



Untapped Talent

Illinois Center for Specialized
Professional Support
Workshop #4

It's a Match- Navigating career placement
behind & beyond the walls

(The Hiring Process)

Presented by Jeffrey Abramowitz, JD
& Andrea Lopez, PhD

Check In

IN CHAT BOX PLEASE TELL US

Your name?

If you could choose between a career that pays well and one that you really love, which would you choose?

What if that career was something you dreaded?

What if that career was the only way to feed your family?



Ketchup!

Workshop #3 – Get Ready, Get Set, Get Out!

1- Project Overview

2- Rules of Engagement

3- Get Ready, Get Set, Get Out

- Preparing individuals for their next chapter in life
- Preparing employers for hiring and retaining talented justice impacted individuals

4- What's Next?

Workshop #4 It's a Match

Navigating career placement behind & beyond the walls
(The Hiring Process)

1- Project Overview

2- Rules of Engagement

3- How do you make the perfect match between

talented employees who have a background and employers?

- Employee lens?
- Employer lens?
- Workforce development lens?
- Justice lens?

4- Creating the perfect match - Solutions



Project Overview and Rules of Engagement



Series of 6 Workshops both live and virtual

Assistance with the development of Get Ready, Get Set, Get Out Program behind and beyond the prison walls

Handbook with best practices of hiring and retaining justice impacted individuals

Rules of Engagement:

Please try to stay on camera, mute yourself when not in the conversation, ask questions at anytime.

Untapped Talent – Workshop Series

Workshop #1 - Let's Start with "Why"? - A look at our justice and labor systems today

Workshop #2 - The Intersection of Justice & Education - Building skills inside & outside the walls

Workshop #3 - Get Ready, Get Set, Get Out - Preparing individuals & employers for their next step

Workshop #4 – It's a Match - Navigating career placement behind & beyond the walls

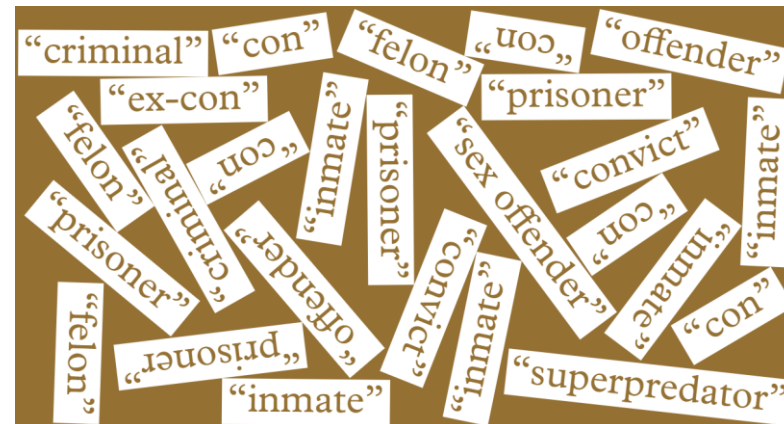
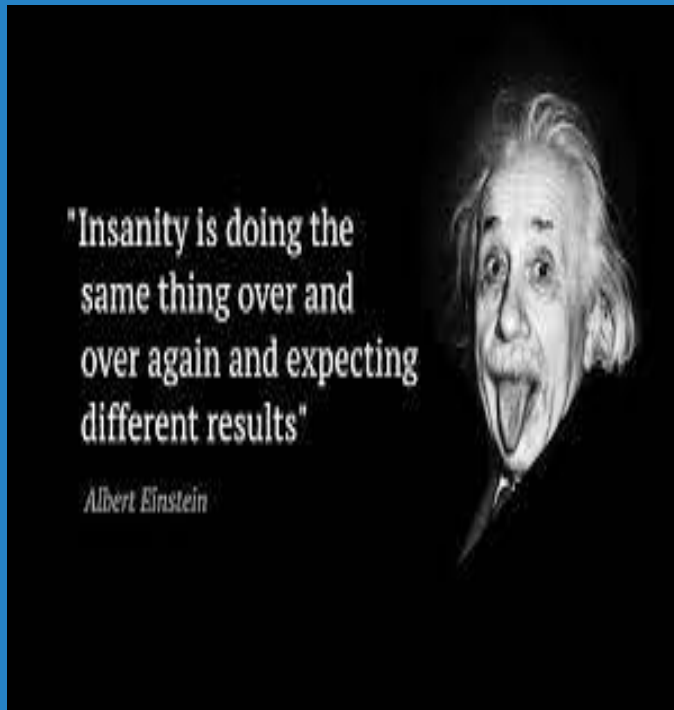
(The Hiring Process)

