



POKKET helps reduce recidivism

Participant + Supervising Agency + Human Service Providers = Success

Reducing recidivism requires teamwork. Pokket manages the privacy barriers that get in the way of success. Intervene before a challenge becomes a crisis. Fewer technical violations - better outcomes for everyone.

ACIVILATE

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8 THINGS TO KNOW ABOUT FAIR HIRING

70m people have some form of criminal record but did you know:

1 Tax Credits are available

The Second Chance Act offers Work Opportunity Tax Credits (WOTC) of \$1-\$4 per hour for returning citizens hired within a year of release.

<https://www.doleta.gov/business/incentives/opptax/eligible.cfm#Ex-felons>

2 \$25k Bonds at no charge

Every state has an office where returning citizens can apply for a federal \$25,000 bond (FBP) to cover the first six months on the job.

<http://bonds4jobs.com/about-us>

3 WIOA funds training and kit

Partner with your workforce agency where Workforce Investment Opportunity Act funds cover training costs (e.g. CDL), and expenses such as transportation and work boots.

<https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html>

4 Use criminal background checks correctly

Know what convictions are relevant to the job setting, and take timeframe since offense into account.

Ask about qualifications, interview candidates, then check background.

Use a Qualified Consumer Reporting Agency that relies on official sources, and provide the applicant an opportunity to challenge the data, which are often wrong.

Consider all evidence relevant to the individual's rehabilitation.

Design the hiring process to implement best practices.

<http://hirenetwork.org/sites/default/files/Best-Practices--Standards-The-Proper-Use-of-Criminal-Records-in-Hiring.pdf>

5 Top companies hire felons

5% of Johns Hopkins Hospital staff has a criminal record. Koch Industries. UPS. Target. Virgin. Home Depot. Be in good company.

<http://www.jailtojob.com/companies-hire-felons.html>

6 Alternative Staffing Organizations provide reliable employees

ASO's assess candidates to ensure they are work-ready. The ASO's relationship with you is more important than their need to place a candidate. Candidates have a place to turn to for help when life gets difficult.

<http://altstaffing.org/> has a map.

7 Returning Citizens are reliable employees

A Harvard / UMass study found the military promotes felons more quickly.

<https://www.umass.edu/newsoffice/article/new-research-umass-amherst-sociologist-2>

8 Sample and train staff on someone else's dime

Many prison systems train and employ inmates on high demand skills with local employers. The employer can sample staff and are assured of attendance.

Rules vary by state.

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