

# Finding Their Strengths:

Strategies for Helping Individuals with Criminal Convictions  
Find and Sustain Employment



# Fort Worth Reentry in a Nutshell



- Over 740,905 inmates in prisons in Texas
- Over 7,000 prisoners reenter Tarrant County each year
- Current unemployment rate of parolees in Tarrant County stands at approximately 50%
- Average time to find employment for parolees is currently at 3-6 months

# Next STEP in a Nutshell

- 503 newly released individuals enrolled
- 76% entered employment
- \$11.41 pay at entry
- Currently at 4.97% recidivism rate



# How Did We Do It?

- It begins with developing human capital:

- 📁 Assets

- 📁 Strengths

- 📁 Deficits

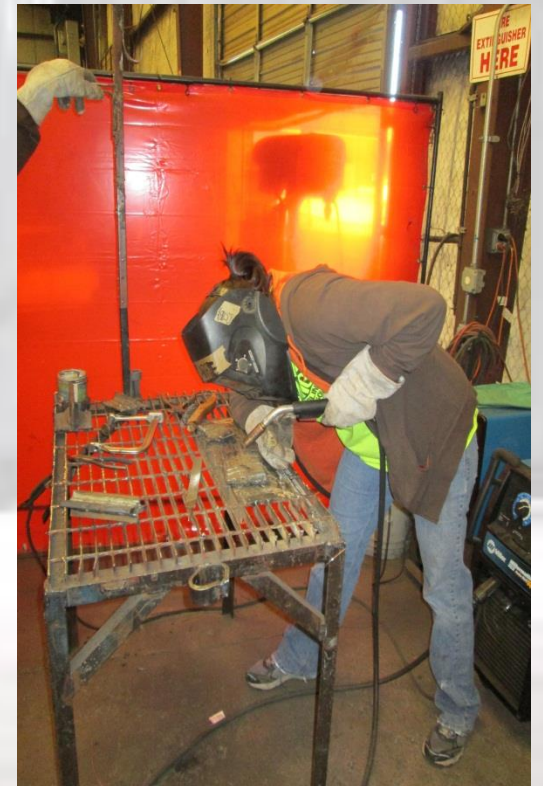
- 📁 Neutralize, work around, minimize or avoid





# Establishing a Customer's Portfolio

- Begins with quality assessments
- Follows with quality case management
- Continues with customized job development
- Endures with relationship building after employment

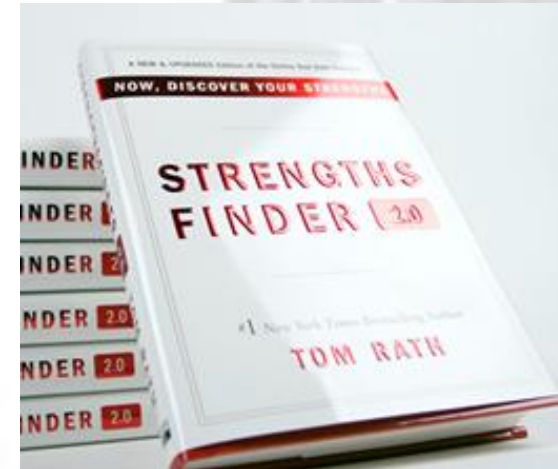


# Pre-Placement: Discovering Your Passion

- We have unique personalities.
- Jobs have unique personalities.
- Our job is to match your personality with the personality of the job.
- Most of us instinctively hear the voice of our strengths.
- Our challenge is to find ways to increase how often we can play to our strengths.

# Discovering Your Strengths

- Starts with a simple assessment – [StrengthsFinder 2.0](#)
- Continues with a Strengths Coach
- Is enhanced by practicing those talents every day



# More Pieces of the Puzzle

- [ShIPLEY 2](#): measures two aspects of cognition: crystallized knowledge, which is gained through education and experience, and fluid reasoning, the capacity to use logic to learn and acquire new information or solve problems
- [WRAT-4](#): Measures the basic academic skills of reading, spelling, and math computation
- [My Next Move](#): Helps define the types of careers to explore
- [TCU Criminal Thinking Scale](#): developed to assess cognitive functioning expected to be related to criminal conduct.



# Customized Job Placement Results

- Job developer becomes a Strengths Coach, assisting the customer in developing their own human capital
- Customized job development, according to the customer's passion
- Customer becomes an equal partner in the process



**Getting ready for the first day of work in over 32 years**

# Using Transitional Employment for a Step-Up

- Customers earn a paycheck to meet their needs even in weak labor market
- positively impacts the lives of children as evidenced by better long-term educational outcomes
- reduces recidivism
- increases local demand for goods and services;
- benefits private employers by increasing productivity and customer satisfaction

# Living Their Strengths



- The end goal is always retention
- Remember that old saying: *“Find a job you love, and you’ll never work a day in your life.”*

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