

Incentives Available to Employers Who Hire and Train Formerly Incarcerated Individuals

Incentive Program	Administered by	Description
Designated Population Incentives for Ex-Offender Status – Specifically for Community Rehabilitation Programs (link)	The Maryland Division of Rehabilitative Services (DORS)	DORS provides placement incentives for Community Rehabilitation Programs (CRPs) that place DORS consumers in competitive integrated employment except in certain circumstances. Placement incentives are paid after the DORS consumer maintains employment stability for at least 90 days. One of the incentives offered is a Designated Population Incentive for Ex-Offender Status which provides \$250 for each DORS customer who qualifies as an ex-offender and is hired.
Federal Bonding Program (link)	MD Labor	This MD Labor program provides fidelity bonds to businesses that hire qualified high-risk applicants, including individuals with a history of arrest, conviction, or incarceration. Fidelity bonds insure the business against stealing by theft, forgery, larceny, or embezzlement.
MD Labor staff can help employers find candidates in the Maryland Workforce Exchange (MWE) (link)	MD Labor	The Maryland Workforce Exchange (MWE) is the State’s online job bank/workforce system portal that is used to support both jobseekers and employers. Through the MWE, MD Labor staff connect employers with highly skilled candidates for their business. MD Labor staff can identify returning citizens who are qualified and “employment ready” for those employers interested in hiring from the reentry population.
<p>Correctional Education: Providing employers trained, qualified candidates who have participated in MD Labor <i>Occupational Training programs</i> in:</p> <ul style="list-style-type: none"> • Architectural CADD • Auto Body Repair • Automotive Maintenance & Inspection • Barber Stylist • Building Maintenance • Diesel Automotive Technology • Graphic Arts and Design • Hospitality • Introduction to Word and Excel 	MD Labor	MD Labor’s Office of Correctional Education oversees occupational programming across State prison facilities. The occupational programs offered are typically 400 to 600 hours in length and facilitate learning through classroom instruction and hands-on practice. Staff train students in in-demand occupations to meet the needs of businesses and employers and to ensure that students are “work-ready” upon release.

<ul style="list-style-type: none"> • Office Technology • Print Communication • Roofing • Ware-house/Distribution • Small Engine Repair • Woodworking/Finish Carpentry <p>As well as trained, qualified candidates who have participated in <i>Pre-apprenticeship programs</i> in:</p> <ul style="list-style-type: none"> • Carpentry • Electrical • Facilitates Management • HVAC/R • Masonry • Plumbing • Sheet Metal • Welding 		
<p>Correctional Education: Providing employers trained, qualified candidates who have participated in MD Labor <i>Transitional programming</i> courses including:</p> <ul style="list-style-type: none"> • Personal Assessment and Career Exploration • Employment Readiness Workshop • Financial Literacy • Health and Nutrition • Parenting • Introduction to Computers • Basic Keyboarding • Success at Work 	MD Labor	MD Labor’s Office of Correctional Education oversees transitional programming across State prison facilities. The transitional programs offered equip students with the skills and tools needed to succeed in their personal and professional life upon returning to their community. Currently, there are 13 transitional courses offered, many of which align directly with workforce preparation to ensure employability post-release.

<ul style="list-style-type: none"> • Life Skills for Reentry • Internet Job Search • Reentry and Employment Resource Skills Training • Transition Planning for Under 21 Students • Workshop Participation 		
Reentry Navigator	MD Labor	<p>Reentry Navigators support returning citizens in job search and transitional activities, as well as interface with local businesses to connect “job ready” returning citizens to employment opportunities. Reentry navigators support the business community by:</p> <ul style="list-style-type: none"> • Promoting skilled and qualified returning citizen for employment; • Troubleshooting employer questions and concerns related to hiring returning citizens; and, • Educating employers on how the returning citizen population can benefit their business.
UNICOR Bonding Program (link)	The Federal Prison Industries, Inc. (UNICOR)	<p>The UNICOR Bonding Program provides a \$5,000 'fidelity bond' as insurance to employers that hire eligible former federal inmates. These non-transferrable bonds are issued at no cost to employers as a job placement incentive. This bonding program is eligible for employers who hire former federal inmates who were employed by UNICOR at least six months, consecutively or cumulatively, during their incarceration.</p>
Work Opportunity Tax Credit (link)	MD Labor	<p>This tax credit provides an incentive to employers who hire targeted groups of hard-to-employ individuals, including qualified ex-felons. The credit is generally 40% of the first \$6,000 of qualified wages paid to each member of a targeted group during the first year of employment and 25% in the case of wages attributable to individuals meeting only specified minimum employment levels. The credit was extended through tax year 2020.</p>