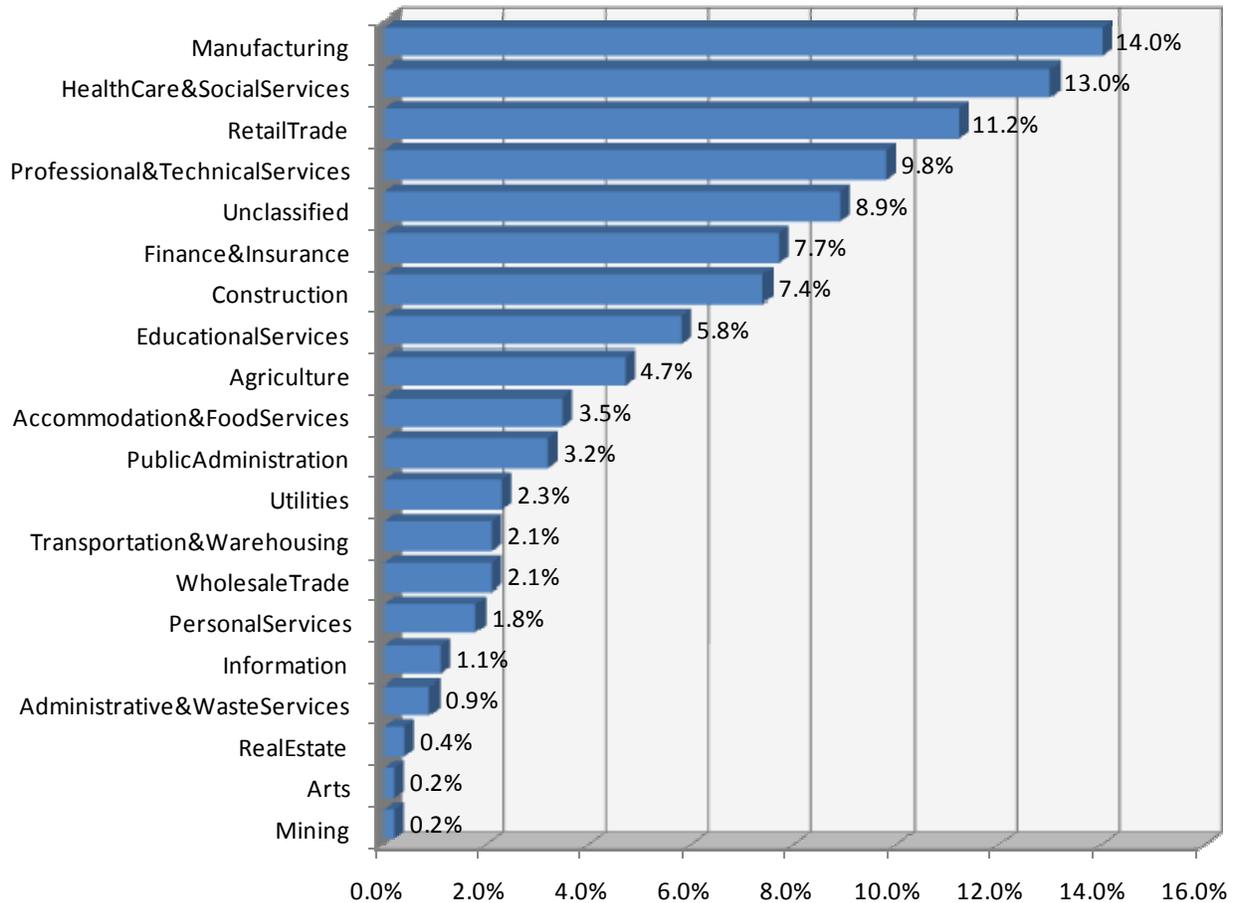


# Business Ex-Offender Survey Results

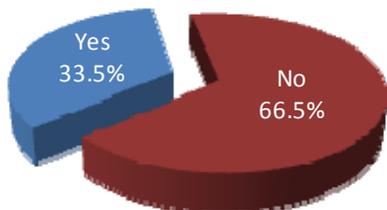
**Industry Breakdown  
(571 Responses)**



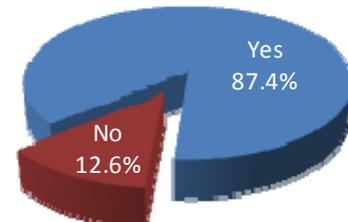
**Business Size  
(569 Responses)**

Business Size	Responses	Percent
1-10	164	28.8%
11-20	106	18.6%
21-50	103	18.1%
51-100	85	14.9%
101-249	60	10.5%
250+	51	9.0%

**Has your company/organization hired individuals convicted of a felony in the past?  
(570 Responses)**



**Would your company/organization be willing to do so again?  
(390 Responses)**



**If your company specifically chose to void hiring ex-offenders,  
did any of the following factors influence that decision?  
(263 Responses)**

Influencing Factors	Percent
Other	17.8%
Safety	17.1%
Company Policy	16.9%
Occupational/Legal Barriers	16.5%
Previous Work Experience	9.5%
Skill Level	9.0%
Attitudinal Issues	7.7%
Education Level	5.5%

