



What's Next Washington

We're a nonprofit organization working to help people with conviction histories reintegrate into society. We collaborate with employers to remove unnecessary hiring barriers that keep them from the talent they need and keep individuals with conviction histories from the careers they want. Our goal is to lower the unemployment rate impacting people with conviction histories from 27% to 10% within five years.

We Believe

- Those closest to a problem are closest to possible solutions
- Stakeholder collaboration is the most efficient and innovative way to solve complex problems
- Prototyping new programs and approaches leads to measurable change

Given these beliefs, we brought the people impacted by hiring barriers — people with conviction histories — and the people facing talent recruiting, hiring and retaining challenges — HR and diversity managers — together to develop new solutions to our shared challenges.

What We Did

- **Prototyped** — We developed employer convenings — workshops for HR and diversity managers where we explored their hiring concerns, and ways to overcome them.
- **Innovated** — Developed our Partnering for an Inclusive Workforce Project — a comprehensive program that provides employers recruiting and hiring tools, job-performance data, and policy change recommendations.

What We Learned

The tools employers need to evaluate people with conviction histories do not exist in the marketplace. So we developed the Partnering for an Inclusive Workforce Project (PIWP). The PIWP is a set of strategies and tools designed to help employers recruit, hire, and retain qualified talent with conviction histories. Here's how it works:

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Let's Collaborate to Make a Difference!

Are you an employer that needs high-quality talent? Are you part of a public sector initiative to increase employment opportunities for marginalized communities? If so, let's work together. Become part of the Partnering for an Inclusive Workforce Project!

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