

The Centrality of Employment for Lifetime Success

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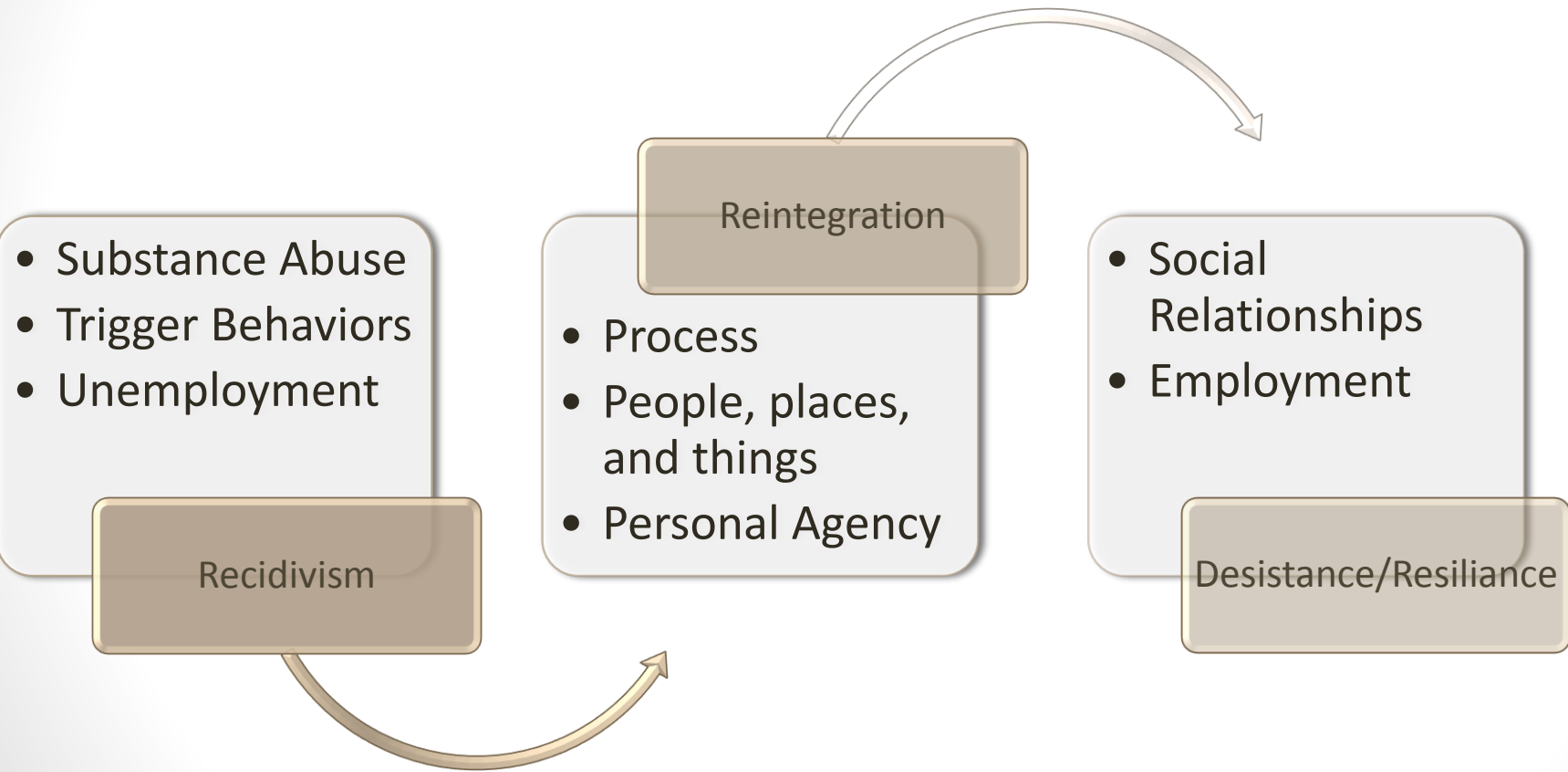
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Era of Mass Punishment

- Mass Incarceration
 - Over 2 million people are incarcerated in prison or jails
 - 1 in 100 in prison
 - 1 in 36 under some form of correctional supervision
- Criminal History
 - 13 million felons in the United States
 - 5 million current or former prisoners
- Growth of Public Information
 - National Criminal History Improvement Program
 - Big Data Movement
 - Public Criminal Justice Databases

