Employer Benefits of Hiring Individuals on Community Supervision

pennsylvania
BOARD OF PROBATION AND PAROLE

December 2014

Most offenders want to make a new life – they need a second chance!

Benefits to the Employer of Hiring Individuals on Community Supervision

The Parole Agent:

• Is a direct point of contact and resource for the employer and can assist with employee retention.

• Monitors the conditions of supervision to include the individual maintaining employment and submitting to random drug testing.

• Works with the parolee to seek jobs in areas where their job skills meet the work requirements.

• Is responsible for monitoring the parolee's place of residence and employment, evaluating the need for treatment or programming, and to assist the parolee with problems that occur.

• Will maintain contact with you as long as you employ the parolee. Routine visits may occur on site to monitor the parolee's progress, but these visits will not disturb the workplace environment.

By reducing risks of re-offending:

The community benefits through safer neighborhoods.

The parolee is able to support himself, his family, pay any restitution owed and pay taxes.

The costs of other public services that are impacted by criminal behavior are reduced.

www.pbpp.pa.gov

Employer Tax Credits for New Hires

A program is available to employers who hire individuals who have been deemed to have barriers to employment under the Work Opportunity Tax Credit (WOTC) – federal tax credit.

Federal Bonding Program

The Federal Bonding Program was created as an incentive to employers to hire qualified individuals who may need to be bonded as a result of barriers to employment.
The program provides individual fidelity bonds at no cost to the employer or its applicant for job applicants that may be denied coverage by commercial carriers because of barriers to employment.

How does a Potential Employer Determine if an Individual on Community Supervision is Suitable for Employment?

State parole agents are responsible for ensuring that the work place is an appropriate environment for the parolee based on the parolee's conviction and criminal history. For example, an offender convicted of embezzlement would not be allowed to work in a bank.

As a potential employer, here are the questions you should ask the parole agent regarding the parolee:

- How long has s/he been on parole and how is he doing?

- What offense was s/he convicted of?
- Does s/he have the job skills, experience or education for the job?
- Where does s/he live and how long has he lived there?
- Does s/he have transportation?
- Does s/he have valid photo identification?
- When can s/he start working? (The parolee may be enrolled in a community-based program that he or she is required to complete.)

The Pennsylvania Department of Labor and Industry provides all needed information discussed in this document online. The web address for the Department of Labor & Industry is:

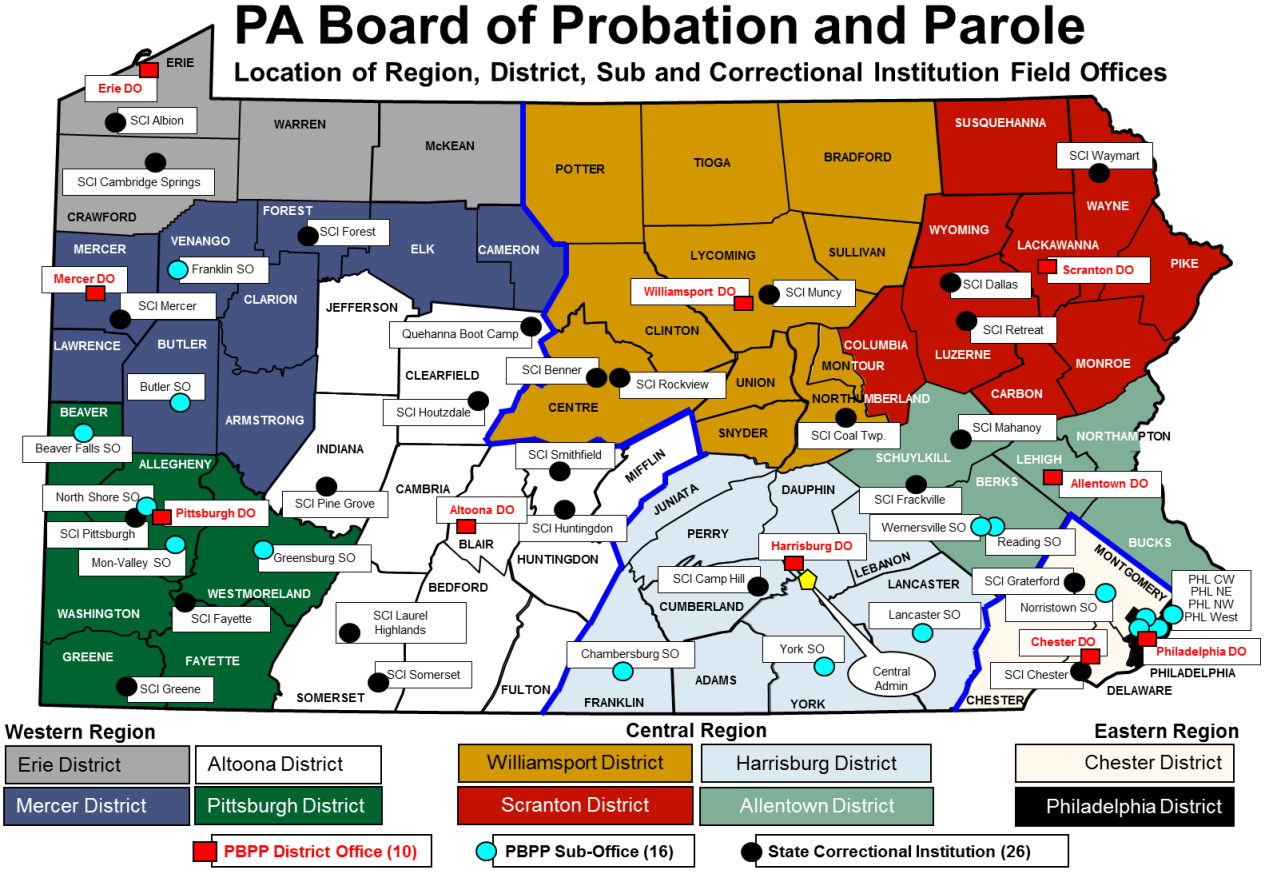
www.dli.state.pa.us

1 On the left navigation bar, select **EMPLOYERS.** Scroll down this page until you reach the **Financial Incentives / Resources section.** Under **Tax Credits** select **Work Opportunity Tax Credit**

2 On the left navigation bar, select **PUBLICATIONS.** Select the document called: **Work Opportunity Tax Credit (WOTC-1)**

PA Board of Probation and Parole

Location of Region, District, Sub and Correctional Institution Field Offices



For specific inmate inquiries from attorneys, family members, friends and the general public, please call the Inmate Inquiry Unit at:

717.772.4343

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