

# Texas Workforce Commission Office of Employer Initiatives



## How can the Texas Workforce Commission Assist YOU?

Programs and Tools to Aid Small Businesses  
During the Current Turbulent Period

# TWC Resources and Services

- ▶ Assisting Businesses with managing and preventing lay-offs
- ▶ Available statewide network of Workforce Solutions Offices
- ▶ Continuation of job matching and training services
- ▶ Ongoing communication with employers to provide information and updates about services and resources

# Rapid Response Services

## Rapid Response

- ▶ Services are on-site or virtual - provided by the local Workforce Solutions offices.
- ▶ Services are designed to provide employers and employees with information about available resources that allow for smoother transition.
- ▶ Rapid Response Team provides information on Unemployment Insurance benefits, comprehensive Workforce Solutions Office services, and employment and training activities opportunities.

# Shared Work Program

- ▶ Provides Texas employers with an alternative to layoffs.
- ▶ Helps Texas employers and employees withstand a slowdown in business.
- ▶ Shared Work allows employers to:
  - Supplement their employees' wages lost because of reduced work hours with partial unemployment benefits
  - Reduce normal weekly work hours for employees in an affected unit by at least 10 percent but not more than 40 percent; the reduction must affect at least 10 percent of the employees in that unit
- ▶ Employees who qualify will receive both wages and Shared Work unemployment benefits.
- ▶ For more information visit: <https://twc.texas.gov/businesses/shared-work>

# Mass Claims for Unemployment Benefits

- ▶ Streamlines the unemployment benefit claims process for employers faced with either temporary or permanent layoffs.
- ▶ Employers can submit basic worker information on behalf of their employees to initiate claims for unemployment benefits.
- ▶ During COVID – 19 the requirement to submit Mass Claims Request at least five days prior to the planned layoff has been waived.
- ▶ For more information, please visit:

<https://twc.texas.gov/businesses/mass-claims-unemployment-benefits>

# Unemployment Insurance Waivers

## **COVID – 19 Related Waivers:**

- ▶ Governor Abbott granted the Texas Workforce Commission's request to suspend the one-week waiting period, allowing workers in Texas to receive benefits immediately after their unemployment benefit applications are approved.
- ▶ Work search requirements are waived for employees
- ▶ Employers can receive more information online at [uicentral.twc.state.tx.us](http://uicentral.twc.state.tx.us), or by calling the Tele-Center at 800-939-6631.

# Families First Coronavirus Act (H.R. 6201)

## Families First Coronavirus Response Act (FFCRA):

- ▶ Requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19
- ▶ In general, **employees** of private sector **employers with fewer than 500 employees**, and certain public sector employers, are eligible for **up to two weeks of fully or partially paid sick leave for COVID-19 related reasons**
- ▶ Effective on April 1, 2020, and apply to leave taken between April 1, 2020, and December 31, 2020.

# Families First Coronavirus Act (H.R. 6201)

## **Families First Coronavirus Response Act (FFCRA):**

- ▶ **Employer Paid Leave Requirements:**

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

- ▶ **Employee Paid Leave Rights:**

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>

- ▶ **FFCRA Questions:**

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>



# Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748)

## **TITLE II—ASSISTANCE FOR AMERICAN WORKERS, FAMILIES, AND BUSINESSES (partial list of provisions)**

### **Subtitle A—Unemployment Insurance Provisions - Relief for Workers Affected by Coronavirus Act**

#### **▶ Pandemic Unemployment Assistance -**

- creates a temporary Pandemic Unemployment Assistance program through December 31, 2020
- provides payment to those not traditionally eligible for unemployment benefits (self-employed, independent contractors, those with limited work history, and others) who are unable to work as a direct result of the coronavirus public health emergency.

#### **▶ Emergency Unemployment Relief for Governmental Entities and Nonprofit Organizations –**

- provides payment to states to reimburse nonprofits, government agencies, and Indian tribes for half of the costs they incur through December 31, 2020 to pay unemployment benefits.

# Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748)

## **TITLE II—ASSISTANCE FOR AMERICAN WORKERS, FAMILIES, AND BUSINESSES (partial list of provisions)**

### **Subtitle A—Unemployment Insurance Provisions - Relief for Workers Affected by Coronavirus Act**

#### **▶ Emergency Increase in Unemployment Compensation Benefits**

- provides an additional \$600 per week payment to each recipient of unemployment insurance or Pandemic Unemployment Assistance for up to four months.

#### **▶ Pandemic Emergency Unemployment Compensation**

- provides an additional 13 weeks of unemployment benefits through December 31, 2020 to help those who remain unemployed after weeks of state unemployment benefits are no longer available.

# Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748)

## Subtitle C - Business Provisions (partial list of provisions)

- ▶ **Employee retention credit for employers subject to closure due to COVID-19**
  - The provision provides a refundable payroll tax credit for 50 percent of wages paid by employers to employees during the COVID-19 crisis.
  - The credit is available to employers whose:
    - **(1)** operations were fully or partially suspended, due to a COVID-19-related shut-down order, or
    - **(2)** gross receipts declined by more than 50 percent when compared to the same quarter in the prior year.

# Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748)

## Subtitle C - Business Provisions (partial list of provisions)

### Employer Credit

- The credit is based on qualified wages paid to the employee
- ▶ **For employers with greater than 100 full-time employees**
  - qualified wages are wages paid to employees when they are not providing services due to the COVID-19-related circumstances.
- ▶ **For eligible employers with 100 or fewer full-time employees**
  - all employee wages qualify for the credit, whether the employer is open for business or subject to a shut-down order.
- ▶ **The credit is provided for the first \$10,000 of compensation, including health benefits, paid to an eligible employee.**
- ▶ **The credit is provided for wages paid or incurred from March 13, 2020 through December 31, 2020.**

# Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748)

## Subtitle C - Business Provisions (partial list)

### ▶ Delay of payment of employer payroll taxes -

The provision allows employers and self-employed individuals to defer payment of the employer share of the Social Security tax they otherwise are responsible for paying to the federal government with respect to their employees.

**Note:** Employers advised to consult with their own accountants for specific tax guidance for their business.

**Additional Information** will be made available upon completion of full review of the CARES Act Benefits for businesses

# Workforce Development Boards

**Texas has 28 Workforce Development Boards (WDB's)**

**Workforce Solutions Offices remain open in most cases for virtual services:**

**Employer Services:** full array of job posting and placement services, up-to-date information on the labor market and emerging occupations, recruiting, retention, and training assistance, tax and hiring incentives, and more

**Job Seeker Services:** access to thousands of job postings, job search resources, training programs and help with exploring career options, resumé and application preparation, career development, and more

**Child Care Assistance:** Child Care is a support service for parents who work, attend school, or participate in job training. Specific COVID 19 Child-care resources:  
<https://twc.texas.gov/news/covid-19-resources-child-care>

**For more information visit:**

<https://twc.texas.gov/partners/workforce-development-boards-websites>

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- ▶ **WorkInTexas.com** is an online application that offers employers and job seekers immediate and continuous access to job matching services.
- ▶ Even when job seekers are not logged on WorkInTexas.com continues to match job openings with qualified job seekers and generates notices to alert them to potential job opportunities.
- ▶ Job seekers can also browse thousands of job postings including all Texas state agency jobs, refer themselves to open positions, complete resumés and/or state applications and maintain them online.

# Small Business Training Programs

- ▶ **Targets private for profit businesses that employs at least 1 & not more than 99.**
- ▶ **The program pays tuition & fees up to \$1,800 for new employees.**
- ▶ **Up To \$900 for existing employees, per 12-month period**
- ▶ **Eligible employees must be full-time, W-2**
- ▶ **Training providers include public community or technical colleges, or Texas A&M Engineering Extension Service (TEEX)**



**Texas Workforce Commission – Office of Employer Initiatives**



# SSB Contact Information

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**Program Manager**

**(512) 936-6404**

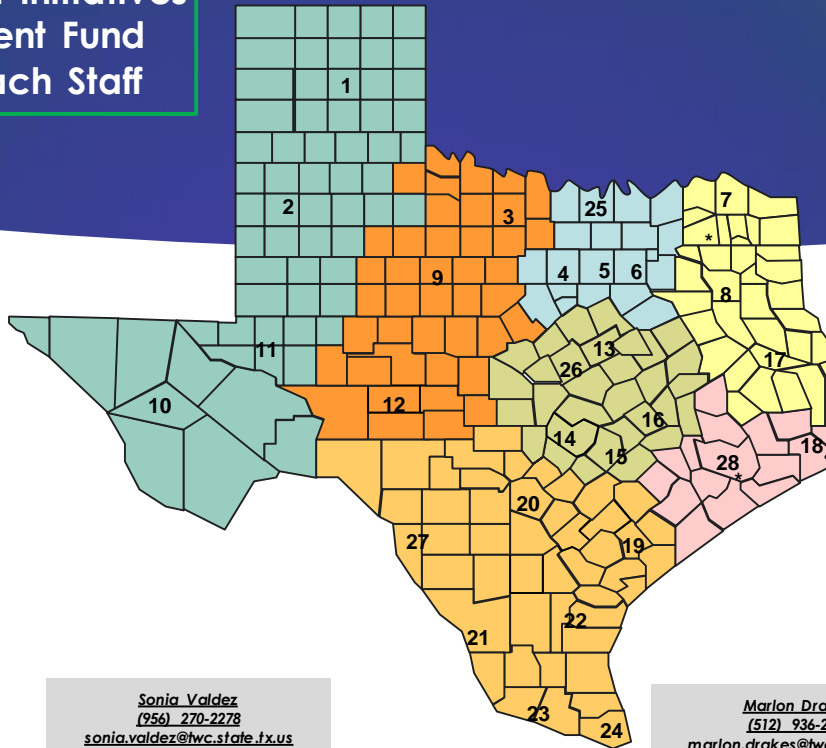
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**[texasworkforce.org/skillsforsmallbusiness](https://texasworkforce.org/skillsforsmallbusiness)**

