

## Jail Reentry: We Cannot Afford to Overlook this Population

Susan Hallett

By now, most of us are familiar with the number of state and federal prisoners returning home: 630,000 each year. But we are rarely reminded of the hundreds of thousands more returning from local jails each year. Given the enormity of this figure, we need to make sure we also address their needs and give localities the resources to help people reentering the community from local jails obtain employment and other necessary support to foster public safety.

Jails are locally operated correctional facilities that confine persons before or after adjudication. Inmates

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## It's Not Just 'Those People': One-Third of U.S. Adult Population Has a Criminal Record

Glenn Martin

Did you know that nearly **65 million people** in the United States have a state rap sheet? That means that about 30% of the nation's adult population lives a substantial portion of their lives having a criminal record! According to the U.S. Department of Justice Bureau of Justice Statistics, approximately 64,282,700 criminal history records were in the criminal history files of state repositories (see "Survey of State Criminal History Information Systems, 2001: A Criminal Justice Information Policy Report" August, 2003, <http://www.ojp.usdoj.gov/bjs/pub/pdf/sschis01.pdf>). Evaluated against U.S. Census data from 2000 indicating that there are 209,128,094 people 18 years or older in the United States (see <http://factfinder.census.gov>), it means that a significant portion of the American workforce has a criminal record.

These staggering numbers remind us that the stigma of a criminal record pervades all of our lives. We can no longer dismiss policies that relate to people with criminal records as insignificant. Increasingly, everyone *is* someone, *is* related to someone or *knows* someone who has a criminal record. As the numbers demonstrate, these are issues we can no longer afford to ignore, but must address with effective and sound public policies.

In the case of employment, we need to recognize that while employers have legitimate interests in screening job applicants in order to provide a safe work environment, many potential and current employees have arrest or conviction records. Employment policies that disqualify all job applicants on the basis of a criminal record do little to promote public safety or help people successfully reintegrate back in to the community. Given that such a large percentage of the

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sentenced to jail usually have a sentence of one year or less. The range of issues associated with individuals re-entering from a county jail facility, as opposed to a state corrections facility, are similar.

At the time of their most recent arrest: over 50% of jail inmates were already under supervision; 70% had served prior sentences from probation to incarceration; 82% had prior drug use while only 42% reported treatment participation; 25% reported treatment for a mental or emotional problem; 33% reported some physical or mental disability; 60% of jail inmates belonged to racial or ethnic minority groups; and, over 33% were not working before their arrest. (See Bureau of Justice Statistics Special Report, "Profile of Jail Inmates 1996" by Caroline Wolf Harlow, April 1998.)

According to Arthur Wallenstein, the Director of the Montgomery County Department of Correction and Rehabilitation in Maryland, there is no *typical* county facility. Over 3,000 county correctional programs exist in the United States; some provide a range of services to inmates, while others do not. In Montgomery County, both pre-trial detainees and sentenced inmates may participate in GED preparation, vocational training, drug and alcohol treatment, and pre-release/transitional services. The jail has a direct relationship with the workforce development system. A full workforce program is operated internally with the community corrections program pre-release. This program is funded by the county and directly links with the county's One-Stop Center.

Reentry issues for those returning home from jail can be very similar to those of state and federal prisoners: the need for stable and affordable housing, job placement and referrals, and mental health and/or drug and alcohol treatment. The issues may not be as aggravated for jail returnees, given the shorter amount of time spent incarcerated or other methods of supervision available at the county level, i.e. work/community release, electronic monitoring, weekend confinement only. However, if employment or housing is lost due to confinement, an individual must confront the loss regardless if time was spent incarcerated for a month or 10 years.

