



Untapped Talent

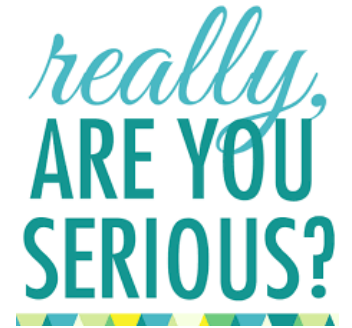
Illinois Center for Specialized Professional Support Orientation

How to Create Positive Outcomes for
Justice Impacted Individuals

Presented by Jeffrey Abramowitz, JD
& Andrea Lopez, PhD

Orientation – What to expect!

- 1- Project Overview & Rules of Engagement
- 2- What glasses to you wear when it comes to the criminal justice system?
- 3- Just the Facts – A life behind & beyond our prison walls
- 4- How can we begin to make change happen
- 5- What's Next??



Project Overview and Rules of Engagement



Series of 6 Workshops both live and virtual

Assistance with the development of Get Ready, Get Set, Get Out Program behind and beyond the prison walls

Employer Convening

Handbook with best practices of hiring and retaining justice impacted individuals

Rules of Engagement:

Please try to stay on camera, mute yourself when not in the conversation, ask questions at anytime.

Untapped Talent – Workshop Series

Workshop #1 - Let's Start with "Why"? - A look at our justice and labor systems today

Workshop #2 - The Intersection of Justice & Education - Building skills inside & outside the walls

Workshop #3 - Get Ready, Get Set, Get Out - Preparing students & employers for their next step

Workshop #4 - The Right Fit - Navigating career placement behind & beyond the walls
(The Hiring Process)

Workshop #5 - It's Not About Finding the Best & the Brightest, It's About Keeping Them
(The retention secrets)

Workshop #6 - Making Change Happen - Transforming our Justice Systems to Workforce Systems



Jeffrey Abramowitz, JD



Andrea Lopez, PhD

Meet Your Facilitators

Connecting Community
to Careers ...



Professor (Retired)

Human Resource Specialist

Workforce Development Specialist

Employer Consultant

The Choices
We Make ...



Lawyer

Teacher

Administrator

Workforce Development Specialist

CEO

Subject Matter Expert

Convicted Felon!

Untapped Talent

What do
you see??

There are over 44,000 documented barriers for those touched by the criminal justice system.

What barriers do you see for justice impacted individuals returning home?

Do those barriers hinder an individual's ability to secure gainful employment?

What Glasses do you wear? Breakout Rooms

You will have 10 minutes to list your group's top three barriers for justice impacted individuals.

Please select 1 person who will take notes and will be reporting out.

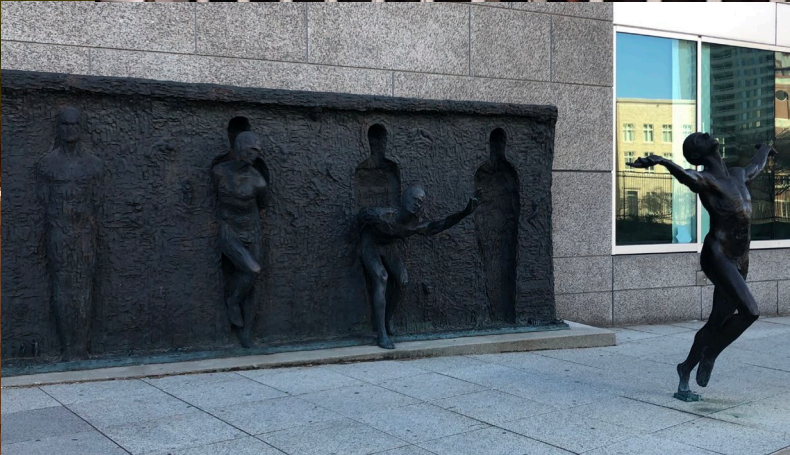
Please make sure that every person has a chance to participate.

Please be mindful of the clock.



