



# BUSINESS SERVICES

Partnering with us is simply *smart business.*



# ABOUT US

The South Florida Workforce Investment Board dba CareerSource South Florida is a public-private partnership that establishes state and federally funded workforce development and training policies for Miami-Dade and Monroe counties.

The Business Services division is dedicated to the specific needs of the industry. We offer incentives that are tailored to meet those needs at no cost to local, national and international companies operating in South Florida.

Our goal is to ensure businesses have access to real-time viable solutions that work in tandem with their objectives. It is a simple, yet effective approach in meeting industry demand. This philosophy is evident in the expertise and resources provided to facilitate a company's short and long-term growth strategy.





# FINANCIAL

Your company may be eligible for financial incentives that can increase revenue and sustain growth in a competitive market.

**Work Opportunity Tax Credit (WOTC)** is a federal income tax credit that encourages private for-profit companies to hire individuals from qualified targeted groups of job seekers. This incentive can reduce a business' federal income tax liability up to \$9,600 per new hire during the first year of employment, depending on the target group of the qualified individual. There is no limit to the number of qualified employees for which a company may receive this tax credit.

**Qualified Target Industry Tax Refund** is an incentive available to new or expanding businesses in selected targeted industries or corporate headquarters that create high wage jobs in targeted high value-added industries. This incentive includes refunds on corporate income, sales, ad valorem, intangible personal property, insurance premium, and certain other taxes. Applicants, pre-approved by Enterprise Florida, who create jobs in Florida receive tax refunds of \$3,000 per net new Florida full-time equivalent job created; \$6,000 in an Enterprise Zone or Rural Community (county).

**Federal Bonding Program** is an incentive program that allows companies to hire with limited liability to their business, at-risk job applicants. A Federal Fidelity Bond, supplied by Travelers Insurance Co., is an insurance policy that protects the business in case of any loss of money or property due to a bonded employee's dishonesty e.g., theft, forgery, larceny or embezzlement. The bond does not cover liability due to poor workmanship, job injuries or work accidents. Existing employees who need bonding services to avoid layoff or to secure a promotion are also eligible.

All businesses are eligible for bonding services. Bonds can be issued as soon as the applicant has a job offer and a scheduled start date. Bonds are in units of \$5,000 and provide coverage for a six-month period.

**Brownfield Incentives** are offered to businesses that locate in, clean up, and redevelop an existing Brownfield site(s). Generous financial incentives, regulatory benefits, technical assistance, and liability protection are provided to encourage Brownfield redevelopment and job creation. Eligible businesses receive a Job Bonus Refund of up to \$2,500 for each job created.

**Capital Investment Tax Credit (CITC)** is used to attract and grow capital-intensive industries in Florida. It is an annual credit, provided for up to twenty years, against the corporate income tax. Eligible projects are those in designated high-impact portions of the following sectors: clean energy, biomedical technology, financial services, information technology, silicon technology, transportation equipment manufacturing, or be a corporate headquarter facility.



# TRAINING

CareerSource South Florida provides training and other financial incentives that offset the cost when hiring and training new and/or existing employees. These valuable resources are responsive to individual company needs and can provide businesses with a competitive advantage in a global economy.

**On-the-Job Training (OJT)** provides an incentive for businesses to help defray the cost of training eligible prospective, full-time hires. The OJT is designed to provide resources for occupational training and development for prospective new hire(s) in the company's work environment. Businesses may recoup a percentage of the wages paid to each new hire during the agreed upon training period. Would you like to hire and train an employee in the specific way you do business at little or no cost? We thought you would.

**Paid Work Experience (PWE)** provides a business with workers for a specified period of time to gain work experience. The salary of the worker is paid, at no cost to the business during the term of the agreement. There is a dual benefit to this incentive. The new worker(s) gains job-specific skills; while helping the business increase productivity and meet their needs.







**Employed Worker Training (EWT)** is a grant that provides funding for customized training to assist businesses interested in upgrading the skills of their existing workforce. Businesses are better able to remain competitive and improve employee retention through this incentive which allows training to take place at the company's location. Reimbursable training expenses include: instructors'/trainers' wages, curriculum development, and textbooks/manuals.

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**Incumbent Worker Training (IWT)** grant provides training funds to for-profit small businesses. Through this grant, Florida is able to effectively retain businesses and help them remain competitive by supporting skills-upgrade training for existing full-time employees. These grants offers partial reimbursement to established companies for training related expenses.

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**FloridaFlex**, formerly known as Quick Response Training (QRT), is designed to increase the competitiveness of Florida businesses in a global economy. It is flexible and responds quickly to the training objectives of a new or expanding business. The program provides funding for customized, skills-based curriculum development and training, through partial reimbursement, to businesses in Florida's targeted industries. These high-skill industries have an exportable good or service and wages of 115% above state or local wages. The program is a state-grant that provides funding to qualifying businesses to train their net new, full-time employees. Funding is provided in the form of a performance-based reimbursable grant, for a 24-month maximum term.





# ADDITIONAL INCENTIVES

The following incentives are available to Florida's businesses and communities to spur investment and fuel job growth.

## **LEED Green Associate (LEED GA) or Accredited Professional (LEED AP)**

**Certification Training** the South Florida Workforce Investment Board (SFWIB) and an approved training vendor have partnered to offer businesses Leadership in Energy and Environmental Design (LEED) Certification and other instruction through the Green Technologies Training Institute. This partnership provides a unique opportunity for businesses to obtain funding through the SFWIB for their existing workforce to acquire a LEED GA or LEED AP certification. The cost of the course, books, materials, and exam can be covered for businesses that qualify.



**Specialized Recruitment** is tailored to meet the specific criterion of the business. Whether you need an administrator, project manager or electrician, screening candidates and finding the right combination of skills, experience, and knowledge can be a daunting task. Your time is valuable and could be better spent focused on your business goals. Allow our business professionals to save you valuable time and money by helping you achieve success through qualified talent.

**Labor Market Information (LMI)** is available on Florida and, more specifically, the area you are operating a business. We can assist in producing, analyzing, and delivering timely and reliable labor statistics to improve economic decision-making. A variety of labor market, economic, and demographic data can be made available such as:



- 1. Employment and Wages** - current employment, projections, and wages by industry and occupation, occupational profiles, and career information
- 2. Labor Force** - employment, unemployment, and unemployment rates
- 3. Economic Indicators** - Florida Price Level Index, Consumer Price Index, income, and unemployment claims data
- 4. Population** - age, race, gender, income, veteran's status, and education information

## WHO IS ELIGIBLE?

Public, private for-profit and non-profit companies that meet certain criteria are considered eligible.

- Businesses should be located and fully licensed to operate in the state of Florida
- Maintains Workers Compensation Insurance (if applicable)
- Active as verified by Florida Department of State Division of Corporations ([www.sunbiz.org](http://www.sunbiz.org))
- Has been operating in Miami Dade and/or Monroe County for at least 120 days prior to the date of application.





For additional information please contact  
SFWIB Business Services at  
**305-594-7615 ext. 407** or visit us online.

connect with us



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

CareerSource South Florida is an equal employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via Florida Relay 711.