

BONDING IS A JOB PLACEMENT TOOL

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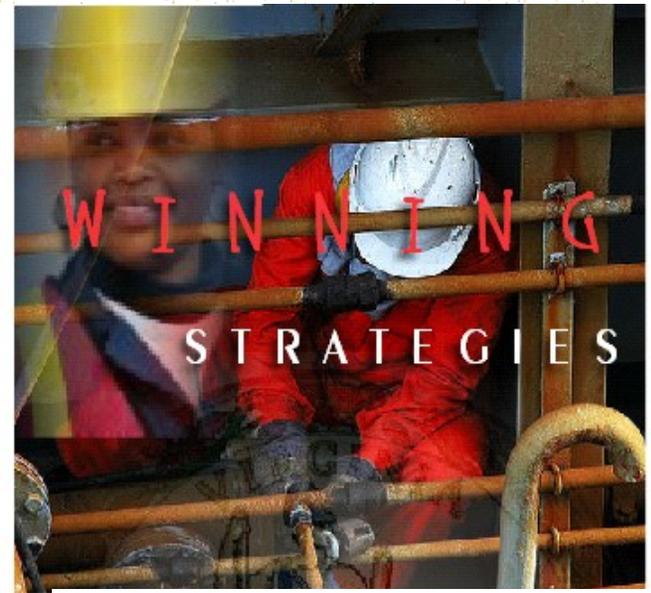
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The Federal Bonding Program is sponsored by the U.S. Department of Labor and administered by the Virginia Department of Corrections



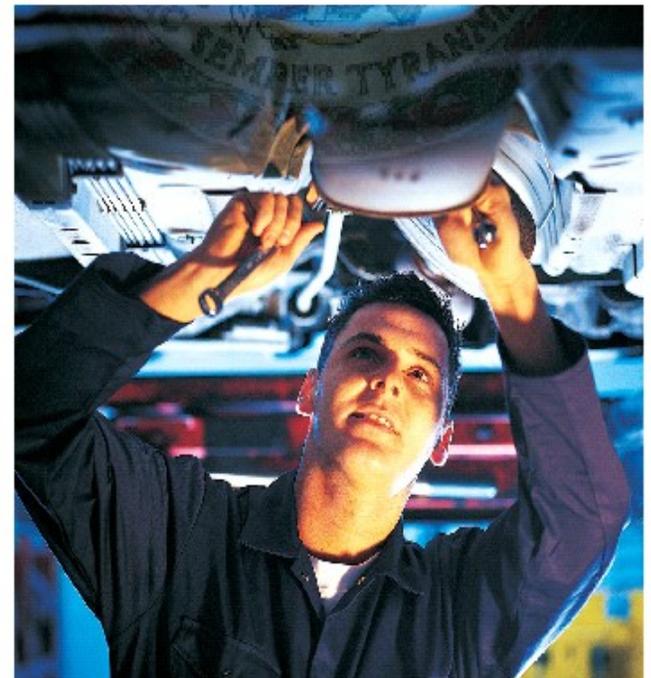
Virginia Department of Corrections - serving as Virginia's Federal Bonding Coordinator for businesses that hire workers with past criminal convictions



The Federal Bonding Program

THE BARRIER HAS BEEN

REMOVED



FEDERAL FIDELITY BONDING PROGRAM

In 1966, the U.S. Department of Labor (USDOL) created the Federal Bonding Program (FBP) as an employer job-hire incentive that guaranteed the job honesty of at-risk job seekers. Federal Fidelity Bond insurance is issued free-of-charge to employers and enables the delivery of bonding services as a unique job placement tool to assist persons with prior criminal convictions. The bonds are issued in increments of \$5,000 to employers at no cost for six months against employee dishonesty or theft for the selected employee. This bond is immediately available with no paperwork.

<http://www.bands4jobs.com/>

WHY IS IT NEEDED IN VIRGINIA?

Each year, in the state of Virginia, approximately 13,000 people are released from the prison system. One major challenge that they face is reentry into the current labor market. Employers view these job seekers as being “at-risk” and potentially untrustworthy workers. As a result, these job seekers are routinely denied employment.

<http://www.bands4jobs.com/>



WIN/WIN SITUATION FOR THE EMPLOYER AND THE JOB SEEKER

WHO IS ELIGIBLE?

Any job seeker, of legal working age in Virginia, who has a prior conviction – felony, misdemeanor, federal, state or juvenile. This also includes those convicted who did not serve any time.

HOW ARE BONDS ISSUED?

Upon making an offer of employment, an employer can contact the Virginia Bonding Coordinator or a local workforce development professional to request a bond. The employer can also have the job seeker contact a workforce development professional to assist with obtaining the bond.

HOW SUCCESSFUL IS THE PROGRAM?

According to the USDOL experiment, there were over 42,000 job placements made for at-risk job seekers who were automatically made bondable. Approximately 460 proved to be dishonest workers. Bonding services as a job placement tool can be considered to have a 99% success rate.

<http://www.bands4jobs.com/>

FREQUENTLY ASKED QUESTIONS

Does the bond cover part-time employment?

The bond covers full and part-time employment as well as employment with temporary agencies.

When should a workforce development professional or employer request a bond?

A bond should be requested after a job offer has been made and a start date has been given.

When are the bonds effective?

Bonds are effective on the first day of employment.

How long are bonds valid?

Bonds are valid for six months or until employment is terminated, whichever occurs first.

Who can request a bond?

A workforce development professional or the employer can request a bond.

Can the bond cover individuals who are self-employed?

No. Bonds are issued to workers that have federal taxes automatically withheld from their paycheck.

Does the bond cover job injuries or poor workmanship?

No. Bonds cover any type of stealing: theft, forgery, larceny and embezzlement.