

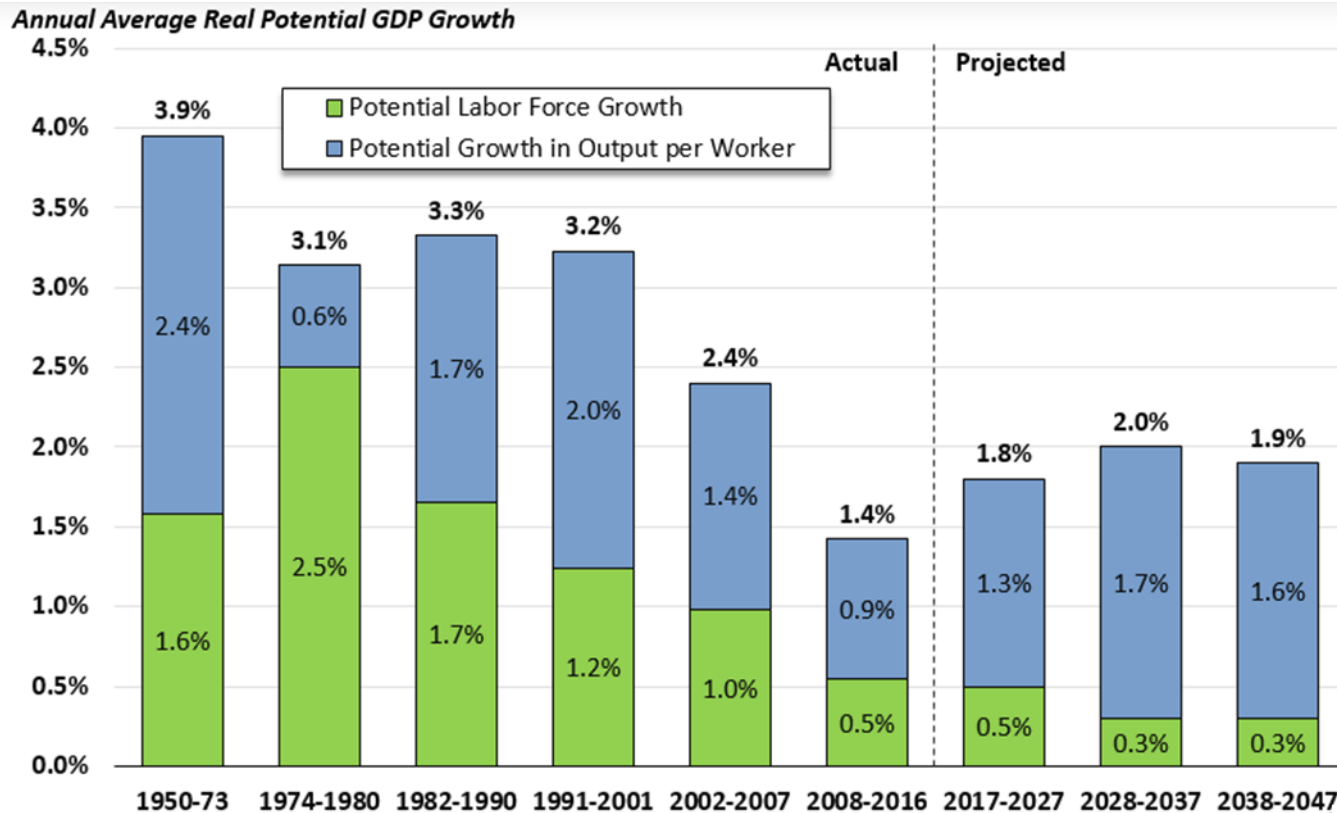
# Second Chance Hiring: Old & New

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JEFFREY D. KORZENIK

