

CONNECTICUT EMPLOYER SURVEY

Practices and Attitudes Regarding the Hiring of
Formerly-Incarcerated Persons and
Recommendations for Driving Better Outcomes

December 2016

Sponsored by: The Malta Justice Initiative Inc.
Underwritten by: The Tow Foundation
Administered by: Harris Poll

Malta Justice Initiative 

© Copyright 2016 Malta Justice Initiative Inc. All rights reserved
Printing courtesy of The Connecticut Business and Industry Association

Table of Contents

I.	Why This Survey? The Current State of Affairs.....	3
	A. Why This Survey?.....	3
	B. The Current State of Affairs.....	4
II.	Executive Summary – Key Results.....	8
III.	Detailed Findings	
	A. The State of Connecticut.....	9
	B. The Hiring Process.....	11
	C. Hiring Criteria.....	14
	D. Challenges and Attitudes in Hiring.....	17
	E. Reforms to Underscore.....	20
IV.	Opportunities for Changing Outcomes	
	A. Match Training to the Needs of the Job Market.....	21
	B. Provide Tax Credits and Underwrite Healthcare Costs.....	21
	C. Expungement of Criminal Records.....	21
	D. Legislative Reforms.....	21
V.	Appendices	
	A. Method.....	ii
	B. Profile of Respondents.....	iii
	C. Data Tables.....	ix
	D. About the Malta Justice Initiative.....	xxxiv
	E. About The Tow Foundation.....	xxxv

I. Why This Survey? The Current State of Affairs

A. Why This Survey?

The prison system both in the United States and Connecticut is a constant revolving door through which thousands pass each and every year. Unfortunately, many of those entering our prisons are formerly-incarcerated individuals returning after failing to make it on the outside. In Connecticut, over half of released prisoners return within three years of their release, thereby costing taxpayers millions of dollars.

This revolving door is powered by the many difficulties faced by the formerly-incarcerated upon their release. The primary obstacle is finding a job. Research has shown that a criminal record reduces a job applicant's chances of being hired by 15% to 30%.¹ A history of incarceration also reduces the number of weeks worked annually by 6 to 11.² It has been reported that as many as 60% of ex-offenders do not hold legitimate employment one year after their release from prison.³ While the Bureau of Labor Statistics does not keep track of ex-offenders' employment numbers, a January, 2011 New York Times article referenced various studies that such unemployment rate is 50% or higher one year after release.⁴

“ It has been reported that as many as 60% of ex-offenders do not hold legitimate employment one year after their release from prison. ”

Statistics compiled by the Administrative Office of the United States Courts in Washington, D.C. indicate that employment is the critical factor in whether released inmates succeed with re-entry. Of the 262,000 federal prisoners released between 2002 and 2006, 50% of those who were not able to secure employment during the period of their supervised release (generally 2-5 years) committed a new crime or violated the terms of their release and ended up back behind bars.⁵ However, 93% of those who found jobs throughout their supervised release period did not return to prison.⁶ This statistic is astounding. It suggests that our corrections system should be laser focused on securing employment for those released from prison.

“ However, 93% of those who found jobs throughout their supervised release period did not return to prison. ”

The under-employment of those under the supervision of our criminal justice system has severe economic consequences given the sheer number of ex-offenders in the United States. In 2008, there were an estimated 5.4 to 6.1 million ex-prisoners and 12.3 to 13.9 million ex-offenders (those with a

1. "Study Shows Ex-Offenders Have Greatly Reduced Employment Rates", Prison Legal News, December, 2011.
2. Id.
3. Russell Sage Foundation, "What Employers Want: Job Prospects for Less Educated Workers" by H. Holzer, 1996.
4. "Jobs Harder To Find For Ex-Offenders", posted by Interfaith Worker Justice, July 6, 2012. <http://www.iwj.org/faj/faj-headlines/jobs-harder-to-find-for-ex-offenders>.
5. "Project Hope Re-Entry Initiative" article found at <https://www.justice.gov/usao-sdal/programs/ex-offender-re-entry-initiative>; see also "U.S. Department of Justice Programs, National Institute of Justice", Research on Re-entry and Employment, April 3, 2013, available at <http://www.nij.gov/topics/corrections/reentry/pages/employment.aspx> (including that during the period of 2003-2005 between 60 and 75 percent of ex-offenders were jobless up to a year after release).
6. Id.

I. Why This Survey? The Current State of Affairs *(continued)*

criminal record who did not do time) in the United States.⁷ The under-employment of this segment of the workforce, most of whom are male, was estimated to result in the loss of 1.5 to 1.7 million workers in 2008, which equates to a 0.8 to 0.9 percentage point drop in the overall employment rate.⁸

The consequences of such a large percentage of the formerly-incarcerated being unable to find and hold down jobs upon their re-entry is staggering. The CEPR Study estimated that the United States economy loses \$57 to \$65 billion annually due to the inability of ex-offenders to find jobs.⁹ Society's failure to successfully reintegrate incarcerated individuals also perpetuates the cycle of dependence and poverty in our inner cities and places a tremendous strain on Connecticut's state budget.

“ The CEPR Study estimated that the United States economy loses \$57 to \$65 billion annually due to the inability of ex-offenders to find jobs. ”

The direct and indirect financial and human costs of mass incarceration, high recidivism and failed re-entry warrant taking a much closer look at why the formerly-incarcerated face higher obstacles to finding employment and what, if anything, can be done to reverse the sobering reality of Connecticut's revolving prison doors.

This survey seeks to first identify the current practices and prevailing attitudes of large and small employers in Connecticut regarding the hiring of formerly-incarcerated job applicants. In particular, the survey endeavors to understand the perceived risks or impediments that influence hiring decisions involving persons with a criminal history. The survey also examines what incentives or other factors might enhance the prospects of ex-offenders landing jobs.

Lastly, the survey considers possible reforms or initiatives that might drive better outcomes in terms of reducing recidivism and turning Connecticut's formerly-incarcerated population into productive, taxpaying members of their communities, thereby relieving some of the strains on Connecticut's criminal justice and correction budgets.

B. The Current State of Affairs.

To fully appreciate the importance of the survey, some background on how the United States and Connecticut arrived at the current revolving door system is helpful. Such an understanding is critical in that only 17% of the survey respondents considered themselves to be very knowledgeable about Connecticut's criminal justice system.

The United States is well into the fourth decade of its war on drugs and crime. Such war is now impacting a third generation of Americans. It has been waged with long mandatory minimum sentences for violent and non-violent crimes alike, with little opportunity for parole. This has led to mass incarceration in the United States. Indeed, the United States is the world's leading jailer. The United

7. "Ex-Offenders and the Labor Market", Center for Economic and Policy Research, November, 2010, Washington, D.C. (the John Schmitt and Kris Warner, "CEPR Study").

8. Id.

9. Id.

I. Why This Survey? The Current State of Affairs (continued)

States has 4.6% of the world's population, but houses 22.4% of the world's inmates.¹⁰

While public safety since the advent of the war on crime has unquestionably improved, as reflected in lower crime rates, that benefit has largely diminished over the past 20 years. It is generally accepted that crime rates declined over twenty years ago, prior to the enactment of many of the tough sentencing laws. From 1970 to 1990, the United States experienced an increase in crime.¹¹ During that time period, homicide rates, as well as other crime rates, rose. However, by 1991 crime rates began to fall and have remained lower.¹² In 1969, the United States crime rate was 3,686 per 100,000 population and the incarceration rate was 97 per 100,000 persons.¹³ By 2010, the crime rate was roughly the same, 3,667 per 100,000.¹⁴ However, the incarceration rate in 2010 stood at 508 per 100,000, roughly five times higher than in 1969.¹⁵ Connecticut is no different. Current crime rates in the state are the lowest they have been in forty years.¹⁶ However, the number of inmates in Connecticut has skyrocketed from 3,845 in 1980 to about 16,000 today.¹⁷

A significant percentage of inmates are violent and pose a serious threat to public safety. Such violent offenders are justifiably incarcerated. Improved public safety is not the only argument advanced in favor of tough on crime laws. Victims' rights, retribution, deterrence and accountability are also cited in support of tough sentencing laws (such as three strikes) and laws that deny public benefits to felony offenders (e.g., public housing and welfare assistance) or preclude ex-offenders from qualifying for certain professions.

However, the majority of prison beds in the United States and a significant percentage of the beds in Connecticut are filled by inmates guilty of drug violations and other non-violent, victimless crimes.¹⁸ That fact, coupled with the realization that roughly 95% of all inmates are eventually released from prison, raises a number of public policy questions, starting with the question: who do you want walking out of those prison gates?

- Do you want someone who has been treated for their addictions?
- Do you want someone who has been properly diagnosed and treated for mental illnesses?
- Do you want someone who has a place to live upon their release?

10. Moran, *The Justice Imperative: How Hyper-Incarceration Has Hijacked the American Dream*, at 3 (Significance Press 2014) ("The Justice Imperative") (citing New York Times Op-Ed, Vanita Gupta "How To Really End Mass Incarceration", August 14, 2013).

11. *The Justice Imperative*, at 45 (citing Connecticut Criminal Justice Policy and Planning Division's Comparative Analysis of Crime Rates: Connecticut, the United States and Adjacent Northeastern States – 1960-2007, available at http://www.ct.gov/opm/lib/opm/cjppd/cjresearch/projects/crimestatistics/20080923_crimeinus2007_final.pdf).

12. *Id.* at 45.

13. *Id.* at 45 (citing JRP Digest: "A Summary of Articles from Justice Research and Policy", Vol. 12, No. 1 (2010): Special Issue on Sentencing and Corrections In The States, at 2).

14. *Id.*

15. *Id.*

16. *Id.* at 46 (citing Connecticut Criminal Justice Policy and Planning Division's Comparative Analysis of Crime Rates: Connecticut, the United States and Adjacent Northeastern States – 1960-2007, at 1).

17. *Id.* at 8.

18. *Id.* at 50-51.

I. Why This Survey? The Current State of Affairs (continued)

- Do you want someone who has received some vocational and educational training?
- Do you want someone who will be under continued supervision?
- Do you want someone who can qualify for and get a job?
- Do you want someone who will have a decent shot at avoiding parole violations and new crimes?
- Do you want someone who will not end up back in prison?
- Do you want someone who can become a productive taxpaying citizen and member of their community?
- Do you want a parent who will be around for their children?

The war on crime has been waged at a huge financial cost. It has also exacted a heavy human toll, particularly in our inner cities and on minorities. State expenditures on corrections in the United States increased from \$10.6 billion in 1987 to \$52 billion in 2011.¹⁹ Connecticut's corrections budget soared from \$48.3 million in 1980 to \$645.3 million by 2013.²⁰ If one includes the added cost of the Department of Correction's employee benefits and administrative costs, the annual cost exceeds \$1 billion.²¹ The United States in the 1990s experienced explosive growth in the number of prisons, as a new prison was built every two weeks.²² Connecticut's annual cost per prison bed is \$51,000, the third highest in the country.²³

At the same time, Connecticut's recidivism rate (i.e., the percentage of released inmates who return to prison within two to three years of release) has been as high as 67%, and still remains over 50%, well above the national average of 43%.²⁴ Recidivism remains the principal benchmark by which the effectiveness of corrections systems are measured. By such measure, Connecticut could be doing far better when it comes to treating inmates for addictions and mental health illnesses, training prisoners, preparing them for life on the outside and supervising them upon release. Treatment, training and supervision, however, only go so far if a formerly-incarcerated person has no legitimate shot at a job upon their release. Without a job, is it surprising that 2 out of 3 releases end up back in the system? Given Connecticut's inordinately high recidivism rate and the hefty cost of its corrections system, one can question whether the taxpayer is getting a fair return on his or her corrections buck?

Currently, the odds of success are stacked heavily against ex-offenders succeeding on the outside. There is an array of impediments placed in their way. A felony conviction often carries collateral

19. Id. at 16 (citing Pew Center on the States, *The High Cost of Corrections in America* (2012)).

20. Id. (citing Office of Fiscal Analysis Connecticut State Budget FY12 and FY13, Biennium Part I: Agency Detail).

21. Id. (citing Vera Institute of Justice, Center on Sentencing and Corrections, *the Price of Prisons – What Incarceration Costs Taxpayers: Fact Sheet for State of Connecticut*, January, 2012 (contains results of a 40-state survey based on fiscal year 2010 costs).

22. Id. at 2.

23. Id. at 18 (citing Connecticut Business & Industry Association's Position Paper "Reform Corrections", available at <http://www.gov.cbia.com/issues-policies/category/cat/1p-spending>).

