Welcome

Resources for Washington businesses

Gain important insights about the SharedWork program and your local WorkSource business services teams for a competitive workforce advantage!

Thursday, Sept. 14 1:00 p.m. - 2:00 p.m. SharedWork and WorkSource





Goals for today



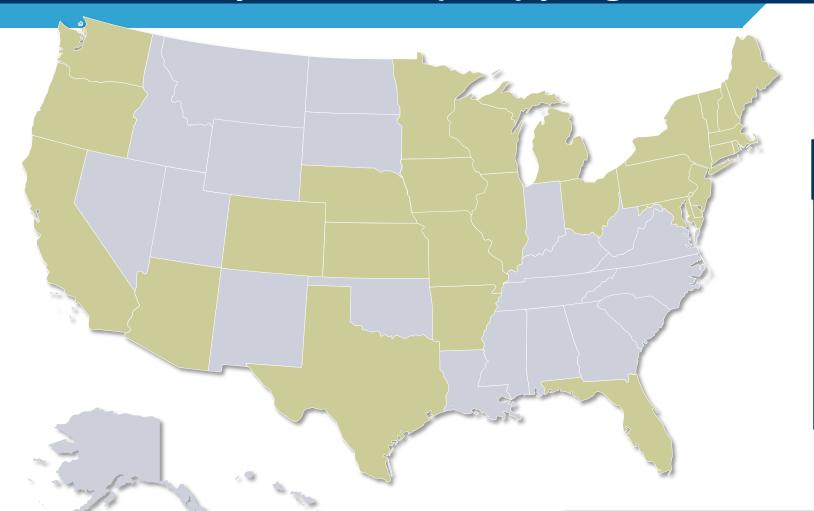
- 1. Learn how the SharedWork program supports Washington businesses and employees during uncertain times.
- 2. Discover what your local WorkSource business services teams have to offer that supports your business and employees.





SharedWork - A proven business solution!

States currently offering a Short-Time Compensation (STC) program



Offers Short-Time Compensation (STC) through Unemployment Compensation (UC) departments.

Top 5 reasons employers sign up:

- 1. Loss of contracts or reduction in work
- 2. Maintain employee morale
- 3. In response to an economic downtown
- 4. Reduce payroll costs
- 5. Reduce cost of hiring and training new employees

Sources: IMPAQ International, U.S. Department of Labor Employment and Training Administration

SharedWork in Washington

SharedWork is a voluntary employer assistance program that helps to stabilize employers and employees during a temporary economic setback.

- Employers reduce worker hours to save payroll costs, instead of cutting jobs.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.

"Employers who use this program as an alternative to reducing their workforce are better prepared to gear up quickly when the economy recovers. They are also spared the expense of recruiting, hiring and training new employees."

~ Norward J. Brooks, July 21, 1983



John D. Spellman (1926 – 2018), the 18th governor, serving from 1981 to 1985. He signed the SharedWork bill into law on May 16, 1983.



Norward J. Brooks, the first Black Commissioner at Employment Security Department, served 1974-1977 and 1981-1985.

SharedWork in Washington



In a survey of past employers who enrolled in Washington's SharedWork program:



SharedWork improved employee morale.



The program helped retain skilled workers.



Would recommend SharedWork to another employer.

Employer Requirements for SharedWork:

- 1. Must be a legally registered business in Washington state.
- 2. Must have an Employment Security Department (ESD) number.
- Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
- 4. Continue to provide same benefits to employees.

Employee Requirements for SharedWork:

- All permanent (part-time and full-time) employees may participate in SharedWork.
- 2. Employee must have a valid UI claim worked at least 680 hours during their <u>base year</u> (includes all employment)
- Must be able and available for all scheduled hours by SharedWork employer.

A temporary workforce reduction example



"We are a residential and commercial inspection company. There are less buyers that qualify, and, as a result, less inspections are being scheduled. Business goes down 18% and halts growth in all departments." ~ Ana Ramirez, Boggs Inspection Services, Lacey

Ana's business is experiencing a temporary economic downturn. She employs 8 individuals. Instead of letting go of employees, she enrolls in the SharedWork program and reduces the workweek.

In lieu of layoffs. Ana gets her SharedWork plan approved for fifty-two weeks. There is no cost to enroll, and plans can be renewed year after year.

Reduced workweek. An employer may reduce an employee's usual weekly hours of work from ten to fifty percent and the employee can receive the same percentage of unemployment benefits.

Summary. Employees would each receive wages from their employer, while also remaining eligible for up to 50 percent of their respective weekly benefit amount under SharedWork.

Enrolling is fast, free and easy!



