



SERVICES BENEFITTING EMPLOYERS

6330 W. Charleston Blvd., #190, Las Vegas, NV 89146
(702) 822-4200 / www.nvcareercenter.org

CANDIDATE RECRUITMENT SERVICES

Identifying the Right Candidates for You

- Access to candidates who have already completed job skills trainings or otherwise match up with the skills ***you are looking for***
- Assistance in posting ***your job openings***
- Pre-screening interviews of potential candidates ***before*** they are referred to you

CANDIDATE EMPLOYMENT SERVICES

Items We Provide to Your Candidates

- Health, Alcohol Awareness Training, and other work cards
- Tools, uniforms and other items required for the position
- Transportation assistance when needed

CANDIDATE TRAINING SERVICES

On-the-Job Training (OJT)

- Training expense reimbursement program. In exchange for the employer training the candidate, ***employer is reimbursed an amount equivalent to at least 50% of the candidate's wages*** during the training period. See more details on FAQ.
- After the OJT activity has been completed, ***the employer hires the candidate*** into a permanent, full-time job (minimum 32 hours per week).

Occupational Skills Training

- Classroom training aimed at providing candidates with industry-recognized certifications and credentials

Customized Training

- Training that is created for multiple employees or potential new hires to complete at the same time
- Usually involves a 3rd party training provider
- Minimum 50% employer match ***required***

FREQUENTLY ASKED QUESTIONS

What are the eligibility criteria for candidates to receive services?

- Must be 18 years of age or older and a Nevada resident
- Must have a valid Social Security Number/be eligible to work in the United States
- Must be in compliance with Selective Service requirements (applicable to males born after 12/31/1959 only)
- For Occupational Skills Training and OJT services, must be enrolled in a WIA program ***prior to*** commencement of training activities

How do I know whether the training or certification I want my candidates to have is something that can be provided?

A list of all the current approved trainings that the One-Stop partners can pay for using WIA funds can be found by going to the Workforce Connections website and clicking on the Eligible Training Provider List (ETPL) link; however, if the training your candidates need is not currently on the list, we can help the training provider through the process of getting it added.

What kinds of jobs are eligible for OJT consideration?

Any job for which training is needed is eligible for OJT, but priority is given to those that pay a living wage. It also has to be “full-time”, defined as at least 32 hours per week, and pay an hourly wage that is guaranteed. Jobs that pay entirely on commission or other performance/production criteria are excluded.

Can my company be eligible for more than the 50% minimum reimbursement rate?

Based on a current waiver from US DOL, it is possible to increase the rate based on the number of individuals currently employed by the company, using the following scale:

0-50 Employees: up to 90% Reimbursement

51-250 Employees: up to 75% Reimbursement

250+ Employees: up to 50% Reimbursement

The most important factor for reimbursement rate is the level of funds available at the WIA service provider for OJT activities.

Am I obligated to keep an OJT participant as an employee after the end of the contract period?

Yes. It is expected that all OJT activities end in full-time employment for the candidate. By entering into the contract, the employer is committing to hire the candidate once they have been appropriately trained, but as with all other hiring decisions, ultimately it is up to the sole discretion of the employer. However, unless the person is terminated for cause or other legitimate, unforeseen factors emerge, if an employer fails to keep the OJT participant on after the contract ends, they are no longer eligible to receive OJT funds in the future.

How long can an OJT contract run for?

There is no definitive timeframe, but the maximum length of an OJT contract is six months. The exact length depends on the skill gap – defined as the difference between the skills needed for the job and those that the candidate already possesses – and the level of funding that the service provider may have at any given time.