



State of New Hampshire

New Hampshire

Employment Security

Granite State Jobs Act of 2019

Employer Presentation

December 2019

Granite State Jobs Act of 2019 Program

AGENDA

1. Overview of the NH Job Training Fund
2. WorkInvestNH
3. WorkNowNH
4. Reentry Program



Overview

House Bill 4 was signed into law in September 26, 2019.

Changes include:

- Introduced the Granite State Jobs Act of 2019
- Increased the funding to \$6,000,000
- Transferred the administration of the Job Training Fund to NHES, now known as WorkInvestNH
- Established the WorkNowNH Program
- Continue to provide funding for the WorkReadyNH Program
- Effective 1/1/2020

New Hampshire **Job Training Fund**

The Job Training Fund Allows businesses an opportunity to upgrade their workers' skills.

WorkInvestNH is:

- Available to entities or co-applicants physically located and businesses intending to physically locate in New Hampshire
- Must pay quarterly taxes into the NH Unemployment Trust Fund
- Must be in compliance with state laws and regulations
- Available for workers who are either residents of New Hampshire or who work at an entity or co-applicant that is located or intends to locate within the state

WorkInvestNH

- Requires a minimum 1:1 cash match. Minimum grant allowed is \$750.
- Any grant award of \$70,000 or more has to be approved by the Governor and Executive Council.
- Applications must be completed, submitted and approved prior to the beginning of the training.

WorkInvestNH

Acceptable Use of Grant Funds

- Structured, on-site laboratory or classroom training
- Basic Skills
- Technical Skills
- Quality Improvement
- Safety
- Management and Supervision
- English as a Second Language
- Other training programs that enhance the state's workforce development

WorkInvestNH

- Training funds are distributed on a cost-reimbursement basis after each training course is completed and paid for.
- Each entity must submit an online evaluation of their training and expected outcomes after completion of their course(s).
- You may also receive periodic surveys to measure satisfaction with the Job Training Fund.

WorkInvestNH

- Training will be provided by the vendor of the entities' choice.
- NHES will consult with CCSNH on each application to ensure quality and cost effective training.
- The Community College System of New Hampshire (CCSNH) is a key partner to the Job Training Fund.
- Each campus can customize training for the specific needs of a company.
- Training can take place on-site or on-campus.

WorkNowNH

WorkNowNH is funded through the Job Training Fund.

NH Employment Security will be working with WorkNowNH recipients to connect those that are job ready with available job opportunities. For those that are not job ready, they will be offered the support they need to become job ready as quickly as possible. This is a great opportunity for your business to address some of your workforce challenges now.

To be eligible for WorkNowNH, participants must:

- Be a Granite Advantage beneficiary (set at 138% of the Federal Poverty Level), or
- Traditional Medicaid recipients

WorkNowNH

The following employment supports services are available for eligible participants:

- \$5,000 in tuition payments including basic education costs
- \$500 for books, fees and supplies
- \$160 a month for travel reimbursement up to 3 months; 1 additional month of reimbursement is available, if the participant is in approved training
- \$100 for child care registration fees
- Up to \$5,000 reimbursement for a period not to exceed six months to entities hiring through an On-The-Job Training (OJT) opportunities contract

WorkNowNH

WorkNowNH will be administered by New Hampshire Employment Security (NHES).

NHES will provide assessments and case management services to include:

