



Reclaiming Gold: A Business Case for Fair Chance Hiring





Solid Waste Administrators Association of Minnesota

2023 Winter Training

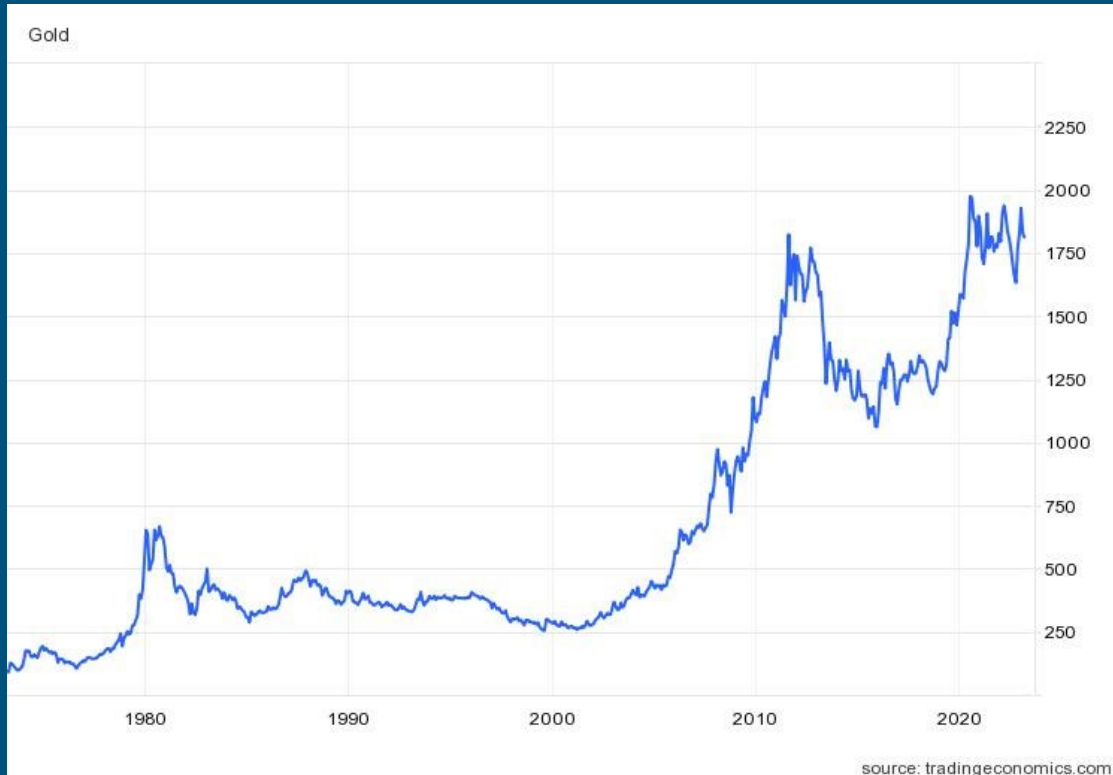


REPOWERED

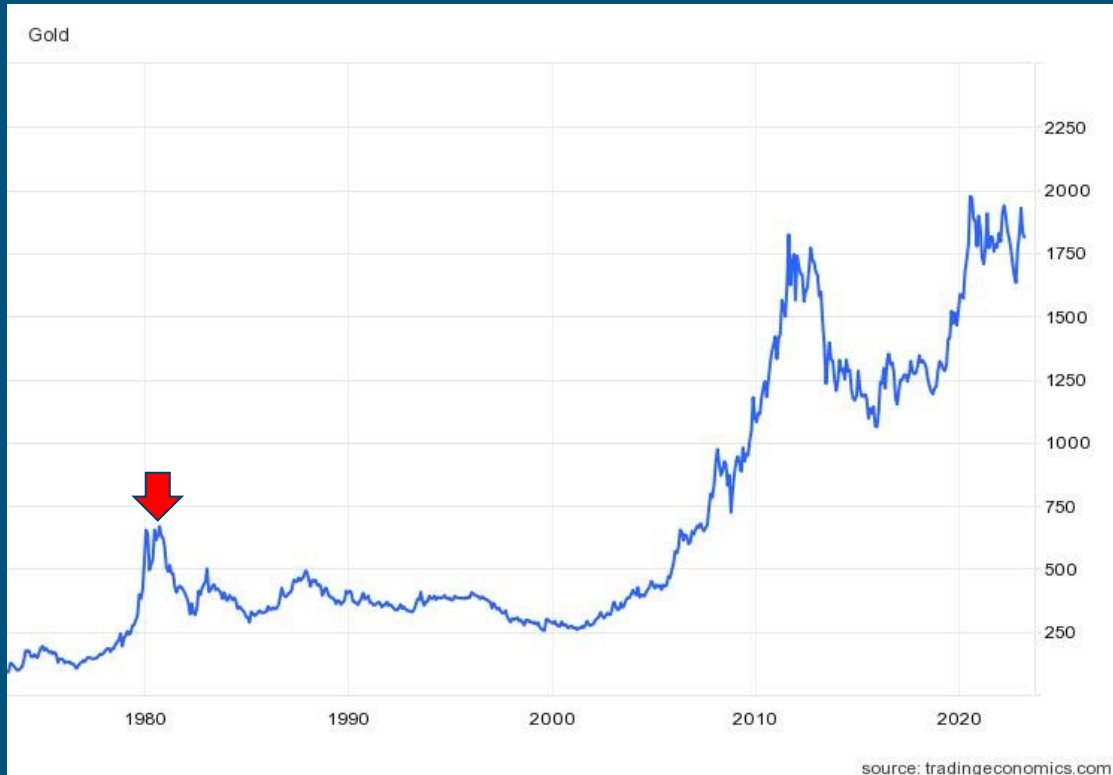
Fair chances for people, planet, and technology.

Dara Strickland, HR Generalist

Gold Value Over Time



Gold Value Over Time



Gold Value Over Time



Gold Value Over Time



Gold Reclamation

Over \$16 billion worth of gold is used annually in electronics.

2012 United Nations University e-waste study

Gold Reclamation

Over \$16 billion worth of gold is used annually in electronics.

Only around 15% of it is recovered through recycling.

2012 United Nations University e-waste study

Value Reclamation

Value Reclamation



Value Reclamation



Doug, Truck Team



REPOWERED

Fair chances for people, planet, and technology.





REPOWERED

Fair chances for people, planet, and technology.

Nonprofit Social Enterprise



REPOWERED

Fair chances for people, planet, and technology.

Nonprofit Social Enterprise

R2 Certified



REPOWERED

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Refurbish, Reclaim, Recycle - Responsibly



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Refurbish, Reclaim, Recycle - Responsibly

Over 40 million pounds of e-waste in 11 years



REPOWERED

Fair chances for people, planet, and technology.



Value Reclamation

There is no such thing as a worker who doesn't already have great value to your company.

