



NECA
San Diego
Sep 28 – Oct 1
2024

THE ROI OF RETURNING CITIZENS: THE BENEFITS OF INCLUDING EX-OFFENDERS IN RECRUITMENT

Terrance Freeman & Jeremy Davis
of Miller Electric Company


Tuesday
October 1, 2024
8:00 am - 8:50 am

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This session is eligible for 1 Continuing Education Hour.

For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session



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Learning Objectives

- Our Growth in 10 Years
- Diversifying our Talent Base
- Hiring Returning Citizens

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What is a Returning Citizen?

- 'Returning citizen' meaning
- High risk and can have long-term consequences
- Risk In criminology defined

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Department of Justice Stats:

- Over 10,000 ex-prisoners are released from America's state and federal prisons every week.
- More than 650,000 ex-offenders are released from prison every year
- Studies show that approximately two-thirds will likely be rearrested within three years of release

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The Case for Hiring

- Stable employment reduces the chance a Returning Citizen will return to jail
- Humane and offers benefits for communities and businesses alike.
- No more of a risk of job turnover than employees without a criminal record

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The Case for Hiring

- Reduces recidivism and the burden on taxpayers
- Addresses many talent shortages in the current labor market
- Offers a second chance to people who have made mistakes.

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According to the [National Electrical Contractors Association](#), nearly 30% of union electricians are near retirement. In construction, more than 1 in 5 workers are 55 or older.



Skilled Trades Labor Shortage: Workforce Aging as Fewer Recruits Enter Trades

NEWS PROVIDED BY
PeopleReady
Jul 19, 2022, 13:00 ET

New PeopleReady Skilled Trades analysis highlights worker scarcity in the skilled trades and identifies top jobs open today

TACOMA, Wash., July 19, 2022 /PRNewswire/ -- The skilled trades industry is proving to be one of the hardest hit by worker scarcity. According to a new analysis by PeopleReady Skilled Trades, a specialized division of staffing giant PeopleReady, the COVID-19 pandemic resulted in a skilled labor shortage that companies are still struggling with today. In the period from March 2020 to December 2021, four million jobs were open in key skilled trades industries like construction—more than double the amount of vacancies pre-pandemic.

Based on PeopleReady Skilled Trades' analysis of thousands of currently open positions within the skilled trades industry, jobs with the



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Demand for Electricians is Increasing:

11.3%

Electrician Job Growth
From 2022 to 2029

+

9.7%

Residential and Light
Commercial Sectors

=

21%

Electrician Job Growth
From 2022 to 2029

EV Charging, Battery
Storage & Renewable
Energy Integration

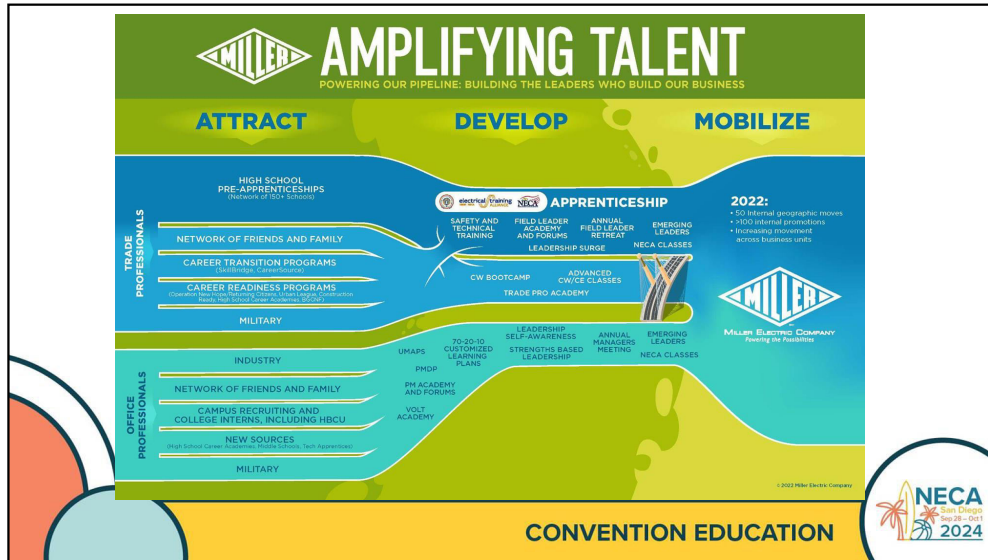
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In Short, Our work is **increasing** and our workforce is **decreasing**

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Service to the public

By providing work opportunities, you can help ex-offenders become tax-paying citizens who contribute to the community and give them a chance to share in the American dream.

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Skilled Employees

- Most ex-offenders have completed programs designed to help them develop the skills needed to achieve success in the "world of work."
- Many have had employment and training in Federal Prison Industries and/or in vocational and occupational training programs.
- Some have valuable skills and can fill jobs for which skilled workers are hard to find.

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Business Incentives

- Federal Bonding Program
- Federal Prison Industries (UNICOR) Bonding
- Work Opportunity Tax Credit

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Federal Bonding Program

- Designed to reimburse the employer for any loss due to employee theft of money or property.
- Covers any type of stealing as long as the employee intends to cause the employer a loss and personally gain from his or her actions.
- DOES NOT cover 'liability' due to poor workmanship, job injuries, work accidents, etc.

<https://bonds4jobs.com/resources>

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What is the UNICOR Bonding Program?

- UNICOR is the trade name of Federal Prison Industries (FPI), whose mission is to protect society and reduce crime by preparing inmates for successful reentry through job training.
- The UNICOR Bonding Program provides a \$5,000 "fidelity bond" as insurance to employers that hire former federal inmates who were employed by UNICOR at least six months during their incarceration.
- These non-transferrable bonds are issued at no cost to employers as a job placement incentive.

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Work Opportunity Tax Credit

- The WOTC is a federal tax credit available to employers.
- Employers may meet their business needs and claim a tax credit if they hire an individual who is in a WOTC targeted group.
- The credit available ranges from \$2,400 up to \$9,600
- Generally, the credit is 40% of qualified first-year wages for individuals who work 400+ hours in their first year of employment.

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Why Take a chance on a Returning Citizen?

- Community Benefits- A tax paying gainfully Employed person is more valuable to a community than an inmate who requires public funds for care.
- Skilled Employees- Many Correctional Institutions provide job skill training
- Business Incentives- Work Opportunity Tax Credit, Federal Bonding, UNICOR Bonding

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OPERATION NEW HOPE

*Rebuilding Lives.
Restoring Communities.
Renewing Hope.*

Q&A

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Let's Continue the Conversation...



Terrance Freeman



Jeremy Davis

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Please complete the Online Evaluation



<https://www.surveymonkey.com/r/NECA2024SanDiegoConvention>

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