

The Importance of Meaningful Employment

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Jobs Are Alaska's Future



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

**JOINT FEDERAL-STATE
PROGRAM**

- Originated in 1966 –funded by USDOL
- In 1998 became a federal-state partnership
- Today continues:
 - Federal oversight
 - State funding
 - AKDOLWD is certified to issue bonds in Alaska



UNIQUE HIRING TOOL

- A hiring incentive to encourage employers to consider ex-offenders and other "at-risk" job applicants
- Issued free of charge
- Eliminates a barrier to employment

WHAT IS A FIDELITY BOND?

- A business insurance policy that protects the employer in case of loss of money or property due to employee dishonesty through:
 - theft
 - forgery
 - larceny
 - embezzlement



A FIDELITY BOND IS NOT

- For liability due to poor workmanship, job injuries, or work accidents
- A bail or court bond needed by the legal system
- A contract, performance, or license bond sometimes needed for self-employment

IT'S EASY TO USE !

- Simple form for staff to complete
- The insurance can be put into effect instantly – no delay in processing
- There are no forms or other papers for the employer to fill-out

APPLICANT ELIGIBILITY

- **Any person whose background leads employers to question their honesty and deny them a job:**
 - ex-offender
 - ex-addict
 - poor financial credit history or bankruptcy
 - dishonorable discharge from military
 - lacks a work history or
 - lacks personal credibility

EMPLOYMENT ASSESSMENT

- The job must pay wages with federal taxes withheld
- May be full or part-time
- No age restrictions
- Job offer must be made and start date set
- Can be a current employee who needs the bond for a promotion or to prevent lay-off



**ALASKA DEPARTMENT OF LABOR
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**Work Opportunity Tax
Credit
(WOTC)**

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What is WOTC?

The Work Opportunity Tax Credit or WOTC program was created to provide employers with a federal tax credit as an incentive to hire job seekers in several target groups.

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Who Doesn't Qualify?

- Former employees
- Family members or relatives of the employer
- Employees receiving On-the-Job-Training (OJT) payments
- Non-profits or governmental agencies

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Who Qualifies?

- WOTC applies to new employees only

New employee must belong to one of the following 11 targeted groups

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11 Target Groups

- Qualified Temporary Assistance for Needy Families (TANF) recipients
- Qualified Veterans
- Qualified Ex-felons
- Designated Community Residents
- Vocational Rehabilitation Referrals
- Qualified Summer Youth
- Qualified Food Stamp recipients
- Qualified Supplemental Security Income (SSI) recipients
- Qualified Long term TANF recipient
- Unemployed Veteran *(added January 2009, ended 12/31/2010)*
- Disconnected Youth *(added January 2009, ended 12/31/2010)*

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