

The Business Case for Second Chance Hiring

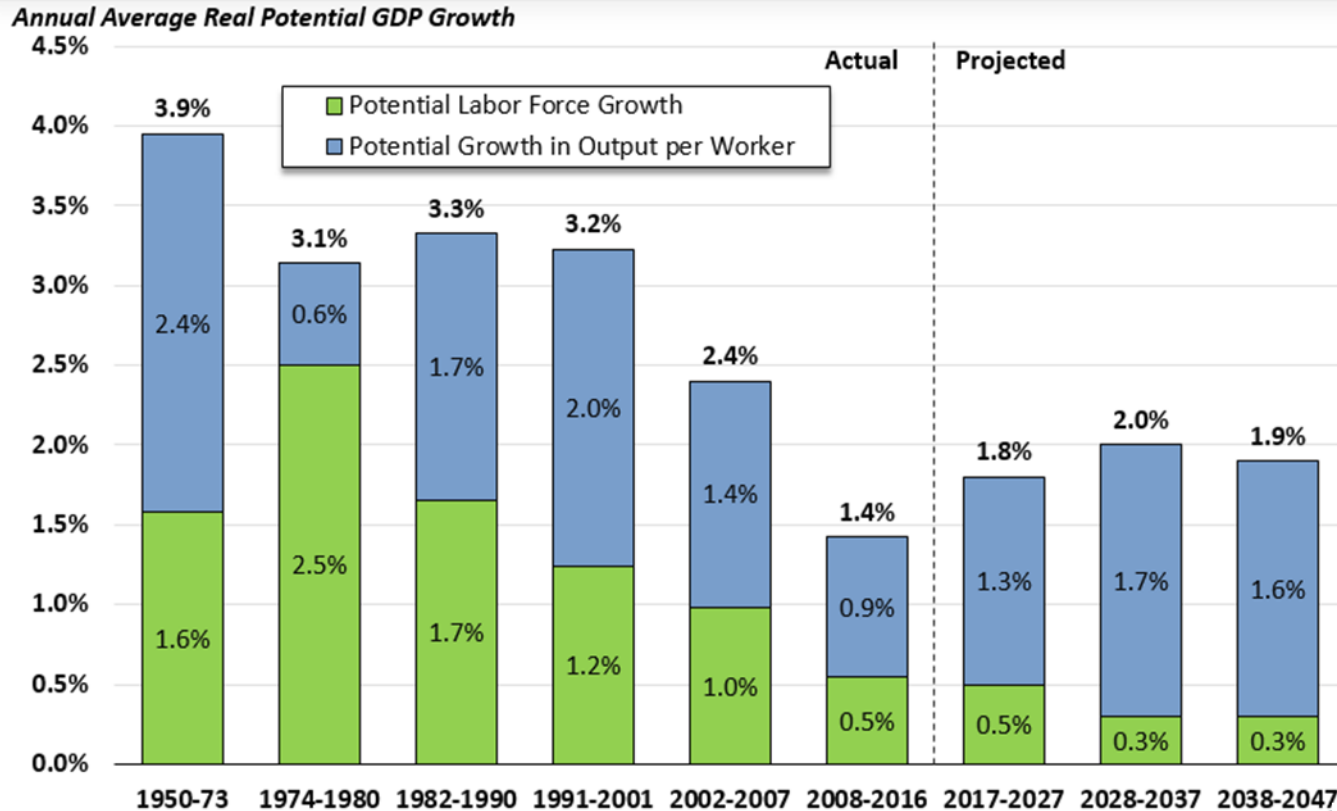
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KANSAS CITY: ACCESSING UNTAPPED TALENT

