

Reentry 2030

The background of the image features a solid blue color on the left side, which transitions into a pattern of concentric, semi-transparent blue circles on the right. These circles are centered around a point on the right edge and expand towards the left. Interspersed among these circles are small, light blue dots, creating a sense of depth and movement.

Our team



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“America is the land of the second chance, and when the gates of the prison open, the path ahead should lead to a better life.”
--President George W. Bush

Reentry 2030

A 7 year commitment underway

Missouri has become the first state to join Reentry 2030, a national initiative that aims to dramatically improve reentry success for people exiting prison and those under supervision

Goals for 2030:

-  100% of incarcerated Missourians who need career services receive them.
-  85% of incarcerated Missourians are employed within 30 days of release.
-  80% of formerly incarcerated Missourians maintain their employment for at least nine months after release.

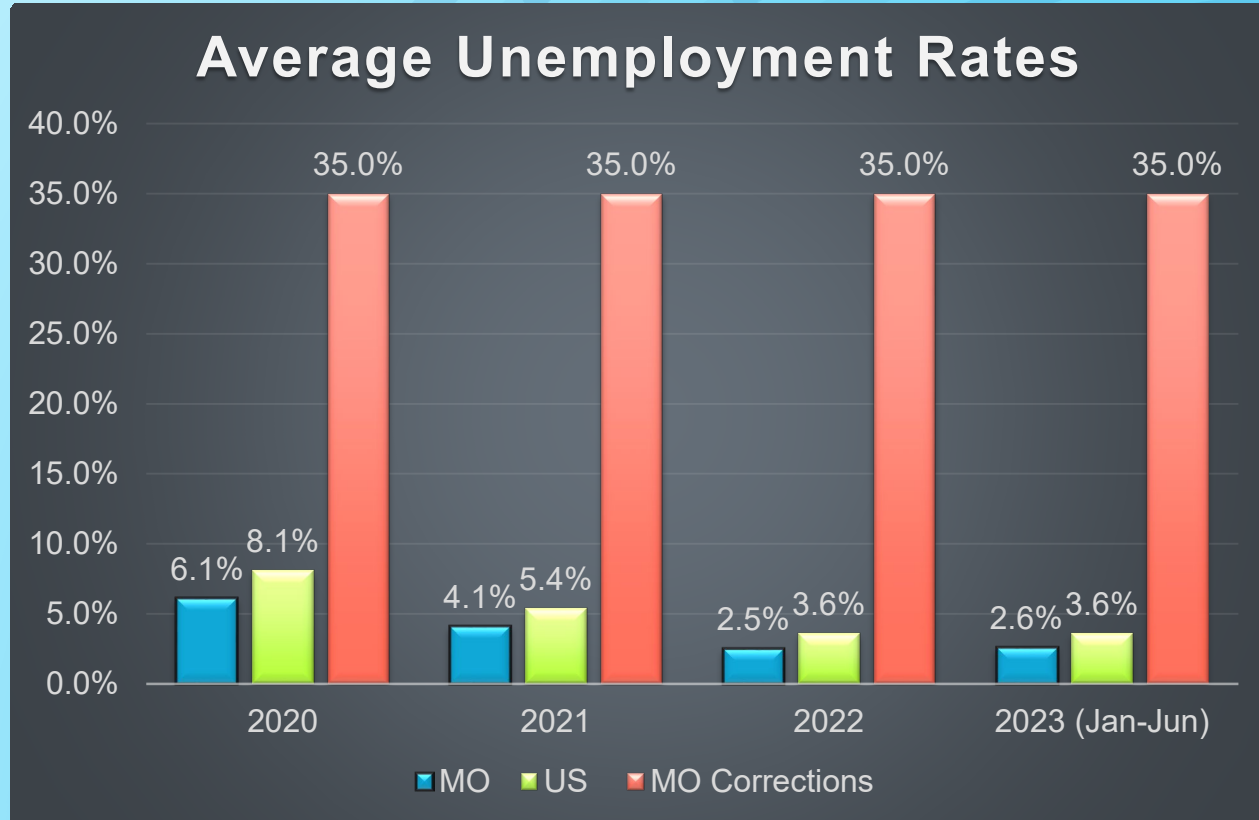


Our focus as compared to the larger project

Unemployment is the biggest predictor of recidivism

Why employment?

