THE OFFICE OF SECOND CHANCE EMPLOYMENT

EMPLOYER PARTNERSHIP, IMPACT, & CANDIDATE VETTING PROCESS





The Office of Second Chance Employment (OSCE) at the Council for Airport Opportunity (CAO) is a key initiative sponsored by the Port Authority of New York & New Jersey, facilitating job access for individuals with prior involvement in the justice system. Employer partners, such as Alstom, ABM Industries, ERMC Aviation, ASAK Solutions, and OTG are currently participating in the program at JFK, LGA, and Newark Airports.

DOLLAR TAX INCENTIVES FOR BUSINESSES

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to businesses that hire individuals from certain target groups who have consistently faced significant barriers to employment. Businesses can receive a credit ranging from $1,200 to $9,600 for hiring qualified individuals.

To learn more, visit www.dol.ny.gov/wotc-program.

LEARN MORE AT WWW.PANYNJ.GOV/OSCE

PORT AUTHORITY NY NJ
AIR LAND RAIL SEA

CAO Council for Airport Opportunity

OSCE PROCESS FOR EMPLOYERS

1 Initiation

Employers provide job postings to OSCE, specifying the skills, qualifications, and any additional hiring criteria.

2 Candidate Referral

Employers will receive pre-screened candidates ready to interview, who have been carefully selected to align with the job roles offered. These candidates come from OSCE's group training and preparation process, ensuring they meet the necessary skills and qualifications before being referred.

3 Candidate Review and Hiring

Employers review the pool of referred candidates and proceed with interviews. OSCE and CAO provide support throughout the interview process.

4 Selection

Employers offer feedback on candidates and select individuals for available roles. Unselected candidates remain in OSCE's candidate pool for future opportunities.

5 Onboarding and Support

Employers are expected to implement inclusive onboarding practices, ensuring justice-involved candidates are integrated successfully into the workforce.

6 Post-Hire Support

Ongoing support is available from OSCE and CBOs to assist with any needs that may arise post-hire, ensuring a smooth transition for both the employer and employee.

7 Updates and Engagement

Employers provide updates on hiring progress and participate in regular feedback loops to continuously refine the process.

8 Program Evolution

Through collaboration with OSCE and CBOs, employers help evolve the program to better align with industry needs and improve candidate readiness.

Since the onset of the program, we have successfully placed OSCE candidates into a variety of roles. These positions include:

- Aircraft Cleaner
- Janitor
- Bus Driver
- Lounge Cook
- Cabin Agent
- Material Handler
- Cashier
- Porter
- Cleaner
- Prep Cook
- Clerical
- Rail Spotter
- Cook
- Ramp Agent
- Customer Communication Specialist
- Taxi Dispatcher
- Customer Service Associate
- Traffic Attendant
- Food Production/ Station Attendant
- Utility Worker
- Food Service Worker
- Warehouse Worker

2023 ACCOMPLISHMENTS

67 **Total Successful Placements**

EWR	JFK	LGA	PA
30	15	2	20

SETTING OUR SIGHTS FOR THE FUTURE

As we step into the future, our goals remain ambitious and our commitment unwavering. We aim to set a benchmark for inclusivity and opportunity.

Scan here to learn more or visit www.PANYNJ.gov/OSCE to learn how you can participate.

For direct inquiries about the Office of Second Chance Employment, contact Program Manager Emily Shyu at (347) 306-7094 or eshyu@panynj.gov.