



'A Hire Calling': Re-entry Employment

August 18, 2021



Moderator

Molly Cook

- Workforce Research Coordinator
 - Illinois Center for Specialized Professional Support
- mcook12@illinoisstate.edu

Which partner do you best represent?





Facilitator

- **Mike Massie**, Co-Chair, Career Pathways for Targeted Populations Committee, IWIB



Agenda

Topic	Presenter	Time
Welcome and Opening Remarks	Mr. Mike Massie	3-5 minutes
Data and Context	Dr. Megan Alderden	5 minutes
A Hire Calling Video	All	5 minutes
Employer Experience Panel	Mr. Mike Massie and Employer Panel	20 minutes
Employee Experience Panel	Mr. Mike Massie and Employee Panel	20 minutes
Closing Remarks and Call to Action	Mr. Mark Lohman, Mr. Greg Martinez, Ms. Courtney Geiger	5 minutes



Welcome and Opening Remarks

Mike Massie

“Local Workforce Boards include members from all core partners and together they are responsible for the strategic development of the local workforce system by looking at current trends and forecasting future needs, while offering nimble and flexible programs and services. Led by local employers, working with economic development agencies, educational providers, labor organizations and other community stakeholders, workforce boards are responsive to the unique needs of their local economy. Today, work that happens in local workforce areas across the state will be highlighted.” – Dr. Lisa Bly-Jones

American Job Centers

"Find a career that makes you happy every morning you wake up."

- Lorrie, first generation college graduate. See Lorrie's story.

2021 Illinois American Job Centers

Provided courtesy of the Illinois Workforce Partnership



A Hire Calling Overview

Mike Massie

- Inspired by the Chicago-Cook Workforce Partnership April 2021 event

“Second chance” hiring improves our communities by employing people with criminal records. When people continue to suffer the penalty of workforce barriers due to their past mistakes after serving their time, we not only create injustice and intergenerational poverty, but we also miss out on tapping into the potential of an incredible workforce” (Chicago-Cook Workforce Partnership)

Source: Chicago Cook Workforce Partnership, [click here](#) for more details.

A Hire Calling Overview

Mike Massie

Economic
Development

40%

increased likelihood of poverty if the
father is imprisoned.

Workforce
Development

50%

less likely to receive a job interview
if formerly incarcerated.

Family Impact

5,000,000+

children in the U.S. have a parent
that has been incarcerated.

Source: Chicago Cook Workforce Partnership, [click here](#) for more details.



Data and Context

Dr. Megan Alderden

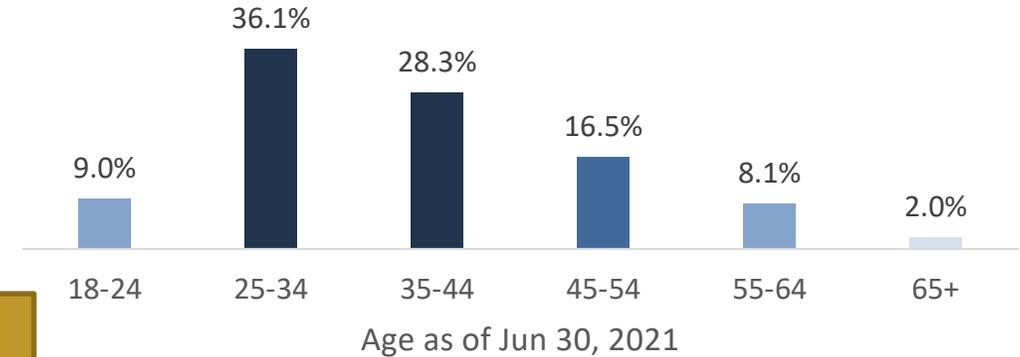
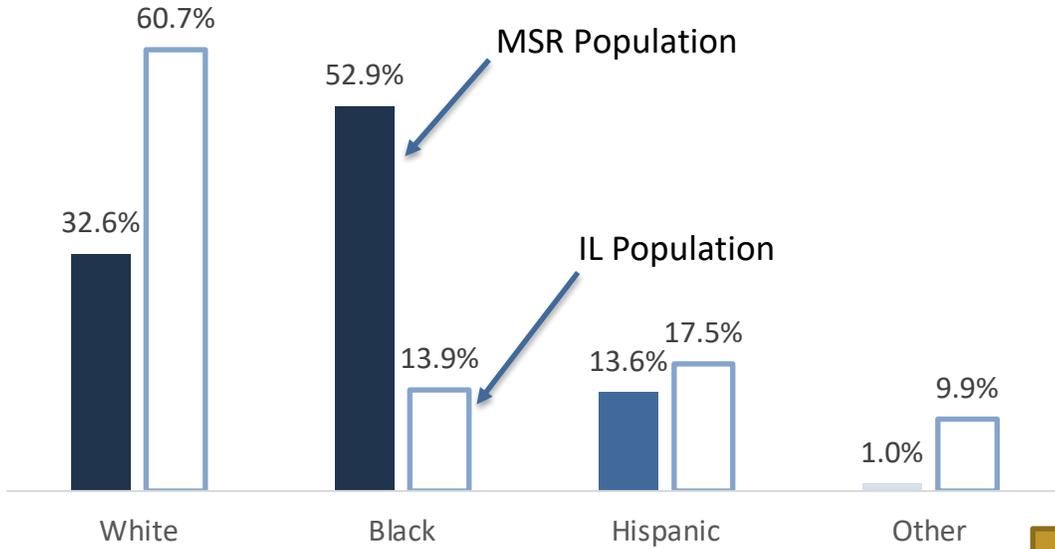
Dr. Megan Alderden is an Associate Professor and Director of Criminology at DePaul University. Prior to joining DePaul, Dr. Alderden was the Research Director of the Illinois Criminal Justice Information Authority, a state agency dedicated to improving the administration of justice in Illinois. While at the Criminal Justice Authority, Dr. Alderden oversaw over 12 researchers who were engaged in various research projects that spanned from violence prevention to effective correctional practices and policies to reduce mass incarceration. Before her tenure at the Criminal Justice Information Authority, Dr. Alderden was an Associate Professor of criminal justice at Saint Xavier University and a researcher for the Chicago Police Department.

