

2023

TALENT  
innovation  
SUMMIT





KEYNOTE



# Jeffrey Korzenik

Author /  
Chief Investment Strategist

#2023TIS

#CSCRCconnects

2023  
TALENT  
innovation  
SUMMIT



# The Business Case for Hiring Justice Involved

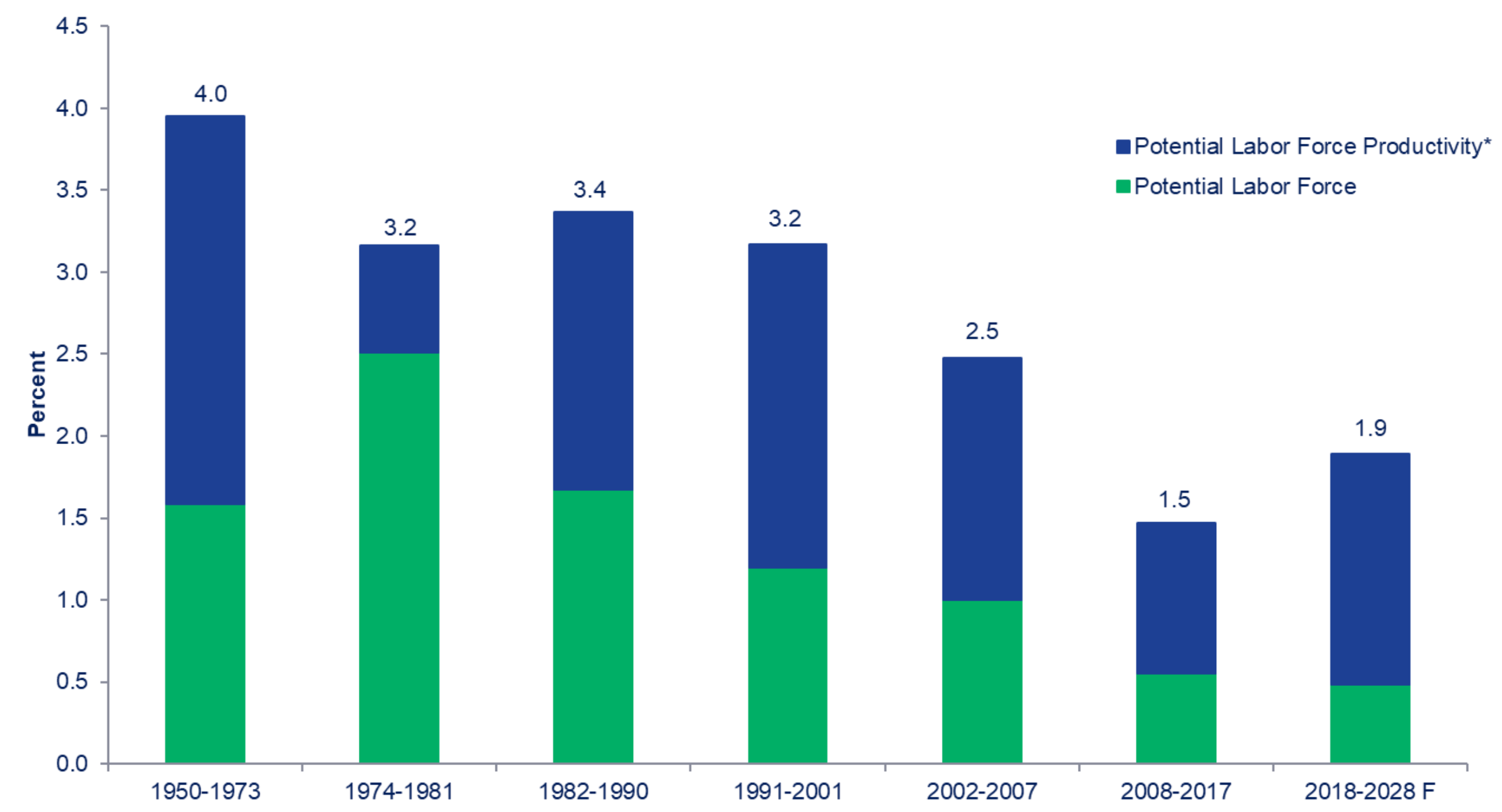
---

JEFFREY D. KORZENIK

UNTAPPED: THE HIDDEN TALENT POOL

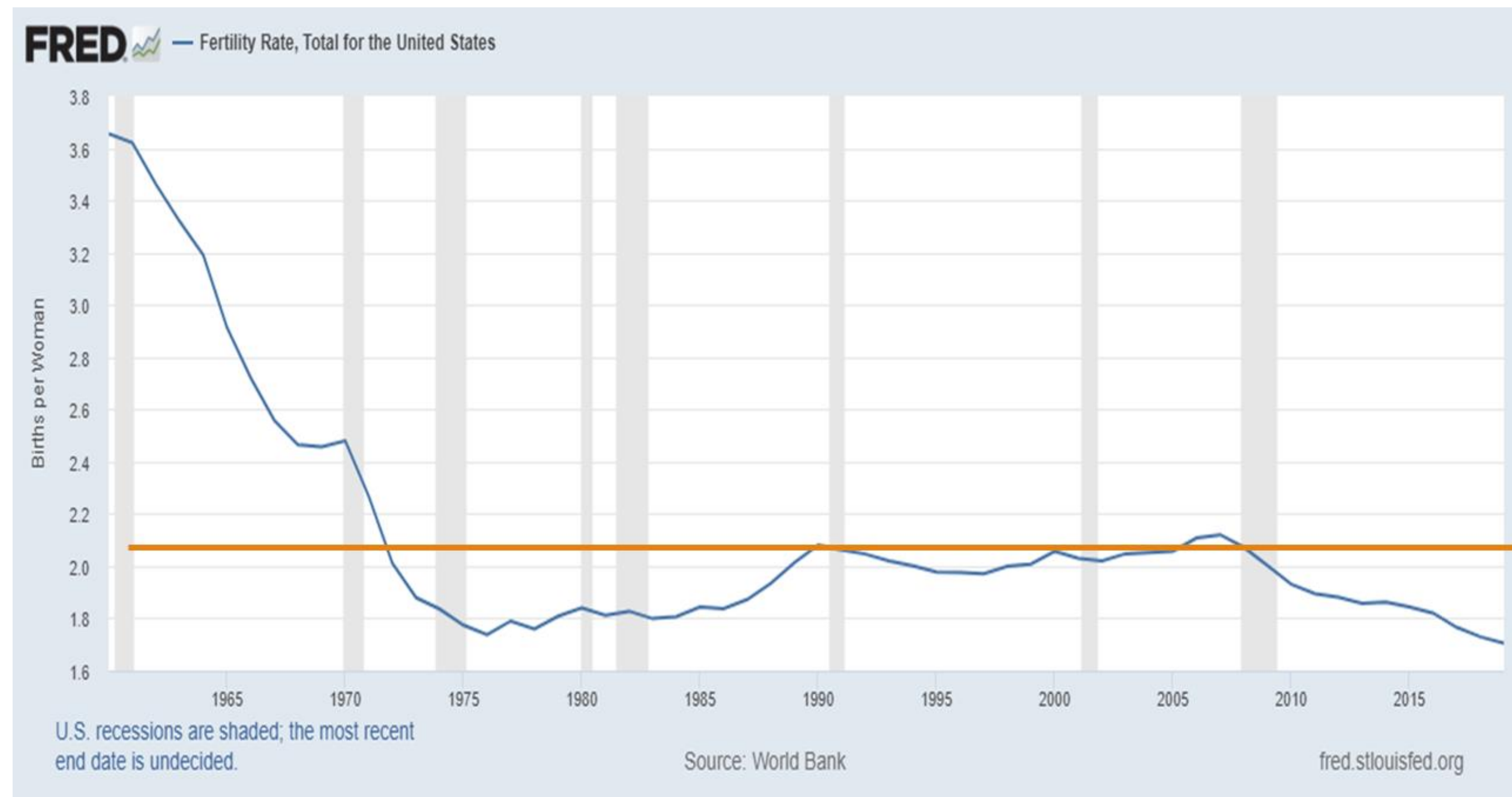
APRIL 26, 2023

