



Professional Development

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# Shifting the Mindset: **Policy** and **Culture** Review from Those Who Understand **Fair Chance Hiring**

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## **Mark Lohman**

- Chairperson, Justice-Impacted Employment Workgroup
  - Career Pathways for Targeted Populations (CPTP) of the Illinois Workforce Innovation Board (IWIB)
- [mark@lohman.info](mailto:mark@lohman.info)

## **Antonio Gómez**

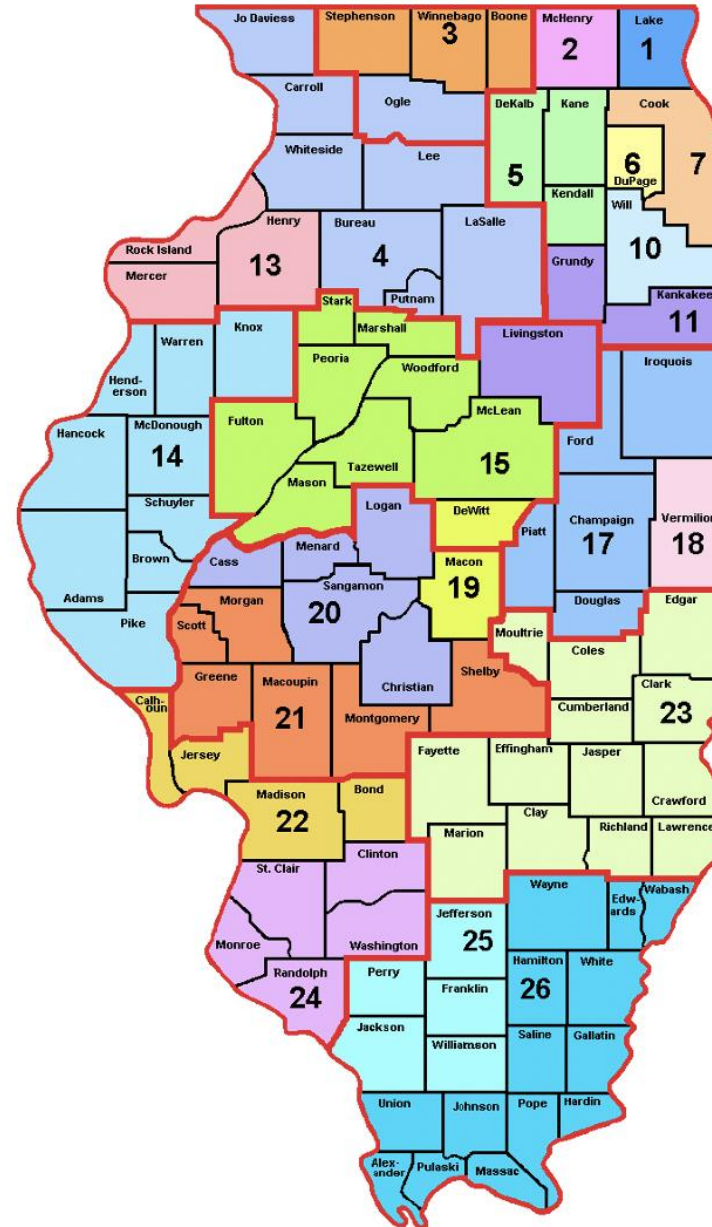
- Workforce Development Coordinator
  - Illinois Center for Specialized Professional Support
- [abgomez@ilstu.edu](mailto:abgomez@ilstu.edu)



# Welcome

- I will be your **moderator** and **technical support**
- Please hold all **questions** until the Q&A portions of this webinar or post questions in the chat
- This webinar will be offering **closed captioning**
- We will be **recording** this webinar
- A recording and all materials will be available within **two business days** on the [Illinois Workforce Academy](#)
- **Let's get started with some polls...**

# Where is Your Local Area?



**Which partner do you best represent?**



# Panelists



**Carlos Arevalo**

Partner

KTJ Law

[csarevalo@ktjlaw.com](mailto:csarevalo@ktjlaw.com)



**Kraig Kistingner**

Dir. of Human Resources

National Tube Supply Co.

[kkistingner@nationaltubesupply.com](mailto:kkistingner@nationaltubesupply.com)



**Justin Knapp**

Career Planner

McHenry County Workforce  
Network

[jtknapp@mchenrycountyl.gov](mailto:jtknapp@mchenrycountyl.gov)

# Why **Fair Chance** Hiring?

1/3

(70 million)

... of **American adults** have some form of **criminal record...**

The jobs available are often **low-skill, seasonal, temporary, and part-time**. They provide **low wages and limited to no benefits...**