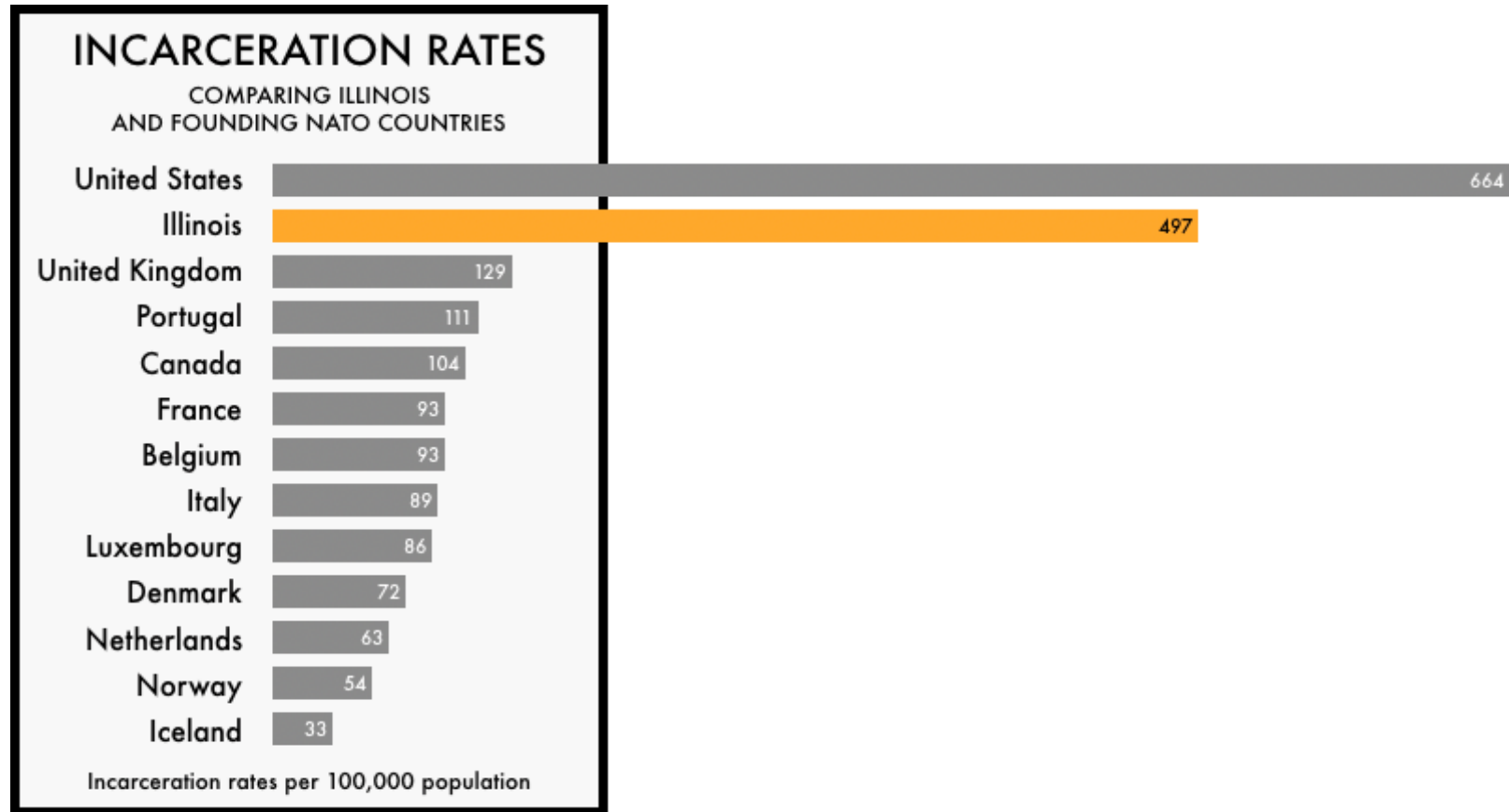
Just the Facts

Life Behind & Beyond the Prison Walls



Just the facts!

We remain the most incarcerated country in the world!



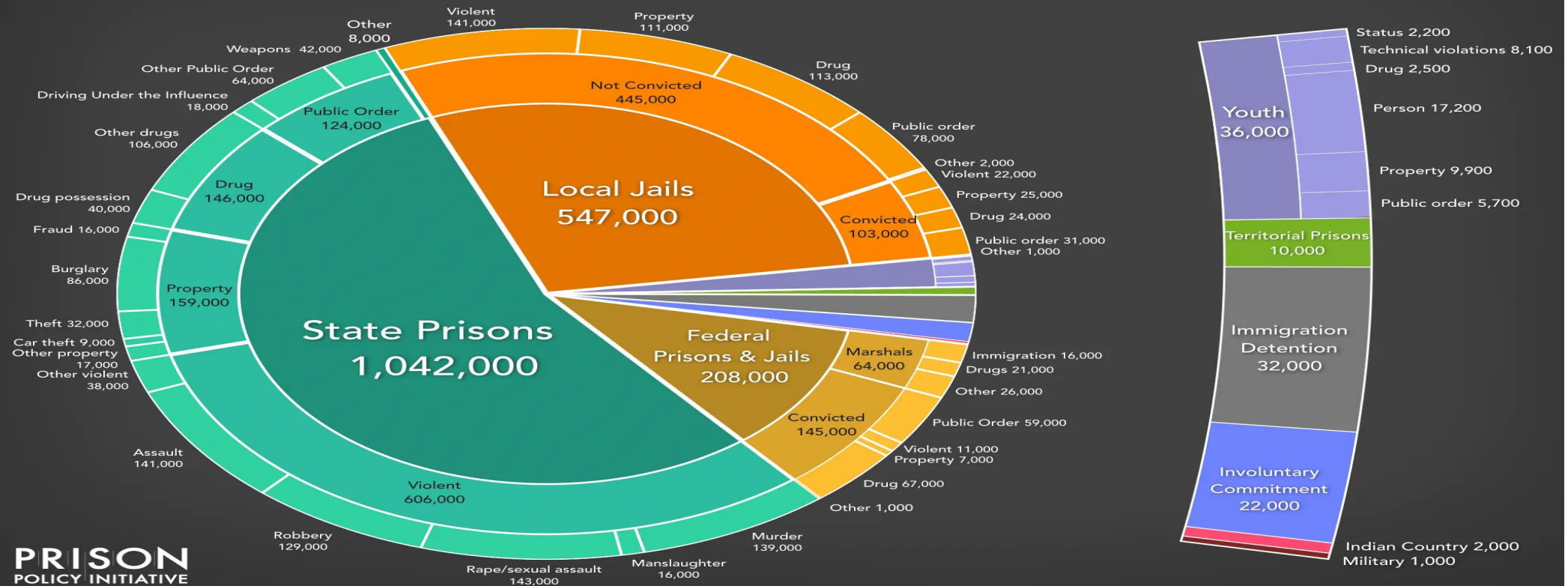
Source: <https://www.prisonpolicy.org/global/2021.html>

