

# The State of Reentry Employment in North Carolina

**Andrew Berger-Gross**

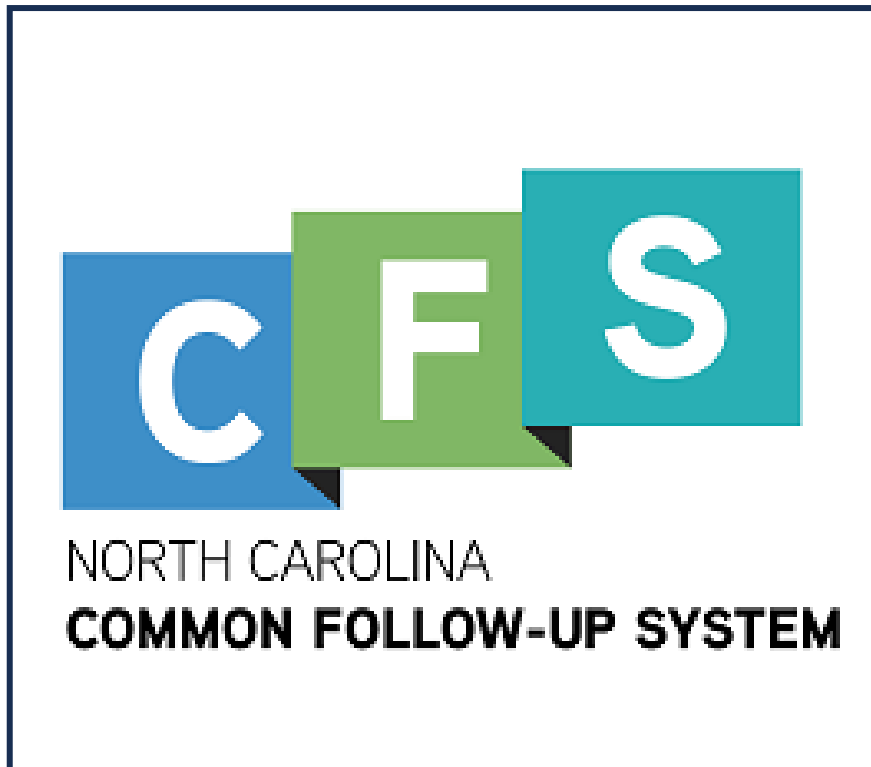
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NC Department of Commerce

Labor & Economic Analysis Division (LEAD)

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# NC Common Follow-Up System (CFS)



Developed in **1992**. Established in statute by the NC General Assembly in **1995**.

Maintained by **NC Commerce/LEAD** in partnership with GDAC and contributing agencies.

**Individual-level, longitudinal data** on all North Carolina workers, the workforce/education **services** they receive, and their employment, education, and criminal justice **outcomes**.



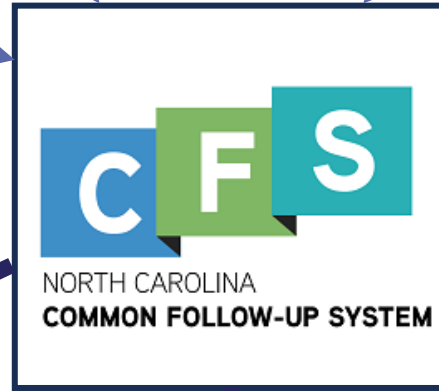
NC DEPARTMENT  
of COMMERCE  
EMPLOYMENT SECURITY

NC COMMUNITY  
COLLEGES  
CREATING SUCCESS

...and all other  
publicly funded education  
and workforce programs  
in North Carolina

**Inputs**

**Outputs**



**Outcome reporting  
and dashboards**

E.g., NC Reentry Outcome  
Reporting System (NC-RORS)

**Correctional program  
evaluations**

“Which programs and services  
lead to improved outcomes?”

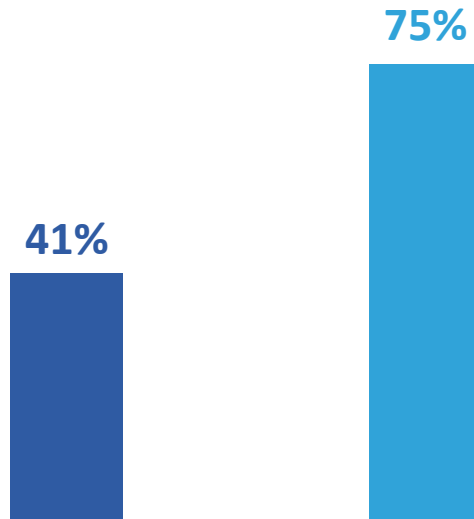
**Blog articles,  
briefings, webinars,  
and presentations**

Like this one!

