

WORKFORCE TRAINING PROGRAMS AVAILABLE

Disabled Access Credit

The Disabled Access Credit provides a non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities. An eligible small business is one that earned \$1 million or less or had no more than 30 full time employees in the previous year; they may take the credit each and every year they incur access expenditures. Refer to [Form 8826, Disabled Access Credit](#) (PDF), for information about eligible expenditures.

Barrier Removal Tax Deduction

The Architectural Barrier Removal Tax Deduction encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly. Businesses may claim a deduction of up to \$15,000 a year for qualified expenses for items that normally must be capitalized. Businesses claim the deduction by listing it as a separate expense on their income tax return. Also, businesses may use the Disabled Tax Credit and the architectural/transportation tax deduction together in the same tax year, if the expenses meet the requirements of both sections. To use both, the deduction is equal to the difference between the total expenditures and the amount of the credit claimed.

Work Opportunity Credit

The Work Opportunity Credit provides eligible employers with a tax credit up to 40 percent of the first \$6,000 of first-year wages of a new employee if the employee is part of a “targeted group.” An employee with a disability is one of the targeted groups for the Work Opportunity Credit, provided the appropriate government agencies have certified the employee as disabled. The credit is available to the employer once the employee has worked for at least 120 hours or 90 days. Employers claim the credit on [Form 5884, Work Opportunity Credit](#) (PDF).

Silver State Works

For an employer to be eligible to participate the employer must have an established, verified, paid-to-date Unemployment Insurance (UI) account, as well as a valid business license if required by the city or county in which the employer conducts business. Eligible employers also include city, state and federal entities, as long as the positions are permanent. To ensure employers have the broadest range of choices, the selection of one of three options is available.

Employer-Based Training

This component allows laid-off workers who qualify for UI benefits to simultaneously receive on-site workplace training and regular UI benefits. This component is also available to other targeted populations. It provides a special training allowance of \$200 every two weeks for a maximum of \$600. Job seekers would be required to train 24 hours per week up to six weeks while continuing regular work search.

Business Services Representatives in the Nevada JobConnect offices will be responsible for developing training sites and completion of all the forms for the employer and the participant. There is no cost to the employer.

Employer Incentive Job Program

Under this component, employers enter into a contract that establishes the agreed upon wage, number of hours to master the tasks, and the maximum amount of reimbursement based on the wage paid. Employers will be reimbursed up to a maximum of 50 percent of the participant's initial agreed upon gross wage for the contract period and a maximum of 40 hours per week. Contract length will be based on the time estimated to complete the needed training. Employers will submit a timesheet/invoice/progress report on a monthly basis to receive reimbursement.

Incentive-Based Employment

This component supports employers who hire and retain eligible individuals in full-time employment (30 hours or more per week) by providing a wage and training subsidy based on the total amount of time the qualified individual remains actively employed. Upon completion and satisfaction of certain requirements, the employer may receive a wage retention supplement – on average up to \$2,000 – payable in four equal increments of \$500 after each 30 days of successful employment, up to 120 days. The Employer Agreement outlines the role and responsibility of the employer to the employee and is signed by both the employer and the agency representative.

For more information about which option is best for your business, contact the [Nevada JobConnect Business Service Office](#).

Career Enhancement Program (CEP)

CEP is an employer-funded training and re-employment program that provides job seekers with training designed to improve earning potential and increase job skills required in today's workplace. This program also works directly with Unemployment Insurance claimants to provide intensive re-employment assistance. CEP may assist job seekers by paying for job related expenses such as certifications, work permits, uniforms, and small tools in order to facilitate entry or re-entry into the labor force.

Federal Bonding Program

The Federal Bonding Program is a program designed to help a job applicant get and keep a job. The program issues Fidelity Bonds, and is sponsored by the U. S. Department of Labor. It is a business insurance policy that protects the employer in case of any loss of money or property due to employee dishonesty. It is like a "guarantee" to the employer that the person hired will be an honest worker. The bond is given to the employer, free-of-charge, and serves as an incentive to the employer to hire the job applicant who has a "risk" factor in their personal background. The employer is then able to get the worker's skills without any risk of worker dishonesty on the job.

