



INTRODUCTION

- The unemployment rate of formerly incarcerated individuals in the U.S. is five times higher than that of the general population (Couloute & Kopf, 2018).
- 46% of unemployed men have a prior criminal conviction (Bushway et al., 2022).
- “Redemption research” suggests that there is a length of time (7-10 years) after which one’s likelihood of recidivism is statistically as low as someone from the general population (Blumstein & Nakamura, 2009; Bushway et al., 2011; Kurlychek et al., 2006, 2007; Soothill & Francis, 2009).
- This study answers two research questions:
- (1) Does the time since conviction influence managers’ willingness to callback an individual with a criminal conviction? and
- (2) Does informing employers of redemption research evidence impact their callback decisions?

METHODS

- Our sample consists of 156 hiring managers working in the Tampa Bay area.
- Recruitment was conducted over the phone (32.05%), through social networks (17.31%), and in-person (50.64%).
- An experimental vignette design was utilized manipulating time since conviction and crime type:

Mike is applying for an entry-level position at your business/company. He has work experience in entry-level jobs, good references, and interacts well with people. **Additionally, [about 1 year ago], Mike was convicted of [a crime].** How likely would you be to call Mike in for an interview on a scale from 0 (no chance) to 100 (100% certain)?

- We assessed managers’ *Willingness to Call Back* (WCB) this applicant for an interview.
- Then, we informed managers of the “Time Until Redemption” research and asked again, their WCB.
- Next, we developed a hybrid model for estimating the impact of exposure to redemption research.

RESULTS

FIGURE 1: Linear & Quadratic Models for Predicted WCB by Time Since Conviction

- Hiring managers predicted WCB increases until approximately 7-10 years (crosses the threshold of 50%).
- Each one-year increase in *Time Since Conviction* is associated with a significant average increase of 1.77 percentage points (PP; $p = .019$) in WCB.