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There is no such thing as a worker who doesn't already have great value to your company.

For workers with histories of incarceration, much of that value isn't being reclaimed.

Value Reclamation



Justin, E-Commerce

Fair Chance Hiring

Fair Chance Hiring

What is it?

Fair Chance Hiring

What is it?

What value does it bring to Repowered?

Fair Chance Hiring

What is it?

What value does it bring to Repowered?

How is it a fit for solid waste management?

Fair Chance Hiring

Hiring workers with the right skills for a position, whether they have a prior criminal conviction or not.

Fair Chance Hiring

Isn't that Ban-the-Box?

Fair Chance Hiring

Ban-the-Box requires employers not to ask about past criminal involvement until after the interview or offer stage.

Fair Chance Hiring at Repowered

Fair Chance Hiring at Repowered



Josh, Test & Repair

Fair Chance Hiring at Repowered

	n	25th Percentile	Median	75th Percentile	Average
Cost-per-hire	488	\$500	\$1,633	\$4,669	\$4,425
Executive cost-per-hire	247	\$1,300	\$5,000	\$18,000	\$14,936
Recruitment-expenses-to-HR-expenses ratio	198	0%	4%	19%	15%
Requisitions per recruiter (or HR FTE)	716	5	15	35	29
Requisitions per recruiter (organizations with dedicated recruiters)	349	10	25	54	54
Requisitions per recruiter (organizations without dedicated recruiters)	373	3	10	22	20

* Metrics with a sample size ("n") of less than 5 are not displayed.

