

# EMPLOYMENT

**Oriana House, Inc.**

**Employment Services**

***A Guide for Employers***

**Companies can benefit in many ways by hiring rehabilitated ex-offenders who have the skills needed to function appropriately and productively in the workforce.**

**Let Oriana House Employment Services show you how!**

Oriana House, Inc.  
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# Why Hire an Ex-offender?

*Many people with a criminal conviction have a strong desire to contribute to society and to use their training, education, and skills in a meaningful job.*

*They bring fresh enthusiasm, energy, and accountability and can be a valuable asset to your workforce.*

*Oriana House Employment Services provide comprehensive programming to individuals with a criminal conviction preparing them to become reliable, self-sufficient, and responsible members of our community.*



***“We have employed Oriana House clients and they have proven to be hardworking and reliable.”***

*Stephen M. Milkovich  
Construction Labor Contractors*

***“It has been a pleasure working with the Oriana House staff and clients.”***

*Julie Horinger  
Flex-Team*

## Benefits of Hiring an Ex-offender

Many employers ask:

*“Why should I go out of my way to employ an ex-offender when there are so many other people available?”*

Oriana House is here to assist your company in following helpful recruitment procedures to get the right employees for the right positions. We anticipate that you will hire ex-offenders on their own merit and skills, as you would with any other applicant.

### Employer Benefits:

- The Work Opportunity Tax Credit offers employers up to \$2,400 against their tax liability for hiring ex-offenders
- A Federal Bonding Program is free of charge and provides insurance that protects the employer against dishonesty
- Pre-screening and employee drug testing
- Job-ready employees



## Assessing a Perspective Employee

Assess the individual person before you decide that he or she is a risk to your business. You can check a person's criminal history against the following:

- Relevance of the past conviction to the current job application
- What steps have been taken by the person towards rehabilitation?
- Length of time since the offense occurred
- Number of times the person offended
- Nature and seriousness of the offense
- Circumstances of the offense
- Was the offense work-related?
- Does the job applicant show remorse concerning his/her past conviction?

## Ex-offenders and Employment

The community and your business will benefit greatly when you hire ex-offenders. The advantages are multi-faceted:

**Community Safety** - Providing jobs to those who have successfully completed a corrections program contributes to a safer community.

**Establish Independence** - Ex-offenders need to have jobs to become contributing, tax-paying citizens in the community where they live. They need to support their family, pay their bills, and maintain a residence, just like everyone else. Unfortunately, if they cannot do this through meaningful employment, research indicates that there is a high risk of re-offending.

**Reduce Recidivism** - A person recently released from incarceration is far less likely to commit a new crime or violate their probation if he or she is employed.

*For more information, please contact:*

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# Oriana House, Inc.

**Oriana House is a nationally-renowned community corrections and chemical dependency treatment agency.**

Founded in 1981, Oriana House is a progressive leader in the areas of residential and nonresidential rehabilitative community corrections and chemical dependency treatment. With 15 facilities in Summit, Cuyahoga, and Seneca counties, Oriana House provides safe, proven, and effective sanctions and programming for thousands of appropriate offenders. These services help communities address the issues of crime, chemical dependency, jail overcrowding, homelessness, and public safety.

**Oriana House clients participate in multiple programs including:**

- Substance abuse treatment
- Intensive group counseling
- Employment readiness training
- Educational assistance
- Cognitive skills training
- Life skills classes
- Drug/Alcohol testing