



BUSINESS SERVICES

Partnering with us is simply *smart* business.



ABOUT US

South Florida Workforce Investment Board dba **CareerSource South Florida** is a public-private partnership that manages state and federally-funded workforce development and training policies for Miami-Dade.

Our Business Services division is committed to meeting the unique needs of the industry. We offer customized incentives to local, national, and international companies operating in South Florida at no cost. Our main objective is to provide businesses with real-time solutions that align with their goals. Our approach is straightforward but effective, and it meets the demands of the industry. We demonstrate this philosophy by providing businesses with expert resources to help facilitate their short and long-term growth strategies.



BUSINESS SERVICES

If your business requires assistance in recruiting specialized talent, hiring new team members, or training existing employees, our **Business Services** team is available to assist you. Our team of business development experts can provide valuable insights on identifying cost-saving programs, funding opportunities, and resources to help your business achieve success.

Looking to hire an administrator, project manager, or electrician? Finding the right candidate with the right combination of skills, experience, and knowledge can be a challenge. Don't waste your valuable time on the screening process. Let our team of business professionals handle your recruitment and hiring needs, saving you both time and money. **Stay focused on your business goals and leave the hiring process to us. Partner with us to access the following:**

- Advertise positions on the Statewide Job Portal (Employ Miami-Dade)
- Host hiring events
- Pre-screen candidates
- Hold Job Fairs and Networking events

You can access **Labor Market Information (LMI)** for Florida and the specific area where you operate your business. Our assistance can help you with producing, analyzing, and delivering accurate labor statistics to enhance economic decision-making. You can access a range of labor market, economic, and demographic data:

1. **Employment and Wages:** current employment, projections, and wages by industry and occupation, occupational profiles, and career information
2. **Labor Force:** employment, unemployment, and unemployment rates
3. **Economic Indicators:** Florida Price Level Index, Consumer Price Index, income, and unemployment claims data
4. **Population:** age, race, gender, income, veteran's status, and education information.

Rapid Response Services is a flexible and proactive business strategy designed for two main purposes.

- First, to help growing companies succeed, we offer resources including training programs to upgrade worker skills.
- Second, to minimize the negative impact of layoffs and plant closings, we coordinate services and provide immediate aid to companies and affected workers for rapid reemployment.



WHO IS ELIGIBLE?

- Public, Private for-profit, and Non-Profit Companies that meet certain criteria are considered eligible.
- Businesses should be located and fully licensed to operate in the state of Florida and active as verified by the Florida Department of State Division of Corporations (www.sunbiz.org).
- Businesses that maintain Workers' Compensation Insurance (if applicable).
- Has been operating in Miami-Dade County for at least 120 days before the date of application.
- Registered and doing business in Miami-Dade County at a Brick-and-Mortar business property location for a minimum of 120 days before the application.

TRAINING

At **CareerSource South Florida**, we offer training and financial incentives to help companies cover the costs of hiring and training new or current employees. Our resources are tailored to fit each company's unique needs, giving them a competitive edge in the global economy.

- **Paid Work Experience (PWE)** program offers businesses the opportunity to have workers on board for a fixed duration to gain work experience. The worker's salary is covered by the program with no cost incurred by the business. This arrangement is mutually beneficial as the worker(s) gain basic job-specific skills while assisting the business in enhancing productivity and meeting its needs.

Example of an Employee Paid \$20 per Hour for a Total of 480 hours (up to 3 months)

• Employer Wage	\$20.00
• PWE	100%
• CSSF Wage Reimbursement	\$20.00
• Total Employee Gross Wages	\$9,600.00
• Projected Employer Savings	(\$9,600.00)
Actual Employer Labor Costs	\$0.00

- **On-the-Job Training (OJT)** is a program that encourages businesses to help cover the expenses of training eligible full-time hires. It aims to provide resources for occupational training and development in the company's work environment for new prospective hires. During the agreed-upon training period, companies can recoup a portion of the wages paid to each new hire.