SEPTEMBER 19, 2024

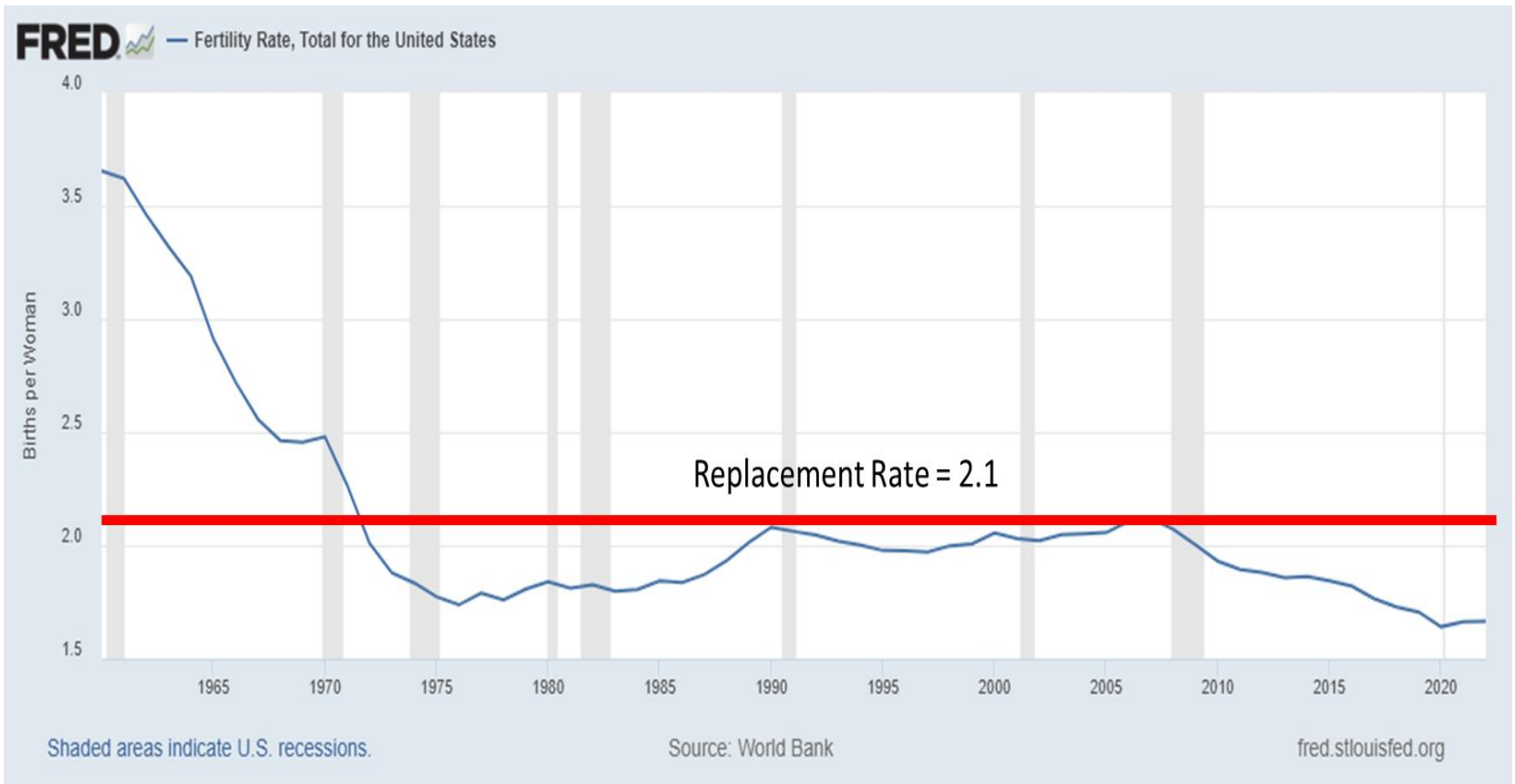


The Economics of Workforce Growth

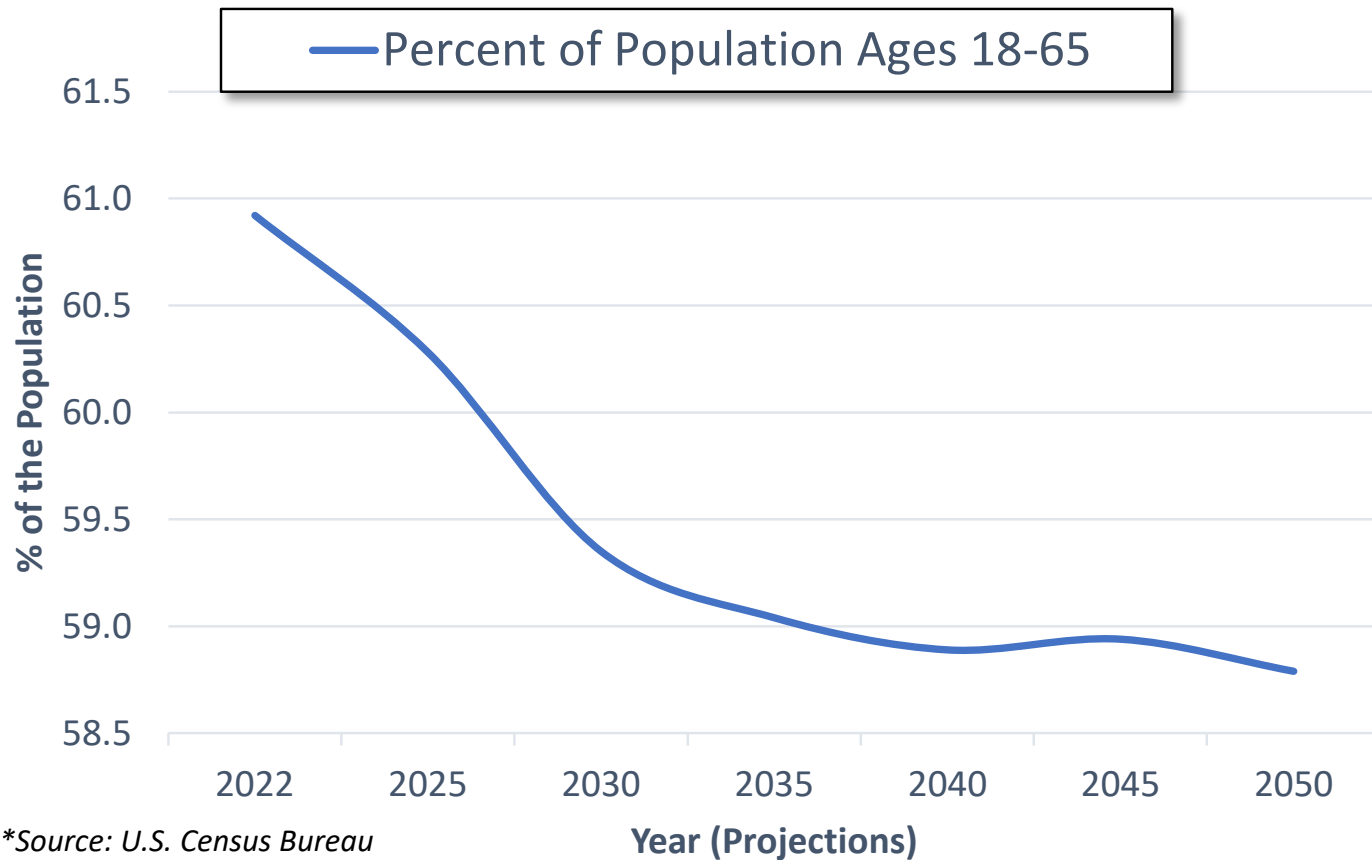


Source: Congressional Budget Office, CFRB.org

The Workforce Challenge: US Fertility 1960-2021



