



HEART OF TEXAS WORKFORCE DEVELOPMENT BOARD, INC.

ID NO.:	HWD 002 -10	DATE ISSUED:	February 18, 2010
	TANF, Rider 31		
PROGRAM:	Texans Back To Work	KEYWORD:	Employer hiring incentive

Subject: Definition and limits on Employee Retention Bonuses for Employers

Purpose: To allow the Workforce Solutions Center contractor to provide limited bonuses to employers for hiring and retaining certain individuals.

References: Rider 31(c), Article VII, General Appropriations Act, 81st Texas Legislature, Regular Session (2009);
American Recovery and Reinvestment Act (ARRA) of 2009/Temporary Assistance for Needy Families (TANF) Emergency Contingency Fund (ECF)
Texas Workforce Commission WD 46-09, Change 1
Texas Workforce Commission WD 13-10

Discussion: During the 2009 Texas Legislative Session a rider was attached to the Appropriations act that allows for public-private partnerships with employers to move Texans off of public benefits and into the workforce. Funding under the rider establishes a program to target first-time unemployment insurance claimants previously earning less than \$15/hour. Workforce Solutions for the Heart of Texas will allow employers who hire these targeted individuals to receive an incentive bonus for retaining these hires in their position for 120 days. This policy provides the criteria and amounts for such a payment to employers.

Additionally, the Texas Workforce Commission allows for such hiring incentives in other programs operated with federal funding. Therefore, this policy will apply to any opportunity provided the Board to allow for payments directly to employers who meet the criteria in guidelines and directives given by the Commission for the use of such funds.

Policy: All TWC requirements of WD 13-10 are to be adhered to in the operation of the TBTW Program. In addition, the following are required:

1. Employer hiring incentives shall be awarded to employers in the Heart of Texas who meet all of the following criteria:
 - The employer executes an agreement promulgated by the Workforce Solutions for the Heart of Texas;
 - The employer submits all records and documents required for reporting;

- The hiree meets all eligibility requirements under the program and is referred to the employer for consideration by a Workforce Solutions Center;
 - No employee is displaced in order to hire an eligible individual with the intention of receiving a hiring incentive;
 - No employees are currently in lay-off status for the position;
 - The hiree successfully completes the minimum requirements of full-time employment for the designated time (the definition of full-time employment is unsubsidized, paid employment for 30 hours or more per week);
 - The occupation in which the individual is employed is in demand and pays at least minimum wage as the entry wage, with preference given to jobs on the Board adopted targeted occupation list.
2. When each and every one of these criteria are met, an employer shall be paid a hiring incentive as allowed under the program.
 3. Employers who successfully hire a participant and retain them as stipulated may receive hiring incentives for up to ten newly hired employees per funding year.
 4. TBTW participants may self-market the program to prospective employers;
 5. The Board will hold contractor liable for participation with questionable employers.

Effective Date: February 18, 2010