Fair Chance Hiring at Repowered

Not just our Work Readiness program

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Open and supportive of Fair Chance hiring in job postings

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Not just our Work Readiness program

Open and supportive of Fair Chance hiring in job postings

Ask all applicants about their history of working with people with incarceration histories

Fair Chance Hiring at Repowered

Repowered is committed to valuing diverse experiences, including those of formerly incarcerated individuals, and individuals with arrest or conviction records. Fair Chance employment creates a better and more inclusive workplace for all of our employees, not just those with prior contact with the criminal legal system.

Quality of Workers



Jen, HR Payroll Specialist

Quality of Workers

There are close to 1.2 million Americans incarcerated in state and federal prisons right now.

Quality of Workers

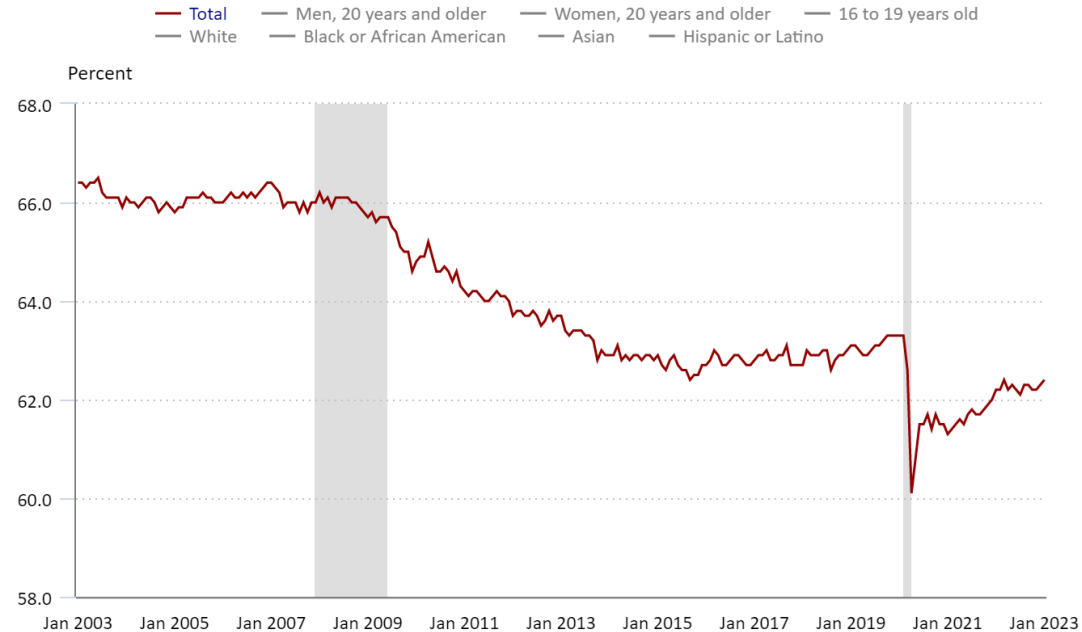
There are close to 1.2 million Americans incarcerated in state and federal prisons right now.

Almost 800,000 of them are working.

Quality of Workers

Civilian labor force participation rate, seasonally adjusted

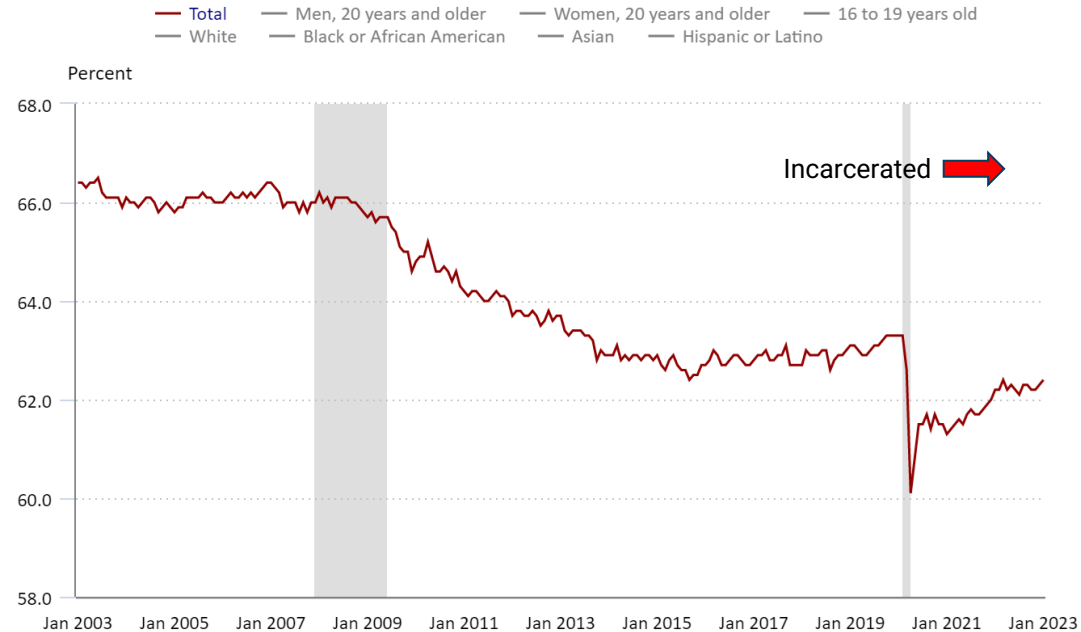
Click and drag within the chart to zoom in on time periods



