**WorkforceGPS**

**Transcript of Webinar**

**Using CareerOneStop to Provide a Successful ReEntry Transition Inside and Outside of Correctional**

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GRACE MCCALL: And welcome to "CareerOneStop To Provide Virtual Services." So folks, without further ado, I would like to turn things over to our moderator for today. Take it away, Don.

DONALD HAUGHTON: Grace, thank you, everyone. Good afternoon or good morning, depending on which part of the country are you from. Welcome to our fifth and final CareerOneStop webinar. Today we will be looking at providing virtual services for people inside and outside of correctional facilities. As Grace mentioned earlier in the lower right corner of your screen, there is a box called File Share. There are three files of today's PowerPoint presentation. There is a list of URLs that will be demonstrated in today's webinar. We have provided a complete list of those in that second file and then the third file is a user guide PDF that is quite specific for this presentation. So again, that is in the lower right hand file share box.

With me today are three of my colleagues from CareerOneStop: Mike Ellsworth, Patricia Dahlman and Julie Remington. Mike will be answering questions as they come up in the chair. Tricia and Julie will be your presenters. And if you could Mike, Tricia, and Julie, go ahead and introduce yourselves in that order, please.

MIKE ELLSWORTH: Sure. I am Mike Ellsworth, and I am the program director of CareerOneStop. I have been with the program for 14 years, and I will be answering your questions in real time, as you ask them in the chat. Tricia?

PATRICIA DAHLMAN: Thanks, Mike. Hi, everybody. I am Tricia Dahlman and I am the business technology manager for CareerOneStop. I oversee operations, outreach, marketing and product management on the team. I started in state government here in Minnesota in the labor market information office, which was great because I got a wonderful explanation of labor market and workforce development data while I was there. Now I have more than 20 years of experience working with state and national career information products like for OneStop. I have the pleasure of working with an outstanding team on CareerOneStop, and one of those team members is here today. Julie, who's going to introduce herself next.

JULIE REMINGTON: Thank you, I am Julie Remington, I am the content strategist for CareerOneStop. I conduct research and develop content videos and blogs on career development and employment topics. I also meet with our website users to gather their input on how to make our site ever more relevant and easy to use. I have worked as a career counselor and then for about 10 years in Minnesota's public workforce system on staff training, and process improvement before I moved to CareerOneStop. Glad to have you with us for today's webinar.

MR. HAUGHTON: Thank you, Mike, Tricia and Julie. Couple of final notes, this webinar is scheduled to go for an hour and a half. The presentation itself will be an hour or a little bit more than an hour. And then we will leave room at the end for interesting questions that come up in the chat. We will go ahead and share question and answer after the presentation. So we will be ending promptly at 1:30.

So I will go ahead and turn it over to Tricia and Julie. Take it away.

MS. DAHLMAN: Great, thanks, Don. Julie and I are really excited to be here with all of you today. So excuse me, thank you for taking time out of your day to be with us. Our goal for today's webinar is to review the online tools CareerOneStop offers to support individuals with a criminal record to pursue employment and training.

So why did we put this webinar together? According to the Bureau of Justice, approximately 77 million Americans, or one in three adults, have a criminal record that can be a barrier to employment and career advancement. And this can include anything from an arrest record, a criminal charge or a conviction. So we know that you are maybe helping individuals who are currently incarcerated. It looks like we got ahead of ourselves – there we go – currently incarcerated, or you may be working with individuals with a criminal record in their past.

But the goal is really the same, to have a successful career and job search. So all of this was true before the pandemic, but the added complexity is that you are now delivering those career and employment services virtually. So Julian, I hope you find something today that will be immediately helpful to your work, and we want to thank you for everything that you are doing.

That brings us to our agenda for today. We are going to spend the first few minutes with an overview of the CareerOneStop website that is our main site and will provide the base to understand the other specialty resources that we are going to use today. And then we will explore the user path of preparing for a successful re-entry transition. And then, as has been mentioned, we will leave time at the end to address the questions that you've entered for us in chat.

And I just want to make one more plug for that URL list that is in the file share box. We want to make sure you can find everything easily after the presentation today so that URL list is going to give you the exact URLs of all the tools and content that we look at today. So I just want to make sure you are aware of that.

So let us start off with that overview of CareerOneStop, and this is a screenshot of the OneStop homepage, and it is available at CareerOneStop.org.

And there is really three main things that we want you to remember about CareerOneStop. The first thing is, is that it is comprehensive. So it is a comprehensive career education and job resource. It is national in scope. So it serves all 50 states and U.S. territories. And the second thing is that it is trustworthy. So we are lucky to be sponsored by the U.S. Department of Labor, Employment a Training Administration. And really what that means for you, is that we are bringing together quality data and reliable resources into this one site. So that is everything from occupation information from O\*NET, or labor market information from the Bureau of Labor Statistics, or education information from the U.S. Department of Education, or whatever it is, those quality resources and data we are bringing into OneStop to fight for you.

And then the third thing I want you to remember is that we are free for you and your customers to use. There is absolutely no cost to use for OneStop. And at this time there are no user account requirements. And even though user accounts are something we are looking at adding to the site, it will never be required to use the site. So we would love to have that functionality so our users could share and save information from cruising stuff, but again, it will never be required.

So with that, I want to go ahead and share my screen with you so we can take a look at what the site looks like. That is just getting loaded there on your screen, so hopefully you are able to see the crew on OneStop's homepage with me. And what I think the best way to show you the type of information that we have, is to go over this main navigation with you right here at the top. And this should give you a good idea of the type of content and tools that we have on the site.

So this first section, Explore Careers, has anything from our self-assessment – we have an interest, skills, and work value assessments to information about how to learn about careers. So if that would be through clusters or profiles or videos, and then some general information about planning your career. So how do I set goals or do some other exploration around careers.

The next section is Find Training. So that covers everything from the different types of training available, like high school equivalency, apprenticeships, and college programs. How do I pay for training? So what will it cost and how do I find information about financial aid? And then again, the general content area is around finding your path: what is right for me and how do I make a training plan?

The next section is job search, and that is where we have a lot of content. Everything from planning your job search to how do I network? Where do I go to find job openings? A really extensive section on resumes and job application, interview tips, and how to negotiate a salary. And then again, those general job search tips like what do I do if I am not getting results. Our next two sections are where we have all of our tools – so, in this first one would be our finder tools for workforce services in your local area. So first and foremost, we promote the American Job Center and let people know where their local agency is.

And then we have some finder tools for employment and training programs; anything from Job Corps Center Finder, to Refugee Assistance Finder, and youth programs. We cover community services as well, like job clubs or libraries. And then we have a couple of finders for workforce development boards and youth committees, and then access to state unemployment benefit links. So where can I apply online in my state for unemployment. And that does include some pandemic related UI links as well that states have set up.

