

Fostering Second Chance Hiring:

An Evaluation of Roadtrip Nation Resources for
Furthering the Employment of Formerly
Incarcerated Individuals

About the Research

Strada Education partnered with **SHRM** and the **SHRM Foundation** to measure the impact of two resources, a [documentary](#) and [website hub](#) developed by Roadtrip Nation, on the perceptions of employability of formerly incarcerated individuals (FII).

The Objective:

Evaluate the impact of the resources on:

1. **Employers' perceptions of the employability of FII, and**
2. **FIIs' self-confidence, career-based knowledge, and personal networks**

The Goal:

Strengthen Roadtrip Nation's resources as tools to **foster empathy and humanization** towards FII, while **transforming the narrative surrounding their employability.**



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Research Overview

Background of this Research

A significant portion of the U.S. working-age population has a criminal record.

More than 600,000 individuals are released from state and federal prisons each year and more than two-thirds of FII experience recidivism within three years of their release.

Many FII struggle to find secure employment post-incarceration.

In a [2021 report released by the Bureau of Justice Statistics](#) which followed more than 50,000 FII (federal) released in 2010, 33% found no employment at all in the four years following their release. Those who found jobs also experienced unique struggles – on average, it took FII over six months to find their first job after release and FII had an average of 3.4 jobs during the four-year study period.

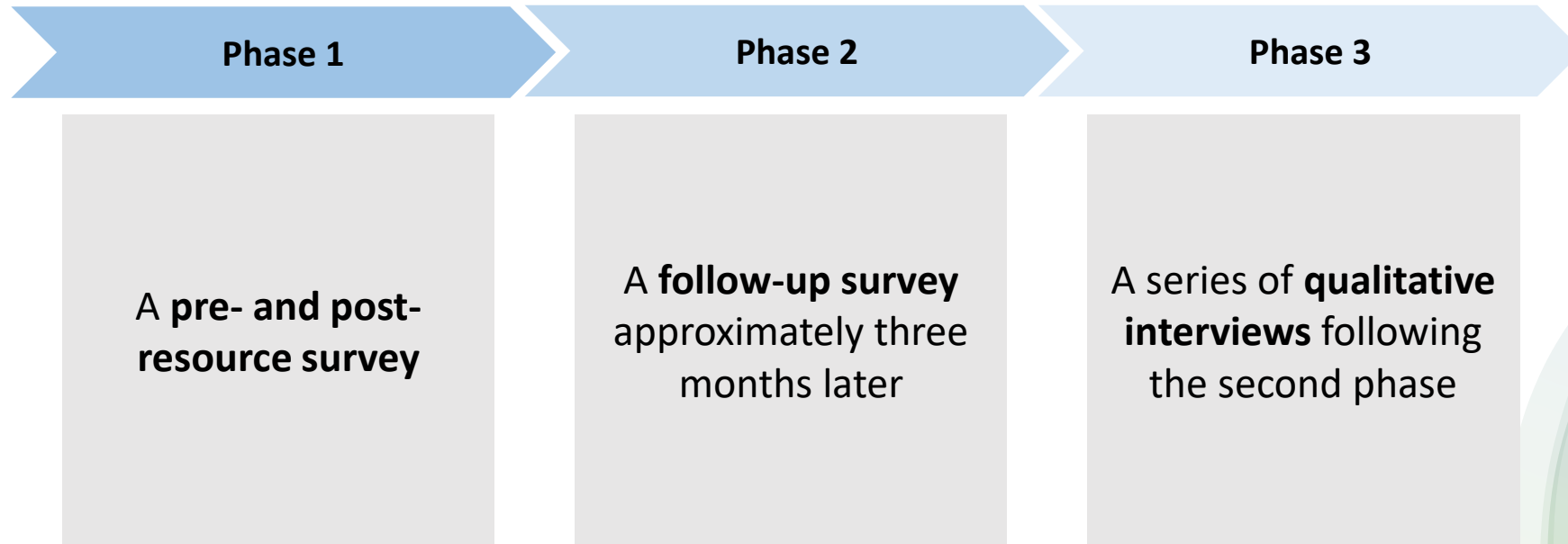
While 2 in 3 HR professionals say their organization has hired an individual with a criminal record, barriers and stigmas remain.

[A 2021 study by SHRM, SHRM Foundation, and Charles Koch Institute](#) found that when it comes to hiring individuals with a criminal record, many organizations are still very concerned about legal liabilities (36%), customers' reactions and receptivity to the organization hiring those with criminal records (31%), and local, state, and federal regulations that make it very difficult to hire those with a record (23%).

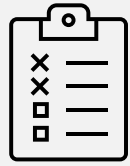
Study Design

The study evaluated the impact of the two Roadtrip Nation resources:

- Across **two audiences**: HR professionals and formerly incarcerated individuals (FII), and
- Across **three phases**:



Phase 1: A pre- and post- resource survey



Participants **answered a series of questions** about their attitudes and opinions on the employability of formerly incarcerated individuals (HR professionals) and on securing and retaining employment (FII).



Participants **then reviewed a website hub and documentary** created by Roadtrip Nation.



After exposure to the resources, **participants took another survey to assess any immediate changes** in attitudes and to gauge their initial experience with the two resources.

Phases 2 and 3: Follow-up survey and qualitative interviews

Phase 2: Follow-Up Surveys



This phase took place approximately 3 months after the first phase. In Phase 2, **participants were again asked a series of questions** about their attitudes and about potential actions they may have taken related to second chance hiring during the past three months **to gauge any prolonged changes in behaviors and attitudes after exposure to the two resources.**

Phase 3: Qualitative Interviews



8 HR professionals and 6 formerly incarcerated individuals who completed both previous phases were invited back to participate in **60-minute one-on-one interviews.** During the interviews, participants were asked to discuss their perceptions of the resources in greater detail, identify lingering hurdles, and follow-up on key questions raised during the previous two phases.

About the Research Sample

HR Professionals	Formerly Incarcerated Individuals (FII)
<p>A total of 1,048 HR professionals were surveyed in Phase 1 using the SHRM Voice of Work panel. Of those 1,048 participants, 829 (79%) completed the Phase 2 survey. The 219 participants who did not complete the Phase 2 survey were excluded from the over-time analysis.</p> <p>In Phase 3, a total of 8 HR professionals who successfully completed the Phase 1 and Phase 2 surveys were invited to participate in a 60-minute one-on-one qualitative interview.</p>	<p>A total of 133 formerly incarcerated individuals were surveyed online in Phase 1 using a partner panel and a third-party panel. Of those 133 participants, 108 (81%) completed the Phase 2 survey. The 25 participants who did not complete the Phase 2 survey were excluded from the over-time analysis.</p> <p>In Phase 3, a total of 6 formerly incarcerated individuals who successfully completed the Phase 1 and Phase 2 surveys were invited to participate in a 60-minute one-on-one qualitative interview.</p>
Data Collection Dates	
<p>Phase 1: August 30, 2022 – September 27, 2022 Phase 2: December 1, 2022 – December 16, 2022 Phase 3: January 17, 2023 – January 30, 2023</p>	<p>Phase 1: November 5, 2022 – January 3, 2023 Phase 2: March 15, 2023 – March 29, 2023 Phase 3: May 15, 2023 – June 9, 2023</p>

Key Findings

Overall Key Takeaways

1

In the three months following their initial interaction with the documentary and website hub, **66% of HR participants engaged in a conversation surrounding second chance hiring**. Of those who had a conversation, **76% of them credited the resources** for motivating the dialogue.

2

After reviewing the documentary and website hub, **88% of FII respondents said the resources helped make them more aware of services available to support reentry**. During the qualitative interviews, several FII participants reflected on the lack of skill building or job search resources previously available to them during their reintegration period.

3

The **resources prompted 1/3 of HR respondents to engage further with second chance hiring**, leading them to take actions such as reading FII-related articles or books, exploring the possibility of FII employment within their companies, and connecting with community organizations that work with FII.

4

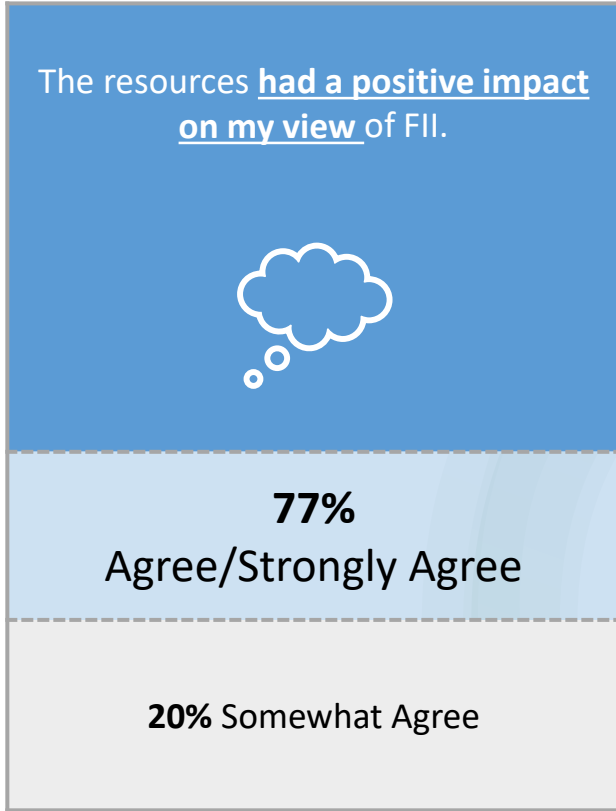
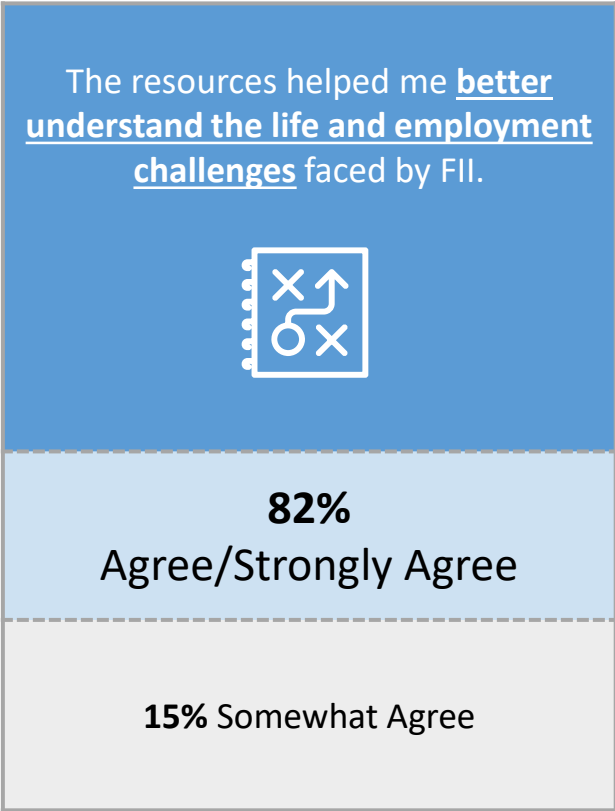
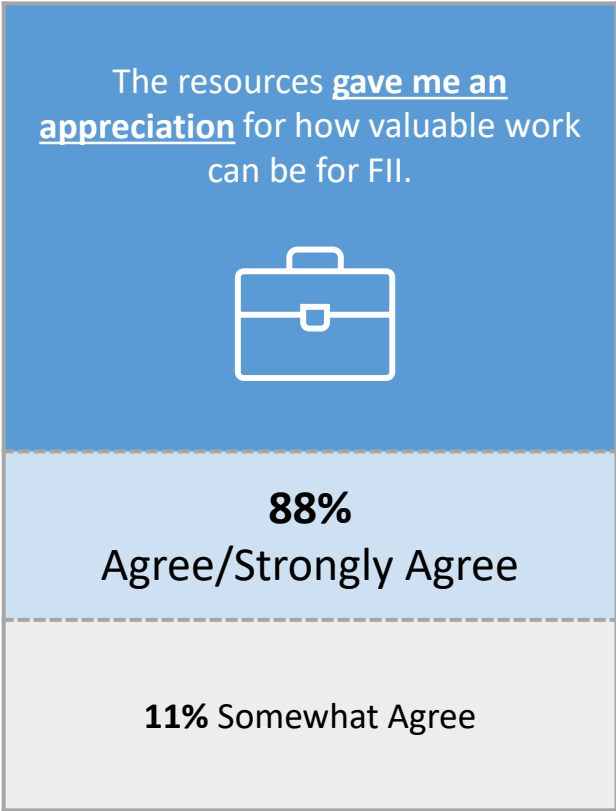
FII participants recalled the ways that the documentary resonated with them and, though they had trouble recalling specific details three months later, the overall impact of the resources was still present. **92% of FII reported taking or considering taking one or more actions related to career advancement** after reviewing the resources and **73% credited the resources** for motivating them.

5

Across both audiences, tailored resources were seen to be a necessary part of driving change. For HR professionals, resources that can be consumed more quickly were seen to be more beneficial for executives whose buy-in was seen as imperative to sustained progress. For FII, local resources were seen to be more relevant and beneficial for them.

HR Professionals: Key Findings

Immediately following their interaction with the Roadtrip Nation documentary and website hub, HR respondents directly evaluated the resources. HR gave the highest ratings to the resources' ability to boost their understanding of FII, the challenges these individuals face, and the critical role employment can play in their recovery (see more in the "Resource Impact" section).



HR Professionals: Key Findings

In the three months following their initial interaction with the Roadtrip Nation resources...

66%

of HR respondents engaged in a conversation surrounding second chance hiring, and **3 out of 4 (76%) credited the resources for helping to motivate the conversation.**

13%

encouraged their organizations to make changes in its policies and procedures to be more inclusive of FII. Another 29% shared that their organization's policies and procedures were always inclusive of FII hiring.

Nearly
1 in 3

HR respondents **said the resources motivated them to take action to learn more or do more related to second chance hiring**, with reading an article or book on FII, investigating the feasibility of hiring FII at their company, and reaching out to community organizations that work with FII being the top 3 most commonly taken actions.

