This is a training program for HR leaders actively staying ahead of the curve—like you.

Learn strategies and skills you can use right away:

• Strengthen your business by increasing your employee retention rate with employees and avoiding discrimination litigation.

• Build a better workplace with a diverse workforce and access to benefits, resources, and support for Fair Chance employers.

• Increase cost efficiency by cutting down on legal fees—learn how to analyze the relevance of a criminal record for a specific job and take advantage of tax credits and other incentives.

• Support your community by contributing to the economic vitality of the communities that your company serves.

Today’s workforce is more diverse than ever with employees from multiple generations, cultures, and walks of life—including people with criminal records.

There are many reasons to hire formerly incarcerated individuals. Research shows them to be loyal and skilled workers,* and federal and state laws prohibit discrimination based on criminal record.

Join a community of professionals leading the way in Fair Chance hiring practices, including Starbucks, Home Depot, American Airlines, Koch Industries, and Under Armour.

“By expanding the hiring pool to include people with criminal histories, companies can improve their bottom line, reduce recidivism and incarceration costs, avoid discriminatory practices, and increase public safety.”

These workers are prevented from contributing to the economy by stigma and uncertainty. Our training program will show you how to leverage this workforce to benefit your company and your community.

Formerly incarcerated adults make up an untapped labor force.

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WHY IT MATTERS

1 in 3 adults of working age in the US has a criminal record.

3 in 4 formerly incarcerated individuals are unable to find jobs in the first year after release.

650,000 people are released from US prisons every year.

HOW IT WORKS

Most sessions are two hours, and can stand alone or be combined into a full-day event. We work with your organization to design the right solution for you. We are an HRCI Approved Continuing Education Provider.

Modules

- The Business Value of Fair Chance Employment
- Managing Risks Associated with Criminal Records
- Overcoming Implicit Bias in Fair Chance Hiring
- Creating a Fair Chance Workplace Culture for Diversity and Inclusion

Sample Activities

- Examine case studies with real hiring scenarios
- Identify and leverage workforce inclusion partners
- Understand local laws and Federal EEOC guidelines
- Share the value of Fair Chance hiring across your organization

WHAT PARTICIPANTS ARE SAYING

“This training opened my eyes. Important, illuminating, we need more!”

“Informative and practical. The facilitators made complex information easy to understand.”

“Great for someone even with no background [with this issue].”

“I got the information I need to educate my colleagues.”

“Thought provoking and empowering.”

To learn more, please email training@made-transitions.org or call 845-379-1021

WHO WE ARE

M.A.D.E. Transitional Services is a 501(c)(3) non-profit transitional reentry agency based in Rockland County, New York. MindOpen Learning Strategies, LLC provides truly engaging, transformative learning experiences for individuals, groups, and organizations working toward social justice goals. Learn more at MADE-transitions.org.