

Education & Training for Employers

Presenters:

Ashley Geyer

Guido Companies
Director of Employee Engagement

Caroline Goddard

Workforce Solutions Alamo
Strategic Community Partnerships
Manager

Kat Lallo

City of Converse, EDC
Assistant Director

Christopher Mammen

greater:SATX
V.P. Workforce Development

Sandra Torres Richardson

Strategic Links
President

Yousef Kassim

Easy Expunctions
CEO

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HOW MIGHT WE EDUCATE EMPLOYERS ON BEST PRACTICES TO HIRE JUSTICE INVOLVED INDIVIDUALS IN THE ALAMO REGION.

Intended Audience: Stakeholders and quality employers with good paying, in-demand occupations available to the second chance population.

TOOLKIT: VIRTUAL AND PHYSICAL CUSTOMIZED FOR OUR REGION

Core areas:

- Business Case
- Best Practices
- The HOW
- Advocacy

Meet Josh

- 23 year old male
- Graduated from college with a Bachelor's degree and in pursuit for a career
- Has applied to over 100 positions since his graduation earlier this year
- Family has a history of alcoholism and he lost his dad due to the illness four years ago
- Two years ago Josh was charged with a DWI and it showed up on his background check





**1 OUT
OF 3**

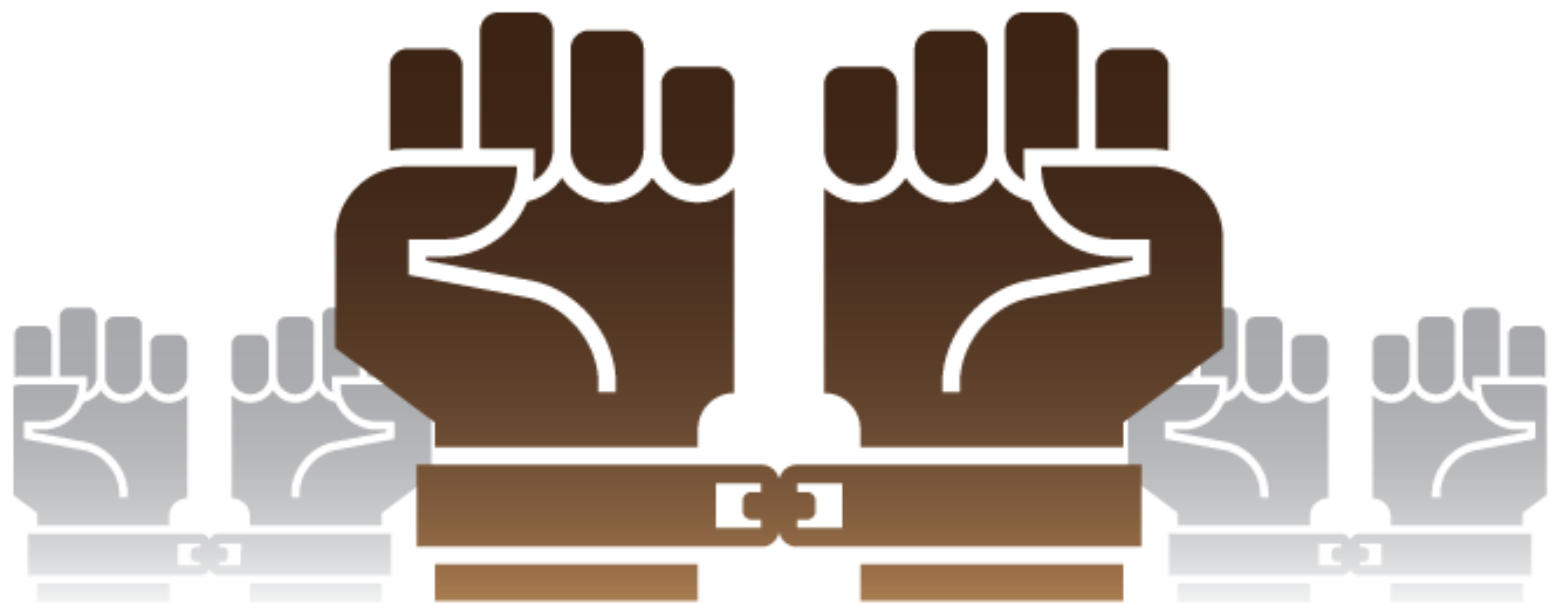


Americans
have a criminal
background

A criminal record reduces the likelihood of a
callback or job offer by nearly



Black men are **six times** more likely to be incarcerated than white men, and Hispanic men are **2.5 times** more likely to be incarcerated than white men



