

Background

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.

Goal

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

Why Employment?

- Over 90% of offenders return to their communities.
- Unemployment is the biggest predictor of recidivism.
- The unemployment rate for released offenders is 10 times higher.
- State departments face staffing shortages – time to fill positions is trending up and average number of applicants is trending down.
- Nearly 69% of offenders who've never had full-time employment return to prison within 2 years versus only 23% of offenders who've had full-time employment return within 2 years.

Employment Solutions

- **Career Match:** Educational and training opportunities within Missouri Department of Corrections institutions matched with open State of Missouri jobs. Over 30 career and technical training programs and educational opportunities match to 19 career paths.
- **Job Board:** Private second chance job portal in MO Careers to connect departments with qualifying offenders.
 - Cost: \$21,250 and 3 weeks to implement.
 - Departments identify low-risk positions for second chance hiring that work best for that department to post on job board.
 - Pre-release offenders meeting job qualifications granted access to the job board.
- **Hiring Practice:** Standard approach to hiring for state departments and building a culture that embraces diversity and removes biases.
 - Hiring guidelines for departments.
 - Learning Path for hiring managers; overcoming biases training for all members.

Next Steps

- **Prepare:** Introduce concept of second chance employment and share information, identify low-risk jobs, create MO Careers portal, and prepare for virtual interviews.
- **Implement:** Launch MO Careers second chance portal and recruit, interview, hire, and onboard new team members.
- **Measure success:** Develop and coordinate employee success metrics, routinely engage with second chance employees, and gather long-term data on hiring outcomes.

