



Financial Benefits to Fair Opportunity Hiring:

By utilizing the three programs below, fair opportunity hiring can support your organization and your bottom line

Work Opportunity Tax Credit

Run by the Colorado Department of Labor and Employment (CDLE), the Work Opportunity Tax Credit (WOTC) can reduce a businesses tax burden by up to \$9,600 each time they higher a formerly incarcerated person.

Accessing WOTC requires an employer and employee to complete two, simple forms prior to a job offer, which must be submitted to CDLE within 28 days of start of employment.

To access these forms, the portal to submit them, and access more resources visit cdle.colorado.gov/wotc

Federal Bonding

Any employer who is concerned about hiring formerly incarcerated individuals may acquire a bond against an employee for losses through theft of any kind of up to \$5,000.

Formerly incarcerated employees may also initiate the bond process as leverage to be able to demonstrate to employers the value of hiring them.

Bonds are issued by local workforce centers, who will support the employer or employee in the issuance of the bond. Find your local workforce center at cdle.colorado.gov/wfc

On-the-Job Reimbursement

Acquiring the skills to start a new role is one of the major barriers for formerly incarcerated individuals seeking stable employment.

This program provides partial reimbursement for certifications to help fill these gaps. Employees utilizing this program build a profile at Connecting Colorado to find eligible roles. Employers who are struggling to find the right certification in an applicant can use the program. Eligible employers cannot have laid off an employee in the last 12 months, and must be filling a full time position with benefits



1644 Platte Street, Suite 400
Denver, CO 80202-2476
(720) 722-6465
info@timetobreakthrough.org