A person without data is just another person with an opinion.

The Whole Pie 2022

How many people are locked up in the United States?

The U.S. locks up more people per capita than any other nation, at the staggering rate of 573 per 100,000 residents. But to end mass incarceration, we must first consider *where* and *why* 1.9 million people are confined nationwide.

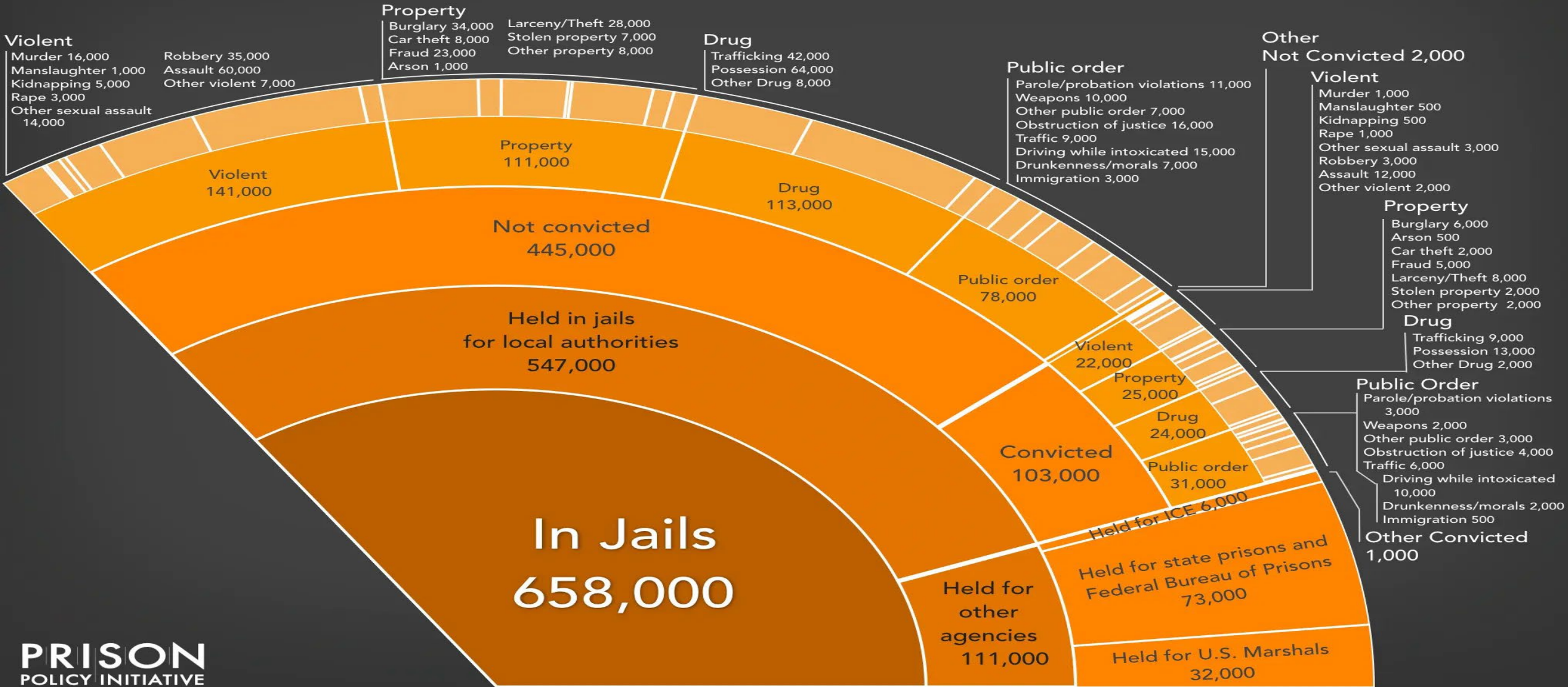


PRISON
POLICY INITIATIVE

Sources and data notes: See <https://www.prisonpolicy.org/reports/pie2022.html>

1 in 3 people behind bars is in a jail. Most have yet to be tried in court.