The next tool section is called our Toolkit, and this is going to cover our main content area. So that covers everything from careers – so I left it there. Our assessments are where I be – I would find information here, where I could go find an occupation profile. I – the training finder and other types of training information like certifications and scholarships. We have tools for skills and finding jobs, that cover wages and industry information, and then also from state and local tools.

And then the last section here is Resources For, and that is where I would find information if I was looking for specific information on audience. So for example, military or veterans, workers with disabilities, older workers, those are portals that we have set up for specific content for those audiences. So that can be great if I am working with a specific audience. One of the things up at the top I want to show you is this Spanish link, and you can translate our site into Spanish. All of the navigation and content does change, and all of our documents that are available for download are available in both English and Spanish.

And now I want to bring us down to the footer, because there are a couple of things I want to point out there as well. This first section is going to be a repeat of those content areas we just looked at, except for this link on the bottom, which I want to point you to, called the video library. And that is where all of our video content lives. So that is everything from career cluster, and specific career videos. It would be where we have skill and ability videos or tutorials, anything video related would be there. This next one is called Arc–

MR. HAUGHTON: Tricia, we all are only seeing a static screen. Are you navigating from the wrong one do you think? Seeing the main page.

MS. DAHLMAN: It is showing me that it is moving, does Grace have an idea on that?

MS. MCCALL: I agree with Tricia that it looks okay, like It is moving, it looks fine on my end.

MR. HAUGHTON: And – never mind – did something wrong with I mine, I guess.

MS. DAHLMAN: Hopefully it is moving for everybody. Maybe you can let us know on chat if you are not seeing it move as well. OK, I think we went over the five points, and that is where we have those specific audience portals. This ex-offender one is where we are going to spend a lot of our time today, so we will dig deeper into that one. To help, a couple of things here. The data source is a great link if you are if you are looking at any of our tools and you wonder where the data comes from, or how often it is updated, then that is a great page to go to to find that information.

And then in our new center, I want to point out that we do have a blog, and we do write weekly articles on timely topics. There has been a ton since the pandemic of how that has impacted job search for specific audiences. It is also a great way to stay up to date on any new content or features on the site. So you can always subscribe to get those blog articles by email as well.

And then our outreach material section is where if you ever needed any brochures, or fliers printed out, then you could go into the outreach materials and find something that you are looking for there. One more link in the footer I want to show you is the Contact Us link. This is a great way. If you have a question after today or you notice something on our site that should be updated, Contact Us is a great way to contact us because it will get routed to the right person; we have somebody checking that on a daily basis.

So that is a quick overview of the CareerOneStop website. So if you are not familiar, I am hoping that that gives you a sense of all the information that you can find there. I do want to bring this back over to the PowerPoint now.

We created this graphic to try and help explain the difference between the websites that we are going to use today. So we just looked at the CareerOneStop website, and obviously that is our most comprehensive site. That is where everything lives. But then we are going to look at these other two today. So first off, Job Search Help for Ex-offenders is one of the specialty portals for OneStop that I was mentioning under Resources For. And that is, again, condensing the comprehensiveness of CareerOne stuff into the content, content and tools most relevant for the audience and for this specific site that would be workers with a criminal conviction.

And then we have this other site called CareerOneStop ReEntry, and we often refer to it as ReEntry for short. And that is an almost exact replication of CareerOneStop that can be used inside of correctional facilities. And it has all of the tools and content from CareerOneStop, but what it does not have are – there are no active Internet links, there are no external website access and there is no social media sharing. So those things have been turned off on the site, but it does include the job search, help for ex-offender portal. So all of that content that is specific for workers with a criminal conviction, that would also be available on the re-entry website.

And we are going to look a little bit closer at those two sites. And we are going to start with the re-entry site for OneStop ReEntry. Now, this is a relatively new site. We did launch it in February of 2018. It is available at re-entry.CareerOneStop.org. And this site is public, so you or anyone else could access it outside of a correctional facility, you just need to put that URL into your browser. We do know that inmates, instructors and other intermediaries are currently using the site in at least 197 local and state facilities in 30 different states.

Often it is installed on tablets and that is why we have that picture up here of it installed on a tablet. And it is preloaded with other resources that can be used inside the correctional facility.

So CareerOneStop and ReEntry are two separate systems, but they have leveraged those shared resources. So what that really means is that inmates who access the re-entry site within a correctional facility, will have access to those same resources after their release on for OneStop. We know that it is most likely that most of you are working with clients and customers outside of correctional facilities. But if you do work inside a facility, this is a resource that you might be able to leverage. And if you or anyone else you know is interested, please feel free to contact us for more information about the process and the technical implementation of using ReEntry within a correctional facility. It is going to vary by individual facility and the security levels at that facility. So we do want to go back to the live site so I can just show you quickly what the site looks like. And I didn't click over to it. But I think what you will notice right away is that it looks exactly the same, which is what we have been saying. The name at the top here did change to ReEntry. And you can see in my you URL up at the top, it does say re-entry.onestop.org. But again, it looks the same when I go across the navigation. That is all the same.

But what I will show you is we will use the link here in the footer as an example, if I were to try and access external website, when I click on it, I am going to get this pop up that says: links to external websites do not work from this re-entry version of CareerOneStop.org. So it is not going to let me go to Facebook or any other external websites that I have linked in any tool or any content. So that is a quick kind of demo of the re-entry website and now Julie is going to walk us through the Job Search Help portal.

MS. REMINGTON: Thanks, Tricia. The other primary site we will use, and we are going to spend the majority of our time on, is Job Search Help for Ex-Offenders. And as a reminder, you can get here from CareerOneStop through that Resources For section that Tricia showed you. This site follows our typical format. In that top navigation is Explore Careers, and then Get Training, and then Find a Job, and Toolkit. So a little bit of background on what makes this particular and different. To develop the site, we wanted to learn more about the population and how to make the site as targeted as possible for their needs.

So for part of our research, we met with program staff who work in correctional facilities, and in community-based programs. And we also spoke with program participants who have a criminal record to really learn what they wanted from an employment-oriented website. Some things we learned: many incarcerated people have a lower reading level. Many have learning disabilities. So we kept the reading level for the site at about 5th grade whenever possible. Some things just do not translate like some job title, and we generally use fewer words on a page than on our other site.

We also learned that digital skills may be at a beginner level, and that is less so for younger people in the corrections system for sure. But we kept it very uncomplicated and easy to use, so that those users would have fewer decisions to make to navigate, and then also a smaller toolkit as we looked at the menu. In those discussions, they also asked for an introduction to the website to understand how to use it. So we developed some special features and put them on the home page for easy access.

