



Reentry Services and Workforce Boards: A Win-Win-Win

2019 Raising the Bar Conference

Presenters:

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Reentry Workforce Development Survey

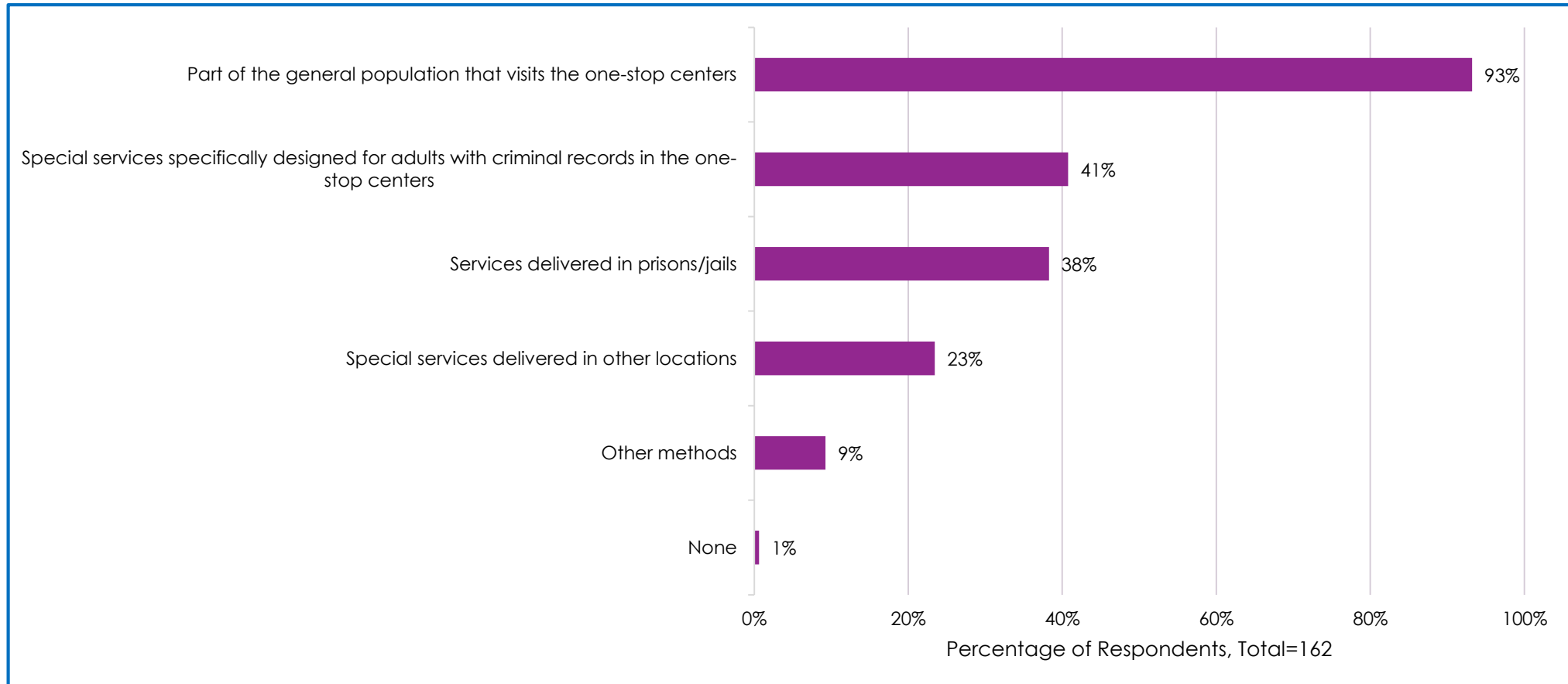
- Council of State Governments Justice Center (CSGJC)
- National Association of Workforce Boards
 - *conduct a survey of state and local workforce boards to learn how they are using Workforce Innovation and Opportunity Act (WIOA) and other funding to provide training and employment services to formerly incarcerated individuals to help them succeed in the workforce.*
- Spring 2018

| Distribution | Response Rate |
|---|---------------|
| 549 local boards | 29 percent |
| 41 state boards with local boards | 30 percent |
| 16 state boards that also serve as local boards | 50 percent |