The Structural Labor Issue Only Gets Worse



Building Blocks of the Solution

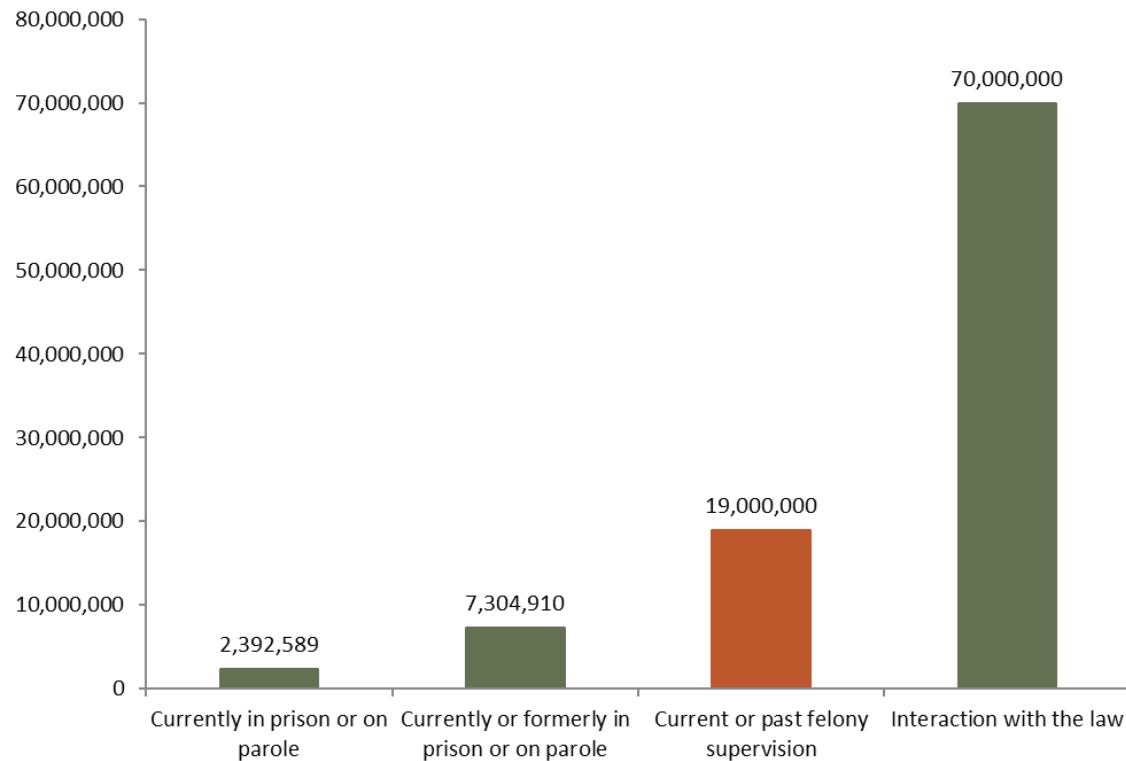
Workforce Growth

- Fertility
- Immigration
- Inclusive Labor Force (participation)

Productivity

