

TAX CREDIT CATEGORIES

The Work Opportunity Tax Credit is a program created to incentivize employers to hire statistically disadvantaged groups in the workforce. HireCredit makes this process easier and helps employers maximize their potential tax credit earnings. Read the chart below to learn more about the qualifications of the ten targeted groups that WOTC supports.

Target Groups

Category	Description
A Short-Term Temporary Assistance for Needy Families (TANF) Recipient	<p>Temporary Assistance for Needy Families (TANF) is a program that provides federal funding to states and territories to help needy families achieve self-sufficiency. The goal of TANF is to provide assistance to low-income families in areas like childcare, job preparation and work.</p> <p>An individual is qualified if they are a member of a family that received TANF benefits for any 9-month period during the 18-month period ending on the hiring date.</p>
B Veteran	See Veteran categories below.
C Ex- Felon	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> 1. Have been convicted of a felony under any statute of the United States or any state, and 2. Have a hire date that is less than one year after the last date on which the individual was convicted (if not incarcerated) or was released from prison.
D Designated Community Resident (DCR)	<p>A Designated Community Resident (DCR) is made up of Federal Empowerment Zones (EZ) and Rural Renewal Counties (RRC). Read below to learn more about EZs and RRCs.</p> <p>An individual is qualified if they are aged 18-39, and on the hire date, is a resident of a designated Federal Empowerment Zone (EZ) or Rural Renewal County (RRC).</p> <p>Note:</p> <ul style="list-style-type: none"> • Empowerment zones can be both urban and rural and are designated as economically distressed communities that may receive incentives and grants from the U.S. government under the Empowerment Zones and Enterprise Communities Act of 1993. Please visit the US Department of Housing and Urban Development to find out which zones are designated Federal Empowerment Zones. • Rural Renewal Counties are counties in a rural area that lost population between 1990-1994 and 1995-1999. Please visit the US Department of Housing and Urban Development to find out which counties are designated Rural Renewal Counties.
E Vocational Rehabilitation Referral	<p>Vocational Rehabilitation is a process which enables persons with functional, psychological, developmental, cognitive, and emotional disabilities or impairments or health disabilities to overcome barriers to accessing, maintaining, or returning to employment or other useful occupation.</p> <p>An individual is qualified if they:</p> <ol style="list-style-type: none"> 1. Have a physical or mental disability which results in a substantial barrier to employment, and 2. Have been referred to the employer upon completion of (or while receiving) rehabilitation services by: <ol style="list-style-type: none"> a. A rehabilitation agency approved by the state, or b. An employment network under the Ticket to Work Program, or c. The Department of Veterans Affairs 3. And, is hired within two years of receiving those services.

F Summer Youth Employee	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> 1. Are aged 16-17 on the hire date and is a resident of a Federal Empowerment Zone (EZ) or Rural Renewal County (RRC) and 2. Have not been employed by the same employer prior to the 90-day summer period between May 1 and September 15.
G Supplemental Nutrition Assistance Program (SNAP) Recipient	<p>The Supplemental Nutrition Assistance Program (SNAP) is the largest federal nutrition assistance program, that provides benefits (e.g. food stamps) to eligible low-income individuals and families.</p> <p>An individual is qualified if they:</p> <ol style="list-style-type: none"> 1. Are aged 18-39 on the hiring date and are a member of a family who received SNAP benefits for a consecutive six-month period ending on the hiring date, or 2. Qualify under federal law as an Able-Bodied Adult Without Dependents (ABAWD), are 18-39 years of age on the hiring date, or 3. Received SNAP benefits for at least three months out of the five-month period ending on the hiring date and is no longer receiving SNAP benefits on the hiring date.
H Supplemental Security Income (SSI) Recipient	<p>Supplemental Security Income (SSI) is a federal income supplement program that provides cash to meet basic needs for food, clothing and shelter for individuals who are blind, disabled, and elderly who have little or no income.</p> <p>An individual is qualified if they are receiving Supplemental Security Income (SSI) payments under Title XVI of the Social Security Act, Supplemental Security Income benefits, for any month ending within the 60-day period ending on the hiring date.</p> <p><i>Note: Those receiving Social Security Disability Income (SSDI) are not the same as SSI recipients.</i></p>
I Long-Term Temporary Assistance for Needy Families (TANF) Recipient	<p>Temporary Assistance for Needy Families (TANF) is a program that provides federal funding to states and territories to help needy families achieve self-sufficiency. The goal of TANF is to provide assistance to low-income families in areas like childcare, job preparation, and work.</p> <p>An individual is qualified if they:</p> <ol style="list-style-type: none"> 1. Have received TANF, or a successor program, for at least 18 consecutive months ending on the hiring date, or 2. Have received TANF for a total of at least 18 months, whether or not the months are consecutive, beginning after August 5, 1997, and whose hiring date is not more than two years after the end of the earliest 18-month period, or 3. Previously received TANF, but their eligibility expired and have a hiring date within two years of their TANF eligibility expiration date, but after August 5, 1997.
L Long-Term Unemployed	<p>An individual hired after December 31, 2015 who is in a period of unemployment that:</p> <ol style="list-style-type: none"> 1. Is not less than 27 consecutive weeks, and 2. Includes a period (which may be less than 27 consecutive weeks) in which the individual received unemployment compensation under state or federal law.

Veteran Specific Groups

Category		Description
B	Veteran	<p>To be qualified for any of the below categories, an individual must meet both of these standards:</p> <ol style="list-style-type: none"> Served on active duty, not including training, in the U.S. Armed Forces for more than 180 days or have been discharged or released from active duty for a service-connected disability, and Not have a period of active duty, not including training, of more than 90 days that ended during the 60-day period concluding on the hiring date.
Veteran Supplemental Nutrition Assistance Program (SNAP)	a	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> Meet the qualifications of a veteran listed above, and Are a member of a family that received food stamps, (e.g. Supplemental Nutrition Assistance Program (SNAP)) benefits for at least a 3-month period during the 15-month period ending on the hiring date.
Wounded Warrior*	b	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> Meet the qualifications of a veteran listed above, and Are entitled to compensation for a service-connected disability hired within one year of discharge or release from active duty
	c	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> Meet the qualifications of a veteran listed above, and Are entitled to compensation for a service-connected disability and unemployed for a period or periods totaling at least 6 months of the year ending on the hiring date.
Returning Hero*	d	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> Meet the qualifications of a veteran listed above, and Have been unemployed for at least 4 weeks (but less than 6 months) during the one-year period ending on the hiring date
	e	<p>An individual is qualified if they:</p> <ol style="list-style-type: none"> Meet the qualifications of a veteran listed above, and Have been unemployed for at least 6 months or more within one year of the hiring date.

*There are additional tax credits available on top of WOTC.