Supporting Sustainers

ATI TECHNOLOGY INCUBATOR
THE UNIVERSITY OF TEXAS AT AUSTIN

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Austin American-Statesman austin360 HOOK’EM!
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Texas Workforce Commission
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Interim Director of the Office of Employer Initiatives and Manager of the Skills Development Fund Department
Texas Workforce Commission
How can the Texas Workforce Commission Assist YOU?

Programs and Tools to Aid Small Businesses

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Child Care & Early Learning Division

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Interim Director  
Office of Employer Initiatives
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
- Solutions for Child Care Providers and Essential Workers
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](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](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, or by calling the Tele-Center at 800-939-6631
Unemployment and CARES ACT

If you are **not currently** working, teleworking or on paid leave, you **may be eligible** for:

<table>
<thead>
<tr>
<th>Feature</th>
<th>Regular Unemployment</th>
<th>Pandemic Emergency Unemployment Compensation</th>
<th>Pandemic Unemployment Assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Additional $600 per week</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Number of Weeks</strong></td>
<td>Up to 26</td>
<td>Up to 13</td>
<td>Up to 39</td>
</tr>
<tr>
<td><strong>Who is Eligible</strong></td>
<td>Past Wages + Qualifying Separation</td>
<td>Exhausted Regular Unemployment on or after 7/1/19</td>
<td>Self-Employed Contract workers Monetary ineligible for Regular</td>
</tr>
<tr>
<td><strong>Fill Our Unemployment Application</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Applies to COVID-19</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Expires</strong></td>
<td>Ongoing State Program</td>
<td>Last Payment 12/26/20</td>
<td>Last Payment 12/26/20</td>
</tr>
<tr>
<td><strong>How to Apply</strong></td>
<td>UI.TexasWorkforce.org</td>
<td>UI.TexasWorkforce.org</td>
<td>UI.TexasWorkforce.org</td>
</tr>
</tbody>
</table>

*Available until 7/31/20
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:

- FFCRA Questions:
  https://www.dol.gov/agencies/whd/pandemic/ffcra-questions
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

For more information visit: https://twc.texas.gov/partners/workforce-development-boards-websites
Child Care Services for Essential Workers

Frontline Child Care

Child Care Options
- New Website: https://frontlinechildcare.texas.gov/
- Health and safety information about different options
- Guidance for employers
- Can search for child care near home or work

Financial Assistance
- Essential workers making less than 150% State Median Income.
- Apply directly with their local workforce board: https://www.twc.texas.gov/covid-19-frontline-essential-worker-child-care
- No copay fee
Assistance to Child Care Providers

Active
- Small Business Assistance
- Unemployment benefits
- Child care workers deemed essential
- Continued payments for children through subsidy (regardless of attendance)
- Food supply purchase authorization form
- Share availability using our Frontline Child Care Availability Portal
- New Frontline Child Care webpage: https://frontlinechildcare.texas.gov/provider.html

In Progress
- Critical supplies
- Additional payments for subsidy providers
- Connect out-of-work child care teachers with job openings
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.
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.
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 résumés 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)
SSB Contact Information

Matt Sniadecki
Program Manager
(512) 936-6404
Matt.Sniadecki@twc.state.tx.us

skillsforsmallbusiness@twc.state.tx.us

texasworkforce.org/skillsforsmallbusiness

Texas Workforce Commission
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
Additional Resources and Information

U.S. Department of Labor

Workplace Safety:


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

- For more information regarding teleworking and work at home, please visit: https://www.eeoc.gov/facts/telework.html
Additional Resources and Information

U.S. Small Business Administration

Coronavirus (COVID-19): Small Business Guidance & Loan Resources:


U.S. Chamber of Commerce

Coronavirus Small Business Guide:

https://www.uschamber.com/co/small-business-coronavirus

Texas Workforce Commission
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/
Thank you

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(512) 461-9859 - mobile
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Send Questions – Smallbizc19@twc.state.tx.us

Texas Workforce Commission
Upcoming Webinars

Texas Tele-Tour with Senator Ted Cruz
Friday, April 17

Register online at austinchamber.com/events