

## **Is there a cost to have a table at the job fair?**

The job fair is free to employers and is an excellent, cost effective resource to recruit qualified, motivated applicants.

## **Who are the collaborators of the job fair?**

Second Chance was started as a task force by Mayor Rothschild. There is a dedicated group of agencies across Pima County that is helping to plan the job fair. Members include Cenpatico, Primavera Foundation, the Pima County Attorney's Office, Old Pueblo Community Services, Goodwill, and Arizona@Work.

## **Who are the job seekers that will be at the job fair?**

The job fair is open to the public; the main group we are inviting will be people with a prior conviction. Various Professional Development workshops and community volunteer opportunities are being provided to our job-seekers before the fair so that they will be well prepared with resumes, interview skills, additional hands-on experience and professional dress when they arrive to the job fair.

## **What are the benefits to my company of hiring someone with a prior conviction?**

- Many employers who have hired employees with a prior conviction have had a great experience. They report that they are highly motivated individuals with excellent job retention.
- One out of every 31 adults is in jail, prison, or on probation or parole. This is a significant portion of our community that includes many highly skilled people who are capable of being a productive and supportive workforce.
- Working for the re-integration of people who have done their time and want to move forward in a positive direction is vital to Tucson. Providing a returning citizen a job opportunity is necessary to combat recidivism and create a strong and safe community.
- In addition, employers may be eligible for a federal tax credit of up to \$2400 for hiring a returning citizen. For more information or to apply for WOTC for an employee, please visit [wotc.azdes.gov](http://wotc.azdes.gov) or call (602) 771-0899 or email [WOTC@azdes.gov](mailto:WOTC@azdes.gov).

## **What are the risks to my company?**

Depending on your company's HR policies, there may not be any risks associated with hiring a person with a prior conviction. A person's prior conviction may not have any bearing on the current position you hire them for. If applicable the Federal Bonding Program can help your company obtain bonding for employees. You may also choose to work with a staffing service to try an employee out on a temp to hire basis before deciding to hire them on permanently. Primavera Works offers this service; please visit [www.primavera.org](http://www.primavera.org) for more information.

## **By signing up to have a table at the job fair am I making a commitment to hire a person with a prior conviction?**

We know you will hire the person most qualified for the position and hope you will give equal consideration to applicants regardless of whether they have a prior conviction.