



ABOUT THE CALGARY JOHN HOWARD SOCIETY (CJHS)

We are a charity that reduces crime and makes Calgary communities safer by helping youth and adults make positive changes and move away from criminal behaviour. We do this by providing education, employment programs, housing and support so they have alternatives to breaking the law.



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🕒 Monday to Friday
8:30 a.m. - 4:30 p.m.

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SHOULD I HIRE SOMEONE WITH A CRIMINAL RECORD?





83%

of formerly incarcerated men who were employed had not reoffended after one year

**John Howard Society of Ontario, 2009*



“This is a turning point in my life. It’s not just a job. It’s a career.”

— *Danny, CJHS client*

How hiring someone with a criminal record can benefit your business and community

Reintegrating into the community successfully after spending time in prison is incredibly difficult without a job. For many who are trying to make positive changes, finding employment with a criminal record is one of the biggest obstacles.

But meaningful employment is one of the most effective ways to reduce the likelihood that an individual will reoffend, which makes the community safer for everyone, and gives them the opportunity to move forward with their life.

Not only that, studies have shown that employees who have criminal records are often more loyal and work harder than those without — they understand that job opportunities are limited for them because of their record.

PATHWAY TO EMPLOYMENT PROGRAM

At CJHS we provide one-on-one employment skills training and potential job placements for adults who are having difficulty securing employment independently.

HOW WE WORK WITH EMPLOYERS

Let us help you find a great candidate for your vacant position! We provide ongoing support to both the client and employer, ensuring new hires transition smoothly into their roles and that job placements support your organization’s retention strategy.

WE PROVIDE:

- Access to an untapped pool of trained, motivated and skilled

job seekers who are ready, willing and able to work

- Individualized skills training, as specified by the employer
- Ongoing liaison between new hires and employer representatives to ensure successful job placements
- Collaborative, individualized long-term job retention strategies that address new hire concerns and future hiring needs
- Assistance accessing government grants and subsidy applications, if applicable
- Support with HR strategies to address future employer needs
- Access to workshops and presentations to best support employers working with diverse populations

For employer inquiries, contact Stewart Elton, Employment Facilitator:
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