

Alvis Community Reentry Center



ALVIS COMMUNITY REENTRY CENTER

- Job Readiness Programs
- Ohio Benefit Bank Services
- Clothes Closet
- Computer Lab
- GED
- Vision Screenings and Other Referrals
- Workforce Development Specialists

Employment Readiness

Our job readiness program is called
H.I.R.E. Education (Help In Reentry
Employment Education).

Open orientation is Monday at 9:00 am.

No appointments needed at 1991. Classes
Tue to Thurs are at The Reeb Avenue
Center, 280 Reeb Ave

HIRE Phase 1

- 101 Basic Job Readiness
- 201 Interviewing
- 301 Resume Development
- 401 Outside Agency Work

HIRE Phase 2

CASE MANAGEMENT

- Upon completion of HIRE, a case manager will be assigned to work with the clients on an ongoing basis.
- Career options will be reviewed and a “roadmap” developed for successful reentry.

Phase 3

Follow Up Services

- Ongoing services are provided to support job retention and successful reintegration.

Case Managers

- The Case Managers at the Reentry Center have over 100 years combined experience in working with this population.
- ODWS – 3 certified Offender Workforce Development Specialist; Certification obtained through the National Institute of Corrections and U.S. Department of Labor

Computer Lab

Our computer lab is available for online job seeking. We have 20 computers in our lab.



GED CLASSES

- GED Classes are offered evenings and is **vital** in obtaining jobs, promotions and training!



Be the Next
**GED SUCCESS
STORY**

CLASS TIMES:

Monday – Thursday 4:00 to 6:00

Certification Programs

- ServSafe
- ServSafe Allergen
- 10 hour OSHA
- Customer Service Certification (National Retail Association)
- Body Shop Apprenticeship Program

Bus Passes

Clients are eligible for three bus passes to assist in getting to and from class.



BUS PASSES WILL BE ISSUED AT THE END OF EACH CLASS TO PROVIDE TRANSPORTATION TO THE NEXT SESSION.

SUMMARY

Make sure the client has all the tools they need BEFORE they go job seeking:

- Basic Job Seeking Skills
- Have a resume that will get them an interview
- Know how to answer the question about their felony in an interview
- Know how to “level the playing field” vs. non-felons applying for the same position

ABOUT THE AGENCY

- Alvis, Inc is a private, non-profit human services agency working to help returning citizens open doors and rebuild lives for nearly 50 years.
- Serve residential clients in our halfway houses but also “community” clients returning to Franklin County.

Recovery Choices



Helping Offenders to Work: Job Development Tools

PROBLEM:

What can job developers use to help encourage potential employers to hire an offender or an individual with criminal background issues?

Possible Solutions

- Federal Bonding Program
- Work Opportunity Tax Credit
- Explanation of HB 337
- Employer Understanding of new Title VII interpretations.



Federal Bonding: What is it?

Q. How Does The Bond Help Someone Get A Job?

A. The bond is given to the employer free-of-charge, and serves as an incentive to the company to hire a job applicant who is an ex-offender or has some other "risk" factor in their personal background. The employer is then able to get the worker's skills without taking any risk of worker dishonesty on the job.

Q. What Exactly Does The Bond Insurance Cover?

A. It insures the employer for any type of stealing by theft, forgery, larceny or embezzlement. It does not cover liability due to poor workmanship, job injuries or work accidents. It is not a bail bond or court bond for the legal system. It is not a contract bond, performance bond or license bond sometimes needed to be self-employed.



Individuals seeking bonding services

Call toll free

1- 877-US2-JOBS

For the location of the workforce office/one stop center nearest to your home.