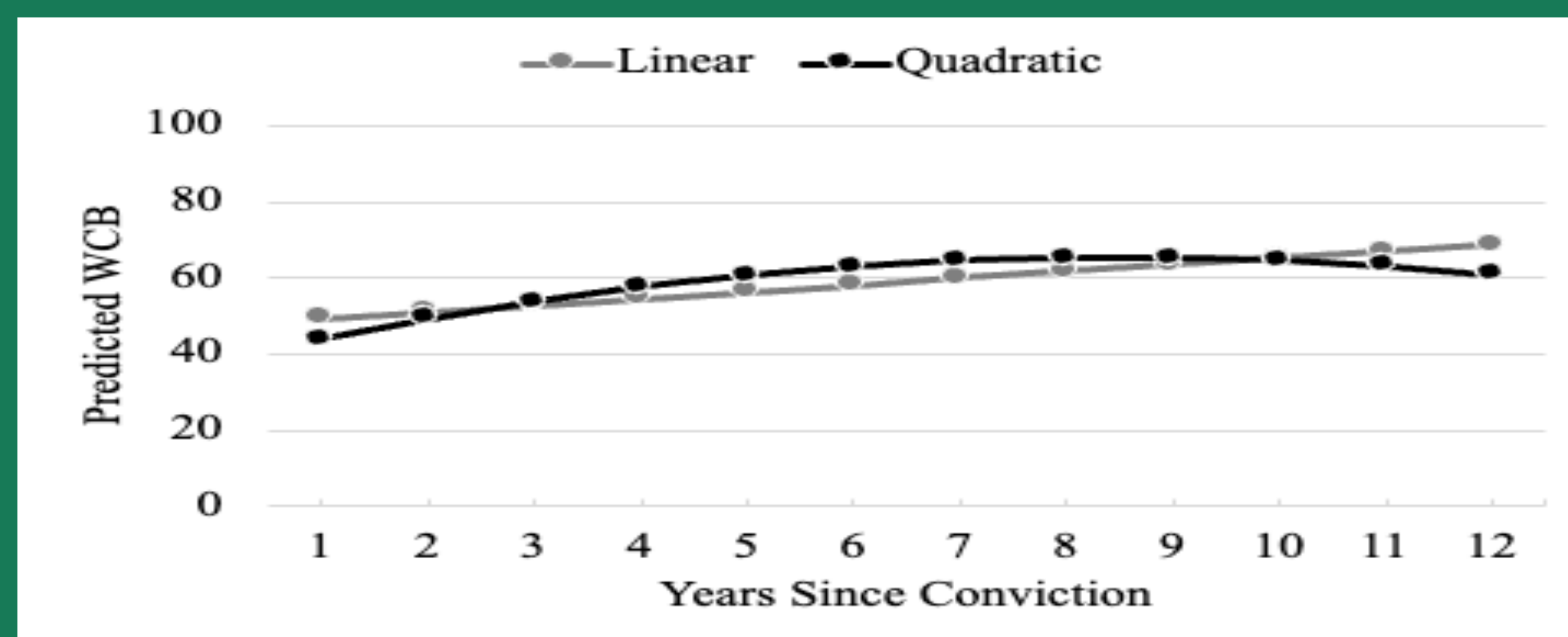


FIGURE 2: Interactive Model for Predicted WCB by Time Since Conviction and Crime Type

- No effect in WCB for armed robbery.
- Strongest effect was for burglary.
- Smaller positive effect for a crime and drug possession (no difference in effect).