- Capital Investment
- Investment in Human Capital
- Economic Mobility

A Broad, Deep and Overlooked Talent Pool



Disrupted Tradition of Work

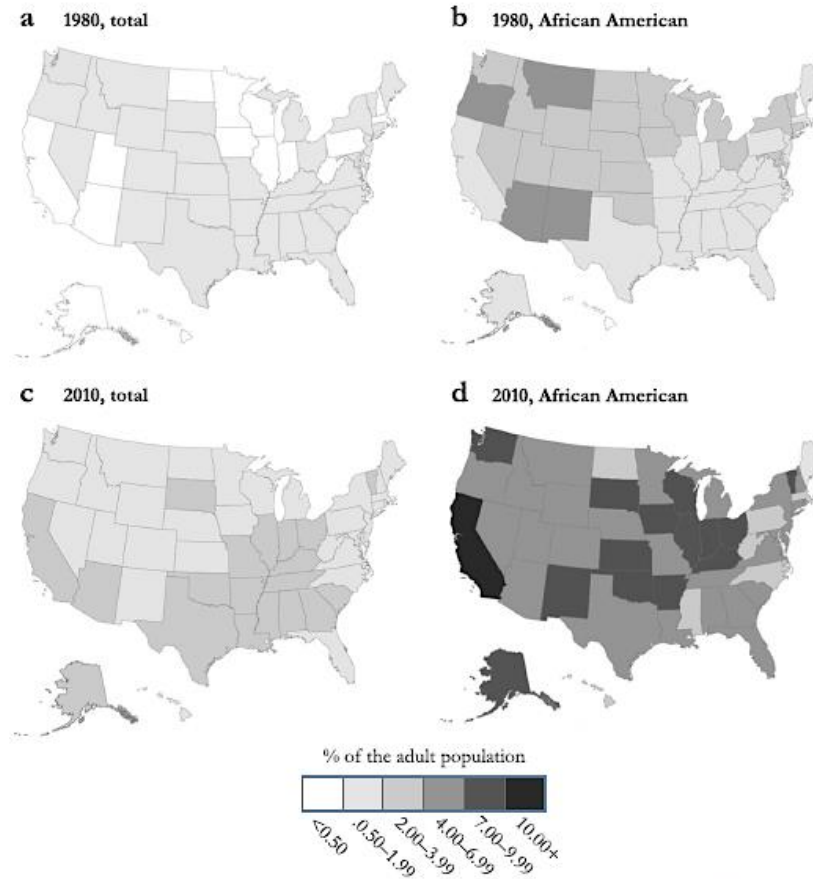
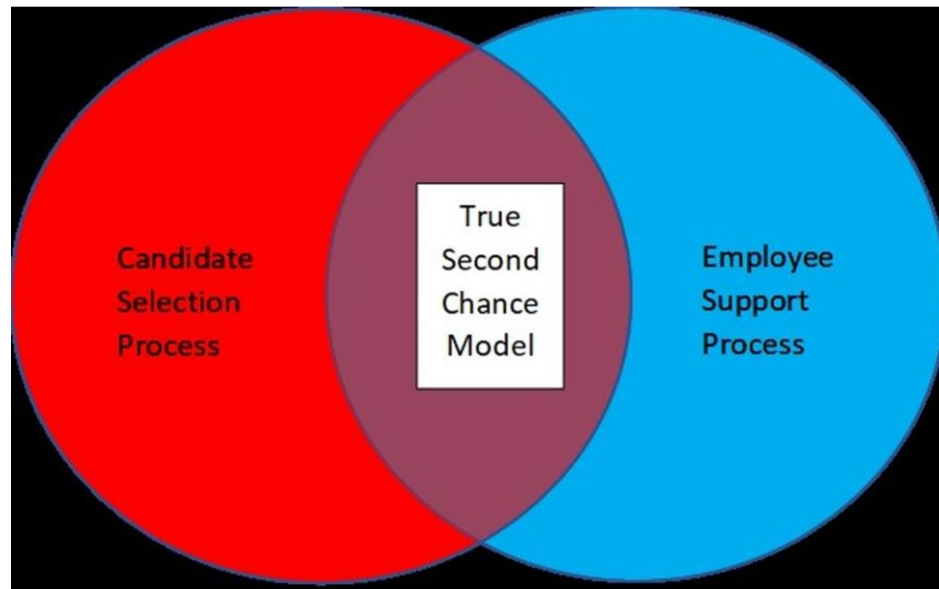


