



# Assessment Report

Based on the responses you provided, your fair chance hiring practices are:

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**FAIR**  
***with a score of 33%***

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The Inclusive Hiring team at the Center for Employment Opportunities (CEO) helps employers catalyze shifts in employment practices by partnering with employers and community stakeholders to unlock career pathways that promote racial equity and provide economic mobility for people with convictions.

Whether you are a leader in fair chance hiring, want to take your influence to the next level, or are seeking ways to improve your hiring practices, we are here to help!

*Contact us or visit our website for more information!*  
*[inclusivehiring@ceoworks.org](mailto:inclusivehiring@ceoworks.org) • [ceoworks.org](http://ceoworks.org)*



Center for  
Employment  
Opportunities

**Here are your results:**



# Fair Chance Hiring is Good for Business



## PERFORMANCE

**81%** of business leaders and **85% of HR professionals** believe workers with criminal records perform their jobs about the same or better than workers without criminal records.<sup>1</sup>

## WORK QUALITY

**4 IN 5** of HR professionals believe the quality of hired workers with criminal records is about the same or better than workers without – up from 67% who said the same in 2018.<sup>1</sup>

## HIRING COSTS

**81%** of HR professionals felt the cost-per-hire of workers with criminal records was about the same or less than workers with criminal records.<sup>1</sup>

## RELIABILITY

**73%** of business leaders & **75% of HR professionals** said workers with criminal records were just as or more dependable than workers without criminal records.<sup>1</sup>

<sup>1</sup> [https://www.gettingtalentbacktowork.org/wp-content/uploads/2021/05/2021-GTBTW\\_Report.pdf](https://www.gettingtalentbacktowork.org/wp-content/uploads/2021/05/2021-GTBTW_Report.pdf)

# What's Already Happening?

**A Fair Chance Employer is one that considers an applicant's skills before considering an applicant's conviction, if considered at all. Undoubtedly, including these skilled and valuable employees is good for the community and is good for business!**

**People with past convictions face enormous barriers to employment.** The Society for Human Resource Management (SHRM) President and CEO, Johnny C. Taylor, states, "Talented and eager to work – this untapped pool of workers can bring great value to employers and communities when given the opportunity to thrive and succeed in the workplace." [Click here to learn more about SHRM's Getting Talent Back to Work initiative.](#)

**One in three Americans have a criminal record which often prevents these individuals from achieving economic mobility.** The loss of opportunity to participate in the workforce costs billions to the U.S. economy annually. JP Morgan Chase believes that "Second Chance hiring helps people with former offenses build stable lives, improve their financial health, and participate in the workforce. Providing these individuals access to sustainable economic opportunities enables them to be a productive member of their communities, which reduces recidivism and helps develop a stronger, more resilient economy." [To learn more about the JPMC Second Chance agenda, please visit this link.](#)

**It is important to provide opportunities for workers to reach their full potential, bringing success to the workplace.** Target's Chairman and CEO Brian Cornell states, "With inclusion as a core value, we welcome all job candidates who are qualified and committed to our purpose. At Target, we're devoted to advancing racial equity and dismantling systemic barriers..." Now is the time to act by connecting with like-minded fair chance hiring companies to bring about an equitable approach when giving individuals the opportunity to provide value in the workforce.

To learn more about how Executives and corporations are coming together to expand fair chance hiring across the nation, visit the [Second Chance Business Coalition](#).



## Employee Voices

“Finding employment after incarceration allowed me to regain everything I had lost, from housing to clothing to a career. More importantly, it allowed me to rebuild the relationships I had damaged by giving me the opportunity to prove that I had changed, could make good decisions, and was committed to working incredibly hard to rebuild my life. I am light years from where I started, thanks to employers who were willing to give me a chance.”

**Melissa Riccio**

Senior Associate  
Center for Employment Opportunities

## CEO's Inclusive Hiring Services:

### Tools & Guidance:

We develop tools to guide employers and HR professionals to hire and retain job seekers and staff with convictions. Our tools range from certificate programs to inclusivity assessments.

### Consulting:

As part of our technical assistance offerings, we review human resource policies, make recommendations, and coach staff on how to implement fair chance hiring practices.