# The Economics of Workforce Growth

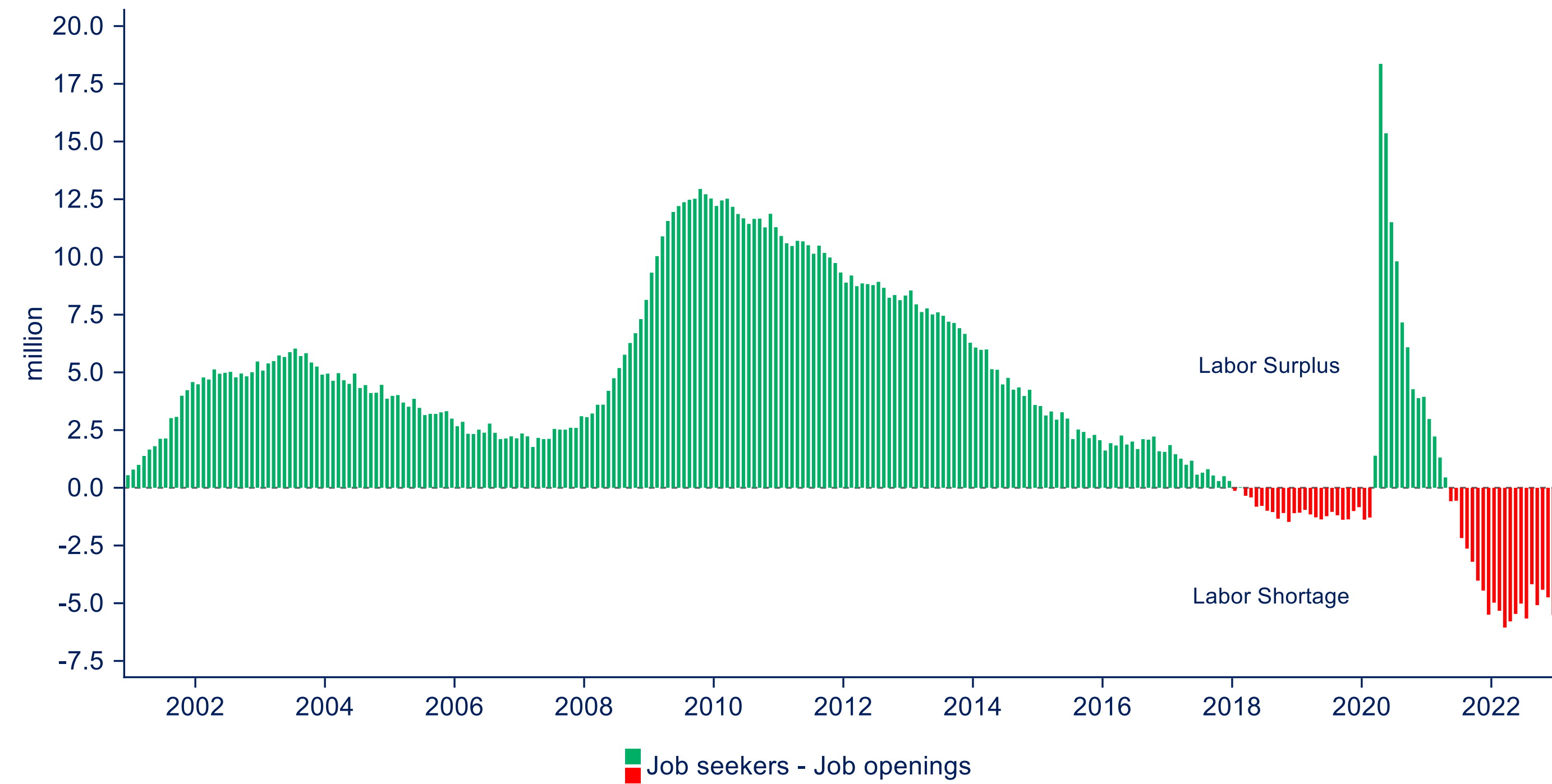


Source: Congressional Budget Office  
Compound annual growth rates over the specified periods calculated using calendar year data  
\*The ratio of potential GDP to the potential labor force

# The Workforce Challenge: US Fertility 1960-2020



# A Labor Shortage of Historic Proportion



Source: Macrobond, BLS, as of 3/15/2023