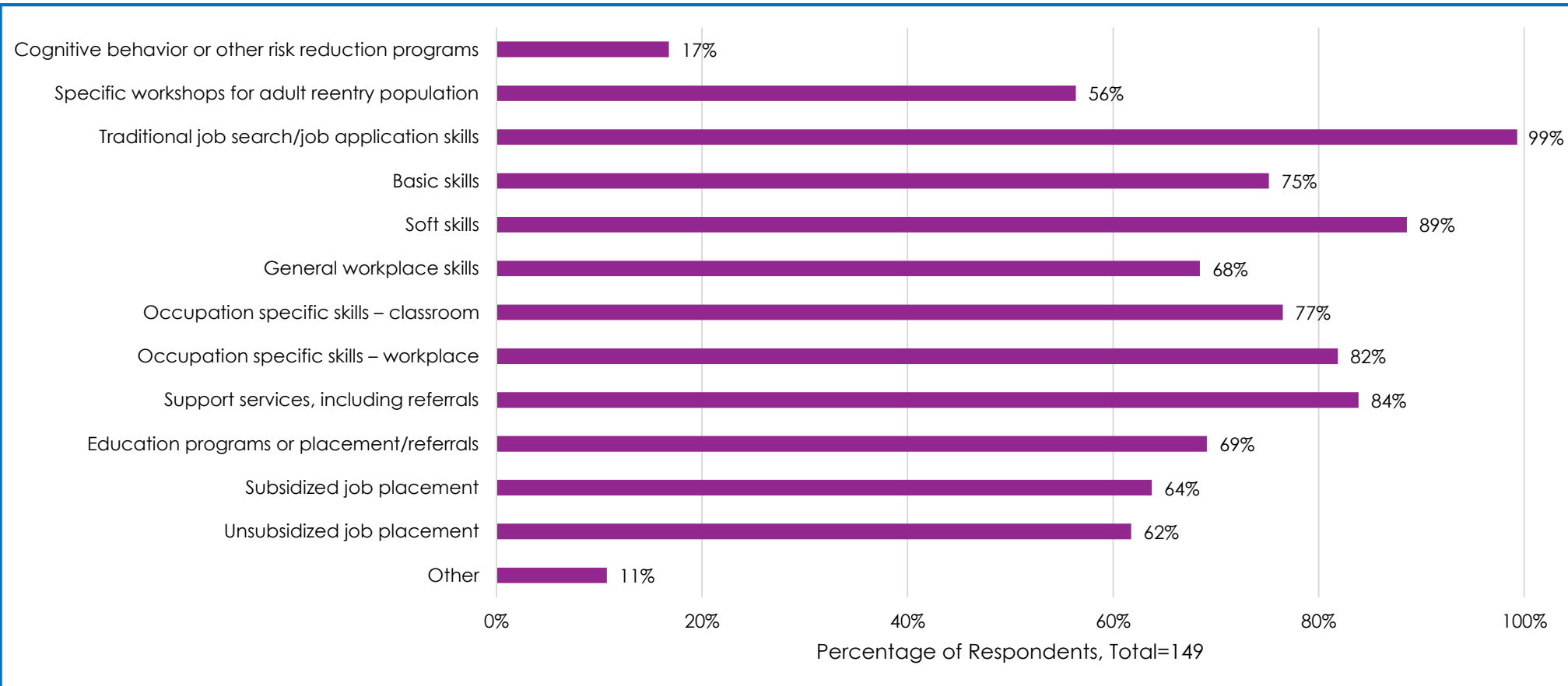
Scope

- Local Analysis
 - Adult Reentry Services
 - Youth Reentry Services
 - Crosscutting Issues
 - Employer Engagement
 - Workforce Board Membership
- State Analysis
- Service Delivery
 - Location
 - Type
 - Identification of Clients
 - Assessments
 - Partners
- Relationship to Corrections
- Funding
- Administration
- Challenges

