



WORK EXPERIENCE PROGRAM

Workforce Development Program for Local Employers

The Goodwill Work Experience (WEX) program provides employment and training to Southern Nevada job seekers. Through a partnership between an employer and Goodwill of Southern Nevada, the program enables employers to train participants at no cost to the employer. Participants learn new skills, employers receive the help they need to support their business, and Goodwill covers the cost of participants' wages.

Participants are employed by Goodwill.

Participants are added to Goodwill's payroll and insurance, then placed on a temporary assignment with the employer. WEX contracts usually last 8 to 12 weeks at 20 to 40 hours per week, or a total of 480 hours. Employers incur no costs other than the time they invest in training the participant.

Employers decide who to train.

Employer partners decide whether to accept or keep WEX participants. If the employer determines that a participant is failing their training, Goodwill pulls the participant from that assignment and, at the employer's request, replaces them with another participant.

Employers need not hire trainees.

While Goodwill hopes WEX training leads to full-time employment for participants, employers are not required to hire WEX participants at the end of a contract.

Goodwill conducts background checks.

Goodwill conducts all required pre-employment screenings at no cost to the employer.

In addition, Goodwill also supports each participant with wraparound services that address barriers and help set them up for success.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For more information, Relay 711 (TTY or Voice) or 1-800-326-6868.



WORK EXPERIENCE CONTRACT REQUIREMENTS

Labor standards apply in any work experience where an employee/employer relationship exists, as defined by the Fair Labor Standards Act.

Work Experience participants cannot be placed in a job that may cause the displacement of a regular employee.

All participants must be paid minimum wage. While there is no maximum hourly wage is required, proper care should be taken to assess the appropriate training wage. The hourly wage should not exceed that which is common for a similar training or entry-level position in the industry.

For more information about the Goodwill Work Experience Program, please contact Sheree Kelly at **702-214-2049** or **Sheree.Kelly@sngoodwill.org**.

Learn more about Goodwill workforce development programs at GoodwillVegas.org

Goodwill works for employers and their workforce needs.

