

# BREAKING BARRIERS: HIRING JUSTICE-INVOLVED INDIVIDUALS



## Let's get talent back to work!

It is estimated that **1 in 3 Americans** have a criminal record resulting in lifelong barriers to finding and keeping meaningful employment.

We invite you to discover how you can:

- Leverage available programs and resources for hiring justice-involved individuals.
- Discover how the Department of Corrections creates pathways to reentry through job skills and training opportunities.
- Avoid disparate impact claims through objective, non-discriminatory practices
- Learn how to help individuals rebuild their lives through employment.



Join Host, Patrick Bertagnolli, Executive Director of Job Service North Dakota, and our panel of subject matter experts, for our upcoming webinar to learn how you can give justice-involved individuals a second chance.

Join us on **October 23, 2024**, from **10 a.m. to 11:30 a.m. Central Time** for this **FREE Breaking Barriers Webinar**. We hope to see you there!







## OUR SUBJECT MATTER EXPERTS



**Jace Beehler**  
Chief of Staff  
ND Governor's Office

**Statewide Policies & Initiatives**



**Colby Braun**  
Director  
Department of Corrections & Rehabilitation

**Understanding Reentry and Public Safety**



**Phil Davis**  
Workforce Services Director  
Job Service North Dakota

**Programs and Resources for Employers Hiring Justice-Involved Individuals**



**Nathan Svihovec**  
Commissioner  
Department of Labor

**From Disparate Impact to Opportunity Impact**



**Rick Gardner**  
Director  
Rough Rider Industries

**Instilling Skills for Employment and Successful Reentry into Society**



**Jerry Schaff**  
General Manager  
Harlows Truck & Bus Service

**Partnering with Local Organizations to Better Staff Open Jobs**



**Kellie Carlson**  
VP of Human Resources  
TrueNorth Steel

**Embracing Second Chances: The Case for Hiring Employees with Criminal Backgrounds**



**Molly Theis**  
Production Planner/Scheduler  
TrueNorth Steel

**An Opportunity for a Second Chance**