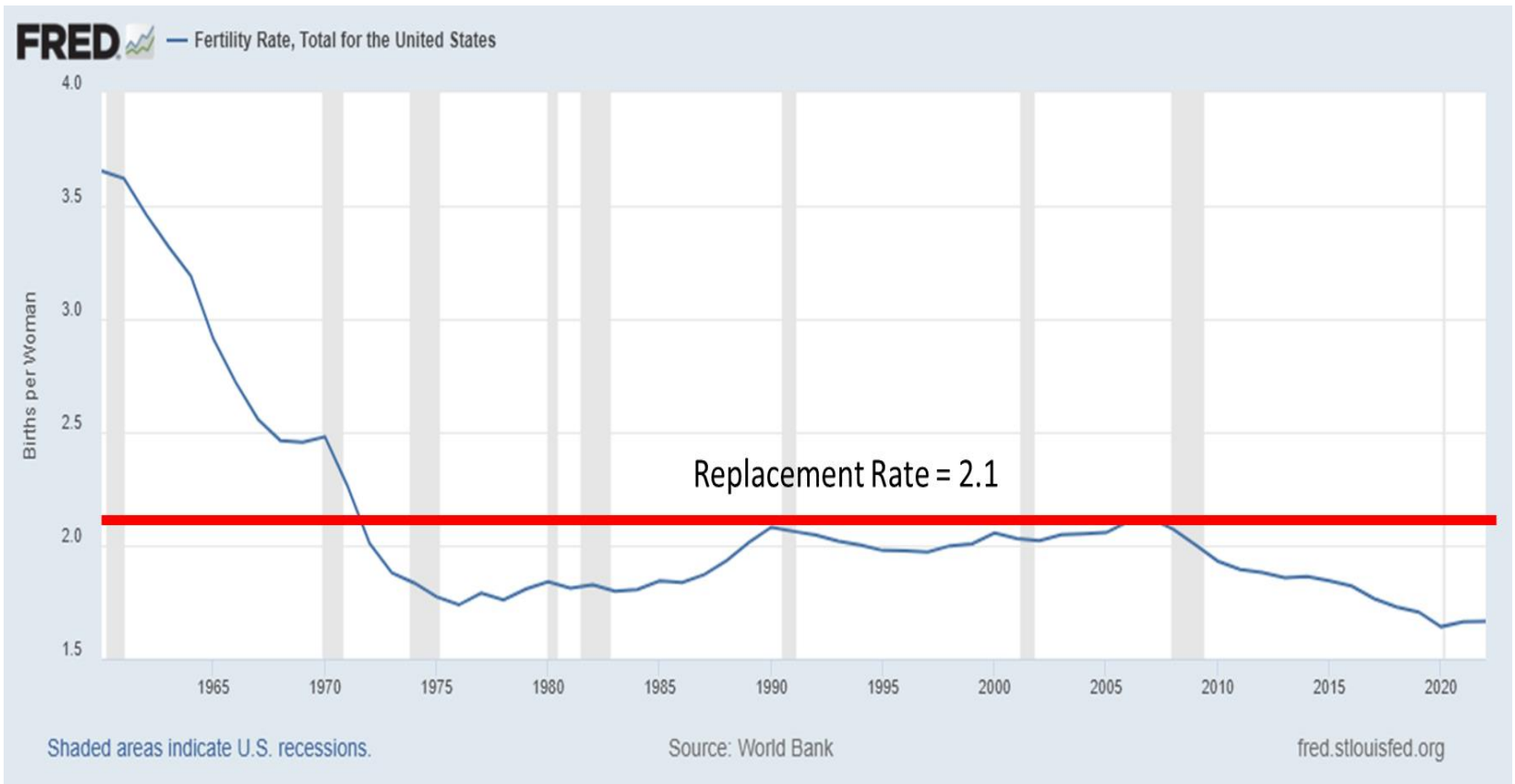
MARCH 19, 2025

# The Economics of Workforce Growth



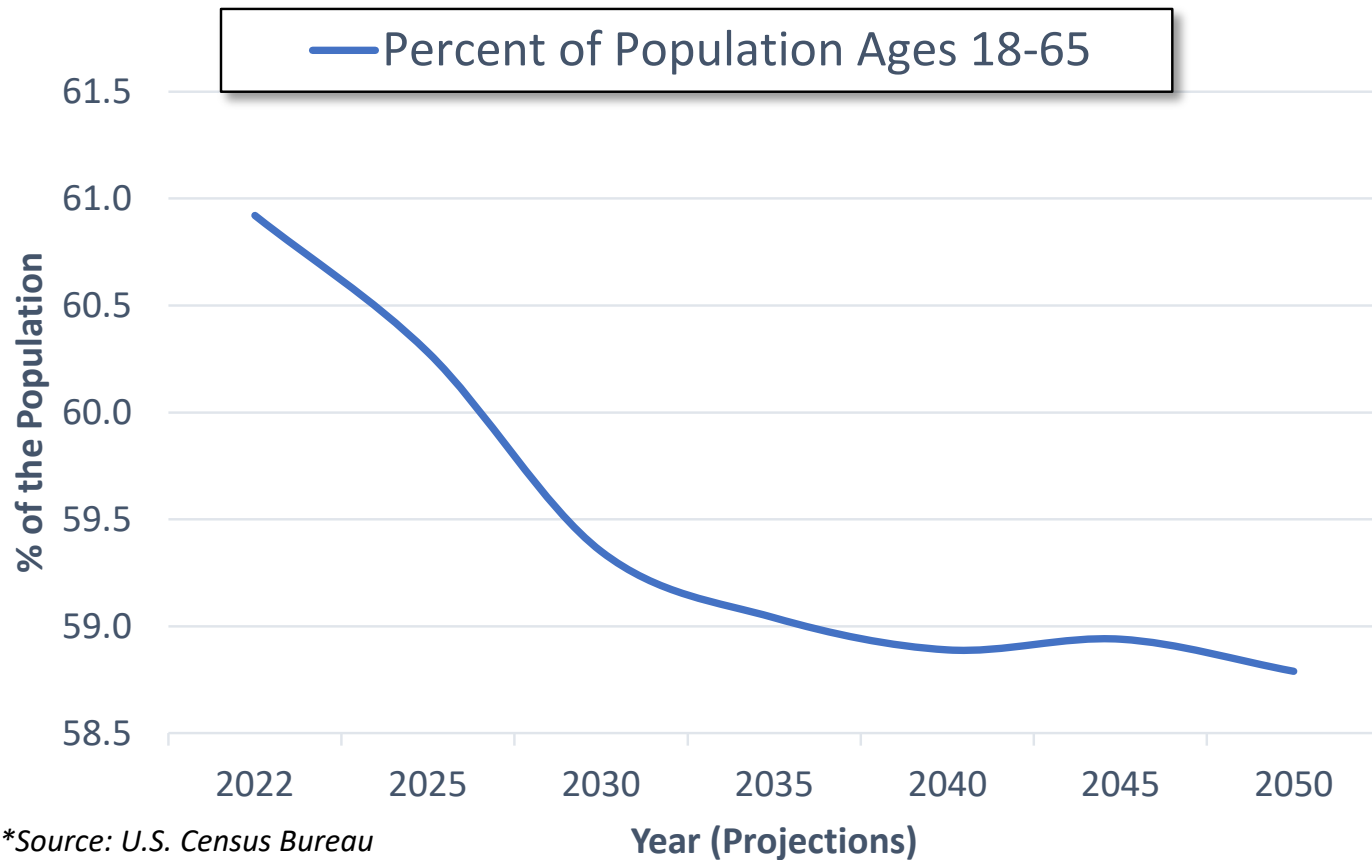
Source: Congressional Budget Office, CFRB.org

