



CSOSA

HIRE ONE



A CALL TO ACTION

OPENING DOORS TO A SECOND CHANCE

Removing Barriers and Cultivating
Job Opportunities for Returning Citizens

MESSAGE FROM THE DIRECTOR



We at CSOSA are focused every day on creating opportunities for returning citizens to succeed and keeping our community safe. Jobs are a pillar of any re-entry strategy. And yet currently about half of the employable people under our supervision do not have steady work.

We as a community must do better at offering people opportunities to rebuild lives.

CSOSA is the federal agency that supervises people on probation, parole and supervised release in the District of Columbia. We have first-hand knowledge and experience with this often overlooked source of talent. We can assure you that they are ready to help fill your needs in the labor market. We've got a long track record in helping companies find the right match for jobs.

Now we're asking you to join these companies in partnering with us. We can help you find skilled and motivated people who will reward your business with hard work and loyalty. You, in turn, will be helping the people we supervise achieve financial independence. And you'll be helping to make the District of Columbia a safer place for all who live and work here.

If you Hire One referral from CSOSA, we know that you will come back to us for more.

Richard S. Tischner

Richard S. Tischner, Director
Court Services and Offender Supervision Agency (CSOSA)

On any given day, CSOSA supervises more than 9,000 people. This includes more than 7,000 who reside in the District of Columbia – about one in every 76 residents.

We're the federal agency that helps them re-establish themselves in our nation's capital. We supervise, counsel, train, and prepare them for the workforce.

We believe in the capacity of men and women to change. That is why we strive to create an environment that is conducive to success. We work closely with community organizations, local and federal criminal justice agencies, the District of Columbia government, the faith community, and individual citizens to promote successful reintegration as well as public safety.

We are committed to the public safety of every citizen in the District of Columbia. The majority of the people we supervise are making efforts to re-establish themselves and contribute to our community; those who don't succeed are held accountable.

We have our own experience in hiring returning citizens at CSOSA. In fact, we're launching a program to provide temporary jobs, training, and mentorship to individuals who will then be able to draw upon their experience working with us as they seek longer-term career opportunities.

TALENTED, MOTIVATED, AND READY TO WORK

You've got jobs and opportunities. We've got men and women who are eager to work. Let's team up to fill your employment needs and give people with records a chance. Just tell us what you need and we will help you find a match. No matter the industry – construction, leisure and hospitality, office work, service, etc. – we can provide referrals and examples of success.

DID YOU KNOW THAT ONE IN THREE ADULTS – 70 MILLION AMERICANS – HAS A CRIMINAL RECORD, OFTEN FOR MINOR OFFENSES THAT OCCURRED LONG AGO?

Across the United States, nearly 700,000 people return from incarceration each year, including about 1,700 who are placed under the supervision of CSOSA. Research and experience show that employment is the key factor in reducing recidivism and turning lives around. Studies show that companies benefit by giving people another chance.

People re-entering society have goals of rebuilding their lives, reconnecting with their families, and re-establishing themselves in the community. They are eager to prove themselves to their employers, their families, and their supervision agency. In the end, they have more on the line and more to lose than the average person. With this in mind, they approach employers who give them an opportunity with gratitude – and more importantly, hard and reliable work.

Studies have found that employees with records are more productive, have less turnover, and have been promoted faster than those without records.

With support from the federal and District of Columbia governments and trade groups – including the Society for Human Resource Management - the stigma associated with hiring people with records is finally beginning to fade. More and more businesses are realizing that hiring CSOSA clients is good for business, the economy, and the District of Columbia.



"I can assure you that if you invest in them and you take the time to just give a little empathy - not sympathy, empathy - they will build on that. They're going to build trust, you're going to build trust ... The consequences are real, they're life changing."

*- Stacy Smith, General Manager
Hyatt Place – National Mall*



Hiring our ready-to-work clients can support your business and positively impact your bottom line. Tell us what you need and we can share the various skillsets our qualified candidates possess. We supervise people with a wide variety of experience and skills, including college-educated candidates and others with experience in fields such as information technology, customer service, transportation, hospitality, retail, janitorial/facilities, culinary arts, and construction. Many have certifications in various fields, often after months of training.

Maintaining stable employment is a requirement for many CSOSA clients. Ensuring our clients have the training, resources and support they need to be successful at work is one of our top priorities. Much of this training takes place at our Community Engagement and Achievement Centers (CEAC). CSOSA has four strategically placed CEACs throughout the District of Columbia that offer life skills, individual support, mentoring, educational training, professional development, computer education and employment services. You can count on our experienced team of vocational development specialists to tailor training to meet your needs.

