

# UNTAPPED: THE HIDDEN TALENT POOL

Presented by CareerSource Capital Region

## Additional Resources

### JUSTICE INVOLVED

Big Bend After Re-Entry Coalition <https://bigbendreentry.org/learn-more/>

### Florida HIRES

Florida HIRES (Helping Inmates Realize Employment Success) is a partnership between the Florida Department of Corrections (FDOC) and CareerSource Florida that provides enhanced employability skills, technical training, and pre-release connections to employment opportunities for individuals returning to the public. CareerSource Capital Region receives monthly updates on individuals who are scheduled for release from incarceration in the next 6 months, including the types of job skills they have, and can connect employers with FDOC to schedule pre-release interviews.

For more information, please email [Trish.Yahn@careersourcecapitalregion.com](mailto:Trish.Yahn@careersourcecapitalregion.com)

Leon County Sheriff's Office Re-Entry Program <https://www.leoncountysos.com/departments/detention-facility/re-entry>

[Untapped Talent: How Second Chance Hiring Works for Your Business and the Community](#) by Jeffrey Korzenik

### YOUTH LEAP

In Florida's capital area, a lack of education and skills prevents many teens and young adults from entering the job market. CareerSource Capital Region offers LEAP (Learn Earn & Advance Program) to eligible teens and young adults where they can participate in paid internships for up to 480 hours with local employers while CareerSource Capital Region pays the wages. For employers, these opportunities offer your business financial benefits, improved staff engagement, opportunities for innovation, brand awareness and builds talent for your industry.

For more information about becoming an employer worksite for LEAP, please email [Brendon.Ogilvie@careersourcecapitalregion.com](mailto:Brendon.Ogilvie@careersourcecapitalregion.com)

### PERSONS WITH DISABILITIES

Division of Vocational Rehabilitation

Individuals with disabilities are enthusiastic and some of the most reliable employees. The Division of Vocational Rehabilitation offers resources to help you hire Floridians with disabilities and expand your workforce. The Division of Vocational Rehabilitation offers services to help employers find their perfect match. For example, they can help you:

Initiative supported by US DoL, HHS, and Ag. with awards totaling \$6,036,884 with 0% from non-government sources. Equal opportunity employer/program. Auxiliary aids & services available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711. A proud partner of the American Job Center network.

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- recruit, hire and retain workers with disabilities
- create an accessible and welcoming workplace
- post job openings on portals created for people with disabilities
- pre-screen talent to determine qualifications

Tax credits and other financial incentives are available to help with training, orientation and accommodation during the hiring process.

For more information, contact Nicole Lamar at Vocational Rehabilitation [Nicole.Lamar@vr.fl DOE.org](mailto:Nicole.Lamar@vr.fl DOE.org)

## REFUGEES

International Rescue Committee (IRC)

The IRC provides opportunities for refugees, asylees, victims of human trafficking, survivors of torture, and other immigrants to thrive in America. Refugees are resilient and eager to find work, and they integrate into their new community. The IRC's employment services team helps to prepare refugees for Tallahassee's job market and secure employment locally. The IRC also makes sure newly arrived refugees receive a furnished home and help with rent, health care, food assistance, English language classes, education for their children, legal services towards residency and citizenship, and more. For more information visit <https://www.rescue.org/united-states/tallahassee-fl>

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