Specified "Other" Reasons	Frequency	Specified "Other" Reasons	Frequency
none have applied	2	money handling and customer service	1
dhs licensing restriction	2	must be bonded	1
as far as i am aware of there have been 0 exoffenders that applied	1	must have clearance for dci to work in health care facility	1
background check	1	nature of our industry (banking)	1
banking industry not conducive for ex-offenders	1	need a valid driver's license	1
banks need to be able to bond employees	1	never been put in that position	1
bonding issues	1	never had one apply	1
can't be bonded	1	never had the opportunity	1
cannot hire under iac chpt. 58	1	never has come up.	1
clients w on't allow and security issues with data they'd have access to	1	no one ever applied	1
criminal justice agency	1	no opportunity	1
customer perception of employee	1	not hiring also only have room for skilled florists	1
customer trust	1	our accreditation body and state licencing body prohibit due to the volunerbity of our population	1
depend on the charge due to them working with minors, money, the public, etc.	1	patient care	1
dependent adult population	1	prisoners mtg their significant others at work and performing inappropriate acts	1
dia regulations	1	professional licensing rules for company	1
did not spec avoid	1	public school	1
don't recall getting apps from them. dealing with money would be an issue too	1	re-arrested for violations of law or parole	1
education of children	1	regulation/law	1
fdic regulations prohibit the hiring of individuals convicted of a felony involving breach of trust or fraud	1	regulations limit who we can employ with a past history	1
federal government agency - security issues	1	regulators do not allow us to hire certain felons (based on type of conviction)	1
financial institution bond	1	regulatory issues	1
financial- we are a banking institution	1	safety of children	1
have not avoided hiring them	1	state & federal rules	1
have not had good experinces with thoes employees	1	state licensing requirements	1
hired one; huge work comp claim after just 4 weeks.	1	state requirements	1
hiring against the law	1	theory: "past behavior is the best predictor of future behavior"	1
i haven't had to hire anyone since 1995 the day i started my business.	1	they can not be licensed insurance wise.	1
in the 11 years i have worked here, i am not aware that anyone with a felony background has even applied for a position with us	1	violation of regulations	1
insurance regulations may prohibit a felony conviction from being hired due to the nature of our work.	1	we are a law firm and have chosen not to be ex offenders.	1
just never happened	1	we are a school	1
legally not allowed	1	we are in homes remodeling and theft is a huge concern along with clients children being safe	1
licensing	1	we just don't have much turnover	1
licensing requirements	1	we run pre-school programs	1
lisc. child care center, most would not pass dhs required background check to allow them to work in the bussiness	1	we were a union shop	1

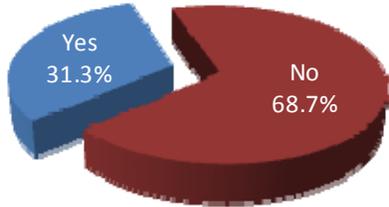
**Would any of the following circumstances make you more likely to consider/reconsider hiring someone who has been convicted of a felony?  
(527 Responses)**

Circumstances to Consider/Reconsider Hiring Ex-Offender	Percent of Cases
State law to insure you against any financial loss and/or legal liability caused by the employee (ex-offender)	41.0%
A third-party such as Case Manager/Parole Officer responsible for counseling and working with the new hire to help avert any problems	33.8%
Company would receive tax credits and bonding at no cost for hiring an ex-offender	32.6%
None	32.6%
Applicant has a certificate of proof of rehabilitation (i.e. Certificate of Employability) through the Iowa Board of Parole	30.0%
Applicant has completed an industry-specific training program	29.2%
Applicant has been recommended by a state agency or other community provider.	25.8%
Applicant has obtained a National Career Readiness Certificate	13.9%
Other	7.4%

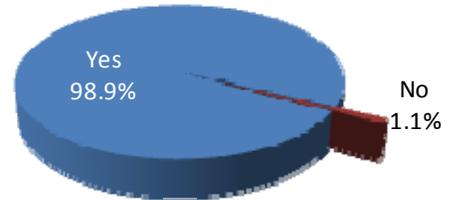
Specified "Other" Circumstances	Frequency
7+ years since incarceration	1
against regulations	1
allow able by licensing body and individual can effectively work with the individuals we support	1
amount of time pasted	1
applicant has shown through work history the ability to hold and retain gainful employment since incarceration (1-2 years) and that the felony conviction was of a non-violent nature (murder/rape etc.) or that the felony does not directly relate to the pos	1
appropriate licensure or certification	1
approval through bonding company	1
change in state requirements	1
chpt 58 of iac would need to allow such hires	1
depending on the position but probably not for a sales position	1
dhs approval	1
dia would have to approve	1
disclose on application	1
discretion of appointing authority	1
does not apply	1
due to insurance regulations we are prohibited from hiring individuals convicted of certain felonies. while the above items are attractive, we are prohibited for a majority of our jobs.	1
fed. gov. requires the most qualified individuals be selected from the field of applicants.	1
guidelines would be set by regulations and what restrictions may apply.	1
have not had any apply	1
higher education degree	1

Specified "Other" Circumstances	Frequency
honesty always is a plus	1
i don't know enough about any of the above named programs to know if they would make us more likely to hire a felon or not	1
if they were an engineer	1
insurable and drivers license	1
it has been several years (10+) since the conviction and the duties of the new position do not present an opportunity to reoffend.	1
law will not allow	1
most likely we would not be in a position to hire such a person based on being a cpa firm	1
prior work experience	1
qualified for the job	1
support from existing team members	1
the individual would need to be hard working and be able to get along with others.	1
type of crime, history of past employment, position applied for	1
verifiable work history minimum 2 year elsew here	1
we must have permission from dhs to hire anyone with a criminal conviction of any kind	1
we only hire felons if it has been over 10 yrs since offence and if a non violent crime	1
we will hire people who have committed certain felonies regardless of any of the above. if they have served their time, they have paid their debt to society.	1
work comp protection from scams.	1
would depend on the felony	1
would not hire with drugs/sex offender or drinking charges for any reason	1

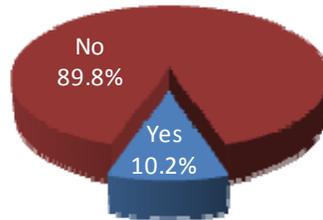
**Did you hire a screening company to perform background checks?**  
(568 Responses)



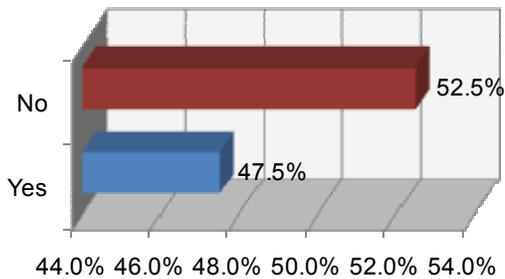
**Is the company that performs your background checks accredited?**  
(175 Responses)



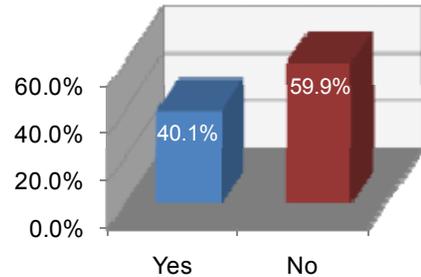
**Do you have concerns regarding the accuracy of the background reports you receive?**  
(177 Responses)



