FACT SHEET: EMPLOYMENT

1. A 2011 study of the formerly incarcerated found that employment was the single most important factor in decreasing recidivism.

2. Recidivism rates were nearly cut in half for returning citizens with a full-time job compared to similar inmates who are unemployed.

3. 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%.

4. Employing 100 previously incarcerated will increase their lifetime earnings by $55 million.

5. Employing 100 previously incarcerated people will increase their income tax contributions by $1.9 million and boost sales tax revenues by $770,000.

6. Employing 100 previously incarcerated people will save millions of dollars annually by keeping them out of the criminal justice system.

7. A study of "help wanted" advertisements in Virginia found that just 8.23% of employers were open to hiring an applicant with a record.

8. 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.

9. Hiring managers report that applicants can compensate for criminal records with their personalities and in-person contact with hiring authorities.

10. 85%-89% of the formerly incarcerated who are rearrested are unemployed.