

This document provides an overview of a selection of resources available to employers when hiring justice-involved individuals. These incentives align with the California Fair Chance Act (Assembly Bill No. 1008) which prohibits most California's employers from asking about an applicant's criminal record history on job applicants prior to making a job offer.¹

Work Opportunity Tax:

WOTC is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. The IRS offers a tax credit of up to \$2,400 or the equivalent of 40% of the first year's qualified wages if the employee works at least 400 hours (minimum of 120 hours). If the justice-involved employee qualifies for another target group, the IRS may offer higher tax credit rates of up to \$9600.

For more information: <https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>

Federal Bonding Program:

The U.S. Department of Labor through FBP bonds, protects the employer against losses caused by the fraudulent or dishonest acts of the bonded employee (theft, forgery, larceny, and embezzlement). Employers receive FBP bonds free-of-charge as an incentive to hire these applicants. Each FBP bond has a \$5,000 limit with \$0 deductible and covers the first six months of a selected individual's employment.

For more information: <http://bonds4jobs.com/our-services/employers>

EDD Fidelity Bonding Program:

The State of California Employment Development Department (EDD) provides a bond of \$5,000, \$10,000 or \$15,000 for six months. The purpose of this program is to promote hiring ex-offenders and at-risk job applicants by mitigating employer risk. Job seekers, employers, and employees can apply.

For more information: https://www.edd.ca.gov/pdf_pub_ctr/de8714ff.pdf

On-the-Job-Training:

The America's Job Centers of California, operated by JVS SoCal, provides training tools and up to 75% reimbursement of the trainee's wage to cover costs associated to the new employee training process. The duration of the support is determined depending on the case, but up to 6 months.

For more information: <https://www.jvs-socal.org/job/ajcc-business-services-representative-career-coach-av/>

¹ Exceptions to this new regulation include employers with fewer than 5 employees, law enforcement and criminal justice employers, and employers that work with certain sensitive populations.

The following is a list of organizations and programs that provide multiple services to justice-involved youth. The services range from work experience to employment skills, supplemental education, support services, mentoring, among others. These services could maximize your employees' efficiency and productivity.

- Chrysalis
- A Better LA
- AYE of Catholic Charities of Los Angeles, Inc.
- Los Angeles Unified School District
- Anti-Recidivism Coalition (ARC)
- People for Community Improvement
- Find your Future
- HIRE LA's Youth
- L.A. Youth at Work
- LA County America's Job Center of California

** This is not an exhaustive list. More organizations provide this kind of support.