By hiring CSOSA clients, businesses are able to add layers of accountability, support and intervention that are not available with traditional employees. Hiring anyone carries some risk, whether or not they have a criminal record. At CSOSA, we evaluate risks on a daily basis. We can help you select the right employee for your needs and provide expert guidance on how to interpret criminal records so that you are considering the entire individual.

And there's more: Once you **Hire One** of our referrals, be assured that we will continue to offer post-employment services to make sure the new employee is a success. We are here to help.

“Even some of the smartest people did something, wrong place, wrong time, had a hard break, bad time, anything. They can work. Anything is possible - especially when you give someone a second chance ... They are highly motivated, work hard, have a lot of pride, and they all want to win.”

- Jermaine Langley, Production Manager, D.C. Central Kitchen



OTHER BENEFITS OF HIRING CSOSA REFERRALS

Join a growing national movement and make an impact in the nation's capital. The labor market in the Washington, D.C. metropolitan area is one of the most diverse and competitive in the nation and yet many companies don't take advantage of the full applicant pool. They too often overlook competent, capable candidates.

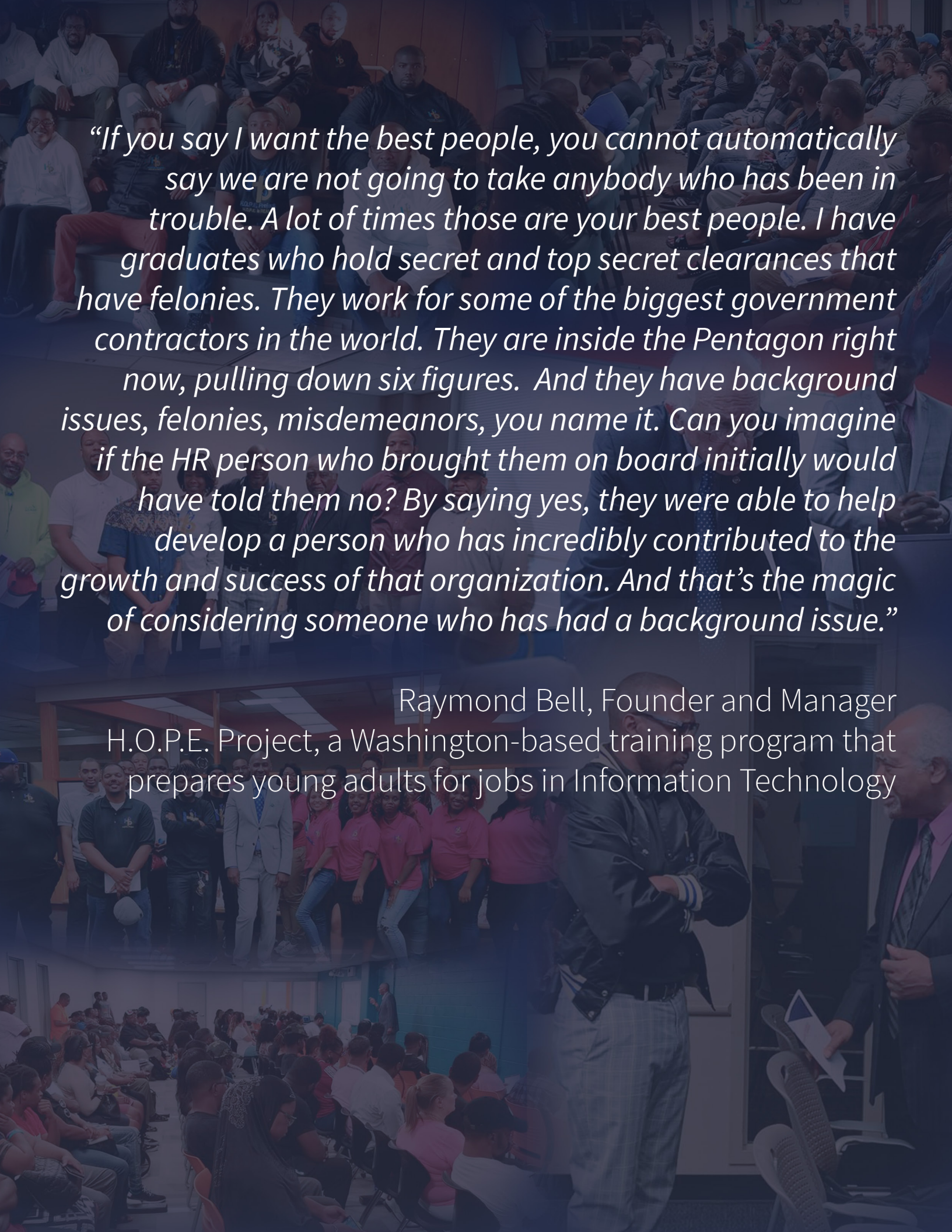
Choosing to **Hire One** puts you in the ranks with major worldwide and local employers that have hired many of our clients, including the District of Columbia government, Miller & Long Concrete Construction, Spin, D.C. Central Kitchen, Hyatt, Walmart, Target, Giant Foods, Inc., Safeway, Starbucks, and UPS – just to name a few. Making this choice offers your business an opportunity to show support for highly regarded and supported criminal justice reforms, while highlighting nondiscriminatory hiring practices.

