

Engaging Employers in Hiring People with Records



“I’ve seen how a job makes all the difference. When I give someone a chance and he becomes my best employee, I know that I’m doing right by my community.” – *Local Business Owner*

**Reentry Solutions Conference
September 30, 2015**

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Cultivating Fair Chance Employment in Alameda County

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Four Primary Project Components:

1. Outreach and engagement with business community
2. Business Leaders Summit on Reentry
3. Legal trainings:
 - ✦ Employers
 - ✦ Workforce Development Organizations
 - ✦ People with Records
4. Public education campaign – “A Good Hire”

1. Business Community Outreach

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- What are businesses concerned about?
 - Workplace safety and security
 - Negligent hiring
 - Retention of employees
 - Fear based on stereotypes and lack of information

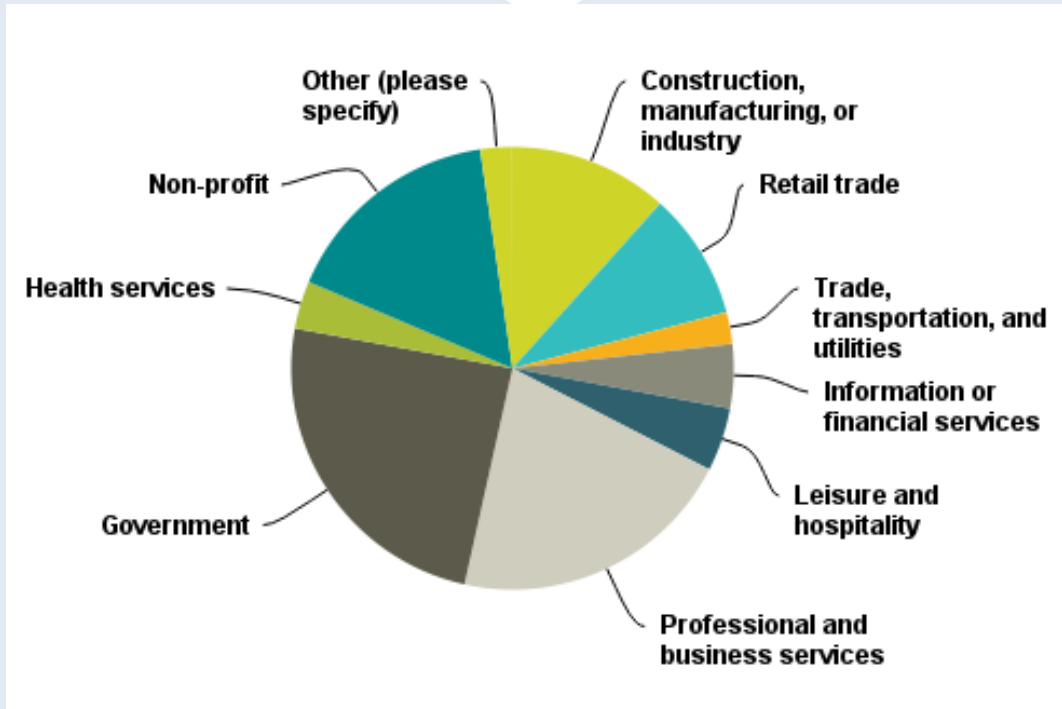


- What resonates with businesses?
 - Employer-to-employer perspective
 - Profit and the bottom line
 - Hiring local
 - Success stories and personalizing the issue