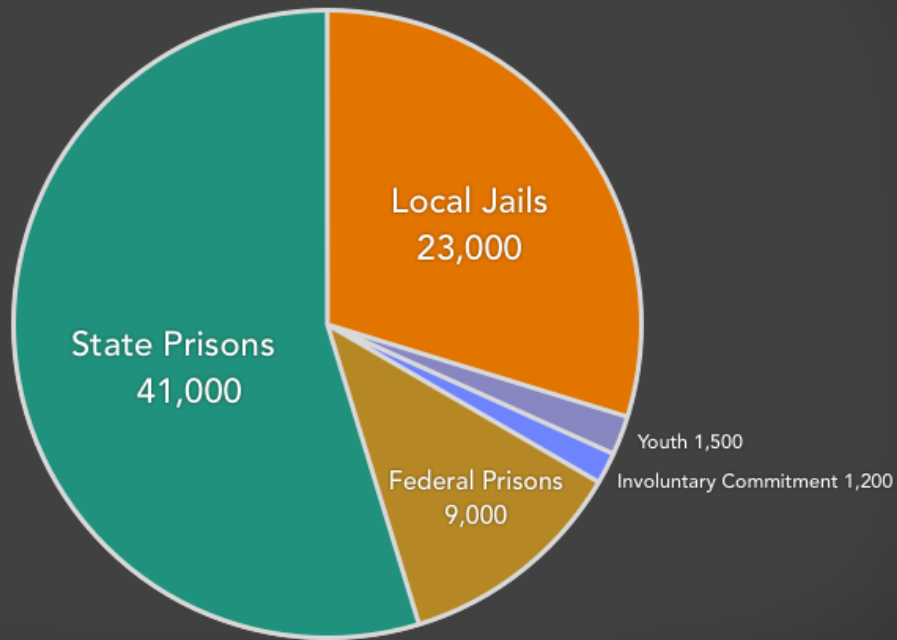
Over 80% of those in jail under local authority have not been convicted and are presumed innocent. If you include the 111,000 people held in jails that rent out space to other agencies, 67% of all people in jails are unconvicted. Either way, jail incarceration rates are driven largely by local bail practices.



