# TIPS FOR HIRING PEOPLE WITH CRIMINAL BACKGROUNDS

According to Laureen Asseo, CEO of **Fresh n'Lean** in an interview with *Fast Company*:

- **"Pay attention during the hiring stage**...I'm always looking for evidence of things they've done to turn themselves around. For example, have they gone to counseling or volunteered?"
- "I also **pay attention to how they interact with others** before and after the interview. Do they cooperate well? Are they friendly, or do they have the potential to cause confrontation?"
- "Lastly, it's essential to **offer support.** If you want them to be loyal employees, you have to be willing to do the work to help them develop and succeed in their role."

## Working on the Inside — Succeeding on the Outside

The National Correctional Industries Association (NCIA) is an international nonprofit professional association whose members represent federal, state, county and international Correctional Industry agencies, as well as suppliers and partners in apprenticeship and work programs. Correctional Industries practitioners at all levels use NCIA's wide array of professional development opportunities to network and improve their work programs to better prepare incarcerated individuals for post-release employment.

NATIONAL CORRECTIONAL INDUSTRIES ASSOCIATION

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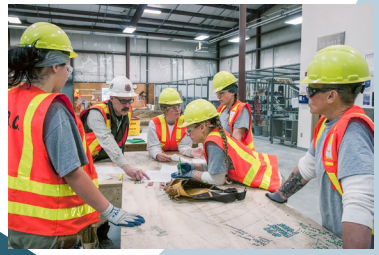
# EMPLOYER SUCCESS STORIES



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# Employer Success Stories

"As an employer of hundreds of people, we are always looking for quality employees. Correctional Industries opened up a segment of the workforce that meets our needs. CALPIA's AutoCAD program trains top-notch employees who are now part of our team."

- **Mark Stacy**, President of Channel Partners, **Infinity Energy**

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"One thing that's true at Hickman's in terms of success stories, is if you go to any of our farms and select one person out of our upper management, I would say there's a 90 percent chance that person also had an ADC number at one point.

"So that's huge. You know our people come out and they get to see, first hand, that there's an opportunity for growth there's an opportunity to be successful and actually transition successfully into society. I don't think it gets any better than that!"

- **Aaron Cheatham**, Reentry and Transition Manager, **Hickman's Family Farm**

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"Mr. Blair is a great example of why we continue to work with Correctional Industries in our hiring. We are proud to tell our story and share how this program positively impacts lives and gives people a second chance."

- **Doug Van Nest**, VP of Manufacturing, **CPG**

"I can't say enough good things about the people we work with day in and day out on our team. These guys work hard they are really hungry to learn new skills.

"As I get a chance to talk with all of them, I see that they are extremely motivated."

- **Jay Bouche**, Director of Marketing, **Trapp Technology**

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"When Chris Schuhmacher came to us with the computer coding experience he learned through the California Prison Industry Authority and The Last Mile, we knew he would be an incredible asset to our team. He is now a Software Engineer who is extremely talented and dedicated to helping our global entertainment media brand flourish with fan passion."

- **Jon-Paul Ales Barnicoat**, Vice President of Global Talent, **Fandom**

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"Everybody goes in a little nervous, thinking 'What am I doing? Should I give them a chance?'

"We don't know what they did to get them where they were, but they paid their dues. They're past that and for them to be able to continue on that right path, they need to be given these chances. And, ultimately at the end, it's worth it all."

- **Monica Marquez**, Human Resources Manager, **American West Pallets**

"It means everything to have a job when you're in these situations. It's not just about the work. Vigor helps create a positive lifestyle with a new group of friends and a built-in support system. It helps the company but it also creates a better human in the world."

- **Andy Showen**, a Craft Director, **Vigor**

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"Every day I can walk the halls of Televerde and see women, like myself, who started their career on the inside and have gone on to be very successful. And to know that what I'm doing every single day is a part of that.

"But more importantly, it's a positive impact on the company and on the community. Of the 2,000 women that Televerde has employed over the years, we boast that we have had a 6.1% recidivism rate for our employees."

- **Michelle Cirocco**, Chief Social Responsibility Officer, **Televerde**

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## Focus on Relevant Experience

CI workers' experience mirrors private-sector business environments with an application/hiring process, a regular work schedule, performance evaluations, incentives and pay increases.