












# FACT SHEET: EMPLOYMENT

-  A 2011 study of the formerly incarcerated found that employment was the single most important factor in decreasing recidivism.
-  Recidivism rates were nearly cut in half for former inmates with a full-time job compared to similar inmates who are unemployed.
-  Statewide recidivism rates range from about 31% to 70%, but the recidivism rates for formerly incarcerated people who found employment shortly after their release is less than 9%.
-  Employing 100 previously incarcerated will increase their lifetime earnings by \$55 million.
-  Employing 100 previously incarcerated people will increase their income tax contributions by \$1.9 million and boost sales tax revenues by \$770,000.
-  Employing 100 previously incarcerated people will save millions of dollars annually by keeping them out of the criminal justice system.
-  A study of "help wanted" advertisements in Virginia found that just 8.23% of employers were open to hiring an applicant with a record.
-  Formerly incarcerated persons who maintained employment for one year post-release had only a 16% recidivism rate over three years as compared to 52% recidivism rate for those who did not maintain employment.
-  Hiring managers report that applicants can compensate for criminal records with their personalities and in-person contact with hiring authorities.
-  85%-89% of ex-offenders who are rearrested are unemployed.