

SECOND CHANCE HIRING: *Resources for Employers*

Georgia Justice Project is often asked by employers for statistics and research about second chance hiring as well as how-to implementation tips, so we have attempted to compile resources into one place to assist your company begin or expand your engagement in second chance hiring, and better understand the impact of the criminal legal system on employment. *A hyperlinked copy of this handout, along with other materials and webinar recordings, can be found at GJP.org/employers.*

HR Resources/Toolkits

- Society of Human Resource Managers (SHRM) [Getting Talent Back to Work: Tool kit](#) & [10 hour Certificate Course](#)
- [Second Chance Business Coalition](#) has an [OnRamp Guide](#)
- Dave's Killer Bread Second Chance Hiring [Playbook](#)
- National Employment Law Project (NELP) has some [fair chance hiring policy briefs](#)
- The Manufacturing Institute [Second Chance Hiring Toolkit for Local Communities](#)
- [EEOC Guidance on Hiring & Criminal Records](#)
- [Reentry Myth Busters: Background Checks](#)
- Background checks: [errors are very common](#)

Articles and Books about Second Chance Hiring

- [Untapped Talent: How Second Chance Hiring Works for your Business and the Community](#) (Jeffrey Korzenik)
- [Reintegrating the Formerly Incarcerated into the Workforce](#) (Engel)
- [Second Chance Employment: Addressing Concerns about Negligent Hiring Liability](#) (Legal Action Center)

Georgia's Criminal Legal System & Laws

- [Georgia criminal justice data](#) & [Georgia's highest rate of correctional control in the nation](#) (Prison Policy Institute)
- [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)
- [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 of 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.
- [ReNforce](#) – ReNforce provides training and coaching for businesses looking to hire system-impacted people to meet their workforce needs, while simultaneously providing unique training and professional development to improve employment outcomes for career-seekers.
- [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.

Impact of Criminal Legal System on the Economy & Employment

- Recidivism and Desistance [8 page summary](#) and [full research study](#) (Blumstein & Nakamura)
- [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 University)
- [Impact of Expungement on Wages & Recidivism](#) (University of Michigan)
- [Economic Costs of Barriers to Employment](#) (Center for Economic & Policy Research)
- [How to Scale Up Reentry Workforce Development Programs](#) (Alex Ruder, Federal Reserve Bank of Atlanta)
- Federal Reserve Bank's 2021 series on Racism & the Economy – [session on criminal justice](#)
- [Out of Prison & Out of Work: Unemployment among formerly incarcerated people](#) (Prison Policy Institute)
- [Consideration of Criminal Records in Occupational Licensing](#) (Council on State Governments)
- U.S. Chamber of Commerce [Equality of Opportunity Initiative](#)
- [Clean Slate Initiative](#), a national movement to automate expungement

Films & Books about the Criminal Legal System Generally

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

More resources for employers interested in second chance hiring can be found at: [GJP.org/employers](https://www.gjp.org/employers)

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