



# *Reentering the Workforce*

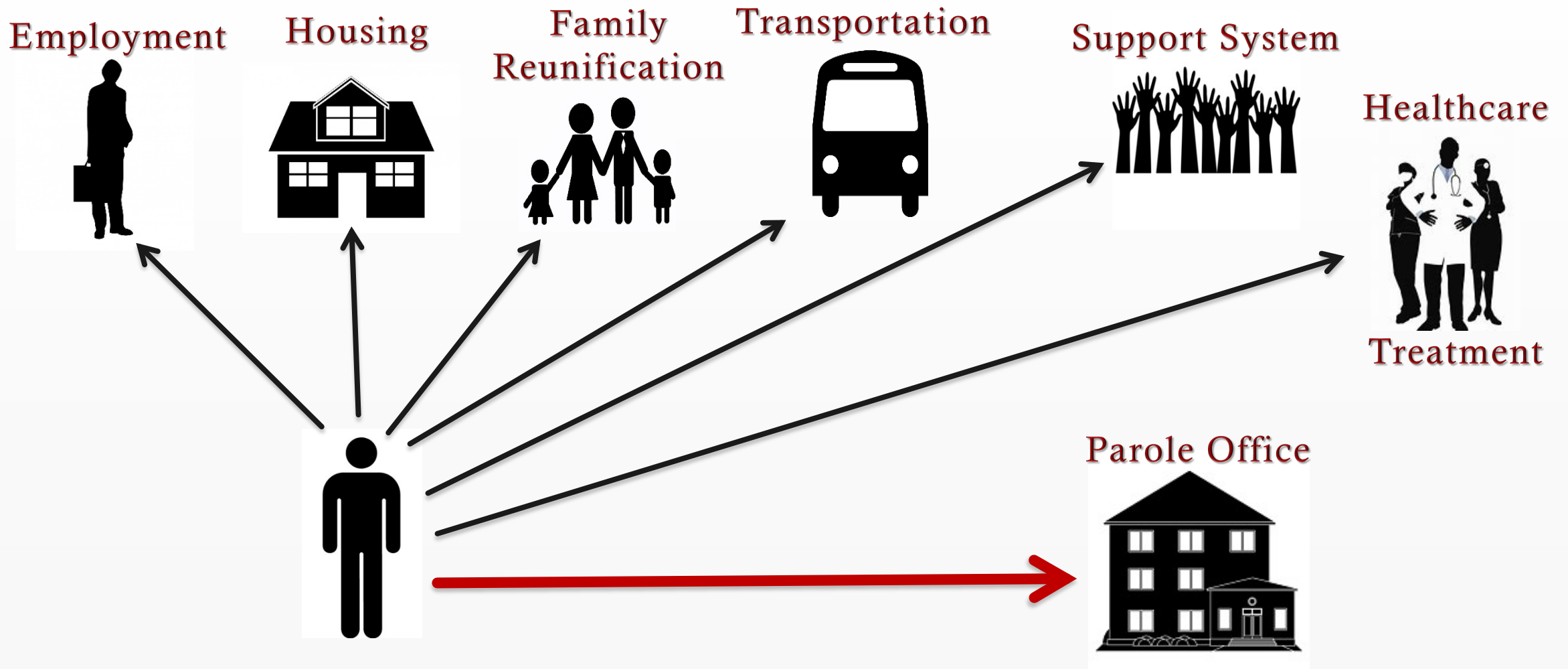
*Presented by: Rebecca Baxter  
Assistant Area Manager of Reentry  
Division of Community Correction*

---

# What is Reentry?

Reentry is not a specific program but rather a *process* that starts when an individual is initially incarcerated and ends when he or she has been *successfully reintegrated* in the community as a “law-abiding” citizen.

# The Ideal Plan for Reentry



# Recidivism in Arkansas

**47.49% of the offenders released from prison returned within 3 years.**

**\*\*Recidivism of Arkansas Inmates – Findings from the 2016 Release Cohort  
ADC- April 2021**

Maintaining stable employment  
is predictor of post-release  
success...

Unemployment has a direct  
correlation to the rate of  
recidivism...

Employment is the key to successfully  
reintegrating offenders and ex-offenders  
back into society...



“THOUGHT PRISON WAS HARD?  
TRY FINDING A DECENT JOB ONCE YOU GET OUT.”