Over on the left, we have the Get Started – the Get Started Video. And that is an introduction to the website and how to use it. And then they get started guide is just a page that suggests where to start on the website based on your questions or need. We also know that most correctional facilities do not yet provide that digital content access to inmates, they do not have the tablet that some of the facilities do that are working so well. So we created a PDF of the whole website and the state resources, so they can be downloaded, printed out on paper for use in facility.

All right, let us get into the path. This path today covers successful re-entry transition, and if you have attended our previous webinars, this format is going to look familiar. For all the webinars in this series we developed formatted with a goal and objectives that guide the user to meet that goal. So this process walks the user through tools and content pages on career web – CareerOneStop websites so that workforce professionals can easily build it into a class or workshop, or you are one on one services.

The goal of this path has two aspects, one is to use CareerOneStop inside correctional facilities to plan ahead for meaningful stability – a meaningful, stable career after re-entry transition. And the other goal is for people in the community who have a criminal record to use Job Search Help for Ex-Offenders to accomplish an effective career and job search. So let us get into the steps.

We have six objectives to meet. One is to assess needs and identify community resources to support stability after transition. Two, to explore career options and choose a career direction. Three, to plan a longer-term career goal and explore education and training, and set goals. Four, prepare for a job search. Five, conduct that job search, and six, find in-person support and resources for that for your job search.

We want you to know there is also a user guide that has been mentioned, we know a lot of you folks are coming in after the intro. So we will repeat this. There is a user guide to download at the end of the presentation that walks through every one of these steps in detail. It is basically the homework a person would need to do all of this on their own. So this is what it looks like. It has links to each of the web pages we are going to show you to do and then some. There is extra content in the user guide and then there is instructions with what to do on each page. These are available for each of the webinars in the series on the WorkforceGPS website. And then again in that file share box on your screen today, you will see a user guide in number three.

So the path to a successful re-entry transition, we use again those two key resources. One, the CareerOneStop website. And the second is that Job Search Help for Ex-Offenders. And so for all those of you who are looking for those URLs, looking for those web site addresses, they are posted there. They are also on that URL list, number two in your file sheet.

All right, so let us get into our first objective, and that is to assess needs and identify community resources to support stability after transition. We know this is such a key step for people in re-entry whtoo establish those connections and start to develop some of that structure, that will be a foundation for employment and positive direction in their lives. so, we have an excellent tool to support that objective? And that is the state resource finder. How do I get there from the tool kit on that main navigation, I choose the state resource finder. Then I can select my state to start, and in this example, I chose Tennessee.

These are key state resources that are meaningful for that initial transition stage, but they are also important later, too. So it is a great tool to keep in mind. We will start with the open tab documents and vital records. So for many basic transactions like job applications, housing applications, legal matters of all kinds as well as others, it is really essential to get copies of documents and vital records. In many facilities do try to help folks get those lined up before they are released while they are in that transition process.

So for every state we have listings for sources to obtain your birth, marriage, and divorce records, your criminal record, driver's license. Under legal assistance – I might need free or low-cost legal assistance, and I may need to negotiate child support terms, so a couple of links there. Housing: essential to obtain. It can be very difficult coming out of incarceration. Here's a contract for that and then also for cash assistance and food support, we have for state resources for that as well. And keep in mind, we will refer back to the state resource finder throughout today's path. It is going to come in handy for a number of stuff.

On the next page, Personal Records, I am going to be able to learn details about what each of these documents is needed for and get more specifics on how to obtain them using that state resource finder that we just showed. How do I get to this page, it is under Find a Job, up on the navigation, and then Prepare Your Resume, and then Personal Record. On this page, I can read about school and employment records, and some of the other documents we just mentioned, but I want to show you at the bottom of the page, criminal record or rap sheet? This is really valuable to get a copy, to see what employers may be able to learn about your criminal record, to get a copy for yourself. Make sure it is accurate.

You may want to review your record with a legal professional to ensure that you understand what is on it. Or if you want to try to change anything that is inaccurate. To do that, you can use that state resource finder under the legal assistance tab. I also want you to take a look here at the bottom of the page, that resources box. These appear on most pages in the site, and that is where we include additional resource links for more sort of optional enriched content on CareerOneStop, or also on outside resources.

Also, in discussion, we talk about expunging a criminal record. To get to this page will go to the, again, Find a Job, it is under Prepare Your Resume, and then Expunging Your Record. So that is where you will find it. We know that a lot of you – some of you are working with corrections director, but a lot of you probably do not have a background in working with this kind of material, or with this particular population. But you have clients or customers who have a record and would like to support them. So this is a page. It is great to get an introduction to that expungement process.

What does it mean, expunging means stealing your record so that landlords, employers and most other people cannot see it. It does not mean that a conviction disappears. Each state is going to have its own rules about how that process works, and eligibility is definitely limited. For example, a violent crime or a sex offense – that is usually going to disqualify a person from even being considered for expungement. But it is helpful to know that many factors are considered, including the age of conviction, How long since your arrest, if you completed the terms of your sentence and probation or diversion program and so on.

People can look into how this works in their state by selecting their state back on that state resource finder and look under documents and vital records and connect with that criminal record contact to ask about the process in your state. And also, under legal assistance you can see a link or a phone number for free legal help to help navigate those options for record expungement. All right, so now that I have found state resources, I started to gather my documents and personal records. My next objective is to start exploring career options.

This is the – we are going to start with – on my wrong page. We have several steps in this objective, but we are going to start with the interest assessment, and this is on the CareerOneStop website, not under Job Search for Ex-Offenders. It is under Toolkit on that top navigation, easy to find under Careers.

Interests. Why are we starting here? It is a great place to start exploring careers, because regardless of your background or work experience, everyone can relate to what they like or dislike doing. And the assessment can open up a lot of new ideas. So our interest assessment is 30 questions about how interested I am in different activities. It is very quick to take; I just check off the level of my interest in each activity. If I have never tried the activity. So I am not really sure whether I like it or not, we encourage users to just imagine if they would like it from what they understand it to be an answer based on that.

So now we are going to move up to the Interest Assessment Results page to see what you get at the end of taking this assessment. Let us look at the table. The number of occupations matches on the list right up at the top of the table, that is going to vary based on that particular pattern of responses for each person who takes it. The table shows match level on the left, and you are going to see your best matches first, then job title, basic job outlook, hourly median wages and then the education level required for that occupation.

If I want to learn more about one of these careers on my list, I can go to the title, and click right out to the occupation profile, and learn a lot of great details about that career. Over on the left, I can also filter my results by education level. Let us say I have a high school diploma or a high school equivalency, and if I choose some preparation. That is going to convert my results to show only the occupations that require high school or less. Let us say I want to keep my results to go back to later, I can scroll to the bottom of the page. To show all my answers in one flow, that is where Ii is 10 per page or however many I can show up 500 – and nobody's going to get more than 500. And then I can download in different formats and phase my results or send them to my employment counselor or my probation officer or others.

