

Why Second-Chance Hiring Works

Opening Doors, Building Futures

Overview

Second-chance hiring is more than a charitable gesture — it's a strategic investment in people and potential. Across the nation, employers are discovering the value of hiring individuals with criminal records. When done thoughtfully, second-chance hiring not only fills critical gaps in the workforce but also drives retention, builds loyalty, and strengthens entire communities.

The Business Case for Second-Chance Hiring

1. Talent Acquisition in a Tight Labor Market

Millions of Americans have a criminal record, yet many remain excluded from traditional employment pipelines. By tapping into this underutilized talent pool, employers gain access to hardworking, motivated candidates ready to prove themselves.

2. Higher Retention & Loyalty

Studies show second-chance employees often outperform their peers in both retention and workplace engagement. Motivated by opportunity and gratitude, they tend to stay longer, show up consistently, and contribute meaningfully.

3. Cost Savings

Reducing turnover saves time and money. Employers that embrace inclusive hiring practices often see reduced training costs and improved morale across teams. Many states also offer tax credits, insurance incentives, and grants to offset costs of onboarding justice-involved individuals.

The Social Impact

1. Reducing Recidivism Through Employment

Gainful employment is one of the most important factors in preventing re-offense. By offering a stable job and purpose, employers directly contribute to safer neighborhoods and stronger families.



2. Promoting Equity and Opportunity

Second-chance hiring helps address systemic inequities in the criminal justice system. It gives individuals the opportunity to rebuild, contribute, and thrive — regardless of past mistakes.

3. Enhancing Corporate Reputation

Consumers, clients, and communities increasingly reward companies that lead with purpose. Inclusive hiring enhances your brand and attracts both talent and customers who value social responsibility.

Real People. Real Results.

Second-chance employees are:

- **13% more likely** to stay in their role over a year
- **Less likely** to quit voluntarily
- **Equally or more productive** than other employees (according to SHRM)

Employers who lead the way report increased team morale, pride in their culture, and a stronger sense of mission.

Getting Started

If you're interested in learning more about how second-chance hiring could benefit your business:

- Visit our Employer Hub at **yourpathback.org/employers**
- Browse our resources on legal compliance, training, and screening
- Or reach out directly to discuss how we can support your hiring needs



<https://yourpathback.org>

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