Local Impact

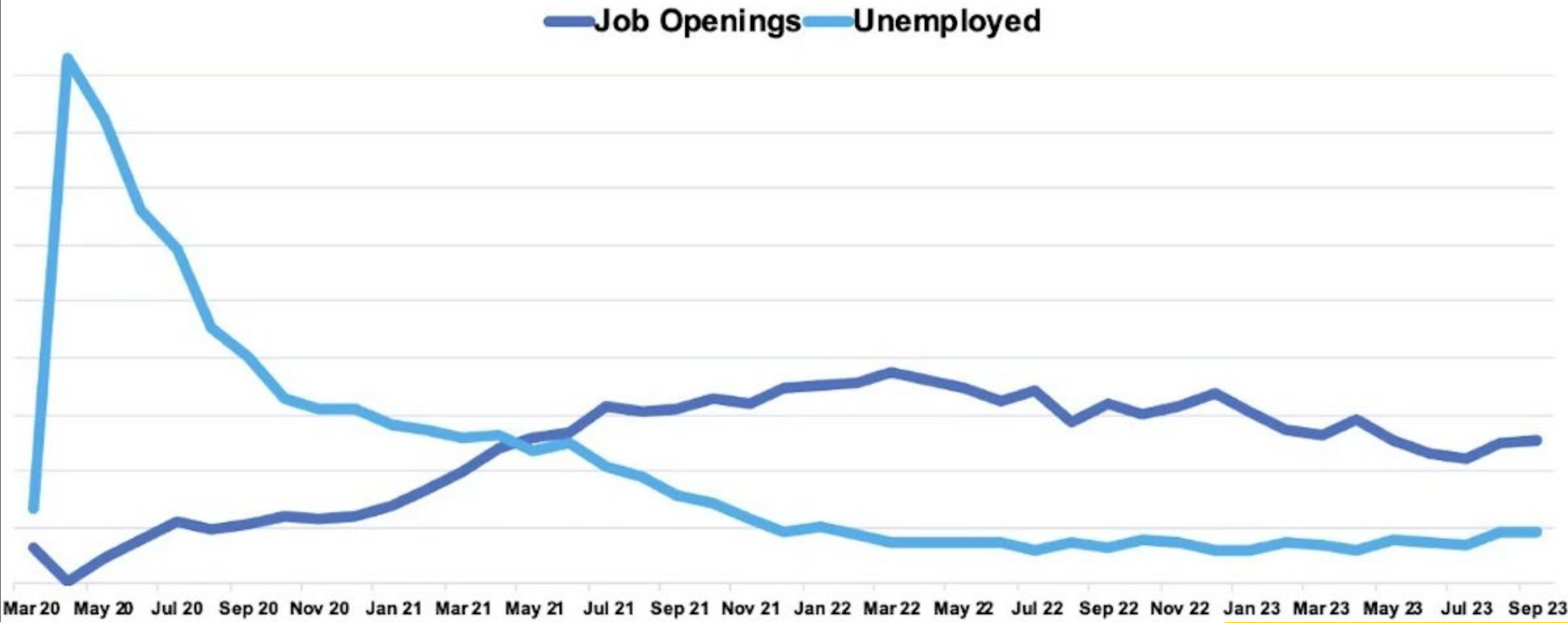
70 million adults have been involved with the law