HR Professionals: Audience Insights

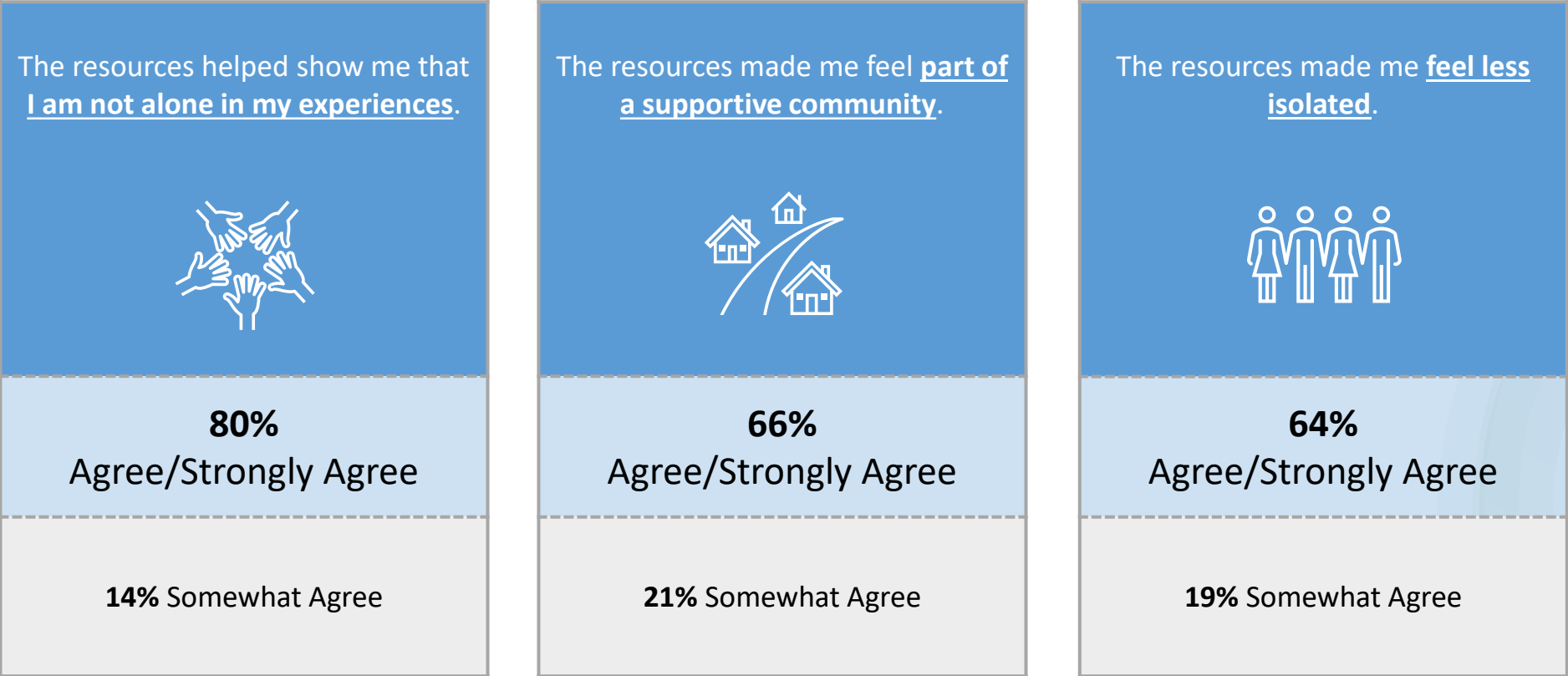
What do you remember from the documentary and website hub?

*“The whole thing really struck me ... A lot of people end up in jail not because they're bad people or they want to do something bad -- they end up in those situations sometimes because of mental illness, but many times it's because of bad luck, it's because of poverty, it's because of emotional problems related to drug use... I haven't had those things happen to me, but I can see where they could. And in my own life experiences, [I've faced struggles where] I could have very, very easily ended up being homeless ... **so I think what resonated me with me mostly from the documentary was the fact that it was pointing out that people don't choose to end up in jail. That circumstances caused them to end up there. And so just labeling them and not giving them the opportunities to be successful is kind of a waste.**” – HR professional, Does not employ FII*

*“The documentary and the camaraderie of the group on the bus and how they became like their own family unit [stuck with me]. **[The group] was able to personalize their stories in a manner that you felt more [empathy], understanding, and appreciation of where they were at...** It captivated you to want to know more about how they were on that journey and how that journey would continue with them... For me, that documentary was very attention holding, and I was definitely invested in each of the individual and group storylines. It's just been my experience that you sometimes become desensitized to this type of situation or the information that they want to share. But [the documentary] did it in a manner that had the opposite effect. **For me, I really took a step back and thought about my own bias. Thought about my own experience. I thought about how I approach learning this information not only as an individual but also learning it as human resource leader, responsible for helping to enlighten and motivate and educate the leaders that I work with.**” – HR professional, Employs FII*

Formerly Incarcerated Individuals: Key Findings

Immediately following their interaction with the Roadtrip Nation documentary and website hub, FII respondents directly evaluated the resources. Three of the top five statements FII respondents rated most highly were related to the resources' ability to boost their feelings of connectedness and community (see more in the "Resource Impact" section).



Formerly Incarcerated Individuals: Key Findings

In the three months following their initial interaction with the Roadtrip Nation resources...

92%

of the FII respondents took action or considered taking action towards career advancement. **3 out of 4 (73%) respondents credit the resources for motivating them to take action.**

Top 3

Most commonly taken actions across both employed and unemployed FII after reviewing the resources were:

1. Talking to someone about their career goals
2. Attempting to grow their professional network
3. Investigating new education or skills-training opportunities

Nearly
1 in 3

of respondents **shared the documentary with another FII**, and **24% shared the website hub with another FII**. When asked what key takeaways they would share with others, respondents frequently mentioned the relatability and positive messaging, and motivation gained from the resources.

Formerly Incarcerated Individuals: Audience Insights

What do you remember from the documentary and website hub?

*“Well, the website, I'm a little foggy on it. It was a few months ago, honestly, but I do remember doing it. I remember the [documentary] more. And I found it really great. It was enlightening. And **it helped me to be more positive about my future, and not feel like I'm trapped in this bubble of being a number for the rest of my life.**” – White Female FII, Employed*

*“I remember from the documentary, a common theme was a lot of people didn't believe they had any hope after experiencing incarceration... [Then] they realize that's not the case. And having that support system showing that they did have options really helped and they didn't believe that they had no other choice but going back, which is a very important thing. In my experience, a lot of people would say, ‘I've been in and out so many times, this is the future, this is what's gonna happen,’ and they fall back to that and give up. So the film would help a lot of people see other people that had maybe worse experiences or a longer history. [Like] **‘if they did it, I can.’**” – Latinx Male FII, Not employed*

*“I remember, it was several different people's stories of how they had issues with coming out in the real world again, and getting used to finding jobs. I do remember there was one person who had issues because they had certain charges. And a lot of places don't hire people with certain charges, like violent criminal charges. And they had issues with that. But then they also worked with people and worked with little companies and stuff that helped them out. It was pretty long, I do remember that. But it was pretty good. It's very relatable **because that's basically what everybody has to go through when you come home, and you're trying to figure out, where do you get a job at? What do you like to do?**” – Black/AA Male FII, Employed*

*“I guess some of the stories...I mean, they're great to see, but I've never met anybody that had those kinds of experiences. It just seemed a little out of touch, I guess. **You see those stories all the time when they have those videos, say in treatment or a self-help thing in prison. And I just haven't met anybody like that.** I just think those people had just a lot of support that a lot of us don't have. We don't have those support networks to help us get into those kinds of things, or a supportive counselor or something like that, to give you that that edge up.” – AI/AN Male FII, Employed*

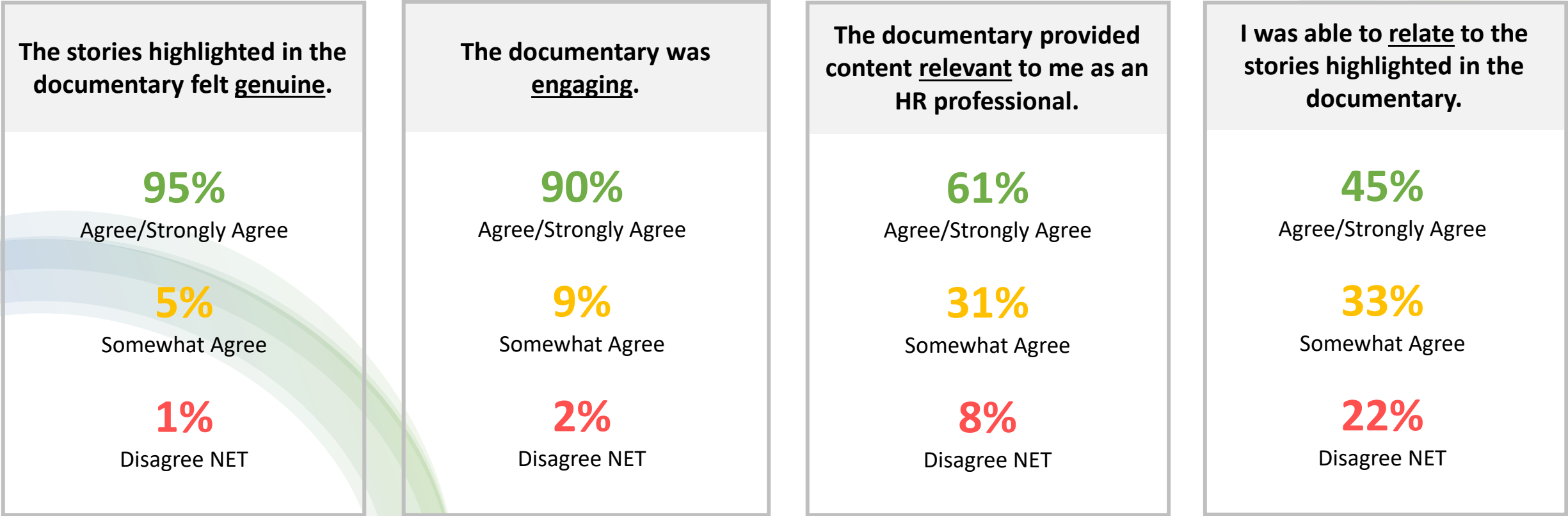
Detailed Findings



Detailed Findings
The Documentary

HR Professionals: The Documentary

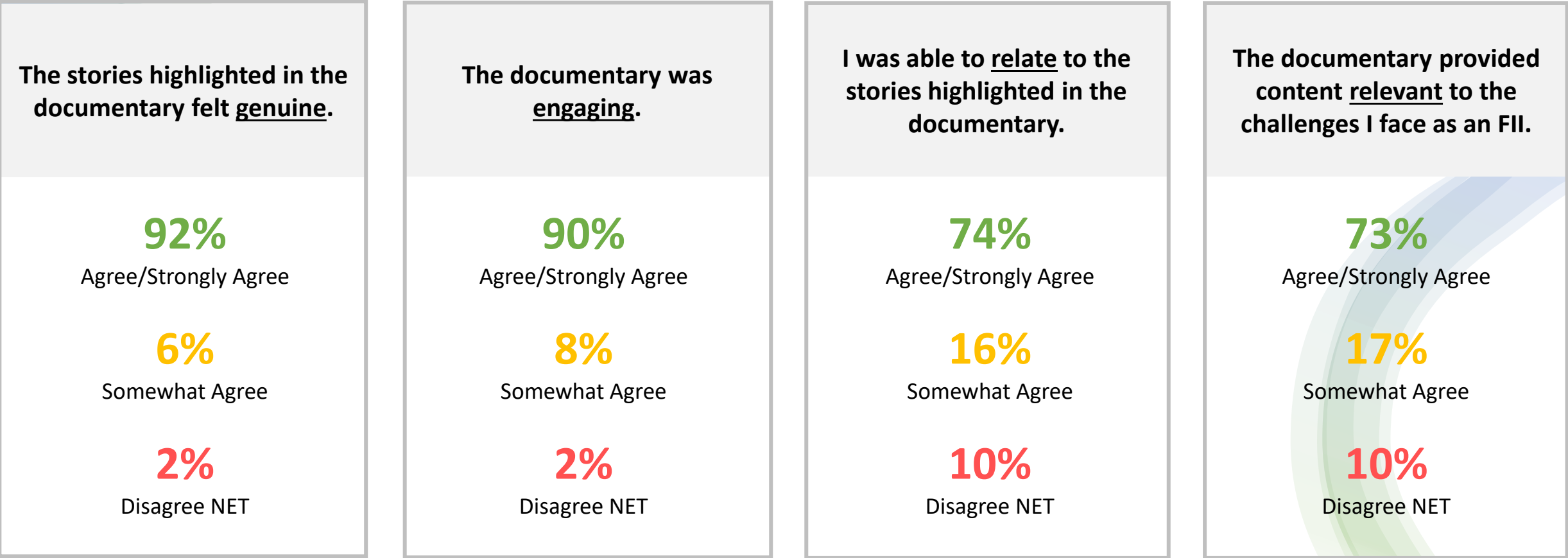
Most HR respondents felt the documentary was genuine and engaging; however, fewer agreed that the content was relevant to HR professionals. Despite HR feeling less able to relate to the personal stories of the FII, both survey results and qualitative interviews suggest that the documentary still had a positive impact on HR's attitudes and empathy towards FII hiring. A participant noted, “[The group made you feel], not that you had ever walked their journey, but that **you more readily had empathy and understanding and appreciation of where they were at.**”



n=1,048
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

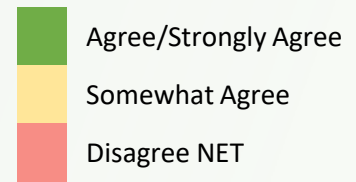
Formerly Incarcerated Individuals: The Documentary

Most FII respondents thought the documentary was genuine and engaging; **around 3 in 4** were able to relate to the stories highlighted in the documentary and felt the resources provided content relevant to the challenges they're facing as a formerly incarcerated individual.

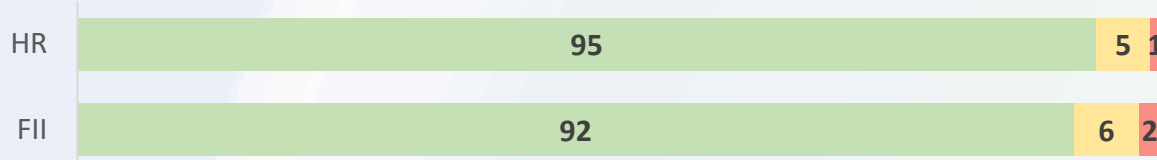


n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

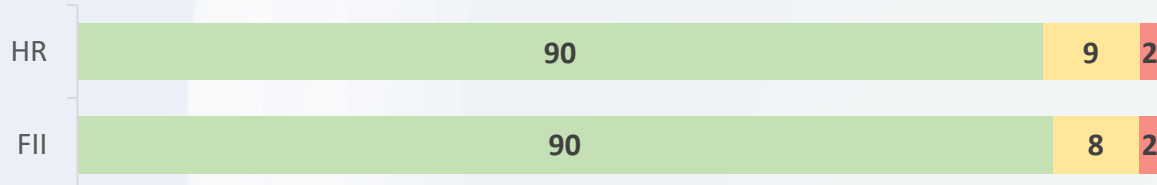
The Documentary



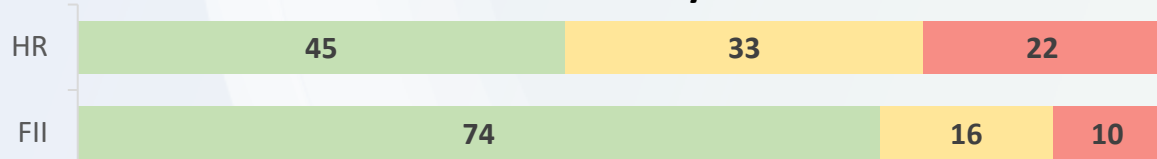
The stories highlighted in the documentary felt genuine.



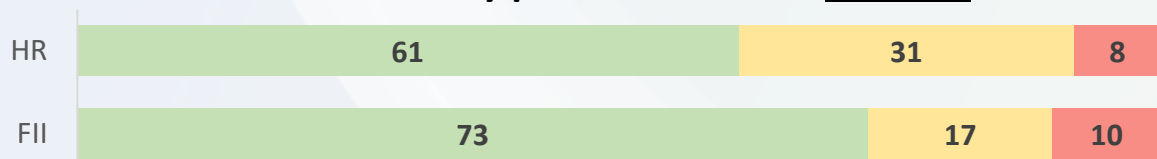
The documentary was engaging.



I was able to relate to the stories highlighted in the documentary.



The documentary provided content relevant to me.