2. Business Leaders Summit on Reentry

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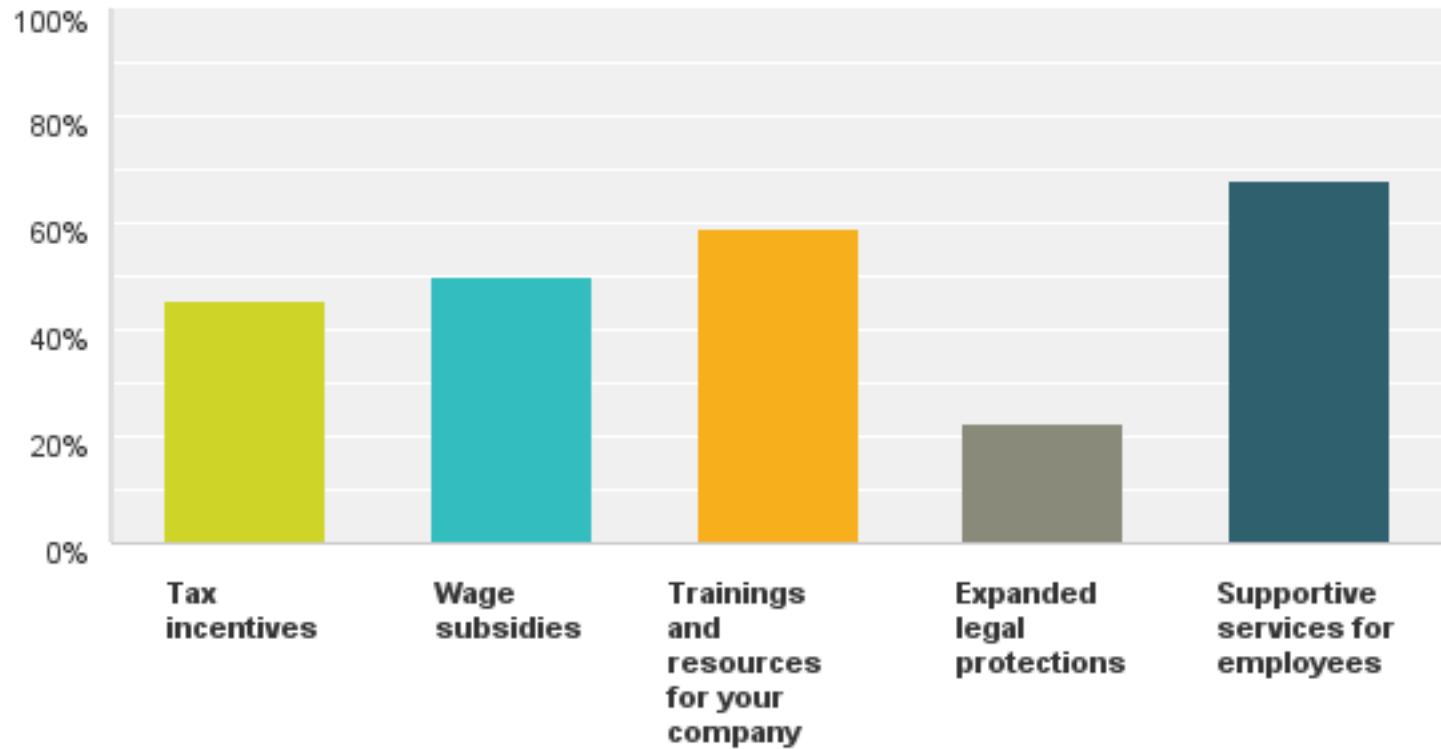


- Of the for-profit business attendees:
 - 57 % had hired someone with a record
 - By end of Summit, 94% were willing to hire or employ qualified job applicants with criminal records at their companies.

Business Leaders Summit on Reentry

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- What would help employers expand hiring?



3. Legal Trainings for Employers & Workforce Development

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Materials:

- Primer on Background Check and Screening Laws
- Best Practices Guide to Fair Chance Hiring
- Guide to Employer Incentives and Subsidies
- One-pager – “The Business Case”
- [Fair Chance Trainings](#) for Employers, Workers, and Workforce Development Providers

4. Public Education Campaign

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A GOOD HIRE
RESOURCES FOR FINDING UNDISCOVERED TALENT

- Website: <http://agoodhire.com>
- Twitter: [@agoodhire](https://twitter.com/agoodhire)
- LinkedIn Campaign: <https://www.linkedin.com/company/a-good-hire>
- Direct business outreach: phone, email, and interviews

Original Videos

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- Five original videos written and produced

A Good Hire videos:

- *This Chef hired someone with a criminal record and see what happened.*
- *Successful Office Supply Company Benefits from People with Records.*
- *Hiring People with Records Can Help your Bottom Line.*
- *Local CEO Shares How He Finds Undiscovered Talent.*
- *An Erroneous Background Check Showed Her How Easily Mistakes Can Be Made.*

Thank you!

