

CareerSource Broward (CSBD) provides no-cost recruitment and training solutions to employers with hiring needs in Broward County. Our staff has years of experience in helping businesses and organizations succeed by assisting them maintain and expand their workforce with our solutions.

Our solutions include:

- o **On-the-Job Training (OJT)** – For employers that can't find the talent with the skills needed to perform the job, CSBD can help cover the cost of training. CSBD can reimburse up to 75% of the wages during the training period. The OJT agreement between CSBD and the employer must be approved prior to the new hire's start date of employment.
- o **Upgrade OJT** – For employers that need to improve the skills and increase the wage of existing employees that have been with them for 90 days or more, CSBD can pay up to 75% of the wage during the training period.
- o **Paid Internship Program** – The Paid Internship Program is designed to match job seekers with entry to mid-level work experience to employers that need temporary help. CSBD pays the wage and the job seeker can work up to 37 hours per week.
- o **Incumbent Worker Training (IWT)** - The IWT grant assists employers by reimbursing them up to 90% of their direct training costs related to providing classroom-style skills training to their current employees. The employer selects the training provider.
- o **Registered Apprenticeships** – These are structured training systems that allows participants to “earn as they learn” from day one, while working to become proficient at a particular trade or occupation. Apprenticeship programs offer paid on-the-job training with a sponsored employer on a full-time basis, with the goal of providing workers with advanced skills that meet the specific needs of employers. CSBD can refer candidates to existing registered apprenticeship programs and cover a portion of the training cost for apprentices that have been in the program for 90 days or more. We can also connect employers to state and local resources if they don't have a program and are considering one.
- o **Job Posting** – CSBD can post employers' open positions in the state's job board, Employ Florida and refer qualified candidates. We can set up a Virtual Recruiter and let the system match the employer's job order to candidates in the system searching for employment. The Virtual Recruiter will alert the employer once a match is made.
- o **Virtual Job Fairs** – CSBD offers online virtual job fairs to help connect job seekers with employers that have immediate hiring needs. Employers in South Florida that are interested in hiring local talent must include positions that pay a wage; commission-only job postings by employers are not permitted for the purpose of this event.

For assistance please Call our Employer Services Hotline at (954) 677-JOBS