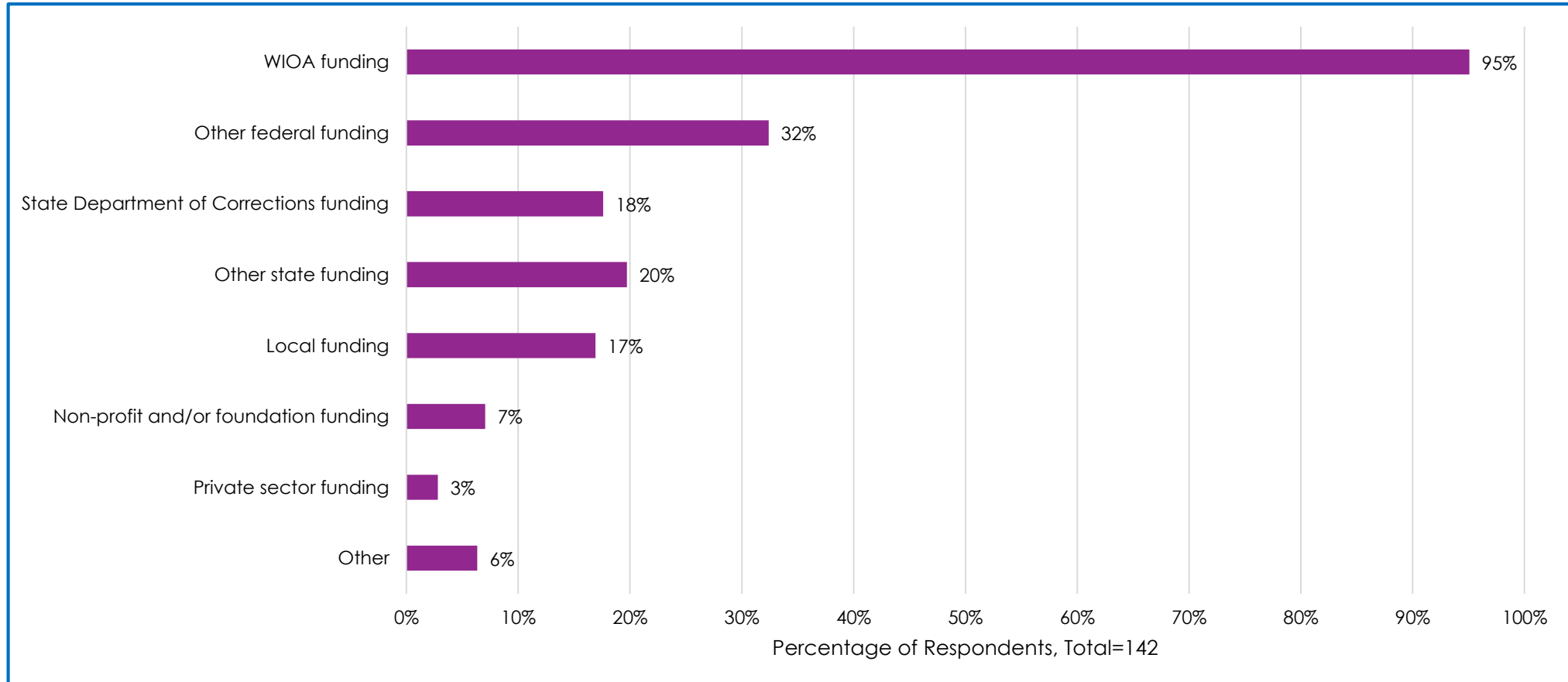
Adult Reentry Services - Location



