

Become a **SECOND CHANCE** Employer

The Facts

- A five-year John's Hopkins study of almost 500 ex-offenders hired showed a lower turnover for the first 40 months versus non-offenders. Out of 79 of the most serious ex-offenders over a three to six-year period, 73 were still employed at Johns Hopkins at the end of the study with only one involuntary termination.
- Analyzed data on about a quarter of a million applicants for sales and customer service jobs in the U.S., revealed that ex-offenders who did get hired were no more likely to be fired later than non-offenders. And they were less likely to quit — saving their firms a significant amount of money in employee turnover costs. – *Kellogg and Northwestern University's Pritzker School of Law*
- Nearly one-third of working age Americans have a criminal record. – *Mathew Friedman; Just Facts: As Many Americans Have Criminal Records As College Diplomas; Brennan Center of Justice, New York University, Nov. 2017*
- Ex-felons out of prison seven years or more have no higher rate of committing a crime than non-felons
- Ex-offenders on probation often have to maintain employment as a condition of release. Most parolees are drug-tested by their probation officer or halfway house at no expense to employers.
- Ex-felons are no stranger to hard work and they are grateful for the opportunity to earn a living. Most believe they have something to prove to their families and employers.
- In the first full calendar year after their release, only 55 percent of formerly incarcerated individuals reported any earnings, with the median earnings being \$10,090. Of those with earnings, 4 percent earned less than \$500, 32 percent earned between \$500 and \$15,000, and only 20 percent earned more than \$15,000. – *Adam Looney, Director Center on Regulations and Markets, Urban-Brookings Tax Policy Center, 5 Facts about Prisoners and work, before and after incarceration, Brookings 3/14/18*

“People who have served their time for a crime have an extensive file on who they are and where they have been. They work harder than other employees, show up to work early, stay later, accept overtime, ask for more work, do more, and truly value their jobs.”

– *Arte Nathan, former longtime HR partner to Steve Wynn, owner Wynn Hotels. Forbes Magazine Should you hire an Ex-Con? 11/17/16*

Many companies see hiring ex-offenders as a form of corporate social responsibility and a way to contribute to their local communities. Numerous studies show stable employment for ex-offenders reduces the likelihood that they will commit additional crimes and potentially be rearrested, which ultimately contributes to safer and stronger communities.

There are many advantages to hiring a formerly incarcerated citizen.

- They are motivated, skilled employees.
- Individuals given a second chance are frequently a company's most dedicated and loyal staff, resulting in lower employee turn over.
- Federal Tax Credits are available through the Work Opportunity Tax Credit program. Employers can receive a tax credit of up to \$2,400 per employee each year. And there is minimal paperwork needed to receive this tax credit.
- Companies can benefit from a Federal Bonding Program that encourages businesses to hire ex-offenders by providing insurance policies that protect against employee theft or dishonesty. The bonds provide six months of coverage ranging from \$5,000 to \$25,000, are available at no cost to the job applicant or the employer, and require no paperwork on the part of the employer.

To learn more about available Federal Tax Credits and the Federal Bonding Program visit Susquehanna Workforce Network at www.swnetwork.org.



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