



Pilot Readiness Scorecard

This tool is designed to help companies select locations to pilot Fair Chance employment initiatives

Rubric				
	1	2	3	Market Score
Local Leadership	Local market leaders are unaware or unconvinced about pilot opportunity	Local market leaders are willing to lead and support a pilot initiative	Local market leaders are proactively requesting the pilot and championing Fair Chance employment at the company	
Talent Demand	Local market has sporadic or unpredictable job vacancies	Local market has a consistent need for talent	Local market has consistent vacancies and a diverse range of positions in need of talent	
Community Partners	Local market does not have high quality community partners in close proximity	Local market has several prospective community partners nearby	Local market has a rich network of high quality community partners to vet, refer, and support candidates	
Supportive Work Environment	Local market has consistent challenges with management and employee retention	Local market has similar employee resources and management as other markets	Local market has uniquely strong employee supports and well-qualified managers	
Accessible Jobs	Local market is remote and challenging to access from major population centers	Local market is proximate to population centers and easily accessible by car	Local market is on a public transportation route and employees do not need a car	
Advancement Opportunities	Employees in local markets generally stay in entry level positions	Employees in local markets have opportunities for promotion and advancement	Local market has clear and well-defined career pathways for employees	
Replicability	Local market is unique within company and it would be difficult to extrapolate learnings	Local market is similar to other regions and practices could be replicated elsewhere	Local market often serves as a training site for other markets and is well positioned to share and help replicate the initiative	
Total Score				