24. Id. at 21 (citing Connecticut Office of Policy and Management, 2011 Recidivism Report at 5. See http://www.ct.gov/opm/lib/opm/cjppd/cjresearch/recidivismstudy/2011-recidivism_report_final.pdf), and The Pew Center "State of Recidivism: The Revolving Door of America's Prisons" (April 2011), at 20, available at http://www.pewtrusts.org/uploadedFiles/www.pewtrustsorg/Reports/sentencing_and_corrections/State_Recidivism_Revolving_Door_America_Prisons%20.pdf

I. Why This Survey? The Current State of Affairs (continued)

consequences beyond incarceration that get in the way of a successful outcome and lead to re-incarceration. The collateral impediments of felony convictions include disqualification for educational grants, denial of public housing, ineligibility for welfare assistance and ineligibility for certain professional licenses. If the desired outcome is the reintegration of ex-offenders into their communities, why would society erect insurmountable barriers to the achievement of such outcome? Should punishment continue beyond one's sentence? Should we not enact laws and embrace policies that maximize the successful re-entry of the formerly-incarcerated?

The collateral consequences of felony convictions perpetuate our revolving-door prison system. That system places an inordinate burden on taxpayers, not only in terms of the direct costs of prisons, but indirectly by perpetuating the cycle of dependence and poverty among the families and communities bearing the brunt of mass incarceration, namely our inner cities and minorities. In Connecticut, minorities make up 24% of our population, but fill 66% of our prison beds, despite statistics that suggest minorities do not utilize drugs at rates far different than those of white citizens.²⁵ The impact of incarceration of a parent on a family is devastating, particularly on minor children. The deleterious effect of incarcerated parents on children is well-documented.²⁶ Among other negative impacts, it adversely affects school behavior and performance. Seventy-five percent of incarcerated women are mothers.²⁷ Many of them are themselves the victims of domestic abuse or other violent crimes.²⁸ Sixty-three percent of federal prisoners and fifty-five percent of state prisoners are parents of minor children and forty-six percent of all imprisoned parents lived with at least one of their minor children prior to entry.²⁹

Given the critical role that job placement plays in successfully reintegrating formerly-incarcerated persons, it is imperative to understand (a) the current practices, policies and attitudes of employers relative to hiring ex-offenders, (b) employers' perceptions of the risks of such hiring and, lastly, (c) what can be done to minimize those risks or create incentives to facilitate the hiring of formerly-incarcerated individuals and thereby drive better outcomes in terms of reducing recidivism. The aim of this survey was to arrive at such understandings and identify outcome-driven re-entry strategies.

25. The Justice Imperative, at 51-52.

26. Garfinkel, I., Geller, A, and Cooper, C (2007), Parental Incarceration in Fragile Families; Summary of Three Year Findings (a report to the Annie E. Casey Foundation – unpublished); and Hanlon, T.E., Blatchley, R.J., Bennett-Sears, T., O'Grady, K.E., Rose, M and Callaman, J.M. (2005), Vulnerability of Children of Incarcerated Addict Mothers: Implications for Prevention Intervention, published in *Children and Youth Services Review*, 27, 67-84.

27. Mumola, C.J. (2000), *Incarcerated Parents and Their Children*, Washington, D.C., United States Department of Justice. See <http://www.bjs.gov/content/pub/pdf/iptc.pdf>.

28. The Justice Imperative, at 54-57.

29. Mumola, C.J. (2000).

II. Executive Summary – Key Results

As noted previously, job placement plays the critical role in the successful reintegration of formerly-incarcerated individuals. Understanding Connecticut employers' current practices, challenges, and attitudes towards the hiring of such individuals is the first step in driving improved outcomes. To achieve this understanding, the survey interviewed individuals working for Connecticut-based employers, many of whom have a direct role in the hiring process. The survey explored three main areas: (a) the current practices, policies and attitudes of employers around hiring ex-offenders; (b) employers' perceptions of the risks of hiring such individuals; and (c) opportunities for legislation to minimize risks and create incentives for hiring.

An awareness gap exists among respondents regarding the criminal justice system in Connecticut. Crime-related issues and the criminal justice system are not seen as critical challenges for the State. There is also an acute lack of knowledge about the criminal justice system among Connecticut employer respondents.

The survey further uncovered:

- **Difficulty finding qualified candidates for specific jobs is one of the biggest challenges for employers and a majority are willing to hire individuals with a criminal record to fill that gap.** This is particularly true among respondents in the skilled/technical labor trade. While many feel it is an employer's right to hire whomever they choose, most are willing to place qualification for a position over criminal history.
- **Employers see the benefits in hiring ex-offenders for their business, for the ex-offender and for society.** An overwhelming 97% of respondents agree that people with a non-violent or victimless criminal record deserve a second chance and a nearly equal percentage agree that when an employer gives an ex-offender a job, they are turning him or her into a productive member of society.
- **However, 4 in 10 respondents have no experience in hiring ex-offenders and a quarter say their company has a policy against it. Very few (3%) are actively hiring individuals with a criminal record.** Most respondents have checks and balances in place to ensure qualified individuals are hired regardless of criminal history. When it comes to looking at ex-offenders, many feel the details of the crime (including the use of violence and nature of the crime) count more than the details of the job (such as the job function and hiring department).
- **Aside from lack of experience, other barriers to hiring ex-offenders exist. Many fear it will reflect negatively on their company's reputation. Others identify obstacles around risk for theft/fraud, finding qualified individuals and their legal liability.** In some cases, ex-offenders are identified as simply too risky to hire although this perception of risk diminishes greatly as the time since the crime increases.
- **In order to encourage the hiring of ex-offenders, employers are eager for legislation that incentivizes the decision and immunizes them after a hire is made.** Consideration for hire increases when salary subsidies, tax credits, and health insurance coverage are offered.

III. Detailed Findings: The State of Connecticut

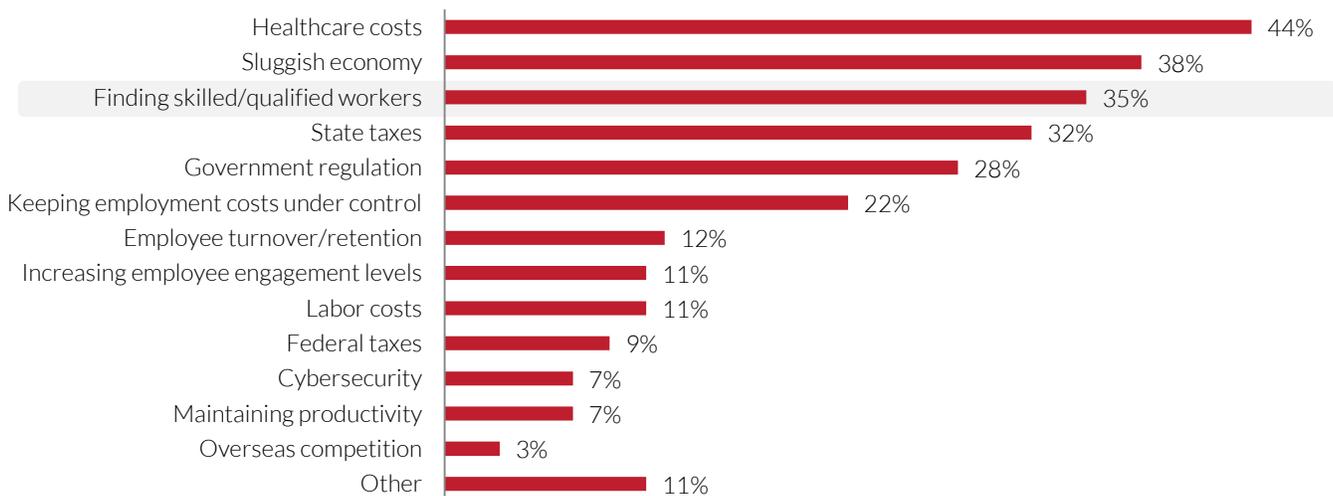
In exploring the role of hiring ex-offenders, it is critical to understand the challenges that Connecticut employers and the State face. Connecticut employers identified a number of challenges, but the criminal justice system is not at the top of that list.

Over 9 in 10 Connecticut employers do not identify crime-related issues among their top-3 concerns. Topics of criminality are found to be challenges by relatively few respondents, including such concerns as the criminal justice system (10%), the prison system (4%), and crime (2%). Rather, financial concerns rise to the top, with a majority of respondents believing that the biggest challenges facing the State today are taxes (55%), followed by state spending (48%) and the economy (39%). Nearly 3 in 10 (29%) mention jobs as a biggest challenge.

“ Topics of criminality land near the bottom of the list of challenges facing the state of Connecticut ”

When it comes to their companies, costs are identified as the biggest challenge, with a particular concern for healthcare costs (44%), followed by a sluggish economy (38%) and finding skilled/qualified workers (35%).

Biggest Challenges Facing Company



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q725 Which of the following do you think are the biggest challenges your company faces?

III. Detailed Findings: The State of Connecticut *(continued)*

Small-sized businesses (1-99 employees) identify the burden of state taxes (36%) and federal taxes (13%) as a challenge compared to respondents in mid-sized companies (100-4,999 employees) (19% and 4%, respectively). On the other hand, respondents in mid-size companies are more concerned with employee turnover/retention (17%) and cybersecurity (13%) than their smaller counterparts (8% and 5%, respectively).

While relatively few respondents believe Connecticut is facing challenges regarding the criminal justice system, only about 1 in 5 (17%) feel they are very or extremely knowledgeable about the system. In fact, a majority (63%) indicate they are only somewhat knowledgeable about the criminal justice system and 20% say they are not at all knowledgeable.

“ 1 in 5 say they are not at all knowledgeable about Connecticut’s criminal justice system ”

Those who have a role in hiring – and therefore have the most influence to effect changes in hiring individuals with a criminal record – are as likely as the average respondent to say they are very or extremely knowledgeable about the criminal justice system (18% and 17%, respectively). Employers in a skilled/technical trade, who are traditionally thought to have positions more likely suitable for ex-offenders, are significantly less likely to be very/extremely knowledgeable (10%) compared to those who do not work in a skilled trade (20%).

While the criminal justice system is not currently seen as a top concern for the State of Connecticut by respondents, their lack of knowledge reveals key areas for education. This proves particularly critical given that finding skilled and qualified workers ranks among these employers’ top three concerns for their businesses – a challenge that might be mitigated with the hiring of ex-offenders.

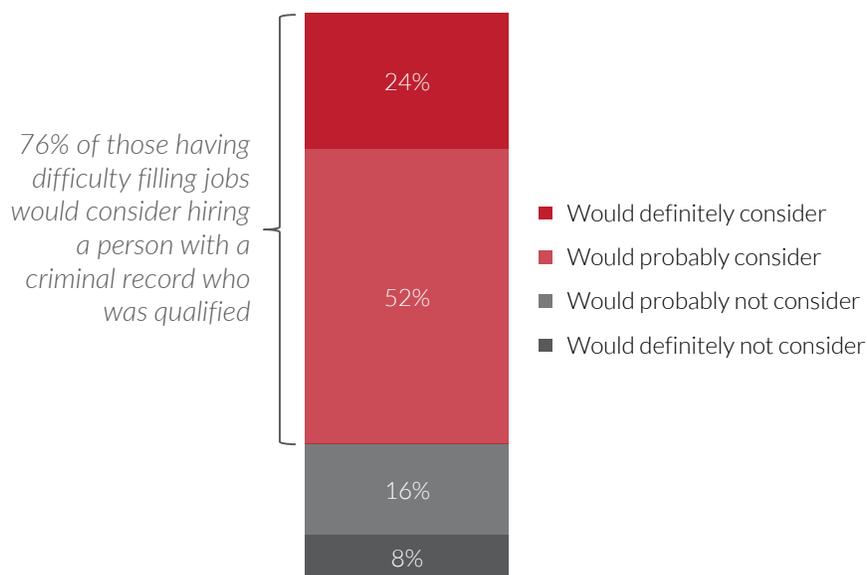
III. Detailed Findings: Current Hiring Practices

To encourage employers to explore hiring individuals with a criminal record, their current hiring practices must be understood. Placing the right people in the right roles is not always an easy task. Over half of respondents (55%) say there are specific jobs at their company where they currently have difficulty finding qualified applicants (60% among those with a hiring role). Topping the list of hard-to-fill jobs are skilled laborers (24%), administration (11%), construction (9%), and marketing (9%) roles. Employer respondents in the skilled/technical labor trade are significantly more likely to say they have difficulty hiring for specific jobs (71%) compared to those who work in other industries (49%).

“ 55% have difficulty finding qualified applicants for specific jobs and three-quarters of those would consider hiring a person with a criminal record ”

Among those who have difficulty finding applicants, three quarters (76%) say they would consider hiring a person with a criminal record who was qualified to perform the job. Only 8% would definitely not consider an ex-offender for the role.

