



Workforce Reentry Program Division of Workforce Solutions

NC Department of Commerce
Division of Workforce Solutions

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- The mission of the Division of Workforce Solutions is summarized as: ***Connecting Talent to Jobs.***
- Annual budget of \$130 million; approximately 450 staff, three-fourths of which are located at local **NCWorks Career Centers**.
- We support 20 local workforce development boards and the 80+ **NCWorks Career Centers** across the state. Local boards have operational control over all NCWorks Career Centers.
- We provide the www.ncworks.gov information technology infrastructure to manage jobseeker data, employer information and federal grant reporting.
- Our state workforce board is the NCWorks Commission.



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The Reentry Team

Statewide Coverage with our 80-plus NCWorks Career Centers across the State



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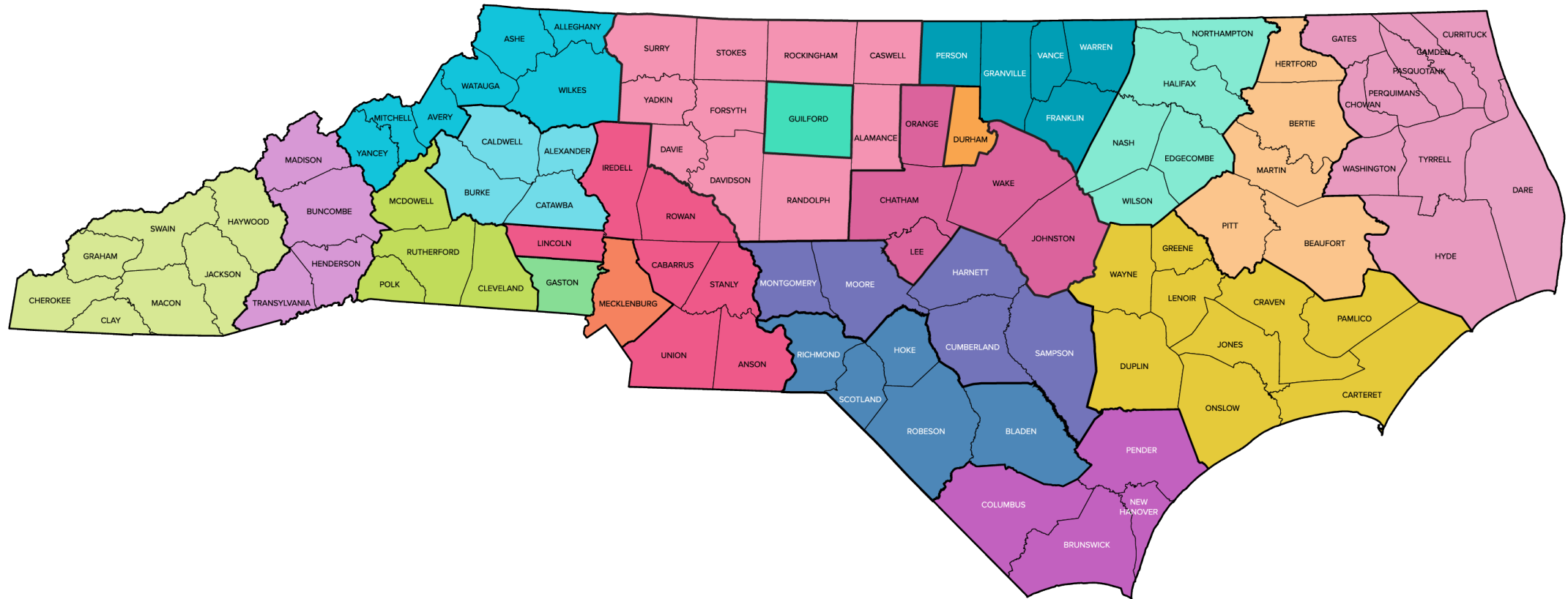
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NORTH CAROLINA
Department of Commerce
Division of Workforce Solutions