Workshop #5 – Symposium Review & It's Not About Finding the Best & the Brightest,
It's About Keeping Them (The retention secrets)

Workshop #6 - Making Change Happen - Transforming our Justice Systems to Workforce Systems

Rules of Engagement

1. Be curious, not judgmental
2. Please put your cell phones on vibrate or off
3. Ask questions when they strike you
4. Be present (on screen) & engaged
5. Be respectful of others
6. Remember words really matter
7. What happens in Illinois, stays in Illinois





Jeffrey Abramowitz, JD



Andrea Lopez, PhD

Meet Your Facilitators

Creating the Perfect Match

1

Over the past 3 workshops we have looked at the challenges facing our stakeholders:

1- The Returning Citizen
(Justice Impacted Person)

2- The Employer
(Looking for Talent)

3- Workforce Development System
(Tasked with assisting both)

4- The Correctional/Parole System

Now comes the
hard work!



Today, we will not only look at the **priorities** that each of our stakeholders have, but we will also take some time to consider the **barriers** that surround those priorities and finally suggest some **solutions** that will help us all make a successful Match!

Based upon your assigned role, please identify the priorities and barriers you will face in helping to make a successful match between the returning citizen and a career.

Roles: Returning citizen, employer, workforce specialist, parole or correctional officer.

You will have 10 minutes to generate a list:

Please select 1 person who will take notes and will be reporting out.

Please make sure that every person has a chance to participate.

Please be mindful of the clock.



JUSTICE IMPACTED INDIVIDUAL

EMPLOYER

WORKFORCE DEVELOPMENT SPECIALIST

CORRECTIONAL/ PAROLE SYSTEM

The Problem?

Employee

Transportation
Identification
Housing, food...
Ed/Digital literacy
Background
Time

Employer

Background
check
Hiring process
Culture
Legal system
Training

Workforce

Placement
Client barriers
Employer
culture
Client
persistence
Legal system

Correctional

Community safety
Placement
Recidivism
Access to reentry
resources
Client barriers

Let's consider some of the problems that make the perfect match a true challenge.



BUT,
LET'S FOCUS
ON THE SOLUTIONS!

What do these problems all have in common?
What are the possible solutions?

1- Identification, transportation, support services

2- The Background Check, drug screen

3- Hiring practices

4- The Law – Occupational licensing, parole/probation
rules & regulations

Identification,
basic human
needs

1



It's a team sport!



Transitional
Housing



Education



Skill Training &
Employment



Medical & Addiction
Support



Identification,
clothing,
transportation



Legal Support

Preparing the Dating Profile

Workforce Preparation Behind the Walls

Get Ready, Get Set, Get Out

- Resume
- Digital Literacy
- Career Exploration
- Training
- Work Readiness



The Dating Game Basics

Applying for a job on-line –
Access to internet/downloading resume

Preparing to answer the “felony” question?

Honesty Counts - Consequences of transparency

The Background Check & Drug Screen

2

The Background Check (Background)

When do employers conduct background checks:

- 60% During the hiring process
- 14% At other times for legal mandates
- 10% At other times for cause

Top Reasons to conduct a background check:

- 86% Protecting employees & customers
- 52% Improve the quality of hires
- 39% Mandated by law/regulation
- 38% Protect the company reputation
- 36% Protect and/or reduce theft, embezzlement, other criminal activity



The Background Check

While it is illegal to discriminate based on someone's race, color, national origin, sex, religion, or disability – conducting a background screening is completely legal.

The National Conference of State Legislators reports that an estimated 77 million Americans have reportable criminal records for employment checks.

Besides criminal background checks there are:

- Educational background checks – checking educational credentials

- Credit checks – checking candidates credit history

- Past employment information

Where do background check companies get their information

Information comes from:

Courts – federal, state, local
Sex offender registries
Interpol public records
Department of Corrections
County and state criminal databases
Probation & Parole offices

Records typically include:

Traffic offenses
Misdemeanors
Felonies

Records may include (but should not):

Non-convictions
Expunged/sealed records
Juvenile records
Civil Lawsuits/judgments

The Background - Individualized Assessments

The Nature/Time/Nature test focuses candidate assessment on:

- The nature of a person's conviction history
- The length of time that has passed since the offense
- The nature of the job for which you're hiring

2023 Employee Background Fairness Act (SB 1480)

- Illinois employers can no longer disqualify a job applicant or employee with a conviction record unless there is a “substantial relationship” to the job or an “unreasonable risk” to property or the safety of individuals or the general public.
- Consider 6 factors
 - The length of time since the conviction;
 - The number of convictions that appear on the conviction record;
 - The nature and severity of the conviction and its relationship to the safety and security of others;
 - The facts or circumstances surrounding the conviction;
 - The age of the employee at the time of the conviction; and
 - Evidence of rehabilitation efforts.