Willingness to Hire a Qualified Person with a Criminal Record for Difficult to Fill Jobs



BASE: HAVING DIFFICULTY FINDING APPLICANTS FOR JOBS (n=170)

Q947. How willing would you be to hire a person with a criminal record who was qualified to perform these jobs that you have difficulty filling?

III. Detailed Findings: Current Hiring Practices (continued)

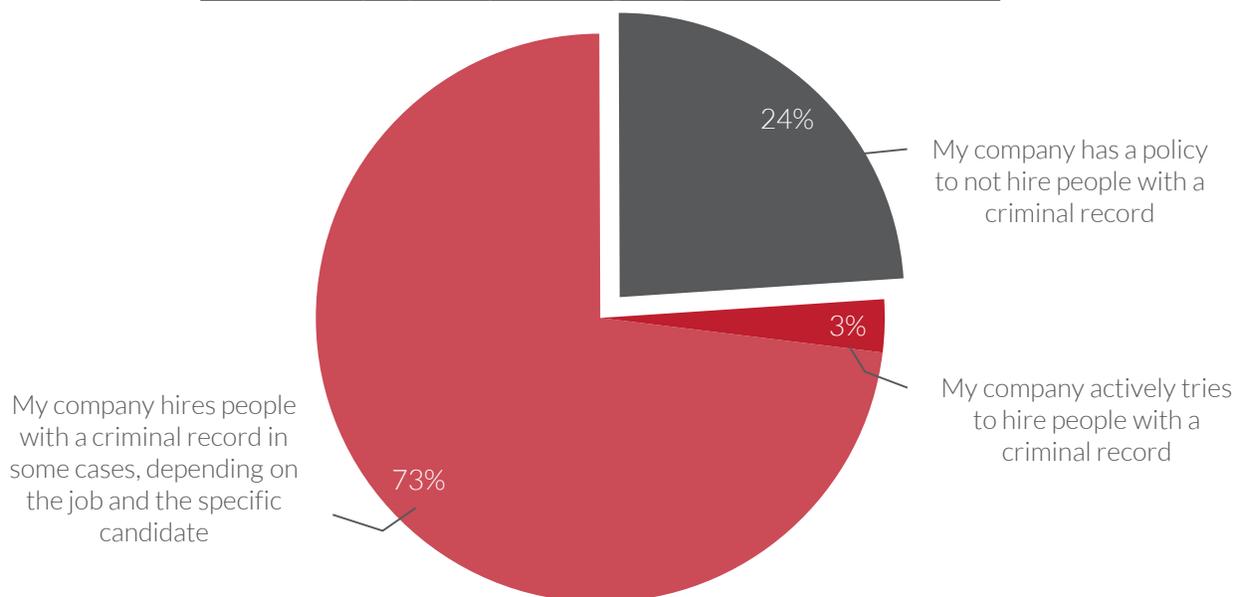
Experience in hiring individuals with a past record of criminal history is more common for some than others. Just over 2 in 5 respondents (42%) – and almost half of those with a hiring role (47%) – have at least some personal experience hiring people with a criminal record. But, very few (9%) have a great deal or a lot of experience. And, 2 in 5 (40%) have no experience at all. Those not working in a skilled/technical trade are significantly more likely to not have any personal experience (44% vs. 25%).

While many indicate they are open to the idea of hiring ex-offenders, the lack of personal experience is not surprising given that very few (3%) say their company actively tries to hire people with a criminal record. Nearly one quarter (24%) say they have a policy to not hire people with a criminal record. There may be good reasons for the lack of active hiring as over half of respondents (52%) – 53% of those with a hiring role – say it would hurt their company’s image if the public learned they hire people with a criminal record (either a lot 15% or somewhat 37%). On the other hand, about 4 in 10 (39%) feel it would have no impact on their image.

“ Just 3% actively try to hire individuals with a criminal record ”

However, over 7 in 10 (73%) – and three quarters of those with a hiring role (75%) – say their company hires people with a criminal record in some cases, depending on the job and the specific candidate.

Current Company Policy for Hiring People with a Criminal Record



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q925. Which of the following best describes your company's current policy regarding the hiring of people with a criminal record?

III. Detailed Findings: Current Hiring Practices *(continued)*

Just over two-thirds (67% and 69% of those with a hiring role) believe an employer should have a good faith business reason for declining employment to a person with a criminal record, but at the same time, 61% (63% among those with a hiring role) feel an employer should have complete discretion to decline employment because it is their right to decide.

Given current hiring practices, the door is neither open, nor closed, on hiring individuals with a criminal record. While Connecticut employers interviewed are open to the idea of hiring ex-offenders, particularly for roles they have difficulty filling, experience in this area is lacking with so few employers stating their company actively hires those with a criminal record. Fear may be a driving factor in the lack of experience as many employers believe hiring ex-offenders has the power to hurt their company's image, but a majority feel they need to have a good faith business reason for rejecting an otherwise qualified employee. That said, nearly the same proportion feel that ultimately it is the employer's right to decide.

III. Detailed Findings: The Hiring Decision

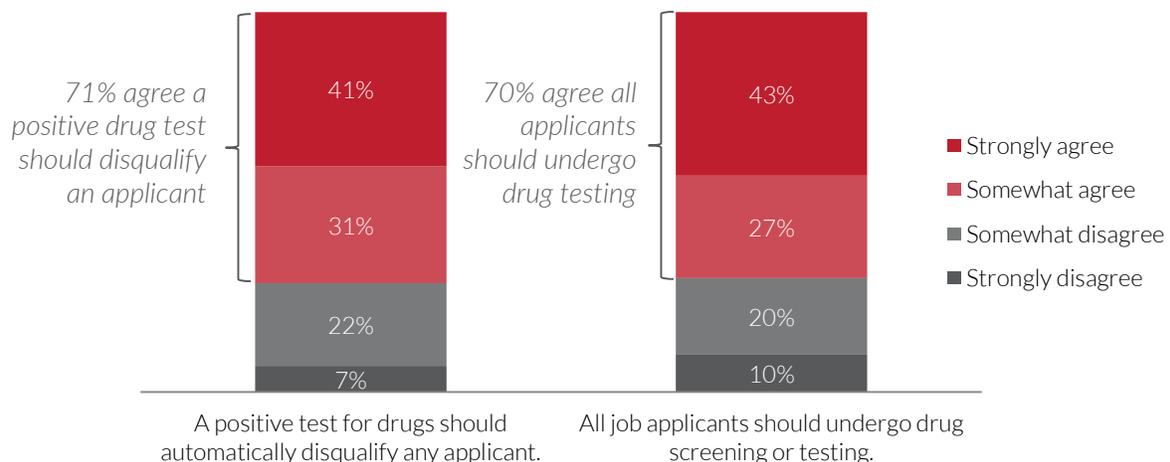
When hiring any employee, there are many considerations beyond simple qualifications. These can become confounded for employers when asked to consider a person with a criminal history. Issues such as drug abuse and potential for violence suddenly become greater concerns than they are with the average worker. When Connecticut employers consider any candidate for hire, they most commonly rely on reference checks (87% - 90% among those with a hiring role), background checks for criminal history (75%), and drug screenings (53%). Far fewer rely on credit checks (31%).

Despite drug screenings being used less frequently, among those who utilize them, an overwhelming 96% say it has a great deal or quite a bit of influence on their decision to hire a candidate. Comparatively, 82% of reference check users and 80% of those who use background checks for criminal history say the same about each criteria, respectively.

“ Over 9 in 10 who use drug screenings as hiring criteria say it has a great deal or quite a bit of influence on their decision to hire ”

Regardless of whether a respondent currently uses drug testing as a criteria for hire, 70% somewhat or strongly agree that all job applicants should undergo drug screening or testing (69% of those with a hiring role). Further, 71% agree a positive test for drugs should automatically disqualify any applicant (73% of those with a hiring role). Those in a skilled/technical trade are more likely to agree that a positive test should disqualify an applicant compared to those in other industries (77% vs. 67%).

Attitudes Towards Drug Tests as Hiring Criteria



BASE: ALL QUALIFIED RESPONDENTS (n=311)

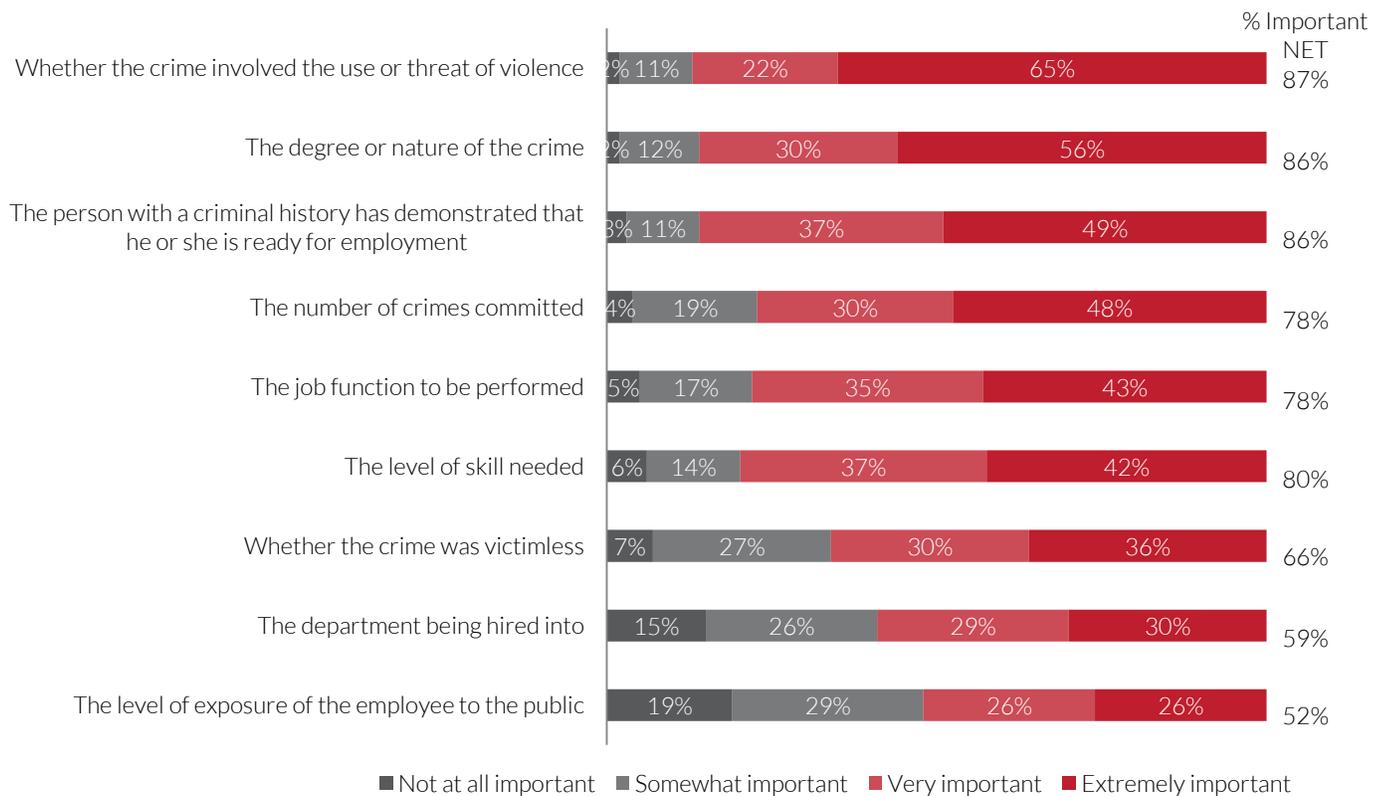
Q1110. How much do you agree or disagree with each of the following statements regarding job applicants?

III. Detailed Findings: The Hiring Decision (continued)

When it comes to the decision to hire a person with a criminal record, there are additional factors that come into play beyond the standard criteria. When presented with a list of factors to consider, a majority agree each is important, but a few rise to the top as being most critical.

Concerns over the crime itself rise to the top, with over 8 in 10 saying that whether the crime involved the use/threat of violence (87%) and the degree or nature of the crime (86%) is extremely/very important to their hiring decision. Additionally, many want proof of rehabilitation with 86% saying it's very/somewhat important that the person has demonstrated that he/she is ready for employment through drug rehab/vocational training. Factors related to the job itself, including the level of skill needed (80%), the job function to be performed (78%), and the department being hired into (59%) have slightly lower levels of importance.

Important Factors when Deciding to Hire a Personal with a Criminal Record



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q955. How important are each of the following in the decision to hire a person with a criminal record?

III. Detailed Findings: The Hiring Decision (continued)

Many respondents are willing to place qualification over criminal history as 7 in 10 (71%) agree they would hire a person with a criminal record over someone with no past criminal history if they were more qualified. About 3 in 10 (29%) take the opposite viewpoint stating they would hire the person with no criminal past because it is too risky to hire an ex-offender.

