

Florida Department of Corrections



RECRUITING SECOND CHANCE EMPLOYERS

Benefits and Bonuses of Employers Working With the Florida Department
of Corrections

Office of Programs and Re-Entry

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Department of
Corrections



FLORIDA
DEPARTMENT OF
CORRECTIONS
RESEARCH:

75% of individuals who *successfully* complete community supervision (probation) are employed.

82% of individuals who commit a serious crime where there is a loss of life are not employed.



RESEARCH:

- If someone cannot find well-paying legal employment, they may resort to illegal activity to make ends meet.
- Employment provides beneficial structure to one's day and access to peers who are positive influences.
- Studies have found that individuals are less likely to reoffend if they happen to be released at a time when the low skilled labor market is strong and when well-paying entry level jobs are available.
- Access to good jobs, not just any jobs, reduces recidivism.

RESEARCH CONTINUED...

- A study by the *Prison Policy Initiative* showed that the number one predictor of whether someone with a previous criminal conviction will reoffend is poverty.
- A study by the *United States Sentencing Commission* showed that if inmates can find work within one year of release, recidivism rates are cut by 40%

FLORIDA'S CORRECTIONAL SYSTEM....

Third largest correctional system in the United States behind Texas and California.

Houses approximately 83,000 inmates at any given time.

Currently supervises approximately 144,000 offenders in Florida's communities.

Releases approximately 20,000 from prison each year.



COMMUNITY TRANSITION GOAL

Our responsibility is to contribute to the reduction of recidivism by eliminating gaps and inefficiencies in the transition systems.

The State of Florida defines recidivism as a return to prison, as the result of either a new conviction or a violation of post-prison supervision, within three (3) years of their prison release date.

A leading predictor of recidivism is employment.

GOAL





BARRIERS TO SUCCESSFUL REENTRY

Unemployment

Financial Obligations

Housing Restrictions

Substance Abuse/Mental Health Issues

Strained Family Relationships

Restriction of Professional Licenses

Transportation



WHY?

If there are so many barriers in the way of the success of the former inmate, then why should we consider hiring them?



WHY IS THEIR
SUCCESS
IMPORTANT.....

Affects Tax Base

Safety and Security
of Florida's
Communities



PUBLIC SAFETY

Keeping our
communities
safe.....



WHY ENGAGEMENT MATTERS

Reduce the stigma

Educate

Develop relationships



HAVE OPEN LEADERSHIP CONVERSATIONS

Confirm

- Confirm executive support

Get

- Get employee feedback

Approach

- Approach with a public service mindset; what goals are around tackling bias

Be

- Be prepared for hard questions

Don't expect

- Don't expect goals to be accomplished right away; it's a process

ADVANTAGES TO EMPLOYERS.....

Employer Incentives:

- ✓ Work Opportunity Tax Credit
- ✓ Federal Bonding
- ✓ Hiring Events
- ✓ Identify post release training opportunities in the form of apprenticeships and technical training.





WORK OPPORTUNITY TAX CREDIT...

BENEFITS TO EMPLOYERS The credit available ranges from \$2,400 up to \$9,600, depending on the targeted group and qualified wages paid to the new employee generally during the first year of employment. Generally, the credit is 40% of qualified first-year wages for individuals who work 400+ hours in their first year of employment

WORK OPPORTUNITY TAX CREDITS (WOTC)...

Veterans

Ex-felons

Designated community residents (DCRs)

Summer youth employees

Vocational rehabilitation referrals

Supplement security income (SSI) recipients

Supplemental Nutrition Assistant Program (SNAP) recipients

Qualified long-term unemployment recipients

Long-term family assistance recipients



FUNDING FOR WOTC ADMINISTRATION....

Funding For Fiscal Year (FY) 2021, SWAs received \$18,485,000 to support the administration of WOTC, which includes certification process and reporting data on a quarterly basis.

Outcomes

In FY 2021, SWAs issued 2,081,474 certifications.

In FY 2020, SWAs issued 1,620,806 certifications.

In FY 2019, SWAs issued 2,068,417 certifications.

In FY 2018, SWAs issued 2,204,142 certifications.

In FY 2017, SWAs issued 2,027,012 certifications.



Note: Data may change due to performance reporting updates.



Incentives to Employers...

- Federal Bonding (Issued by Federal Bonding Program—US Department of Labor)
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- The Federal Bonding Program is an incentive program that allows employers to hire at-risk job applicants with limited liability to their business.
- A Federal Fidelity Bond is a \$5,000 business insurance policy that insures the employers for theft, forgery, larceny or embezzlement by the bonded employee.
- Bonding allows the employer to observe and gain trust in the employee over an initial 6-month period.



