
Create Strong and Safe Communities by Reducing Barriers to Employment of Californians with a Criminal Record

California State Assembly Select Committee on
the Status of Boys and Men of Color
Oakland Regional Hearing
January 20, 2012

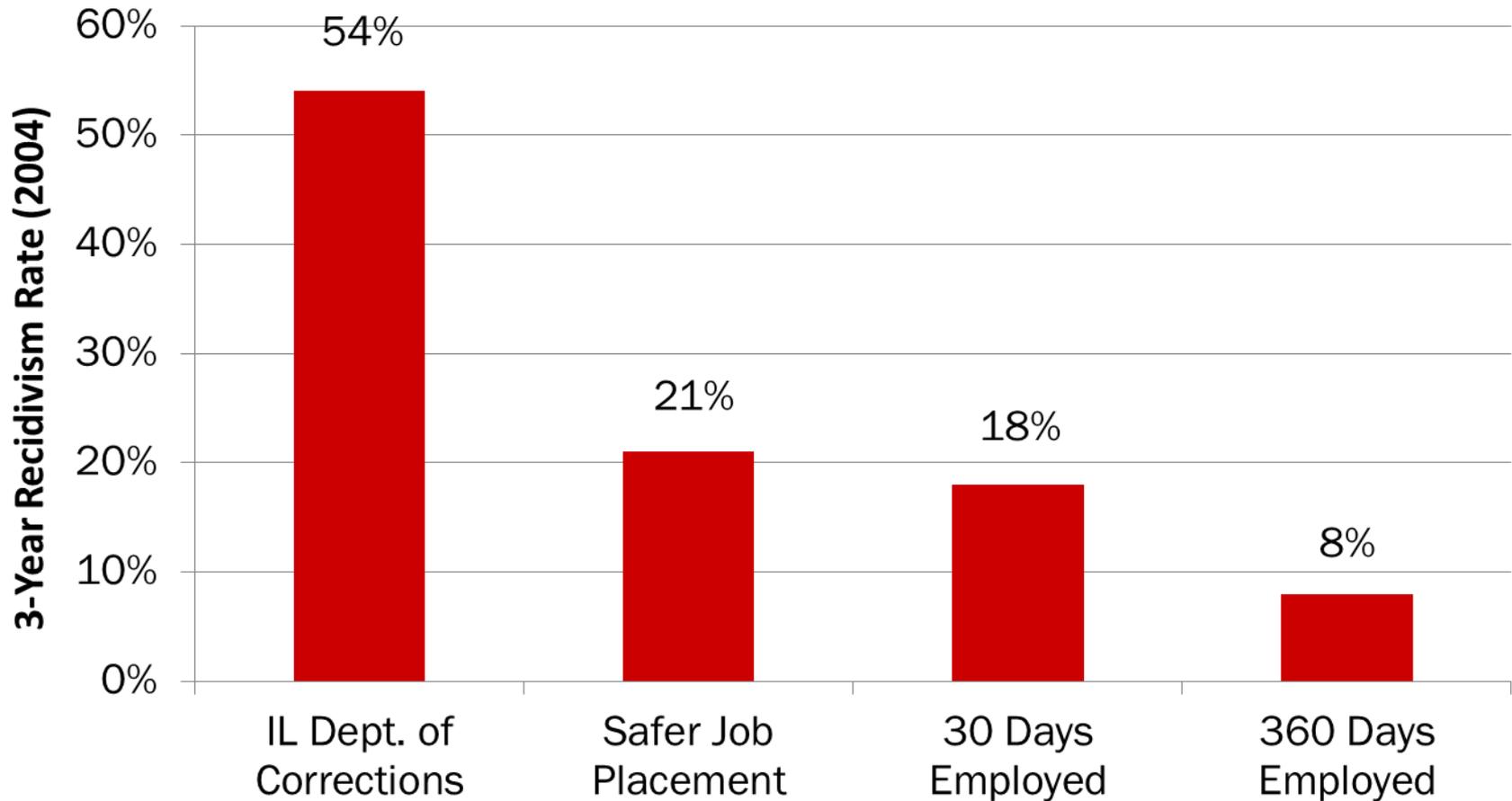
Maurice Emsellem
Policy Co-Director
National Employment Law Project
Oakland, California
(510) 663-5700
emsellem@nelp.org

