

# Reentry 2030

A national initiative that aims to dramatically improve reentry success for people exiting prison and those under supervision

# 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

# 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.

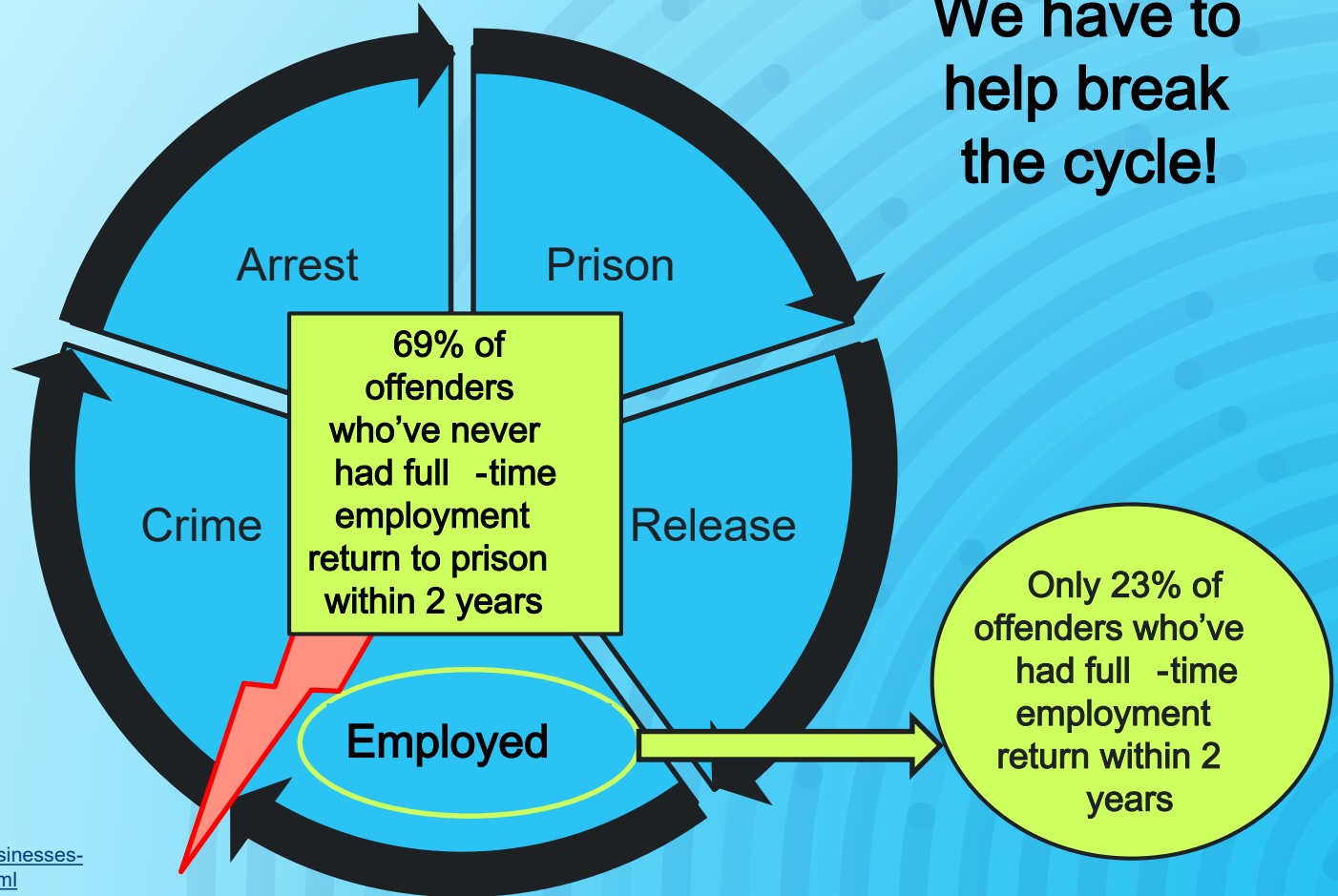
