Missouri Department Of Corrections
Talks Employment of Returning Citizens

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MISSOURI DEPARTMENT OF CORRECTIONS
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Incarcerated Individuals
As of March, 2022

- 23,293 Total
- 21,168 Males
- 2,125 Females
Approximate Number of Releases Annually

19,000
Supervised Individuals
As of March, 2022

- 49,294 Total
- 34,000 on Probation
- 15,294 on Parole
For Comparison-
Missouri Counties by population 2020

<table>
<thead>
<tr>
<th>No.</th>
<th>County</th>
<th>Population</th>
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</thead>
<tbody>
<tr>
<td>20</td>
<td>Taney County</td>
<td>55,563</td>
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<tr>
<td>21</td>
<td>Johnson County</td>
<td>53,948</td>
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<tr>
<td>22</td>
<td>Pulaski County</td>
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<tr>
<td>23</td>
<td>Camden County</td>
<td>45,823</td>
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<tr>
<td>24</td>
<td>Callaway County</td>
<td>44,944</td>
</tr>
<tr>
<td>25</td>
<td>Phelps County</td>
<td>44,587</td>
</tr>
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</table>
Missouri Unemployment Rate (As of February 2022)

3.7%
Barriers to Employment Stigmas
(What employers may think)

- **No Specific training** – Open to learning
- **Not sure what they are good at** - they are an empty page
- **Self-sabotage** - They believe they are going to fail so they get it out of the way, lack of confidence. What happens if they feel believed in? Think Tinkerbell.
- **Lack Soft Skills** – Often opposite- appreciative of opportunities
- **No Resume/Cover Letter** - due to lack of resources or knowledge
- **Online Applications** - No access to internet
- **Poor Interviews** - Don’t believe anyone will hire them, know they will be asked about charges and have to talk about one of the worst day/s of their lives - trauma echoes?
- **Probation and Parole Visits** - P&P understands the importance of employment and will work to minimize impact of meetings with clients; and may work to meet at work place or in community if possible.
Barriers for Justice Involved

- Housing
- Transportation
- Court stipulated programing
- Child Care
Interviewing Justice Involved Individuals: Things to keep in mind

- The Department of Corrections encourages Individuals to be transparent regarding their criminal histories.

- Know your background process-
  - Justice Involved Individuals could be hired on after the interview, only to have a job offer rescinded due to the background check even if they were up front during the interview. This is not usual, but may set back a motivated individual.

- I would encourage employers to keep an open mind- Justice Involved Individuals are more than the crimes they committed. Don’t forget about them as a person, skills as a person, and not focus on the charge.

- When asking about the situations of the charges/background, try to remember for most Justice Involved Individuals, you are asking about one of the worst days of their lives.
DOC Employment Process while incarcerated

- **Mainline institution**
  - Determine career interest
  - Develop career plan - long term goals, identify barriers, referrals
  - Ensure offender has source documents

- **On Going Efforts During Incarceration**
  - Education, Building Soft Skills, Treatment, Programming, MVE jobs
  - 21 Career and Tech opportunities!
DOC Employment process throughout incarceration

- **12 months Prior to Release**
  - Revisit Career Plan, review ORAS/Case plan, make referrals (Reentry Center)
  - Reentry Center - A designated area inside prison that will help with release efforts.

- **6 months Prior to Release**
  - Resume building, mock interviews, job searching, job interviews
  - Continue to obtain source documents
Work Opportunity Tax Credit

A Business Guide To

WORK OPPORTUNITY TAX CREDIT

Obtain tax credits for your company by hiring qualified individuals with barriers to employment.

Missouri Division of Workforce Development

Time-sensitive Forms Enclosed
Federal Bonding Program
Success Occurs where Opportunity Meets Determination
Community Plays a Role in Reentry

- The Community expects those released into society to integrate positively into the community and become productive members.
- How do Justice Involved Individuals accomplish this if there are no opportunities to engage in the community as law abiding citizens IE employment?
- Employers need workforce- Justice Involved Individuals need the opportunity.
One of the main predictors for not returning to prison is... 

Employment!
How does an employer engage with DOC?

Call or Email

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