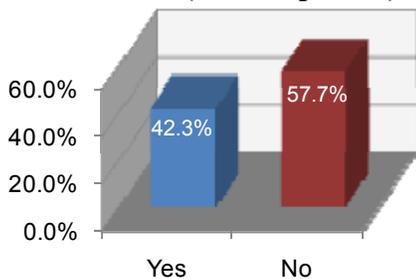
**Does your hiring policy distinguish between an arrest that did not lead to a conviction of a felony and an arrest that led to conviction?**  
(551 Responses)



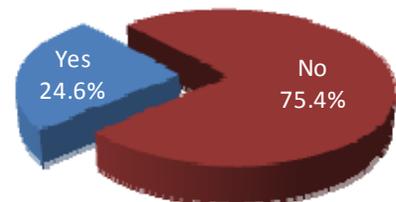
**Do you feel you have sufficient legal protection from liability for hiring ex-offenders?**  
(539 Responses)



**Is your company/organization knowledgeable of federal and state statutes as it pertains to hiring an individual who has been convicted of a felony?**  
(555 Responses)



**Is your company/organization seeking to hire a diverse workforce but finding it challenging?**  
(541 Responses)



If so, why?  
(135 Responses)

	Not currently hiring.
	Lack of diverse applicants. Those we do have contact with do not have sufficient skills or training for the jobs applied for.
	Qualifications
	Because we are a small community with several competing manufacturers.
	have trouble attracting minorities
	No need to hire in this economy.
	population of this area does not include educated diversity of employees.
	Our biggest challenge is finding a good person that has a clean driving record.
	small town with limited applicant pool
	We advertise for diversity but the individuals who apply are usually white.
	Lack of diverse population in the rural areas we are located.
	Will interview anyone who applies and will not discriminate.
	Lack of qualified applicants
	It is difficult to find diverse applicants that have the desired work experience/history, education, training, etc. that we look for.
	No need for new employees at this time. We hire only the most qualified individuals. Because we are a CPA firm we have to be careful of who we hire. Even non conflicts are very carefully checked out due to our confidentiality requirements.
	Area is not diverse and the pay will not encourage anyone to travel or move to the area.
	Lack of diversity in our area
	We a good diverse workforce today
	lack of diversity in the working pool
	We are a very small company. Only 3 family members and one non family member
	Applicants for our support positions (custodial, cooks, aides) are not very well trained in any kind of job skills.
	high cost of special recruitment efforts
	Diverse population of the area.
	we are a small company with design engineers...get many from ISU
	Diversity give a wider range of information
	Can't find minority tax attorneys willing to work in a small community.
	Yes, because we work in an extremely challenging industry that requires a lot of experience, and unfortunately, we are not able to spend a lot of time to train employees, it turns into a lot of babysitting and re-doing their work.
	Not a lot of diversity in the area.
	We are in banking... so we are very careful in regards to our screening processes.
	Individuals seem happy to draw unemployment and do not wish to work
	Doesn't really matter which ethnic group we're talking about, the caliber of individuals applying for jobs tend to be those who have been out of work for a considerable time and do not possess the qualities necessary to fill the position.
	The applicants that we see have not been diverse.

	Our organizations is very diversified in culture, experience, background.
	Applicants can't pass a simple insurance licensing test.
	In our area, there is not that much diversity.
	geographical location
	We have been successful recruiting a diverse workforce
	We need more bi-lingual (English/Spanish) staff members.
	We are not hiring. We do not have a policy to screen out felons. No reply to having hired a past felon as there was not unknown option.
	Right now, there are many applicants for jobs and people willing to drive quite a distance for a job. In the past, we have not been able to hire without the offer of training for the position because of our location.
	Our company has little turnover and technology and outsourcing have decreased the number of employees.
	Our locations are in areas of very homogenous populations.
	Qualification of applicants
	Limited labor pool with very poor educations and communication skills.
	There is a general lack of qualified people with work experience, desire and skills who will report for work with regularity to hire from.
	WE DON'T HAVE A BIG TURN OVER ON EMPLOYMENT. WE HAVEN'T HAD TO HIRE ANYONE FOR QUITE AWHILE
	Finding reliable, honest and hard working employees (no matter what the back ground or past history) is hard to do.
	Not hiring as this time, however, when the USDA is hiring, every attempt is made to hire a diverse workforce.
	99% of the applicants are white males. Rarely to applicates of black or hispanic origin (or other origins) apply for positions. We advertise as an equal opportunity employer and are located in a diverse community (Dubuque, IA), however, we rarely ever have them apply.
	We don't find it challenging at all. We have people with criminal histories who apply here all the time, but that does not have an impact on our hiring.
	We struggle to find enough educated workers in our geographical area.
	The dynamics of our area being rural.
	Limited minority applicants.
	Our agency hires a larger percent of the minority population than is in the community.
	It is very challenging to find employees that will stick with the job and that are hardworking and dependable.
	It is hard to find qualified diverse candidates. Majority of the applicants that I see do not meet the minimum qualifications for our openings. The other problem right now is that there are many applicants who have more than enough experience and/or education to meet our minimum.
	Previous experience is a must, but lack of required experience is often the problem
	Difficult to find trainable hard work people.
	lack of quality and responsible people looking to be hired for manual labor jobs.
	lack of qualified and skilled applicants
	Few people qualified to work in nursing facilities. Also need a clean record.
	Too many want to live off the system and not work. A lot of people don't want to do physical labor.