Attitudes Towards Hiring a More Qualified Person with a Criminal Record



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q1300. Next you will read differing opinions from two hypothetical people named Smith and Jones.
Smith says: I would hire a person with a criminal record over someone with no past criminal history ...
Jones says: I would hire someone with no past criminal history over a person with a criminal record ...
Which one of these two opinions do you agree with more?

Irrespective of whether a criminal history is involved, most respondents say they have a variety of checks and balances in place to ensure that the candidates are appropriate and qualified. In general, respondents demonstrate a relative openness to hiring people with a criminal past and feel that an applicant's qualifications and skills should trump criminal background. When it comes to the criteria for hiring an ex-offender, respondents feel the details of the crime count more than the details of the job when making a decision. However, regardless of criminal history, drug screenings appear to be a crucial and influential tool in the hiring process.

III. Detailed Findings: Challenges & Attitudes in Hiring

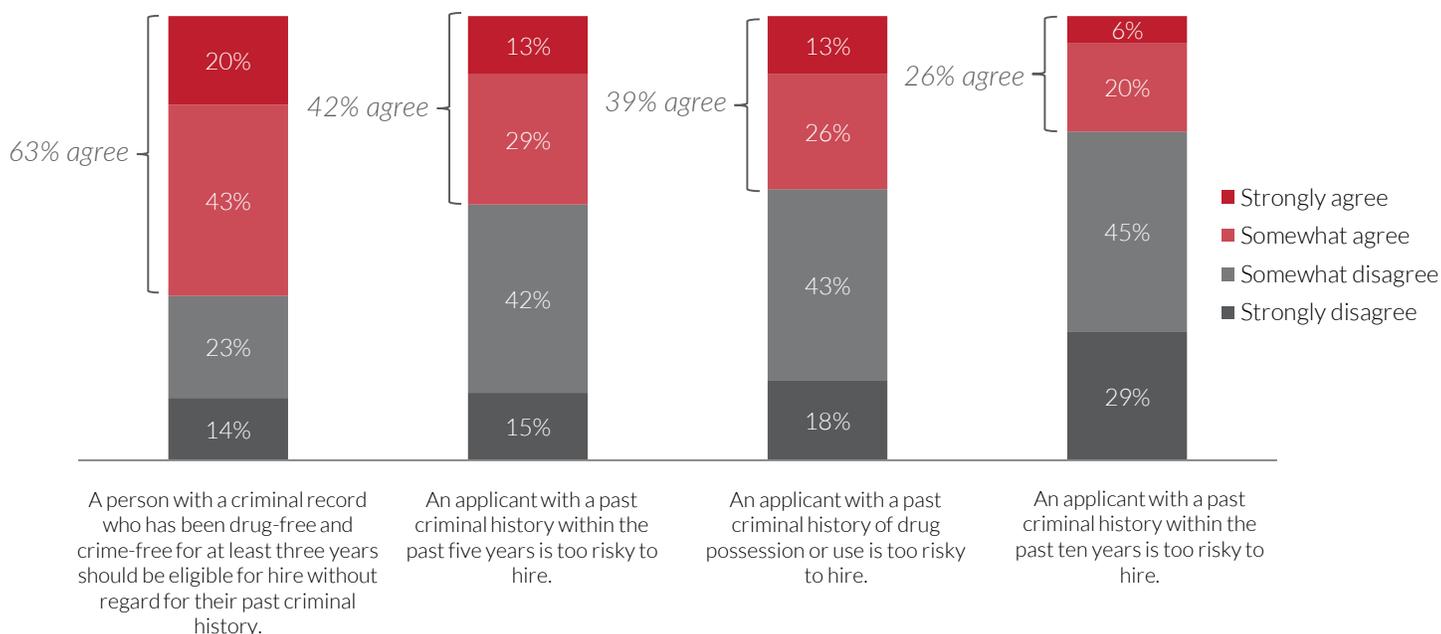
Not only are there additional criteria to consider when hiring a person with a criminal record, there are unique challenges that come with the decision. Over 4 in 10 respondents indicate the biggest obstacles for their company in hiring people with a criminal record are: risk for theft/fraud (43%), finding qualified people (42%), and legal liability (41%). Three in 10 see the public image of their company (31%) and safety of their employees (28%) as obstacles. Over 1 in 10 (13%) say it is company policy that serves as a barrier. Only about 1 in 10 (8%) do not face any obstacles.

Finding qualified people is a greater obstacle for respondents in small companies (46%) compared to those in mid-size companies (31%). Small company respondents, however, do not seem to share the same burden of company policy preventing or discouraging them from hiring people with a criminal record (9% small, 21% mid-size, 24% large).

“Larger companies are more likely than smaller ones to face a company policy that discourages or prevents hiring people with a criminal record”

Aside from the challenges faced, personal opinions towards individuals with a criminal record play a key role in hiring as well. In some instances, those with a criminal history are simply considered too risky to hire. Time since the crime appears to play a role in this opinion as 42% agree an applicant with a criminal history within the past five years is too risky to hire, this drops down to 26% when considering an applicant with a crime taking place in the last ten years. Nearly 4 in 10 (39%) agree a past history of drug possession/use is too risky to hire.

Attitudes Towards Criminal History as Hiring Criteria



BASE: ALL QUALIFIED RESPONDENTS (n=311)
 Q1110. How much do you agree or disagree with each of the following statements regarding job applicants?

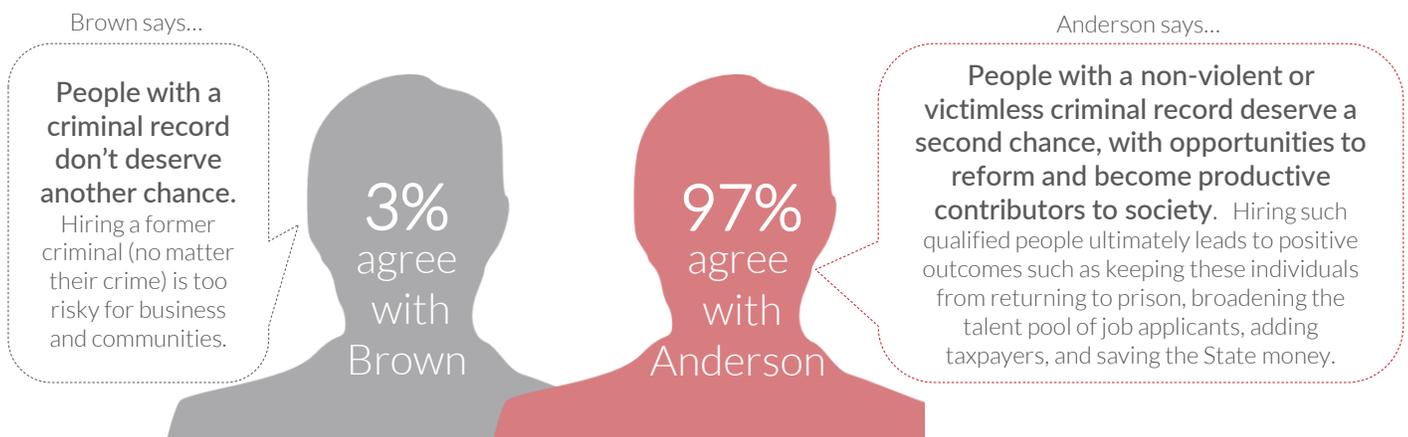
III. Detailed Findings: Challenges & Attitudes in Hiring (continued)

A willingness to overlook past criminal history is not uncommon in certain cases. A majority (63%) agree that a person with a criminal record who has been drug-free and crime-free for at least three years should be eligible for hire without regard for their past criminal history.

“ If crime and drug-free for at least 3 years, over 6 in 10 agree an ex-offender should be eligible for hire without regard for their criminal history ”

In further exploring attitudes towards ex-offenders, nearly all respondents agree with two key attitudes. An overwhelming 97% agree that people with a non-violent or victimless criminal record deserve a second chance and that hiring them leads to positive outcomes, while just 3% say those with a criminal record do not deserve another chance.

Attitudes Towards Giving a Person with a Criminal Record a Second Chance



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q1315. Below are differing opinions from two hypothetical people named Anderson and Brown.

Anderson says: People with a non-violent or victimless criminal record deserve a second chance, with opportunities to reform and become productive contributors to society...

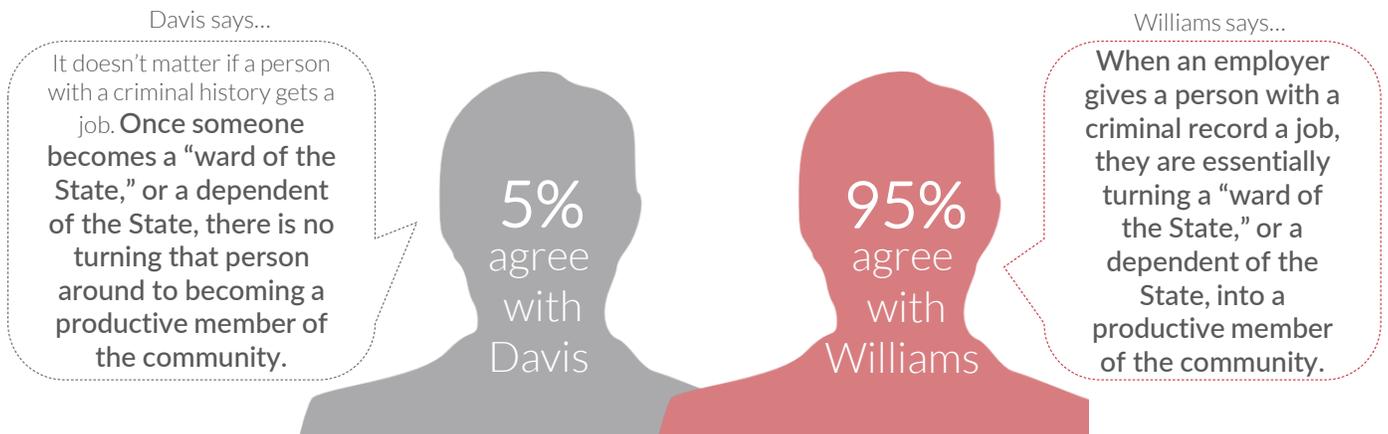
Brown says: People with a criminal record don't deserve another chance. Hiring a former criminal (no matter their crime) is too risky for business and communities.

Which one of these two opinions do you agree with more?

III. Detailed Findings: Challenges & Attitudes in Hiring (continued)

A nearly equal 95% agree that when an employer gives an ex-offender a job, they are turning him or her into a productive member of society. Only 5% say it doesn't matter if that individual gets a job, there is no turning that person around into a productive member of society.

Attitudes Towards a Person with a Criminal Record Becoming a Productive Member of Society



BASE: ALL QUALIFIED RESPONDENTS (n=311)

Q1320. Below are differing opinions from two hypothetical people named Williams and Davis.

Williams says: When an employer gives a person with a criminal record a job, they are essentially turning a "ward of the State," or a dependent of the State ...

Davis says: It doesn't matter if a person with a criminal history gets a job. Once someone becomes a "ward of the State," or a dependent of the State ...

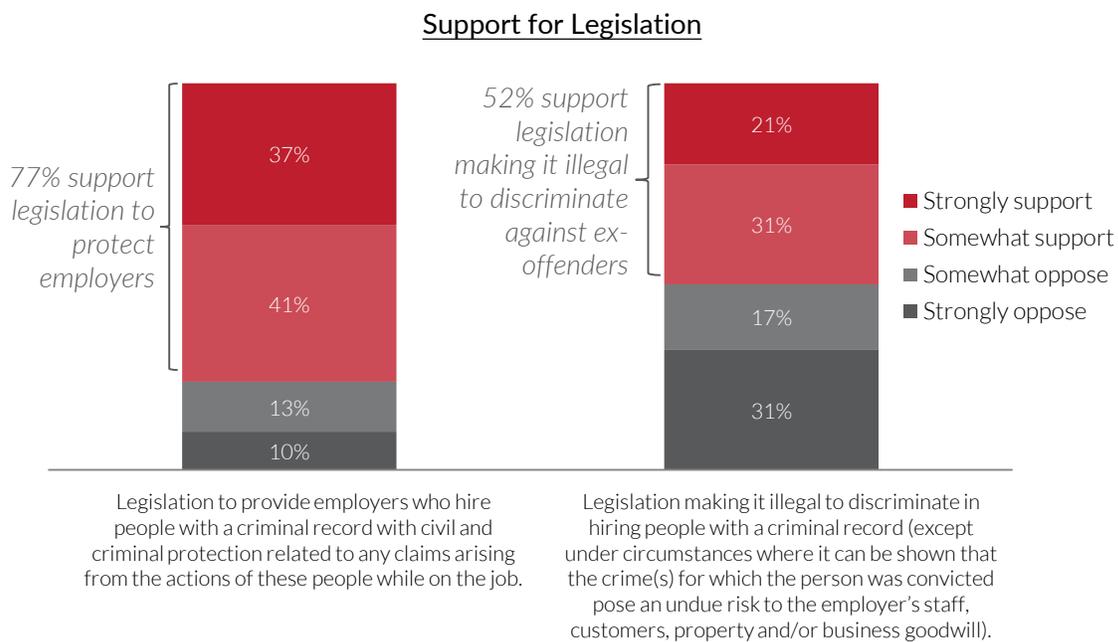
Which one of these two opinions do you agree with more?

