

WELCOME TO TODAY'S TRAINING!

FROM JAILS TO JOBS!
HOW TO HELP PEOPLE
IN REENTRY GET JOBS!

PRESENTED BY
LARRY ROBBIN
EXECUTIVE DIRECTOR
ROBBIN AND ASSOCIATES

TRAINING * CONSULTING * PROGRAM IMPROVEMENT
SPECIAL PROJECTS * KEYNOTE SPEECHES

OVER 45 YEARS OF
REENTRY EMPLOYMENT EXPERIENCE!
MORE THAN 100,000 PEOPLE TRAINED!

OVER 1000 GOVERNMENT AGENCIES, PUBLIC
ORGANIZATIONS, NON-PROFIT PROGRAMS AND
PRIVATE SECTOR CLIENTS SERVED!

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EXCEED YOUR PROGRAM GOALS!

Larry Robbin Executive Director of Robbin and Associates

*** Over 45 Years of National Training and Consulting Experience**

*** Trained 100,000 People * Worked with Over 1000 Organizations!**

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1. **YOU CAN BE A CHANGE AGENT! HOW TO INCREASE MOTIVATION IN THE PEOPLE YOU SERVE!** Take low motivation individuals from a “no change no way” attitude to “I want to make progress!” using customized powerful motivation strategies!
2. **FROM JAILS TO JOBS! NEW EMPLOYMENT STRATEGIES FOR YOUTH AND ADULTS IN REENTRY!** Learn how to change a behind the bars background into a future in the world of work with these innovative approaches!
3. **BUILDING BRIDGES! IMPROVE YOUR CROSS CULTURAL COMMUNICATION SKILLS!** Learn new and more effective ways to communicate with immigrants and refugees so they can get the best outcomes from your program!
4. **SOFT SKILLS ARE SUCCESS SKILLS!** Soft skills are those abilities that will help people be more successful in school, at work and in their lives. This workshop will give you a whole toolbox of strategies to take soft skill levels to the highest levels!
5. **COOPERATION, COORDINATION AND COLLABORATION!** What is the difference between these ways of working with other organizations or internally? Discover how to take your partnerships with other organizations or departments to new levels of success!
6. **MAKE YOUR PROGRAM A MAGNET! NEW WAYS TO RECRUIT PEOPLE TO YOUR PROGRAM!** Turn your recruitment challenges into waiting lists using the best practices from across the country. Combine them with private sector sales and marketing strategies and you will get more program participants in less time than ever!
7. **THE RULES OF ENGAGEMENT!** Find out how to keep people in your program at the highest levels of engagement. This means that people will learn more in less time. Find out about the eight levels of engagement and what you can do to help people get to the eighth level!
8. **HOW TO GET MONEY AND MORE FROM PRIVATE SECTOR BUSINESSES!** Would you like donations of money and/or equipment, volunteers, connections with the media and politicians, jobs and the many other benefits that can come when you engage private sector businesses with your organization? Learn how to become a valuable partner with the private sector and take your program to new levels of success!

**This Is Only A Partial List Of Our Services! We Offer Over 300 Topics!
Go To Our Website And Check Out Our Consulting And Training Services!**

Our 45 Years Of Experience Will

Turn Your Program Challenges Into Success Stories!

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WHAT WE WILL COVER TODAY

- 1. We will look at things programs can do to help people with criminal records get jobs.**
- 2. We will review the job search methods people in reentry have successfully used to get jobs.**
- 3. We will explore strategies for improving the success rate of these methods.**
- 4. We will review employers concerns about hiring people with criminal records.**
- 5. We will discuss the best practices for applications and answering interview questions.**

POINTERS

NAME	THEIR POINTER
YOUR NAME	ONE THING I DO OR OUR ORGANIZATION DOES THAT HELPS PEOPLE WITH CRIMINAL RECORDS GET JOBS IS

BEST PRACTICES FROM MY PEERS

THINGS YOUR PROGRAM CAN DO TO HELP PEOPLE IN REENTRY GET JOBS

- 1. Help people get connected with workforce programs that have experience with exoffenders. To get connected to America's Job Centers Google www.servicelocator.gov**

Other programs that may be helpful are social enterprises.

<https://socialenterprise.us/community/organization-directory/#/results>

Other programs like Goodwill, St.Vincent de Paul, Volunteers of America veterans programs, disability programs may also be helpful.

