

WELCOME TO TODAY'S TRAINING!

FROM CORRECTIONS **TO CAREERS!**

PRESENTED BY
LARRY ROBBIN
EXECUTIVE DIRECTOR
ROBBIN AND ASSOCIATES

TRAINING * CONSULTING * PROGRAM IMPROVEMENT
SPECIAL PROJECTS * KEYNOTE SPEECHES * WEBINARS

Over 45 Years Of
Workforce Development Experience!

More Than 100,000 People Trained!

Over 1000 Government Agencies,
Public And Non-Profit Organizations And
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Turning Workforce Development
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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 EMPLOYMENT MOTIVATION IN THE HARD-TO-EMPLOY! Take low motivation individuals from a “no work no way” attitude to “I got the job!” using customized powerful motivation strategies!
2. **KEEP THE LEGAL SYSTEM BEHIND YOU! JOB RETENTION STRATEGIES FOR YOUTH AND ADULTS IN REENTRY!** Find out how to address the hidden barriers to retention before people go to work! Use this proactive
3. **THE CAPTAIN AND COACH APPROACH TO CASE MANAGEMENT!** Teach people how to case manage their own lives with staff in the role of a supportive coach! Help the Captain organize a pro-work team of people to support them and you will see faster progress than ever before!
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. **TRAUMA! THE HIDDEN BARRIER TO PROGRESS!** The majority people in your program are most likely trauma survivors. Learn how to become trauma informed, help them heal and people can overcome their barriers and get on the pathway to progress!
6. **MAKE YOUR PROGRAM A MAGNET!**
NEW WAYS TO RECRUIT PEOPLE TO YOUR PROGRAM! If you work with people post-release, it can be difficult to get them to come 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!

**This Is Only A Partial List Of Our Services! We Offer Over 300 Topics!
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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 become employed.**
- 2. We will get ideas for helping to shift the thinking of people in reentry from jobs to careers.**
- 3. We will review the job search methods people in reentry have successfully used to become employed.**
- 4. We will explore strategies for improving the success rate of these methods.**
- 5. We will work together to share best practices and come up with new ideas to help people in reentry get jobs and careers.**

POINTERS

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

NAME	THEIR POINTER

NAME	THEIR POINTER

BEST PRACTICES FROM MY PEERS

12 THINGS YOUR PROGRAM CAN DO TO HELP PEOPLE WITH CRIMINAL RECORDS GET JOBS AND CAREERS

5 = This is one of the strongest aspects of our program.

4 = This is a strong aspect of our program

3 = We are doing some of this.

2 = We are doing a little of this.

1 = We are not doing this at all.

N/A = Does not apply to our program

- 1. Develop close relationships with law enforcement and probation and parole agents.**
 - A. They often know employers that hire people with criminal backgrounds and can provide other useful support with the employment process.**
 - B. You want to make sure that nothing you suggest violates probation or parole.**
- 2. Develop an internship and/or work experience program and volunteer opportunities as pathways to employment. 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

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- 3. Work with mental health agencies to become a trauma informed program. Trauma is a major barrier to employment and job retention in the reentry population.**

- 4. If possible, leverage your organization's purchasing power to create closer connections between job seekers and businesses.**

- 5. Develop a role for employer volunteers in your program. Recruit current and retired employers as guest presenters, mentors, tutors and teachers. The more of these connections, the more likely people are to become employed.**

- 6. Have program participants view Youtube job hunting with a criminal conviction and other videos about work and job search. A picture is worth a 1000 words!**

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- 7. Do a survey of temporary agencies and apprenticeship programs to find out their policies about people with criminal records.**
- 8. 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.**
- 9. Develop an alumni group, Facebook page, mentoring program or other methods that will connect former program participants that are working with your current participants.**
- 10. Create close partnership relationships with career pathways programs in colleges, universities and training programs. Do program tours.**

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11. 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

EDD's Federal Bonding Program

On-the-job training funds

12. Hire people in reentry in your program to help inform your work with their lived experience and to serve as role models.

SHIFTING PEOPLE'S THINKING **FROM JOBS TO CAREERS**

- 1. Many people in reentry do not understand the difference between jobs and careers. How would you help them understand the difference between a job and a career?**

JOBS	CAREERS

2. What are some of the benefits of careers over jobs that would be important to people in reentry?

1.

2.

3.

4.

5.

6.

2. Talk with people in reentry about looking at people they see working and figure out if those people are in a job or a career so they start to see the difference.

3. Encourage people to have informational interviews with anyone they know that is in a career. What are some types of people they may know that are in careers?

1. A doctor

2. Their parole or probation agent

3. A faith based leader

4.

5.

6.

7.

8.

- 4. What are some questions people can ask in an informational interview that will be helpful to getting them thinking about careers?**
 - 1. Why did you choose this type of career?**
 - 2. What kind of people do and do not work out in this type of career?**
 - 3.**
 - 4.**
 - 5.**
- 4. Bring guest speakers into your program that are in careers that match the interests of a lot of people in reentry. The more their demographics match those of people in reentry the better.**

5. **Ask people what they are doing when they lose track of time. You can link that activity to career thinking.**
6. **Sometimes the pathway into crime can resemble a career pathway. If that is the case with someone, help them see that pathway.**
7. **Talk about your own career pathway. Pathways are not always ladders, sometimes they are lattices.**
8. **Even as people look for entry level jobs, the closer it puts them to a career pathway the better.**

CAREER GOAL	ENTRY LEVEL JOB
Carpenter	
Nurse	
Social Worker	
Entertainer	
Restaurant Owner	

EXAMPLES OF CAREER PATHWAYS

<u>Restaurant</u>	<u>Construction</u>	<u>Retail</u>
Restaurant Owner	Project Coordinator	Corporate management positions
Manager	Foreperson	Regional Manager
Cook	Crew lead	Store Manager
Cook's assistant	Journey person	Purchasing Manager
Prep cook	Apprentice	Assistant Manager
Host	Helper	Shift lead
Wait Staff	Laborer	Cashier
Table busser		Sales clerk
Dishwasher		

MY LIFE SKILLS ARE CAREER SKILLS!