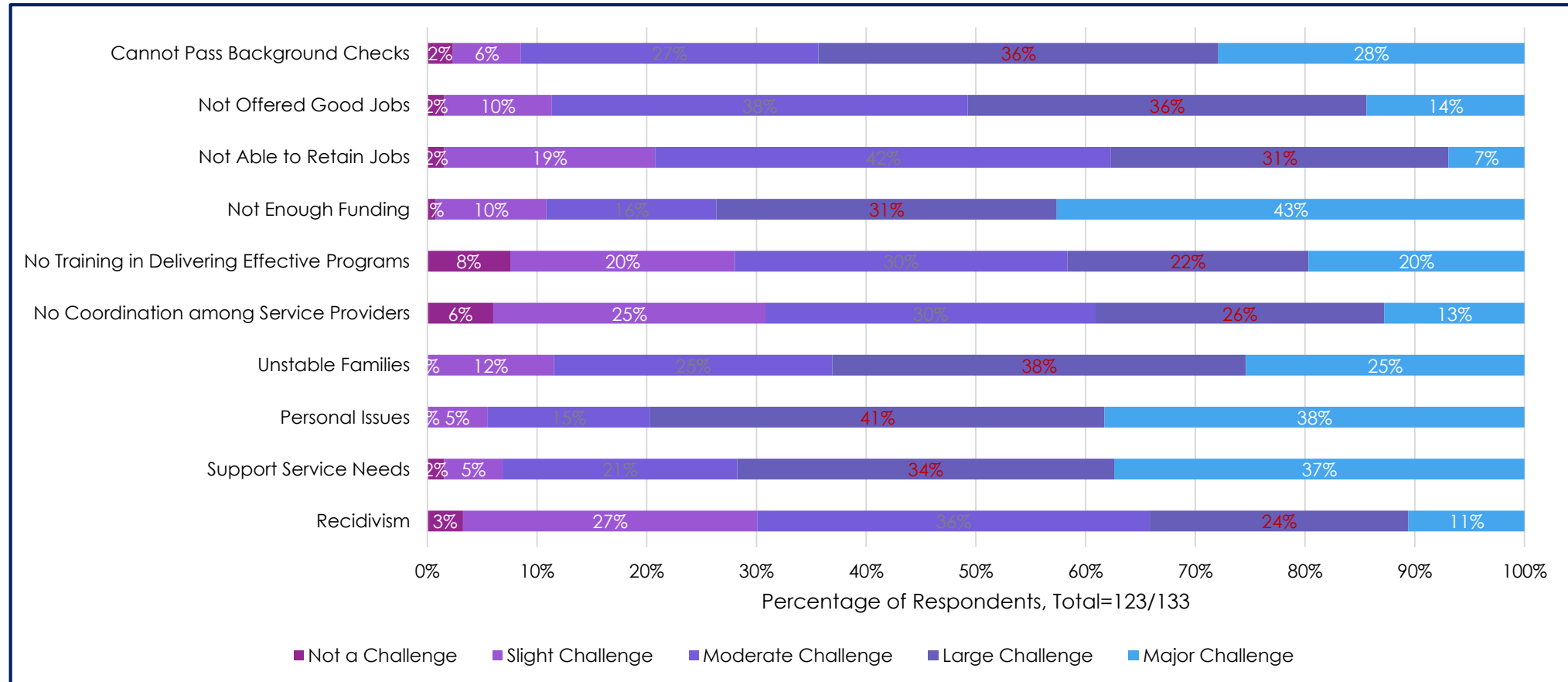
Adult Reentry Services - Type



