

SECOND CHANCE EMPLOYMENT – FAIR CHANCE HIRING

KANSAS CHAMBER
WORKFORCE DEVELOPMENT AND EDUCATION SUMMIT
March 8, 2022



MORE THAN 78 MILLION AMERICANS HAVE A CRIMINAL RECORD.

THAT'S A QUARTER OF THE ENTIRE U.S. POPULATION.

*Second Chance Business Coalition



WHAT ABOUT KANSAS?

As of February 2, 2022:

- 8281 incarcerated in correctional facilities
- 95-98% will be going home (over 6000 released each year)
 - The vast majority are wanting to work!



GETTING TALENT BACK TO WORK (gettingtalentbacktowork.org)

- Over 1/3 of working-age U.S. adults have a criminal record
- Many hiring managers pass over these individuals
- **85%** of HR and **81%** of business leaders report that individuals with criminal records perform the same as or better than employees without criminal records.

SHRM and FAIR CHANCE HIRING (2019)



SUCCESSFUL EMPLOYMENT

- **JOHNS HOPKINS HOSPITAL AND HEALTH SYSTEM (JHHS)**

Fair Chance Employer

- **Advantages:**

- Better retention – 2009 study: out of 500 hires, retention rate exceeded those without records after 40 months
- No problematic terminations – study of 79 employees with more serious records for 3-6 years showed 73 still employed, and **only 1** voluntarily terminated



PARTNERSHIP WITH KDOC – WHAT CAN WE OFFER?

JOB SPECIALISTS (STATEWIDE: In Facility And In Parole Offices)

PRE-RELEASE

- EMPLOYMENT PREPARATION
- EDUCATION
- WORK
- PROGRAMS

POST-RELEASE

- PAROLE (Random UA's, Certificate Of ID, Support)
- PARTNERSHIPS WITH WORKFORCE PROGRAMS/TRAINING
- MENTORING
- SOBER LIVING HOUSES



PRIVATE INDUSTRY

- 44 private industry partners and 16 correctional industries employ 1,318 residents.
- This means residents can:
 - Pay fines, fees, restitution, and save to prepare for release
 - Learn job skills
 - Build a resume for future employment
 - Gain all the benefits of quality employment



EDUCATIONAL PROGRAMS (IN FACILITIES)

Program Name
GED (through AO-K)
Arts (AAS) ***
Business (AAS) ***
Business, Management, Leadership (BM&L) (Certificate, AAS) ***
Carpentry (Certificate) ***
Computer Coding--The Last Mile (Certificate)
Computer Information Systems (BS) ***
Electrical (Certificate)
Health Information Management (BS) ***
HVAC (Certificate)
Integrated Studies (AAS, BS) ***
Manufacturing (Certificate--through AO-K)
Masonry (Certificate)
Microsoft Office Specialist (Certificate)
NCCER Core (includes OSHA 10) (also through AO-K)
Networking (AAS) ***
OSHA 10
Plumbing (Certificate) ***
Sustainable/Renewable Energy (Cert of Completion, Certificate, AAS) ***
Technical Studies (Certificate, AAS) ***
Welding (Certificate A) ***
*** Second Chance Pell Grant program - Community Colleges



KANSAS WORKReady! / ACT WorkKeys



3 Areas of Competency:

- Workplace Documents
- Graphic Literacy
- Applied Math



THE FUTURE!

LANSING CAREER CAMPUS

- Public and private sector partnerships of business, chambers of commerce, community organizations, corrections, faith leaders, workforce, state leaders and returned citizens are working together to build a modern, 45,000 square foot education and training center at Lansing Correctional Facility (LCF).



CREANORHI

Aerial of project

All businesses are invited to give input to educators about the content of the programming, and to hire graduates upon release.



PARTNERSHIP WITH KDOC – WHAT DO YOU GET?

TO QUOTE HARRY POTTER.....

DESTINATION

DETERMINED

DELIBERATE

IN OTHER WORDS.... ***MOTIVATED!***



EDUCATION AND INDUSTRY OPPORTUNITIES LEAD TO GOOD JOBS AND LOWER RECIDIVISM (avg. 33%)

Findings from multiple Kansas studies by an independent evaluator (2014-2021):

- Those who get a livable wage job upon release are 33% less likely to return to prison



INCENTIVES

WORK OPPORTUNITY TAX CREDIT

- Up to \$2400 (1st year of employment)
- Within 1 year release from incarceration
- Can complete online
- Must be sent within 28 days of starting
- Conditional Certification Form

FEDERAL BONDING PROGRAM

- FREE OF CHARGE, no paperwork
- \$5000-\$25,000, no deductible
- Part-time or full-time
- Protects employer against dishonest behavior such as theft or money or property
- Covers first 6 months, then can purchase 2nd transitional bond
- Felony or misdemeanor