	Cons do not want to work. They are usually lazy and want to take the eay way out.
	I'm not exactly sure why. I could use help in finding different ways to recruit for positions. Obviously I'm not getting to a diverse crowd or it would show in our hiring decisions.
	We employ individuals based on thier ability & willingness to perform the essential functions of the job with or without accomidation, if requested, without hurting themselves or someone else.
	type of business professional drivers
	Business downsizing due to economy
	State now requires license to do our type of work.
	small number of employees and little or no turnover. We vary rarely hire anyone.
	Hard to find reliable people who want to work, not just earn a paycheck.
	We need a clean history of no drug use and a clean driving record.
	people really dont want to work. the feel the state should take care of them
	Work ethics
	We are committed to diversity in our workplace but because of licensing regulations and the vulnerable population that we work with, we cannot hire those convicted of felonies.
	Labor pool in this area is marginal. Many hires fail due to poor employee performance, work apathy, attendance, attitude, and other social skills.
	As software designers, it is hard to find the people with the appropriate skills and education level.
	In some cases, depending upon the individual, away-from-work activities and behavior inhibits their ability to perform their job and/or succeed.
	Location and skill base needed for our primary jobs. Machining and welding are jobs that require technical training and/or experience, plus a willingness and ability to follow processes and procedures. It is not very often that ex-offenders have had the opportunity for this type of training and many are not good at following rules on a consistent basis. Many have problems with authority, such as a supervisor or employee providing training.
	Most of our employees are certified in American Sign Language. We are limited to the diversity of that group of individuals.
	Living in a small town. People do not want to re-locate or commute
	Talent in specified area not available. Applicant pool doesn't contain many minorities.
	We are a school, so we must have employees who meet the educational requirements. Very few jobs in our system are not teaching related.
	The most qualified applicants are not considered "diverse".
	In addition to a background check, potential hires must also pass a credit check. Typically that is where we have the challenges...
	We have a difficult time finding qualified people.
	The biggest problem we have is finding "dependable" employees. They show up for 3 months and then don't show up for shifts.
	we are not hiring
	Lack of willing workers
	Diverse or not, we get very few applicants for OTR truck drivers
	Have no vacancies
	WE ARE A UNION SHOP - GET APPLICANTS FROM UNION HALL
	qualified applicants willing to work
	Your question is actually two questions in one. Yes to the first part(seeking diversity); No to the second part.

	We are not hiring at this time but if we were I believe that it may be a difficulty we would encounter.
	no one wants to work as scheuled or most would rather sit at home and draw off the tax payer
	Because our employees need to have a certain farming or background that deals with conservation and farming
	lack of applicants, period
	We have a diverse workforce.
	Is a small company do not need employee
	Hard to find dedicated people that take ownership of job
	my small business doesn't have the capability to offer insurance and other benefits that a big company offers therefore limiting my pool of potential employees.
	scrap metals industry almost always need some experience with metals (type-how to distinguish)
	Lack of qualified applicants
	To clarify: It is not particularly challenging to find/hire a diverse workforce. There is very little turnover, however.
	not currently hiring
	currently are on a temporary layoff
	The pool of qualified candidates with our skillset is not very diverse in our region.
	We are located in small town Iowa where there is not much diversity.
	no one wants to work right no, unemployment, welfare etc. is WAY to easy for people to get so they choose not to work at all.
	Different cultural mores
	Our organization is staffed with very low turnaround. We already have a very diverse staff.
	We want to hire minorities, but minorities don't live around here.
	people claim they wanna work but never seem to want to after hired.
	Qualified applicants are not submitting resumes.
	We have a very stringent hiring policy for drivers because of insurance requirements, safety issues and complicated deliveries and equipment. When you have a DOT number, any problem could cause a DOT inspection. We strive for a perfect record and must hire competent and safe employees.
	We do not have a diverse group of qualified applicants in our area.
	We have had a manager wanted sign up for 3 months & not one person that I would put behind our counter has applied. The only applicanys have looked very dirty(we serve food) or there job history is two to three months per job. I would like someone to be able to stay at the position and there track record does not show it.
	money for hiring comes through grants, so hiring of new employees is not frequent
	Most positions are entry level jobs.
	We have a lot of diversity in our workforce.
	Professional firm located in southeast Iowa. Difficult to attract individuals with necessary experience and training to our area.
	Applicants are not diverse.
	Lack of qualified diverse population in area with knowledge, skills and experience.
	The location of our company is "out in the country" and too distant from urban areas for most city applicants to consider. Lack of decent affordable housing in the small local towns near by makes relocation impractical or unattractive.

	Our community has such a very small percentage of minorities.
	Availability of minority applicants.
	Difficult to find employees who have drivers licenses and can be covered under our insurance policy to drive our vehicles
	We have no openings for employment at this time.
	Inability to write and read English that is required for most of our positions. Not enough qualified applicants
	insurance industry experience
	We are challenged with finding minority candidates who are qualified for some of the specialized types of positions we have available.
	lack of diverse applicants applying
	Availability of qualified applicants.
	We'd like to hire individuals who represent the diverse population we serve. We are not seeing the same volume of qualified diverse candidates as non-diverse.
	The accreditation and licencing bodies.

From your perspective, what is the single most important factor that would make it easier to hire someone who was previously incarcerated?  
(324 Responses)

	We are governed by the state as to whether a person could work with children or not depending on their crime.
	Verification of rehabilitation and employee safety.
	As a financial institution, we would not hire a convicted felon.
	Safety of workforce.
	our organization is made up of professional individuals with college degrees starting with a BA/BS up to and including Phd's. An individual meeting this criteria with the appropriate background and experience would be considered.
	monitoring by an outside agency, like a parole officer
	Assurance that the children in our district would be safe.
	We don't get many applicants looking for jobs other than people walking in based on a current employee's recommendation.
	Unable to hire someone with this background because of inability to be covered by bankers bond
	Willingness to be trained, attitude, and physical appearance (no excess of tattoos, jewelry, torn clothing, etc.), they must appear business-like in attitude and appearance.
	Knowledge of the circumstance leading to the incarceration.
	Honesty
	Not be working with children
	Changes in the FDIC banking regulations
	WHAT THEY DID TO BE INCARCERATED
	some kind of comfort level that they have changed and will not commit another crime
	Whether or not that individual can prove they will be successful.