## Department      Action Items

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

# Why employment?

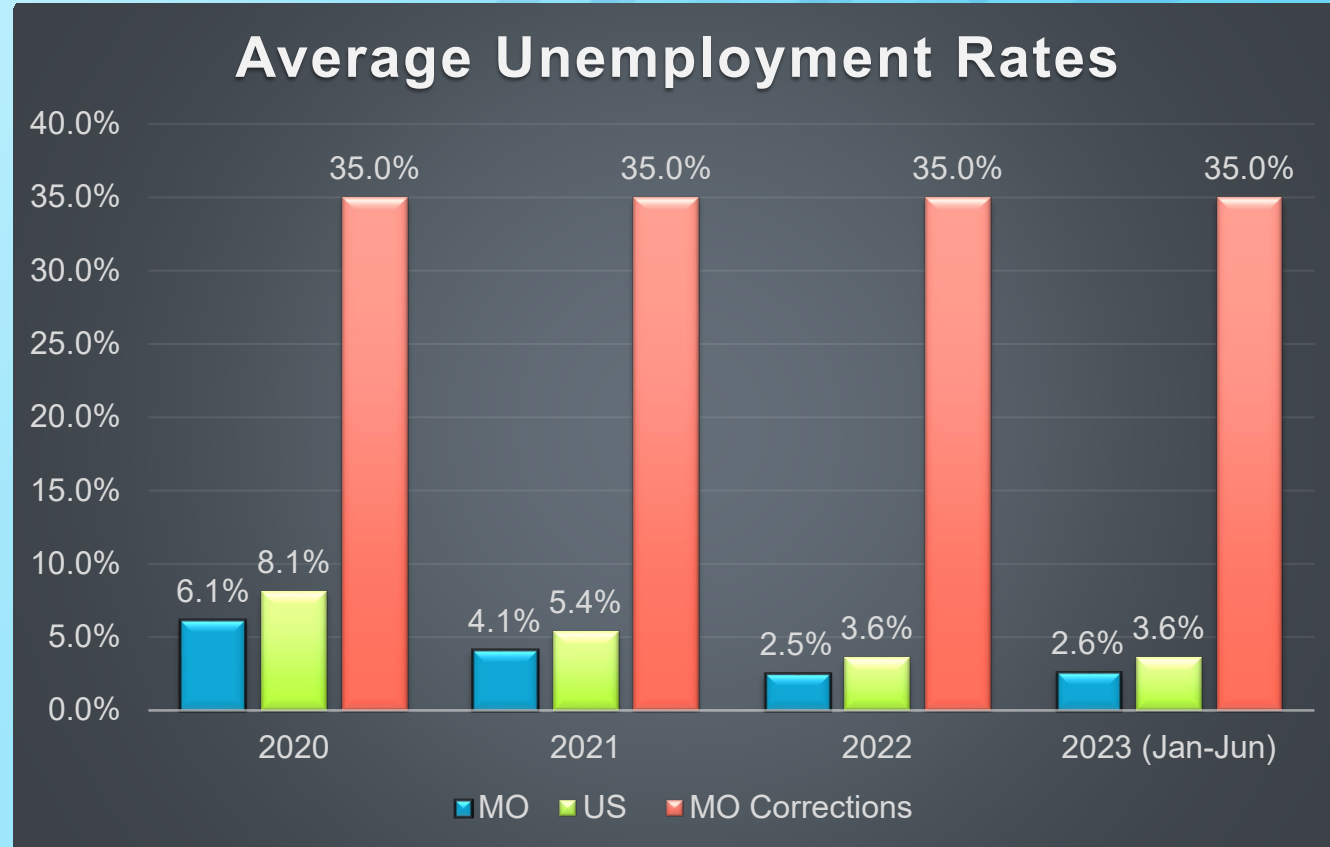
Unemployment is the biggest predictor of recidivism

We have to help break the cycle!



