

## SECOND CHANCE HIRING: *Resources for Employers*

This list was developed as a follow-up to GJP's August 2021 webinar Economic Opportunity, Racial Equity & the Criminal Justice System, co-sponsored by the Federal Reserve Bank of Atlanta. We hope these resources will help your company engage in second chance hiring, and better understand the impact of the criminal legal system on employment. **A hyperlinked copy of this handout, along with information from our other employer events, can be found at [GJP.org/advocacy/employers](http://GJP.org/advocacy/employers).**

### HR Resources related to Second Chance Hiring

- Society of Human Resource Managers (SHRM) [Getting Talent Back to Work: Tool kit & 10 hour Certificate Course](#)
- [Second Chance Business Coalition](#): Business resources, Practical tools, Policy recommendations
- [Levelset.us](#) Employer self-assessment tool & resources for companies
- Dave's Killer Bread Second Chance Hiring [Playbook](#)
- [The Manufacturing Institute](#)
- [Untapped Talent: How Second Chance Hiring Works for your Business and the Community](#) (Jeffrey Korzenik)
- [Reintegrating the Formerly Incarcerated into the Workforce](#) (Engel)
- Association of Chamber of Commerce Executives (ACCE) [Smart Justice Resources](#)
- [Reentry Myth Busters: Background Checks](#)
- [EEOC Guidance on Hiring & Criminal Records](#)

### Georgia Specific Information

- [How the 2021 Second Chance Law Benefits All Georgians](#) (Georgia Justice Project)
- [Georgia Second Chance Employer Liability Protection Summary](#) (Georgia Justice Project)
- [Georgia Expungement FAQ](#) (Georgia Justice Project)
- Georgia expungement eligibility ([misdemeanors and felonies](#) & for [trafficking survivors](#)) (Georgia Justice Project)
- [Georgia criminal justice data](#) & [State Comparisons](#) (Prison Policy Institute)
- [Recent Reentry Policy Changes](#) and [past reentry reforms](#) (Georgia Justice Project)
- [Early Termination of Probation](#) (Georgia Justice Project)

### Supportive Service Providers & Reentry Resources

- [Atlanta Center for Self-Sufficiency](#) – The mission of ACSS is to empower homeless and financially vulnerable individuals to become self-sufficient and sustainably employed contributors to society. ACSS offers several career focused programs that include job coaching, career placement, and continued support after employment.
- [Center for Employment Opportunities](#) – CEO is a non-profit agency that provides services to formerly incarcerated individuals to assist with barriers that hinder employment. CEO provides job readiness training, transitional employment, job coaching, permanent job placement, and retention services by using their model to reduce recidivism and increase employment.
- [City of Refuge](#) – City of Refuge is a non-profit agency that assist individuals in homeless individuals in crisis by collaborating with on-site partners to offer food, housing, emergency healthcare, education, job training, and financial literacy on the journey to self-sufficiency.
- Dept. of Community Supervision [Community Coordinators](#) – Community Coordinators work in their assigned DCS (probation/parole) circuit to develop and maintain relationships with service providers and resources to assist returning citizens with referrals to housing, employment, mentoring resources, etc.
- [First Step Staffing](#) – First Step Staffing is a non-profit agency that assists with reducing barriers to reentry in the workforce for homeless individuals, military veterans, and individuals who were previously incarcerated. These services include job placement and coaching, rides to and from work, and housing placement assistance.

- [Georgia Works!](#) – Georgia Works is a non-profit agency that works with homeless men to overcome barriers and become self-sufficient individuals. Georgia Works offers housing at their facility for up to a year, as well as transitional work, personal support, case management, workforce training, GED courses, financial literacy, and AA/NA classes.
- [Goodwill of North Georgia](#) – The mission off Goodwill of North Georgia is to put people to work. They offer short term training for anyone interested in gaining a skilled credential.
- [Opportunity ATL](#) – Opportunity ATL is a program sponsored by the Metro Atlanta Chamber that works to connect jobseekers to employment, training, support services, and soft skill development programs.
- [Worksource Georgia](#) – Worksource Georgia is a state agency that provides job training and career building services for high demand, high salary jobs in growing industries. This includes assisting with job search, creating resumes, as well as finding education and job training opportunities.

## Policy/Legal/Research

- [If you Paid your Debt to Society, You Should be Allowed to Work](#) (NY Times 8.4.21, Jamie Dimon, JPMorgan Chase)
- [Conviction, Imprisonment & Lost Earnings](#) (Brennan Center)
- [Cost-Benefit Analysis of Expungement](#) (Stanford Public Policy)
- [Impact of Expungement on Wages & Recidivism](#) (University of Michigan)
- [Economic Costs of Barriers to Employment](#) (Center for Economic & Policy Research)
- Recidivism and Desistance [8 page summary](#) and [full research study](#) (Blumstein & Nakamura)
- [How to Scale Up Reentry Workforce Development Programs](#) (Alex Ruder, Federal Reserve Bank of Atlanta)
- U.S. Chamber of Commerce [Equality of Opportunity Initiative](#)
- [Clean Slate Initiative](#), a national movement to automate expungement

## Employment & the Criminal Legal System

- [Conviction, Imprisonment & Lost Earnings](#) (Brennan Center)
- [Out of Prison & Out of Work: Unemployment among formerly incarcerated people](#) (Prison Policy Institute)
- [Barriers to Occupational Licensing in Growing Occupations](#) (Collateral Consequences Resource Center)
- [Racism & the Economy](#) (Federal Reserve Bank 2021 Series)
- [Conviction, Imprisonment & Lost Earnings](#) (Brennan Center)

## Racism & the Criminal Legal System

- Racially Charged: America’s Misdemeanor Problem: [Trailers & 35 minute film](#)
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) (Michelle Alexander)
- [13<sup>th</sup> the Film](#) (Netflix)
- Slavery by Another Name (Douglas Blackmon): [90 min documentary](#) & Pulitzer Prize winning [Book](#)

More information can be found at: [GJP.org/advocacy/employers](https://www.gjp.org/advocacy/employers)

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