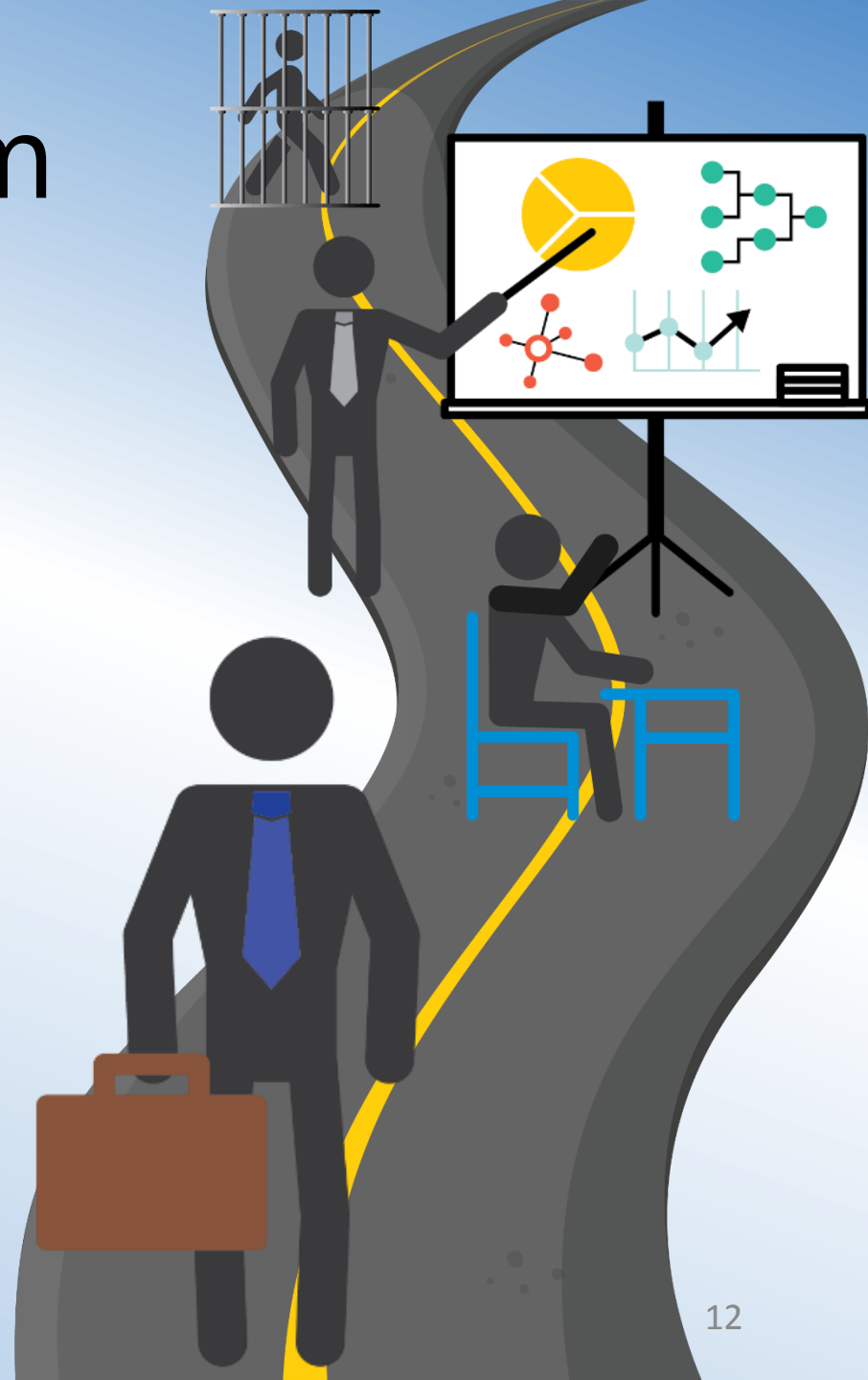
- Intensive case management
- Job search and job readiness assistance
- Referral services to education/training/apprenticeship programs
- Referral to community services for those who are not work ready
- On-The-Job employment placement
- Direct job placement

If you are interested in being added to our WorkNowNH employer list, please contact us at WorkNowNH@nhes.nh.gov

Reentry Program

NHES developed a program in cooperation with the Department of Corrections.

- Behind the Wall
- Underserved population
- 6 - 12 months prior to release
- Services continue after release



