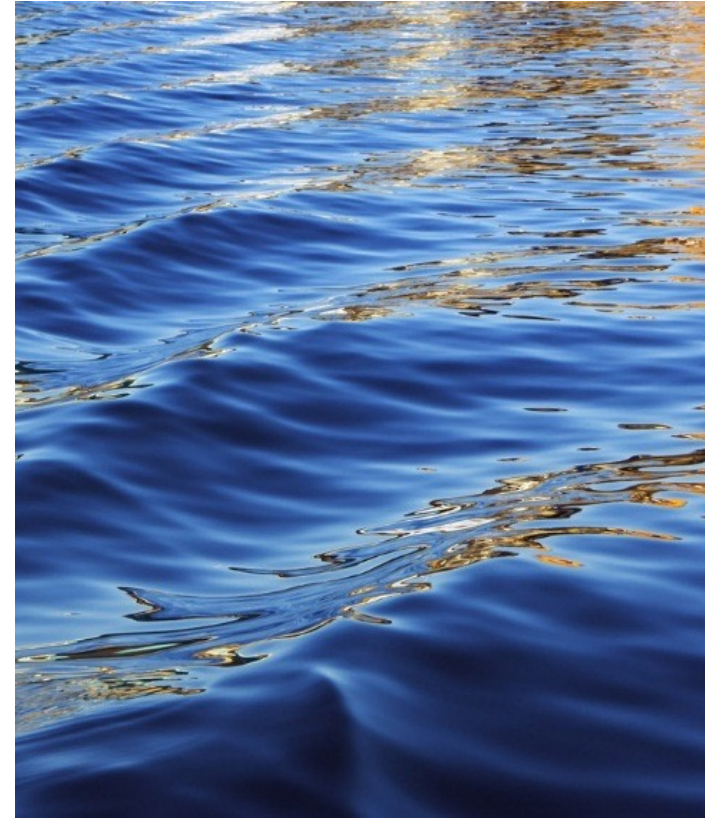
- We can support you in the creation of job postings (keywords, language)
- Share and provide labor market information in your area
- Connection to Business Resources you may be unaware of or need support to access





# Job Fairs vs Hiring Events

The gathering of qualified job seekers to meet your needs



# You need talent.. Let us help you connect

## Job Fairs

- Networking and Introductions
- Open to all employers and job seekers on location or in our office
- Showcase your business and talent needs
- Meet a wide variety of talented job seekers
- Business/ Industry Spotlights

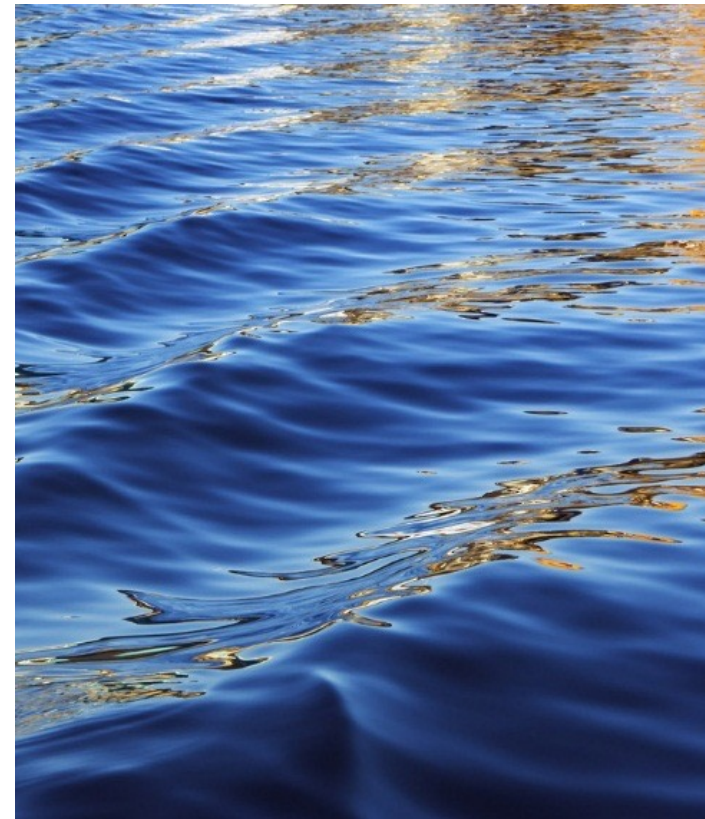
## Hiring Events

- Find **specific** talent to meet your skilled labor needs
- Vetted and prescreened talent at your fingertips
- Supported employment options to help you find the right candidate



