Current Hiring Process

VS

Fair Chance Hiring Process

Application

Interview

Offer

Hired

Questions about criminal records early in the hiring process discourage qualified candidates from applying and prevent applicants from being considered on an individual basis. Instead their application is often just discarded.

Delaying questions about criminal records until after an offer encourages more qualified people to apply and allows employers to consider the individual circumstances of each applicant.

Application

Interview

Offer

Records Check

Hired