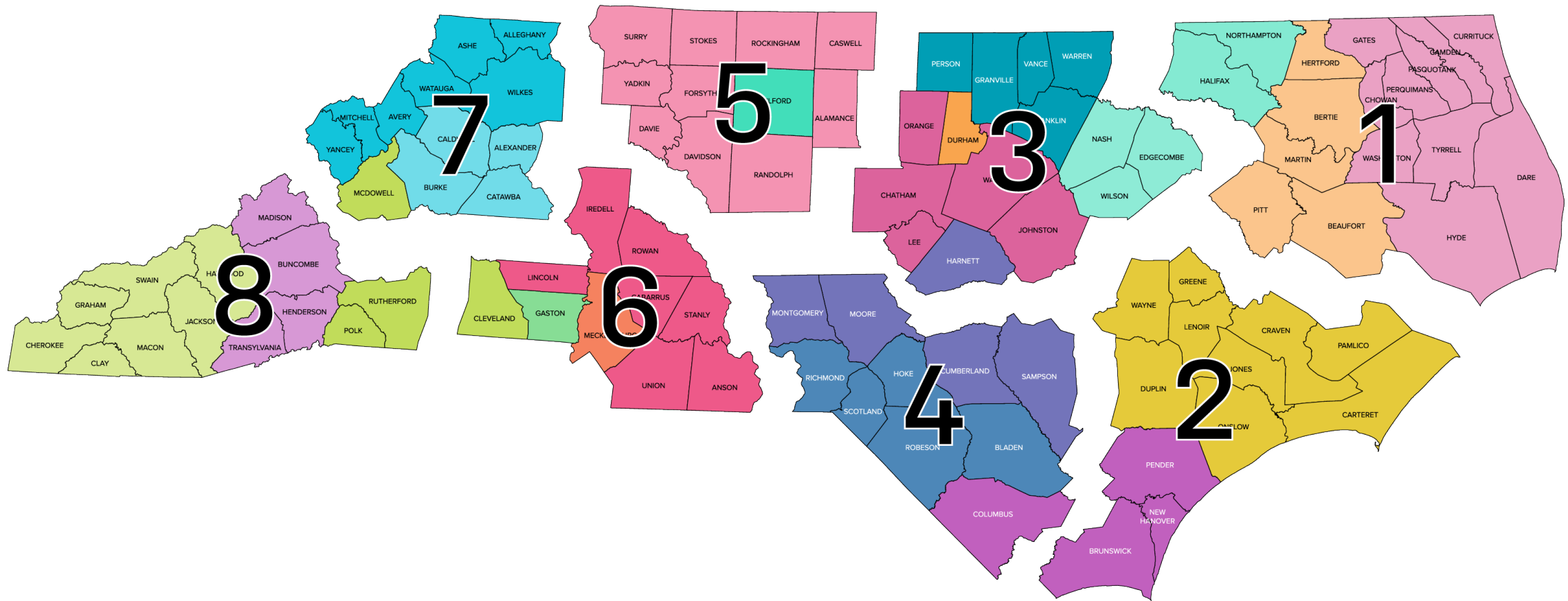
20 Local Workforce Development Boards

Effective July 1, 2023



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8 Economic Development Prosperity Zones overlaying the 20 Local Workforce Development Boards



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- We are the state-level administrator for federally-funded workforce programs, specifically the Workforce Innovation and Opportunity Act (WIOA) funds, as well as funding for Veterans employment programs and the Trade Adjustment Assistance (TAA) program.
- DWS and our local Workforce Development Boards partner to support both businesses and jobseekers, through employment and training services, including one-on-one career counseling and job fairs in multiple formats.
- We provide financial and programmatic oversight of local workforce board annual plans, and disburse federal US DOL funds to local boards.



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NCWorks Career Center Services

- Jobseeker Resources at the 80+ NCWorks Career Centers across the state.
- NCWorks Career Centers can help jobseekers find work, improve skills and help prepare for interviews and make a good impression on employers. The following services are offered to job-seekers, at no charge:
 - Career assessment and guidance
 - Access to training and education programs
 - Learn about job fairs and workshops
 - Information on the job market
 - Assistance with searching for jobs
 - Résumé and cover letter preparation
 - Practice interviewing for jobs
 - Free computer and Internet access
 - Help registering with and using NCWorks Online



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NCWorks Career Center Services

Training and Scholarships for Jobseekers

- Scholarships for Workforce Training Services can be provided to qualified individuals through the Adult and Dislocated Worker Program offered at your local NCWorks Career Center. All program services are provided through one-on-one consultation with a WIOA Case Manager who determines eligibility.
- Depending on need and funding availability, financial assistance may be provided for tuition, books, fees, supplies and other support services. Support services include transportation, childcare, background checks, uniforms, tools, immunizations, and certification exam costs.
- Individuals who have demonstrated that they are not able to obtain or retain self-sufficient employment may be eligible to receive training services. The selected training program must be approved by the local Workforce Development Board and be directly linked to employment opportunities locally, or in an area where the participant is willing to relocate.



NCWorks Career Center Services



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- Job-seekers can also register with [NCWorks Online](#) to apply for jobs, seek training opportunities, and learn what they need to do to advance their careers. NCWorks Online offers the following advantages to job-seekers:
 - Search job postings pulled from thousands of job-search websites.
 - Find training programs in the area.
 - Learn how to transition to another career by studying the skills required in that industry and hearing from people who have already made that transition.
 - Track the status of an application after it's been submitted to an employer.
 - Import professional information directly from a LinkedIn profile.
 - Study real-time information on the labor market, including wage and labor projections.



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Partner Services for Jobseekers



- Find detailed information about duties for specific jobs, education, training, occupational ratings, employment outlook, wages and more. Ideal for those new or returning to the workforce.
- **STAR JOBS** Explore and identify prospective careers through the one- to five-star ranking system based on projected job openings, growth rate and wages.
- **Reality Check** is a fun, new online tool designed to estimate the income necessary to support your desired lifestyle. State **where you'd like to live** in North Carolina and **how you spend your money**. From there, you'll be directed to **jobs that meet your financial needs**.
- **Career Interest Finder** answers career questions like: What kind of person are you? Are you Artistic? Social? Realistic? Answer a few questions to identify your career interests.



