



**Special points  
of interest:**

- WOTC and the Ticket to Work Program 1
- Department of Labor Calls for 2005 New Freedom Initiative Award Nominations 3
- Certified Rehabilitation Counselor (CRC) Contact Hours Available 3
- Join the March 29, 2005 EN Teleconference Training 4

## WOTC and the Ticket to Work Program

The Work Opportunity Tax Credit (WOTC) is a federal tax credit created to incentivize employers to hire from nine targeted groups of job seekers. On March 2, 2004, President Bush signed into law the Social Security Protection Act of 2004, Public Law 108-203. Section 405 of this Act makes WOTC available to employers who hire Ticket beneficiaries referred by an Employment Network (EN) participating in the Ticket to Work Program. Previously, WOTC was only available to the employer if the referral came from state Vocational Rehabilitation (VR) agencies.



Under WOTC, an employer can receive up to \$2,400 in federal income tax credits for each

WOTC-qualifying Ticket beneficiary hired. For an employer to qualify for WOTC, the Ticket beneficiary must be a SSDI or SSI (blind or disabled) recipient who is currently participating in the Ticket to Work Program and has established an Individual Work Plan (IWP) with an Employment Network. There are no restrictions on the number of qualified Ticket beneficiaries an employer can hire.

WOTC is one tool in a diverse toolbox of flexible strategies designed to help people move from federal assistance to work and gain on-the-job experience. It joins other education and job training initiatives and targeted tax credits that help American workers prepare for good jobs; ease the transition from job to job; and create high performance workplaces.

While current forms and the Department of Labor Employment and Training Administra-

*(Continued on page 2)*



## Message from the Training Manager:

**Inside this issue:**

- Message from the Training Manager
- Free EN Capitalization Training Coming to a City Near You!
- Meet the Training Team

Welcome to the March e-Training Update. I do hope you find this and future editions to be of benefit to your Employment Network. In this issue, we feature the Work Opportunity Tax Credit, and the benefits this legislation brings to Employment Networks and their clients. I invite you to participate in the training program we will be conducting on WOTC on March 29, 2005, at 1:00 PM EST. The teleconference is open to all Employment Networks.

I have had the opportunity to meet a number of Employment Network representatives at the EN Capitalization Project Training Programs conducted through the last year. Sandy Smith will be conducting the next training session in Seattle, Washington, on March 17, 2005. I do hope I

get to meet you then, or at a future EN Capitalization Project training session. The EN Capitalization Project has received overwhelmingly favorable reactions and evaluations from the over 500 Employment Network staff who have attended the 13 EN Capitalization training sessions, as well as the over 400 individuals who have received direct technical assistance from Sandy Smith. If you have any questions about the EN Capitalization Project, or would like technical assistance, please contact [Sandy at Ext. 6671](mailto:sandrasmith@maximus.com), or [sandrasmith@maximus.com](mailto:sandrasmith@maximus.com).

Terry Martin, Ed.D. Training Manager

## WOTC and the Ticket to Work Program (continued from page 1)

tion (ETA) materials have not been updated to include the new target group, Ticket-holders will be included and treated the same as an individual who qualifies under the group who completed or is completing rehabilitative services with a state Vocational Rehabilitation agency. ETA released a Training and Employment Guidance Letter (TEGL 15-04) to inform State Workforce Agencies (SWA) regarding the inclusion of the Ticket to Work Program to WOTC.

Since the new provision was enacted in March 2004 and WOTC certification requires the employers to submit IRS Form 8850 to the SWA within 21 days after the individual begins work, the new provision will not apply to Ticket beneficiaries hired prior to March 2004.

As the Program Manager, MAXIMUS maintains a database of eligible Ticket-holders who qualify as a target group under WOTC. MAXIMUS will verify certification requests from State and Regional WOTC Coordinators.

Before starting the process, it is advised that prior to an employer submitting their first certification request to the State or Regional WOTC Coor-

dinator, that the employer inquires about the process for submitting a certification request and the desired format. Each state may have a slightly different



process for pre-screening and certification based on state guidelines. Since certification is based on eligibility and the submission of time-sensitive documentation, it is critical to know the process and to operate within those guidelines.

This new provision provides Employment Networks with a marketing tool to offer employers an incentive to hire individuals with disabilities who receive employment services, vocational rehabilitation services, and other support services under the Ticket to Work Program. ENs may consider several options:

1. Hire Ticket-holders to your organi-

zation thus allowing you to qualify for the tax credit.

2. Coach Ticket-holders to market themselves as eligible for the tax credit when seeking job placement.
3. Provide technical assistance to employers in identifying new hires who are part of this target group.
4. Market your organization as an Employment Network who can qualify Ticket-holders so that employers can request the tax credit. By completing an IWP, the EN makes a Ticket-holder eligible as part of the target group.

To receive comprehensive information about WOTC and to obtain a directory of State and Regional WOTC Coordinators, visit the U.S. Department of Labor Employment and Training Administration (ETA) Web site at [www.uses.doleta.gov/tax.asp](http://www.uses.doleta.gov/tax.asp).