# The Five Stages of Grieving For Abundant Labor

---

**Denial:** *“It’s just the Great Resignation”*

**Anger:** *“What’s wrong with these people?”*

**Bargaining:** *Unsustainable wage increases, hybrid work*

**Depression:** *Labor hoarding*

**Acceptance**

# Building Blocks of the Solution

---

## Workforce Growth

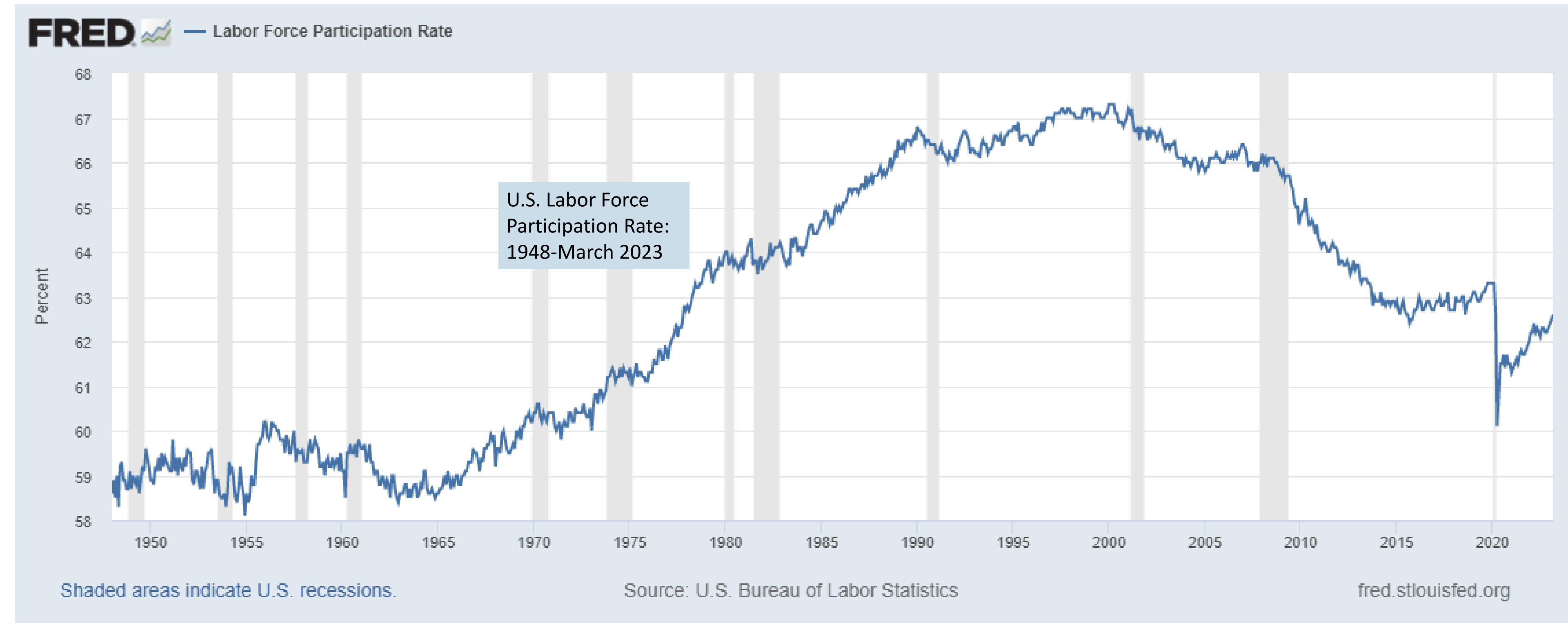
- Fertility
- Immigration
- Inclusive Labor Force (participation)

