

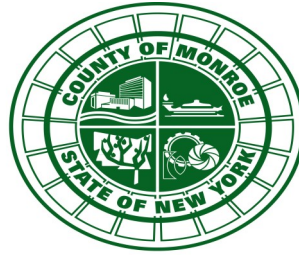
## **Work First Philosophy**

*The Vision of The Department of Human Services: We empower residents to achieve their highest level of self-sufficiency and independence, and promote safety, and physical and emotional well-being.*

At the Department of Human Services the premise of the "Work First" philosophy is simple; any job is a good job and that the best way to obtain Self-Sufficiency is by joining the labor market! It is important that DHS and its partners share this commitment and a strong message that, employment is both the goal and the expectation.

We strive to move people from welfare into jobs as quickly as possible and need the support of our local employers in order to be successful.

DHS will match work ready applicants to available positions with your organization. Wage subsidies are available to support both employee and employer make a smooth transition.



**CHERYL DINOLFO**  
COUNTY EXECUTIVE

The Monroe County Department of Human Services is committed to connecting job-ready, qualified individuals to the workforce.

To learn more about recruitment, wage subsidies and tax incentives, please call the DHS TEAP Office.

**Finding qualified  
workers has never been  
this easy!**

*TEAP Office  
111 Westfall Road  
Rochester, NY 14620*

Telephone:

753-6024 Elizabeth O'Brien

753-6590 Sandy Burdick

Helping Your  
Business Succeed

**Monroe  
County  
Self  
Sufficiency**

**T** *Transitional*  
**E** *Employment*  
**A** *Advancement*  
**P** *Program*



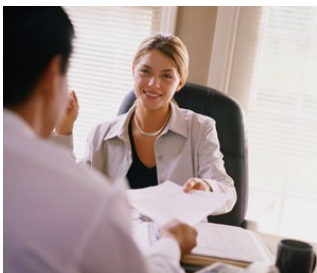
*Monroe County  
Department of  
Human Services*

## TEAP Transitional Employment Advancement Program

### Applicant Screening

TEAP is an “On-the-Job Training” program designed to offset the cost of hiring and training a new employee. Qualified employers may be reimbursed up to 50% of the new hire’s wages for up three months from the date of hire. A typical reimbursement amount to the employer is approximately \$400 per month for a period of three months or \$1,200 to be diverted to your company. The amount can be smaller or larger depending on the gross wages paid and the amount of the individual’s Public Assistance grant that the County is allowed to divert to the employer for the TEAP. We will give you an exact figure when you call.

Paper work is very simple. There is a TEAP contract for the employer and client to sign and a Claim Voucher for you to submit with the payrolls each month. We are always available to help out in any way.



### Support Services

Qualified candidates may be eligible for funds to cover expenses in order to prepare for on-the-job success, including:

Uniforms

Tools

Transportation

Childcare

Licensing fees

### Helping Your Business Succeed

For more information or to request TEAP, please call or email:

Elizabeth O'Brien - (585) 753-6024  
Elizabeth.Obrien@dfa.state.ny.us

Sandy Burdick - (585) 753-6590  
or (585) 753-2750

### Tax Incentives

Your company may be eligible to receive Federal or State Tax Incentives such as WOTC (Work Opportunity Tax Credit) and Warriors to Work Program for hiring eligible individuals.

The tax credit employers can claim depends on the target group of the individual hired, the wages paid to that individual in the first year of employment, and the number of hours that individual worked. There is also a maximum tax credit that can be earned.

- If the individual works at least 120 hours, the employer may claim a tax credit equal to 25% of the individual's first year wages, up to the maximum tax credit.
- If the individual works at least 400 hours, the employer may claim a tax credit equal to 40% of the individual's first year wages, up to the maximum tax credit.

Only for the Long-term Temporary Assistance for Needy Families (TANF) target group, the credit is available to employers who hire members of this group for a two-year period.

In the first year, employers may claim a tax credit equal to:

- 25% of the first-year wages, up to the maximum tax credit, if the individual works at least 120 hours.
- 40% of the first-year wages, up to the maximum tax credit, if the individual works at least 400 hours.

In the second year, employers may claim a tax credit equal to:

- 25% of the second-year wages, up to the maximum tax credit, if the individual works at least 120 hours.
- 50% of the second-year wages, up to the maximum tax credit, if the individual works at least 400 hours.

#### Who can I hire?

Veterans • TANF Recipients • SNAP (Food Stamp) Recipients • Designated Community Residents (living in Empowerment Zones or Rural Renewal Counties) • Vocational Rehabilitation Referral • Ex-felons • Supplemental Security Income Recipients • Summer Youth Employee (living in Empowerment Zones)

#### How are the tax credits calculated?

Employers generally can earn a tax credit equal to 25% or 40% of a new employee's first-year wages, up to the maximum for the target group to which the employee belongs. Employers will earn 25% if the employee works at least 120 hours and 40% if the employee works at least 400 hours.

#### What are the maximum tax credit amounts?

The maximum tax credit amounts depend on the new employee's target group and the number of hours worked during the first year of employment.