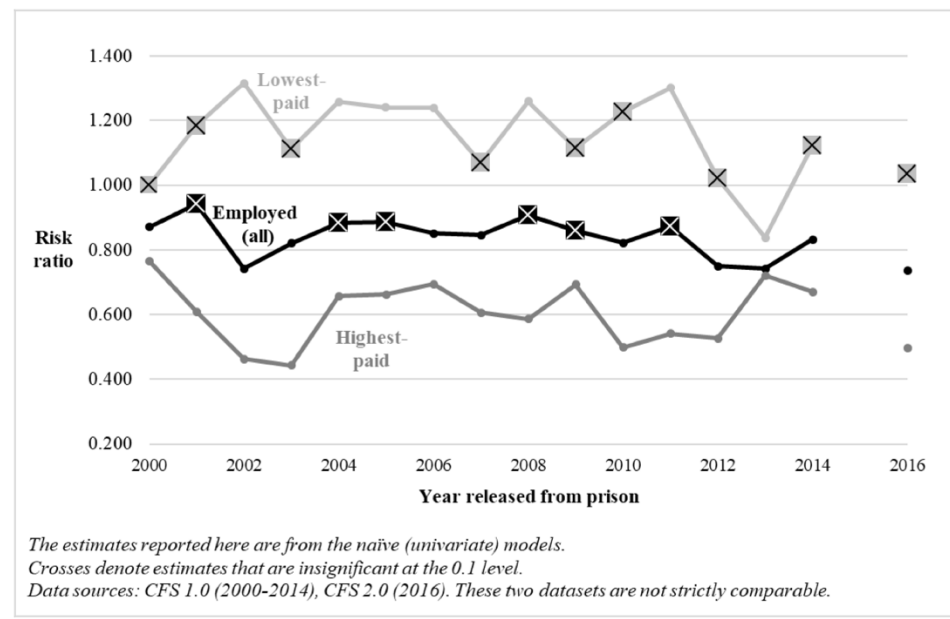
Average yearly income of **\$14,692**

[Source 1](#)

[Source 2](#)

# Why Fair Chance Hiring?

“The **highest-paid** workers in the sample were only around **half** as likely to return to prison as their non-employed counterparts, while the **lowest-paid** workers were **as likely** to return to prison as those who found no employment at all...”



**Table 2: Impact of post-release employment on recidivism**

	<u>Impact estimate</u>	<u>Standard error</u>		<u>Odds ratio</u>	<u>Risk ratio</u>
<i>Naïve models</i>					
<b>Employed (all)</b>	-0.228	0.022	***	0.633	0.736
Lowest-paid	0.028	0.035		1.057	1.035
Lower-paid	-0.170	0.036	***	0.712	0.800
Higher-paid	-0.349	0.039	***	0.497	0.615
Highest-paid	-0.486	0.042	***	0.378	0.496
<i>IPWreg models</i>					
<b>Employed (all)</b>	-0.168	0.027	***	0.715	0.800
Lowest-paid	0.022	0.046		1.045	1.027
Lower-paid	-0.131	0.050	***	0.769	0.844
Higher-paid	-0.186	0.052	***	0.689	0.782
Highest-paid	-0.535	0.066	***	0.343	0.455

[Source](#)



# The Employee Background Fairness Act

“Illinois recently enacted SB 1480 which, among other measures, effective immediately, places **significant restrictions** on the ability of Illinois employers who **refuse to hire a job applicant or take adverse action against a current employee** based on the individual’s **criminal conviction record**”

[Source](#)

# Skill Equivalency

If they don't have a track record...

- ✓ Recommendations
  - ✓ Job History
  - ✓ Gaps in Employment

... Evaluate character traits:

- ✓ Determination
  - ✓ Integrity
  - ✓ Coachability
  - ✓ Work Ethic

Employers found that **fair chance** hiring...

... Is frequently a **no-cost investment...**

... with an estimated **219% ROI**

[Source](#)

# The Work of Re-Entry Centers in IL

Programs like the **Kewanee Life-Skills Re-Entry Center** provide...

## Academic Training:

- ✓ Pre-Vocational and Re-Entry Related Life Skills
- ✓ Adult Basic Education (ABE)
- ✓ Adult Secondary Education (ASE/GED)

## Career and Technical Education:

- ✓ Custodial Maintenance
- ✓ Manufacturing
- ✓ Welding

...and more



# Question 1

What are the employer's **perceived risks**, and how do those perceived risks differ from **reality**?  
How do you **mitigate** those perceived risks?



## Question 2

What **ROI** have employers, to your knowledge, experienced in fair chance hiring?



## Question 3

Are there **intangibles** that we don't think about in an ROI context that'll still **benefit** your company?



## Question 4

Can you discuss **due diligence** when conducting **background checks** during onboarding?



## Question 5

What **suggestions** do you have for employers regarding the eventuality that other employees **learn** that a new hire is justice-impacted? How do you ensure that the justice-impacted employee feels **welcome** and **supported**?





# Question 6

How do you find **employer mentors** along the way?

Any other  
**questions...**



# Stay Tuned for Part II

## *Shifting the Mindset:* An Employer's Guide to Justice-Impacted Employee Supports

- ✓ What resources do justice-impacted jobseekers receive pre-release?
- ✓ What supports may justice-impacted employees need during employment?
- ✓ Where can you find those supports?
  - ✓ State Funding
  - ✓ Community-Based Orgs
  - ✓ Work-Based-Learning
  - ✓ Work Tax Credits

# Resources

- MIT Sloan, 2023, Ben Cumming, [“Unlocking the Potential of Justice-Impacted Talent”](#)
- Illinois Criminal Justice Information Authority, 2023, Jessica Reichert, Ryan Maranville, Eva Ott Hill, [“Employment of Individuals After Release from Illinois Prisons: Employee Characteristics, Occupations, and Wages”](#)
- North Carolina Department of Commerce Labor and Economic Analysis Division, 2022, Andrew Berger-Gross, [“The Impact of Post-Release Employment on Recidivism in North Carolina”](#)
- Harvard Business Review, 2022, Jeffrey Korzenik, [“How Employers can Set Formerly Incarcerated Workers Up for Success”](#)
- [Illinois Places Significant Restrictions on Employers’ Use of Criminal Conviction History and Imposes EEO Reporting Requirement](#)
- For more information about the [Kewanee Life-Skills Re-Entry Center](#)

To ensure that you leave this webinar with a **good foundation** to start implementing **fair chance hiring processes**, we have placed the **contact info** of all panelists on screen. We want to be an **ongoing resource** in your process.



**Carlos Arevalo**

Partner

KTJ Law

csarevalo@ktjlaw.com



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kkistinger@nationaltubesupply.com



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jtknapp@mchenrycountyil.gov

Thank you!