# WorkSource Buildings

Trainings, Interviews, Meetings, Presentations... We got you!



# “Mi casa es su casa”

## Grays Harbor WorkSource Office

- Located at 415 W Wishkah St #2D
- Aberdeen, WA 98520
- (360)538-2350

A meeting place for:

Trainings

Interviews

Meetings

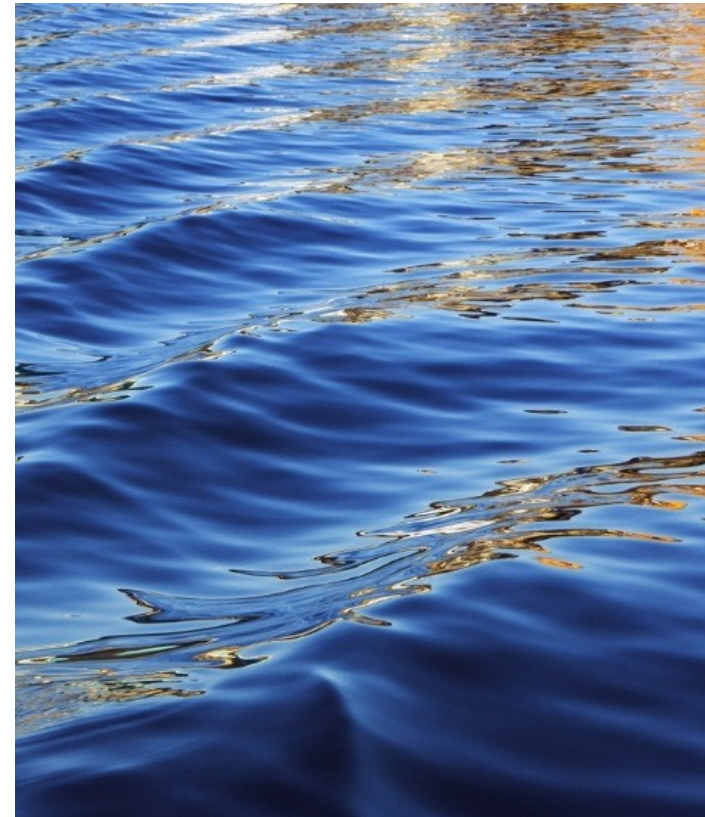
Presentations





# WOTC- Work Opportunity Tax Credit

How to earn on your hires



# Hiring hard-to-place Job seekers

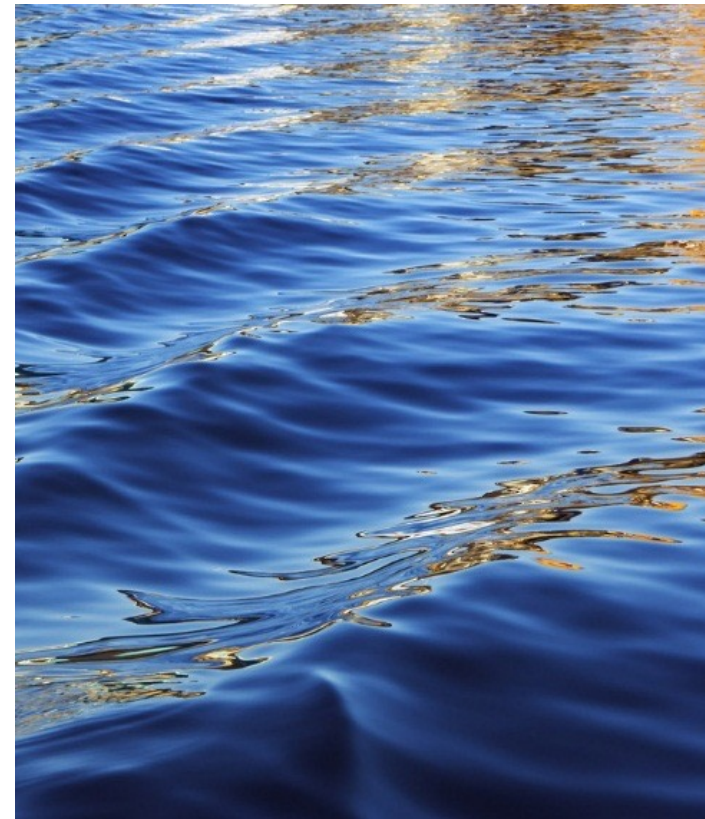
## Employers can reduce their federal business taxes by anywhere from \$2400 to \$9600 per eligible employee