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American workforce has had contact with the criminal justice system, we must be vigilant in ensuring that employment laws and policies simultaneously protect public safety but also give people an opportunity to rehabilitate themselves and lead productive lives. ❖

## From Media to Practice

*This is a series in which we highlight an issue raised by a recent press article.*

### Susan Hallett

A new Texas law, TEX. CIV. PRAC. & REM. CODE ANN. §§ 145.001-004, requires employers of in-home service and residential delivery companies to perform background checks on all current employees and new hires. Though the law grew out of public safety concerns, it, like similar laws and pending legislation in other states, is having adverse consequences against employers, as well as job applicants and current employees ("A New State Law Is Forcing Some Employers to Make Hard Decisions about Keeping or Hiring Workers with Criminal Backgrounds," by L.M. Sixel, Houston Chronicle, February 15, 2004).

Under the new law, employers must conduct background checks through the Texas Department of Public Safety on all current and prospective employees whose job duties include entering a consumer's home if they are to protect themselves from claims of negligent hiring. An employer will be presumed to have acted responsibly (i.e. not negligently) if the company does not hire anyone who has been convicted of a felony within the last 20 years or a misdemeanor within the last 10 years that is classified as "an offense against the person or the family," "An offense against property," or "public indecency."

Many employers have expressed frustration with the new law because it limits their ability to make their own sound hiring decisions and forces them to dismiss current employees even if they have been dependable workers. Moreover, employers are now experiencing problems filling short-term vacancies given the limitations placed on their hiring.

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Local One-Stop Centers can be a good source of employment assistance for people returning home from jail. According to Eric Seleznow, Director of the Montgomery County Division of Workforce Investment Services, there is a need to increase “marketing” in jails to increase the number of individuals who utilize the services available to them. One-Stop staff are able to offer training assistance, not only core-level job services. Staff can assist in the use of electronic equipment used in employment searches.

Individuals entering the job market with the stigma of a criminal history require different services, not necessarily more or less services. One-Stop Center staff may not have the specific experience or knowledge base to work with individuals with criminal histories. They may feel fearful of working with this population because of stereotypes. Moreover, performance measures dictated by the federal government can deter One-Stop staff from working closely with this hard to place population. In addition, some individuals with criminal histories may not disclose freely that they have a criminal record when they request services.

The differences between re-entering state prisoners and county prisoners are not great. However, resources available to assist jail populations are different than those available to state prisoners. County and state policymakers from corrections and workforce development must work together to leverage resources and share the responsibility of addressing the employment needs of this population if we are to facilitate their successful reentry and promote public safety. ❖

### Updates to the H.I.R.E. Website!

Does the H.I.R.E. Network provide direct job placement services? What does it mean to be a member of the H.I.R.E. Network? For the answers to these questions and others about H.I.R.E., please see our FAQs at <http://www.hirenetwork.org/faq.html>

If you have suggestions for ways we can improve our website, please let us know. ❖

Companies that rely on seasonal hiring, such as caterers and the hospitality industry, do not have the “up-front” time necessary to perform criminal background checks on temporary labor. Employers, unable to meet their staffing needs, lose business because of their inability to meet contractual obligations.

In addition, employers now feel forced to disqualify otherwise qualified applicants solely because of a criminal conviction, regardless of how long ago the offense occurred, the severity of the offense, the age of the individual at the time of the offense or the individual’s efforts towards rehabilitation. One local business owner stated that most individuals returning home from prison are determined not to repeat past mistakes. He believes he can determine which individuals he would employ by conducting personal interviews with job candidates. In recent months, he has been forced to terminate four employees. One, a service technician, has gone from earning \$18 an hour to working as an unskilled laborer at \$6 an hour.

According to information provided by the office of State Representative Burt Solomons, the chief sponsor of the bill, the law does not require an employer to terminate an employee if they have a criminal record. Companies are permitted to send a group of employees into a client’s home if at least one of the employees has had a background check and accompanies and directly supervises the other employees. (Records on the identity of non-checked employees must be maintained for two years.) A “clean record” would show no felony or misdemeanor convictions for a crime against a person, property or public indecency.

The law is also impacting the type of training programs being offered by the Texas Department of Criminal Justice. Currently, vocational programs available to those who are incarcerated people center on in-home service delivery. Correctional officials were not aware of the changes brought about by the new law until employers informed them. It is unclear whether those programs will continue to be offered. If they are, it raises questions about using state resources to train people for jobs they will have a difficult time securing.

