



**Division of Criminal
Justice Services**

ANDREW M. CUOMO
Governor

MICHAEL C. GREEN
Executive Deputy Commissioner

ROBERT M. MACCARONE
Deputy Commissioner and Director

STATE DIRECTOR'S MEMORANDUM #2017- 4

TO: Probation Directors/Commissioners
Probation Employment Liaisons

FROM: Robert M. Maccarone, Deputy Commissioner and *RMM*
Director, Probation and Correctional Alternatives

DATE: April 7, 2017

SUBJECT: Probation Employment Liaison Directory

I want to thank Probation Directors for promptly responding to OPCA's request to designate Probation Employment Liaisons to facilitate communication with employers in their respective localities. Together, we have developed a statewide Directory of Probation Employment Liaisons that will be shared with the NYS Department of Labor and posted to our DCJS website. A copy of the Directory is attached to this memorandum.

As probation professionals, we understand and value what gainful employment can do to assist individuals under supervision change their thinking and behavior. Of course, gainful employment provides a means to self-sufficiency, and the ability to support family. But it also helps to positively structure the time of probationers. Employment can provide a pro-social environment where individuals under supervision can learn from others, and reinforce positive thinking and attitudes.

During the past year, the Governor's Council on Re-entry and Reintegration met with employers throughout New York State, as part of a listening forum. Employers identified the need for a central contact within community supervision agencies (probation and parole), so they could more easily communicate concerns, as well as have their questions answered. In response, the NYS Department of Labor (DOL), the NYS Department of Corrections and Community Supervision (DOCCS), and the NYS Division of Criminal Justice Services (DCJS) Office of Probation and Correctional Alternatives convened a series of regional roundtable discussions with area employers, Probation Directors and DOCCS (parole) Bureau Chiefs to foster stronger communications and collaboration. Area Probation Directors and Probation Employment Liaisons were invited and have participated in four roundtables to date, as have DOCCS Bureau Chiefs.

Consistently, employers have identified the need for a reliable workforce and their acceptance of employing individuals with prior criminal involvement. Employers that have participated in the Roundtable discussions have been representative of large national companies, local medium size, and family owned businesses. A common theme is their willingness to work with community supervision agencies, and their need to understand the goals and conditions of supervision to the extent that it may impact the workplace. Employers expressed if they were able to communicate with probation officials and better understand the reason for an employee's absence from the workplace, or constraints on work schedules, they would be more likely to understand and support the individual's continued employment. Accordingly, we worked with Probation Directors to establish the Probation Employment Liaison to facilitate communication between area employers and supervising probation officers.

Please feel free to contact Frank Cangiano, Community Correction Representative 2, at (518) 485-5153 or by email at frank.cangiano@dcjs.ny.gov with any questions.

Thank you all for your continued leadership and professionalism.