The federal government recognizes these opportunities, too. People with criminal records are eligible to compete for the vast majority of federal jobs. The U.S. Office of Personnel Management (OPM) is promoting second chance efforts and developed a [“Federal Hiring Mythbusters” one-pager](#) that explains the facts with regard to the policy.

Your business can receive substantial tax credits by giving people with records a second chance. The Work Opportunity Tax Credit (WOTC) is a program sponsored by the U.S. Department of Labor encouraging businesses to hire targeted groups of people experiencing employment barriers. People with records are among those targeted and there is no limit to the number of qualifying tax credits that a business can claim.

Just as CSOSA has a responsibility to protect public safety, we recognize that you have a responsibility to protect your businesses and assets. Increased risk of loss is often a concern created by the stigmas surrounding justice-involved individuals. To help address this concern, the U.S. Department of Labor established the Federal Bonding Program to support people with arrest or conviction records returning to the community by offering employers who hire them with free fidelity bonds funded by the federal government. The bonds can be applied to any job (full or part time including those hired by temp agencies).





“If you say I want the best people, you cannot automatically say we are not going to take anybody who has been in trouble. A lot of times those are your best people. I have graduates who hold secret and top secret clearances that have felonies. They work for some of the biggest government contractors in the world. They are inside the Pentagon right now, pulling down six figures. And they have background issues, felonies, misdemeanors, you name it. Can you imagine if the HR person who brought them on board initially would have told them no? By saying yes, they were able to help develop a person who has incredibly contributed to the growth and success of that organization. And that’s the magic of considering someone who has had a background issue.”

Raymond Bell, Founder and Manager
H.O.P.E. Project, a Washington-based training program that
prepares young adults for jobs in Information Technology

HIRE ONE

Open Door To A Second Chance

Motivated workers with training and skills.

COMMUNITY
ACCOUNTABILITY
& JUSTICE



BECOME ONE OF OUR VALUED PARTNERS

CSOSA's reentry process begins before our clients return home. We organize onsite visits to U.S. Bureau of Prisons facilities and hold quarterly video conferences with incarcerated people to provide resources and answer questions. We work with the Bureau of Prisons to prepare people for coming back to the community.

CSOSA's community-based approach to supervision reinforces the value and importance of partnerships throughout the reentry process. Maintaining and developing partnerships enables us to connect our clients directly to the resources they need. Our partners include other federal government agencies, the District of Columbia government, colleges and universities, businesses, community-based organizations and non-profits. We work closely with the District of Columbia's Department of Employment Services and its training programs, such as Pathways for Young Adults and Project Empowerment, that provide a head start into the workforce. We also work closely with the D.C. Office of Neighborhood Safety and Engagement and the Mayor's Office on Returning Citizen Affairs, as well as other D.C. agencies.



"We've continued to go back to CSOSA because they've given us good employees ... We've been getting guys that are motivated, that have a lot of energy, that really want to bring something to the company. They come to work every day and they are willing to learn. Those are the guys that come from CSOSA."

- Kenneth Glover, HR Specialist, Miller & Long

Engaging our partners allows us to expand the success of our clients and ensure that we meet the needs of the business community. By committing to **Hire One** of our clients, you will become one of our valued partners and a member of a supportive network all working to ensure the success of people returning to the community. We are YOUR partner in this.

We're here to help you take the first step in our **Hire One** campaign. As you consider your employment needs, please make a commitment to joining us to diversify the workforce, rebuild lives and promote public safety. We're glad to meet and get you started at finding a match.

For more information, please contact:

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"For us, the benefits are numerous. Not only do we get people who are trained and motivated and coming at this with the right intentions for the job, we get people who know the community very well. We're a business that serves the community, that has to be connected with the community, and that works with transportation in the neighborhoods. We need to have a team that really knows the nooks and crannies and the nuances of D.C. and that's what we've found through our partnership."

*- Dan Winston,
Regional General Manager,
SPIN SCOOTER*

