<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the Governor</td>
<td>1</td>
</tr>
<tr>
<td>Letter from Director Skinner</td>
<td>2</td>
</tr>
<tr>
<td>Iowa Department of Corrections (IDOC) Quarterly Quick Facts</td>
<td>3</td>
</tr>
<tr>
<td>District &amp; Institution Reentry Coordinators</td>
<td>5</td>
</tr>
<tr>
<td>Iowa Judicial Districts &amp; Institutions</td>
<td>7</td>
</tr>
<tr>
<td>Self-Improvement Opportunities</td>
<td>8</td>
</tr>
<tr>
<td>Core Programming</td>
<td>10</td>
</tr>
<tr>
<td>Educational Opportunities</td>
<td>11</td>
</tr>
<tr>
<td>Educational Partnerships</td>
<td>14</td>
</tr>
<tr>
<td>Post-Secondary Educational Offerings in Correctional Facilities</td>
<td>14</td>
</tr>
<tr>
<td>Work Skills Education</td>
<td>15</td>
</tr>
<tr>
<td>Iowa Prison Industries (IPI)</td>
<td>16</td>
</tr>
<tr>
<td>Apprenticeship Program</td>
<td>17</td>
</tr>
<tr>
<td>Homes for Iowa</td>
<td>18</td>
</tr>
<tr>
<td>Iowa Workforce Development &amp; Iowa Department of Corrections Partnership</td>
<td>19</td>
</tr>
<tr>
<td>Future Ready Iowa</td>
<td>20</td>
</tr>
<tr>
<td>Snapshot of Employment-Related Collateral Consequences</td>
<td>22</td>
</tr>
<tr>
<td>The Consideration of Criminal Records in Hiring Decisions</td>
<td>25</td>
</tr>
<tr>
<td>Iowa Workforce Development &amp; Iowa Department of Corrections Partnership</td>
<td>28</td>
</tr>
<tr>
<td>Feedback &amp; Experience</td>
<td>30</td>
</tr>
<tr>
<td>Testimonials</td>
<td>31</td>
</tr>
<tr>
<td>EMERGE Program</td>
<td>32</td>
</tr>
<tr>
<td>Work Opportunity Tax Credit</td>
<td>33</td>
</tr>
<tr>
<td>Federal Bonding Program</td>
<td>34</td>
</tr>
<tr>
<td>Iowa Department of Transportation</td>
<td>35</td>
</tr>
<tr>
<td>Re-Entry Initiatives for the Cedar Rapids Area</td>
<td>36</td>
</tr>
<tr>
<td>Resources</td>
<td>37</td>
</tr>
<tr>
<td>EMERGE Program</td>
<td>38</td>
</tr>
</tbody>
</table>
Dear Friends:

Welcome to the Employer and Reentry Roundtable. Thank you for taking the time to learn about the important training inmates are receiving in our prison institutions and discover ways that you can find high-quality employees from this untapped resource.

By and large, ex-offenders are simply looking to move on and get their life on track. They want to get a job and have a career. They want to support their family. They want to be a fully participating member of society. The role of the Iowa Department of Corrections is to prepare and shepherd offenders to successfully reenter our communities.

At a time when employers in all parts of Iowa tell me we have a shortage of skilled workers, this is an opportunity for us to train inmates in high-demand careers to address our workforce needs.

Apprenticeships and work-based learning give someone in prison a chance to dig in and develop a skill that will make them marketable in the workforce upon release. Our prison apprenticeship program is available in all nine institutions. Additionally, this year we began a homebuilding program in Newton, teaching offenders essential skills for the construction trades. Several inmates are also taking the opportunity to enroll in post-secondary classes through our community colleges and universities. Federal Second Chance Pell Grants and online course offerings are giving more inmates access to valuable education.

I signed long overdue legislation this year that provides legal protections for employers that hire people with criminal records. The new law opens doors for Iowans who deserve a second chance by protecting job creators that extend a helping hand.

My vision for Iowa is a criminal justice system that changes lives for the better by offering necessary treatment, crucial training and education, and redemption through second chances.

Thank you for being here today and being part of making that vision a reality.

Sincerely,

Kim Reynolds
Governor of Iowa
Last year, our department had over six thousand Iowans leave the walls of one of our facilities and return to their community. Over six thousand people that are going to be looking for steady work. If you are an Iowa employer that is looking for employees, then I encourage you to consider these individuals.

Iowa Corrections knows that it has a dual responsibility. We have the responsibility to safely incarcerate Iowans that have broken the law and been sentenced to our custody. We also have a responsibility to attempt to rehabilitate those that are sentenced to one of our nine institutions.

In Corrections, rehabilitation means many things. It means making sure our population is stabilized and receiving treatments that they need. It means making sure they’re getting the medical attention that they require. It means providing education to those that need and seek it. And it means providing job skills that will allow many of the individuals leaving our institutions to be job-site ready.

This department has, for many years, embraced the concept that providing inmates with the opportunity to work while incarcerated will lead to both better behavior during incarceration, and also to better outcomes upon release. Programs like those offered through Iowa Prison Industries as well as institution-jobs have provided both an allowance for inmates that choose to work, and also job-skills that will enable them to be better employees for future employers. And in the last several years, we’ve doubled-down on our efforts to prepare inmates for the workplace through our partnership with Iowa Workforce Development, our area community colleges, and the US Department of Labor.

We now offer hundreds of incarcerated people, every year, to enter into DOL-certified apprenticeship programs, or highly-practical vocational education opportunities. We are also excited about the future fruits that might come from our efforts to offer post-secondary education attainment through the Second Chance Pell program. Early results of this program partnership with Iowa Central Community College hold promise of future proliferation and increasing positive reentry outcomes.

If you are considering where to turn to find a steady flow of human capital that might meet your employment needs, we ask that you consider those that have been involved with the correctional system at one point or another. While not every formerly-incarcerated person is going to be a perfect fit in every job, there is a largely untapped stream of potential employees that might be one of the most appreciative and hard-working new hires for your company.
Q uarterly Prison Population (line indicates capacity, bar population)

Sentences Being Served (in years)

Education Level of Offenders

Community Based Corrections Population Distribution

Total Offenders Supervised in Districts: 30,652

PROBATION
PAROLE
PRETRIAL RELEASE WITH SUPERVISION

64.0% 13.0% 8.0%
Community Supervision Closure Outcomes (includes field & residential)

<table>
<thead>
<tr>
<th></th>
<th>SUCCESSFUL</th>
<th>NOT SUCCESSFUL</th>
<th>OTHER</th>
</tr>
</thead>
<tbody>
<tr>
<td>59.0%</td>
<td>21.0%</td>
<td>20.0%</td>
<td></td>
</tr>
</tbody>
</table>

Demographics of Offenders

<table>
<thead>
<tr>
<th></th>
<th>Institution</th>
<th>Community Based Corrections</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Percent</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>7,735</td>
<td>91.5%</td>
</tr>
<tr>
<td>Female</td>
<td>717</td>
<td>8.5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 18</td>
<td>14</td>
<td>0.2%</td>
</tr>
<tr>
<td>18-30</td>
<td>2,940</td>
<td>34.8%</td>
</tr>
<tr>
<td>31-50</td>
<td>4,022</td>
<td>47.6%</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>1,476</td>
<td>17.5%</td>
</tr>
<tr>
<td><strong>Race/Ethnicity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian</td>
<td>150</td>
<td>1.8%</td>
</tr>
<tr>
<td>Asian</td>
<td>64</td>
<td>0.8%</td>
</tr>
<tr>
<td>Black</td>
<td>2,137</td>
<td>25.3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>580</td>
<td>6.9%</td>
</tr>
<tr>
<td>White</td>
<td>5,514</td>
<td>65.2%</td>
</tr>
<tr>
<td>Unknown</td>
<td>7</td>
<td>0.1%</td>
</tr>
<tr>
<td><strong>Veterans by Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>398</td>
<td>99.5%</td>
</tr>
<tr>
<td>Female</td>
<td>2</td>
<td>0.5%</td>
</tr>
<tr>
<td><strong>Crime Type</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drug</td>
<td>1,423</td>
<td>16.8%</td>
</tr>
<tr>
<td>Violent</td>
<td>4,154</td>
<td>49.1%</td>
</tr>
<tr>
<td>Property</td>
<td>1,518</td>
<td>18.0%</td>
</tr>
<tr>
<td>Public Order</td>
<td>625</td>
<td>7.4%</td>
</tr>
<tr>
<td>Other</td>
<td>732</td>
<td>8.7%</td>
</tr>
</tbody>
</table>

