



WHAT IS IT?

The Colorado Fair Chance Hiring Initiative's vision is to mobilize employers who are dedicated to fair chance hiring so that justice impacted individuals can connect to career pathways that provide a livable wage. This Initiative will catalyze employment opportunities for those reentering society after finishing their prison sentence, which will reduce recidivism, improve public safety, and boost Colorado's economy. There are four key benefits to implementing fair chance hiring practices at your organization:

Create a more **diverse and inclusive** workplace that directly impacts your company's Diversity, Equity, and Inclusion strategy.

Everyone has trouble finding talent—**extend your candidate pool** to include a mostly untapped group of diverse, talented, and eager candidates.

Increase your return on investment—fair chance employees have a **43% higher** retention rate than employees without a criminal record.

Obtain up to **\$2400 cost savings** per hire through the Work Opportunity Tax Credit (WOTC) and other employer-based incentives.

HOW DO I GET INVOLVED?

If you are committed to Fair Chance Hiring in your organization – join our Employer Network! Employers in our network have either: (1) Hired justice impacted individuals in their organizations or (2) Are actively seeking to do so by implementing fair chance hiring best practices. Members of the Employer Network will have access to:

A personalized match to non-profit partners who will provide relevant workforce development training and wraparound services for fair chance hiring employees.

Hands-on support for effective fair chance hiring implementation from experts in the field.

An account at HonestJobs—a source of fair chance job candidates.

Access to networking events and learning opportunities with other fair chance employers.



We offer **three** different learning pathways to help you jump-start implementation of fair chance hiring at your organization:

PATHWAY 1: Fair Chance Bootcamp

This program will bring employers together to go through an intensive bootcamp that will introduce key components of fair chance hiring and will provide employers with the tools they need to implement fair chance hiring in their workplace.

This program is best for companies with existing interest from a management level in fair chance hiring but who are not yet equipped with the knowledge necessary to take the next step or have not socialized the concept across their organization.

PATHWAY 2: Implementation Support

This program helps employers take the next step in their fair chance hiring journey. Local experts will work with employers to help them work through specific implementation challenges of their fair chance hiring efforts on an as needed basis.

This program is best for employers who are further along in their journey and ready to implement fair chance hiring, have full organizational buy-in, but need specific implementation assistance.

PATHWAY 3: Exploration Community

This program provides initial education for employers. Programming includes community events, seminars, volunteering opportunities with reentry focused organizations, arts performances highlighting fair chance hiring, and experiencing reentry simulations.

This program is best suited for employers who are interested in fair chance hiring but are unsure of whether it is the right fit for their organization, unclear on the next steps, or have not socialized the concept across their organization.

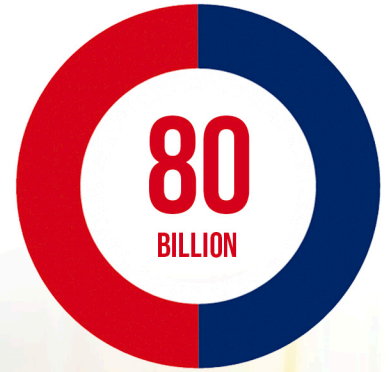
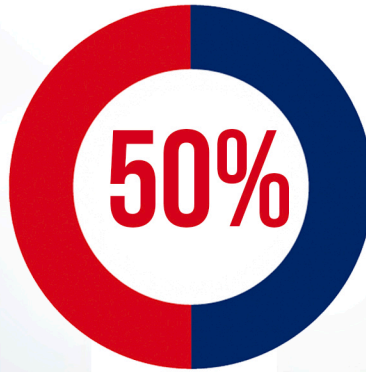
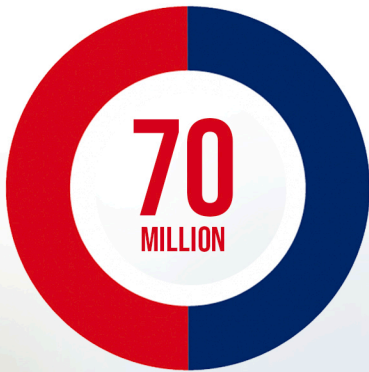


Extreme poverty and lack of access to opportunities for economic mobility leads to increase in crime

70 million or almost 1 in 3 adults have criminal records, about the same as have college degrees

Having a record reduces the likelihood of a job call back or offer by as much as 50 percent

Reduced employment for the millions of people with records cost America up to \$80 billion each year.



Contact the Fair Chance Hiring team at CoFCH@latinocoalition.org to learn more about the Initiative or to sign-up for any of the programs.