Example of an Employee Paid \$20 per Hour for a Total of 1040 hours (up to 6 months)

• Employer Wage	\$20.00
• OJT % (between 50-75%)	75%
• CSSF Wage Reimbursement	\$15.00
• Total Employee Gross Wages	\$21,600.00
• Projected Employer Labor Cost Savings	(\$15,600.00)
Actual Employer Labor Cost	\$14,400.00

- Our **Customized Worker Training (CWT)** is tailored to meet the specific needs of a business or group of employers. Upon successful completion of the training, the business commits to hiring or retaining the employee. This training program offers flexibility to ensure that the training is customized to the needs of both the job seekers and employer(s). The employer is responsible for covering a significant portion of the training costs. These funds allow businesses to increase employment, retention, occupational skill attainment, and earnings of participants, thereby improving the quality of skills, productivity, and competitiveness of the workforce.
- The **Incumbent Worker Training (IWT)** grant assists small for-profit businesses in Florida by providing training funds. This grant helps businesses retain their workforce and stay competitive by sponsoring skills-upgrade training for their full-time employees. Companies that have been established can receive partial reimbursement for training-related expenses through this grant program.
- The **Quick Response Training (QRT)** program is designed to enhance the competitiveness of businesses in Florida on a global scale. It offers grant funding for creating customized, skill-based curricula and training programs for new or expanding businesses in Florida's targeted industries (known as qualified targeted industries). These industries are high-skill areas that export goods or services and offer wages 125% higher than local or state wages. The Quick Response Training process works as a collaborative effort between the business requesting training, a fiscal agent (such as a community college, state university, or area technical center), and the local economic development organization. This state-funded grant program provides funding for qualifying businesses to train their new, full-time employees. Funding is given as a performance-based reimbursable grant that lasts for a maximum of 12 months. Businesses pay for pre-approved, direct training-related costs and are reimbursed by CareerSource Florida, through the optional use of a fiscal agent, once the required documentation is submitted.



APPRENTICESHIPS

- **Pre-apprenticeship (Pre-RAP)** programs are a great way for adults and youth who are at least 16 years old to prepare themselves for Registered Apprenticeship Programs (RAP). These pre-apprenticeship programs are offered by registered apprenticeship programs in the same trade or trades. They can last from a few weeks to a few months and may or may not offer wages or a stipend. The elements of pre-apprenticeship programs vary, but they all aim to prepare individuals for employment through a RAP.
- The **Registered Apprenticeship (RAP)** program is a successful way to prepare for a job. It combines on-the-job training with relevant instruction to improve workers' skills and pay. This program is also driven by businesses, which makes it an efficient way for employers to hire, train, and keep highly skilled workers. Employers can set industry standards for training programs, which leads to increased productivity and a higher-quality workforce. Registered Apprenticeship is an "earn and learn" strategy, providing immediate employment opportunities with sustainable wages and potential for advancement. Graduates of the program receive nationally recognized portable credentials, and their training can be applied toward further post-secondary education.

Apprentices typically receive lower wages initially, providing cost savings compared to hiring fully qualified workers. Employers can also benefit from increased productivity as apprentices gain skills through on-the-job training, potentially lowering training expenses in the long run. Furthermore, registered apprenticeships often qualify for various government incentives and tax credits, contributing to overall cost savings for the employer.

Below is an example of how an employer can use a Registered Apprenticeship Program to save on labor costs. The example shows how the employer can onboard an apprentice at a lower wage (35% of the employer's starting wage) and the way in which CSSF can provide a wage incentive.

Example of Apprenticeship Savings

Example	Hourly Labor Costs	Annual Labor Costs	Annual Labor Savings
• Employer Wage	\$30.00	\$62,400.00	
• Apprenticeship Wage Adjustment %	35%		
• Apprenticeship Wage	\$19.50	\$40,560.00	
• Apprenticeship Wage Adjustment Savings	\$10.50		\$21,840.00
• Apprenticeship OJT Percentage (@40%)	40%		
• Apprenticeship Wage Incentive	\$7.80		\$15,600.00
• Total Projected Financial Incentive (1 Apprentice)			\$37,440.00
• Multiple Apprentices	4		
• Financial Incentive			\$149,760.00

FINANCIAL INCENTIVES

Your company may be eligible for financial incentives, which can boost revenue and support growth in a competitive market.

