

LOS ANGELES COUNTY BUSINESS DEVELOPMENT SERVICES

Business Resources

2024 - 2025 Service Guide





Dear Los Angeles County Employer,

The County of Los Angeles Department of Economic Opportunity (DEO) is pleased to introduce you to our no-cost Business Development Services available through our Department and our network of LA County America's Job Centers of California (AJCCs). We are glad that you choose to do business in L.A. County, contributing to the economic prosperity and employment of more than 5 million residents.

By prioritizing the needs of employers like you, we continue to promote economic growth and employment in your community. DEO is ready to assist you in meeting your economic development and workforce needs with our suite of no-cost business services and resources.

Let us help your business succeed and grow. We look forward to working with you!

Services:

-  High-Road Training Partnerships
-  Jobs and Training
-  Small Business Services
-  Entrepreneurship Development
-  Certifications and Apprenticeships
-  Capital Development and Real Estate

Mission:

DEO creates quality jobs, helps small businesses and high-road employers start and grow, and builds vibrant local communities and spaces

Vision:

DEO strives for a more equitable economy with thriving local communities, inclusive and sustainable growth, and opportunity and mobility for all



Workforce Development Solutions



Recruitment Services



Wage Subsidies and Reimbursement



Workforce Training Funds



Accessing Workforce Tax Credits



Layoff Aversion - Business
Technical Assistance

Los Angeles County America's Job Centers of California (AJCCs) offer no-cost workforce services to businesses, non-profits, micro-enterprises and social enterprises. AJCC Business Services Representatives (BSRs) can help your organization gain a competitive edge by helping you source, recruit & hire motivated talent while also helping you tap into available workforce tax credits and financial incentives. Find out how we can help you navigate all available resources by connecting with our Business Services Representatives today!

Fill out an interest form to get started!

Bit.ly/BizSvcS









ON-THE-JOB TRAINING (OJT) PROGRAM

L.A. County America's Job Centers of California (AJCCs) can help provide employers with qualified job seekers who are eager to work, but need the specialized training only an employer can provide via funding from our On-the-Job Training (OJT) Program.

Our OJT Program funding will subsidize costs incurred to train new employees that you hire from our pool of local and qualified job seekers up to 50% of wages paid.

OJT is a high-value means to hire new talent, mitigate the learning curve for new employees, minimize business disruption while providing training, all while being reimbursed for training your future workforce.

HOW OJT WORKS

-  Interview prospective candidates
-  Agree to hire prospective candidate(s)
-  Provide on-the-job training to your new employee
-  Receive reimbursement of up to 50% of wages paid or \$7,500 per employee, whichever is less

Fill out an interest form to get started!

Bit.ly/BizSvcS





INCUMBENT WORKER TRAINING (IWT) PROGRAM

L.A. County America's Job Centers of California (AJCCs) can help provide employers with Incumbent Worker Training (IWT) Program funds designed to offset a portion of your organization's costs to train and upskill current employees.

Our IWT Program helps employers fund training for current employees to learn additional skills with the goal of remaining employed & creating internal promotional opportunities.

AJCC Business Services Representatives will work with your organization to help reimburse you for a portion of the cost of a training needed to help you gain a competitive edge.

HOW IWT WORKS

- ✓ Meet with your local Business Services Representative
- ✓ Identify current employees who need retraining and upskilling
- ✓ Provide training to employees identified and cover the costs
- ✓ Receive IWT reimbursement of a portion of the cost of training, up to \$4,000 per employee

Fill out an interest form to get started!

Bit.ly/BizSvcS





CUSTOMIZED TRAINING PROGRAM

L.A. County America's Job Centers of California (AJCCs) can help employers with Customized Training Program funds designed to offset a portion of your organizations costs to develop specialized training for new and existing employees if training does not exist.

Customized Training is geared towards employers investing in new production technology, service procedures or green technology which requires upskilling and retraining of employees.

The goal is to provide employers the opportunity to develop custom training programs to create a qualified workforce prepared to meet future operational needs.

HOW IT WORKS

- ✓ Meet with your local Business Services Representative
- ✓ Identify new and existing employees in need of training
- ✓ Provide training to employees identified and cover the costs
- ✓ Receive reimbursement of up to \$7,500 per trainee

Fill out an interest form to get started!

Bit.ly/BizSvc





Transitional Jobs (TJ)

L.A. County America's Job Centers of California (AJCCs) can help employers with accessing 100% wage subsidies through the Transitional Jobs (TJ) Program. The AJCCs are the employer of record, and pay the TJ wages directly to the participant. In exchange, your organization has access to a, no-cost, temporary workforce, while giving the individual valuable work experience.

HOW IT WORKS

- ✓ Interview candidates from our pool of participants
- ✓ Provide valuable work experience to participant
- ✓ Receive 100% wage subsidy during TJ period
- ✓ Option to hire trained participant (OJT Program can be stacked, should you choose to permanently hire TJ participant)

Fill out an interest form to get started!

Bit.ly/BizSvcS





Youth@Work Program

HOW IT WORKS

L.A. County America's Job Centers of California (AJCCs) can give your organization the opportunity to boost your workforce, at no-cost, while providing youth ages 14-24 with work experience via our Youth@Work program.