3-Year Prison Return Recidivism (Fiscal Year 2019)

$90.11

Average Daily Cost per Offender

$74.66

Community Based Corrections (FY 2018)
Residential Facilities
- does not include treatment costs

$5.38

Community Based Corrections (FY 2018)
Residential Facilities
- does not include treatment costs

DOC Operating Budget FY 19

$381,778,738

General Fund

$25,886,522

Other Revenue

Employees of DOC

Prisons 2,408

Community Based Corrections 1,099

Central Office 37
# DISTRICT & INSTITUTION REENTRY COORDINATORS

<table>
<thead>
<tr>
<th>District/Institution</th>
<th>Contact</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1st Judicial District</strong></td>
<td>Kyle Stewart - Dubuque</td>
<td>563 585-5244</td>
</tr>
<tr>
<td></td>
<td>Andy Smith - West Union/Oelwein</td>
<td>563 422-5758 x1631</td>
</tr>
<tr>
<td></td>
<td>Pam Todd - Waterloo/Grundy Center</td>
<td>319 292-1303</td>
</tr>
<tr>
<td></td>
<td>Laura Bruess - Waterloo/Grundy Center</td>
<td>319 292-1259</td>
</tr>
<tr>
<td><strong>2nd Judicial District</strong></td>
<td>Julie Brandt</td>
<td>641 352-4604</td>
</tr>
<tr>
<td><strong>3rd Judicial District</strong></td>
<td>Jim Thompson</td>
<td>712 224-6855</td>
</tr>
<tr>
<td><strong>4th Judicial District</strong></td>
<td>Jen Foltz</td>
<td>712 396-2203</td>
</tr>
<tr>
<td><strong>5th Judicial District</strong></td>
<td>Heather Bell - Fort Des Moines</td>
<td>515 242-6933</td>
</tr>
<tr>
<td></td>
<td>Corey Disterhoft - Mental Health</td>
<td>515 318-9385</td>
</tr>
<tr>
<td></td>
<td>Tony Tatman (SOTP)</td>
<td>515 242-6582</td>
</tr>
<tr>
<td></td>
<td>Angela Karaidos (Fresh Start/Women’s Parole)</td>
<td>515 242-6331</td>
</tr>
<tr>
<td></td>
<td>Amanda Cox (Fresh Start/Women’s Parole)</td>
<td>515 242-6320</td>
</tr>
<tr>
<td></td>
<td>Carly Millsap</td>
<td>515 242-6917</td>
</tr>
<tr>
<td></td>
<td>Cameron Dawson - Fort Des Moines</td>
<td>515 802-1339</td>
</tr>
<tr>
<td><strong>6th Judicial District</strong></td>
<td><strong>Linn County:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Supervisor Drew Konicek (Men)</td>
<td>319 398-3675</td>
</tr>
<tr>
<td></td>
<td>Supervisor Melanie Steffens (Women)</td>
<td>319 398-3684</td>
</tr>
<tr>
<td>District/Institution</td>
<td>Contact</td>
<td>Phone Number</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td><strong>6th Judicial District (cont'd)</strong></td>
<td><strong>Johnson County:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Supervisor Ron Erwin</td>
<td>319 365-4313</td>
</tr>
<tr>
<td></td>
<td>Lead Agent Patrick Butler</td>
<td>319 625-2650</td>
</tr>
<tr>
<td></td>
<td><strong>Jones County:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Supervisor Gabe Schaapveld</td>
<td>319 398-3675</td>
</tr>
<tr>
<td></td>
<td>PO Damian Teymer</td>
<td>319 398-3675</td>
</tr>
<tr>
<td></td>
<td><strong>Benton, Iowa, &amp; Tama County &amp; SOTP:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Supervisor Malinda Lamb</td>
<td>319 899-8660</td>
</tr>
<tr>
<td></td>
<td><strong>Special Needs/Mental Health: Tx. Svs. Mgr.:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rob Metzger</td>
<td>319 297-3500</td>
</tr>
<tr>
<td></td>
<td><strong>7th Judicial District</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kendrick Howard</td>
<td>563 484-5831</td>
</tr>
<tr>
<td></td>
<td>Orlando Rodriguez</td>
<td>563 484-5809</td>
</tr>
<tr>
<td></td>
<td><strong>8th Judicial District</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Candace Collins - Burlington</td>
<td>319 753-5478 x342</td>
</tr>
<tr>
<td></td>
<td>Lindsay Epperson - Ottumwa</td>
<td>641 682-3069 x257</td>
</tr>
<tr>
<td></td>
<td><strong>Anamosa State Penitentiary</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amber Connolly</td>
<td>319 462-3504 x2266</td>
</tr>
<tr>
<td></td>
<td>Kathryn Williams</td>
<td>319 462-3504 x2286</td>
</tr>
<tr>
<td></td>
<td><strong>Clarinda Correctional Facility</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Adam Maher</td>
<td>712 542-5634 x5692</td>
</tr>
<tr>
<td></td>
<td><strong>Fort Dodge Correctional Facility</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rob Seil</td>
<td>515 574-4730</td>
</tr>
<tr>
<td></td>
<td>Jacy Barker</td>
<td>515 574-4700 x57221</td>
</tr>
<tr>
<td></td>
<td><strong>Iowa Correctional Institution for Women</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kathy Culbertson</td>
<td>515 725-5094</td>
</tr>
<tr>
<td></td>
<td><strong>Iowa Medical and Classification Center</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Andrea Voyek</td>
<td>319 665-6842</td>
</tr>
<tr>
<td></td>
<td>Amber Martinson</td>
<td>319 665-6676</td>
</tr>
<tr>
<td></td>
<td>Matthew Sperfslage</td>
<td>319 665-6831</td>
</tr>
<tr>
<td></td>
<td><strong>Iowa State Penitentiary</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Anne Gehle</td>
<td>319 372-5432 x41112</td>
</tr>
<tr>
<td></td>
<td>Lynn Hartsock</td>
<td>319 372-5432 x41715</td>
</tr>
<tr>
<td></td>
<td><strong>Mount Pleasant Correctional Facility</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Andrea Wright</td>
<td>319 385-9511 x2446</td>
</tr>
<tr>
<td></td>
<td><strong>Newton Correctional Facility</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Larry Lipscomb</td>
<td>641 792-7552 x412</td>
</tr>
<tr>
<td></td>
<td>Chelsea Wilder</td>
<td>641 792-7552 x514</td>
</tr>
<tr>
<td></td>
<td><strong>North Central Correctional Facility</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Janet Barrett</td>
<td>712 297-7521 x328</td>
</tr>
<tr>
<td></td>
<td>Karin Kruse</td>
<td>712 297-7521 x257</td>
</tr>
<tr>
<td></td>
<td><strong>Director of Reentry/Treatment Services</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Katrina Carter</td>
<td>515 725-5713 (office)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>515 314-2645 (cell)</td>
</tr>
</tbody>
</table>
SELF-IMPROVEMENT OPPORTUNITIES
FROM INCARCERATION TO RELEASE

A ssessment & Treatment Programs
Assessments are conducted to assist in developing case plans and identifying treatment needs.

Treatment programs may include:
- Mental health
- Substance abuse
- Cognitive behavioral therapy
- Life skills

Transition back to community:
- Vital document preparation
- Set-up community reentry services
- Finalize release plans (housing, employment, transportation, etc.)
Educational Opportunities

- Increase your literacy skills
- Earn your high school diploma
- Vocational programs offered through community college partners at all nine institutions
- Enroll in one of 26 Registered Apprenticeship programs
- Enroll in selective post secondary education programs

Job Readiness

Connect with a Reentry Advisor (currently in four institutions) to find a post release job:

- Resume assistance
- Career planning
- Mock interviews
- Soft skills development
- Job search/placement
- Employer networking
- Job fairs hosted in the institutions

Iowa WORKS
A proud partner of the American Job Center network
Evidence-Based Programs

With over 40 years of research conducted by numerous researchers, correctional programs can reduce recidivism.

