

business services

Training Programs, Recruitment Support & Tax Credits



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Your secret weapon? Your people.

**Boost your bottom line with
technically trained and skilled
employees.**

Motivating your employees, keeping them current on industry trends, teaching them new technologies - it's all critical for staying competitive in today's business world.

We're ready to help with employee recruitment, wage information, skills testing, tax credits, training resources and more. Working together, we can explore training options, customize the right combination of services and help your employees gain the skills your business needs to grow and thrive.



Idaho Workforce Development Training Fund

Designed to attract new businesses, retain existing businesses and help Idaho companies grow, these grant funds are available to help qualified employers train full-time employees earning at least \$12 per hour plus employer-assisted medical benefits. Financed by employers through an offset of unemployment insurance taxes, funds are available to help train new employees and/or avoid layoffs by upgrading the skills of existing employees.

On-the-Job Training: You Hire. You Train. We Pay.

If you're an eligible employer, your business can be reimbursed for up to 50 percent of its training costs when you agree to hire and train an eligible worker. Eligible workers are often new to the labor force or people upgrading their skills after a layoff. Job openings must be full time, non-seasonal and pay the minimum wage or higher. Call us to qualify before hiring.

Internships

Help develop Idaho's workforce of the future with an internship. These short-term work assignments are a great way for college students and recent graduates to learn new skills for a specific occupation. Eligible internships are available at no cost to your business.

Apprenticeships

Strengthen your human resource development effort, elevate the skills of your existing workforce and quickly get new employees contributing to your productivity through a Registered Apprenticeship. Join more than 250 Idaho employers, associations and labor unions who have implemented apprenticeship programs.



tax credits

Work Opportunity Tax Credit

This federal tax credit encourages employers to hire from targeted groups of disadvantaged job seekers. If your business qualifies, you can use this tax credit to reduce your federal tax liability by up to \$9,600 per eligible worker.

Federal Bonding Program

Bonds help protect employers against employee dishonesty such as loss of cash or property valued up to the bond amount. Idaho's federal bonding program provides a free six-month fidelity bond of \$5,000 - \$10,000, providing greater security for your company when an employee is not eligible for commercial bonding because he or she has poor credit or is an ex-offender, welfare recipient or a dishonorably discharged veteran.



Customized Hiring Services

We can help you manage the employee recruitment and hiring process. Let our business services consultants visit your work site, identify your hiring needs and effectively match potential employees with the skills, training and experience you need to fill your jobs. Or if you prefer, post your own job listings and manage your applications online, 24 hours a day, seven days a week.

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Wages, Workforce and Economic Information

We can help you figure out what kind of compensation packages to offer job candidates. Wages, employment and other workforce data are available to help Idaho employers keep up on salaries, benefits and employment projections.

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Skill Assessments

Use our Internet-based tests to effectively evaluate the skills of your most qualified candidates. Access more than 1,200 assessments for tests like critical thinking, medical billing and coding, typing, ten-key and more.

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Business Seminars

Customized training seminars help you effectively meet today's business, workforce and human resource challenges. These seminars allow Idaho businesses to share best practices, understand employment regulations and improve operations. Seminars are offered at a nominal cost and cover a broad spectrum of topics:

- Business survival practices
- Right-sizing the right way
- Controlling your unemployment insurance costs
- Creating a discrimination-free environment
- Wage, hour and labor laws



support services

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Layoff Support / Rapid Response Services

Reduce the negative aspects of layoffs on your employees by allowing us to quickly connect them to critical services like unemployment insurance, job placement assistance and retraining opportunities. Trade Adjustment Assistance and National Emergency Grants provide aid to eligible workers who lose their jobs or whose hours and wages are reduced as a result of foreign imports. Depending on the grant, workers may be eligible for training, job search and relocation expenses.

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Unemployment Insurance Tax Help

File your quarterly reports and pay taxes online using the Employer Portal, saving taxpayer dollars and resulting in greater accuracy. Reduce your unemployment insurance tax rate, control the cost of unemployment insurance claims and stay in compliance with state regulations.

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Idaho Human Rights Commission

Federal and state laws generally define discrimination as treatment of one employee differently from another on the basis of race, color, religion, gender, pregnancy, age, marital status, physical or mental disability or other personal characteristics. Discrimination lawsuits cost businesses in legal fees and lost productivity. The best defense is to keep your business discrimination free and the Idaho Human Rights Commission can show you how.

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Idaho Labor Laws, Required Posters

Speaking of the law, did you know you don't have to pay for required labor law posters? You can download them free of charge from our website. Our Wage & Hour unit can also help you understand what laws Idaho employers must follow including safety requirements and paying the minimum wage.





Contact your area business specialist for details on these training programs, tax credits and other services or visit us on the Web:

labor.idaho.gov/business



let's work.

OUR LIFE'S WORK IS THE WORK OF OTHERS

We do everything we can to help people find the training, support and guidance they need to find work; whether it's blue collar or white collar, steel toes or wing tips.

We take it personally and always go for our personal best.

We do life-changing work that empowers everyone.

It's about our people getting in touch with your people so everyone can find the best people. We do what we do for a living so others can do what they do for a living.

**WE ARE THE FORCE
BEHIND THE WORKFORCE**

IDAHO
DEPARTMENT OF LABOR

Idaho Department of Labor

C.L. "Butch" Otter, Governor • Kenneth D. Edmunds

The Idaho Department of Labor is an equal opportunity employer and service provider. We are committed to providing employment services and programs that do not discriminate on the basis of race, color, national origin, religion, political affiliation or belief, sex, age or disability.

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