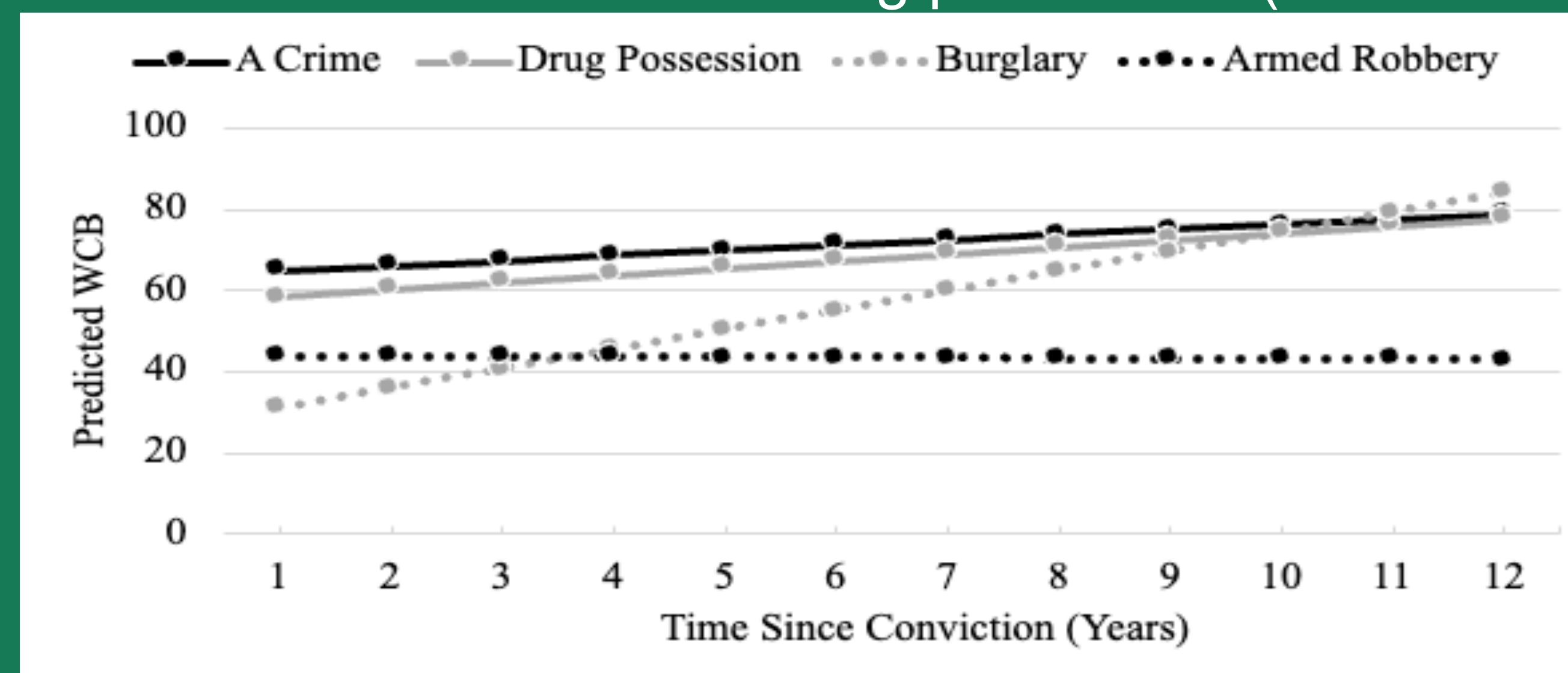
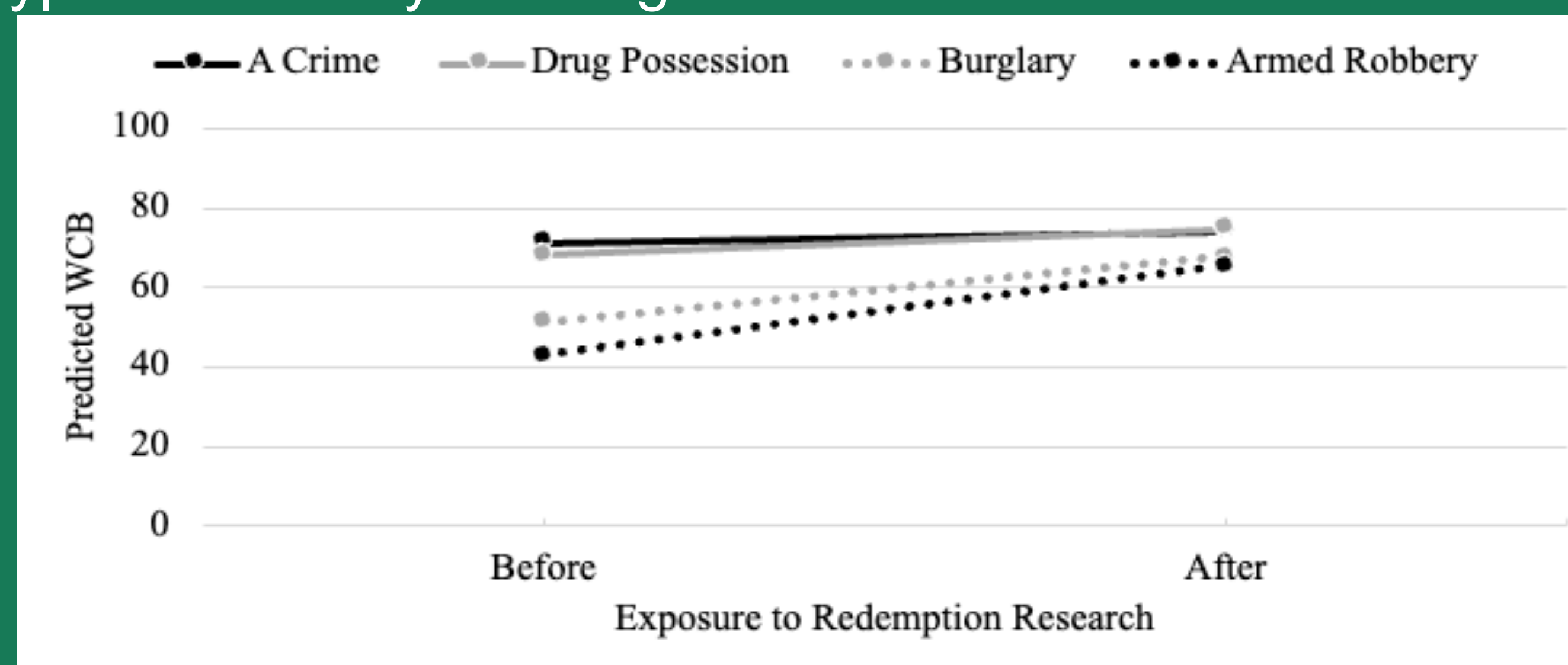


FIGURE 3: Predicted WCB Before and After Exposure to Redemption Research by Crime Type

- After presenting hiring managers with redemption research, the average WCB increased for all crime types (from 58.37 PP to 70.66)
- The penalty for both a burglary and robbery conviction is reduced by approximately 67% attributable to the exposure to the redemption research.
- All crime types eventually converge.



LIMITATIONS

- Looked at only a single metropolitan area: The Tampa Bay area.
- Managers opted to participate in the survey.
- Our hypothetical applicant also had qualifications to make him a strong candidate for an entry-level position (experience, good references, and good people skills) which may not be consistent with the cumulative disadvantages that applicants with a criminal record face in the labor market.

POLICY IMPLICATIONS

- Time* can help reduce barriers to employment for those with a criminal record, particularly for individuals convicted of non-violent offenses.
- Presenting hiring managers with with redemption research can greatly increase managers’ WCB, despite the type of offense committed.

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