

Careers-R-Us Corporate 'Felon Hiring' Program Design, Implementation and Management & Current Corporate 'Felon Hiring' Program Assessment



CRU is one of a select few companies in our nation that exclusively focuses on the employment of convicted felons. We are dedicated to this one endeavor, which is clearly evident by examining the design; group pre-release/post-release; individual post-release and corporate 'felon hiring' consultancy.

As subject-matter-experts in this critical mission of 'giving worthy individuals a second chance at life,' we are intrinsically-motivated to work alongside Clients that are willing to 'as a minimum' explore this both philanthropic, and business-wise decision to hire convicted felons.

As the increase in the employment and advancement of convicted felons is the 'core mission' of Careers-R-Us, we proactively seek out corporations that challenge themselves to be exceptional in this endeavor as well. And to also ensure that we concurrently work to instill this spirit in other corporations that have yet to explore the employment of convicted felons.



Most Common Factors Cited by Employers for 'Not Hiring a Felon

Many employers won't hire felons because they (inaccurately) believe that 'all' felons are dishonest and likely to commit a new crime while on the job (once a felon - always a felon);

Other employers have privately stated that they believe that any publicly announcing information about a 'felon hiring' project might permanently damage the company's reputation, and accordingly, a loss of business;

Another often-cited reason stated as being a key reason that employers are reluctant to hire felons "is in order to protect the safety and well-being of the longstanding employees of the company and minimize the legal liability of the employer;" inaccurately believing that if they hire a felon who causes problems on the job, it could/would be viewed as 'negligent hiring' by the affected employee(s);

There is also the question of whether the employees of the business have the right to know if there is a felon employed at their company; vssu the felon's legal right to let their conviction stay private and in the past.

Unfortunately, support is given to those businesses that believe the since statistics do show a 'marginal' increase in 'employee risk,' due the fact is that not all felons are motivated to living an honest life, and maintaining a job and developing a career, following release from incarceration.

Most Common Factors Cited in Correctional Education Research that should highly-motivate Employers to 'Hire a Felon:'

1. A felony conviction & lengthy prison sentence has given them the chance to seriously reflect on the years that they spent incarcerated, exactly who all they have damaged by their actions, and just how much of their lives they have wasted because of their crime(s);
2. Most felons that found employment following release from prison stated that they were extremely grateful to any employer willing to give them a second chance at a life, and possible career;
3. Multiple years of incarceration in an institution has made them extremely punctual due to the rigid schedule to which they have had to adhere. And due to the high standards and requirements to obtain and hold work assignments within the institution, they are accustomed to hard work;
4. A majority of felons that found employment following release from prison stated that they were extremely grateful to have the opportunity to show their families, parole officer, and employer that, when given the chance, they can adapt (re-adapt) to working in society, and demonstrate the positive behaviors & skills that they have learned during incarceration;
5. Most federal & state prisons require inmates to hold jobs, and acquire new skills and trades, so they generally have a range of entry-level to advanced vocational skills & 'Job Program' participation;

With all the challenges felons face finding employment following release, felons stay with the company that hires them for 2 to 3 times the employment years of non-felon employees.

And unlike other employees that might 'shop' knowledge, skills and education gained through one employer, to the next, due to the previously-stated challenges, felons are highly determined to establish and maintain stability with one sole employer;

Key State and Federal programs that provide 'Incentives' to Employers that Hire a Felon: shows that, for most of the population:

1. The Work Opportunity Tax Credit (WOTC) is a Federal Tax Incentives available which will reward employers for hiring ex-felons.

This tax credit can be applied to employers who choose to hire “an individual who was convicted of a felony and who is hired not more than one year after the conviction or release from prison;”

2. The Federal Bonding Program provides all employers with a short-term liability bond, ranging from \$5,000 to \$25,000, and is provided at no cost to the employer. This as an extremely important guaranteed ‘free’ benefit, since Federal Bonds protect employers from the possibility of any unlikely case of theft, or dishonesty on the part of an ex-felon.