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## LAC Releases 50-State Report Card on Legal Barriers to Reentry

**Debbie Mukamal**

We are thrilled to announce the release of the Legal Action Center's report *After Prison: Roadblocks to Reentry*, the first-ever comprehensive study of the legal barriers in all 50 states that people with criminal records must overcome in order to lead productive, law-abiding lives and successfully rejoin society. The report documents state laws and policies that prevent qualified individuals with criminal records who have paid their debt to society – and even people who were arrested but never convicted of a crime – from obtaining employment, housing, food stamps and public assistance, and drivers' licenses, and from voting and becoming adoptive and foster parents.

Key findings of the study include:

- Most states allow employers to deny jobs to people who were arrested but never convicted of a crime.
- Most states allow employers to deny jobs to anyone with a criminal record, regardless of how long ago or the individual's work history and personal circumstances.
- Most states ban some or all people with drug felony convictions from being eligible for federally funded public assistance and food stamps for the rest of their lives.
- Most states make criminal history information accessible to the general public through the Internet, making it extremely easy for employers and others to discriminate against people on the basis of old or minor convictions, for example to deny employment or housing.
- Many public housing authorities deny eligibility for federally assisted housing based on an arrest that never led to a conviction.
- All but two states restrict in some way the right to vote for people with criminal convictions.

The study grades states on whether their laws and

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State representatives are working with trade associations to raise awareness of the new requirements. They hope that the provision permitting individuals to work without a criminal record check, provided someone else whose record has been cleared directly supervises them; will not inhibit the use of day laborers. Bill sponsors also hope that the new law will give employers an incentive to know whom they are hiring. Some members of trade associations feel that the law needs to be changed, but fear that because it affects individuals with criminal histories change will be very slow in coming. ❖



***H.I.R.E. on the Hill***

*Alexa Eggleston*

### **President Bush Outlines Agenda for the Job Training and Workforce Development Needs of American Workers**

President Bush recently proposed his agenda for creating more jobs for America's workers and advancing the training and education that individuals need to advance in the job market. The President's recommendations are based on the finding that two-thirds of America's economic growth in the 1990's resulted from the introduction of new technologies and 60 percent of the jobs created in the 21<sup>st</sup> century will require post – secondary education held by only one-third of America's workforce. The reforms proposed by the President would affect the Federal worker training programs, including the Workforce Investment Act (WIA), which has not yet been reauthorized despite passage of bills in both the House and Senate. President Bush's plan for reform is similar to his goals for reauthorization of the Workforce Investment Act and includes the following proposals:

- Consolidate 4 major training and employment grant programs: Adult, Dislocated Worker, Employment Services and Youth Programs under the Workforce Investment Act (WIA) into a

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policies help or hinder the ability of people with criminal records to reenter society successfully. This “Report Card” distinguishes between policies that serve legitimate ends, such as enabling employers to screen out individuals whose criminal behavior demonstrates they pose an unreasonable risk to public safety, and roadblocks that unfairly prevent those who do not pose a threat to public safety from successfully reentering society. The states with the five worst grades, meaning that they have the highest number of unfair roadblocks, are Colorado, South Carolina, Georgia, Virginia, and Delaware. The states with the fewest roadblocks and the best grades are New York, Hawaii, California, Maine, and Oregon.

With more than 600,000 people being released from state and federal prisons every year, a population equal to that of Baltimore or Boston, and hundreds of thousands more leaving local jails, it makes no sense to create roadblocks that prevent people from obtaining basic necessities as they try to turn away from crime and rebuild their lives, support their families, and become productive members of communities. If we doom individuals with criminal records to failure with a wide array of legal barriers, we hurt not just them and their families, but our entire country.