- Public assistance recipients, if they meet the eligibility requirements for SNAP (food stamps), TANF or long-term TANF.
- Several categories of military veterans
- Individuals with a history in the justice system, hired within a year after their date of conviction, work release, or release from prison or jail
- Anyone who received Supplemental Security Income (SSI) for any month in the 60 days before being hired.
- Long-term unemployed:
  - o People who have been unemployed for six months and
  - o Have received one week of unemployment insurance benefits (to include the waiting week) or at least 27 consecutive weeks of UI payments prior to hire date
- Division of Vocational Rehabilitation (DVR): Individual who is receiving or has received services under a state vocational rehabilitation program with a written plan in the past two years.
- Employment Security Department's role  
The Employment Security Department is responsible for processing WOTC applications. The department determines the eligibility on every application and completes all certifications within federal guidelines
- Find IRS forms 8850 and 9061 on Employment Security's website at [esd.wa.gov/WOTC](http://esd.wa.gov/WOTC) or on the U.S. Department of Labor's website. Search DOL WOTC.



# Bonding

Protect your business while providing an opportunity



# Federal Fidelity Bonding

## Protection against employee fraud and dishonesty

- Free of Charge
- Up to \$25000 during the first six months of employment
- Peace of mind to provide all individuals job opportunities with limited risk
- Building stronger healthier communities TOGETHER

**WASHINGTON STATE BOND CERTIFICATION FORM**

MAIL or EMAIL to: Alice Barney / State Bonding Coordinator  
Employment Security Department  
PO Box 9046  
Olympia, WA 98507-9046  
Phone: 1-800-669-9271  
[bonds4jobs@esd.wa.gov](mailto:bonds4jobs@esd.wa.gov)

**EMPLOYER RECEIVING BOND**

COMPANY NAME & INDUSTRY \_\_\_\_\_  
FEIN - \_\_\_\_\_  
CONTACT PERSON NAME - \_\_\_\_\_  
PHONE NUMBER - \_\_\_\_\_  
ADDRESS - \_\_\_\_\_  
CITY/STATE/ZIP - \_\_\_\_\_

**WORKER COVERED BY BOND** (please print clearly)

LAST NAME \_\_\_\_\_ FIRST NAME \_\_\_\_\_  
BOND EFFECTIVE DATE \_\_\_\_\_ SOC. SECURITY # \_\_\_\_\_  
Occupation: \_\_\_\_\_ Job Start Date \_\_\_\_\_  
Reason for bond: Justice Involved  Other  Starting wage \_\_\_\_\_ per hr.  
Hours per Week \_\_\_\_\_

**BOND INSURANCE AMOUNT REQUESTED**

\$ \_\_\_\_\_ (If requesting more than \$5K, provide information on why higher amount is needed.)  
(\$5K, \$10K, \$15K, \$20K, \$25K)

