Facts & Myths:

Health Care Employment Opportunities for People Who Have Criminal Records

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The Council of State Governments
Justice Center

Mission
We develop research-driven strategies to increase public safety and strengthen communities.

Who We Are
We combine the power of a membership association, representing state officials in all three branches of government, with the expertise of a policy and research team focused on assisting others to attain measurable results.
The U.S. Department of Justice
Bureau of Justice Assistance

Mission

To provide leadership and services in grant administration and criminal justice policy development to support local, state, and tribal justice strategies to achieve safer communities.

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• **Delivers** technical assistance (TA) and training for Second Chance Act grantees

• **Advances** the knowledge base of the reentry field

• **Promotes** what works in reentry and successes of grantees

• **Facilitates** peer networks and information exchange

• **Provides** information for people returning to communities and their families
Speakers

Josh Gaines
Senior Policy Analyst, Criminal Records Project, CSG Justice Center

Sofi Martinez
Social Science Analyst, U.S. Department of Health and Human Services

Sodiqa Williams
General Counsel & Vice President, External Affairs, SAFER Foundation

Reginald Allen
Talent Acquisition Consultant, Mission-Based Programs, AMITA Health System
Agenda

• Introduction & national snapshot
• Linking people who have criminal records to employment in the health care sector: 5 things to consider
• Healthcare employer guide to hiring people with arrest & conviction records
• An employer’s perspective
• Questions & answers
Inventory of Collateral Consequences

National Inventory of Collateral Consequences of Conviction (NICCC)

- Searchable online database of state and federal sanctions or restrictions that limit or prohibit people with criminal records from accessing employment, occupational licensing, housing, voting, education, and other opportunities.


June 18, 2019
Impact on Employment Opportunities

Over **29,000** employment-related collateral consequences imposed by state and federal statutes and regulations

Source: National Inventory of Collateral Consequences of Conviction (June 2019)
Employment-Related Consequences

Include limits on:

- Employee hiring and retention
- Occupational licensing
- Business licensing and participation
Impact on Health Care Employment

25% of employment-related consequences impact opportunities in the health care sector

Number of consequences impacting health care employment

- Healthcare
- All others

Source: National Inventory of Collateral Consequences of Conviction
PLEASE SEE PART II OF THE PRESENTATION BY RETURNING TO THE PREVIOUS PAGE AND CLICKING ON THE LINK PROVIDED