

## Evolve Your Workforce: The Benefits of Hiring Ex-Offenders

### Virginia Bonding Program

For more information, contact: Kia Parson, Virginia Bonding Program Coordinator

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[www.vadoc.virginia.gov](http://www.vadoc.virginia.gov)

- Can be used to hire anyone with a conviction
- Reimburses employer in cases of theft, forgery, larceny, or embezzlement
- Free to employers for first 6 months, after 6 months can be transferred to extend bond for \$100 - \$150
- 42,000 job placements in federal bond program – 460 proved to be dishonest and employers had to cash in on bond
- In VA, no instances where bonds have had to be cashed in
- Eligibility – person must have a conviction and employer must be in VA
- Request a bondable letter from state (“states I am eligible for the program.”)
- Insurance does not cover liability due to poor performance, accidents, or injuries
- Employer calls state agency and says, I need to bond this individual that I want to hire. Provide name, last 4 digits of social security number, and one conviction.
- Refers to these individuals as returning citizens instead of ex-offenders or ex-felons

### Work Opportunity Tax Credit (WOTC)

For more information, contact: Priscilla Naef, State Coordinator, Work Opportunity Tax Credit

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<http://www.vec.virginia.gov/employers/incentives/work-opportunity-tax-credit>

- Tax credit between \$1,200 - \$9,600 (usual amount for ex-felon target group is \$2,400)
- 28 day timely filing requirement
- Tax forms 8850 and 9061
- Applicant has to have been convicted of a felony, hired within one year of felony conviction or one year of release from prison
- Must provide proof applicant was convicted of a felony, proof of release date from jail and incarceration date

### Central Recruitment, Johns Hopkins University Hospital

For more information, contact: Joe Phelps, Central Recruitment, Johns Hopkins University Hospital

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- In order to tap into this resource, you need support from the top
- Ex-offenders are great workers. Re-entering offenders with no jobs are more likely to return to crime.
- 2015 – 4,035 new hires. 234 (5.79%) of those hired had an adverse background.

- Anecdotal observation – no problematic terminations were ex-offenders
- Retention rate with ex-offenders has been better or even with non-ex-offenders
- Entry Level Positions – environmental services, nutrition services, non-clinical, work release
- 5% of current workforce have criminal backgrounds
- Provide soft-skills training
- Have a ban the box program