“If you think about it, on the website and even on the video, a lot of this stuff is normal conversation between people who's been incarcerated before, because everybody goes through this same exact thing. It's literally the same routine, no matter if you're in Alaska, or if you're in New York.” – Black/AA Male FII, Employed

“Up until recently, I feel a lot of shame for being incarcerated. And that video really helped me to come to terms with my own my past and my experience. I tried to learn from it in a positive way, and not feel so judged when talking about it with people. I could take [some good] from it instead of feeling like I'm still limited in what I can do... I think the stories of the women, especially, helped me to be more comfortable with talking about my incarceration because it was very hard for me to do that up until very recently... I remember one woman that just had a very positive message of hope for me. And that there are resources available for people like myself. So I've gotten nothing but good out of it, actually. It was very good for me to watch that.” – White Female FII, Employed

FII: The Documentary, by Employment Status

Employed FII respondents felt more positively about the documentary overall than unemployed FII respondents, reflecting a pattern seen later with the website. Employed respondents were more likely to relate to the documentary’s stories and say the documentary content was relevant to the challenges they’re facing. It’s possible unemployed respondents may have connected less with the documentary than employed respondents because many of the stories highlighted individuals who had already attained jobs.

The stories highlighted in the documentary felt genuine.		Employed	Unemployed
	Agree/Strongly Agree	95%	81%
	Somewhat Agree	4%	13%
	Disagree NET	1%	6%

I was able to relate to the stories highlighted in the documentary.		Employed	Unemployed
	Agree/Strongly Agree	79%	59%
	Somewhat Agree	15%	19%
	Disagree NET	6%	22%

The documentary was engaging.		Employed	Unemployed
	Agree/Strongly Agree	94%	75%
	Somewhat Agree	5%	19%
	Disagree NET	1%	6%

The documentary provided content that is relevant to challenges I’m facing as a formerly incarcerated individual.		Employed	Unemployed
	Agree/Strongly Agree	78%	56%
	Somewhat Agree	16%	22%
	Disagree NET	6%	22%

n=133 (Employed n=101, Unemployed n=32)
 Note: Questions asked on a 6-point scale from ‘strongly disagree’ to ‘strongly agree’; may not sum exactly to 100% due to rounding

FII: The Documentary, by Type of Offense

Respondents who were incarcerated for non-violent or non-sexual offenses* were more likely to have positive views of the documentary and to relate its contents than their counterparts.

		Non-Violent Offense	Violent/Sexual Offense
The documentary was engaging .	Agree/Strongly Agree	95%	75%
	Somewhat Agree	3%	22%
	Disagree NET	2%	3%
I was able to relate to the stories highlighted in the documentary.	Agree/Strongly Agree	80%	62%
	Somewhat Agree	15%	19%
	Disagree NET	5%	19%
The documentary provided content that is relevant to challenges I'm facing as a formerly incarcerated individual.	Agree/Strongly Agree	80%	57%
	Somewhat Agree	15%	22%
	Disagree NET	5%	22%

n=131 (Non-violent offense n=94, Violent/sexual offense n=37) - Two participants selected prefer not to say when asked about offense type

Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

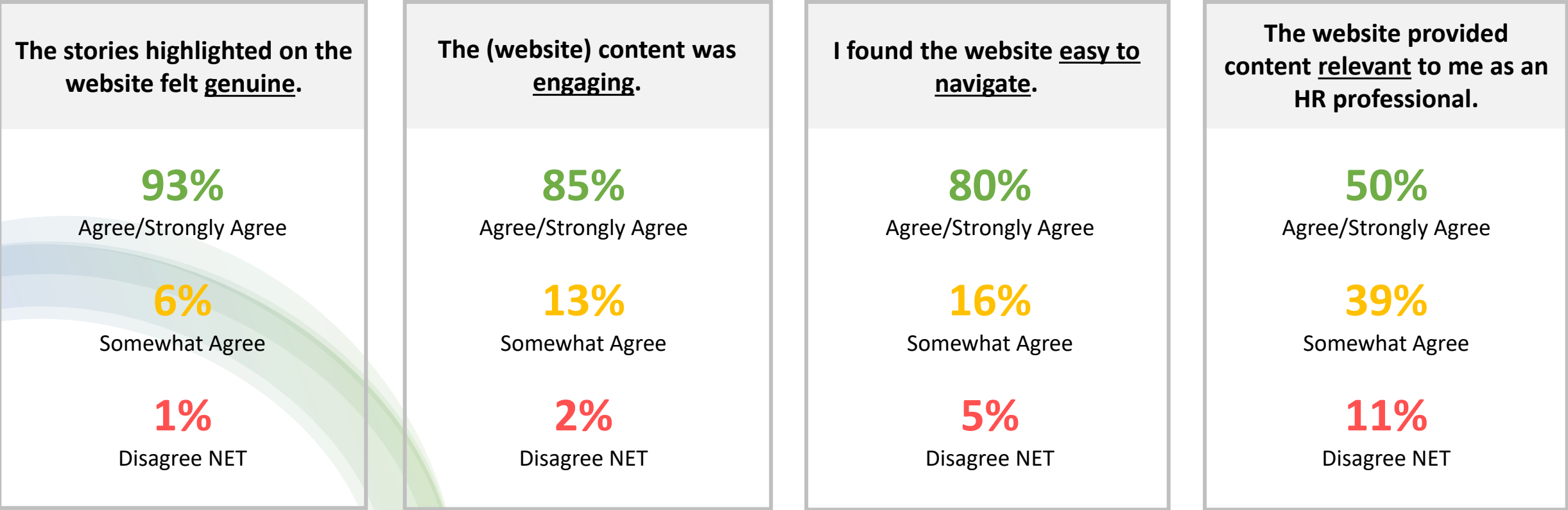
*Non-violent offenses include misdemeanor, substance-related, property-related, financial, or other offenses. Violent/sexual offenses include offenses such as assault, domestic violence, or sexual assault. The 2 respondents who said "prefer not to answer" were not included.



Detailed Findings
The Website Hub

HR Professionals: The Website Hub

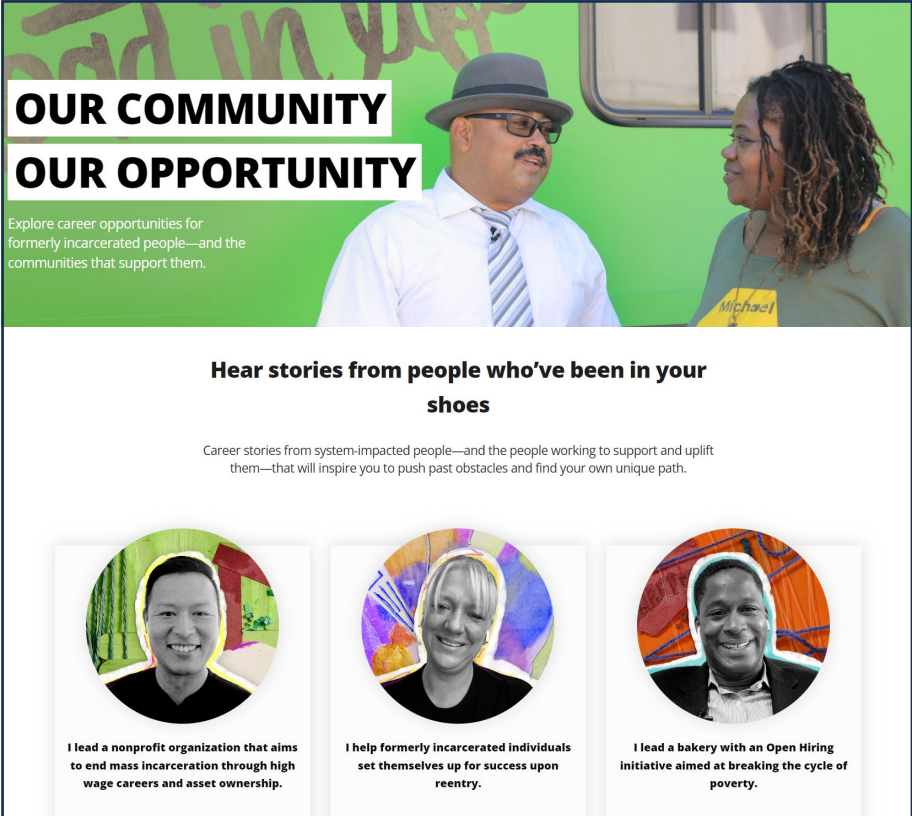
Similar to their reactions to the documentary, most HR respondents had a strong positive response to the website hub, sharing that it was genuine and engaging. However, while many found the website easy to navigate, only half agreed or strongly agreed that the website’s content was relevant to them as an HR professional. While exploring the website hub, some HR participants shared that it would have been helpful to see information about partnership opportunities or ways to source and recruit FII candidates in their communities.



n=1,048
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

HR Professionals: Website Hub

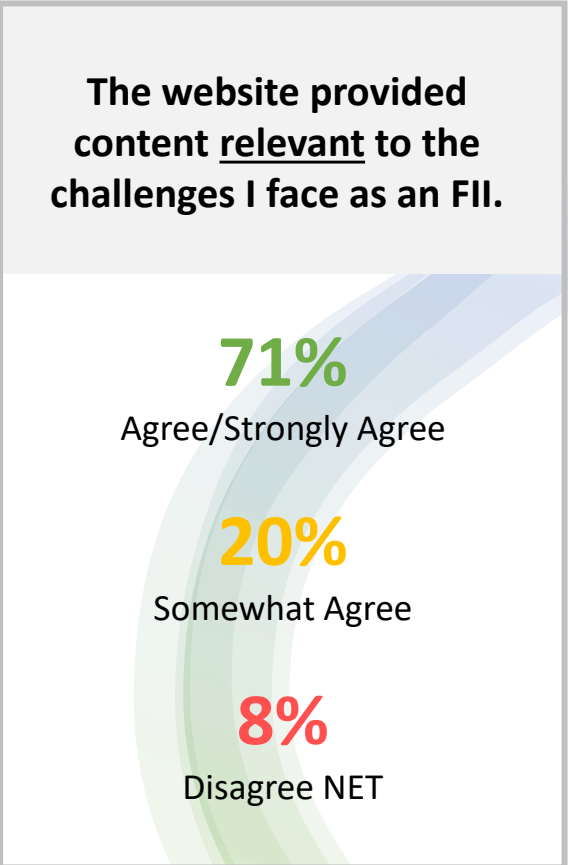
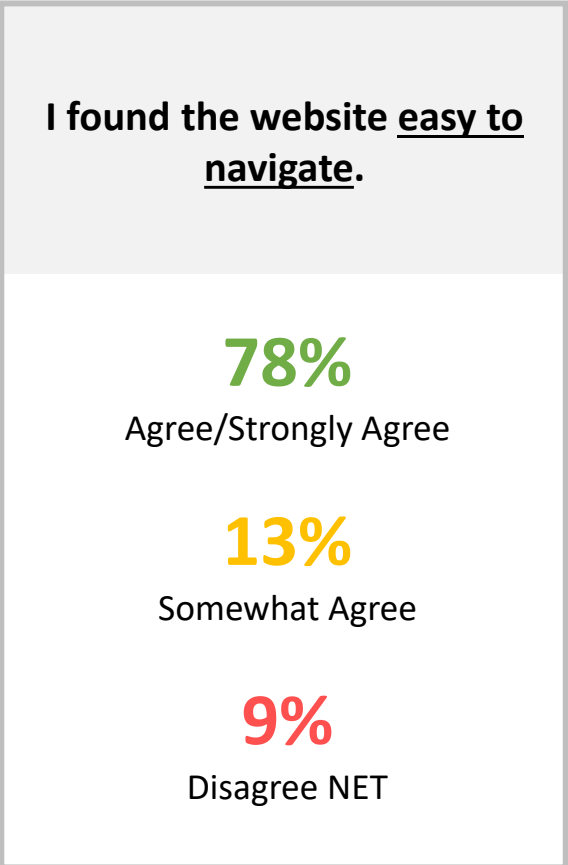
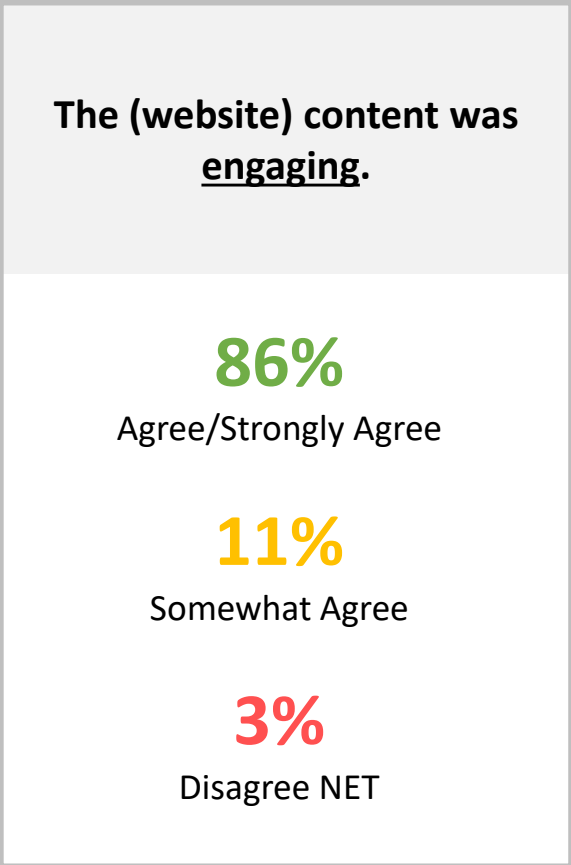
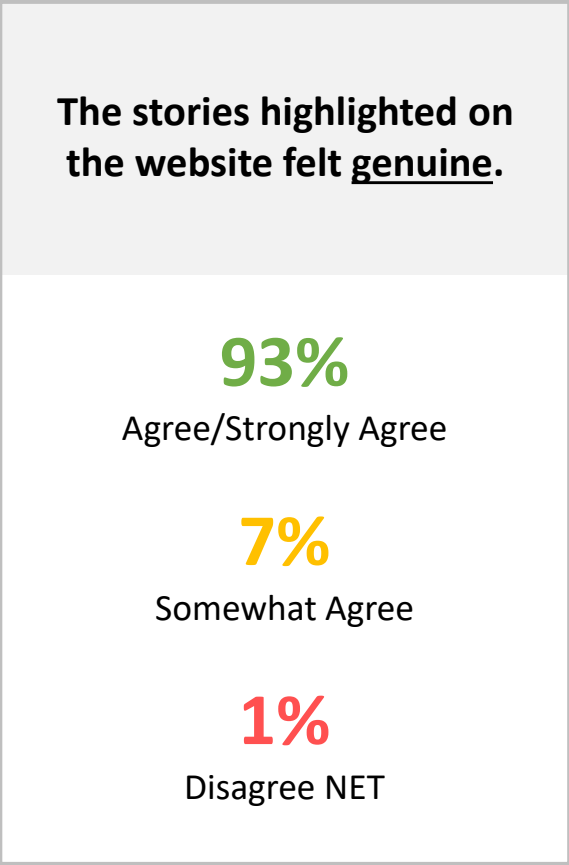
In Phase 1, most respondents shared a positive response to the website hub though only half agreed or strongly agreed that the website’s content was relevant to them as HR professionals. The website was perceived to be a supplement to the documentary but held less relevance as a standalone feature. In the 3 months following the Phase 1 survey, 32% of respondents shared or discussed the website hub with a colleague. However, during qualitative interviews, participants shared that they found it difficult to remember details of the website.



“I liked the [website] and, I have to be honest, for me it was a good backup, but I was more drawn to the documentary. Not just because it was the video, but it really did capture your thought process and your attention more. I like the two tools together to be able to continue to support and serve as that resource that you need.” – HR professional, Employs FII

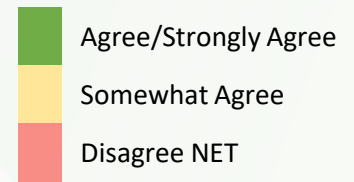
Formerly Incarcerated Individuals: The Website Hub

Overall, most FII respondents had a strong positive response to the website hub. They thought the stories felt genuine and that the content was engaging, though fewer found the website to be easy to navigate and relevant to the challenges they face as FII.

