



DEI Impacts of Second Chance Employment Opportunities

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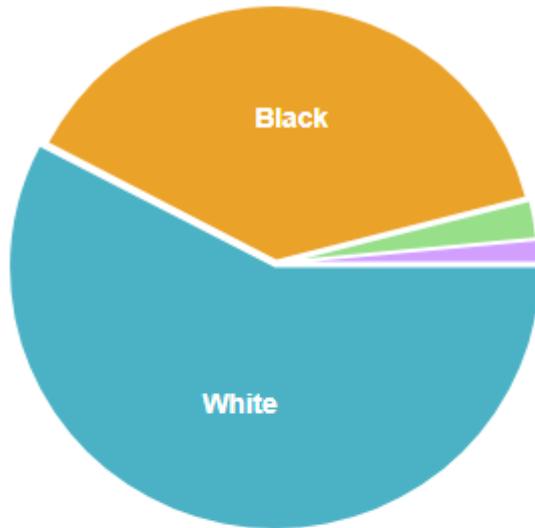


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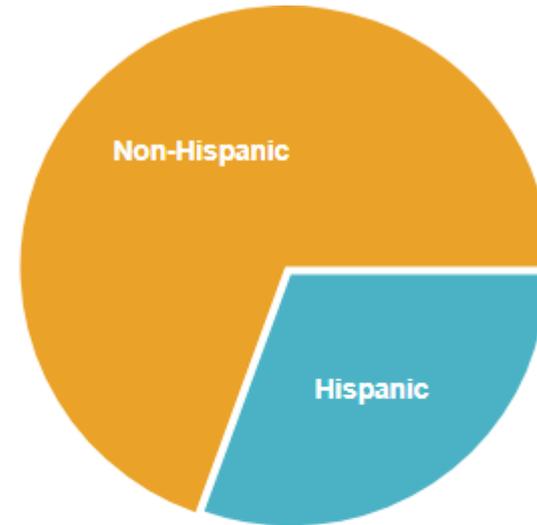


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Impact of Incarceration: Race & Ethnicity



	Race	# of Inmates	% of Inmates
■	Asian	2,225	1.5%
■	Black	58,571	38.4%
■	Native American	3,831	2.5%
■	White	88,070	57.7%



	Ethnicity	# of Inmates	% of Inmates
■	Hispanic	46,575	30.5%
■	Non-Hispanic	106,122	69.5%

Source: Federal Bureau of Prisons - <https://www.bop.gov/about/statistics/>

Incarceration Data

- 600,000+ formerly incarcerated individuals are released from America's state and federal prisons every year.
- 70M+ Americans are estimated to have an arrest or conviction record.
- 19M+ Americans, including one in every three Black American men, have a felony conviction.
- Resistance to hiring persons with criminal records has a negative impact on GDP estimated to be between \$78-87B each year.

Sources:

- Stanford Social Innovation Review - https://ssir.org/books/excerpts/entry/fair_chance_employment#
- US Chamber of Commerce - <https://www.uschamber.com/co/run/human-resources/second-chance-hiring>
- ACLU - <https://www.aclu.org/report/back-business-how-hiring-formerly-incarcerated-job-seekers-benefits-your-company>

Identifying the Competing Interests

■ Social Justice

- Disproportionate Impact on Minority Communities
- Recidivism in the Absence of Second Chances

