

(4.02) Recruitment - Good Risk Offender Program

(a) Background

1 In the President's message to Congress of March 9, 1966, on national strategy against crime, he pointed out that "the best correctional programs will fail if legitimate avenues of employment are forever closed to reformed offenders."

2 As a result the Commission reexamined policies and guidelines regarding the employment of persons with arrest and/or confinement records. See FPM Letter 731-2 for background.

3 There are no set criteria for what constitutes a "good risk" offender. Agencies are to consider the merits of each individual case in deciding if an applicant is acceptable. As a guideline, good risk offenders could include:

a Successful participation under the work release program.

b Rehabilitation demonstrated by good conduct while living in a community.

c Convictions set aside under Federal Youth Convictions Act.

(b) Coverage

1 The inspector should ascertain:

a The manner in which management has adapted employment programs and practices to conform to CSC guidelines.

b The extent of the activity's actual participation in the program.

(c) Factfinding Techniques and Sources of Information

1 Interviews with managers having selection authority.

a Are they aware of the new policies?

b How have they demonstrated interest and support?

2 Interviews with appointing officials and personnel staff to ascertain their understanding and support.

3 Contacts with IAB's servicing installation for information on agency objections, if any, to good risk-type applicants?

(d) Illustrative Interview Questions

1 Are agency officials aware of policy?