Quality of Workers

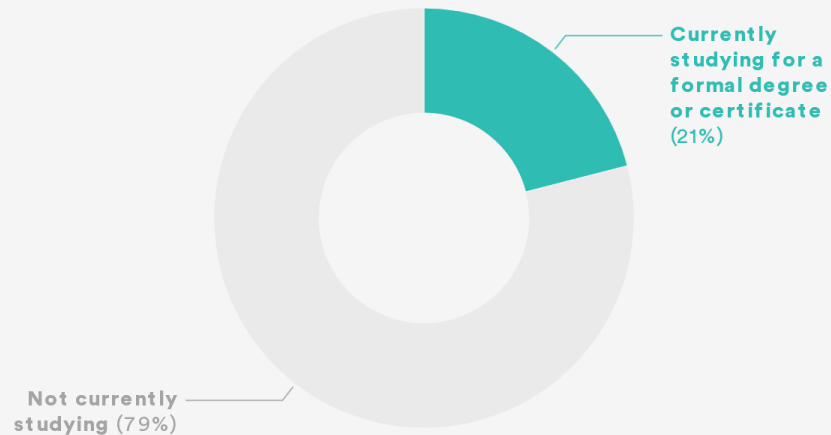
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Quality of Workers

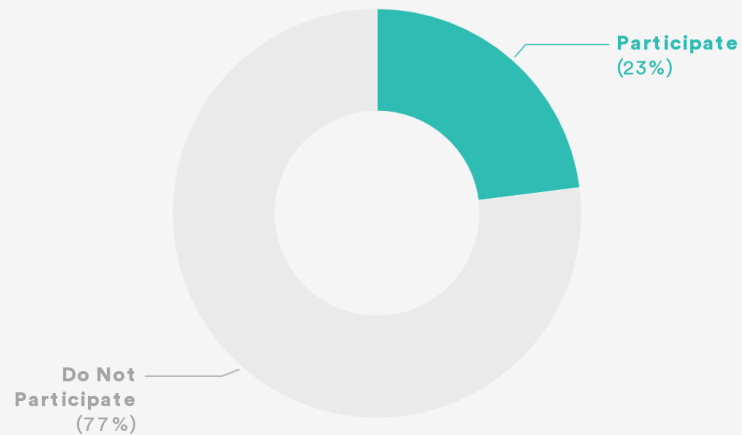
Figure 10 | About 2 in Every 10 Adults in Prison Enroll in a College Program



Source: New America Analysis of U.S. Department of Education, National Center for Education Statistics, U.S. Program for the International Assessment of Adult Competencies (PIAAC), U.S. National Supplement: Prison Study 2014 (public use file).