The study found that in the past 20 years, the federal government and many states have dramatically increased the number, range, and severity of civil penalties for those with criminal convictions – and, in some cases, even applied them to people never convicted of a crime. As a result, successful reentry into society is much more difficult for people who have been arrested or convicted of crimes, many of whom are fully qualified to work and participate in society without posing a risk to public safety. Because African-Americans and Latinos are arrested and convicted at significantly higher rates than Caucasians, individuals and whole communities of color are disproportionately harmed by these policies.

As bleak as our findings are, recent actions in a number of state legislatures and the Congress give us great hope that the tide has turned and major reform is on the way. We hope this report will help concerned Americans all over the country take action to facilitate the ability of people with criminal records to live productive and law-abiding lives.

The study provides a blueprint for reform, outlining a series of legislative reforms state and federal

single grant to Governors.

- Increase the use of Innovation Training Accounts (ITA’s), which are designed to give workers flexibility to choose from community colleges, private-sector training providers, local businesses, or community organizations for job training needs.
- Consolidate the number of state performance goals of the Federal job training system from 17 to 3.
- Provide \$250 million for the Jobs for the 21<sup>st</sup> Century Initiative, a proposal to assist community colleges to train 100,000 additional workers for the industries that are creating the most new jobs.
- Provide \$50 million for a pilot program of accounts of up to \$3,000 for unemployed workers who have the most difficulty finding jobs to use toward job training, transportation, childcare or other assistance in finding employment.

**Congressman Danny K. Davis (D-IL)  
Introduced H.R. 4036, Bill to Revive Parole  
System for Federal Prisoners\***

Congressman Danny K. Davis (D-IL) introduced H.R. 4036, a bill that would revive the system of parole for Federal Prisoners and re-establish the United States Parole Commission as an independent agency within the Department of Justice. The legislation outlines the powers and duties of the Commission as well as procedures for its operation and cooperation with State law enforcement agencies regarding information sharing. Also included are provisions which would establish the time of eligibility for release on parole, parole determination criteria, conditions of parole, criteria for revoking parole, and an appeals process. These provisions would include the following:

- Permitting an individual serving a term of more than one year to be eligible for parole after serving one-third of his term, or after serving ten years of a life sentence (unless he was sentenced without the

governments should enact to ensure that that people with past criminal records are able to re-integrate successfully.

Key recommendations include:

- An arrest alone should never bar access to rights, necessities, and public benefits. Doing so denies the presumption of innocence – the core value of our legal system – to millions of Americans. Employers, housing authorities, and other decision-makers should not be permitted to consider arrest records.
- A conviction should never bar access to a citizen’s right to vote or to basic necessities such as food, clothing, housing, and education.
- Eligibility for employment, housing, adoptive and foster parenting, or a driver’s license should be based on the community’s legitimate interest in public safety and the particulars of an individual’s history and circumstances. Blanket bans of entire categories of people, such as everyone convicted of a felony, are neither wise nor fair; they do not take into account such important factors as the nature or circumstances of the conviction and what the person has done since the commission of the offense, including receiving an education, acquiring skills, completing community service, maintaining an employment history, or earning awards or other types of recognition.
- States should enact legislation to provide for the automatic sealing or expungement of any arrest that never led to conviction, and of conviction records after an appropriate amount of time has elapsed. States also should issue certificates to qualified people with criminal records that acknowledge rehabilitation and lift automatic bars.
- Given the potential for misuse, conviction information should not be publicly accessible on the Internet. Access should be restricted to those agencies, such as law enforcement, that need to retrieve criminal records to perform their duties.

The study’s complete findings, including specific information on the laws in all 50 states, can be found on the Legal Action Center’s website at [www.lac.org/roadblocks.html](http://www.lac.org/roadblocks.html).

possibility of parole) or a sentence of over 30 years, except to the extent otherwise provided by the law.

- Granting the Sentencing Court the authority to impose a minimum term, at the end of which the incarcerated individual would become eligible for parole. The term may be less than, but not more than, one-third of the maximum sentence imposed by the court. In the alternative, the Court would have the authority to fix the maximum sentence to be served and specify that the prisoner may be released on parole when the Commission determines that it is appropriate.
- Allowing for an incarcerated individual to be released when:
  - he has met the time criteria;
  - he has substantially observed the rules of the institution of confinement;
  - and the Commission has determined that his release would not depreciate the seriousness of the offense or promote disrespect for the law, or jeopardize the public welfare.

