Honest Jobs

FAIR CHANCE EMPLOYER

QUARTERLY REPORT

Q4 2024

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Introduction

Honest Jobs is proud to present our latest quarterly report on Fair Chance Employers. This report identifies employers and industries actively hiring individuals with felony convictions.

For each employer and industry, you'll find data on the number of justice-involved individuals hired, and a breakdown of the types of felony convictions represented. This information provides a clearer view of current hiring practices and highlights opportunities for those supporting justice-involved individuals in finding sustainable employment.

About Honest Jobs
Honest Jobs is a fair chance employment platform dedicated to helping individuals with criminal records find meaningful work and access essential reentry resources. By connecting job seekers with background-friendly employers, Honest Jobs works to reduce the barriers to employment often faced by justice-involved individuals. Through our platform, we gather direct feedback from job seekers on their employment experiences, enabling us to capture real-world hiring trends and advocate for fair-chance hiring practices.

In addition to job-matching services, Honest Jobs offers specialized tools for reentry professionals. Our **Reentry Navigator** supports organizations in managing and guiding individuals through their job search and resource needs, offering a tailored approach to support justice-involved individuals toward successful reintegration. **Reentry Planner**, a proprietary tablet application used within correctional facilities, enables incarcerated individuals to create comprehensive reentry plans, equipping them with

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job opportunities and support resources to prepare for life and work post-release.
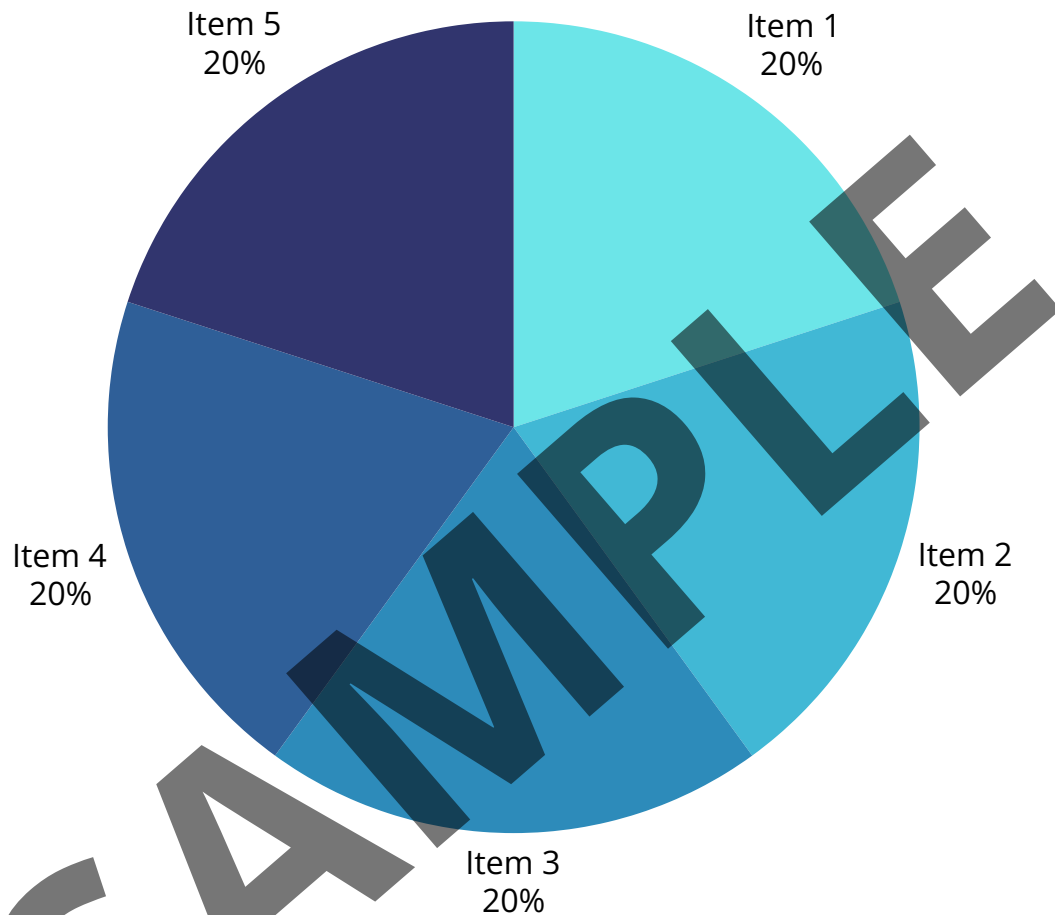
Data Collection and Methodology