Any agency/organization wishing to learn about acquiring bonds to be issued to employers to facilitate job placements:

Call toll free

1-800-233-2258 ex.256



WEBSITE INFORMATION

WWW.bonds4jobs.com

[★ Bond Certification Form](#)

[★ Sample Letter to Employer](#)

[★ Fidelity Bond Purchase Agreement](#)

[★ View the Training Video](#)

[Background on Bonding Need](#)

[Highlights of Federal Bonding Program](#)

[Bond Package Availability & Purchase](#)

[Key Bond Purchase Features](#)

[Actions to Purchase Bond Package](#)

[Procedures for Bond Issuance & Management](#)

[Responsibilities of Purchasing Organization](#)

[Responsibilities of McLaughlin Company](#)

[TEIN 5-98](#)

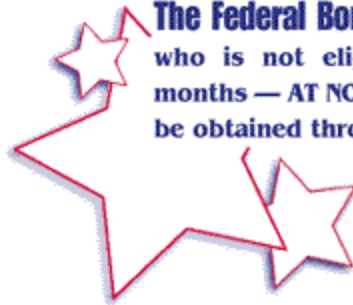
["No Con Do"](#)

[Answers to Questions about Federal Bonding](#)

[Unique Job Placement Tool](#)

The Federal Bonding Program

The Federal Bonding Program provides fidelity bonds to anyone who is not eligible for commercial bonding. Bonding for six months — **AT NO COST TO THE EMPLOYER OR THE EMPLOYEE** — can be obtained through this office.



WORK OPPORTUNITY TAX CREDIT



Qualified Ex-Felon

- Has been convicted of a felony under any statute of the United States or any other State; **and**
- Has a hiring date which is not more than one (1) year after the last date on which he/she as was convicted or released from prison; **and**
- Is a member of an economically disadvantaged family.

Maximum Benefit

- An employer can earn up a tax credit of up to \$2400.00 if the ex-offender works full time for a 6 month period




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WEBSITE INFORMATION

<http://www.doleta.gov/business/Incentives/opptax/>

 **U.S. Department of Labor**
Employment & Training Administration

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Work Opportunity Tax Credit

WHAT IS THE WORK OPPORTUNITY TAX CREDIT?

The Work Opportunity Tax Credit (WOTC), authorized by the Small Business Job Protection Act of 1996 (P.L. 104-188), is a federal tax credit that encourages employers to hire eight targeted groups of job seekers by reducing employers' federal income tax liability by as much as \$2,400 per qualified new worker.

The WOTC is one tool in a diverse toolbox of flexible strategies designed to help people move from welfare to work and gain on-the-job experience. It joins other education and job training initiatives and targeted tax credits that help American workers prepare for good jobs; ease the transition from job to job; and create high performance workplaces.

What's New

- [ETA Work Opportunity Tax Credit Handbook, Nov. 2002](#)
- [ETA Work Opportunity Tax Credits Form](#)

What's New

- [WOTC Updates](#)
- [Work Opportunity Tax](#)

Resources

- [Find it! in DOL](#)
- [Find it! in ETA](#)
- [Compliance Assistance](#)

[Subscribe to E-mail Updates](#)

Business Relations Group

- [High Growth Job Training Initiative](#)

[Access the Resource Library](#)

OJFS NEW WEBSITE FOR WOTC

- <https://www.odjfs.state.oh.us/wotc-wtw>
- IRS 8850
- Department of Labor 9061
- Employer Information
- Individual Information
- Submit on line

Title VII Changes

Due to the vast disproportionate minority contact with the criminal justice system, a blanket ban on employees with criminal records can now be considered racial discrimination under Title VII.

Legal Test for Title VII

- Employers must be able to validate job applicant screening criteria as consistent with business necessity.
- Blanket exclusions are almost always unlawful.

Factors in Establishing Business Necessity

- The nature and gravity of the CONVICTION.
- The time passed since CONVICTION.
- The nature of the job held or sought.

Employers must be able to connect the job duties to the offense of conviction, otherwise they are likely to lose a legal battle.

Tips on Working with the Ex-offender

- Treat the felony offense just like you would any barrier to employment
- Don't focus on the felony offense first if other barriers are not being met, i.e.

Homeless

Unresolved Substance Issues

Transportation

Lack of education or job skills, etc.

Most important!

- Not work from a list of employers who “hire people with felonies.”
- Look at the individual skills and talents of the ex-offender and match with the employer who needs those skills
- Develop personal relationships with employers
- Be prepared for “damage control”.