

# It's time to tear down employment barriers for second chance talent.

AN EQUITY@WORK ISSUE BRIEF

## Criminal Histories and the American Worker.

It's a staggering statistic: 78 million American adults – nearly 33% of our working-age population – have a criminal record. Many of these offenses – such as marijuana possession – are minor and non-violent, yet they prevent talented job seekers from accessing meaningful work.

Too many employers have outdated blanket bans in place that automatically disqualify applicants with a criminal past. These unjust hiring practices disproportionately impact minorities, make it harder for companies to recruit talent, and cost the U.S. economy nearly \$80 billion a year. It's time we tear down these employment barriers for job seekers who deserve a second chance.



**Kelly® believes everyone deserves a second chance after they've paid their debt to society.**

We think it's not just the right thing to do, it's good business. And we know that Americans expect employers to do better.

## America's Views\* on the Issue.

**83%**

agree companies should do more to remove discriminatory practices that keep people from being hired or promoted.

**80%**

agree policymakers should do more to remove discriminatory practices that keep people from being hired or promoted.

**76%**

say they are more likely to support businesses that are committed to breaking down discriminatory barriers.

**67%**

agree non-violent mistakes in the past should not automatically disqualify a person from being able to find employment.

**71%**

say policymakers should do more to establish new laws allowing job seekers with non-violent criminal records to have their criminal records expunged after they've paid their debt to society.

**72%**

say they are more likely to seek employment with a company committed to breaking down discriminatory hiring practices.

# Putting Solutions into Practice.



We believe employers have a responsibility tear down unjust barriers to work. We also know it's easier to implement second chance programs than most companies think.

## Here's how employers can put an end to discriminatory hiring practices and policies:

- 1** Review internal hiring practices, end blanket bans on candidates with non-violent criminal records, and conduct individualized reviews of an offense's job relatedness.
- 2** Introduce new policies that provide people with low-level criminal offenses greater access to employment and promotions at your company.
- 3** Adjust job posting language to facilitate equitable and inclusive terminology.
- 4** Establish a formal hiring program focused specifically on recruiting second chance workers.
- 5** Join other companies in support of bipartisan clean slate laws that allow job seekers with non-violent criminal histories to have their records automatically expunged after they've paid their debt to society.

# Hiring Second Chance Workers is Good for Business.

Under our Equity@Work initiative we introduced Kelly 33, a second chance hiring program designed to help companies across America find great workers, make a difference, and improve their bottom line.

The program was inspired by a collaboration with Toyota Manufacturing in Georgetown, Kentucky that generated impressive results:

The talent pool increased by **20%**

Monthly turnover reduced by **70%**

The diversity rate improved by **8%**



**"With unemployment near record lows, employers are increasingly interested in exploring second chance hiring programs. We know they work and we've seen the power of this often untapped talent pool firsthand."**

- Kelly CEO Peter Quigley

## Let's Create Greater Equity@Work Together.

Kelly is ready to assist employers with second chance staffing through Kelly 33. Together, we can end discriminatory hiring practices that disqualify millions of workers who have non-violent blemishes on their records. They deserve a second chance. **Join us and bring greater equity to our national workforce.**

**Kelly** For more information visit [EquityAtWork.com](https://EquityAtWork.com).

\*Online survey commissioned by Kelly and conducted by Atomik Research of 1,020 adults in the U.S completed between Feb. 15-21, 2022.

