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MassHire Employer Resources Webinar

August 2021



DEPARTMENT OF
CAREER SERVICES

MassHire Employer Resources Webinar



Please **stay muted** so all participants can hear the presenters.



We will answer your questions **at the end** of the workshop.



Type any questions you have **in the chat function** in WebEx by selecting the “Chat” button in the lower right.



Closed caption is located at the bottom, left corner of your screen, and you can change to your language of choice.

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MassHire Employer Resources Webinar

Today, we will cover:



How MassHire can help you **recruit, hire, and train** staff:

- Recruitment & Hire Services
- Virtual Job Fairs
- Support for employee training / retraining



How MassHire can help you **grow and evolve**:

- Access to Training and Process Improvement Support
- Access to Grants & Tax Incentives
- Participate in the WorkShare program
- Overview of the Rapid Response Program

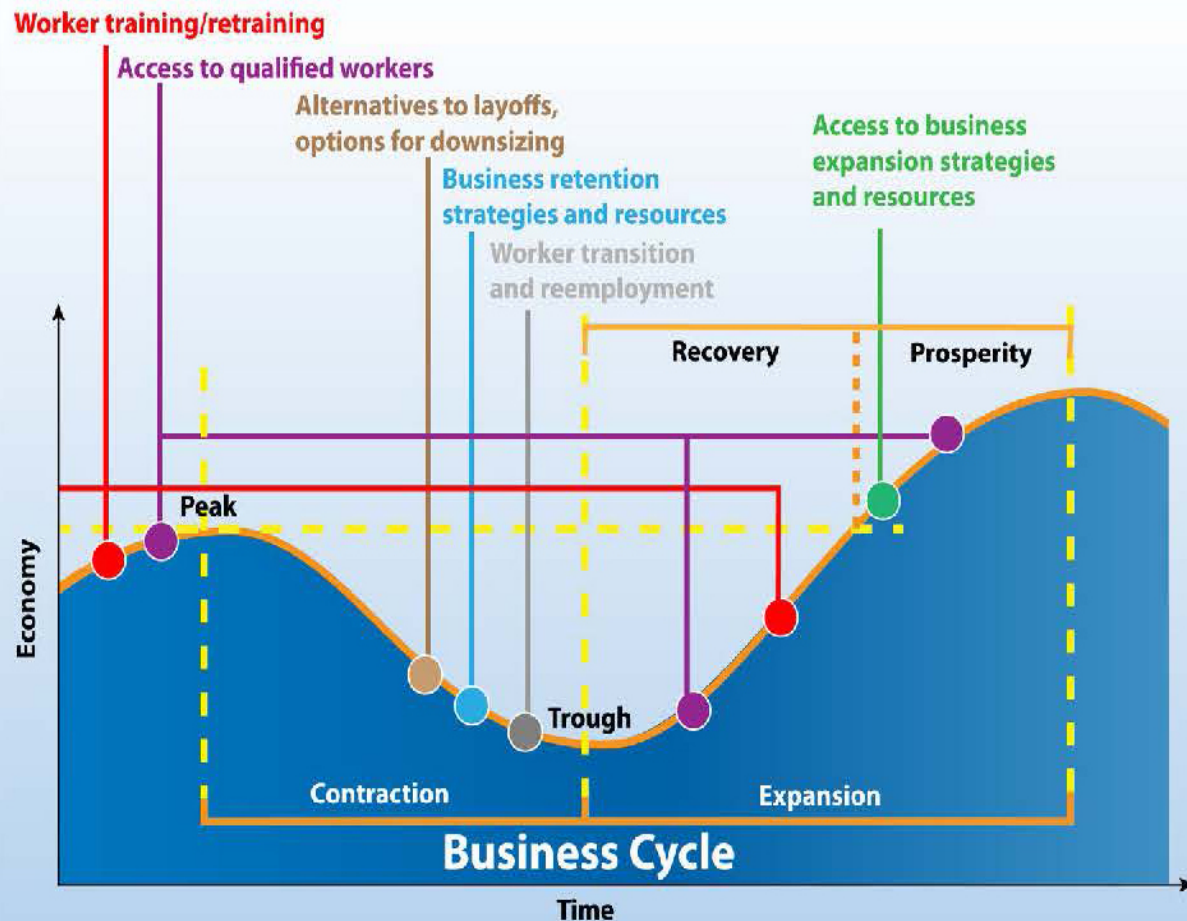


How to get started **today!**

MassHire BizWorks can support your business in all environments



Providing services throughout the business cycle



MassHire can help you recruit, hire, and train the employees you need.



Testing, assessment, and pre-screening of candidates for you



Posting of jobs and access to qualified candidates



Hire jobseekers from key talent pipelines



Access training grants for employees



MASSHIRE

MassHire Career Centers serve as a **vital link between workers and employers** to bring about economic opportunity and help MA citizens get back on the payroll, **one person and one job at a time.**

Host a virtual job fair with MassHire or attend one for your industry!



Access to jobseekers with relevant experience



Contact your MassHire Career Center to participate in or host a virtual job fair!