Overview

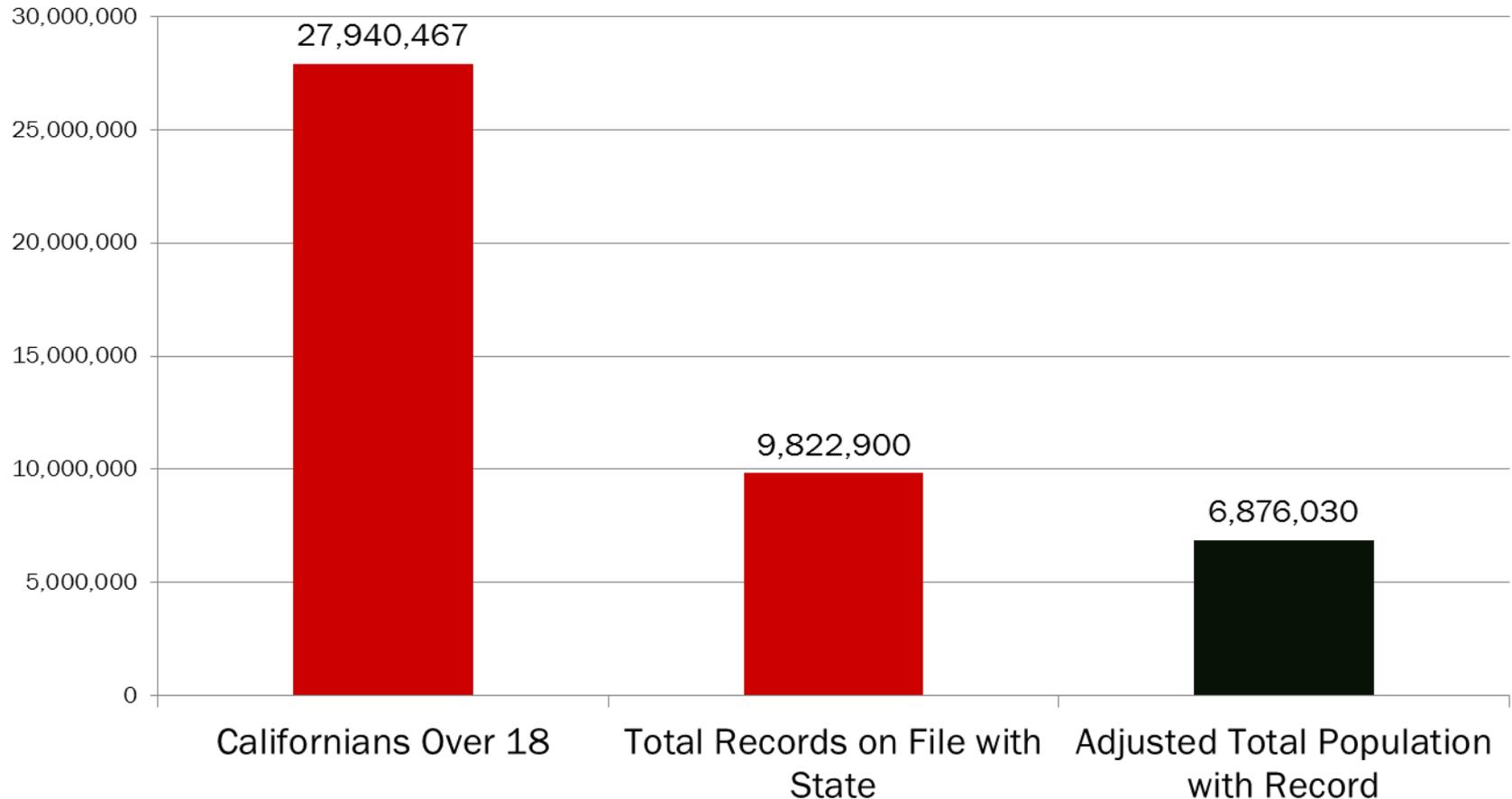
- Increased employment of boys and men of color is key to ensuring thriving California communities and protecting public safety.
- “Realignment” creates a special opportunity for California to embrace proven reforms that reduce employment barriers of people with criminal records.
- To maximize transparency and accountability, California must aggressively enforce its laws regulating criminal background checks for employment.

