

Myth or Truth?

- Myth:** Ex-offenders are only capable of doing only manual work.
- Truth:** Ex-offenders represent a cross-section of the workforce. Many have valuable, in-demand skills and qualifications.
- Myth:** Ex-offenders are not educated.
- Truth:** Nearly one in three ex-offenders have graduated from high school and/or college.
- Myth:** Ex-offenders are unreliable; they arrive late or not at all.
- Truth:** In general, ex-offenders are as reliable as other workers. Research shows that most employers who hire ex-offenders have positive experiences.
- Myth:** Once a criminal – always a criminal.
- Truth:** Idaho's recidivism rate is among the lowest in the nation. Working ex-offenders recidivate at a lower rate than those who do not work.
- Myth:** Someone will have to watch over an ex-offender.
- Truth:** Most offenders have learned that the price for offending is too high and they want to make a fresh start. Ex-offenders do not require "extra" supervision on the job.
- Myth:** Other employees will not want to work with them.
- Truth:** Only managers need to know about an ex-offender's past. Ex-offenders quickly fit in when given the chance.
- Myth:** It is always true that certain professions bar people with criminal records from hire.
- Truth:** In fact a refusal of employment is determined by the type of offense and not by the existence of an offense.



For more information please contact:

- Idaho Department of Correction.....208-658-2000
www.idoc.idaho.gov
- Idaho Department of Juvenile Corrections...208-334-5100
- Idaho Department of Labor.....208-332-3570
www.labor.idaho.gov
- US Department of Labor.....208-321-2973
Division of Vocational Rehabilitation.....208-334-3390

Employing Ex-Offenders



Employing Ex-Offenders The Facts

- In August 2009, 7300 adult felony offenders were incarcerated in Idaho Department of Correction (IDOC) institutions with another 13,000 offenders on probation or parole. Over 400 juveniles are in the Idaho Department of Juvenile Correction (IDJC) custody and another 5,800 juveniles are on probation statewide.
- 98% will return to their families and communities, most of whom will need to become employed.
- The IDOC, IDJC, Division of Vocational Rehabilitation and the Department of Labor (IDOL) cooperate to help offenders successfully re-enter our communities by offering them opportunities to find meaningful work.
- Studies have shown a direct correlation between employment and recidivism. Employing ex-offenders in full-time positions quickly upon release is good for employers, ex-offenders, their families, and our communities.

What We Do for Incarcerated Offenders

Education: High School Diplomas and GED's

Work Force Readiness: Customer service, communication, resume writing, math, safety, interviewing, and other employment strategies.

Work Force Skills: Current programs teach a variety of skills including: construction, office skills, customer service, and welding. We are constantly looking for new job training opportunities.

Benefits of Hiring Ex-Offenders

Ninety-eight percent of offenders get out of prison and work in our communities. Hiring an ex-offender in your workplace will help offenders to re-enter society and contribute to the Idaho economy, as well as repaying their debt to society.

Opportunities for offenders to change :

- People with jobs commit fewer crimes than people without jobs.
- Offenders who work contribute to the tax base.
- You will be helping someone "turn their life around".

Employer Incentives

- **Work Opportunity Tax Credit** – available to private employers that hire target groups of workers, including ex-offenders.
- **Federal Bonding Program** - provides bonding insurance to employers willing to hire certain ex-offenders who may otherwise be denied coverage from commercial bond carriers. The bonds protect employers against theft, forgery, larceny, and embezzlement.
- **U.S. Dept. of Labor/Office of Apprenticeship**—Participants in some programs are awarded National Credentials from the U.S. Department of Labor.

Assessing a Conviction

Maintaining your safety and the integrity of your business is crucial. IDOC, IDJC, and IDOL can help identify areas of concern in hiring an ex-offender. They will look at these areas, with the employer.

- Relevance of the criminal offense to the job being sought
- Time elapsed since the offense
- Magnitude of the offense
- Relationship between the offense and the job
- Ex-offender's attitude about the offense

The Partnerships

Idaho Department of Labor:

- Helps businesses hire with confidence by matching workers with employers, career counseling, and outreach.
- Provides pre-employment and post-placement services to workers and businesses.
- Continued support to both the ex-offender and employer

Idaho Division of Vocational Rehabilitation

- IVR provides assessment, training, counseling, job placement, clothing, tools, transportation, other support services.

Juvenile/Adult Probation and Parole

- IDOC and IDJC supervising officers monitor ex-offenders regularly.
- Both juvenile and adult offenders receive mandatory drug testing as a condition of supervision.