

Second Chance Hiring Successes

Total Wine & More Co., Bethesda, MD

- Annual turnover 12.2% lower for employees with criminal records than those without.
- Second chance recruitment reduced turnover from 25% to 11%.
- Lower turnover rates both for people with low-level drug/alcohol records and those with more serious records, such as theft or assault.ⁱ

Dave's Killer Bread, Milwaukie, OR

- Workers with criminal records outperformed those without on attendance, policy, and behavioral issues.
- Employees with records were promoted faster.ⁱⁱ

Nehemiah Manufacturing, Cincinnati, OH

- Although 80% of employees have criminal records, the company's turnover rate is over 20 percentage points lower than for companies in the same sector.ⁱⁱⁱ

Toyota Manufacturing, Georgetown, KY

- Second chance hiring program improved the plant's turnover rate by 70%.
- No second chance hire has been terminated for behavior related to their criminal record.^{iv}

The Johns Hopkins Hospital, Baltimore, MD

- After removing the criminal history box from applications and considering the relevance of convictions to jobs, those with records had a lower turnover rate than those without.
- Of 79 individuals with serious records, 73 still were employed after the multi-year study period; only 1 was involuntarily terminated.^v

Electronic Recyclers International, Fresno, CA (offices nationwide, including Raleigh, NC)

- Second chance hiring cut turnover rate by half (from 25% to 11%).^{vi}

U.S. Military (Navy, Marines, and Air Force)

- Enlistees with felony records were 33% more likely to be promoted to sergeant than those with no conviction history.^{vii}

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ⁱ US Chamber of Commerce. “The Business Case for Criminal Justice Reform: Second Chance Hiring.” 18 August 2021, accessed 8 September 2022. <https://www.uschamber.com/workforce/education/the-business-case-criminal-justice-reform-second-chance-hiring>.

ⁱⁱ Id.

ⁱⁱⁱ Id.

^{iv} Equality in Action: How Toyota & Kelly are Knocking Down Criminal History Barriers, 09/03/2021, accessed 8 Sept 2022. <https://www.kellyservices.com/global/about-us/equity-at-work/equity-at-work-articles/equity-in-action-how-toyota-kelly-are-knocking-down-criminal-history-barriers/>

^v Trone Private Sector and Education Advisory Council. ACLU. “Back to Business: How Hiring Formerly Incarcerated Job Seekers Benefits Your Company.” (2017).

https://www.aclu.org/sites/default/files/field_document/060917-trone-reportweb_0.pdf.

^{vi} Id.

^{vii} Id.