The legislation was referred to the House Judiciary Committee and the House Judiciary Subcommittee on Crime, Terrorism and Homeland Security.



### FUNDING OPPORTUNITIES!



**Compassion Capital Fund Targeted Capacity Building Awards** (U.S. Department of Health and Human Services, Administration for Children and Families, Office of Community Services): The Office of Community Services will award some of the available funds to faith-based and community organizations that address the needs of at-risk youth. Up to \$50,000 in funding is available to each grantee for a 12-month project period and no matching funds are required. The total anticipated funding is \$5 million for approximately 100 awards. The goal of the Compassion Capital Fund Targeted-Capacity Building awards are to help promising organizations bolster their sustainability and ultimately be able to serve more people on a continuing basis. Applicants must describe their plans for using the funds to improve their

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## Home Builders Institute Trains Apprentices for Construction Jobs

*One of the challenges for those who provide workforce development services for people with criminal records is to identify industries where there is job growth in the future. One such industry is construction. We asked the Home Builders Institute to tell us about the programs they have designed to prepare job seekers for these jobs. Many of these programs involve people who have had involvement with the juvenile or criminal justice system.*

Home Builders Institute (HBI), the workforce development arm of the National Association of Home Builders, is dedicated to the advancement and enrichment of craft education and training programs serving the needs of the residential construction industry. One of the most pressing problems facing our industry has been a shortage of skilled workers. To confront this dilemma, each year, HBI works through various programs to train and place several hundred youth in residential construction jobs. Through real-life, hands-on training, some of our nation's most at-risk young people learn a skill and earn a second chance at a productive and successful life and career.

HBI achieves its goal of preparing individuals for a career in the housing industry through a number of programs including Job Corps and Craft Skills.

### Job Corps

Every year, HBI trains and places more than 2,000 at-risk youths enrolled in the U.S. Department of Labor's Job Corps program, in industry-related jobs. Job Corps provides education, training and job placement services to more than 70,000 youth each year. HBI helps address the NAHB membership's need for qualified workers by offering training and job placement to Job Corps students.

HBI has programs in seven trades - carpentry, facilities maintenance, electrical wiring, painting, plumbing, brick masonry and landscaping - on 66 Job Corps campuses in 39 states and the District of Columbia.

In addition to hands-on training through community service projects, HBI programs on Job Corps campuses

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organization in a sustainable way. *The deadline is May 19, 2004.* For more information, contact Kelly Cowles at [ocs@lcnnet.com](mailto:ocs@lcnnet.com) or 800-281-9519. For more information about this program announcement and frequently asked questions, visit [www.acf.hhs.gov/grants/open/HHS-2004-ACF-OCS-EJ-0008.html](http://www.acf.hhs.gov/grants/open/HHS-2004-ACF-OCS-EJ-0008.html).

**Young Offender Reentry Program: Grants to Provide Substance Abuse Treatment and Reentry Services** (U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration): Applicants are expected to form stakeholder partnerships that will plan, develop and provide community-based substance abuse treatment and related reentry services for the targeted populations. Stakeholder partners can include: "Federal, State, or local government agencies and community-based organizations including faith-based organizations, whose services will be used for ancillary reentry services, including housing assistance, job skills development, employment assistance, educational and vocational assistance, and family counseling, among other services." *The deadline is June 15, 2004.* For more information, please see <http://www.samhsa.gov/grants/index.html>