## Productivity

- Capital Investment
- Investment in Human Capital
- Economic Mobility

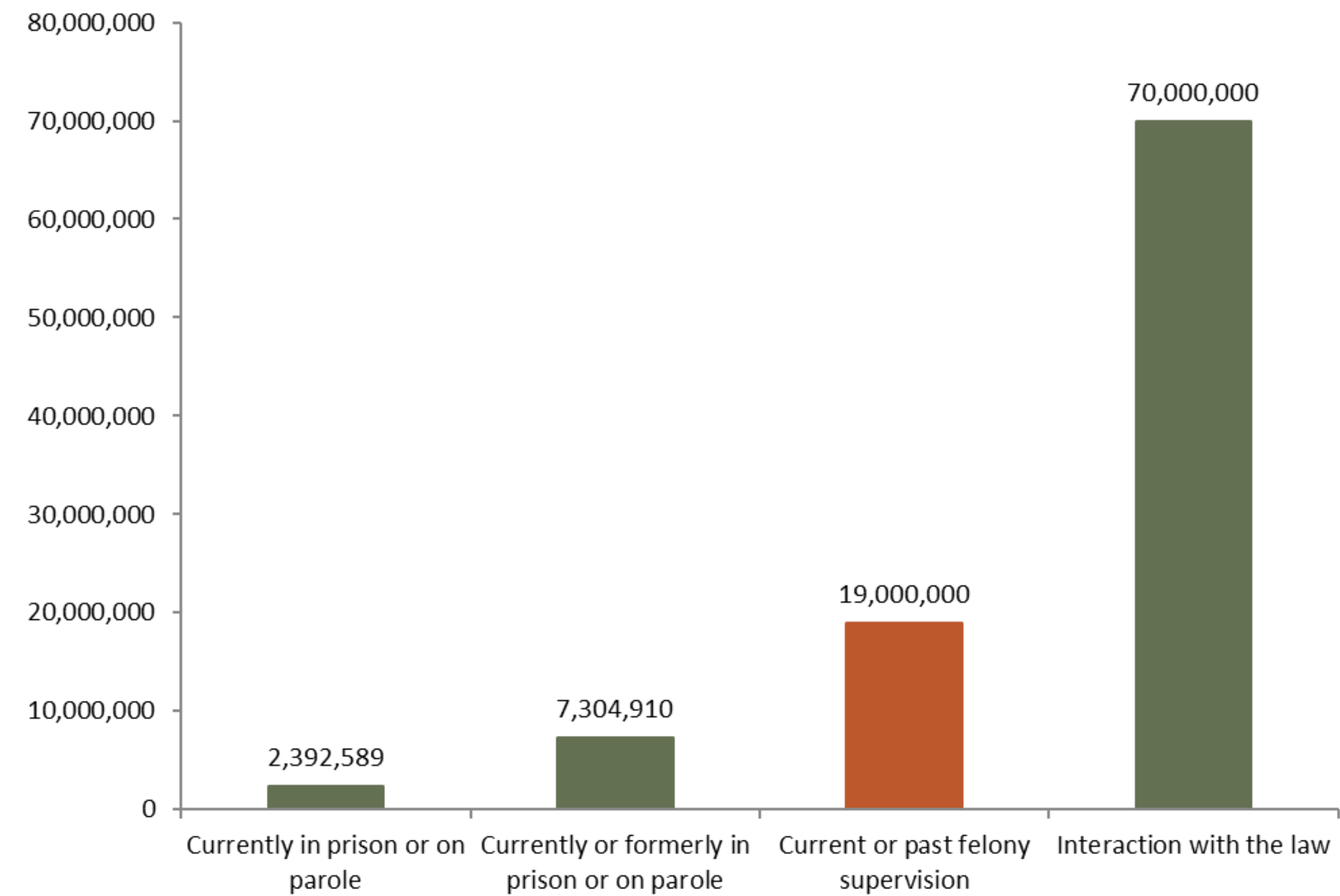


# A Question of Participation



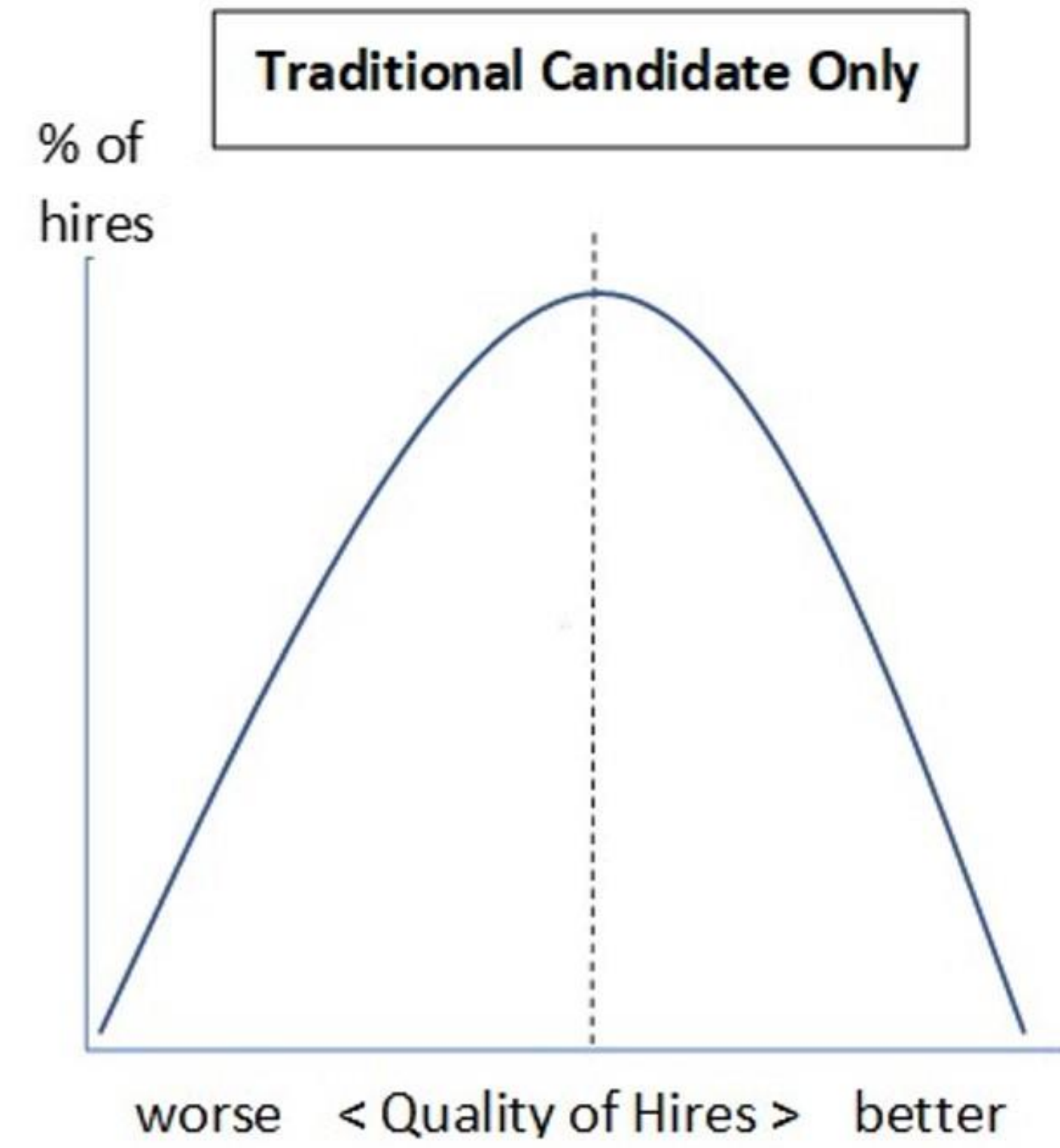
# A Broad, Deep and Overlooked Talent Pool

