

Employment Options for Ex-Felons

Table of Contents

Federal Bureau of Prisons	1
Tax Credits for Hiring Ex-Felons	3
Many states offer programs to help ex-offenders	3
List Of Companies That Hire Felons (134 Employers listed)	3
New hiring guidelines help ex-offenders gain foothold in job market	3
Goodwill Industries International, Inc.	4
Salvation Army	6
Safer Foundation	7
The U.S. Department of Labor	9
Foundations Focusing on Low Income Young Adults	9
People with Disabilities	10
Disability-related	10
Latino Population	11
Women	11

Federal Bureau of Prisons

Employing Ex-Offenders



Work opportunities provide hope and a chance for achieving success to newly released Federal ex-offenders. Employers are encouraged to participate in creating opportunities to help individuals become law-abiding, productive citizens. Many ex-offenders are willing to start in minimum wage jobs that offer a future. The benefits of employing ex-offenders include:

Service to the public: By providing work opportunities, employers help ex-offenders become tax-paying citizens who contribute to the community, and give them a chance to share in the American dream.

Skilled employees: Most ex-offenders have completed programs designed to help them

develop the skills needed to achieve success in the "world of work." Many have had employment and training in Federal Prison Industries (tradename: UNICOR), and/or in vocational and occupational training programs. Some have valuable skills and can fill jobs for which skilled workers are hard to find.

Bonding programs:

[UNICOR's Federal Bonding Program](#) Available to eligible Federal ex-offenders.

Federal Bonding Program, U.S. Department of Labor (DOL) Employment & Training Administration: For ex-offenders without UNICOR work experience. Prospective employer or ex-offender employee may be eligible.

The U.S. Department of Labor established a special program of federal bonding for ex-felons. Here is the website and a few related material:

<http://www.bonds4jobs.com/program-background.html>

The contact for California is listed as:

Susan Felt
State Bonding Coordinator Contact
CA Employment Development Dept
800 Capitol Mall
MIC-50
Sacramento, CA 95814
916 654 7799
(916) 657- 0055 fax
wsbbonding@edd.ca.gov

Refer to DOL's [Directory of State Coordinators](#) for points of contact to help determine eligibility.

Note: Some states offer a free service that provides individual fidelity bonds to employers for job applicants with a conviction record. Check with your state's employment service.

[Work Opportunity Tax Credit](#) (WOTC): Gives an immediate contribution to an employer's "bottom line" by providing eligible employers with a Federal tax credit for hiring an ex-offender.

[Ex-Offender Employment Resources](#) :

Available on the internet:

U.S. Department of Labor:

- [Employment and Training Administration](#)
- [CareerOneStop](#)
- [Occupational Information Network](#)
- [Employer Tax Credits](#)
- [Occupational Outlook Handbook](#)

- U.S. Government Printing Office Publications:
- [U.S. Government Bookstore](#)
Search for key words: career guide, tips for job finding, occupational projections, matching yourself to work, job-specific skills

U.S. Department of Education:

- [Federal Student Aid](#)

American Council on Education:

- [Transcript Services](#) (includes GED)

Bureau Of Prisons:

- Inmate Transition Branch: [Employment Information Handbook](#) (2011)
- Education Branch: [Obtaining a GED Transcript Post-Release](#)
- For more information on available resources, contact:
BOP-FPI/Inmate_Transition@bop.gov

Tax Credits for Hiring Ex-Felons

- <http://www.doc.state.ia.us/documents/TaxCreditsExFelons.pdf>

Many states offer programs to help ex-offenders

- Check online, at City Hall or through the Governor's Office.
- Interactive Web Discussion on Rehabilitating California's Prisoners
<http://gov.ca.gov/news.php?id=6108>

<p>List Of Companies That Hire Felons (134 Employers listed)</p>	<p>http://www.ranker.com/list/list-of-companies-that-hire-felons/business-and-company-info</p>
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This is a list of companies that hire felons and ex-convicts. Getting a job after prison can be tough; here is a list of companies known to hire ex-cons and felons in addition to their regular new hires. Businesses that employ felons give many ex-cons the chance to continue their rehabilitation and studies show lower the recidivism rate. Companies hiring felons show in surveys that they can often be productive workers. Use this general list of ex-con hiring companies to help in your search.