Just interest assessment was developed from O\*NET's interest profiler, and it is based on the Holland Code that some of you are familiar with, that uses the RIASEC system that you can see up in the left corner. That codes occupations and people's interest and makes that match. So in that detail, in your interest box, I can see that my RIASEC score – maybe I do not know what that is, I can click on details. And that is going to take me out to descriptions of those interest areas where I can read about them and better understand them and help confirm whether I agree with my results.

I want to take a moment to note that for career assessment -- (inaudible), but to keep things simple for today's webinar, we are just showing this interest assessment. But in our user guide, we also provide links to the skills matcher and our work value -- (inaudible) -- which many of your customers may have been from.

All right, so from the interest assessment, I gain some ideas of different careers to consider, and now I can learn more about some of the options from my results by watching career video to learn more about what of these careers actually look like. To get your career videos, I can go to the footer. Down below at the bottom of the page and then click on video library, and when I get to that video library page, I will just choose a career video channel.

Career once up, has more than 500 career videos that cover just about every O\*NET occupation, they are organized by career Cluster. So I can scan through those categories, see something that interests me, open up that category, and see all the video titles in that section, and then go right out to those videos.

Let us take a look at an actual video. We have already heard from our folks in correctional facilities that have distributed the tablets, that they are really popular with the inmates, watching the courier videos on their own time. They give an overview of the tasks workers in the field do, where they work, special equipment they may operate and work. And then on the left, you can see that they display with a quick snapshot of average pay. And that is a national figure. Career outlook, and also the typical training needed for that field, so you can get a quick snapshot of those important facts.

Each video is about 90 seconds to two minutes long, and we produce this in-house, over the past two years, so they are really up to date. I also want you to know we worked hard to ensure they reflect a diverse workforce in the occupations they are closed caption, or you can view the transcript of that is easier for some purposes. You can get a quick scan of what is included in the content. Tricia will walk us through the next step to look at career options.

MS. DAHLMAN: Thanks, Julie. OK. So we are still working under the objective of exploring career options and choosing a career direction. And now we have an idea of the universe of options based on what we found in our interest assessment, or as we explore career profiles or career videos. So now we have to start narrowing down that list, and also thinking about how to narrow down the universe to a more realistic list for what is possible based on our conviction. And one way to do that is to gain some ideas of first jobs that may be easier to pursue when first coming out of incarceration.

So the piece we have set up for that is, Explore Careers, Learn About Careers, and then it is called Common First Job. And that is exactly what it is. What I see are types of entry level jobs in different career fields. And these, you know, because they are entry level may not require a lot of education and training. And what I like about this, is it just gives me some ideas to start thinking about. You know, maybe I have not thought about different career fields. Maybe I have no experience and do not even know where to start, or maybe I am looking to do something new. That just gives me some examples of those types of entry level positions.

And from here, if something sounds interesting, I can learn more about that occupation by going to an occupation profile, or I can view current job openings. And we are going to look at that tool a little bit closer in a little bit. So that is coming up. For another way to narrow down the universe to a more realistic list is to find out about restrictions and rules that could impact my career options.

An important note I want to make about our site here is that we do not flag occupations or the training program for those occupations, for criminal offenses. So it is really important to help guide your customers to understand these restrictions and requirements for your specific states, and for their specific conviction, before investing the time and training for it. Because there is so much variation in state laws and the individual's conviction, there is just no way to flag those. So we prevent the universe of options. But then, as you know, not all the options are going to be available.

So the page here is also under Explore Careers, and Learn About Careers, where we just were. And the page is Work Restriction. And this, again has some great examples of barred occupations. So if I have an offense that involves one of these things, like, for example, alcohol, working in a liquor store or as a server where alcohol is served is likely going to be a career that is impacted by my conviction. So just again, simple examples of ways to start thinking about your offense, and how they impact occupations. And then we also have some information or some – yeah, some content on how your job location may be impacted as well. So there may be rules about where you can work. Again, depending on your record, you might not be allowed to work where a victim works, or near places like schools.

So that is something to consider. And then also transportation is a big aspect to consider. How am I going to get to jobs? So where can I look for openings? Does the job itself require a valid driver's license? And do I have any restrictions on that? Or do I need a driver's license to get myself to work? So just to point that out, that those are things to think about during this process. So as we know, restrictions vary by state and type of convictions. So the individual is going to need to do research on how that is impacting them in their specific states.

We do, in this resource box have this set of resources and one of them is called Collateral Consequences, and that is a website that links out to state specific information. Most often it is linking it out to actual legislation and some pretty technical details, but it is a start to start collecting that information. And then also we have the website here to connect people to in-person records like an American jobs center who can help interpret some of those state policies and restrictions.

OK. So next, we are going to move onto the objective for education training. So I have explored more information, narrowed down my options, and thought about my specific barriers. So next, if I have a career goal that requires additional education and training, here is where I explore those options and set goals.

And the first thing I want to do, is learn about the different types of training that are available to prepare for the work that I am interested in, and that is under Get Training and Types of Training. And this is a really simple short page that we are showing you here. But what it does, is it just kind of walks through each type of training. So it includes things like high school equivalency, basic skills training, short term training programs, apprenticeship, college degrees, certification and occupational licenses. And if I am interested in any of those, I will just show you a quick link here, the high school equivalency page. Those detailed pages will get more in-depth in what it is, and how would I get started. In the resource box I can find my state's high school equivalency test, if that is something I am interested in. So each of those types of training have a page like this that would have more detail.

And then – this is – I want to bop back over, one second, really fast, and just show you another page that I think is helpful to show more about the differences and types of training. So again, if you are working with someone who just needs more details than the job search help for ex-offender report will have, you can always find equivalent content back on CareerOneStop. So and the reason I like this, is because it just gives me more details in how I would make a decision between those different types. So I see those same types of training in this table with a description.

But here I find out some information about the length of that training, and then how is it going to help me? What is the benefit of that over some of the other types? So I just wanted to show you that really quick, because I think it is – it is great to always remember you can find more details on CareerOneStop. So through this process, determine that a college program is a good fit, the next step would be to learn about financial aid, on how to pay for that education and training. And I brought it back to the job search help for ex-offender Cordel.

And I am going to look at this page here under get training, pay for training. And it is called Financial Aid. And as you would expect, it covers those typical financial aid options like grants, loans, scholarships and work study. I get some general information and then these great resources about how do I fill out the FAFSA and where do I find some of these these other types of aid?