How to run a background check and manage the results: (See if Ban The Box Law is in play!)

Step 1: Get legal advice and check with your insurance company

Step 2: Develop a company policy

Step 3: Use a Fair Credit Reporting Act compliant service

Step 4: Notify applicants

Step 5: Make a contingent job offer

Step 6: Conduct the search

Step 7: Follow up on the results

Step 8: Be Consistent

COMPLIANCE WITH FCRA

1

Provide notice to the applicant of the background check

2

Get consent of the candidate to complete the check

3

Provide a “pre-adverse action” copy to applicant

4

Provide the applicant with a copy of the Summary of Consumer Rights under FCRA

5

Provide applicant with the name, address, and phone of the reporting agency

The Law in Illinois

To legally consider an employee or applicant's conviction record under the new law, one of the following two conditions must be met:

- (1) there must be a substantial relationship between one or more of the previous criminal offenses and the employment sought or held; or
- (2) the granting or continuation of the employment must involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

To determine whether a “substantial relationship” exists, the new law and the answers to [FAQs from the Illinois Department of Human Rights](#) require employers to determine “whether the employment position offers the opportunity for the same or a similar offense to occur and whether the circumstances leading to the conduct for which the person was convicted will recur in the employment position.”

Next steps... The analysis!

In conducting this analysis, employers must consider the following six mitigating factors:

- (1) the length of time since the conviction;
- (2) the number of convictions that appear on the conviction record;
- (3) the nature and severity of the conviction and its relationship to the safety and security of others;
- (4) the facts or circumstances surrounding the conviction;
- 5) the age of the individual at the time of the conviction; and
- (6) evidence of rehabilitation efforts.

The Hiring Process

3

The HR Picture!

Hiring Policies & Practices

Licensing

Federal & State Laws (Pardons/Expungements)

Local Laws (Ban the Box, Clean Slate)

Background Checks & Drug Screens



Recruitment and Selection

First: Follow the law!

Illinois

- 2015 Job Opportunities for Qualified Applicants
- 2023 Employee Background Fairness Act (SB 1480)

Federal

- FCRA
- Title VII CRA



Changing the Hiring Process

- What is your policy on disclosing convictions on your job application?
- What is your internal policy for running background checks?
- How far back do your background checks look?
- How does your organization approach candidate-hiring decisions?
- How does your team approach recruiting candidates with past convictions?
- How does your team address potential employment challenges for people with recent justice-involvement?
- How does your team approach talent development & mobility for justice involved individuals?
- How does your team approach coaching, and training staff on reentry and justice involvement?
- How does your team approach language and messaging around justice-involved individuals?
- What is your strategy to communicate your Fair Chance hiring commitments and practices?

Employers and Job Seekers: Same goal - Make the Match!



It's all about the Job Description!



Employers: Do the skills and competencies accurately relate to the key outcomes and goals for the role?



Job Seekers: Your skills and competencies are transferable! Make it easy for the employer – create the connections! Create a skills-focused resume!

Is the language in your job descriptions consistent with your inclusive hiring goals?

Modify recruitment documents

- *We encourage you to apply if you come from a marginalized community, if you're LGBTQ if you have a criminal conviction; we encourage all people to apply regardless of gender, age, ethnicity, sexual orientation, criminal history*
- *_____ is committed to hiring talented and qualified individuals with diverse backgrounds for all roles. _____ believes that the gathering and celebration of unique backgrounds, qualities, and cultures enriches the workplace. We value diverse experiences, including prior contact with the criminal legal system.*

Remove questions about criminal records on application forms and delay inquiries about background until conditional offers have been made

