

Disclosure of a Youth's Involvement in the Juvenile Justice System

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Outcomes

- Learn about the updated WAGES curriculum
- Learn what employers think about a youth's disclosure in the juvenile justice system
- Participate in modeling a lesson for how to teach youth to choose to disclose (or not).
- Receive 2 Draft Lessons on Disclosure

Cognitive-Behavioral Approach & Skill Training



National Reentry Resource Center, 2010.



Constructs of WAGES Curriculum

Self-Regulation



Problem-Solving



Teamwork



Communication

Changes to WAGES

- **Aligned activities with Cognitive Behavioral Therapy tenets**
 - Made role-plays more prescriptive
 - Added lessons on goal setting
 - Enhanced problem-solving lessons
- **Added Juvenile Justice content**
 - Added lessons on disclosure
 - Added scenarios and role plays that juvenile offenders may face in the workplace
- **Curriculum improvement**
 - Made lesson outcomes measurable
 - Updated scenarios for today's workplace & cultural context
 - Added a Check for Understanding part to the lesson that is a formative assessment of student attainment of constructs

Methodology

- **Research Question**

What are employers' perceptions of the disclosure of prior involvement in the juvenile justice system from entry-level job applicants?

Method: Focus group, then Survey

- **Focus group**

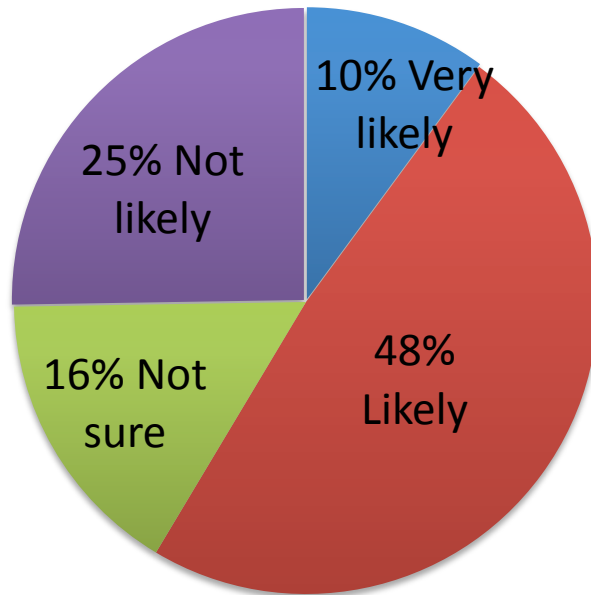
- Purposeful sample
- Participants & settings
- Asked about disclosure after social skills questions
- Tapes, transcripts, and notes
- Confidentiality & gift cards
- Coded transcripts

- **Survey**

- Initial 15-items on disclosure
- Paneling the items (n = 6)
- Revising the items
- Piloting the items (n = 34)
- Revising the items
- Zoomerang
- Sample size (n = 526)
- Cleaned and coded results

RESULTS

Would you hire applicants who were involved in the juvenile justice system?



“People make mistakes. If you make a effort to turn your life around you should be given a second chance.” Male owner in a retail business