- 2. Make the case that volunteering increases employability.**

Volunteering increases employment potential by 27% according to a recent report by The Corporation for National and Community Service.

www.nationalservice.gov/.../employment_research_report

- 3. If possible, leverage your organization's purchasing power to create closer connections between job seekers and businesses.**
- 4. Develop a role for employer volunteers in your program. Recruit current and retired employers as guest presenters, mentors, tutors and teachers.**
- 5. Have program participants view Youtube job hunting with a criminal conviction and other videos about work and job search.**
- 6. Do a survey of temporary agencies and labor unions to find out their policies about people with criminal records.**

- 7. Develop close relationships with Legal Aid or other free services to help with expungement, sealing, bonding, correcting RAP sheets and other services that can help with employment.**
- 8. Develop an alumni group, Facebook page, mentoring program or other methods that will connect former program participants that are working with your current participants if their conditions of probation or parole will allow this type of networking.**
- 9. While preserving confidentiality, post public information about people with criminal records that got jobs to let other people with similar barriers know that employment is possible.**

10. Make sure you and your program participants know about all the hiring incentives that are available and how to bundle them together.

Work Opportunity Tax Credit

www.doleta.gov/business/incentives/opptax/eligible.cfm

Federal Bonding Program

<http://bonds4jobs.com/>

On-the-Job Training Funds

Local tax incentives

HOW ARE PEOPLE IN REENTRY GETTING JOBS?

Draw a circle in the space below. The circle will represent 100 people in reentry that got jobs. Divide up the circle into four segments that represent the job search strategies these people used that led to getting a job. One segment will be miscellaneous which will include a variety of job search strategies.

WHERE ARE PEOPLE WITH CRIMINAL BACKGROUNDS GETTING HIRED?

This list only reflects types of places that have hired many people in reentry compared to other types of places of employment. It does not reflect all the types of places that have hired people in reentry.

Advertising Promotion And Flyer Distribution Companies

Apprenticeship Programs

Asbestos Removal Companies

Bars

Car Washes

Charities And Faith Based Organizations

Construction Companies

Drug and Alcohol Treatment Programs

Entertainment and Music Industry

Environmental Clean Up

Factories

Fast Food Restaurants

Food Processing

Gang Diversion Programs

Green Businesses

Government Agencies

Homeless Shelters

Janitorial Companies

Landscaping

Lumber Yards

Motorcycle Dealers and Repair

Non-Profit Organizations

Nurseries – Trees, Plants Etc.

Petition Signature Gathering

Pizza And Food Delivery

Recycling Businesses

Reentry Programs

Restaurants – dishwashing and table bussing

Self Employment

Social Enterprises

Street Cleaning

Tattoo parlors

Temporary Agencies

Truck Driving Companies

Warehouses

UNDERSTANDING HOW EMPLOYERS HIRE

X = The amount of applicants and level of competition for the job. Business people often hire at the lowest number possible on the list below because of the benefits they get from hiring at that level.

1. The need to fill a job opening becomes apparent. Hiring authorities use their first source for candidates such as friends, past and present favorite employees and work connections etc. X

2. Hiring authorities use their second sources for hiring such as letting the word out internally, in business circles, networks, trusted agencies etc.
XXXXXXXXXXXXXXXXXXXX

3. **THE HIRING AUTHORITY GOES FULL PUBLIC WITH THE JOB OPENING** using the Internet, ads, personnel agencies etc.
XX
XX
XX
XX
XX
XX
XX
XX

MOBILIZING HIDDEN JOB MARKET CONNECTIONS

How many types of people could be in the hidden job market network of people with a conviction history?

- 1. CURRENT AND FORMER NEIGHBORS**
- 2. PEOPLE THAT WORK AT STORES THEY BUY THINGS FROM**
- 3. SENIORS**
- 4. PEOPLE THEY TEXT MESSAGE**
- 5. LANDLORDS**
- 6. MAIL CARRIERS**
- 7. FAMILY MEMBERS AND THEIR FRIENDS**
- 8.**
- 9.**
- 10.**
- 11.**
- 12.**
- 13.**
- 14.**
- 15.**
- 16.**
- 17.**
- 18.**
- 19.**
- 20.**
- 21.**
- 22.**
- 23.**
- 24.**
- 25.**

**WHAT IDEAS DO YOU HAVE
TO MAKE THE HIDDEN JOB MARKET
NETWORKING STRATEGY SUCCESSFUL?**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**WHAT IS THE BEST WAY TO DEAL WITH
THE “BOX” ON THE APPLICATION?**

- 1. LEAVE IT BLANK**
- 2. SAY YES**
- 3. PUT A LINE THROUGH IT**
- 4. PUT WOULD LIKE TO DISCUSS IN INTERVIEW**
- 5. ARE THERE OTHER STRATEGIES?**

HOW TO IMPROVE EMPLOYMENT POTENTIAL USING THE TURNAROUND PACKET

The turnaround packet is a collection of information that is used in the application and interview process. It is designed to help turn around the negative perspective of the hiring authority so they will interview people applying for the job and hire them.

