

ANOTHER SERVICE PROVIDED BY THE COLORADO DEPARTMENT OF LABOR & EMPLOYMENT:

Work Opportunity Tax Credit Program (WOTC)

WOTC is one tool in a diverse toolbox of flexible strategies designed to help job seekers most in need of employment gain on-the-job experience and move towards economic self-sufficiency.

This employer tax reduction program along with other employment programs and targeted tax credit initiatives are designed to increase American productivity and economic growth.

The new hire must belong to one of nine WOTC target groups:

- Hire a Hero
- Veteran food stamp recipients
- Disabled Veterans
- Ex-felons
- Vocational rehabilitation referrals
- Welfare/TANF recipients
- 18 – 39 year old food stamp recipients
- SSI recipients
- Long Term TANF recipients
- Designated community residents

For Additional **WOTC** Information Email: cdle_wotc@state.co.us or Visit: www.colorado.gov/cdle/taxcredits

For more information on all programs:
www.colorado.gov/cdle



THE FEDERAL BONDING PROGRAM

A unique job placement tool
successful for over 40 years



Fidelity bonds for commercial bonding
AT NO COST to the Employer to acquire skilled workers,
or to the Employee to overcome employment barriers.



A proud partner of the [americanjobcenter](http://www.americanjobcenter.org) network



THE FEDERAL BONDING PROGRAM

What is it?

The Federal Bonding Program is designed to help secure a job for individuals whose questionable background is an obstacle in gaining employment. Created in 1966, it is a partnership between the US Department of Labor and The McLaughlin Company which provides individual fidelity bonds for 6 months for applicants who are (or may be) denied coverage by commercial carriers because of:

- Record of arrest, conviction or imprisonment
- History of alcohol or drug abuse
- Poor credit history
- Lack of an employment history (e.g. youth, displaced homemaker)
- Dishonorable Discharge
- Special situations requiring fidelity bond

This coverage is provided by The McLaughlin Company at no cost to the employer or the applicant through the Federal Bonding Program and is administered by the Workforce Centers in each state. A total of \$5,000 bond coverage is issued, with NO DEDUCTIBLE amount of liability for the employer.

What Is A Fidelity Bond?

A fidelity bond is insurance coverage that protects an employer from employee theft. This insurance is called “dishonesty bonding”.

The bond:

- Covers any type of stealing: forgery, larceny and embezzlement
- Ensures worker job honesty
- Is an incentive to the employer to hire an at-risk applicant
- Is a unique tool for marketing applicants to employers
- DOES NOT cover “liability” due to poor workmanship, job injuries, work accidents, etc.
- Is NOT a bail bond or court bond needed in adjudication
- Is NOT a bond needed for self-employment (contract bond, license bond or performance bond)

How Does It Work?

Bonding assistance is available to any individual who:

- Is not commercially bondable
- Has a firm job offer and sets a start date (effective 6 months from start date)

And if the job:

- Is paid wages with Federal taxes automatically deducted from pay
- Is not self-employment

Bonding can be provided for ANY job and ANY employer offering seasonal, temporary, part-time or full-time employment. In addition, there are no age requirements for the bondee other than the State legal working age.

How Does It Work?

The job applicant or prospective employer can contact a local Workforce Center or the State Bonding Coordinator. Workforce Center locations can be found at: www.colorado.gov/cdle/wfc. Staff then helps the employer complete the Intent to Hire Statement.

Who Handles the Paper Work?

The local Workforce Center personnel can email the application to the Colorado Department of Labor and Employment, State Bonding Coordinator, for the certificate to be processed and sent to the insurance company. The employer can directly send the paperwork to the State Bonding Coordinator, as well. This process usually takes only a day or two. Coverage then begins on the first day of work. Within 15 working days the bond is mailed directly to the employer by the insurance company, who provides the coverage.

How Long is Coverage?

The bond may cover any period up to 6 months and is self-terminating. For anyone who successfully completes 6 months on the job, The insurance company will accept or make arrangements for continued coverage at reduced rates, if the bond still remains a condition of employment.

For additional information visit:
www.colorado.gov/cdle/federalbonding

Or email us at:
cdle_fbp@state.co.us