

Facts & Myths:

Health Care Employment Opportunities for People Who Have Criminal Records

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The Council of State Governments Justice Center

Mission

We develop research-driven strategies to increase public safety and strengthen communities.



**Justice
Center**

Who We Are

We combine the power of a membership association, representing state officials in all three branches of government, with the expertise of a policy and research team focused on assisting others to attain measurable results.

The U.S. Department of Justice Bureau of Justice Assistance

Mission

To provide leadership and services in grant administration and criminal justice policy development to support local, state, and tribal justice strategies to achieve safer communities.



**Bureau of Justice Assistance
U.S. Department of Justice**

www.bja.gov

- **Delivers** technical assistance (TA) and training for Second Chance Act grantees
- **Advances** the knowledge base of the reentry field
- **Promotes** what works in reentry and successes of grantees
- **Facilitates** peer networks and information exchange
- **Provides** information for people returning to communities and their families

Speakers

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Agenda

- Introduction & national snapshot
- Linking people who have criminal records to employment in the health care sector: 5 things to consider
- Healthcare employer guide to hiring people with arrest & conviction records
- An employer's perspective
- Questions & answers

Inventory of Collateral Consequences

The screenshot displays the NICCC website interface. At the top, the logo reads "NATIONAL INVENTORY OF COLLATERAL CONSEQUENCES OF CONVICTION". Navigation links include "Inventory", "News & Resources", "About", "Help", and "Contact Us". The main heading is "Collateral Consequences Inventory" with a subtext: "Use the categories below to search and view details of policies relating to collateral consequences of a criminal conviction." Below this, it shows "4,919 Matching Entries (out of 44,631 total consequences)". A search filter bar includes "Export Results List" and "Reset Search". The filter bar has four sections: "DESCRIPTION" with a search input, "JURISDICTION" set to "Alabama", "CONSEQUENCE TYPE" set to "Occupational & professional licensure & certification", and "KEYWORDS" set to "Health care". A "Show More Options" link is visible. The results table below shows three entries for Alabama:

DESCRIPTION	JURISDICTION	CONSEQUENCE TYPE	KEYWORDS
Code of Ala. § 12-17-184 Notify Board of Medical Examiners of physician's convictions	Alabama	Employment & ... Occupational & ... Registration, pu...	Health care Physicians
Code of Ala. § 20-2-190 Revoke controlled substance wholesaler/manufacture/repacker registration (for conviction of unauthorized sale of ephedrine/pseudoephedrine)	Alabama	Employment & ... Occupational & ...	Health care Pharmacy & dru...
Code of Ala. § 20-2-254 Deny certified registered nurse practitioner/certified nurse midwife Qualified Alabama Controlled Substances Registration Certificate	Alabama	Employment & ... Occupational & ...	Health care Health care spe... Pharmacy & dru...

National Inventory of Collateral Consequences of Conviction (NICCC)

- Searchable online database of state and federal sanctions or restrictions that limit or prohibit people with criminal records from accessing employment, occupational licensing, housing, voting, education, and other opportunities.
- <http://niccc.csgjusticecenter.org>

Impact on Employment Opportunities

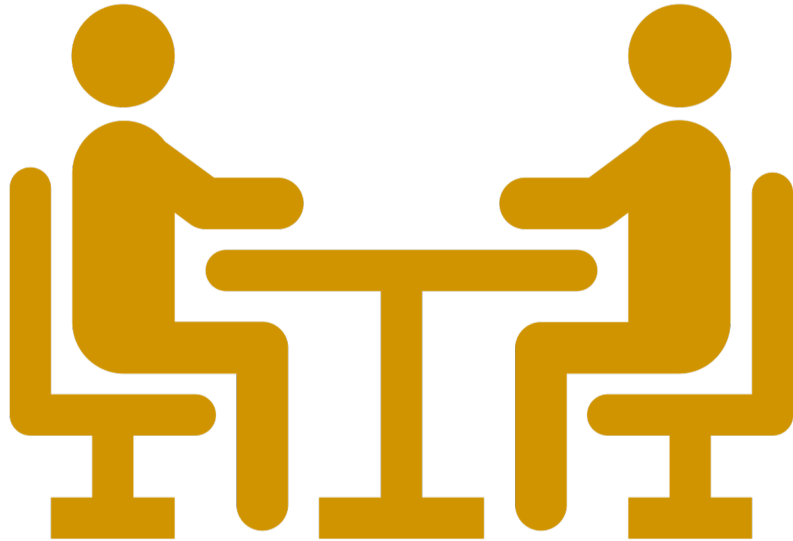


Over **29,000** employment-related collateral consequences imposed by state and federal statutes and regulations

Source: National Inventory of Collateral Consequences of Conviction (June 2019)