# The Workforce Challenge: US Fertility 1960-2021

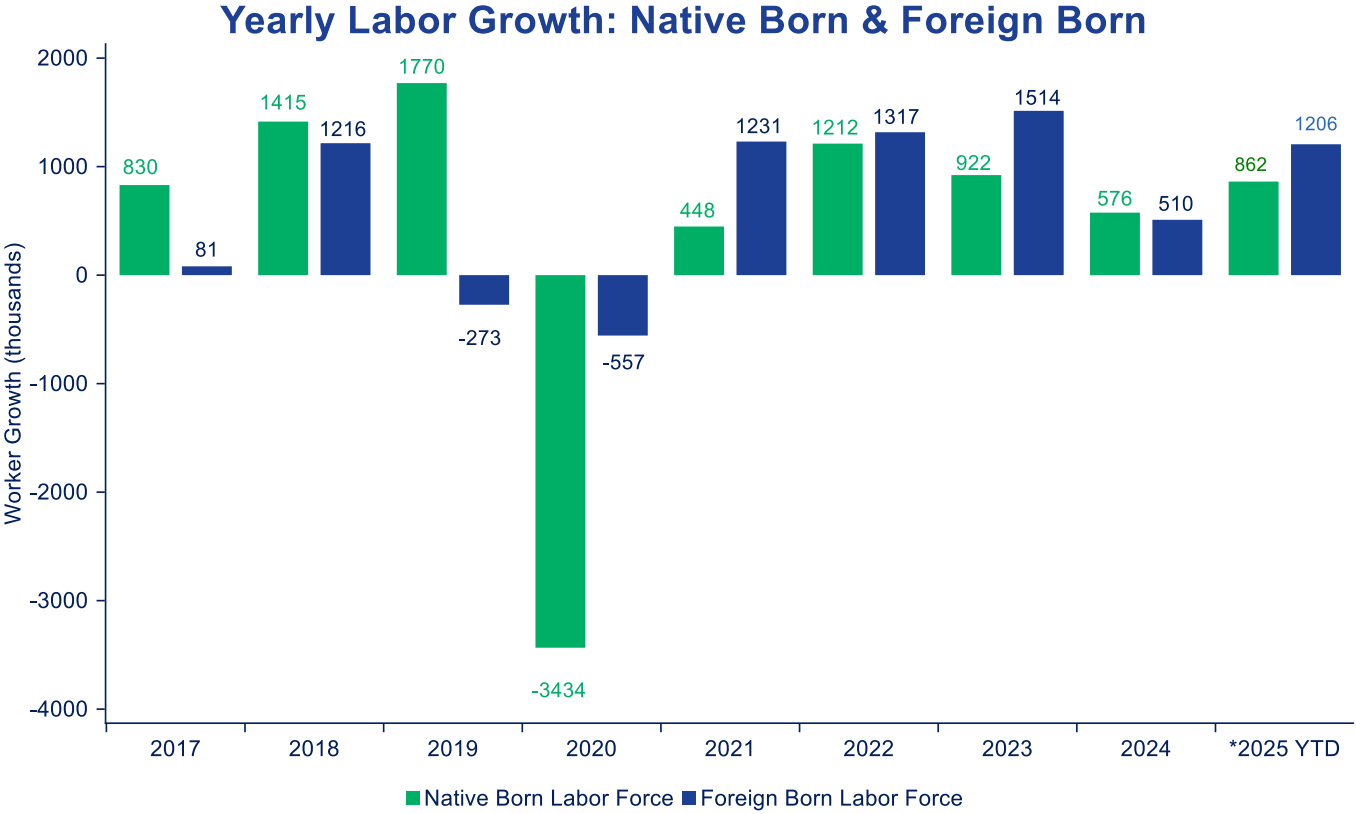


# The Structural Labor Issue Only Gets