---

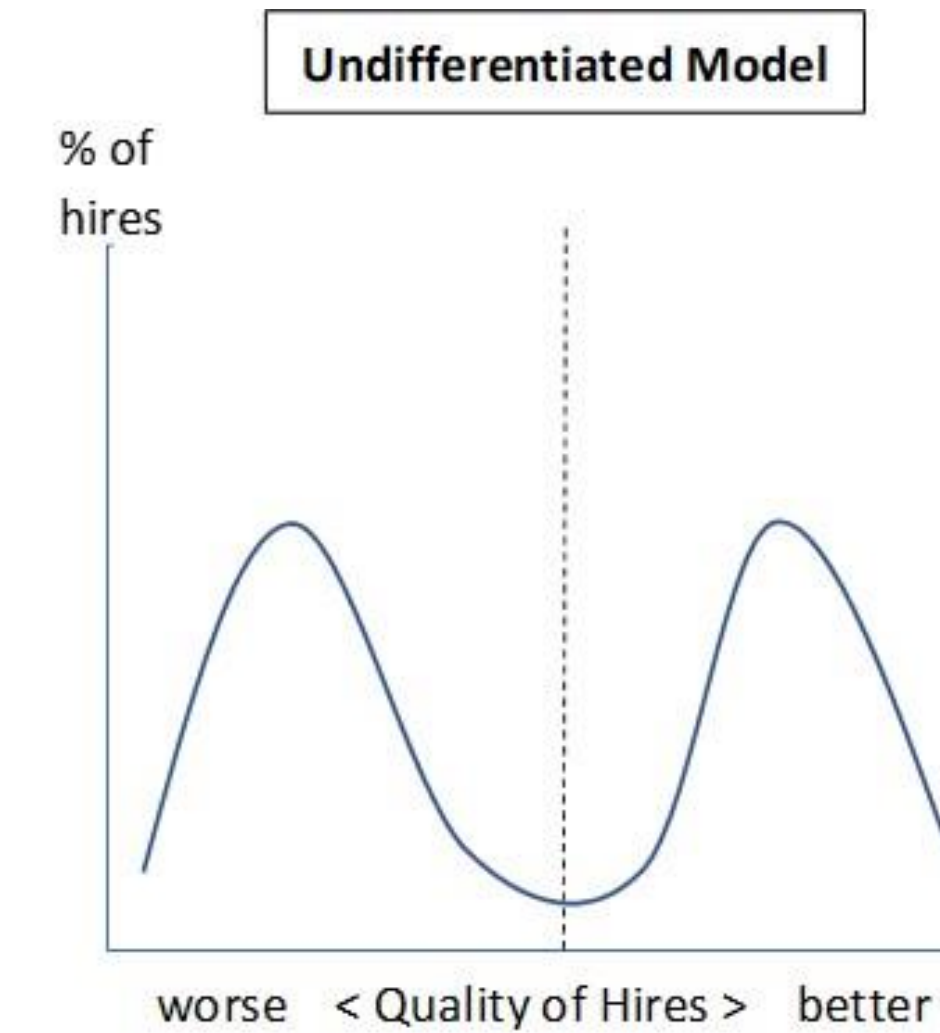
