

Fair Chance Employment: FAQs

Summary: This document provides some frequently asked questions about Fair Chance employment. The answers to these questions are intended to be modified depending on your company's circumstances and internal and external communications guidelines.

Q: What is Fair Chance employment?

A: Fair Chance employment is the practice of intentionally and proactively expanding opportunities for employment and upward mobility for people with prior convictions.

Q: Why focus on people with past convictions?

A: There are nearly 80 million people across the United States with an arrest or conviction record. Individuals with past justice involvement represent an often overlooked and motivated talent pool. [Company Name] aims to be a leader in demonstrating how companies can proactively and thoughtfully provide career opportunities for all high-quality candidates who have the skills for the role.

Q: Why not focus on other groups of people with barriers to the workforce, like veterans or people with disabilities?

A: [Company Name] proactively recruits from a wide range of talent pools - this initiative does not come at the expense of other groups, but does open up new channels to access a diverse group of candidates whose past justice involvement may be posing a barrier to their successful contributions to the workforce. .

Q: How will Fair Chance hiring impact employee safety?

A: Research has shown that people who were formerly incarcerated are no more likely to be terminated for behavior, workplace incidents, or other infractions than their peers. [Company Name] invests in employee safety to ensure all employees have a positive work experience, and our commitment remains unchanged as we build and grow our Fair Chance strategy.

Q: How will applicants with conviction histories be interviewed and onboarded?

A: Candidates with past convictions will experience the same application and interview process as candidates without conviction histories. Background checks are performed after a conditional offer is made and if the background check yields a conviction that is job-relevant, the applicant will be invited to share context about the conviction and provide evidence of successful reintegration into the workforce. Based on this individual assessment, a hiring decision will be made. Team leaders, managers, and relevant HR team members will be trained in techniques to address any unique challenges candidates may face as they transition into [Company Name], and employees will be able to connect to locally based community partners that provide extra support as needed.

Q: Are we concerned that employees with past convictions may be at risk of reoffending?

A: Research has shown that employment is the greatest predictor of successful reentry. Our leadership is committed to giving those who were formerly incarcerated a fair chance at employment, in turn helping to reduce recidivism. We also partner with high-quality reentry and workforce organizations to support candidates and employees as they navigate any challenges that may arise during reentry and employment.

Q: How will [Company Name] support employees with past convictions given the significant collateral consequences they face, such as transportation?

A: A key component of [Company Name's] Fair Chance Initiative is partnering with high-quality reentry and workforce development organizations. These community partners provide participants with job readiness training, professional skills development, and wrap-around supports, such as transportation assistance, housing supports, food security programming, etc. [Company Name] will continue to ask what support we have internally and what support we need from community partners.