



**Placing Clients In Livable Wage
Background Friendly Jobs With Benefits**

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Director of Diversion
and Reentry Programs**

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Kane County

- West of Chicago, Illinois
- Population 515,588
- Major Highway I-88 nicknamed "The Heroin Highway"
- Home to the second largest city Aurora, and the 6th largest Elgin

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Sheriff Ron Hain



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Does This Happen To You?

A week doesn't pass without a Specialty Court participant reaching out to me for help finding a job, or wanting training for a better job.

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I don't believe our Specialty Court clients will have the lifelong success we want for them, without a livable wage job, with benefits, so they can support themselves and their families.

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Our Belief

We believe that many problems can be solved if we bring together behavioral health services, the business community, the judicial system and law enforcement.

We can reduce recidivism and save lives!

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Recidivism Rates

2009-2015: 6-year average 49%

2016-2018: 3-year average 27%

2019-2022: 4-year average 18%

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Theory Into Practice

- You know the needs of your community. I will share some initiatives that have worked for us
- Consider it a buffet. Select the initiatives from this presentation you think will work best
- Hopefully by the end of this presentation, you will have more tools in your toolbox to continue changing lives

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Presentation Objectives

- Find livable wage, background friendly jobs for your clients
- Create a network of strategic partners
- Learn to utilize federal incentives for employers
- Develop strategies to recruit employers
- Identify skills training that will result in immediate employment
- Ideas to fund training and find trainers

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Presentation Objectives

- Utilize internship and apprenticeship programs
- Create a free job and community resource board
- Help clients overcome barriers to retaining employment; transportation, child care, and housing
- Methods to recruit volunteers and interns
- Develop resume writing and interviewing skills classes

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Presentation Objectives

- Support special populations; Veterans, mentally ill, homeless, food insecure and individuals on the autism spectrum.
- Maintain communication after employment
- Include family and community
- You are not alone, we can do this together

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Anyone can follow these steps and be successful!

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The Big Question?
How to find background friendly employers paying a livable wage with benefits?

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Develop Strategic Partnerships

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What is a Strategic Partnership?

An arrangement between two companies or organizations to help each other, or work together.

Cambridge Dictionary

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Who Are Potential Strategic Partners?

- Chambers of Commerce
- Professional Organizations
- State Department of Employment
- Workforce Development (County)
- Colleges and Universities
- Non-Profit Organizations

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Prepare a WIIFM For Employers

What's In It For Me?

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Employer Benefits for Hiring Your Clients

- Tax credits
- Training reimbursements
- Federal fidelity bonding

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Work Opportunity Tax Credit (WOTC)

- The **Work Opportunity Tax Credit (WOTC)** is a federal tax credit available to businesses that hire individuals from certain target groups who have consistently faced significant barriers to employment. Businesses can receive a credit ranging from \$1,200 to \$9,600 for hiring qualified individuals.
- Employers must apply for and receive a certification verifying the new hire is a member of a targeted group before they can claim the tax credit. After the required certification is secured, taxable employers claim the WOTC as a general business credit against their income taxes, and tax-exempt employers claim the WOTC against their payroll taxes.

• <https://dol.ny.gov/hiring-incentives-tax-credits-and-funding-opportunities>

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WOTC Eligibility

- Public Aid Recipient e.g. Link Card, Food Stamps
- Veterans
- Ex-Felons
- High Risk Youth
- Vocational Rehabilitation

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What is the Federal Bonding Program?

A business insurance policy that protects the employer in case of any loss of money or property, due to employee dishonesty.

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The Fidelity Bonding Program

A Fidelity Bond is offered at NO COST to employers. The bond is insurance coverage which enables employers to hire job applicants who may be "at risk" due to their past life. Fidelity Bonding is available for potential employees who have:

- Limited work history
- Poor credit history
- Record of arrest, conviction or imprisonment
- Dishonorable military discharge

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The Fidelity Bonding Program

Coverage:

- **Increments of \$50,000, depending on the person's job responsibilities.**
- **Can begin as soon as the new employee's first day of work.**
- **Available for the first six months, but can be renewed for an additional six months if the bond remains a condition of employment.**

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Veterans

- Refer to the Veterans Administration (VA)
- Find organizations that support Veterans in the community
- Connect Veterans with the Department of Employment
- Utilize the resources in this presentation

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Individuals with Mental Health Disorders and on the Autism Spectrum

Autonomy Works in Illinois creates jobs for people with mental illness, autism and other disabilities. Employers hire individuals in their program and Autonomy Work's counselors are on site with the employees

Find similar organizations in your community!

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On The Job Training (OJT)

- On-the-Job Training (OJT), is administered at the county level, provides funding to partially reimburse businesses for the extraordinary cost of training a newly hired employee in the specialized skills necessary to perform their job.
- The employer designs the specific hands-on training for the eligible employee; OJT provides a 50% wage reimbursement during the agreed-upon training period (up to 6 months/1,040 hours).
- Candidates may be screened and referred through Workforce Development Division (WDD) or, employer may refer their own identified candidate to be screened for OJT-eligibility by WDD.

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OJT Eligibility For The Employer

- Must be a full-time, regular/direct-hire position that pays a minimum base rate of \$15.00 per hour. Illinois wage cap is \$23.45/hour.
- Must be a skilled occupation with growth potential that results in permanent employment; a skills-gap must be identified to justify the need for OJT funding.
- Other employer eligibility and funding restrictions may apply– WDD staff will work to ensure that all criteria is met before entering into an OJT contract with an employer.