Dr. Alderden has over 20 years of experience conducting criminal justice-related research as well as implementation and outcome evaluations of criminal justice programs. Dr. Alderden's work includes examining issues within the field of victimology and policing. She worked on two National Institute of Justice funded research studies examining the impact of forensic evidence on police and prosecutorial decisions in sexual assault cases, and was researcher with the National Police Research Platform, where her work focused on police diversification, police culture, and the civilianization of police agencies. She is currently the lead evaluator of a federally-funded reentry program in Chicago and Cook County that focuses on job training and reentry support for individuals post incarceration.

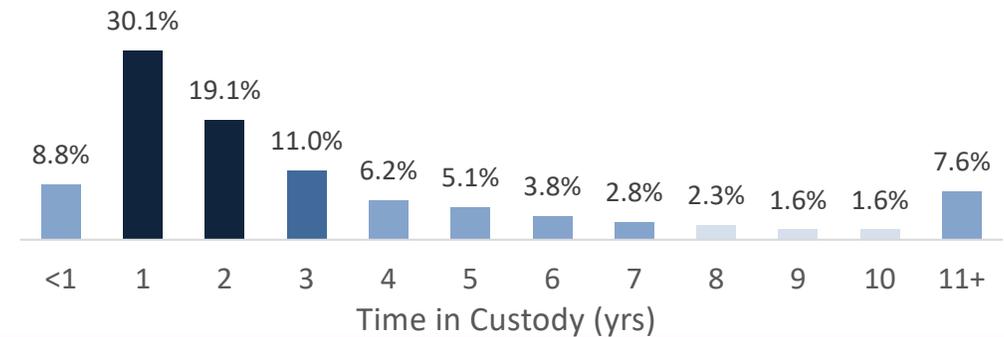
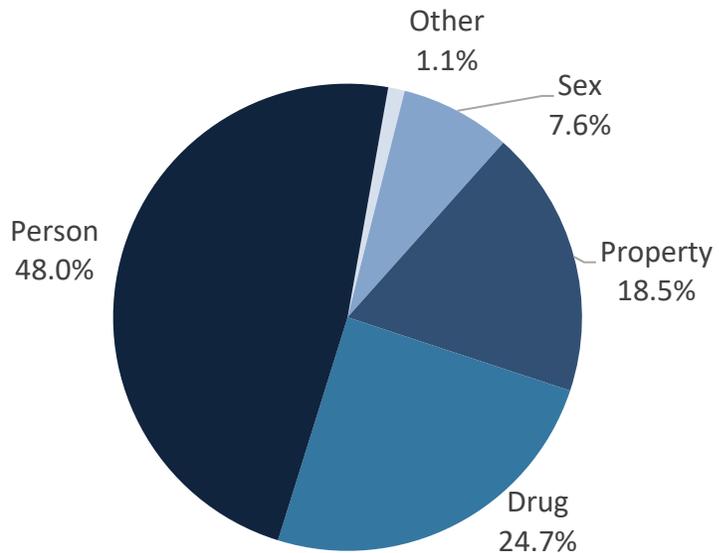
Dr. Alderden received her doctorate in Criminal Justice with a Gender and Women Studies concentration from the University of Illinois at Chicago, her Master of Science degree in Criminal Justice from Michigan State University, and her Bachelor's degree in Criminal Justice from Calvin College.