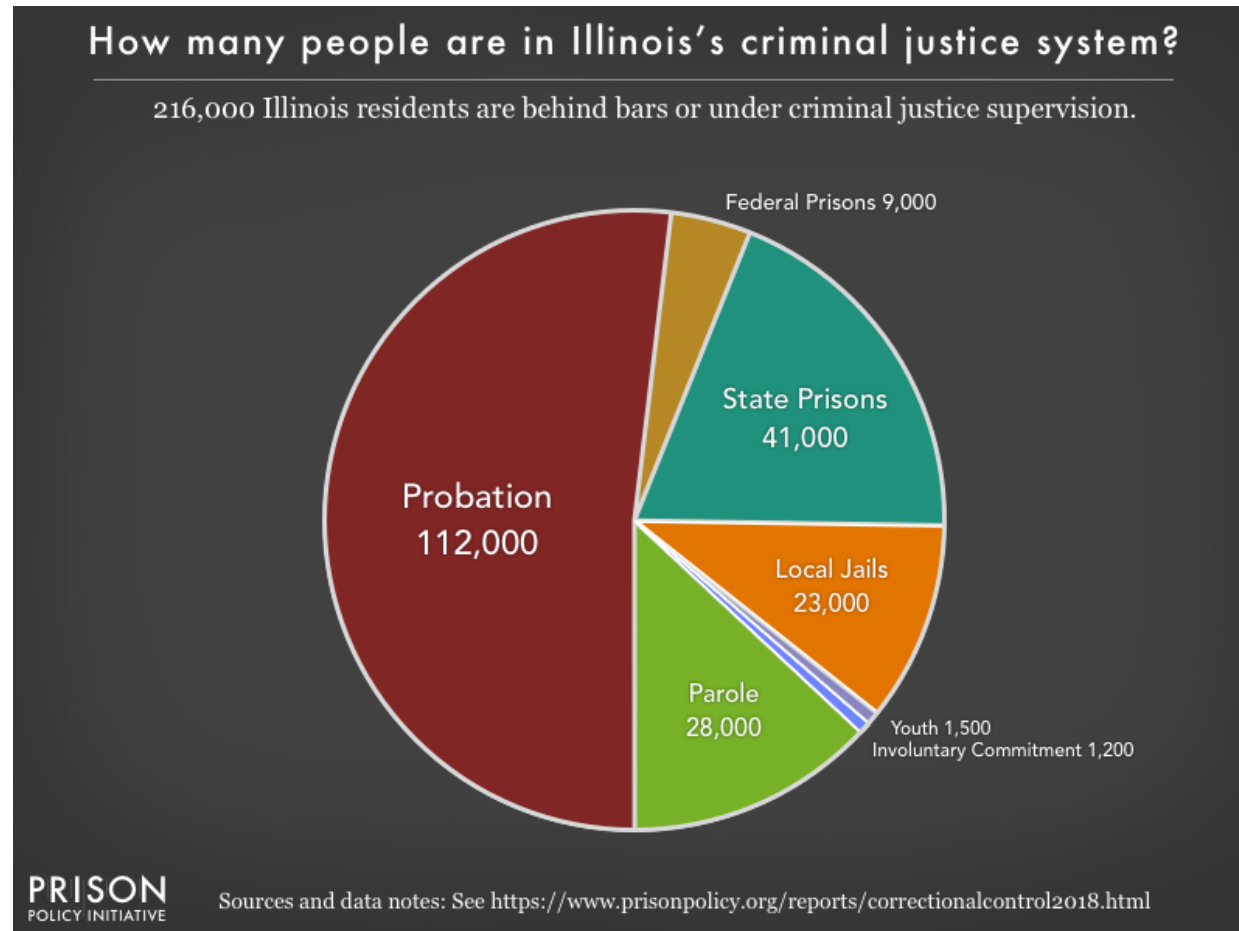
Part of the Pie in Illinois

How many Illinois residents are locked up and where?

76,000 of Illinois's residents are locked up in various kinds of facilities



The Whole Pie Illinois



70-100 Million

People in the US with a criminal history.

(It starts with an allegation or charge and may never go away)



**113 Million people
have an immediate
family member who
have been
incarcerated.**

(1/2 of the US adult population)



550 Thousand People Released in 2020

(91% reported food insecurity issues upon release)

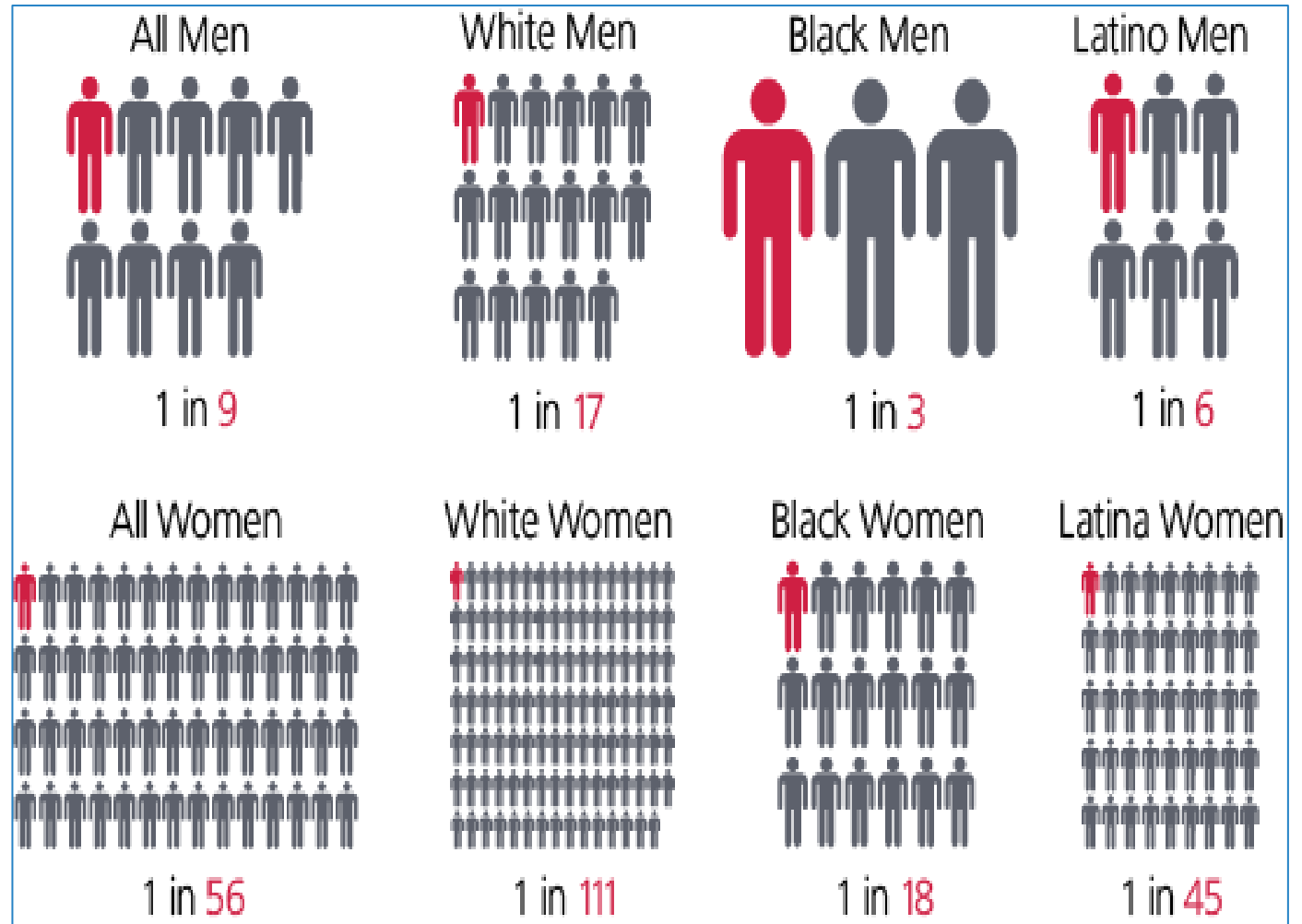
(Recently released individuals are 40X more likely to die from opioid overdose)