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A Good Hire: <http://agoodhire.com>

Lawyers' Committee for Civil Rights of SF Bay Area: <http://lccr.com>

National Employment Law Project: <http://nelp.org>

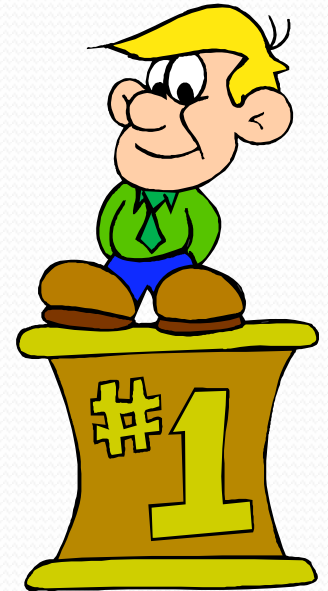


Industry Employment Program

enhancing opportunities for successful reentry

INDUSTRY EMPLOYMENT PROGRAM

- Who we are
 - ✓ What is CALPIA's #1 product?
 - ✓ How we fit into CALPIA
 - ✓ How we fit into CDCR



INDUSTRY EMPLOYMENT PROGRAM

- Purpose

- ✓ Increase CALPIA participant's chances to obtain meaningful jobs upon release
- ✓ Reduce recidivism
- ✓ Contribute to safer communities



INDUSTRY EMPLOYMENT PROGRAM

- Benefits

- ✓ Assist CALPIA participants to acquire job skills and certifications
- ✓ Provide “real world” work environments
- ✓ Help with skill assessment and transitional services



INDUSTRY EMPLOYMENT PROGRAM

- Certifications
 - ✓ Requirements
 - ✓ Accredited Certifications
 - ✓ Non-Accredited Certifications



Accredited Certification Programs

American Board of Opticianry

Optician

American Welding Society

Type: Mig

GMAW-1

Type: Tig

GTAW-1

GTAW-2

GTAW-3

Association for Linen Management

Certified Linen Technician

Certified Washroom Technician

Certified Laundry Linen Manager

CA Department of Food & Agriculture

Artificial Insemination License

Pasteurizer License

Sampler/Weigher License

Electronics Technicians Association

Customer Service Specialist (CSS)

Certified Electronics Technician (CET)

Journeyman (Industrial)

Library of Congress – Braille

Literary Transcribing

Literary Proofreading

Mathematics Transcribing

Mathematics Proofreading

Music Transcribing

National Institute of Metalworking Skills

Machining, Level I

Metal Forming, Level I

Metal Stamping, Level II

National Restaurant Association

ServSafe Essentials

ServSafe Food Handler

North American Technician Excellence

Installation

A/C

Air Dist.

Heat Pumps

Gas Heat

Oil Heat

Service

A/C

Air Dist

Heat Pumps

Gas Heat

Oil Heat

Overton–Forklift Operator

Warehouse Forklift

Pallet Jack Forklift

Construction Forklift

Printing Industries of America

Sheetfed Offset Press

Web Offset Press

Bindery

PrePress

Productivity Training Corporation

Dental Technician

Stiles Machinery Inc.

Intermediate Weeke Machining

TPC Training Systems

Fundamentals/Core Competencies

101 Reading Blueprints

102 Reading Schematics and Symbols

103 Mathematics in the Plant

104 Making Measurements

105 Metals in the Plant

106 Non-Metals in the Plant

107 Hand Tools

108 Portable Power Tools

109.1 Industrial Safety and Health

110 Troubleshooting Skills

TPC Training Systems

Electrical Systems

201 Basic Electricity and Electronics

202 Batteries and DC Circuits

203 Transformers and AC Circuits

204.1 Electrical Measuring Instruments

205.1 Electrical Safety and Protection

206 DC Equipment and Controls

207 Single Phase Motors

208 Three Phase Systems

209 AC Control Equipment

210 Electrical Troubleshooting

Accredited Certification Programs

TPC Training Systems Mechanical Systems

- 301 Basic Mechanics
- 302 Lubricants and Lubrication
- 303.1 Power Transmission Equipment
- 304 Bearings
- 305 Pumps
- 306 Piping Systems
- 307 Basic Hydraulics
- 308 Hydraulic Troubleshooting
- 309 Basic Pneumatics
- 310 Pneumatic Troubleshooting

TPC Training Systems Machine Shop Practices

- 315 Machine Shop Practice
- 316 Machine Shop Turning Operations
- 317 Machine Shop Shaping Operations
- 323 Machine Shop Job Analysis
- 324 Lathe-Turning Work Between Centers
- 325 Lathe-Machining Work in a Chuck
- 326 Basic Milling Practices
- 327 Indexed Milling Procedures
- 328 Multiple-Machine Procedures

TPC Training Systems Mechanical Maintenance

- 341 Mechanical Drive Maintenance
- 342 Mechanical and Fluid Drive Systems
- 343 Bearing and Shaft Seal Maintenance
- 344 Pump Installation and Maintenance
- 345 Maintenance Pipefitting
- 346 Tubing and Hose System Maintenance
- 347 Valve Maintenance/Piping Sys Protection