The employer calls
SharedWork at
800-752-2500 option 3
to check business
eligibility.

The employer assigns
a SharedWork
representative (or
two) and submits an
Employer Plan
Application and a
Participant List.

Once the employer plan is approved, each participant submits an **Employee Application** and can file weekly claims.

The employee receives
earned wages and a
share of
unemployment
insurance benefits
when hours are
reduced.

The employer representative checks the weekly SharedWork Payments Report for accuracy.

A temporary workforce reduction example ctd.



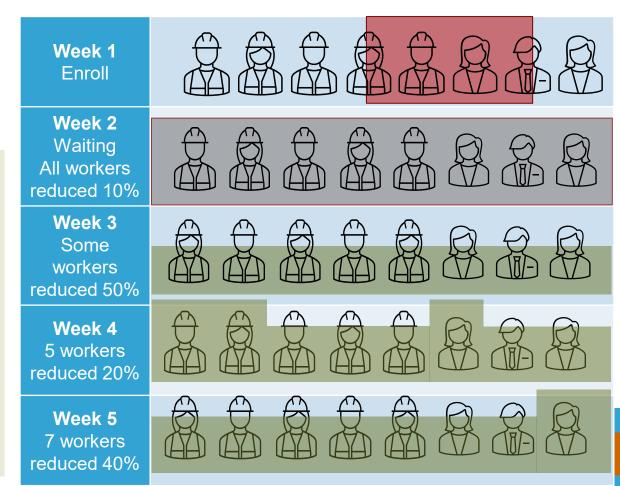
"Once we signed onboard, employees felt a sense of relief that they didn't have to go look for another job to supplement their income, and they didn't feel that they had to compromise their loyalty and commitment to the company. When they had the hours, they are committed and dedicated, and when they are not, they understand that the work is going to come," said Ramirez.

40 HOURS	
HOURS	BENEFIT %
36	10.0%
35	12.5%
34	15.0%
33	17.5%
32	20.0%
31	22.5%
30	25.0%
29	27.5%
28	30.0%
27	32.5%
26	35.0%
25	37.5%
24	40.0%
23	42.5%
22	45.0%
21	47.5%
20	50.0%

How much will my employees get paid on SharedWork?

Example using 40-hour chart from the Employee payment calculation chart.

Employee usual work hours are 40 hours per week. The Unemployment Insurance (UI) weekly benefit amount (WBA) is \$800 per week, which is how much I would get if I were completely unemployed. I worked 20 hours for my employer. I will receive 50 percent of my WBA. If eligible, my SharedWork benefit payment would be \$400.



SharedWork testimonials

From the SharedWork industry panel May 23, 2023







"Before SharedWork some of our employees did leave just knowing that we would have reduced hours. We haven't seen that at all since we started SharedWork, and that was huge for us. We had a meeting to start with SharedWork, and there was some skepticism at first, but once it got going, it's been seamless and they've been so happy, our employees. We have been able to retain everybody through SharedWork, and that has been such a boon for us."

~ Carol Linge, Ed's Economy Roofing, Bush Prairie

"Once everyone got the paperwork done and into the routine of filing claims, it's been easy. They work the hours we have for them, and they do the Sharedwork claim for the difference. It helps stabilize their income. After two years, we added our inventory and service technicians. Six years ago, we added office staff, so now the whole company is on SharedWork. And we love it." ~ Brenda Stutzman, Dayco Heating and Air Conditioning, Kennewick

"It has helped us retain our employees and given us a bit of flexibility. Some weeks a particular department is busier and we need those employees full-time and some weeks it's slower, and they can take a day of workshare. As the business increases again, it's easier to jump back in to fully staffed and up to speed. It's strategic in multiple ways."

~ Michelle Dvorak, Pacific Northwest Title of Kitsap

SharedWork testimonials

From the SharedWork industry panel Feb. 21, 2023



"It has allowed us to maintain our staff count and service levels, while lowering our overhead during the temporary housing shift. Staff is appreciative of the plan option and receiving partial payment with a day out of the office."

~ Erin Crain, AVP/office administrator, Chicago Title of Washington, Everett



"SharedWork has given us a great amount of balance and flexibility to pivot and budget our expenses wisely. It's given the employees a sense of security. They know that we're doing this so that we don't have to take more dramatic measures, so there's massive relief of anxiety in that sense as well."

~ Jen Post, owner, Prestige Escrow, Woodinville



"It's really a good thing we have SharedWork or I could be at risk of losing the employees with whom I've invested thousands of dollars in training. My valued employees are part of our business family, and I don't want to lose them. During these ups and downs of the economy, it has been a lifesaver."