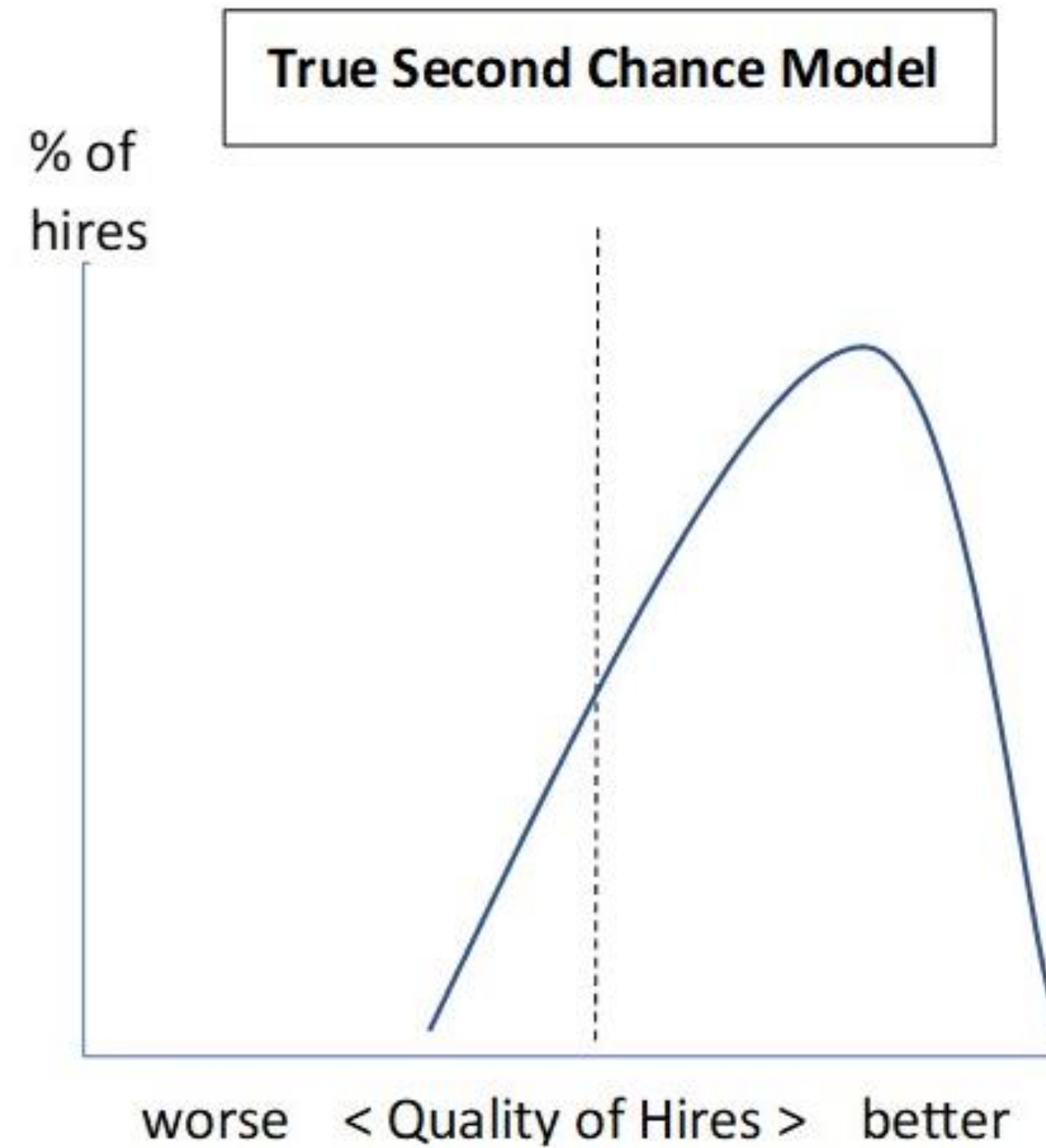
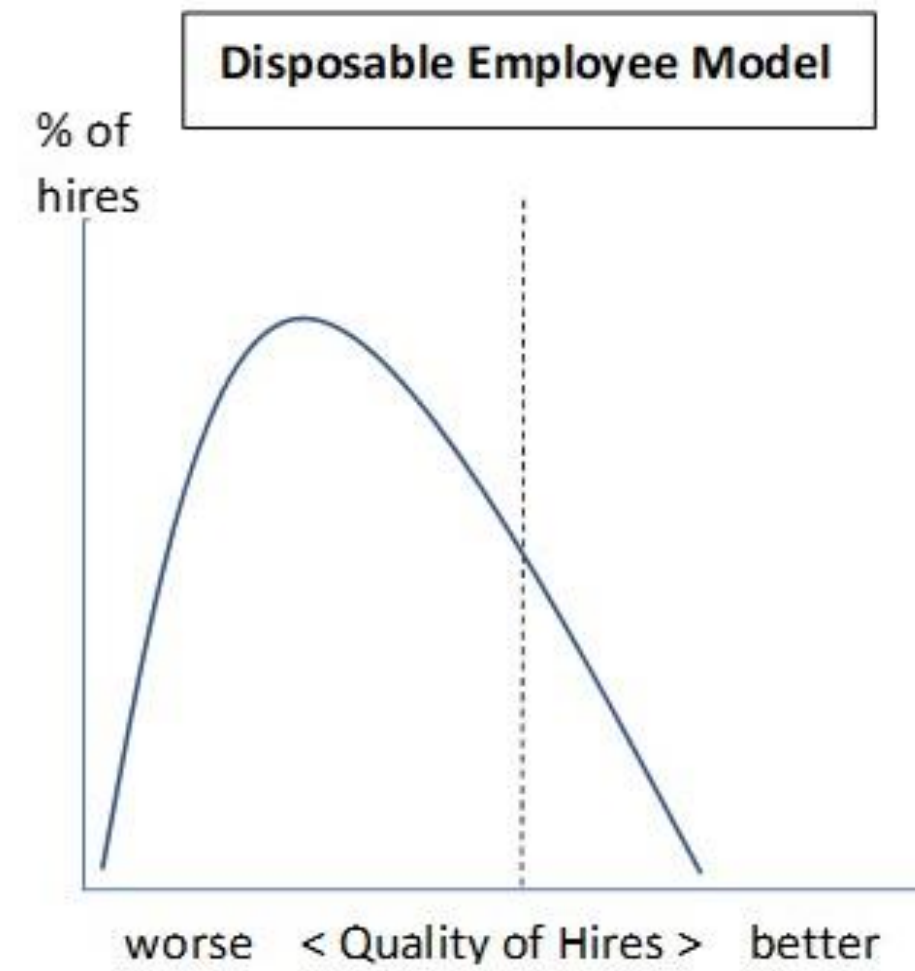