Worse

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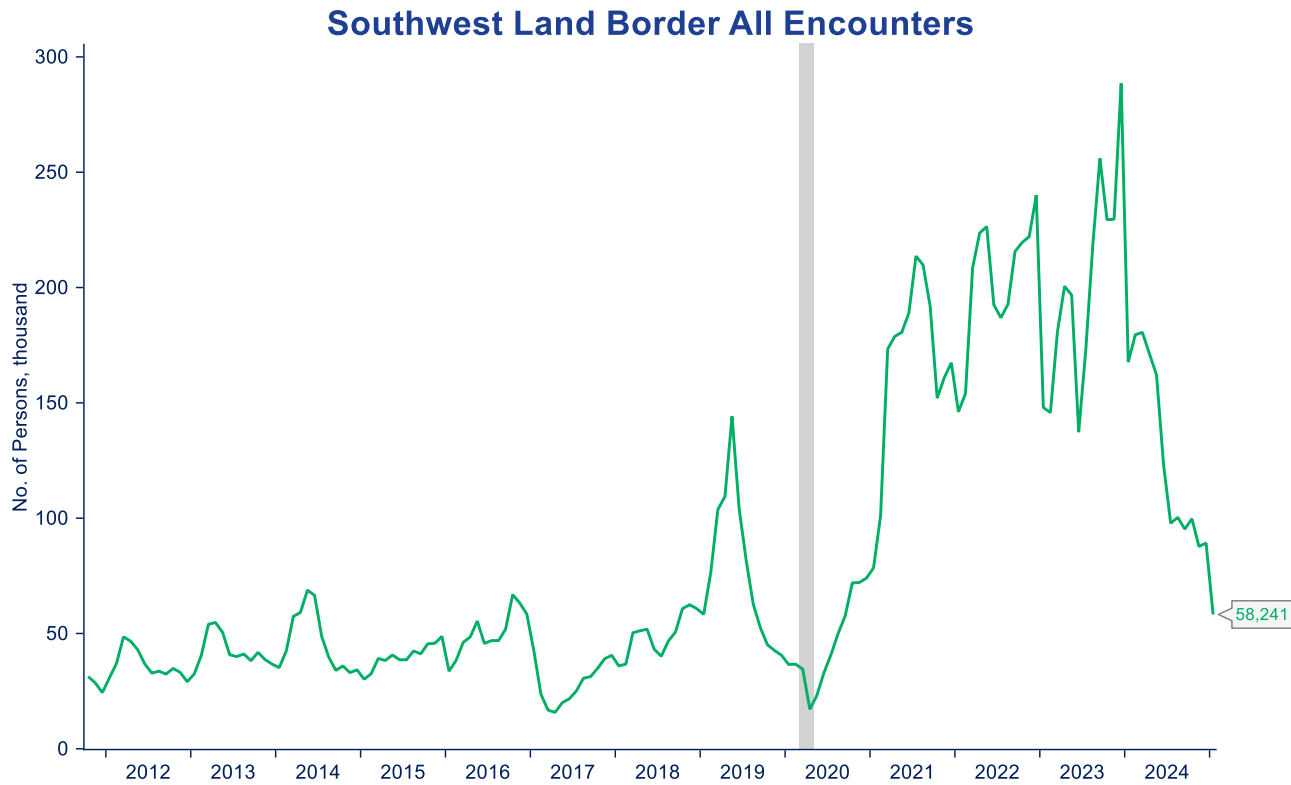
# The Labor Reprieve is Over