CHARACTERISTICS OF THOSE ON MANDATORY SUPERVISED RELEASE (MSR)

Dr. Megan Alderden
Associate Professor of Criminology
DePaul University



21,267
June 30, 2021

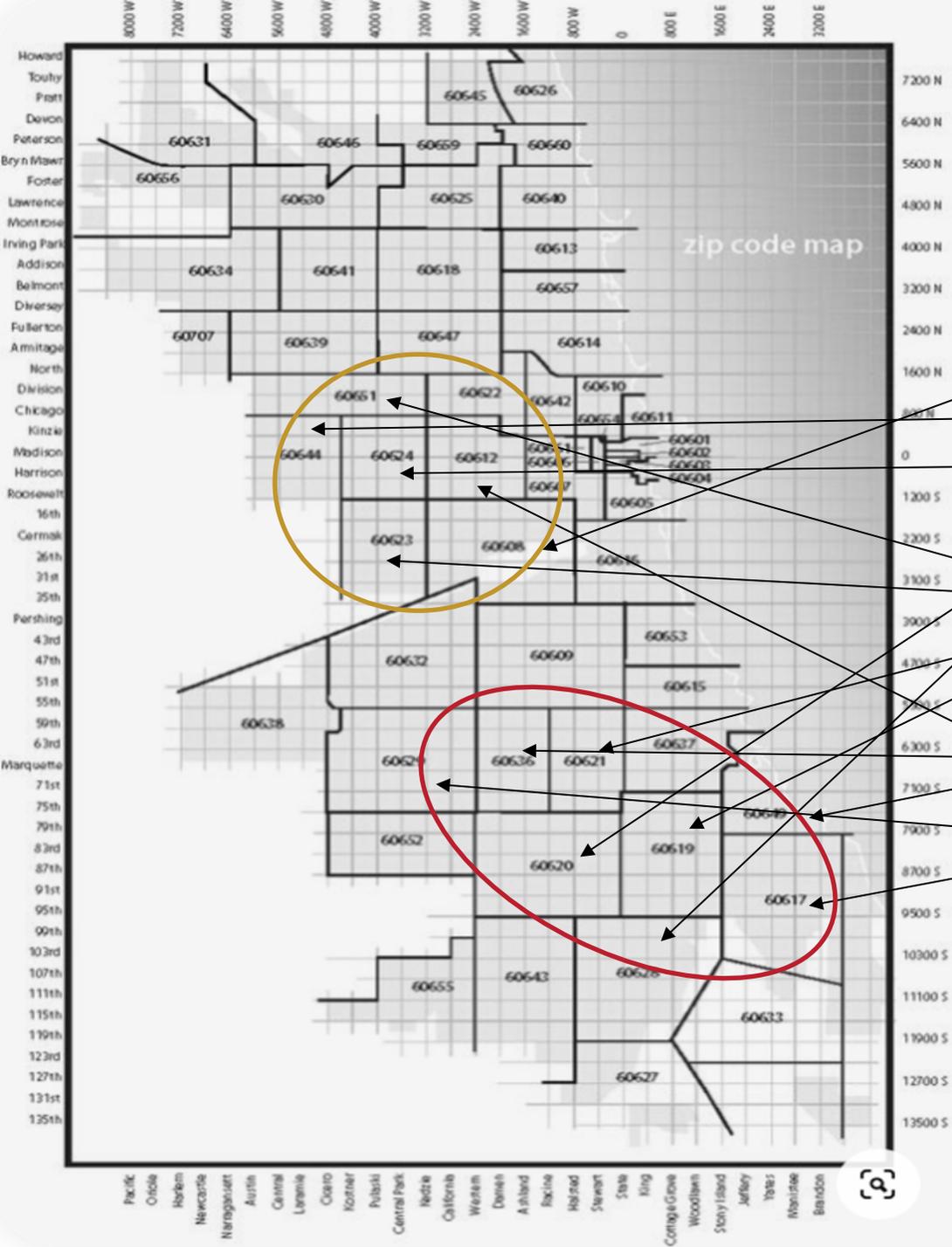




Top 10 Counties with Residents on MSR (64.4%)

