

# Northern Utah Human Resource Association

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## NEWSLETTER



### Workers with Criminal Records

"The number of Americans with a criminal history is on the rise, and nearly one-third of the adult working-age population has a record. A new nationwide study commissioned by the Society for Human Resource Management (SHRM) and the Charles Koch Institute (CKI) finds that, while these Americans do face additional scrutiny during the hiring process, many employees, managers, and Human Resources (HR) professionals, are open to working with and hiring people with criminal histories.

...many employers are finding that they need to consider new sources of workers. For many organizations, individuals with criminal records can be a good source of untapped talent. SHRM and CKI have begun investigating the attitudes and opinions of managers, non-managers, and HR professionals towards this policy.

Every organization must decide if and how it will approach hiring workers with criminal records. In many cases, these important conversations have not yet taken place. Employers who choose to pursue this talent source need to understand how to manage both real and perceived risks of this hiring practice and must communicate their policies and practices to their employees. HR professionals have an opportunity to create a dialog among decision-makers within their organization.

#### Key Takeaways:

- About two-thirds of HR professionals say their company has experience hiring workers with criminal records.
- More than 80% of managers and two-thirds of HR professionals feel that the value workers with criminal records bring to the organization is as high as or higher than that of workers without records.
- Three-quarters of managers and HR professionals believe the cost of hiring workers with criminal records is the same as or lower than that of hiring workers with criminal records as for those without.

[https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Pages/Second-Chances.aspx?\\_ga=2.154765883.204369556.1532014835-1623623038.1522694637](https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Pages/Second-Chances.aspx?_ga=2.154765883.204369556.1532014835-1623623038.1522694637)

### Upcoming Events

We have most of the year planned out and submitted to HRCI and SHRM for recertification credits. Here's a preview of what the next few months have in store:

- August 13, 20th annual golf tournament at Mt. Ogden Golf Course
- No August luncheon
- October 18, Luncheon, Michael Barret of the Utah Labor Commission will present to us on employment discrimination.

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