Almost all Connecticut employers interviewed recognize the benefits of hiring an ex-offender - to the individual, their company and society as a whole. Nearly all agree that people who have committed non-violent or victim-less crimes deserve a second chance. As time passes from when the crime was committed, respondents become more comfortable with the potential hiring. Some are willing to overlook criminal histories entirely with the passage of enough time. Still, many employers say finding qualified ex-offenders is a challenge, highlighting areas for potential education and training of individuals with a criminal record.

III. Detailed Findings: Reforms to Underscore

As Connecticut respondents continue to have difficulty in filling jobs and face challenges hiring ex-offenders, there are several legislative initiatives and/or governmental grants with the potential to effect change.

Over three quarters of respondents (77%) support legislation to provide employers who hire people with a criminal record with civil and criminal protection related to claims arising from the actions of these people while on the job. Over half (52%) support legislation making it illegal to discriminate in hiring people with a criminal record (except under circumstances where it can be shown that the crime(s) for which the person was convicted pose an undue risk to the employer’s staff, customers, property and/or business goodwill).



BASE: ALL QUALIFIED RESPONDENTS (n=311)
Q1200. How much do you support or oppose each of the following?

While many factors come into play during the hiring decision, a majority indicate they would probably or definitely consider hiring an ex-offender if governmental grants were awarded to subsidize salary and/or training for up to two years (76%), tax credits were given (73%), and/or health insurance and benefits coverage were given and/or subsidized by the government for up to two years (73%).

“A significant majority would consider hiring an ex-offender if offered incentives in the form of salary subsidies, tax credits, and/or health insurance subsidies”

IV. Opportunities for Changing Outcomes

Prior research strongly indicates that if an ex-offender can find and hold onto a job within the first year of release, he or she will not recidivate. If we, as a society, are serious about providing meaningful second chances, reducing recidivism and re-integrating the formerly incarcerated, the key to driving such outcomes lies in enhancing the job prospects of ex-offenders. The survey results suggest a number of specific reforms or initiatives that can enhance such job prospects.

1. Match Training To The Needs Of The Job Market.

Over half of the respondents (55%) stated there were specific jobs for which they were having difficulty finding qualified applicants. Thirty-five percent of employers ranked finding skilled/qualified workers to be among their biggest challenges. Three of four respondents (76%) indicated a willingness to consider hiring a person with a criminal record if qualified to perform the job the employer had trouble filling. Three in four (76%) employers also expressed a willingness to hire a formerly-incarcerated person if governmental grants were available to subsidize either salary or training costs for up to two years.

Given these findings, the corrections system should endeavor to match training dollars to specific needs in the marketplace. This can be accomplished through both pre-release and post-release training, coupled with internships with employers, who hopefully will hire the trainees permanently, particularly if the training costs are subsidized. The alternative of re-incarceration at an annual cost of \$51,000 is hardly attractive, especially in the case of non-violent offenders.

2. Provide Tax Credits And Underwrite Healthcare Costs.

Seventy-three percent of respondents indicated a strong willingness to hire a person with a criminal record if tax credits were given or healthcare coverage was provided or subsidized for up to two years.

3. Expungement Of Criminal Records.

While one in four employers (24%) stated they have a policy in place not to hire persons with a criminal record, 6 in 10 employers (58%) do not believe that an applicant with a past record of drug possession is too risky to hire. Sixty-three percent of respondents believe that those who have been drug- and crime-free for at least three years should be eligible for hire without regard for their prior criminal history.

Such results suggest that ex-drug offenders and non-violent offenders who have stayed clean and kept out of trouble for three years should have their records expunged. The interests of the employer are sufficiently protected by their own drug-testing practices. Drug-screening is utilized by over half of the respondents (53%).

4. Legislative Reforms.

The survey suggests overwhelming support (97%) on the part of the business community for the notion that persons with a non-violent or victimless criminal background deserve a second chance. This sentiment is driven, in part, by the desire to turn a "ward of the State" into a productive member of the community (95%). So how can Connecticut seize on this core belief to pass legislation that may promote the outcome of converting the formerly-incarcerated into productive, taxpaying members of their

IV. Opportunities for Changing Outcomes (continued)

communities?

First, there is broad support (77%) for providing employers with civil and criminal immunity for claims arising from the actions of ex-offenders while on the job. This would insulate employers from suits for negligent hiring or supervision. Forty-one percent of survey respondents cited legal liability as being among the biggest challenges to hiring applicants with a criminal record. Immunity helps redress such concerns and the view of many employers (42%) that hiring ex-offenders is "too risky".

Second, (67%) of respondents believe an employer should have a good faith business reason for declining employment to a person with a criminal record. About half (52%) of respondents support legislation making it illegal to discriminate except under circumstances where it can be shown that the crimes for which the person was convicted pose an undue risk to the employer's staff, customers, property or business goodwill. At the same time, 61% of respondents believe an employer should have complete discretion to decline employment to a person with a criminal history. These latter two responses appear at odds. One way to reconcile them may be to make it unlawful to discriminate without justification against the formerly-incarcerated, but not create a private remedy or cause of action (including before the Commission on Human Rights ("CHRO")) against employers who violate such law. This would leave enforcement up to the prosecutorial discretion of state authorities. Such legislation would nevertheless serve as a strong policy statement in support of the hiring of ex-offenders. At the same time, employers would not feel threatened by the prospect of a new rash of employment litigation.

The foregoing survey responses and the fact that 75% of respondents conduct criminal background checks underscores the importance of expunging outdated criminal records of those formerly-incarcerated who have been drug- and crime-free for an extended time period.

Appendices

V. Appendix A: Method

The survey was conducted online by Harris Poll on behalf of Malta Justice Initiative from June 10 – October 5, 2016. The research was conducted among 311 U.S adults aged 18+ (“Connecticut employers”), including 258 who have a hiring role. Data are not weighted.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Harris Poll avoids the words “margin of error” as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were invited among lists provided by Malta Justice Initiative, including partner sample from Connecticut Chambers of Commerce, Greater Hartford Metro Alliance, Bridgeport Regional Business Council, Westchester Fairfield Association of Corporate Counsel, Connecticut Business Industry Association, Business Council of Fairfield, and attendees of the Compensation and Benefits Conference. Because the sample is based on a selected targeted population and therefore isn’t a random sample, no estimates of theoretical sampling error can be calculated.

A note about reading the report:

“Respondents” or “Connecticut employers” refers to all respondents who are 18+ and employed. The term “Connecticut employers” simply refers to those who responded to the survey as their businesses employ Connecticut workers and is not intended to represent the population of Connecticut employers as a whole. Respondents with a “hiring role” represents those 18+, employed, and have a hiring role in their company.

Responses may not add up to 100% due to computer rounding, or the acceptance of multiple responses.

An asterisk (*) represents a value of less than 1% but greater than 0%, and a dash (-) represents a value of 0%.

Please note sample sizes for subgroups included in the detailed findings of this report. Sample sizes of less than 100 should be viewed qualitatively (directionally), not quantitatively (statistically).

V. Appendix B: Profile of Respondents

BASE: U.S. RESPONDENTS 18+

Q600 Which one of the following best describes your employment status?

	Total	Has Hiring Role	Company			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Employed full time	63%	69%	55%	86%	76%	69%	63%
Self-employed	24%	27%	34%	4%	9%	26%	22%
Employed part time	5%	4%	5%	6%	6%	1%	7%
Other	7%	-	5%	4%	9%	4%	8%

BASE: U.S. RESPONDENTS 18+, EMPLOYED

Q605 Which of the following best describes your position at your company?

	Total	Has Hiring Role	Company			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	288	258	178	74*	30*	102	211
Senior management (CEO, CFO, Senior VP, etc.)	55%	60%	63%	43%	33%	63%	53%
Director/manager/supervisor/team leader	23%	22%	18%	30%	37%	22%	24%
Professional (non-management)/technical staff member	9%	6%	8%	14%	7%	5%	10%
Vice president	6%	6%	3%	8%	13%	8%	4%
Entry level/administrative/clerical/laborer	2%	1%	2%	5%	-	1%	3%
Other	5%	5%	5%	-	10%	2%	6%

BASE: U.S. RESPONDENTS 18+, EMPLOYED

Q610 In which department do you work?

	Total	Has Hiring Role	Company			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	288	258	178	74*	30*	102	211
Executive/Board of Directors	23%	25%	26%	19%	10%	25%	21%
Senior management	17%	17%	22%	11%	3%	25%	14%
Human resources	13%	14%	6%	26%	23%	18%	12%
Administrative	10%	10%	12%	7%	3%	10%	9%
Legal	9%	9%	6%	14%	20%	4%	12%
Finance/Accounting	8%	8%	9%	7%	7%	8%	7%
Other	20%	17%	19%	18%	33%	10%	25%

V. Appendix B: Profile of Respondents (continued)

BASE: U.S. RESPONDENTS 18+, EMPLOYED

Q615 Which of the following best describes the level of influence you currently have on each type of decision making at your company?

Business and strategic decisions overall

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/Technical Trade	Other
n=	288	258	178	74*	30*	102	211
I have no input or influence	6%	2%	4%	7%	13%	1%	8%
Has Input (NET)	94%	98%	96%	93%	87%	99%	92%
I have some input or influence	25%	23%	15%	46%	37%	24%	26%
I have significant input or influence (individually or as part of a group)	30%	31%	28%	31%	43%	29%	29%
I have final decision-making authority (individually or as part of a group)	39%	44%	53%	16%	7%	46%	37%

Hiring process specifically

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/Technical Trade	Other
n=	288	258	178	74*	30*	102	211
I have no input or influence	10%	-	6%	18%	20%	2%	14%
Has Input (NET)	90%	100%	94%	82%	80%	98%	86%
I have some input or influence	17%	19%	13%	20%	23%	17%	17%
I have significant input or influence (individually or as part of a group)	28%	31%	25%	32%	37%	30%	26%
I have final decision-making authority (individually or as part of a group)	45%	50%	56%	30%	20%	51%	43%

V. Appendix B: Profile of Respondents (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q700 Worldwide and in Connecticut, approximately how many total employees work at your company or organization? If you are not sure, please provide your best estimate.

Worldwide (including Connecticut)

	Total	Has Hiring Role	Company Small (1-99)	Company Mid (100-4999)	Company Large (5000+)	Industry Skilled/Technical Trade	Industry Other
n=	311	258	188	77*	33*	106	230
0	4%	2%	-	-	-	2%	5%
Small (NET)	60%	65%	100%	-	-	73%	55%
1 to 49	52%	55%	86%	-	-	62%	48%
50 to 99	8%	10%	14%	-	-	10%	7%
Medium (NET)	25%	24%	-	100%	-	16%	28%
100 to 999	18%	17%	-	74%	-	12%	20%
1000 to 4,999	6%	6%	-	26%	-	4%	8%
Large (NET)	11%	9%	-	-	100%	9%	12%
5,000 to 9,999	4%	4%	-	-	39%	5%	4%
10,000 to 29,999	3%	2%	-	-	24%	1%	3%
30,000 or more	4%	3%	-	-	36%	4%	4%

In Connecticut

	Total	Has Hiring Role	Company Small (1-99)	Company Mid (100-4999)	Company Large (5000+)	Industry Skilled/Technical Trade	Industry Other
n=	311	258	188	77*	33*	106	230
0	5%	3%	2%	4%	-	1%	6%
Small (NET)	67%	71%	98%	22%	15%	80%	61%
1 to 49	58%	61%	89%	13%	3%	69%	54%
50 to 99	9%	10%	9%	9%	12%	11%	7%
Medium (NET)	26%	24%	-	74%	64%	15%	30%
100 to 999	22%	19%	-	62%	55%	15%	25%
1000 to 4,999	4%	4%	-	12%	9%	-	6%
Large (NET)	2%	2%	-	-	21%	4%	2%
5,000 to 9,999	2%	2%	-	-	18%	3%	2%
10,000 to 29,999	-	-	-	-	-	-	-
30,000 or more	*	*	-	-	3%	1%	-

V. Appendix B: Profile of Respondents (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q705 In which industries does your company operate in Connecticut? Please select all that apply.

