

Project Ice Age

The Kentucky Career Center – Bluegrass/American Job Center, would be happy to partner and assist Commerce Lexington and other partners in the area to provide workforce needs to Project Ice Age as they relocate and expand to the Bluegrass area. Commerce Lexington and the Kentucky Career Center – Bluegrass have a great working relationship and share a passion in ensuring the needs of the companies and job seekers are being met.

There are several ways the Kentucky Career Center - Bluegrass can serve your workforce needs in Lexington and the Bluegrass area.

Job Fairs: Commerce Lexington and the Kentucky Career Center – Bluegrass have partnered in different hiring events and job fairs in the community. We work with local and state organizations to coordinate and customize the events to meet the employer’s needs. Locally, we engage with the community to promote, set up, run the events at no cost or limited cost to the employers. Our primary focus is to work closely with the employers and listen to your needs. Based on those unique needs we can customize an effective hiring event and adapt to situations.

Examples:

- **Traditional hiring events:** Our staff set up tables and the job seekers attend the event and visit with the hiring manager to discuss opportunities.
- **Virtual hiring events:** Our staff establish a virtual platform and allow the employer to present to the viewers career opportunities, while the viewers listen in. Employers may also provide a virtual tour the facility, this allows the viewers to see firsthand the culture of the company.
- **Drive-thru hiring events:** Our staff set up tents outside and allow the job seekers to drive up to the tents and pick up information on the available opportunities. This allows the job seekers to quickly gather information of what is available in a safe distance and not once having to leave their vehicle.
- **Job Seeker Referral:** Our staff can provide different types of programs and recruiting tools to companies who are interested in hiring job seekers who come out of the Kentucky Career Center – Bluegrass and provide the company assistance with the OJT (On-the-Job Training) and Work Based Learning programs.
- **On-the-Job Training:** Our staff refer a job seeker to your company. The job seeker may meet most of your requirements but require some additional training to know the job well, for example a specific piece of equipment. If you, as the employer, are interested and would like to proceed and participate in the OJT program. Our staff will coordinate with you, the skills to be learned for that position. The training is conducted in house by the company, while the employee is working. Based on the skills they will be learning a new hire through our OJT program may require a training outline of 4 weeks-24 weeks. During this time, the Kentucky Career Center – Bluegrass may reimburse the company up to 50% of the wages.
- **Work-Based Learning:** Our staff once again will refer a job seeker to your company. With work-based learning, the job seeker typically has little to no experience in the field or may have

employment challenges that could cause them to be initially overlooked in the hiring process. However, if your company would like to proceed with considering a work-based learning job seeker, prior to starting we can place the client on our payroll at no cost and no risk to you. For the next 480 hours, the Kentucky Career Center – Bluegrass will cover the salary and any worker's compensation expense, allowing the job seeker to gain valuable experience and the employer to observe the job seekers fit and performance. Once the hours are completed the company has the option to hire the individual.

**All of these services and more are offered to your company at no-cost. These services are offered by the Workforce Innovation and Opportunity Act of 2014 for the purpose of helping businesses, as well as, job seekers.*

If you have questions or have business needs you do not see addressed in this document, please reach out to me and I would be happy to discuss additional services or the customization of services that may be of benefit. My contact information is below:

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