

## David Garlock's Step by Step Guide for Advocates to Identify Employment Opportunities for Individuals with a Criminal Record



1	<b>IDENTIFY</b>	Attend local job fairs and call human resources departments of local companies.
2	<b>QUALIFY</b>	Ask about openness to hire someone with a criminal background. Then, specifically ask about persons who have committed sexual offenses.
3	<b>SCHEDULE</b>	Set up follow-up meetings with those who are willing to have conversations about these people.
4	<b>MEET</b>	Begin conversation with personal introduction and reason for interest in the issue.
5	<b>FRAME</b>	Change the narrative from Sexual Offender to person who committed a sexual offense. Talk about labels and how important it is to talk about the person and not just the act that was committed.
6	<b>EDUCATE</b>	Talk about the wide range of offenses that could fall under the umbrella category of sex offenses (offenses by children, urination, looking at images, etc).
7	<b>DISPEL MYTHS</b>	Ask what they think the recidivism rate is for people who have committed sexual offenses? Then share the facts -- 3 to 5%! Ask if they're surprised.
8	<b>APPEAL</b>	Discuss the importance of second chances, how hard those who have been incarcerated will work, how hard it is to find employment.
9	<b>EXPAND</b>	Offer to meet with additional decision-makers in the company if necessary.
10	<b>FOLLOW-UP</b>	Send a hand-written thank you after the meeting and then reach back out in a few days to find out next steps to get people working for them.