

# THE BUSINESS CASE FOR FAIR CHANCE HIRING

**One in three Americans have some type of criminal record.**

**That means approximately 78 million individuals here in the United States face an array of barriers to a successful re-entry, including a lifelong barrier to employment.**

**50%**

the percentage a criminal record can reduce the chances of a second interview by

**27%**

unemployment rate among formerly incarcerated individuals

**85%**

of Human Resources and

**81%**

business leaders report that individuals with criminal records perform the same as, or better than, those without them

**90%**

of Fair Chance hires went above and beyond at work, according to supervisors, increasing productivity

**87%**

of Fair Chance hires earned promotions, showing their motivation drives company goals

## Fair Chance hires are:

Highly loyal and productive employees

Have lower turnover rates, decreasing company onboarding costs

**Both of which lead to stronger company performance.**

This one-pager was produced by the Responsible Business Initiative for Justice (RBIJ) in conjunction with the National Reentry Workforce Collaborative (NRWC).

# WORKING WITH A CBO FOR FAIR CHANCE HIRING

**Community-Based Organizations (CBOs)** are public or private not-for-profit resource hubs that provide specific services to the community or targeted population within the community.

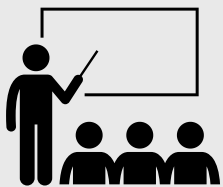
A CBO that works with justice-impacted individuals can help a business source quality candidates, or can provide workforce development training to individuals re-entering society.

## Your local CBO can:



Vouch for their candidates and ensure you are being matched with the best person for the job

Support the unique needs of someone re-entering society by providing wrap-around care and a support system



Provide additional training needed to ensure success from day one of employment

Help an employer understand supervision conditions, such as halfway house restrictions, parole, probation, etc.



**CBOs play important roles in their communities by improving the workforce outcomes of disadvantaged populations. Reach out to your local CBO to learn more about the untapped talent pipeline of Fair Chance individuals.**

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