

# Getting Talent Back to Work Pledge

In the immediate wake of the First Step Act becoming law, improving rehabilitation and re-entry opportunities for thousands of incarcerated men and women, leaders in the business community are uniting and **Getting Talent Back To Work**.

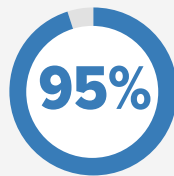
*Joining a coalition of diverse businesses that represents a major portion of the American workforce, I **pledge** to getting talent back to work. I commit to give opportunities to qualified people with a criminal background, deserving of a second chance.*

Because of this commitment, I will have access to SHRM's **Getting Talent Back to Work Toolkit** to refine and enhance our organizational hiring policies. I commit to creating opportunity and successful outcomes for everyone — including employers, all employees, customers, and our communities.

## KEY STATS



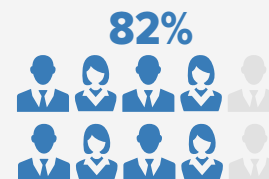
A job is the best way to find fulfillment and turn one's life around. Yet, with **1 in 3 adults in the U.S. having a criminal record**, many can't secure one.



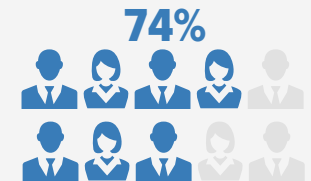
**95% of people in prison today will eventually be released** — more than **650,000 people** every year.



U.S. employers continue to experience talent shortages at an alarming rate with **more than 7.8 million jobs that must be filled by 2020**.



More than **82%** of hiring managers indicated **workers with a criminal history are at least as effective** in their jobs as those without a criminal history.



**74%** of those same hiring managers went even further, indicating that **diminished costs associated with hiring from this population — coupled with effective risk mitigation — provide extreme value** for their organizations.

Photographs are not intended to imply that the models pictured have a criminal record.

## Problem

Whether an individual has completed a period of incarceration or just has a criminal record, unnecessary barriers persist and create a societal problem where productive citizens are deprived of employment opportunities and organizations are deprived of qualified talent, creating harmful downstream consequences for millions of people's lives.

## Opportunity

Historic commitments to criminal justice reform – particularly with the recent passage of the First Step Act – provide the business community with an opportunity to help people re-enter society by joining the Getting Talent Back to Work movement.

By embracing best practices, employers can identify a diverse pool of qualified applicants, improve opportunities for those deserving of second chances, and have a direct positive impact on their communities – strengthening them and keeping them safe.

### Hiring managers and HR professionals see 3 benefits of hiring workers with a criminal background:

- 1** the hiring of most-qualified candidates from a truly diverse pool
- 2** the intrinsic value of giving people second chances at employment
- 3** the opportunity to improve the community around them

### Guiding Principles and Insights of the Getting Talent Back to Work Toolkit

Koch Industries, Total Wine, Walmart, and thousands more have worked to advance hiring practices through voluntary measures to “ban the box” or by limiting background checks. Employers can continue to refine and enhance their hiring practices through the Getting Talent Back to Work Toolkit.

- ✓ Learn the research and legal factors around hiring workers with a criminal background.
- ✓ Apply evidence-based best practices for both hiring and integrating employees with a criminal background. This includes access to numerous sample policies, practical guides, and checklists.
- ✓ Get practical guidance from industry leaders in acquiring, developing, and promoting talent including workers with a criminal background.

By implementing the toolkit into existing practices, employers can be a major force for good in their communities, grow the number of opportunities for workers with a criminal background, and address talent shortages affecting key business outcomes.

**Source:** Recent research conducted by the Society for Human Resource Management (SHRM) and Charles Koch Institute (CKI)