



PRO•A

CONNECTING Individuals and Employers to Re-Entry Resources

Individuals with Substance Use Disorders often face additional stigma due to their criminal histories. In the midst of an addiction, individuals often make choices based on survival. These choices can lead to consequences that increase discrimination in recovery. Research shows that a significant percentage of those incarcerated and with criminal histories have a Substance Use Disorder.

PRO•A has been educating and advocating for individuals with a Substance Use Disorder since 1998. Below are Resources relative to Re-Entry and moving beyond your criminal history!

RE-ENTRY RESOURCES

GEO Care developed a website that offers a suite of valuable resources and tools. In Pennsylvania, GEO Reentry Services partners with the Pennsylvania Department of Corrections and many counties to provide evidence-based reentry services that focus on reducing costly recidivism and turning lives around. Provides Mentoring, Housing and Employment help for ex-offenders reentering society. <https://www.reentrypa.com>

PA Department of Corrections Interactive Services Map allows users to search for service providers, resources, and other assistance in their communities. <http://reentrymap.cor.pa.gov/>

National Reentry Resource Center provides a clearinghouse for general information on reentry programs and tools. Funded and administered by the U.S. Department of Justice's Bureau of Justice Assistance (BJA), the National Reentry Resource Center (NRRC) is the nation's primary source of information and guidance in reentry. <https://nationalreentryresourcecenter.org/>

FairShake Reentry Resource Center provides a good reentry toolkit and also resources for helping those reentering society with emotional issues as well as practical tools. <https://www.fairshake.net/>

XOffenders works in helping ex-offenders (not on probation or parole) find employment and reintegrate into the community, has monthly meetings at African-American United Fund. <https://www.x-offenders.org/>

Beginning In the Right Direction (B.I.R.D.) Ministries Provides women who have been in prison with the spiritual, emotional and practical support needed to rebuild their lives and overcome the cycle of drugs, poverty and violence that has devastated their lives and families.

Pathways to Pardons provides information and resources, go to **PRO•A's Criminal History Resource** page: <https://pro-a.org/pennsylvania-pathways-to-pardons-process/>

PLSE - Philadelphia Lawyers for Social Equity provides Pardon Steps, Pardon Coaches, and additional resources. Pardons - Philadelphia Lawyers for Social Equity (plsephilly.org)



UNLOCKING SUCCESS



PRO•A

INCENTIVES

for Businesses to Help Those Reentering the Workforce

Why become a Recovery-Supported Employer? Many businesses and individuals identify with the positive impact of organizations that implement a Recovery-Supported Employer. A few of those outcomes include:

- **healthier and more satisfied employees**
- **increased employee retention**
- **increased productivity**
- **money saved through increased safety**
- **decreased healthcare costs**
- **decreased absenteeism**

Individuals in recovery have tremendous strengths and attributes, they have a sense of purpose, are grateful, and they are guided by hope.

Additional resources to assist in assessing and implementing an organization that support individuals in recovery:
Recovery Friendly Workplaces PA <https://recoveryfriendlypa.org/> and
Drug Free Workplace PA <https://www.drugfreeworkplacepa.org/>.

For questions regarding a workplace that supports recovery, contact PRO•A at patti.b@pro-a.org.

To have common questions answered regarding legal requirements related to drug-free workforce compliance and the regulations that govern these standards, go to **SAMHSA** website at <https://www.samhsa.gov/workplace/legal>.

EMPLOYER RESOURCES

The Federal Bonding Program was created as an incentive to employers to hire at-risk, hard-to-place job seekers and may provide an employer a business insurance policy that protects an employer against loss of money or property due to employee actions. The Federal Bonding Program issues fidelity bonds, which are business insurance policies that protect employers in case of theft, forgery, larceny, or embezzlement of money or property by an employee who is covered by the bond. The bond is good for six months up to the amount of \$5,000 at no cost. <https://bonds4jobs.com/>

Pennsylvania Implementation of Federal Bonding Insurance Program is an incentive to employers to hire at-risk job seekers; may provide a business with insurance to protect employer. The bond is good for six months up to \$5000 at no cost. <https://www.dli.pa.gov/Businesses/Finding-Skilled-Workers/Pages/FederalBondingProgram.aspx>

PA Dept. of Labor & Industry: Director of State Bonding Coordinators: <https://bonds4jobs.com/our-services/directory>

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers for hiring individuals from specific target groups who have consistently faced significant barriers to employment. WOTC joins other workforce programs that incentivize workplace diversity and facilitate access to good jobs for American workers. Work Opportunity Tax Credit (one-page handout): <https://www.dli.pa.gov/Businesses/Workforce-Development/WOTC/Documents/WOTC-one-pager.pdf>

Pennsylvania Work Opportunity Tax Credit Services Unit assists with Work Credit Services
(800) 345-2555; RA-BWPO-TaxCredits@pa.gov.

Work Opportunity Tax Credit (PA website) Pennsylvania opportunities for tax credits
<https://www.dli.pa.gov/Businesses/Workforce-Development/WOTC/Pages/default.aspx>

IRS Form 8850 Pre-Screening Notice and Certification Request for the Work Opportunity Credit through L&I
<https://www.irs.gov/forms-pubs/about-form-8850>

Want to get involved? Join PRO•A at www.pro-a.org ... IT'S FREE!