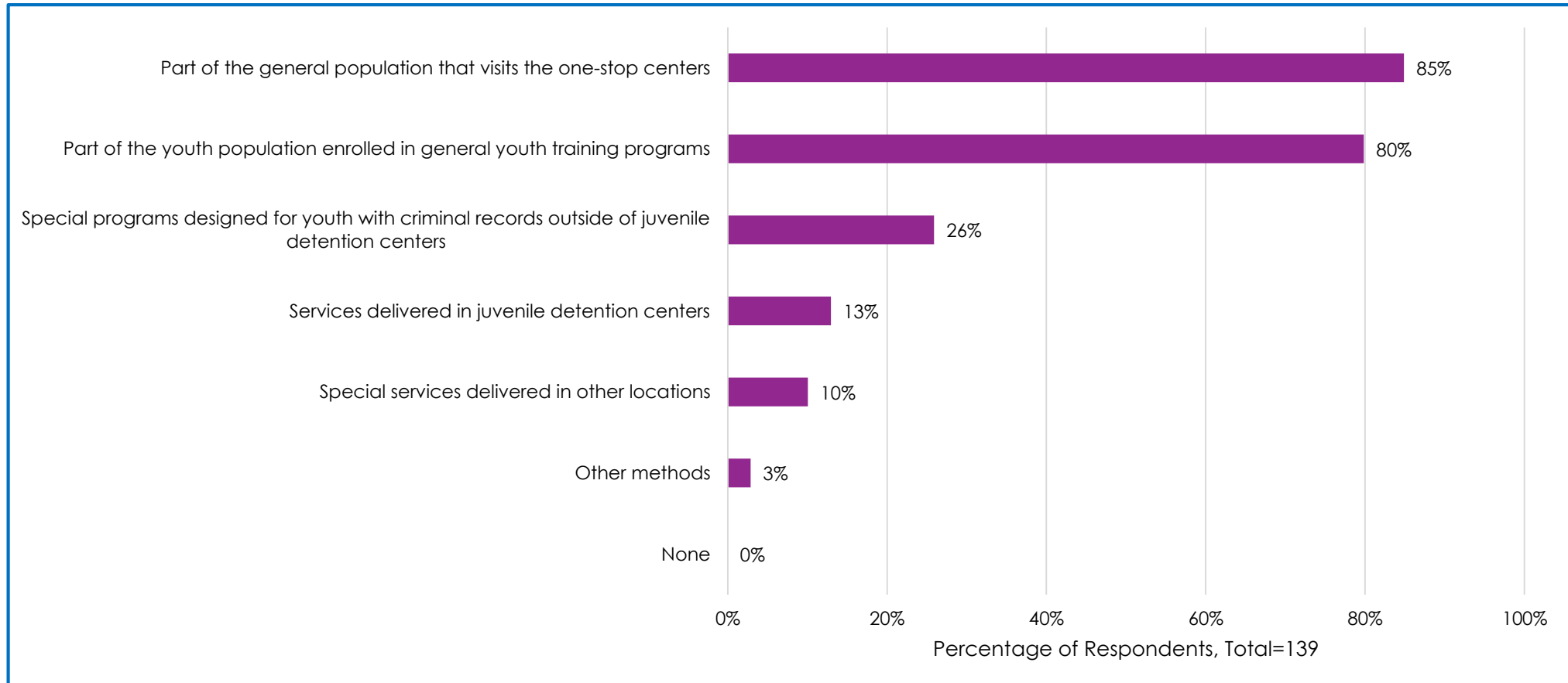
Adult Reentry Services - Funding



