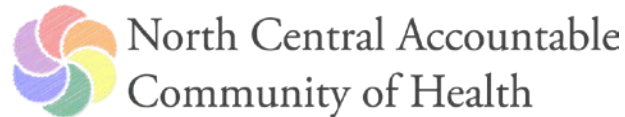


# Getting Talent Back To Work

## Make Informed Hiring Decisions!



Employment  
Security  
Department  
WASHINGTON STATE



# Getting Talent Back To Work



Nearly **700,000** people are released from prison each year and are locked out of the job market.

Those who have served their time should not be “**re-sentenced**” by employers, especially when businesses are experiencing a human capital crisis.



## Why Should I Hire Someone With A Criminal Background?

Not everyone with a criminal record is a career criminal. Many people with a record have made a single mistake, and for millions, that mistake was possession of marijuana or driving under the influence.

For others, it was shoplifting, passing a bad check or having an argument turn into a fight.

When such crimes are not habitual the individual is often more vigilant in remaining on the right side of the law.



# Do people with criminal records make good employees?

Johns Hopkins Medicine has hired hundreds of people with records, many for critical jobs involving patient care.

When it conducted a multiyear audit of accidents and other major negative events involving employees, it found that not even one had been caused by an employee with a record.

## THE TOP REASONS COMPANIES GIVE FOR HIRING INDIVIDUALS WITH CRIMINAL RECORDS

We want to hire the best candidate for the job regardless of criminal record.



We want to make the community a better place.



We want to give a second chance to individuals.



It gives our company or organization a better reputation with current employees.



It gives us a better reputation with those outside the company or organization.



We are incentivized by tax rebates or other government incentives.



MANAGERS  
HR PROFESSIONALS

# The Toolkit

<https://www.gettingtalentbacktowork.org/>

This Toolkit empowers businesses and HR leaders to confidently evaluate applicants with criminal records by equipping them with the **latest research, evidence-based best practices and industry guidance** needed to reduce legal liability and increase inclusive hiring from this untapped talent pool.



# WA State: Fair Chance Act

## ☆ Fair Chance Act

[<https://www.atg.wa.gov/fair-chance-act>]

- Went into effect on June 6<sup>th</sup>, 2018 in Washington State
  - ✧ Covers:
    - Job Advertisements
    - Job Applications
    - Hiring Process
  - ✧ Defines:
    - Covered Employers
    - Complaint Process



## FAIR CHANCE ACT

### Use of Criminal Record Information in Job Hiring

In 2018, the Legislature passed the Washington Fair Chance Act, [RCW chapter 49.94](#), to protect job applicants with a criminal record so they may fairly compete for job opportunities for which they are otherwise qualified. To that end, the law contains the following requirements:



# Ban The Box by State & Municipality



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## Washington

Private employers

Effective June 6, 2018, no arrest or conviction questions (or criminal background checks) before job applicant is deemed otherwise qualified for a position

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## Seattle

Any employer with one or more employees

Need "legitimate business reason" to automatically exclude applicants with arrest or conviction record

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## Spokane

Private employers

Effective June 14, 2018, no criminal history questions before a job interview

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# Screening Guidance

Things to take into consideration:

- ★ The nature of the job held or sought.
- ★ The nature and gravity of the offense or conduct.
- ★ The length of time that has passed since the offense, conduct and/or completion of the sentence.





# Has the applicant changed or been reformed?

Successful work experience after a conviction is a strong indicator that someone with a record has changed.

Even if the person is not currently employed, the fact that the applicant worked successfully after the conviction suggests a positive change.

Rehabilitation efforts after the offense, such as **participation in education and training programs, or continuation in a 12-step program (and acting as a sponsor)**, are additional signs that someone has made a change.



