

# JUST OPPORTUNITY

Creating Fairer Employment Practice for Justice-Involved Young Adults

## The Impact of Youth Arrests

ARRESTS **2.5M** vs. **125,000** INCARCERATION  
 Young Adults Between 16-24

A First-time Arrest During High School Nearly **DOUBLES** the Odds of High School Dropout.<sup>5</sup>



**HALF** OF **BLACK MALES**

Black Youth Are **2X** As Likely To Be Arrested and **5X** As Likely To Be Incarcerated

### YOUTH WITH ARREST RECORDS STRUGGLE WITH:

- Lower Levels of Earning
- Longer Bouts With Unemployment
- Diminished Educational Levels
- Greater Risk of Destructive Family Conflicts

### Study Finds Nearly 1 in 3 Were Arrested

The report suggests that approximately 30% of all youth interviewed had reported having been arrested at least once by the time they had reached 23 years of age.<sup>2</sup>

experienced a non-traffic related arrest prior to their 24th birthday.<sup>3</sup>

1 Justice Policy Institute, 2014  
 2 Brune, Turner, Palenester, & Bushway, 2011  
 3 USA Today  
 4 The Sentencing Project  
 5 Sweeten, 2006

## The Impact of Criminal Records on the Workforce

HAVING A CRIMINAL RECORD DOES NOT DENOTE CRIMINALITY OR EVEN DELINQUENCY.<sup>7</sup>



**72%**

of Companies Perform Background Checks and 82% of Those Companies Screen Potential Employees for Criminal Histories



**1 in 3**

Working Age Adults Have a Criminal Record

**A criminal record**: anyone who has been arrested, not necessarily convicted, on a felony charge; or has been arrested for a misdemeanor and the arrest was reported by a state criminal justice agency to the FBI.

**Nearly 1/3**

of Arrests Records in the FBI Database Lack Any Corresponding Court Data

### INDIVIDUALS WITH CRIMINAL RECORDS

- HAVE MUCH HIGHER RETENTION RATES,
- ARE NO MORE LIKELY TO BE INVOLUNTARILY SEPARATED, &
- ARE FAR LESS LIKELY TO LEAVE VOLUNTARILY<sup>9</sup>

6 Duarte, La Vigne, Lynch, & Ramet, 2017  
 7 Duarte, La Vigne, Lynch, & Ramet, 2017  
 8 CareerBuilder, 2016  
 9 Miner, Persico, & Weiss, 2017

## The Impact of Youth Incarceration

America still imprisons more young people at a higher rate than any other nation in the world<sup>10</sup>



**335** per 1,000



**29** per 1,000

The economic impact is felt across the U. S. labor market with the population of former prisoners and people with felony convictions leading to a

LOSS of

**\$78-\$87B**

in GDP in 2014<sup>13</sup>

**64%**

of All Youth Are Detained For a Non-Violent Offense

- 24% Property Crimes
- 17% Technical Violations
- 11% Public Order
- 7% Drugs
- 5% Status Offenses

### Cost of Incarceration vs. Cost of Education

**12x** Total cost of private high school

**4x** Total cost of private college<sup>12</sup>

10 Auer & Doyle, 2013  
 11 Hackenberg, Juveniles in Residential Placement, 2016  
 12 National Center for Education Statistics, 2015  
 13 Center for Economic & Policy Research, 2016