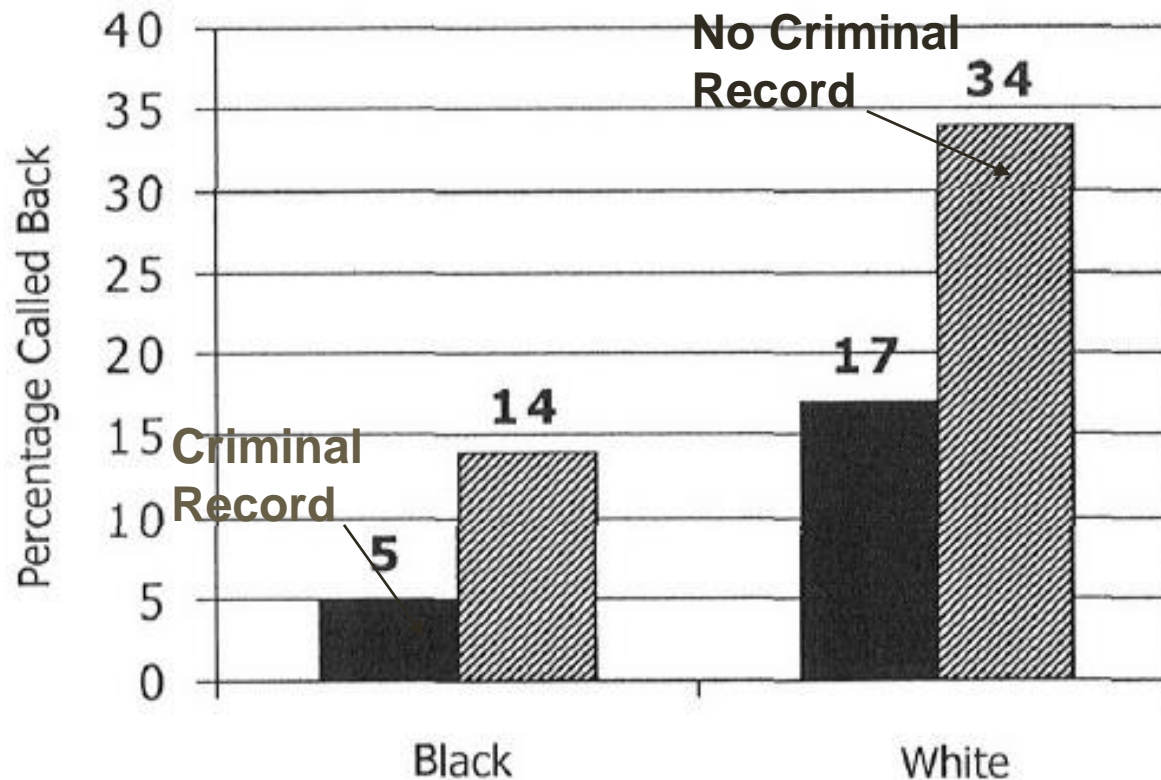
Recidivism & Desistance: Two Sides of the Same Coin



