Hiring and Supporting Re-Entering Citizens

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Who is the Ex-Offender Population?
Statistics

2.2 Million Incarcerated
Statistics

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2nd Highest Global Prison Population Rate
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VS
Statistics

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2nd Highest Global Prison Population Rate

600,000+ Prisoners Released Annually

Sources: U.S. Dept of Justice, Bureau of Justice Statistics
Other Statistics

Prison Demographics

- **Sex**
  - Male: 93%
  - Female: 7%

- **State vs Federal**
  - State: 87%
  - Federal: 13%

- **Race**
  - White: 34%
  - Black: 36%
  - Hispanic: 22%
  - Other: 8%

Sources: U.S. Dept of Justice, Bureau of Justice Statistics

Trend

FIGURE 1
Total, state, and federal U.S. prison population, 2004–2014

- **Number**
  - Total
  - State
  - Federal

Other Statistics

- About 65% of prisoners have not completed high school
- Annual cost per inmate can reach as high as $60k
- 47% of inmates arrested for non-violent crimes
- Louisiana (847), Oklahoma (703), and Mississippi (693) highest imprisonment rates

Sources: US DOJ, www.vera.org
Hiring Hurdles

- Employment
  - Recidivism Rates: 67.5% within 3 years

- Housing

- Education
  - Lagging in education before and during imprisonment

- Finances and Debt

- Identity
  - Arrest record
  - Identity theft
  - Driver’s license

Sources: US DOJ
Current State of Programs Offered for Ex-Offenders

- Second Chance Pell Pilot Program
- Resilience Education, Texas PEP, Rising Tide Capital, Defy Ventures
- Halfway houses
Growing National Recognition

Wide variety of resources and initiatives available and continuing to grow!

Sources: US DOJ
Resilience Education

**Mission:** providing university-level education to underserved populations like re-entering offenders

**Goals:** provide ability for graduates to start their own businesses, increase chances of being hired, reduce recidivism

**Courses:** Entrepreneurship, Foundations of Business, Financial Capability and Literacy

**History:** started five years ago, over 250 graduates, 0% recidivated

Sources: US DOJ
Questions to ask

Different organizations take different approaches to aiding re-entering citizens

- Does it address the actual employment barrier?
- Are programs offered specifically designed for ex-offenders?
- Is the program’s understanding representative of the overall ex-offender population?
- How will success be measured?
- Local or systemic?
Questions?

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