New hiring guidelines help ex-offenders gain foothold in job market

By Steve Giegerich

- Advocates for ex-offenders are hailing an [Equal Employment Opportunity Commission](#) report they hope will improve job opportunities for individuals often turned away because of criminal histories.
- The EEOC, in an "enforcement guidance" issued last week, ruled that undue emphasis on an ex-offender's background in some instances violates federal statutes governing employment discrimination. The EEOC said the specter of discrimination becomes even more pronounced when hiring managers factor race or ethnicity into employment decisions.
- Citing studies reflecting a felony conviction rate of African American men that tops 25 percent, the [National Employment Law Project](#) welcomed the new guidelines as an antidote to what it termed "especially severe" discrimination against ex-offenders of color.
- Michael Holmes, executive director of the [St. Louis Agency on Training and Employment \(SLATE\)](#), says the obstacles encountered by individuals with a criminal backgrounds cuts across racial lines.

Click here to read the full article: <http://www.stltoday.com/business/local/new-hiring-guidelines-help-ex-offenders-gain-foothold-in-job>

- [Steve Giegerich](#) covers the manufacturing and employment for the [Post-Dispatch](#). He blogs on [STL JobsWatch](#). Follow him on Twitter [@stevegiegerich](#) and the Business section [@postdispatchbiz](#).

	<p>Goodwill Industries International, Inc.</p> <p>http://www.goodwill.org/goodwill-for-you/jobs-and-careers/</p>
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Jobs and Careers

People with Criminal Backgrounds: We believe that you can get a second chance. To begin, [contact the Goodwill in your community and ask for an employment specialist](#).

We understand that for people who have been incarcerated, there are many barriers to successful re-entry to public life, including drug dependency, serious illness, debt and limited work options. Just getting a second chance may seem almost impossible at times.

We offer services to men, women and youth who have served their time and are trying to get back on track.

What to Expect

Some of the services you may access through Goodwill® include:

- Pre-release services. Get a head start on building your work skills and obtaining the necessary documentation to start your job search before you are released.
- Basic skill development. Prepare for your GED, and take ESL classes or basic education classes.
- Employment readiness training. Learn "soft skills" that help you succeed at work, including interviewing and workplace communication skills.

- Occupational skill training. Learn a skill or trade that can get you back to work, or help you move on to a better job.
- Job placement assistance. Open doors to employment opportunities with the help of Goodwill employment specialists.
- Life Skills. Learn new skills that help you round out your life, such as parenting, relationship and communication skills.

To see what programs are available in your community, [contact your nearest Goodwill and ask for an employment specialist](#).

FIRST STEPS

Often, the first step to finding a job is understanding your skills, interests and abilities. And once you have an understanding of your strengths, you can begin thinking about the career track that's best for you. We have specialists who work with you to understand your prior experience as well as your job and career goals.

You can meet with a specialist face-to-face at a Goodwill® near you, or visit our virtual community online – [GoodProspectsSM](#). Together, we'll design a plan to bring your dreams to life, while connecting you with other community resources, like childcare, reliable transportation, and [financial planning](#).

Every 38 seconds of each business day, someone earns a job with Goodwill's help.

Every eight seconds, another person accesses Goodwill opportunities to build careers and strong families. You can be next!

What to Expect

When you visit our career centers, you can:

- Build a résumé
- Learn the secrets of networking
- Practice job interviews
- Learn how to dress for success
- Find out what employers expect from you

When you visit our virtual community, GoodProspects, you can:

- Access blogs on [Career Advice](#)
- Join a conversation about a [specific industry](#), such as Health Care, Customer Service and Retail
- Get tips and resource information from [Mentors](#), our industry experts
- [Sign up](#) to get weekly mobile alerts about local and national career events and trends

Skills You Will Learn

Goodwills offer training for jobs in healthcare, IT, retail sales and management, food services, banking, manufacturing and more. Many will offer office and computer skills training. You can also use the computers at Goodwill to register for GoodProspects. We work closely with local business to know where jobs are growing and what skills are needed to fill them. Then, we tailor our training to make sure that you develop the skills that employers want.