# Why employment?

- ✓ Over 90% of offenders will return to their communities
- ✓ Over 44,278 offenders released between 2020 and 2022
- ✓ Unemployment rate for released offenders is *10 times higher*



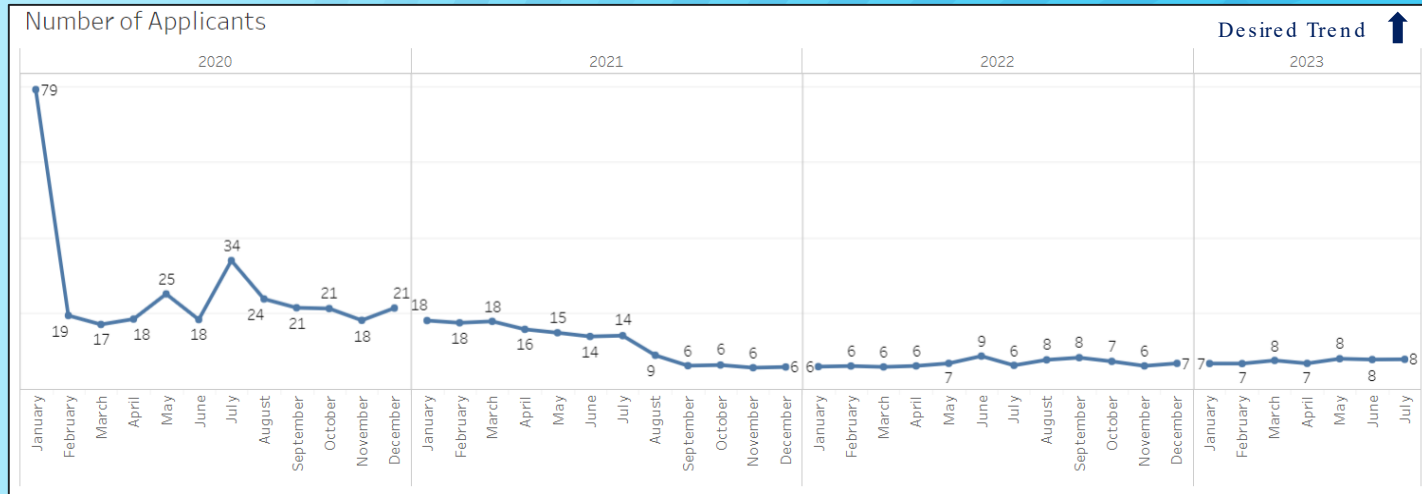
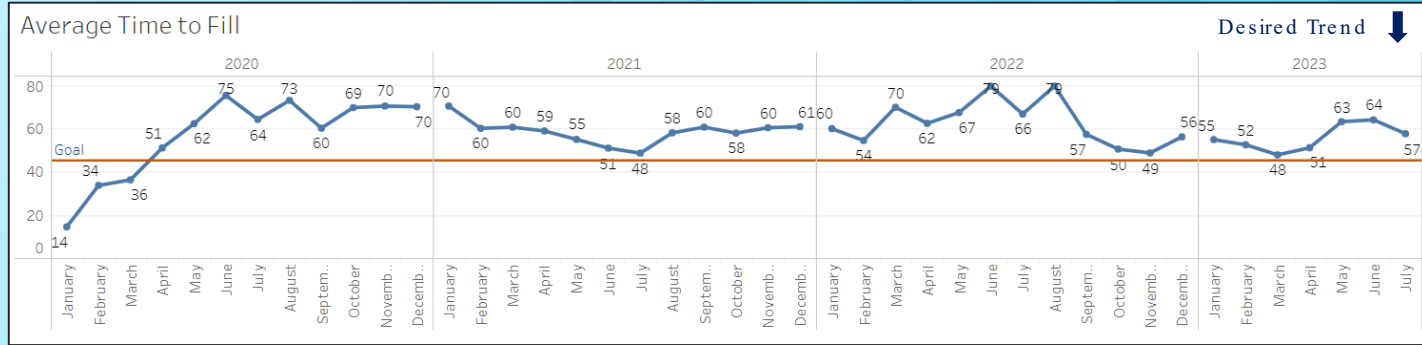


