



BECOME A FAIR CHANCE EMPLOYER

With low unemployment and declining labor force participation over the past five years, opening job opportunities for candidates with past justice involvement can help employers in Ohio continue to grow while making a positive impact in the community.

There is a strong base of evidence demonstrating the value of recruiting and hiring candidates with past convictions.^{1,2}

Candidates with past convictions are **available at nearly 5x the rate of their peers**, and as employees, have **stronger retention and advancement outcomes.**^{3,4}

Employers engaging in Fair Chance hiring can also have a significant positive impact on the community. **Employment is the greatest predictor of successful reentry**, helping to lower re-arrest and re-incarceration rates for people with past convictions, in turn helping improve the quality of life in our communities.

FAIR CHANCE LABOR MARKET IN OHIO⁵

20,000+ people are released from Ohio prisons annually

396,000+ people are released from Ohio jails annually

83,000+ of these releasees are women

¹Minor, D., Persico, N., and Weiss. (2018). Criminal Background and Job Performance. *IZA Journal of Labor Policy*. <https://doi.org/10.1186/s40173-018-0101-0>

²Lundquist, J., Pager, D., and Strader, E., (2018). Does a Criminal Past Predict Worker Performance? Evidence from One of America's Largest Employers. *Social Forces*, Volume 96, (Issue 3), Pages 1039–1068. <https://doi.org/10.1093/sf/sox092>

³Couloute, Lucius and Kopf, Daniel (2018). Out of Prison & Out of Work: Unemployment Among Formerly Incarcerated People. *Prison Policy Initiative*. <https://www.prisonpolicy.org/reports/outofwork.html#methodology>

⁴See Minor, D., Persico, N., and Weiss. (2018) for retention and Lundquist, J., Pager, D., and Strader, E., (2018) for advancement.

⁵Prison Policy Initiative. <https://www.prisonpolicy.org/profiles/OH.html#articles>.