EMPLOYERS

SKILLED WORKERS ARE AVAILABLE!

Across Montana, businesses are discovering something powerful: people with justice-involved backgrounds often become some of the most dedicated, loyal, and motivated employees.

EMPLOYERS WHO EMBRACE SECOND-CHANCE HIRING CAN:

- Strengthen their workforce.
- Support their communities
- Discover an untapped pool of skilled talent.

BENEFITS TO YOUR BUSINESS

- Reliable, dedicated employees save employers on recruiting, on-boarding, and training.
- A larger, motivated talent pool.
- Teams with varied life experiences bring broader perspectives and creative problem-solving into the workplace.
- Businesses that support reentry efforts are seen as socially-responsible community partners.

Montana Department of
LABOR & INDUSTRY

Second Chance Hiring

SECOND CHANCE HIRING benefits individuals, communities, and businesses. In Montana, an average of 900 individuals leave incarceration yearly with over 10,000 individuals on community supervision. Stable employment decreases the chance of recidivism.

FEDERAL BONDING PROGRAM

The Federal Bonding Program provides important support for justice-involved individuals and other challenged job seekers, helping them secure employment and stay employed.

- Insurance to protect employer against employee dishonesty
- Covers any type of stealing: theft, forgery, larceny, and embezzlement
- In effect, a guarantee of worker job honesty An incentive to the employer to hire an at-risk job applicant

THE OFFICE OF REENTRY

We coordinate employment and support services for individuals exiting incarceration, engage stakeholders across the reentry landscape, and align reentry services with Montana's broader workforce system.

Did You Know?

- Every year, skilled people reenter the community ready to work, rebuild their lives, and contribute.
- Studies show that returning citizens who find work sooner are more likely to successfully reintegrate.
- Employment is one of the strongest predictors of successful reentry.
- Businesses that hire returning citizens directly contribute to stronger, safer communities.
- When businesses become Second Chance Employers, they gain motivated team members and help strengthen local families and economies.

Contact the OFFICE OF REENTRY to learn more about:

- The Federal Bonding Program -
- Hiring Incentives -
- Local Programs -

Scan the QR or visit wsd.dli.mt.gov/employers