Youth@Work incentivizes employers who join the program by providing them with 100% paid temporary staff who are ready to gain experience in the workplace. Each temporary youth staff member will work 140 hours for your organization at no cost to you. Our AJCCs are the employer of record, which means that salaries and insurance are paid directly by the AJCCs.

Employers have the unique opportunity to invest in their community while also increasing their organization's capacity. Sign up as a Youth@Work Employer now!

- ✓ Interview candidates from our pool of skilled youth, ages 14-24
- ✓ Host candidate(s), at no cost to you, for 140 hours (in person/virtually)
- ✓ Provide mentorship and training to your selected candidate(s)
- ✓ Opportunity to permanently hire youth you have trained (optional)

Fill out an interest form to get started!

Bit.ly/BizSvcS





Youth@Work Elevate Program

Provides an opportunity to access temporary staff while providing youth, ages 17-24, an opportunity to develop valuable work experience with an expectation to retain the trained talent at the completion of the program. The Y@W program pays 100% of the wages and assumes responsibility as the employer of record for the youth participant for the duration of the 354 hours of the paid work experience.

Employers from High-Growth Sectors and/or employers that offer High-Growth Career Pathways are preferred, which include Healthcare, Infrastructure, Trade and Logistics, eCommerce, Transportation and Warehousing, Advanced Manufacturing, Entertainment and Creative Arts, Information Technology, and Hospitality.

HOW IT WORKS

- ✓ Interview candidates from our pool of skilled youth, ages 17-24
- ✓ Host candidate(s), at no cost to you, for 354 hours (in person/virtually)
- ✓ Provide mentorship and training to your selected candidate(s)
- ✓ Commit to permanently hire the youth you have trained

Fill out an interest form to get started!
bit.ly/ElevateOurYouth





Layoff Aversion - Business Technical Assistance

L.A. County Layoff Aversion Team can help employers who are facing the possibility of laying off employees or permanently closing via our Business Technical Assistance Program.

We offer no-cost business counseling and provide services and referrals to mitigate the possibility of business closure. The program also aims to prevent or minimize the duration of unemployment via the Rapid Response Program.

Our team will work with you and your employees to minimize losses, improve company morale and help employers recover and thrive in L.A. County.

HOW WE CAN HELP

- ✓ Business counseling to help prevent layoffs and closure
- ✓ Access to funds to retrain and upskill your current employees
- ✓ Access to workforce tax credits and wage subsidy programs
- ✓ Referrals to industry and trade groups, to other agencies, and new sources of capital

Fill out an interest form to get started!
bit.ly/BizTechAssist





Equity starts with a Fair Chance.

Under the California Fair Chance Act, most employers cannot ask ANY questions about a criminal record before giving a conditional job offer – including during the application and interview process.

In most cases, it is also illegal for employers to have blanket bans that exclude all applicants with criminal records or applicants with certain convictions.

The Department of Economic Opportunity launched the Fair Chance Hiring Program, to bring together fair chance employers and system-impacted job seekers through curated information sessions and job matching. Fair Chance hiring is not only mutually beneficial to businesses and system-impacted job seekers, it is also an opportunity to follow through on your diversity, equity, and inclusion (DEI) goals.

Partner with us and discover the numerous benefits of Fair Chance hiring and learn the "do's and don'ts" of Fair Chance Hiring. If you are an employer that is looking to widen your talent pool, fortify your recruitment strategy, grow your DEI, and bring in reliable, productive, and loyal employees, then Fair Chance hiring is for you. Businesses hiring from the reentry workforce have access to a range of financial incentives and assistance programs.

Welcome to your Fair Chance hiring journey.

HOW IT WORKS

- ✓ Complete the Fair Chance Employers Interest Form
- ✓ Meet with Business Services Representative to discuss hiring needs
- ✓ Recruit Fair Chance talent
- ✓ Navigate tax credits, bond programs, and participate in on-the-job training program(s)

Fill out an interest form to get started!

bit.ly/FCHBIZ





Tax Credits

L.A. County America's Job Centers of California (AJCCs) can help you qualify for State and Federal tax credits available to L.A. County employers who hire individuals who face barriers to employment.

Worker Opportunity Tax Credit (WOTC) and Targeted Jobs Tax Credit (TJTC) are workforce tax credits that incentivizes workplace diversity and access to good jobs for all L.A. County residents.

Homeless Hiring Tax Credit (HHTC) is a workforce tax credit available for taxable years January 1, 2022 through December 31, 2026. Incentivizes employers to hire individuals experiencing homelessness.

Disabled Access Tax Credit (DATC) is a tax credit available to businesses to comply with ADA requirements.

HOW IT WORKS

- ✓ Interview prospective candidates from our pool of local job seekers
- ✓ Agree to hire one of our prospective candidates
- ✓ Make structural or other accessibility changes to comply with ADA, which includes hiring individuals to assist with accessibility
- ✓ Apply for or reserve applicable tax credit for hiring eligible new employee or making ADA accessibility changes

Fill out an interest form to get started!

Bit.ly/BizSvcS



