

## Reentry Toolkit July 2025

The Reentry Committee is dedicated to supporting the interest of the reentry population in Pennsylvania and encouraging fairness and access to opportunity within the workforce. Understanding the unique challenges faced by the formerly incarcerated population, the committee has put forth an online Reentry Toolkit, which will better equip workforce staff and employers interested in second chance hiring. By sharing the best practices and access to state services, the reentry toolkit seeks to break down barriers to employment, as all Pennsylvanians are deserving of a fair chance to rebuild their careers.

The PA Workforce Development Board’s reentry toolkit is designed for workforce staff and employers dedicated to second chance hiring. The challenges faced by formerly incarcerated workers – identification, accessing transportation, and overcoming stigma – are significant. The reentry toolkit offers online assistance to break down barriers and bridge the gap for reentrants and the services that will pave the way to employment.

### For Workforce Staff

<b>Government Identification</b>	
<a href="#"><u>PA Birth Certificate Services</u></a>	Apply for a birth certificate online through the mail ( <a href="#"><u>Application for Birth Certificate</u></a> / <a href="#"><u>Solicitud de un Certificado de Nacimiento</u></a> ), or in-person at a Vital Records <a href="#"><u>public office</u></a> .
<a href="#"><u>Social Security Number and Services</u></a>	Apply for a duplicate social security card to apply for a government issued ID card. Applicants can find in-person services at a Social Security Office and will need to bring the Continuity of Care (DPSCSF0RM130-237aR).
<a href="#"><u>Driver’s License or Pennsylvania ID Card</u></a>	Apply or renew a Pennsylvania ID Card or Driver’s License in person. An applicant will need to receive a physical exam and fill out the “Non-Commercial Learner’s Permit Application” ( <a href="#"><u>DL-180</u></a> ) prior to applying. Documents needed to apply include: proof of identity, two proofs of residency, social security card, and payment.  Schedule an online appointment by calling 717-412-5300
<b>Housing and Critical Services</b>	
<a href="#"><u>PA 211</u></a>	PA211 locates shelter and housing locally by zip-code: low-income rental housing, domestic violence shelters,

	permanent housing, overnight shelters, and hotel vouchers. In addition, they offer eviction prevention services and an online directory for food and employment resources.
<a href="#">PA Navigate</a>	PA Navigate directs Pennsylvanians to critical health services, transportation assistance, housing, and food pantry services by zip-code.
<a href="#">Philadelphia Reentry Coalition</a>	The Philadelphia Reentry Coalition offers links to support services, including: <ul style="list-style-type: none"> <li>• Benefit Access</li> <li>• City Services</li> <li>• Cleaning Up Your Record</li> <li>• Court Costs, Fees, and Payment Plans</li> <li>• Employment Rights</li> <li>• Program Directories</li> <li>• Voting Rights</li> <li>• Housing Rights</li> </ul>
<b>Employment</b>	
<a href="#">Bureau of Prison Employment Handbook</a>	The Bureau of Prison Employment Handbook answers critical questions for the reentry community. It walks through the first steps reentrants should take for employment and housing services.
<a href="#">The Pardon Project</a>	Directs Pennsylvanians in more than 20 counties seeking pardons or record expungement to the organizations that can help them. It also offers “do it yourself” resources for applying for a pardon in PA.

## For Employers

<b>Second Chance Hiring</b>	
<a href="#">Community Reentry</a>	The Department of Labor and Industry offers support for both reentrants and employers in overcoming workforce challenges.
<a href="#">Work Opportunity Tax Credit</a>	The Work Opportunity Tax Credit offers employers an opportunity to diversify their workforce and enhance their company culture through a tax incentive to hire employees from a specific demographic who may be struggling to look for employment.
<a href="#">Second Chance, Business Coalition</a>	Second Chance works to assist employers who are interested in hiring reentrants. The coalition offer a

	number of pamphlets and articles that advance employment initiatives for this population.
<a href="#"><u>The Manufacturing Institute, Second Chance Hiring</u></a>	The Manufacturing Institute offers tools for employers to enact second chance hiring through talent acquisition and key partnerships.
<a href="#"><u>Federal Bonding Program</u></a>	The Federal Bonding Program offers fidelity bonds for reentrants by accounting for the first six months of employment costs to the applicant or employer.
<a href="#"><u>U.S. Chambers of Commerce: How Employers Can Build Career Pathways for Employers</u></a>	The government, business and non-profit sector offers insights and tangible first steps that employers can take to leverage second-chance hiring and help formerly incarcerated individuals reenter into the workforce.