~ Suzette Jackson, VP/owner, NorthWest Granite & Flooring LLC, Whidbey Island

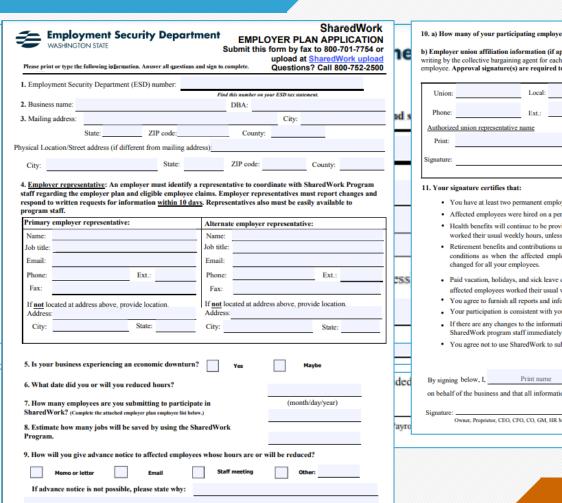
Two EASY ways to apply

Apply by eServices, electronic upload or fax

- Download the <u>Employer plan application</u> (pdf). If you need more space to add employee names, download the <u>Participant list</u> (Excel).
- 2. Here you can <u>Upload all documents</u> directly to the SharedWork Unit, or Fax to 800-701-7754

Remember to:

- Include your company's name in the file name
- Sign and date all forms
- Obtain the signature for the collective bargaining agent, if applicable.



Apply online – quick and easy

Apply through eServices

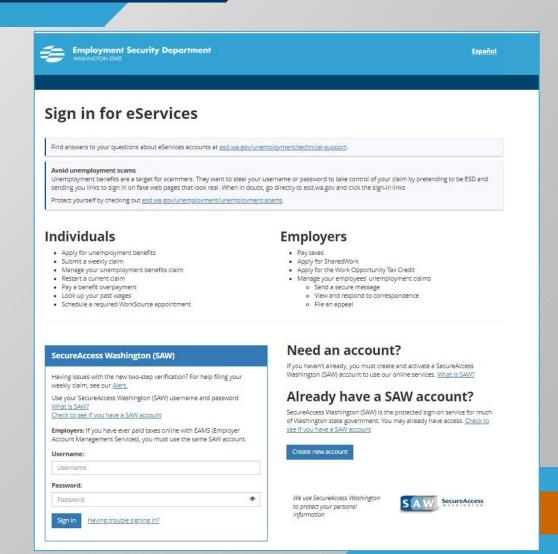
If you have ever paid taxes online with EAMS (Employer Account Management Services), you must use the same SAW account.

secure.esd.wa.gov

Questions?

For help signing into eServices, see https://esd.wa.gov/unemployment/technical-support

SAW Help Desk 855-682-0785



Contact SharedWork

Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

800-752-2500

8am to 4pm, Monday through Friday

Option 1 – Claims

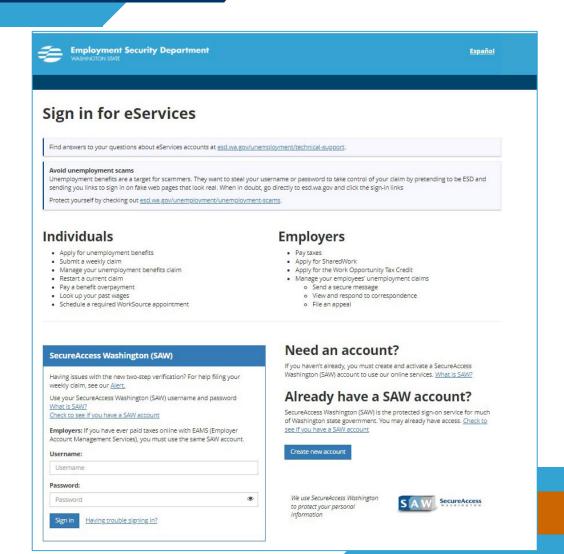
Option 2 – Existing Plans

Option 3 – New Plan Inquiry

Option 4 – I was asked to call

Option 8 – Spanish

sharedworkplansect@esd.wa.gov



WORKSOURCE BUSINESS SOLUTIONS Partners in Talent Acquisition

Presenter: Hannah Schoepp, Statewide Local Veterans Employment Representative





Presentation Overview

- WorkSource Business Services
- Virtual Business Services
- Partnership Resources