TPC Training Systems Building and Grounds

- 361 Introduction to Carpentry
- 362 Constructing the Building Shell
- 363 Finishing the Building Interior
- 364 Structural Painting
- 366 Flat Roof Maintenance
- 367 Plumbing Systems Maintenance
- 375 Landscaping Maintenance

TPC Training Systems Welding

- 416 Blueprint Reading for Welders
- 417 Welding Principles
- 418 Oxyfuel Operations
- 419 Arc Welding Operations

TPC Training Systems Custodial Maintenance

- 451 Cleaning Chemicals
- 452 Floors and Floor Care Equipment
- 453 Maintaining Floors/Other Surfaces
- 454 Rest Room Care
- 455 Carpet and Upholstery Care

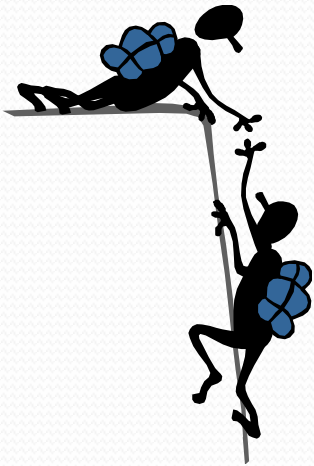


INDUSTRY EMPLOYMENT PROGRAM

- Career Technical Education (CTE)
 - ✓ Laborer
 - ✓ Carpentry
 - ✓ AutoCAD
 - ✓ Ironworker
 - ✓ Facilities Maintenance
 - ✓ Marine Technology Training Center
 - ✓ 7370 Computer Coding

INDUSTRY EMPLOYMENT PROGRAM

- Resources
 - ✓ Transitions
 - ✓ Union Dues/Enrollment
 - ✓ Tools



INDUSTRY EMPLOYMENT PROGRAM

Employer Forums



Questions?





RUBICON
PROGRAMS
BEGIN THE JOURNEY TO CHANGE.

Rubicon Programs Inc.

Employment After Incarceration

Traci Rodarte-Young

Business Services Manager

Contra Cost County / Alameda County

Tracir@rubiconprograms.org

www.rubiconprograms.org

Rubicon Programs

We transform East Bay communities by equipping low-income people to break the cycle of poverty.

How It's Done

- People in our hardest hit communities need intensive support
 - Follow-up services to access jobs
- Opportunities that will enable them to move and stay out of poverty
- Rubicon finds support that's right for each individual, a personalized, comprehensive collection of services

Integration = Impact

- Career Advising
- Financial Education
- Legal Services
- Behavioral Health
- Health and Wellness
- Employment Services



Finding People Jobs!

- Rubicon served more than 4,000 people across Alameda County and Contra Costa County last year
- We placed over 670 unemployed people in jobs, more than at any point in our over 40 year history
- Over 1/3 have been incarcerated at one point in their lives

Know Your Rights

Knowing your rights and what shows on your RAP sheet
will help you get the JOB!

You are not required to disclose all arrest and convictions, such as:

- Records that have been sealed or expunged
- Certain minor drug convictions or misdemeanors
- Charges are pending, currently at trial, or arrest that did not result in a conviction
- If not required to do a Live Scan, conviction that were over 7 years ago

Apply For The Right Job!

- The nature of the conviction matters, certain types of convictions can disqualify you for certain categories of jobs
 - Consider the relationship of your conviction to the position in which you want to apply

The Facts

- According to the U.S. Department of Justice nearly 40% of America's working-age adult population has a criminal record
- Refusing to hire anyone with a record is significantly decreasing your applications for hire
- Doing so may be criminally wrong itself, unless it is a legitimate business disqualification

How To Comply With Fair Hiring Guidelines

- Eliminate policies or practices that exclude candidates from employment based on a criminal record
- Train managers, HR staff and decision makers on Title VII and its prohibition on employment discrimination
- Identify job requirements and actual circumstances under which jobs are performed
- Determine the specific offenses that may demonstrate unfitness for performing such jobs

Applicant Consideration

- The nature or gravity of the offense or conduct
- The time elapsed since the offense, conviction; and/or completion of the sentence
- The nature of the job sought

Benefits of Hiring People with Criminal Records

- Equal Opportunity Employer
- Expand talent pool
- Financial Incentives/Tax credit
- Federal Bonding Program



CEO'S MISSION

The Center for Employment Opportunities (CEO) is dedicated to providing immediate, effective and comprehensive employment services to men and women with recent criminal convictions.



