



gainesvillechamber.com 352.334.7100 300 E. University Ave. Suite 100 Gainesville, Florida, 32601  
TALENT • INNOVATION = OPPORTUNITY

Dear Valued Member:

Both certified by the Florida Association of Chamber Professionals and awarded with the 5-Star Accreditation by the US Chamber of Commerce, the Gainesville Area Chamber of Commerce is recognized as one of the top 1% of chambers nationwide. The Gainesville Chamber plays an integral role in growing and supporting local business. Our impact on the community is reflected in our membership – more than 1,300 businesses strong and representing more than 80,000 employees in Greater Gainesville.

Our vision is for Greater Gainesville to be a global hub of talent, innovation, and opportunity. We strive daily to advance that vision via a mission to facilitate economic opportunity, business success and community progress. At the heart of our vision and mission is creating new opportunities for both businesses and people; we share this value with our partner, CareerSource North Central Florida (CSNCFL). That is why the Chamber houses a business services representative within our own auspices to liaise with the CSNCFL team and assist our members in finding, developing and keeping the talented employees they need to grow – at no cost to the member.

The Chamber's partnership with CSNCFL can help your business in a variety of ways, from day-to-day hiring and training needs, to helping you access the talent needed to achieve successful expansion outcomes. Our partnership also empowers us to compete for business recruitment by giving us access to a wealth of resources, such as local employment information, labor market statistics, training assistance, tax credit incentives, hiring events, little to no-cost business seminars, and job postings on Florida's statewide job-search engine, employflorida.com.

The enclosed packet is full of information about all of the CSNCFL talent resources and products available to you as a member of the Chamber. If you are hiring, expanding or just need to staff up, assistance is only a phone call or email away.

To learn more about how our partnership with CSNCFL can work for you, contact Business Services Representative Joe Johnson at 352-334- 7120 or email [joe@gainesvillechamber.com](mailto:joe@gainesvillechamber.com).

Sincerely yours,

Susan Davenport, President & CEO  
Gainesville Area Chamber of Commerce

# WHY JOIN A CHAMBER?

Chambers of Commerce are stronger than ever. By joining, you get members-only perks, exclusive advertising and networking opportunities, and a whole lot of exposure for yourself and your organization. Get on board and see the difference!

The infographic is a large, colorful graphic with a central yellow banner that reads "MEMBER EXCLUSIVE BENEFITS". It is divided into several sections, each with an icon and a brief description of a benefit:

- NETWORKING**: "It's not just who you know, it's what others know. Networking is powerful." (Icon: A group of people connected by lines).
- VISIBILITY**: "Stand out and get noticed in your community." (Icon: A person with glasses and a speech bubble saying "HEY! LOOK AT ME!").
- REPUTATION**: "Raise your reputation through membership." (Icon: A person standing on a globe).
- CREDIBILITY**: "Gain a competitive edge over non-members with exclusive training opportunities on a variety of hot topics." (Icon: A stack of books).
- LEARNING**: "Gain a competitive edge over non-members with exclusive training opportunities on a variety of hot topics." (Icon: A stack of books).
- HAVE A VOICE**: "Gain a say in what supports a government through the Chamber's advocacy efforts." (Icon: A person with a megaphone).
- DISCOUNTS**: "Access to exclusive member-only discounts on products and services." (Icon: A piggy bank).

At the bottom right, there is a red banner with the text "© DORRMASTER" and a large green banner that says "JOIN US". Below the "JOIN US" banner, there are several raised hands, some holding small red icons.

Contact your local Chamber to learn more about the benefits of membership today!

## Business Discounts

As a Gainesville Chamber member, you have access to exclusive discounts and services offered through our Member-to-Member Deals. These discounts can help to save you money on business expenses and provide unique opportunities for you and your employees. The Member-to-Member discount program is designed to promote business between Chamber members and allows you to increase awareness of your products and services.



## Benefits & Services

As a member of the Gainesville Area Chamber of Commerce, you will be among a group of more than 1,300 companies that enjoy enhanced opportunities for visibility, education, networking and credibility.