Whatcom Pend Oreille Ferry Okanogan Skagit Stevens Clallam Chelan Jefferson Douglas Kitsap Lincoln King Grays Harbor Grant Kittitas Adams Whitman Pierce Franklin Yakima Garfield Cowlitz Walla Walla Skamania Asotin Benton Klickitat Clark

Employment Security Department WASHINGTON STATE

Statewide support

WorkSource is a partnership of organizations dedicated to developing a workforce with the skills your business needs

Business Service team members provide standard and customized solutions for your business

Dedicated Business Service Teams are here to support you

- Recruitment and retention
- Job fairs and hiring events
- Job postings and applicant screening

- Interview and training space
- Labor market information and forecasts
- Tax incentives and layoff aversion strategies





WorkSource Services



✓ Local WorkSource Offices

Free interview spaces, on-site use of computers, fax, telephones, etc.

- ✓ Local WorkSource Partners
 Include staff from a variety of agencies,
 programs and partners
- ✓ Meet Local Job Seekers

Services for job seekers include help with resumes, interview skills and hiring events, both in-person and virtually



WORK Source

Virtual Services



✓ WorkSourceWA.com

Free job postings and access to the Washington's largest talent database

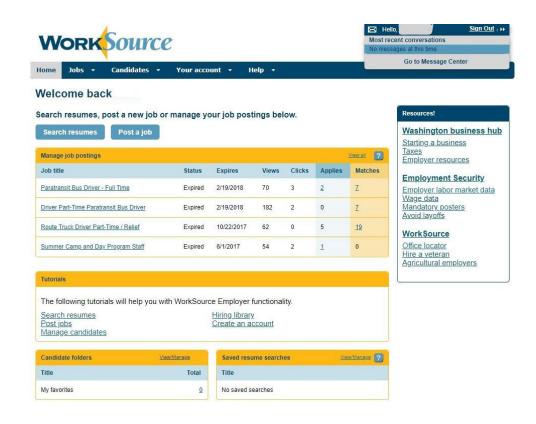
✓ Virtual Job Fairs

Live events for employers and job seekers to meet and interview on the spot





Virtual Services



- ✓ WorkSourceWA.com
- Register for an Employer/Recruiter Account
- Post and manage job opportunities directly on the website
- Search for Talent via Resumes
- Manage Candidates
- Never a charge for recruiter accounts





Virtual Services



✓ Virtual Job Fairs

Provide an opportunity for you recruit, find and interview the talent you need from the convenience of your workplace

- State-of-the-art job match tools using the Brazen platform
- Professional representation of your company branding and job postings
- Never a charge to employers





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SAMPLE - LOBBY OF EMPLOYER BOOTHS



WorkSource Works For You

Search for Work 24/7.

Chat with us Mon-Fri 8am-5pm at www.worksourcewa.com.

ENTER



Enter to learn more and engage in 1-on-1 chats.

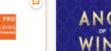
ENTER



Adecco

Adecco has remote positions for data entry associates, logistic admins and project coordinators! We also have positions that require

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All Pro Building Maintenance

We are hiring motivated janitors and day porters who are trustworthy, responsible, punctual, quick learners, and able



Angel of the Winds Casino Resort

Angel of the Winds is looking for enthusiastic individuals to join the Friendliest Casino in Washington. We want those

ENTER



Aston Carter

Aston Carter is a leading staffing and consulting firm. providing high-caliber talent and premium services to more



Avamere

Enter to learn more and engage in 1 on 1 chats.

Currently offering licensed and unlicensed nostions - dietary

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BBSI

Variety of jobs acrross the Puget Sound Area.

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Welcome to the Blazing Bagels

Blazing Bagels

Career Booth!

ENTER

Team at CHSW and become part of our 125

ENTER





CSM Corp./Marriott Hotels

Whether you are seeking a career in customer service, food and beverage, housekeeping or maintenance,

ENTER



Dawn Foods is Hiring

staff! We offer competitive pay and one! Dawn Foods has a fun family



Dawn Foods is now hiring permanent stellar benefits that are available day



Elwood Staffing

Enter to learn more and engage in 1-on-1 chats.

ENTER



ERA Living

ENTER

Enter to learn more and engage in 1-on-1 chats.

If you want to find purpose and meaning in your work



EvergreenHealth

Enter to learn more and engage in 1-on-1 chats.

EvergreenHealth is currently recruiting for the following.

ENTER



Express Employment Professionals - Everett Office

Enter to learn more and engage in 1-on-1 chats.

Ready to chat? Click the green



Express Healthcare Professionals - CNA, LPN, RN, MA, NAR openings!

with a friend!

