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Job Searching With Justice Involved Job Seekers

Job Searching With Justice Involved Job Seekers

- Why do it?
 - Community Benefits
 - Reduces recidivism, homelessness, poverty, and demands on public resources.

Job Searching With Justice Involved Job Seekers

- Why do it?
 - Employer benefits
 - Untapped talent pool, Loyal workforce, Work Opportunity Tax Credit (WOTC), Public/Community support.

Job Searching With Justice Involved Job Seekers

- Low unemployment (Utah 2.6%) = Higher demand for workers

“It would be a mistake to overlook this population during the pandemic, especially with increased competition for jobs and a renewed sense of equity that is being advocated across the globe” Timothy McNutt – 9 Myths About Hiring People with Criminal Records [Article](#)

Job Searching With Justice Involved Job Seekers

- What you need to know upfront?

- Parole/Probation requirements & limitations

- Housing and transportation situation

- Past experience – Need licenses?

- Education level

- Other court involvement (child support, civil case, traffic, etc.)

- Support system – get names and contact info

Job Searching With Justice Involved Job Seekers

- Where to Start?
 - Interests & Goals
 - Soft Skills
 - Master Application [Click Here](#)
 - Resumes
 - Mock Interview [Click Here](#) and [Here](#)
 - Interview Prep

Job Searching With Justice Involved Job Seekers

- Allies and Networks?
 - Help them identify their own network
 - Check in with your network
 - Who can help?

Job Searching With Justice Involved Job Seekers

- What does success look like?
 - POV for the job seeker, justice agent, family, etc.?
 - Short term success versus long term success

Job Searching With Justice Involved Job Seekers

- Walk with them on the journey
 - Follow up is key
 - Listen for roadblocks
 - Advocate for them
 - Prepare for success (mindset & planning)

Job Searching With Justice Involved Job Seekers

- Continued supports
 - Expungment -
<https://www.utcourts.gov/howto/expunge/>
 - Career Education & Training
<https://www.careeronestop.org/ExOffender/default.aspx>
<https://jobs.utah.gov/jobseeker/career/index.html>



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Thank you for your time! You are welcome
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