- The **Work Opportunity Tax Credit (WOTC)** is a federal income tax credit offered to private for-profit companies as an incentive to hire individuals from specific targeted groups of job seekers. Depending on the target group of the qualified individual, this credit can help reduce a business's federal income tax liability by up to \$9,600 per new hire during their first year of employment. It's worth noting that there is no limit to the number of qualified employees for which a company may receive this tax credit.
- The **Federal Bonding Program** is an incentive program that enables employers to hire with limited liability to their business at-risk job applicants. This is made possible by providing a Federal Fidelity Bond, an insurance policy supplied by Travelers Insurance Co., that insures the employer for theft, forgery, larceny, or embezzlement by the bonded employee. The bond does not cover liability due to poor workmanship, job injuries, or work accidents. Additionally, existing employees who require bonding services to avoid layoffs or secure a promotion are also eligible. All businesses are eligible for our bonding services, and bonds can be issued as soon as the applicant has a job offer and a scheduled start date. Bonds are issued in units of \$5,000 and provide coverage for a six-month period.
- **Brownfield Incentives** are offered to businesses that clean up, and redevelop an existing Brownfield site(s). Generous financial incentives, regulatory benefits, technical assistance, and liability protection are provided to encourage Brownfield redevelopment and job creation. Eligible businesses receive a Job Bonus Refund of up to \$2,500 for each job created.
- **Capital Investment Tax Credit (CITC)** is used to attract and grow capital-intensive industries in Florida. It is an annual credit, provided for up to twenty years, against the corporate income tax. Eligible projects are those in designated high-impact portions of the following sectors: clean energy, biomedical technology, financial services, information technology, silicon technology, transportation equipment manufacturing, or a corporate headquarters facility.



ADDITIONAL RESOURCES

Beacon Council (www.beaconcouncil.com)

The Miami-Dade Beacon Council is the official economic development organization for Miami-Dade County. It is a public-private partnership that is led by a professional staff and a board of volunteer community leaders. The Council's main goal is to facilitate local, national, and international business growth and expansion. Established in 1985 as an extension of the Greater Miami Chamber of Commerce, the Council's focus is on business recruitment, expansion, and retention.

Enterprise Florida, Inc. (www.enterpriseflorida.com)

EFI is dedicated to driving economic development in Florida. Through a partnership of business and government leaders, our mission is to showcase Florida as a top-tier location for businesses and encourage job growth in the private sector. To accomplish this, EFI collaborates with a network of economic development partners throughout the state.

SBDC (business.fiu.edu/centers/sbdc)

The FIU College of Business houses a small-business development center, which offers personalized business advice to over 900 entrepreneurs and small business owners in Miami-Dade and Monroe counties every year. The center's consulting services cover a range of topics, including access to capital, financial management, strategic marketing, government contracting, and international trade.



U.S. Small Business Administration (SBA) (<https://www.sba.gov/district/south-florida>)

The Small Business Administration (SBA) is a federal agency that supports the establishment, growth, and resilience of American businesses. Established in 1953, the SBA operates independently to offer aid, counseling, assistance, and protection to small business concerns. The agency aims to uphold free competitive enterprise and strengthen the economy of the United States. Through counseling, capital, and contracting expertise, the SBA provides valuable support to small businesses.

Florida State Minority Supplier Development Council (FSMSDC) (<https://fsmsdc.org/>)

FSMSDC connects corporate and government members with Minority Business Enterprises in order to promote fairness and equity in the business world.

Apprentice Florida (<https://apprenticeflorida.com>)

Apprentice Florida is a collaboration between the Florida Department of Education, the Florida Department of Commerce, and CareerSource Florida. The program aims to support businesses in creating apprenticeships and educating individuals about pursuing careers through apprenticeships.

Miami-Dade County Business Resources (<https://www.miamidade.gov/business/starting-a-business.asp>)

Miami-Dade County is a diverse and lively community that provides numerous opportunities for those with an entrepreneurial drive. Whether you're in the early stages of exploring business opportunities, starting a new venture, or already have an established business, Miami-Dade County is committed to supporting your success. The County government provides a range of programs and resources to encourage economic growth and development.





**For additional information please contact
SFWIB Business Services at
305-594-7615
or visit us online
www.careersourcesfl.com**



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A proud partner of the American Job Center network using
TTY/TDD equipment via Florida Relay 711.

CareerSource South Florida is an equal-opportunity employer/program. Auxiliary aids and services are available
upon request to individuals with disabilities. All voice telephone numbers may be reached by persons.