

SECOND CHANCE HIRING

Creating opportunities for employers to hire - and retain - skilled, motivated, formerly incarcerated folks.



THE CHALLENGE

As job growth is projected across the Southern Tier, employers are **facing labor shortages and turnover**. This means workplace disruptions, and significant employer costs when it comes to hiring and training.



THE OPPORTUNITY

There is a pool of employees looking for a **second chance to rebuild their lives: people with past criminal justice system involvement**.

In the United States, about one in three adults has a criminal record. For Tompkins County, that would add up to roughly **26,000 adults with past criminal histories**. For these job seekers, there are significant barriers to obtaining jobs. Job markets also face racial inequalities. Becoming a second chance employer removes barriers to jobs, creates new pipelines for talent, and reduces costs associated with hiring and training.



RESULTS THAT BENEFIT EVERYONE

- Certification creates access to a new talent pipeline
- Clarified procedures decrease management and staff conflicts
- Fostering a culture of belonging and inclusion inspires loyalty
- Decreasing turnover saves personnel costs related to recruiting & training, and preserves the value of institutional knowledge
- Enhancing communications across staff creates greater engagement from the team



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BEYOND THE BOX CERTIFICATION

The Beyond the Box Certification moves beyond **“banning the box.”** the process of removing criminal history questions from job applications.

Instead, the Certification’s holistic and customized approach works to ensure a welcoming, supportive, and fair workplace **for all employees**, including those with a criminal background.

The Certification offers **data-driven technical assistance** to employers in three key areas:

1. policies
2. procedures
3. workplace culture

This approach has **positive ripple effects** throughout the company. It’s an HR upgrade that leads to **enhanced hiring, retention, and workplace culture.**

That’s a win for employers and employees alike.



The Beyond the Box Certification offers in-depth, customized evaluation, training, and technical assistance to Tompkins County employers who are interested in championing Second Chance employment. It teaches the tools and skills to hire and retain people with past criminal justice system involvement.

URO partners with each employer for a year, focusing on employer culture shift, outreach and recruitment, hiring, retention, and ways of creating an inclusive workplace environment where all can thrive.

Beyond the Box Certification offers technical assistance tailored to the specific needs of each employer, which may include:

- A review of company policies
- An assessment of the company culture
- Trainings for staff and management
- Individualized navigational support
- A strategic action plan for long-term impact

We want to partner with you!



Contact us at:
uro-tc.org

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