And then during that process, I might ask, okay, so I know about the financial aid options, but does my conviction have an impact on my eligibility? And we do have a page for that as well, called Aid and Your Conviction. It is in that same Get Training, Pay for Training section, called Aid and Your Conviction.

And again, some just general information, really encouraging people that, yes, there is definitely many people with felony convictions who still receive financial aid. But again, your type of conviction is going to impact that eligibility. And here we have a short, you know, content about drug convictions and ex-offenses and how they affect eligibility. And then we link out to those national websites and sources of information for more details.

OK. With that, I think we are going to go back to Julie for short term goals.

MS. REMINGTON: Thanks for all the great questions we see coming in, we will have some time to answer those at the end of the session. We are continuing to work on our objective to explore education and set goals. So what are your customers planning on doing some training or moving right into a job search? We know that setting goals is going to give them some support and structure to be more successful. So it is worth spending a little time on it.

This page is under Our Careers, and then Set Career Goals. And this section describes goal setting guidelines short- and long-term examples, but today we are going to look at the short-term goals to just get a sense of how to do – how to do that. These are goals like take a class, decide which jobs to apply to, write my resume. So then our user can follow the example of short-term goals for someone who wants to get an entry level kitchen job in a nearby restaurant, kind of use that as a model of the types of goals and timeframes, they might –

So for example, I will practice filling out a job application and practice job interview skills at my local American Jobs Center by July 1st. By July 12, I will write my resume to describe my kitchen skills. And by August 1st, I will apply for entry level kitchen work at three to five nearby restaurants, just to have a sense of how does this actually work? The example really shows how one step builds on the next one to reach goals. And – and I think it provides some encouragement about how to break the kind of overwhelming, sometimes, steps down.

At this point, I am ready for the fourth objective. Prepare for a job search. This page is under Find a Job, Prepare your Resume, and then Your Resume. So we are going to have several preparation steps under the same category. Now that I have some job titles in mind, I can start writing my resume to target the field I am focused on. This page is going to walk through section to write my first resume, or to edit an existing resume.

Their tips on what to include in each section, what you focus on, for example, noting that you've got specific soft skills, we have some examples there in work experience in addition to technical skills or knowledge. And then, as Tricia noted earlier, if your customer is ready for, or wants more of that and just information and guidance, they can link off to CareerOneStop's resume guide, which is quite a bit more detailed, walk through the full process with a lot more language and a lot more complexity, but a lot of a lot of really good support and also a helpful template. Resume samples that people love to follow.

And then we also have, in our user guide, we have also included links to cover letter writing tips and a template to follow for writing a cover letter. But we know that some jobs will only require a job application, not a resume, and so we also provide tips on how to complete the job application effectively.

On this page, I can learn – I get to it under the same section of Find a Job and Resume – I can learn how to make a positive impression on a job application by detailing my work history, navigating whether to disclose my criminal record, and knowing again that those rules are going to vary by state. I can learn about online applications for jobbing. We will get into a little later company website or something, that is not so uncommon, is I need to gather all my information and keep it with me so that if I go do onsite job applications, if I get a kiosk at Home Depot or Target, I have got everything there and I do not need to delay or leave incomplete sections on my application.

So job search preparation is also going to include lining up my job references. But we will go to the reference page and on this page, there is guidance about the purpose of references, who to ask. References are really important for this population, so we spend some time here just describing what he is saying. How do you make that out? What do you need to provide them, to support them, to speak well on your behalf? So that is a piece of this process.

Next step in preparation, is getting ready for job interviews. And something that is going to generate a lot of anxiety and the challenge is how to talk about my conviction. This page has tips about how to do that. Here we are under Find a Job, and then Get Interview Ready, that tells them to – how to talk about my conviction.

Our emphasis in this contest is really about how to present myself honestly, while also in the best light. So for example, I might respond to a question about my criminal record by saying, I understand that you have questions about my background, I assure you that I have learned from my mistakes and I have corrected past problems. If given a chance, I will give your company 100 percent effort. I will be at work early and even stay late if necessary. I know you will not be disappointed if you hire me. So just some coaching on tone, and the kinds of things that are going to be important to an employer to hear that we we want to back up with our our actions.

There are also some tips on body language, and gestures that are really important self-awareness to get familiar and comfortable with, when somebody is moving from incarceration in a very, very different culture, to a workplace culture. The next piece in this job search preparation is: I want to avoid surprises in my search, so I need to know to expect different types of employment checks for screening processes that I might encounter as I go through that interview process. This is also under that Get Interview Ready tab.

So both during and after a hiring process, it is common to do more than one type of check on a candidate. Many checks require your written permission, but some do not, which is good to know. This page describes kind of the full spectrum of types of checks, employment history, reference checks, social networking and internet searches. So for that, we really encourage people to Google themselves, find out what comes up. That is probably true for absolutely anybody in a job search. So then you have a chance to adjust your social media, especially when you do not have control over everything, but that you can shift.

We talk about drug testing, credit checks. Some jobs will also require pre-employment screening, such as aptitude tests, psychological screening, or maybe demonstrating a work skill. We know that people are going to be intimidated or anxious about some of these checks, but there is also an encouraging side that we note there that while screening can be challenging, they are really only administered to people who are seriously considered. So if you are asked to go through one or more of these checks, that might mean you are getting close to being hired. This wraps up our job search preparation, and now we are ready for the next step.

MS. DAHLMAN: Excellent. Thanks, Julie.

So our next objective, number five, is to conduct a job search. And the first thing I need to do is learn about the different ways to find job openings. I am going to go to a page under Find a Job and Find Openings.

It is another short page, as you can see, with some links out. But it is the different ways that – or common ways that people find jobs. So it includes company research, networking, online job being job fairs and temp and employment agencies. So each of these tapes has a detailed page with more information and how to get started.

And again, as you saw in our overview of the OneStop, all of these have extensive content back on the CareerOneStop page as well. We are not going to dig into all of these. What we are going to do is explore the online job banks, and specifically look at our tool: the job finder. And this is going to allow us to search for local job openings. I found that by going under Toolkit and Job Finder.

And I am going to give a stop on this page just for a second to give us a little background on the tool, because these are very common questions we get about our jobs data. Job posting data on call stuff is updated daily, and it comes from three different sources. If you were at any of our webinars last week or any of the other previous ones, we had four sources last week, but we just removed one. So we are down to three now. So you are not losing your mind.

The default is always the National Labor Exchange, which is co-sponsored by the Direct Employers Association and the National Association of State Workforce Agencies. And this is going to be the most comprehensive feed, and it is going to include your state job bank data, as well as openings that are sent directly from employers. You can also search for feeds from CareerBuilder, or Indeed. Employers do not post their job openings directly on our site, we direct them back to the National Labor Exchange and ALLEX or your state jobbing. And job seekers do not apply for the position and career on OneStop. We direct – I will show you in the job detail here in just a second where we direct them back to the employer website or the state job bank to actually apply. And more information about that data or the sources in this about this data box, and you can click on help to get more details.