Reentry Programs

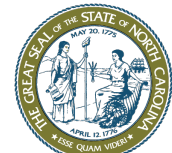
- In addition to the NCWorks Career Center services provided to all job seekers, individuals with a criminal record have access to the following:
 - Help with writing resumes and a “letter of explanation” detailing their criminal record and/or incarceration and indicating rehabilitative efforts.
 - Knowledge about employers' policies concerning hiring individuals with a criminal record.
 - Workshops specific to addressing concerns of individuals with criminal records.
 - Referrals to community organizations that assist individuals with criminal records.
 - Career centers also work with federal, state, and local providers of reentry services, including community- and faith-based organizations, and vocational rehabilitation centers.



Reentry Programs

Work Opportunity Tax Credit

- The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to **employers** who hire individuals from eligible target groups who are qualified for positions but face significant barriers to employment.
- In North Carolina, the Commerce Department's Division of Workforce Solutions administers WOTC and determines eligibility for the target groups.
- The tax credit employers can claim depends upon the target group of the individual hired, the wages paid to that individual in the first year of employment, and the number of hours that individual worked. A business can receive from \$1,200 to \$9,600 for each eligible employee.



Reentry Programs

Work Opportunity Tax Credit

Who Qualifies

- Qualified former offender (\$2,400): An individual who has been convicted of a felony under any federal or state law, and is hired not more than 1 year after the conviction or release from prison for that felony.
- Others include: TANF Recipients, Veterans (some categories), Qualified long term unemployed, SSI Recipient, SNAP Recipient, Vocational Rehabilitation referral, Summer Youth (some categories)

Who Does Not Qualify

- Relatives of the employer
- Individuals who have previously worked for the employer
- Federally subsidized, on-the-job training; however, wages paid after the subsidy expires can qualify for the credit
- A new employee who works less than 120 hours in the first year of employment



Reentry Programs

Work Opportunity Tax Credit

How Employers Apply:

1. Complete the [IRS Form 8850](#), the “Pre-Screening Notification and Certification Request”
2. Complete the [ETA Form 9061](#), the “Individual Characteristics Form.” NC WOTC will also accept [ETA Form 9062](#), Conditional Certification from NC DHHS Vocational Rehabilitation.
3. Register as a user at www.ncworkswotc.com. Electronically submit the request to the Division of Workforce Solutions within 28 days of the new employee start date and mail available [documentation](#) supporting eligibility of the requested target group. Hard copies of Form 8850 and ETA Form 9061 are retained by employers for their records.
4. Receive electronic determination of certification for eligibility of the WOTC target groups, denial with explanation or request for additional information via the www.ncworkswotc.com user account.



Reentry Programs

Federal Bonding

- Federal Bonding provides FREE individual fidelity bonds to employers when they hire “at risk” individuals, who traditionally have had difficulty finding meaningful employment.
- **Employers receive \$5,000 in coverage for the first six months of employment.** The coverage protects the employer from acts of dishonesty such as theft, larceny or embezzlement.

Eligible individuals include the following:

- Individuals with a history of arrest or conviction.
- Individuals with a history of substance abuse.
- Individuals with poor credit or who have declared bankruptcy.
- Individuals with a dishonorable discharge from the military.
- Individuals lacking sufficient work history.



Reentry Programs

Federal Bonding

- Federal Bonding coverage protects the employer from acts of dishonesty such as theft, larceny or embezzlement.
- **Requirements & Limits:**
 - There must be an Employer/Employee relationship.
 - The Employer must be deducting all required federal and state income taxes from pay.
 - The employee must be receiving a W2 at the end of the year (No 1099 or contract workers).
 - Self-employed individuals are NOT eligible for the Federal Bonding Program.
 - Bond must be established prior to the first day of work.



Reentry Programs

Federal Bonding

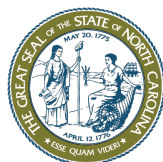
Steps to establish a bond:

1. The Employer contacts an NCWorks Career Center or the Federal Bonding Coordinator.
2. Staff complete the Federal Bonding Certification form.
3. Staff send the form to the Federal Bonding Coordinator.
4. Staff send employer a letter confirming the bond has been processed.
5. The Federal Bonding Coordinator processes the bond.
6. Employer receives a packet from Union Insurance Group with instructions on how to file a claim if necessary.
7. While **it must be the employer who establishes the bond**, job seekers can request a Federal Bonding Eligibility Letter from the Federal Bonding Coordinator or their NCWorks Career Center for use when applying for employment.



Partnerships

- DWS and NCWorks Career Centers also work with federal, state, and local providers of reentry services, including community- and faith-based organizations, and vocational rehabilitation centers.
- We are looking for ways to enhance and grow existing partnerships, while finding new organizations to collaborate with.
- How can we enhance our partnership?



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A photograph of two women in an office environment. One woman, with dark curly hair, is looking up at the other woman, who is wearing a dark blazer over a polka-dot top and is pointing towards something off-camera. The background is a bright, out-of-focus office space with large windows.

Thank you!

QUESTIONS or COMMENTS

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