

# Partnerships for Employment

## *News for Nevada Businesses*

...teamwork to build a stronger Nevada workforce



### **New on-line service being created to make reporting easier for employers**

The Department of Employment, Training and Rehabilitation's Web site, [www.NVDETR.org](http://www.NVDETR.org), is being expanded to include a new area for employers to have easy access to the Unemployment Insurance Contributions section.

The contributions section is responsible for registering employers and collecting Unemployment Insurance taxes. The new user-friendly on-line service will save time and money for employers who wish to make transactions electronically.

Features that will be available by the end of this year include:

- \* Registering employers on-line
- \* Reporting tax and wage information via the Internet
- \* Making payments on-line
- \* Updating account information

Nevada employers will be kept informed of progress and of the launch date for the new service.



### **There is help if your business has been affected by free trade or foreign imports**

If your manufacturing business has been affected by foreign imports or free trade and you have been forced to lay off production employees due to increased imports or a shift in production to another country we can offer your employees assistance.

We know that employees are a business' most valuable asset. The Trade Adjustment Assistance (TAA) program is designed to assist your trade impacted staff to get back to work quickly.

Once your group of laid-off employees are certified TAA eligible, they may be entitled to

reemployment services, job search and relocation allowances, extended Unemployment Insurance benefits, and career or skill enhancement training.

If you feel your business may be trade impacted and you are losing a significant amount of workers due to layoffs you can help them reenter the labor force at no cost to you or your business. Contact the nearest Nevada JobConnect office and ask for help to file a TAA petition on their behalf.

For more information on Trade Adjustment Assistance, visit the U.S. Department of Labor Web site at

<http://www.doleta.gov/tradeact/petitions.cfm>

### ***Making the Connection: Helping businesses find great employees***

As a Nevada business owner, are you confronted with the following workforce challenges?

- Finding people with specialized skills that are in short supply (eg: nurses)
- Finding workers who have both technical and personal skills
- Finding workers with computer skills
- Dealing with seasonal labor shortages
- Understanding and complying with equal opportunity requirements
- Finding effective, affordable ways to advertise positions

If you have answered yes to one or more of the above points, let Nevada JobConnect help.

What is Nevada JobConnect? Nevada JobConnect is a statewide no-fee resource for businesses to connect with new employees.

We recognize that building and retaining a strong workforce is essential to the bottom line of every business. And we can help your bottom line with employee recruitment; help you take advantage of tax and other incentives; help you find employee training resources; show you how to utilize our on-line resources... and more.

Businesses interested in JobConnect's no-fee services for employers should contact the nearest Nevada JobConnect office or visit

[www.NevadaJobConnect.com](http://www.NevadaJobConnect.com)



## Portrait of a partnership

With the advent of Welfare Reform a partnership was born in Nevada between the Department of Employment, Training and Rehabilitation (DETR), private business, and Nevada State Welfare. Welfare reform mandates that *non-exempt* persons receiving Temporary Assistance for Needy Families (welfare) must work or actively prepare and search for work. Our state agencies and private industry have a mutual investment in the lives of people looking for work.

The lives of welfare recipients begin much the same as ours; circumstances have altered their direction and put them in a position of need. They are our relatives, friends, co-workers and acquaintances.

In June 2002, the Welfare Division and the University of Nevada Bureau for Business and Economic Research (BBER) completed a TANF Leavers Survey. A picture of the average person on TANF assistance in Nevada was created from those statistics:

*I am a 31 year old white female with three children ages 2-5. I have never been married. I was born in the USA; currently residing in Las Vegas. Within six months of applying for TANF my household composition changed with the addition of a new baby, we have received assistance for less than 12 months. My average length of employment is 16.6 weeks. In the last six months I have had 1.4 jobs. I was working in the service industry at the time I applied for assistance. I averaged 34.19 hours per week at \$8.35 per hour. The distance to work was 10 miles; I used my own car to get to and from work. I left my job to care for my children. It usually takes me 4.6 weeks to locate another job. I do not receive child support.*

The statistical outline is easy. Recognizing the person living behind the outline is more

difficult. It would take every color in every shade to add the true dimensions of a personality for an accurate portrait. From information provided by our clients in assessments and the “personality colors” evident in observations of them, we can get a workable idea.

- If I am **shy** I would probably be more successful at writing, how about an entry job at a newspaper? I may like to work in a library, as a mail carrier or in a forestry position, with computers or even become a genealogist.
- If I am a **caring** person I would enjoy working in a hospital setting, a daycare, a senior center, or even as a hospice care giver.
- If I like **plants** I might be happy in a nursery, as a landscaper, or even writing and photographing plants and selling my pictures and articles.

Common sense tells us that if our personality fits our job we are going to be happier and more productive in that career. The longer TANF clients are employed the more likely they will become self supporting.

To match personalities with careers we will need to come out of our boxes and think of employment opportunities we would normally not consider. Some of the jobs fitting the personalities may be “off the beaten path”. A job search plan specifically targeted to local employers in desired fields can be developed. By listening to our clients and tailoring the work search to a field of their interest, an incentive is added to getting hired. Employers gain a person that will be productive and interested in their job.



**Department of Human Resources, Welfare Division**  
**and**  
**Department of Employment, Training & Rehabilitation**  
**... proud partners in the Nevada JobConnect system**

