

NEBRASKA

DEPT OF CORRECTIONAL SERVICES

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TRANSFORM Nebraska



Presentation Objectives

01

Nebraska
Department of
Correctional Services
Overview

02

Hiring advantages for
Second Chance
employers

03

Returning citizens
employment as a
pathway to public
safety

04

Potential Nebraska
Department of
Correctional Services
partnerships,
including cabling
projects

NDCS Strategic Plan

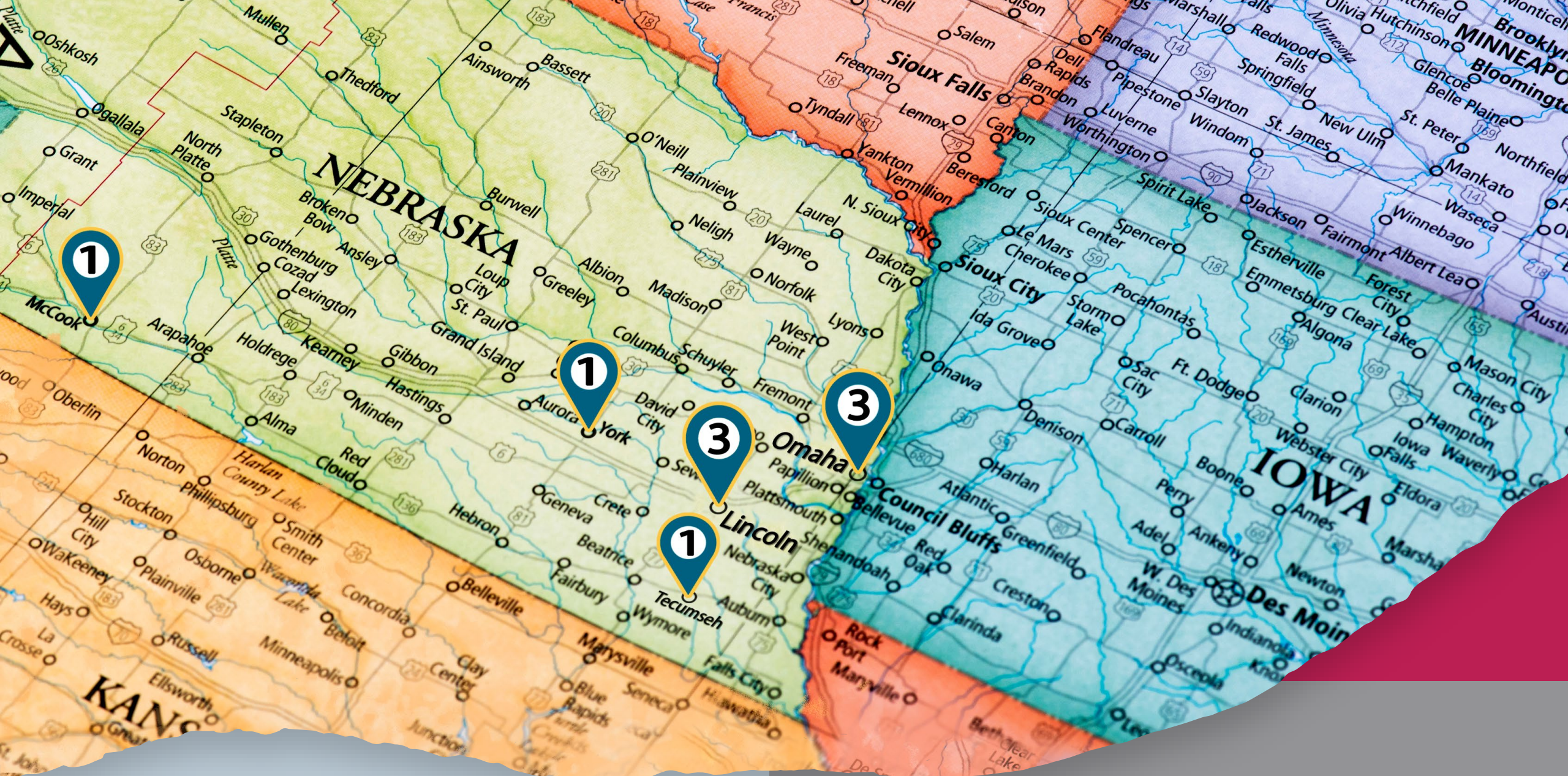


Keep people safe

**Safe Prisons
Transformed Lives
Safe Communities**

NEBRASKA

DEPT OF CORRECTIONAL SERVICES



NDCS Facilities

NDCS Data Overview

Current population - 5,880 individuals

Average length of stay – 3.5 years

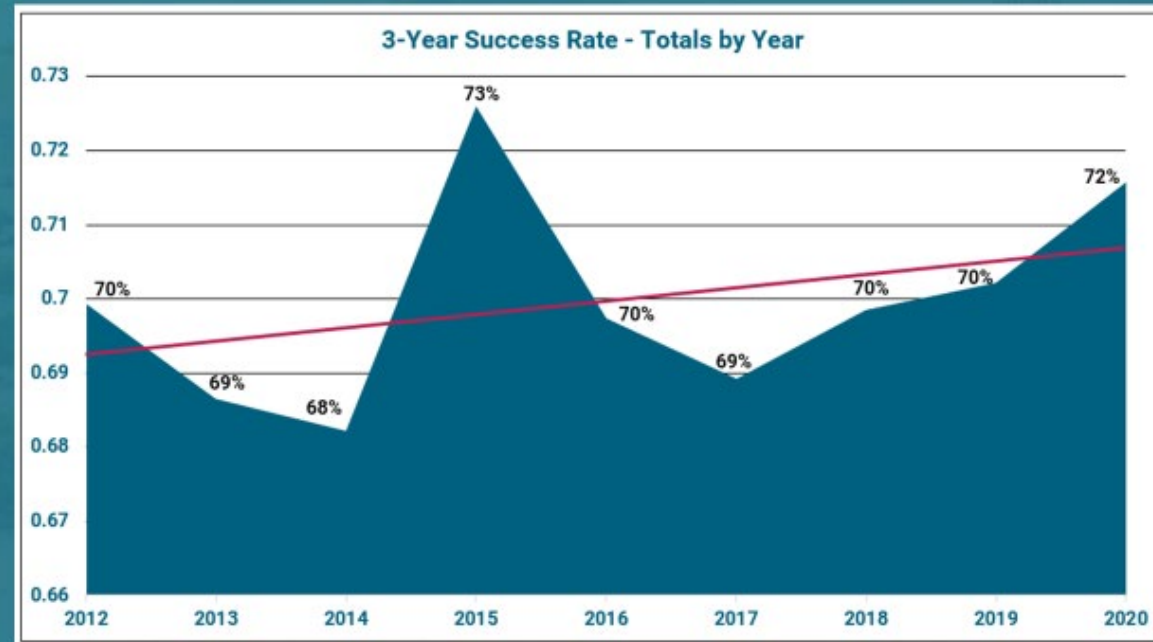
Average Length of Sentence – 4.12 years

Annual Releases Average: 2,220 individuals



Reentry 2030

Reentry Success Rate



Nebraska Department of Correctional Services Community Custody Processes

Classification

Assessments

Education

Clinical Treatment & Non-Clinical Programming

Vocational Skill Building

5-Key Model for Reentry and Well-Being Development



Second Chance Employers and Returning Citizens Employment as a Pathway to Public Safety

The integration of returning citizens

- Individuals re-entering society & workforce influence public safety, economic stability, and social justice.
- Second chance employers, those who actively hire returning citizens, play a pivotal role in these spaces.

Impact of Employment on Public Safety