# Traditional Hiring Models

Source: "Untapped Talent: How Second Chance Hiring Works for Your Business and the Community" (HarperCollins Leadership, April 2021)



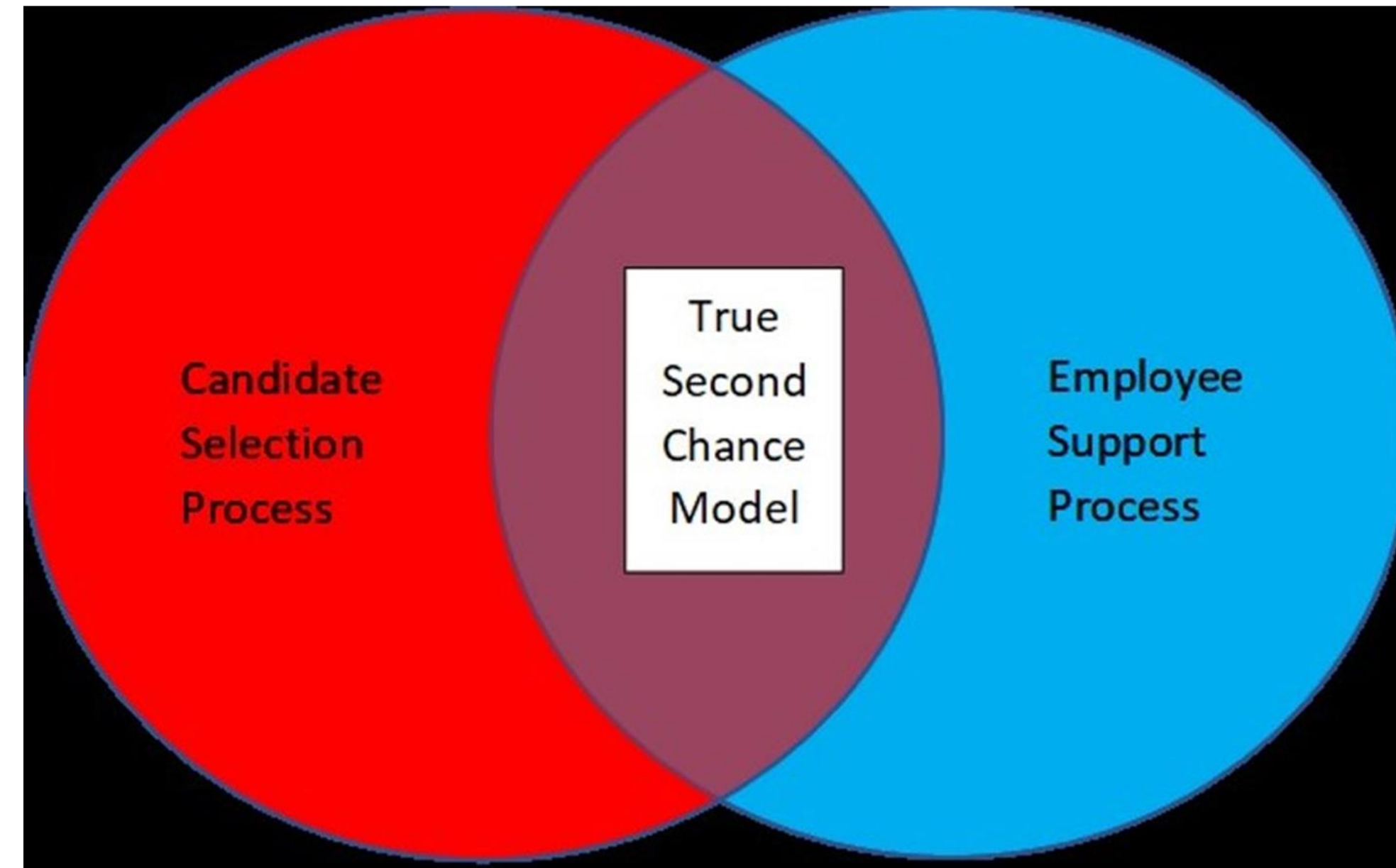
# Fair Chance, Done Wrong and Done Right





# The Elements of Success

---



Source: "Untapped Talent: How Second Chance Hiring Works for Your Business and the Community" (HarperCollins Leadership, April 2021)

# An Investment\*, Not an Expense

---

## Potential partners

- National organizations
- Local Organizations
- American Jobs Centers/Workforce Boards
- Specialized Temp-to-Hire firms
- Corrections/Parole

## Potential “gaps” to solve

- Community Supervision Time
- Transportation/Housing/Clothing
- Cell phone
- Financial Education
- Mentoring

*\*subsidized*

# The Fair Chance Spectrum

---



# From Theory to Practice

---

- **Overcoming the 3 objections**

- Safety/Liability
- Performance
- Reputation

- **Executive Leadership Sponsorship**

- Clarity of goal
- Priority
- Accountability

- **Structural process changes**

- Asymmetric HR Career Risk: Heads You Win, Tails I Lose
- Professional Licensing / Collateral consequences
- The job posting – and where it is posted
- The secondary/individualized review