### Visibility

Did you know that local chambers are the No. 1 place people go when searching for information on a community? The Gainesville Chamber's online business directory receives more than 13,000 hits per month! As a Chamber member, your business will be listed in our [business directory](#), with a link to your website.

As a new member, we'll include your information in Chamber social media posts. When you have an anniversary, we publicly congratulate you via our weekly e-newsletter. Additionally, if you have newsworthy items that you would like publicized, the Chamber's eJournal will put your content in front of more than 5,000 pairs of eyes. Hosting or sponsoring an event? Add it to the Chamber's [Community Event calendar](#) for added exposure.

We also offer a multitude of event options for added visibility for your company, including groundbreaking, ribbon cuttings, Business After Hours, Business Before Hours and the annual B2B Showcase. For more information on opportunities for added visibility for your company, please visit our [membership opportunities](#).

### Education

The Chamber provides education opportunities, such as the Lunch & Learn Workshop Series, Expert Gainesville, and more, to give you expert advice on ways to improve your business processes and profitability. Through our suite of leadership development programs, we offer opportunities for leaders from high school through the C-Suite to engage and contribute to the advancement of our community.

### Networking

With more than 100 events every year, the Chamber provides opportunities to make the valuable connections you need to grow your business.

### Credibility

Consumers are 63 percent more likely to buy from a business that is a member of a chamber of commerce. If consumers know that a small business is a member of its local chamber, the business enjoys:

- A 49% increase in its consumer favorability rating
- A 73% increase in consumer awareness
- A 68% increase in its local reputation
- An 80% increase in the likelihood that consumers will patronize the business in the future



## Incumbent Worker Training Program

The Incumbent Worker Training Program provides grant funding for customized training for existing for-profit businesses. Through this customer-driven program, Florida is able to effectively retain and keep businesses competitive through upgrade skills training for existing full-time employees. CareerSource Florida administers the program. The program is structured to be flexible to meet the business's training objectives. The business may use public, private, or its own in-house training provider based on the nature of the training.

The Incumbent Worker Training Program has provided customized training for nearly 161,000 employees for more than 2,167 businesses throughout Florida since 2000.

## Program Requirements

### EXISTING FLORIDA BUSINESSES APPLYING FOR AN IWT GRANT MUST:

- Be a for-profit business registered with the Florida Division of Corporations
- Have been in operation in Florida for at least one year prior to application date
- Have at least one full-time employee
- Demonstrate financial viability
- Be current on all state tax obligations

### FUNDING PRIORITY GIVEN TO:

- Businesses with 25 or fewer employees
- Businesses located in a distressed Rural Area or Urban Inner-City Area
- Businesses in qualified targeted industries
- Businesses whose grant proposals represent a significant layoff avoidance strategy
- Businesses whose grant proposals represent a significant upgrade in employee skills

### REIMBURSABLE TRAINING EXPENSES

- Instructors/trainers' salaries/tuition
- Curriculum development
- Textbooks/manuals

*For more information, contact Carmen Mims at 850.921.1132.*





## FloridaFlex Training Program

The FloridaFlex provides grant funding for customized training to new or expanding businesses. Through this customer-driven program, Florida is able to effectively retain and attract businesses creating new high-wage jobs. The program is structured to be flexible and to respond quickly to meet the employer's training objectives. CareerSource Florida administers the program.

FloridaFlex Training Program has provided customized training for more than 125,000 employees at more than 650 businesses in high-growth industries throughout Florida since 2000. For 2013, *Business Facilities Magazine* lists Florida as No. 4 in the nation for Workforce Training.

## Program Requirements

**New, existing or expanding Florida businesses applying for a FloridaFlex grant must:**

- Produce an exportable good or service
- Create new, full-time, high-wage jobs
- Require customized entry-level skills training of 24 months or less which is not available at the local level

**Funding priority given to businesses:**

- Creating high-skill/high-wage jobs
- Offering jobs in a distressed urban inner city, rural area or Brownfield area
- In qualified targeted industries
- Whose grant proposals have the greatest potential for economic impact that contribute in-kind and/or case matches

**Reimbursable training expenses:**

- Instructors/trainers' salaries
- Curriculum development
- On-line training, classroom training
- Domestic travel
- Equipment
- Any other training related costs are covered