CEO'S 4 STEPS THAT WORK

Career training

Transitional work

Permanent placement

Post - placement



CAREER TRAINING

A week-long class teaching clients crucial business skills with individualized guidance and program - long continued support.



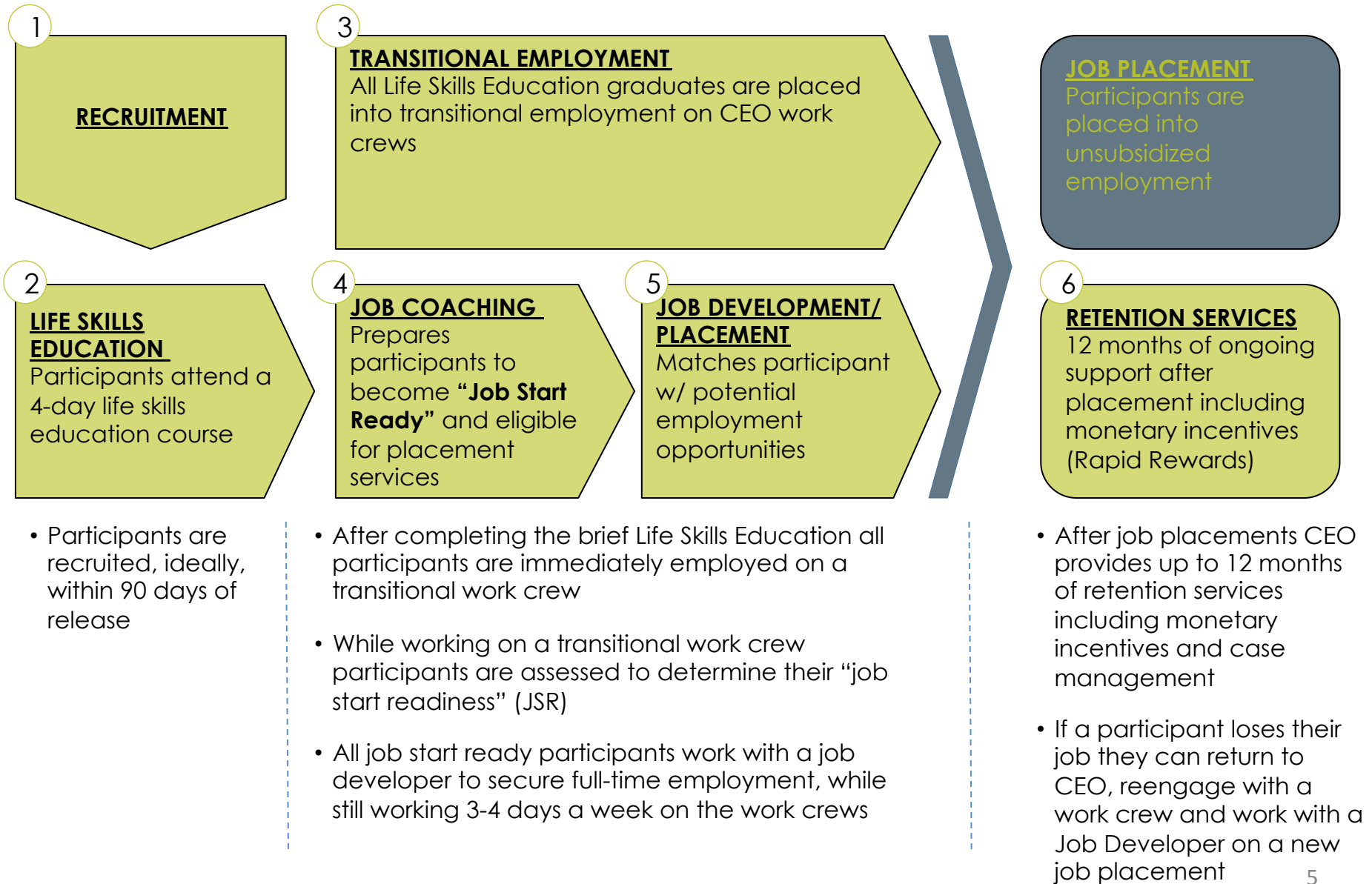
TRANSITIONAL WORK

Temporary employment for
clients at CEO work sites

Paying minimum wage
each day.



