

# FAIR CHANCE HIRING INITIATIVE

## Overview

The Fair Chance Hiring Initiative (FCHI) is an innovative and mutually beneficial economic and employment strategy. Specifically, FCHI supports local businesses by referring qualified Philadelphia job seekers returning from incarceration for open positions and providing financial incentives in the form of wage reimbursements and employment retention grants.

Providing Philadelphians that have been released from incarceration with meaningful employment opportunities is a shared civic responsibility between City government, the business community, and workforce development organizations.

Returning citizens have valuable skills and wide-ranging talents to offer employers. Accordingly, they deserve the chance to compete in the job market and be considered for high-quality employment opportunities. Forward-thinking employers, with inclusive and equitable hiring and talent development practices, can benefit greatly from the unique work and life experiences of returning citizens.

## How Businesses Can Partner

For more information, including how to become an FCHI Employer Partner, contact the Commerce Department via e-mail at: [FairChanceHiring@phila.gov](mailto:FairChanceHiring@phila.gov).



## Program Eligibility

All Philadelphia employers committed to hiring returning citizens are invited to join the Fair Chance Hiring Initiative. However, to ensure FCHI funds are achieving the greatest impact, participation efforts are focused on providing monetary incentives to small and mid-sized businesses that generate less than \$5 million in annual revenue and hire Philadelphians returning from incarceration, as part of a court sentence, within the last seven years. With a commitment to diversity, equity, and inclusion, special emphasis is placed on including minority owned and disadvantaged firms into FCHI.

### A qualifying employee must be:

- A Philadelphia resident before and after incarceration, at the time of hire, and for the duration of their employment.
- Released from incarceration, as part of a court sentence, within the last seven years, from date of hire (i.e. First Day of Work).
- Hired by an approved FCHI employer and retained in employment for at least 90 calendar days.

### Approved employers must:

- Adhere to FCHI mission and principles.
- Compensate qualifying employees at a minimum of \$12.20 per hour.
- Provide qualifying employees a minimum of 21 work hours per week.
- Retain qualifying employees for a minimum of 90 calendar days.
- Be registered and licensed with the City of Philadelphia; all applicable taxes must be current.

## Program Benefits

### Qualifying employees are eligible to receive the following benefits:

- One-time, taxable \$1,000 employment retention grant for completing the new hire period (180 calendar days of employment).
- Support and assistance with maintaining employment.

### Approved employers are eligible to receive the following benefits:

- Candidate referrals of qualifying job seekers for open positions from partner organizations.
- \$6.00 per hour wage reimbursement for compensable hours worked up to 960 within 180-calendar days of employment.
- One-time \$500 employment retention grant for each qualifying employee that completes the new hire period (180 calendar days of employment).
- Best practice information on hiring and retaining returning citizens.
- Assistance with supporting qualifying employees during new hire period.