



State Headquarters:
1225 South Weller Street, Suite 420
Seattle, WA 98144
(206) 322-2444

Offices in King, Pierce, Snohomish, Yakima and
Spokane Counties
questions@teamchild.org
www.teamchild.org



**All children have the
potential to succeed.**

EMPLOYMENT CHALLENGES FOR YOUTH WITH JUVENILE JUSTICE INVOLVEMENT

ROADMAP

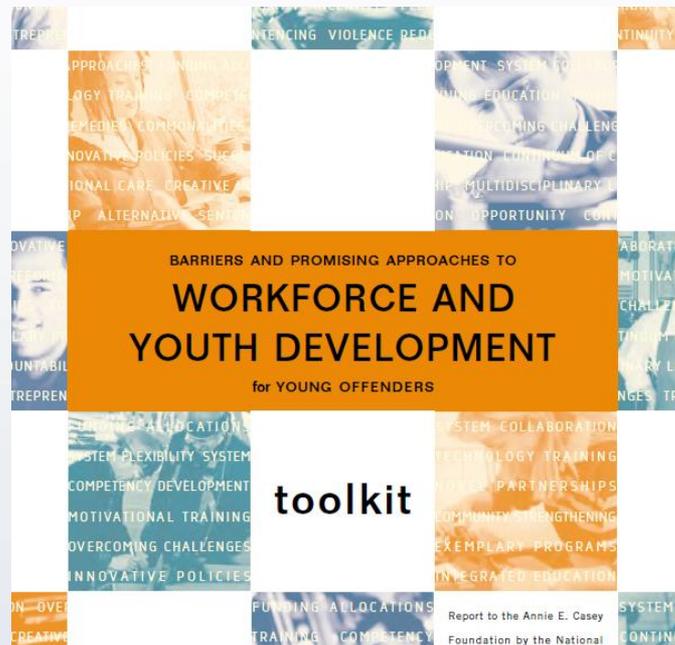
- Employment Challenges
- Resources
 - Youth Development
 - Employer Toolkit



Employment Challenges

Publication: BARRIERS AND PROMISING APPROACHES TO WORKFORCE AND YOUTH DEVELOPMENT for YOUNG OFFENDERS

<http://www.aecf.org/KnowledgeCenter/Publications.aspx?pubguid={98523A2D-F8E2-404F-B7EC-6D0DD96AF38A}>



Challenges: Stigma

- Availability of criminal history and court information
- Keeping youth on track and motivated to seal records



Making the Case for Employers to Get Involved

- POSITIVE YOUTH DEVELOPMENT
- KEEPING OUR COMMUNITY SAFE
- FINANCIAL INCENTIVES
 - Paid internships
 - FEDERAL BONDING
 - Tax credit
- DIVERSITY IN THE WORKPLACE



FINANCIAL INCENTIVES

PAID INTERNSHIPS

Workforce
Investment Act
Youth programs &
Summer Jobs
Initiative



FINANCIAL INCENTIVES

WASHINGTON STATE BONDING PROGRAM

Employment Security Department
Offender Employment Services Division
State Bonding Coordinator
1.800.339.3981 or 360.438.4151

www.wa.gov/esd/oes/bond/default.htm



FINANCIAL INCENTIVES

WORK OPPORTUNITY TAX CREDIT

More information and application forms can be found on the WA Employment Security Division website

(<http://www.esd.wa.gov/hireanemployee/resources/taxcredits/index.php>) or the

US Department of Labor website

(<http://www.doleta.gov/business/incentives/opptax/>)

