

CEO BREAKS DOWN BARRIERS TO EMPLOYMENT

Newly released formerly incarcerated people list finding a job as their number one priority. Yet limited skills, lack of work references, and discrimination make it hard to get working

THE BARRIERS

Formerly incarcerated people face huge barriers to employment.

- About 70% do not have a high school diploma.
- Most have few work skills, limited work experience and no references.
- Formerly incarcerated people are competing for entry level jobs in a challenging job market.

Many jobseekers are hit twice with discrimination

- Surveys find employers are much more reluctant to hire people with records than they are any other disadvantaged group, such as welfare recipients.
- Nearly 1/2 of all formerly incarcerated people are African-American, nearly 1/5 are Latino or Asian, and studies find that African-American men are the least likely job applicants to receive offers.

THE SOLUTION

Not surprisingly, up to 60% of formerly incarcerated people are still unemployed one year after hiring formerly incarcerated people for transitional work.

- CEO offers short-term, paid employment at structured, supervised worksites.
- CEO's participants gain work experience and learn basic job skills while earning a paycheck, under the guidance of CEO supervisors and job coaches.
- CEO provides the first work reference for people who have recently been released from prison, a crucial step for entering the workforce.

BREAKING THE BARRIER

CEO acts as an intermediary between job-seekers with criminal convictions and employers.

- CEO helps clients develop an employment plan that matches their skills with current job openings.
- When clients are ready to enter the full-time, private sector workforce, CEO makes the introduction to employers for them.
- Employers are willing to lower their barriers and hire CEO workers because:
 - They have a work reference through CEO's transitional work program.
 - CEO's job development staff gets to know the job seekers and properly match them to the employers' needs.
- Even after placement, CEO job coaches continue to provide support, counseling, and workplace mediation to employers and clients.

WITHIN 3 MONTHS,  OVER 60%
of ceo participants returning from state prison who work with us to find a job -
ARE PLACED IN STABLE, FULL-TIME WORK