



# 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?

# IMAGINE HAVING ALL OF THOSE PLUS...

- 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...

## Ryan Howard

23 years old  
Mixed race  
Felony fraud/weapons/drug charge  
Incarcerated on & off for 5 years-  
total time of incarceration= 4 yrs  
High School diploma  
Drivers license  
Family support  
Stable housing  
Took advantage of certifications  
made available to him through MCF

## Toby Flenderson

37 years old  
African American  
Lack of family support  
Homeless  
Obtained GED while incarcerated  
Lack of transportation  
Substance abuse history

## Kelly Kapoor

32 years old  
African American  
Transgender  
Prostitution charge  
Homeless/in shelter  
Lack of family support  
Lack of transportation  
Lack of work history

# 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 2<sup>nd</sup> 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

Partnering with Pathstone	Traditional Recruitment
No cost to employer	\$\$ for each job posting
Manageable # of applicants	Overwhelming # of applicants
Hand-picked candidates	No hand-picked candidates
One call to us to arrange interviews	Several call to candidates to arrange interviews
Guaranteed pre-employment training	No pre-employment training offered
Responsive staff to meet your hiring needs ASAP	No external hiring support
Custom-designed options for On-the-Job Training and work experience	On your own for job training
Post-hire follow up to ensure good fit	Hiring follow up is on your own

# 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](http://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](http://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**

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