Today in our
prisons & jails:

71% Men identify as
persons of color

54% Women identify
as persons of color



There are over **44,000** barriers
facing justice involved individuals

**(70% of these are related to
employment)**



27%

Unemployment rate of formerly incarcerated people is higher than peak unemployment during the great depression.

3.2% today

“Laying the Groundwork: How States Can Improve Access to Continued Education for People in the Criminal Justice System”.

83% of all collateral
consequences persist
indefinitely



\$60 Billion Spent Each Year

636,000 citizens are released each year (more since COVID19)

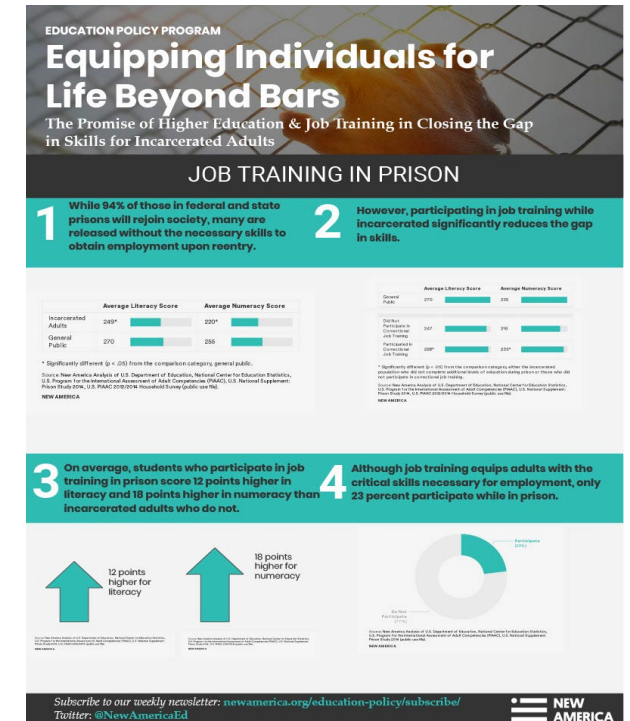
More than 2/3 of those released will be rearrested within 3 years and 1/2 will go back to prison

Equipping Individuals for Life Beyond Bars

94% of those behind bars will someday be released, many without the necessary skills to obtain employment

Students who participate in job training behind the walls, score higher in literacy and numeracy

If you take 1 educational class inside the walls you have a 43% better chance of not returning



Time to put on another pair of glasses

SUCCESS IS A JOURNEY,
NOT A DESTINATION



Transitional
Housing



Education



Skill Training &
Employment



Medical & Addiction
Support



Identification,
clothing,
transportation



Legal Support

Barriers to Employment – Obvious?

Criminal Background

Education

Digital Literacy

Identification

Supervision restrictions

Occupational licensing

Not so obvious?