Working and Learning

We know that, many times, people in our training programs need income now — and we can help you earn a paycheck while you're getting ready for your next job. Many Goodwills offer opportunities to work in temporary jobs, such as our retail stores or in our business or government contract work sites.

Advancing Your Career

If you already have a job, but are looking to advance your career and find your next position, we're here to help. Many Goodwills offer career fairs throughout the year, giving you a no-cost opportunity to explore jobs in your area, get to know employers and apply for open positions. In May 2012, Goodwill offered its first virtual career fair, giving job seekers around the country the chance to participate from home. You can stay up-to-date about future opportunities like this by [subscribing to our e-newsletter](#) and indicating "Growing Your Career" as an interest.

Other Ways We Help You

Sometimes personal and family needs, or even the difficulties of every day life, can keep people from finding and keeping good jobs. At Goodwill, we have professional staff available to assist you in addressing your personal or family needs.

We can help you find childcare options, reliable transportation or provide access to counseling services, if needed. And if Goodwill doesn't provide the service, we can locate other community organizations that do.

Salvation Army


- <http://www.salvationarmyusa.org/>

Through cooperative arrangements with prison, probation, and parole officials throughout the country, The Salvation Army plays a growing role in prison rehabilitation and crime prevention. In some jurisdictions, prisoners are paroled to the direct custody of The Salvation Army. Services include Bible correspondence courses, prerelease job-training programs, employment opportunities in cooperation with parole personnel, material aid, and spiritual guidance to both prisoners and their families.



Community-based rehabilitation centers are the trend in the field of corrections. Many Salvation Army rehabilitation centers and Harbor Light Centers have served as designated halfway houses where former prisoners can participate in work-release programs. Those convicted of minor offenses often are given the opportunity to accept placement in community service programs at corps community centers and institutions as an alternative to incarceration, or in the last months of their sentences.

In addition, Salvation Army officers and volunteers lead worship services in jails and prisons. A national Salvation Army Correctional Services Sunday is observed. Counseling and emergency assistance also are available to crime victims.

 <p data-bbox="215 247 604 296">Safer Foundation</p>	<p data-bbox="824 233 1159 268">Safer Foundation</p> <p data-bbox="824 281 1154 312">www.saferfoundation.org</p> <p data-bbox="824 352 1062 422">571 W. Jackson Chicago, IL 60661</p> <p data-bbox="824 464 1040 533">P: 312-922-2200 F: 312-922-0839</p>
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About Safer Foundation:

For more than 40 years, Safer Foundation's mission has focused on reducing recidivism by supporting, through a full spectrum of services, the efforts of people with criminal records to become employed, law-abiding members of the community.

[Click here to read the 2010 Program Update](#)

Adding contributing family members...


and positive role models back into our communities helps strengthen neighborhoods and tackles a pillar of poverty often overlooked. With its focused approach to providing employment assistance to people with criminal records, Safer Foundation has a long history of helping reduce recidivism in Illinois. When Safer Foundation clients achieve gainful employment, they have a recidivism rate of just 13 percent, a considerable drop from the statewide recidivism average of 52 percent.

By keeping people from returning to prison...

Safer Foundation provides considerable relief to the state's economy, saving taxpayers millions of dollars. Illinois pays more than \$38,000 each year to incarcerate each inmate. When our clients find employment, they no longer become a drain on the economy, and instead, become valuable contributors. With more than 4,000 job starts in 2011, Safer Foundation saved the state more than \$152 million.

Safer Foundation remains at the forefront of prisoner reentry. Organizations and government agencies from around the world come to Safer Foundation to study and replicate our reentry models. We are proud to serve society in this important cause, and we look forward to expanding our offerings to those who need us most.