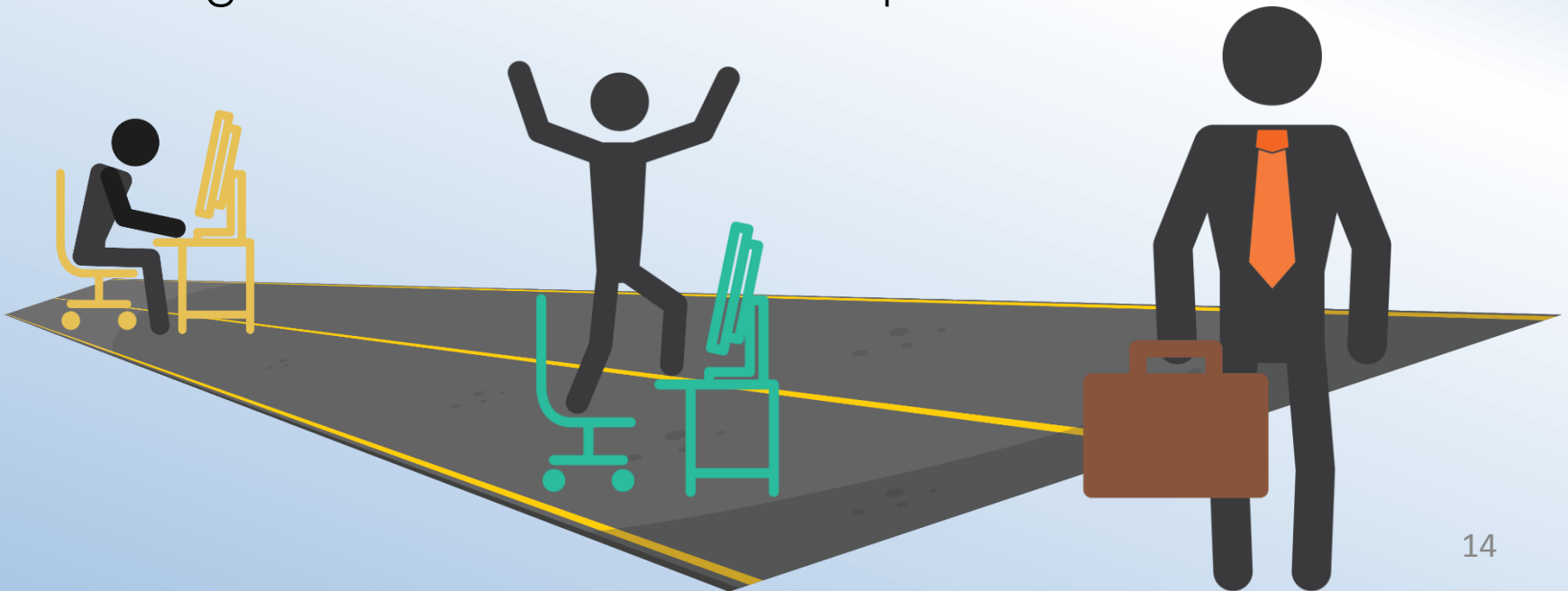
Reentry Program

- Provides services to those currently in federal, state or county correctional facilities who are soon to be released.
- Services will include a series of workshops to be conducted and one-on-one assistance provided for resume assistance and barrier resolution.
- NHES with the support of employers will conduct mock interviews as well as recruiting events or job fairs within the correctional facilities.
- Ensures participants are job ready and in some cases will have jobs available upon release.
- The majority of the participants in the Reentry Program will also be eligible for the services provided through the WorkNowNH Program upon release.



Return to Work Program

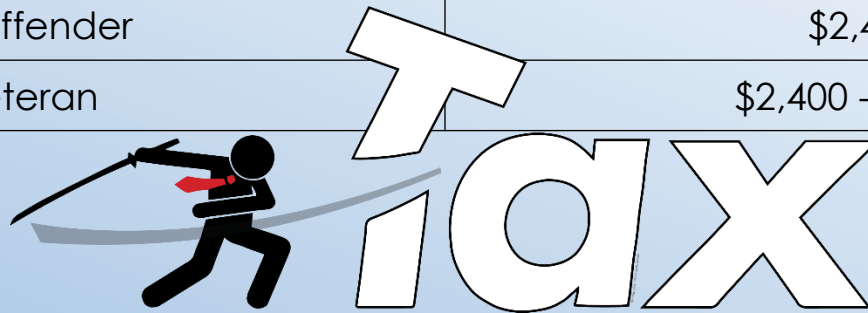
- A voluntary program to provide a structured, supervised training opportunity to unemployed individuals in NH. Eligible claimants may continue to collect unemployment compensation while in training. The training program may be up to six weeks, and a maximum of 24 hours per week. Claimants must continue to file weekly continued claims to receive benefits and conduct a work search during non-training time unless otherwise exempted.



Work Opportunity Tax Credit

- WOTC is a Federal tax credit available to employers who hire and retain veterans and individuals from other target groups with significant barriers to employment. There is no limit on the number of individuals an employer can hire to qualify to claim the tax credit.
- Maximum tax credits between \$2,400 and \$9,600.