ENTER



Express Employment Professionals - Kirkland Office

We are currently have many General Labor/Warehouse/Merchandis



Express Employment Professionals - Seattle Office

Enter to learn more and engage in 1-on-1 chats



FedEx

Enter to learn more and engage in 1-on-1 chats.

ENTER



First Student

Now Hiring School Bus Drivers!!

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GENIE - \$2,000 Sign On Bonus for Assembly and Weld in Redmond, WA

Now is the right time to join the Genie Team!

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Hampton Woodinville

Enter to learn more and engage in 1-on-1 chats

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Hotel California - Drug and Alcohol Treatment Center

Enter to learn more and engage in 1-on-1 chats.

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KWA Caregiver Opportunities! \$19.27- \$21.62 Hour www.kwacares.org

Enter to learn more and engage in 1-on-1 chats.

ENTER



LGC Hospitality

Enter to learn more and engage in 1-on-1 chats. Are you wanting to work for an upscale hotel with great benefits? Then this is the job



Low Income Housing Institute

engage in 1-on-1 chats.



Enter to learn more and

ENTER



McGee Air Services

Enter to learn more and engage in 1-on-1 chats.

ENTER

MultiCare A

MultiCare Health System

MultiCare is the largest not-forprofit, community-based, and locally governed health system in the state of Washington.

ENTER



1-on-1 chats.

ENTER





Red Dot Corporation



RI International

Enter to learn more and engage in



Roland Residential Services SPC We care about where you are





Skookum Contract Services Creating Opportunites for





Snoqualmie Casino Snoqualmie Casino sits in the



TEK Systems Enter to learn more and engage in



Terra Staffing Group Want to work with the



VA Puget Sound Health Care System (VA Hospital -Seattle/Tacoma)



Visiting Angels - America's Choice in Homecare-Copy



SAMPLE - OF EMPLOYER BOOTH















Home Opportunities About Us

SIGN-ON CASH INCENTIVE up to \$600

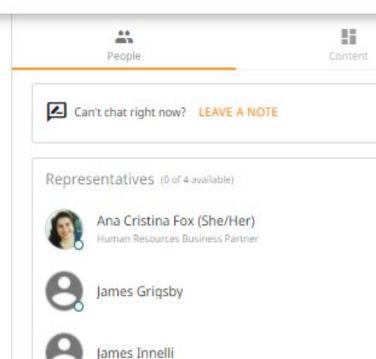
If you love working with kids and families, **WE WANT YOU!** Find your best job ever at the Y plus get up to \$600 cash sign-on incentive for a limited time!

Currently looking for role models and superheroes for the following positions:

- Lifeguards & Swim Instructors
- · School Age Child Care Staff
- Day Camp Counselors
- Resident Camp Counselors
- Early Childhood Education Team
- · Youth Sports Instructors
- Kids Zone Staff

Positions that do not work directly with children:

- Administrative
- · Human Resources
- · Behavioral Health



Lisset Reyes

HR Business Partner

Hiring Veterans!

- Case Managers who work one on one with transitioning service members
- Training and education programs
- Veteran friendly hiring events
- Tax credits and incentives for hiring veterans





YesVets

- Statewide recognition for hiring veterans!
- Priority referrals to job fairs and hiring events
- A chance to win the Commissioners Employer of the Year award
- Over 1600 employers







HIRE Vets Medallion Program

Federal recognition for hiring veterans!





Resources

- Overall job gain or loss by industry
- Unemployment rate information
- Data or trends about sectors or occupations
 that are seeking workers and where workers are
 seeking jobs
- Labor force growth





For further information, please contact: Hannah Schoepp, hannah.schoepp@esd.wa.gov









Visit our websites and contact us

ESD Business-Friendly Programs



https://esd.wa.gov

https://esd.wa.gov/Sharedwork

https://paidleave.wa.gov

https://esd.wa.gov/employer-taxes/businesses-contact

https://wacaresfund.wa.gov

https://esd.wa.gov/labormarketinfo

https://worksourcewa.com



1-855-829-9243 - UI Account Management Center - employer option 3

1-833-318-6022 – Weekly UI claims center

1-833-717-2273 – Paid Family and Medical Leave (PFML)

1-800-752-2500 - SharedWork Program - New inquiry option 3

1-833-572-8421 - Labor Market Information

1-844-227-3492 - WA Cares Fund

Next webinar



Register now!

Next statewide webinar

Resources for Washington businesses

Gain important insights from business leaders who utilize SharedWork for a competitive workforce advantage!

Tuesday, Sept. 19 11:45 a.m. - 1:30 p.m. SharedWork Industry Panel









Register now!

THANK YOU





WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711

Thank you for joining us today