\*Source: Macrobond, Bloomberg, BLS, as of 2/18/2025

\*\*2025 YTD captures 2024 revisions

# Gradual to Sudden



Source: Macrobond, DHS, as of 2/18/2025

# Building Blocks of the Solution

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## Workforce Growth

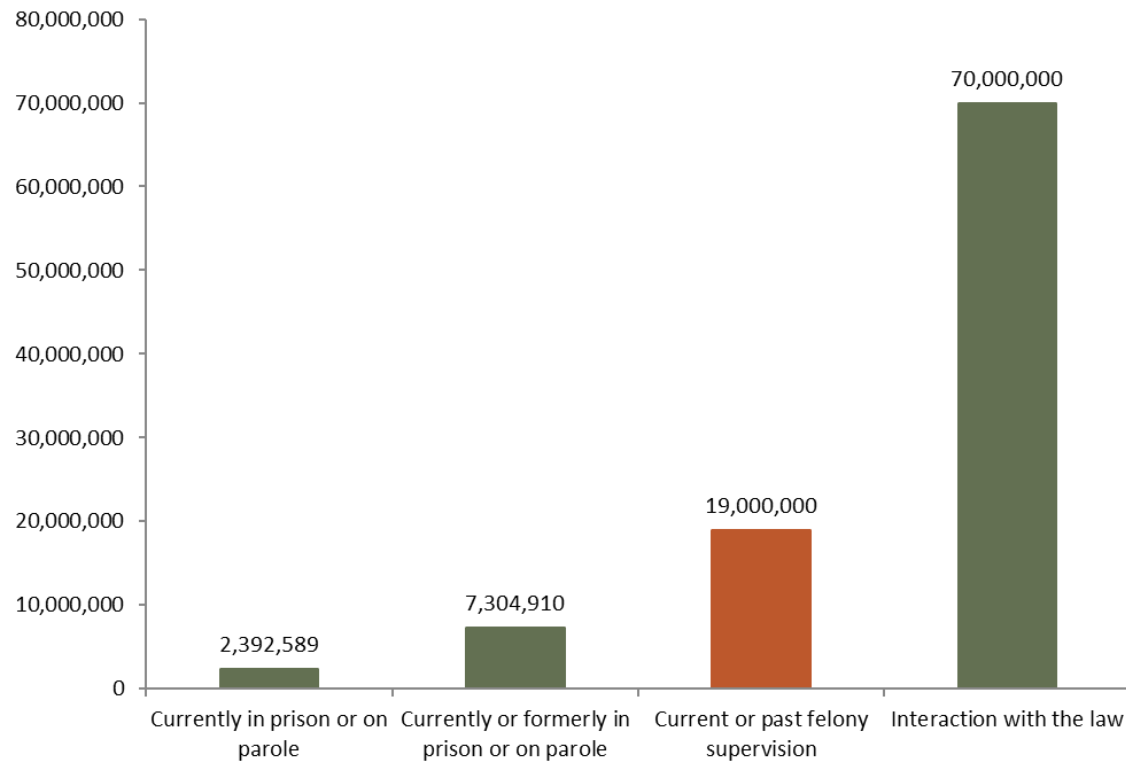
- Fertility
- Immigration
- Inclusive Labor Force (participation)

## Productivity

- Capital Investment
- Investment in Human Capital
- Economic Mobility

# A Broad, Deep and Overlooked Talent Pool

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# Disrupted Tradition of Work