# BARRIERS TO EMPLOYMENT





Medical

Technology

Skills

Transportation

Family

Identification

Education Level

Work History

Financial  
Obligations

Financial  
Obligations

Community  
Support

Discrimination

Employer  
Concerns/  
Preferences

Restrictions  
due to Offense

Institutionalization

Mental Health





# COMMUNITY AGENCIES AND PROGRAMS

- ❑ Goodwill
  - ✓ *Forklift Operation Certification*
  - ✓ *Goodwill CHEST Program – Certified Health Environmental Service Technician*
- ❑ Office of Child Support Enforcement
- ❑ OSHA
- ❑ ServSafe
- ❑ DWS – NATF, SNAP, Career Pathways, Arkansas Apprenticeship Coalition
- ❑ Arkansas Career Readiness Certificate (CRC)
- ❑ US Dept of Housing and Urban Development
- ❑ Job Corps
- ❑ Arkansas Human Development Corporation
- ❑ Local Workforce Centers
- ❑ American Indian Center of Arkansas

“To fight the vicious circle of crime and recidivism we need to create ways offenders, ex-offenders, those at risk to offend, and those living off crime (but not yet caught) can make money legitimately”

R.L. Pelshaw

# Second Chance Hiring

- According to the U.S. Chamber of Commerce – Second chance hiring is the practice of hiring individuals with a criminal record.
- There are an estimated 70 million Americans with a record of an arrest or conviction
- The Second Chance Business Coalition found that 85% of Human Resource representatives and 81% of business leaders polled said that individuals with criminal records perform the same as or better than employees without criminal records.

# Benefits to Employers

## Federal Bonding Program

- Bonds issued free of charge for “at risk” employees or employees whose past experiences present an obstacle to future employment.
- United States Department of Labor awarded 1.2 million to LR to develop the Rock City Reentry Project

# Benefits to Employers

- WOTC - federal tax credit that encourages employers to hire workers from targeted groups.  
The tax credit is designed to help job seekers gain on-the-job experience, move towards economic self-sufficiency, and help reduce employer's federal tax liability
- Employers claim about \$1 billion in tax credits each year under WOTC
- Qualified Ex-Felon – a person who has been convicted of a felony under any statute of the United States or any State



# Benefits of Employment

- Ability to meet financial obligations
- Ability to be self-sufficient
- Increased self-worth
- Ability to socialize and learn from people who live a crime free lifestyle
- Employers can make a difference in transforming a “criminal liability” into a community asset.
- According to VERA institute of Justice, the U.S. spends nearly 40 billion a year to house inmates.
- The average cost per state to house one inmate is \$31,286 per year. But if that one felon gets a job instead of returning to prison, he or she now contributes to the economy by more than \$10,000 a year, according to a Baylor University study.

# Statistics in Arkansas

**As of July 4, 2021 – 49,150 Offenders on Active Supervision  
17,653 on Inactive Supervision**

## **Education Levels as of September 19, 2021**

- ➡ Less than 12th Grade No GED - 7,994
- ➡ Less than 12th Grade With GED - 5,188
- ➡ 12th Grade - 18,267
- ➡ College - 5,275
- ➡ Unknown - 271

**DEMETRICK WARREN**

**Assistant Area Manager**

**Probation & Parole**

**[demetrick.warren@arkansas.gov](mailto:demetrick.warren@arkansas.gov)**





*“Moving from survival to stability, from  
stability to success, from success to  
significance.”*

*–Zig Ziglar*

# THANK YOU



## Division of Community Correction



# Contact Information

Carrie Williams, Assistant Director of Reentry

Email: [carrie.williams@arkansas.gov](mailto:carrie.williams@arkansas.gov)

Rebecca Baxter, Assistant Area Manager of Reentry

Email: [rebecca.baxter@arkansas.gov](mailto:rebecca.baxter@arkansas.gov)

Kelly Knuckles, Reentry Manager

Email: [kelly.knuckles@arkansas.gov](mailto:kelly.knuckles@arkansas.gov)

Kerri Kocourek, Volunteer/Mentor Coordinator

Email: [kerri.kocourek@arkansas.gov](mailto:kerri.kocourek@arkansas.gov)

Corliss Johnson, Employment Specialist

Email: [corliss.johnson@arkansas.gov](mailto:corliss.johnson@arkansas.gov)

Demetrick Warren, Assistant Area Manager of Parole/Probation

Email: [demetrick.warren@arkansas.gov](mailto:demetrick.warren@arkansas.gov)