# Why State of Missouri employment?

State departments are facing staffing shortages and need workers

✓ Time to fill (date job posted to date offer accepted) is trending up

✓ Average number of applicants is trending down





# Advantages for state departments



Enlarge applicant pool —one in three adults have a criminal record in the U.S.



Quality of work reported as high as or higher than co-workers



Motivated, loyal, and reliable — grateful for new start and strive to do well



Trained and educated —career & technical programs



Reducing recidivism means less crime in Missouri



It's the right thing to do —offenders are community members too!

## Sources:

<https://www.cnn.com/2018/03/20/opinions/businesses-can-reduce-recidivism-opinion-taylor/index.html>

<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/research-employers-willing-to-overlook-criminal-record-to-hire-right-person.aspx>

<https://content.wisestep.com/top-pros-cons-hiring-ex-convicts/>

# Employment Solutions

## CAREER MATCH

Match educational opportunities with open State of Missouri jobs

## JOB BOARD

Private second chance job portal in



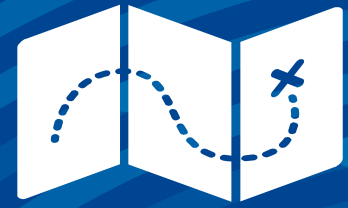
to connect departments with qualifying offenders

## HIRING PRACTICES

Standard approach to hiring for state departments



# 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

# Career Path Match-Up



**Business Operations and Support**



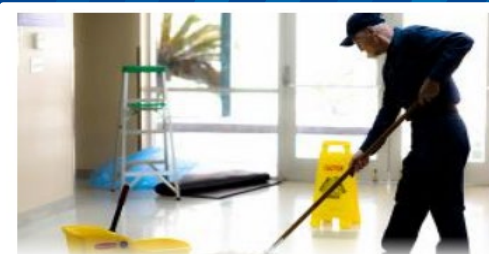
**Information Technology**



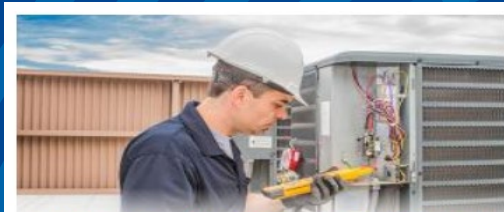
**Communications**



**Environmental/Natural Resources Management**



**Domestic Services**



**Trades, Crafts, and Other Skilled Work**

Training and education provided in Missouri DOC institutions provide the skills needed for many occupational groups with the State of MO

# Career Path Match-Up Example

Department of Corrections Programs

## Applied Computer Technology

Keyboarding; Windows 7; Word 2010; Excel 2010; computer hardware and software maintenance and care

## Business Technology

Careers in the modern office; keyboarding and ten-key; office basics; office support skills

## Customer Service Representative

Service industry careers; keyboarding; principles of customer service



## Business Operations and Support

State of Missouri  
Occupational Group



Explore Business Operations and Support career possibilities!

Click on a job family link to find out more!

**Administrative Management and Support**

**Business Project Management**

**Customer Service**

**Human Rights Investigation**

**Program Management/Support**

**Research and Data Analysis**

**Risk/Claims Management**

**Storekeeping and Warehouse**

State of Missouri Job Family

State of Missouri Job

### Administrative Support Clerk

First-level administrative support position that works within set guidelines and under direct supervision to perform simple and repetitive clerical, printing, and mail related tasks including but not limited to basic filing, copying, opening and sorting of documents, and data entry.

