

Good afternoon. My name is James Schultz and I would like to speak in support of House Bill House Bill 1388.

I have been involved in Human Resource Management work for over 40 years now so I bring some experience to the table. Most of my career was spent with Walgreens, where I held the position of Divisional Vice President of Performance Development.

Today I am here to testify to testify on behalf of the Colorado Society of Human Resources Council, better known as COSHRM, the Statewide advisory for the six Colorado SHRM chapters.

Founded in 1948, SHRM is the world's largest HR membership organization devoted to human resource management. SHRM has more than 575 affiliated chapters within the United States and more than 275,000 members.

Here in Colorado we have over 5,000 members representing almost as many employers. Currently, I serve on the Board of the Colorado Human Resource Association as Director of Workforce Readiness.

Several years ago we completed a statewide survey of our members. The results of our survey showed an alarming level of disinterest in helping to re-engage those with a criminal history into the workforce

As pointed out by the National Employment Law Project,¹ "An estimated 70 million people in the United States—nearly one in three adults—have arrest or conviction records. Many are discouraged from applying for work due to the application "check-box" asking about criminal history. The "box" becomes an even greater barrier when employers toss out all the applications with the checked box, arbitrarily narrowing the pool of jobseekers without regard to qualifications."

When a recruiter looks at an application with a "Box" they don't see a person with skills. They see a potential problem. And it is too easy for them to throw that app out. All this bill does is to allow that app to become a face, a real person with a skill set that could be the right one for the job that is open. As COSHRM, we know how this process works. We have seen it. We have done it.

We realize that we need to work together to give these people a chance to demonstrate their qualifications for a job and get back into the workforce.

The State of Colorado has set a good example here with its hiring practices and we, in business, need to follow suit.

Thank you for your consideration. I'd be happy to answer any questions.

Biography James M. Schultz M.B.A., C.P.T.

Jim graduated from the University of Denver receiving his B.S.B.A. in 1969 with a specialty in Marketing and an M.B.A. in 1971. Jim's developed his Human Capital Management skills over a 30 year career with Walgreens, a "Good to Great"² company. His responsibilities as Divisional Vice President - Performance Development covered a wide range of H.R. areas: distance learning, training, management & executive development, productivity improvement, knowledge management, human factors engineering, instructional design, systems documentation, human resource planning, H.R. information systems, hiring systems and media production.

Jim served as President of the Illinois Occupational Skills Standards and Credentialing Committee, a group working towards standardized and readily recognizable and transferable job competency designations. He also served on the Illinois Workforce Investment Board, a group counseling the Governor about optimizing the workforce development programs of the State, where he co-chaired the Evaluation & Accountability Committee. Jim also served as Co-Chair for the Illinois Education to Careers Committee.

Jim is past-president & Honorary Director for Life of the Jewish Vocational Services of Chicago, a non-sectarian agency providing vocational and rehabilitation services to the Chicagoland area.

He is a member in good standing of several professional groups: the International Society for Performance Improvement where he earned a Certified Performance Technologist (CPT) designation and the Society for Human Resource Management. Currently, he is serving as Director, Workforce Readiness for the Colorado Human Resource Association.

Jim now resides in Denver Colorado where he is President of Pretty Good Consulting, Inc. and specializes in Human Capital Development.

Jim is also an adjunct professor at the University of Illinois, School of Labor & Employment Relations. He also serves as the Senior Policy Fellow at The Institute for Work & The Economy, a small Midwest think-tank.

1 Polk, Z. (2015). "Best practices in fair-chance enforcement." National Employment Law Project. <http://www.nelp.org/publication/best-practices-in-fair-chance-enforcement/>

2 Collins, J., "Good to Great: Why Some Companies Make the Leap . . . and Others Don't" New York: HarperBusiness, 2001.