

# CORI & Employment



## Practical Tips and Strategies for Job Developers

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# What is the goal of this presentation?

This workshop will discuss strategies and tools on how to help people secure employment with a criminal record.



# Agenda:

- How to approach employers to identify jobs for people with criminal records
- Educating employers on issues related to CORI
- Supporting people with CORI during their job search



# Objective

- Know your labor market & resources
- Assessment & job matching
- Identifying & managing barriers to employment
- Job readiness & employability
- Job placement
- Job retention
- Networking & partnerships

# Barriers to Employment

- Low Self Esteem
- Lack of required documentation: SS card, State ID, Birth Cert.
- Little or no work history
- Unable to explain past criminal history to employers
- No or limited transportation
- Companies using CORI & other reports
- Substance Abuse
- Lack of education/training

# How to overcome CORI barriers...

- ✓ Have your clients obtain and speak to their CORI
- ✓ Know what types of employers have CORI policies in place
- ✓ Train, educate and develop skills for the ex-offender
- ✓ Access individuals for the best possible job match
- ✓ Have clients use an employment portfolio.

# Assessment is Critical

- Know the person's motivation level and attitude
- Understand their skills and abilities
- Determine if they can get to and from work "everyday"
- Understand their background and criminal history
- Have a sense of what type of work that person would enjoy doing

# How to help a person seek employment who has a CORI

- Empowering them to change their lives by setting goals and achieving them
- Referring the person to services that will meet their individual needs
- Enhancing their job search by understanding the barriers they face and how to overcome them

# Employment & Training Goals

- Encourage the ex-offender to get a copy of their CORI and review it for accuracy
- Help the ex-offender set realistic employment goals
- Instruct the ex-offender to develop a portfolio
- Focus on the ex-offender's accomplishments and how they are bettering themselves
- Help the ex-offender understand what employment opportunities interest them

# Developing an Employment Portfolio

- SS Card
- Birth Cert.
- Picture ID
- Sample Job Application
- Resume
- Reference letters
- Strengths and abilities
- Hobbies
- Community Service
- Trainings/Certification Documents

# Creative ways to help a person secure employment with a CORI

- Develop a strong relationship with employers
- Train to employers needs
- Use third party to help a person get in the door
- Assist employers with the application process and paperwork
- Use the WOTC Tax Credits

# Approaching employers to identify jobs for people with Criminal History

- Do your homework; find out everything possible about the potential employer before contacting them.
- Understand the needs of the employer
- Describe what's in it for the employer
- Educate the employer on hiring incentives
- Market the person not the offence



# CORI Reform

- Sealing Process
  - 1. Automatic seal on non-convictions
  - 2. Shortening of sealing waiting time
- Removal of criminal record question from job application (Ban the box)