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
SKILLED/TECHNICAL TRADE (NET)	34%	39%	41%	22%	30%	100%	11%
Industrial/Manufacturing	16%	19%	16%	16%	24%	47%	7%
Construction of buildings	14%	16%	20%	3%	3%	41%	3%
Services to buildings (e.g., plumbing, carpentry, electrical, HVAC, etc.)	7%	9%	11%	3%	3%	22%	3%
Landscape activities (e.g., yard work, snow removal, trash hauling, etc.)	3%	3%	3%	1%	6%	8%	3%
Other skilled trade	3%	3%	4%	3%	3%	9%	3%
Professional services (e.g., legal, accounting, consulting, etc.)	14%	15%	18%	16%	-	8%	20%
Banking/Finance/Insurance	11%	11%	8%	17%	18%	3%	15%
Healthcare (e.g., nursing home, homecare, hospital, doctor, nursing, etc.)	8%	8%	6%	12%	6%	3%	10%
Education	7%	7%	6%	8%	6%	2%	10%
High Tech (e.g., telecom, computer, software, etc.)	5%	5%	5%	4%	6%	6%	6%
Consumer retail	4%	5%	3%	8%	3%	2%	6%
Transportation	4%	4%	3%	6%	6%	6%	5%
Marketing/advertising	4%	3%	3%	3%	9%	5%	5%
Entertainment/Sports	2%	2%	3%	1%	-	3%	3%
Automotive (e.g., sales, servicing, gas stations, automotive parts, car washing, detailing, etc.)	2%	2%	3%	1%	-	2%	3%
Hospitality (e.g., restaurants, hotels, etc.)	2%	2%	2%	-	6%	1%	3%
Bio-Tech	2%	2%	2%	-	6%	4%	2%
Food and beverage	1%	1%	1%	4%	-	-	2%
Consumer packaged goods	1%	2%	-	4%	3%	2%	2%
Beauty, salons, barbershops, spas	1%	*	1%	-	-	-	1%
Other	24%	21%	23%	19%	30%	4%	33%

V. Appendix B: Profile of Respondents (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q710 Is your company...?

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
For profit	77%	81%	79%	75%	73%	98%	70%
Non- profit	20%	17%	18%	19%	24%	1%	26%
Government	4%	2%	3%	5%	3%	1%	4%

BASE: AGES 18+

Q1318 In what state or territory do you currently reside?

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
California	*	*	1%	-	-	-	*
Connecticut	94%	94%	95%	91%	94%	96%	93%
Florida	1%	1%	2%	1%	-	-	2%
Georgia	*	*	-	1%	-	-	*
Massachusetts	1%	1%	1%	1%	-	1%	*
Missouri	*	-	-	-	-	-	*
New York	3%	3%	2%	4%	6%	2%	3%
South Carolina	*	*	-	1%	-	1%	-
Texas	*	*	1%	-	-	-	*

BASE: AGES 18+ (Q280>=18)

Q1268 Are you...?

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Male	57%	60%	57%	56%	58%	64%	55%
Female	43%	40%	43%	44%	42%	36%	45%

V. Appendix B: Profile of Respondents (continued)

BASE: AGES 18+

Q1474 Are you of Spanish or Hispanic origin, such as Latin American, Mexican, Puerto Rican, or Cuban?

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Yes, of Hispanic origin	3%	3%	3%	5%	-	3%	3%
No, not of Hispanic origin	87%	86%	89%	84%	85%	88%	88%
Decline to answer	10%	11%	9%	10%	15%	9%	9%

BASE: AGES 18+

Q1485 Do you consider yourself...?

	Total	Has Hiring Role	Small (1-99)	Company Mid (100-4999)	Large (5000+)	Industry Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
White	82%	83%	82%	82%	79%	83%	82%
Hispanic	3%	3%	3%	5%	-	3%	3%
BLACK/AFRICAN AMERICAN (NET)	4%	3%	3%	4%	9%	3%	5%
Black	3%	2%	3%	3%	3%	2%	3%
African American	1%	1%	1%	1%	6%	1%	2%
Native American or Alaskan native	*	*	1%	-	-	-	*
Mixed racial background	1%	1%	1%	1%	-	-	1%
Chinese	*	-	1%	-	-	-	*
Other race	*	-	-	1%	-	-	*
Decline to Answer	9%	10%	10%	6%	12%	11%	7%

V. Appendix C: Data Tables

BASE: ALL QUALIFIED RESPONDENTS

Q720 Which of the following do you think are the biggest challenges facing the State of Connecticut? Please select up to 3 responses.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Taxes	55%	56%	56%	51%	64%	60%	55%
State spending	48%	47%	46%	51%	52%	52%	47%
The economy	39%	41%	39%	42%	33%	37%	38%
Jobs	29%	29%	28%	35%	33%	32%	28%
Transportation/Infrastructure	24%	24%	21%	22%	36%	17%	26%
Healthcare costs	23%	21%	26%	19%	9%	25%	21%
Government pension system	19%	21%	19%	18%	18%	22%	18%
Government regulation	17%	19%	19%	12%	18%	25%	12%
Education	13%	13%	12%	16%	15%	10%	16%
Criminal justice system	10%	9%	12%	8%	-	4%	12%
Prison system	4%	2%	3%	5%	6%	-	5%
Immigration	3%	1%	2%	4%	3%	2%	3%
The environment	3%	2%	2%	3%	-	2%	3%
Crime	2%	2%	2%	3%	-	1%	2%
Terrorism	1%	-	1%	1%	-	-	1%
Other	6%	6%	6%	5%	6%	4%	7%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q725 Which of the following do you think are the biggest challenges your company faces? Please select up to 3 responses.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Healthcare costs	44%	44%	44%	47%	39%	47%	43%
Sluggish economy	38%	40%	38%	34%	39%	43%	35%
Finding skilled/qualified workers	35%	38%	34%	42%	33%	41%	34%
State taxes	32%	33%	36%	19%	30%	41%	29%
Government regulation	28%	29%	26%	26%	42%	34%	25%
Keeping employment costs under control	22%	24%	27%	16%	18%	25%	20%
Employee turnover/retention	12%	10%	8%	17%	18%	7%	13%
Increasing employee engagement levels	11%	10%	9%	14%	18%	8%	13%
Labor costs	11%	11%	11%	8%	12%	13%	10%
Federal taxes	9%	9%	13%	4%	-	9%	9%
Cybersecurity	7%	6%	5%	13%	9%	5%	9%
Maintaining productivity	7%	6%	7%	6%	3%	5%	7%
Overseas competition	3%	2%	3%	-	3%	5%	1%
Other	11%	11%	11%	12%	6%	5%	13%

BASE: ALL QUALIFIED RESPONDENTS

Q815 Our next few questions ask about the criminal justice system in Connecticut. First, how knowledgeable are you about the criminal justice system in Connecticut?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Knowledgeable (NET)	17%	18%	20%	13%	9%	10%	20%
Extremely knowledgeable	6%	7%	8%	5%	-	6%	7%
Very knowledgeable	11%	11%	12%	8%	9%	5%	13%
Somewhat/Not at All Knowledgeable (NET)	83%	82%	80%	87%	91%	90%	80%
Somewhat knowledgeable	63%	62%	60%	66%	73%	62%	63%
Not at all knowledgeable	20%	20%	20%	21%	18%	27%	17%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q915 Which of the following best describes the level of experience you personally have with hiring people with a criminal record?

By people (or person) with a criminal record, we mean anyone with a past criminal history (felonies or misdemeanors) including both those with a history of violent crimes and those with a history of victimless and/or non-violent crimes, and those who have served time in prison and those who have not.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
A Great Deal/A Lot of Experience (NET)	9%	10%	11%	6%	9%	12%	8%
A great deal of experience	4%	4%	3%	4%	9%	4%	4%
A lot of experience	5%	6%	8%	3%	-	8%	4%
Some/Very Little experience (NET)	51%	53%	52%	55%	39%	62%	48%
Some experience	33%	36%	37%	29%	30%	45%	30%
Very little experience	18%	17%	15%	26%	9%	17%	18%
I personally have not hired someone with a criminal record	40%	36%	37%	39%	52%	25%	44%

BASE: ALL QUALIFIED RESPONDENTS

Q925 Which of the following best describes your company's current policy regarding the hiring of people with a criminal record?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
My company hires people with a criminal record in some cases, depending on the job and the specific candidate	73%	75%	75%	74%	61%	75%	73%
My company has a policy to not hire people with a criminal record	24%	22%	21%	25%	36%	22%	25%
My company actively tries to hire people with a criminal record	3%	3%	4%	1%	3%	4%	3%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q928 How much, if at all, do you think it would help or hurt your company's image if the public learned of you hiring people with a criminal record?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Help (NET)	9%	7%	9%	10%	9%	5%	11%
Would help a lot	1%	1%	1%	3%	-	1%	2%
Would help somewhat	8%	6%	8%	8%	9%	4%	9%
Would have no impact	39%	40%	37%	40%	36%	47%	35%
Hurt (NET)	52%	53%	54%	49%	55%	48%	54%
Would hurt somewhat	37%	38%	38%	35%	33%	37%	37%
Would hurt a lot	15%	15%	16%	14%	21%	11%	17%

BASE: ALL QUALIFIED RESPONDENTS

Q930 What do you think are the biggest obstacles for your company in hiring people with a criminal record? Please select all that apply.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Risk for theft/fraud	43%	45%	46%	36%	36%	51%	39%
Finding qualified people	42%	43%	46%	31%	42%	48%	39%
Legal liability	41%	40%	39%	47%	45%	37%	43%
Public image of our company	31%	31%	29%	31%	33%	29%	31%
Safety of our employees	28%	29%	27%	27%	36%	32%	27%
Company policy discourages or prevents hiring people with a criminal record	13%	12%	9%	21%	24%	16%	12%
Other	12%	11%	12%	14%	9%	11%	13%
We do not have any obstacles	8%	8%	10%	6%	3%	6%	9%

BASE: ALL QUALIFIED RESPONDENTS

Q940 Are there specific jobs for which you currently have difficulty finding qualified applicants?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Yes	55%	60%	56%	53%	61%	71%	49%
No	45%	40%	44%	47%	39%	29%	51%

V. Appendix C: Data Tables (continued)

BASE: HAVING DIFFICULTY FINDING APPLICANTS FOR JOBS

Q945 What are those jobs that could be filled by qualified applicants? (Coded open-end)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	170	154	105	41*	20**	75*	113
Skilled laborers	24%	23%	23%	27%	25%	47%	10%
Administration	11%	11%	10%	17%	5%	-	17%
Construction	9%	8%	14%	2%	-	20%	3%
Marketing	9%	8%	8%	10%	15%	7%	12%
Programmers/Software development	6%	6%	8%	2%	10%	5%	7%
Engineering/Project Engineers	6%	6%	7%	2%	10%	5%	8%
Banking	6%	6%	7%	7%	-	1%	9%
Medical	5%	5%	3%	10%	5%	-	8%
Maintenance	5%	5%	4%	2%	5%	5%	4%
Manufacturing	5%	5%	2%	10%	10%	7%	4%
IT specialists	5%	4%	2%	12%	5%	1%	6%

BASE: HAVING DIFFICULTY FINDING APPLICANTS FOR JOBS

Q947 How willing would you be to hire a person with a criminal record who was qualified to perform these jobs that you have difficulty filling?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	170	154	105	41*	20**	75*	113
Would Consider (NET)	76%	74%	77%	73%	75%	79%	75%
Would definitely consider	24%	23%	22%	27%	25%	25%	24%
Would probably consider	52%	51%	55%	46%	50%	53%	51%
Would Not Consider (NET)	24%	26%	23%	27%	25%	21%	25%
Would probably not consider	16%	17%	18%	12%	10%	13%	16%
Would definitely not consider	8%	9%	5%	15%	15%	8%	9%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q955 How important are each of the following in the decision to hire a person with a criminal record?

