



Employer Supports

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Recovery Center/Hub Employment Services

- VR and VDOL staff presence in all Recovery Centers
 - Full coverage by December 2018
 - Additional connections to Hubs and Spokes
 - Available to provide information on services, eligibility etc.
 - Training and education supports
 - Labor market information/job leads

Recovery Center/Hub Pilots

- 5 Pilots in 2018/2019
 - Expanded access to dedicated Employment Consultants
 - Central Vermont, Franklin County, Newport, Saint Johnsbury, Burlington
 - Intermediary role making matches between businesses and candidates
 - Support to both the business and the employee after the hire
 - Hoping to expand to the rest of the state



Ways to meet candidates

- Direct hire
- “Progressive Employment” options
 - Job Shadows
 - Informational Interviews
 - Trial work experiences
 - On-the-Job Training arrangements
- Staffing agency referrals
 - Working Fields and other staffing services
- Targeted hiring events?
 - “Recovery Friendly” recruiting events

Tax Incentives

- Work Opportunity Tax Credit (WOTC)
 - <https://www.doleta.gov/business/incentives/opptax/>
 - Available to businesses with less than \$1 million in annual revenue
 - Offered to businesses who hire and retain workers from targeted populations
 - Long-term TANF participants (Reach Up)
 - Qualified veterans (food stamp recipient, disabled, unemployed)
 - Ex-Felons
 - VR participants
 - Food Stamp recipients (SNAP, 3SquaresVT)
 - Qualified Long-term unemployed

WOTC (continued)

- Easy paperwork administered by VDOL
- Up to \$2,400 tax **CREDIT** in the first year of employment
 - Minimum of 120 hours
 - Credit pro-rated for hours between 120 and 400
 - Only available for new employees (not re-hires)
- Up to \$9,000 over two years of employment for long-term TANF participants (Reach Up)
- Up to \$9,600 for certain military veterans (disabled and unemployed)
- More information:
<https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>
- Overview of tax credit calculations:
<https://gardinercpa.com/2017/10/work-opportunity-tax-credit-what-business-owners-need-to-know/>

Federal Bonding Program

- Protects the employer in cases of theft, forgery, larceny and embezzlement
- Apply to any job, any state any dishonesty committed on or away from the work site
- Free to the business for the first 6 months of employment, low cost extensions available
- Easy to use
 - Contact David Lahr david.lahr@Vermont.gov 802-828-5277

Resources

- Vermont Department of Labor

<http://labor.vermont.gov/>

- VocRehab Vermont

<https://vocrehab.vermont.gov/>

<https://www.investeap.org/>

- Working Fields

<http://www.workingfieldsllc.com/>

- Vermont Recovery Network

<https://www.vtrecoverynetwork.org/>

Thank You