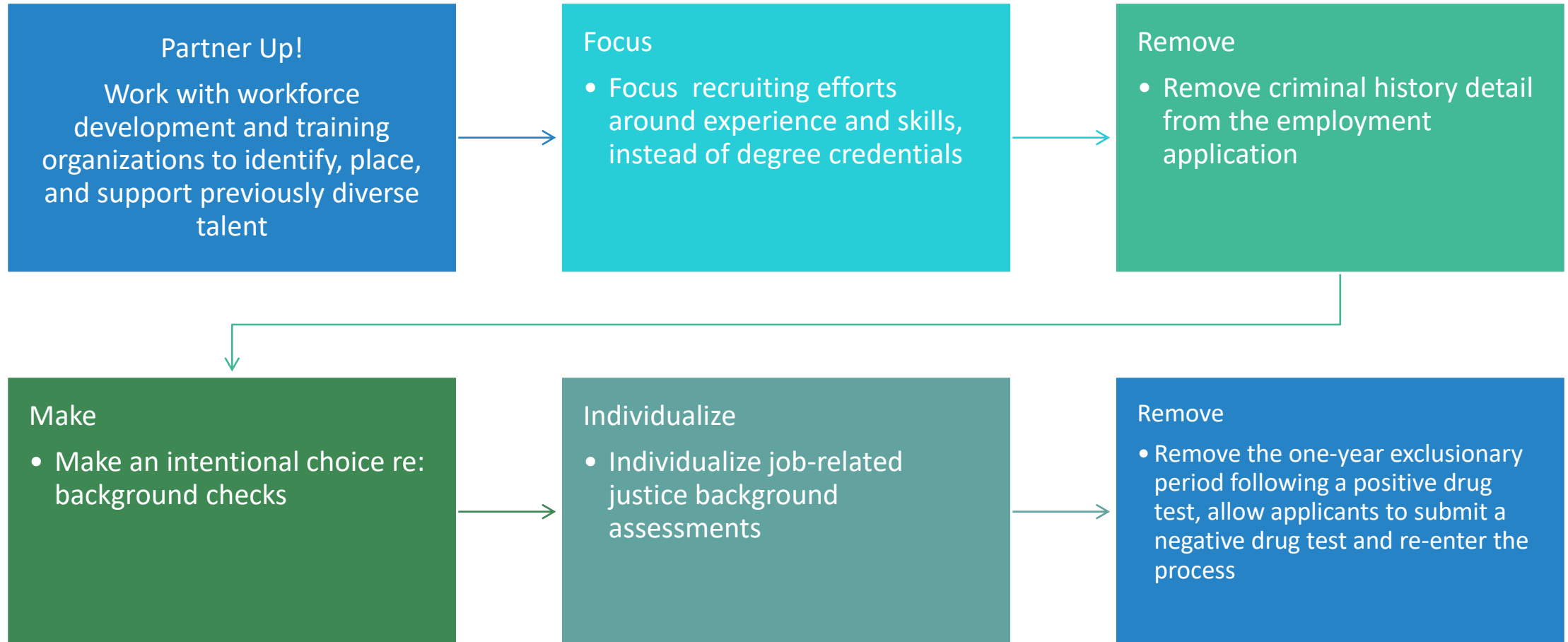
The Interview Process

Should we interview and assess applicants with criminal records differently from candidates without a record? NO!

Focus on Skills: Identify Primary Skills and Core Competencies for the role

Remove questions about criminal records on application forms and delay inquiries about background until conditional offers have been made

Best Practices Review for Inclusive Hiring



Onboarding Best Practices (SHRM GTBTW)



Don't single out returning citizens

Be empathetic not sympathetic

Communicate clearly re: first day expectations: what to wear, where to park, schedule, what to bring, etc.

Partner Internally and Externally

- Create mentoring relationships
- External organizations (i.e. JEVs) to provide wraparound services

Train supervisors

- Accommodation for needs and requirements specific to reentering employees (i.e. parole)
- Possibility for additional reasonable accommodations

Limit potential barriers

- Financial practices and direct deposit – some reentering citizens have banking restrictions
- Reimbursable expenses – some reentering citizens don't have access to extra cash
 - Up front payments, per diem cash, company credit cards

Establish regular check-ins and follow ups for all employees

The Law Beyond the Walls

4

It's the Law

Occupational licensing
EEOC
Clean Slate
Pardons/Expungements

It's the Law - Even in the dating game!

WHAT CAN EMPLOYERS CONSIDER UNDER FEDERAL LAW?

- Employers **CANNOT** consider arrests that did not lead to convictions (e.g. withdrawn, dismissed, nolle prossed, or “not guilty” charges).
- Employers can consider a **conviction**, but **MUST** take into account: 1) how minor the conviction is, 2) how long ago it happened, and 3) the nature of the job for which you are applying.
- Each case should be treated **individually!** An employer should consider “individualized evidence” including:
 - Facts and circumstances surrounding the offense
 - Number of offenses for which an individual has been convicted
 - Older age at the time of conviction
 - History of performing similar work since the conviction with no incidents of criminal conduct
 - Length and consistency of work history before and after conviction
 - Rehabilitation efforts, including education and training
 - Employment and/or character references
- If an employer plans to use information from a commercial background report to reject or terminate you, they **MUST** give you notice, a copy of the report first, and an opportunity to correct any mistakes in the report.