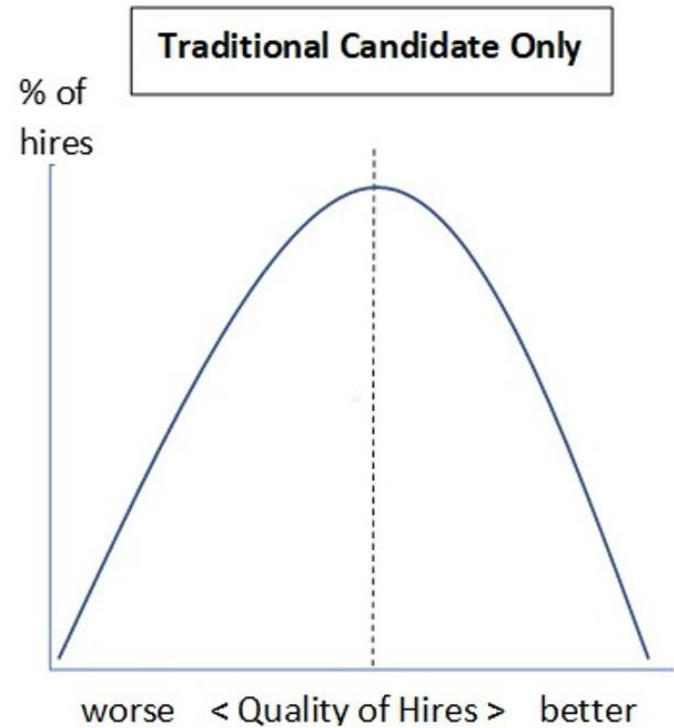


Fig. 4 Percentage of U.S. adult population with prison records by state and race, 1980 and 2010

# Traditional Hiring Models

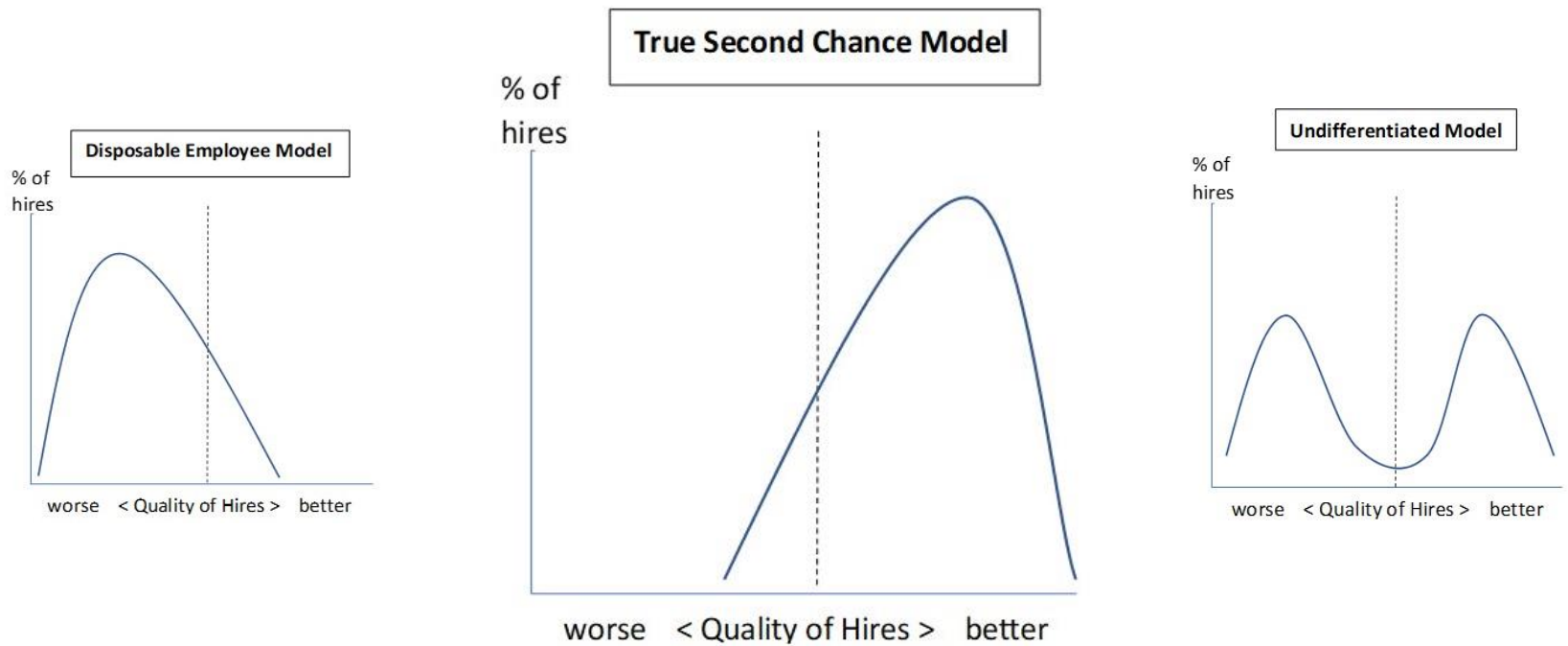
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Source: *“Untapped Talent: How Second Chance Hiring Works for Your Business and the Community”* (HarperCollins Leadership, April 2021)