Extremely/Very Important (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Whether the crime involved the use or threat of violence	87%	87%	84%	92%	97%	83%	90%
The person with a criminal history has demonstrated (through drug rehab/vocational training, etc.) that he or she is ready for employment	86%	85%	87%	86%	79%	88%	86%
The degree or nature of the crime	86%	84%	82%	92%	88%	83%	87%
The level of skill needed	80%	79%	82%	74%	85%	82%	80%
The job function to be performed	78%	78%	78%	81%	82%	75%	81%
The number of crimes committed	78%	77%	75%	81%	82%	78%	77%
Whether the crime was victimless	66%	66%	63%	73%	64%	60%	69%
The department being hired into	59%	60%	57%	61%	67%	48%	64%
The level of exposure of the employee to the public	52%	52%	55%	42%	48%	46%	54%

V. Appendix C: Data Tables (continued)

Somewhat/Not at All Important (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
The level of exposure of the employee to the public	48%	48%	45%	58%	52%	54%	46%
The department being hired into	41%	40%	43%	39%	33%	52%	36%
Whether the crime was victimless	34%	34%	37%	27%	36%	40%	31%
The number of crimes committed	22%	23%	25%	19%	18%	22%	23%
The job function to be performed	22%	22%	22%	19%	18%	25%	19%
The level of skill needed	20%	21%	18%	26%	15%	18%	20%
The degree or nature of the crime	14%	16%	18%	8%	12%	17%	13%
The person with a criminal history has demonstrated (through drug rehab/vocational training, etc.) that he or she is ready for employment	14%	15%	13%	14%	21%	12%	14%
Whether the crime involved the use or threat of violence	13%	13%	16%	8%	3%	17%	10%

The job function to be performed

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	78%	78%	78%	81%	82%	75%	81%
Extremely important	43%	44%	41%	47%	48%	35%	47%
Very important	35%	34%	37%	34%	33%	40%	33%
Somewhat/Not at All Important (NET)	22%	22%	22%	19%	18%	25%	19%
Somewhat important	17%	17%	16%	17%	12%	19%	15%
Not at all important	5%	5%	5%	3%	6%	7%	4%

V. Appendix C: Data Tables (continued)

The department being hired into

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	59%	60%	57%	61%	67%	48%	64%
Extremely important	30%	30%	30%	32%	30%	21%	33%
Very important	29%	30%	28%	29%	36%	27%	30%
Somewhat/Not at All Important (NET)	41%	40%	43%	39%	33%	52%	36%
Somewhat important	26%	25%	24%	31%	18%	30%	23%
Not at all important	15%	15%	18%	8%	15%	22%	13%

The level of skill needed

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	80%	79%	82%	74%	85%	82%	80%
Extremely important	42%	43%	42%	49%	42%	35%	46%
Very important	37%	36%	40%	25%	42%	47%	34%
Somewhat/Not at All Important (NET)	20%	21%	18%	26%	15%	18%	20%
Somewhat important	14%	14%	11%	22%	6%	12%	13%
Not at all important	6%	7%	7%	4%	9%	6%	7%

The level of exposure of the employee to the public

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	52%	52%	55%	42%	48%	46%	54%
Extremely important	26%	27%	29%	21%	21%	25%	26%
Very important	26%	25%	26%	21%	27%	22%	28%
Somewhat/Not at All Important (NET)	48%	48%	45%	58%	52%	54%	46%
Somewhat important	29%	28%	29%	32%	24%	29%	27%
Not at all important	19%	21%	16%	26%	27%	25%	19%

V. Appendix C: Data Tables (continued)

The degree or nature of the crime

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	86%	84%	82%	92%	88%	83%	87%
Extremely important	56%	57%	52%	64%	67%	53%	59%
Very important	30%	28%	31%	29%	21%	30%	28%
Somewhat/Not at All Important (NET)	14%	16%	18%	8%	12%	17%	13%
Somewhat important	12%	13%	15%	6%	9%	14%	11%
Not at all important	2%	3%	3%	1%	3%	3%	2%

Whether the crime was victimless

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	66%	66%	63%	73%	64%	60%	69%
Extremely important	36%	36%	36%	40%	27%	35%	38%
Very important	30%	29%	27%	32%	36%	25%	31%
Somewhat/Not at All Important (NET)	34%	34%	37%	27%	36%	40%	31%
Somewhat important	27%	26%	28%	25%	24%	32%	23%
Not at all important	7%	8%	9%	3%	12%	8%	7%

Whether the crime involved the use or threat of violence

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	87%	87%	84%	92%	97%	83%	90%
Extremely important	65%	66%	61%	70%	76%	61%	67%
Very important	22%	22%	22%	22%	21%	22%	22%
Somewhat/Not at All Important (NET)	13%	13%	16%	8%	3%	17%	10%
Somewhat important	11%	10%	13%	8%	-	14%	9%
Not at all important	2%	3%	3%	-	3%	3%	2%

V. Appendix C: Data Tables (continued)

The number of crimes committed

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	78%	77%	75%	81%	82%	78%	77%
Extremely important	48%	48%	47%	49%	52%	48%	47%
Very important	30%	29%	28%	31%	30%	30%	30%
Somewhat/Not at All Important (NET)	22%	23%	25%	19%	18%	22%	23%
Somewhat important	19%	19%	20%	18%	15%	19%	19%
Not at all important	4%	4%	5%	1%	3%	3%	3%

The person with a criminal history has demonstrated (through drug rehab/vocational training, etc.) that he or she is ready for employment

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Extremely/Very Important (NET)	86%	85%	87%	86%	79%	88%	86%
Extremely important	49%	48%	53%	48%	36%	53%	48%
Very important	37%	36%	35%	38%	42%	35%	38%
Somewhat/Not at All Important (NET)	14%	15%	13%	14%	21%	12%	14%
Somewhat important	11%	12%	10%	14%	15%	9%	12%
Not at all important	3%	3%	3%	-	6%	3%	2%

BASE: ALL QUALIFIED RESPONDENTS

Q975 Still thinking about your hiring procedures, which of the following do you use when considering a candidate for hire? Please select all that apply.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Reference checks	87%	90%	88%	86%	88%	92%	85%
Background checks for criminal history	75%	74%	68%	86%	97%	66%	78%
Drug screenings	53%	53%	48%	56%	70%	68%	48%
Credit checks	31%	30%	26%	39%	33%	25%	33%
Other	10%	9%	9%	13%	6%	9%	11%
None of these	1%	1%	2%	-	-	-	2%

V. Appendix C: Data Tables (continued)

BASE: USES BACKGROUND, CREDIT, DRUG OR REFERENCE CHECKS

Q977 How much influence do each of the following have on your decision to hire a candidate?

At Least Some Influence (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	301	253	181	75*	33*	106	220
Drug screenings	100%	100%	100%	100%	100%	100%	100%
Reference checks	99%	100%	99%	100%	100%	100%	99%
Background checks for criminal history	99%	99%	99%	98%	100%	100%	99%
Credit checks	98%	97%	98%	100%	100%	96%	99%

A Great Deal / Quite a Bit of Influence (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	301	253	181	75*	33*	106	220
Drug screenings	96%	96%	98%	95%	96%	99%	95%
Reference checks	82%	82%	83%	77%	86%	81%	81%
Background checks for criminal history	80%	81%	79%	76%	88%	86%	78%
Credit checks	65%	65%	65%	60%	64%	65%	64%

Background checks for criminal history

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	234	192	128	66*	32*	70*	180
AT LEAST SOME INFLUENCE (NET)	99%	99%	99%	98%	100%	100%	99%
A GREAT DEAL/QUITE A BIT OF INFLUENCE (SUB-NET)	80%	81%	79%	76%	88%	86%	78%
A great deal of influence	56%	57%	53%	58%	63%	66%	53%
Quite a bit of influence	24%	24%	26%	18%	25%	20%	24%
Some influence	19%	19%	20%	23%	13%	14%	21%
No influence	1%	1%	1%	2%	-	-	1%

V. Appendix C: Data Tables (continued)

Credit checks

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	96*	77*	49*	30*	11**	26**	77*
AT LEAST SOME INFLUENCE (NET)	98%	97%	98%	100%	100%	96%	99%
A GREAT DEAL/QUITE A BIT OF INFLUENCE (SUB-NET)	65%	65%	65%	60%	64%	65%	64%
A great deal of influence	28%	30%	29%	27%	18%	23%	29%
Quite a bit of influence	36%	35%	37%	33%	45%	42%	35%
Some influence	33%	32%	33%	40%	36%	31%	35%
No influence	2%	3%	2%	-	-	4%	1%

Drug screenings

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	166	138	90*	43*	23**	72*	110
AT LEAST SOME INFLUENCE (NET)	100%	100%	100%	100%	100%	100%	100%
A GREAT DEAL/QUITE A BIT OF INFLUENCE (SUB-NET)	96%	96%	98%	95%	96%	99%	95%
A great deal of influence	76%	75%	76%	72%	87%	79%	76%
Quite a bit of influence	20%	21%	22%	23%	9%	19%	19%
Some influence	4%	4%	2%	5%	4%	1%	5%
No influence	-	-	-	-	-	-	-

Reference checks

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	271	231	166	66*	29**	97*	196
AT LEAST SOME INFLUENCE (NET)	99%	100%	99%	100%	100%	100%	99%
A GREAT DEAL/QUITE A BIT OF INFLUENCE (SUB-NET)	82%	82%	83%	77%	86%	81%	81%
A great deal of influence	44%	45%	42%	42%	45%	40%	45%
Quite a bit of influence	38%	38%	41%	35%	41%	41%	36%
Some influence	17%	17%	16%	23%	14%	19%	18%
No influence	1%	*	1%	-	-	-	1%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1110 How much do you agree or disagree with each of the following statements regarding job applicants?

Strongly/Somewhat Agree (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
A positive test for drugs should automatically disqualify any applicant.	71%	73%	74%	68%	67%	77%	67%
All job applicants should undergo drug screening or testing.	70%	69%	71%	65%	73%	74%	67%
A person with a criminal record who has been drug-free and crime-free for at least three years should be eligible for hire without regard for their past criminal history.	63%	60%	65%	57%	64%	60%	64%
An applicant with a past criminal history within the past five years is too risky to hire.	42%	43%	43%	43%	45%	42%	43%
An applicant with a past criminal history of drug possession or use is too risky to hire.	39%	39%	40%	39%	36%	42%	39%
An applicant with a past criminal history within the past ten years is too risky to hire.	26%	27%	29%	25%	15%	25%	25%

V. Appendix C: Data Tables (continued)

Strongly/Somewhat Disagree (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
An applicant with a past criminal history within the past ten years is too risky to hire.	74%	73%	71%	75%	85%	75%	75%
An applicant with a past criminal history of drug possession or use is too risky to hire.	61%	61%	60%	61%	64%	58%	61%
An applicant with a past criminal history within the past five years is too risky to hire.	58%	57%	57%	57%	55%	58%	57%
A person with a criminal record who has been drug-free and crime-free for at least three years should be eligible for hire without regard for their past criminal history.	37%	40%	35%	43%	36%	40%	36%
All job applicants should undergo drug screening or testing.	30%	31%	29%	35%	27%	26%	33%
A positive test for drugs should automatically disqualify any applicant.	29%	27%	26%	32%	33%	23%	33%

An applicant with a past criminal history of drug possession or use is too risky to hire.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	39%	39%	40%	39%	36%	42%	39%
Strongly Agree	13%	14%	14%	10%	15%	15%	12%
Somewhat Agree	26%	25%	26%	29%	21%	27%	27%
Disagree (NET)	61%	61%	60%	61%	64%	58%	61%
Somewhat Disagree	43%	44%	41%	47%	45%	42%	41%
Strongly Disagree	18%	17%	19%	14%	18%	15%	20%

V. Appendix C: Data Tables (continued)

All job applicants should undergo drug screening or testing.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	70%	69%	71%	65%	73%	74%	67%
Strongly Agree	43%	41%	42%	39%	58%	53%	39%
Somewhat Agree	27%	28%	29%	26%	15%	21%	28%
Disagree (NET)	30%	31%	29%	35%	27%	26%	33%
Somewhat Disagree	20%	21%	19%	22%	18%	19%	20%
Strongly Disagree	10%	10%	10%	13%	9%	8%	12%

A positive test for drugs should automatically disqualify any applicant.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	71%	73%	74%	68%	67%	77%	67%
Strongly Agree	41%	44%	47%	30%	33%	52%	35%
Somewhat Agree	31%	29%	27%	38%	33%	25%	32%
Disagree (NET)	29%	27%	26%	32%	33%	23%	33%
Somewhat Disagree	22%	21%	20%	22%	27%	19%	24%
Strongly Disagree	7%	6%	6%	10%	6%	4%	9%

A person with a criminal record who has been drug-free and crime-free for at least three years should be eligible for hire without regard for their past criminal history.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	63%	60%	65%	57%	64%	60%	64%
Strongly Agree	20%	21%	22%	17%	15%	21%	18%
Somewhat Agree	43%	39%	43%	40%	48%	40%	46%
Disagree (NET)	37%	40%	35%	43%	36%	40%	36%
Somewhat Disagree	23%	24%	21%	29%	21%	21%	23%
Strongly Disagree	14%	15%	14%	14%	15%	19%	13%

V. Appendix C: Data Tables (continued)

An applicant with a past criminal history within the past **five** years is too risky to hire.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	42%	43%	43%	43%	45%	42%	43%
Strongly Agree	13%	14%	14%	13%	9%	13%	12%
Somewhat Agree	29%	29%	29%	30%	36%	28%	31%
Disagree (NET)	58%	57%	57%	57%	55%	58%	57%
Somewhat Disagree	42%	42%	39%	47%	45%	47%	40%
Strongly Disagree	15%	14%	18%	10%	9%	11%	16%

An applicant with a past criminal history within the past **ten** years is too risky to hire.