How it Works

Risk Assessments
IDOC utilizes validated risk assessments to target higher risk individuals and identify dynamic risk factors (targets for change).

Programming
IDOC has core programming to target individual “risk” factors in order to reduce reoffending behavior.

Fidelity
IDOC has policies and procedures in place to ensure programs are carried out as designed and with highest quality.

Core Programs

Moral Reconation Therapy
This program targets “thinking errors” and longstanding cognitive issues that create and drive criminal behaviors but also develops pro-social attitudes and behaviors in individuals.

The Good Lives Model
The Good Lives Model is utilized for sex offender treatment programming and is a strengths-based approach to offender rehabilitation and premised on the idea that we need to build capabilities and strengths in people in order to reduce their risk of reoffending. Participants are place into various program tracks depending on their risk level.

Thinking for a Change
This program is cognitive behavioral and includes cognitive restructuring, social skills development, and the development of problem-solving skills.

ACT-V
This program assists individuals by equipping them to make different choices. Its intent is to increase participants' awareness of the factors that influence behavior and building awareness to learn new workable behaviors consistent with their values.

Seeking Safety
This program is a present-focused counseling model to help people attain safety from trauma and/or substance use disorder.

Cognitive-Behavioral Interventions for Substance Abuse
This program is cognitive-behavioral and designed for individuals with moderate to high need in the area of substance use disorder which focuses on skill building activities to assist with cognitive social, emotional, and coping skill development.
EDUCATIONAL OPPORTUNITIES
Iowa Department of Corrections

Summary

The mission of the Correctional Education is to provide incarcerated individuals with educational opportunities and skills necessary to function successfully and responsibly in society upon their release. With over 90% of inmates re-entering their communities, quality educational opportunities are essential in obtaining job skills that lead to employment that provide a sustainable living wage. The Iowa Department of Corrections is committed to its mission of creating opportunities for safer communities.

With opportunities in such areas as: literacy, HiSET (formerly GED), vocational, and post-secondary education credits, there are endless ways that someone incarcerated can better themselves in order to leave prison a stronger person than when they entered.

Core Education and Work-Skill Offerings

The IA DOC offers a number of core education services. These include, High School Equivalency testing (IA DOC utilizes HiSET testing), Literacy / ELL (English Language Learners), Special Education, Title 1, Life Skills (soft job skills) preparing IIs (Incarcerated Individuals) for the workforce.

These educational services are provided in partnership with five Community Colleges across the state (Iowa Western Community College, Des Moines Area Community College, Southeastern Community College, Iowa Central Community College and Kirkwood Community College). Educational Instructors maintain a Standard Teaching License issued by Iowa.

Work-Skills Education

IA DOC offers a multitude of apprenticeship programs in partnership with the Department of Labor in various facilities, including electrician, painter, plumber, welder, computer operator, and janitor. IA DOC also offers a number of work skills trainings in various facilities that lead to industry-standard certificates, including:

- National Career Readiness Certificate (9 facilities)
- Forklift Operation Training (8 facilities)
- OSHA 10 (9 facilities)
- Serv-Safe Certification (9 facilities)
- Pesticide Applicator Certification (CCF)
- Construction (4 facilities)
- Transportation Distribution and Logistics (6 facilities)
- CISCO Networking Academy Training (NCF/ICIW)
- Basic Industrial Maintenance Technology Certificate (ISP/MPCF)
- Certification Logistic/Transportation/Distribution (ISP/MPCF)
- Basic Industrial Maintenance Technology Certificate
- Lean Practitioner Certificate Level 1
Program Completions in FY 2019

<table>
<thead>
<tr>
<th>Program</th>
<th>Completions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Literacy/Title I/Special Education/Ell</td>
<td>556</td>
</tr>
<tr>
<td>High School Equivalency/HiSET</td>
<td>2,147</td>
</tr>
<tr>
<td>National Career Readiness Assessment</td>
<td>384</td>
</tr>
<tr>
<td>Life Skills</td>
<td>1,025</td>
</tr>
</tbody>
</table>

POST-SECONDARY EDUCATIONAL OFFERINGS

Iowa Central Community College (ICCC), as part of the Second Chance Pell Experimental Sites Initiative, offers credit-bearing college courses leading to certificates in welding, supply chain management, industrial machining, carpentry, and culinary baking. Courses are offered at Fort Dodge Correctional Facility (medium security) and North Central Correctional Facility (minimum security). Additionally, students can earn an Associate of Arts degree. General Studies courses are taken through an online correspondence program offered by ICCC and combined with credits earned under one of the various certificate programs (as electives) to earn the AA.

Grinnell College offers, as part of the Bard Prison Initiative, up to 60 credits worth of various liberal arts-focused courses in Newton Correction Facility at no cost to students. University of Iowa offers credit-bearing courses to students at Iowa Medical and Classification Center at no cost to students.

Students also have access to traditional mail-in correspondence courses paid for by donations, friends, families, or the students themselves.
### Vocational Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Enrollments in FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding</td>
<td>68</td>
</tr>
<tr>
<td>Welding 2</td>
<td>25</td>
</tr>
<tr>
<td>Supply Chain Management</td>
<td>27</td>
</tr>
<tr>
<td>Industrial Machinist</td>
<td>33</td>
</tr>
<tr>
<td>Carpentry</td>
<td>1</td>
</tr>
<tr>
<td>Business</td>
<td>17</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>171</strong></td>
</tr>
</tbody>
</table>

### Academic Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Enrollments in FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Degree (AGS)</td>
<td>163</td>
</tr>
<tr>
<td>Bachelor's Degree (correspondence)</td>
<td>89</td>
</tr>
<tr>
<td>Master's Degree (correspondence)</td>
<td>11</td>
</tr>
<tr>
<td>Doctorate Degree (correspondence)</td>
<td>5</td>
</tr>
<tr>
<td>University of Iowa Prison Education</td>
<td>74</td>
</tr>
<tr>
<td>Grinnell College First-Year College Program</td>
<td>23</td>
</tr>
<tr>
<td>ICIW/Skylark Post-Secondary Program (women only)</td>
<td>32</td>
</tr>
<tr>
<td>Friends of Iowa Post-Secondary Program (women only)</td>
<td>9</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>406</strong></td>
</tr>
</tbody>
</table>
EDUCATIONAL PARTNERSHIPS

<table>
<thead>
<tr>
<th>Facility</th>
<th>Community College Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anamosa State Penitentiary</td>
<td>Kirkwood Community College</td>
</tr>
<tr>
<td>Iowa Medical Classification Center (Coralville)</td>
<td>Kirkwood Community College</td>
</tr>
<tr>
<td>Mount Pleasant Correctional Facility</td>
<td>Southeastern Community College</td>
</tr>
<tr>
<td>Iowa State Penitentiary (Fort Madison)</td>
<td>Southeastern Community College</td>
</tr>
<tr>
<td>Newton Correctional Facility</td>
<td>Des Moines Area Community College</td>
</tr>
<tr>
<td>Iowa Correctional Institution for Women (Mitchellville)</td>
<td>Des Moines Area Community College</td>
</tr>
<tr>
<td>Fort Dodge Correctional Facility</td>
<td>Iowa Central Community College</td>
</tr>
<tr>
<td>North Central Correctional Facility (Rockwell City)</td>
<td>Iowa Central Community College</td>
</tr>
<tr>
<td>Clarinda Correctional Facility</td>
<td>Iowa Western Community College</td>
</tr>
</tbody>
</table>