So I am going to show us an example, if I were to search for a computer user support specialist in Texas, I preloaded those search results for us here. And it looks like I found more than 1800 jobs for computer users or specialists in Texas. That might be kind of a lot to look at at once. So I just want to call your attention to the options they have to filter those results on the left-hand side so I can put in a new keyword or location, or here's where I can change the source of the job openings and I can redo my search.

I can also pick a different type of occupation from this list, or here are my options to filter. If I am only interested in working from home, or having a remote job, I could click this box and my list will be filtered by – by that quality of the job. We know that this is definitely an interest after the pandemic for finding opportunities for remote work. So that has been a new feature and a popular one.

I can also filter by the company that has the opening, the location; I have searched a pretty large area of entire states are given the options to filter by city or by when it was posted. So if this is a site I come to frequently, I may only want to be looking one to three days back. But if I have not been here before, I may want to look back to, what, one or two weeks.

So now let us look at our results. I see I get the title of the job; I get the company that posted it, their location, and the date posted. And I should also mention for location, I can put a search in the search box, I can put a city or zip code so you would not have to do a whole state at one time. I can start those results by a different component if I want to, and just like we were looking at with the interest assessment, I can change the number that are displayed per page, or I can download these results as well. So now when we go into the detail, I will show you what that looks like. So this is all provided by the employer. The more details about the description of the job, maybe the requirements, and the duties.

And then here's where I find that button to apply. And this is where it is going to go off to the employer or state jobbing website. Now, since we are looking at the job search, help for the ex-offender site off of OneStop and not the ReEntry site, I see that apply button. But if I were on the ReEntry site that is used inside correctional facilities that apply button would not even be there. So I would not even have the opportunity to go out to the external website in that way. But I can see this detail, and we know from talking to some of our intermediaries inside of correctional facilities, that this is a very popular piece of data that inmates are asking for before they are released.

So they are able to print things out, and have these jobs that they can apply to after they are released. So we are really glad that this detail is a part of the job finder in available. And I will just say, as a reminder that I mentioned before, we do not flag jobs in any way for those that are not open to people with specific criminal offenses in the background. Again, that is specific to the type of conviction, and there are also state considerations. So we just provide the universe of jobs that are available.

So our last objective is to find in person support and resources, we know it is great to have these virtual resources out there, but often people need in-person help as well. And so, I want to go back to the state resource finder that we look to at the beginning of this presentation, that Julie walked us through. And again, I find that under Toolkit and State Resource Finder. In here, I have Texas preloaded as the state, and now I have that first box open. And what this tool allows you to do is find organizations that work with ex-offenders on employment.

This is right now – here, I will open this up so you can see it is a pretty long list. This is, again, for all of Texas. I see organizations like Goodwill, and Volunteers of America and others. Right now, it is a static list within this tool, we are developing a separate tool right now that will hopefully launch this spring, where you'd be able to search by location, so I could search by city or zip code again to find the organizations nearest me, instead of looking at the whole state at once. So that should be available as one of our finder tools very soon.

This is data that is collected and maintained by Curwen Soft. So if you know of a program or you work for a program that is not listed here and you'd like to it to be, please use that contact us link at the bottom of all of our pages to contact us, and then it will get routed the person who can and that we would love to hear from you. So although we are not looking at the tool today and the user guide, we also encourage and users to access their American job center, and to use our agency finder tool to help them locate the one closest to them. So we know that is an important tool to find in-person support and resources as well.

So that is our last objective for this user guide. And we really hope that this gives you a good framework for walking your clients or customers through a successful re-entry transition. And with that, I am going to go back to the PowerPoint here and advance this a little bit to our contact information. So Julie and I just want to provide this again. If you think of a question after today and want to reach out to us, we would love to hear from you. And again, that contact us link on our pages is always a great way to contact us too, and it gets reported to the person who can best help you. So I think with that, we are going to go to questions.

MR. HAUGHTON: Ok, Julie and Tricia, thank you very much for a very in-depth and thorough guide to one step services for people who have who have been incarcerated, or soon to be released from incarceration. Before we dive into the questions, I just want to make a couple of general comments and have a ton of questions about the URLs and what webpage, how did you get to that webpage. And again, in the lower right corner of our screen, there is a box called File Share.

And under that box, or in that browser box, there is a URL list which contains all the web locations that we have, and there is also a user guide that walks you through how to get to these certain webpages that you are interested in. Secondly, on the CareerOneStop webpages, there is always at the top rate the search box. It is gray, and it is right under the word Español. And also, in the bottom right corner of your screen on CareerOneStop there it is, I will call it, a unique looking box that is dressed up to look like a customer service representative with a headset, and that is it and that is our chat box.

So you could click on that type in a question and start a dialog. It is a dialog to find the information that you need. So those are also two good places to get information. Another question that has come up a lot in the chat and in our question box is: are the jobs listed as a result of the job search, specifically for people with convictions or certain types of convictions. Unfortunately, they are not. And because there are so many different laws, both state, local, county, it would be very difficult for us to filter those jobs. So we actually rely on your expertize with the knowledge of the local, state and laws to help the people who are serving find jobs that are appropriate.

So that means a lot of the questions that we got that we – we have got about 20 minutes and we are just going to go ahead and dive through the questions. So Tricia, I am going to start with question three. "Can ReEntry be used to apply for jobs?"

MS. DAHLMAN: Yeah, it absolutely can.

So the ReEntry site has the same job finder that you would find under Toolkits, Jobs, Job Finder, and you can search by any location. It includes all the jobs. The only piece that will not be there that I just showed is that apply one. So they can get the detail of the job, they could print it out, but they would not be able to see the external employer site for how to apply.

MR. HAUGHTON: OK. Thank you. Tricia, Question number six, "Would re-entry so be good for clients with a sexual felony history, that would not normally be able to use the internet?"

MS. DAHLMAN: Yeah, and, you know, I do not know the specifics of security within a correctional facility. So I know that some facilities are loading it on tablets, and they have essentially shut down the external internet access. So basically, what they are able to do is use our site for the content and tools, they just cannot get out to the internet in any way. But that is up – that is up to each correctional facility to either preload on tablets or put it in their offering. We just make the re-entry site available, so that correctional institutions can do that.

MR. HAUGHTON: OK. Thank you Tricia. And I am just going to skip to question eight because it is a related. Question eight is, Tricia, "Can the site be used on GTL tablets?"

