

# Fair Chance Employer Services

Build a Loyal, High-Performing Workforce With Fair Chance Hiring





# About

Jobs for the Future's Center for Justice & Economic Advancement helps employers like you tap into skilled talent, reduce turnover, stay compliant with hiring regulations, and increase your bottom line. Our Fair Chance Employer Services are proven to work and designed to align with your company's realities.

# What's Inside

Understanding Fair Chance Hiring

Service Offerings

Add-ons

JFF Impact



## What is Fair Chance Hiring?

Fair chance hiring is the intentional practice of attracting, recruiting, and hiring people with a record of arrest, conviction, or incarceration. Fair chance employers evaluate candidates based on their skills, qualifications, and fit for the job, not their records.

## Benefits of Fair Chance Hiring

Fair chance hiring helps employers:

- Fill critical vacancies
- Improve retention and worker morale
- Strengthen their bottom line



*Fair Chance hiring expands access to trained, enthusiastic individuals who are ready to reenter the workforce and build lasting careers. For many, this is more than a job—it is a second chance at economic stability, personal growth, and a future they can be proud of.*

*Employers who offer that opportunity will gain more than just an employee; they'll gain a team member who is thankful, driven, and determined to succeed. **These are individuals who want to work, who show up with purpose, and who bring unique skills and perspectives that can enrich any organization.***

**Matthew Berard, PhD, CRC**  
**Massachusetts Manufacturing Extension Partnership**

# Our Fair Chance Employer Services



## Fair Chance Corporate Cohort

A deep dive into core fair chance hiring concepts through a series of interactive sessions



## Custom Cohorts

A personalized learning experience that supports employers in meeting their unique goals



## Workshops

Targeted trainings to help your organization build effective hiring practices for people with records



## Learning Journeys

A series of workshops tailored to your company's specific needs



## Fair Chance Activation Program

Following adoption of fair chance hiring, this program equips leaders to train key stakeholders on fair chance employment



## Consulting

Tailored, one-on-one coaching to help organizations implement or refine fair chance hiring practices





# Fair Chance Corporate Cohort



Our flagship training, the Fair Chance Corporate Cohort is a group experience that brings together representatives from different organizations to learn from and with each other. The cohort covers:

- **The business case for fair chance employment**
- **Assessing and mitigating risk**
- **Updating policies and practices at each stage of the talent lifecycle**
- **Cultivating buy-in internally and externally**

Choose between a 5-week or 8-week virtual training experience that includes weekly synchronous sessions with our experts. At the end of the training, you will complete your own hiring strategy and implementation plan.



*The cohort program has been invaluable in teaching us not only about the myths and benefits of fair chance employment, but also how to actually implement fair chance hiring strategies. This program has a wonderful mix of peer-learning experiences and practical implementation which makes it such an engaging experience.*

***We have learned so much from this program and cannot recommend it enough to anyone who is serious about fair chance hiring!***

Harris Rollinger  
Senior Program Manager, KeHE Distributors  
Cohort 3

# Custom Cohorts



## Company Cohort

We build a cohort just for you. Tailored to your company's operational strategy, team's roles, and hiring policies and processes, this service allows you to work with our experts to build an experience that meets your unique needs and goals. You decide who attends, how long the training will be, and what personalized supports you need.

## One-Day Cohort with Optional Site Visit

We offer you the opportunity to complete our cohort in one day. This immersive training brings our proven tools, real-time case studies, and expert facilitation directly to your organization. As an optional add-on, you can also visit a local corrections facility or reentry nonprofit to engage in mock interviews with people preparing to return to the workforce, offering a powerful, firsthand look at the value of justice-impacted talent.