Transportation

Clothing

Addiction

Housing/shelter

Mental/behavioral/physical health

Feminine products

Essential skills

Banking/Credit report

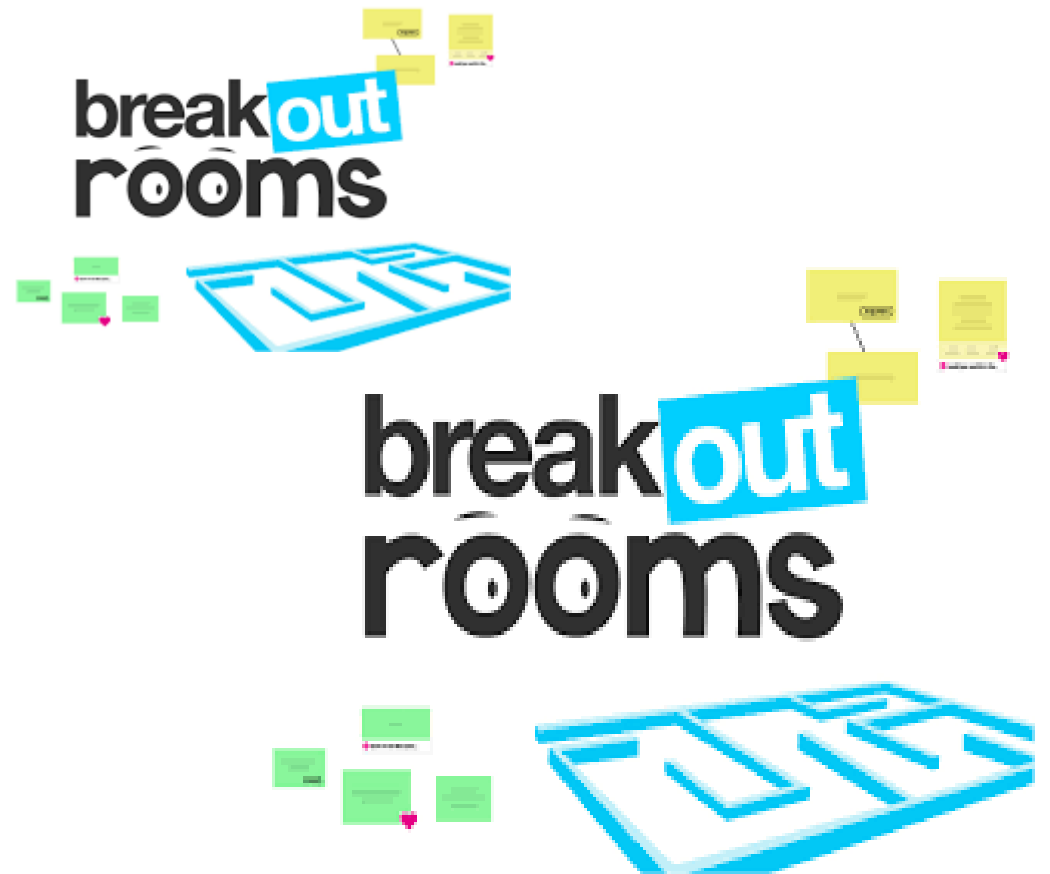
How can we make change happen?