**Program for Runaway and Homeless Youth** (U.S. Department of Health and Human Services): Each Basic Center program is required to provide outreach to runaway and homeless youth through 18 years of age; temporary shelter for up to 15 days; food; clothing; individual, group and family counseling; aftercare and referrals, as appropriate. Basic Center programs are required to provide their services in residential settings. Some programs also provide some or all of their shelter services through host homes (usually private homes under contract to the centers) with counseling and referrals being provided from a central location. Basic Centers must provide age appropriate services or referrals for homeless youth ages 18-21. The primary presenting problems of youth who receive shelter and non-shelter services through FYSB-funded Basic Centers include: family conflicts; physical, sexual and emotional abuse; divorce, death or sudden loss of income; and personal problems such as drug use, problems with peers, school attendance and truancy, bad grades, inability to get along with teachers and

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work closely with industry – in some cases, employer members are embellishing the curriculum or providing internship opportunities for students. Students can fine tune their skills while employers provide the final training that makes a student a “perfect fit” for that employer.

### Craft Skills

Craft Skills is a cluster of craft training and job placement programs designed to help a wide range of specific populations from youth to veterans and older workers join the industry’s workforce. The apprenticeship-based curriculum includes a 25/75 split between class time and hands-on training and practice in community service projects.

Since 1994, HBI has focused a significant portion of its effort and resources on one particular targeted population, adjudicated youth, through its Project CRAFT (Community Restitution Apprenticeship-Focused Training) program. This program has successfully combined employers, the juvenile justice system, workforce development and other systems, in one overall approach, and has been implemented in 12 sites in nine states (Colorado, Ohio, Florida, Maryland, New Jersey, North Dakota, South Carolina, Tennessee, and Texas).

HBI also implements an adult-focused program, Project TRADE (Training, Restitution, Apprenticeship, Development and Education), the brother program to the youth-focused Project CRAFT. Designed to train and place adult offenders in employment in the home building industry, TRADE is currently being implemented in Colorado Springs. Project TRADE has trained over 500 adult offenders in the residential construction trade since 1995 through programs in Maryland, North Carolina, Oregon, Pennsylvania, Virginia, Washington, Tennessee and Colorado.

Additional programs implemented through HBI’s Craft Skills Department include:

**HOPE:** Home Building – Opportunities for Positive Employment, for people with disabilities

**HEART:** Homeless Employment and Related Training, for homeless men and women

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learning disabilities. *The deadline is June 4, 2004.* For more information, please see

<http://www.acf.hhs.gov/grants/open/HHS-2004-ACF-ACYF-CY-0011.html>

**Work Incentive Grant Program** (U.S. Department Labor, Employment and Training Administration): This program is consistent with the President's New Freedom Initiative, to increase employment opportunities and promote full participation of people with disabilities in all areas. It is designed to confront the serious unemployment problems and community integration of those with disabilities. A main goal is to increase the value and use of the One-Stop Career Center system by providing comprehensive informational and assistance services on multiple programs for which jobseekers with disabilities, including psychiatric and other hidden disabilities, are eligible. *The deadline is May 11, 2004.*

For more information, go to

<http://www.workforceatm.org/sections/pdf/2004/04-107sga.pdf> . ❖



### ***Hot Off the Press Recent Reports***

“Prison” in **Topic** magazine, an exciting new non-fiction quarterly, borne in Cambridge, United Kingdom and based in New York City. The current issue on Prisons takes an international and highly personal look at the prison in its many manifestations. For more information, go to [www.topicmag.com](http://www.topicmag.com)

**The New Landscape of Imprisonment: Mapping America's Prison Expansion**, by Sarah Lawrence and Jeremy Travis of the Urban Institute. In recent decades, growth in the number of people in U.S. prisons has been the largest in history--the prison population increased by more than one million between 1980 and 2000. To accommodate this growth, corrections officials have pursued a variety of strategies, including greatly expanding the network of prisons. Despite this tremendous growth, the prison construction boom has received relatively little attention. This report contributes to the limited

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**Craft Skills:** Training for mature workers, welfare-to-work clients and others

**Doors to Success:** Career exploration, placement and training for women veterans

For more information about these programs, please contact Dennis Torbett ([torbettd@hbi.org](mailto:torbettd@hbi.org); 800-795-7955 ext. 8908) or visit their website at [www.hbi.org](http://www.hbi.org). ❖