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree (NET)	26%	27%	29%	25%	15%	25%	25%
Strongly Agree	6%	7%	6%	6%	9%	7%	7%
Somewhat Agree	20%	21%	23%	18%	6%	19%	18%
Disagree (NET)	74%	73%	71%	75%	85%	75%	75%
Somewhat Disagree	45%	45%	42%	52%	52%	46%	47%
Strongly Disagree	29%	28%	29%	23%	33%	28%	29%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1200 How much do you support or oppose each of the following?

Strongly/Somewhat Support (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Legislation to provide employers who hire people with a criminal record with civil and criminal protection related to any claims arising from the actions of these people while on the job.	77%	76%	79%	73%	76%	75%	77%
Legislation making it illegal to discriminate in hiring people with a criminal record (except under circumstances where it can be shown that the crime(s) for which the person was convicted pose an undue risk to the employer's staff, customers, property and/or business goodwill).	52%	48%	47%	60%	55%	37%	57%

V. Appendix C: Data Tables (continued)

Strongly/Somewhat Oppose (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Legislation making it illegal to discriminate in hiring people with a criminal record (except under circumstances where it can be shown that the crime(s) for which the person was convicted pose an undue risk to the employer's staff, customers, property and/or business goodwill).	48%	52%	53%	40%	45%	63%	43%
Legislation to provide employers who hire people with a criminal record with civil and criminal protection related to any claims arising from the actions of these people while on the job.	23%	24%	21%	27%	24%	25%	23%

V. Appendix C: Data Tables (continued)

Legislation to provide employers who hire people with a criminal record with civil and criminal protection related to any claims arising from the actions of these people while on the job.

	n=	Total	Has Hiring Role	Company Size			Industry	
				Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
Support (NET)	311	258	188	77*	33*	106	230	
Strongly support	77%	76%	79%	73%	76%	75%	77%	
Somewhat support	37%	36%	39%	32%	30%	40%	36%	
Oppose (NET)	41%	40%	40%	40%	45%	36%	42%	
Somewhat oppose	23%	24%	21%	27%	24%	25%	23%	
Strongly oppose	13%	14%	11%	18%	9%	9%	14%	
	10%	10%	10%	9%	15%	15%	8%	

Legislation making it illegal to discriminate in hiring people with a criminal record (except under circumstances where it can be shown that the crime(s) for which the person was convicted pose an undue risk to the employer's staff, customers, property and/or business goodwill).

	n=	Total	Has Hiring Role	Company Size			Industry	
				Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
Support (NET)	311	258	188	77*	33*	106	230	
Strongly support	52%	48%	47%	60%	55%	37%	57%	
Somewhat support	21%	19%	21%	23%	21%	15%	23%	
Oppose (NET)	31%	29%	27%	36%	33%	22%	33%	
Somewhat oppose	48%	52%	53%	40%	45%	63%	43%	
Strongly oppose	17%	19%	17%	17%	24%	21%	18%	
	31%	34%	36%	23%	21%	42%	26%	

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1205 To what degree would you consider hiring a person with a criminal record if...?

Would Consider (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Governmental grants were awarded to subsidize salary and/or training for people with a criminal record for up to two years	76%	74%	79%	74%	67%	71%	78%
Tax credits were given for hiring a person with a criminal record	73%	72%	77%	68%	64%	72%	73%
Provisions of health insurance and benefits ... criminal record and/or the subsidization of such costs by the government for up to two years	73%	72%	75%	74%	61%	67%	75%

Would Not Consider (Summary)

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Provisions of health insurance and benefits ... criminal record and/or the subsidization of such costs by the government for up to two years	27%	28%	25%	26%	39%	33%	25%
Tax credits were given for hiring a person with a criminal record	27%	28%	23%	32%	36%	28%	27%
Governmental grants were awarded to subsidize salary and/or training for people with a criminal record for up to two years	24%	26%	21%	26%	33%	29%	22%

V. Appendix C: Data Tables (continued)

Tax credits were given for hiring a person with a criminal record

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Would Consider (NET)	73%	72%	77%	68%	64%	72%	73%
Would definitely consider	24%	25%	28%	21%	15%	22%	25%
Would probably consider	49%	47%	49%	47%	48%	50%	48%
Would Not Consider (NET)	27%	28%	23%	32%	36%	28%	27%
Would probably not consider	17%	19%	15%	26%	12%	20%	17%
Would definitely not consider	10%	9%	9%	6%	24%	8%	10%

Governmental grants were awarded to subsidize salary and/or training for people with a criminal record for up to two years

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Would Consider (NET)	76%	74%	79%	74%	67%	71%	78%
Would definitely consider	26%	27%	31%	18%	18%	23%	27%
Would probably consider	50%	47%	48%	56%	48%	48%	51%
Would Not Consider (NET)	24%	26%	21%	26%	33%	29%	22%
Would probably not consider	14%	16%	13%	19%	12%	20%	13%
Would definitely not consider	9%	10%	9%	6%	21%	9%	9%

Provisions of health insurance and benefits coverage were given to people with a criminal record and/or the subsidization of such costs by the government for up to two years

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Would Consider (NET)	73%	72%	75%	74%	61%	67%	75%
Would definitely consider	24%	24%	27%	21%	15%	17%	27%
Would probably consider	49%	48%	48%	53%	45%	50%	48%
Would Not Consider (NET)	27%	28%	25%	26%	39%	33%	25%
Would probably not consider	16%	17%	15%	19%	12%	22%	14%
Would definitely not consider	12%	11%	10%	6%	27%	11%	11%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1240 Is there anything else that would make you more willing to hire people with a criminal record?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Depends on the nature/severity of the crime	8%	8%	7%	10%	15%	9%	8%
Documentation of keeping clean/good behavior/Evidence of rehabilitation	6%	7%	7%	5%	6%	8%	5%
Depends on competence/Meets job requirements/qualification/skills	5%	4%	5%	3%	6%	5%	4%
Depends on education/training	4%	4%	5%	4%	3%	3%	6%
Depends on their character/history/past behavior	4%	5%	6%	-	-	6%	3%
Depends on the type of job/customers	4%	4%	4%	3%	3%	7%	2%
Depends if it would pose any risk/legal liability	4%	4%	5%	1%	3%	6%	2%
Other character/behavior mentions	4%	4%	4%	5%	-	4%	4%
None/No	23%	23%	24%	23%	12%	29%	20%
Declined to answer	36%	35%	32%	42%	42%	21%	42%

Note: all other Total mentions = <4%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1300 Next you will read differing opinions from two hypothetical people named Smith and Jones.

Smith says: I would hire a person with a criminal record over someone with no past criminal history if they were more qualified because I want the most qualified employees and I'm willing to overlook prior criminal history

Jones says: I would hire someone with no past criminal history over a person with a criminal record, even if they were less qualified because I think it's too risky to hire people with a criminal record

Which one of these two opinions do you agree with more?

	Total	Has Hiring Role	Company Size			Industry	
n=			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree with Smith (NET)	71%	71%	69%	74%	76%	67%	74%
Strongly agree with Smith	36%	37%	37%	36%	36%	43%	35%
Somewhat agree with Smith	35%	34%	32%	38%	39%	24%	40%
Agree with Jones (NET)	29%	29%	31%	26%	24%	33%	26%
Somewhat agree with Jones	16%	17%	17%	13%	15%	19%	14%
Strongly agree with Jones	13%	13%	14%	13%	9%	14%	11%

BASE: ALL QUALIFIED RESPONDENTS

Q1305 Next you will read differing opinions from two hypothetical people named Johnson and Roberts.

Johnson says: An employer should not be permitted to decline employment to an applicant solely on the basis of his or her status as a person with a criminal record because everyone should receive a fair chance if they are qualified.

Roberts says: An employer should have complete discretion to decline employment to a person with a criminal history because it's their right to decide.

Which one of these two opinions do you agree with more?

	Total	Has Hiring Role	Company Size			Industry	
n=			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree with Johnson (NET)	39%	37%	38%	40%	39%	26%	44%
Strongly agree with Johnson	19%	18%	20%	18%	18%	16%	20%
Somewhat agree with Johnson	20%	19%	19%	22%	21%	10%	24%
Agree with Roberts (NET)	61%	63%	62%	60%	61%	74%	56%
Somewhat agree with Roberts	27%	28%	27%	26%	30%	29%	25%
Strongly agree with Roberts	34%	35%	35%	34%	30%	44%	31%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1310 Below are differing opinions from two hypothetical people named Miller and Wilson.

Miller says: An employer should have a good faith business reason for declining employment to a person with a criminal record.

Wilson says: An employer's right to decline employment to people with a criminal record should be limited to instances of legitimate public safety concerns or financial security concerns.

Which one of these two opinions do you agree with more?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree with Miller (NET)	67%	69%	68%	69%	61%	72%	66%
Strongly agree with Miller	37%	38%	38%	36%	36%	37%	37%
Somewhat agree with Miller	30%	31%	30%	32%	24%	35%	30%
Agree with Wilson (NET)	33%	31%	32%	31%	39%	28%	34%
Somewhat agree with Wilson	16%	16%	15%	18%	12%	15%	17%
Strongly agree with Wilson	16%	15%	17%	13%	27%	13%	17%

BASE: ALL QUALIFIED RESPONDENTS

Q1315 Below are differing opinions from two hypothetical people named Anderson and Brown.

Anderson says: People with a non-violent or victimless criminal record deserve a second chance, with opportunities to reform and become productive contributors to society. Hiring such qualified people ultimately leads to positive outcomes such as keeping these individuals from returning to prison, broadening the talent pool of job applicants, adding taxpayers, and saving the State money.

Brown says: People with a criminal record don't deserve another chance. Hiring a former criminal (no matter their crime) is too risky for business and communities.

Which one of these two opinions do you agree with more?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree with Anderson (NET)	97%	97%	98%	96%	97%	97%	97%
Strongly agree with Anderson	56%	56%	54%	58%	67%	56%	56%
Somewhat agree with Anderson	41%	41%	44%	38%	30%	42%	41%
Agree with Brown (NET)	3%	3%	2%	4%	3%	3%	3%
Somewhat agree with Brown	1%	1%	1%	-	3%	3%	1%
Strongly agree with Brown	2%	2%	1%	4%	-	-	2%

V. Appendix C: Data Tables (continued)

BASE: ALL QUALIFIED RESPONDENTS

Q1320 Below are differing opinions from two hypothetical people named Williams and Davis.

Williams says: When an employer gives a person with a criminal record a job, they are essentially turning a “ward of the State,” or a dependent of the State, into a productive member of the community.

Davis says: It doesn’t matter if a person with a criminal history gets a job. Once someone becomes a “ward of the State,” or a dependent of the State, there is no turning that person around to becoming a productive member of the community.

Which one of these two opinions do you agree with more?

	Total	Has Hiring Role	Company Size			Industry	
			Small (1-99)	Mid (100-4999)	Large (5000+)	Skilled/ Technical Trade	Other
n=	311	258	188	77*	33*	106	230
Agree with Williams (NET)	95%	95%	95%	95%	97%	95%	96%
Strongly agree with Williams	51%	50%	49%	53%	61%	49%	54%
Somewhat agree with Williams	44%	45%	46%	42%	36%	46%	42%
Disagree with Davis (NET)	5%	5%	5%	5%	3%	5%	4%
Somewhat agree with Davis	2%	2%	2%	4%	-	2%	2%
Strongly agree with Davis	3%	3%	4%	1%	3%	3%	3%

V. Appendix D: About the Malta Justice Initiative

The Malta Justice Initiative ("MJI") is a non-denominational, non-profit 501(c)(3) entity. MJI emphasizes the human dignity of the incarcerated, while also recognizing victims' rights to justice and society's need for public safety. It is committed to ministering and advocating for the incarcerated community and their families. MJI does so by (a) informing the general public about the need to reform our criminal justice system, both in Connecticut and nationally; (b) visiting the incarcerated, affirming their human dignity and ministering to their spiritual needs; (c) facilitating inmate re-entry to their families and communities as rehabilitated, employed, law-abiding, tax-paying citizens; and (d) promoting the critical need for society to recognize the need to hire former offenders. For more information, visit www.maltajusticeinitiative.org.

V. Appendix E: About the Tow Foundation

The Tow Foundation, established in 1988 by Leonard and Claire Tow, funds projects that offer transformative experiences to individuals and create collaborative ventures in fields where they see opportunities for breakthroughs, reform, and benefits for underserved populations. Investments focus on the support of innovative programs and system reform in the areas of juvenile and criminal justice, groundbreaking medical research, higher education, and cultural institutions. For more information, visit www.towfoundation.org.