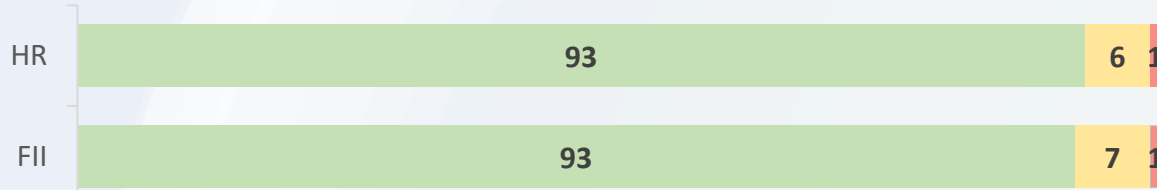


n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

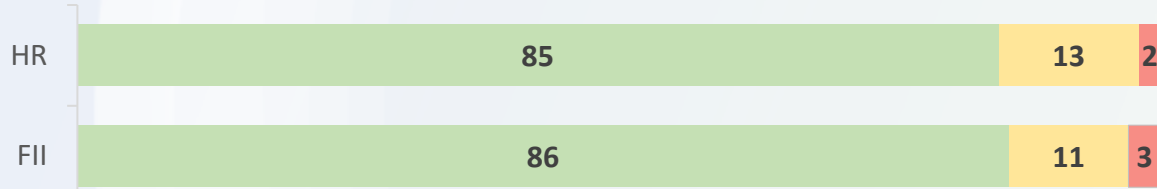
The Website Hub



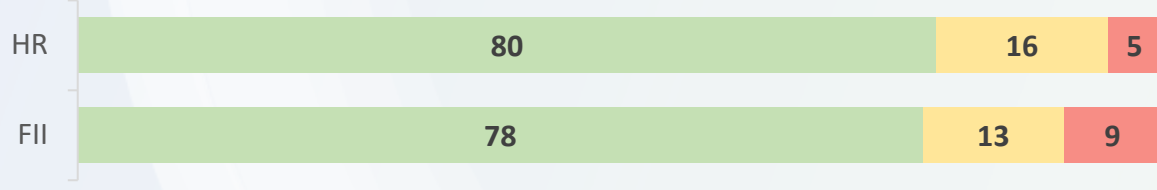
The stories highlighted on the website felt genuine.



The (website) content was engaging.



I found the website easy to navigate.



The website provided content relevant to me.



*"[What stood out to me was the] information. **Easy to navigate and for employers to come and see where the resources are, where they can go, contact information, how they can reach out to people, success stories, any information that they need. So I think that's valuable.**" – HR professional, Does not employ FII*

"I like the website the way it was set up. The layout, the information was good, but some of it really didn't apply [because I live in another state]. So, I stopped looking at it once I started going to different areas. And then the articles and the videos - I remember those [were] good. I watched a few of those and they were positive and, I don't remember the specifics now, but the videos and articles were good." – Latinx Male FII, Not Employed

FII: The Website Hub, by Employment Status and Type of Offense

Employed respondents and those who were incarcerated for non-violent or non-sexual offenses* were more likely to say the website content was relevant to the challenges they are facing than their respective counterparts. This may suggest unemployed participants or those who were incarcerated for more severe crimes saw fewer representations of their specific challenges highlighted on the website or fewer solutions to meet their needs.

The (website) content was engaging .	n=133	Employed	Unemployed
	Agree/Strongly Agree	91%	69%
	Somewhat Agree	6%	28%
	Disagree NET	3%	3%
The website provided content relevant to the challenges I'm facing as a formerly incarcerated individual .	n=133	Employed	Unemployed
	Agree/Strongly Agree	77%	53%
	Somewhat Agree	18%	25%
	Disagree NET	5%	22%
The website provided content relevant to the challenges I'm facing as a formerly incarcerated individual .	n=131	Non-Violent Offense	Violent/Sexual Offense
	Agree/Strongly Agree	77%	59%
	Somewhat Agree	18%	22%
	Disagree NET	5%	19%

- * Non-violent offenses include misdemeanors, substance-related, property-related, financial, or other offenses. Violent/sexual offenses include offenses such as assault, domestic violence, or sexual assault. The 2 respondents who said “prefer not to answer” were excluded from the offense type analysis.
- Those incarcerated for non-violent or non-sexual offenses were more likely to be employed (82%) than those incarcerated for violent or sexual offenses (65%).

Employed n=101, Unemployed n=32; Non-violent offense n=94, Violent/sexual offense n=37
 Note: Questions asked on a 6-point scale from ‘strongly disagree’ to ‘strongly agree’; may not sum exactly to 100% due to rounding

FII: The Website Hub, by Length of Incarceration

Respondents who were incarcerated for three or more years were more likely to say the website content was relevant to the challenges they're facing as a formerly incarcerated individual compared to those who had been incarcerated less than one year.

		Incarcerated <1 year	Incarcerated 1 - 3 years	Incarcerated 3+ years
The website provided content relevant to the challenges I'm facing as a formerly incarcerated individual.	Agree/Strongly Agree	55%	76%	82%
	Somewhat Agree	34%	16%	11%
	Disagree NET	11%	9%	8%

n=133 (< 1 year n=38, 1-3 years n=57, 3+ years n=38)

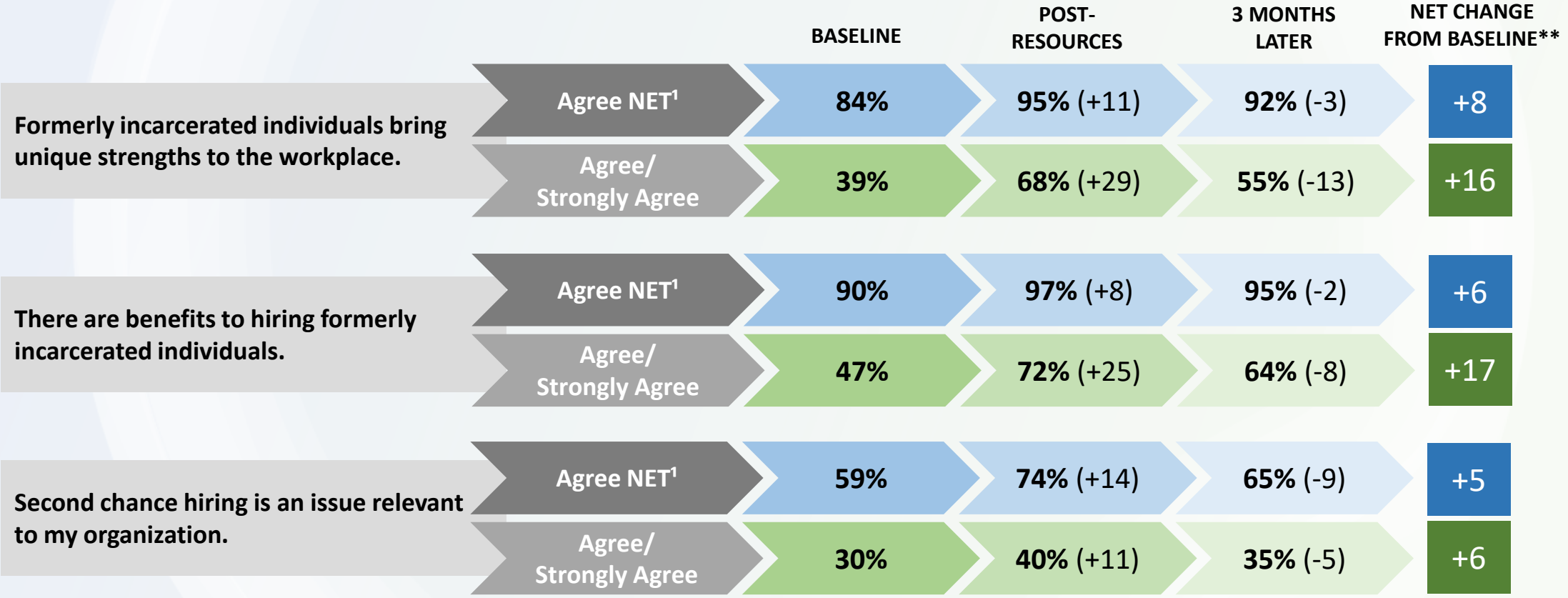
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding



Detailed Findings
Attitude Changes

HR Professionals: Attitude Changes

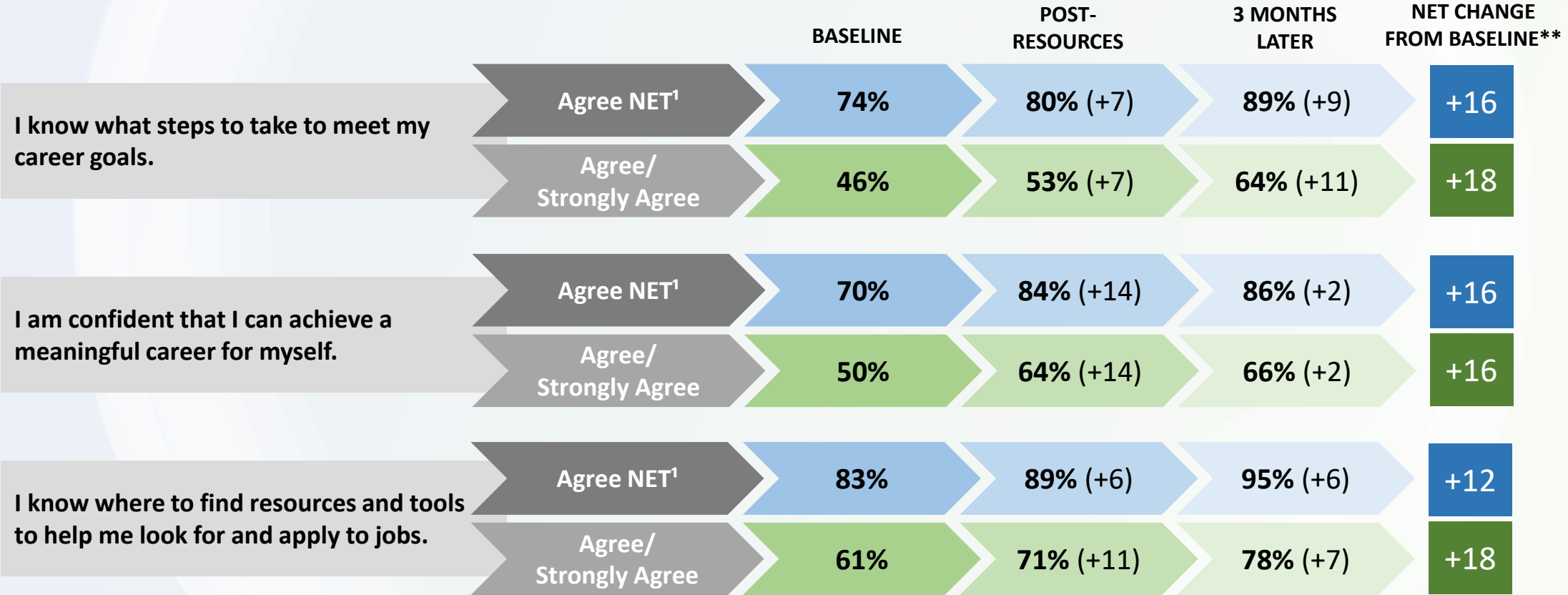
HR professionals were asked to rate a series of statements pertaining to second chance hiring on a 6-point Likert scale ranging from Strongly Disagree to Strongly Agree. HR professionals generally saw positive net changes in attitudes from baseline to the 3-month assessment, but some of the larger attitudinal shifts they initially experienced trended back towards baseline 3 months later. **The top three changes in attitudes were related to the following statements*:**



Notes:
 Baseline and post-resource n=1,048, 3-month n=829
¹Percent selecting any favorable response, including "somewhat agree"
 * All statements can be found in the appendix
 ** Net change value may vary +/- 1 percentage point due to rounding

Formerly Incarcerated Individuals: Attitude Changes

FII were asked to rate a series of statements pertaining to their self-confidence, self-efficacy, and outlook on a 6-point Likert scale. Generally, FII experienced a positive net change in attitudes from baseline to the 3-month assessment. Notably, these positive changes in their attitudes continued to increase past the post-resources phase. **The top three changes in attitudes were related to the following statements***:



Notes:
 Baseline and post-resource n=133, 3-month n=108
¹Percent selecting any favorable response, including "somewhat agree"
 * All statements can be found in the appendix
 ** Net change value may vary +/- 1 percentage point due to rounding

Experiences of Stigma in the Workplace

In Phase 2, 78% of FII surveyed shared that they worried about being treated differently if others found out about their incarceration (a decrease from 82% at baseline). HR professionals and FII commented on the pervasive stigma surrounding FII in the workplace during the qualitative interviews.

While FII often did not disclose their incarceration to others in the workplace, some have had negative experiences at work after their coworkers learned of their history. One interviewee recalled being let go from their job after their manager found out about their incarceration after six months of employment.

*"My manager's tone started changing the last month. It was sales, so a lot of times I would be [top 5] across the company... One day I was off and I was getting these text messages from her [saying], 'I need to meet with you right away.' She told me [I was being let go]. I explained, 'Hey, I've been on top of this, I've had this entire work history' and she was like, 'It's already been decided. So sorry.' I ended the call and all I could think of, because **there was no write up, no warning, nothing like that ... I believe she just went and looked [me up] herself.**" – Latinx Male FII, Not employed*

*"[In one of my past roles, a formerly incarcerated individual] joined the organization, and he's trying to fit in socially. So he started a Facebook page, and he started sending out invitations to connect with some of our employees. And they were like, "he doesn't have any friends on Facebook, what's going on with this guy?" **It just set off some signals and I think it was very innocent, but it really got the rumor mill going about what was going on with him.** I didn't even think about something as simple as setting up an identity on social media and how that was going to start people talking and being suspicious of him." – HR professional, Does not employ FII*

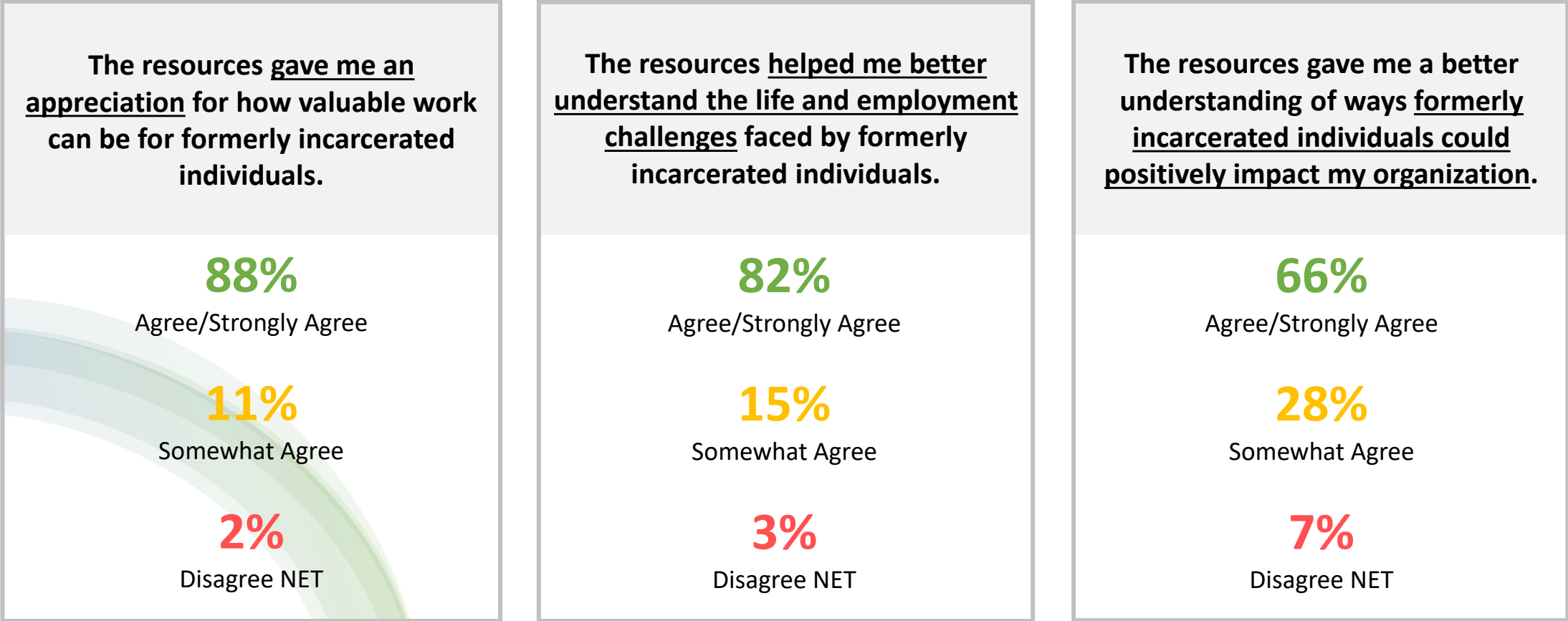
*"Not trying to be negative, but it's a high possibility people get nosy and look you up. I don't know if it's social media or anything like that, but sometimes that's also a red flag. **They're like 'This guy doesn't have anything online.' So, they keep looking and they'll find other things and so I'm worried about that.**" – Latinx Male FII, Not employed*



