Title: Linking People with Criminal Records to Employment in the Healthcare Sector: 5 Things to Consider

1. Growth in the healthcare sector has created a demand for healthcare employees that some individuals with criminal records are qualified to fill safely. One out of three new jobs will be in healthcare.
2. Improved methods for screening an applicant's criminal record are being successfully used throughout the country. Twenty-six states and territories have used the National Background Check Program to improve their screening process. These states and territories are Alaska, California, Connecticut, D.C., Delaware, Florida, Georgia, Hawaii, Illinois, Kansas, Kentucky, Maine, Maryland, Michigan, Minnesota, Missouri, Nevada, New Mexico, North Carolina, Ohio, Oklahoma, Oregon, Puerto Rico, Rhode Island, Utah, and West Virginia.
3. Emergency Medical Technicians (EMTs), Certified Nursing Assistants (CNAs), and Community Health Workers (CHWs) are growing healthcare occupations that have been successfully filled by individuals with criminal records. Through employment as a CHW, individuals like Jerry Smart, a formerly incarcerated father, can give back by coordinating medical and social services for chronically ill patients returning home from prison.
4. The federal government, states, and communities are engaging in efforts to eliminate unnecessary occupational licensing requirements and focus on requirements that are needed for health and safety. Florida has a matrix to guide its nursing licensing board on disqualifying offenses; it shows misdemeanors such as shoplifting would not be an automatic disqualification.
5. With appropriate screening, hiring individuals with criminal records can improve the healthcare workforce. Johns Hopkins Hospital found higher 40-month retention rates among employees with criminal records than a matched group of employees without records.

More information on this can be found at aspe.hhs.gov/pdf-report/linking-people-criminal-records-employment-healthcare-sector-5-things-consider