PROCEDURE AND FLORIDA STATUTES

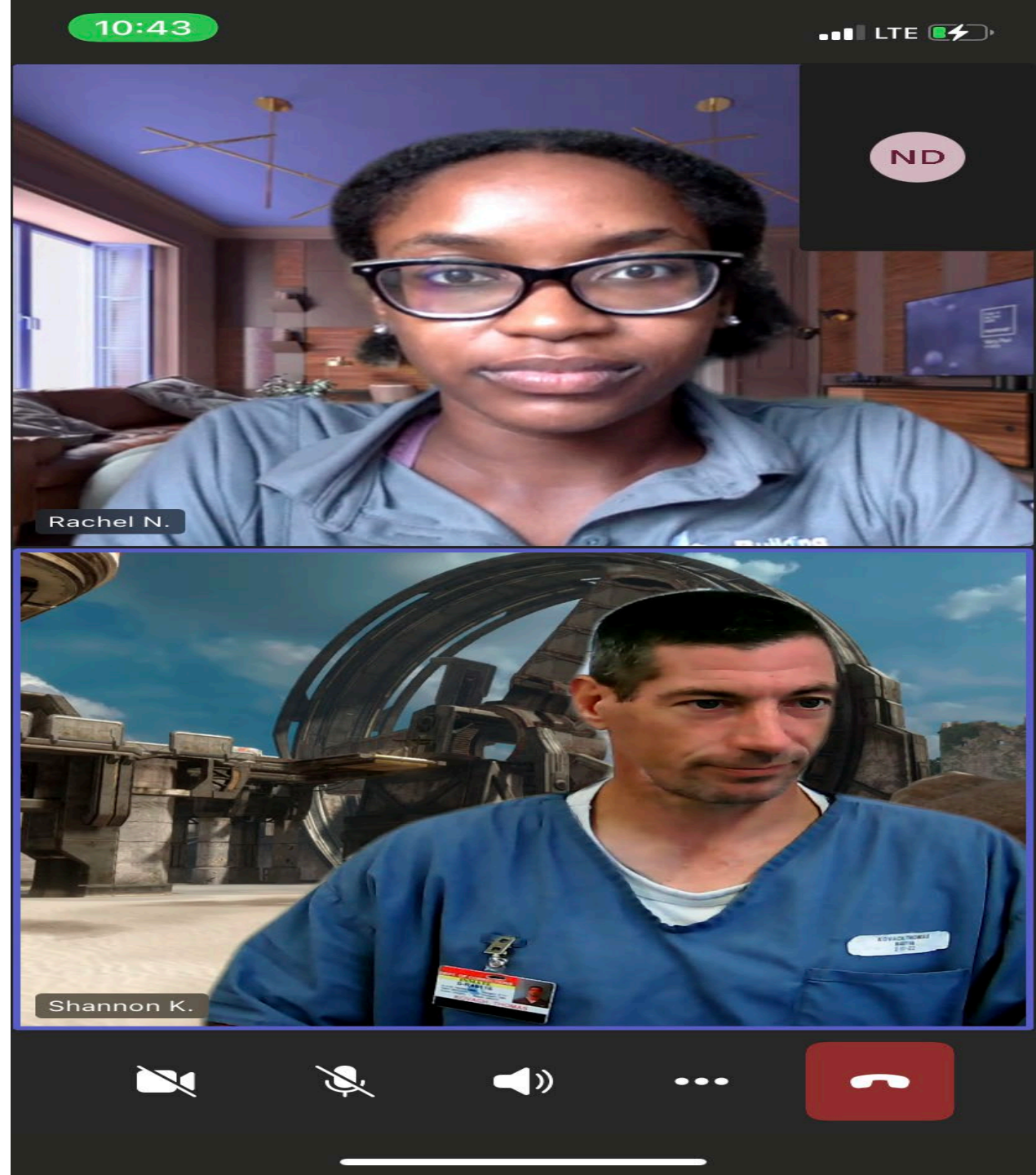
Florida Statute sections 944.701 through 944.708 govern the creation, implementation and required content for the transition program.

Florida Department of Corrections procedure number 504.001 requires the completion of a Readiness Portfolio as an integral part of the Compass 100 transition program.

Not a suggestion, a law!



PRE-RELEASE HIRING EVENTS.....



MDTT – MULTIPLE DISCIPLINARY TRANSITION TEAM



MULTI-DISCIPLINARY TRANSITION TEAM COMPOSITION

Institutional Staff on MDTT

AWP, Sr. CLO, CLO, CDS,
Case Manager, Education
Supervisor, Release Officer,
Medical & Mental Health
Counselor, Placement &
Transition Specialist, ADA
Coordinator

In institution as well; the
Inmate

Regional Staff on MDTT

CTS, CTE & RPA

Community Corrections Staff on MDTT

CA, P&P Supervisor, P&P
Officer of Supervision &
Employment Specialist (ES)

Community Providers on MDTT

Re-Entry Service
Providers, potential
employers, LWDBs,
CILs, VR and any case
managers assigned
through employment
related programs and
social services related
programs will be
involved and consulted
in the creation of the
comprehensive release
plan when applicable



People who have paid their debt to society, who want to work and who are qualified for the job should not be re-sentenced to joblessness.

Johnny C. Taylor Jr.—National President & CEO
of the Society For Human Resource Management
(SHRM)

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