

# Fair Chance Employment Practices:

*Good for Business*

*Good for Alaska*



**Fact:** Nearly 1 in 3 adults in the U.S., an estimated 70 million, have been arrested or convicted of a crime. In Alaska, over 210,000 people have a criminal record, which is 34% of our population.

**Fact:** U.S. anti-discrimination laws prohibit employers from practicing a blanket bans against hiring any person with a record.

**People unable to work because of their records equals an approximately \$80 billion loss to the U.S. GDP**

*(Center for Economic and Policy Research, 2014)*

**34%**

**of Alaskans have a prior conviction**

**Fact:** Major employers such as Walmart, Target, Starbucks, and Koch Industries have removed prior conviction inquiries from their initial hiring process.

## Consider This:

- Not hiring individuals with records narrows your applicant pool of qualified workers, even in cases where a prior conviction has no relevancy to the job.
- We all benefit when individuals who have exited the criminal justice system can take advantage of employment opportunities. Employment can be a significant factor in reducing recidivism rates.
- Supporting fair chance employment opportunities for individuals with prior convictions bolsters our economy and strengthens our communities.

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## What Can Employers Do?

- Remove questions related to prior convictions from your application, and delay such inquiries or background checks until later in the hiring process.
- Limit the information sought during hiring to what is relevant to the scope of work for the position.
- Consider each applicant on a case-by-case basis.
- Ensure your hiring policies are aligned with federal law.
- Limit overly broad criminal record inquiries; national databases may not reflect if charges were dropped or did not result in convictions.

**Only consider convictions that are *directly related* to the position you are filling**

- Limit the “lookback” period considered when inquiring about past crimes. Instead of a lifetime lookback, focus on set period such as the past 5-10 years.
- Promote transparent guidance regarding what types of past offenses could result in disqualification from employment.

Visit <http://labor.alaska.gov/employer> to learn more about ways the Alaska Department of Labor and Workforce Development is assisting employers of those with past convictions such as:

**Work Opportunity Tax Credits - Fidelity Bonding  
Employment After Incarceration Workshops**

*This Fact Sheet was created by the Alaska Workforce Investment Board (AWIB).  
Learn more about the AWIB by visiting [labor.alaska.gov/AWIB](http://labor.alaska.gov/AWIB)*