

# Hiring & Tax Incentives for Employers

Job Path Employment Services are funded through OPWDD and ACCES-VR. ACCES-VR is New York State's Adult Career & Continuing Education Services-Vocational Rehabilitation. Job Path participants are typically referred through ACCES-VR with the presumption that all individuals with disabilities (adults & youth) can benefit from vocational rehabilitation services and should have opportunities to work in jobs integrated within their communities. Each person is referred by their Vocational Rehabilitation Counselors who assist with guiding individuals through service programs they need to reach their employment goal. Job Path offers several of these service programs—participants are direct hired into competitive employment opportunities with local businesses.

Student and Youth transition services are available for individuals under age 25. Youth Employment Services (YES) include services to assist youth with transition to the world of work. YES service provision are recommended to be offered within the two years prior to anticipated exit from high school.

Pre-Employment Transition Services (Pre-ETS) are specific services defined in the Workplace Innovation and Opportunity Act (WIOA), signed into federal law July 22, 2014. Pre-ETS are specifically designed for students with disabilities between the ages 14-21. With WIOA emphasis on early outreach to students with disabilities, it is expected that students who are age 14 and/or more than two years prior to anticipated exit from high school will receive Pre-ETS services.

ACCES-VR offers business relations support through local representatives. In Monroe County (Rochester District Office), we work closely with Jennifer Geiger, 585-238-2949, Jennifer.Geiger@nysed.gov.

<http://www.acces.nysed.gov/vr/business-relations-team>

ACCES-VR promotes wage reimbursement that an employer may be eligible for based on ACCES-VR approval through:

**Work Try-Out (WTO)** ACCES-VR can reimburse an approved employer for 100% of an employee's wages for up to 480 hours with an ACCES-VR approved WTO agreement. This offers the employer the opportunity to evaluate the employee's ability to satisfactorily perform the job.

**On-the-Job Training** ACCES-VR can reimburse the worker's salary for an agreed upon period of time while he/she is being trained in a new occupation.

ACCES-VR promotes businesses utilizing Tax incentives such as:

<http://www.acces.nysed.gov/vr/tax-incentives>

<https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities>

**Federal Work Opportunity Tax Credit (WOTC)** When enacted, the WOTC may provide businesses with a tax credit of up to \$2,400 for hiring qualified individuals with barriers to employment. In the 1<sup>st</sup> year of work, qualified individuals must work for at least 120 hours for a partial credit of \$1,500, and over 400 hours for full \$2,400 credit of the first \$6,000 in wages (40%) paid to certified workers. *Requires Timely IRS paperwork submission, all completed forms must be received by NYS DOL within 28 days of hire.*

WOTC application: [https://wdr.doleta.gov/directives/attach/TEN/TEN\\_23-19\\_Attachment\\_II.pdf](https://wdr.doleta.gov/directives/attach/TEN/TEN_23-19_Attachment_II.pdf)

**NYS Workers with Disabilities Employment Tax Credit (WETC)** Businesses can claim a NYS tax credit of up to \$2,100 of the first \$6,000 in wages (35%) per eligible individual during the second year of employment. *No additional application if combined with WOTC.*

WETC Pre-Screening Form: <https://dol.ny.gov/system/files/documents/2021/02/wetc1-a.pdf>

**NYS Workers with Disabilities Tax Credit (WDTC)** provides tax credits to certified for-profit businesses/organizations that hire individuals with developmental disabilities. The credit is up to \$5,000 (15% of wages) for full-time employees [30 hours/week or more] and \$2,500 (10% of wages) for part-time employees [8-29 hours/week]. WDTC cannot be used in conjunction with WOTC/WETC. *[Was available Jan 1, 2015- Jan 1, 2020]*

**Disabled Access Tax Credit** Businesses that earned \$1 million or less or had no more than 30 full time employees in the preceding year can receive a tax credit of up to 50% of “eligible access expenditures,” including the removal of architectural and communication barriers, such as the use of interpreters.

**Barrier Removal Tax Deduction** Businesses of any size can take an annual deduction of up to \$15,000 for expenses related to removing physical, structural, and transportation barriers for people with disabilities

**NYS DOL Federal Bonding Program**, tool to assist “high risk” job applicants obtain and maintain employment. Program issues Fidelity Bonds, as business insurance to protect employer in case of loss (money/property) due to employee dishonesty for 6 months at no charge to the business, afterwards there is an option to purchase continued coverage. Target groups include: people with lack of work history, poor credit, ex-offenders, welfare recipients and more.

<https://dol.ny.gov/system/files/documents/2021/12/p438.pdf>

**Additional Job Incentives for Businesses including Hire a vet, Apprenticeship credit & NY Youth Jobs.**

<https://www.tax.ny.gov/bus/job-incentives.htm>

[https://dol.ny.gov/system/files/documents/2021/02/p428\\_0.pdf](https://dol.ny.gov/system/files/documents/2021/02/p428_0.pdf)