

## Stearns-Benton Employment & Training Council

A partner in the St. Cloud Workforce Center



# Transitional Job Opportunities

## What is a Transitional Job?

A transitional job is a short-term, structured work experience (up to 29 hours/ week) that takes place at a private, public, or nonprofit business.

## Purpose

The purpose of a transitional job is to enable individuals with a limited work history or industry experience the opportunity to gain meaningful work skills that lead to gainful employment.

## The Agreement

- Stearns-Benton Employment & Training Council (SBETC) agrees to pay the wage, workers' compensation, and FICA for an individual in a transitional job.
- You agree to provide a temporary job opportunity and supervision. Supervision includes communicating clear job expectations to the employee and providing performance feedback to the employee and to SBETC.

## How does a transitional job benefit you, the employer?

- You have an extra worker whose wage, workers' compensation, and FICA are paid by SBETC for the duration of the transitional job.
- You have the opportunity to hire the employee when the transitional job is completed. There is no obligation to hire. Consider it a trial period and you have the first opportunity to hire.
- By helping to increase an individual's work skills, you help train and mentor the workforce. This ultimately results in employees who add value to your business.
- Your business is seen as a community partner.
- You help to increase the economic stability of your community.
- By providing a transitional job opportunity, you help ensure that your business and your community have access to a qualified workforce that will enable your business and your community to succeed and grow.

## For more information about how you can host a transitional job, contact:

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