Detailed Findings
Resource Impact

HR Professionals: Resource Impact on Understanding

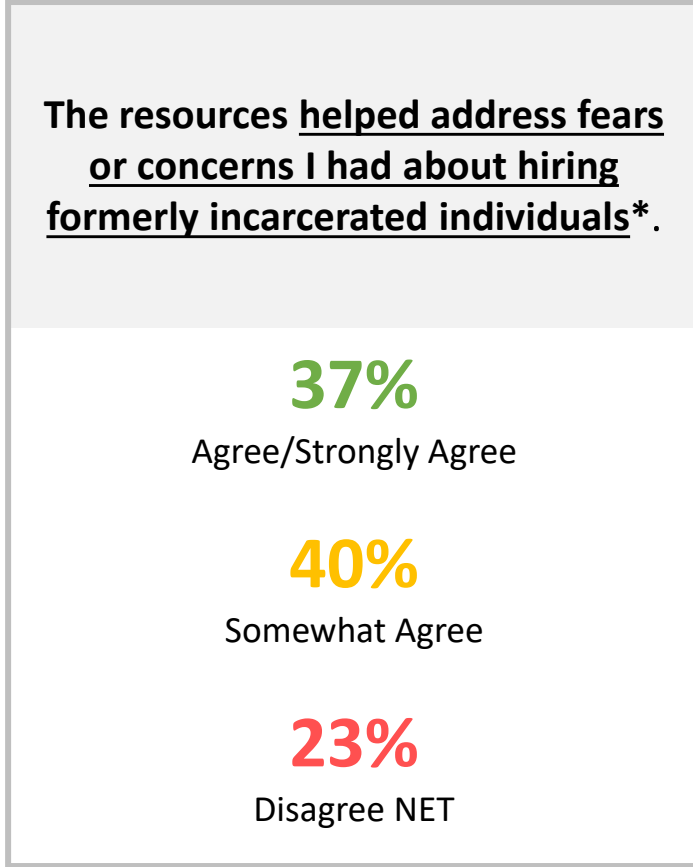
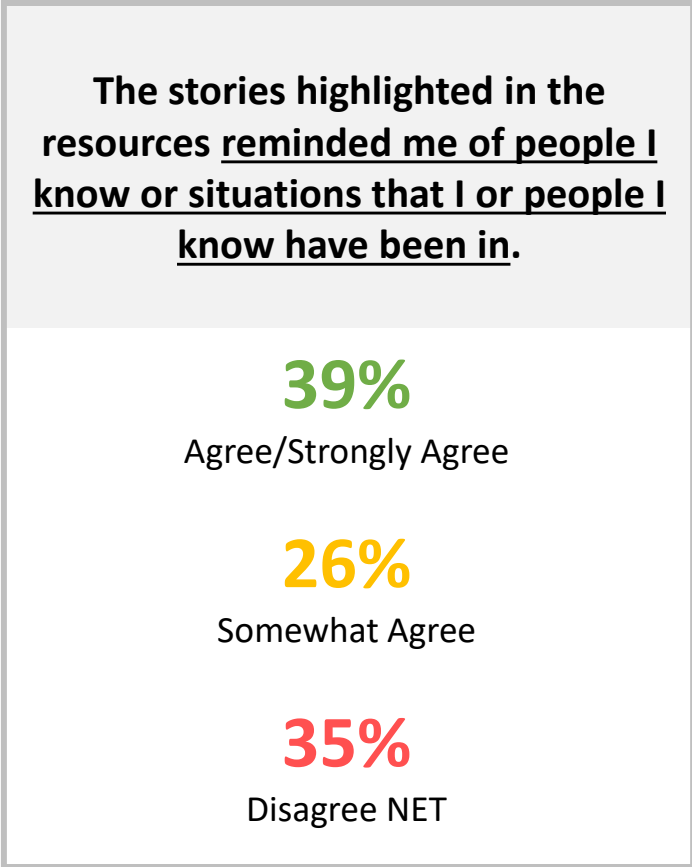
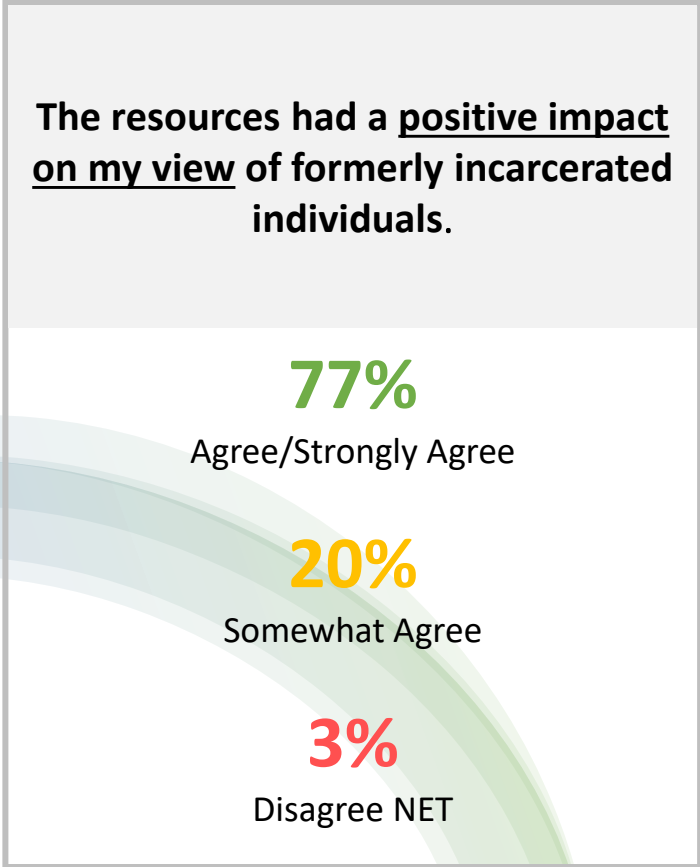
Most HR respondents felt the resources had a positive impact on their understanding of formerly incarcerated individuals. However, somewhat fewer agreed or strongly agreed that the resources improved their understanding of how formerly incarcerated individuals could positively impact their organization.



n=1,048
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

HR Professionals: Resource Impact on Perceptions

Although most HR respondents said the resources had a positive impact on their view of formerly incarcerated individuals, fewer said that the stories reminded them of situations they've experienced or that the resources helped address fears or concerns they have about this population.

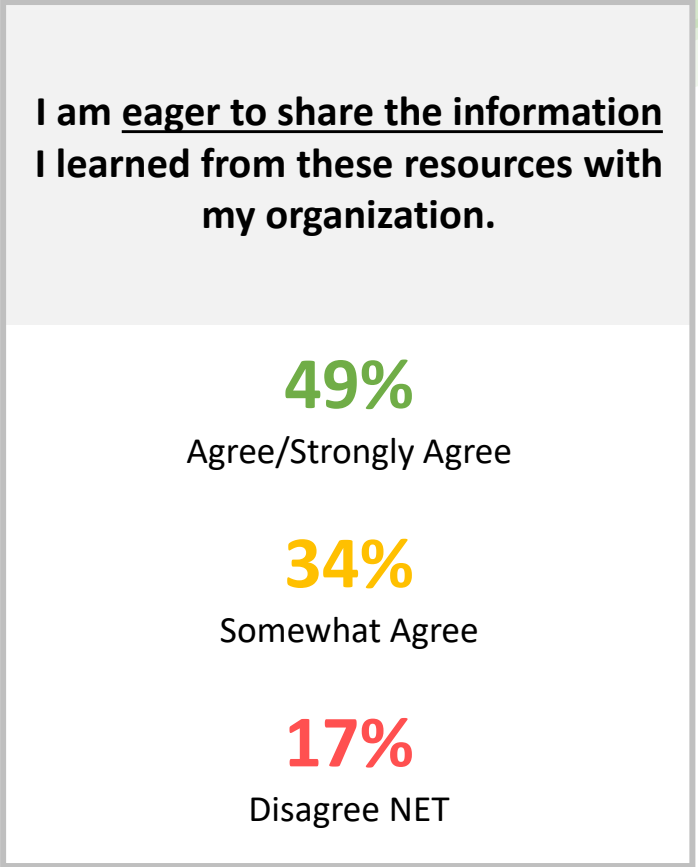
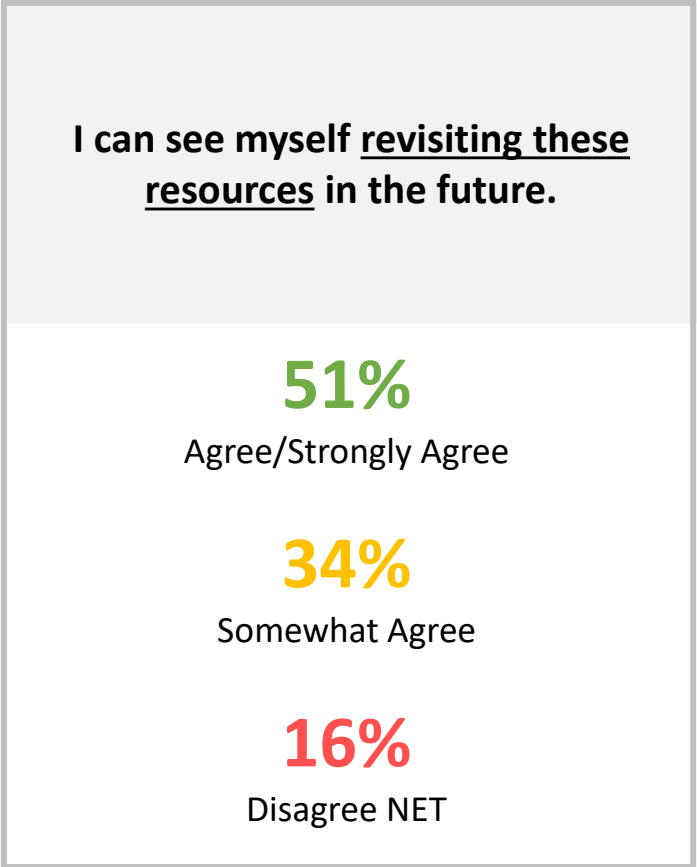


n=1,048
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

*Asked to those who said they had fears or concerns about hiring formerly incarcerated individuals at the baseline

HR Professionals: Resource Impact on Learning More

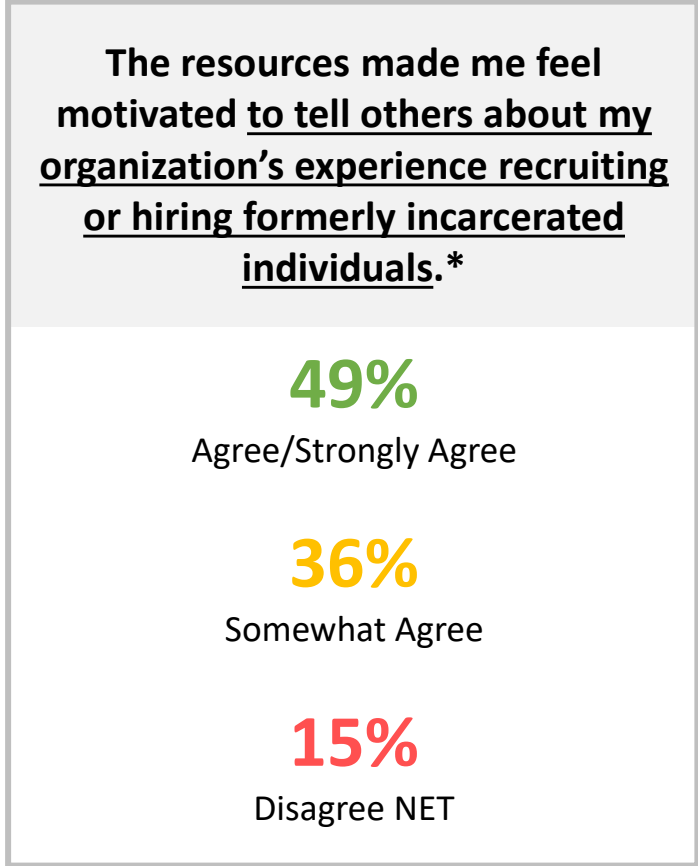
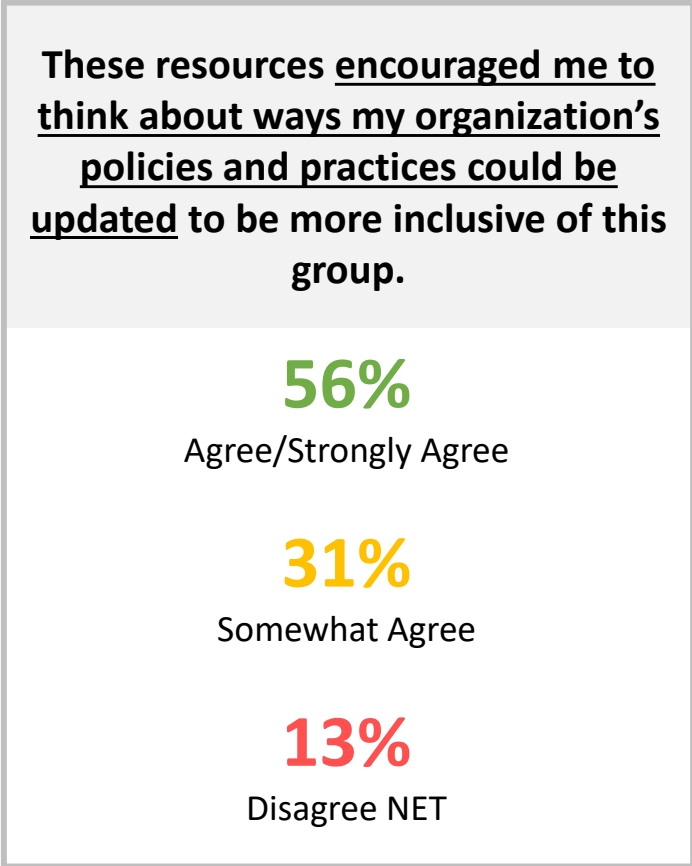
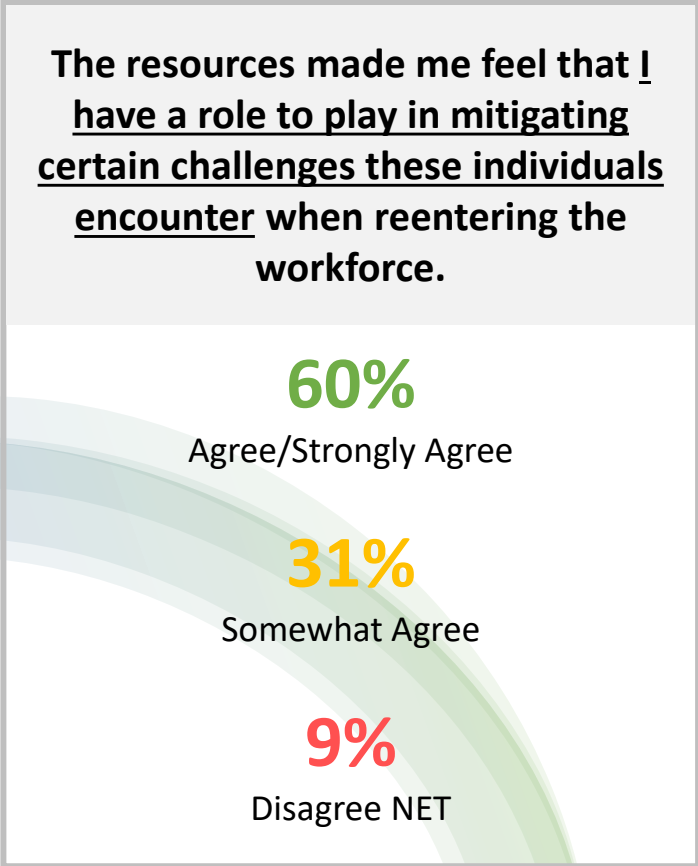
3 in 5 HR respondents agreed or strongly agreed that the resources made them want to learn more about second chance hiring. **Nearly half** felt like the resources were something they could see themselves revisiting or sharing with others in their organization.