Employment Significantly Reduces Recidivism

(Results of Chicago's Safer Foundation Job Placement for 1,600 People Recently Released from Prison)

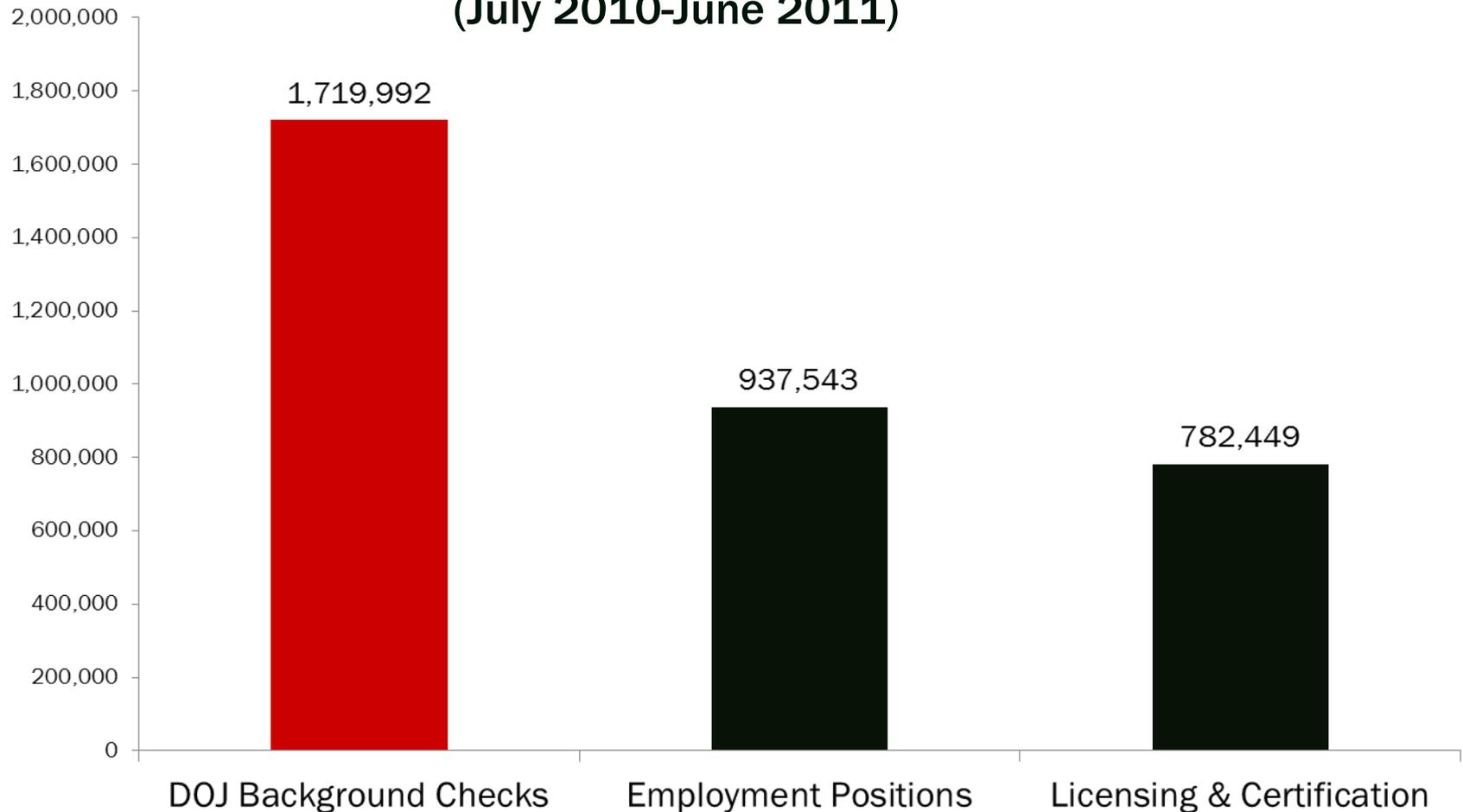


1 in 4 Californians has an Arrest or Conviction Record on File with the State (2008)