- Employment is a critical factor in reducing recidivism among returning citizens. Studies have shown that stable employment can reduce the likelihood of reoffending by up to 50% (Visher, Debus, & Yahner, 2008). Moreover, communities with higher employment rates among returning citizens experience lower crime rates, thereby enhancing overall public safety.

2nd Chance Hiring Advantages

- Increased employee retention
 - Enhanced employee engagement
 - Positive impact on successful reintegration
 - Building safer communities
 - Ability to solve talent shortages:
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- Federal and local financial incentives
 - Work Opportunity Tax Credit (WOTC)
 - Federal bonding
 - Increased diversity and inclusivity
 - Competitive advantage
 - Increased return on investment

Employer Hiring Incentives

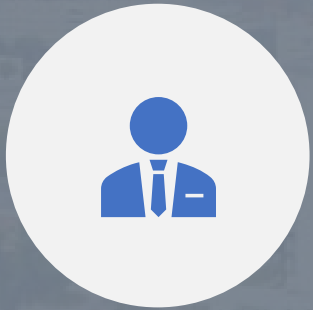
Work Opportunity Tax Credit (WOTC)

- Employers can earn 25% if the employee works at least 120 hours and 40% if the employee works at least 400 hours
- Tax Credit is calculated as 40% of first-year eligible wages, up to a maximum of \$6,000 per employee.

Federal Bonding Program (FBP)

- The bond is given to the employer free-of-charge and serves as an incentive to the company to hire job applicants who have “risk” factors in their personal backgrounds.
- The FBP provides \$5,000 of free insurance coverage to employers.

Industry Expert Feedback



WHAT ARE EMPLOYMENT
QUALIFICATIONS YOU ARE
LOOKING FOR?



WHAT DO YOU FORESEE AS
FUTURE WORKFORCE TRENDS?



WHAT TRAINING/EDUCATION
RESOURCES DO YOU
RECOMMEND?



OTHER



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Nebraska Department of Correctional Services



- More information can be found at:
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