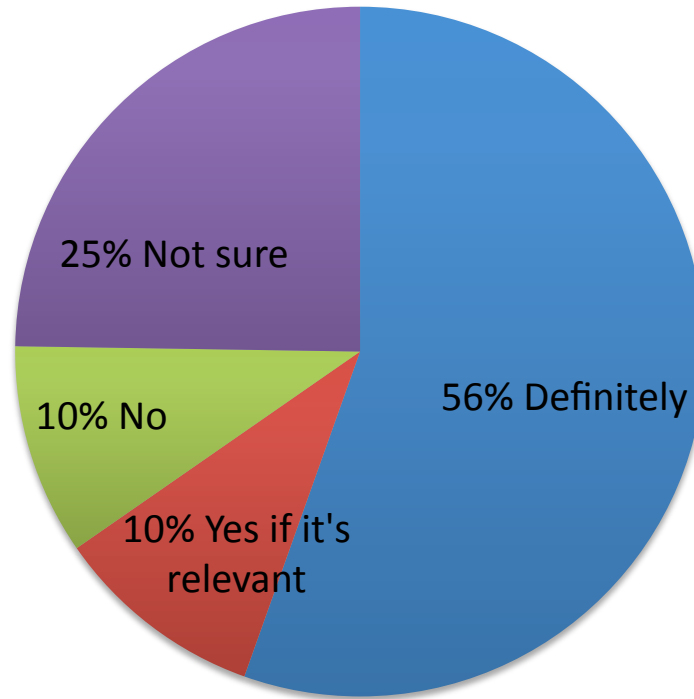
65% are most concerned about the **nature of the offense** (theft vs. sex offense)

44% are most concerned with **liability issues for their business**

*“I can’t afford to hire someone who has a past record due to **direct contact** with the **clients**. The **liability** issues are **extremely high** and would most likely **jeopardize** my **insurance coverage**.”*

- Female supervisor in a social service

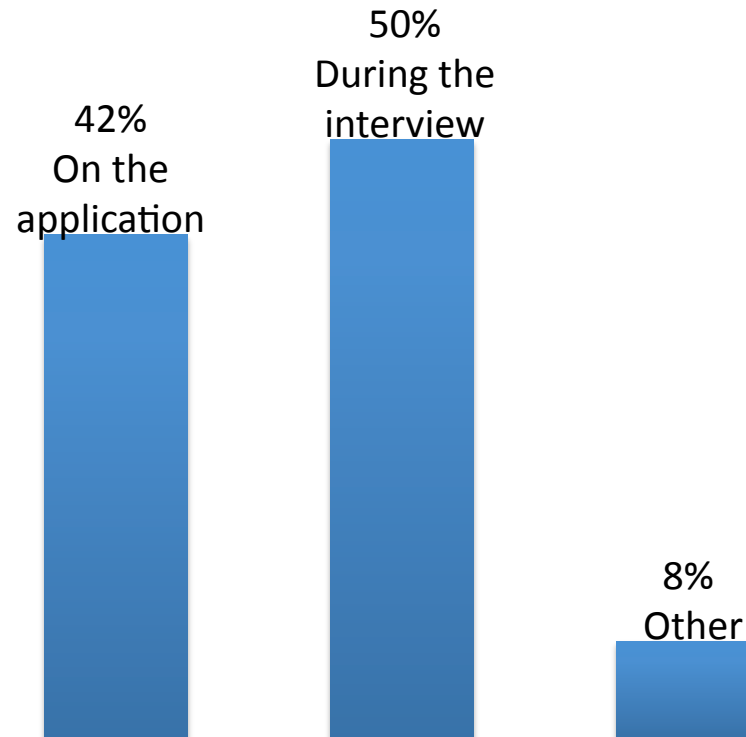
Should youths disclose their juvenile history when applying for a job?



“A lot is said about a person who has done their time and is honest about it. If no disclosure is made, then that person is a liar and I don't keep liars.”

- Male supervisor in construction

When is the best time to disclose?



"If there is a question on the application regarding criminal offenses, answer yes and write in "will explain during interview."

- Male owner in a toy business

Other employers' thoughts on disclosure...

"Why would I give special treatment to a criminal when there are so many non-criminals looking for work?"

- Male tax accountant

"It is very important to know what the crime was. Anything involving weapons, assault or sex offense would stop me from hiring this person."

- Female supervisor in medical industry

"Offenses should be disclosed no matter what... Minor problems (underage drinking, loitering, curfew violation, shoplifting, etc.) are not a big deal. Being honest and recognizing and accepting responsibility of the mistake is the most important criteria."

- Female recruiter in a technology/computer business

Risk & Rewards of Disclosure Lessons