

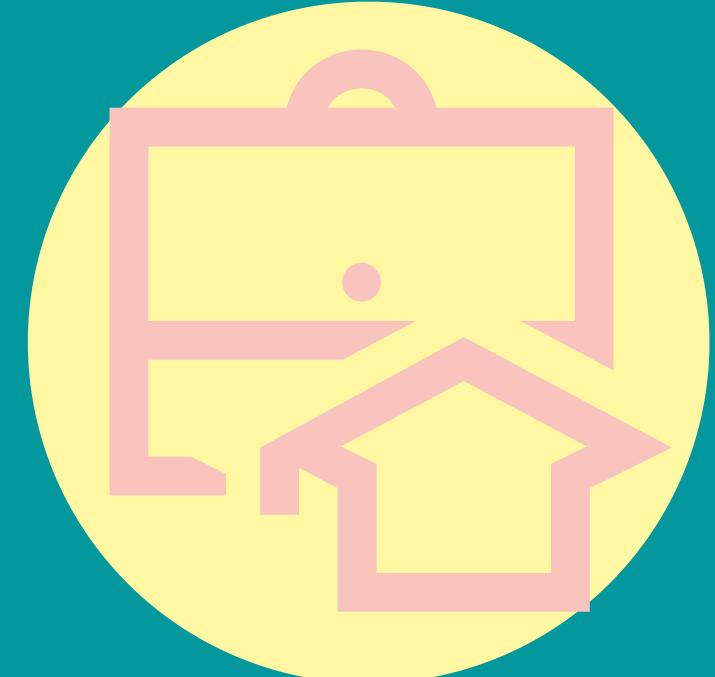
# EMPLOYER INCENTIVES FOR HIRING A WORKER WITH A DISABILITY

## NON-PAID 215 HOUR JOB TRY-OUT

This program waives the Department of Labor requirement for an individual to be compensated for work performed within a for-profit private industry. The program allows a person with a disability to work for 5 hours in exploration of a particular job, 90 hours to assess a participant's skill level in performing the job, and an additional 120 hours for the employer to offer the participant training for the lack of skill identified in the 90-hour assessment, for a total of up to 215 hours. Industrial insurance is paid through the rehabilitation agency. If the worker starts a new job within a company, the waiver starts over.

## THE DIVISION OF VOCATIONAL REHABILITATION (DVR) PAID INTERNSHIP

This internship provides businesses with full reimbursement for hiring a person with a disability over a period of months (to be negotiated by DVR). This provides the DVR client with an opportunity to explore a job and develop specific knowledge and skills in a real work setting. It's a "win-win" situation for both the DVR client and the employer. There should be a good faith intention for permanent hire.



## ON-THE-JOB TRAINING (OJT)

This program is operated in collaboration with the State Division of Vocational Rehabilitation (DVR). The program offers employers reimbursement of wage expenses to offset the costs of training the participant for the job. The formula for the financial benefit awarded to the employer is based upon reimbursing about one-half of the participant's wages for a period of time (usually 3 months) in which the participant is offered skill training in the specific position.





## WORK OPPORTUNITY TAX CREDIT (WOTC)

This is a national program that offers employers a tax credit for employing an individual who is taking part in a vocational rehabilitation program. The tax credit is capped off at \$2,400 for a worker with a disability that has worked 400 or more hours in the first year, and is participating in a vocational-rehabilitation program or received Supplemental Security Income (SSI) for any month in the 60 days prior to being hired. A veteran with a service-connected disability who has been unemployed for at least 6 months during the year prior to the hiring date can receive up to a \$9,600 tax credit. Washington State requires WOTC applications to be submitted online through the WOTC online filing system. Applications must be submitted no more than 28 days after the qualifying employee begins the new job.

## CO-WORKER AS A TRAINER

This program offers one to one training and mentorship on essential job tasks and company procedures from a co-worker who has expertise in the occupation. Training and mentorship can be provided before or after the assigned shift, or during the lunch break. The co-worker serving as the trainer is compensated via hourly salary that is based upon competitive wage and is paid directly by the client's vocational rehabilitation agency.



## SEQUENCING ACTIVITIES: EXAMPLE

Client does Non-Paid Tryout  
Benefit to Employer: No Cost

Client does OJT/Internship  
Benefit to Employer: Partial or Full Salary paid by DVR

Client Hired  
Benefit to Employer: Tax Credit



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