COMPLIANCE WITH FCRA

| | |
|---------|--|
| Provide | Provide notice to the applicant of the background check |
| Get | Get consent of the candidate to complete the check |
| Provide | Provide a “pre-adverse action” copy to applicant |
| Provide | Provide the applicant with a copy of the Summary of Consumer Rights under FCRA |
| Provide | Provide applicant with the name, address, and phone of the reporting agency |

Employer's Concerns & Challenges

Liability Insurance

- Insurance concerns!

Safety at the workplace

Public branding concerns

Legal system navigation



Things for all stakeholders to consider:



What is being done in the field??



What are you doing?



What could you do to open the door wider to justice involved individuals?

The Tinder App of Reentry!!

CareerLink/One
Stops/American
Job Centers

Reentry
Programs

Occupational
Training
Partners

Education
Partners

Community
Partners

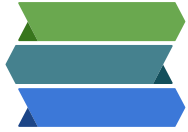
Employers

It will take a team to make the perfect match!

Partnering up is the key!

- Employers, community-based organizations, workforce development and training organizations can work together to identify, place, and support previously undiscovered talent even after the candidate is hired.
- Work together to help job seekers with interview prep such as discussing skill-based interviews
- LinkedIn Course for Returning Citizens
- National Search Firm Kelly33 for Fair Chance job seekers
- SHRM Chapters in Illinois

See the Resource Guides for Links!



Community & Reentry Partners

Warm welcome to the big leagues (HOME)

Be patient

Be curious (What do you need?)

**Don't give up – There is an awesome players in everyone.
Sometimes they just need to find the right position.**



Workforce Development Partners

Listen

Be the coach and guide the player to success

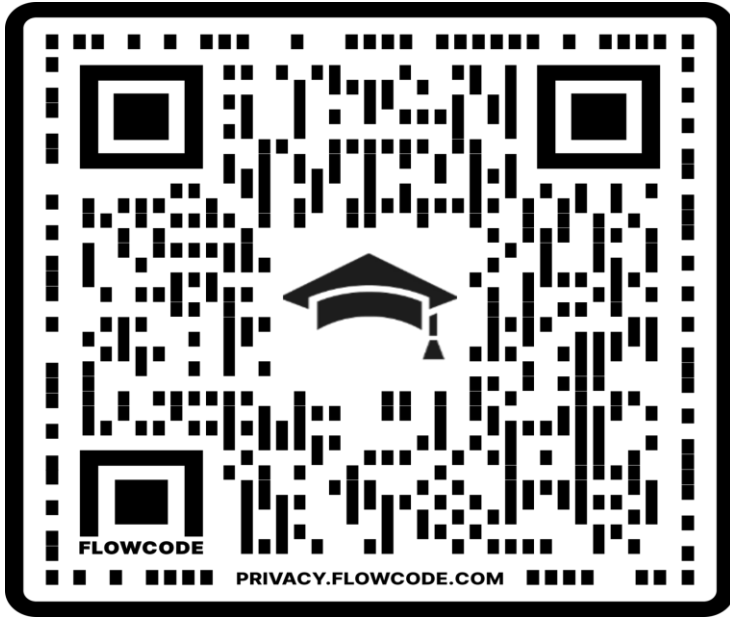
Be respectful and aware of the challenges

Assume nothing!

THANKS!

Any questions?

**Please share your questions
or thoughts you have or were
raised in your Breakout Session**



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THE
PETEY 
GREENE
PROGRAM

Jeffrey Abramowitz is inviting you to a scheduled Zoom meeting.

Topic: Jeffrey Abramowitz's Personal Meeting Room

Join Zoom Meeting

<https://us02web.zoom.us/j/6522004157>

Meeting ID: 652 200 4157

OFFICE HOURS

THURSDAY
MORNINGS

8:00-9:00 CST

Resources

www.jeffrey-Abramowitz.com

LINCS Correctional & Reentry Community of Practice <https://lincs.ed.gov/>
Career Pathways Sample (PA)

<https://www.paadultedresources.org/sector-strategies/>

Barriers to Employment Liptak, John J., Ed.D. Barriers to Employment Success Inventory (BESI). 5th Ed. Jist Publishing.

https://www.career-lifeskills.com/pdf/jst-323209_guide.pdf

Steve Steurer

["How to Unlock the Power of Prison Education"](#)

["Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"](#)

["U.S. Skills Map: State and County Indicators of Adult Literacy and Numeracy"](#)

