



Engaging and Advancing Justice-Involved Individuals through Training, Employment, and Apprenticeship

Hospitality Opportunities for People (Re)Entering Society (HOPES) helps connect justice-involved individuals to career opportunities in the restaurant, foodservice, and hospitality industry with goals of developing work-readiness and industry-specific skills, increasing credentialing, placement, retention, and reducing recidivism.

The NRAEF will enroll at least 430 justice-involved individuals (ages 18 and over) in the [HOPES Pathways Home](#) program. Each HOPES participant works with a case manager to develop an individualized plan, listing their career goals and identifying work-readiness and industry-specific training leading to employment. HOPES participants will complete training, achieve at least one industry credential and receive job placement to successfully graduate from HOPES.

HOPES is part of the NRAEF's [Restaurant Ready](#) initiative, a national program dedicated to helping individuals acquire the basic job and life skills necessary to pursue jobs in the restaurant industry and jumpstart a pathway to independence.

The HOPES project is currently in the communities of Dover, Newark, and Wilmington, Delaware; Detroit, Flint, and Lansing, Michigan; Houston and San Antonio, Texas; and Columbus, Ohio.

WHY RESTAURANTS CAN HELP:

- Restaurant careers are accessible, diverse, and opportunity-rich. Restaurant and foodservice operations careers do not require a high school diploma, GED/high school equivalency, licensure or certification. Restaurants employ more minority managers than any other industry and 90% of all restaurant managers started in entry-level positions.
- Restaurants need a well-trained workforce. Employers are looking for qualified staff familiar with new health and hygiene guidelines, HOPES participants receive ServSafe training which is widely recognized and fulfills many local requirements.

KEY STATS

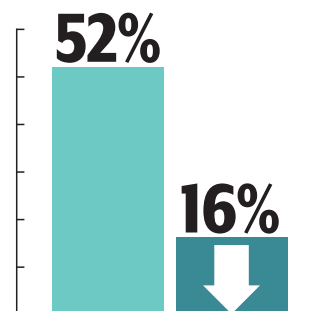
6.3M

At year end 2019, number of persons under the supervision of adult correctional systems in the United States.

Source: <https://bjs.ojp.gov/sites/g/files/xyckuh236/files/media/document/cpus19st.pdf>



The unemployment rate of formerly incarcerated individuals is more than 6 times the national rate, and 60% to 75% remain unemployed one year after release.*



Formerly incarcerated individuals who maintained employment for one year post-release had a 16% recidivism rate over three years compared to a 52% recidivism rate for those who did not maintain employment.

*Prior to COVID 19. National rate: 27% vs. 4% in a 2018 study.



Learn more at ChooseRestaurants.org/HOPES
or Email HOPES@nraef.org.

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