



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!

The program benefits employers by:

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

Through this collaborative partnership, DHA provides qualified candidates for you to interview, resulting in good quality employees with long-term potential.

In exchange, the employer provides a training environment (OJT) 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 for Potential Employers

- Q. What is the Sacramento County Department of Human Assistance (DHA) Subsidized Employment Program?
- A. The Subsidized Employment Program is a wage subsidy program, providing a 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 have a trained employee to hire as a regular unsubsidized employee.
- Q. How does a business or agency participate?
- A. To participate in this money saving and effective solution, employers must have a vacant position with the intent to hire permanently. Please contact us at the phone number or email on the back of this brochure.
- Q. Who are the eligible candidates?
- A. Candidates are employment ready, Welfare to Work participants who are actively seeking full time employment.
- Q. How many hours may candidates work and what would be their wages?

- A. 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.
- Q. Can my business select the candidates?
- A. 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 of all new hires within the company.
- Q. What types of work can be performed under the Subsidized Employment Program?
- A. Our goal is to match our candidates' skills and employment interests with an appropriate job opening. Employers must be in compliance with all federal and state workplace requirements.
- Q. Is there a limit on how many candidates my company can hire?
- A. The number of candidates may be limited, on a case by case basis, to ensure proper supervision and meaningful work experience is provided.
- Q. What paperwork is involved?
- A. Each worksite completes a Subsidized Employment Application. If the employer decides to move forward a contract will be signed between DHA and the employer. After that, you will submit copies of timesheets and payroll records to receive monthly reimbursements.
- Q. What is expected of employers at the end of the training subsidy period?
- A. The employer is expected to hire the candidate as a permanent employee at the end of the subsidy period.
- Q. What if the employee's performance is not acceptable?
- A. If the employee's performance is not acceptable, you can release the employee as you would any other employee. DHA asks that you do this within ninety (90) days of placement. This should not affect your future participation in our program.

**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.gov**



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