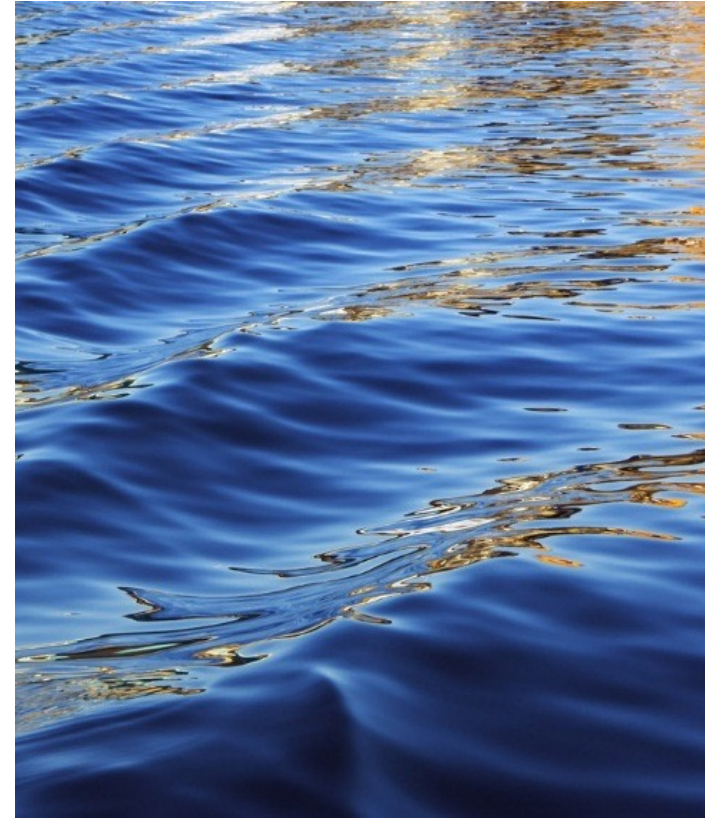
\_\_\_\_\_  
SIGNATURE (must be signed by originator and legible) TELEPHONE # \_\_\_\_\_





# PFML- Paid Family and Medical Leave

Time off when your staff need it the most





# Paid Leave

## Retain Staff and Avoid Expensive turnover

**Paid time off. Peace of mind.**

Paid Family and Medical Leave provides paid time off when a serious health condition prevents you from working, when you need to care for a family member or a new child, or for certain military-related events. It's here for you when you need it most, so you can focus on what matters.

**How it works**

Nearly every Washington worker—whether you work full time or part time in a small to large business—is eligible for up to 12 weeks of Paid Family and Medical Leave. You need to work 820 hours in Washington, or about 16 hours per week, over the course of about a year. You can get up to 16 weeks if you have family and medical events in the same year, or up to 18 weeks in some cases. Leave doesn't have to be taken all at once. You can use these weeks within your "claim year," which starts when you apply and then runs for the next 52 weeks. When that claim year expires you can then be eligible for leave again.

You apply for leave with the Employment Security Department and will get partial wage replacement, up to 90 percent of your typical pay, capped at **\$1,427** per week.

**Your rights**

If you meet the requirements, you have the right to take paid time off using Paid Family and Medical Leave.

If you qualify for Paid Family and Medical Leave, your employer cannot prevent you from taking it. Your employer also cannot require you to use other types of leave, such as sick or vacation days, before or after taking Paid Family and Medical Leave. The program is funded by premiums shared between workers and many employers. The premium is **0.8%** of your wage. You may pay about 73% of that total, and your employer (if they have 50 or more employees) pays the rest. A calculator to estimate premiums is available on our website.

To file a complaint against your employer about Paid Family and Medical Leave, email or call our Customer Care Team at [paidleave@esd.wa.gov](mailto:paidleave@esd.wa.gov) or (833) 717-2273.

You may also contact the Office of the Paid Family and Medical Leave Ombuds. The Ombuds is appointed by the governor and serves as a neutral, independent third party to help workers and employers in their dealings with the Department. The Office of the Ombuds investigates, reports on and helps settle complaints about service deficiencies and concerns with the Paid Family and Medical Leave program. Learn more at [www.paidleaveombuds.wa.gov](http://www.paidleaveombuds.wa.gov) or call the Ombuds' office at 844-395-6697.

