



TRAINING SERIES

Recruiting and Retaining Untapped Talent: Justice-Impacted Individuals



August 2024

Research Spotlight: National and Ohio-Based Research

Untapped Talent Training Series Webinars — Justice Impacted

Presenters



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*Adjunct Policy Researcher; Professor
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Rand Corporation

August 2024

Session Agenda

- The Justice System in the U.S. and Ohio
- Shawn Bushway: Resetting the Record
- Research and Case-Making
- Measuring Your Impact
- Resources & NextSteps

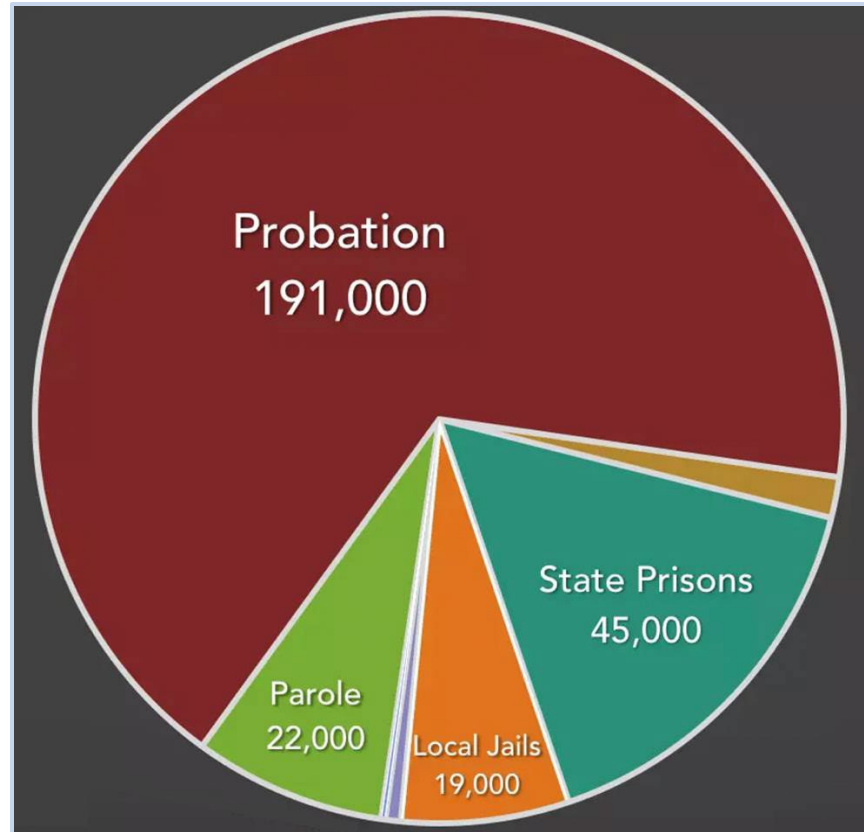
The Justice System in the U.S. & Ohio

U.S. Justice System



Using Research to Make the Case

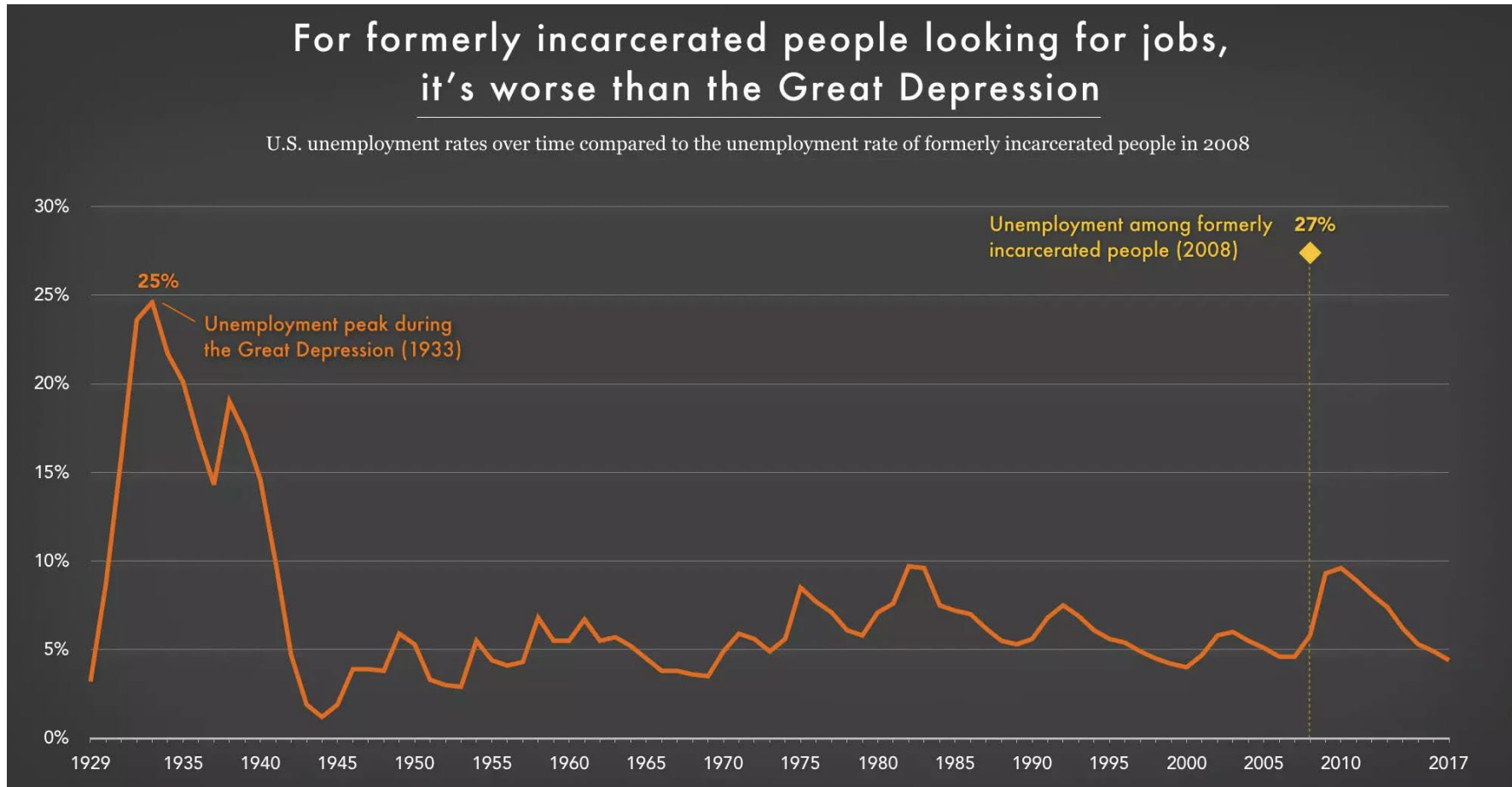
Ohio Justice System



- 28 state prisons, 2 federal prisons, and 108 jails
- 1.9 million Ohioans – 1 in 6 – have a misdemeanor or felony conviction (OJPC)
- 995,000 Ohioans – 1 in 11 – are living with a felony conviction (OJPC)
- Each year, over 396,000 people are released from Ohio jails (Prison Policy Initiative)

Prison Policy Initiative

Jobseekers with past convictions are a significant part of the available talent pool.



“More than half of unemployed American men in their 30s have a history of being arrested or convicted of a crime.”

Shawn Bushway,
RAND Corporation

Waterfall Activity

What is one issue or challenge that you've heard raised as your company has explored Fair Chance employment?



Put your response in the chat but wait to click enter until we give the greenlight.

RESEARCH BRIEF

RESETTING *the* RECORD

The **FACTS**
on Hiring
People
with
Criminal
Histories

Misperceptions can keep employers from hiring people who have criminal records. A growing body of RAND Corporation research counters some prevailing myths about risks of reoffending and provides hiring managers, policymakers, and citizens facts that support better-informed hiring decisions.



