

Workshop #20
FRIDAY, JUNE 12, 2009 – Session 5 (1:00-2:30)

**THE ROAD TO RECOVERY:
OFFENDER WORKFORCE DEVELOPMENT ISSUES**

Presenter

Presenter: Elaine Kost, GCDF, Workforce Development Specialist
New York State Department of Labor

Level

Intermediate

Learning Objectives

Workshop participants will:

1. Have a working knowledge of NYS felony bars to employment and how it impacts employability and/or licensing.
2. Receive a complete overview of NYS Corrections Law Article 23A and The Montgomery Act and how it applies to all employers and occupational licensing agencies in New York.
3. Understand the value of the Certificate of Relief from Disabilities or Good Conduct and the impact on employability and/or licensing in New York.
4. Understand how the Montgomery Law impacts occupational licensing in New York.
5. Describe Negligent Hiring protection for employers
6. Become aware of marketing the ex-offender and incentives for employers who hire ex-offenders

Workshop Narrative

This interactive workshop is geared to persons who work with offenders and ex-offenders such as Probation/Parole Officers, Transitional Services Staff, Job Developers, Educators, Workshop Facilitators, Department Of Labor and Workforce Investment Act partners are the target audience. This workshop combines presentation of the agenda listed below along with Questions & Answers, to encourage audience participation.

Topics to be covered will include, but are not limited to:

- Employer's rights/job seeker rights
 - NYS Human Rights Law
 - NYS Corrections Law-Article 23A
 - The Employer Education Act
 - The Montgomery Law
 - Negligent Hiring Law
 - Legal issues regarding employment and probation or parole including dealing with sex offenders.
 - Youthful Offenders, what is sealed, what is NOT sealed and how does it apply to the "World of Work"
 - Felony Convictions and the "World of Work."
 - The Job Application/Interview Questions and the legal ramifications of lying.
 - Turning a negative into a positive, dealing with gaps in work history.
 - RAP Sheets (Record of Arrest & Prosecution).
 - Certificate of Release from Disabilities and the Certificate of Good Conduct.
 - Youthful Offender (YO) and Juvenile Offender (JO) status.
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- Fidelity Bond Video-Federal Bonding Program Overview-Q & A.
 - Work Opportunity Tax Credit (WOTC) and Empire Zone (EZ) Tax Credit.