["Laying the Groundwork: How States Can Improve Access to Continued Education for People in the Criminal Justice System"](#)

["Reconnecting Justice: Pathways to Effective Reentry through Education and Training"](#)

["Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"](#)

https://ies.ed.gov/ncee/wwc/Docs/ReferenceResources/WWC_CTE_Protocol_4.0_08-02-19_sxf.pdf

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Whole Pie 2022 – Prison/Jail Data

<https://www.prisonpolicy.org/reports/pie2022.html#:~:text=Together%2C%20these%20systems%20hold%20almost,centers%2C%20state%20psychiatric%20hospitals%2C%20and>

IET In Correction Toolkit – January 2023

<https://lincs.ed.gov/sites/default/files/iet-corrections-guide.pdf>

["Laying the Groundwork for Education"](#) - The Council of State Governments Justice Center 2/2020

["Cost Calculator"](#) - The Council of State Governments Justice Center 1/2021

["After the Sentence - Collateral Consequences"](#) - The Council of State Governments' Justice Center 1/2021

"Reducing Homelessness for People with Behavioral Health Needs Leaving Prisons and Jails" - The Council of State Governments Justice Center 2/2021

"No Access to Justice: Breaking the Cycle of Homelessness and Jail" - Vera Institute of Justice 8/2020

Building the Technology Ecosystem for Correctional Education: Brief and Discussion Guide

Resource URL

<https://lincs.ed.gov/sites/default/files/tech-ecosystem-correctional-ed.pdf>

Integrated Education and Training Design Toolkit and Train-the-Trainer Resources

Resource URL

<https://lincs.ed.gov/sites/default/files/2023-01/IET-Toolkit.pdf>

<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>

https://www.gettingtalentbacktowork.org/learn-more/?_ga=2.37364770.366187060.1633010062-1306431289.1626110002

<https://www.shrm.org/resourcesandtools/tools-and-samples/quiz/pages/quiz-hiring-individuals-with-criminal-records.aspx>

<https://www.70millionjobs.com/>

<https://dkbfoundation.org/about-2/>

<https://www.daveskillerbread.com/secondchances>

<https://secondchancebusinesscoalition.org/get-started>

<https://www.nelp.org/campaign/ensuring-fair-chance-to-work/>

https://www.aclu.org/sites/default/files/field_document/060917-trone-reportweb_0.pdf

https://obamawhitehouse.archives.gov/sites/default/files/docs/cj_fairchancepledge_2page.pdf

Apprenticeships and Job Training Resources

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx>

- <https://apprenticeship.workforcegps.org/resources/2017/03/10/14/07/Expanding-Apprenticeship-for-Ex-Offenders>

- <https://dceo.illinois.gov/illinoisworks/preapprenticeship.html>

<https://www.nextchapterproject.org/>

<https://cccareers.org/>

<https://cccareers.org/pre-apprenticeship/>

<https://jailstojobs.org/study-shows-how-business-apprenticeship-programs-can-benefit-companies-and-increase-job-opportunities/>

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://jailstojobs.org/the-national-restaurant-association-educational-foundations-hopes-program-offers-job-opportunities-to-those-in-reentry/>

www.growinghomeinc.org

<https://www.growinghomeinc.org/opportunities/>

<https://grow.google/justice-impacted/>

<https://www.illinoisworknet.com/Training/Pages/TrainingGuide.aspx>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx#returning>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/ILInitiatives.aspx>

<https://www.apprenticeship.gov/apprenticeship-job-finder>

Grow with Google Career Readiness <https://grow.google/justice-impacted/>

Jails to Jobs <https://jailstojobs.org/free-online-courses-can-help-you-improve-your-basic-knowledge-and-skills/>

Honest Jobs <https://www.honestjobs.com/partners>

Creating Coding Careers <https://cccareers.org/>
◦ <https://cccareers.org/pre-apprenticeship/>

Next Chapter <https://www.nextchapterproject.org/>

Chicago

A Hire Calling <https://chicookworks.org/hirecalling/>

IcStars <https://icstars.breezy.hr/p/ecbccdcc61a5-i-c-stars-chicago?source=program>

Scalelit <https://www.scalelit.org/programs>

LINCS Correctional & Reentry Community of Practice

- <https://lincs.ed.gov/>

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"Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Initiatives and Resources

National Restaurant Association Educational Foundation and HOPES

- https://www.illinoisrestaurants.org/page/HOPES_Program
 - Jessica Blomquist jblomquist@illinoisrestaurants.org

- Establishing Credit – First Step Alliance

- <https://www.divergecu.org/>

- Employer Partnerships

- https://secondchancebusinesscoalition.org/find-partners?production_partnerOrganization%5Bquery%5D=ill&production_partnerOrganization%5Bmenu%5D%5Blocation.state%5D=Illinois

- Jails to Jobs

- <https://jailstojobs.org/articles-by-topic/>
- <https://jailstojobs.org/second-chance-employers-network/>
- <https://nationalreentryresourcecenter.org/sites/default/files/NRRC-State-Reentry-Supports-Illinois.pdf>

Award to recognize Returning Citizens!

