

OFFENDER EMPLOYMENT AMENDMENTS

2023 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Ashlee Matthews

Senate Sponsor: Derrin R. Owens

LONG TITLE

General Description:

This bill establishes provisions related to a web portal that will connect individuals with criminal histories to available job opportunities.

Highlighted Provisions:

This bill:

- ▶ defines terms;
- ▶ requires the Department of Workforce Services to create and maintain a web portal through which:

- a business in this state, including a state or local entity, may post job opportunities available to individuals with criminal histories and related employment information; and

- an individual with a criminal history may access job opportunities and related information;

- ▶ requires the Division of Human Resource Management to:

- provide information and guidance to state agencies encouraging the hiring of individuals with criminal histories;

- ensure that state agency job opportunities available to individuals with criminal histories are included in the web portal; and

- report on the information and guidance to the Law Enforcement and Criminal Justice Interim Committee;



- 28 ▶ requires the Department of Corrections to ensure that an offender has access to the
- 29 web portal prior to release from incarceration; and
- 30 ▶ makes technical and conforming changes.

31 **Money Appropriated in this Bill:**

32 None

33 **Other Special Clauses:**

34 None

35 **Utah Code Sections Affected:**

36 AMENDS:

37 **64-13-10.6**, as enacted by Laws of Utah 2015, Chapter 412

38 ENACTS:

39 **35A-2-204**, Utah Code Annotated 1953

40 **63A-17-808**, Utah Code Annotated 1953



42 *Be it enacted by the Legislature of the state of Utah:*

43 Section 1. Section **35A-2-204** is enacted to read:

44 **35A-2-204. Job opportunity portal for individuals with criminal histories.**

45 (1) As used in this section, "web portal" means an Internet webpage that can be
46 accessed by a person who enters the person's unique user information in order to access secure
47 information.

48 (2) The department shall, in consultation with the entities described in Subsection (4),
49 design, create, and maintain a web portal through which a person may access data described in
50 Subsection (3), as agreed upon by the entities described in Subsection (4).

51 (3) The department shall ensure the web portal allows:

52 (a) a business in this state, including a state or local entity, to:

53 (i) post a job opportunity that may be available for an individual with a criminal
54 history;

55 (ii) review a resume or profile information for a job opportunity that is submitted by an
56 individual with a criminal history; and

57 (iii) review information regarding incentives for hiring an individual with a criminal
58 history; and

- 59 (b) an individual with a criminal history in this state to:
- 60 (i) review a job opportunity posted within the web portal;
- 61 (ii) apply for a job opportunity posted within the web portal; and
- 62 (iii) obtain information regarding:
- 63 (A) resume creation;
- 64 (B) interviewing skills; and
- 65 (C) other job-seeking skills.
- 66 (4) In developing the web portal described in Subsection (2), the department shall

67 consult with:

- 68 (a) the Department of Corrections;
- 69 (b) the Division of Human Resource Management; and
- 70 (c) the business community that is likely to use the web portal.
- 71 (5) The department shall ensure that the web portal described in Subsection (2) is fully
- 72 operational no later than July 1, 2024.

73 Section 2. Section **63A-17-808** is enacted to read:

74 **63A-17-808. Guidance and data collection regarding employment of individuals**
75 **with criminal histories.**

76 (1) The division shall:

- 77 (a) provide information and guidance to agencies encouraging the hiring of individuals
- 78 with criminal histories, including:
- 79 (i) skills developed during incarceration through the Division of Correctional Industries
- 80 and any other relevant program; and
- 81 (ii) guidelines to determine whether an applicant's conviction, disclosed in accordance
- 82 with Section [34-52-201](#), is a job-related conviction; and
- 83 (b) ensure that agency job opportunities available to individuals with criminal histories
- 84 are included in the web portal.

85 (2) On or before October 1, 2024, the division shall provide a written report to the Law
86 Enforcement and Criminal Justice Interim Committee describing the efforts described in
87 Subsection (1).

88 Section 3. Section **64-13-10.6** is amended to read:

89 **64-13-10.6. Transition and reentry of inmates at termination of incarceration.**

90 (1) The department shall evaluate the case action plan and update the case action plan
91 as necessary to prepare for the offender's transition from incarceration to release, including:

92 (a) establishing the supervision level and program needs, based on the offender's
93 criminal risk factors;

94 (b) identifying barriers to the offender's ability to obtain housing, food, clothing, and
95 transportation;

96 (c) identifying community-based treatment resources that are reasonably accessible to
97 the offender; ~~[and]~~

98 (d) establishing the initial supervision procedures and strategy for the offender's parole
99 officer~~[-]; and~~

100 (e) ensuring that the offender has access to the web portal described in Section
101 [35A-2-204](#) ~~H→ [H→ a minimum of 30 days before the day on which the offender is released ←H] a~~
101a **minimum of 30 days before the offender's anticipated release date ←H** .

102 (2) The department shall notify the Board of Pardons and Parole not fewer than 30 days
103 prior to an offender's release of:

104 (a) the offender's case action plan; and

105 (b) any specific conditions of parole necessary to better facilitate transition to the
106 community.