# Individuals experience low employment rates and low wage earnings after exiting prison

## Outcomes of workers in North Carolina (2023)

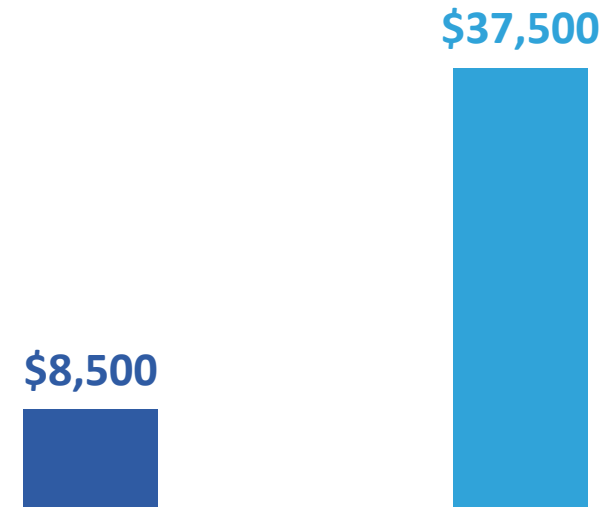
**% employed**



**Formerly incarcerated  
(within one year after  
exiting prison)**

**All individuals  
(age 18-65)**

**Median annual wage earnings**

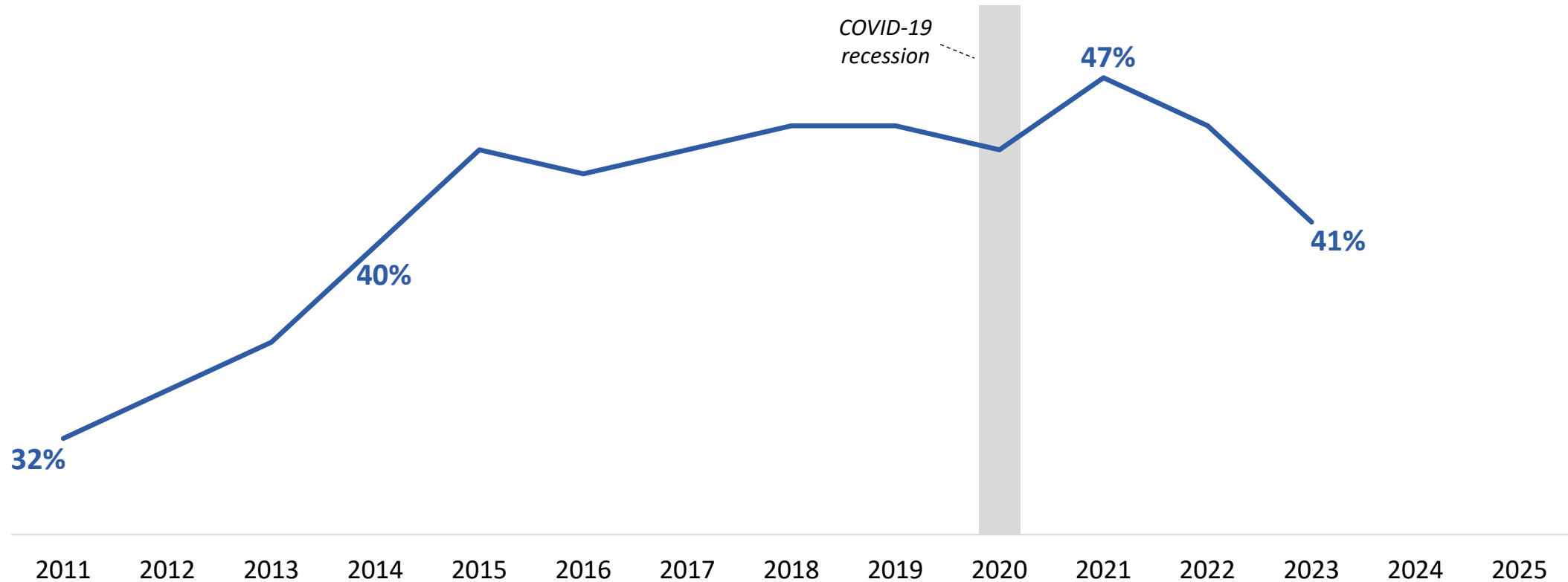


**Formerly incarcerated  
(employed within one year  
after exiting prison)**

**All workers**

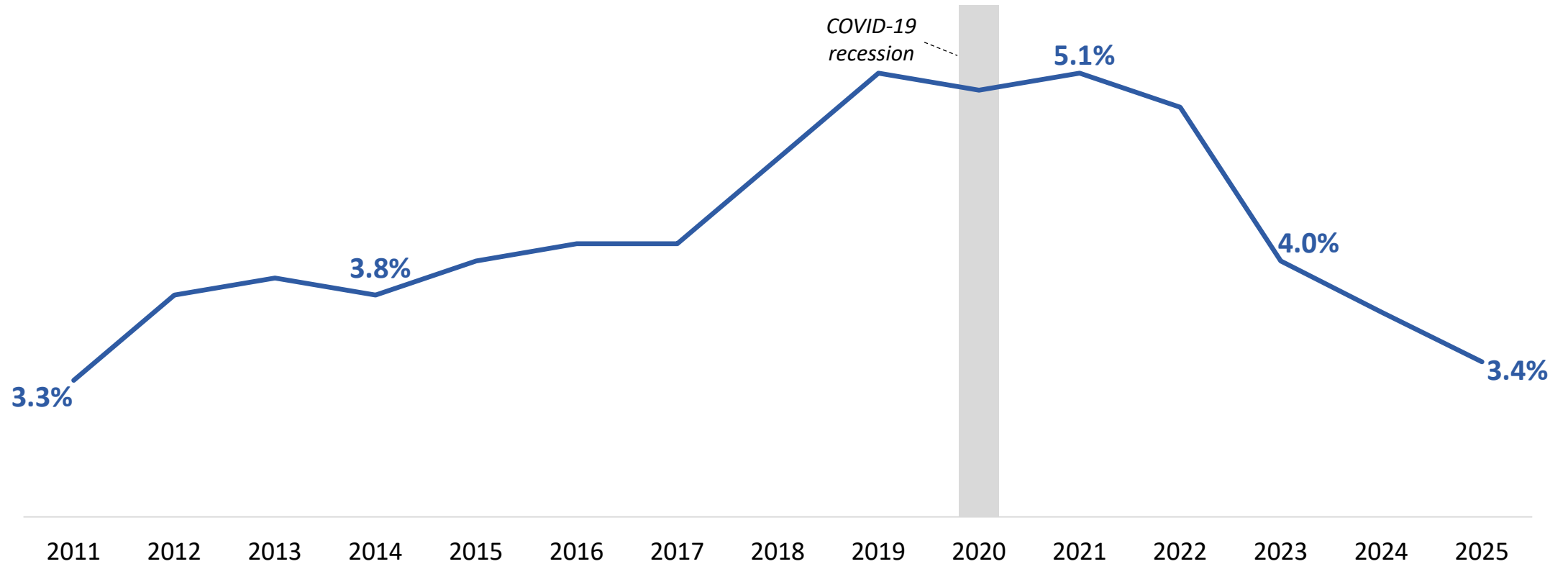
# It's getting harder to find a job after prison

% employed in North Carolina within one year after exiting prison



# It's getting harder for all North Carolinians to find a job

Hires as a % of total nonfarm employment in North Carolina



# What does this mean for workforce professionals?

Jobseekers with criminal records are even **harder to serve** during labor market slowdowns

**Work release** and post-release **work-based learning** programs are the most effective tools we have for improving employment outcomes

However, a weakening labor market means that improving post-release outcomes will become even **more difficult**, despite our best efforts

Jobseekers deserve **patience, compassion, and understanding** as they confront the most challenging labor market in years

# Resources of interest

## NC Reentry Outcome Reporting System (NC-RORS)

<https://analytics.nccommerce.com/NC-RORS/>

## UPDATE: New data on reentry employment in North Carolina

*Sometime between April-June 2026 \*\*stay tuned\*\**

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**“Thank you!”**

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