# Implementation: K.I.S.S.

---

1. Figure out what you want to do
2. Get executive buy-in, commitment to accountability and prioritization
3. Review regulatory restrictions and *initial* “no-go” crimes (be careful!)
4. Remove superfluous credentials/job requirements
5. Find community partners
6. Start
7. Refine

# Bridging the Box

---

Low-risk hires

Know your felony

Connect with second chance pioneers

Connect with non-profit partners

Review and eliminate vendor restrictions

Offer amnesty

# Employment-Based Policy Reforms

---

Diversion Programs

Licensing Reform

Clean Slate Legislation

Cash Bail Reform

Negligent Hiring Liability Harbors

Leadership & Bully Pulpit

**DON'T COMPROMISE PUBLIC OR WORKPLACE SAFETY**

# Partnering with the Business Community

---

Underpromise & Overdeliver

Set Reasonable and Mutual Expectations

You Have Clients... Accept Business as Your Customer

Drive Permanence, not Placement

Partner in Education and Coaching

Check In



# Select Educational Resources

---

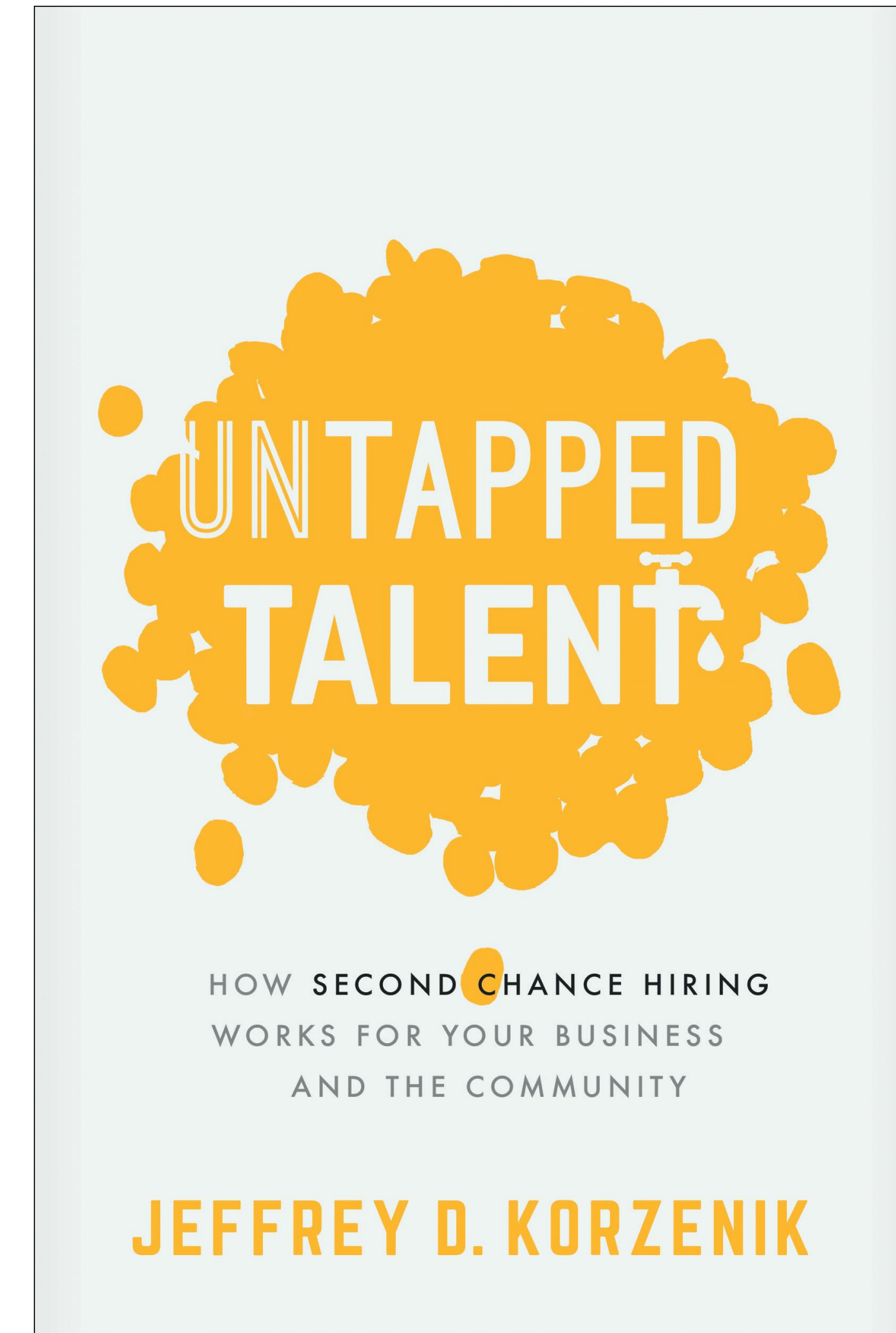
- Getting Talent Back to Work Certification  
(<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>)
- Second Chance Business Coalition  
(<https://secondchancebusinesscoalition.org/get-started>)
- Dave's Killer Bread Foundation Second Chance Playbook  
(<https://dkbfoundation.org/playbook-3/>)
- Checkr's Fair Chance Hiring e-book  
(<https://checkr.com/resources/ebook/decrease-recidivism-with-fair-chance-hiring>)
- Levelset's "Fair Chance Hiring Assessment"  
(<https://www.levelset.us/fair-chance-hiring-assessment>)

## Speaker Contact Information

Website & contact form: [www.jeffkorzenik.com](http://www.jeffkorzenik.com)

LinkedIn: <https://www.linkedin.com/in/jeffreykorzenik/>

Twitter: @jeffkorzenik



**Questions?**