n=1,048
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

HR Professionals: Resource Impact on Doing More

Among HR respondents, **3 in 5** agreed or strongly agreed that the resources made them feel they have a role in helping FII reenter the workforce. Many also felt inspired to reconsider their organization’s approach to hiring FII, with **more than half of HR respondents** agreeing or strongly agreeing that the resources prompted them think about ways their organizations’ policies could be reformed to be more inclusive of this group.

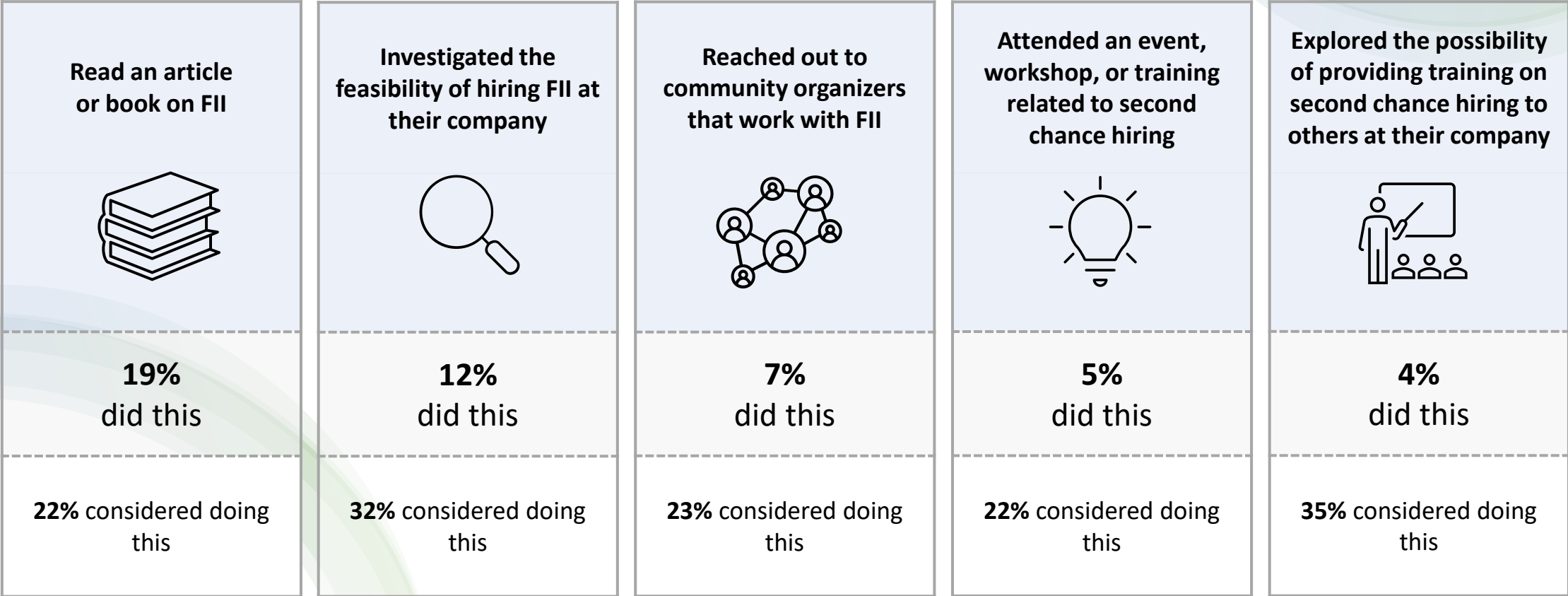


n=1,048
Note: Questions asked on a 6-point scale from ‘strongly disagree’ to ‘strongly agree’; may not sum exactly to 100% due to rounding

*Asked to those who said their organization has recruited or hired formerly incarcerated individuals

HR Professionals: Resource Impact on Doing More

Nearly 1 in 3 participants said the resources motivated them to take one or more of the following actions in the three months following their initial interaction with the resources, with reading an article or book on FII being the most commonly taken action.



HR Professionals: Resource Impact on Doing More

While individual changes were observed, **organizational-level changes are likely to take more time.** Compared to their impact on individual-level behavior, the resources had less direct influence on organizational behaviors, policies, and practices at the 3-month mark.



No significant change in **how supportive participants believe their organization is** of hiring FII.



No significant change in **whether organizations require job applicants to indicate their criminal history** on the initial employment application.



No significant change in **how likely job applications from FII are to pass the prescreening process.**

However, among the 105 participants who encouraged their organizations to make changes to its policies or procedures, **17% said their organization made a change.** A few examples of changes include:

*“Policies were revised to not automatically exclude a formerly incarcerated applicant **but instead to look at the nature of the offense and progress made during and after incarceration.**”*

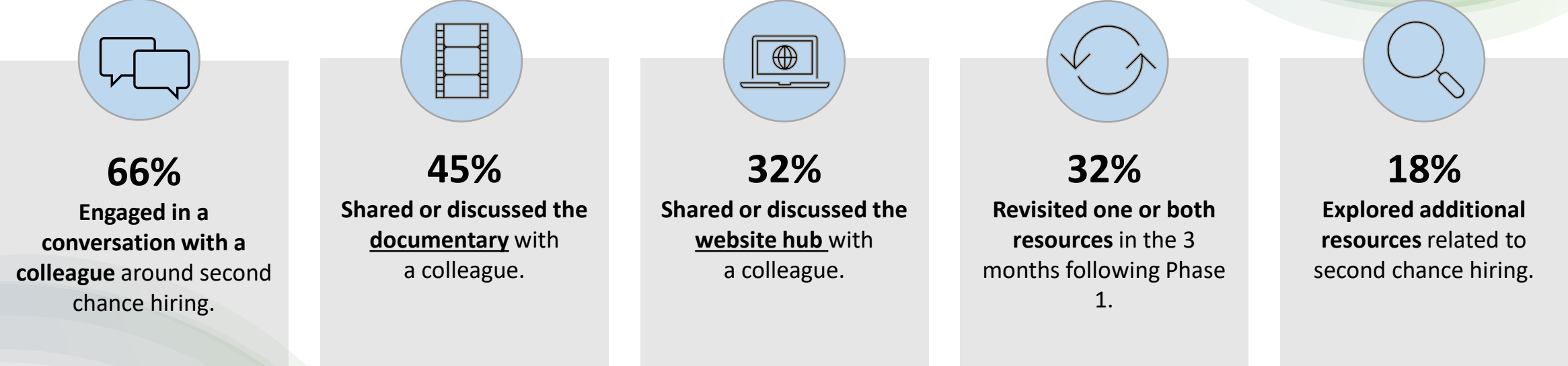
*“We **removed any questions related to criminal charges off of our application** and created a formal policy on hiring the formerly incarcerated with a hiring matrix to prevent discrimination or differences on how we hire between locations.”*

*“We had an **equal opportunity statement at the bottom of our applications**; now it has **expanded to include background history** and encourages all who feel they may be qualified to apply.”*

*“We updated our policy about working with incarcerated individuals through a work-release program. We **also removed some charges that automatically withdraw an applicant from being considered.**”*

HR Professionals: Sharing Resources with Colleagues

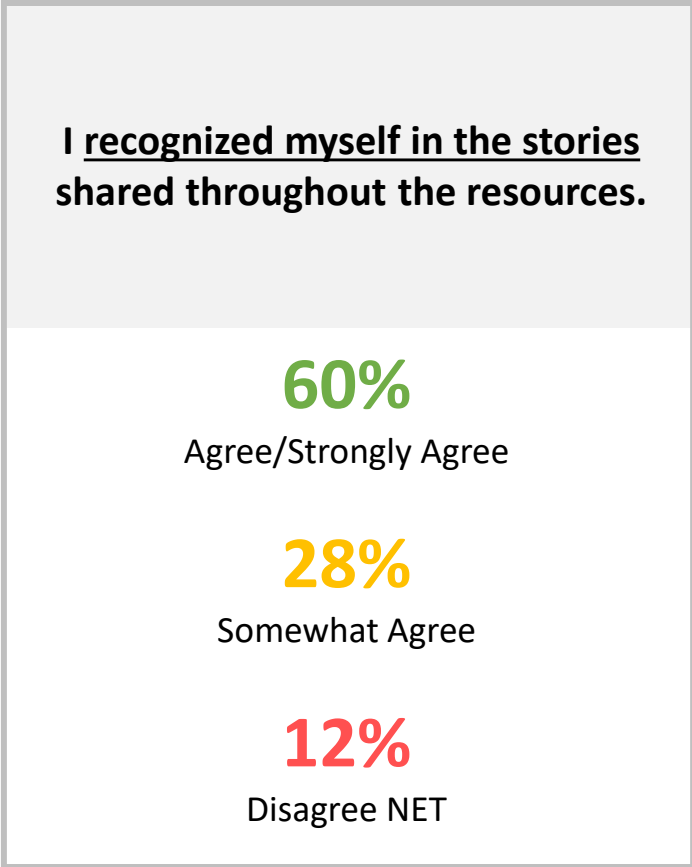
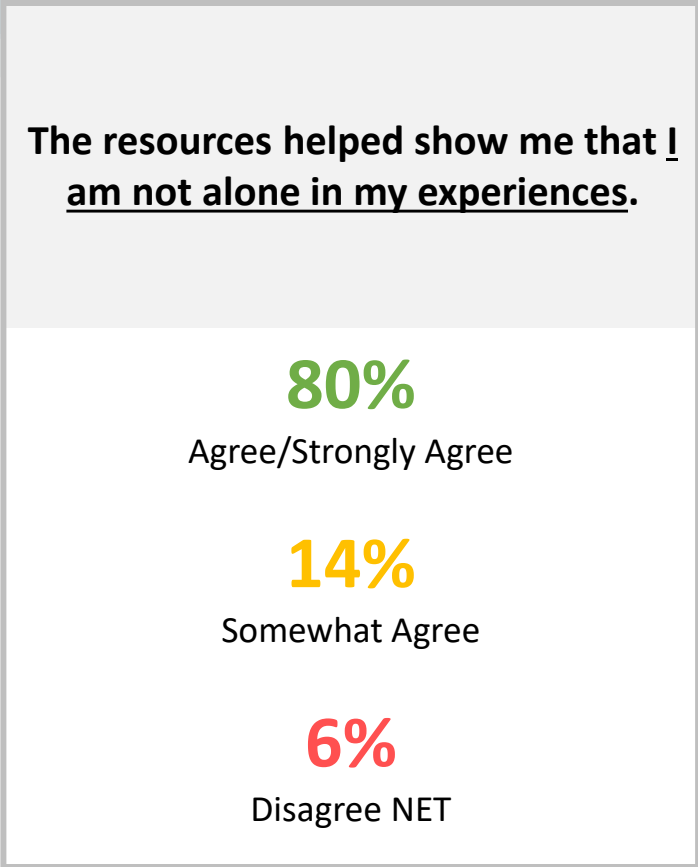
In the 3-month assessment, 66% of HR respondents reported engaging in a conversation with a colleague around second chance hiring. Of those who had the conversation, 76% credited the resources for helping to motivate the dialogue. When asked about the key takeaways they would share with others, participants reflected on the importance of not judging a book by its cover and spoke to how hiring FII can make for win-win-situations.



“[I would tell them] there are stigmas and biases towards hiring formerly incarcerated individuals that we as HR Professionals have the opportunity and responsibility to work against during the candidate recruitment process. The individuals that want to work and have taken personal responsibility to change their lives will be advocates of themselves if we are open to the consideration for hire.” – HR Professional, Does not employ FII

FII: Resource Impact on Connectedness

4 in 5 FII respondents agreed or strongly agreed that the resources helped show them that they're not alone in their experiences. **3 in 5** agreed or strongly agreed that they recognized themselves in the stories shared throughout the resources. **Less than half** agreed or strongly agreed that the resources made them feel seen.



n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

FII: Resource Impact on Connectedness

FII respondents of color, employed respondents, and respondents incarcerated for non-violent or non-sexual offenses were more likely to recognize themselves in the stories shared in the resources than their respective counterparts.