- Virtual Job Fairs are held on an online platform that allows job seekers to **view employers' virtual booths, company information, review job openings,** and **submit resumes.**
- Job seekers and employers can also **instant message and video chat** through this platform.
- **Interested? Contact your local career center to learn how to host a job fair or to participate in a planned event!**

In mid-August, MassHire held a statewide virtual job fair. Here are the results!



1600+ employers attended

12K+ jobseekers attended



20K+ resumes were submitted

24K+ chats held between employers and jobseekers



Post your job openings on MassHire JobQuest to access qualified candidates!



- 1. Confirm if your job openings are already in the JobQuest system.**
It's common that larger companies' positions are automatically appear into the JobQuest system.
 - Search [on this page](#) to see if your positions already appear in JobQuest by entering your company's name in the field labeled "Keywords"
 - If your positions don't appear, follow steps 2 and 3 below.
- 2. In order to post jobs in JobQuest, you will need to [create an account for your company](#), if you don't already have one!**
 - The registration form will ask you information like your company EIN, name, contact information, etc.).
 - Allow one business day for your account to be activated.
 - Save your username and password in a safe place!
- 3. Log in [here](#) and post the details for each job opening**, including address, description, benefits, qualifications, etc.

Login to JobQuest

A screenshot of the 'Employer' login form. It features an orange header with the word 'Employer' in white. Below the header, there are two input fields: 'User Name' and 'Password'. To the right of the password field is a 'Go' button. Below the input fields, there are three links: 'Change or Forgot password?' in blue, 'First time user?' in blue, and 'Setup an Account' in blue.

Access training grants, cost-sharing, and tax incentives for your workforce!



Access cost-sharing for on-the-job training for your employees



Career development with registered apprenticeships



Access tax credits and incentives for hiring targeted groups and growing your workforce



Access training grants and programs to support and retain existing workers

Work with the MassHire Career Centers, Workforce Training Fund, Workplace Safety Training, and Massachusetts Rehabilitation Commission.

MassHire can also help your company grow and evolve, even in tough moments



Access to process improvement & training support



One-on-one support in times of downsizing, if needed



MassHire Career Centers serve as a **vital link between workers and employers** to bring about economic opportunity and help MA citizens get back on the payroll, **one person and one job at a time.**

Access to grants and tax incentives for key business needs



Participate in the WorkShare Program



MassHire can help your business address key challenges as you grow



Piantedosi Bread Company



CHALLENGES:

- ❑ Needed to reset the culture to be **more proactive vs. reactive** and **increase collaboration** across departments.
- ❑ Needed to **operate more efficiently** to stay competitive given its growth.
- ❑ Wanted to **minimize communication breakdowns** that can affect productivity, quality, and safety.

MASSHIRE SUPPORTED:

- Training senior and mid-level managers, as well as emerging leaders, on **communication, team building, and leadership skills**.
- **Implementing process improvements** based on root cause analysis and value stream mapping
- Training in **advanced English as a Second Language, literacy, writing, and math** for employees.

IMPACT:

- ✓ **Reduced raw material waste by 25%**
- ✓ **Reduced complaints about product freshness from 49 to 3**
- ✓ **Promoted 8 employees**
- ✓ **Record-setting safety results**



MassHire can help you access grants & tax incentives for key business needs



Business expansion:

- A food processing company needed help acquiring a new processing facility.
- BizWorks helped the company match to an Economic Development Incentive Program and received tax incentives to fund the investment in the new plant.
- **With the new plant, the company will create 125 new jobs in this facility.**

Workforce training:

- Home health care company needed to train and certify nurses in mental health nursing, wound care, and quality control.
- BizWorks helped the company apply for a Workforce Training Fund Grant.
- **The company received \$68K to train all eligible nurses in their company.**

The Rapid Response Program can help you throughout the business cycle



The Rapid Response Program is **a pro-active, business-focused and flexible program to assist companies and their workers throughout the business cycle.**

Key Services of the Rapid Response Program:

- Assists growing businesses in accessing an available pool of skilled employees from other businesses that are downsizing or who have been trained in the skills a company needs to be competitive
- Responds to layoffs and closings by quickly coordinating services and providing immediate aid to companies and their affected workers.
- Provides customized outplacement services on-site at an affected company, and assist companies and workers through transition
- Works with the Massachusetts AFL-CIO to coordinate services to union employees

For more information, please contact: **www.mass.gov/prevent-layoffs-with-rapid-response**



What is WorkShare?

Any company covered by the unemployment insurance system is eligible to participate in DUA's WorkShare program.

