

## The program benefits employers by:

- Providing a selection of job ready employees to fill open positions
- Lowering the cost of hiring new employees
- Reimbursing employers for wages paid during the OJT training period (up to 6 months)
- Increasing business productivity

If you are looking for more information, or want to partner with us in this exciting program, please contact our JobLINK Employment Services program at: (916) 875-3330, or email us at [DHA-Subsidized-Employment@saccounty.net](mailto:DHA-Subsidized-Employment@saccounty.net)



## EMPLOYERS!

*You need the help. You have the work.*

## We pay the wages!



## Save Money, Time and Increase your Productivity!

Contact us to find out about the Sacramento County Department of Human Assistance (DHA) Subsidized Employment program and how this effective employment solution could help you and your business save **time and money!**

## Subsidized Employment

Through this collaborative partnership, the Department of Human Assistance (DHA) provides qualified candidates for you to interview. This results in good quality employees with long-term potential.

During the training period, DHA reimburses employers 100% for all wages paid. In exchange, the employer provides an on-the-job training environment during the subsidy period.

This builds the employee's job skills and experience and leads to a trained permanent employee for your agency/company.

## Frequently Asked Questions

**What is the Subsidized Employment Program?** It is a wage subsidy program. It provides 100% wage reimbursement for hiring eligible employees and giving them on the job training for a period up to six (6) months. At the end of the subsidy period, the employer will continue the employment as an unsubsidized employee.

### **How does a business or agency participate?**

To participate in this money saving and effective solution, employers must have a vacant position with the intent to hire permanently.

### **Who are the eligible candidates?**

Candidates are employment ready, Welfare-to-Work participants who are actively seeking full time employment.

### **How many hours may candidates work and what would be their wages?**

Hours can range from 32 to 40 hours per week. Wages are paid at the standard wage for the position in the company. Wages must be at or above the California minimum wage. Currently, overtime cannot be reimbursed.

### **Can my business select the candidates?**

Yes. The candidates will be referred to you for an interview based on the job description and the minimum qualifications for the position. The final hiring decision is at the discretion of the employer. The selected candidates will follow the hiring practices required

### **What types of work can be performed under the Subsidized Employment Program?**

Our goal is to match our candidates' skills and employment interests with an appropriate job opening.

### **Is there a limit on how many candidates I can hire?**

Employers cannot exceed 30% of their total workforce with subsidized employees.

### **What paperwork is involved?**

Each employer completes a Subsidized Employment Application. If the employer decides to move forward a contract will be signed between DHA and the employer. You will be scheduled with an orientation to review the entire process and answer all of your questions.

### **What is expected of employers at the end of the subsidy period?**

The employer is expected to hire the candidate as a permanent employee at the end of the subsidy period without wage reimbursement from DHA.

### **What if the employee's performance is not acceptable?**

If the employee's performance is not acceptable, you can release the employee as you would any other employee. DHA will be working with you and the employee throughout the subsidy period to address any work related issues. This helps to assure a successful, long-term placement within your agency.