

Dislocated/Displaced Workers

Employer & Job Seeker Resources:

- **PA CareerLink Lackawanna County**
 - <https://www.pacareerlinklackawanna.org/>
- **Customized Workforce Training Programs**
 - Contact any local college or university's continuing education or career services department
- **WEDnetPA Training Funds**
 - www.wednetpa.com
- **On-The-Job Training Program**
 - Contact PA CareerLink Lackawanna County
- **Search or Post Opportunities to the Major Job Boards**
 - Indeed.com
 - Careerbuilder.com
 - Monster.com
- **Educational Opportunity Centers (EOC)**
 - www.eocinc.org
- **Rapid Response Services**
 - <https://www.dli.pa.gov/Individuals/Workforce-Development/warn/Pages/rra.aspx>
- **NEPA Networkers**
 - www.nepanetworkers.com

Dislocated/Displaced Workers

Employer Tips:

- **Network within your local community service providers to find qualified job seekers.**
- **Build relationships with job seekers through various volunteer and non-profit organizations in your community.**
- **Don't fear the resume gap; It may not be the red flag that you think it is.**
- **Connect with local colleges and universities to find upcoming graduates with the skills you need.**

Job Seeker Tips:

- **Network with peers to access unknown job opportunities.**
- **Volunteer opportunities can help close resume gaps and develop skills.**
- **Ask others to proof-read your resume to eliminate errors and practice your interviewing skills**
- **Stay positive and don't give up; job searching takes time.**

Individuals with Disabilities

Employer & Job Seeker Resources:

- **My Center for Independent Living**
 - www.mycil.org
- **Employment, Advancement, and Retention Network (EARN)**
 - [https://www.dli.pa.gov/Individuals/careers/Pages/Employment,-Advancement-and-Retention-Network-\(Earn\).aspx](https://www.dli.pa.gov/Individuals/careers/Pages/Employment,-Advancement-and-Retention-Network-(Earn).aspx)
- **Job Accommodation Network (JAN)**
 - <https://askjan.org/>
- **PA Office of Vocational Rehabilitation (OVR)**
 - <https://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/default.aspx>
- **Work Opportunity Tax Credit (WOTC)**
 - Contact local OVR Office for more information
- **Disabled Access Tax Credit**
 - <https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities>

Individuals with Disabilities

Employer Tips:

- **Thoroughly understand the physical and mental capabilities needed to properly perform the job, and the reasonable accommodations that exist for the position.**
- **Assess your interview and application process for potential barriers to individuals with disabilities**
- **Don't pretend the disability doesn't exist; Acknowledge it, but also look beyond it.**
- **Don't presuppose anyone's capabilities. Give every applicant the opportunity to display their abilities.**

Job Seeker Tips:

- **Research various types of reasonable accommodations for your disability and work with your employer to implement these changes.**
- **Have the confidence in yourself, your abilities, and qualifications to secure your dream job opportunity.**
- **Work with your local community organizations to increase your access to local job opportunities.**
- **Don't try to hide your disability; embrace it as part of who you are as an employee.**

Previously Incarcerated Individuals

Employer & Job Seeker Resources:

- **Outreach Center**
 - <https://outreachworks.org/>
- **Goodwill Industries of NEPA**
 - <https://goodwillnepa.org/>
- **PA Probation and Parole Board**
 - <https://www.parole.pa.gov/Pages/default.aspx>
- **Work Opportunity Tax Credit**
 - <https://www.dol.gov/agencies/eta/wotc>
- **Federal Bonding Program**
 - <https://www.dli.pa.gov/Businesses/Finding-Skilled-Workers/Pages/FederalBondingProgram.aspx>

Previously Incarcerated Individuals

Employer Tips:

- **Don't presuppose negative stigmas to individuals with criminal backgrounds; give them a chance to prove themselves.**
- **Revise your application to improve accessibility to individuals with criminal backgrounds.**
- **Adjust personal mindsets and research requirements to expand employment opportunities .**

Job Seeker Tips:

- **Address your criminal background with an employer using honesty and integrity.**
- **Gain confidence in yourself and your capabilities through mock interviews and resume writing resources.**
- **Research community resources that can help you to overcome other employment barriers such as transportation and childcare access.**

Veterans' Employment

Employer & Job Seeker Resources:

- **Valhalla Veterans Services**
 - <https://www.valhallaveterans.com/>
- **Gino Merli Veterans Center**
 - <https://www.dmva.pa.gov/paveteranshomes/GinoMerliVeteransCenter/Pages/default.aspx>
- **Connect with your Local County Director**
 - www.dmva.pa.gov
- **PA Veterans Registry**
 - <https://www.dmva.pa.gov/veteransaffairs/Pages/Outreach-and-Reintegration/PennsylvaniaVeteransRegistry.aspx>

Veterans' Employment

Employer Tips:

- Try to understand and relate to a veteran's potentially abrasive and unconventional sense of humor.
- Eliminate any stigmas/archetypes you may associate with veterans and approach the situation with an open mind.
- Value and assess the real-life leadership skills, experience, and transferable skills the veterans possess.
- Make the extra effort to understand the veteran's personal and work experience by asking appropriate questions.

Job Seeker Tips:

- Understand how your military experience relates to civilian job opportunities.
- Seek out the community support services to help you transition into civilian life.
- It is your job to help the employer understand who you are; Make the effort to help the employer understand.
- Accept the differences between military and civilian life with an open mind; Purpose still exists after service.