The DUA WorkShare program can **help companies manage employee hours** in partnership with the unemployment insurance benefit system. Specifically, companies can:

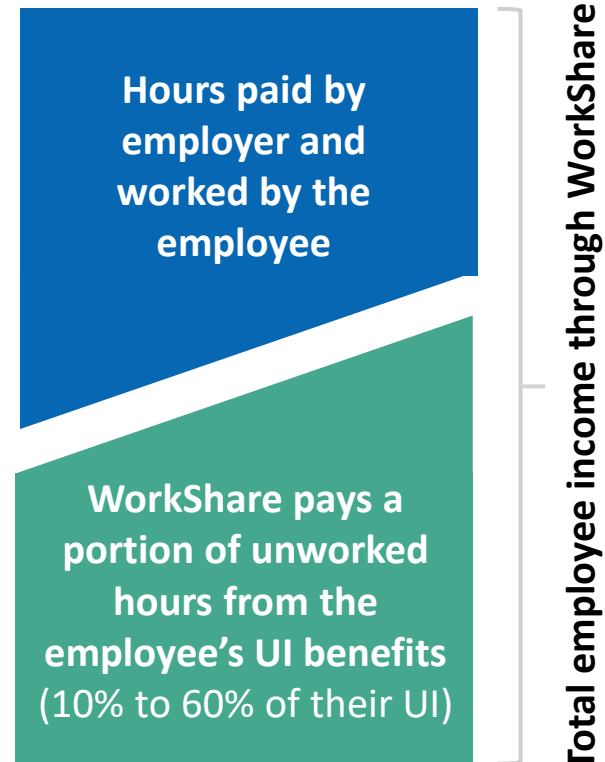
- **Scale down hours** to avoid employee layoffs and manage costs temporarily (traditional WorkShare) or
- **Hire workers at part-time hours** - either those who were previously laid off or entirely new hires (new WorkShare offering)

How can WorkShare help me recruit and hire employees?



An employer can **call back furloughed workers** or hire **new employees** who are currently receiving unemployment to transition back to work over the summer.

- Furloughed workers or new hires are added to payroll as full-time workers and are **paid by the employer for the portion of hours they work**.
- Furloughed workers or new hires work part-time hours at a level to **maintain a portion of their UI benefits** for the period of the approved WorkShare plan.



What flexibilities and requirements exist for WorkShare employers?



WorkShare Plan Flexibilities	<ul style="list-style-type: none">• Employers can have multiple WorkShare plans for different “units” of workers to reflect different scheduling or grouping of part-time hours• WorkShare plans can range from 10% to 60% hours paid by UI for schedules <u>up to 40-hour week</u>• Employers can have multiple WorkShare plans at different percentages – Unit 1, 20% - Unit 2, 40% , etc.
WorkShare Plan Requirements	<ul style="list-style-type: none">• There must be at least 2 employees per plan• All employees enrolled in a WorkShare plan (for a given unit of workers) must have their work hours added back or reduced by the same percentage• WorkShare plans cannot be longer than 52 weeks but back to back plans are allowed.• Employees on WorkShare <u>do not have to complete</u> Work Search requirements while working part-time hours
Employer Role to Request UI Benefits	<ul style="list-style-type: none">• Employer must complete a weekly certification to request WorkShare benefits for all workers in each WorkShare plan
Employee UI Reporting	<ul style="list-style-type: none">• Once a WorkShare plan is approved and an effective start date set, all <i>employees</i> must ensure that they have an active unemployment insurance claim.• Employees on WorkShare are NOT required to certify weekly.

What should employees know about the WorkShare program?

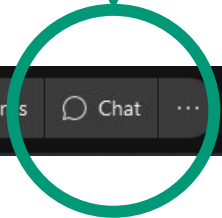


Why should I participate in WorkShare?	<ul style="list-style-type: none">• You can work part-time hours and maintain partial benefits.• You can be considered a full-time employee for a company's health & retirement benefits.
How much will I make through WorkShare?	<ul style="list-style-type: none">• Employees receive wages equal to the number of hours worked each week from the employer• Employees also receive a percentage of their UI benefits (the percentage of hours <u>not</u> worked)<ul style="list-style-type: none">• WorkShare benefits are calculated based on a percentage of the employees benefit rate (what they would receive from the DUA if fully unemployed).• WorkShare claimants also receive a pro-rated dependency allowance for each dependent child equal to \$25 per week, multiplied by the plan reduction.• Note: WorkShare benefits are paid with paper checks.
Do I have to do WorkShare?	<ul style="list-style-type: none">• No, WorkShare is a voluntary program for employees. Participation is not mandatory.
Am I considered a part-time or full-time employer?	<ul style="list-style-type: none">• Employees enrolled on a WorkShare plan are considered to be working their normal and customary hours for the purposes of health insurance and retirement benefits.
How will this affect my UI claim?	<ul style="list-style-type: none">• A UI claimant who returns to work on a WorkShare Plan with an employer will automatically have their claim converted to the WorkShare Plan parameters.• Workers without a UI claim must file an initial UI claim the week the WorkShare Plan goes into effect.

Q&A: How else can we support you?



Type any questions you have **in the chat function** in WebEx by selecting the “Chat” button in the lower right.





Thank you! Don't forget to...



Apply on the web for WorkShare at:
www.mass.gov/workshare



For **questions about the WorkShare program**,
call (617) 626-5521 or email workshare@detma.org



Visit mass.gov/bizworks or call
1-800-252-1591 to learn more
about other **hiring support services**