- <https://jailstojobs.org/citizens-awards-to-recognize-successful-ex-offenders/>
- <https://www.envoy.us/fair-chance-employers>

HR Related Resources

For companies that are just getting started

→ SHRM's Getting Talent Back to Work Toolkit offers resources to identify a diverse pool of applicants

<https://www.gettingtalentbacktowork.org/learn-more/>

→ The Dave's Killer Bread Foundation Playbook offers free video content designed for business leaders and HR professionals looking to adopt this talent philosophy <https://dkbfoundation.org/playbook-3/>

→ The National Employment Law Project has a variety of resources, publications and campaigns that focus on second chance employment through a legal lens <https://www.nelp.org/>

Implementing a Fair Chance Initiative

This toolkit contains some information that is specific to the Financial Services Industry, but most of the information is applicable to any industry

https://s27147.pcdn.co/wp-content/uploads/NELP_Fair_Chance_Toolkit.pdf

The Manufacturing Institute is working to grow the modern manufacturing workforce by promoting and educating companies about Second Chance Hiring. These videos are essential for HR Departments

<https://www.themanufacturinginstitute.org/workers/second-chance/video-resources/>

<https://www.themanufacturinginstitute.org/search/?s=second+chance+>

Talent Sourcing

Kelly 33 <https://www.kellyservices.com/global/about-us/equity-at-work/kelly-33/>

BACKGROUND CHECKS

CHECKR <https://checkr.com/blog/an-introduction-to-fair-chance-hiring>

STERLING <https://www.sterlingcheck.com/about/news-article/fair-chance-hiring-practices/>

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/conductingbackgroundinvestigations.aspx>

<https://www.businessnewsdaily.com/7638-best-background-check-services.html>

<https://www.accurate.com/blog/understanding-criminal-record-checks-for-employers/>

On-Boarding and Retention

Check-ins <https://www.15five.com/products/manager-enablement/check-ins/>

Mentoring programs <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/best-practices-second-chance-hiring.aspx>

On-demand-Pay (ODP); Early Wage Access (EWA)

<https://www.usatoday.com/story/sponsor-story/dailypay/2021/06/01/employees-less-likely-quit-when-they-can-access-their-wages-daily/7449942002/>

Resources for Job Seekers

LinkedIn Learning for Justice-Impacted Job Seekers

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://services.google.com/fh/files/misc/career-readiness-for-reentry.pdf>

<https://ollieinitiative.org/grow-with->

[google#:~:text=The%20Grow%20with%20Google%20Career%20Readiness%20for%20Reentry,spreadsheets%20to%20make%20a%20budget%20for%20your%20business.](https://ollieinitiative.org/grow-with-google#:~:text=The%20Grow%20with%20Google%20Career%20Readiness%20for%20Reentry,spreadsheets%20to%20make%20a%20budget%20for%20your%20business.)

Community Partners Scorecard

The community partnership scorecard was created by the MI (Manufacturing Institute) is designed to help employers identify high-quality partners to refer and support candidates with past convictions. While every company will have different needs and priorities, this tool provides baseline criteria to explore with prospective referral partners as companies make Second Chance hiring a more significant part of their talent strategy.

<https://www.themanufacturinginstitute.org/workers/second-chance/community-partnership-scorecard/>

Growing Home, Inc. www.growinghomeinc.org

825 West 69th Street, Englewood, Greater Grand Crossing
Chicago, Illinois, 60636

Amelia Nawn anawn@growinghomeinc.org

[\(847\) 453-4575](tel:(847)453-4575)

Metropolitan Family Services/CP4P metroeap.com/

1 North Dearborn Street, Loop
Chicago, Illinois, 60602

Merrick Neish NeishMe@metrofamily.org

[\(312\) 244-9017](tel:(312)244-9017)

Safer Foundation saferfoundation.org

571 West Jackson Boulevard, Near West Side
Chicago, Illinois, 60661

Ruby Dorsey ruby.dorsey@saferfoundation.org

[\(773\) 533-3096](tel:(773)533-3096)