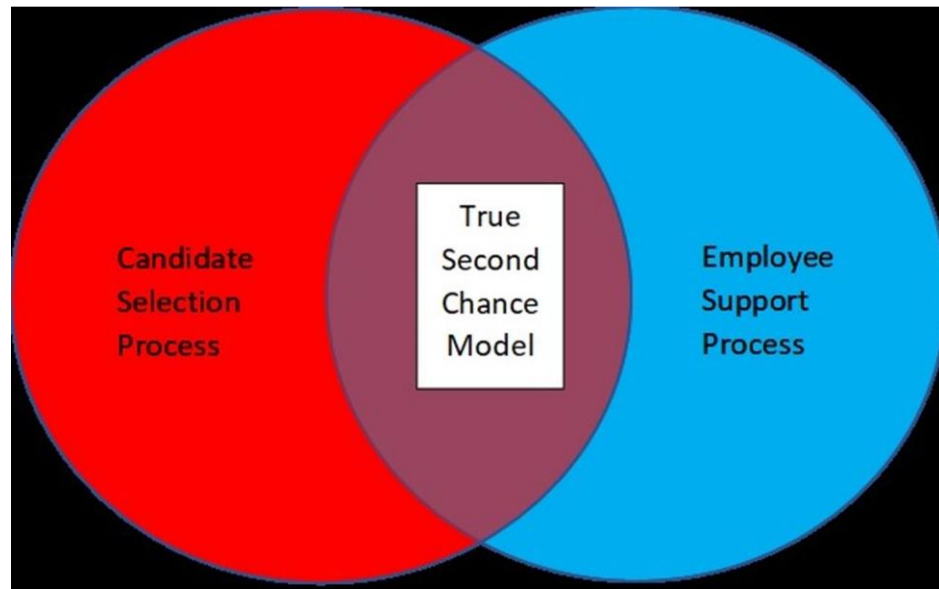
# Fair Chance, Done Wrong and Done Right

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# The Elements of Success

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

# Systemic and Other Barriers

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- ▶ 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

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## 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

