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The "VOW to Hire Heroes Act of 2011" was recently passed into law by the President and is aimed at achieving the following goals:

Up to 12 months of vocational, rehabilitative and employment benefits for veterans with a service-connected disability.

12 months of training assistance to vets aged between 35-60.

"Seamless transition"-automatic benefits for eligible veterans

Military experience transfer evaluations for civilian jobs

Tax credit incentives for participating employers to hire and train employees

"Special Employer Incentives" program for employers of veterans who face "extraordinary obstacles" to finding employment.

Under the VOW to Hire Heroes Act, employers can expect to receive significant benefits to incentivize participation in the program.

## Tax Credit Incentives

Employers can receive the following tax credits per eligible veteran:

Up to \$9,600 for for-profit employers

Up to \$6,240 for tax-exempt businesses

The amount received depends upon several factors, including the length of the veteran's unemployment before hire, how much the veteran works and how much wages are paid to the veteran in the first year of employment.

The incentive is only payable under the following conditions:

Only new employees are eligible

The eligible veteran must start work between November 22, 2011 and before December 31, 2012

Employer must receive certification from a State Workforce Agency that the new hire is eligible

Employers must complete specific forms to apply for the certification:

IRS Form 8850, Pre-Screening Notice and Certification Request for the Work Opportunity Credit, by the date of the job offer

Department of Labor ETA Form 9061, Individual Characteristics Form; OR ETA Form 9062, Conditional Certification Form if it has been provided to the job seeker by a government agency

Employers should pay particular attention to timeframes. If you have already hired an eligible veteran, you don't have much time to complete and submit the forms in order to be eligible.

The forms must be completed and submitted by June 19, 2012, if the hire was made before May 22, 2012. If the worker is hired later, employers have 28 days after the new hire starts work to send the forms in.

### Special Employer Incentives

This program, referred to as the "SEI program" applies to veterans with extreme difficulties finding employment. Participating employers will bring on board veterans with the intention of continued employment after the SEI program is over. The initiative is intended as a win-win for both the employer and veteran.

Benefits received by the employer for participation include:

Reimbursement of up to 50 percent of the veterans salary, to cover the costs of training, equipment and any loss in production.

Hiring veterans who are already trained to your organizations specifications

Apprenticeship wages

Tools, equipment and uniforms provided by the VA

Minimal paperwork

Employer support from the VA.

Employers interested in participating in the program should call 1-800-827-1000 to speak with the Vocational Rehabilitation and Employment Representative.

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