Cook	8991 (42.3%)
Winnebago	798
Will	631
Lake	561
Madison	467
Kane	464
Peoria	449
St. Clair	449
Sangamon	447
Macon	444

Data: IDOC Parole Pop Data file June 2021



Top Zip codes (50.1%)

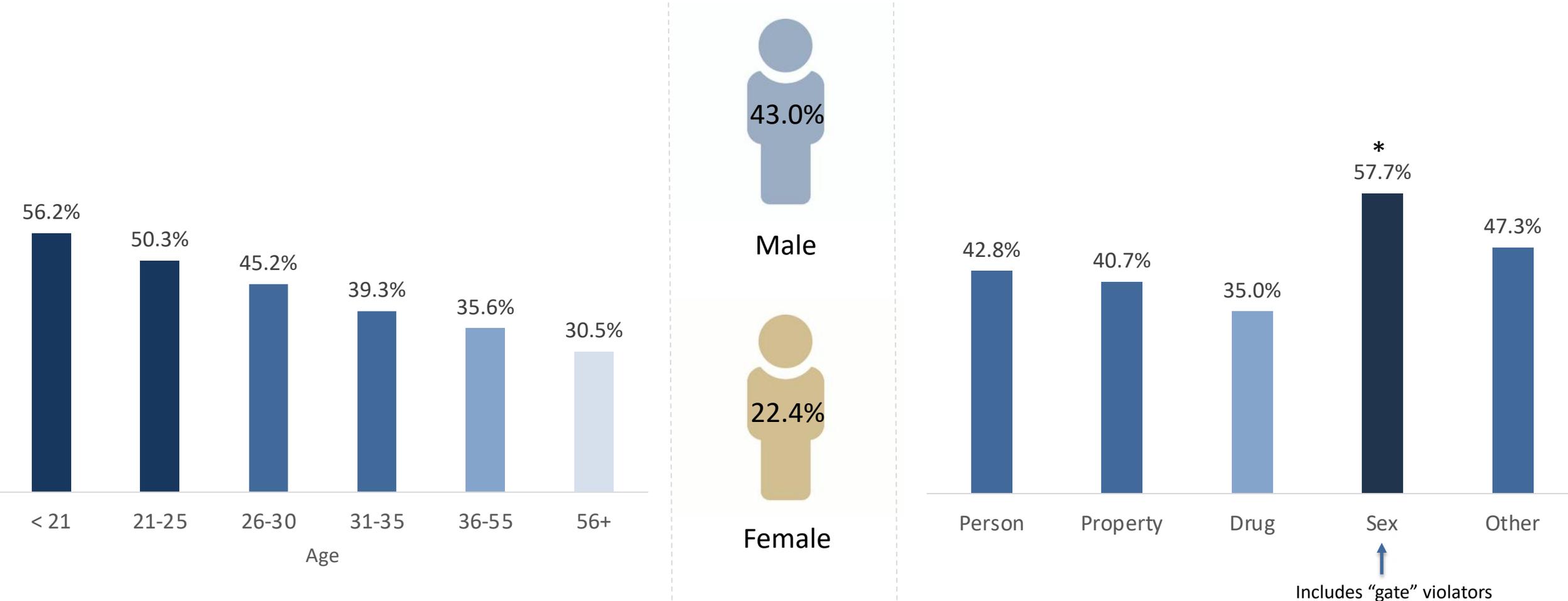
60608	541* (Cook Co. Jail)
60628	485
60620	404
60644	379
60624	374
60619	361
60621	299
60623	297
60651	259
60649	252
60636	238
60617	216
60629	213
60612	183