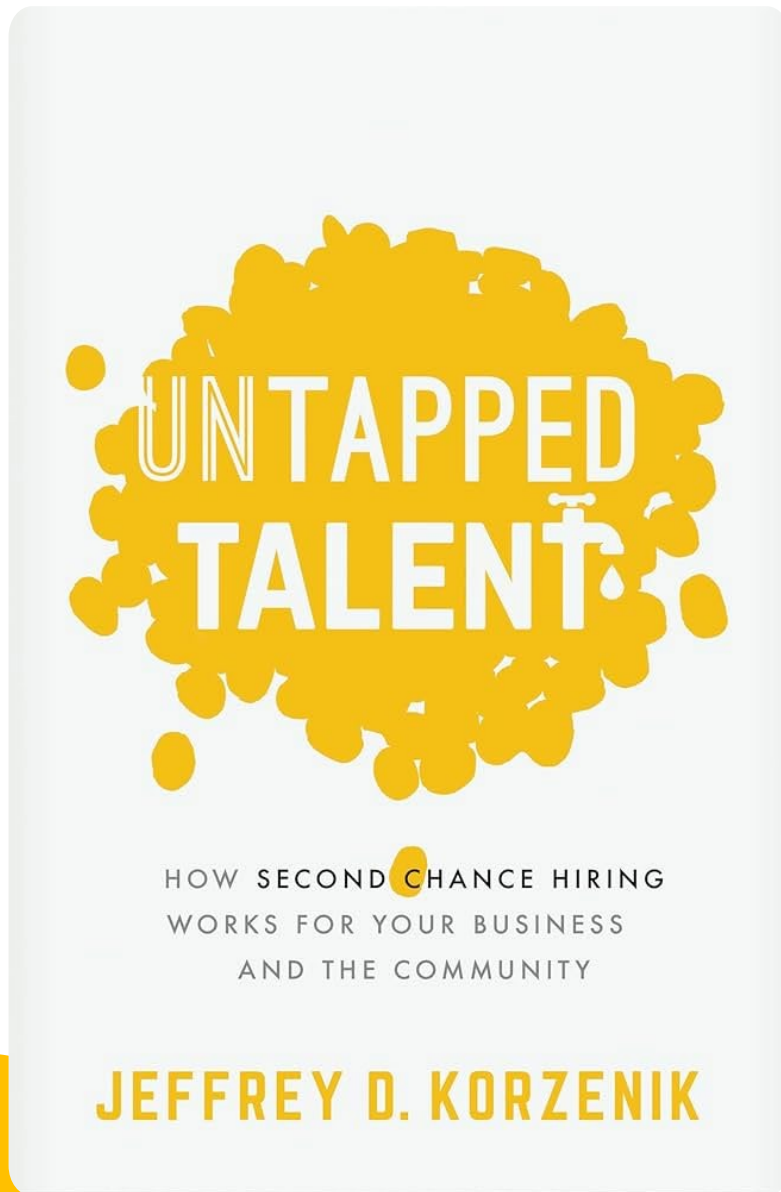
Approximately 879,450 of our neighbors have a criminal record

On average 33 people within this room have or know someone who has a similar story as Josh



There are 3.2 Million More Job Openings than Unemployed Workers





How we determined the need

- Reviewed Data
- Examined national toolkits
- Interviewed stakeholders, employers, and industry experts
- Literature review
- Attended a panel discussion with other experts

Business Case



EXPAND TALENT
POOL



IMPROVE
RETENTION



ECONOMIC
ADVANTAGE



CORPORATE SOCIAL
RESPONSIBILITY



Josh's Story Continued

- Applied, interviewed, offered and accepted position
- Disclosed his DWI to the hiring manager
- Background check run and DWI confirmed
- Company risk committee met to determine low risk level and was hired

Advocating for HR Practices



VOLUNTARILY
BAN THE BOX



INTERVIEW &
ASSESSMENT



RISK MITIGATION



COMPLIANCE



Employer Call to Action

Remove Employment Barriers Through Community Partnerships

Employer Training

Reevaluate Hiring Policies

Intelligent Risk Mitigation

Enact a Hiring Committee

Hire one Justice Involved

Ban the Box

Commit to Continuing Education

FCRA Compliance Background checks

Conduct Background check After offer is made

Ask background check provider to exclude info that violates State or Federal law (outdated info 7 years or later)

Community Call to Action



Recommendations



IDENTIFYING
PARTNERS



DEVELOP
REGIONAL TOOL KIT



DESIGN TRAINING
AND RESOURCES



SIGN PLEDGE

HOW MIGHT WE EDUCATE EMPLOYERS ON BEST PRACTICES TO HIRE JUSTICE INVOLVED INDIVIDUALS IN THE ALAMO REGION.

Identifying Partners & Champions: Who should be at the table?

Training: Business Services Representatives, EDCs, Chambers, Industry Organizations and HR Leaders.

Convening: Provide a series of employer convenings to educate and engage in second chance hiring.

On-going: Provide further convenings to share information, tools, best practices and successes of employers engaged in second chance hiring. Collect data and track growth. Create an annual conference for stakeholders.



**WORKFORCE
LEADERSHIP
ACADEMIES**

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THANK YOU!