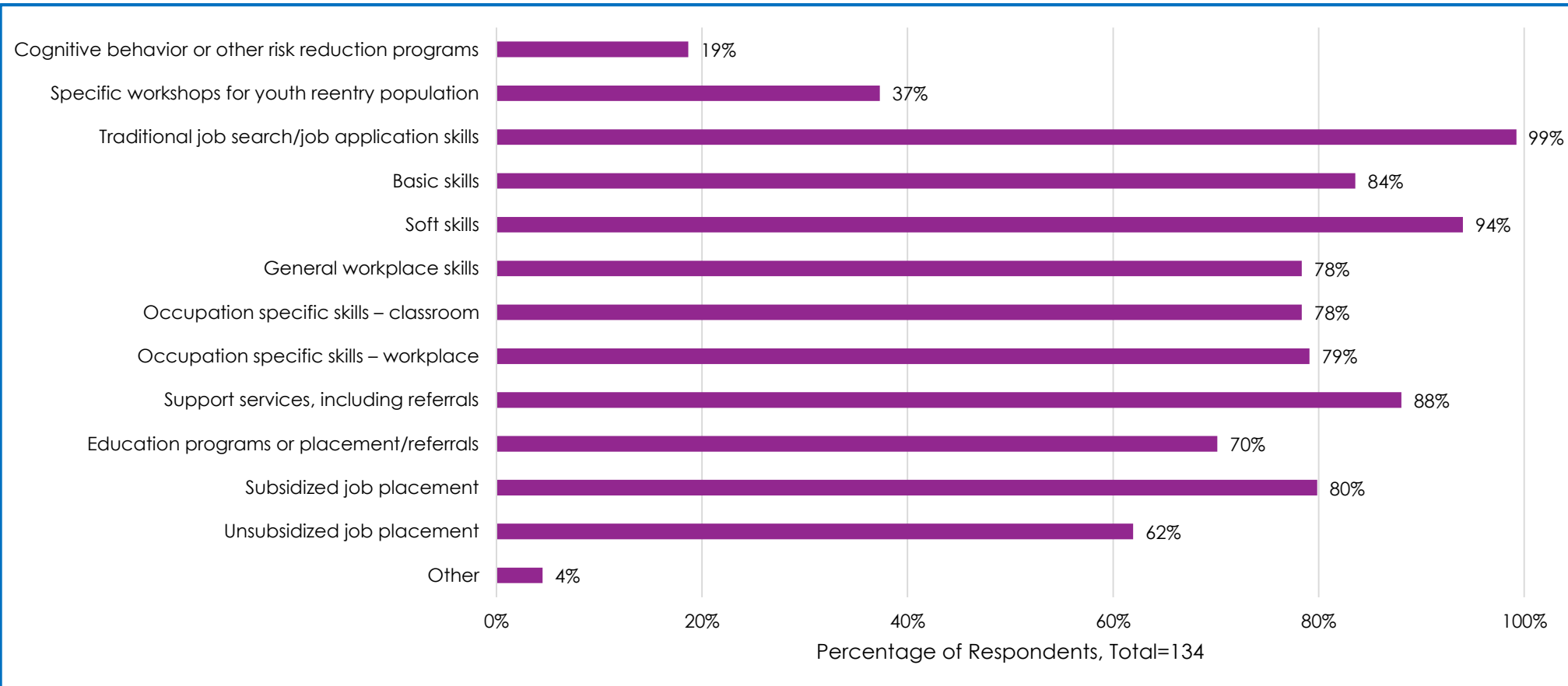
Challenges in Serving Adult Reentry Clients