Or by calling 1.800.669.9271



PROTECTIONS

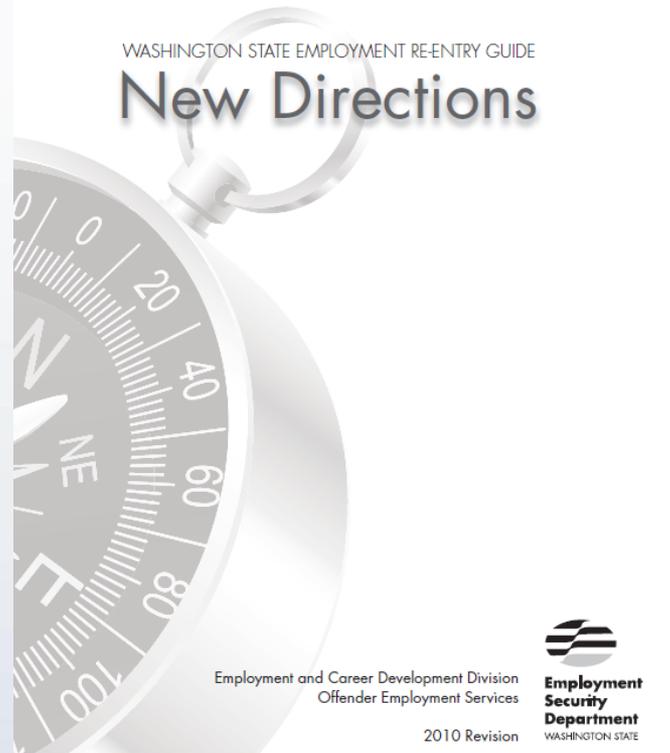
- **EMPLOYMENT DISCRIMINATION**
- **FAIR CREDIT REPORTING ACT**



RESOURCES FOR HELPING YOUTH GAIN EMPLOYMENT SKILLS

- **NEW DIRECTIONS, WASHINGTON STATE EMPLOYMENT REENTRY GUIDE**
<http://www.wa.gov/esd/oes/docs/ReEntryGuide8-30.pdf>

<http://www.wa.gov/esd/oes/docs/ReEntryGuide8-30.pdf>



RESOURCES FOR HELPING YOUTH GAIN EMPLOYMENT SKILLS

PACTT Employability and Soft Skills Manual - Pennsylvania

<http://www.pacttalliance.org/documents/Employability%20Manual%20Vol%203%20Final%20Draft.pdf>

EMPLOYABILITY and SOFT SKILLS MANUAL



PENNSYLVANIA ACADEMIC AND
CAREER/TECHNICAL TRAINING ALLIANCE



RESOURCES FOR HELPING YOUTH GAIN EMPLOYMENT SKILLS

INTERVIEWING & HIRING YOUTH WITH JUVENILE JUSTICE INVOLVEMENT

If you've not had experience interviewing youth who have been involved in the juvenile justice system, you might have a lot of questions that you are not sure how to ask. The following are sample questions that may help you make a decision about whether a youth is right for your company and the job. You might be surprised at how mature, thoughtful, and motivated these youth are for work and their future.



SAMPLE INTERVIEW QUESTIONS - EMPLOYER TOOLKIT

SAMPLE INTERVIEW QUESTIONS

1. Why do you want the job? Why are you motivated to do a good job?
2. Do you have questions about this job? Do you understand the requirements of this job?
3. What skills or experience do you have that can help you do a good job in this position?
4. What have you learned from your life experiences that would make you a reliable and productive worker in this job?
5. Have you received any training, counseling, or other support to help you to be a good employee?
6. What support do you have to help you show up on time every day and do a good job?
7. What is your offense history? Will these past offenses impact your ability to do a good job?
8. Do you have any requirements for supervision right now? How will that help you in this job?
9. Are there any limits on who you can have contact with or what kind of jobs you can do? Is there anything we can do here in the workplace that can satisfy those requirements?
10. Who can you call if you need support? A family member, mentor, case manager, probation counselor, friend, teacher?
11. Would you like us to list anyone to call if you need more support when you are at work? A family member, mentor, case manager, probation counselor, friend, teacher?



RESOURCES FOR HELPING YOUTH GAIN EMPLOYMENT SKILLS

JUVENILE RECORD SEALING TOOLS

- Video
- Sealing Clinics
- Sealing Kit

<http://www.teamchild.org/index.php/resources/138/>

Sealing Juvenile Court Records In Washington State

Forms and Instructions
Updated May 2012

This packet provides information regarding juvenile court records ONLY. The following information DOES NOT APPLY to adult criminal records.

Prepared by
TeamChild with special thanks to Street Youth Legal Advocates of Washington, Social Venture Kids, and the John D. and Catherine T. MacArthur's Foundations Model for Change Initiative

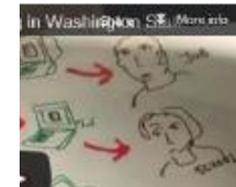
(Adapted from the "Sealing Juvenile Court Records in Washington State, Forms and Instructions" October 2004, by Columbia Legal Services and "Sealing Juvenile Offender Court Records in Yakima County, Washington" July 2008 by Street Youth Legal Advocates of Washington)



Washington State

ically sealed. If a person meets several
make a request to the juvenile court that
il the record.

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“Treat people as if they were what they
should be, and you help them become
what they are capable of becoming.”
-Goethe

This training made possible with funding through

LEAP

Learning, Employment and Achieving Potential for
Youth with Juvenile Justice Involvement

*This Young Offender program is funded by the U.S.
Department of Labor from July 1, 2009 through June
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\$6,230,520 equal to 100% of the cost of operating
the program.*

*TeamChild is an equal opportunity program. Auxiliary aids and
services are available upon request to individuals with disabilities.*