*For more information, contact Debbie McMullan at 850.922.8647*



# Workforce Services

## Work Opportunity Tax Credit Program



The Department of Economic Opportunity offers private for profit businesses the opportunity to earn Federal tax incentives for hiring job seekers that fall within one of the following target groups:

March 2014

- Qualified temporary assistance to needy families recipients
- Qualified veterans/disabled veterans/unemployed veterans
- Qualified ex-felons
- Qualified designated community residents (residing in an Empowerment Zone)
- Qualified vocational rehabilitation referrals
- Qualified summer youths (residing in an Empowerment Zone)
- Qualified food stamp recipients
- Qualified Supplemental Security Income recipients
- Qualified Long-Term Family Assistance Recipients

### Tax credit information for employers :

- The employer can reduce their taxes up to \$9,600 over two years, depending on the qualified applicant.
- The Work Opportunity Tax Credit Certification Request must be postmarked no later than 28 days following the individual's employment start date.
- There is no limit to the number of qualified employees for which an employer can take the credit.
- For forms, mailing address and more specific information please refer to our website at: [www.floridajobs.org/business-growth-and-partnerships/for-employers/find-tax-credit-and-incentive-programs/work-opportunity-tax-credit-program.html](http://www.floridajobs.org/business-growth-and-partnerships/for-employers/find-tax-credit-and-incentive-programs/work-opportunity-tax-credit-program.html).



[employflorida.com](http://employflorida.com)



FLORIDA DEPARTMENT OF  
ECONOMIC OPPORTUNITY

[floridajobs.org](http://floridajobs.org)

Rick Scott, Governor  
Jesse Panuccio, Executive Director

For additional information call: 1-866-352-2345

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.



# Workforce Services

## Federal Bonding Program



January 2016

A Federal Fidelity Bond is a business insurance policy that protects the employer in case of any loss of money or property due to employee dishonesty. The Fidelity Bonds issued under the Federal Bonding Program are insurance policies of the Travelers Property Casualty Insurance Company and are good for a period of six months. Each bond insures the employer for theft, forgery, larceny, or embezzlement by the bonded employee. Any at-risk job applicant is eligible for bonding services, including: ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others. Any Florida CareerSource center staff is able to provide this service by following the instructions below.

To be eligible for the Federal Bonding Program, an at-risk worker must:

1. Need the program's bond in order to get a specific job, (have an actual job offer that requires bond issuance).
2. Meet the legal age for working; there are no other age limits, and some jobs require the employee to be 18 years of age, others require 21.
3. Be paid wages with federal taxes automatically deducted from pay. Self-employed persons and independent contractors cannot be covered.

While the main purpose of the Federal Bonding Program is to help applicants who are having difficulty obtaining a job due to their questionable background, a bond can be issued to cover a current employee who is not bondable under the employer's insurance and needs the program's bonding to get a promotion to a new job which requires bonding or to keep from being laid off.

A training presentation on the bonding process is available on the Department of Economic Opportunity's web site at <http://www.floridajobs.org/PDG/BondingOverview.pptx>. For additional information, the McLaughlin Company has a web site at <http://www.bonds4jobs.com/> that details the Federal Bonding Program.

If you need more information regarding this program, please contact your local center. You can locate the center nearest you by logging on to [www.servicelocator.org](http://www.servicelocator.org) and typing in your zip code.



Rick Scott, Governor  
Cissy Proctor, Executive Director

For additional information call: 1-866-352-2345

# Workforce Services Federal Bonding Program



## Who is Eligible for Bonding Services?

- Any at-risk job applicant is eligible for bonding services, including: ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others
- Anyone who cannot secure employment without bonding
- All persons bonded must meet the legal working age set by the State in which the job exists
- Self-employed persons are NOT ELIGIBLE for bonding services (bondee must be an employee who earns wages with Federal taxes automatically deducted from paycheck)
- Bonds can be issued to cover already employed workers who need bonding in order to (a) prevent being laid off, or (b) secure a transfer or promotion to a new job at the company
- Bonding coverage can apply to any job at any employer in any State

