HIRE is a cooperative effort among the Department of Workforce Development, Department of Correction, and Hoosier employers to place ex-offenders in positive employment situations. HIRE provides incarcerated individuals and discharged ex-offenders job readiness training and job placement assistance to help them transition back into their communities.

HIRE originated in 2012 with just 300 employers, 700 jobs, and a retention rate of 78 percent. Since then, it has grown to **1,232 employers, 2,211 jobs**, a retention rate of 97 percent, and an average wage of **$10.93 per hour**.

**The HIRE Challenge**

- More than 15,000 ex-offenders are released from Indiana prisons each year.
- Indiana’s current recidivism rate is approximately 38% and at the time of re-arrest, about 85% of offenders are unemployed.
- The estimated incarceration cost to taxpayers is $20,000 a year per inmate; the average time served is 7.8 years in Indiana.

**Why HIRE?**

- Employers can receive up to a $9,600 federal work opportunity tax credit per eligible employee hired.
- HIRE coordinators provide free screening, candidate development and customer consultation to employers.
- The federal government offers up to $25,000 in bonds for participating employers to ensure against risk.

<table>
<thead>
<tr>
<th>Year</th>
<th>Employers</th>
<th>Client Placement</th>
<th>Avg. Wage</th>
<th>Retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>875</td>
<td>1,492</td>
<td>$9.59/hr</td>
<td>84%</td>
</tr>
<tr>
<td>2015</td>
<td>1,248</td>
<td>2,351</td>
<td>$10.16/hr</td>
<td>95%</td>
</tr>
<tr>
<td>2016</td>
<td>1,202</td>
<td>2,437</td>
<td>$10.60/hr</td>
<td>98%</td>
</tr>
<tr>
<td>2017</td>
<td>1,232</td>
<td>2,211</td>
<td>$10.93/hr</td>
<td>97%</td>
</tr>
</tbody>
</table>

**Job Readiness Skills Training and Assistance**

- Résumé Development
- Interviewing and Job Application Assistance
- Employment Assessments
- Financial Literacy and Budgeting
- Computer/ Digital Literacy
- Employability Skills and Conflict Resolution

**Estimated Economic Benefits**

- Net Wages Received by New Hires: $24.6 million
- Employer Taxes Paid on Wages: $416,000
- Mitigated Prospective Prison Costs: $28.8 million

**Rigorous Screening Process**

Candidates must have displayed a positive record of accomplishment, and demonstrate an ongoing drive and commitment to participate in the program.