ALL DRESSED UP & SOMEPLACE TO GO:
Preparing the Reentry Population for Career Pathways
WHAT KIND OF BARRIERS DO YOU HAVE WHEN APPLYING FOR A NEW JOB?
• Lack of education/training
• Poor soft skills
• Lack of affordable child care
• Lack of transportation
• Poor job search/interview skills
• Persistent mental health issues
• Faulty thinking
• Continued gang relations
• Domestic violence
• Drug use
• Lack of positive role models
• Friends/familial ties still active in criminal behavior
• Homelessness
• Fear of environment
• Violent living situations
• Trauma history
• Difficulty obtaining vital documents
• Unreliable addresses- rooming houses
• “convicted felon” label
• employment discrimination
• Back due bills (child support, DMV, credit cards, etc.)
• New hiring practices
• Technology advances
• Food insecurity
## MEET SOME OF MY PARTICIPANTS…

<table>
<thead>
<tr>
<th>Ryan Howard</th>
<th>Toby Flenderson</th>
<th>Kelly Kapoor</th>
</tr>
</thead>
<tbody>
<tr>
<td>23 years old</td>
<td>37 years old</td>
<td>32 years old</td>
</tr>
<tr>
<td>Mixed race</td>
<td>African American</td>
<td>African American</td>
</tr>
<tr>
<td>Felony fraud/weapons/drug charge</td>
<td>Lack of family support</td>
<td>Transgender</td>
</tr>
<tr>
<td>Incarcerated on &amp; off for 5 years-total time of incarceration= 4 yrs</td>
<td>Homeless</td>
<td>Prostitution charge</td>
</tr>
<tr>
<td>High School diploma</td>
<td>Obtained GED while incarcerated</td>
<td>Homeless/in shelter</td>
</tr>
<tr>
<td>Drivers license</td>
<td>Lack of transportation</td>
<td>Lack of family support</td>
</tr>
<tr>
<td>Family support</td>
<td>Substance abuse history</td>
<td>Lack of transportation</td>
</tr>
<tr>
<td>Stable housing</td>
<td></td>
<td>Lack of work history</td>
</tr>
<tr>
<td>Took advantage of certifications made available to him through MCF</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WHERE ARE THEY NOW?

Ryan Howard
Working for the local carpenters union
5 year apprenticeship program
Earning $16/hr at 40 hours/week

Toby Flenderson
Incarcerated on 2nd degree assault charges

Kelly Kapoor
Unemployed but has had 2 jobs recently
Let go from most recent job for “poor credit history"
Housing complications
WHAT KIND OF SERVICES DID WE USE TO HELP RYAN, TOBY, & KELLY?

- **Trainings:**
  - Ryan benefitted from several different construction related trainings in the area.
  - Toby completed a 270 hour Landscape Technician training through Renewal Services Rochester.
  - Kelly completed a nationally recognized customer service training.

- **Transportation:**
  - Ryan received transportation to union interview/info session.
  - Toby received monthly bus passes from PathStone to attend necessary training classes as well as rides to and from necessary appointments when RTS was unavailable.
  - Kelly received bus passes and rides to several different interviews, housing opportunities, etc.

- **Housing:**
  - Toby needed assistance navigating the DHS housing process. PathStone advocated for Toby when necessary w/ landlord.
  - Kelly needed help getting into a shelter and navigating the DHS housing process. Kelly also needed advocacy with her new landlord.

- **Other misc. resources**
  - Ryan was connected to local carpenters union through PathStone partnership.
WHY WOULD EMPLOYERS PARTNER WITH PATHSTONE?

• 1) We’re awesome.
• 2)
• 3) INCENTIVES

<table>
<thead>
<tr>
<th>Partnering with Pathstone</th>
<th>Traditional Recruitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>No cost to employer</td>
<td>$$ for each job posting</td>
</tr>
<tr>
<td>Manageable # of applicants</td>
<td>Overwhelming # of applicants</td>
</tr>
<tr>
<td>Hand-picked candidates</td>
<td>No hand-picked candidates</td>
</tr>
<tr>
<td>One call to us to arrange interviews</td>
<td>Several call to candidates to arrange interviews</td>
</tr>
<tr>
<td>Guaranteed pre-employment training</td>
<td>No pre-employment training offered</td>
</tr>
<tr>
<td>Responsive staff to meet your hiring needs ASAP</td>
<td>No external hiring support</td>
</tr>
<tr>
<td>Custom-designed options for On-the-Job Training and work experience</td>
<td>On your own for job training</td>
</tr>
<tr>
<td>Post-hire follow up to ensure good fit</td>
<td>Hiring follow up is on your own</td>
</tr>
</tbody>
</table>
EMPLOYER INCENTIVES FOR HIRING INDIVIDUALS WITH A CRIMINAL HISTORY

• Federal Bond Program
  • The FBP protects the employer against losses caused by the fraudulent or dishonest acts of the bonded employee. Employers receive the FBP bonds free-of-charge as an incentive to hire these applicants.
  • www.bonds4jobs.com

• Work Opportunity Tax Credit
  • The WOTC is a federal tax credit available to employers for hiring individuals from certain targeted groups (including ex-felons) who have consistently faced significant barriers to employment.
  • www.doleta.gov/business/incentives/opptax
RESOURCES THAT WE USE REGULARLY WITH OUR CLIENTS

• Housing
  • DHS
  • COC! – rapid rehousing
    • Most commonly VOA reentry rapid rehousing (released from incarceration w/in last year, living in shelter/street homeless), & CFY rapid rehousing for youth in transition.

• Food
  • DHS
  • CSBG food grant- July- Sept
  • FoodLink
  • Local church drives

• Clothes
  • Dress for Success
  • Working Wardrobe
  • Asbury Store House
  • Donations

• Legal
  • Legal Aid Society
  • LAWNY (legal assistance of WNY)
CURRENT PATHSTONE REENTRY PROGRAMS

• Employment Focused Services
  • 18+
  • Resides in Monroe, Ontario, or Orleans Co.
  • Unemployed
  • On probation or referred by a specialty court

• Young Adult Reentry
  • 18-24 years old
  • Resides in the City of Rochester
  • Documentable brush with the law

• Step Up Program
  • 18-24 years old
  • Resides in Monroe Co.
  • Considered at risk*

* determined by program staff based on funding source guidelines

ALL PROGRAMS LOCATED AT
189 N. WATER ST. ROCHESTER, NY 14604
• Emily Sorenson
Esorenson@pathstone.org
(585) 802.5190
189 N. Water St. Ste. 300
Rochester, NY 14604