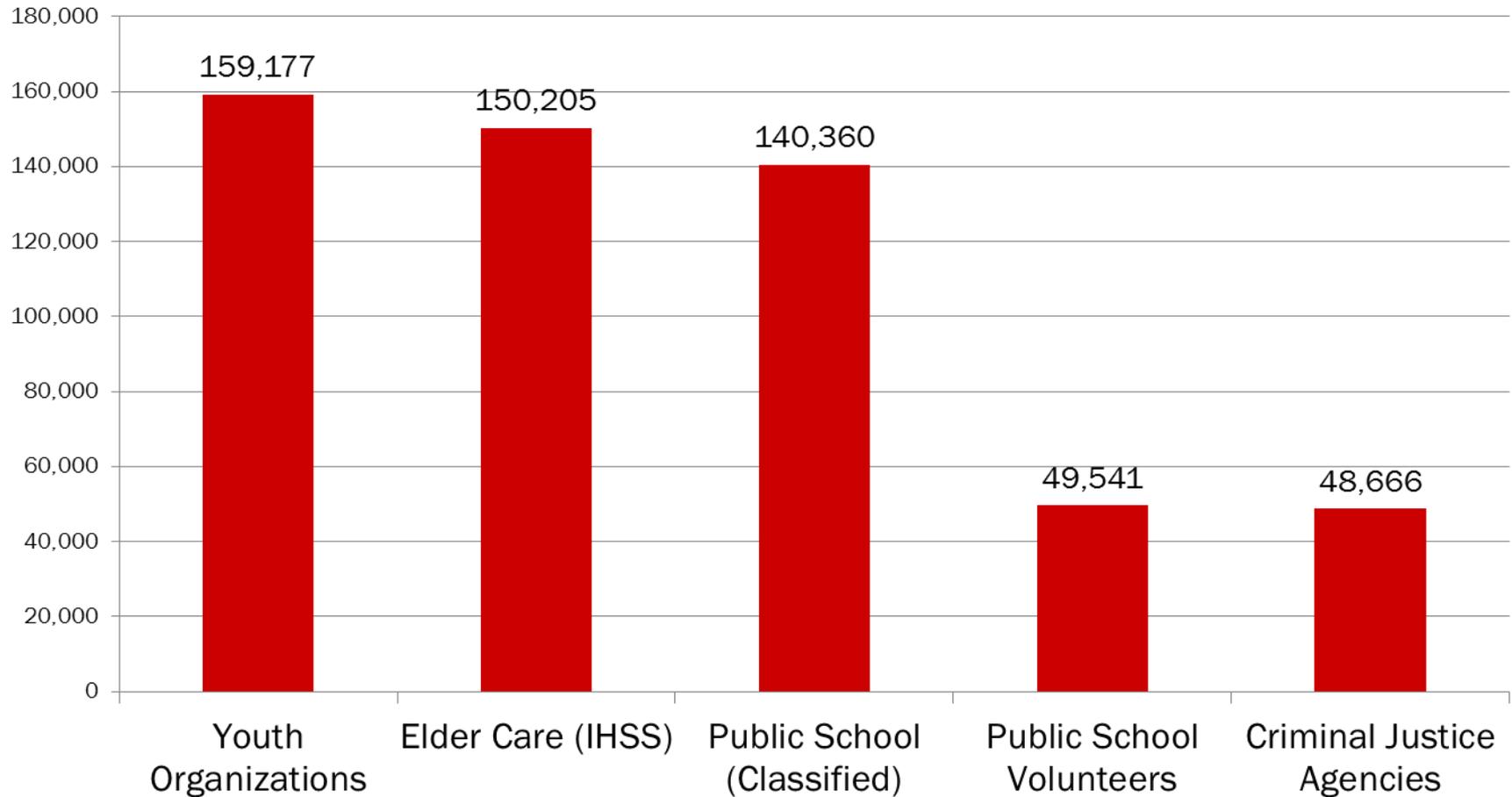


California's DOJ Generates Over 1.7 Million Criminal Record Checks Authorized by State and Local Laws