Quality of Workers

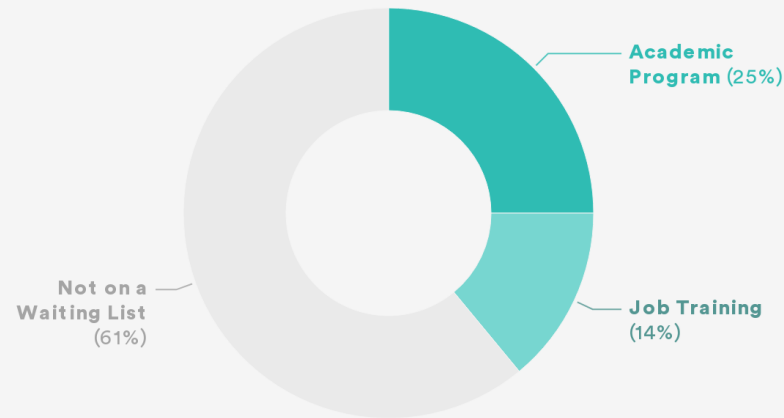
Figure 12 | Almost a Quarter of Adults in Prison Participate in Job Training Programs



Source: New America Analysis of U.S. Department of Education, National Center for Education Statistics, U.S. Program for the International Assessment of Adult Competencies (PIAAC), U.S. National Supplement: Prison Study 2014 (public use file).

Quality of Workers

Figure 13 | Almost 40 Percent of Incarcerated Adults Are on a Waiting List for Either an Educational or Job Training Program



Source: New America Analysis of U.S. Department of Education, National Center for Education Statistics, U.S. Program for the International Assessment of Adult Competencies (PIAAC), U.S. National Supplement: Prison Study 2014 (public use file).

Quality of Workers

Coming from incarceration with work experience, education, and/or training

Quality of Workers

Coming from incarceration with work experience and education

Positive mindset for training

Quality of Workers

Coming from incarceration with work experience and education

Positive mindset for training

Safety-focused

Quality of Workers

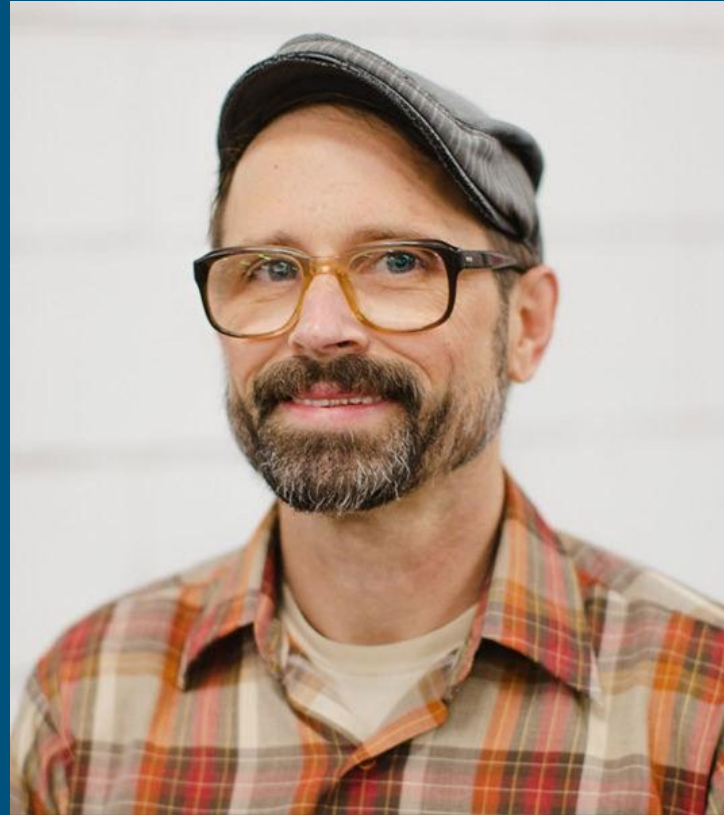
Coming from incarceration with work experience and education