Data: IDOC Parole Pop Data file June 2021

3yr Return Rate to Illinois Department of Corrections

Statewide: 41.3%

Cook County: 42.5% | Collar Counties: 36.5% | Downstate: 41.1%

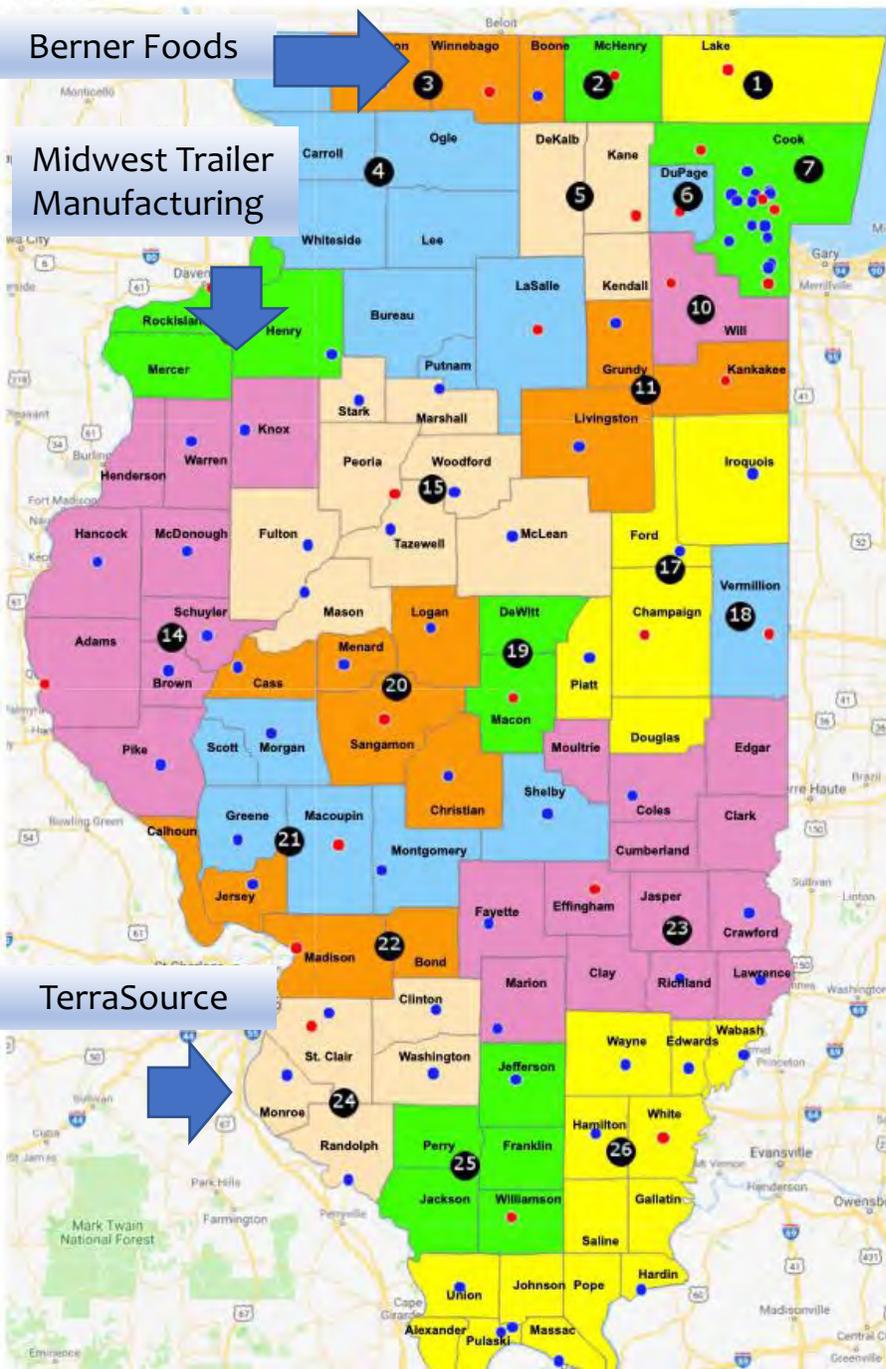


Source: https://www2.illinois.gov/idoc/reportsandstatistics/Documents/FY20_Online_Recidivism_Table.pdf

A Hire Calling Video



Source: Chicago Cook Workforce Partnership, [click here](#) for more details.



Employer Experience Panel

- **Ben Endress**, Chief Executive Officer, Midwest Trailer Manufacturing
- **Jeff Horvath**, Vice President – Supply Chain and Operations, TerraSource
- **Ed Wood**, Vice President of Human Resources, Berner Food

Ben Endress- MTM Trailers

Entrepreneur at heart, Ben Endress has founded three companies, Cherrytree kitchens, Macon General Contractors, and Midwest Trailer Manufacturing, in which the latter he currently serves as CEO. Ben is an out of the box thinker and doer and loves finding solutions in ever changing business climates. He has a passion for running a business and also a passion to be a good husband and father to his wife Katie and their 10 children.