■ Legal Risks

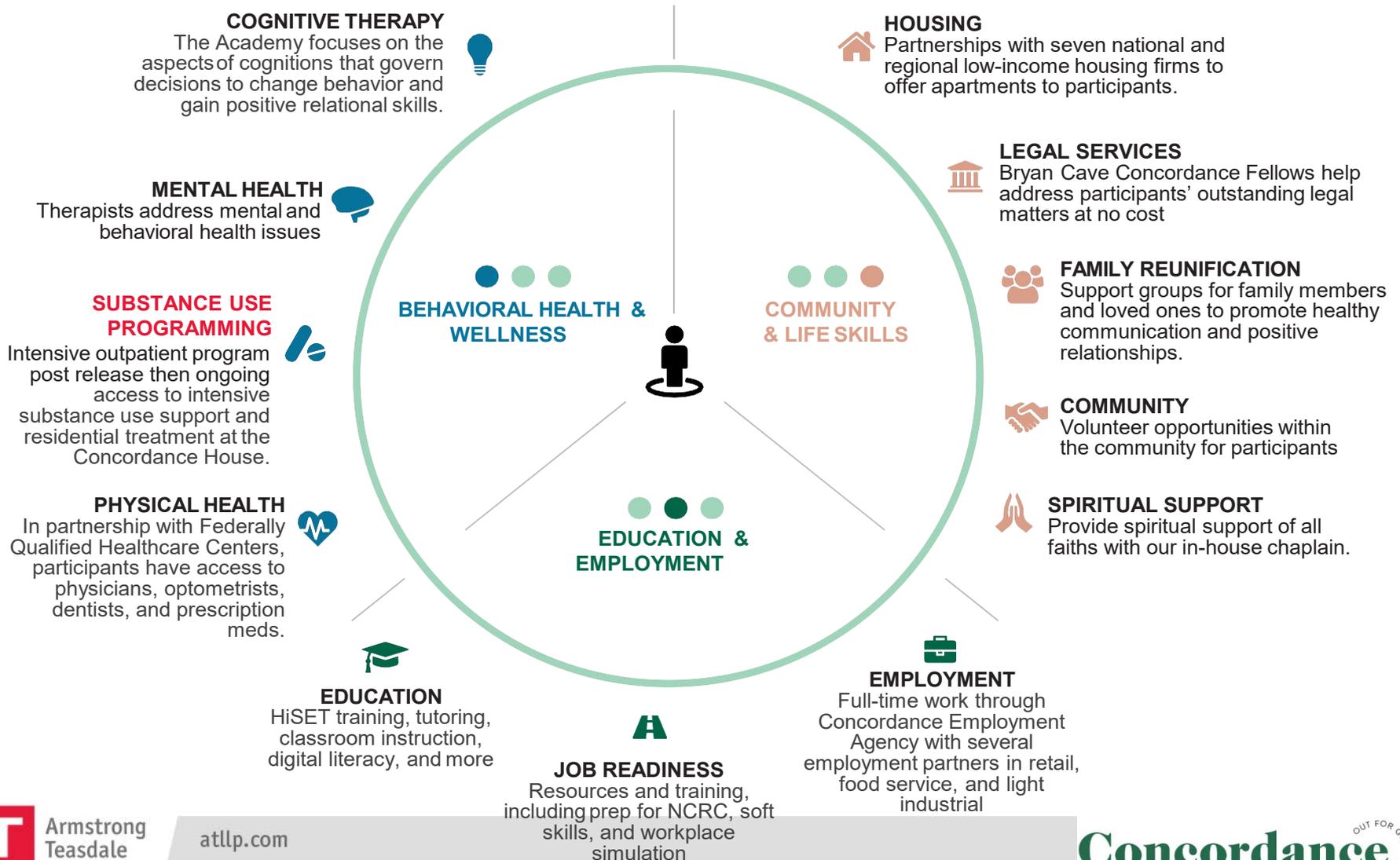
- Anti-Discrimination & “Fair Chance” Laws
- Industry-Specific Prohibitions
- Negligent Hiring / Retention Liability
- EEOC Guidance

■ Economic Factors

- Impact on Economy without Second Chances
- Filling Gaps in a Tight Labor Market

THE CONCORDANCE RE-ENTRY MODEL

Providing 12 holistic, integrated, evidence-informed services under one roof.



18 -MONTH TIMELINE OF SERVICE

- The Concordance Re-Entry Model begins six months pre-release and continues one year after release.
- Participants must meet specific requirements to move on to the next phase of the program.
- On average, participants receive 555 hours of programming (more hours than required to earn a baccalaureate degree).
- Concordance Employment Agency (CEA) provides EAP-style wraparound support for Employment Partners during part time and fulltime employment as each participant continues to receive support from a licensed therapist, case manager, and career coach.