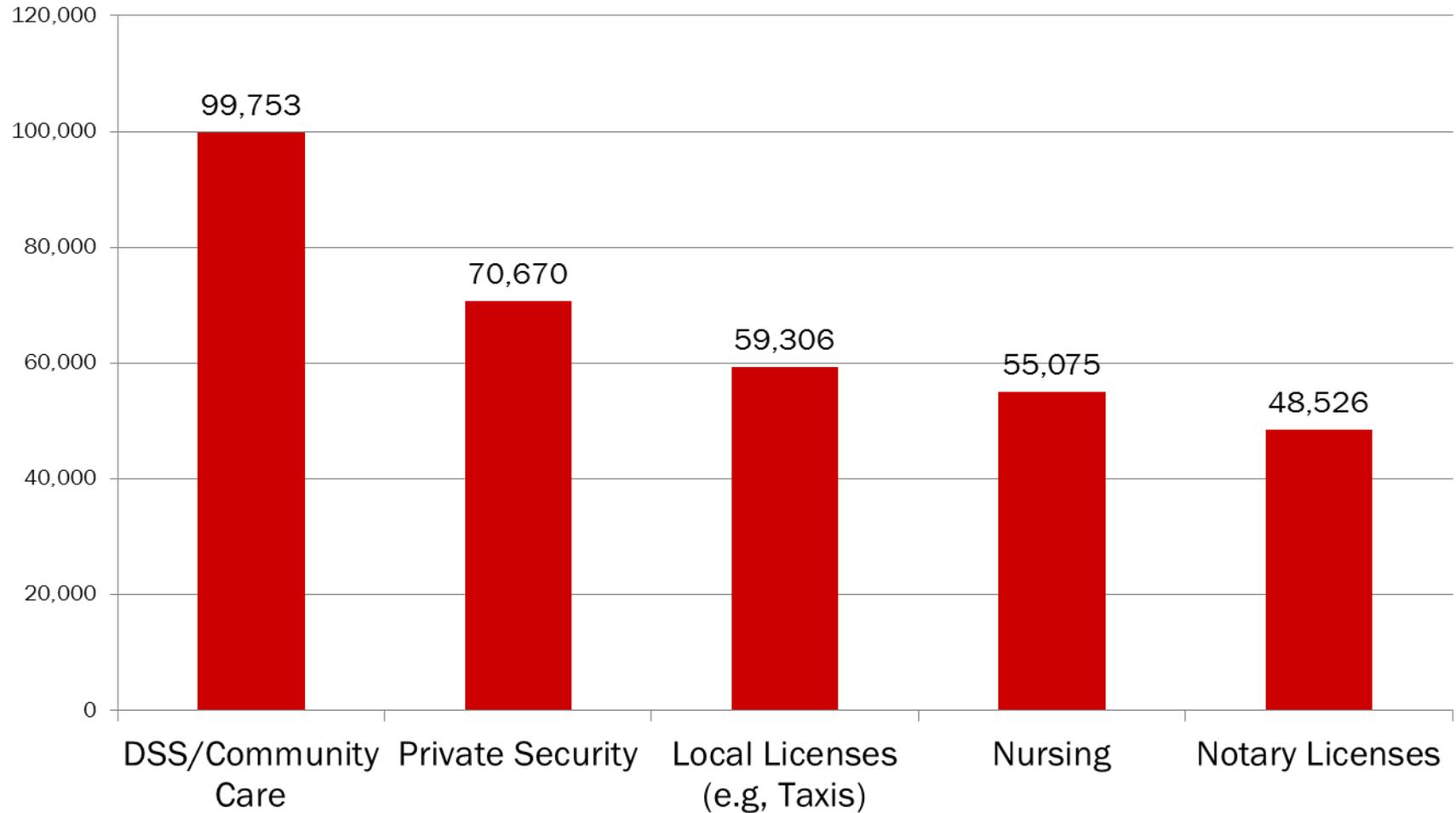
(July 2010-June 2011)