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OJT Eligibility For The Employee

- Currently receiving unemployment benefits (or did receive them at some point within the last 2-3 years).
- Minimal/no income (low income guidelines set by the state) and/or are receiving any government subsidy, such as Food Stamps/LINK, etc.
- “Underemployed,” currently employed; however, they are doing work that may not make full use (or provide sufficient compensation) of their skills and abilities (e.g. temporary/seasonal work or “survival” jobs).

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Where can I get more information?

- The United States Department of Labor offers a variety of information:
 - Marketing tools
 - Brochures that can be printed by job seekers
 - Presentations that can be viewed on-line
- <http://bonds4jobs.com/>
<http://www.doleta.gov/usworkforce/onestop/FBP.PDF>
<http://www.ides.illinois.gov/IDES%20Forms%20and%20Publications/FidelityBondingCertificationForm.pdf>

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Grants

- Apply for federal, state and local grants
- Collaborate with strategic partners
- Partner with Non-Profits

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Where to Find Interns and Volunteers

- Local colleges and universities
- Churches
- Non-profit organizations

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Resume Writing and Interviewing Skills

- Ask for help:
- Department of Employment
 - Non-Profit Partners
 - Interns
 - Volunteers
 - Retired Executives

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Ask Your Strategic Partners?

- Who is hiring
- What positions
- Share your WIIFM
(What's in it for me?)

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Forklift Driver Certification



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Community Forklift Certification

Kane County Sheriff's Office
37W755 IL Rt 38, St. Charles, IL 60175
Thursday, May 25, 2023 | 9 am - 3 pm
\$25 per person

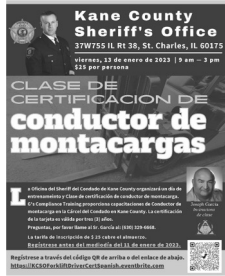
forklift driver CERTIFICATION CLASS

The Kane County Sheriff's Office will be hosting a one (1) day Forklift Driver Certification Class. OSHA Compliance currently provides Forklift Driver and OSHA 10 trainings at the Kane County Jail. Cost Certification is good for three (3) years. Questions, please call Mr. Garcia at: (309) 323-6664. Registration fee of \$25 covers lunch. Please register by 8:00AM on May 23, 2023.

Register through QR Code or link below.
https://sheriff.kaneil.gov/Events/Events.aspx?EventID=100

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Spanish Forklift Certification



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Free Job and Community Resource Board

- Background friendly
- Ongoing communication
- Seldom a "one and done"
- Support the families and everyone in the community

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Job and Community Resource Board Testimonial

Searching for a new job can feel like fumbling around in a dark room for the light switch. But signing up for the Kane County Sheriff's Office Job and Community Resource Board was like finding a flashlight—they gave me the tools for success. Not only did the job board's representatives contact me regularly by phone to check in on my progress, but they also connected me with an expert adviser who offered valuable insight and advice relevant to my individual situation. Beyond offering advice, my advisor also supported my search in other ways: she helped me to expand my professional network by introducing me to contacts in my field, she helped me to enhance my résumé by inviting me to a virtual résumé building seminar, and she helped me to remain determined by extending words of encouragement. As a result of joining the Kane County Sheriff's Office Job and Community Resource Board, I feel that I have learned valuable techniques to set my job application materials apart from those of other applicants, and I have also come to recognize the importance of networking within my field. The Kane County Sheriff's Office Job and Community Resource Board is a wonderful resource for our community, and I cannot recommend them highly enough.
Max Hoover, PHD

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Overcoming Barriers to Maintaining Employment

Resources on the Job Board

- Transportation
- Housing
- Child Care
- Food Insecurities

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How To Create a Job and Community Resource Board?



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Kane County Sheriff's Office Strategic Partners

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Goodwill and Lyft

NEED A LYFT!

DO YOU NEED HELP GETTING TO WORK?


For a limited time, Goodwill in partnership with Lyft now offering ride sharing vouchers for your transportation to and from work to professional or job training or education.

- Smart Phone
- Operated full time
- Debt or Credit card

There are several steps to use Lyft (see page 2). Riders receive vouchers for up to 100 miles per week. All vouchers are valid for 30 days. All riders must provide proof of training, education, or job information to receive vouchers.

For more information, please contact one of our three Goodwill Workforce Solutions Centers:

Southwest WCC: 775-857-5775
 North WCC: 775-857-5777
 East WCC: 775-857-5777



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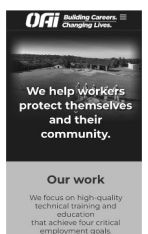
OAI Building Careers- Changing Lives

OAI Building Careers. Changing Lives.

We help workers protect themselves and their community.

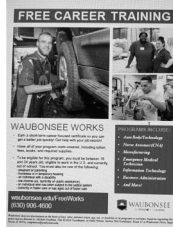
Our work

We focus on high-quality technical training and education that achieve four critical employment goals.



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Waubonsee Community College Internship and Apprenticeship Programs



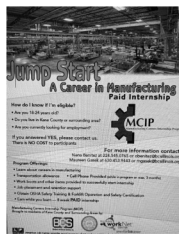
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Waubonsee Community College Area Planning Council



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Manufacturing Careers Internship Program



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Engage The Community

- Speak whenever you get the opportunity
- Be a partner
- Attend events
- Host seminars and roundtables

“ A closed mouth is never fed”
Parents

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Thank You!

- Kane County Sheriff’s Office Team
- Drug and Specialty Court Partners
- Strategic Community Partners
- You!

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