The data in this report was derived from job seeker feedback on the Honest Jobs platform, where individuals share details about their employment journeys. This allows us to capture accurate, current hiring trends, including the specific types of felony convictions among hired individuals. The report organizes these convictions into key categories, offering reentry professionals a structured view of how employers are embracing background-friendly hiring. To ensure data reliability and relevance, we included only employers with at least two hires.
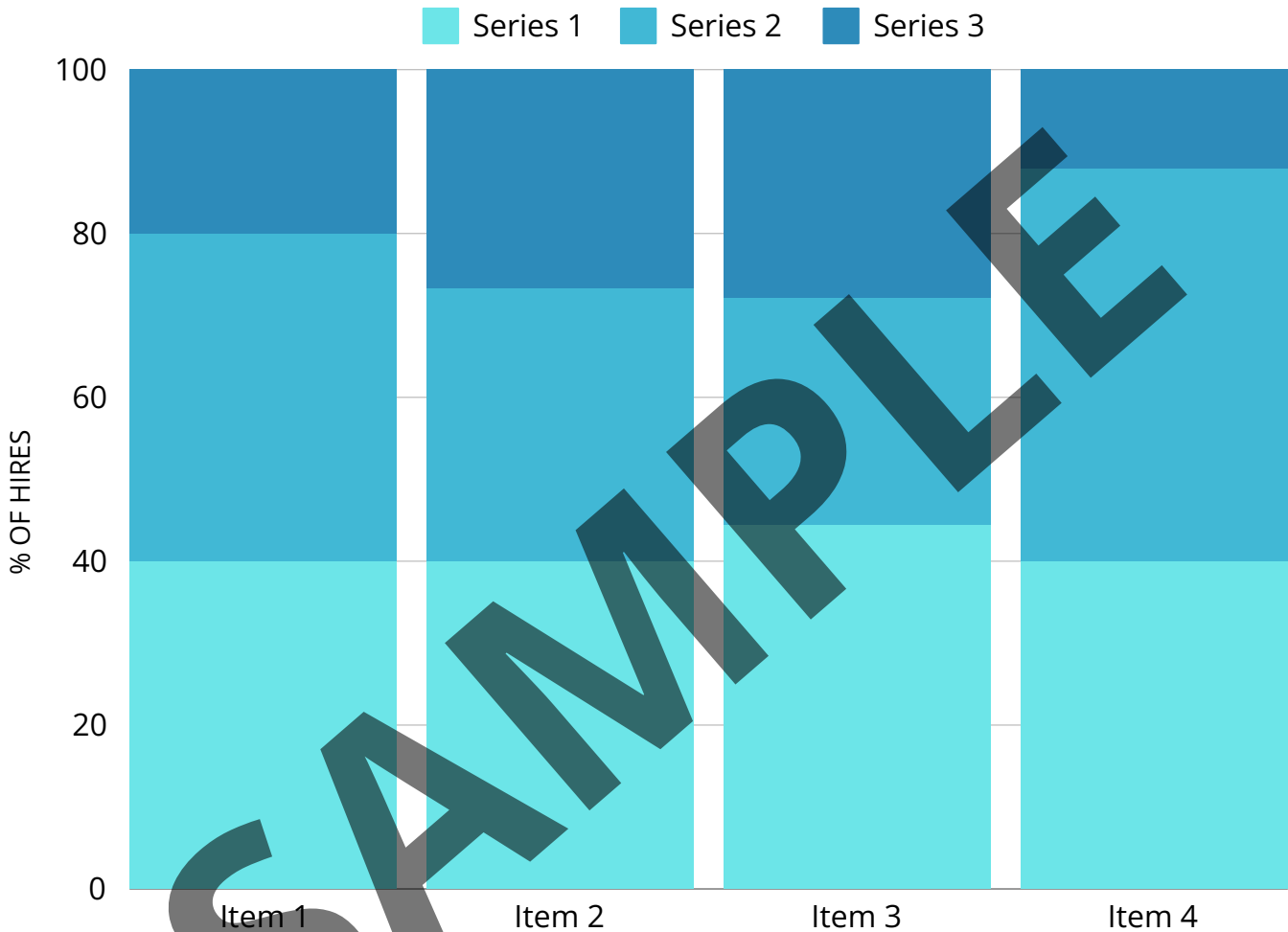
Data Accessibility