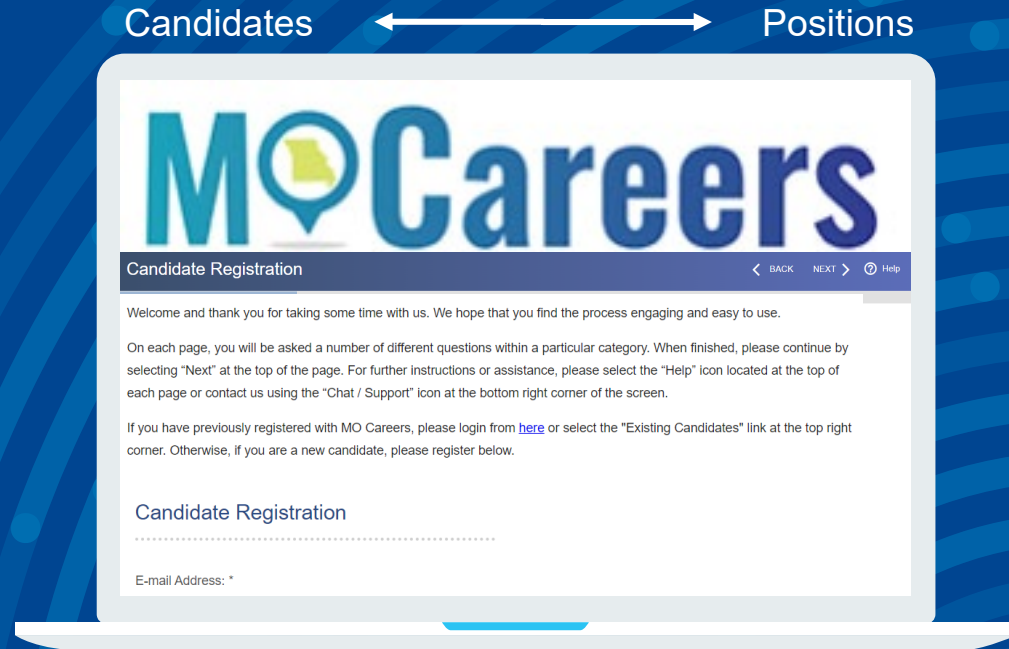
**Knowledge, skills & abilities:** Knowledge of general office practices. Ability to maintain clerical records and operate basic office equipment. Ability to interact on the telephone or in person with the public.

