

Council on the Collateral Consequences of Criminal Record
Employment Subcommittee Roster

Subcommittee Chair

- Marc Pelka, Undersecretary, Office of Policy and Management

Members

- David McGuire or Melvin Medina, ACLU of Connecticut
- Commissioner Kurt Westby or Lisa Sementilli, Department of Labor
- Representative Craig Fishbein, Labor Committee House Ranking Member
- Senator Craig Miner, Labor Committee Senate Ranking Member
- Rochelle Palache, Services Employees' International Union, Local 32BJ
- Sue Garten, Greater Hartford Legal Aid, or Amy Eppler-Epstein, New Haven Legal Assistance
- Tiheba Bain, Women Against Mass Incarceration
- Chairman Carleton Giles or Rich Sparaco, Board of Pardons and Parole
- Rob Hebert, Bridgeport Reentry Collaborative
- Amber Vlangas, Advocate for Criminal Justice Reform
- Mark Soycher or Eric Gjede, Connecticut Business and Industries Association
- Isabel Blank, Yankee Institute for Public Policy
- Arunan Arulampalam, Department of Consumer Protection
- Andrew Markowski, National Federation of Independent Business

At the Friday, October 4, Employment Subcommittee meeting, members discussed strategies, analysis, and priorities regarding policy recommendations to bring to the Council on the Collateral Consequences of Criminal Record. At the conclusion of the meeting, the subcommittee members accepted the chair's proposal to summarize the items discussed and share them with the council at the October 8 meeting. The items listed on the following page are topics meriting further discussion, not necessarily those reflecting full consensus reached at this point. Additionally, the subcommittee emphasized the need to engage further the Department of Consumer Protection, the Department of Correction, and the Judicial branch in future subcommittee meetings.

<p style="text-align: center;">1</p> <p style="text-align: center;">INCREASE JOB READINESS AND RETENTION & LOWER RECIDIVISM</p>	<p style="text-align: center;">2</p> <p style="text-align: center;">ENGAGE EMPLOYERS</p>	<p style="text-align: center;">3</p> <p style="text-align: center;">LOWER BARRIERS TO EMPLOYMENT</p>
<p>a) Increase access to workforce development programs prioritizing people in the criminal justice system and specialized based on their risks and needs.</p>	<p>a) Identify growth industries in the state, prioritize training to help the population develop the needed skills to fill those positions, and consult with employers from various sectors to develop programs and pathways to jobs.</p>	<p>a) Prohibit discrimination on the basis of a criminal record.</p>
<p>b) Help people gain stable, long-term employment; engage with them after job placement to promote retention; help with reemployment if a position is lost; and assist with career advancement opportunities.</p>	<p>b) Increase employers’ timely access to the Workforce Opportunity Tax Credit (WOTC) for hiring people with barriers to employment, including those with felony records.</p>	<p>b) Revise statutory and administrative policies to provide individualized assessments of applicants instead of blanket policies barring all applicants with criminal histories.</p>
<p>c) Focus public and foundation funding, such as the Workforce Innovation and Opportunity Act (WIOA) and Adult Reentry and Employment Services (ARES), on job readiness and placement for people with criminal records.</p>	<p>c) Provide information to employers on vocational training, education, supervision, and services that people in the criminal justice system are eligible for.</p>	<p>c) Make certain indefinite collateral consequences time-limited, and restore discretion to certain collateral consequences that currently are mandatory.</p>
<p>d) Further criminal justice system efforts to connect people to identification, transportation, and job training and placement during reentry.</p>	<p>d) Train human resource professionals and employers on considering criminal record in the totality of the application.</p>	<p>d) Pursue clean-slate legislation providing automatic record clearance for eligible offenses after a designated time has passed following completion of the sentence.</p>
<p>e) Analyze any potential unintended consequences of court, supervision, and program requirements on employment and job retention.</p>	<p>e) Help employers reduce liability for hiring, including access to fidelity insurance bonds through the US Department of Labor’s Federal Bonding Program that indemnifies employers for loss of money or property through dishonest acts of employees.</p>	<p>e) Revise the sex offender registry to make it more risk-based than offense-based.</p>
	<p>f) Hold second-chance-hiring forums with business leaders and associations as well as employers to elevate the advantages of hiring people with criminal records and help reduce stigma.</p>	