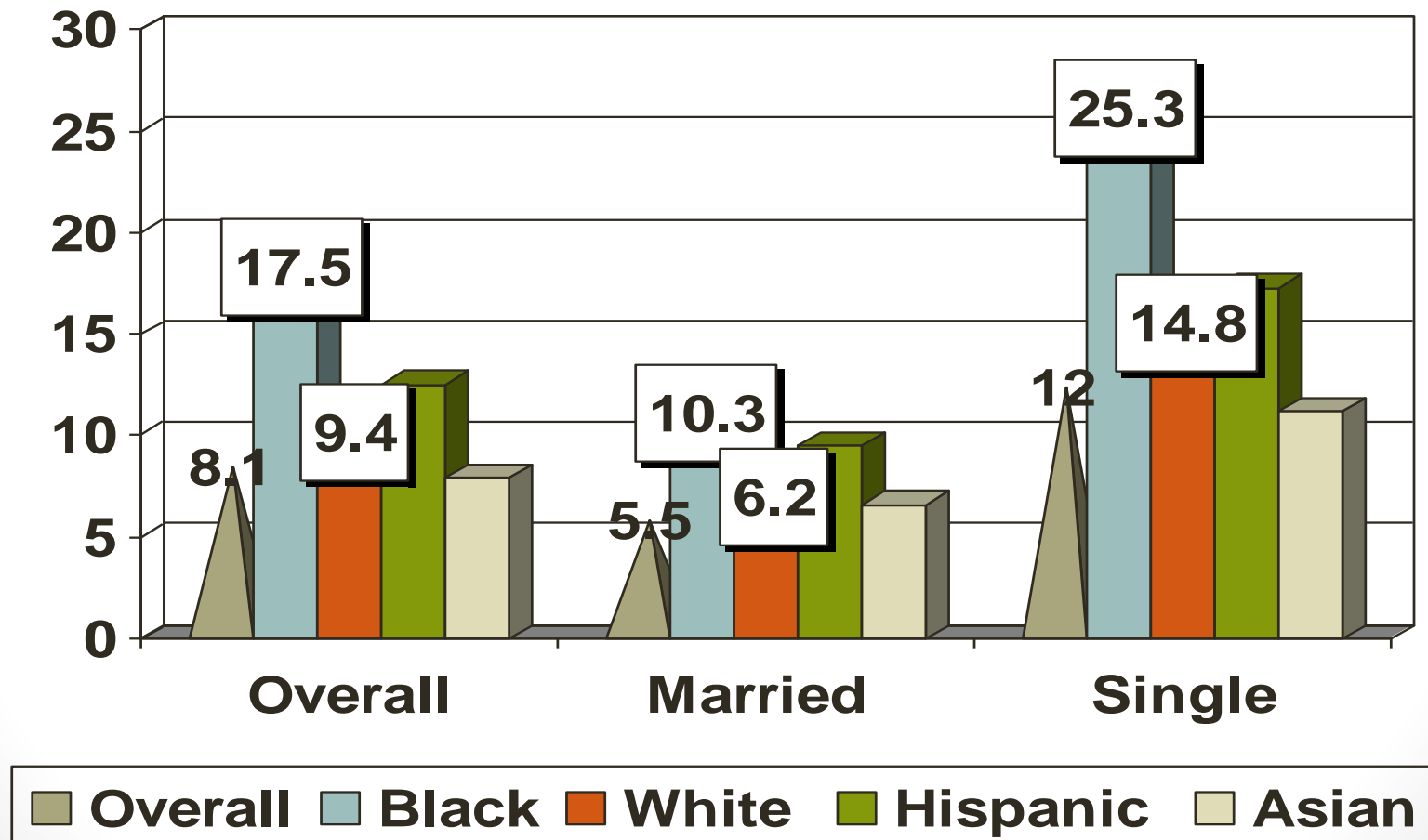
Barriers to Employment

- There is an increase in criminal records checks by employers
 - 60-70% of employers checked criminal records
 - Increased use of credit checks
- Legal Restrictions to Employment for Certain Classes of Individuals with a Felony Record
 - License restrictions
 - Barber, health care, childcare, real estate
 - Bonding and Insurance
 - Loss of drivers license

The mark of a criminal record – Pager (2003) American Journal of Sociology



Male Unemployment Rates



Policy Implications

- Assist Employers
 - Hiring individuals with a criminal history is not without risk.
 - Federal Bonding
 - Educate Employers and HR Departments
 - EEOC guides to employing individuals with a criminal history record.
 - Ban the box
 - Individuals are more likely to be hired if allowed personal contact with the employer.
- Fundamental Change
 - Sealing or expungement of criminal records
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Policy Implications

- Assisting Employees
 - Understanding the fundamental risk and needs (RNR) of this population
 - Stability in housing
 - Educational and skill needs (soft)
 - Transportation, clothing, and childcare
- Responses – What works, for whom, and when
- Programming is Time Sensitive
 - The Importance of Sequencing – Readiness – Employment
 - Release from prison, six month period, long term follow up
- Cognitive behavioral programming
 - Employment liaisons – peer mentors
 - High impact staff and client interactions
 - Non employment skill interventions
- Coordination with other agencies
- Intense and long-term interventions
 - Reduce down time
- Incentives
 - Job growth

Thank you

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