# Federal Bonding Program

- ☆ Created in 1966 by USDOL, the Federal bonding program's mission is to give employers peace of mind by bonding job candidates considered to be higher risk, protecting employers from employee dishonesty.
- ☆ It is an unique hiring incentive tool, targets individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:
  - Justice-involved citizens
  - Individuals in recovery from substance use disorders
  - Welfare recipients
  - Individuals with poor credit records
  - Economically disadvantaged youth and adults who lack work histories
  - Individuals dishonorably discharged from the military

☆ <http://bonds4jobs.com/>  
(see handout)



# Federal Bonding Program



Employment  
Security  
Department  
WASHINGTON STATE

For more information contact your local WorkSource, or State Bonding Coordinator.

# Incentives & Support

Programs at nearly every level of government offer financial incentives for organizations that hire people re-entering the community after serving prison time.

- ☆ The U.S. Department of Labor offers the [Work Opportunity Tax Credit](#) to organizations that hire ex-felons within a year of their being convicted or released from prison. It is a credit against the first and second year's wages paid to qualified employees.
- ☆ Many states and municipalities have [workforce development programs](#) whose missions revolve around training and supporting people with criminal histories as they transition back into the general population.
- ☆ Local community and faith-based organizations also offer [re-entry programs](#) that help with housing and transportation, along with employment-related services.



# Work Opportunity Tax Credit (WOTC)

- ☆ The WOTC is a tax incentive for employers to hire certain hard-to-place job seekers. The goal is to help these individuals become economically self-sufficient and to reward employers who give them a chance.
- ☆ Employers can reduce their **federal business taxes** by anywhere from **\$2,400 to \$9,600** per eligible employee.
- ☆ All applications must be submitted within 28 days of the employee's start date. [www.esd.wa.gov/wotc](http://www.esd.wa.gov/wotc)



# Hiring Individuals with Criminal Records Makes It **Less Likely They'll Return to Prison**



**2.3 million**  
Americans are incarcerated



**1 in 3** adults  
(or 75 million Americans) have a  
criminal record



Participation in correctional  
education results in a  
**43% reduction**  
in recidivism

**95%**  
of people in state  
prisons **will be released**

**75%**  
of formerly incarcerated individuals **will**  
**remain unemployed a year**  
**after release**

## OTHER KEY FACTS

- The single most important predictor in recidivism is **joblessness**.
- GNP is reduced by **\$78 - \$87 billion** as a result of excluding formerly incarcerated individuals from the workforce.
- States that lower recidivism rates **by just 10%** could save an average of **\$635 million** annually.

**Sources:** "Back to Business: How Hiring Formerly Incarcerated Jobseekers Benefits Your Company," 2017, Trone Center for Justice & Equality and The American Civil Liberties Union (ACLU); "State of Recidivism: The Revolving Door of American Prisons," 2011, Pew Center of the States."



# Second Chance Project

<https://www.youtube.com/watch?v=c9XQMk6cxUg>

**INSPIRATIONAL  
STORIES  
OF TRIUMPH AND  
REDEMPTION**




**SECOND  
CHANCE  
PROJECT**



Employment  
Security  
Department  
WASHINGTON STATE

# Take The Pledge





**SIRM**® BETTER WORKPLACES  
BETTER WORLD™

HOME PLEDGE TOOLKIT ▾ ABOUT   

## Getting Talent Back to Work

Nearly 700,000 people are released from prison each year and are locked out of the job market. Those who have served their time should not be “re-sentenced” by employers, especially when businesses are experiencing a human capital crisis.

Join business leaders & pledge to consider all qualified candidates.

**TAKE THE PLEDGE**

Access the resources you need to confidently evaluate the hiring of applicants with criminal records.

**EXPLORE THE TOOLKIT**





# Help us Map Local Services

We need your help to identify and share resources and services available within our community to empower people to have a successful re-entry to the community.

## *How can you help?*

- ★ Attend local CPTS meetings
- ★ E-mail us information, resources, or contacts you have.



# For More Information

North Central CPTS Document Vault:

- <http://www.mydocvault.us/north-central-cpts.html>

Contact us:

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