



EMPLOYMENT INCENTIVES FOR HIRING INDIVIDUALS WITH DISABILITIES INCLUDING VETERANS

People with disabilities, including veterans, are the largest group of unemployed Americans. However, statistics show that this group of workers average lower rates of turnover, lower rates of absenteeism and offer heightened degrees of creativity and loyalty to the workforce.

Lack of information regarding where to recruit talented individuals with disabilities, and lack of information regarding costs and access to accommodations are obstacles we can address.

The Sierra Group, Inc. assists businesses access these candidates through our award winning recruiting division. We take responsibility for the screening, selection, and accommodation process for our business customers. AND, we coordinate their receipt of AVAILABLE FINANCIAL INCENTIVES for hiring from this protected class of workers.

FINANCIAL INCENTIVES

WOTC: Work Opportunity Tax Credit. \$2,400 - \$4,800 can be taken as a TAX CREDIT*

DISABLED TAX CREDIT: Eligible small business (fewer than 30 employees) may take a tax credit equal to 50% of the cost of an accommodation. (Credit not to exceed \$5,125.00)*

Architectural and Transportation Barrier Removal: Business may deduct up to \$15,000 for renovations such as ramping stairways, grab bars, restroom renovations, etc.*

ON THE JOB TRAINING GRANTS: Employers may qualify to receive up to 50% of an employee's first three months of wages as a direct reimbursement from the government.*

Hypothetical Example of Cost Savings:

- New hire is a person with a disability, earning \$45,000.00/yr.
- Qualifies for WOTC (see www.employmentincentives.com for criteria)
- Qualifies for 240 hrs. of OJT 50% reimbursement (i.e. 6 wks./40 hours per week)

This new hire will *earn* the employer a direct reimbursement of \$5,400.00 (OJT dollars) and a tax credit of \$2,400.00 for a **total cost offset of \$7,800.00.**

www.thesierragroupfoundation.org

888.492.2402

* Visit this site to find Incentive Criteria and FORMS to download: www.employmentincentives.org, a program of The Sierra Group Foundation