National Helping Individuals with criminal records Re-enter through Employment (H.I.R.E.)

 www.hirenetwork.org	New York, NY 225 Varick Street New York, NY 10014 Phone: (212) 243-1313 Fax: (212) 675-0286 Email: lacinfo@lac.org	Washington, D.C. 236 Massachusetts Ave. NE, Suite 505 Washington, D.C. 20002-4980 Phone: (202) 544-5478 Fax: (202) 544-5712
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About Us

Established by the Legal Action Center in 2001, the National Helping Individuals with criminal records Re-enter through Employment (H.I.R.E.) Network is both a national clearinghouse for information and an advocate for policy change. It is one of several special projects at the [Legal Action Center](#). The goal of the National H.I.R.E. Network is to increase the number and quality of job opportunities available to people with criminal records by changing public policies, employment practices and public opinion. (Read the National H.I.R.E. Network's [operating principles and advocacy priorities](#) to learn more.)

HIRE accomplishes these goals by providing leadership on [public policy advocacy](#), providing [technical assistance](#) and training on overcoming labor market barriers based on a criminal record, and promoting collaboration between individuals directly affected by the criminal justice system, advocates, practitioners, researchers, and policymakers working to improve the employability of people with criminal records.

The National H.I.R.E. Network is generously supported by the [Public Welfare Foundation](#) and the [Open Society Foundations](#).

What We Do

The National H.I.R.E. Network is not only an advocate for policy change but a training and technical assistance provider to and convener of agencies working to improve the employment prospects of people with criminal records.

In those roles, the National H.I.R.E. Network:

- serves as a national clearinghouse of information and a technical assistance provider;
- serves as a convener between nonprofits and government staff in a number of related fields;
- provides leadership on key public policy initiatives;
- promotes labor market opportunities for qualified people with criminal records;
- promotes research that strengthens workforce development and criminal justice systems to improve practice;
- effectively uses the media to reduce the stigma associated with having a criminal record in the labor market; and
- improves correctional policies and programs to provide more educational opportunities, better job preparation and skills training, and better transitional services that will translate to increased employment opportunities for ex-prisoners returning to their communities.

<p>The U.S. Department of Labor</p>	<p>www.doleta.gov/usworkforce/onestop/onestopmap.cfm</p> <p>1-877-US2-JOBS or 1-877-872-5627</p> <p>For Veterans: http://www.doleta.gov/usworkforce/uswf_nav.cfm#veterans</p>
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Apprenticeship Beyond Boundaries:
Celebrating 70 years of Outstanding Service in Preparing American Workers

California - Tuition benefit

Montoya funds, or RSI funds, allow community colleges and program sponsors to enter into Excess Cost Agreements. Under these Excess Cost Agreements, program sponsors may receive funds in excess of costs to the community colleges for providing apprenticeship training. This is an attractive financial incentive for employers and joint apprenticeship training committees.
<http://www.leginfo.ca.gov/cgi-bin/>

Foundations Focusing on Low Income Young Adults

A number of philanthropic organizations have a focus on helping low income Young adults to earn postsecondary credentials, enabling them to secure careers where they can earn a family sustaining wage, benefits and the availability of advancement opportunities.

Bill and Melinda Gates Foundation

<http://www.gatesfoundation.org/postsecondaryeducation/Pages/default.aspx>

While most young adults understand the value of education in the abstract, too often real life pressures get in the way and prevent them from completing a degree. This is especially true for low income, young people who may have financial constraints, jobs and family obligations that compete for their time and attention. By offering support, reducing the barriers that prevent them from learning and reinforcing their motivation to learn and succeed, the Bill and Melinda Gates Foundation expects more young people to be able to focus on completing a degree.

