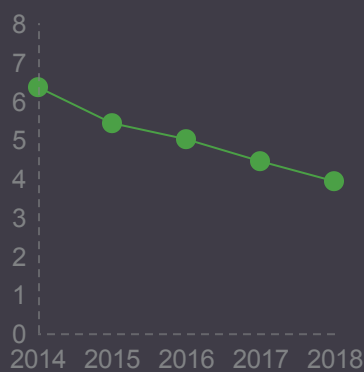


Hiring Workers with Criminal Records



Is your organization considering all labor pools?



Unemployment is moving toward record low levels.



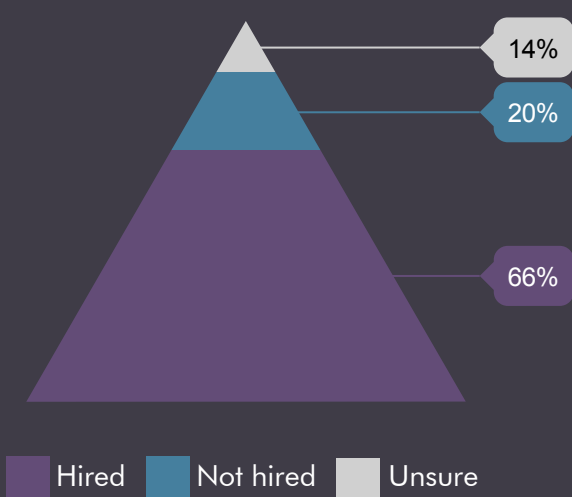
Nearly one-third of the adult working-age population has a criminal record.



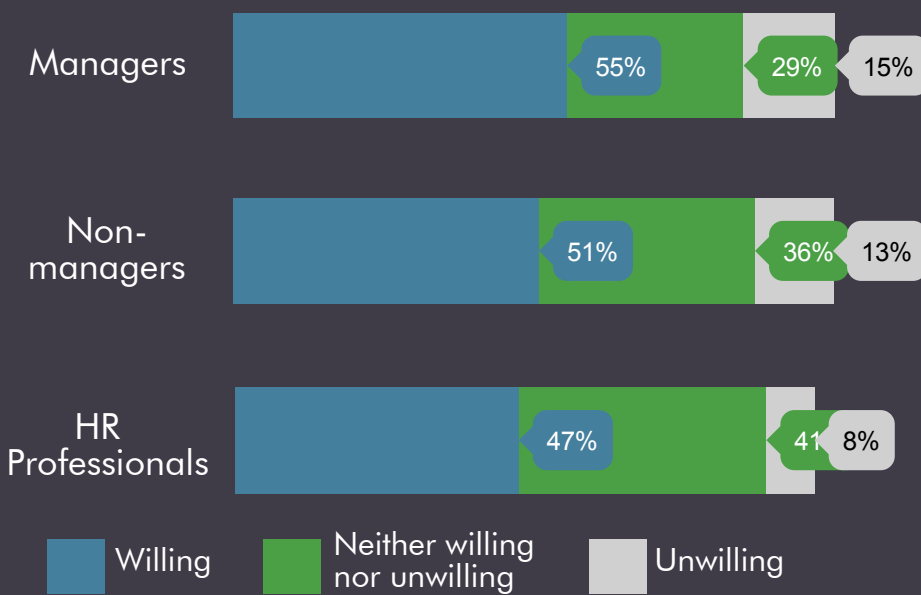
Organizations may want to consider new sources of workers.

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

66% of HR professionals report having already hired workers with a criminal record.

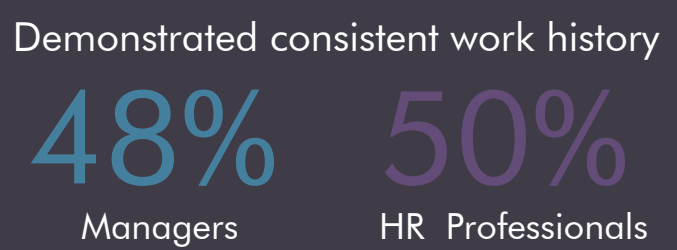


About half of workers, at all levels, are willing to work with those who have a criminal record, and most of the rest would decide on a case-by-case basis

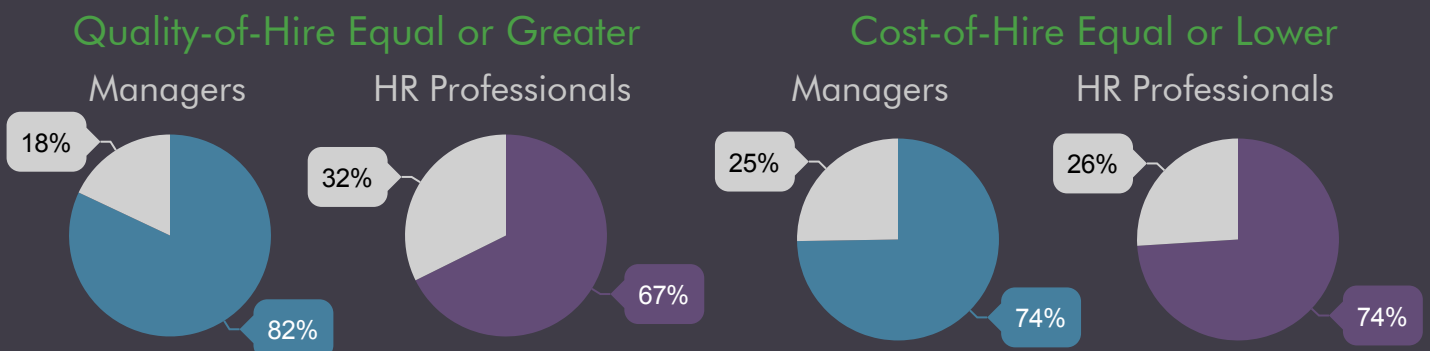


What would make employers more likely to hire individuals with a criminal record?

Nearly one-half of managers and HR professionals believe a demonstrated consistent work history is the most important factor to consider when deciding to hire a candidate with or without 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.



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