Fig. 4 Percentage of U.S. adult population with prison records by state and race, 1980 and 2010

The Elements of Success



Source: "Untapped Talent: How Second Chance Hiring Works for Your Business and the Community" (HarperCollins Leadership, April 2021)

Systemic and Other Barriers

- ▶ Professional Licensing / Collateral consequences
- ▶ The 3 objections
 - ▶ Safety/Liability
 - ▶ Performance
 - ▶ Reputation
- ▶ Asymmetric HR Career Risk: Heads You Win, Tails I Lose
- ▶ Structural process changes
- ▶ Executive Leadership Sponsorship

An Investment*, Not an Expense

Potential partners

- National organizations
- Local Organizations
- American Jobs Centers/Workforce Boards
- Specialized Temp-to-Hire firms
- Corrections/Parole

Potential “gaps” to solve

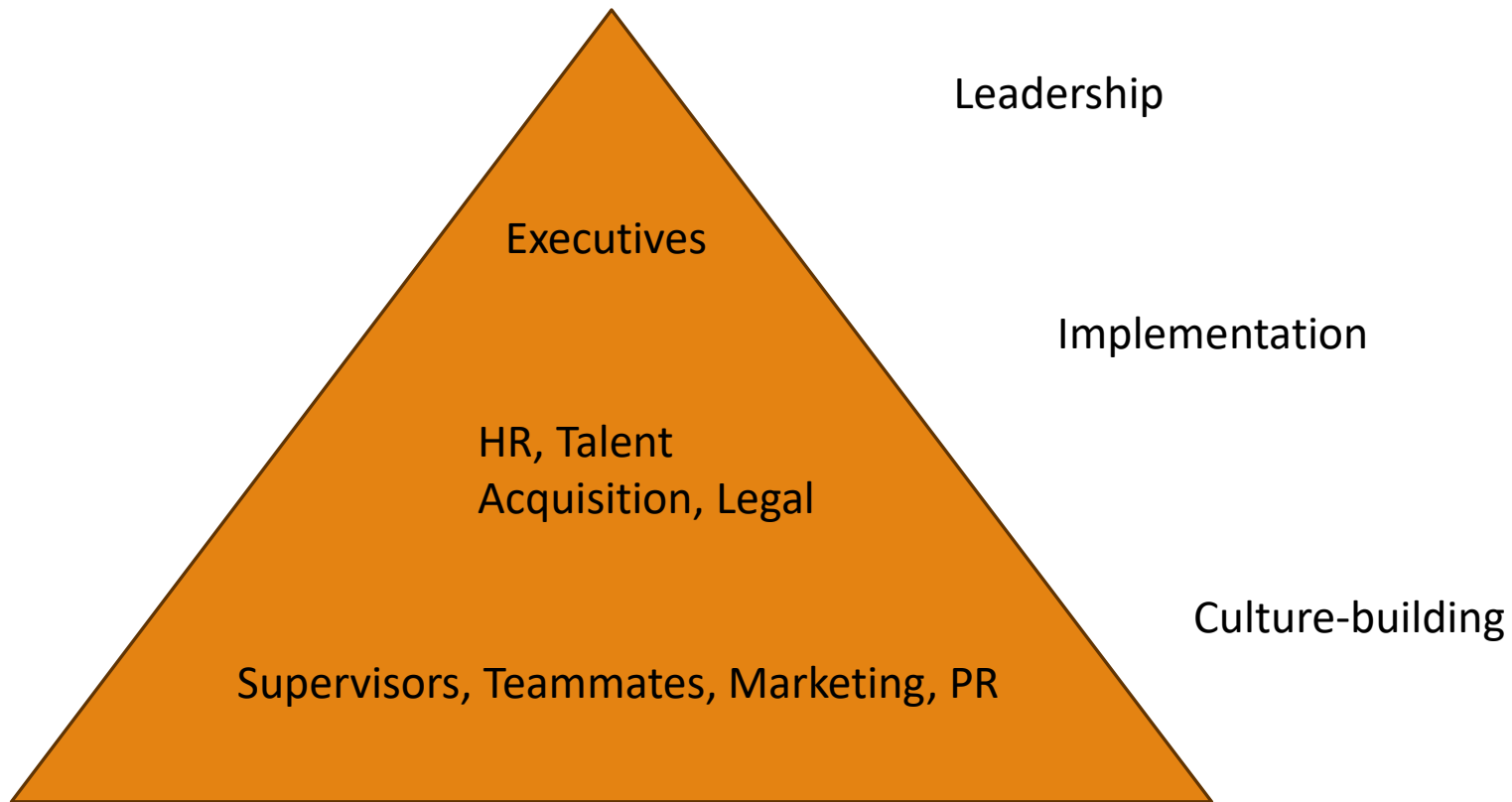
- Community Supervision Time
- Transportation/Housing/Clothing
- Cell phone
- Financial Education
- Mentoring

*subsidized

The Fair Chance Spectrum



A Training Model



Implementation: K.I.S.S.

1. Figure out what you want to do