Lumina Foundation

The mission of [Lumina Foundation](#) for Education is to expand access to postsecondary education in the United States. The Foundation seeks to identify and promote practices leading to improvement in the rates of entry and success in education beyond high school, particularly for students of low income or other underrepresented backgrounds. It likewise seeks improvement in opportunities for adult learners. The Foundation carries out the mission through funding and conducting research; communicating ideas through reports, conferences and other means; and making grants to educational institutions and other nonprofits for innovative programs. It also

contributes limited resources to support selected community and other charitable organizations.

Joyce Foundation

The Joyce Foundation promotes policies and funds program that improve economic outcomes for low income working adults by enabling them to improve their skills and fill the job needs of employers *in the Great Lakes region*. Major labor shortages are predicted by the end of this decade as baby boomers retire. In part this is due to a serious skills deficit that plagues the existing workforce, especially low income workers.

The [Employment Program](#) supports policy analysis and development, research, and advocacy that help low income, low skilled individuals connect to the labor market and advance to higher paying jobs. Effective employer engagement is seen as critical to achieving this goal.

Mott Foundation

The Mott Foundation believes education, economic participation and community engagement are critical to moving low income Americans toward greater prosperity. These three areas are the pillars of our program to address poverty in the United States. A goal of the program is to expand opportunity for those in, or at risk of, persistent poverty by promoting policies and programs that increase income and assets, help people connect to the labor market, and enable them to advance into better quality, higher paying jobs through their [Pathways Out of Poverty](#) program.

Walmart Foundation

In the Walmart's giving efforts, they strive to meet the unmet needs of underserved populations and support organizations that give individuals access to a better life. The Walmart Foundation has stepped up with an [initiative](#) aimed at providing job skill training to those hit hardest by the economic downturn. This year alone, they awarded more than \$6.5 million in grants to programs designed to help train displaced workers and prepare them for the next chapter in their careers.

People with Disabilities

The Department of Labor's Employment and Training Administration (ETA) provides funds and administers grant programs that offer training and employment assistance to people with disabilities. Information on ETA's disability related grant programs can be found at *disAbility Online*. (<http://www.doleta.gov/disability/>) ETA also is responsible for enforcing parts of the *Ticket to Work and SelfSufficiency Program* (<http://www.socialsecurity.gov/work/aboutticket.html>), which aims to provide greater access for people with disabilities to training services, vocational rehabilitation services and other support services they need to obtain, regain or maintain employment.

Disability-related

Grant programs also are provided by the Department's *Office of Disability Employment Policy (ODEP)* (<http://www.dol.gov/odep/>). ODEP administers a grant program to support President Bush's New Freedom Initiative, which seeks to help integrate Americans with disabilities into the workforce.

Latino Population

The National Council of La Raza (<http://www.nlr.org/>) – the largest national Hispanic civil rights and advocacy organization in the United States – works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community based organizations (CBOs), NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis and advocacy, providing a Latino perspective in five key areas – assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity building assistance to its Affiliates who work at the state and local level to advance opportunities for individuals and families.

Women

The Women's Bureau

Women in the workforce are vital to the nation's economic security. The Women's Bureau of the Department of Labor develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. Find out more about the [latest initiatives](#) of the Bureau that impact potential and current employees.

Hard Hatted Women

[Hard Hatted Women](#) is a 501 (c)(3) serving women in several regions of Ohio, but is looking to expand nationally. The mission of the organization is to empower women to achieve economic independence by creating workplace diversity in trade and technical careers. Hard Hatted Women has received federal grant funding, state and local funding, and private donations.

Hard Hatted Women provides the following services:

- Informational career workshops
- Helping women get into registered apprenticeship programs
- Career fairs
- Mentoring programs
- Sending women in the trades to speak at secondary schools

Rosie's Girls

[Rosie's Girls](#) is a three week summer day camp for girls entering 6th8th grades that

encourages participants to develop and strengthen their capacities and confidence and helps them expand their perception of the range of educational and career options that are attainable in an atmosphere that is fun, supportive and positive.

Rosie's Girls Summer day camps currently take place in Vermont, Ohio, California and South Carolina. Don't see your state listed? [Click here](#) to find out how to bring the program to your area.