

# Indiana's Untapped Workforce

The need today for a dependable workforce is substantial. With a growing economy and unemployment at record lows, employers are diligently searching for qualified workers. One area that has not been strongly considered in the past is that of former incarcerated individuals.

Numerous men and women are being released from Indiana's correctional system every year and at no time have these individuals been more work ready. The men and women being released from the Indiana Department of Correction (IDOC) today have gained real-world work experience and earned industry recognized certifications during their time of confinement. They are learning both the technical skills and maybe even more importantly, the soft skills needed to sustain meaningful employment.

Furthermore, these individuals go through a real-world application/hiring process, work Monday through Friday, have reviews, can earn raises and incentives and can also be terminated. What is being experienced inside closely mirrors what is happening on the outside. As the IDOC continues to develop relevant workplace training opportunities, Indiana's employers just might find the answer for their staffing needs in these men and women who are seeking a second chance at life.



American Welding Society



**Industry Certificates:** MSSC, OSHA 10, CLA/CLT, MIMS, AWS, CLT

**USDOL (United States Department of Labor) Apprenticeship:** on-the-job (minimum 2,000 hours) and related training (minimum 144 hours) offenders earn Apprenticeships in the following: Assembly Technician, Machine Operator 1, Material Coordinator, Quality Control Technician, Office Manger/Administration Services, Maintenance Mechanic, Chemical Operator III

**Work Ethic and Job Skills:** productivity, quality, safety, following processes, importance of meeting customer needs, daily attendance, punctuality, ability to get along with co-workers and supervisors, teamwork, good work habits, communication skills, problem solving skills

**Other advantages of hiring ex-offenders:** Federal Tax Credits and Fidelity Bonding

## Want to find out more about "work ready" ex-offenders?

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