WHAT SHOULD BE IN THE TURNAROUND PACKET?

- 1. LETTERS OF REFERENCE**
- 2. CLEAN PRINT OUT FROM THE DMV**
- 3. GED DIPLOMA OR TEST SCORES**
- 4. PICTURES OF ACCOMPLISHMENTS**
- 5.**
- 6.**
- 7.**
- 8.**
- 9.**
- 10.**
- 11.**
- 12.**

IMPORTANT INTERVIEW CONSIDERATIONS

- 1. The body language of the street, jails and prisons is diametrically opposed to the body language needed when entering a workplace and room for an interview. Teach people correct body language.**
- 2. Employers don't like to hire people looking for work. They like to hire people that want to work for them. Help people develop compelling reasons why they want to work for a specific employer.**
- 3. The hidden interview question in the mind of the employer is "how will hiring you make me money?" Teach people how to give job specific examples of how they will make the employer money. In the case of nonprofit or government jobs, the hidden question is "how will you help us meet our performance standards?"**

THE TURNAROUND TALKS

- 1. I did something stupid but I did it and spent time in prison paying my debt to society. That is in my past. Now I want to talk about my future. I am in school to get my GED. I am job hunting and volunteering at the senior center. I can see my future with your company being the best employee you have working for you.**
- 2. Most people will lie, but I will tell you the truth about what happened. I got into stealing cell phones then I went on to robbing houses. I am glad I got caught so I could get on the right path. That is the whole truth. If you hire me, you know I will be the most honest employee in your company.**
- 3. My criminal history started when I was a kid. My parents were into drugs and crime and I got into them too. Then some friends got me into more trouble. I know better now. I'm looking for work really hard because I have a wife and three children. I want them to have a better life. Here is a list of 40 places I've applied at in the last three days.**
- 4. I was convicted of a crime I did not do. I was in the wrong place at the wrong time. Some people framed me and I didn't have money for a good lawyer so I did ten years for a crime I did not commit. In prison, I got my GED, learned to make furniture and got trained as a machinist. I am currently volunteering with a youth program and I am in a recovery program. I'm living in a homeless shelter and I need a job. Will you please give me a break since I did time for a crime I did not commit?**

RANK THE TURNAROUND TALKS

NUMBER

_____ **THIS IS THE MOST EFFECTIVE TURNAROUND TALK**

_____ **THIS IS THE LEAST EFFECTIVE TURNAROUND TALK**

RESOURCES ABOUT EMPLOYMENT FOR PROGRAM STAFF WORKING WITH PEOPLE IN REENTRY

1. CENTER FOR LAW AND SOCIAL POLICY WWW.CLASP.ORG Making the Juvenile Justice Workforce System Connection for Returning Youth Offenders.
2. JUSTICE POLICY INSTITUTE WWW.JUSTICEPOLICY.ORG/RESEARCH/2049 Barriers and Promising Approaches to Workforce and Youth Development for Young Offenders
3. EISENHOWER FOUNDATION REPORT – BEST PRACTICES IN COMMUNITY REENTRY
<http://www.eisenhowerfoundation.org/docs/Ex-Offender%20Best%20Practices.pdf>
4. CENTER FOR SOCIAL POLICY REPORT – PROMOTING BEST PRACTICES FOR REENTRY AND EMPLOYMENT <http://www.cssp.org/policy/papers/Promoting-Workforce-Strategies-for-Reintegrating-Ex-Offenders.pdf>
5. SOCIAL POLICY RESEARCH REPORT – THE EVALUATION OF THE REINTEGRATION OF EX-OFFENDERS PROJECT
http://wdr.doleta.gov/research/FullText_Documents/ETAOP_2012_09.pdf
6. JUSTICE CENTER http://whatworks.csqjusticecenter.org/focus_areas/employment-topic Search under employment.
7. US DEPARTMENT OF JUSTICE REENTRY SITE WWW.REENTRY.GOV
Publications section lists many good reports. Links for people to find local resources.
8. CRIMINAL JUSTICE INSTITUTE WWW.CRJUSTICE.ORG
Reentry research including a report on employers perspectives on hiring people in reentry.
9. NATIONAL INSTITUTE OF CORRECTIONS WWW.NICIC.ORG
Web site with a wide variety of information. NIC conducts training so people can become a certified ex-offender workforce development specialist.
10. LEGAL ACTION CENTER WWW.LAC.ORG
Information on removing systemic barriers to employment for people in reentry. Local branches provide free legal assistance.

THINGS I WANT TO REMEMBER
FROM THIS WORKSHOP