Positive mindset for training

Safety-focused

Motivated

Value to Solid Waste Management

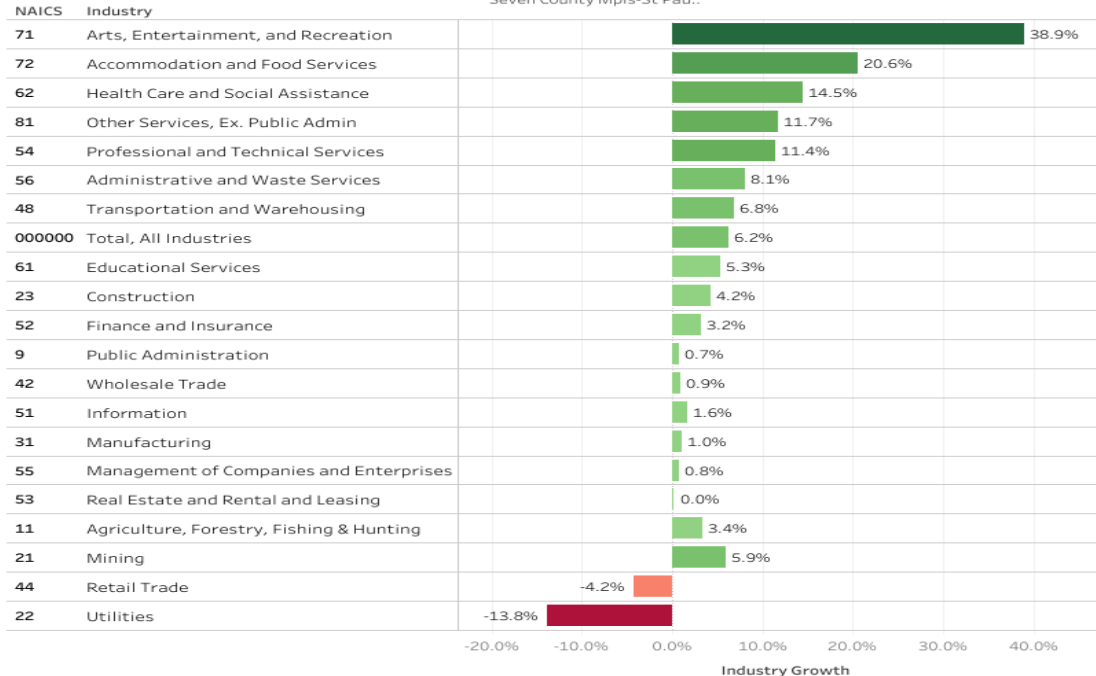


Chris, Manager of T&R

Value to Solid Waste Management

2020-2030 Industry Employment Projections for Seven County Mpls-St Paul, MN

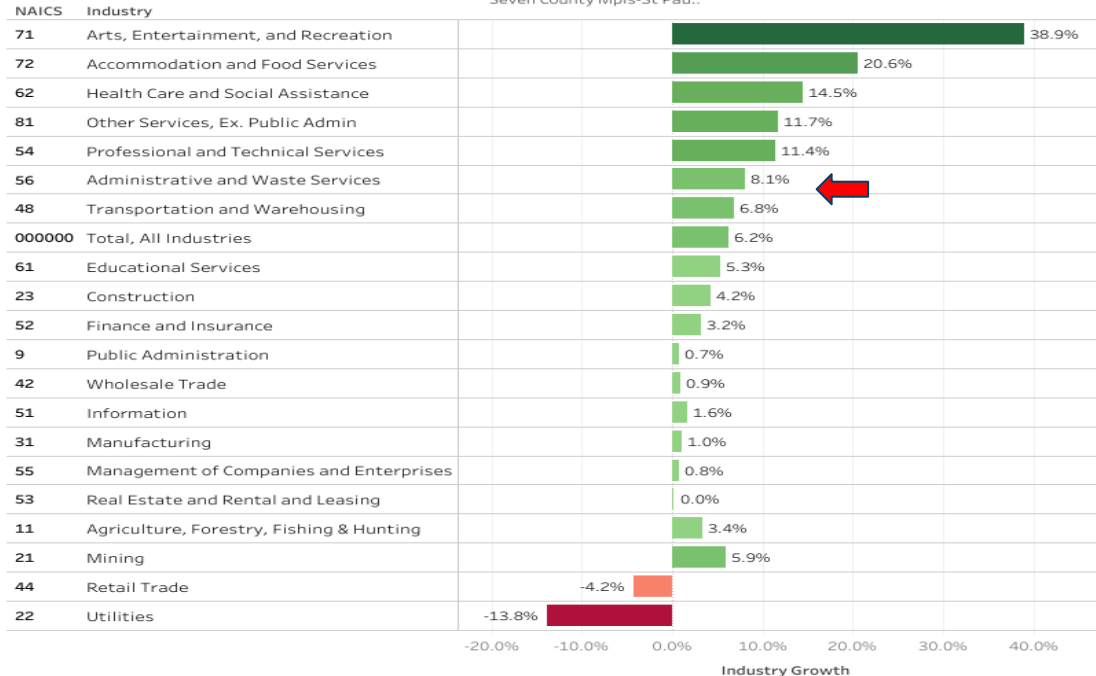
Select Geography
Seven County Mpls-St Pau..