June 18, 2019

Employment-Related Consequences

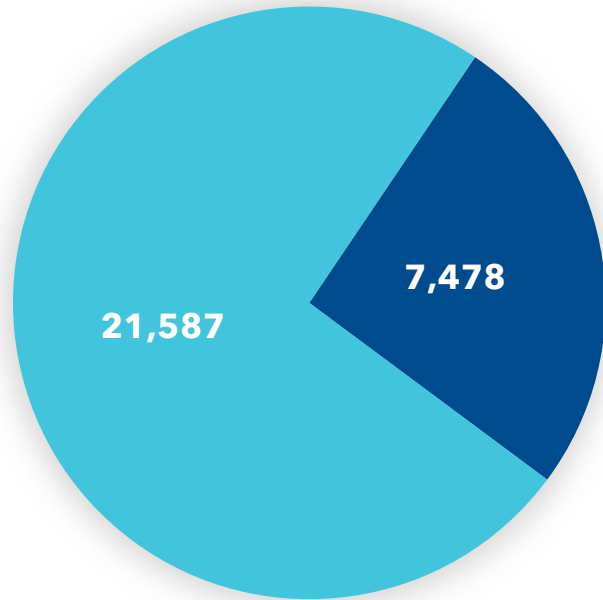


Include limits on:

- Employee hiring and retention
- Occupational licensing
- Business licensing and participation

Impact on Health Care Employment

Number of consequences impacting health care employment



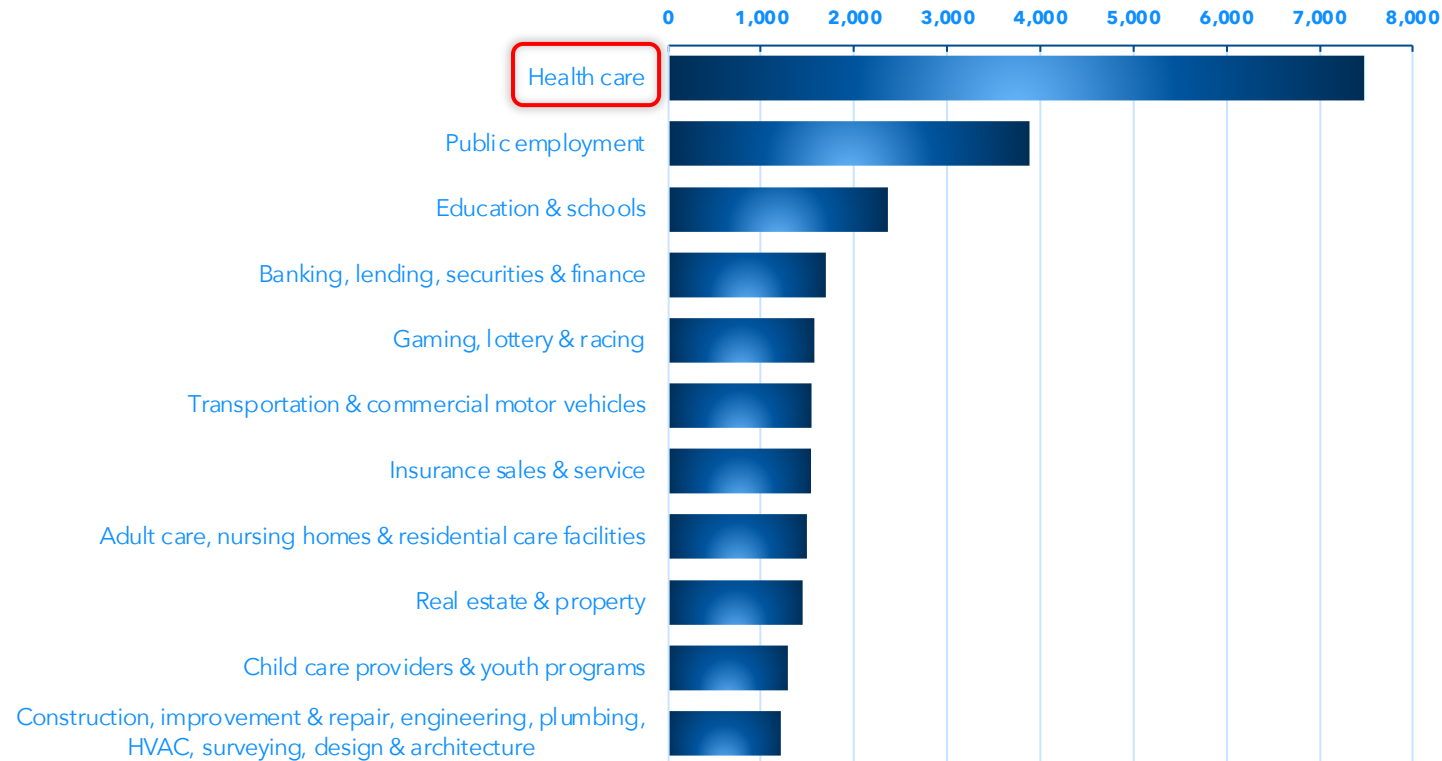
■ Healthcare ■ All others

25% of employment-related consequences impact opportunities in the health care sector

Source: National Inventory of Collateral Consequences of Conviction

June 18, 2019

Top Industries Impacted by Employment-Related Consequences



**PLEASE SEE PART II OF THE PRESENTATION BY
RETURNING TO THE PREVIOUS PAGE AND CLICKING
ON THE LINK PROVIDED**