

SURVEY OF OFFENDER BARRIERS TO REENTRY AND EMPLOYMENT

NAME _____ INMATE # _____
 FACILITY _____ DATE _____

This survey is constructed to help you find and recognize potential roadblocks that may keep you from getting the job you want when you are released. It is made up of 49 statements divided into categories of related concerns. You will decide if the statements are relevant to your current situation or have little or no importance to you. You will be able to discover the major barriers to getting the job or career you want and work to overcome those obstacles before you enter the job market.

Carefully read and think about each of the following statements. For each one, circle the number to the right that best describes how true that statement is for you at the present time. Circling “0” means that statement is untrue for you, “1” means that you are not sure how true it is for you right now, and “2” means that the statement truly applies to your current thinking or situation. Realize that there are no right or wrong answers; these are simple statements that may or may not reflect your position.

STATEMENT	Category	Definitely Not True	Maybe It's True	Definitely True
I have little or no work experience.	CP	0	1	2
I never completed high school or got a GED.	ET	0	1	2
My driver's license is suspended or expired.	PH	0	1	2
I have prior conviction(s).	O	0	1	2
If someone criticizes me, I must take a stand and defend myself.	A	0	1	2
I don't know where I am going to live when I am released.	S	0	1	2
I don't know how to explain the gaps in my work history.	JS	0	1	2
I don't know what the job market is like in my hometown.	CP	0	1	2
I don't feel qualified to do the job I want.	ET	0	1	2
My health is not very good.	PH	0	1	2
Employers won't hire me because of my conviction.	O	0	1	2
It's all right to miss work anytime as long as I call in.	A	0	1	2

I have tattoos on my face, neck, or hands.	S	0	1	2
All I need to look for a job is a newspaper.	JS	0	1	2
I don't know what kind of job I want when I am released.	CP	0	1	2
I need some additional training for the job I want.	ET	0	1	2
Child care will be a problem for me when I get a job.	PH	0	1	2
My first conviction happened when I was younger than 21.	O	0	1	2
Most employers take unfair advantage of their employees.	A	0	1	2
Drug or alcohol problems got me into trouble in the past.	S	0	1	2
I don't like to interview for jobs.	JS	0	1	2
I don't like the jobs I had in the past.	CP	0	1	2
My English is not very good.	ET	0	1	2
I take medications for a physical or mental condition.	PH	0	1	2
I will be under parole supervision after I am released.	O	0	1	2
I get depressed and frustrated when I think about looking for a job.	A	0	1	2
I have little or no contact with my family.	S	0	1	2
My former employers probably won't give me a good reference.	JS	0	1	2
I need to know how my skills and abilities can be applied to a new career.	CP	0	1	2
I have little or no experience with a computer.	ET	0	1	2
All my records and personal documents have been lost.	PH	0	1	2
My probation or parole was revoked; that's why I'm in prison.	O	0	1	2
When a co-worker gets on my case, it's OK to get them back.	A	0	1	2
I move around a lot to find jobs.	S	0	1	2
I need help starting an effective job search plan.	JS	0	1	2
I don't know what the future looks like for my job or career.	CP	0	1	2
I need a certificate or occupational license for my job.	ET	0	1	2

I won't have any transportation to get to work.	PH	0	1	2
My conviction involved a weapon.	O	0	1	2
If I have to be late to work, my boss needs to give me a break.	A	0	1	2
I don't know what special programs are available to help me.	S	0	1	2
I don't have a resume.	JS	0	1	2
I don't know what kind of salary to expect in my career.	CP	0	1	2
My reading and math skills need improving.	ET	0	1	2
I have a disability and may need further assistance to get a job.	PH	0	1	2
I have convictions on record in other states.	O	0	1	2
My friends are the only ones who will help me when I get out.	A	0	1	2
I will have no source of financial assistance when I am released.	S	0	1	2
Employers are required by law to give me vacation and benefits.	JS	0	1	2

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The statements you just completed are arranged by color into specific barrier categories designated in the color box to the right of the statement. For each color or category, add up the numbers you circled and put that sum in the appropriate colored category box below.

CATEGORY	Total Points
Career Planning Issues CP	
Education/Training Issues ET	
Personal/Health Issues PH	
Offender Issues O	
Attitude Issues A	
Support Issues S	
Job Search Issues JS	

High scores are not necessarily better or worse than low scores; they simply measure the number of barriers that you have in each category. Categories with the highest scores are those that can cause you the greatest problems in searching for a job or being successful at work. Look over the descriptions below and pay close attention to your categories with the highest scores.

Career Planning Issues: Barriers of this type indicate lack of vocational planning or career decision-making skills. You may not have sufficient or realistic information about the labor market in your local area or the state. You may not know about various occupations and what kind of job your skills match. You may be interested in finding a whole new career, but don't know what that might be.

Education/Training Issues: Barriers in this category indicate you might need additional training or education for the kinds of jobs that you want. You may have to finish your high school education to obtain a GED. You may have to get employment training through vocational courses or on-the-job training or some other education or training program.

Personal/Health Issues: These barriers result from personal and/or health related issues that you feel would prohibit you from obtaining or keeping a job. Lack of child care, lack of employment records and documents, disabilities, and lack of transportation are some problems that must be addressed and solved before your job search starts.

Offender Issues: These are barriers that are unique to people convicted of felonies, have been incarcerated, and are trying to re-enter the job market after a period of time. These issues include type of offense, number of prior offenses, and any aspect of felony conviction that may affect an employer's decision to hire you and your ability to hold onto and be successful in a job. These issues will continue to have an effect on your job and career search for the rest of your life and how you deal with your record will determine your career or job success.

Attitude Issues: Some effects of being frustrated with your current situation may include items from this category. You may have low self-esteem, act out against others, feel like you are a failure, blame others for your situation, be sad or depressed, and won't be able to find a job no matter what you do or change.

Support Issues: Barriers in this category indicate that you might lack personal and financial resources to help you be able to have some support while you look for employment. You may have addiction issues that you are worried you cannot overcome. You may not know who or what resources are available to help resolve these issues that you feel are going to prevent you from presenting your best side to employers.

Job Search Issues: These barriers reflect a lack of information or methods on how to conduct the most effective job search. You may be concerned with the way you interview or fill out applications. You may not know how to describe your skills to an employer, how to present a good first impression, or how a resume can help you get a job. You may not know how to find the best job leads and may be unfamiliar with the current employment regulations and laws.

You have identified the barriers to your successful career development. Now you must develop a plan to overcome these issues. Use the spaces below to identify and prioritize the specific barriers you think are most important for you to overcome before you are released and you start your job hunt. Also, write down ways you have thought of that might overcome those barriers:

BARRIERS
SOLUTIONS

POSSIBLE

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

NOTES: _____