Work readiness program training –Starbucks Roasting Plant (Minden), SEPHORA – 07/19 (Las Vegas),

Nevada Department of Employment, Training and Rehabilitation (DETR) have developed a partnership to create a career training program aimed at increasing its hiring of people with disabilities called the "**Work Readiness Pre-training Program**".

The program provides six weeks of pre-training on-site with curriculum and utilizes a real world work environment to give the participants the skill sets for employment in the industry environment.

The candidates participate in three hours of classroom instruction and four hours of actual work each day for the first four weeks. During the final two weeks the candidates complete an internship in the company's facility. Upon successful completion of the program the candidate is awarded a Certificate that will be of great value to secure employment in the facility, not only within the participating facility, but also with other local companies.

Skill sets learned in the "distribution training" include:

Soft Skills Training Schedule

Week 1: Company's Culture, Vision, Mission, Core Values

Week 2: Communication, Enthusiasm & Attitude

Week 3: Teamwork, Networking, Professionalism

Week 4: Problem Solving & Critical Thinking

Week 5 & 6: Internship

Distribution Center Training Schedule

Week 1: Orientation

Week 2: Safety

Week 3: Inbound – Checking

Week 4: Inventory – Cycle Counting & Outbound – Case Pick, PPK

Week 5 & 6: Internship

BVR- On-the-job training

An on-the-job training program can be set up by the Counselors of BVR with an employer for an individual client of Vocational Rehabilitation. This Program pays an agreed upon amount of the participant's salary for an agreed upon period of time during their training, as well as reimburse workman's compensation premiums during the OJT training period. This training cost incentive helps employers while our participants gain valuable job training and the promise of continued employment upon completion of the training. As a participant in the Vocational Rehabilitation Program, the individual qualifies for the Work Opportunity Tax Credit Program.

Job coaches

Job coaching can be set up by the Counselors of BVR with an employer for an individual client of Vocational Rehabilitation. Job coaches are individuals who specialize in assisting individuals with disabilities to learn and accurately carry out job duties. Job coaches provide one-on-one training tailored to the needs of the employee. They may first do a job analysis to identify the job duties, followed by developing a specific plan as to how they can best train the employee to work more and more on his/her own until completely self-sufficient and able to perform job duties accurately and effectively without assistance. BVR pays the job coaching provider for clients it refers. Sometimes job coaching is funded by a managed care organization on a fee-for-service basis. Also, provider agencies and other entities sometimes fund job coaching with vocationally-focused grants.

Assistive Technology

Assistive technology can be funded partly to full by the Counselors of BVR with an employer for an individual client of Vocational Rehabilitation. Assistive Technology is any piece of equipment or device that enables a person with a disability to have greater independence, productivity and confidence in their home, at work, at school or in the community. BVR Assistive Technology is funded by the Assistive Technology Act of 1998, (as amended), to increase statewide access of assistive technology to people of all ages and abilities.

Community Based Assessment

Community Based Assessment is a program offered through BVR for people with disabilities. It allows them an opportunity to have their skills evaluated in a job setting which interests them. The usual time frame is 87 hours; however, the duration of the Community Based Assessment is developed based on the individual client's and the employer's needs. The wages will be paid for the period of the Community Based Assessment hours by BVR.

Disability Awareness Training

Our trained professionals who are experts in the fields of Disability Services offer disability sensitivity training to companies at no cost to the company. These halves-day or full day training experiences educate people about appropriate attitudes and interactions needed in a diverse workforce. The training also takes participants further into understanding the needs of people with disabilities through hands on learning experiences and role-play activities. The program covers visual impairment, hearing impairment, physical disabilities, hidden disabilities, and cognitive disabilities. Through awareness, knowledge and skill building, our experts will develop greater professional cultural competence in your staff.