MS. DAHLMAN: Yeah, great question, and I failed to mention that when we were talking about the ReEntry site, the reason we know the number of correctional facilities in states it is used in, is because GTL is using it. It is one of our partners who have preloaded it on its tablets in correctional facilities. But again, I am a little less familiar if you are talking about a specific institution that uses GTL, I do not know how they make that decision of whether or not we are OneStop ReEntry is one of those resources. But if you have a partnership or something with GTL, I think It is absolutely fair to ask them because they have been working with us on getting into more correctional facilities.

MR. HAUGHTON: Thank you. Question seven, either Trisha or Julie, if you know the answer to this one, this is regarding Pell Grants. The question is, "Can you please provide any information on using Pell Grants for offenders nearing release? How can they start the process before leaving jail?"

MS. REMINGTON: I will jump in. On the job search for ex-offenders, but there is a link on the paper –under the training section, get training, on paper training, and that is at the bottom of the page of Aid and Your Conviction in the resources. There is Pell Grant information there specifically. And then there is also specifics on aid in your conviction. So it really going to eligibility and conviction rate and being at the bottom of the page there. Those are going to be your your expert sources.

MR. HAUGHTON: OK. Thank you, Julie. And Julie, let us stay with you for question 10, "Will these sites be respective to the areas we live in?"

MS. REMINGTON: Yeah, that is a really good question. All of the tools that we provide on the site, the state resources finder, the job finder and so on, those are very specific to your location. The content itself, on the pages is general.

MR. HAUGHTON: OK. Sorry, Julie, we will stick with you on question 11 as well. "Is there any federal movement away from the term ex-offender, and towards the re-entry and justice involved" –

MS. REMINGTON: This is such a – this is – sorry, this is such an important story. It is a really important question and one that we really value. We wrestled with the language when we were naming the site, and we are trying to be very brief and very clear in our communication about it. And I think since we developed the site, the movement has been all the more away from that ex-offender language. The re-entry and justice involved are really much more common. So absolutely, we recognize that and – you know, we will see about the possibilities of re – rebranding the site. So thank you for that for that language suggestion.

MR. HAUGHTON: And I will just add a comment. I know from work that I do on the Internet site and also at CareerOneStop, if you use the term "re-entry," it also means re-entry for people who are serving in the military, reentering the civilian workforce. So we just cannot throw out the term, re-entry. We have to be very specific about what person is reentering, and where are you going to be entering from.

OK, Tricia, question number 12, "How can states their local information to this? I noticed that when I was looking for Wisconsin resources, there are several resources that are missing."

MS. DAHLMAN: Yeah, great question, and we would love to hear from you about what is missing, so that Contact Us, and I can bring that up here at the bottom of every page is the best way to send that information to us, just so that routed to the right person. But you could also send that to Julie or I with our contact information. We definitely have a lot of these sources of content – were kind of scouring the Internet and looking for things, but we will definitely add them if you let us know.

MR. HAUGHTON: Thank you Tricia. Also, Tricia, on question 13. "It was mentioned the website has 187 facilities in 30 states; are Colorado and Georgia included?"

MS. DAHLMAN: Oh, that is such a great question and I do not have that list at my fingertips, but if you would send that to me, I can definitely find out. I do not know which states are not included in that list. But thank you for the question.

MR. HAUGHTON: OK, Julie. Question 14. They are asking about a specific website. But the question is, "What is the relationship between CareerOneStop, and a website called CareerWise.minnstate, which I am assuming means Minnesota State."

MS. REMINGTON: Those are our colleagues. In fact, we work with them in the development of the site, that is great that they know about it is an excellent site that was really thoroughly researched. So they were colleagues and helped to inform our process. And, and we work with them on the initial development of the of this site.

MR. HAUGHTON: Good to know. Tricia, question 17, "Can CareerOneStop be installed on offline PCs in the correctional facility?"

MS. DAHLMAN: Yeah, it is my understanding that it can, because all you would have to do is use that URL ReEntry, that CareerOneStop.org, and please definitely reach out if you have any technical questions and we can get you in contact with the right person. I do think each correctional facility is different, and have different security levels and concerns so that sometimes the conversation that have to go back and forth about the best way to set that up.

MR. HAUGHTON: OK. Julie, I am going to combine question 18 and 19, it talks about obtaining personal information. "I see there is a field in the Toolkit for obtaining a driver's license and state idea. What about a Social Security card?" And then the other question is, "Where do you go to request a copy of your criminal record?"

MS. REMINGTON: Good questions will refer back to that Toolkit on screen and then down to the state resource finder. And under the different tabs, you can find resources for various documents and so on. The Social Security card, I am now trying to remember why we didn't include that, because you are absolutely right. It is a vital piece. So I will take that into advisement and relook at that, but I think there was a reason why we didn't include cannot come up with that at the moment. And then the other part of the question? Don, what was the other part of the question?

MR. HAUGHTON: Oh, how to get a criminal record.

MS. REMINGTON: A criminal record? Yeah, that is under documents and vital records and that really varies a lot state to state. In this case, the Michigan source did not have a website to go to. So we we include whatever contact information we are able to obtain from each state. So that will vary what that looks like in each state.

MR. HAUGHTON: OK. And in question 21, they ask about getting a rap sheet from CareerOneStop and it is the same process, correct?

MS. REMINGTON: It is the same process, right. We do not have direct access to any of these records that really have to go through each state.

MR. HAUGHTON: OK. Thank you, Julie. And we are going to stay with you for the next couple of questions as well. Question 23 is – and they are talking about the assessment – is this a specific interest assessment or a custom interest assessment tool.

MS. REMINGTON: This is a general interest assessment; it is based on the Holon code that probably the most widely used interest assessment construct out in the world of career development. So it is based on the next question I see down is, is it identical to My Next Move? It is not identical. It uses the same formula. So our, our assessment is 30 items, on O\*NET. And I believe My Next Move, it is a 60 item question assessment. So it uses the same underlying algorithms and logic and so on. But it is briefer. And does the assessment – pardon me.

MR. HAUGHTON: I was going on to question 24, "Does the assessment for career fields take into account collateral consequences?"

MS. REMINGTON: What a great idea. But no, it doesn't. Again, it is just a – it is a general interest assessment that keeps things very broad and open. And then those steps that Tricia outlined around, looking at first jobs and then consulting on collateral consequences information for your state would be the next step after after this kind of broader assessment.

MR. HAUGHTON: I have a question 30, we have already answered, so I am going to move onto question number 31, Tricia, question 31 is for state resources for Maryland. "I cannot get the link for criminal records. Is this an area where OneStop or does the URL need to be updated?"

MS. DAHLMAN: So I think what's happening there is that you are on the ReEntry version of one-stop where external websites are turned off. So the one we are looking at right here on job search help for ex-offender is at the main CareerOneStop. So we have in the URL, if you can see it highlighted up at the top, it is www instead of ReEntry. So when I am looking at the clear one step version under Toolkit and State Resource Finder, those links will go out to an external site.