POST-SECONDARY EDUCATIONAL OFFERINGS IN CORRECTIONAL FACILITIES

<table>
<thead>
<tr>
<th>Post-Secondary Institution</th>
<th>Educational Offering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Des Moines Area Community College</td>
<td>• Associate degree with liberal arts focus at no cost to qualifying students</td>
</tr>
<tr>
<td>(available to individuals at Newton Correctional Facility</td>
<td></td>
</tr>
<tr>
<td>— in partnership with Grinnell College</td>
<td></td>
</tr>
<tr>
<td>&amp; Iowa Correctional Institution for Women (Mitchellville)</td>
<td></td>
</tr>
<tr>
<td>— in partnership with The Skylark and Friends of Iowa</td>
<td></td>
</tr>
<tr>
<td>W omen Prisoners projects)</td>
<td></td>
</tr>
<tr>
<td>Iowa Central Community College</td>
<td>• 2nd Chance Pell Experimental Site Initiative</td>
</tr>
<tr>
<td>(available to individuals at Fort Dodge Correctional Facility &amp; North Central Correctional Facility (Rockwell City))</td>
<td>• College courses leading to certificates in welding, supply chain management, industrial machining, carpentry, and culinary baking</td>
</tr>
<tr>
<td>Grinnell College</td>
<td>• Bard Prison Initiative</td>
</tr>
<tr>
<td>(offerings in place since 2007, liberal arts focus at Newton Correctional Facility at no cost to students)</td>
<td>• 60 Credit Program</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>• Credit bearing courses</td>
</tr>
<tr>
<td>(available to individuals at Iowa Medical &amp; Classification Center (Coralville) at no cost to students)</td>
<td></td>
</tr>
</tbody>
</table>
**WORK SKILLS EDUCATION**

Iowa Department of Corrections offers a number of work skills training, in various facilities, that lead to industry-standard certificates.

<table>
<thead>
<tr>
<th>Industry Certificate</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>OSHA 10</td>
<td>All facilities</td>
</tr>
<tr>
<td>Serv-Safe</td>
<td>All facilities</td>
</tr>
<tr>
<td>Forklift Operator</td>
<td>All facilities</td>
</tr>
<tr>
<td>Pesticide Applicator</td>
<td>Clarinda Correctional Facility</td>
</tr>
<tr>
<td>National Career Readiness Certification</td>
<td>All facilities</td>
</tr>
<tr>
<td>Transportation Distribution Logistics (TDL)</td>
<td>6 facilities</td>
</tr>
<tr>
<td>CISCO Networking Academy</td>
<td>Newton Correctional Facility &amp; Iowa Correctional Institute for Women (Mitchellville)</td>
</tr>
<tr>
<td>Lean Practitioner</td>
<td>Iowa State Penitentiary (Fort Madison) &amp; Mount Pleasant Correctional Facility</td>
</tr>
<tr>
<td>OSHA 30</td>
<td>All facilities</td>
</tr>
</tbody>
</table>
Iowa Prison Industries (IPI) is the job training program within the Iowa Department of Corrections, providing offenders with the opportunity for Building Brighter Futures. IPI’s work training program is one of the most successful in reducing recidivism, which is vital to the safety and security of Iowa.

IPI is 100% self-funding and relies on the sales of our products and services to fund these valuable offender training programs. IPI’s programs and services are only available to purchase by government agencies, school districts, non-profit groups, and employees of these organizations.

For more information on IPI, please visit the full website at www.ia.prisonind.com

**Prison Industry Enhancement Program (PIE)**

**An Untapped Resource for Iowa Employers**

- Program allows private businesses to hire incarcerated individuals when they cannot find enough qualified civilian employees
- Minimum security offenders can work at your facility alongside your civilian employees, or perform subcontract work inside the correctional facility
- Helps fill vacant positions with a reliable, motivated workforce
- Provides incarcerated men and women valuable work skills crucial in finding employment upon release
- Did you know that approximately 95% of incarcerated individuals will be released back to our communities? This program ultimately provides a work experience that helps individuals transition back into society become better employees and tax paying citizens once again

**How Does it Work?**

1) New programs must go through an approval process which could take up to three months
2) Once approved, incarcerated individuals become the company's employees and will receive wages comparable with civilian staff
3) Incarcerated employees work under employer’s supervision with the ability to work any shift and on the weekends depending on employer needs

**PIE Program Implementation**

- Iowa Department of Corrections will provide basic training to supervisory staff
- Incarcerated men and women are not allowed to use tobacco, cell phones, or handle currency
- Iowa DOC does NOT provide transportation to and from your work place

**PIE Participant Wages**

- State and Federal law require that those working in the PIE program receive wages similar to those paid to civilian workers
- Employer does not need to provide benefits, holiday or vacation pay

For more information, contact:  

Dan Clark  
Director  
Phone: 515 822-8920  
Email: dan.clark@iowa.gov
Apprenticeship Program

26 Registered Occupations

- Baker
- Barber
- Cabinet Maker
- Carpenter
- Computer Operator
- Cook
- Electrician
- Housekeeper
- IT Specialist
- Job Printer
- Landscape Management Technician
- Maintenance Repairer
- Material Coordinator
- Mechanical Drafter
- Metal Fabricator
- Office Manager/Admin Services
- Painter
- Peer Specialist
- Plumber
- Powder Coating Technician
- Refrigeration, Air Condition Mechanic
- Screen Printer
- Sewing Machine Operator
- Sewing Machine Repairer
- Upholsterer
- Welder

330 Active Apprentices

210 Completed Apprentices

Future Programs

- Nurse Assistant
- Construction Laborer

Future Goals

Grow Number of Apprentices

Expand the Number of Programs

Collaborate with Employers

Reduce Recidivism & Build Safer Communities

For more information, contact:

Dane Sulentic
Apprenticeship Coordinator
Phone: 319 371-1313
Email: dane.sulentic@iowa.gov
HOMES FOR IOWA
Creating a Sustainable Model to Address Rural Iowa Housing Shortage

The Problem
- Rural housing continues to be a struggle in Iowa, where demand is too high and supply is short
- This is an economic development issue. How do we continue to attract workers, teachers, and skilled tradespeople to rural areas if there is no housing available?
- Companies choose not to relocate or expand in Iowa due to no housing in proximity to their business location

The Need
In the next 10 years, Homes for Iowa (HFI), a 501(c)3 nonprofit, plans to build 875 homes. To scale production, HFI will need:
- Additional $1.8 million in grants/ contributions/ appropriations
- $4.75 million in low interest loans
We are seeking contributions from foundations and grants that have a focus on housing initiatives.

The Solution
Modeled after South Dakota’s successful “Governor’s House” program, COGs will help in managing the program under the nonprofit, Homes for Iowa, Inc. Iowa Prison Industries will procure supplies to build two- and three-bedroom homes that are stick built at the Newton Correctional Facility in Newton, Iowa. Once complete, the homes are trucked to home sites. Benefits of the program are:

- Pipeline of apprenticed trades to the construction industry.
- Increase of housing in rural areas to keep communities growing.
- Affordable homes in the $100,000 to $120,000 range.
- Lower recidivism rates among inmates.
- This is a self-sustaining program.

The Process
1) Individuals, cities, or developers reach out to local Council of Government (COG) to initiate order
2) COG completes pre-development work with buyer/ developer per HFI policies
3) Home plan is chosen
4) Iowa Prison Industries (IPI) builds home at Newton Correctional Facility
5) Lot utilities and foundation are managed by buyer
6) Home is delivered in one piece
7) Homeowner takes possession

For more information, contact
Dan Clark
Director
Phone: 515 822-8920
Email: dan.clark@iowa.gov
Dear Employers,

Thank you for attending today’s Governor’s Roundtable discussion. With our sustained low unemployment rate, we know most employers are having a difficult time finding the skilled workers they need. As part of developing our talent pipeline and closing the skills gap, employers need to consider all potential pools of employees, including returning citizens.

Iowa returns four to five thousand citizens each year and this is a pool of employees that could be better utilized. The Department of Corrections has worked hard to provide registered apprenticeships within the facilities to put these individuals on a better path when they are released. A path that will provide a sustainable wage and a career pathway. Not just a job with limited future growth or advancement. IWD provides onsite workforce services at four of our installations, helping individuals prepare resumes, practice their interview skills and most importantly, connect them with employers that are looking for skilled workers.