### Talent Pipeline Development:

We help employers develop partnerships in their community with other organizations that are helping job seekers with past convictions to achieve employment success.

CEO is here to help employers hire and retain talented employees. To learn more about CEO and fair chance hiring services, please visit our website: [www.ceoworks.org](http://www.ceoworks.org) or email us at [inclusivehiring@ceoworks.org](mailto:inclusivehiring@ceoworks.org).



# The Truth About Fair Chance Hiring

## TENURE

**Myth:** People with past convictions are unreliable.

**Fact:** *Employees with past convictions are no more likely to be fired and are more likely to have longer tenure than employees without convictions.<sup>1</sup>*

## VIOLENCE

**Myth:** People with past convictions have a greater tendency to be violent on the job site.

**Fact:** *While employers are concerned with negligent hiring judgements for violent acts, there is no evidence to support this concern.<sup>3</sup>*

## CONDUCT

**Myth:** Someone with a past record is going to behave badly on the job.

**Fact:** *Work related misconduct of workers with criminal records is, on average, less serious than other workers.<sup>2</sup>*

## PERFORMANCE

**Myth:** Past imprisonment impedes on someone's ability to perform as an employee.

**Fact:** *A study of 1.3 million military enlistees found that enlistees with past convictions had superior performance compared to those with no convictions.<sup>4</sup>*

<sup>1</sup> <https://insight.kellogg.northwestern.edu/article/should-you-hire-someone-with-a-criminal-record>

<sup>2</sup> [https://drive.google.com/file/d/1RJVFx5Can2gbGLT6C7EBWq0\\_gWiDCap/view?pli=1](https://drive.google.com/file/d/1RJVFx5Can2gbGLT6C7EBWq0_gWiDCap/view?pli=1)

<sup>3</sup> <https://www.lac.org/news/new-report-confirms-risk-of-negligent-hiring-liability-for-employers-who-hire-people-with-conviction-records-much-lower-than-many-believe>

<sup>4</sup> <https://www.umass.edu/news/article/new-research-umass-amherst-sociologist-2>

# Resources

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## Find Talent

**Center for Employment Opportunities**  
[www.ceoworks.org](http://www.ceoworks.org)

**Honest Jobs**  
[www.honestjobs.com](http://www.honestjobs.com)

**Indeed**  
[www.indeed.com](http://www.indeed.com)

Check the box “*People with a criminal record are encouraged to apply*” when posting your open job or use the Fair Chance filter if when searching for a position

**Linkedin**  
[www.linkedin.com](http://www.linkedin.com)

*Register as a Fair Chance Employer or use the Fair Chance filter*

**Strive**  
[www.strive.org](http://www.strive.org)

**Goodwill Industries**  
[www.goodwill.org](http://www.goodwill.org)

**Untapped Solutions**  
[www.untappedsolutions.io](http://www.untappedsolutions.io)

## Stories of Success

**Ear Hustle Podcast**  
[www.earhustlesq.com](http://www.earhustlesq.com)

**Innocence Project**  
[www.innocenceproject.org](http://www.innocenceproject.org)

**Prison Fellowship**  
[www.prisonfellowship.org](http://www.prisonfellowship.org)

**Testif-I**  
[www.testif-i.com/about](http://www.testif-i.com/about)

## Data & Learning

**National Employment Law Project**  
[www.nelp.org](http://www.nelp.org)

**Vera Institute of Justice**  
[www.vera.org](http://www.vera.org)

**Getting Talent Back to Work**  
[www.gettingtalentbacktowork.org](http://www.gettingtalentbacktowork.org)

**National Reentry Workforce Collaboration**  
[www.thenrwc.org](http://www.thenrwc.org)

**Second Chance Business Coalition**  
[www.secondchancebusinesscoalition.org](http://www.secondchancebusinesscoalition.org)

**More than a Job**  
[www.mdrc.org](http://www.mdrc.org)

CEO collaborated with the **Society for Human Resource Management** (SHRM) to re-launch SHRM’s Getting Talent Back to Work Initiative. Visit the Getting Talent Back to Work website ([www.gettingtalentbacktowork.org](http://www.gettingtalentbacktowork.org)) to access an array of resources including a free certificate program that equips hiring managers and HR professionals with the knowledge and tools needed to become a fair chance employer.



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