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

December 4, 2023
**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 50%
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.
THANK YOU!