

# 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?