Hiring Workers with Criminal Records

Is your organization considering all labor pools?

- Nearly one-third of the adult working-age population has a criminal record.
- Organizations may want to consider new sources of workers.

Perspectives, practice and policies: What’s the overall outlook?

- 66% of HR professionals report having already hired workers with a criminal record.
- About half of workers, at all levels, are willing to work with those who have a criminal record, and most of the rest would decide on a case-by-case basis.

What would make employers more likely to hire individuals with a criminal record?

- Within organizations that have hired those with a criminal record, employees rate the value workers with a criminal record bring to the organization as similar to or greater than that of those without a record.
- Demonstrated consistent work history is the most important factor to consider when deciding to hire a candidate with or without a criminal record.

Why do employers hire from this talent pool?

- The leading reasons managers and HR professionals alike extend job offers to workers with criminal records are:
  - Hiring the best available candidate
  - Giving workers a second chance
  - Improving their community

Source: SHRM/OSI Workers with Criminal Records Survey (SHRM, 2018)