## Upcoming Conferences of Interest

**May 23-26, 2004**

**National Association of Workforce Development Professionals 15<sup>th</sup> Annual Conference: Expedition to Professionalism**

Hilton Portland & Executive Tower

Portland, OR

Contact: [www.nawdp.org](http://www.nawdp.org)

Tel: 202-589-1790

Fax: 202-589-1799

**May 24-27, 2004**

**2004 LISC Community Safety Initiative National Conference**

Wyndham Toledo Hotel

Toledo, OH

Contact: [www.liscnet.org/csi](http://www.liscnet.org/csi)

**June 5-8, 2004**

**8<sup>th</sup> National CURE (Citizens United for Rehabilitation of Errants) Convention**

Hotel Harrington

Washington, DC

Contact: National CURE

Tel: 202-789-2126

**June 7-11, 2004**

**Child Welfare League of America's Midwest Region Training Conference and National Juvenile Justice Summit: "Let's All Get in the Victory Lane - Making Children a National Priority"**

Sheraton Indianapolis Hotel and Suites

Indianapolis, IN

Contact: Dodd White

Tel: 202-639-4959

Email: [dwhite@cwla.org](mailto:dwhite@cwla.org)

**June 16-18, 2004**

**The Sixth Annual International Fatherhood Conference: "The International Year of the Family"**

knowledge base surrounding prison expansion by developing an empirical understanding of the geographic locations of prison facilities--and therefore prisoners--following this record-level expansion over the past two decades. Prison expansion is examined from national, state, and county-level perspectives, and in terms of the extent to which prisons were located in "metro" counties or "non-metro" counties. This report focuses on 10 states that experienced the largest growth in the number of prisons during the 1980s and 1990s.

To view the report, go to

<http://www.urban.org/url.cfm?ID=410994>.

**Justice Expenditure and Employment in the United States, 2001**, by the Bureau of Justice Statistics (May 2004).

This report provides selected data from the Census Bureau's Annual General Finance and Employment Surveys that includes police protection, judicial and legal services, and corrections expenditure and employment for Federal, State, and local governments in 2001 and national trend data for 1982 to 2001. To view this report, go to

<http://www.ojp.usdoj.gov/bjs/abstract/jeeus01.htm>

**Advancement for Low-Wage Workers: A Series of Reports**, by Jobs for the Future.

This new series of reports focuses on advancement for low-wage workers through public policy and on-the-ground practice.

Titles in the series include: "The Next Challenge: Advancing Low-Skilled, Low-Wage Workers,"

"Workforce Intermediaries and Their Roles in Promoting Advancemen,"

"Earning While Learning: Maintaining Income While Upgrading Skills," and

"Career Ladders: A Guidebook for Workforce Intermediaries."

To download the reports, go to

[http://www.jff.org/jff/approaches/econopp/showcase/adv\\_LowWageWorkers.html](http://www.jff.org/jff/approaches/econopp/showcase/adv_LowWageWorkers.html)

**Workforce Intermediaries for the 21st Century**,

published by the Temple University Press in association with the American Assembly and Columbia University and edited by Robert P. Giloth.

The Brookings Institution hosted a panel discussion on Workforce Intermediaries in the 21st Century on

February 4 with an audience of more than 75 policymakers, scholars and, advocates.

This book represents a compilation of essays and focuses on workforce intermediaries, including topics as

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Marriott Renaissance Center  
 Detroit, MI  
 Contact: [www.npcl.org](http://www.npcl.org)

**June 17-19, 2004**

**The 11<sup>th</sup> National Roundtable for Women in Prison**

Sheraton Hotel  
 Atlanta, GA

Contact: [www.takingaim.net/2004roundtable](http://www.takingaim.net/2004roundtable)

Tel: 404-755-3262

Fax: 404-755-3294

**June 18-20, 2004**

**2004 American Constitution Society for Law and Policy  
 National Convention: "Liberty and Equality in the 21<sup>st</sup>  
 Century"**