	To have worked with them before, or personally know someone that can give them a good reference.
	Safety of our students and staff
	Not sure
	Someone that can do work on bank properties such as Wells Fargo and can drive.
	Wants to make a positive change in their life and is a hard worker. We love to give people a chance and hope.
	a positive public perception that the person is rehabilitated and a strong assurance that the person isn't going to re-offend.
	Limit the liability of the school district.
	Sincerity and effort on the part of the individual to meet requirements of parole and not put themselves in a position to be incarcerated again.
	Nothing
	COmpany policy change.
	Maybe apply for the job. We seriously don't have ex's apply.
	Don't really know. We have not been in position to do hiring for last few years due to economy
	No further convictions for 7 years from release
	Their willingness to look to the future to avoid that past mistakes, and build a good relationship with our company
	none
	Liability
	I can't think of any. We just cannot take the chance on such a person.
	Proof that this person was really rehabilitated
	Because all our employees must pass federal background checks with the ATFE, it is hard to employ those with felonies. Some have applied for "relief" from the ATFE and gotten it, but it takes time.
	Your survey doesn't really give a choice of a "Maybe" answer. We would consider hiring someone who was previously incarcerated if they did not have exposure to what they were incarcerated for. Ie.. for financial type felonies, we would probably be more apt to consider the individual as they would not be exposed to money in our workplace. For general theft, we would probably not consider. We would not consider any type of violent background that could possibly cause a risk to our current team members. I don't believe there is no single most important factor and there are many different scenarios to consider.
	Skills.
	Not a violent offense or theft related
	Making sure that hiring the person would not put other employees, or the company, in jeopardy. As well as making sure that they have the skills needed to be a reliable employee.
	State Agency or Community Program recommendation and support after the hire should it be needed.
	client understanding
	Trust,Accountability But I know there are people out there who have made bad choices and then they seem to have to pay for the rest of their life by having things on their record and they are passed over for better jobs. People who want to change, should be able to redeem themselves and get a second chance.
	We hired a person 4 years ago who had been convicted of a felon and had served his time. The problem for us is that our parent company is overseas, and our sister company is also outside this country. This employee had a lot of problems getting into Canada as well as returning

	because of that felony. For that reason, it is very difficult to justify hiring a previously incarcerated individual because of the out-of-country travel that may be required.
	They successfully worked for another organization between the time of incarceration and their application with us - including references for that employer and their employees.
	Some guarantee that the offense or another offense would not be repeated.
	How do we get to know their individual work ethic?
	Training and rehabilitation
	Our organization would not consider hiring an ex-offender.
	Being a school we would not hire anyone with a drug, alcohol or sex offender history but we would be willing to look at other offenders with the types of certifications listed previously proving rehabilitation.
	Have a meeting with caseworker/parole supervisor.
	It would depend on the conviction.
	Hires are handled on a case by case basis and several factors would need to be considered: job, patient contact, nature of crime, approval by DHS, etc.
	We are a social/mental health care provider with a very vulnerable client base taht we must protect. Also, we are highly regulated by State/Federal guidelines on what we can consider (OIG, LEIE, Medicare Fraud, Waste and Abuse, etc.) and insurance provider's strict guidelines on reimbursement procedures.
	If they had a degree in engineering
	Do they have the right skills for the job?
	honest,trustworth ability to represent organization with out concerns of effecting membership
	Don't know.
	Change in the current Insurance Licensing Laws
	None - we work in very high end homes, with very wealthy and affluent clients. There is a lot of mud-slinging in this town, and our competition would most definitely use an ex-convict employee as a way to harm our business.
	Change insurance licensing law.
	Iowa Pharmacy Law does not allowed us to hire convicted felons.
	Mosaic, Des Moines, would not be interested in hiring anyone who had been incarcerated.
	We serve vulnerable individuals in health care settings, so this setting likely not the proper location to transition this type of employee into when there are several other opportunities that would not involve vulnerable individuals.
	Good work history after release.
	Knowing they are trustworthy, dedicated, and drug free. Financial Institutions are very risky for previously incarcerated individuals. The risk and temptations are very high. Not really worth the risk.
	Education/job skills.
	A willingness to turn over a new leaf and start fresh
	solid work history after being incarcerated, which I understand is the issue, but again, due to our industry, we would be very selective in our hiring..
	We can and will hire individuals with past convictions but our regulators do not permit us to hire individuals with felony convictions related to any kind of theft or dishonesty. If we chose to hire a felon with a violent background, we would require to see that significant time had passed since the incident to permit the individual to complete counseling and rehabilitation, we would like no-cost bonding, and would like a recommendation from the state or state agency.

	Social skills - it can be a struggle for the individuals to fit in and know how to act - for example when out at night if out of town; Also, how to act in frustrating situations.
	Depends on how long ago the individual was incarcerated and how long it has been since he served time. I would not be ready to employ someone who was recently incarcerated.
	The nature of the crime they were convicted of.
	Our bonding company would have to make the exception to let us hire someone previously incarcerated.
	The reason for incarceration. Our customers would not support our choice to hire someone with a record. Our employees are all exposed to confidential information from our own organization as well as our customer's financial information.
	Our company will not hire anyone who has a felony in their background.
	Basically, we avoid theft charges for all individuals. Fire & Police avoid drug and assault charges. City wide - we avoid individuals with bad driving records or owi (within 5 years).
	Education specific to our industry
	Tax Credits
	our agency could not hire any person who has been convicted of a felony for many reasons
	Protected from Work Comp issues.
	Guarantee safety of staff and students and district property.
	The fact that we are a public school serving k-8 students makes it difficult to garner public support for hiring previous offenders of any kind.
	If they were hired for temporary work only
	Release from liability if the offender committed crimes while our employee.
	Most qualified candidate for the open position
	1- What the offense was 2- How long ago it was 3- Were they a repeat offender?
	Not possible in the investment industry.
	Respectfully handling yourself. If the candidate is respectful and uses a language that the working community understands, most things can be looked past but, when every other word is "dude" or some slang word, it is very difficult to hire that person. The expectation for that person is very low and most places are looking for people who want to move up in the company.
	Wiping an individual's record clean after a period of time so it doesn't show up on a background check.
	Continuous follow-up with probation officer and counselor(s).
	what they were incarcerated for.
	Personal knowledge of the person and their circumstances
	Safety assessment.
	Have job experience
	Can't hire anyone with a felony conviction background
	Adequate education/training.
	Nothing
	It's really all about personality, and understanding of his/her situation.
	drug free
	Willingness to do the job, prior knowledge of the job, good work history, professional manner of conduct & cleanliness.
	Potential liability should the person act in a hostile or unacceptable fashion in connection with their employment responsibilities and duties.