- ✓ Over 44,278 offenders released between 2020 and 2022
- ✓ Unemployment rate for released offenders is 10 times higher
- ✓ Full-time employment reduces recidivism by 46 %
- ✓ State departments are facing staffing shortages



Our Goal

- Provide resources and technology to state departments that enable the State of Missouri to become a model employer by employing second chance applicants.

Our Belief

- Every department should be able to identify position(s) for second chance hiring.

Department Action Items

- Get started. Identify low risk positions that would work best.
- Focus on building a culture that embraces diversity and removes biases.

Employment Solutions

CAREER
PATH
MATCH-
UP

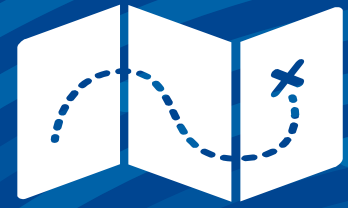
SECOND
CHANCE
JOB
BOARD

MOCareers
We Serve Missouri

HIRING
PRACTICES



Career Path Match-Up



Missouri Department of Corrections offers over **20 career and technical trainings & educational opportunities**

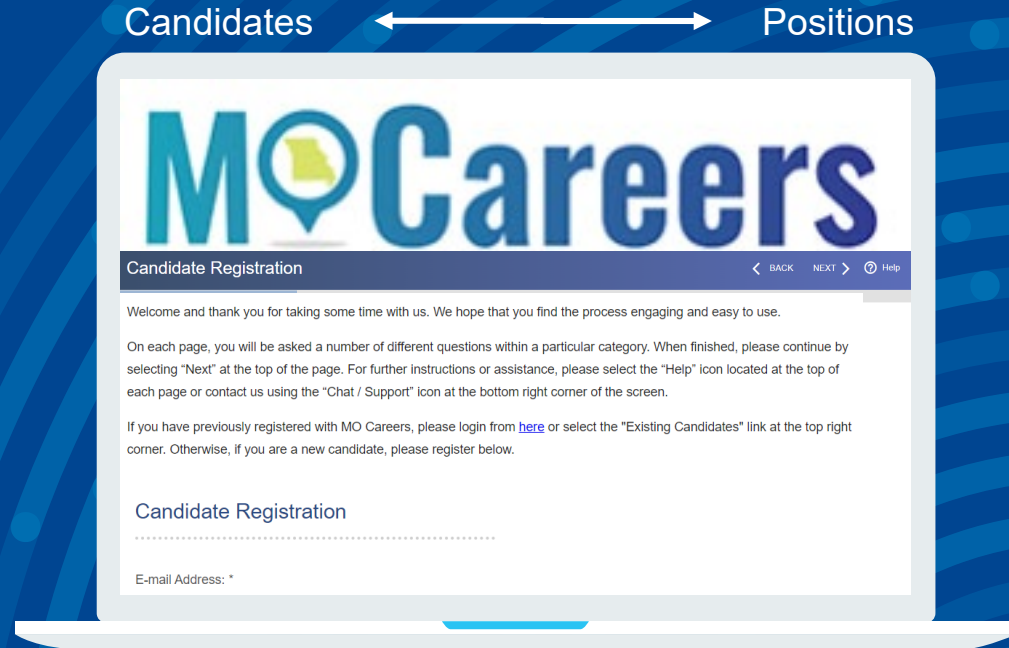
Missouri Department of Corrections currently has **11 post secondary programs** offered through 9 colleges and universities

Current training and educational opportunities in Missouri Department of Corrections directly map to **19 career paths**

There are currently 4,025 individuals in training and education programs in Missouri Department of Corrections

Second Chance Job Board

- State users will be granted access to post to a private second chance job board
- Offenders will be granted access to the job board based on qualifications met while incarcerated
- Technology will cost \$21,250 and 3 weeks to implement when funding is secured



Hiring Process

Department posts positions to second chance job board

Applicants apply through the second chance MO Careers portal

HR reviews applications and sends eligible applicants to hiring manager

Hiring manager conducts interviews

Conditional Offer that prompts background check

Confirmation Offer when conditions are met

HR may need to contact hiring manager to understand the position in order to best evaluate the applicants eligibility



1. Prepare

2. Implement

3. Measure

- **Prepare:** Introduce high level conversations to address concerns of both function and bias. Share information and training opportunities.
- **Implement:** Utilize MO Careers to recruit, interview, hire, onboard.
- **Measure:** Monitor, track, and gather long-term data.

