

Are Trainees Guaranteed A Job At The End Of Training?

No, trainees are NOT guaranteed nor are they promised a potential job. The application for training includes an affidavit that the trainee must agree to acknowledge there is no guarantee or promise of a job from the training. However, the skills obtained or learned are transferable and can be beneficial in building a solid work history and résumé.

How Much Do I Pay Trainees For Training?

The training is unpaid. Employers must agree not to pay any wages or payment in kind for the training. Claimants can apply for UI compensation while in a pre-authorized training program. Claimants are subject to all the same eligibility requirements as those not participating in a training program.

Why Should I Participate?

Return to Work is a win-win for both the employer and trainee.

Employers are encouraged to create new jobs because the Return to Work Program reduces the risk of hiring new workers, and the costs of their training and orientation.

NHES Offices

Berlin

151 Pleasant Street, 03570-2085
Telephone: 752-5500 Fax: 752-5536

Claremont

404 Washington Street
(P.O. Box 180) 03743-0180
Telephone: 543-3111 Fax: 543-3113

Concord

45 South Fruit Street, 03301-4857
Telephone: 228-4100 Fax: 229-4353

Conway

518 White Mountain Highway, 03818-4205
Telephone: 447-5924 Fax: 447-5985

Keene

149 Emerald Street Suite Y, 03431-3662
Telephone: 352-1904 Fax: 352-1906

Laconia

426 Union Avenue, 03246-2894
Telephone: 524-3960 Fax: 524-3963

Littleton

646 Union Street, Suite 100, 03561-5314
Telephone: 444-2971 Fax: 444-6245

Manchester

300 Hanover Street, 03104-4957
Telephone: 627-7841 Fax: 627-7982

Nashua

6 Townsend West, 03063-1217
Telephone: 882-5177 Fax: 880-5256

Portsmouth

2000 Lafayette Road, 03801-5673
Telephone: 436-3702 Fax: 436-3754

Salem

29 South Broadway, 03079-3026
Telephone: 893-9185 Fax: 893-9212

Somersworth

6 Marsh Brook Drive, 03878-1595
Telephone: 742-3600 Fax: 749-7515

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TDD ACCESS RELAY NH 1-800-735-2964.

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www.nhes.nh.gov

NHES 0341 R-10/18

Information for Employers



Return to Work Initiative



NHES New Hampshire
Employment
Security
www.nhes.nh.gov

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What Is The Return To Work Initiative?

The Return to Work Initiative is part two of Governor Lynch's three-part Initiative to help workers.

Allows eligible unemployed claimants to continue to receive their unemployment benefits while receiving up to 6 weeks (24 hours per week maximum) of training.



What Is The Benefit to the Employer?

This training opportunity provides employers with a “no strings attached” opportunity to understand the knowledge, skills and abilities that a trainee possesses. These may be in another industry and the employer can see how transferable the skills are to their industry. It is an opportunity to observe a trainee's work ethic and fit within an organization.

What Is The Employer's Responsibility?

A full-time or part-time position (no less than 20 hours) must exist within the company and the employer must agree that this training opportunity will not displace any current employee or have any impact on a promotion due to an existing employee.

Additionally, the employer must agree to provide structured training and supervision.

Where Do I Find Potential Trainees?

Trainees may find their own training opportunities. Employers may be contacted directly by a trainee as they are encouraged to look for opportunities from employers in new industries and/or those that provide new opportunities to utilize their transferable skills. Employers may contact the Employer Services Representative at the One Stop office for assistance in locating a trainee who may be interested in a training opportunity.

What Types of Experiences Can I Offer?

The possibilities are endless! Offer a skill used in the employer's industry/business that the trainee may not currently possess or integrate the trainee's current transferable skills into a new industry. Be creative, this is a new and exciting opportunity.

How Do I Get Started?

First, determine the type of training to be offered and ensure that there is a full-time or part-time position (no less than 20 hours) within the employer's company, and that no employee shall be displaced or lose a promotion opportunity due to the training opportunity.



Then, complete an application for NHES authorization for the structured training program.

What about Workers Compensation?

New Hampshire Employment Security is covering workers compensation on pre-authorized trainees. This policy may exclude some types of training opportunities due to risk. Contact your One Stop office for additional information on exempt trainings.