

FAQs

Q: What is Pennsylvania's Way to Work?

A: Way to Work is a commonwealth initiative providing jobs to Pennsylvanians who are currently looking for work in a difficult economy. The initiative will subsidize 100 percent of the gross employee wages. Employers include for-profit, not-for-profit and public sector organizations.

Q: Is this a permanent initiative?

A: Subsidies through Way to Work will end no later than September 30, 2010.

Q: Who oversees the Pennsylvania's Way to Work initiative?

A: Your local workforce investment board will oversee this effort because of their close connection to the labor market supply (people looking for employment) and demand (employers seeking workers). An employment plan outlining how they will administer the initiative will be developed as well as a system to identify eligible participants.

Q: So, will employers be required to hire Pennsylvania's Way to Work participants at the end of the initiative?

A: No, but the hope is that Pennsylvania's Way to Work placements will lead to permanent employment whenever possible.

Q: What kind of candidates will be referred to participating employers?

A: Local workforce development professionals will work with employers to identify and determine the eligibility of candidates for Pennsylvania's Way to Work initiative. The initiative includes adults (18 years and older) and youth (17 years or younger). Given the number of people who are seeking employment, individuals will have a variety of skill sets and work histories.

Q: What types of jobs are eligible under the initiative?

A: Jobs must provide a minimum of 25 hours per week. The maximum subsidized wage offered through Pennsylvania's Way to Work is \$13 per hour, with employers responsible for anything above that dollar amount. The responsibilities should be the equivalent to other employees within the organization at a similar wage level. Youth should be paid minimum wage of \$7.25 an hour.

Employers are responsible for supervising and providing the training necessary for Pennsylvania's Way to Work participants to do the job.



Q: What if an employer recently conducted a layoff or a furlough of employees?

A: Pennsylvania's Way to Work participants cannot displace current workers, including workers who've experienced a partial reduction in hours of non-overtime worked, wages or benefits. They cannot replace workers who have been part of a layoff or furlough within the past six months.

Q: Are there any additional costs to employers?

A: Employers are responsible for the employer share of relevant federal and state taxes, and any wages that are paid above the \$13 per hour limit.

Q: If employers are interested in participating who should they contact?

A: For more information about Pennsylvania's Way to Work initiative please contact:

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Or contact your local PA CareerLink®:
Beaver County: (724) 728-4860
Greene County: (724) 852-2900
Washington County: (724) 223-4500
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