

# RE-ENTRY EMPLOYMENT SERVICE PROGRAM

Reducing recidivism through employment



## The Conviction Question

One of the biggest questions is how to handle the conviction when you're face to face with an employer? Just remember to **C.O.P.E.**

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**Comfort the employer.** Let the employer know that your offense did not happen on the job. For example, "Yes, I was convicted of a felony, but it was not job related." If your felony was job-related, you may need to get individual assistance to address this.

**Own it.** There was a time in my life when I was making some bad choices and I was convicted of (state your offense). Do not add what degree it was and do not go into detail regarding your offense. If you have more than one offense, you may want to address that by saying something like... "I have more than one felony conviction, but my most recent offense is \_\_\_\_\_."

**Positives.** "I thought a lot about where my life was going and I decided to make some changes." Now is the time to talk about what you have accomplished since your conviction, such as education, treatment, previous employment, and so on.

**Encourage the employer.** "I am a good worker and I want to work, I just need an opportunity to prove my skills to an employer." Tell them that you want the job!

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