



NC COMMERCE REENTRY INITIATIVE

Our mission is to promote “Equitable Hiring” to employers, individuals with criminal records, and the community through engagement, education, and partnerships.

Incentives for Employers Who Hire Individuals with a criminal record

The Federal Bonding Program provides insurance to employers who hire “at risk” workers, including those with criminal records. The hiring business is eligible for financial protection of \$5,000 for six months after hiring a justice involved individual. Justice Involved individuals are eligible for Federal Bonding. The hiring employer must contact an NCWorks Career Center or the State Bonding Coordinator listed below to take advantage of the program. For additional information you may also visit the Federal Bonding website at: <http://www.bonds4jobs.com/>

Work Opportunity Tax Credit (WOTC) provides tax incentives for employers who hire justice involved individuals and other target groups. The tax credit for each target group varies, but the total for a justice involved individual equals as much as \$2,400. To qualify, the justice involved individual must be hired within one year of either a felony conviction or release from prison. Contact your local NCWorks Career Center for more information or visit the website: <http://www.nccommerce.com/workforce/businesses/work-opportunity-tax-credit> and or the Dept. of Labor: <https://www.doleta.gov/business/incentives/opptax/>

100-Day No Fault: If you need to terminate a new employee within the first 100 days due to an inability to do the work, your Unemployment Insurance account will not be charged. This non-charging option can be found on the backside of the *charging notice* sent to employers when a claim is filed. Access the N.C. Division of Employment Security website at <https://des.nc.gov/employers> to inquire.

The following services are offered by your local NCWorks Career Centers:

- One-on-one assistance
- Career assessments
- Job interview, resume, and cover letter preparation
- Referrals to jobs based on candidate’s qualifications
- Referrals to other resources
- Access to job fairs and group workshops

To access the online job bank or locate the nearest NCWorks Career Center visit the website: www.NCWorks.gov

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