In addition to this summary, you will also find a separate Excel file containing the full dataset. The Excel file allows you to easily search, filter, and sort the data to meet specific needs, including by employer, industry, and conviction type, making it a versatile tool for reviewing and analyzing employer hiring trends for justice-involved individuals.

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Industry Distribution for Total Hires

Item 5
20%

Item 1
20%

Item 4
20%

Item 2
20%

Item 3
20%

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Total Hires by Industry and Conviction Type

Series 1 ■ Series 2 ■ Series 3

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Top 5 Industries by Conviction Category

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Drug Convictions:
1. Lorem ipsum dolor 34.07%
2. Lorem ipsum dolor 23.02%
3. Lorem ipsum dolor 7.35%
4. Lorem ipsum dolor 6.08%
5. Lorem ipsum dolor 4.92%

Sex-Related Convictions:
1. Lorem ipsum dolor 31.31%
2. Lorem ipsum dolor 16.09%
3. Lorem ipsum dolor 10.09%
4. Lorem ipsum dolor 7.41%
5. Lorem ipsum dolor 7.18%

Fraud/Financial Convictions:
1. Lorem ipsum dolor 32.41%
2. Lorem ipsum dolor 22.47%
3. Lorem ipsum dolor 5.77%
4. Lorem ipsum dolor 5.17%
5. Lorem ipsum dolor 5.17%

Violent Convictions:
1. Lorem ipsum dolor 36.03%
2. Lorem ipsum dolor 18.11%
3. Lorem ipsum dolor 8.86%
4. Lorem ipsum dolor 6.55%
5. Lorem ipsum dolor 5.88%

Property Convictions:
1. Lorem ipsum dolor 41.03%
2. Lorem ipsum dolor 21.23%
3. Lorem ipsum dolor 6.58%
4. Lorem ipsum dolor 6.32%
5. Lorem ipsum dolor 3.68%

Weapons Convictions:
1. Lorem ipsum dolor 29.63%
2. Lorem ipsum dolor 20.00%
3. Lorem ipsum dolor 8.89%
4. Lorem ipsum dolor 6.67%
5. Lorem ipsum dolor 5.93%

Public Order Convictions:
1. Lorem ipsum dolor 28.11%
2. Lorem ipsum dolor 26.10%
3. Lorem ipsum dolor 6.83%
4. Lorem ipsum dolor 6.22%
5. Lorem ipsum dolor 4.62%

Other Convictions:
1. Lorem ipsum dolor 28.23%
2. Lorem ipsum dolor 20.66%
3. Lorem ipsum dolor 6.47%
4. Lorem ipsum dolor 4.42%
5. Lorem ipsum dolor 5.52%

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Summary

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Conviction Categories and Types