## How Can Bonds Be Accessed Under the Federal Bonding Program?

- All organizations issuing Fidelity Bonds must be "certified" to do so by The Federal Bonding Program. The Fidelity Bonds issued to employers covering at-risk applicants are made available exclusively to
- The Federal Bonding Program by Travelers which is not duplicated by any other U.S. program
- Bonds are issued instantly to be in effect the day that the applicant is scheduled to start work; the bonds are self-terminating (no termination paperwork needed), and the employer does not sign any papers in order to receive the bond free-of-charge
- The bond insurance issued ranges from \$5,000 to \$25,000 coverage for a 6-month period with no deductible amount (employer gets 100% insurance coverage); when this bond coverage expires, continued bond coverage can be purchased from TRAVELERS by the employer if the worker demonstrated job honesty under coverage provided by the Federal Bonding Program.
- Bond can be issued to the employer as soon as the applicant has a job offer with a date scheduled to start work.



For additional information call: 1-866-352-2345





*We recruit.*  
**You win.**



### NEARLY 100 RECRUITMENT EVENTS

Our business services teams work with employers to hold recruitment events at career centers or employer locations to find the most qualified talent for available positions.

### VETERANS' SERVICES 2,382 SERVICES 622 PLACEMENTS

Our dedicated Veterans' Services team is fully prepared to assist veterans with their employment and training needs. Since July 2013, 58 veterans received entrepreneurial training and more than 600 veterans found employment with the help of CareerSource NCFL.



### PROFESSIONAL NETWORKING: \$6,794,985



Since its inception in 2009, we have placed **251 professionals** representing **\$6,794,985** in salary in employment through our professional-level networking group CONNECT. CONNECT was created by the Gainesville Area Chamber of Commerce, CareerSource NCFL and the North Central Florida Society of Human Resource Managers.



### ENTREPRENEURSHIP TRAINING: 214 JOB SEEKERS

Through nationally recognized programs like Startup Quest™ and the Bradford County Incubator, more than 200 job seekers have received entrepreneurial training transforming their job search from "Find a job," to "Create my job!"



### GROWING OCCUPATIONS

CareerSource NCFL provides access to up-to-date labor market information for growing occupations, expanding industries and area profiles in addition to information on local employers.

CareerSource North Central Florida is an equal opportunity 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 the Florida Relay Service at 711.

Program Year running from July 1, 2013 - June 30, 2014; Data collected July 1, 2013 - April 30, 2014 unless otherwise noted. Information compiled from internal reports, Employ Florida Marketplace, Florida Workforce Integrated Performance Reporting System and Florida Research Information and Economic Database Application.



*We recruit.*  
**You win.**

CareerSource North Central Florida offers a variety of services to help employers hire top talent and grow their businesses. Our business services teams can assist at every stage, from recruitment to training to retention.

At CareerSource North Central Florida, we believe in the power of talent to advance every enterprise and open the door to life-enhancing economic opportunities for individuals, businesses and communities. This is demonstrated through our dedication to connecting employers with qualified, skilled job seekers, whether they are starting out or starting over.



### **3,300 MONTHLY VISITS**

Job seekers visit our career centers an average of 3,300 times per month to attend workshops, meet with career developers, access our resource room and more.

### **740 EMPLOYED MONTHLY**

On average, 740 job seekers per month find employment in our communities.

### **195,014 SERVICES**

Our workforce professionals provided 195,014 staff-assisted services to 25,452 job seekers from employability workshops to recruitment events to job search and résumé assistance.

2013-2014  
Annual Report



### **ON-THE-JOB TRAINING (OJT): 17 EMPLOYERS, 199 JOB SEEKERS**

Web developers to electrical engineers to healthcare professionals and more benefit from our OJT program.



### **14,010 EMPLOYER SERVICES 1,168 NEW EMPLOYERS SERVED**

Our business services teams work directly with employers to identify, develop and retain qualified talent.

[careersourcencfl.com](http://careersourcencfl.com)



#### **ALACHUA COUNTY**

Business services: 352.334.7103  
Gainesville career center: 352.955.2245

#### **BRADFORD COUNTY**

Business services: 904.964.5278  
Starke career center: 904.964.8092

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Program Year running from July 1, 2013 - June 30, 2014. Data collected July 1, 2013 - April 30, 2014 unless otherwise noted. Information compiled from internal reports, Employ Florida Marketplace, Florida Workforce Integrated Performance Reporting System and Florida Research Information and Economic Database Application.