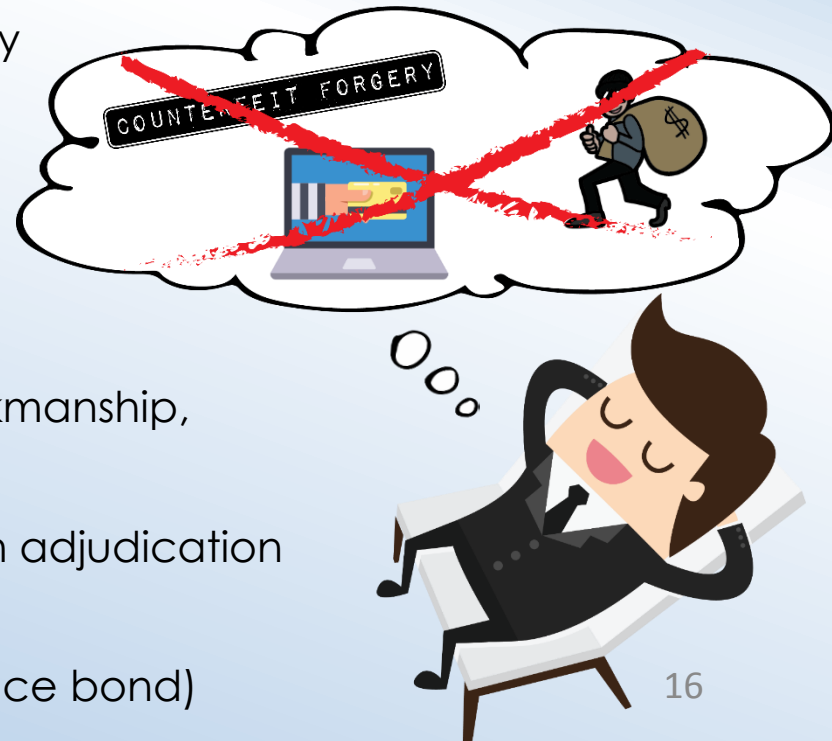
WOTC ELIGIBILITY CRITERIA	MAXIMUM TAX CREDIT AMOUNT
Food Stamps (SNAP) Recipient	\$2,400
Long Term TANF Recipient	\$9,000
SSI Recipient	\$2,400
Rural Renewal County Resident	\$2,400
Vocational Rehabilitation Referral	\$2,400
Long Term Unemployed	\$2,400
Ex-Offender	\$2,400
Veteran	\$2,400 - \$9,600



Federal Bonding

The U.S. Department of Labor established the Federal Bonding Program (FPB) in 1966 to provide Fidelity Bonds that guarantee honesty for “at-risk,” hard-to-place job seekers. The bonds cover the first six months of employment at no cost to the job applicant or the employer.

- Insurance to protect employer against employee dishonesty
- Covers any type of stealing: theft, forgery, larceny, and embezzlement
- In effect, a guarantee of worker job honesty
- An incentive to the employer to hire an at-risk job applicant
- A unique tool for marketing applicants to employers
- **DOES NOT** cover ‘liability’ due to poor workmanship, job injuries, work accidents, etc.
- Is **NOT** a bail bond or court bond needed in adjudication
- Is **NOT** a bond needed for self-employment (contract bond, license bond or performance bond)



Federal Bonding Program Demonstration Grant

The U.S. Department of Labor recently announced an award of \$2,234,122 for Federal Bonding Demonstration Grants.

- New Hampshire was one of twenty-one states to receive \$100,000 to purchase fidelity bonds over a four-year period.
- These funds aim to reduce recidivism and ensure successful reentry of ex-offenders, including those recovering from opioid and other substance use disorders, back into their communities.
- Funds can only be used to purchase bonds for individuals with criminal records, including those involved with the criminal justice system by virtue of their history of opioid or other substance use disorders.
- States that wish to provide bonds for at-risk individuals who are not ex-offenders, such as those with poor credit, no credit, lack of employment history, or dishonorable discharge, must purchase bonds with funds other than those provided in this demonstration.



Federal Bonding Program Demonstration Grant

The goals of this demonstration include:

- Improving employment outcomes, which in turn decreases recidivism for persons with criminal records by encouraging states to provide fidelity bonds to employers as a hiring tool for persons with criminal records.
- Educating employers and the public on the availability and benefits of fidelity bonds for persons with criminal records.
- Providing outreach to employers to encourage them to hire persons with criminal records.
- Reducing barriers for justice-involved individuals and getting their lives back in order to build strong, healthy communities.



Federal Bonding Programs

Accessing the Program is Easy:

- **NO** application for job seekers to complete
- **NO** forms for employers to submit or sign
- **NO** additional paperwork after the bond expires
- **NO** deductible if employee dishonesty occurs
- **NO** age requirements for the bonded individuals (other than legal working age in State)
- The employer should contact the Federal Bonding Program Coordinator via phone to submit an application (*under 10 minutes)



**Seminars about the Federal Bonding program will be scheduled in the new year.
If you are interested in attending, please check for dates and sign up here**

<https://www.nhes.nh.gov/media/index.htm>

Apprenticeship Program

NHES works in coordination with US DOL and CCSNH to promote apprenticeships to job seekers and employers.

The apprenticeship model allows employers to take charge of building their own pipeline of highly-skilled and highly-motivated workers.

Contact Information

For more information about WorkInvestNH, contact:

NH Employment Security (NHES)
JobTrainingFund@nhes.nh.gov or 1-833-658-4760

For more information about WorkNowNH, contact:

NH Employment Security (NHES)
WorkNowNH@nhes.nh.gov or 1-833-658-4760

**For more information about Work Opportunity
or Federal Bonding, contact:**

NH Employment Security (NHES)
JOSHUA KELLY – *Federal Bonding Program Coordinator*
Joshua.E.Kelly@nhes.nh.gov or 603-228-4079