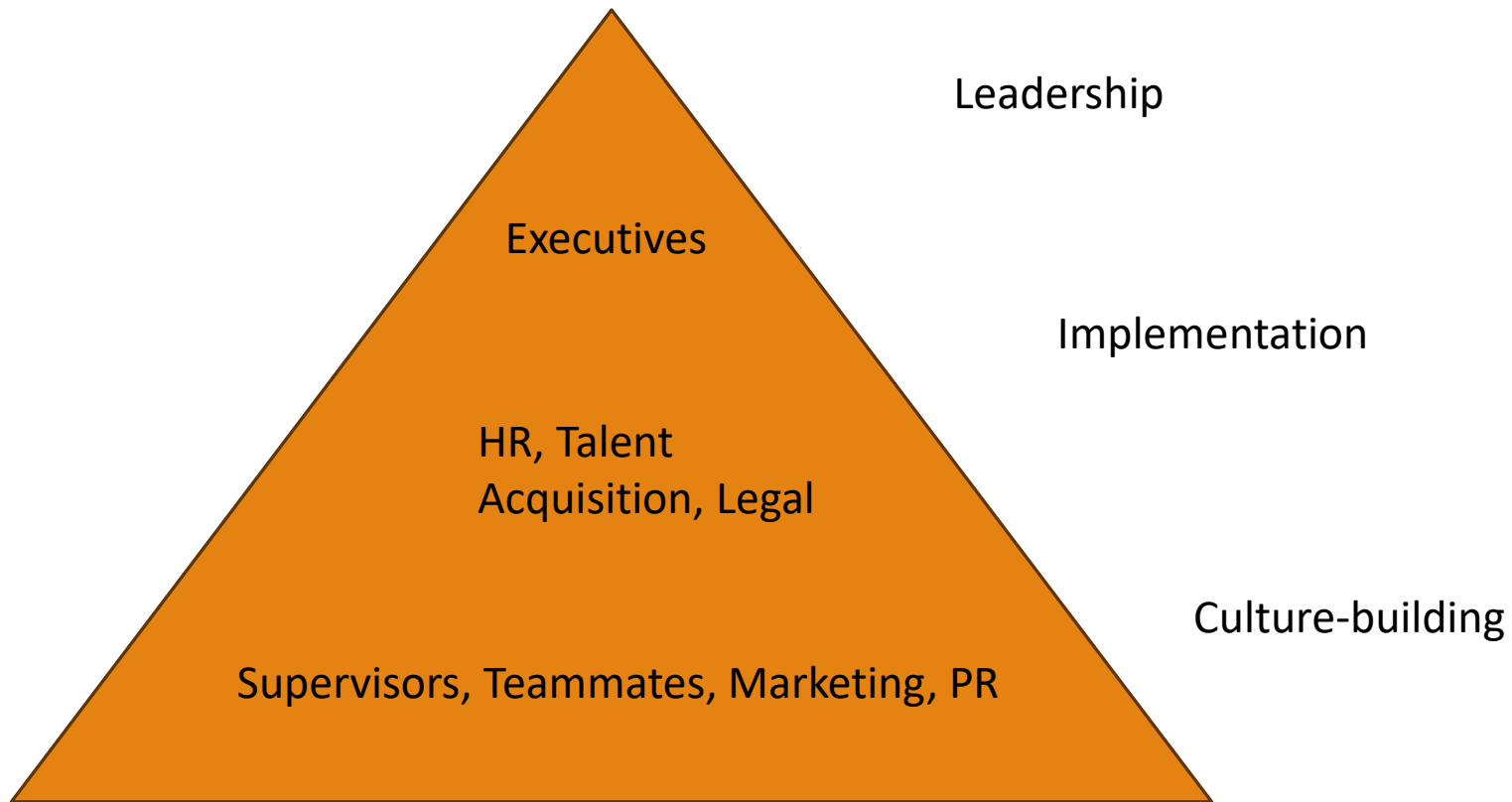
# The Fair Chance Spectrum

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# A Training Model

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# Implementation: K.I.S.S.

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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

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Low-risk hires

Know your felony

Connect with second chance pioneers

Connect with non-profit partners

Review and eliminate vendor restrictions

Offer amnesty

# Partnering with Business

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Not a client, but a customer

Not every customer is a good one

Invest (Time & Effort) in the Good Ones

Understand the Business Need

Be Realistic

Align Goals

Not Just a Placement, but a Relationship

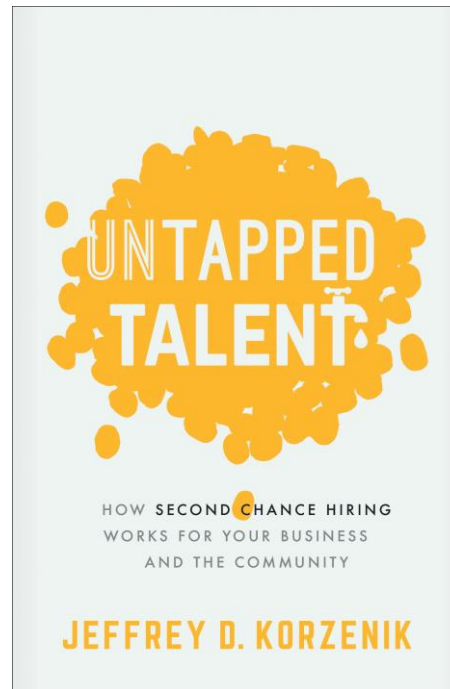
No Politics

# Select Educational Resources

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- Corporate Coalition of Chicago Fair Chance Initiative  
(<https://www.corpcoalition.org/fair-chance-hiring>)
- Getting Talent Back to Work Certification  
(<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>)
- Second Chance Business Coalition  
(<https://secondchancebusinesscoalition.org/>)
- JFF (Jobs for the Future) Fair Chance Cohorts  
(<https://www.jff.org/fair-chance-employer-training-offerings-cohort-experiences/>)
- Checkr's Catalyst Program & 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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Twitter: @jeffkorzenik



Why?

Questions?