Delaware Department of Labor, Division of Employment and Training (DET)

Overview of DET’s Job Search Services
Federal Bonding and WOTC Programs
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DET Administrator
Mr. Karlton Roberts
Re-Entry Business Service Manager

To provide services enabling employers and job seekers to make informed employment and training choices leading to employment.
Self-Service Tools and Resources - DJL

Delaware JobLink (DJL) [https://joblink.delaware.gov/](https://joblink.delaware.gov/)

Delaware’s comprehensive, web-based workforce development system that connects:

- Businesses to qualified talent
- Job Seekers to jobs
- Information on Training opportunities
- Jobseekers with DOL’s One-Stop Partner Services
Delaware JobLink (DJL) – contd..

Job Seekers can:

• Register and build multiple resumes
  o Existing Clients can update their account and resumes

• Search for open job postings
  o Apply for COVID-19 Jobs
    o Job Referral Specialists matches resumes to employer hiring needs

• Receive accurate job order match notifications

• Review Labor Market Information
Delaware JobLink (DJL) – Virtual Workshops

https://joblink.delaware.gov/ada/r/resources

Job seekers can access virtual workshop recordings on topics such as:
- DJL – How to Create a Jobseeker Account
- Career Planning Virtual Workshop
- Job Search Virtual Workshop
- Interviewing Strategies Virtual Workshop
Self-Service Tools and Resources

Career Information:
- Career One Stop – https://www.careeronestop.org/
- O*NET OnLine - https://www.onetonline.org/

Job Boards and Search Engines
- Delaware JobLink (DJL) - https://joblink.delaware.gov/
- Indeed - https://www.indeed.com/
- Monster - https://www.monster.com/
- Career Builder - https://www.careerbuilder.com/
- USA JOBS - https://www.usajobs.gov/

Access information on available jobs and job fairs -
- Facebook: @DelawareDET
- Twitter: @DelawareDET
- Instagram: @delawareoldet
- LinkedIn: https://www.linkedin.com/company/dedo
Self-Learning Resources

Build skills with courses, certificates, and degrees online from world-class universities and companies:

- Khan Academy - [https://www.khanacademy.org/](https://www.khanacademy.org/)

Massive Open Online Courses (MOOC):

- Coursera - [https://www.coursera.org/](https://www.coursera.org/)
- EdEx - [https://www.edx.org/](https://www.edx.org/)
## Employer Profile
### The Top 25 Companies Hiring

<table>
<thead>
<tr>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Developers</td>
</tr>
<tr>
<td>Registered Nurses</td>
</tr>
<tr>
<td>Marketing Managers</td>
</tr>
<tr>
<td>Management Analysts</td>
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<tr>
<td>Retail Salespersons</td>
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<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
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<tr>
<td>Customer Service Representatives</td>
</tr>
<tr>
<td>Market Research Analysts and Marketing Specialists</td>
</tr>
<tr>
<td>Computer Systems Engineers/Architects</td>
</tr>
<tr>
<td>Information Technology Project Managers</td>
</tr>
<tr>
<td>Financial Managers</td>
</tr>
<tr>
<td>Stockers and Order Fillers</td>
</tr>
<tr>
<td>Cashiers</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
</tr>
<tr>
<td>Human Resources Specialists</td>
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<tr>
<td>Computer and Information Systems Managers</td>
</tr>
<tr>
<td>Information Security Analysts</td>
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<tr>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
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<tr>
<td>Network and Computer Systems Administrators</td>
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<tr>
<td>Sales Managers</td>
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<tr>
<td>Managers, All Other</td>
</tr>
<tr>
<td>Computer User Support Specialists</td>
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<tr>
<td>Business Operations Specialists, All Other</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
</tr>
</tbody>
</table>
Companies are Hiring

Industries with potential high hiring opportunities include:

- Healthcare
- Warehouse and Delivery
- Retail Trade
- Construction
- Pharmacies
- Tech Support & Tele work Specialists
- Temporary Help Services
- Real Estate, Rental and Leasing
DOL Return to Work Initiatives