CareerSource  
NORTH CENTRAL FLORIDA

# TALENT.

It's one of the most talked about subjects in any business. Companies invest enormous resources to find, develop and keep good employees.



At CareerSource North Central Florida, we believe in the power of talent to advance every enterprise and open the door to life-enhancing economic opportunities for individuals, businesses and communities. We're different from other career-building organizations because we don't just work with job seekers. We actively work on behalf of employers that have jobs to fill right away.

Our business services teams in Alachua and Bradford counties work directly with employers to identify, develop and retain qualified talent. CareerSource NCFL is dedicated to helping job seekers find employment and connect with employers whether they are starting out or starting over.

We are helping our community build a world-class workforce that meets the needs of local business and provides opportunities for our residents. And because we are a federally funded agency and grant recipient, we do all of this at no or low cost to employers and job seekers.





CareerSource  
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Based on your business' individual needs and available resources, we guide you through every step of the hiring process.

This includes accessing local and state labor-market data; reviewing resumes; screening candidates; scheduling interviews; managing recruiting events; and facilitating access to specifically skilled applicants such as veterans, students and candidates with advanced and/or specialized degrees.

Our competitive edge comes from the work we do to cultivate a robust pipeline of talent. In fact, we have a whole team focused exclusively on providing candidates training and enrichment opportunities to ensure they're ready to work when you're ready to hire.



## EMPLOY FLORIDA MARKETPLACE

1

CREATE A  
PROFILE



One of our most powerful tools is a vast online search engine called the **Employ Florida Marketplace**.

EmployFlorida.com is Florida's online job database. On the site, you can create an online business profile, then post job descriptions for openings you need to fill.

2

POST JOB  
LISTINGS



You can proactively sort and review resumes and contact job candidates directly to schedule interviews — or rely on our team of business services professionals to manage that process for you.

3

SORT AND  
REVIEW  
RESUMES



At the same time, prospective employees searching for new career opportunities upload their resumes into the same search engine and proactively search jobs that meet their skill sets and criteria.

4

SCHEDULE  
INTERVIEWS



The process is ultimately successful when an employee and job seeker find each other in the **Marketplace**.





CareerSource  
NORTH CENTRAL FLORIDA

## TRAINING

Successful, sustainable businesses have one thing in common: They stay ahead of the curve and continuously adapt to market changes that impact their products or services.

These types of changes often require employees to learn a new set of skills to stay current with new technologies and processes.

That's where we can help.

We manage state and federal grants that provide employers financial assistance to train their current and newly-hired employees. We can work with you to understand the type of training you need, help you apply for grants and identify partners in your area that can provide the training for you.



## YOUR INVESTMENT

Often our clients are surprised to learn there is no out-of-pocket fee associated with most of our services.

Many of our services are covered by federal and state funding, so they are essentially "pre-paid."

CareerSource North Central Florida gives businesses like yours access to resources that help you save time and money. And because we are a federally funded agency and grant recipient, we do all of this at no or low cost to employers.





**CareerSource**  
NORTH CENTRAL FLORIDA

## GET STARTED!

Our business services team can help you hire top talent and grow your business. Contact a CareerSource North Central Florida representative today to take advantage of our many resources, including:

- Recruitment
- Applicant Screening
- Assessments
- Training Opportunities
- Financial Resources

## EMPLOYERS

**Alachua County business services**  
Gainesville Area Chamber  
Chamber of Commerce  
**352.334.7103**  
300 E University Ave  
Gainesville, FL 32601

**Bradford County business services**  
North Florida Regional  
Chamber of Commerce  
**904.964.5278**  
100 E Call St.  
Starke, FL 32091

## JOB SEEKERS

**Alachua County**  
Gainesville career center  
**352.955.2245**  
4800 SW 13th St.  
Gainesville, FL 32608

**Bradford County**  
Starke career center  
**904.964.8092**  
819 S Walnut St.  
Starke, FL 32091

connect with us



[careersourcencfl.com](http://careersourcencfl.com)