Learn more and apply at [paidleave.wa.gov](http://paidleave.wa.gov)

Washington Paid Family & Medical Leave  
Employment Security Department  
Updated 12/2022

Washington Paid Family & Medical Leave

HELP CENTER LOG IN ESPAÑOL Q

Individuals and Families ▾ Employers ▲ Self-employed Healthcare providers

1. How Paid Leave works

2. Employer role and responsibilities

3. Estimate your paid leave premium

4. File your quarterly report and premiums

More information about... [Log in](#)

Small businesses: 150 employees or fewer

Tribal businesses

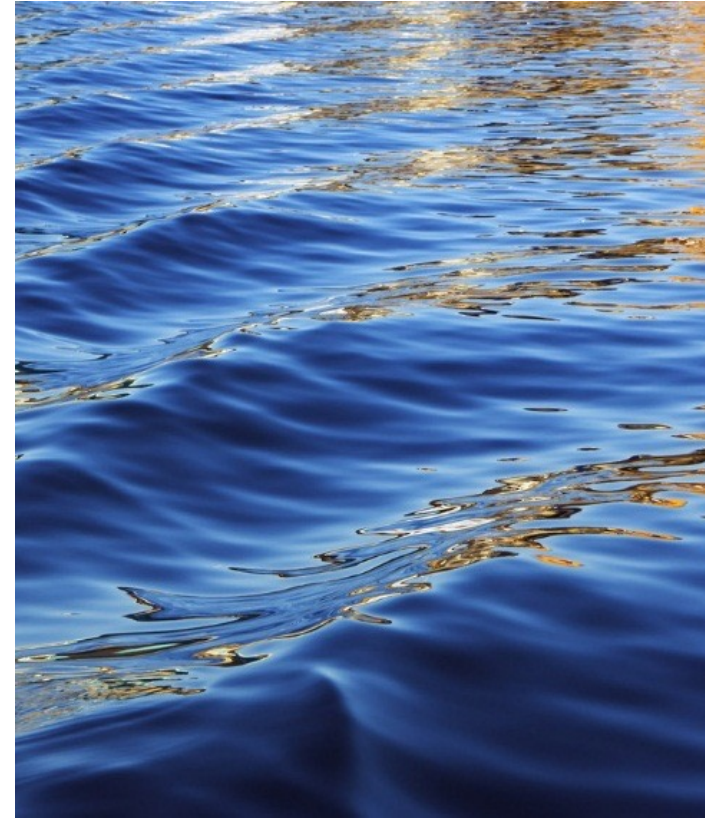
Employer agents

Voluntary plans



# Rapid Response

Supporting your staff through Layoffs/ Downsizing



# Lay off and downsizing support for your business

## What is it?

- Rapid Response is a pro-active, business-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams will work with employers and any employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response can provide customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the painful transitions associated with job loss.

## How do we help?

- The Rapid Response unit is responsible for contacting employers and worker representatives to offer transitional services to workers affected by mass layoffs or plant closures. When the unit receives notice, either through the Worker Adjustment and Retraining Notification (WARN) Act, public information or another source, it activates teams of staff to offer assistance with unemployment insurance information, Dislocated Worker Program services, job seeker services available at the local WorkSource and re-training services available through the community college system. Services can be offered on-site or at the local WorkSource office



# Shared Work

Temporary economic setbacks... Try this program



# SharedWork Celebrates 40 Years- Around since 1983

## What is SharedWork?

- SharedWork helps stabilize businesses during temporary economic setbacks.
- Employers keep their workforce intact by temporarily reducing hours to save payroll costs and keep the businesses operating.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.
- Eligibility is open to most businesses and industries.

## Questions?? Check out these upcoming webinars

### Webinars for businesses/employers

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2023 webinars 

SharedWork and Office of Regulatory Innovation and Assistance (ORIA) | [Register now](#)

Tuesday, July 25, 2023  
11:50 a.m. – 1:00 p.m.