<p>I recognized myself in the stories shared throughout the resources.</p>	n=133	BIPOC Respondents	White Respondents
	Agree/Strongly Agree	76%	55%
	Somewhat Agree	15%	32%
	Disagree NET	9%	13%
	n=133	Employed	Unemployed
	Agree/Strongly Agree	65%	44%
	Somewhat Agree	27%	31%
	Disagree NET	8%	25%
	n=131	Non-Violent Offense*	Violent/Sexual Offense
	Agree/Strongly Agree	66%	46%
	Somewhat Agree	27%	32%
	Disagree NET	8%	22%

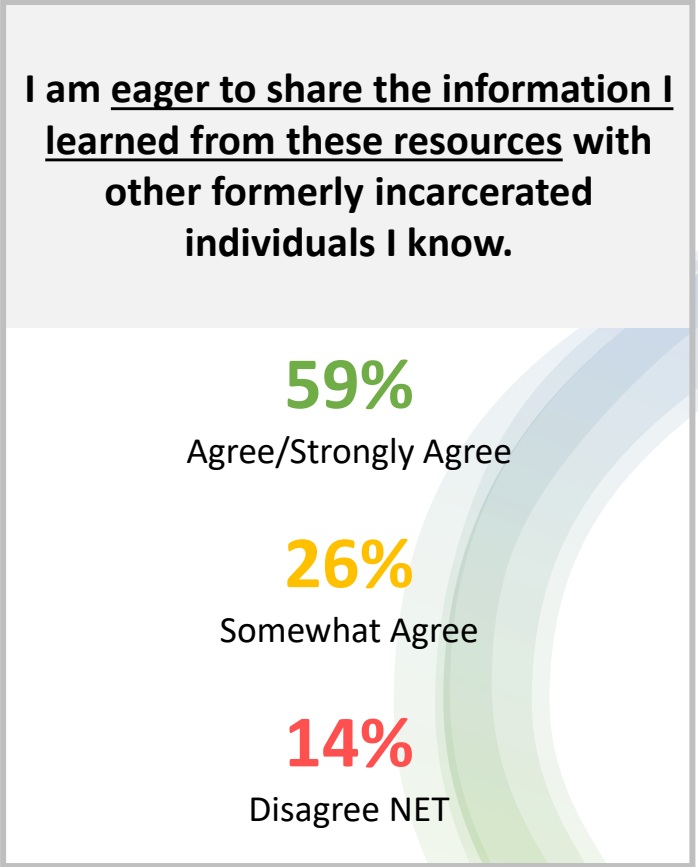
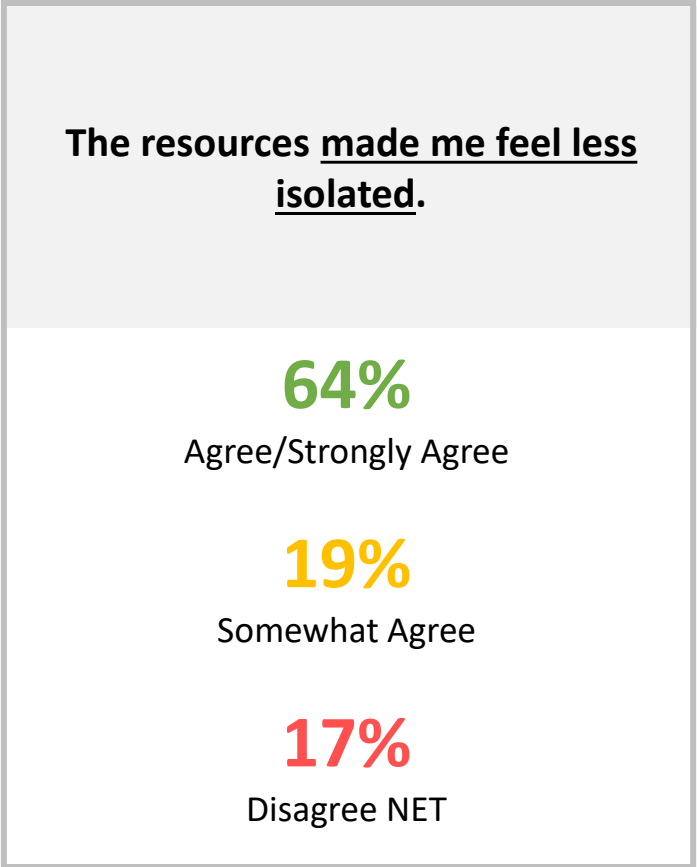
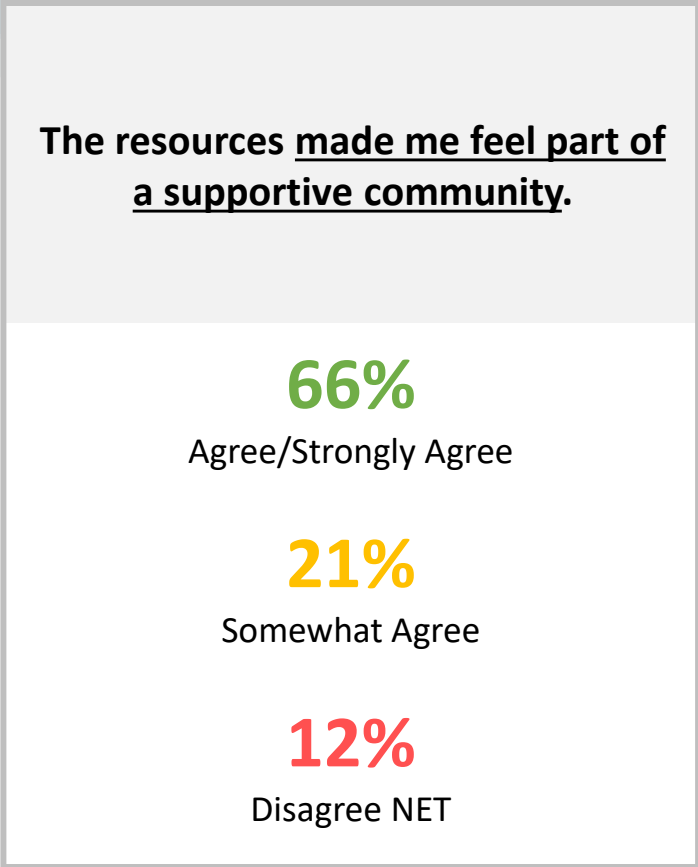
BIPOC n=33, White n=100; Employed n=101, Unemployed n=32; Non-violent offense n=94, Violent/sexual offense n=37

Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

*Non-violent offenses include misdemeanors, substance-related, property-related, financial, or other offenses. Violent/sexual offenses include offenses such as assault, domestic violence, or sexual assault. The 2 respondents who said "prefer not to answer" were excluded from the offense type analysis.

FII: Resource Impact on Sense of Community

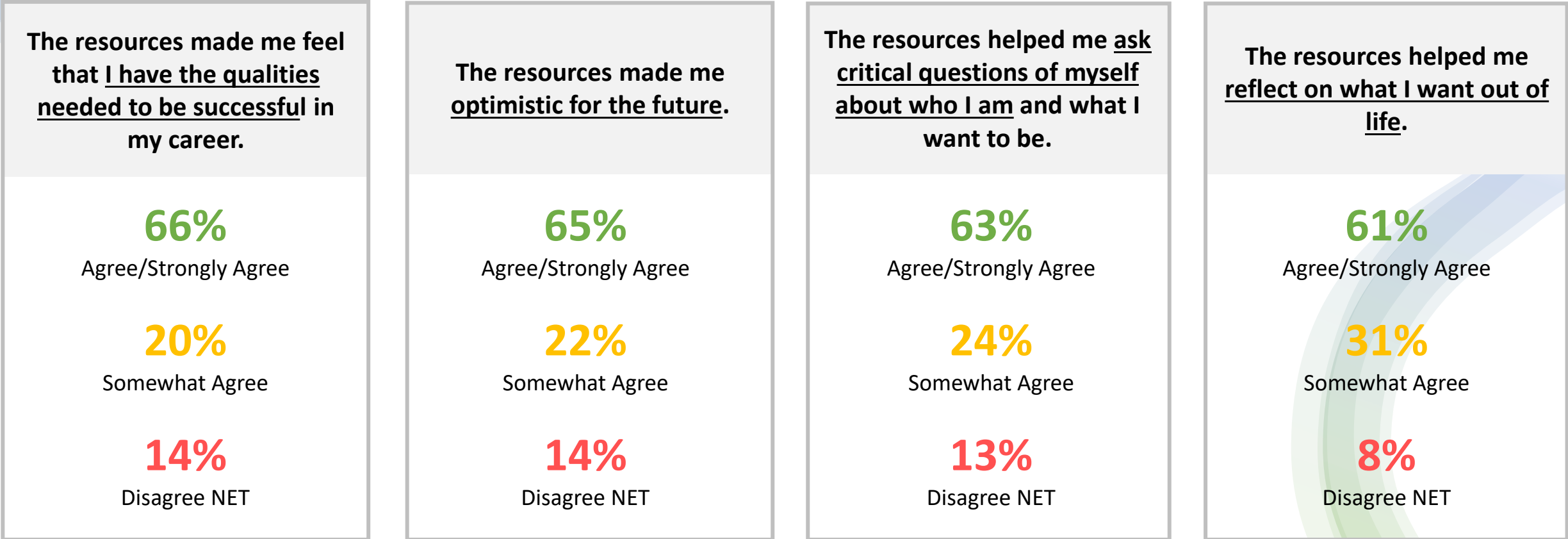
2 in 3 FII respondents agreed or strongly agreed that the resources made them feel part of a supportive community. A similar number agreed or strongly agreed that the resources made them feel less isolated.



n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

FII: Resource Impact on Outlook

Nearly 2 in 3 FII respondents agreed or strongly agreed that the resources made them feel they have the qualities needed to be successful in their career and made them feel optimistic for the future. A similar number said that the resources helped them ask critical questions of themselves and reflect on what they want out of life.



n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

FII: Resource Impact on Outlook

Employed FII respondents were more likely agree or strongly agree that the resources helped them reflect on what they want out of life than unemployed respondents. This might suggest a higher level of self-efficacy among employed respondents as compared to unemployed respondents.

		Employed	Unemployed
The resources helped me reflect on what I want out of life.	Agree/Strongly Agree	66%	44%
	Somewhat Agree	28%	41%
	Disagree NET	6%	16%

*“I'm wanting to have employment that I don't have to think about every time. **And, for me, it's as much about being a contributing member of society and about the self esteem.** I want to feel like I've done something worthwhile at the end of the day, that I'm working to take care of myself and not getting around everybody else. That's my goal.”*
 – White Male FII, Not employed

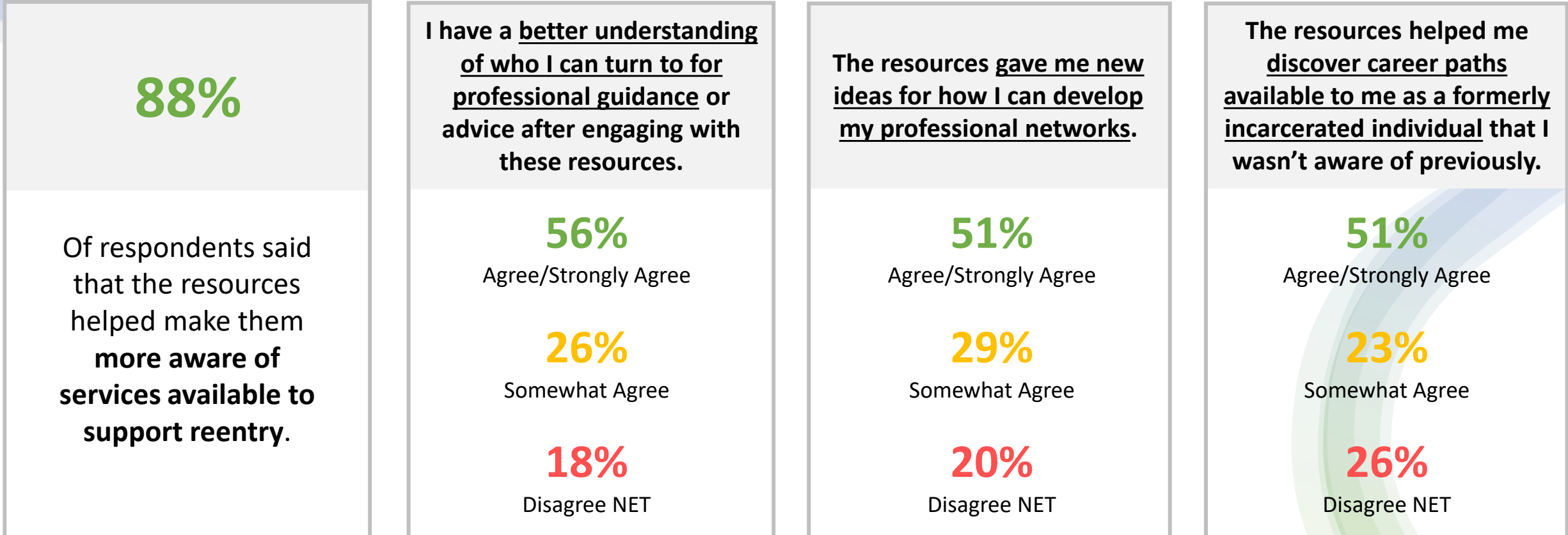
*“My goals are to maybe sometime reach full time employment. The job I have now, I'd like to keep forever as long as they keep me... I feel like I'm contributing in my position, and not just earning a paycheck. **I want to continue with just knowing it's going to be okay.** And to save money and spend time with my family and not walk with my head down. **I try to walk with my head held high now...** I try to share positive things with my grandson, and I want him to be raised the right way and to feel proud of himself. No matter what setbacks that he would [experience] because I consider [my incarceration] a setback now. Like a big hill I had to climb and get over.”*
 – White Female FII, Employed

n=133 (Employed n=101, Unemployed n=32)

Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

FII: Resource Impact on Support Awareness

Nearly 9 in 10 FII respondents said the resources helped make them more aware of services available to support reentry. Over half agreed or strongly agreed that the resources helped give them a better understanding of who they can turn to for professional guidance and that the resources helped them discover new career paths.



n=133
Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding

FII: Resource Impact on Support Awareness

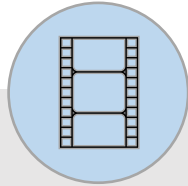
Similar to the findings on loneliness, FII respondents of color, employed respondents, and those incarcerated for non-violent or non-sexual offenses were more likely to agree or strongly agree that the resources helped them discover new career paths they weren't aware of previously compared to their respective counterparts.

<p>The resources helped me discover career paths available to me as a formerly incarcerated individual that I wasn't aware of previously.</p>	n=133	BIPOC Respondents	White Respondents
	Agree/Strongly Agree	61%	48%
	Somewhat Agree	18%	25%
	Disagree NET	21%	27%
	n=133	Employed	Unemployed
	Agree/Strongly Agree	58%	28%
	Somewhat Agree	24%	22%
	Disagree NET	18%	50%
	n=131	Non-Violent Offense*	Violent/Sexual Offense
	Agree/Strongly Agree	56%	41%
	Somewhat Agree	22%	24%
	Disagree NET	21%	35%

BIPOC n=33, White n=100; Employed n=101, Unemployed n=32; Non-violent offense n=94, Violent/sexual offense n=37
 Note: Questions asked on a 6-point scale from 'strongly disagree' to 'strongly agree'; may not sum exactly to 100% due to rounding
 *Non-violent offenses include misdemeanors, substance-related, property-related, financial, or other offenses. Violent/sexual offenses include offenses such as assault, domestic violence, or sexual assault. The 2 respondents who said "prefer not to answer" were excluded from the offense type analysis.

FII: Sharing Resources With Other FII

In the 3-month assessment, **nearly 1 in 3** FII respondents (32%) reported having shared or discussed the documentary with another FII, while **nearly 1 in 4** (24%) reported sharing or discussing the website hub with another FII. When asked about the key takeaways they would share with others, participants reflected on the relatability, positive messaging, and motivation gained from the resources.



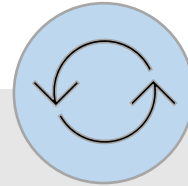
32%

Shared or discussed the **documentary** with another formerly incarcerated individual.



24%

Shared or discussed the **website hub** with another formerly incarcerated individual.



34%

Revisited one or both **resources** in the 3 months following Phase 1.



39%

Explored **additional resources**, such as second chance employers and local public assistance offices.

*“The documentary is not scripted. It's real. It's raw. **It keeps you intrigued... And it gives you validation that you're not as different as you think you are**, you know what I mean? There's other people out there who are going through the same thing and dealing with the same thing. And this is how they figure out ways to cope with it. It is how to figure out ways to be better and do better.” – Black/AA FII, Employed*

FII: Resource Impact on Taking Action

After reviewing the resources, **92%** of FII respondents reported taking or considering taking one or more actions related to career advancement. Of these individuals, **73%** credited the resources for motivating them.

