

# Hiring Outside the Box

How to help solve worker shortages by hiring differently

**Ted Stolberg** | Co-founder, Beanstalk Collaborative Community Wealth

**Stacey Putka** | Executive Director, Breakthrough

**Bill Morris** | Co-founder / Chief Innovation Officer, Blue Star Recyclers





# Ted Stolberg

Co-Founder  
Beanstalk Collaborative  
Community Wealth

Moderator



How can we overcome worker shortages in precision manufacturing?

It's time to hire differently.





It might seem scary  
to change your  
hiring practices,  
but it works, and it  
changes lives for  
the better.

Our panelists can  
vouch for it.



# Bill Smith

Co-founder, Beanstalk  
Collaborative Community Wealth  
Former CEO, Termax Corporation









**Stacey Putka**

Executive Director  
Breakthrough







**BREAK  
THROUGH™**

# Accessing America's Most Untapped Talent Pool





# Fair Opportunity Hiring



Fair Opportunity Hiring is defined as hiring individuals based purely upon their qualifications for the position. It means not ruling people out simply because they have a felony conviction.

## Here are the facts:

**70** million people in the United States have an arrest or conviction record,

**600,000** men and women are released from incarceration each year

**27%** unemployment rate for formerly incarcerated individuals. This is higher than the total U.S. unemployment rate during any historical period, including the Great Depression.

**30%** the amount fair chance talent outperform other employees on scores of engagement and loyalty



# Financial Benefits to Fair Opportunity Hiring:

By utilizing the three programs below, fair opportunity hiring can support your organization and your bottom line

## Work Opportunity Tax Credit

- Reduce a business's tax burden by up to \$9,600 each time they hire a formerly incarcerated person
- Complete two simple forms prior to a job offer, which must be submitted to CDLE within 28 days of the start of employment.
- [cdle.colorado.gov/wotc](http://cdle.colorado.gov/wotc)

## Federal Bonding

- Bond against an employee for losses through theft of any kind of up to \$5,000.
- Formerly incarcerated employees may also initiate the bond process.
- Bonds are issued by local workforce centers
- [cdle.colorado.gov/wfc](http://cdle.colorado.gov/wfc)

## On The Job Reimbursement

- Provides partial reimbursement for certifications to help fill skill gaps.
- Employers who are struggling to find the right certification in an applicant can use the program.
- Eligible employers cannot have laid off an employee in the last 12 months and must be filling a full-time position with benefits



# Steps to Consider

- Building fair chance hiring into your talent acquisition process
  - Definition of job (focus on skills)
  - Encourage people to share conviction history
  - Ban the Box + EEOC Guidelines
  - Nature Time Nature
- Connecting with local partners to find fair chance talent
  - Breakthrough, Second Chance Center, Mile High Workshop, Latino Coalition





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**Stacey Putka**

Executive Director

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# Bill Morris

Co-founder /  
Chief Innovation Officer  
Blue Star Recyclers





# Matching Assets to Task



- *Less than 1% absenteeism*
- *Less than 10% annual turnover*
- *6.2 years avg. employee tenure*
- *0-1 lost-time accidents annually*
- *98% task-engaged on-the-clock*

*"If I did not have my work, I would not have my life."*

Temple Grandin



# Social Return on Investment (SROI)

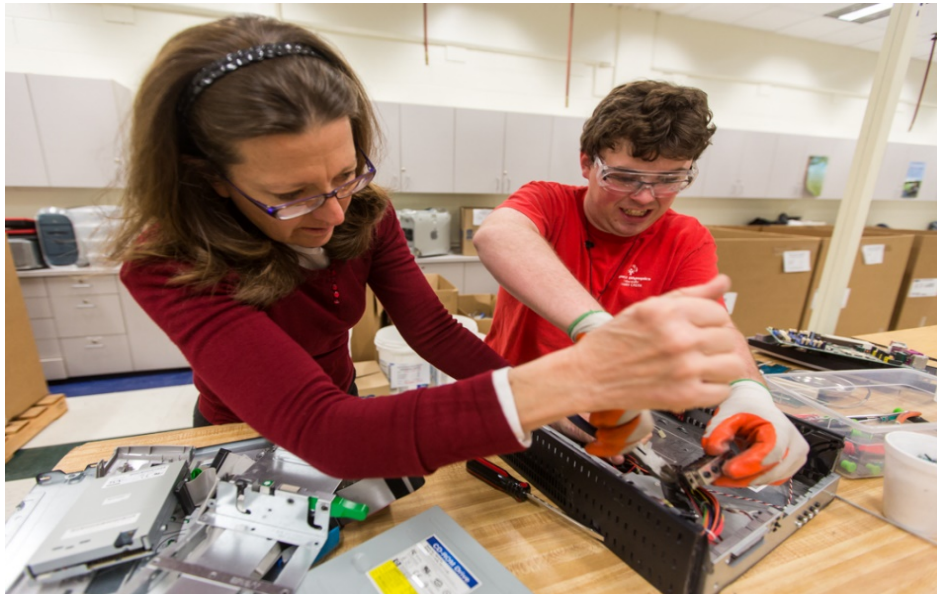
*Meaningful employment for 50 people with disAbilities...*

- Taxpayer savings
- Economic impact from jobs
- Health care savings
- Human Services savings
- Family earnings and savings

\$49,000 per employee per year

# Sharing What We've Learned:

- Vocational training and direct bridge to employment
  - Partners employers with school district SpEd Transition programs
  - Employer trains teachers and teachers train students
  - Replicated in 6 districts in the US/2 through Texas A&M pilot program



Kian – Transitions Student 2014



Kian – Senior Recycling Tech (2015-Present)



# Sharing What We've Learned



- **Advance+ Program:**

- **Launched in 2020 after 10 years occupational data collected**
- **Workforce inclusion training by James Emmett & Company**
- **10 recyclers in the US and abroad trained to date/37 workers hired**



**Tell us about someone, from  
your respective community,  
with whom you've worked.**



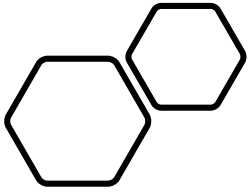
**What's a common  
misconception about the  
workforce you work with?**



**Whenever  
you hire in 2022  
and beyond...**

**Be Creative!**





**Have questions?  
Reach out to our panelists!**