Marriott Wardman Park Hotel  
 Washington, DC

Contact: [www.acslaw.org](http://www.acslaw.org)

**June 24-26, 2004**

National Center on Education, Disability and Juvenile Justice

National Conference: "Positive Outcomes for Court-  
 Involved Youth: Prevention, Education, Transition"

Denver Marriott City Center  
 Denver, CO

Contact: [www.edjj.org](http://www.edjj.org)

**July 18-22, 2004**

**The 2004 National Association of Blacks in Criminal  
 Justice: Making a Difference in the American Justice  
 System**

Adams Mark Hotel  
 Jacksonville, FL

Contact: Ornetta Lockette Slaughter

Tel: 703-299-2190

Email: [ornetta\\_slaughter@vaed.uscourts.gov](mailto:ornetta_slaughter@vaed.uscourts.gov)

**July 19-21, 2004**

**Workforce Innovation 2004: "The Power of E<sup>3</sup> ...Fueling  
 Fueling America's Economic Engine"**

San Antonio Convention Center  
 San Antonio, TX

Contact: [www.workforceinnovations.org](http://www.workforceinnovations.org)

**July 19-21, 2004**

National Institute of Justice Annual Conference on Criminal  
 Justice Research and Evaluation: Challenges of Evaluation  
 Research

JW Marriott Hotel  
 Washington, DC

Contact: Institute for Law and Justice

entrepreneurial partnerships that may include businesses, unions, community colleges, workforce boards, and community organizations. Panelists included Cynthia Marano of the National Network of Sector Partners, Rick McGahey of ABT Associates, Jerry Rubin of Jobs for the Future, and Margy Waller of the Brookings Institution. For more information and to purchase this book, go to [http://www.temple.edu/tempress/titles/1723\\_reg.html](http://www.temple.edu/tempress/titles/1723_reg.html)

**Private Employers and Public Benefits**, by Geri Scott of Jobs for the Future. Many low-income workers fail to take advantage of benefits for which they may be eligible, including tax credits, food stamps, medical insurance, and housing subsidies, among others. One strategy for improving access to and the use of these benefits is to provide them through employers. For this report, Workforce Innovations Networks—WINS—investigated the value of this strategy and conducted research on employers' experiences with public benefit programs, including those aimed directly at increasing the hiring and retention of workers from low-income families. To view the report, go to <http://www.jff.org/jff/PDFDocuments/Privateemployers.pdf>. ❖

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**July 25-28, 2004**

**American Probation and Parole Association's 29<sup>th</sup> Annual Training Institute: "Community Corrections...Finding Solutions through the Magic within Us"**

Orlando World Center Marriott  
Orlando, FL  
Contact: [www.appa-net.org](http://www.appa-net.org)  
Tel: 859-244-8204  
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Email: [appa@csg.org](mailto:appa@csg.org)

**Sept. 13-15, 2004**

**National Youth Employment Coalition 2004 Sixth Annual Promising Effective Practices Network (PEPNet) Institute Conference**

Renaissance Hotel  
Washington, DC  
Contact: [www.nyec.org](http://www.nyec.org)  
Tel: 202-659-1064  
Fax: 202-659-0399

**Sept. 19-21**

**International Economic Development Council 2004 Annual Conference: "Economic Development through Exploration and Discovery"**

Hyatt Regency  
St. Louis, MO  
Contact: [www.iedconline.org](http://www.iedconline.org)  
Email: [ssmith@iedconline.org](mailto:ssmith@iedconline.org)

**Sept. 24-26, 2004**

**Fifth Annual Conference on Addiction and Behavior**

St. Louis Marriott Downtown  
St. Louis, MO  
Contact: <http://www.gwcinc.com/ncacbmainpg.htm>

**Sept. 26-29, 2004**

**11<sup>th</sup> National TASC Conference on Drugs and Crime: "Building Safer Communities through Partnerships to Restore Individuals and Families"**

Sheraton National Hotel  
Arlington, VA  
Contact: [www.nationaltasc.org](http://www.nationaltasc.org)

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