

7 Reasons To Say Yes To Hiring People With Criminal Records



Reason 1

They've Already Served Their Time

Many people forget that job candidates with records have already served their sentence. They committed a crime, were sentenced by a judge, served their prison term. In the eyes of the law, they were given a punishment for the crime and they did everything that was asked. It also has "the potential to decrease recidivism and increase the economic viability of communities."

Reason 1 continues

Now most want to live a normal life. Instead of further punishing them, doesn't it make more sense to allow them a chance to become a productive member of society? After all, it's in everyone's interest to help. A White House study from earlier this year found that not only does access to employment help people who have records,

Reason 2

They Work Extremely Hard

If you knew that the only way that you could survive is if you did well at your job, would you work really hard? Of course you would. And this is the exact situation that people who have records face. They understand that they don't have a lot of opportunities in the job market and will do anything they can to go above and beyond expectations. Several recent studies confirm that people with criminal records perform as well or better than employees who don't have records.

Reason 3

You'll Genuinely Help Someone

People reentering the workforce after serving time are in a really dark and difficult place that most of us may never understand. Every day, they face with rejection in all facets of their life. Looking for a job? Looking for a place to live? Want to vote? In many cases, these rights have been stripped from them. By giving them a chance to work, you're giving them a rare positive moment and opportunity.

Reason 4

They're Loyal

Whether out of necessity or thankfulness, people who have a criminal record are extremely loyal employees. They know they have limited options when looking for work and they are incredibly appreciative of employers who are willing to give them that second chance.

Reason 4 Continue

They've been told "no" so many times before. If you're willing to take a chance with them, they'll do everything they can to keep you happy and grow with the company. If you want to increase your retention, this pool of potential employees is a great place to look.

Reason 5

They May Be A Bargain

People who have a felony record may offer more productivity for comparatively lower wages. That's not to say that companies should exploit this workforce. Keep in mind, though, that many people leaving prison have years of experience working before and during their time served.

Reason 5 continue

work, just like the rest of us. Employers who are willing to give someone a chance may be able to do so at a relatively low cost. So you might actually find a candidate with more experience than the position calls for. Ultimately, candidates with felony convictions want jobs regardless of the wages. They're looking for a chance to be accepted by a company and prove themselves through for full-time

Reason 6

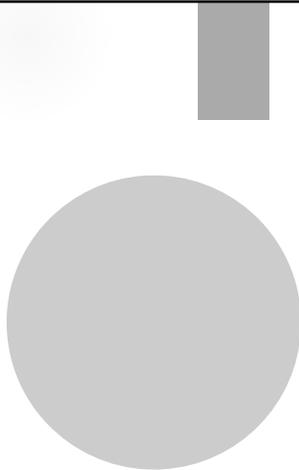
You May Qualify For A Tax Credit

What would your company do with an additional \$1,200 to \$9,600 just for hiring an employee? Or better yet, hiring multiple employees who entitle you to that same tax credit per hire? Many small business owners would really benefit from this tax break. Although it doesn't apply in every scenario, a lot of companies can qualify for the Work Opportunity Tax Credit (WOTC).

Reason 7

They Aren't As Dangerous As You Think

When most of us hear the word "felony," we think of heinous acts committed by hardened criminals thanks, in part, to popular culture depictions. But don't believe everything you see on TV. Sure, there are some dangerous people in the reentry population. But for every one of those, there are roughly 1,000 others (many of whom have nonviolent convictions) who are just looking for a second chance.



Federal Bonding Program

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One of the services provided by The Indiana Department of Workforce Development to assist employers in recruiting and retaining the most qualified workforce is the Federal Bonding Program.

The Federal Bonding Program benefits the employer by:

Offering bond coverage provided at no cost.

The bond coverage is in effect the day the new employee begins working and lasts for six months.

The employer profits from the worker's skills and abilities without taking the risk of potential theft or dishonesty.

There are no documents to sign or paperwork to complete. The bond has no deductible and reimburses the employer for any loss due to employee theft within the specified six-month period.

The Federal Bonding Program benefits the job seeker by:

Providing job opportunities for those who have been or may be denied commercial bonding.

The bond promotes confidence in a job seeker who needs a break to participate in employment and needs chance to show that he or she can be a productive worker.

It provides fidelity bond insurance for up to six months for any job seeker with risk factors and applies to any job except self-employment.

Bonding coverage is provided at no cost to the job seeker.

Who Qualifies for Bonding?

Individuals who are not commercially bondable due to past questionable behavior which casts doubt upon their credibility or honesty, or who have committed fraudulent or dishonest acts are eligible. This includes:

Ex-offenders, including anyone with a record of arrest, conviction or imprisonment.

Those with a poor financial credit history or who have declared bankruptcy.

Ex-addicts with history of alcohol or drug abuse.

Those who have been dishonorably discharged from the Armed Forces.

Persons lacking a work history from low-income families

Job Requirements

The employer must have a specific date set for the applicant to begin work.

The applicant must be of legal working age.

Federal taxes must be automatically deducted from the check.

Ensure that the job is suitable for the applicant.

Example: An individual convicted of drug abuse, should not be placed where drugs are readily accessible like a pharmacy or hospital.

Self-employed and/or franchised individuals are not eligible.

Coverage Amounts

Bonds are issued in increments of \$5,000 for a period of six months. The maximum amount is \$25,000.

\$5,000 is generally sufficient to cover most circumstances.

Coverage is based on the potential or estimated risk to the employer for financial loss, which could result from dishonest acts by the individual while on the job (excluding vehicles).

Bonds in excess of \$5,000 should be limited to positions where the employer may lose more than \$5,000 in money or property at one time. The requester should base a bond request in excess of \$5,000 upon reasonable justification.

Bond Information

Bonds can be issued to any employer regardless of whether the company has or has not commercially purchased a Fidelity Bond.

Specific coverage includes theft, forgery, larceny or embezzlement. Bonds do not provide coverage for situations due to poor workmanship, job injuries or work accidents.

It is not a bail bond, court bond, contract bond, performance bond, name bond, blanket bond or license bond.

Bonds are not transferable from one employer to another.

The Bonding Process

The application process is simple and quick:

A letter will be sent to the employer confirming the bond.

The letter includes the name of the job seeker for whom the bond is being issued, bond effective date, amount and period of coverage, etc.

This letter confirms the bond in advance of receipt of the actual Fidelity Bond, which is mailed to the employer.

If you have additional questions, please contact:

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