Bushway Opportunity Score™

Employer overview | Adding research-based context to criminal-record review

A more complete picture of a historical record

A background check tells an employer what appears in a criminal record. It does not, by itself, show how modeled reconviction risk changes over time. The Bushway Opportunity Score adds a standardized, research-based measure that helps reviewers read criminal-history information in context.

How to read the score

The score runs from 10 to 28 and estimates modeled risk of reconviction within the next year. A higher score means the record shows more of what the research links to lower modeled risk. It is computed from facts such as age, time since the most recent conviction, and the number of felony and misdemeanor convictions. The charge itself is not an input.

What employers gain

- ✓ A consistent, research-based measure to consider alongside the background report.
- ✓ A plain-language explanation of every score.
- ✓ Support for documented, individualized review, not an automated employment decision.

What the score does not do

- — It is not generated by AI. It comes from a published statistical model.
- — It does not need, or keep, the person's name, date of birth, or Social Security number.
- — It is not a hiring recommendation, a pass/fail result, or a cutoff. Bushway Works publishes no threshold.
- — It does not replace job-specific review, employer policy, information from the candidate, or legal requirements.

How the score is delivered

Bushway Works Context is the Bushway Works software for obtaining the score with an explanation and a documented case record. For larger employers, the score can be delivered into an existing screening or adjudication workflow through an integration, evaluated with each employer.

Learn more

Bushway Works: bushwayworks.com · Resources for counsel: bushwayworks.com/counsel

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