RiseKit www.risekit.co/

1639 West Walnut Street, Near West Side, Near West Side
Chicago, Illinois, 60612

Matt Strauss matt@risekit.co

[\(312\) 310-7400](tel:(312)310-7400)

Defy Ventures Illinois www.defyventures.org

Chicago, Illinois,
Melissa O'Dell

Chicago CRED www.chicagocred.org/workforce-development

300 East Randolph Street, New East Side, Loop
Chicago, Illinois, 60601

Life Skills Reentry Center Roosevelt University

18 South Michigan Avenue, Loop
Chicago, Illinois, 60603

www.roosevelt.edu/colleges/arts-sciences/human-community-renewal

Brandon Glynn bglynn@roosevelt.edu

[\(312\) 281-3370](tel:(312)281-3370)

IDES ides.illinois.gov/jobs-workforce/programs/re-entry.html

33 South State Street, Loop
Chicago, Illinois, 60605

Antoinette Golden antoinette.golden@illinois.gov

[\(312\) 793-5834](tel:(312)793-5834)

Heartland Alliance www.heartlandalliance.org/heartland-alliance/

208 South LaSalle Street, Printer's Row, Loop

Chicago, Illinois, 60604

Sophia Manuel smanuel@heartlandalliance.org

[\(312\) 660-1300](tel:(312)660-1300)

Cara Collective caracollective.org/about/

237 South Desplaines Street, Near West Side

Chicago, Illinois, 60661

Sara Wasserteil swasserteil@carachicago.org

[\(312\) 628-7908](tel:(312)628-7908)

Saint Leonards/Michael Barlow Center slministries.org/employment-education/about/

2100 West Warren Boulevard, Near West Side

Chicago, Illinois, 60612

Eric Courts eric.courts@slministries.org

[\(312\) 738-1414](tel:(312)738-1414)

Thresholds Justice Program www.thresholds.org/programs-services/justice-program

4101 North Ravenswood Avenue, North Center, Lake View

Chicago, Illinois, 60613

Brent Peterson brent.peterson@thresholds.org

[\(773\) 572-5500](tel:(773)572-5500)

Westside Health Authority healthauthority.org/programs/community-reentry/

5417 West Division Street, Austin

Chicago, Illinois, 60651

Quiwana Bell qbell@healthauthority.org

[\(733\) 378-1878](tel:(733)378-1878)

Woodlawn Community Reentry Project Chicago www.woodlawncommunityreentryprojectchicago.com/

6200 South Drexel Avenue, Woodlawn

Chicago, Illinois, 60637

[\(773\) 301-0291](tel:(773)301-0291)

ggaither@illinoisalumni.org

Transforming Reentry Services transformingreentry.org/about-us/

10 West 35th Street, Bronzeville, Douglas

Chicago, Illinois, 60616

[\(312\) 328-9610](tel:(312)328-9610)

info@transformingreentry.org

Teamwork Englewood www.teamworkenglewood.org/

815 West 63rd Street, Englewood

Chicago, Illinois, 60636

[\(773\) 488-6600](tel:(773)488-6600)

info@teamworkenglewood.org

TASC www.tasc.org/tascweb/our_work.aspx#Caring

700 South Clinton Street, Near West Side

Chicago, Illinois, 60607

TASC works to reduce the number of people in the justice system by offering a variety of

Amber Bridgman abridgman@tasc.org

[\(312\) 787-0208](tel:(312)787-0208)

Breakthrough Employment Center (Economic Opportunity Center Program)

3330 West Carroll Avenue, East Garfield Park

Chicago, Illinois, 60624

breakthrough.org/programs/economic-opportunity-center/

Wilonda Cannon wcannon@breakthrough.org

[\(773\) 346-1745](tel:(773)346-1745)

Greater West Town Community Development Project

500 North Sacramento Boulevard, East Garfield Park

Chicago, Illinois, 60612

gwtp.org/

Rebecca Salkeld rsalkeld@gwtp.edu

[\(312\) 563-9570 x281](tel:(312)563-9570x281)

Cabrini Green Legal Aid

<https://www.cgla.net/>

Lutheran Social Services of Illinois Prison and Family Ministry

1001 East Touhy Avenue

Des Plaines, Illinois, 60018

www.lssi.org/about.php

Barb Hailey

[\(618\) 997-9196 ext. 821](tel:(618)997-9196ext.821)

Lessie Bates Davis Neighborhood House Inc. lessiebatesdavis.org/

1200 North 13th Street

East Saint Louis, Illinois, 62205

Lisa Graves lgraves@lbdnh.org

[\(618\) 874-0777](tel:(618)874-0777)