Jeff Horvath - TerraSource

Jeff Horvath is Vice President of Operations and Supply Chain at TerraSource Global based in Belleville, IL. Prior to TerraSource, Jeff held leadership roles with Armstrong World Industries, Hubbell Power Systems, and Boeing/McDonnell-Douglas. He has significant expertise in operations, supply chain, and lean and extensive global experience, particularly in Asia and the EU. Jeff holds B.S. degrees in Engineering and Engineering Management, from St. Louis University and did his graduate studies at Washington University. He holds Lean-Sigma Black Belt certifications from the TBM Institute and has also received operational excellence tutelage from Sensei Iwata and Sensei Nakao in Nagoya Japan at Shingijutsu Global.



Ed Wood – Berner Food

Ed Wood has been active in Human Resources for over 35 years. He received his degree from the University of Wisconsin, La Crosse.

Ed started his career as an officer in the U.S. Army. From there, Ed held several positions in Human Resources in a variety of industries including hospitality, media and manufacturing. Currently Ed serves as the Vice President of Human Resources for Berner Food and Beverage, a national private label and co-manufacturer in Dakota, IL with over 800 employees.

Ed was also very involved in the Society of Human Resource Management (SHRM) for many years. He is currently a board member for the Workforce Connection. The Workforce Connection serves as the regional resource for workforce development in Boone, Stephenson, and Winnebago counties in Northern Illinois.



Question 1

- How have you incorporated “second chance hiring” into your talent pipeline/HR?
- Why is this important to you?

Question 2



- What advice would you offer to other employers?

Question 3

- What, based on your experience, should reentrants and/or CEOs know in terms of your business model?

Question 4

- What are some successes and struggles with re-entry hiring in your area compared to other areas?



Employee Experience Panel

- **Michael Cannon**, Reentry Navigator, Chicago-Cook Workforce Partnership
- **Carlos Lewis**, MTM Trailers



Michael Cannon – Chicago Cook Workforce Partnership

Michael Cannon is a native Chicagoan and community activist engaged in a wide range of humanitarian efforts that uplift fallen humanity by addressing the problems and needs of men, women, and children in disenfranchised communities, thereby improving their quality of life. He is a member of the Illinois Reentry Council of the Illinois Justice Project and on the Governing Board for the “Campaign to End Permanent Punishments” at Heartland Alliance. He also is an Advisory Committee Member for the IL Education Justice Project’s Reentry Guide Initiative.

Michael is a member of the Cook County Re-entry Coordinated Council, a broad diverse group of local decision-makers and criminal justice stakeholders whose goal is to restructure Cook County’s fragmented re-entry service system. Michael’s first-hand experience in correctional settings, as well as his extensive employment and volunteer experience in the field of reentry services, has allowed him to serve as an advisor and content expert in shaping recommendations for Cook County with regard to reentry services. This led to Michael’s current employment as one of two Reentry Navigators for the Chicago Cook Workforce Partnership, the largest public workforce development network in the Nation. His unique perspective and first-hand experience, along with his commitment to addressing the importance of improving reentry services for all returning residents, makes him an effective social agent for change in the interconnected realm of reentry, workforce development, recidivism reduction, systemic policy changes, and more.

Carlos Lewis – MTM Trailers

Carlos grew up on the West side of Chicago. Carlos spent 20 years (ages 20-40) within correctional facilities. His last stay was at Kewanee Life Skills Re-Entry Center. While at Kewanee he graduated from welding training at Black Hawk East College Welding & Skilled Trades Center (WSTC). He then went directly after release to work at the Midwest Trailer Manufacturing factory located across from the Kewanee Life Skills Re-Entry Center. His work and environment have gone well for Carlos who will complete his third year at MTM in December, 2021. He looks forward to sharing his perspectives with others.

Question 1

- What was your biggest fear/concern about employment after incarceration?

Question 2

CHALLENGE

- What is/was the biggest challenge you faced regarding getting a job after release?

Question 3

- What would you tell potential employers considering “second chance” hiring?

Question 4



- What would you tell reentrants about looking for a job post-release?



Closing Remarks and Call for Action

- **Courtney Geiger**, Director – Career Services, The Workforce Connection – LWIA 3
- **Mark Lohman**, Executive Director – American Job Center – LWIA 13
- **Greg Martinez**, Director of Community Innovations, Chicago-Cook Workforce Partnership



To Learn More

- To learn more about "A Hire Calling, Re-entry Employment," [click here](#).
- [Untapped Talent](#) by Jeffery Korzenik
- The next CPTP meeting: September 30, 2021, 10-11:30am