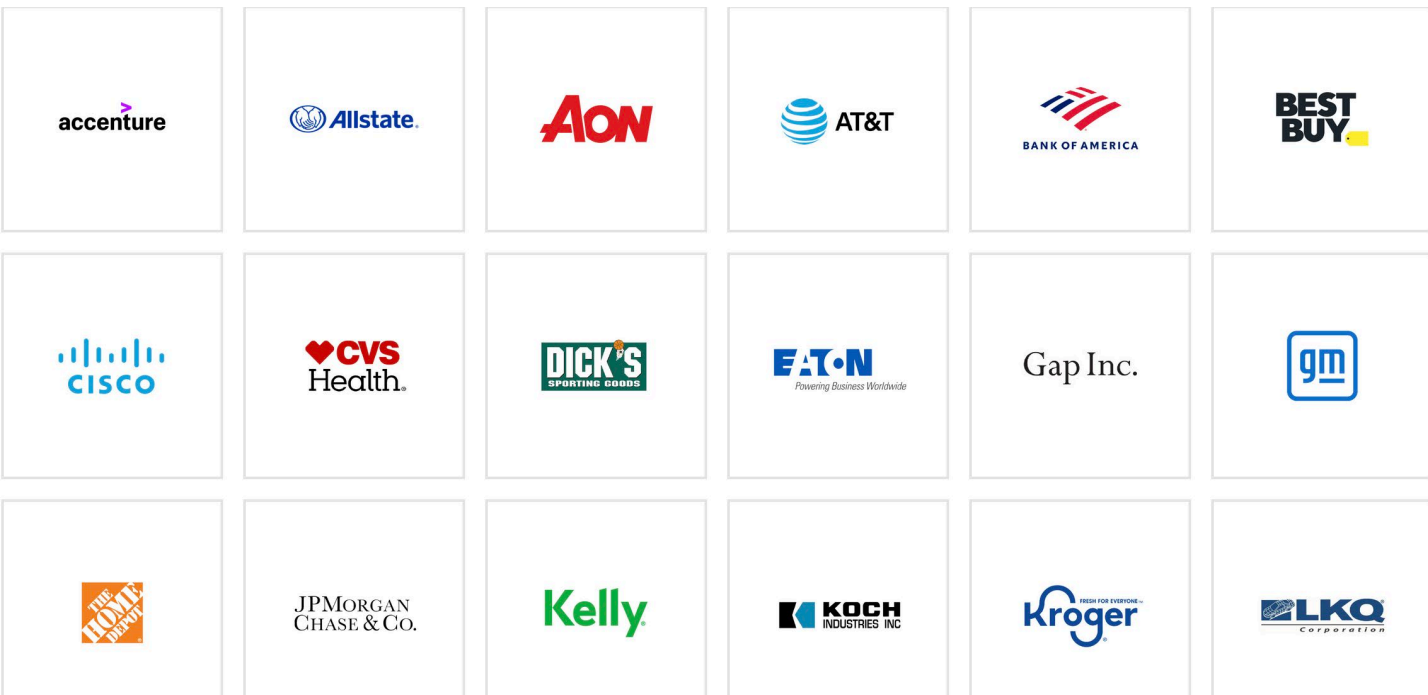


What are you (or your organization) doing to help justice impacted individuals?

List top 3 things that are (or can be) done to help people with a criminal history secure a career?

Report back in 10 minutes!





“Second Chance” Employers



What is a
reentry/
justice
friendly
employer?

Why hire a “justice involved” individual?

- Get talented and qualified candidates
- Give people a chance to succeed in life
- Improve community!
- Makes financial sense

“It’s not a program, it’s a business model”

Genevieve Martin, Dave’s Killer Bread

High quality
employees

High retention
rates

Promotability

Aligns with
public opinion



BETTER WORKPLACES
BETTER WORLD™

SHRM
Getting
Talent Back
to Work



Grow with Google

Grow with Google
Career Readiness in Reentry

Google Drive Resources

<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>

https://www.gettingtalentbacktowork.org/learn-more/?_ga=2.37364770.366187060.1633010062-1306431289.1626110002

<https://www.shrm.org/resourcesandtools/tools-and-samples/quiz/pages/quiz-hiring-individuals-with-criminal-records.aspx>

<https://www.70millionjobs.com/>

<https://dkbfoundation.org/about-2/>

<https://www.daveskillerbread.com/secondchances>

<https://secondchancebusinesscoalition.org/get-started>

<https://www.nelp.org/campaign/ensuring-fair-chance-to-work/>

https://www.aclu.org/sites/default/files/field_document/060917trone-reportweb_0.pdf

https://obamawhitehouse.archives.gov/sites/default/files/docs/cj_fairchancepledge_2page.pdf

LINCS Correctional & Reentry Community of Practice

◦ <https://lincs.ed.gov/>

Career Pathways Sample (PA)

<https://www.paadultedresources.org/sector-strategies/>

Barriers to Employment Liptak, John J., Ed.D. Barriers to Employment Success Inventory (BESI). 5th Ed. Jist Publishing.

https://www.career-lifeskills.com/pdf/jst-323209_guide.pdf

"Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"

"U.S. Skills Map: State and County Indicators of Adult Literacy and Numeracy"

"Laying the Groundwork: How States Can Improve Access to Continued Education for People in the Criminal Justice System"

"Reconnecting Justice: Pathways to Effective Reentry through Education and Training"

"Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"

SHRM- Getting Talent Back to Work

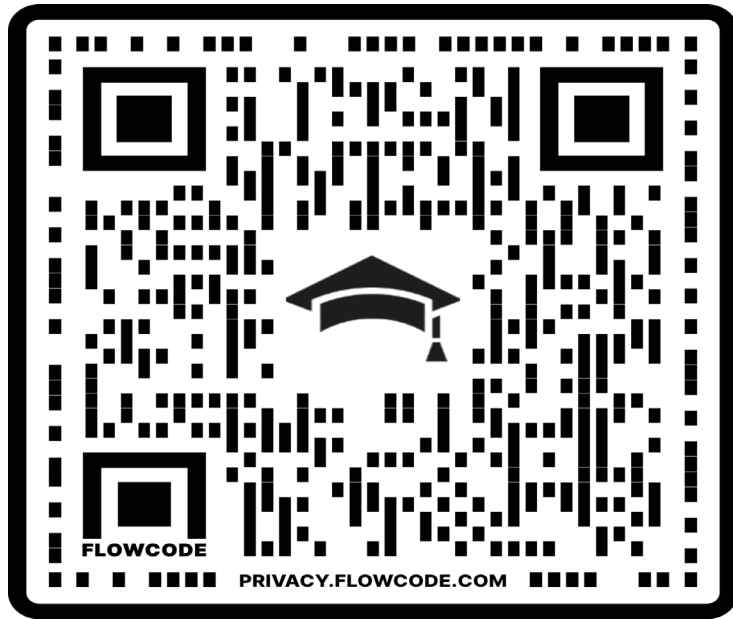
www.gettingtalentbacktowork.org

THANKS!

**Any questions?
Please share your questions
or thoughts you have or were
raised in your Breakout Session.**



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