

SOURCING & HIRING FROM A DIFFERENT POINT OF VIEW... For **EMPLOYERS** In **AGRICULTURE & AGRIBUSINESS**



Business & Employer Services



June 2022



BUSINESS SERVICES & RESOURCES

The Southeast Workforce Planning Region is "*dedicated to coordinate service approaches for key employer programs (OJT, Incumbent Worker Training) to make them more user-friendly for employer customers*".*

We can help by:

- Reviewing your needs & concerns
- Crafting an individualized service plan
- Attracting quality candidates - not just more
- Using "boots on the ground" as well as technology
- Providing access to money saving programs

**Southeast Workforce Planning Region PY 2021-2024 WIOA Multi-Year Regional Plan - Region Goals*

PREPARING A PLAN TAILORED TO FIT YOUR NEEDS

What is the nature of your hiring experience?

What matters concern you most?

Which of our tools are right for YOU?

Who can your candidate pool include?

How will we leverage our connections?

What methods do we have for Sourcing & Screening?

Where do we search for candidates?

(aka Taking the message to the streets AND cyberspace)

How can we find people to transfer skills & pivot?

PIVOT & PREPARE TO TRANSFER

PT 1: TOOLS JOB SEEKERS USE

UNDERSTAND MY SKILLS

Find out what technical and soft skills you have that could help you navigate or transfer careers using the following tests:



Assess your current skills with **Skills Matcher**



Reveal what occupation aligns best with your skill set on **O*Net**



See what other careers could fit your skill set using **mySkills myFuture**



Discover your transferable skills and create a personal employment plan on **PA CareerLink[®]**

CONSIDER TRANSFEREES & PIVOT PT 2: EMPLOYERS HIRE & TRAIN

Agriculture jobs require many diverse skill sets shared with other industries.

Administrative

Office Managers, Clerks, Admin Assistants and Receptionists, Bookkeepers & Accountants, Human Resources, Customer Service Representatives

Labor

Plant, harvest, care for animals and maintain equipment. Use specialized tools and machines which require superior physical strength and stamina

Sales & Purchasing

Selling & Buying materials and products, B2B or B2C

Warehousing, Logistics

Packaging, storing, transferring and transporting goods

Assembly, Machine Operations & Machine Maintenance

Preparing items for distribution, preserving, cataloging, delivering

EMPLOYER BENEFITS

RAISE THE SKILL LEVEL OF WORKERS

- Reduce new-hire training costs through partial wage reimbursement
- Use OJT funding to support the workplace learning of an Apprentice
- Obtain up to 50% of the training wage
 - Up to \$7,000 per trainee / Maximum of \$25,000 per employer each year
- Use IWT funds within months after the end of an OJT
- Access if you are an employer or registered apprenticeship program sponsor in the public, private non-profit or private for-profit sector

Must apply and enter into a contract with the Montgomery County Workforce Development Board to be eligible for funding. Funding, when available, is administered through the Workforce Innovation & Opportunity Act.

ON-THE-JOB TRAINING

OJT Contracts & WIOA Enrollments must be in place BEFORE the new hire begins

- Training for an occupation that is a High Priority Occupation in Montgomery County, as established by the PA Department of Labor & Industry
- Train entry level hires
- Your candidate OR PA CareerLink[®] referral
- OJT participants must be determined WIOA eligible
- Candidates must have an identifiable skills gap
- Minimum \$11/hr
- Full-Time (32 hrs/week or more)
- Submit Employer Application at any time. Contracts end on 6/30, no matter the execution date. Easily renew your contract each year.

APPRENTICESHIPS & INCUMBENT WORKER TRAINING

APPRENTICESHIP

For NEW HIRES or CURRENT EMPLOYEES

No limit on the number of trainees

Register with the PA DOL Apprenticeship & Training Office

Funding in the form OJT or IWT

IWT

For CURRENT EMPLOYEES

No limit on the number of trainees

Apply to the Montgomery County Workforce Development Board

\$2,500 per employer per year

Employee must have 6 months' tenure



**Savings
Development
Retention**

Other eligibility requirements may apply

APPLICATION CONTACTS & PROCESSES

OJT:

Apply to your local PA CareerLink® Business Services Office

Business Services can help develop your training plan(s). Your local PA CareerLink® can be found by visiting www.pacareerlink.pa.gov.

IWT:

PA CareerLink® Business Services will process your application

*Obtain approval from Workforce Development Board before training begins.
Submit invoice when complete.*

APPRENTICESHIP:

Contact your local PA CareerLink® Business Services Office

Apply to the PA Department of Labor's Apprenticeship & Training office to get your apprenticeship registered.

ASHLEE PHILLIPS
Business Services Supervisor
v-APhillips@Montcopa.org
610-270-3429 x6144



Human Services Center
1430 DeKalb Street
Norristown, PA 19401
Dial 711 for TTY relay

KAREN SMITH-BURDEN
Sr. Business Services Representative
KBurden@Montcopa.org
610-270-3429 x6145

PA CareerLink® Montgomery County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Services provided by the PA CareerLink® Montgomery County including Business Services, Career Services and Training Services are 100% funded through the US Department of Labor under the Workforce Innovation & Opportunity Act.

**LET US HELP YOU
NAVIGATE NEW OPTIONS!**

C H A N G E