



# Employing the Formerly Incarcerated: The Fedcap Model

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on Criminal Records and Employment

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## Fedcap

- ❑ 75-year-old nonprofit
- ❑ Mission: to create opportunities for people with barriers to move toward economic independence as valued and contributing members of society
- ❑ Workforce Development
- ❑ Economic Development
- ❑ People, Jobs, Communities, Businesses



## Fedcap

- Workforce Development
  - Evaluation, education, vocational training, career counseling
  - Job placement, post-employment support
- Economic Development
  - Unique business model supports 1,500 jobs across Northeast
  - Four core businesses, \$90M revenue





## Fedcap helps people break through barriers to employment

- Barriers can be, for example:
  - Physical and mental-health issues
  - Educational gaps
  - Conviction histories



We tell individuals who have a conviction history:

- Be honest
- Just the facts – and know your rights
- Accentuate the Positive:
  - Focus on what you've done since then – school, work, accomplishments



## Direct job placements

- About half the trainees we place go to work directly for other employers
  - Half come to work in one of our managed-services businesses
- “Barriers to Employment” collectively





## Fedcap Socially Responsible Outsourcing™

- “Client Workers” employed by us, on managed-services contracts
- Bridges employer fears
- Spreads and manages perceived risk



211 West 14th Street New York, NY 10011 - 212-727-4211

**EMPLOYMENT APPLICATION**

Date: \_\_\_\_\_ I understand that this application remains current for only 6 months. At the conclusion of that time, if I have not heard from Fedcap and still wish to be considered for employment, it will be necessary to reapply by completing a new application.

Fedap Rehabilitation Services, Inc. provides vocational rehabilitation, training and, in many instances employment to individuals with disabilities or who have other barriers to employment. In accordance with Federal, State, and local laws, Fedcap recruits, hires, trains and promotes persons in all job classifications without regard to race, color, religion, gender, national origin, disability, citizenship status, sexual orientation, marital status, domestic partnership, age or status as a disabled veteran or veteran of the Vietnam era.

**GENERAL INFORMATION**

Social Security #:	Salary Requirements:	Indicate the position for which you are applying:	
Name:	Street Address:		
City:	State:	Zipcode:	Telephone #: Alternate #:

Do you have a legal right to work in the United States and can you provide necessary documents?  Yes  No (If an offer of employment is made, proof of your right to work in the U.S. will be required on your first day of employment). Are you at least 18 years of age?  Yes  No

Have you ever pled " guilty " or "no contest" to, or been convicted of a crime?  Yes  No If yes, please provide date(s) and details. (Answering YES to this question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.)

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## Managing workers with conviction histories

- ❑ Much like managing any other individuals, with or without barriers
- ❑ No higher incidence of criminal behavior or workplace violence
- ❑ Job match is key



## Case Study: Fedcap Client Worker A

- ❑ Murder conviction at 19
- ❑ 25 years' incarceration
- ❑ Good behavior and early release, no other convictions
- ❑ To many employers, training and work in prison wasn't sufficient experience
- ❑ 1-year anniversary with Fedcap last month



## Case Study: Fedcap Client Worker B

- History of substance abuse as youth
- Imprisoned at age 17 for seven years
- 2001: Completed Fedcap training, hired as custodian
- 2009: Supervisor
- 2011: Manager – and mentor – for 23-person team