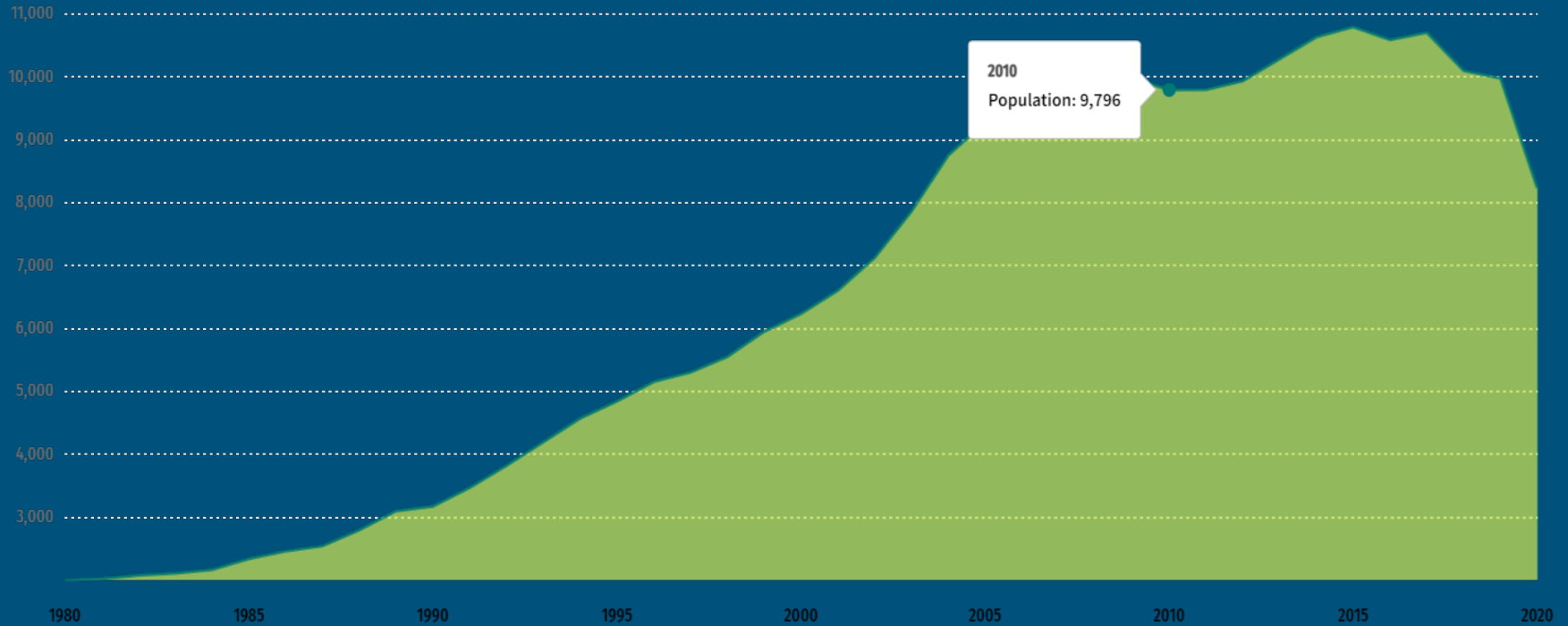
Value to Solid Waste Management

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Select Geography
Seven County Mpls-St Pau..



Value to Solid Waste Management



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Of unemployed men under 35, 65% have been arrested and 46% have a criminal conviction.

Value to Solid Waste Management



Chris, Director of Finance and HR

Value to Solid Waste Management

Incarceration job experience: maintenance, light manufacturing, inventory control, materials handling, forklift, sales calls

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Absolutely vital work that's sometimes stigmatized as dirty.

Value to Solid Waste Management

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High potential vs. low risk

Reclaiming Gold



Ross, Triage Lead

Reclaiming Gold

Fair Chance hiring lets you attract motivated, high quality workers with less time and money spent.

How do you start exploring it as an option for your organization?

Reclaiming Gold

Thanks for coming!



Dara, HR Generalist