



Toolkit: **Business Engagement**

Helping you recruit great employees.



Iowa Workforce
Development



Innovative Employee Recruitment

Our Business Engagement team can assist you in recruit great employees. Recruitment in today's job market can be a challenge. Our business services team is here to help you find solutions.



Online Job Postings with IowaWORKS.gov

Don't have a career site? No worries - our business services team can help you open an IowaWORKS.gov account so you can post jobs and search for qualified candidates.

- Post on Iowa's largest job bank
- Recruit qualified candidates
- Connect with the National Labor Exchange (NLx)



Targeted Recruitment

We can help you customize a recruitment strategy.

- On-site hiring events
- Career expos
- Job boards
- Social media



Assessment Services

We partner with Vocational Rehabilitation Services to offer ADA and work place assessments. We also offer:

- Foundational employment skills
- Typing Test (Words Per Minute)
- Microsoft Office Suite products
- Data entry



Your employment experts at no cost to you.

Visit us at: workforce.iowa.gov

IowaWORKS is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.



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Untapped Talent

Work Opportunity Tax Credit (WOTC)

WOTC is a federal tax credit available to employers who hire individuals from eligible target groups with a significant barrier to employment. It applies only to new employees who belong to the following target groups:

- Qualified veterans
- TANF recipients
- SNAP recipients
- SSI recipients
- Vocational rehabilitation referrals
- Designated community residents
- Long-term unemployment recipients
- Ex-felons

Employers can file forms electronically at iowaWORKS.gov

Questions? Email wotc.coordinator@iwd.iowa.gov

Federal Bonding Program

A no-cost hiring incentive that provides employers up to \$25,000 of fidelity bond insurance for at-risk job seekers for their first six months of employment.

Eligible Individuals

- Justice-involved men, women, youth
- Poor financial credit history or who have declared bankruptcy
- Recovering from substance use disorders
- Dishonorably discharged from the military
- Economically disadvantaged youth & adults who lack work histories
- TANF recipients
- Anyone with barriers to employment

Contact

For more information or to initiate the Federal Bonding process, contact:

SHELLEY SEITZ

(515) 725-3891

richelle.seitz@iwd.iowa.gov

Job Requirements

- Job seeker must have a job offer with a start date
- Applicant must be of legal working age
- Federal taxes must be automatically deducted from the paycheck
- Employment must be a minimum of 30 hours per week

Diversify your workforce

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Registered Apprenticeship (RA)



About RA

Registered Apprenticeship (RA) is an industry-driven and high-quality pathway where employers develop and prepare their future workforce.

RA programs help Iowans obtain paid work experience, progressive wage increases, classroom instruction, and a portable, nationally recognized credential.

Who We Serve

- ✓ Employers
- ✓ Unions
- ✓ Associations
- ✓ Educational Institutions
- ✓ Consortiums

How We Can Help

- 1:1 Program Development
- Case Management, Training, and Technical Assistance
- Grants and Financial Support
- Compliance and Monitoring
- External Relations and Partnerships
- Systems, Processes, and Data Assessment



Get Started

To get connected to the Iowa Office of Apprenticeship, scan the following QR code:



**Apprenticeship
Sponsor
Interest Form**



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Your one-stop employment center

Pictured: IowaWORKS Mobile Workforce Center at the former Tyson plant in Perry, providing laptops, internet, and career planners to support workers prior to layoffs.

Iowa moves *fast*.







How We Help Iowans Impacted By Layoffs

Rapid Response Services: How Iowa Quickly Responds to Layoffs to Help Impacted Workers

Every layoff creates a difficult situation for a community. That's why Iowa's Rapid Response teams exist – to deliver urgent workforce assistance and help impacted workers find a promising new career as soon as they are able.

Rapid Response teams also coordinate plans between all workforce and community partners to minimize the impact, maximize available resources, and help retain as many workers in the area as possible. Regardless of the layoff situation, IowaWORKS is here to lead you through it.

Helping Workers Move Forward:

-  Resume Assistance
-  Interview Prep
-  Job Search Help
-  Unemployment Assistance
-  Job Readiness Workshops
-  Career & Training Opportunities

Support for Partners and Local Employers:

-  Hiring & Recruitment Events
-  Job Leads for Employers with Job Openings
-  Coordination of Workforce Resources & Events
-  Labor Market Information for Decision-Making
-  Mobile Workforce Center: IowaWORKS on Wheels
-  Additional Services & Connections



Pictured: A job fair organized for former Tyson employees impacted by layoffs, featuring booths from various companies who are actively hiring.

