



**Pathway: How do I find employment if previously convicted of a felony?**

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<b>Guidance</b>	<p>People with felony convictions face significant hurdles in finding employment, housing and other services. An important first step is to direct them to one of the local resources below. The following general steps should guide your advice:</p> <ul style="list-style-type: none"> <li>• Address potential deficiencies.             <ul style="list-style-type: none"> <li>○ Education...consider high school diploma or GED.</li> <li>○ Disabilities...physical or mental (see local resources below).</li> <li>○ Skills...consider vocational training.</li> </ul> </li> <li>• Make contact with a local agency that provides <u>general</u> reentry support, e.g. mentoring (see list below).</li> <li>• Make contact with a local agency that provides <u>reemployment</u> support (see list below).             <ul style="list-style-type: none"> <li>○ Resume preparation.</li> <li>○ Job interests and requirements.</li> <li>○ Letter of disclosure. If “yes” to previous convictions on application so that you know how to handle telling your potential employer the truth about your incarceration.</li> <li>○ Consider a job search workshop.</li> <li>○ Interview preparation.</li> </ul> </li> <li>• Consider a personal background check to fully understand what’s officially part of your background and to avoid “lying”.</li> </ul>
<b>Local Resources</b>	<p>Agencies that specialize in general reentry support:</p> <ul style="list-style-type: none"> <li>• <a href="#">Covington Catholic Charities</a>. 3629 Church St. Covington, KY 859-581-8974 Provide Intensive Reentry Case Management and Mentoring Services (individual and group) for eligible participants</li> <li>• <a href="#">District 7 Probation &amp; Parole</a>. 30 W. 4<sup>th</sup> St. Ste 1 Newport, KY 859-292-6555 Reentry Liaisons on staff</li> <li>• <a href="#">Mental Health America of NKY &amp; SW Ohio</a>. 912 Scott St. Covington, KY 41011 859-431-1077 Offer Reentry education/support group</li> </ul> <p>Agencies that provide reemployment support:</p> <ul style="list-style-type: none"> <li>• <a href="#">One Stop</a> (including 9 partners). Kenton Co: 320 Garrard Street, Covington, KY 859-292-6666. Boone Co: 8020 Veterans Memorial Dr. Florence, KY 859-371-0808 Click <a href="#">here</a> for a longer list of partner agency contacts and locations.</li> <li>• <a href="#">Brighton Center</a>. 741 Central Ave, Newport, KY. 859-491-8303</li> <li>• <a href="#">Office of Vocational Rehabilitation</a>. Covington 859-292-6513</li> <li>• OVR provides services for individuals with barriers to employment related to physical and/or mental health.</li> <li>• <a href="#">Mental Health America of NKY &amp; SW Ohio</a> 912 Scott St. Covington, KY 41011 859-431-1077</li> <li>• <a href="#">Employment Options</a> 13 W. Southern Ave. Covington, KY 41015 859-292-0999</li> </ul>
<b>Other Information</b>	<ul style="list-style-type: none"> <li>• The policies of some companies don’t allow the hiring of someone with a felony</li> </ul>

conviction.

- Tax credits are sometimes possible for employers. This could be a selling point for employers. Click [here](#) for more info.
- An employer would more likely prefer to hire someone who has never been incarcerated rather than an ex-offender. It is the “returning citizen’s job to prove to potential employers that they are the correct person for their vacant job. The potential employer will consider how long ago the crime was committed, and whether he/she has shown that they have been rehabilitated. This is where the letters of recommendation are extremely important.
- [National Reentry Resource Center](#). Stable employment is critical to a successful transition into the community, but reentering individuals often encounter significant barriers in finding employment upon release from prisons and jails, including low levels of education, limited vocational (or marketable) skills and limited work experience. Reentry programs have demonstrated the overwhelming need for employment opportunities for people released from prison and jail, and the need to facilitate the creation of job opportunities for this population.
- [Equal Employment Opportunity Commission \(EEOC\)](#). There is no Federal law that clearly prohibits an employer from asking about arrest and conviction records. However, using such records as an absolute measure to prevent an individual from being hired could limit the employment opportunities of some protected groups and thus cannot be used in this way. Since an arrest alone does not necessarily mean that an applicant has committed a crime the employer should not assume that the applicant committed the offense. Instead, the employer should allow him or her the opportunity to explain the circumstances of the arrest(s) and should make a reasonable effort to determine whether the explanation is reliable.

Input from Staci...

- [Brighton Center](#). 741 Central Ave, Newport, KY 859-491-8303 Brighton Center does not actually have Reentry Services. They provide services for general needs and are a huge referral source for Reentry staff, but since they don't actually have Reentry programs/services, I think it would be misleading to have them listed in this section.