The state of Iowa spends over $35,000 each year to house someone in a correctional facility. The better position we put individuals in when they return to society, the more money we will save with reduced recidivism. A good job and career pathway can put someone in the best person to have the kind of future we want for all of our citizens. A future that makes them productive members of our society.

We should be focused on rehabilitation and providing skilled training is a big part of those efforts. But this effort requires that they are in a position to put that training to a good use - a productive use for employers who have needs the returning citizens can meet. I know that not all individuals are going to be successful in the workplace and may not be at the place they need to be to take advantage of the opportunities provided to them. Like all new hires, not everyone works out the way we hope that it will upon hiring. However, we hear success stories from employers who have engaged with this community on a regular basis and most report it was simply a mindset change that allowed them to take a broader approach to their recruiting and hiring.

I invite you to become part of someone’s success story. Not only could you gain a valuable employee, you can also help insure that Iowa gives their citizens true second chances once their debt to society is paid. Thank you again for being here today and for helping make Iowa a great place to live and work.

Beth Townsend, Director
O One-Stop Centers

BURLINGTON
1000 N Roosevelt Ave, Suite #9
Burlington, IA 52601
Phone: 319 753-1671 | Fax: 319 753-5881
Email: Burlington.WFC@iwd.iowa.gov

CARROLL
619 N Carroll St
Carroll, IA 51401
Phone: 712 792-2685 | Fax: 712 792-6605
Email: Region8.W eb@iwd.iowa.gov

CEDAR RAPIDS
Lindale Mall, 4444 1st Ave NE, Suite #436
Cedar Rapids, IA 52402
Phone: 319 365-9474 | Fax: 319 365-9270
Email: Region10.W eb@iwd.iowa.gov

COUNCIL BLUFFS
Omni Centré Business Mall, 300 W Broadway, Suite #13
Council Bluffs, IA 51503
Phone: 712 352-3480 | Fax: 712 352-3486
Email: Region13.W eb@iwd.iowa.gov

CRESTON
215 N Elm St
Creston, IA 50801
Phone: 641 782-2119 | Fax: 641 782-7060
Email: Region14.W eb@iwd.iowa.gov

DAVENPORT
902 w Kimberly Rd, Suite #51
Davenport, IA 52806
Phone: 563 445-3200 | Fax: 563 445-3240
Email: Region9.W eb@iwd.iowa.gov

DES MOINES
200 Army Post Rd
Des Moines, IA 50315
Phone: 515 281-9619 | Fax: 515 281-9640
Email: Region11.W eb@iwd.iowa.gov

DUBUQUE
680 Main St, 2nd Floor
Dubuque, IA 52001
Phone: 563 556-5800 | Fax: 563 556-0154
Email: Region1.W eb@iwd.iowa.gov

FORT DODGE
3 Triton Circle
Fort Dodge, IA 50501
Phone: 515 576-3131 | Fax: 515 955-1420
Email: Region5.W eb@iwd.iowa.gov

MARSHALLTOWN
3405 S Center St
Marshalltown, IA 50158
Phone: 641 754-1400 | Fax: 641 754-1443
Email: Region6.W eb@iwd.iowa.gov
MASON CITY
600 s Pierce Ave
Mason City, IA 50401
Phone: 641 422-1524  |  Fax: 641 422-1543
Email: Region2.W eb@iwd.iowa.gov

OTTUMWA
15260 Truman St, IHCC North Campus
Ot tumwa, IA 52501
Phone: 641 684-5401  |  Fax: 641 684-4351
Email: Region15.W eb@iwd.iowa.gov

SPENCER
217 W 5th St
Spencer, IA 51301
Phone: 712 262-1971 |  Fax: 712 262-1963
Email: Region3and4.W eb@iwd.iowa.gov

SIoux CITY
2508 4th St
Sioux City, IA 51101
Phone: 712 233-9030  |  Fax: 712 277-8438
Email: Region12.W eb@iwd.iowa.gov

WA TERLOO
3420 University Ave
Wa terloo, IA 50701
Phone: 319 291-2546  |  Fax: 319 291-2651
Email: Region7.W eb@iwd.iowa.gov

OT TUMWA
15260 Truman St, IHCC North Campus
Ot tumwa, IA 52501
Phone: 641 684-5401  |  Fax: 641 684-4351
Email: Region15.W eb@iwd.iowa.gov

SPENCER
217 W 5th St
Spencer, IA 51301
Phone: 712 262-1971 |  Fax: 712 262-1963
Email: Region3and4.W eb@iwd.iowa.gov

SATELLITE OFFICES

AMES
903 Lincoln Way
Ames, IA 50014
Phone: 515 725-5495

DECORAH
312 W innebago St
Decorah, IA 52101
Phone: 563 382-0457 |  Fax: 563 387-0905
Email: Region1.W eb@iwd.iowa.gov

IOWA CITY
Eastdale Plaza, 1700 S 1st Ave, Suite 11B
Iowa City, IA 52240-6036
Phone: 319 351-1035  |  Fax: 319 351-4433
Email: Region10.W eb@iwd.iowa.gov

HOURS OF OPERATION

SUNDAY  Closed
MONDAY  8:30 am - 4:30 pm
TUESDAY  8:30 am - 4:30 pm
WEDNESDAY  9:00 am - 4:30 pm
THURSDAY  8:30 am - 4:30 pm
FRIDAY  8:30 am - 4:30 pm
SATURDAY  Closed

“never Give up! don’t just quit. The staff at IowaWORKS care and they are there to help you succeed.”
- Dev, IowaWORKS Customer
Future Ready Iowa (FRI) helps connect Iowans to programs that lead to postsecondary credentials in high-demand jobs:

**Last-Dollar Scholarship**
The scholarship covers tuition for certificate, diploma, or 2-year degree programs that are high-demand jobs.

**Future Ready Iowa Grant**
The grant provides tuition assistance to those who have earned 2 or more years toward a 4-year degree in a high-demand career.

**Employer Innovation Fund**
It is a state matching grant opportunity for employers, community members and educators to find creative solutions for upskilling the local workforce.

**Future Ready Iowa Goal:**
To have **70% of Iowans** with postsecondary credentials by **2025**

Future Ready Iowa is an initiative to develop the workforce with the necessary training and education for technical and non-technical skills.
## LAST-DO LLAR SCHOLARSHIP
### HIGH DEMAND OCCUPATIONS 2019
(MEDIAN ENTRY-LEVEL ANNUAL SALARIES)

### Healthcare & Biosciences
- Agricultural and Food Science Technicians ($33,403)
- Biological Technicians ($31,984)
- Cardiovascular Technologists and Technicians ($30,881)
- Chemical Technicians ($31,138)
- Dental Assistants ($33,956)
- Dental Hygienists ($56,914)
- Diagnostic Medical Sonographers ($53,224)
- Emergency Medical Technicians and Paramedics ($24,680)
- Environmental Science and Protection Technicians, Including Health ($34,513)
- Health Technologists and Technicians ($29,991)
- Licensed Practical and Licensed Vocational Nurses ($35,102)
- Life, Physical, and Social Science Technicians (N/A)
- Medical and Clinical Laboratory Technicians (N/A)
- Medical and Clinical Laboratory Technologists (N/A)
- Occupational Therapy Assistants ($44,877)
- Physical Therapist Assistants ($40,091)
- Radiologic Technologists ($42,179)
- Registered Nurses ($46,772)
- Respiratory Therapists ($44,516)
- Surgical Technologists ($33,491)

### Information Technology
- Computer Network Support Specialists ($39,270)
- Computer Occupations, All Other ($49,657)
- Computer Programmers ($56,941)
- Computer Systems Analysts ($57,759)
- Computer User Support Specialists ($34,889)
- Network and Computer Systems Administrators ($53,134)
- Web Developers ($33,810)

