

Missouri Department Of Corrections Talks Employment of Returning Citizens



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Incarcerated Individuals

As of March, 2022

▶ 23,293 Total

▶ 21,168 Males

▶ 2,125 Females

Approximate Number of Releases Annually

19,000

Supervised Individuals

As of March, 2022

- ▶ 49,294 Total
- ▶ 34,000 on Probation
- ▶ 15,294 on Parole

For Comparison- Missouri Counties by population 2020

20	Taney County	55,563
21	Johnson County	53,948
22	Pulaski County	52,359
23	Camden County	45,823
24	Callaway County	44,944
25	Phelps County	44,587

Missouri Unemployment Rate (As of February 2022)



3.7%

Barriers to Employment Stigmas

(What employers may think)

- ❖ **No Specific training** – Open to learning
- ❖ **Not sure what they are good at**- they are an empty page
- ❖ **Self- sabotage**- They believe they are going to fail so they get it out of the way, lack of confidence. What happens if they feel believed in? Think Tinkerbell.
- ❖ **Lack Soft Skills** – Often opposite- appreciative of opportunities
- ❖ **No Resume/Cover Letter**- due to lack of resources or knowledge
- ❖ **Online Applications**- No access to internet
- ❖ **Poor Interviews**- Don't believe anyone will hire them, know they will be asked about charges and have to talk about one of the worst day/s of their lives- trauma echoes?
- ❖ **Probation and Parole Visits**- P&P understands the importance of employment and will work to minimize impact of meetings with clients; and may work to meet at work place or in community if possible.

Barriers for Justice Involved

- ❖ Housing
- ❖ Transportation
- ❖ Court stipulated programming
- ❖ Child Care

Interviewing Justice Involved Individuals: Things to keep in mind

- ▶ The Department of Corrections encourages Individuals to be transparent regarding their criminal histories.
- ▶ Know your background process-
 - ▶ Justice Involved Individuals could be hired on after the interview, only to have a job offer rescinded due to the background check even if they were up front during the interview. This is not usual, but may set back a motivated individual.
- ▶ I would encourage employers to keep an open mind- Justice Involved Individuals are more than the crimes they committed. Don't forget about them as a person, skills as a person, and not focus on the charge.
- ▶ When asking about the situations of the charges/background, try to remember for most Justice Involved Individuals, you are asking about one of the worst days of their lives.

DOC Employment Process while incarcerated

❖ **Mainline institution**

- ❖ Determine career interest
- ❖ Develop career plan - long term goals, identify barriers , referrals
- ❖ Ensure offender has source documents

❖ **On Going Efforts During Incarceration**

- ❖ Education, Building Soft Skills, Treatment, Programming , MVE jobs
- ❖ 21 Career and Tech opportunities!

DOC Employment process throughout incarceration

❖ 12 months Prior to Release

- ❖ Revisit Career Plan, review ORAS/Case plan, make referrals (Reentry Center)
- ❖ Reentry Center- A designated area inside prison that will help with release efforts.

❖ 6 months Prior to Release

- ❖ Resume building, mock interviews, job searching, job interviews
- ❖ Continue to obtain source documents

Work Opportunity Tax Credit

A Business Guide To
**WORK
OPPORTUNITY
TAX CREDIT**



*Obtain tax credits for your company by hiring
qualified individuals with barriers to employment.*

Missouri Division of Workforce Development

Time-sensitive Forms Enclosed

Federal Bonding Program



Success Occurs where Opportunity Meets Determination



Community Plays a Role in Reentry

- ▶ The Community expects those released into society to integrate positively into the community and become productive members.
- ▶ How do Justice Involved Individuals accomplish this if there are no opportunities to engage in the community as law abiding citizens IE employment?
- ▶ Employers need workforce- Justice Involved Individuals need the opportunity.



One of the main predictors for not returning to prison is...

Employment!

How does an employer engage with DOC?

Call or Email

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