	I DON'T KNOW.
	time out of incarceration with other proven work history with references.
	Too many variables to list ranging from how severe the crime was to previous experience in a specialized field.
	Community/job readiness for a new job
	direct personal knowledge of individual considered
	The federal and state laws would have to change allowing a hire to work in a bank.
	We can not hire someone with this record as the information we work with is very private and we just could not take the chance due to the privacy issues.
	That they would work hard and go to work each day to keep their job.
	recommendation from parole officer or case manager. Felony conviction could not be related to animal abuse or neglect
	When applying for the position, good appearance and communication skills are important. Many come in to apply dressed as slobs and are covered with tatoos. Some even bring their girl friends in with them to fill out the applications. These types of applicants are not even considered.
	Honesty. We have a question on our application that asks if a person has even been convicted of a felony and after the person turns in their application, I run it through the public court system. If the applicant put down no, yet I find a felony on their record, they are immediately disqualified for the mere fact of lying. If they put down that they had a conviction, I will discuss it with them and I give them credit for their honesty. More often than not, their crime when when they were young and stupid and they have served their time. We believe in giving people second chances.
	I am not allowed by statute to hire anyone previously incarcerated.
	Trade training
	none.
	Someone with technical knowledge and experience of machining and manufacturing, and someone who is willing to attend work with a minimum of outside baggage, dependable, and quality concerned. Lastly, someone who is willing to understand the challenge that he presents any management when hiring the person and the persons willingness to discuss and work on the perceptions of the other employees - i.e. willing to try to prove him/herself with his peers.
	INSURANCE
	Can't hire them as we can not Bond them with our bonding company.
	If they stay clean and sober when they apply and when the go to work.
	Training after being released.
	None
	Proof of rehabilitation and release from lowas DHS.
	Training and they possess soft skills.
	If it were not associated with an act of violence and the position hiring for was not handling funds.
	As a licensed child care provider, we are unable to hire someone convicted of a felony. Though DHS does take each case into consideration on an individual basis.
	we are not faced with low unemployment which would lead us to consider a population that is higher risk.
	For someone to verify that a person has changed through counseling/training of some sort and knows what it means to be responsible to an employer. (attendance, attitude and willingness to follow procedures)
	subsequent record of good behavior
	Work history! Even if it is when they are incarcerated it still shows that they did something productive while incarcerated. Also, completing the application fully.

	stuff
	No problem with felens, if the personality seems to fit and if experience was previously obtained.
	Complete history and knowledge of their past, crimes and sentences and rehabilitation record.
	It would depend on the severity of the crime
	What they were convicted of. If they can do the type of work needed in our business. If they are reliable.
	Proper referances.
	Education and skill level
	confidence in their rehabilitation
	We have never encountered anyone seeking a position here that we were aware of being incarcerated.
	Dept. of Inspections and Appeals would need to allow such hires.
	The type of job or position I was looking to hire someone for.
	A track record of a solid work history since incarceration (1-2 years minimum).
	Current Licensing laws would generally prevent licensing of a convicted felon. This would have to be changed.
	Actually, I'm not hiring now, and probably won't be for some time. I have had a good experience in hiring an ex-offender. But, a future hiring of an ex-offender will depend more on her/his abilities and references rather than her/his status as an ex-offender. The applicants skills and character are the most important.
	The ability to talk to others that have rehabed or worked with them to give honest assessments.
	References. Honesty, Loyalty and good work ethic.
	There isn't one. Since the homes we work in are being lived in (remodeling projects NOT new home construction) safety and company reputation is of the up most importance. Children are in the homes and the clients property is unsecured. We HAVE to make sure our clients are protected. There is no way to ensure this, but a criminal background doesn't show a positive character of the potential applicant.
	From my perspective, it does not matter about the incarceration. We just look for individuals who are willing to work hard and be dependable, which unfortunately is the problem with a lot of employees.
	I think safety would be the big thing. I would want to know what the past incarceration was. For example, if it's a past pedophile and we have a retail store, I'm not sure I want that person interacting with the public. Lots of kids come through our store. Otherwise, I would have to take it on a case by case basis.
	Availability of free or low cost national background checks through the State.
	If all of the women in the State of Iowa were to suddenly declare that they would have no qualms about having a convicted felon in thier home while they were there alone,& I were to recieve a Reciept and Achnowledgement to that effect. Well, not really.
	We've never had the situation arise so we don't know much about it.
	Age @ time of incident
	We already take advantage of the Iowa tax credits but still will not hire anyone who has been convicted of theft or drugs whether it is a felony or not.
	Personal guarantee from incarceration facility as to character
	Assurance of state regarding any financial loss that business may occur.
	We follow all legal regulations regarding hiring. Ours is an industry that does not allow hiring felons
	Person who show they made a change in thier way of life.

	after hours control of employee to avoid problems from the past and temptations of the future. Small town everyone knows and company can get a bad rep very quickly if employee has problems outside of work.
	We are looking for someone who wants a future, everybody has a past of some part. Being part of a team, doing an honest job.
	Being reassured and proven this person is okay to work with and around the public.
	I may not be the best person to respond. My son is currently in prison for voluntary manslaughter. However, we intend to hire him when he is released as a part of the parole/release process. Depending on the nature of the offense and the individual, I probably would not have a problem hiring an ex-prisoner.
	Integrity and I feel this trust has to be earned. I am in retail and I really don't feel this industry is the best for ex-offenders.
	work ethics
	Personal references from a credible source (e.g. prior employer).
	That they are not likely to reoffend.
	We wouldn't discriminate if someone had the education level and skill set to program software.
	We have young students come into this shop daily
	Their ability to sustain themselves in an unstructured, away-from-work environment. Please call for details.
	A "single" most important factor is difficult. The person needs some technical skills coming into the job AND the ability and willingness to change from the behavior that required incarceration previously.
	We feel we just have not had anyone apply for positions that has been incarcerated. Our positions require some training or on the job experience which maybe they feel they do not have. Also we are located in a small community which may limit the number of ex-offenders looking for employment in our community.
	Able to join unions we hire thru and be allowed on customers job site.
	Time and job history since incarceration.
	Depends on the company's industry. For banking, we would not hire an ex-offender, regardless of any incentives.
	My business is basically myself and my wife and son at this time. For now, there is no other help needed. If I decided further help was needed in my business in the future, basically knowledge of what would need to be done would be important.
	Rehabilitation and training
	Stricter Iowa Drug testing laws that make it permissible to periodically and randomly drug test employees who have been incarcerated.
	Recommendation from parole officer
	That they had no local ties to this community. We are a funeral home and are very careful about hiring kind and caring people with high moral standards.
	Education.
	Qualifications and experience.
	If they had the job skills for the position being filled.
	skills
	If we didn't have to care for the very young in our centers, an ex-offender would probably NOT be an issue. If DCI/DHS clear an individual to work, then we would NOT have an issue with his/her past.
	Having them be qualified/trained for the job.