### Advanced Manufacturing Production, Installation, & Maintenance
- Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic ($31,803)
- Computer-Controlled Machine Tool Operators, Metal and Plastic ($30,905)
- Electrical Power-Line Installers and Repairers ($45,831)
- Engine and Other Machine Assemblers ($30,483)
- Farm Equipment Mechanics and Service Technicians ($32,725)
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers ($34,720)
- Industrial Machinery Mechanics ($37,267)
- Maintenance Workers, Machinery ($33,922)
- Millwrights ($35,558)
- Mobile Heavy Equipment Mechanics, Except Engines ($37,698)
- Plant and System Operators ($48,005)
- Telecommunications Line Installers and Repairers ($36,219)
- Tool and Die Makers ($40,319)
- Welders, Cutters, Solderers, and Brazers ($31,750)
- Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders ($33,627)
- Wind Turbine Service Technicians ($40,157)

### Construction & Engineering
- Architectural and Civil Drafters ($38,736)
- Carpenters ($30,902)
- Civil Engineering Technicians ($33,792)
- Electrical and Electronics Engineering Technicians ($46,992)
- Electricians ($34,567)
- Engineering Technicians, Except Drafters, All Other ($41,774)
- Mechanical drafters ($38,198)
- Operating Engineers and Other Construction Equipment Operators ($35,226)
- Pipefitters ($33,805)
- Plumbers, Pipefitters, and Steamfitters ($32,725)
- Sheet Metal Workers ($31,294)
- Structural Iron and Steel Workers ($39,054)

### Criteria:
- With few exceptions, 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree.
- Entry-level wage of $14.00 or higher (Iowa Wage Report, 2017 Entry Level Wage).
- Doesn't typically require work experience for entry.

### Sources:
- State of Iowa Occupational Projections
  www.iowalmi.gov/occproj
- 2017 & 2019 Iowa Wage Report (State of Iowa)
  www.iowalmi.gov/iawagereport
- U.S. Bureau of Labor Statistics (national)
  https://www.bls.gov/emp/tables/educational-attainment.htm
- Iowa Registered Apprenticeship Sponsor List
  www.earnandlearniowa.gov
- Iowa Registered Apprenticeship Sponsor List
  www.earnandlearniowa.gov
IOWA GRANT
HIGH DEMAND OCCUPATIONS 2019
(MEDIAN ENTRY-LEVEL ANNUAL SALARIES)

Management, Business, & Financial Operations
- Accountants and Auditors ($44,153)
- Construction Managers ($53,463)
- Cost Estimators ($41,037)
- Credit Analysts ($43,685)
- Financial Analysts ($52,827)
- Financial Examiners ($33,062)
- Financial Specialists ($43,865)
- Loan Officers ($40,712)
- Market Research Analysts and Marketing Specialists ($35,441)
- Personal Financial Advisors ($39,121)
- Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products ($48,106)
- Securities, Commodities, and Financial Services Sales Agents ($34,316)

Information Technology & Mathematics
- Actuaries ($67,919)
- Computer Network Support Specialists ($39,270)
- Computer Occupations, All Other ($49,657)
- Computer Programmers ($56,941)
- Computer Systems Analysts ($57,759)
- Computer User Support Specialists ($34,889)
- Database Administrators ($59,992)
- Network and Computer Systems Administrators ($53,134)
- Operations Research Analysts ($55,679)
- Software Developers, Applications ($62,916)

Education
- Career/Technical Education Teachers, Middle School ($36,201)
- Career/Technical Education Teachers, Secondary School ($46,264)
- Elementary School Teachers, Except Special Education ($38,984)
- Kindergarten Teachers, Except Special Education ($38,683)
- Middle School Teachers, Except Special and Career/Technical Education ($37,886)
- Secondary School Teachers, Except Special and Career/Technical Education ($40,360)
- Special Education Teachers, All Other ($55,928)
- Special Education Teachers, Kindergarten and Elementary School ($40,253)
- Special Education Teachers, Middle School ($43,026)
- Special Education Teachers, Preschool ($29,693)
- Special Education Teachers, Secondary School ($43,507)
- Vocational Education Teachers, Postsecondary ($30,454)

Healthcare & Biosciences
- Registered Nurses ($46,772)
- Social Workers ($39,551)

Engineering
- Agricultural Engineers ($60,064)
- Computer Hardware Engineers ($42,083)
- Electrical Engineers ($65,595)
- Industrial Engineers ($61,635)
- Mechanical Engineers ($54,189)

Criteria:
- With few exceptions, 33.3% or higher of people employed in the occupation with educational attainment of Bachelor's Degree or higher
- Entry-level wage of $14.00 or higher (Iowa Wage Report, 2017 Entry Level Wage)
- Doesn't typically require work experience for entry
- Doesn't typically require a doctoral or professional degree

Sources:
- State of Iowa Occupational Projections
  www.iowalmi.gov/occproj
- 2017 & 2019 Iowa Wage Report
  (State of Iowa)
  www.iowalmi.gov/iawagereport
- U.S. Bureau of Labor Statistics (national)
  https://www.bls.gov/emp/tables/educational-attainment.htm
- Iowa Registered Apprenticeship Sponsor List
  www.earnandlearniowa.gov
Collateral Consequences of Conviction

The National Inventory of Collateral Consequences of Conviction (NICCC) is an online database that catalogs the state and federal statutes and regulations that limit or prohibit people convicted of crimes from accessing various rights, benefits, and opportunities. As of 2019, the NICCC identifies 589 provisions of Iowa law that impose these “collateral consequences,” a large majority of which act as barriers to employment for people with criminal convictions (see pie chart to the right). This fact sheet provides an overview of employment-related collateral consequences in Iowa.

Types of Employment-Related Consequences

Collateral consequences impact employment opportunities either by restricting access to occupational licenses needed to work in certain fields, restricting access to business licenses needed to pursue self-employment, or directly limiting the ability of employers to hire or retain workers with certain conviction histories. The chart to the left shows the number of Iowa consequences that impact each of these three employment-related opportunities.

Impacted Fields

Collateral consequences affect a range of employment fields. The chart below identifies the top 10 fields impacted by employment-related consequences in Iowa. The percentages indicate the portion of the state’s total employment-related consequences that impact each field.

*Explore the NICCC at niccc.csgjusticecenter.org*
Discretion in Application

State law determines whether a consequence must be imposed or may be imposed. Mandatory consequences generally prohibit, without exception, the employment, retention, or licensing of a person with a conviction for a specified offense. Discretionary consequences authorize employers, licensing entities, and other decision makers to impose a consequence, but do not require that they do so. Note that some laws require criminal background checks of applicants for employment or licensure without indicating how the decision maker should act in response to the results. For the purposes of first pie chart on the following page, these “background check-only” provisions are considered discretionary consequences. This pie chart indicates the percentage of Iowa’s employment-related consequences that are either mandatory or discretionary.

Duration of Effect

Employment-related consequences may remain in effect for a time-limited duration (usually a specific length of time, beginning on the date of conviction or completion of sentence) or may be indefinite in duration (i.e., no specific time included in the law). The ‘Consequence Duration’ pie chart on the following page indicates the percentage of Iowa’s employment-related consequences that are either time-limited or indefinite. For the purposes of this pie chart, consequences that end once a person satisfies some legal condition, such as completing a drug treatment program or driver training course, are treated as time-limited. Note that a consequence described as indefinite may not be permanent if state or federal law allows the consequence to be removed through a legal process such as criminal record clearance or executive pardon (see General Relief from Collateral Consequences for more).

Triggering Offenses

Collateral consequences can be triggered by convictions for a wide range of criminal offenses. Some consequences are triggered by specific offenses, while others are triggered by broader categories of offenses such as “any felony” or “violent crimes.” The last pie chart on the following page highlights some of the triggering offense categories used by the NICCC and the number of Iowa’s employment-related consequences triggered by convictions within each category. Note that a consequence assigned to a triggering offense category like “controlled substances offenses” may be triggered only by one specific type of controlled substance offense in the jurisdiction, not all controlled substance offenses.

General Relief from Collateral Consequences

Iowa law provides the following broadly effective mechanisms that may reduce the legal effects of employment-related collateral consequences:

- **Certificate of Employability**: A Certificate of Employability granted by the Board of Parole prevents most licensing entities from disqualifying an applicant for a conviction that is not “directly related” to the licensed activity and does not indicate an unreasonable risk to public safety or welfare.

