

Job Placement for Convicted Felons

Greg Wood

(Lighthouse)

J. Grant Pfeiffer

(Hampshire House)





Introductions

- Greg Wood- Owner and operator of Lighthouse since 1999. CRP working with Nashua and Manchester Voc. Rehab. Also works in partnership with The Moore Center and Employment Security. Three staff members plus Greg. They are responsible for placement and training for the customers of Voc. Rehab. Primary CRP that works with Felons.

Introductions



- Grant Pfeiffer- Social Services Coordinator for Hampshire House. Primary role is helping inmates who are pending release to reintegrate with society by obtaining stable employment. Former Correctional Officer moving into the end stages of Corrections.

Felons

- 45,000 release from Federal custody yearly
 - Recidivism- best way to prevent reoffending is by stable employment and a good support structure
 - Roughly 1:32 adults have been incarcerated, placed on probation and/or parole
 - Estimated that 67% will be recidivists
- State and Federal funds are allocated to address their rehabilitation
 - Helps with job placement
 - Continuing treatment (Mental health and substance abuse)
 - Continuing education
 - WOTC
 - Federal Bonding Program



Problem Areas

- Having the individual sell themselves
- Locating receptive employers
 - Networking
- Transportation
 - Identification problems
 - Public Transportation (bus)
 - Family involvement
- Child Care issues
- Housing
- Communication
 - No phone
 - No Email (nature of crime)
- Physical Disabilities
- Type of Felony
 - Time since committed
 - Computer crimes



Work/Placement Incentives

- Voc. Rehab (Department of Education)
 - Referral programs available for CRP for job placement and training
 - Funding for interview clothing
 - Funding for basic supplies
 - On The Job Training Programs
- Staffing Agencies
 - Co-Worx
 - HW Staffing
 - Leddy Group

IMMEDIATE
JOB ✓
OPENINGS

Federal Incentives

- WOTC (Work Opportunity Tax Credit)
 - Tax incentive for employers
 - 40% of 1st year wages up to \$6,000
 - Maximum tax incentive is \$2,400
 - Forms
 - Correctional Officer/ Probation Officers/ Parole Officers
 - Downloadable from Department of Employment Security
- Federal Bonding Program (FBP)
 - Unofficially known as Employee Dishonesty Insurance
 - Created by the USDOL 1966
 - At Risk Job seekers are bonded for dishonest acts
 - Free of Charge to the employer. Covers theft of money or property. Covers 100% of the bond amount with no deductible. Each bond is up to \$5,000 maximum of 5 bonds per unit capped at \$25,000 per unit



Work/Placement Incentives

- Paid Internships
 - Some companies will offer paid internships, retraining and grants from State or Federal programs
- On the Job Training (Voc. Rehab)
 - Try before you buy scenario
 - Reimbursement rates and applicable time may vary
 - 3-6 months depending on position
 - Possibly longer depending on position and rate of pay
- Offenders on probation have more to lose than the others who have no previous criminal history

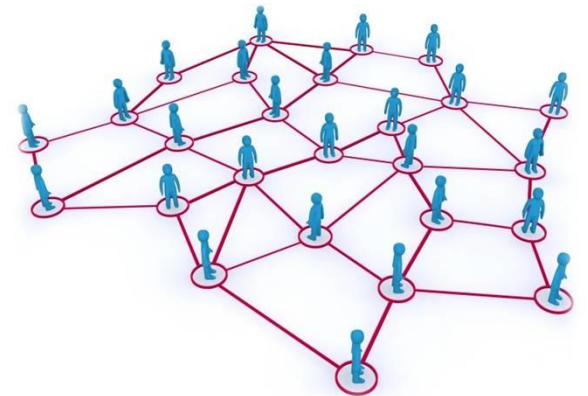
Education

- Resume Writing
 - Cover Letters and Resumes-Live Career
 - Thank You Letters and Letters of Recommendation
- Basic Hygiene and Appearance
- Completing applications
 - Helping and assisting with the completion of applications
- Interview Skills and Preparation
 - Mock interviews with outside employers
 - Recorded mock interview that is judged and critiqued by volunteer employer
 - Suggestions and feedback are given to the client



Networking

- One of the best ways to help the client
- When placing an individual always keep in contact with that company for more job leads and to ensure the individual has long term success
- 90 day placements to help the client with further needs or education
- If a client works out well that will typically help for future clients at the same employer





- Know your client
 - Don't send them to places out of the scope of their abilities
- Know the employer
 - What the employer accepts for crimes

Summary and Feedback

- Experiences
- Hard to place cases?
- Questions?

Bureau Of Prisons statistics

- https://www.bop.gov/about/statistics/statistics_inmate_releases.jsp