

# BUSINESS SERVICES SOLUTIONS



## Services & Solutions Available to Assist Maryland Businesses

The Division of Workforce Development and Adult Learning (DWDAL) coordinates Maryland's workforce programs ensuring that businesses have skilled employees needed to be competitive in today's global, state, and local economies and that individuals have access to employment and training resources and services.

Whether the economy is weak or strong, the Division of Workforce Development & Adult Learning offers no-cost, solutions-based services across the business cycle.

### HUMAN RESOURCES SUPPORT

**Talent Recruitment** - American Job Centers (AJCs) provide comprehensive services to both job seekers and businesses. We assist businesses in pre-screening job applicants by recruiting talent based on your specifications, holding targeted job fairs, and providing venues for interviews.

**Veterans Services** - Local Veterans Employment Representatives (LVERs) develop hiring opportunities within the local areas by contacting businesses and other workforce stakeholders to encourage the hiring and advancement of qualified veterans, transitioning military personnel, and other qualified individuals.

**Maryland Federal Bonding Program** - An incentive program designed to encourage businesses to hire qualified jobseekers who have certain risk factors in their personal background.

**Work Opportunity Tax Credit (WOTC) Program** - Integral to the creation of jobs by giving employers a tax credit when they hire qualified individuals who consistently face significant barriers to employment.

**Maryland Workforce Exchange (MWE)** - Supercharge your recruitment efforts by listing your jobs online to thousands of qualified candidates – or a Business Services staff can assist. Take it up a notch and set up a Virtual Recruiter search agent to automatically find candidates within the system that match the job skills of the job order.

**Labor Market Information (LMI)** - Looking to relocate or expand? Use the MWE to research the most up-to-date information available on unemployment, occupational wages and projections, commuting patterns, and more.

### TRAINING, EMPLOYEE RETENTION and ON-THE JOB EXPERIENCE

**MD Registered Apprenticeships** - Offers employers in every industry the tools to develop a highly skilled workforce to help grow their businesses. For workers, it offers opportunities to earn a salary while learning the skills necessary to succeed in high-demand careers.

**Maryland Business Works** - Incumbent worker, skills upgrade training program providing businesses an opportunity to build and maintain a quality workforce while supporting employer strategies for retention, growth expansion, and layoff aversion. The Program funds classroom-based training, in-house staff training, GED® Preparation, and more on a dollar-to-dollar match requirement by the business.

**Employment Advancement Right Now (EARN)** - MD's nationally-recognized industry led partners workforce solution that produces long-term solutions to sustained skills gaps and personnel shortages. The program provides career advancement strategies for incumbent workers, leading to a more highly skilled workforce and improved business outcomes for employers.

**Rapid Response Services (Dislocated Workers & Trade Adjustment Assistance)** - Assists employers and workers faced with workforce reduction regardless of the reason(s). Virtual or on-site sessions supply employees with unemployment benefits, job search techniques, training opportunities, and reemployment. Rapid Response services can also include providing employers with information to avert layoffs.



## **BUSINESS SERVICES SOLUTIONS**

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