But you are right. You will get that block up message about external Web sites do not work from ReEntry. So it is – I know it is hard to tell because they look so similar, but you do have to go back to that you URL and see if it is www, which would be external websites are available, or ReEntry where external Web sites are not available.

MR. HAUGHTON: That is very good to know. Thank you, Tricia. Question 32, Tricia, we can stay with you. "Are the videos available in closed captions Spanish?"

MS. DAHLMAN: I do believe they are. Julie, can you confirm that?

MS. REMINGTON: I will jump in on that one. No, they are not. The video, the transcripts – the transcripts will translate to Spanish when you choose the Español option, and the closed captions stay in English, and that is because they are hard coded into the video itself. We do also have a tab on that video library page for career videos in Spanish. And so those were produced in Spanish language.

MR. HAUGHTON: OK. That is good to know. Tricia, question 33. Do you have a curated list of second chance for fair chance employers?

MS. DAHLMAN: No, we do not have a curated list at this level, and I think I saw a similar question about felony friendly employers, that is just not something that we have, no.

MR. HAUGHTON: OK. Tricia, we will stay with you on question 34. It there a place to find real salaries at state level and national level.

MS. DAHLMAN: Yeah, absolutely, and I do not know if the question is – they want to see or not, but I will just quickly show you our occupation profile because I think that is the best way to see both. That is in our Toolkit, and Careers, and then Occupation Profile. It is just remembering that I was searching for computer support specialists earlier, so it preloaded that for me. And one of the cards on our Occupation Profile is the typical wages for right now and seeing annual wages for computer support specialists in Michigan.

And if I change to a chart view, I can see that compared to the national. So for all of us or I can get that in table view as well. So that can just be a helpful way to see it side by side. We also, under our Toolkit, have a salary finder, which is a finder tool just for salary information. I just like to show the occupation profile because it has so much great information in one place, including salaries.

MR. HAUGHTON: Great. And Trish, I will stay with you for question 39. And it sort of reiterates the difference between CareerOne, www.careeronestop and ReEntry. Question 39 is, "Just to clarify, we are viewing the actual state of the correctional inmates with access. Is that correct?"

MS. DAHLMAN: So today we did show you the site that is the public site that everybody can access on just the regular www.careeronestop, so we were showing you that. However, the only difference, again, would be that pop up for external websites. So all of the content we looked at and all of the tools that we looked at are absolutely the same, and the correctional inmates would be that same content and tool.

MR. HAUGHTON: OK. I think we have already answered question 40, we have videos available in Spanish and English. Question 41, Julie, "Vocational rehabilitation is part of the American Jobs Center as well, but that information does not seem to be listed on CareerOneStop."

MS. REMINGTON: I think – I think this person is referring to the American Job Center finder, and the kind of information that you see listed for every American Job Center. Vocational rehabilitation is a required partner, I believe, that they are required to be present at every American Job Center. And I think that the specifics that are listed where you can see business rep, veterans rep, or youth services contact – correct me if I am wrong, Don, you may know more than I do about this, but they are not required to be on site at every comprehensive agency, whereas what we have is just assumed to be there. It is going to be there. So I think that distinguish whether folks actually do have a physical presence or not. Whereas, again, what we have is always assumed to have one.

MR. HAUGHTON: All right, we have got five minutes left before our unfortunate heart stop at one thirty. So just go ahead and keep asking the questions here. Tricia, 42, do you know if New Jersey Department of Corrections is using CareerOneStop ReEntry?

MS. DAHLMAN: I do not, but please send that to me, and I will find out. If you send that to me, the question, I will find out for you.

MR. HAUGHTON: OK, Julie, question 43, "Does this work for youth and young adults as well?"

MS. REMINGTON: That is a really good question. Yes, I think the information is still very much relevant. We do also have a site called Get My Future. That is one of the CareerOneStop suite of websites that have information and support for youth, youth with barriers, including a criminal record. So I also would consult that.

MR. HAUGHTON: OK, Julie we will stay with you for question 45. "Does the website link to other ETA programs as, example, the senior community service employment program for workers older than 60 – or excuse me, 55."

MS. REMINGTON: Absolutely, under the CareerOneStop site Find Local Help, to see all the employment and training programs listed there, farm workers, older workers, Native American program, refugee assistance and so on. So there is – all of those are available under the local help.

MR. HAUGHTON: OK. Question 46, I am going to throw it out to either Julie or Tricia. "Please give an example of an involuntary civil commitment."

MS. DAHLMAN: That is not a term I have heard before. Julie?

MS. REMINGTON: No, I am not familiar with that.

MR. HAUGHTON: OK. So we will just skip. I am sorry; I am just passing through questions here to – OK. Question 50. Julie, "Will background checks invalidate a client's efforts to hinder explanations already made?"

MS. REMINGTON: That is such an important question. It is a very frustrating and difficult situation for a lot of people who have a criminal record and they do encounter that. So that is that is really going to be based on a case-by-case situation with their criminal record particulars and each employer. So it is an important question and one that is very individual.

MR. HAUGHTON: OK. So I am going to skip down to question 54, and again, either Trish or Julie. "Are Jobs on the CareerOne site CORI-friendly, that is, C-O-R-I?"

MS. DAHLMAN: I am not familiar with that acronym, but I am assuming It is kind of similar to that phone friendly list, or that might be employers who might be more likely to hire people with a criminal conviction in their background. And our jobs are not flagged for that in any way.

MR. HAUGHTON: OK. I am going to do three more questions, and I think we have to come to a close here. Question 56, Julie. "Are the remote jobs vetted?"

MS. REMINGTON: All the job postings that are displayed on the site have passed through some authoritative vetting sources, so the remote jobs – the way that our database searches for them is by looking for remote work from home, other terms like that, so that the postings that appear on there may not be entirely work from home or remote, but that they are vetted.

MR. HAUGHTON: OK. And last question, question 60. "Earlier it was mentioned that the agency would be willing to come out to a facility in order to assist with implementing this website. I wanted to get some information, or clarity on this." Tricia.

MS. DAHLMAN: Yeah, I apologize if it sounded like we could come out to a facility, what I was suggesting is that we can have some dialog back and forth to please email us if there are questions about how to technically implement on the site. So we have not done any in-person assistance in that way.

MR. HAUGHTON: OK. There is still a number of good questions left, and unfortunately, we are out of time. However, you have contact information for both Patricia Goldman and Julie Remington in the PowerPoint. Please feel free to email them if your questions. On behalf of the Department of Labor Employment Training Administration, thank you, thank you, thank you for all the work that you do at the state and local level. You make us successful. We are very proud of what you do.

So with that, Grace, I am going to turn it back to you.

(END)