Philanthropic Incentives: How Does Hiring a Felon Help Society

- There are approximately 12 million people in the U.S. with a felony conviction, and each year approximately an additional 650,000 inmates are released from prison into society. Unfortunately, Department of Corrections & US Social Security studies as recent as 2017 show that fewer than 45% of all felons annually released had gain any recorded employment after eight months,
- Once somebody has a felony on their record, they generally become untouchable by most employers. Without any job prospects many of them turn back to the life of crime that they are accustomed to living in.
- By hiring a felon, you are giving them hope that they can move on and change themselves for the better. Incarcerating and monitoring criminals is expensive - by helping break this vicious cycle you are helping the public at large and possibly changing the felon and his/her family's life permanently.

Hear President Obama's 2015 message to employers who were seeking to give the formerly incarcerated a second chance:

<https://obamawhitehouse.archives.gov/issues/criminal-justice/fair-chance-pl-edge>

Corporate ‘Convicted Felon’ Hiring Program Design, Development, Implementation and Management

CRU is committed to rigorously working with the Client to define, design, build, implement, manage and continuously-improve a ‘**wholly new**’

convicted-felon hiring process, including the unique policies, practices and procedures for soliciting, screening, interviewing, bonding, tax-support acquisition and organizational & behavior training that must accompany any well-meaning program.

We are subject-matter-experts in this unique and rare human-resource endeavor, and our primary mission is to do our part to 'statistically reduce' the current extremely-high level of convicted felon Recidivism in the US; which is currently at approximately 74%

We perform this mission by working as an Individual company 'in the prisons with groups of soon-to-be-released' convicted felons, individuals 'released' convicted felons on a one-on-one basis, and with other large or small companies that see the internal and societal value in hiring unique convicted felons that are seeking to have just one second chance at living a meaningful and respectful life for them and their families.

Existing 'Convicted Felon Hiring' Program Assessment & Consulting

CRU is committed to rigorously working with the Client to formally assess an '**existing**' convicted-felon hiring process, including a formal review of the existing policies, practices and procedures for soliciting, screening, interviewing, bonding, tax-support acquisition and organizational & behavior training that must accompany any well-meaning program.

The assessment consists of an Initial Assessment, Mid-Point Milestone Report/Review, and Final Assessment with Conclusions & Actionable Recommendations.

[Washington State and National Resources for 'Convicted Felon Hiring Support' Used by Careers-R-Us](#)

Asistance For Felons in Washington State Program

<http://felonopportunities.com/assistance-for-felons-in-washington-state/>

DOL ETA Work Opportunity Tax Credit Program

PRE-RELEASE CAREER COUNSELING/ POST-RELEASE CAREER COUNSELING (PRCC®)

https://www.doleta.gov/business/incentives/opptax/State_Contacts.cfm#washington

Help For Felons Organization

<https://helpforfelons.org/>

Jobs For Felons in Seattle, Washington Program

<https://www.jobsforfelonshub.com/locations/jobs-for-felons-in-seattle-washington/>

Ranker Media List of Companies That Hire Felons

<https://www.ranker.com/list/list-of-companies-that-hire-felons/business-and-company-info>

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

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

U.S. Department of Education - Correctional Education

<https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/correctional-education.html>

Washington State Employment Security Program - Federal Bonding

<https://hirenetwork.org/content/washington>

2013 Washington State Bill: Assistance Felons Seeking Employment In The City of Seattle

<https://q13fox.com/2013/06/10/bill-passes-to-assist-felons-with-getting-jobs/>

2016 White House 'Fair Chance Pledge' for Ex-Convicts

<https://obamawhitehouse.archives.gov/the-press-office/2016/04/11/fact-sheet-white-house-launches-fair-chance-business-pledge>

Public Housing Agency's Housing Choice Voucher Program

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<https://felonyfriendlyjobs.org/housing-for-felons/>