



H.I.R.E.

What is HIRE?

HIRE is a cooperative effort between the Department of Workforce Development, Department of Correction, and Hoosier employers to place ex-offenders in positive employment situations. HIRE provides incarcerated individuals and discharged ex-offenders job readiness training and job placement assistance to help them transition back into their communities.

	Employers	Client Placement	Avg. Wage	Retention
2014	875	1,492	\$9.59/hr	84%
2015	1,248	2,351	\$10.16/hr	95%
2016	1,202	2,437	\$10.60/hr	98%
2017 YTD	788	1,336	\$10.76/hr	97%

The HIRE Challenge

- More than 15,000 ex-offenders are released from Indiana prisons each year.
- About one-third return to prison within three years - rates increase to 60% when individuals remain unemployed.
- The estimated incarceration cost to taxpayers is \$20,000 a year per inmate; the average time served is 7.8 years in Indiana.

Why HIRE?

- Employers can receive up to a \$9,600 federal work opportunity tax credit per eligible employee hired.
- HIRE coordinators provide free screening, candidate development and customer consultation to employers.
- The federal government offers up to \$25,000 in bonds for participating employers to ensure against risk.

Job Readiness Skills Training and Assistance

- Resume Development
- Interviewing and Job Application Assistance
- Employment Assessments
- Financial Literacy and Budgeting
- Computer/Digital Literacy
- Soft Skills and Conflict Resolution

Estimated Economic Benefits

- Net Wages Received by New Hires: \$24.6 Million
- Employer Taxes Paid on Wages: \$416,000
- Mitigated Prospective Prison Costs: \$28.8 Million

