



Work For Success Employer Pledge

WHAT IS WORK FOR SUCCESS?

In 2012, Governor Andrew Cuomo introduced the “Work for Success” initiative, a comprehensive, statewide approach to increase job readiness and employment for the 2.3 million New Yorkers who have some type of a criminal conviction. This group is frequently excluded from the workforce, even though they are often skilled, experienced, and eager for a job. Since its inception, Work for Success has facilitated over 18,000 hires of formerly incarcerated individuals at businesses across the Empire State.

WHAT IS THE WORK FOR SUCCESS PLEDGE?

The Work for Success Employer Pledge, the first statewide pledge of its kind in the nation, provides an opportunity for companies to publicly showcase their practice of considering people with criminal convictions for employment. The nearly 1 in 3 Americans with some kind of a criminal record form a large pool of potential workers for businesses seeking qualified workers for any variety of tasks. As of August 2017, four months after launching the pledge, over 90 businesses have signed on from a wide array of industries, including food services, technology, retail, and law firms, and from a broad range of company sizes, from start-ups to major national brands, such as Target, Xerox, Ben & Jerry’s, Staples, Georgia-Pacific, Vice Media and WeWork.

WHAT DOES THE PLEDGE ASK OF SIGNERS?

The Pledge does not require employers to hire any particular individual or numbers of individuals with criminal convictions, but to conduct, as necessary, individualized assessments of whether a conviction affects a person’s suitability for the job. Companies are also asked to post suitable jobs with the Work for Success program, which matches qualified candidates to jobs listed with the New York State Department of Labor. To list such jobs, companies can simply call the Work for Success program at (888) 708-6712 or email workforsuccess@labor.ny.gov to get started.

WHERE CAN I SIGN THE PLEDGE?

The Pledge text is on the reverse side of this sheet. Companies can visit ny.gov/EmployerPledge and sign the Pledge online.

WILL THERE BE ANY FOLLOW-UPS OR OPPORTUNITIES TO SHOWCASE MY COMPANY’S EFFORTS?

Yes! In July 2017, Lieutenant Governor Kathy Hochul visited three pledge signing companies to congratulate them for their involvement in the initiative. Another pledge signer, Vice Media, started an apprenticeship program for formerly incarcerated people in early 2017. Vice hosted a Work for Success panel event in July 2017, and is willing to be a resource for other companies who wish to start a similar workforce training program. You can see highlights from the Vice event at ny.gov/ViceEmployerEventHighlights.

Thank you for growing your business in New York, and thank you for your interest in Work for Success!



Work For Success Employer Pledge

WHEREAS, employing qualified New Yorkers from all walks of life can increase productivity, creativity, diversity and employee morale;

WHEREAS, as many as 1 in 3 American adults have some type of criminal record, including individuals with skills to contribute to New York State's competitiveness;

WHEREAS, New York's Work for Success program seeks to aid companies doing business in New York by matching qualified applicants with criminal convictions to companies seeking applicants for open jobs across the state; now

_____, as a corporate citizen committed to inclusiveness, and to continued productivity, pledges to list suitable job openings with the Work for Success program. _____ pledges to consider qualified individuals with criminal convictions for employment, conducting, as appropriate, individualized assessments of whether a conviction affects a person's suitability for a job.

_____ encourages its fellow companies to join it in signing this pledge, so that together we will utilize the skills and talents of more New Yorkers to serve our customers and grow our businesses.