Pre-Release
6 months

PHASE 1

INTERVIEW

(gathering knowledge)

- Department of Corrections provides a list of offenders releasing. Participants are selected randomly to reflect the overall demographics of state's prison population
- Concordance team meets with potential participants in prison.

PHASE 2 (6 months total)

3 MONTHS

(building a bond)

- Comprehensive assessments
- Life Plan creation
- Tailored 1:1 and group programming with Pre-Release Therapist and Career Educator

3 MONTHS

(preparing to transition)

- Visit with Bryan Cave Concordance Fellows
- Introduction to 12-step programming
- Family support services

Post-Release
12 months

PHASE 3 (4 months total)

6 WEEKS

(intensive out-patient)

- Full-day programming
- Meetings and group sessions with Therapist, Case Manager, and Career Educator
- Gift stipend for daily attendance
- HiSet, NCRC, and

2 WEEKS

(workplace simulation)

- Half-day job training
- Developing hard and soft skills; trade specific skills
- Digital Literacy
- Half-day mental and behavioral health programming

10 WEEKS

(part-time work)

- Half-day part-time employment through CEA
- Half-day programming: job readiness, life skills, and sobriety
- On-site job coaching
- Weekly job appraisals
- Trauma training for Partner supervisors

PHASE 4

8 MONTHS

(full-time work)

- Full-time employment through CEA
- Weekly meetings with Therapist and Case Manager
- Ongoing job coaching and career support
- Monthly job club sessions

PHASE 5

ALUMNI

(Concordance Out for Good)

- Career Counseling
- Clinical after care
- Volunteer and Mentor Opportunities
- Monthly family dinners

Identifying Steps to Drive Meaningful Change

- Partner with Agencies Utilizing a Holistic Rehabilitation Model, e.g., Concordance Academy
- Distinguish High Risk “Second Chance” Hiring from Lower Risk Opportunities
- Revisit Background Check Practices to Replace Arbitrary Barriers with Individualized Inquiries
- Identifying Factors that Indicate Someone is Ready for a “Second Chance” Opportunity

Building a Business Case to Achieve Internal Support for Second Chance Hiring

- **Highlight the availability of tax credits.**
 - A “qualified ex-felon” is a person hired within a year of:
 - Being convicted of a felony or
 - Being released from prison from the felony
- **Educate colleagues on the DEI impact that second-chance hiring can achieve.**
- **Consider piloting the program in lower-risk roles.**
 - Remote positions
 - Roles with limited one-on-one interaction with colleagues
 - Roles in states with strong “fair chance” protections

Work Opportunity Tax Credit (WOTC)

- General business credit available for wages paid to certain individuals (including “qualified ex-felons”) who begin work on or before December 31, 2025
- A “qualified ex-felon” is a person hired within a year of:
 - Being convicted of a felony or
 - Being released from prison from the felony
- WOTC is equal to 40% of up to \$6,000 of wages paid to, or incurred on behalf of, an individual who:
 - is in the first year of employment;
 - is certified as being a member of a targeted group; and
 - performs at least 400 hours of services for that employer.
- **Claiming the credit:**
 - On or before the day that an offer of employment is made, the employer and the job applicant must complete Form 8850.
 - Submit Form 8850 and ETA Form 9061 to the state workforce agency located in the state in which the business is located within 28 days of the employee’s start date.
 - File Form 8850 after receipt of a certification from the designated local agency that the employee is a member of one of the qualifying groups.

State Workforce Agencies

- Missouri - <https://wotc.dhewd.mo.gov/Logon.aspx>

Missouri Department of Higher Education and Workforce Development WOTC

- Illinois - <https://ides.illinois.gov/jobs-workforce/programs/wotc.html>

Illinois Department of Employment Security

Questions?

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- **Dr. Roderick Nunn – Concordance Academy**
- **Travis R. Kearbey – Armstrong Teasdale LLP**