

EMPLOYMENT & EDUCATIONAL PARTNERSHIPS



Employment Gains in California

Through a partnership with Career Expansion, Inc., GEO Reentry participants can enroll in a Multi Core Craft Curriculum (MC3) Construction program. Upon graduation, individuals receive a certificate, an introduction to local unions, help with resume and interview preparation, job placement, and other supportive services.

WATCH VIDEO AT
GEOREENTRY.COM/VIDEOS

Getting Talent Back to Work Report¹

81% of business leaders and **85%** of HR professionals believe workers with criminal records perform their jobs about the same or better than workers without criminal records.

4 in 5 HR professionals believe the quality of hire of workers with criminal records are about the same or better than workers without criminal records.

Preparing Reentrants for Work

Employment is a critical component to the success of an individual's transition from incarceration to the community. GEO Reentry Services is committed to building and maintaining employment and educational partnerships to help our participants navigate and achieve long-term sustainability.

We are looking to partner with employers, non-profit organizations, staffing agencies, and educational institutions. Together, we can help reduce recidivism, boost economic growth, and impact community safety.

Our Approach

Employment and education readiness are important elements of the GEO Reentry behavior change model. Staff facilitate employment readiness groups, access to computer-based career skills programs, host job and resource fairs, and conduct workshops. When it is time to enter the workforce, participants are equipped with the necessary skills for long-term success.

Second Chance Hiring Pays Off

Successful legislative reforms like The Fair Chance Pledge and Ban the Box incentivize companies to reconsider their hiring strategy. Research suggests there are significant benefits for companies that provide second chance employment. The 2021 *Getting Talent Back to Work Report*, based on a study conducted by the Society for Human Resource Management and the Charles Koch Institute, analyzed data collected from 2,264 Human Resource (HR) professionals who employed individuals with a criminal record. The results (shown to the left) indicate high satisfaction rates and organizational growth.

Additionally, through the Work Tax Opportunity Credit (WOTC) program, employers are eligible to earn a federal tax credit between \$1,200 and \$9,600 per person for hiring and employing individuals who have faced significant barriers to employment.

¹https://www.gettingtalentbacktowork.org/wp-content/uploads/2021/05/2021-GTBTW_Report.pdf