WHAT I DID

THE SKILLS I USED

CAREERS THAT USE MY SKILLS!

HOW ARE PEOPLE WITH CRIMINAL CONVICTION HISTORY GETTING JOBS?

Draw a circle in the space below. The circle will represent 100 people with criminal conviction histories 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

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.**

WAYS TO HELP PEOPLE GET JOB LEADS FROM THEIR NETWORK

- 1. Increase the size of the list by doing things that add to social capital.**
- 2. Offer people an incentive that is something they want if they connect the person in reentry to employers or information that results in a job.**
- 3. Role play with your program participants talking with a person they are recruiting to their network. Make sure they sell the incentive!**
- 4. Keep the network active. Don't let people forget the person in reentry.**
- 5. Make people feel good about being in the network. Thank them and do things for them.**
- 6. Encourage people in the network to look for job leads, talk with employers they know and think of people in their network that know employers.**
- 7. The person looking for a job should let people in the network know immediately when they get a job so they can stop looking for job leads.**

THE STRENGTH OF THE INCENTIVIZED NETWORK APPROACH TO JOB SEARCH

- 1. The network reaches the hidden job market where most of the hiring takes place.**
- 2. This is a proactive way to job hunt. People do not have to wait for job announcements.**
- 3. The network provides an employment support system for people that can keep them motivated, involved in constructive activity and help with job retention.**
- 4. Working the network teaches communication, organization, soft skills and discipline.**
- 5. A referral to an employer from a network person lessens the impact criminal history, reduces the importance of a resume or application and sells the person as employable to the employer.**

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

1.

2.

3.

4.

5.

6.

7.

8.

CHALLENGES PEOPLE IN REENTRY HAVE USING THE NETWORK STRATEGY

CHALLENGE	HOW WE CAN HELP PEOPLE OVERCOME THE CHALLENGE
<p style="text-align: center;">IT CAN BE HARD FOR SOME PEOPLE TO ASK PEOPLE FOR HELP</p>	
<p style="text-align: center;">IT CAN BE A CHALLENGE FOR SOME PEOPLE TO STAY ORGANIZED TO USE THIS STRATEGY</p>	
<p style="text-align: center;">IT CAN BE CHALLENGE FOR SOME PEOPLE TO KEEP REACHING OUT TO THEIR NETWORK AND NOT GIVING UP</p>	

IMPROVE EMPLOYMENT POTENTIAL USING THE TURNAROUND PACKET

The turnaround packet is a collection of information that can be used in the job search process. It is designed to help turn around the negative perspective of the hiring authority so they will hire people.

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?"**

EXPLAINING INCARCERATION HISTORY

- 1. I was in and out of prison for most of my life. I had drug, alcohol and mental health problems. When I was locked up I did a lot of things that added to my sentence. I got into fights and did drugs. Then I violated parole. It was stupid but I did it and I paid my debt to society. I don't want to go back and that is why I need this job.**
- 2. I did the wrong things and got in trouble. That is why I got locked up. Most people will lie, but I am telling you the 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 was always with the wrong people whether it was family or friends. I don't hang around with any of them now. I am looking for work really hard. Will you give me a chance?**
- 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. I was innocent. I'm living in a homeless shelter and I need a job. Will you please give me a break?**

RANK THE TURNAROUND TALKS

NUMBER

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

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

FROM JAILS TO JOBS

I've been in jail and prison so many times Every time I got out I said never again
Even when I told my grandma, my momma and my kids, I won't go back again
The only real promise I kept was I don't really change

You talked about work I nodded my head Work was a 4 letter word to me
The street life gave you more fame and fortune than work
I was on a fast track to hell but I didn't want to admit it

Then one day you brought in the working ex-cons One guy talked about how proud
his family was now – they bragged about him! One woman said the system was
prejudiced against some people and with enough money you got fancy lawyers and
stayed free But she said you can fight back and you don't have to let the system
win One guy said work made him think of his future. With crime, he wasn't going
to live and have a future and who would his kids call Dad then?

One guy said you can be in two jails - the one they put you in and the jail of your
mind that you put yourself in - Where you tell yourself there is no other way, you
can't do better and you can't change There is the jail of the bars and the jail of the
mind They are both painful places.

The honest words of these beautiful people went deep inside of me like a bullet of
truth. I looked out of my head through the bars of my mind for the first time in my
life. It was the hardest thing I've ever done but I made that jail break
I'm working now and working on staying out of the mind jail and the other jail
It's hard and some days I almost slip back – it would be so easy to do
But I'm work bound now not jail bound anymore
I proudly told my grandma, my momma and my kids what I proudly told myself
I have a future outside of jail - I have a future in the world of work!
It's a promise I finally know I will keep to myself and everyone
From jails to jobs and not back again - EVER!

THINGS I WANT TO REMEMBER
FROM THIS TRAINING