This report and accompanying Excel file provide a breakdown of hires for individuals with felony convictions across various employers and industries, organized by specific conviction categories. For each listed organization or industry, the report shows the total number of hires and provides detailed counts by conviction type, including Drug, Fraud/Financial, Property, Public Order, Sex, Violent, Weapons-related, and Other convictions. The following list outlines the types of convictions included in each category:

Drug

The Drug category includes convictions for offenses involving the possession, distribution, Lorem ipsum dolor, or trafficking of controlled substances:
- Distribution
- Intent to Distribute
- Lorem ipsum dolor
- Marijuana Convictions
- Paraphernalia
- Possession
- Trafficking

Fraud/Financial

The Fraud/Financial category includes convictions related to deceptive or unlawful financial activities, including various forms of fraud and financial misconduct:
- Counterfeiting/Forgery
- Cyber/Computer Crimes
- Embezzlement
- Tax Evasion
- Wire Fraud

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Property

The Property category includes convictions for offenses involving unlawful activities related to the theft, destruction, or unauthorized use of property:

- Arson
- Burglary
- Criminal Trespass
- Damage or Destruction of Property
- Grand Theft/Grand Theft Auto
- Shoplifting or Petty Theft

Public Order

The Public Order category includes convictions for offenses that disrupt societal norms or public peace, including activities that undermine public safety:

- Coercing, Inducing, or Soliciting for Street Gangs
- Criminal Mischief
- Directing Activities of Criminal Street Gangs
- DUI or DWI
- Engaging in Organized Criminal Activity
- Harassment
- Inducing/Inciting Riot/Panic/Violence
- Intimidation
- Obstructing Governmental Operations
- Perjury
- Public Health Crimes
- Public Intoxication
- Resisting/Evading Arrest
- Stalking
- Tampering with or Fabricating Evidence
- Violation of Probation/Parole
- Violation of Protection/Restraining Order

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Sex

The Sex category includes convictions for offenses of a sexual nature, involving conduct deemed unlawful or harmful:

- Bestiality
- Child Molestation
- Illegal Pornography
- Indecency With A Child
- Indecent Exposure
- Public Lewdness
- Prostitution/Soliciting
- Rape
- Sexual Abuse of a Child
- Sexual Assault
- Sexual Coercion
- Solicitation of a Minor
- Statutory Rape
- Voyeurism

Violent

The Violent category includes convictions for offenses involving physical aggression, harm, or threats against individuals:

- Aggravated Assault
- Assault
- Domestic Violence
- Hit and Run
- Injury to a Child, Elderly, Disabled Individual
- Involuntary Manslaughter
- Kidnapping
- Manslaughter
- Murder
- Negligent Homicide

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- Robbery
- Robbery - Aggravated
- Smuggling/Trafficking of Persons
- Unlawful Restraint

Weapons

The Weapons category includes convictions related to the unauthorized possession, use, or trafficking of firearms or other prohibited weapons:
- Explosives - Unlawful Possession or Use
- Prohibited Weapons
- Smuggling/Trafficking Firearms
- Unlawful Possession or Use of Firearms

Other

The Other category includes convictions for offenses that are diverse in nature and do not fit within other specific categories:
- Conspiracy
- Harboring a Runaway Child
- Improper Relationship Between Educator and Student
- Sale or Purchase of a Child
- Terroristic Threat

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Disclaimer

The information in this report was collected from tens of thousands of justice-involved individuals on the Honest Jobs platform, and its accuracy cannot be guaranteed. This report should not be interpreted as a guarantee that any listed employer will hire individuals with a specific type of conviction. Employers assess each candidate individually and make hiring decisions based on various factors, including the nature of the conviction in relation to the job responsibilities, the time since the conviction, evidence of rehabilitation, and other relevant considerations. No employers requested to be included in this report. If an employer is not listed, it simply means that job seekers with a felony conviction on Honest Jobs have not reported being hired by that company, not that the employer does not or will not hire people with criminal records.

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