Rapid Response.

How it works & key steps towards reemployment



Step One: Layoff Notice and Employer Meeting

After a layoff (WARN) notice is received, a local Rapid Response team is deployed and connects with the employer so IowaWORKS can best understand the circumstances and specific workforce needs of those impacted.



Step Two: Partner Coordination and Response Plan

Meetings take place to plan the Worker Information Meeting (WIM) and any supporting resources moving forward. The Rapid Response team also coordinates with available community partners to maximize the plan's impact to help connect workers to other jobs.



Step Three: Employer Recruitment and Public Events

(Job Fairs, Training, and More)

Public-facing events and connection points (through IowaWORKS' Business Engagement Consultants) that match impacted workers to local employers – giving priority to nearby businesses who have available jobs that match the relevant skillset and experience.

Successful Rapid Response Efforts

It's critically important that coordination occurs between all workforce partners and the Rapid Response team, who are experienced in identifying workforce programs, supporting unemployment claims, and using labor market resources to help workers find the right fit in the transition.



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WIOA Dislocated Worker & Adult Programs

Iowans have access to several programs that support the advancement of skills, re-entry into the workforce, and resources to help workers who experience mass layoff events.



Need a job?

You could receive assistance with building your resume, connecting with potential employers and improving your interview skills.



Want to go back to school?

WIOA Title I could help you identify the training program that is right for you and provide guidance on reaching your educational goals.

We may be able to help with the cost of tuition, books, required tools, transportation and even daycare!



Traditional schooling not for you?

We can help with that too! Training services, include but are not limited to: occupational skills training, on-the-job training, and incumbent worker training.



How do I start?

Contact your local IowaWORKS location to get connected with a WIOA Title I Coordinator near you.

workforce.iowa.gov/iowa-works



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Disability Employment Services

Our team is committed to transforming your company into a disability-friendly workplace. We offer a diverse range of services aimed at fostering a more inclusive environment.

By working closely with Iowa Vocational Rehabilitation Services counselors, we ensure that you have access to the best talent available.

Get in touch with us today to learn more.

 **1-833-469-2967**

 **iaworks@iwd.iowa.gov**

 **workforce.iowa.gov**

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Our Services:



ADA CONSULTATION

We have certified ADA coordinators who can assist with full or partial assessments, including setting up ergonomically correct workstations.



JOB POSTINGS TO OUR DISABILITY TALENT SITE

We can work with your staff to get your jobs posted to our Disabilities Talent job board on IowaWORKS.



DISABILITY EMPLOYMENT TRAINING

We offer various training programs with certified Windmills trainers. The training will be tailored to fit your needs.



INTERNAL STRUCTURE ASSISTANCE

Our team can provide recommendations for your policies, applications, and job postings to ensure they are inclusive for persons with disabilities.



ACCESS TO PRE-SCREENED CANDIDATES

Our team will create a personalized checklist for Vocational Rehabilitation to use in identifying suitable candidates.



FINANCIAL INCENTIVES

Our staff can help you understand the benefits available for hiring people with disabilities, such as accommodations and modifications in the workplace.



ASSISTANCE WITH ACCOMMODATIONS

We can discuss how to provide necessary support for hiring and keeping employees through reasonable accommodations and assistive technology.



JOB RETENTION SERVICES

We can help retain employees with disabilities and connect them with a counselor for tailored services.



JOB AND TASK ANALYSIS

Our team will observe and interview employees to understand their essential job functions and tasks.



CONTINUED SUPPORT

We are here to support all of your disability employment initiatives and can customize our services to meet your needs



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Work-Based Learning (WBL)

What is Work-Based Learning (WBL)?

Work-Based Learning (WBL) includes different opportunities for students and employers including Registered Apprenticeships, Quality Pre-Apprenticeships, Internships, Authentic Project-Based Learning with Employers, Simulated Work Experiences aligned with Industry Credentials and School-Based Enterprises. These experiences provide students with practical skills and real-world knowledge that are invaluable as they transition from education to the workforce.

Why Work-Based Learning (WBL)?

Students have the opportunity to learn new skills that can help them start their careers, connect with possible employers, and figure out what kind of work they prefer. **Employers** can work with schools to build up a group of talented students, offer training in important skills to potential employees, and assess students to see if they are a good fit for the job.

Contact the WBL Team

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