**Texas Workforce Commission – Office of Employer Initiatives**

# Office of Employer Initiatives Skills Development Fund Regional Outreach Staff



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- 1 Panhandle**  
Amarillo College  
Clarendon College  
Frank Phillips College
- 2 South Plains**  
South Plains College
- 10 Borderplex**  
El Paso Community College District
- 11 Permian Basin**  
Midland College  
Odessa College  
Howard College - Big Spring

**Seth Green**  
(512) 463-7213  
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- 4 North Central TX**  
Collin College  
Weatherford College  
Navarro College  
TSTC-North Texas (Marlon)
- 5 Tarrant County**  
Tarrant County College
- 6 Greater Dallas**  
DCCCD- District  
Brookhaven College  
Cedar Valley College  
Eastfield College  
El Centro College  
Mountain View College  
North Lake College  
Richland College
- 25 Texoma**  
Grayson College  
North Central Texas College

**Marlon Drakes (Temporary)**  
(512) 936-2613  
[marlon.drakes@twc.state.tx.us](mailto:marlon.drakes@twc.state.tx.us)

- 7 North East TX**  
Northeast Texas CC  
Paris Jr. College  
Texarkana College
- 8 East Texas**  
Trinity Valley CC  
Kilgore College  
Tyler Junior College  
TSTC- Marshall  
Panola College
- 17 Deep East TX**  
Angelina College

**Reba Bacon**  
(512) 936-9835  
[reba.bacon@twc.state.tx.us](mailto:reba.bacon@twc.state.tx.us)

- 3 North Texas**  
Vernon College
- 9 West Central TX**  
Cisco Junior College  
Ranger College  
TSTC-West TX  
Western TX College
- 12 Concho Valley**  
Howard College - San Angelo
- 19 Golden Crescent**  
Victoria College

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- 20 Alamo**  
Alamo Colleges
- 21 South Texas**  
Laredo Community College
- 22 Coastal Bend**  
Coastal Bend College  
Del Mar College
- 23 Lower Rio Grande**  
South Texas College
- 24 Cameron County**  
Texas Southmost College  
TSTC-Harlingen
- 27 Middle Rio Grande**  
Southwest TX Junior College

**Marlon Drakes**  
(512) 936-2613  
[marlon.drakes@twc.state.tx.us](mailto:marlon.drakes@twc.state.tx.us)

- 13 Heart of TX**  
Hill College  
McLennan Community College  
TSTC-Waco
- 14 Capital Area**
- 15 Rural Capital Area**  
Austin Community College  
TSTC-Williamson County
- 16 Brazos Valley**  
Binn College  
Texas A&M Engineering  
Extension Service (TEEX)
- 26 Central TX (Seth)**  
Central Texas College  
Temple College

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- 18 South East TX**  
Lamar Institute of Tech.  
Lamar St College-Orange  
Lamar St College-Port Arthur
- 28 Gulf Coast**  
Brazosport College  
College of the Mainland  
Galveston College  
Lee College  
San Jacinto College District  
Alvin Community College  
Wharton County Jr. College  
Houston CC System  
Lone Star College System  
TSTC-Fort Bend (Marlon)

# Need More Information?

## **Commissioner Aaron Demerson, Commissioner Representing Employers**

The Employer Commissioner has developed and is maintaining FAQs and other information located at:

<https://twc.texas.gov/files/agency/faq-texas-employers-twc.docx>

hotline to his office for any questions you may have:

**1-800-832-9394**

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# Additional Resources and Information

## U.S. Department of Labor

### Workplace Safety:

- COVID-19 - <https://www.osha.gov/SLTC/covid-19/>
- Guidance on Preparing Workplaces for COVID-19  
<https://www.osha.gov/Publications/OSHA3990.pdf>

## The U.S. Equal Employment Opportunity Commission (EEOC)

- For more information regarding preparedness in the workplace and the American Disabilities Act, please visit: [https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html)
- For more information regarding teleworking and work at home, please visit: <https://www.eeoc.gov/facts/telework.html>

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# Additional Resources and Information

## **U.S. Small Business Administration:**

- Coronavirus (COVID-19): Small Business Guidance & Loan Resources: <https://www.sba.gov/page/coronavirus-covid-19-small-business-guidance-loan-resource>

## **U.S. Chamber of Commerce:**

- Coronavirus Small Business Guide - <https://www.uschamber.com/co/small-business-coronavirus>

# Stay Up-to-Date!

Information regarding COVID-19 is constantly changing so make sure to get the most up-to-date information at the following helpful TWC links:

<https://twc.texas.gov/news/covid-19-resources-employers>

**Facebook:** @Texasworkforcecommission

**Twitter:** @Txworkforce

**LinkedIn:** <https://www.linkedin.com/company/texas-workforce-commission/>

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# Thank you

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