Shawn Bushway

Adjunct Policy Researcher; Professor of Policy Analysis, Rand Corporation

Discussion + Q&A

Using Research to Make the Case

Research Can Address Common Misperceptions

Misperception

“Employees with past convictions will be less reliable and productive.”

Relevant Study

Criminal Background and Job Performance

Northwestern and UCLA, 2018

“So far, the evidence on tenure has shown that having a criminal background makes an employee **less likely to leave voluntarily** and **likely to have a longer tenure**. Employees with a criminal record are **no more likely to be terminated involuntarily** in customer service positions.”

Using Research to Make the Case

Research Can Address Common Misperceptions

Misperception

“Employees with past convictions will be less reliable and productive.”

Relevant Study

Does a Criminal Past Predict Worker Performance? Evidence from One of America’s Largest Employers
Harvard/University of Massachusetts, 2017

“Those with a felony background show **no difference in attrition rates due to poor performance** compared to those without criminal records. Moreover, ex-felons are **promoted more quickly and to higher ranks** than other enlistees.”

Using Research to Make the Case

Research Can Address Common Misperceptions

Misperception

“Fair Chance employment will create legal risk for our company.”

Relevant Study

Second Chance Employment: Addressing Concerns about Negligent Hiring Liability

Legal Action Center and National Workrights Institute

“The most striking finding about negligent hiring liability is that it **almost always occurs in a small number of specific jobs with obvious risks**. All hiring decisions involve risk and hiring someone with a criminal record does not raise the issue of negligent hiring unless the job involves specific elevated risks.”

Using Research to Make the Case

Research Can Address Common Misperceptions

Misperception

**“Fair Chance
Employment isn’t
an issue that people
at my company will
support.”**

Relevant Study

Every Second: The Impact of the Incarceration Crisis on America’s Families. *FWD.us*

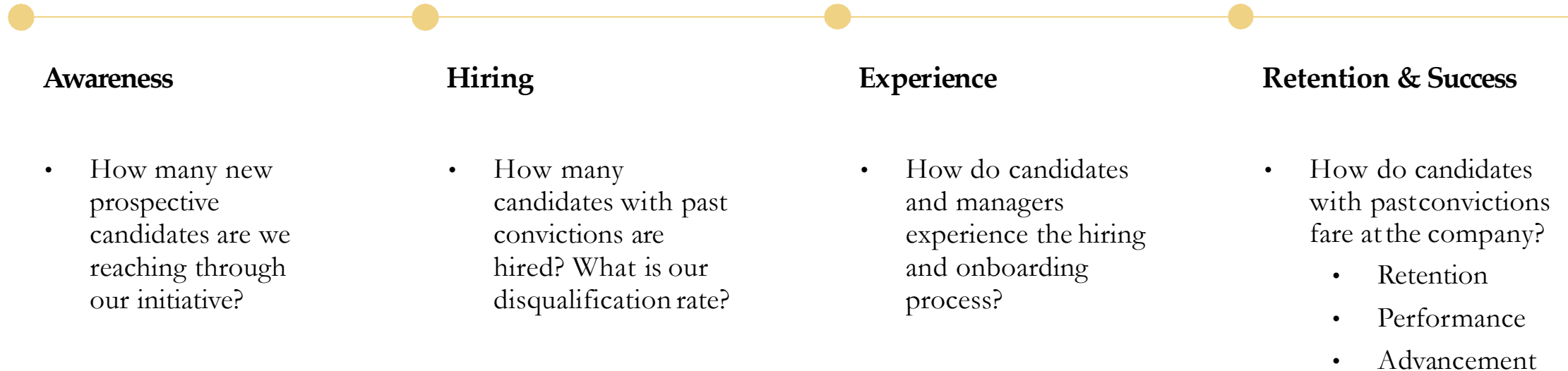
“One in every two people in America has an immediate family member who has been incarcerated.”

