

EMPLOYER QUESTIONNAIRE

FAIR CHANCE HIRING

Instructions: This questionnaire is designed to guide a preliminary conversation with potential or current fair chance hiring employers. The questions are designed to capture pertinent information to determine next steps in the fair chance hiring process.

- 1) What is the step-by-step process your company/organization uses to recruit job candidates?
- 2) What is your DEI recruitment strategy?
- 3) How many job openings do you currently have?
- 4) How many jobs do you project your company/organization will have in the next three, six, and twelve months?
- 5) Do you know if you have any hiring policy that would prohibit you from hiring individuals with a criminal record?
- 6) Are you familiar with the incentives available to employers who participate in FCH?
- 7) What level of openness do you believe your staff has to FCH?
- 8) What level of openness do you believe the leadership team/owner has to FCH?
- 9) How would you describe the culture of your company/organization?
- 10) Do you currently have any support in place for employees who are struggling on the job?
- 11) Do you have any special work conditions for any of the roles you are hiring for?
- 12) Do you know if anyone on your current team has a criminal record? If yes, is it public knowledge?
- 13) What is the turnover rate of your company, and how does it compare to the average turnover rate in your industry?