In the past three months, I...	Employed (n=89)		Unemployed (n=19)	
	Yes, I <u>did</u> this	Yes, I <u>considered</u> this	Yes, I <u>did</u> this	Yes, I <u>considered</u> this
Talked to someone about my career goals	49 (55%)	17 (19%)	8 (42%)	2 (11%)
Attempted to grow or expand my professional network	44 (49%)	25 (28%)	8 (42%)	4 (21%)
Investigated new education or skills-training opportunities	37 (42%)	33 (37%)	6 (32%)	4 (21%)
Talked with other formerly incarcerated individual(s) about my experience	35 (39%)	13 (15%)	4 (21%)	1 (5%)
Provided guidance or advice to other formerly incarcerated individuals	32 (36%)	16 (18%)	4 (21%)	1 (5%)
Investigated a new career path that I thought was previously closed to me	32 (36%)	20 (23%)	4 (21%)	5 (26%)
Connected with a role model or mentor	15 (17%)	19 (21%)	6 (32%)	1 (5%)

Recommendations

Recommendations

While the research supports the effectiveness of Roadtrip Nation’s resources as an initial step and a potential catalyst for change, it is important to acknowledge that a larger ecosystem of resources and supports are likely necessary to foster long-lasting, systemic change within organizations. During the qualitative interviews, HR participants shared suggestions on how to better achieve lasting FII employment efforts, highlighting the importance of executive buy-in and partnership opportunities.

Executive Buy-In

Many HR respondents expressed that **executive buy-in is necessary to make lasting change** in their organization. In order to grab executives’ attention, it is recommended to **develop short, but informative, materials for executives** to review.

“Leaders are struggling with time. So anything that we can present in terms of infographics, something short and catchy that is going to catch their eye. Something I can present as an HR leader to my other leaders, my CEO, my CFO. A one-page infographic with graphs and bar charts and give them five bullet points saying ‘This is why I feel we need to invest in this project.’

That’s going to catch their eye.”

– HR professional, does not employ FII

Building Partnerships

HR respondents discussed **the importance of collaborating with local organizations** to provide services to FII job seekers. Working with local changemakers and advocates can help HR professionals access a clearer pathway to starting the advocacy journey within their organizations.

“We did a partnership with a [formerly] incarcerated individual who started her own nonprofit where [she] works with other FII and places them in employment. We partnered with that agency, and they would train you how to work with those individuals...”

They would actually come and bring us peer advocates and also train us on how to work with peer advocates. That that was a great resource for us.”

– HR professional, does not employ FII

Recommendations (cont.)

FII participants also provided valuable guidance on further enhancing the relevance of the resources for their community. Key themes included improving access to local information and providing information by stages of the reintegration process. Beyond the clear messages of hope and motivation offered by the Roadtrip Nation resources, FII noted that additional interactive features and solutions-oriented messaging would be especially useful to them.

Access to Local Information

FII respondents shared that **providing local information about job opportunities** would make the website more relevant and helpful to them. While perusing the website, the lack of local information made them lose interest in the resources.

*“I think [it would be helpful] if there was a way to look at your specific state because ... one of the [resources] was on the east coast from what I remember. It looked interesting. I was reading the whole thing and then **once I got to the area where it says where you can join or who you can call, I was like, ‘Oh, nevermind. I’m in [another state]. I can’t do that.’**”*

– Latinx Male FII, not employed

Information by Stages

FII respondents shared about the nuances involved in the job search process, which can differ depending on factors such as location or how long ago someone was released. **An interactive feature on the website where users can select and specify their pathways** and be presented with relevant information may be useful.

*“[I’d recommend] something on the front page, like **“Did you just get out?” And if you did, click here.** Something like that would grab their attention and guide them to an area [with] relevant videos, articles, and resources in that one spot... **If someone’s out for a while, they might want to see what they could do to build skills for their current position.** So, they can get some kind of promotion or get a better position within the company they’re already at. So that would be a good thing.”*

– Latinx Male FII, not employed

*“It's just a cultural change that has to happen very slowly and it's going to come. If it's not with this generation, it'll come with the next generation. **It's a work in progress, we have to keep doing what we have to do, we have to bring that change and we have to keep moving forward.** I am very positive and very hopeful. I am a very positive person in general and I always feel that if it's change for the good of our community, it's going to happen. It may take years, but it will happen. We'll keep tapping into resources and we'll bring it, we'll make the change happen.”*

– HR Professional

Appendix

Formerly Incarcerated Individuals: Survey Sample Demographics

Gender	Phase 1 (n=133)	Phase 2 (n=108)
Male	67%	65%
Female	31%	33%
Non-Binary	2%	2%
Employment Status		
Employed	76%	82%
Not Employed	24%	18%
Release Year		
Prior to 2010	26%	26%
2010-2017	36%	34%
2018-2023	38%	40%

Race/Ethnicity	Phase 1 (n=133)	Phase 2 (n=108)
White	75%	78%
Black/African American	10%	11%
Hispanic/Latino	8%	6%
Asian	3%	2%
American Indian or Alaskan Native	1%	1%
Other	3%	2%

HR Professionals: Attitude Changes

Notes: An increase in “Agree NET” signals respondents moving from disagreement into any level of agreement. An increase in “Agree/Strongly Agree” may signal both movement from a lower level of agreement (i.e., “somewhat agree”) into a stronger level of agreement (more common) or movement from disagreement into “Agree/Strongly Agree”.

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
Formerly incarcerated individuals bring unique strengths to the workplace	Agree NET ¹	84%	95% (+11)	92% (-3)	+8
	Agree or Strongly Agree	39%	68% (+29)	55% (-13)	+16
There are benefits to hiring formerly incarcerated individuals	Agree NET ¹	90%	97% (+8)	95% (-2)	+6
	Agree or Strongly Agree	47%	72% (+25)	64% (-8)	+17
Second chance hiring is an issue relevant to my organization	Agree NET ¹	59%	74% (+14)	65% (-9)	+5
	Agree or Strongly Agree	30%	40% (+11)	35% (-5)	+6
Second chance hiring is an issue relevant to me as an HR professional	Agree NET ¹	87%	93% (+7)	91% (-2)	+5
	Agree or Strongly Agree	64%	70% (+6)	70% (+0)	+6
Many of the concerns employers have about hiring formerly incarcerated individuals are based in misconceptions rather than reality	Agree NET ¹	85%	89% (+3)	89% (+0)	+3
	Agree or Strongly Agree	47%	61% (+15)	55% (-6)	+9

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including “somewhat agree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

HR Professionals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
Second chance hiring plays an important role in improving our communities	Agree NET ¹	97%	100% (+2)	99% (-1)	n.s.
	Agree or Strongly Agree	71%	87% (+16)	81% (-7)	+10
Formerly incarcerated individuals can be loyal employees	Agree NET ¹	98%	99% (+1)	99% (+0)	n.s.
	Agree or Strongly Agree	78%	90% (+11)	88% (-2)	+9
Second chance hiring plays an important role in the rehabilitation of formerly incarcerated individuals	Agree NET ¹	99%	100% (+1)	99% (-1)	n.s.
	Agree or Strongly Agree	81%	93% (+12)	89% (-4)	+8
Formerly incarcerated individuals are likely to have skills our organization is looking for	Agree NET ¹	76%	85% (+9)	76% (-9)	n.s.
	Agree or Strongly Agree	36%	51% (+15)	42% (-9)	+6
I'm interested in furthering second chance hiring at my organization	Agree NET ¹	78%	84% (+6)	79% (-5)	n.s.
	Agree or Strongly Agree	40%	48% (+8)	45% (-3)	+5

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including "somewhat agree"

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

HR Professionals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
Formerly incarcerated individuals can be hard-working employees	Agree NET ¹	99%	100% (+0)	100% (+0)	n.s.
	Agree or Strongly Agree	85%	93% (+8)	91% (-3)	+5

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including “somewhat agree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

HR Professionals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
How comfortable are you <u>working with</u> formerly incarcerated individuals?	Comfortable NET ¹	85%	95% (+10)	92% (-3)	+7
	Comfortable/Very Comfortable	51%	71% (+20)	62% (-9)	+11
How easy or difficult do you find it to <u>empathize with</u> formerly incarcerated individuals?	Easy NET ¹	79%	94% (+15)	83% (-11)	+4
	Easy/Very Easy	40%	69% (+29)	47% (-22)	+7
How easy or difficult do you find it to <u>relate to</u> formerly incarcerated individuals?	Easy NET ¹	56%	77% (+21)	56% (-19)	n.s.
	Easy/Very Easy	24%	38% (+13)	26% (-10)	n.s.
How willing or unwilling are you to <u>interview</u> formerly incarcerated individuals for open roles at your organization?	Willing NET ¹	90%	92% (+3)	87% (-5)	n.s.
	Willing/Very Willing	67%	72% (+5)	65% (-8)	n.s.
How willing or unwilling are you to <u>hire</u> formerly incarcerated individuals?	Willing NET ¹	86%	91% (+5)	84% (-7)	n.s.
	Willing/Very Willing	52%	64% (+12)	52% (-12)	n.s.

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including “somewhat willing/somewhat comfortable/somewhat easy”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

HR Professionals: Attitude Changes – Negatively Worded Items

Notes: Disagree is considered the favorable response for these items.

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
It is risky to hire formerly incarcerated individuals	Disagree NET ¹	46%	62% (+16)	54% (-8)	+8
	Disagree or Strongly Disagree	19%	32% (+13)	25% (-7)	+6
It is not worth putting in additional effort to recruit and hire formerly incarcerated individuals	Disagree NET ¹	85%	90% (+4)	89% (-1)	+3
	Disagree or Strongly Disagree	51%	66% (+16)	61% (-5)	+9
Formerly incarcerated individuals are unlikely to be reliable employees	Disagree NET ¹	87%	89% (+2)	88% (-1)	n.s.
	Disagree or Strongly Disagree	52%	70% (+18)	64% (-6)	+12
To be considered for employment, formerly incarcerated individuals should be evaluated against a higher standard than applicants who have never been incarcerated	Disagree NET ¹	85%	89% (+4)	85% (-4)	n.s.
	Disagree or Strongly Disagree	65%	73% (+8)	64% (-9)	n.s.
Formerly incarcerated individuals don't have the potential needed to build a successful career at my organization	Disagree NET ¹	94%	93% (-1)	91% (-2)	-3
	Disagree or Strongly Disagree	72%	77% (+5)	69% (-8)	n.s.

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including "somewhat disagree"

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

HR Professionals: Attitude Changes – Negatively Worded Items

Notes: Disagree is considered the favorable response for these items.

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
Second chance hiring is a misguided practice	Disagree NET ¹	88%	85% (-3)	83% (-2)	-5
	Disagree or Strongly Disagree	67%	74% (+7)	70% (-4)	+3

Baseline and post-resources n=1,048, 3-month n=829

¹Percent selecting any favorable response, including “somewhat disagree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

Formerly Incarcerated Individuals: Attitude Changes

Notes: An increase in “Agree NET” signals respondents moving from disagreement into any level of agreement. An increase in “Agree/Strongly Agree” may signal both movement from a lower level of agreement (i.e., “somewhat agree”) into a stronger level of agreement (more common) or movement from disagreement into “Agree/Strongly Agree”.

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
I know what steps to take to meet my career goals	Agree NET ¹	74%	80% (+7)	89% (+9)	+16
	Agree or Strongly Agree	46%	53% (+7)	64% (+11)	+18
I am confident that I can achieve a meaningful career for myself	Agree NET ¹	70%	84% (+14)	86% (+2)	+16
	Agree or Strongly Agree	50%	64% (+14)	66% (+2)	+16
I know where to find resources and tools to help me look for and apply to jobs	Agree NET ¹	83%	89% (+6)	95% (+6)	+12
	Agree or Strongly Agree	61%	71% (+11)	78% (+7)	+18
There are employers out there that are willing to give me a chance despite my record	Agree NET ¹	74%	91% (+17)	86% (-5)	+12
	Agree or Strongly Agree	46%	68% (+22)	60% (-8)	+14
I have role models and mentors that I can look to for career advice	Agree NET ¹	54%	69% (+15)	66% (-3)	+12
	Agree or Strongly Agree	33%	45% (+12)	46% (+1)	+13

Baseline and post-resources n=133, 3-month n=108

¹Percent selecting any favorable response, including “somewhat agree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

Formerly Incarcerated Individuals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
I have control over the direction my life is going	Agree NET ¹	75%	85% (+10)	84% (-1)	+9
	Agree or Strongly Agree	52%	61% (+9)	66% (+5)	+14
I am confident in my ability to find a good job <i>(Asked only to respondents who were unemployed)</i>	Agree NET ¹	33%	54% (+21)	42% (-12)	+9
	Agree or Strongly Agree	17%	33% (+16)	21% (-12)	+4
I am satisfied with the direction my life is going	Agree NET ¹	64%	66% (+2)	73% (+7)	+9
	Agree or Strongly Agree	43%	44% (+1)	43% (-1)	+0
I feel empowered to make a positive change in my life	Agree NET ¹	88%	92% (+4)	92% (+0)	+4
	Agree or Strongly Agree	67%	66% (-1)	72% (+6)	+5
I can overcome most problems thrown my way	Agree NET ¹	91%	92% (+1)	95% (+3)	+4
	Agree or Strongly Agree	71%	71% (+0)	70% (-1)	-1

Baseline and post-resources n=133, 3-month n=108

¹Percent selecting any favorable response, including "somewhat agree"

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

Formerly Incarcerated Individuals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
My life experiences are an asset to my career	Agree NET ¹	86%	92% (+5)	88% (-4)	+1
	Agree or Strongly Agree	65%	74% (+10)	74% (+0)	+10
I have valuable skills to offer an employer	Agree NET ¹	93%	95% (+2)	93% (-2)	n.s.
	Agree or Strongly Agree	83%	85% (+2)	82% (-3)	-1

Baseline and post-resources n=133, 3-month n=108

¹Percent selecting any favorable response, including “somewhat agree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

Formerly Incarcerated Individuals: Attitude Changes

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
I worry that others will treat me differently if they found out I was incarcerated	Agree NET ¹	82%	78% (-4)	79% (+1)	-3
	Agree or Strongly Agree	65%	49% (-16)	57% (+8)	-8

Baseline and post-resources n=133, 3-month n=108

¹Percent selecting any favorable response, including “somewhat agree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

Formerly Incarcerated Individuals: Attitude Changes – Negatively Worded Items

Notes: Disagree is considered the favorable response for these items.

		Baseline	Post-Resources	3 Months Later	Net Change From Baseline*
It is impossible for others to relate to me/my situation	Disagree NET ¹	50%	72% (+22)	67% (-5)	+17
	Disagree or Strongly Disagree	26%	54% (+28)	49% (-5)	+23
I will probably return to prison in the future	Disagree NET ¹	96%	98% (+2)	98% (+0)	+2
	Disagree or Strongly Disagree	92%	97% (+5)	95% (-2)	+3

Baseline and post-resources n=133, 3-month n=108

¹Percent selecting any favorable response, including “somewhat disagree”

* Net change value may vary +/- 1 percentage point due to rounding, n.s. = no statistically significant change at p<.05

About the Partners

Strada Education

Strada Education supports programs, policies, and organizations that strengthen connections between postsecondary education and opportunity in the U.S., with a focus on helping people who face the greatest challenges, including formerly incarcerated individuals.

Roadtrip Nation

Roadtrip Nation is a part of Strada Collaborative, a nonprofit organization whose mission is to empower all learners—and those who serve them—by providing the critical resources, educational support, and career experiences that lead to equitable education and employment pathways.

SHRM

SHRM creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With nearly 325,000 members in 165 countries, SHRM impacts the lives of more than 235 million workers and families globally.

SHRM Foundation

SHRM Foundation is the 501(c)(3) philanthropic arm of SHRM. The SHRM Foundation mobilizes the power of HR for positive social change in the workplace. Its robust resources, meaningful partnerships, and evidence-based programming educate and empower HR professionals to hire diverse talent, build inclusive workplaces, prioritize workplace mental health and wellness, develop, and support the next generation of HR professionals, and help employees find purpose at work and beyond.