

Breaking Barriers: From Incarceration to Employment

Webinar Series scheduled for December 5, 6, & 7, 2017 from 1:00 to 2:30 pm (Eastern)

Created by Amy Landesman & Dan Salemsen for National Association of Workforce Development Professionals (NAWDP)

SUMMARY

Nearly one-third of the adult working age population in the United States has a criminal record. While quality employment is the single most important factor in preventing recidivism, employers are often reluctant to hire formerly court-involved applicants. In this webinar we will cover the legal protection available to reentrants, provide nuts-and-bolts tools to help reentrants prepare for the job search, and identify employers most likely to hire those with a criminal record.

Session 1: Legal & Reentry Issues that Impact the Job Search

This session introduces internal and external barriers faced by people with criminal records – and those who help them – during the job search process. We will provide concrete strategies to motivate and sustain job searchers throughout what can be a long and often demoralizing process. We will also cover the basics of what employers can find out about a criminal history, and how to deal with criminal background checks.

By the end of this session, you will be able to:

- Understand legal protections for job seekers who have criminal records
- Help job seekers understand what employers can see about their criminal histories, and what protections against discrimination they may have
- Apply Motivational Interviewing techniques to overcome behavioral issues that may impact ability to search for and maintain a job
- Address common external challenges that hold reentrants back from obtaining employment

Session 2: Job Search Preparation with a Twist: Resumes, Applications & Interviews for Reentrants

Practitioners struggle to write resumes for job seekers who have been in the criminal justice system, especially those with limited or erratic work experience and skill sets. We will cover key insights into what attracts employers to an applicant, how to play up strengths and experiences developed in institutional settings, answering the dreaded “Have you ever been convicted?” question on an application or interview, and overcoming resume and interviewing pitfalls.

By the end of this session, you will be able to:

- Identify the three key characteristics employers look for from job applicants, regardless of the position
- Minimize the impact of incarceration or unemployment on the resume
- Use a 4-step process to vastly improve the chances an applicant will get through the interview
- Understand the right – and wrong – ways to answer the criminal history question on an application
- Structure the job search process to sustain engagement over weeks and months

Session 3: Getting Them Hired: Sealing the Deal with Employers

Some employers are more willing than others to hire applicants with criminal histories. In this session, we'll cover what the research tells us is the best way to approach employers, and identify the types of employers that job developers and job seekers should be targeting.

By the end of this session, you will be able to:

- Prioritize the types of employers to which you should be sending your job seekers
- Understand the impact of hiring incentives for employers
- How to balance employer concerns over Fair Hiring vs. Negligent Hiring
- Consider alternate approaches to get job seekers into the workforce
- Utilize multiple approaches to find employers most open to hiring
- Create a compelling marketing approach that will catch the attention of employers

What Past Participants Have Said About this Workshop

- 94% would recommend this training to colleagues.
- "An exceptional training. . . . one of the best webinars I've been on." – Vice President of Special Populations for a national workforce organization.
- "The excellent Breaking Barrier for National Association of Workforce Development Professionals contains good information that I would like to intertwine into a presentation I am doing for corrections instructors." – Former Offender Specialist, state Dept. of Commerce
- "All of the workshops were great, and an excellent tool to be used for our workforce development re-entry program."
- "Best information I've heard or read on this topic. Glad to have the print out to refer back to (a lot of information)."

About Us

Amy Landesman Consulting provides an array of services to community-based organizations and the public sector including program design and implementation; staff training, curriculum design and facilitation strategies; management coaching, leadership development and team building; and meeting facilitation, retreats and conferences. Clients include the Center for Self-Sufficiency, Safer Foundation, Commonwealth Corporation, Center for Urban Families/National Practitioners Leadership Institute, Coffey Consulting, Development Without Limits, Maher & Maher, NYC Department of Small Business Services, NYC Labor Market Information Services, City University of NY, Economic Mobility , Philadelphia Youth Network (PYN), National Association of Workforce Development Professionals, MANY, RHYTTAC, Association of Community Services of Howard County, Pennsylvania Workforce Development Association, CEUonestop.com, Per Scholas and NYATEP.

She previously served as the Executive Director of Workforce Professionals Training Institute (WPTI), a non-profit training and technical assistance organization devoted to strengthening the field of workforce development. Under her leadership, WPTI tripled its training staff, created scores of training workshops, and developed customized training and consulting packages for organizations within and outside of the New York City metropolitan region. During this time, she was an Advisory Board Member for JobsFirstNYC and the NYC Labor Market Information Service.

Prior to WPTI, she was the Director of Training & Technical Assistance at NADAP. While at the National Center on Addiction and Substance Abuse at Columbia University (CASA), she developed and conducted trainings for BizLink, a national project that linked employers with social service providers, and co-produced a series of training manuals and a video for employers who have hired individuals in recovery. While working at the Postgraduate Center for Mental Health, Center for Urban Community Services and Veritas, she was the Director of several housing and employment programs for individuals with mental illness, substance abuse and homelessness.

Amy completed the Columbia University Business School Senior Leadership Program for Non-Profit Professionals. She received her Bachelor's degree in Psychology from SUNY-Albany and her Master's degree in Rehabilitation Counseling from New York University.

Dan Salemsen has provided private workforce and youth development consulting to a range of governmental and non-profit organizations since 2010. From 2006 until 2010, he served as senior Training & Projects Manager for Workforce Professionals Training Institute, where he developed and delivered training workshops and customized technical assistance on every area of workforce development to thousands of workforce practitioners from hundreds of non-profit, for-profit and government entities in New York City and beyond.

From 2004-2006, Dan served as Director of Workforce Development for the Midtown Community Court, an official branch of the New York State Court System, overseeing the court's on-site employment preparation program that connected hundreds of formerly incarcerated individuals to employment annually. Prior to entering the workforce development field, he worked as an Academic Technology Specialist for the University of North Carolina at Chapel Hill, helping professors integrate digital tools into their courses, and retains a strong interest in the potential of technology to broaden opportunity and lift people out of poverty. He completed the year-long Public / Private Ventures Workforce Leaders Academy in 2006.

Dan has authored a number of curricula and guides to promoting success for young adults with barriers to employment. He is currently working on a publication profiling a collaborative partnership among private philanthropies, community based organizations and the City University of New York to promote college access, persistence and graduation for young adults who have earned a GED.