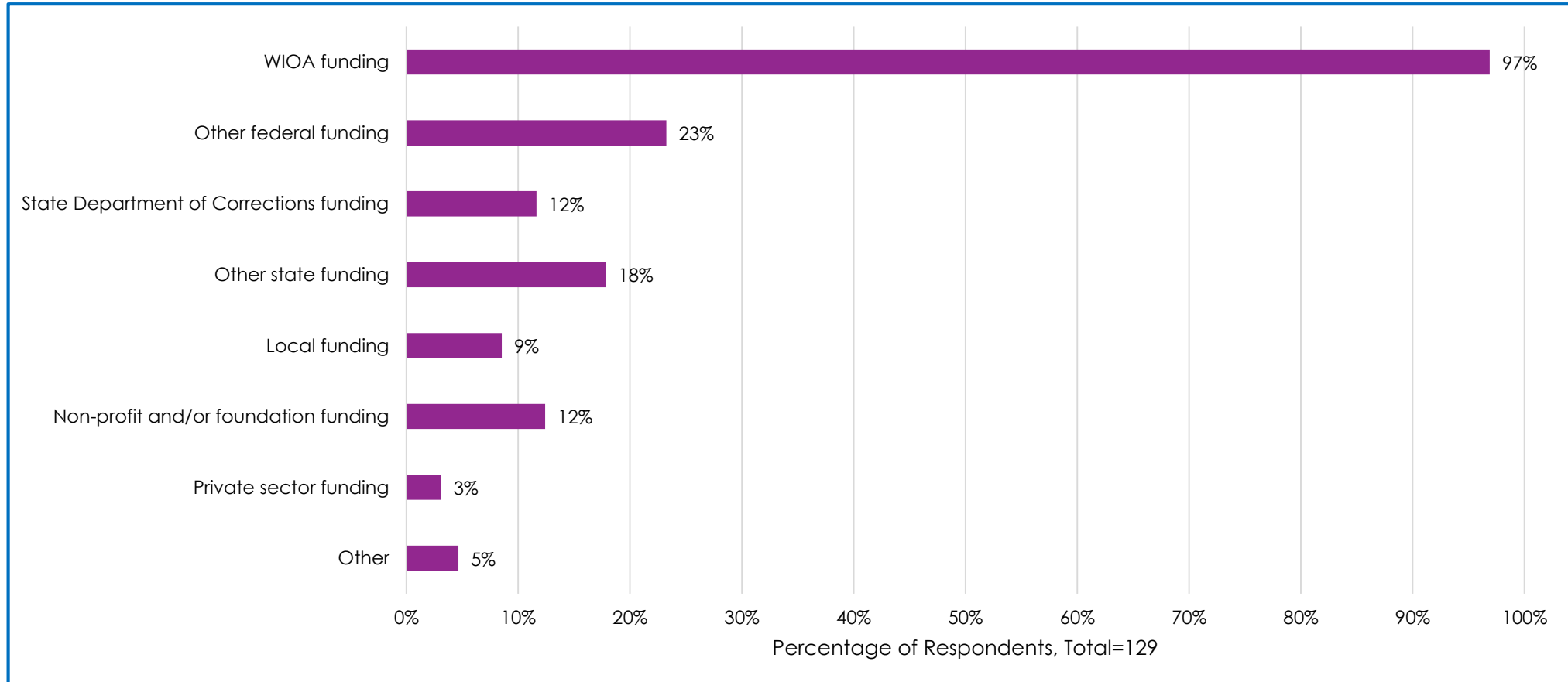
Youth Reentry Services - Location



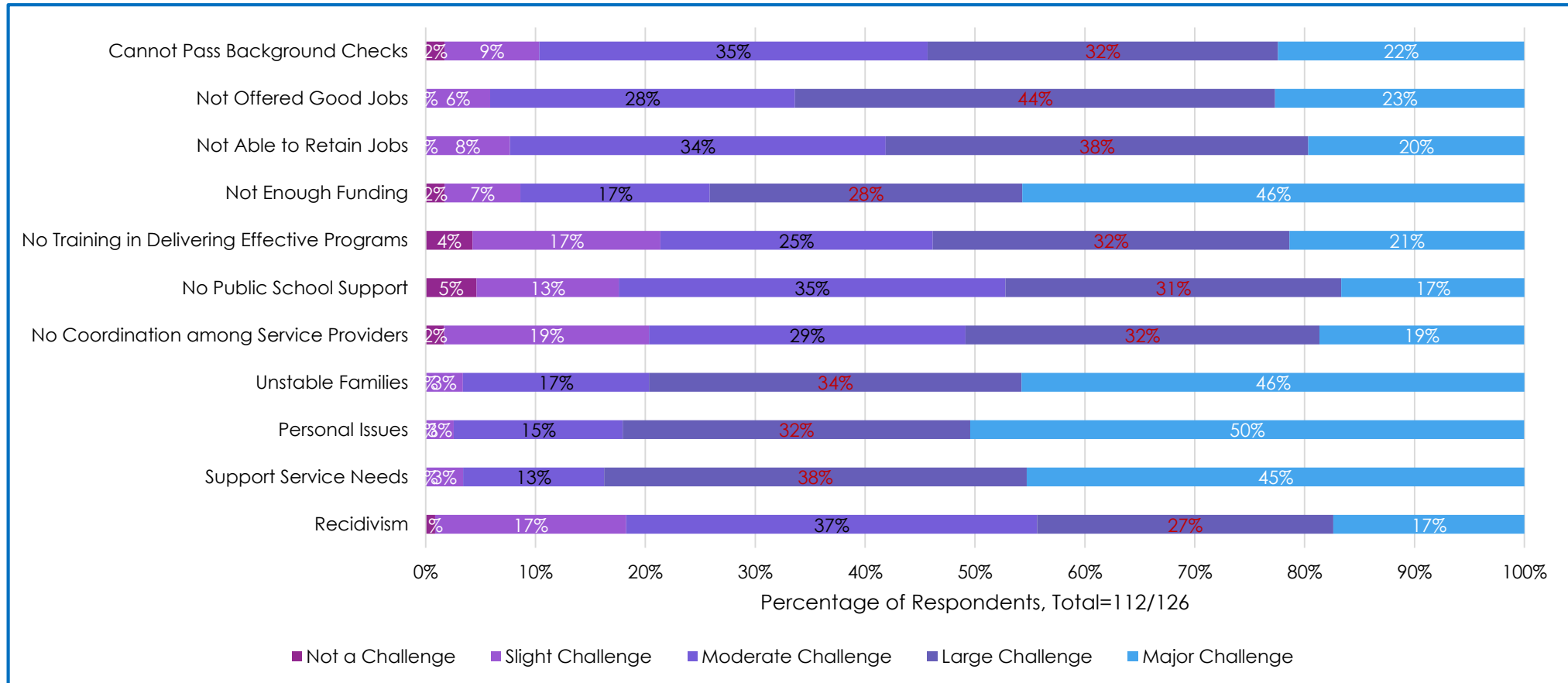
Youth Reentry Services -Type



Youth Reentry Services - Funding



Challenges in Serving Youth Reentry Clients



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Workforce Development
Program Management
Research
Surveys
LMI

Strategies for Employing People with Criminal Records

Raising the Bar Conference
Maryland Workforce Association
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Sherri Moses,
Sherri Moses Consulting

Who are People with Criminal Records?

- About one third of the population has a criminal record
- More than 640,000 people are released from state and federal prisons and nine million released from jails each year
- About 95 percent of people in prison will be released and return to the community

Impact on the Community

- The U.S. economy loses about \$87 billion in annual GDP when people with records can't work
- Nearly half of all children in the U.S. have a parent with a criminal record
- Mass incarceration perpetuates racial disparities

Employment Challenges

- High unemployment: About 34% of prime working age men have criminal records
- Employer bias: A criminal record reduces the likelihood of a job offer by nearly 50%
- Legal barriers: Over 45,000 collateral consequences in state and federal law

Collaborating with Corrections

- Invite participation on workforce boards and committees
- Develop a referral process
- Train staff on the reentry process

Collaborating with Community Organizations

- Identify and map community organizations that provide services to people with criminal records
- Develop a referral process
- Use WIOA funds to promote employment for people with records

Four Tips to Engage Employers

Do your research



Listen to employers



Promote peer learning



Create win-win opportunities

Do Your Research

- Identify key growth industries and career paths
- Understand local hiring policies and practices
- Learn about legal and regulatory sanctions
- Review EEOC guidelines on racial bias

Listen to Employers

- Understand what skills employers are looking for in employees
- Understand employers hiring practices
- Ask employers about their gaps and needs in hiring and retaining workers

Promote Peer Learning

- Collaborate with chambers of commerce and other business associations
- Convene employers by sector
- Identify employer champions

Create Win-Win Opportunities

- Offer employers services such as hiring events and pre-screening of applicants
- Target existing programs such as OJT, training vouchers, and bonding to the hiring of people with criminal records

Resources

- Association of Chamber of Commerce Executives:
<https://secure.acce.org/wiki/criminal-justice-reform/>
- National Inventory of Collateral Consequences of Conviction:
<https://niccc.csgjusticecenter.org>
- National Hire Network: <https://hirenetwork.org>

Thank You!

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