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Alabama Blue Print to Getting Talent Back to Work

National Survey Results: In March 2019, the Society for Human Resource Management (SHRM) released a [Second Chance Survey](#), funded by the Charles Koch Institute, finding that 74 percent of managers and 84 percent of HR professionals nationwide said they were willing or open to hiring individuals with a criminal record. “Workplaces are transforming quickly, and talent strategies must evolve along with them,” said Johnny C. Taylor, Jr., president of SHRM. “Organizations can no longer grow without tapping into the reservoirs of potential talent hidden in our communities. In many industries, accessing human capital is now harder than accessing financial capital, so it is a mistake to exclude vetted, qualified candidates because of their source.” On Thursday of this week the Board of Directors of the East Alabama Chapter of the Society of Resources Managers took the [GettingTalentBackToWork Pledge](#).

Numerous re-entry studies have shown that the key to reducing recidivism, and improving public safety, is properly preparing the offenders for release into a free society and helping them locate a well-paying job. This includes (1) the selection of offenders who are truly motivated to make a change for good; (2) upgrading their educational skills and industrial certifications to deliver what business and industry are searching for; (3) sharing with offenders, pre-release while inside of the prison walls, certain coping, dispute resolution and critical thinking skills so that they can be successful in a free society; (4) helping them with critical bridging infrastructure of housing, transportation, and pro-social faces and places often found within relationships in the faith based community; (5) access to well-trained empathetic and resourceful mentors upon re-entry; (6) drug treatment and strict drug testing accountability plans; and (7) most importantly, finding the offender stable well-paying employment with employers who have taken the Second Chance [GettingTalentBackToWork Pledge](#) and are using the [SHRM Toolkit](#).

Alabama Small Business Works to Provide Corrections Solutions: In the Auburn Research Park, located on the Auburn University campus, [UnicusID, Inc.](#) is offering a Corrections and court supervised release solution with mobile biometric identification, tracking, mapping and reporting. In Georgia, UnicusID’s Shepherd System is currently being used in judicial diversion (as an alternative to jail) allowing a judge to release an offender under supervision while being able to authenticate the offender’s identification and location, set "no-go zones," allow the victim third-party access to the offenders location, and determine the offender's compliance with the judge's order, all from the comfort of a computer screen or mobile device. The UnicusID Shepherd System allows for a true collaboration of judges, correction officers, the faith-based community, nonprofits, industrial partners and trainers, educators, and drug testing and treatment providers, to

holistically support the ex-offender's re-entry who are motivated to change and are willing to objectively demonstrate to all stakeholders that they can be trusted.

Giving Ex–Offenders a Second Chance Opportunity is Right for Alabama Business: On March 28, 2019, Governor Kay Ivey issued a [Proclamation](#) which designated April 2019 as **Second Chance Month**, *“to increasing public awareness about the need for closure for those who have paid their debt, and opportunities for individuals, employers, congregations and communities to extend second chance.”*

Common Sense Counsel: During a time of historically low unemployment, and the [Governor's Job Creation](#) push, there is an Alabama collaborative solution to the current corrections and workforce development crisis. This solution links together Alabama State Government, industrial trainers and educators, institutions of higher education, the faith and nonprofit communities, through the use of emerging technology, to collaboratively solve two of Alabama's most critical emergencies. It's time for Alabama to explore how it can safely **Get its Talent** (that is currently behind bars) **Back to Work**.

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