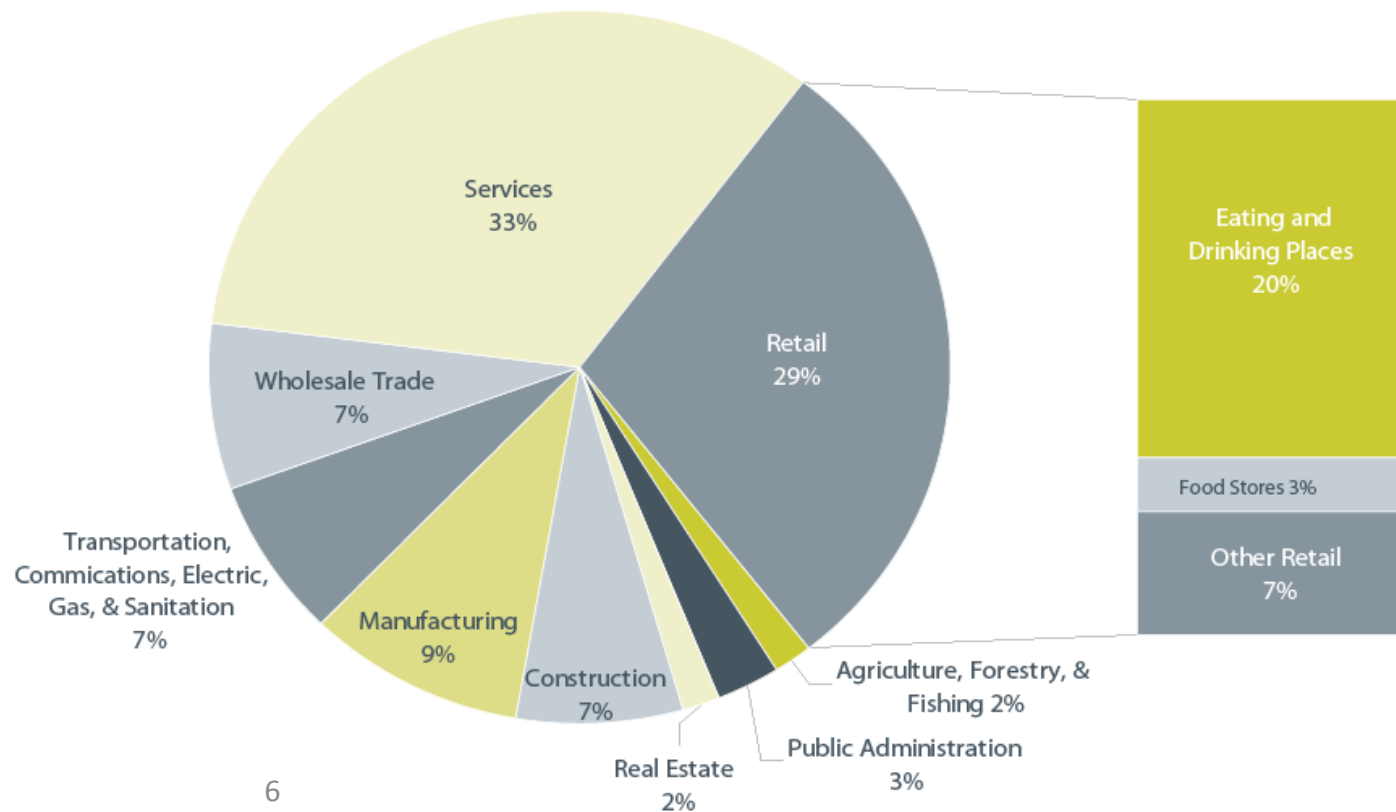
CEO PROGRAM MODEL



THE BEST WAY TO GET A JOB IS TO HAVE A JOB

- Using transitional jobs & job coaching to create Job Start Ready candidates
- Matching candidates' skills & abilities to open job orders with full-time employers
- CEO's long track record of job placements for this population enable Job Developers to target industries where we have been successful in the past

CEO Placements by industry from past decade



Developing the Employer

- **Targeting the Right Employer**
 - **Employer Side Development**
 - Identifying and Recruiting employers that have jobs the majority of our participants can perform and appealing to their bottom line
 - **Participant Side Development**
 - Identifying and Recruiting Employers who have jobs that match the specific skills and background of an individual participant.

POST PLACEMENT SERVICES

Fulfilling our Promise to Participants and Employers



PERFORMANCE MANAGEMENT:

CEO has built an award winning performance management system using Salesforce. CEO's highly customized instance of Salesforce enables CEO to:

- Provide real-time metrics that unify the organization around performance
- Remain flexible to specific local requirements associated with a particular contract or site
- Ensure quality and dedication to program improvement throughout the organization