For information on record clearance in Iowa, see the Clean Slate Clearinghouse website at [CLEANSLATECLEARINGHOUSE.ORG](http://CLEANSLATECLEARINGHOUSE.ORG).
Collateral Consequences of Conviction (continued)

Discretion to Impose Consequences

- 32% Mandatory
- 68% Discretionary

Consequence Duration

- 15% Time-Limited
- 85% Indefinite

Number of Employment Consequences Triggered by Offense Categories

- Any Felony: 255
- Any Crime: 159
- Crimes Involving Fraud, Property, Dishonesty, or Misrepresentation: 85
- Crimes of Violence & Sex Offenses: 41
- Controlled Substance Offenses: 49
Since 2010, the U.S. economy has experienced private sector job growth, a jobless rate below 5.5 percent, and steady growth in the country’s gross domestic product. There are still underlying weaknesses, however, as evidenced by the historically low employment rate of prime-age people and the continued high number of workers unemployed for longer than six months. Unemployment is even more prevalent for people with criminal records.

Nearly 10 million adults return to the community from jails and federal and state prisons each year in the U.S., and they face significant challenges. Numerous studies find that people require a combination of family support, community assistance, and economic opportunity to stay out of the criminal justice system. Access to employment is a critical component of this web of support, as a steady job provides financial resources and social connections that build motivation.

As the field develops more knowledge about what works to reduce recidivism and promote job readiness, the National Reentry Resource Center, a project of The Council of State Governments (CSG) Justice Center, will continue to work with the National Employment Law Project to provide broad-based education, training, and resources to policymakers who wish to implement effective legislation and policies.

What are Fair-Chance Hiring Policies?

It is estimated that one in three adults in the U.S. have some type of criminal record that may appear on a routine background check for employment. Furthermore, in one recent survey, men with conviction records accounted for about 34 percent of nonworking men of prime working age. Studies have shown that the existence of a criminal record reduces job callbacks by 50 percent on average, with an uptick to 60 percent for black male job candidates. These statistics demonstrate both that involvement with the criminal justice system is a fairly common experience in the U.S. and that a criminal record impacts employment opportunities.

A broad menu of reforms, which some localities have deemed “fair-chance” laws, incorporates “ban the box” policies and builds off the best practices detailed in the U.S. Equal Employment Opportunity Commission (EEOC) guidelines on the use of arrest and conviction records in employment decisions. EEOC recommendations that have been incorporated into fair-chance laws include, for example:

- Prohibiting certain criminal record information from consideration, such as arrests that have not led to convictions;
- Considering only specific job-related convictions in hiring; and
- Providing job applicants an opportunity to explain their criminal record.

Policy reforms aimed at the consideration of records in hiring decisions run the gamut in substance from simply removing the conviction history from the job application to more robust versions. The scope of the reform also varies as to the level of government, the legal mechanism used, and the type of employer included.

As of October 2015, 19 states representing nearly every region of the country have adopted policies to delay conviction history inquiries: California, Colorado, Connecticut, Delaware, Georgia, Hawaii, Illinois, Maryland, Massachusetts, Minnesota, Nebraska, New Jersey, New Mexico, New York, Ohio, Oregon, Rhode Island, Vermont and Virginia. Each of these states have enacted legislation except for four—Georgia, New York, Vermont, and
Virginia; these states have policies in place through gubernatorial actions. Seven states have removed the conviction inquiry from job applications for private employers as well. In addition, major employers such as Walmart, Target, Starbucks, Home Depot, Bed, Bath & Beyond, and Koch Industries have taken the conviction question off of their job applications.

Impact of Fair-Chance Policies to Date

Although there has been limited formal tracking of the results of these fair-chance policies, existing information indicates an increase in hiring people with records.

In North Carolina, Durham County adopted a policy for county job applicants in 2012 that delayed background checks until applicants were selected for hiring and also incorporated EEOC criteria for considering records. Ninety-six percent of Durham County applicants with criminal records—who were recommended for hire prior to the criminal record check—were ultimately hired after the results revealed some criminal history.

After the City of Minneapolis implemented its policy, it found that removing the conviction disclosure box from initial applications, incorporating EEOC criteria, and postponing background checks until after a conditional offer of employment decreased the amount of transactional work for staff, did not slow down the hiring process, and resulted in more than half of applicants with convictions being hired.

Fiscal Considerations

An attractive aspect of this reform is its low cost of implementation. Removing the conviction history question from the job application is a minimal expenditure. Incorporating the EEOC best practices into written policies and practices and providing training to human resources decision makers can also be absorbed administratively. Enforcement of the policy, data collection to assess the results, and policy compliance review would require the infrastructure to perform these functions, which would vary in cost depending on the existing systems in place.

Implementation Considerations

In a case study documenting the implementation of laws in three jurisdictions, a common theme was the importance of stakeholder engagement. Additional components to ensure successful implementation of a policy include tracking outcomes, identifying any barriers to compliance, and improving upon the policy to ensure the goals are being met. Questions to consider regarding how to meet these goals include the following:

- For tracking compliance of public employers, is there a confidential tracking system in place that documents how many people with records are denied job opportunities based on their records and how many people with records are ultimately hired?
- For private employers, are there low-cost opportunities to document the number of people with records rejected or accepted for job opportunities, such as random audits or simple electronic surveys? In addition, is there a system to track complaints, and can this information be readily made available to the public in the aggregate?

Lessons from Seattle

Seattle’s fair chance ordinance, passed in June 2013, directed the agency responsible for enforcement to convene a panel of stakeholders from the employer, social service, and legal community sectors. After seeking the broader community’s input through public meetings and a robust education and outreach campaign, the enforcement agency developed rules interpreting the ordinance and resource materials for job seekers and employers.
An Offender Workforce Development Specialist (OWDS) is a position requiring a person to utilize twelve specific competencies and their related skills to assist offenders to make informed decisions about jobs and career paths, based on knowledge of their interests, skills, abilities and values; educational and occupational opportunities; and the realities of the world of work. OWDS staff may work in settings such as prisons, jails, pre-release facilities, pretrial offices, probation/parole offices, one-stop career centers, nonprofit organizations, vocational rehabilitation centers. Job duties require that individuals be resourceful, capable of multitasking and working under pressure, and skilled in leadership. The twelve competencies are career theory, facilitation skills, diversity, assessment, instruction and group facilitation, barriers, transition and interventions, retention, ethics, job seeking and employability, career information and technology, design and implementing training and workforce development services.

Iowa Workforce Development has Reentry Workforce Advisors located in four out of the nine correctional institutions in Iowa and they are all OWDS certified. Reentry Advisors help create resumes, assist with mock interviews, proctor National Career Readiness Assessment (NCRC) and the O*NET assessment, teach classes, act as sponsor for Iowa Department of Corrections Registered Apprenticeship programs, host career fairs inside the institution, network with employers, individualized job referrals, job searching 3 weeks prior to incarcerated individuals release and referrals to the American Job Center in the area the individual returns to.

- Jennifer Seil works at the Iowa Correctional Institute for Women in Mitchellville with approximately 730 incarcerated women. She can be reached by email at jennifer.seil@iwd.iowa.gov.
- Brian Pibal works at the North Central Correctional Facility in Rockwell City with approximately 500 incarcerated men. He can be reached by email at brian.pibal@iwd.iowa.gov.
- Terry Zmolek works at the Mount Pleasant Correctional Facility in Mount Pleasant with approximately 900 incarcerated men. He can be reached by email at terry.zmolek@iwd.iowa.gov.
- Mary Anna Lyons works at the Correctional Release Center in Newton with approximately 380 incarcerated men. She can be reached by email at mary.lyons@iwd.iowa.gov.
FEEDBACK & EXPERIENCE

“We have had a great relationship with Iowa Prison Industries and their Worker Program for over 10 years. These workers are an integral part of our workforce, and allow us the ability to meet our production demands.”
~ Peg Sanders, Graphic Edge

“With the historically low unemployment rate we have to continue to be innovative to ensure we have a healthy workforce. By reaching out to underutilize populations we have the ability to not only give people a second chance but also an opportunity for them to give back to their community.”
~ Kingsley Botchway II, Waterloo Community Schools

“At Frontier, we believe everyone deserves a 2nd chance as long as they are willing to work for it. We took a chance on Michael and he continues to exceed our expectations. During his two years of employment, he has been promoted twice and continues to impress us. We are proud to have Michael in our organization and would encourage other employers to recruit from this program.”
~ Carrie Jo Albaugh, Frontier Co-Op
TESTIMONIALS

Incarcerated Individuals Find Success by Working with Reentry Advisor Prior to Their Release

“In Steven is an individual I started working with in February 2019. We met several times and completed his IowaWORKS registration, resume, mock interviews and I helped him apply for 30 jobs in the Cedar Rapids area. Steven also completed the National Career Readiness Certificate (Platinum level), CPR/First Aid course and the Industrial Maintenance Electrical and Mechanical classes offered by Southeastern Community College. Steven attended the job fair held inside the Mount Pleasant Correctional Facility in May 2019 and was able to network with and apply at several businesses. Steven was released from the institution in June 2019. He found employment as a maintenance worker the following month. I followed up with his case manager in October 2019 and she stated he has been working full time, enjoys his job and will be doing service calls soon. I am glad to see that Steven is doing well and found employment in his chosen career path.”

