



## Fair Chance Employment

FFCE and FDC share advantages to employers hiring those with criminal records.

Nationwide, employers are facing labor shortages, supply chain chaos, and retention challenges. Despite job openings, millions of formerly incarcerated individuals are struggling to find stable employment as they reenter the community after serving their time. The inability to gain secure employment takes its toll on Florida's families and its economy.

Fortunately, Florida's employers can bridge the gap, fulfilling their workforce needs while creating job opportunities for these motivated and engaged employees.

## HELP OVERCOME

- » Unemployment
- » Financial Obligations
- » Housing Restrictions
- » Substance Abuse/ Mental Health Issues
- » Strained Family Relationships
- » Restriction of Professional Licenses
- » Transportation Limitations

## EMPLOYER BENEFITS

- Improved public safety and access to education and training
- Reduced recidivism and crime
- Increased social stability with reintegration and financial stability
- Cost savings and increased tax revenue
- Reduced turnover
- Increased tax revenue
- Increased loyalty and commitment
- Improved community relations
- Diversified workforce

Established as a direct support organization the Florida Department of Corrections, pursuant to Chapter 944.802 FS. Contributions to the Florida Foundation for Correctional Excellence, a 501(C)3 nonprofit corporation may be tax-deductible for federal income tax purposes. Tax ID#: 84-4942278.





## ▼ CHECKLIST FOR FAIR CHANCE EMPLOYERS

- Develop a clear written policy for hiring individuals with a criminal record**  
Explanation of the criteria for eligibility, the types of crimes that will disqualify, and the steps the employer will take to ensure the safety of employees and customers
- Comply with laws and regulations**  
**US EEOC (Equal Employment Opportunity Commission)**  
Guidance for employment considering arrest and conviction records  
[eeoc.gov/laws/guidance/enforcement-guidance-consideration-arrest-and-conviction-records-employment-decisions](https://www.eeoc.gov/laws/guidance/enforcement-guidance-consideration-arrest-and-conviction-records-employment-decisions)  
  
**Clean Slate Clearinghouse**  
Online resource for state statutory information related to criminal record clearance policies in all 50 states and U.S. territories  
[cleanslateclearinghouse.org](https://cleanslateclearinghouse.org)  
  
**Fair Credit Reporting Act (FCRA)**
  - Background checks- Applicants must be notified in writing and must obtain written consent
  - Standard “seven-year rule”
  - Relevant factors - nature of the crime, time elapsed since committed, and the individual's rehabilitation efforts
- Provide training and support**  
Job training, mentorship programs, and on-the-job coaching.
- Create a supportive work environment**  
Individuals feel valued and included promoting positive behavior and teamwork, balancing transparency and confidentiality
- Evaluate job performance regularly**  
Evaluate regularly, provide feedback, offer incentives
- Take advantage of benefits**  
**Federal Bonding Program (FBP)**  
Up to \$5,000 business insurance policy with no deductible indemnifies employers hiring at-risk job applicants  
[bonds4jobs.com](https://bonds4jobs.com)  
  
**Work Opportunity Tax Credit (WTOC)**  
\$2,400 up to \$9,600 depending on hours worked by employee; Credit is 40% of qualified first-year wages for individuals who work 400+ hours in their first year of employment.

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