	Finanically
	It would probably be getting our Managers on board with a program.
	references
	adequatley rehabilited
	Proven ability to stay out of trouble for a period of time and sincere effort to acknowledge the unwritten "rules" of society - decent appearance, respectful manners, ability to follow written rules, etc.
	HIPAA and many insurance companies require no one employed that has a felony
	Technical skills and communication ability.
	Honesty on the part of the individual; Extensive skill and experience in their particular trade.
	the reason for incarceration.
	If they are able to do the job. The past is the past and here we don't believe in re-punishment. If they have paid their debt, and they can do the job - voila' they are hired on a probationary basis for 90 days. They pass that and they're in. To forgive is divine.
	That the crime happened a long time ago and that they have absolutely no animal abuse convictions of any kind.
	Ability to trust them with money and with peoples confidential information
	Employees are hired on their skill set and their ability to perform the function for which they are being hired. Without the skills, the background questions really are a moot point.
	Trust, were a small business that depends on each other from day one for saftey to financial responsibility.
	Onsite support from the state, bonding, and ability to perform the job duties we currently have in midlevel providers of healthcare. (MD, DO, RN, RTR, etc)
	1. following orders.2. always on time. 3. willing to do as told. 4. they always strive to prove themselves as responsible citizens.
	do not know
	difficult to say because no matter how many state agencies deem the person rehabilitated, you still cannot know if they will re-offend.
	Skilled or re-trained for my industry
	Their education and knowledge of what we do.
	Release of liability
	Our business is private security. We are unable to hire ex-offenders with Felony or Serious Misdemeanor.
	attitude, skill level, willing to learn skills
	Individuals attitude
	proof of real reform and the educational requirements for the job.
	The individual has a long term (10+ years), clean criminal record since the felony.
	It would definitely depend on the conviction but I would have to convince myself that this would be the right move.
	industry experience and recommendations from others.
	Our staff hasn't changed for many years other than high school kids. I don't invision it changing anytime soon.
	If we had more resources to hire staff.
	If i knew them personally.
	The individual not having to spend time traveling to and visiting with a parole officer.

	THEY WOULD HAVE TO MONITORED 90% OF THE TIME AND THE JOB THEY DID WOULD HAVE TO BE DIFFERENT THEN WHAT THEY WERE INCARCERATED FOR.
	If they aren't white. A white felon is much more likely to be a bad actor.
	Trust
	depends on the felony, as to which job they would be hired for, and special standardds placed or the individual for a period of time.
	Not able to pin it on one thing, there is just so much risk involved we try to avoid this situation.
	That person's disposition and attitude
	As long as they are skilled
	The problem with this business is that it involves handling cash. It would depend on the person's crime, but any conviction for theft would make it unlikely that the individual would be hired. There might be certain felonies which would not be considered to raise such concerns.
	I feel it is not my decision to make due to the requirements made by the state. Our background checks are done as required by DHS for me to keep my lisc. to provide childcare. They are the ones that make the decision.
	Attitude of the applicant
	The labor pool in our area is very good right now so I am able to find suitable applicants fairly easy. For me to hire someone who has been incarcerated, I would have to have an agency support the effort and the tax credit to offset the inconvenience.
	We probably would give them a chance if we had anyone with that background apply.
	Current laws for health care providers make it nearly impossible to hire ex-offenders especially those convicted of felonies that served jail time. The supervision requirement can be difficult to meet for those with criminal convictions that are approved to work.
	Work Ethic..perform as they say they will
	We "custom feed" hogs. Would not hire a previously incarcerated person without the approval of the company that owns the hogs. Any loss would be theirs as well as ours.
	In our business we could not hire someone who has been convicted of a felony.
	Protection
	If the felony was not related to physically harming another person or did not involve theft of any kind, then a candidate is considered. Due to the nature of our business, the above reasons would make that candidate a future risk and therefore not a preferred candidate.
	PRIOR WORK EXPERIENCE IN THE FIELD WITH RECOMMENATIONS
	No liability
	ATITUDE and no lying.... we prescreen and I turn down someone immediately if they down right lie on there app and then lie again person to person....
	PAST JOB REFERENCES
	Person whom i AM ACQUAINTED WITH RECOMMENDS THEM
	If a position opened and the applicant was qualified for the position, they would be interviewed and screened as any other.
	if we were not a company who sents our technicians to customer's homes it might be more acceptable to hire these individusls. We belive our customers do not want a former felon at their homes and that would not represent our company in a good light.
	Being assured that we would have compensation if the employee hired were to steal from us or work a few days and claim an injury so we would have to pay benefits.
	Protection from future liability should the person reoffend.
	Someone who is willing to work and change from their past