- DOL Criminal Justice Advisor Assigned
- Re-entry Business Services Manager – Employers working with Justice Involved persons
  - Federal Bonding Program Extension -100K over 4 years
- Work Opportunities Tax Credits
- Apprenticeship-employer sponsors
- Training Targets-justice involved persons/Workforce Development Board
- Jobs for Veterans State grant-Significant barriers to employment (Justice Involved Persons)
- Apex Expungement Program
- DOL CJ WEBSITE IN PROGRESS
The Federal Bonding Program

WHAT IS IT?

A unique tool to help a job applicant get and keep a job.
The U.S. Department of Labor established The Federal Bonding Program in 1966 to provide Fidelity Bonds for “at-risk,” hard-to-place job seekers. The bonds cover the first six months of employment at no cost to the job applicant or the employer.

- Provides access to $5,000-$25,000 of fidelity bond coverage for an employee’s first six months of employment. Can be extended for an additional six months.
- Is not cost-prohibitive – employers gain access to bonds at no charge.
- Protects employers against employee theft, forgery, larceny and embezzlement.
- Ensures coverage for any job, in any state, and on or away from the worksite.
- Coverage begins once an applicant receives a job offer.
- Supports employees who work full- or part-time and have Federal taxes automatically deducted from their pay. While self-employed people cannot be covered, temporary employment agencies qualify.
- Enables employers to obtain worker skills without taking risk.
Who is Eligible?

- Justice-involved men, women and youth
- People in recovery from substance abuse
- TANF recipients
- Individuals with poor credit records
- Economically disadvantaged youth and adults with little or no work histories
- People dishonorably discharged from the military
- People with these backgrounds do succeed in the workplace when given the opportunity.
How do I get a FBP bond issued for an employer or job applicant?

Contact your State Bonding Coordinator
Sherese Brewington-Carr, M.H.S., State Bonding Coordinator
Sherese.brewington-c@delaware.gov
302-761-8039
The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain targeted groups who have consistently faced significant barriers to employment.

- WOTC joins other workforce programs that incentivize workplace diversity and facilitate access to good jobs for American workers.

- The Consolidated Appropriation Act, 2021 (Section 113 of Division EE P.L. 116-260) authorized the extension of the Work Opportunity Tax Credit (WOTC) until December 31, 2025.
Target Groups

- A $2400 TANF
- Ba $2400 Veteran Receiving SNAP Benefits
- Bb $4800 Disabled Veteran
- Bc $9600 Disabled Veteran Unemployed for 6 Months
- Bd $2400 Veteran Unemployed for 4 Weeks
- Be $5600 Veteran Unemployed for 6 Months
- C $2400 Felony
- E1 $2400 DVR (Department of Vocational Rehabilitation)
- E2 $2400 DVR Veteran
- F $1200 Summer Youth
- G $2400 Food Stamps (FS or SNAP)
- H $2400 SSI
- I $9000 Long Term TANF (Form 9175)
- TTW $2400 Ticket to Work
- L $2400 Long Term Unemployment Recipient
To receive certification, the employer must:

- Complete the IRS Form 8850 by the day the job offer is made.
- Complete the ETA Form 9061, available upon request.
- E-mail the completed and signed IRS and ETA forms to the employer's state workforce agency (we must receive the originals). In Delaware, the address is:

  Delaware Dept. of Labor, Div. of Employment and Training
  WOTC Unit
  4425 N. Market Street, 3rd Floor
  Wilmington, DE 19802
  Charelle Edwards, Program Coordinator
  Charelle.Edwards@delaware.gov
  302-761-8113
State-wide Employer Survey

Please take a few minutes to complete this anonymous All Employers of Delaware Survey

Click on the link below:

https://delaware.ca1.qualtrics.com/jfe/form/SV_8C9gIO0s5tRKKT1
How to Contact Us?
Chat feature – Communicate with a DET Staff member
Go to https://vocal.delaware.gov/