SharedWork and Office of Regulatory Innovation and Assistance (ORIA) | [Register now](#)

Tuesday, Oct. 31, 2023  
11:50 a.m. – 1:00 p.m.

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# H<sub>2</sub>A

Agricultural Jobs.... We can assist



# Agricultural WorkForce Supports

## H2A

- **H-2A Agricultural Clearance Orders**

The H-2A program establishes a means for agricultural employers who anticipate a shortage of domestic workers to bring non-immigrant foreign workers to the United States to perform agricultural labor or services of a temporary or seasonal nature.

## Our Staff will help you

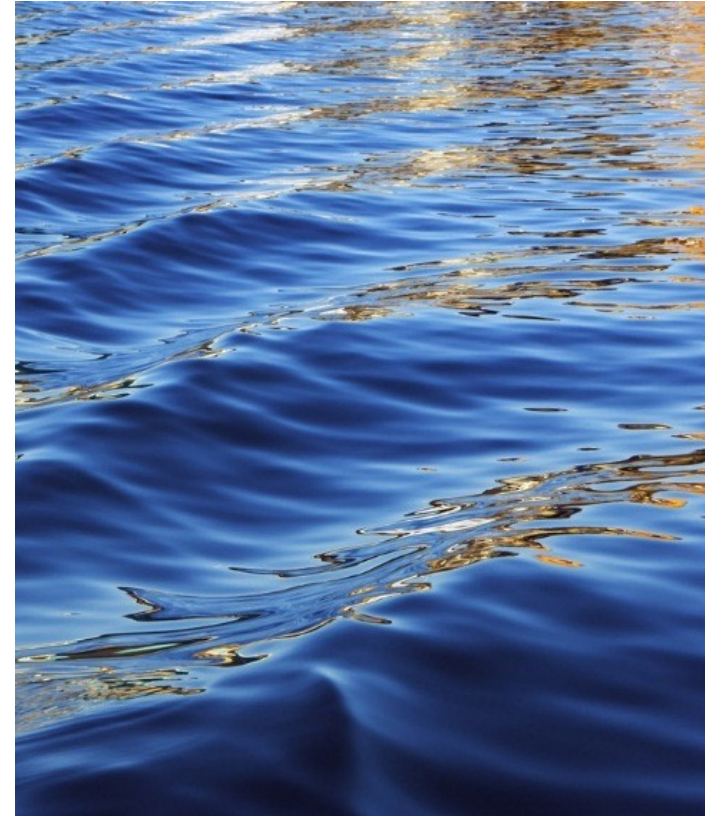
Post your and promote your opportunity to domestic job seekers

Ensuring that you have met the requirement for marketing the jobs domestically before seeking foreign labor



# Veteran Services

Finding the right candidate while supporting our Veterans



# How we support you in working with our Veterans

## Our Veteran Staff

- **LVER** staff, through outreach with employers, develop increased hiring opportunities within the local work force by raising the awareness of employers of the availability and the benefit of hiring veterans.
- **DVOP** staff provide services to all veterans that Title 38 indicates are eligible for their services, but their efforts are concentrated, according to their respective roles and responsibilities, on outreach and the provision and facilitation of direct client services to those who have been identified as most in need of intensive employment and training assistance.
- **CVSR** staff are located in rural areas where having a full time LVER is not feasible and are able to perform both DVOP and LVER services

## YesVets



- The Employment Security Department, in partnership with [Washington Department of Veterans Affairs](#), [Department of Commerce](#), [Washington State Military Transition Council](#), [Washington State SHRM](#), and local chambers of commerce across the state, have partnered to create a statewide campaign to hire veterans, supporting House Bill 2040. This bill, introduced by Rep. Gina Mosbrucker, recognizes employers who show their commitment to veteran employment by hiring veterans into their workforce.

## Questions or need further information:

*Tennille Johnson*

*Southwest Coastal Regional Director*

*Secretary/Treasurer – PacMtn WorkForce Board*

*[tennille.johnson@esd.wa.gov](mailto:tennille.johnson@esd.wa.gov)*

*(360) 844—0581*