~ Terry Zmolek, Reentry Advisor at the Mount Pleasant Correctional Facility

“Megan is an individual that I started working extensively with in April 2019. She was previously employed as a Vet Tech with a Vet College out of state and her license had expired. I was able to confirm she was within the 90 day window of the expiration. In working with the American Job Center staff, we were able to get her WIOA Title I program funds to pay for her license reinstatement. I assisted her in applying at the Animal Rescue League (ARL) for the position of Vet Tech. She was granted a phone interview with the ARL and was offered an in person interview post release. She was hired and started this job two weeks after she was released in May 2019. I reached out to a clothing closet resource and was able to get her an interview outfit as well as a one week supply of scrubs for her new job. Megan was very fortunate to secure employment so quickly and in the field she had both a passion for, as well as prior experience in.”

~ Jennifer Seil, Reentry Advisor at the Iowa Correctional Institution for Women

“Eric is an individual I started working with in February 2019. We met several times and completed his IowaWORKS registration, resume, mock interview, mock phone interview, and applied for 30 jobs in the Dubuque area. Eric completed the National Career Readiness Certificate (Silver level), Bring Your A-game class and the Resume/Interviewing workshops. Eric attended the job fair held inside the Mount Pleasant Correctional Facility in May 2019 and was able to network with and apply at several businesses. Eric was released from the institution in July 2019 and obtained a job a week later at a construction company. As of October 2019 he is still working and was already given a pay raise. I am very impressed he secured employment within one week of release.”

~ Terry Zmolek, Reentry Advisor at the Mount Pleasant Correctional Facility
EMERGE PROGRAM
EMPOWERING AND MOTIVATING EX-OFFENDERS TO REACH GAINFUL EMPLOYMENT

Mission Statement
Our mission is to work with individuals who have a criminal background and provide opportunities with a focus on education, career pathways and employment.

Program Overview
Participants complete the O*NET Assessment as a career exploration tool and the National Career Readiness Certificate (NCRC) as a job skills assessment. They identify their values and what motivates them in an effort to define the type of person they can strive to be. Some of the skills taught are empathy, active listening, critical thinking, goal setting, problem solving, acceptance and important work habits. The participants are able to role play realistic situations that could occur in the workplace.

Participants create a resume, master job application and cover letter. They practice job interviewing skills through mock interviews as well as how to answer questions pertaining to their criminal history. They learn about the labor market, high demand jobs and what certifications they will need for the job they prefer. Registered Apprenticeships programs are introduced and discussed as a possible career pathway. Career fairs are held inside the correctional institutions to provide them an opportunity to connect with employers and put what they have learned to the test. They learn about the employer incentives for hiring ex-offenders such as the Work Opportunity Tax Credit (WOTC) and the Federal Bonding Program. Connections are also made with their local American Job Center which allows the participant to continue their career planning and job placement goals.
Federal Tax Credit

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who hire individuals from eligible target groups with significant barriers to employment.

Target Groups

- Veterans
- TANF (welfare) recipients
- SNAP (food stamps) recipients
- Designated rural renewal counties
- Vocational rehabilitation referrals
- Ex-felons
- SSI recipients
- Qualified long-term unemployment recipients

Employers can register for an account at iowaworks.gov to file the required forms electronically.


Email wotc.coordinator@iwd.iowa.gov with any additional questions.
Summary

The US Department of Labor (USDOL) created the Federal Bonding Program (FBP) in 1966. The FBP has been successfully providing fidelity bonds to employers, giving them access to job seekers and opening doors of opportunity. A fidelity bond is issued to the employer to protect them against loss of money or property due to employee dishonesty. The bond is given to the employer free of charge and is an incentive to hire an at-risk job seeker. Tens of thousands of employers across the country have integrated the FBP into their hiring practices - industries that support our country’s economy - hospitality, retail, construction, transportation, auto repair, manufacturing, healthcare, non-profits, banking, tourism and more.

For Employers

Requirements for employers participating include:

- Bonds must be issued pre-hire
- Employment must be full- or part-time (Minimum of 30 hours per week)
- Employees must be of legal age to work
- Bonds are issued in $5,000 increments (up to $25,000 with 6 months of coverage)
- Zero deductible

For Eligible Individuals

Hard to place job seekers include:

- Justice-involved men, women, youth
- Recovering from substance use disorders
- TANF Recipients
- Poor credit record
- Economically disadvantaged youth and adults with minimal work history
- Dishonorable military discharge
- Any job seeker with barriers to employment

For more information or to initiate the Federal bonding process, contact:

Shelley Seitz
Workforce Program Coordinator - Reentry
1000 East Grand Avenue
Des Moines, IA 50319
Phone: 515 725-3891 | Cell: 515 901-3600
Email: richelle.seitz@iwd.iowa.gov

Website: www.iowaworkforcedevelopment.gov | www.bonds4jobs.com
Ex-Offender Data

- 83% (444 total ex-offenders) do not have a valid driver's license
- To reinstate their license:
  - Nearly all will be required to pass the operator knowledge test
  - Nearly all will be required to pass a driving exam
- 57% (303 total) have at least one unpaid court fine causing a suspension of their driver's license
RE-ENTRY INITIATIVES FOR THE CEDAR RAPIDS AREA

January 29 - Governor’s Re-Entry Roundtable
- Anamosa Correctional Facility
- 12:30 p.m to 4:15 p.m
- To register: https://www.eventbrite.com/e/employer-and-reentry-roundtable-tickets-88495250677

February 6 - Cedar Rapids Metro Economic Alliance & Linn County Fair Chance Hiring Panel
- 12:00 p.m to 1:00 p.m

March 11 - Employers Council of Iowa, Re-Entry Simulation
- 2:00 p.m to 4:00 p.m
- To register: https://re-entriesimulationcr.eventbrite.com

April 15 - Oakdale Correctional Facility, Job Fair
- 1:00 p.m to 4:00 p.m
- Hosted for those currently incarcerated. Approximately 200 will be discharged back into communities at a rate of 20-30/month
- To register: https://imccjobfair.eventbrite.com

April 28 - 6th Judicial District, Second Chance Hiring Job Fair
- 4:00 p.m to 7:00 p.m
- Emphasis on probation and parolees
- To register: https://2ndsecondchancejobfair.eventbrite.com
RESOURCES

Shelley Seitz, OWDS, IA DC
Workforce Program Coordinator - Reentry
Iowa Workforce Development
1000 East Grand Avenue
Des Moines, IA 50319
Office Phone: 515 725-3891 | Cell Phone: 515 901-3600
Email: richelle.seitz@iwd.iowa.gov

Dan Clark
Director
Iowa Prison Industries
510 East 12th Street
Des Moines, IA 50319
Office Phone: 515 822-8920
Email: dan.clark@iowa.gov

Dane Sulentic
Apprenticeship Coordinator
Iowa Department of Corrections
510 East 12th Street
Des Moines, IA 50319
Office Phone: 319 371-1313
Email: dane.sulentic@iowa.gov