2. Get executive buy-in, commitment to accountability and prioritization
3. Review regulatory restrictions and *initial* “no-go” crimes (be careful!)
4. Remove superfluous credentials/job requirements
5. Find community partners
6. Start
7. Refine

Bridging the Box

Low-risk hires

Know your felony

Connect with second chance pioneers

Connect with non-profit partners

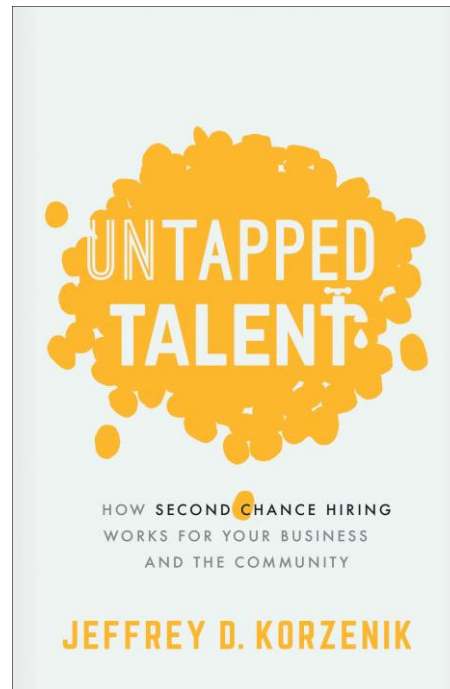
Review and eliminate vendor restrictions

Offer amnesty

Select Educational Resources

- Getting Talent Back to Work Certification
(<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>)
- Second Chance Business Coalition
(<https://secondchancebusinesscoalition.org/get-started>)
- Dave's Killer Bread Foundation Second Chance Playbook
(<https://dkbfoundation.org/playbook-3/>)
- Checkr's Fair Chance Hiring e-book
(<https://checkr.com/resources/ebook/decrease-recidivism-with-fair-chance-hiring>)
- Envoy "Fair Chance Hiring Assessment"
(<https://www.envoy.us/assessment>)

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Why?

Questions?