American Correctional Association

PUBLIC CORRECTIONAL POLICY ON EMPLOYMENT OF OFFENDERS

1987-3

Introduction:

Obtaining and maintaining employment are critical steps toward offenders' successful completion of correctional supervision. The involvement of government, business, and volunteer agencies and organizations is essential in making employment opportunities available. Offenders provide valuable manpower to help fill gaps in the workforce.

Policy Statement:

Offenders should be given equitable consideration for employment. Correctional agencies should:

A. Implement and promote programs that will help offenders to prepare for, seek and retain gainful employment in the community;

B. Develop and implement social skills training that provide offenders with skills needed to work well with others in the workplace and to become valued workers;

C. Develop and implement a policy permitting qualified ex-offenders to be employed in correctional agencies in capacities that preserve the security and public safety mission of those agencies;

D. Advocate for the amendment of laws and licensing regulations to mitigate unreasonable barriers to the employment of offenders;

E. Provide education to offenders regarding access to health care via community health care providers, insurance coverage, employment benefits, etc.;

F. Increase systems collaboration through external employment resources such as workforce investment boards and career centers;

G. Advocate for employment services and support the coordination and continuity of services provided to offenders; and

H. Develop measures to monitor and evaluate the performance of internal workforce development programs.
This Public Correctional Policy was unanimously ratified by the American Correctional Association Delegate Assembly at the Congress of Correction in New Orleans, Aug. 6, 1987. It was last reviewed and reaffirmed at the 2017 Winter Conference in San Antonio, TX, January 24, 2017.