



# Work for Success

Andrew M. Cuomo, Governor

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# Work for Success

**In 2012, Governor Andrew Cuomo began a new initiative to help formerly incarcerated individuals find employment.**

**That initiative is Work for Success.**

**It is time to reinvest in our communities: grow a stronger economy, reduce recidivism and improve public safety. It is time to Work for Success.**

# Work for Success

In New York State, there are approximately 40,000 formerly incarcerated individuals ready to work.

With the help of our non-profit partners, we send your business only the best trained, best matched applicants for your position.

By participating in this program, your business can receive a federal tax credit, free human resources services, and subsequent training at no cost to you or your business.

Visit [www.WorkForSuccess.ny.gov](http://www.WorkForSuccess.ny.gov) today to learn.

# Debunking the “Facts”

- There is no higher incidence of workplace crime, violence, dishonesty or theft committed by people with a criminal record.
- The overwhelming majority of workplace violence is committed by strangers, not employees.
- 1 in 4 working age adults has a criminal record.
- In 2012, more than 25,000 employable men and women were released from prison in New York State. And currently, more than 8,000 are already employed.

# Benefits to Employers

## Federal “Work Opportunity Tax Credit” (WOTC)

- By hiring an employee with a felony conviction, you can receive up to \$2,400 in federal tax credits.

## Free Human Resources Services

- In 2011, American businesses spent \$1,228 per employee on learning and development.
- Work for Success will supplement your work force development training or in some cases completely replace it – at no cost to you or your business.
- We send you only the most qualified and appropriately trained applicants for any open jobs.
- Seven non-profit partners offer industry specific training in over 20 locations throughout the state.

# Benefits to Employers

## No-cost Federal Bonding

- You and your business can be insured by the federal government for up to \$25,000 for any loss of money or property.

## Free Additional Training

- Work for Success partners will provide job applicants additional training and will continue to play a role once the individual is hired.

# Reduce Recidivism & Save Taxpayer Money

- For the formerly incarcerated, having a job significantly reduces the probability of recidivism.
- Reducing recidivism saves tax payers the cost of incarceration, i.e. \$25,000 each year for each re-offender that does not re-enter prison in New York City, and \$18,700 for prisons outside of New York City.

# How Do I Apply for the Tax Credit?

You and your employee each fill out 2 very simple forms.

## 1. IRS Form 8850 (The “Pre-Screening Notice and Certification Request” Form)

- Must be completed and signed by you and your employee.

## 2. USDOL Form 9061 (The “Individual Characteristics” Form)

- May be completed by either you, your employee or your accountant or tax consultant.
- This form is to certify that the employee is formerly incarcerated.

Contact New York State DOL and a consultant will help you will fill out the forms.

- Call us at 1-888-469-7365



## **Your Accountant or Tax Consultant Can Apply for You**

- **It's very simple.**
- **To do so, a notarized Power-of-Attorney must be submitted to the NYSDOL via IRS Form 2848.**
- **Then your accountant or tax consultant submits the two forms: the Pre-Screening Notice & Certification Request Form and the Individual Characteristics Form.**
- **For more information call NYS DOL at 1-888-469-7365.**

# Tax Credit Amounts

There are two types of rates an employer can receive:

- **The Full Rate – maximum credit of \$2,400.**
  - 40% of the first \$6,000 in “qualified first year wages.”
  - “Qualified wages” are your employee’s wages that are subject to Social Security and Medicare taxes.
  - Your employee must work a minimum of 400 hours or 180 days in 2013.
- **The Reduced Rate – maximum credit of \$1,500.**
  - 25% of the first \$6,000 in qualified first year wages.
  - Your employee must work a minimum of 120 hours, but less than 400 hours in 2013.

# The “Success” in Work for Success



**“These men and women are very special, because they are willing to move heaven and earth to change their situations.”**

***Lonnie Coplen, McKissack Construction  
New York, NY***



**“A person who was incarcerated is extraordinarily committed. It’s like trying to prove yourself to the world.”**

***Anthony Fisher, Anthony’s Janitorial  
Queens, NY***

# The “Success” in Work for Success



**“Some of my best and most loyal workers are formerly incarcerated. I will continue to hire the formerly incarcerated and urge others to do the same.”**

***Jason Hargrove, IHOP District Manager for NYS  
Henrietta, NY***



**“I gave Collin a chance and I am glad I did. He is the most dedicated employee I have.”**

***Franklin Cruz, DEC Green Inc.  
Bronx, NY***

**HIRE SOMEONE TODAY**

**Contact Us:  
the NYS Department of Labor  
1-888-469-7365**

**For Specific Questions: Call Ryan Naples at 518-457-2746**

**Or Visit:  
[www.WorkForSuccess.ny.gov](http://www.WorkForSuccess.ny.gov)**