	It would depend on the criminal back groun check and what the person was incarcerated forl
	personality and willingness to work
	We are a school, so safety for our students is of extreme importance.
	previous work experience and recommendation from locally known business owner
	We are a non profit youth organization. Safety of those we serve is paramount. We would NOT consider hiring someone with a criminal record.
	At this time, it is impossible for our clinic to hire someone who was previously incarcerated due to the nature of our business and our clientele. We would be unable to obtain liability/malpractice insurance if we were to hire a previously incarcerated person.
	If they had proven themselves at similar employment for a minimum of 2 years
	recommendation from former employer or parole officer
	NA
	If currently on parole-and we are able to talk to their PO
	All employees must have clearance through DCI to work in a health care facility
	Proof that they are a different person - personal recommendation from a credible source
	I'm not sure we would ever be able to hire someone who has been incarcerated as we have narcotics on the premises because this is a veterinary practice. We would have to research the State and Federal laws as to the legality of hiring a convicted person for our type of business. We have never been confronted with this scenario.
	Trustworthy- We have kids working, I would like to make sure there would be no issues there also dealing with money and food. We are a very small company and if someone (not necessarily just an ex-con) would steal money or do something to the food we sell it would be devastating to us.
	Knowing the reason for incarceration. Different crimes would influence whether or not to trust someone with a record.
	the reason for incarceration - i.e. the crime committed
	Honesty in the whole situation, on both sides.
	tax credits, norestrictions as far as time to keep the person,if they don't work out.
	This person has honestly changed & plans on making some thing of there self. Will take interest in the business & strive to improve the business & there self.
	The persons work performance has to be good
	They lie about the fact, and we don't find out that they had a felony on their record.
	Track record since the incarceration.
	establishing trust
	In our experience, we have found exoffenders to be very well prepared to work in a manufacturing environment and are model employees as long as they are under supervision. Our attrition rate among exoffenders after they leave supervision is over 90%. They are reincarcerated, or terminated for poor attendance or behavioral issues. Our greatest concern going forward is the training investment and disruption to our production flow when they leave.
	A statement or certificate from a reliable source / agency indicating the person has learned from their past and is employable.
	interview skills as well as follow up training.
	Personal attitude and skill level. Fundamental understanding of what caused the behavior and a clear commitment to change.
	A history of staying with a job for a significant period of time. Most of the ex-offenders we've hired either quit or go back to prison in a short time.

	Changes in state requirements
	That he has proven to be a rehabilitated individual and his physical appearance is not a deterrent for public appearance. Tatoos, piercing's.
	TRAINING IN THE WORK SKILLS NECESSARY
	Having them trained coming out of incarceration to a specific task/Trade. We are so specialized that I have always said that the best place to give people a chance to work in our environment and have those individuals grab an opportunity is those in prison. I would be willing to work with Workforce Iowa in a grass roots training program for Orthotic/Prosthetic technicians. Jobs are readily available all around the country and we are a fabrication facility that services the country as a whole. If interested please feel free to contact me. Brad Mattear CFO General Manager O & P1 319-234-7942
	I believe law prohibits me from hiring felons due to the fact we are a school.
	Are they trustworthy to handle money?
	Information on individual's conviction and record while incarcerated with recommendation from caseworker.
	a positive attitude, showing desire to re-enter the workforce and become a contributing member of society and able to put the past behind and start fresh.
	n/a
	Our company provides rehab/training to dependent adults with mental disabilities. For this reason we would probably not change our policy related to hiring ex-offenders.
	proof of knowledgeable skills and recovery counseling
	If they have the manufacturing skills set that we're hiring for.
	Nothing.
	A sufficient amount of time has passed since incarceration.
	Clearing employment background check and law enforcement background check.
	What the offense was for.
	If our company policy was changed. We do not make those decisions at the store level.
	Unsure
	training, honesty, education, willingness to work.
	We would have to have approval for employment by the Department of Inspections and Appeals
	We are an agency that must do child and dep. adult abuse and criminal checks--then if there is a record, we get a "yes" or "no" from DHS--record evaluation dept.
	If insurance regulations allowed us to hire a person with a previous felony conviction the single most important factor would be their current status and attitude. Many people make mistakes and shouldn't be penalized for their entire life. In my previous employment we hired individuals with convictions that showed a current professionalism and work ethic.
	A history of working successfully with no issues or problems.
	Strong recommendations from respected professionals in our field.
	We are a large corporation in the healthcare industry. Protection of our patients is our primary concern. There are many job opportunities for individuals with a criminal history, but we do require they be off parole/probation and have a verifiable work history of at least 2 years after their release. We also look at how recent the crime was and how relevant it is to the position applied for - ie: someone with a history of drug offences would not be hired to work in our Pharmacy, but could work in an area with no access to medications.
	Generally speaking we only hire highly trained/qualified individuals. (minimum level of education - graduate degree in Physical or Occupational Therapy). If an ex-offender is qualified and has the level of experience we require (minimum 5 years in the field) and they still have an active license from the state (unlikely post-felony) we would hire them.

	Sufficient skills and experience in the related field. Current licensure and certifications required in the health care industry.
	Knowledge of the individual and if he or she has been rehabilitated
	It is not possible in our industry and given we serve federal banks that require no prior conviction history.
	IA state law would allow it for health care
	Type of felony committed.
	Sincere remorse for their actions and effort shown to become a good responsible citizen.
	type of felony and someone who has not committed more than one/remorse etc...,
	Skill
	It all depends on the circumstance related to the arrest and the type of work the employee is asked to perform. For example, we would not consider someone with a felony of embezzlement for an opening in our accounting dept. However, if someone served time as a felony for an OWI, but can find reliable transportation to work, we would consider those individuals for employment.
	having a third party to share responsibility and provide arbitration if needed
	Qualifications for the job.
	If they would have the technical skills. We are an information technology company and generally hire for skill specific jobs. Our positions can not be learned on the job...they have to have the correct skill set to be employed with us.
	Being in public education we have to do complete background checks and would not hire someone who has been incarcerated.
	Simpler rules regarding qualification for tax credit benefits.
	Depending on the crime, the safety of my current employees is important.
	If they had more privacy so other employees had no information of their past.
	assuredness that the prospective employee has been fully rehabilitated before exposing them to the rest of our employees
	If we personally knew them.
	<b>GOOD REFERENCES FROM PROFESSIONALS</b>
	For us it matters why there were incarcerated. We have certain convictions that we could not hire due to the population we serve. Our legal advisors help with these decisions as they come up if they happen to be in a gray area.
	Accreditation and licensing body permission. It would also depend on the offence. Our number one priority when hiring is to ensure the persons we hire can provide the support needed to our population safely.
	Our company hires people with computer programming skills including knowledge of specific computer languages and programs. The job pool with that kind of experience is very small. We have not had anyone apply that has previously been incarcerated and has the job skills for the type of positions we have. In addition, there is a security clearance required due to the confidentiality of information they would have access to.
	Adequate support to find appropriate housing, job-training, and counseling.
	making sure they are rehabilitated
	There must be a gap of at least 10 years since the conviction. If there have been no further issues with the law then we might take hiring them into consideration. First & foremost we have to protect our tenants from theft or harm; therefore, it depends on the offence.