Measuring Our Impact

Measurement Strategy

Four Areas to Consider for Internal Measurement

Internal data collection can be a key part of building and growing Fair Chance Initiatives



Measurement

Addressing Privacy Concerns

Key Considerations:

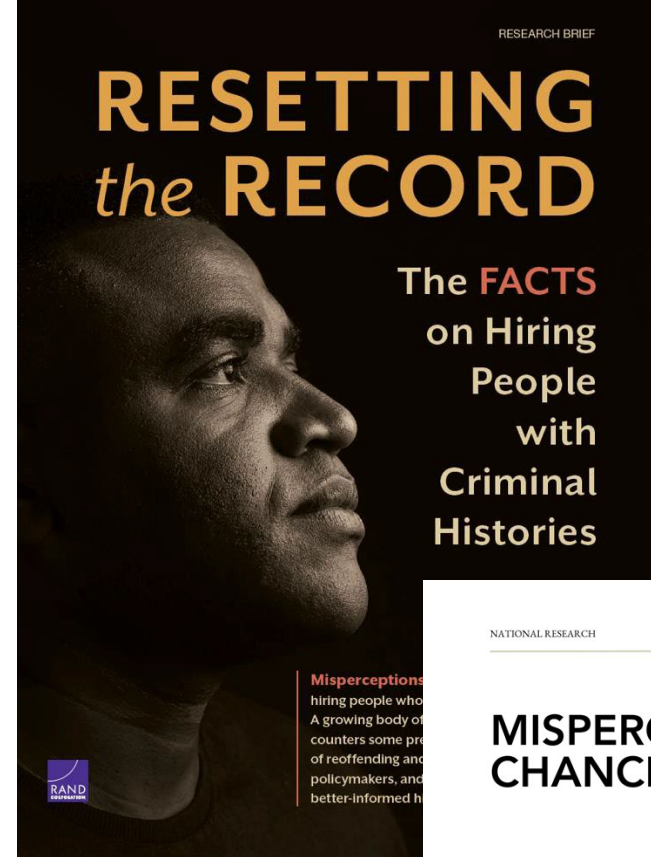
1. Where does background screening information live now and who has access to it?
2. Can this information be deidentified if new people will need to access?
3. If we cannot address privacy issues, can our community partners report the outcomes of their referred candidates?

Resources & Next Steps

Resources & Next Steps

Research Resources

- **Resetting the Record Report**
 - RAND Corporation research counters some prevailing myths about risks of reoffending and provides hiring managers, policymakers, and citizens facts that support better-informed hiring decisions.
- **Misconceptions in Fair Chance Employment One-Pager**
 - Envoy's one-pager is designed to be a quick-reference guide for teams as they engage in case-making for Fair Chance Hiring in their organizations.



NATIONAL RESEARCH

envoy

MISPERCEPTIONS IN FAIR CHANCE EMPLOYMENT

Misperception: "Employees with past convictions will be less reliable and productive."

Research: "So far, the evidence on tenure has shown that having a criminal background makes an employee less likely to leave voluntarily and likely to have a longer tenure. Employees with a criminal record are no more likely to be terminated involuntarily in customer service positions."

(Criminal Background and Job Performance Northwestern & UCLA, 2018)

Research: "Those with a felony background show no difference in attrition rates due to poor performance compared to those without criminal records. Moreover, ex-felons are promoted more quickly and to higher ranks than other enlistees."

(Does a Criminal Past Predict Worker Performance? Evidence from One of America's Largest Employers, Harvard University & University of Massachusetts, 2017)

Misperception: "Fair Chance hiring will create legal risk for our company."

Research: "The most striking finding about negligent hiring liability is that it almost always occurs in a small number of specific jobs with obvious risks. All hiring decisions involve risk and hiring someone with a criminal record does not raise the issue of negligent hiring unless the job involves specific elevated risks."

(Second Chance Employment: Addressing Concerns about Negligent Hiring Liability Legal Action Center & National Workrights Institute, 2023)

Misperception: "Fair Chance isn't an issue people will get behind."

Research: "One in every two people in America has an immediate family member who has been incarcerated."

(Every Second: The Impact of the Incarceration Crisis on America's Families, Fwd.us, 2018)

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Resources & Next Steps

Future Webinar Topics

