



**UNTAPPED**  
SOLUTIONS

# STRATEGIC HR

**FAIR CHANCE HIRING 2024**

Prepared By:

**Untapped Solutions**

Prepared For:

**Curious Employers**



**Visit Our Website**

[untappedsolutions.io](https://untappedsolutions.io)





# Company Profile

At Untapped Solutions, we are committed to empowering communities by driving social change through technology and inclusive hiring practices. As innovators in workforce solutions, we believe in the potential of every individual, regardless of their past. We focus on helping companies unlock the talents of those often overlooked.

## Our CEO Profile

### Andre Peart

Having experienced first-hand the barriers faced by individuals with a criminal record, I'm committed to creating real pathways for these talented individuals to re-enter the workforce. Through Fair Chance Hiring, we're not just giving people jobs—we're providing opportunities to rebuild lives and strengthen communities.







## Vision

We envision a future where inclusive hiring is the standard, and companies thrive by recognizing and valuing the skills and dedication of individuals from all backgrounds. By embracing Fair Chance Hiring, we help businesses not only fill critical roles but also strengthen their teams with motivated, loyal employees who are eager to grow and succeed. Together, we can build stronger companies, reduce recidivism, and create lasting social impact by giving opportunities to those who need them most.



## Mission

At Untapped Solutions, our mission is to unlock the potential of talented individuals who have been overlooked or excluded from the workforce due to their past. Through Fair Chance Hiring, we help companies access this untapped talent, offering a pathway for motivated individuals to contribute to business success and community growth. By partnering with forward-thinking employers, we aim to create a more inclusive, diverse, and equitable workforce—one where everyone has a fair chance to prove their potential.





# The Definition of Fair Chance Hiring

Fair Chance Hiring is a hiring practice designed to reduce barriers to employment for individuals who have a criminal record. It focuses on evaluating candidates based on their skills, qualifications, and potential, rather than disqualifying them due to their past. This practice includes policies like “Ban the Box,” which removes questions about criminal history from initial job applications, allowing candidates to be fairly considered for their abilities before any background checks take place.



A photograph of three diverse professionals in a modern office environment. A man in a yellow shirt stands in the center, looking down at a laptop. A woman with long brown hair sits on the left, also looking at a laptop. Another woman with short brown hair sits on the right, looking at the laptop. The background features wooden lockers and a wicker basket hanging from the ceiling. The image is framed by a large circular graphic with blue and red segments.

# The Importance of Strategic HR

## **Access Untapped Talent**

Gain access to a skilled, motivated talent pool often overlooked due to past convictions.

## **Reduce Recidivism**

Stable employment helps reduce reoffending by providing purpose and structure.

## **Boost Diversity and Inclusion**

Fair Chance Hiring fosters a more equitable, diverse workforce, driving innovation.

## **Increase Retention**

Fair Chance hires are often more loyal and motivated, leading to better employee retention.



# Current HR Landscape

Current HR practices are struggling to address talent shortages and skills gaps, as many companies overlook highly motivated candidates with criminal records. While diversity and inclusion efforts are increasing, Fair Chance Hiring is still underutilized, missing an opportunity to build truly inclusive workforces. Additionally, automated hiring tools often reinforce biases, excluding qualified individuals based on background checks rather than potential or skill.

**Talent Shortages Persist Despite Job Openings**

**Diversity Initiatives Are Missing the Mark**

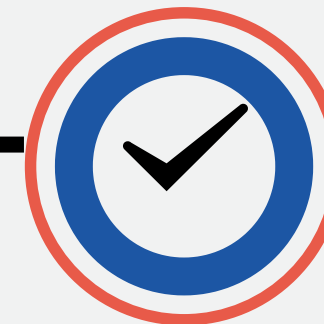
**Automation Bias Limits Talent Pool**



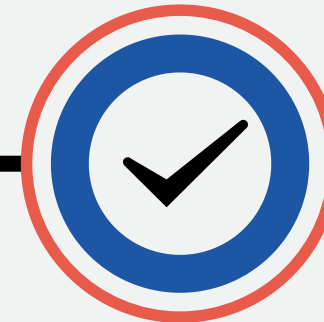


# Improve Your Talent Acquisition

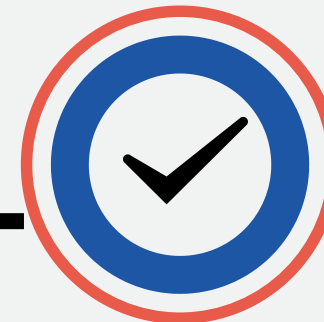
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**Implement Fair Chance Hiring Policies**



**Revamp Job Descriptions to Focus on Skills**



**Incorporate Inclusive Hiring Tools**



# How to Implement a Fair Chance Hiring Strategy

To implement a successful Fair Chance Hiring strategy, begin by revising your application process and training hiring teams to recognize talent without bias. Use inclusive interviewing practices that focus on skills and potential, and build partnerships with reentry organizations to provide ongoing support and resources to help your new hires succeed. These steps will enhance your recruitment efforts and create a more inclusive workplace.

## 1 Revise Job Applications

Remove criminal history questions from initial applications, allowing candidates to be assessed on their skills and qualifications first. Implement “Ban the Box” policies to ensure a fair and unbiased hiring process.

## 2 Adopt Inclusive Interviewing Practices

Structure interviews around skills, experiences, and qualifications, focusing on how candidates can contribute to your organization. Offer consistent interview procedures to ensure fairness across all applicants.

## 3 Educate and Train Your Hiring Teams

Provide training for HR teams and hiring managers to reduce unconscious bias. Ensure they understand the benefits of Fair Chance Hiring and know how to assess candidates based on potential and skills, not past records.

## 4 Build Community Partnerships with Reentry Organizations

Collaborate with reentry organizations to support talent sourcing and offer additional resources to Fair Chance hires. These partnerships can provide training, mentorship, and access to a wider talent pool of motivated individuals looking for a second chance.



# Untapped Savings: The Financial Benefits of Fair Chance Hiring

Employers who embrace Fair Chance Hiring not only gain access to loyal and motivated talent, but they also see significant financial savings. Reduced turnover, faster hiring for critical roles, and access to tax incentives, like the WOTC, all contribute to lower hiring costs. Additionally, increased employee engagement and productivity boost overall performance, making Fair Chance Hiring a smart financial decision.





# Conclusion – Unlock the Potential of the Untapped

Fair Chance Hiring is more than a hiring practice—it's an opportunity for businesses to grow, innovate, and make a lasting impact. By expanding your talent pool to include highly motivated individuals eager to prove their potential, you can improve productivity, reduce costs, and contribute to positive social change. Fair Chance Hiring helps you build a diverse, inclusive workforce while making a tangible difference in the communities you serve.

Untapped Solutions is here to support you every step of the way as you integrate this powerful approach into your talent strategy. Let's work together to unlock the potential of the Untapped.







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# THANK YOU

**For Attending Our Presentation**

**PRESENTATION – 2024**

***Contact Us For More Information***

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