**Typical qualifications:** 0-1 year of experience. (Substitutions may be allowed.)

**Pay grade:** G2

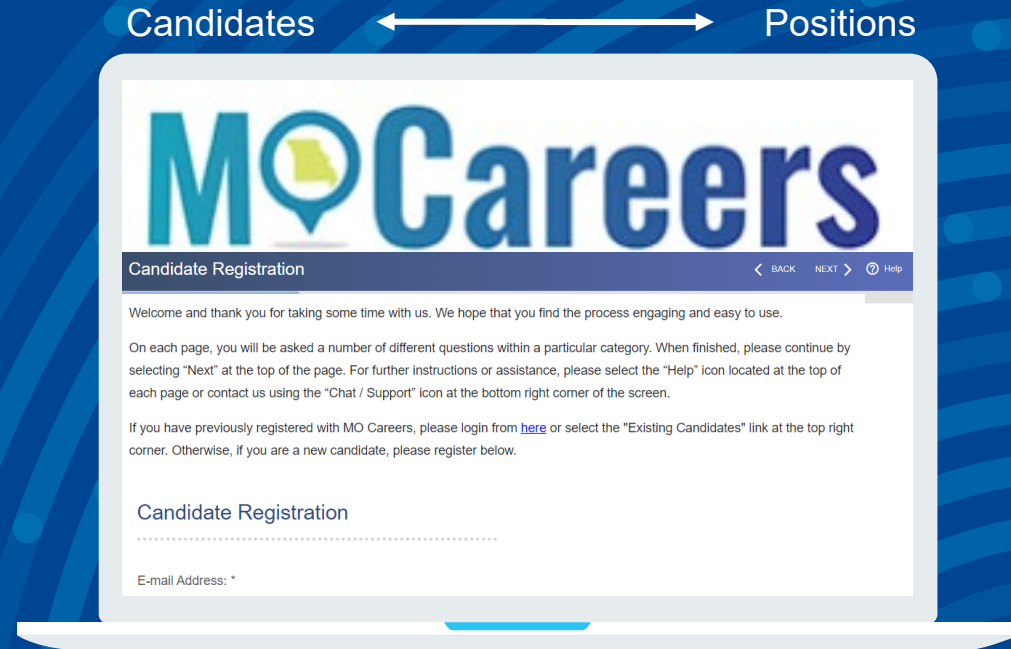
# Applicant Portal

- 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



# Advantages of the Applicant Portal

- Narrows down positions for offenders and limits communication
- Offenders will have a better chance at being hired since hiring teams proactively sought out this pipeline
- Gives hiring teams an additional avenue to hire talent





# Hiring Process

Agency 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



# Considerations for Human Resources

## Applicant

Circumstances of the conviction with regards to the job requirements:

- What changes has the applicant made since the conviction?
- What training and education has the applicant completed?
- What activities and achievements should be considered?
- What life changes has the applicant made or is making ?

## Position

Consider the job not the crime:

- What kind of work will they be doing?
- What do they have access to?
- What risk is there?
- Does the position work with a vulnerable population?

# Accommodations

## Flexibility is Helpful

### ✓ Time

- For parole meetings
- Supervision will be more intensive at the beginning

### ✓ For required treatment/testing

- Required treatment is not always flexible in the scheduling

# Training Needs

## Hiring Managers

- Flexibility
- ADA
- Trauma -informed supervision

## Team Members - Statewide

- Overcoming biases

Reentry 2030 Advisory Team will need to create LinkedIn Learning path and develop training plan

1. Prepare

2. Implement

3. Measure

- **Introduce** high level conversations to address concerns of both function and bias
- **Pre -launch** 120 days out from start date
- **Share information** through:
  - Intranet, kick off meeting, town hall, signage
  - Hiring manager and employee trainings, lunch & learns

1. Prepare

2. Implement

3. Measure

- **Launch** process at 30 -60 days out from start date
- **Utilize** MO Careers technology through hiring process:
  - **Recruit** : Create job postings to begin recruiting
  - **Interview** : Schedule onsite or virtual interviews, utilize automated references
  - **Hire** : Make offer and customize experience (ex : offer and welcome letters)
  - **Onboard** : Complete pre -hire tasks electronically to get new team members cleared to start



1. Prepare

2. Implement

3. Measure

- **Monitor and track** that new team members are successful in their new role
- **Hold Engage meetings** with hiring manager every month and HR touch bases at 30 days, 90 days, 180 days, and 365 days to address any opportunities
- **Gather** long -term data and compare with Probation & Parole to identify trends



# Resources can be found here:

Welcome to MoCareers! To direct you to the appropriate log in page, please select which aligns with your current work location (drop down menu available by clicking on the “i”).  
If you are unsure, please contact the talent management help desk at: MoCareersHelp@oa.mo.gov.



Consolidated agency ⓘ



Non-consolidated agency ⓘ



Missouri Department of  
Transportation



Missouri Office of State  
Courts Administrator's

NEW TOOL! A recent Missouri Leadership Academy capstone team worked to provide technology support to help you organize interview questions for your next interview.  
Check it out here! You can also find the link in the MO Careers Help section.

<https://doc.mo.gov/programs/missouri-reentry-process/employers>

**We are ready  
to do our part.  
Are you?**

**Any questions?**