Conditional Certification
Work Opportunity Tax Credit

EMPLOYERS

> This form must be accompanied by IRS Form 4852.
> If you do not have IRS Form 4852, call 202-469-2749 for a copy or download it from www.irs.gov or www.dol.gov.
> Be sure to complete Part 1 of this form and IRS Form 4852, sign and date both forms BEFORE sending them to the State Workforce Agency (SWA) within 28 days after the new hire's employment start date. (See IRS Notice Period in TCOL No. 000-XX and IRS Notice 2010-21)

1. INITIATING AGENCY CODE (For Agency Use Only)		3. CONTROL NO.	
CODE: _____		_____ _____ _____ (For Agency Use Only) Check "X" One: <input type="checkbox"/> Participating Agency <input type="checkbox"/> SWA	
3. FOR EMPLOYER TARGET GROUP ONLY		4. DATE COMPLETED (MM/DD/YY)	
a. Conviction Date: _____ b. Release Date: _____		c. Contractor's (or Non-) ID No. _____	
5. STATE WORKFORCE AGENCY'S NAME/ADDRESS		6. SIGNATURE (Supervised Official)	
_____		_____	
7. TELEPHONE No.		_____	
PART I. APPLICANT'S INFORMATION AND CONDITIONAL CERTIFICATION (CC)			
8. NAME OF APPLICANT (Last, First, Middle)		9. SOCIAL SECURITY No.	
_____		_____	
10. ENTER TARGET GROUP CODE AND GROUP NAME FOR WRES OTHER THAN "Veteran"		_____	
11. ADDRESS (Street, City, State, Zip Code) & Telephone No.		12. VETERAN TARGET GROUP CODES (Check "X" One):	
_____		<input type="checkbox"/> 25a. Veteran receiving SMIAP benefits <input type="checkbox"/> 25b. Disabled Veteran <input type="checkbox"/> 25c. Disabled Veteran unemployed for 6 months <input type="checkbox"/> 25d. Veteran unemployed for 4 weeks but less than 6 months <input type="checkbox"/> 25e. Veteran unemployed for 6 months	
		13. APPLICANT SIGNATURE: _____	
NOTE TO EMPLOYERS:			
14. The above named individual may be _____ eligible for certification under the Work Opportunity Tax Credit. If individual is not employed before the date in the box below (Mo., Day, Yr.), this eligibility determination is subject to review. Applies to Summer Youth group only.		NOTE: In the event you hire this individual, you should request the Certification necessary for you to claim a Work Opportunity Tax Credit (WOTC). Simply complete, sign, and submit this form together with IRS Form 4852 to the SWA. For new hires that begin to work for an employer on or after January 1, 2010, and on or before May 31, 2010, this form can be completed, signed, and submitted together with IRS Form 4852 to the SWA by June 29, 2010. For new hires with an employment start date on or after June 1, 2010, employers must meet the 28-day timely filing requirement. The WOTC Employer Certification will be sent to you, if all statutory target group eligibility and timely filing requirements have been met.	
PART II. EMPLOYEE DECLARATION I, hereby, declare that the above named person is or will be employed by:			
15. NAME OF FIRM AND ADDRESS:		16. POSITION/JOB TITLE	
_____		_____	
17. EMPLOYMENT START DATE:		18. STARTING WAGE: \$ _____ per hr	
_____		_____	
ATTN: SWA: Please send a WOTC Certification for this employee. The pre-certification is for the purpose of requesting Certification to claim the WOTC under Sec. 51 and 52 of the Internal Revenue Code. Employers are advised that such credit will only be available upon notification of any subsequent conviction/conviction .			
NOTE: Falsification of data on this form is a FEDERAL CRIME in violation of 18 USC 1001. Falsification of work or compensation information is PUNISHABLE by a fine or imprisonment.			
19. EMPLOYER'S NAME		20. EMPLOYER'S SIGNATURE	
_____		_____	
		21. DATE: (MM/DD/YY)	



FACTORS TO CONSIDER

EEOC / BAN THE BOX / BRIDGE THE BOX
DOES HIRING PROCESS MAKE SENSE?

- Relevance
 - Time
 - Severity
- Work related?
 - Attitude
 - Steps
- Positive support systems



“Our need for workers in healthcare is almost insatiable. If we only look at the population that has a perfect education, the perfect physical abilities, the perfect background, we can’t meet [demand]. It’s a business rationale, it’s not just philanthropic or just a mission.”

PAMELA PAULK

*Former Senior V.P. of Human Resources,
Johns Hopkins Hospital & Health System
May 7, 2015*



“A criminal record should never be viewed as an automatic disqualification for employment. It’s time to put an end to the stigma that holds back inclusive hiring and retire outdated employment practices and HR must lead the way.”

Johnny C. Taylor, Jr., SHRM-SCP
President and CEO, SHRM



WE LOOK FORWARD TO PARTNERING WITH YOU TO MEET YOUR NEEDS!

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