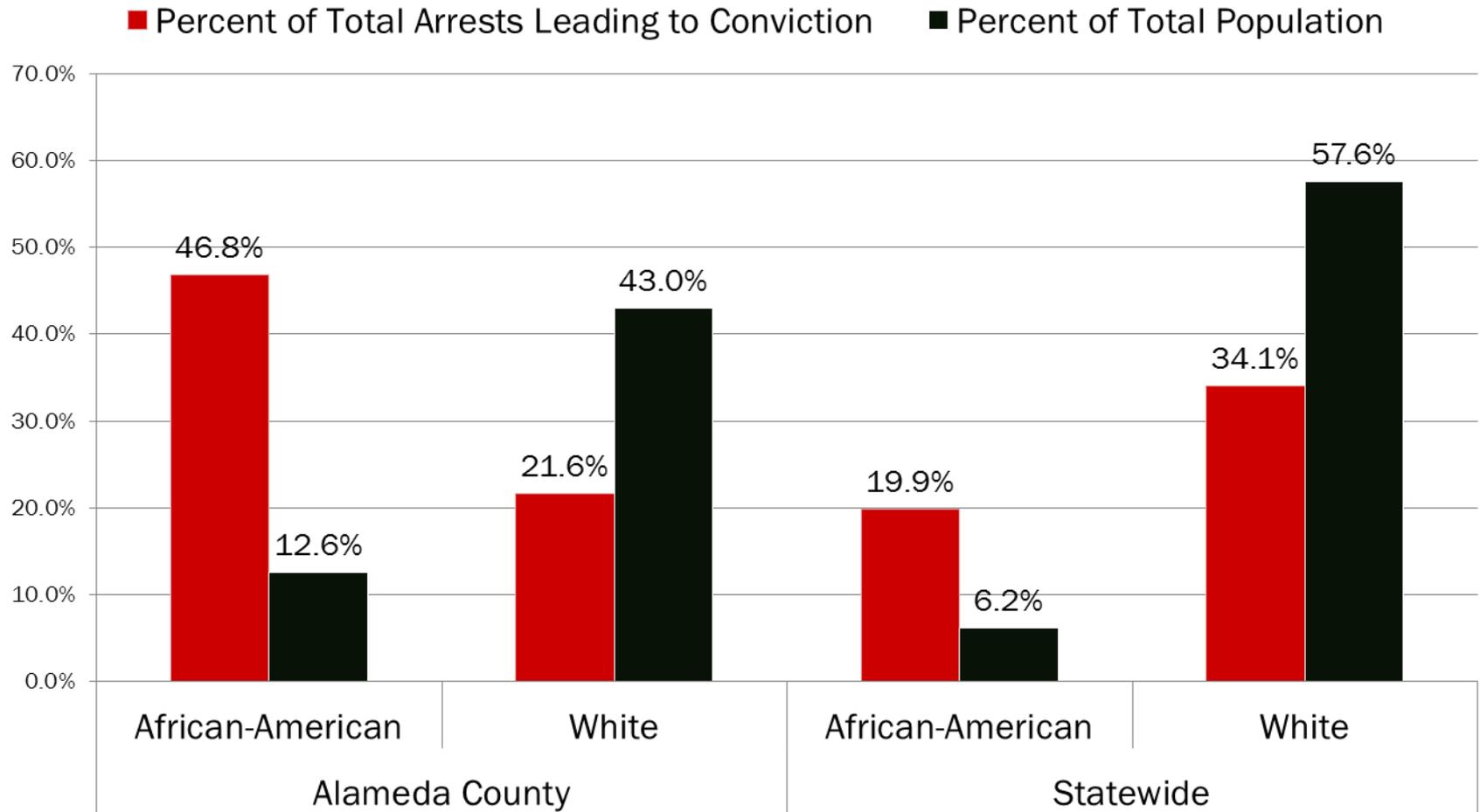
Top 5 Occupations Requiring State DOJ Criminal Record Checks to be Employed or to Volunteer



Top 5 Occupations Requiring State DOJ Criminal Records Check to be Licensed or Certified to Work



African Americans Far More Likely to Face Arrest and Conviction in Alameda County and Statewide (2010)



Illegal Blanket Hiring Prohibitions



**Are you looking for a fun job in Hayward, CA?
Manpower offer's a great seasonal opportunity @
Bank of America LocBox Project!**

Over 600 people are needed to fill:

- ◆ **Data Entry Operator positions**
- ◆ **Proof Operators**
- ◆ **General Clerical**

**All of our associates must be screened and hired
immediately, so don't delay!**

Qualified candidates must be able to pass:

- ◆ **Background Check (no felonies or misdemeanors)**
- ◆ **Reference Check**
- ◆ **FBI Fingerprint Search**



Manpower
500 12th street suite 123
Oakland, CA 94607
510-835-2424
oakland.ca-downtown@na.manpower.com

Key Steps to Reduce Employment Barriers for People with Criminal Records

- Step 1: Aggressively enforce California's strong civil rights and consumer protection laws regulating criminal background checks (modeled on the EEOC and several state initiatives).
- Step 2: State law should embrace the “ban the box” policies adopted in states and localities across the country, creating fair hiring standards for public and private employers while protecting safety on the job.
- Step 3: Promote and reward rehabilitation by expanding access to post-conviction dismissals under Penal Code 1203.4.
- Step 4: As recommended by U.S. Attorney General Eric Holder, California should inventory all the state laws that restrict employment of people with criminal records and evaluate their impact and effectiveness.