

Employer Toolkit



EXPLORE PROGRAMS LIKE CAREERSOURCE, WIOA, AND GOODWILL MICROENTERPRISE TO OFFSET HIRING COSTS.

Overview: Charlotte County employers don't have to face workforce costs alone. Several regional and state programs can help cover expenses related to hiring, onboarding, and training new employees – making it easier to attract, retain, and upskill local talent.

These programs not only strengthen your bottom line but also invest directly in the long-term growth of Charlotte County's workforce.

CareerSource Southwest Florida – Employer Reimbursement Programs

CareerSource SWFL offers multiple funding opportunities to help employers with recruitment, training, and retention:

- **On-the-Job Training (OJT):**
Reimburses 50% to 75% of wages paid to eligible new hires during their training period. Employers design the training plan and hire participants directly.
- **Employed Worker Training (EWT):**
Covers a portion of training costs for current employees who need new skills to remain competitive or advance within the company.
- **Customized Training Grants:**
Helps employers train groups of workers on specialized skills. CareerSource can help develop the curriculum with a local training provider (such as Charlotte Technical College or FSW).

WIOA – Workforce Innovation and Opportunity Act

The WIOA program (administered through CareerSource) provides funding to connect job seekers with employers offering skill-based training.

- Supports hiring and training costs for qualifying candidates
- Emphasizes long-term employment and career pathways
- Encourages partnerships between employers, educators, and workforce agencies

Employers may qualify for wage reimbursements or training cost assistance when hiring WIOA-eligible participants.

Contact: www.careersourcesouthwestflorida.com or call 239-939-1800 (Port Charlotte Career Center).

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Goodwill MicroEnterprise Institute – Training & Mentoring Support

For small business owners and aspiring entrepreneurs, Goodwill Industries of Southwest Florida provides a six-week course on starting and managing a business.

- Includes one-on-one business mentoring
- Helps participants access small-business loans and growth resources
- Builds a foundation for sustainable local employment

Employers who partner with graduates gain access to trained, motivated individuals with hands-on entrepreneurial experience.

Contact: www.goodwillswfl.org/microenterprise

Florida SBDC at FGCU – Training Grants & Assistance

The Florida Small Business Development Center offers no-cost advising and can connect employers to state training grants such as:

- Incumbent Worker Training (IWT) – reimburses existing employee training costs
- Quick Response Training (QRT) – supports customized training for new or expanding businesses
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Contact: www.fgcu.edu/sbdc

Implementation Tip: Before hiring or training, contact CareerSource Southwest Florida for a free consultation. Their business services team can evaluate your needs and determine which reimbursement or grant programs your company may qualify for.

Disclaimer

This resource is provided for general informational purposes only and does not constitute legal, financial, or compliance advice. Employers should verify eligibility requirements with the administering agencies.

Last Updated: October 2025