*I loved learning all the information on the first day and working through game plans on how to apply it. Especially with how to reach our colleagues that may have their own biases. But the second day—wow! Everyone hiring, teaching job skills, or caring about people in their community who may not have a support network need to experience this! **So powerful, impactful, and priceless.***

HR Manager, mid-sized nonprofit  
One Day cohort and site visit participant



# Workshops

JFF's fair chance workshops provide targeted training to address your company's most significant barriers to adopting fair chance practices. From foundational understanding of the fair chance hiring business case to specialized skills such as assessing background check results and cultivating internal buy-in, our workshops equip you to design and implement fair chance hiring practices that benefit your business.

**Workshops are 60-90 minutes and are held virtually. Choose from seven topic areas or create your own!**

## Current Workshops Include...



**Fair Chance 101:  
Foundations of  
Equitable Hiring**



**Language  
Matters**



**Recruiting Justice-  
Impacted Talent**



**Internal Messaging  
for Fair Chance  
Hiring**



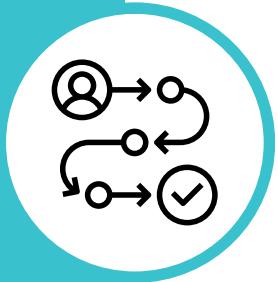
**Mitigating Risk and  
Background Check  
Compliance**



**Identifying  
Stakeholders**



**Build the Case and  
Make the Close**



# Learning Journeys

Learning journeys are a collection of the workshops built based on the results of your company's **Fair Chance Needs Assessment**, a tool used to identify strengths and growth areas for implementing fair chance hiring practices. Learning journeys allow for a customized curriculum, cross-functional team engagement, and progress tracking throughout the training.



*With each workshop that we've come to, we feel more and more confident that implementing fair chance employment is doable at our company.*

**HR Manager, small manufacturer**  
**Learning Journey participant**



# Fair Chance Activation Program



You've done the work, and now you're ready to scale it! The Fair Chance Activation Program is a **hands-on, "train-the-trainer" model** that empowers internal champions to lead fair chance hiring implementation, equipping you with the tools to cultivate buy-in among key stakeholders across your company.

As part of the program, participants receive:

- Facilitation guides
- Onboarding materials
- Culture-change communication tools
- Ongoing coaching support from JFF experts

# Consulting



JFF's **one-to-one consulting services offer tailored guidance** to companies looking to implement or refine fair chance hiring practices. Our experts work directly with you to address unique challenges, develop strategic plans, and provide actionable insights that support sustainable, effective hiring outcomes.

# Add-Ons

## **Fair Chance Self-Assessment**

A practical tool that helps your organization evaluate its current fair chance hiring practices and identify opportunities to better support justice-impacted talent.

## **Compliance-Ready Hiring Audits**

An in-depth review of your hiring policies and practices to ensure alignment with federal, state, and local laws, especially those related to fair chance hiring.

## **Implementation Readiness Tracker**

A dynamic checklist that measures your organization's preparedness to launch or expand fair chance hiring initiatives.

## **Post-Hire Support Planning**

A strategic framework to help you build the internal supports justice-impacted hires need to thrive.

# Which Service is Right for You?

Not sure where to start? Take our quick quiz to discover which fair chance hiring services align best with your company's goals, capacity, and readiness—so you can move forward with confidence.

[Click or scan to take the quiz](#)





# Real Companies, Real Results

Fair chance hiring is a proven strategy that drives measurable workforce improvements and economic success—just ask these companies.



## JBM Packaging

- 125+ fair chance hires since 2016
- Partnered with correctional institutions for talent pipelines
- Strengthened company culture and reduced turnover
- Company goal: Employ 240 fair chance workers by 2030



## Nehemiah Manufacturing

- 70% of employees have a record
- Turnover dropped below 15%
- Partnered with social workers to support workers



## Toyotetsu Texas (TTTX)

- Increased employee retention rates
- Implemented success coaching
- Eliminated costs for third-party staffing agency

# Our Impact

Join the growing list of companies that have chosen Jobs for the Future as their premier partner for implementing fair chance hiring practices.



## Get Started

Your fair chance journey starts now!

[Click or scan to contact us](#)





Building a Future  
That Works  
**For Everyone**