

Employers

The Fidelity Bonding Program (FBP) is designed to give you the peace of mind that you can safely provide all individuals job opportunities with limited risk.

Reducing barriers for ex-offenders, as well as others who have difficulty securing employment and getting their lives back on track, builds strong, healthy communities.

There are no forms to be completed, no deductible if employee dishonesty occurs, and no additional paperwork after the bond expires.

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Job Seeker

The Fidelity Bonding Program can help job seekers face barriers to employment by providing fidelity bonding for the first six months on the job.

The bond provides job seekers with the opportunity to build their self-confidence, and to prove their skills and trust-worthiness to their employer.

The Texas Workforce Commission mission is to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

Contact us at:

Your local Workforce Solutions Office



Email us at:

Fidelity.bonding@twc.state.tx.us

“Every moment is a fresh beginning.”

-T.S. Eliot

Texas Workforce Commission



Fidelity Bonding

Employers & Job Seekers

What is it?

The US Department of Labor established the Federal Bonding Program in 1966 to provide fidelity bonds to employers, giving them access to job seekers and opening doors of opportunity.

A fidelity bond is a six-month business insurance policy for employers that hire, retain, or promote certain at-risk individuals. The policy protects an employer against theft, forgery, larceny, and embezzlement committed by a bonded employee.

This unique hiring incentive tool targets individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:

- Ex-offenders, including individuals with records of arrest, probation, or any police record
- Individuals in recovery from substance abuse
- Public assistance recipients
- Individuals with poor credit records, including bankruptcy
- Economically disadvantaged youth
- Adults with little or no work histories
- Individuals dishonorably discharged from the military

How does it work?

- Bonds are issued starting at \$5,000 for at-risk individuals.
- Bonds are issued at no cost to the employer, with no deductible.
- Bonds serve as an incentive to encourage employers to hire, retain, or promote certain at-risk individuals.
- Bonding is available for any employer-employee job (self-employed people are not eligible).
- Bond insurance becomes effective on the employee's first day of employment.
- The fidelity bond is mailed directly to the employer.
- Free fidelity bonding coverage is provided for a six-month period; thereafter, if no claim is made against the bond, it can be renewed through the regular commercial network.

How to apply?

- Either the prospective employee or the employer can request bonding through any Workforce Solutions Office.
- An offer of employment must be presented to a prospective employee prior to a bond being issued.

Dealing with a history?

This is the most important part of any interview:
Be Prepared! Be Aware!
Check your status (criminal, credit, etc.)

Complete the conviction question on an employment application; check yes, and note "Will discuss during interview." Being honest and forthright is the best approach.

Discuss your strengths:

- Motivation
- Ability to take direction
- Ability to get along with people
- Job-specific skills, knowledge, and abilities

Write out the things you are going to say.
Practice the conversation.

Even if an employer does not ask about your conviction history, 75 percent of employers will run background checks. If you miss the opportunity to put your "spin" on your background, it will likely end your consideration for employment.

When in doubt, disclose and address your conviction.