## Free EN Capitalization Training is Coming to a City Near You!

### Locations

Seattle, WA

### Dates

March 17, 2005



Participants will be instructed in the use of the EN Capitalization Resource Directory as a tool for seeking and securing funding. The seminar will focus on developing strategic fundraising processes. Particular emphasis will be given to accessing funding from foundations, and hands-on exercises to develop skills in fund-raising. The seminar will be conducted in **two**

**identical three-hour sessions.** The morning session will be conducted from **9:00 AM until 12:00 PM**, and the afternoon session from **1:00 PM until 4:00 PM.** Participants may choose the most convenient location and session. There is **no registration fee**, and Certified Rehabilitation Counselors will be awarded 2.75 contact hours.

## Department of Labor Calls for 2005 *New Freedom Initiative* Award Nominations

The Department of Labor is calling upon non-profits, small businesses, corporations, and individuals that have demonstrated exemplary and innovative efforts in advancing the employment and workplace environment of people with disabilities to submit their entries for the 2005 "Secretary of Labor's New Freedom Initiative Award."

The Award recognizes public-private partnerships and programs that have had a positive impact on the employment of people with disabilities through access to assistive technologies, the use of innovative training, and hiring and retention techniques. It also recognizes organizations, businesses, or individuals who develop comprehensive strategies to enhance the ability of Americans with disabilities to enter and advance within the

workforce of the 21st Century.

Additional information on the award and specific nomination criteria are available in the February 10, 2005 Federal Register or at [www.dol.gov/odep](http://www.dol.gov/odep) under the New Freedom Initiative tab. The information is also available by calling the Office of Disability Employment Policy (ODEP), Education and Outreach Section, at (202) 693-7880. The deadline for receipt of nominations is May 27, 2005 (mailing deadline is May 22, 2005).

The *New Freedom Initiative* contains a comprehensive set of proposals designed to ensure that Americans with disabilities have the opportunity to learn and develop skills, engage in productive work, make choices about their daily lives, and participate fully in their communities. ODEP has

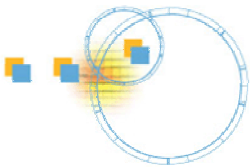
primary responsibility for implementing the employment-related aspects of the *New Freedom Initiative*.

Article excerpts taken from the ODEP News Release: [02/10/2005] Release Number: 05-0221-NAT

**Note:** Ticket to Work is a key component of the New Freedom Initiative

### Certified Rehabilitation Counselor (CRC) Contact Hours Available for Online Ticket to

CRC Contact Hours are available for successful completion of any Ticket to Work Online Courses. To receive CRC contact Hours, contact Andrea Stapleton at [andreastapleton@maximus.com](mailto:andreastapleton@maximus.com) for enrollment information. Type "CRC Enrollment" in the subject field and include your Employer Identification Number (EIN).



### EN Capitalization & Ticket to Work Training Registration Form:

To register for an upcoming EN Capitalization & Ticket to Work Training session, you may either access the registration form at [www.yourtickettowork.com](http://www.yourtickettowork.com) and click on EN Capitalization Resources, or call 1-866-968-7842 ext. 6662.



### Keep Your Contact Information Up-to-Date

In order to keep you updated on the latest Ticket to Work news and information, we need you to keep us informed of any changes to your contact information. You can e-mail, fax, or write us with updates to this information, including the services you provide, groups served, and service area.



## Join the March 29th EN Teleconference

Topic: **WOTC and Ticket to Work**

Date: **March 29, 2005**

Host: **Terry Martin and Dan Betts**

Time: **1:00 -3:00 PM Eastern Time**

### Ticket to Work Program

For more information, please call us at the MAXIMUS Ticket to Work toll free number below, or visit us at our Web site at: [www.yourtickettowork.com](http://www.yourtickettowork.com)

1-866 YOURTICKET  
(1-866-968-7842)

Fax: 703-683-0957

Training resources for the business of Ticket!

Topic Discussion: Employment Networks now armed with a new marketing tool to offer employers when a job candidate is a Ticket beneficiary – the potential to receive up to \$2,400 in federal income tax credits for each qualifying SSDI and SSI (blind or disabled) beneficiary hired. This new marketing tool, the Work Opportunity Tax Credit (WOTC), is actually new legislation that was signed into law in March 2004. Now that WOTC has been fully implemented, it is a great incentive to offer employers!



Join WOTC experts and other Employment Networks in reviewing this new legislation. Learn how WOTC impacts the Ticket to Work Program, and how to leverage this new legislation as an effective marketing tool to employers. We will also discuss strategies to incorporate WOTC into your marketing plan.

The Forum will be conducted simultaneously via conference call and through the Chat Room on the EN Forum. Instructions will be mailed to those who register. Space is limited, therefore we suggest you register early. Depending upon the level of interest, additional sessions may be scheduled. Employment Networks can access the dial-in number and participant code by calling Michelle Grande at **1-866-968-7842 ext, 6618**. For additional information on WOTC and the Ticket to Work Program, visit the Ticket to Work Web site at [www.yourtickettowork.com](http://www.yourtickettowork.com), and click on “WOTC & Ticket to Work.”



CD-ROM Training Now Available

1. IWP Process
2. Payment Process

Contact your Ticket Training Team now!

We're on the Web!  
[www.yourtickettowork.com](http://www.yourtickettowork.com)

### Meet the MAXIMUS Training Team



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