

Complete Employment Resource Guide for People in Reentry

People leaving rehabilitation programs face unique employment challenges, but hundreds of organizations, companies, and programs specifically exist to help. This comprehensive guide provides **actionable resources across 10 key categories**, from second-chance hiring companies to government programs, with special focus on Los Angeles opportunities.

Second-Chance Hiring Companies and Programs

Second Chance Business Coalition

Website: <https://secondchancebusinesscoalition.org/> **Description:** The nation's largest coalition of major employers committed to second-chance hiring, co-chaired by JPMorgan Chase and Eaton CEOs.

[Secondchancebusinesscoalition](#) [Secondchancebusinesscoalition](#) **Over 50 major companies** [Secondchancebusinesscoalition...](#) including JPMorgan Chase (nearly 10% of U.S. hires have criminal records), [JPMorgan Chase](#) Walmart, Target, Home Depot, Starbucks, Amazon, McDonald's, CVS Health, Best Buy, Microsoft, AT&T, Bank of America, and General Motors. [Secondchancebusinesscoalition...](#) **Industries:** All sectors including retail, finance, food service, construction, logistics **Application:** Direct application through individual company websites

Dave's Killer Bread Foundation

Website: <https://www.daveskillerbread.com/> **Description:** Founded by formerly incarcerated Dave Dahl, **30-40% of workforce has criminal backgrounds.** [Racinelaw](#) Foundation trains other employers through Second Chance Corporate Cohort program. [SHRM +2](#) **Industries:** Food manufacturing, but trains employers across all sectors **Application:** Direct company application; foundation provides employer training

Major Retail and Logistics Companies

- **FedEx & UPS:** Package handling, warehouse work, case-by-case driver positions
- **Dollar Tree & Dollar General:** Entry-level retail positions
- **Chipotle:** "Championing diversity," case-by-case hiring
- **Tyson Foods:** Food processing and manufacturing positions

Specialized Job Boards for Criminal Records

Honest Jobs

Website: <https://www.honestjobs.com/> **Description:** Nation's largest fair-chance employment platform with 1,400+ partner employers (Honest Jobs) (Stand Together) and 400,000+ job listings. Founded by formerly incarcerated entrepreneur Harley Blakeman. (Stand Together) Algorithm shows likelihood of passing background checks before applying. (Jails to Jobs) **Industries:** All industries - retail, hospitality, manufacturing, logistics, office work **Special Features:** Helps people find employment 8x faster and earn 2.5x more pay (LinkedIn)

70MillionJobs

Website: <https://www.70millionjobs.com/> **Description:** First for-profit employment platform for Americans with criminal records, serving **70 million Americans with records.** (Union Pacific) Founded by formerly incarcerated Richard Bronson. (Prison Fellowship) **Industries:** Construction, kitchen, driving, mechanic, manual labor (Jobboard Finder) **Special Features:** Text alerts for job opportunities, available inside most jails and prisons (Y Combinator)

Jobs for Felons Hub

Website: <https://jobsforfelonshub.com/> **Description:** #1 resource website for former felons seeking employment since 2014. Aggregates felon-friendly job opportunities with state-by-state listings. **Industries:** All industries, focus on entry-level positions **Special Features:** Company-specific hiring policies, resume writing assistance

Help for Felons

Website: <https://helpforfelons.org/> **Description:** Comprehensive job search database with **verified felon-friendly employers.** "Will They Hire Me?" company spotlights provide detailed analysis. **Industries:** All sectors with detailed employer analysis **Special Features:** State-specific job searches, career path guidance

Entry-Level Job Sites with Minimal Background Checks

Indeed.com and Craigslist

Description: General job boards where many smaller employers post without extensive screening requirements **Industries:** All industries, particularly local businesses **Application:** Standard online applications, many don't require background checks upfront

Temp Agency Networks

Description: Multiple staffing agencies specializing in quick placements with minimal screening **Industries:** Light industrial, administrative, skilled trades **Application:** Walk-in applications, same-day placement possible

Nonprofit Organizations and Workforce Development

Center for Employment Opportunities (CEO)

Website: Contact through local offices nationwide **Description:** **Largest reentry employment provider in the country**, [Los Angeles County Department of Public Health](#) [Los Angeles Public Library](#) serving 8,000+ individuals annually across 30+ cities in 12 states. [CEO Works](#) Reduces 3-year recidivism rate by up to 22%. [Goodwin Recruiting](#)
Services: Immediate transitional employment with daily pay, job coaching, permanent placement, 1-year retention support [CEO Works](#) [FindHelp](#) **Industries:** Construction, maintenance, landscaping, office support, healthcare support, logistics

STRIVE (National Network)

Description: 40+ year organization operating in **14 cities nationwide**, serving 2,000+ people annually with expansion plans to 10,000 by 2033. **Services:** Career Path program (10-12 week training), Fresh Start program for returning citizens, lifetime follow-up support [Nycetc](#) **Industries:** Healthcare support, office operations, construction, maintenance, logistics **Key Features:** Recidivism rate under 2% for reentry programs [STRIVE](#)

Goodwill Industries

Description: Network of **150+ local Goodwill organizations** with specialized reentry programs including Pathway Home, LifeLaunch, and Beyond Barriers programs. [Goodwill of North Georgia +3](#) **Services:** Transitional employment, skills training, case management, wraparound services
[Goodwill Industries International](#) **Industries:** Transportation, healthcare, construction, retail **Application:** Contact local Goodwill organizations

Prison Fellowship

Contact: 800-206-9764 [Prison Fellowship](#) **Description:** **Nation's largest Christian nonprofit** serving prisoners and former prisoners. Partnership with 70 Million Jobs for employment placement. **Services:** Prison Fellowship Academy, reentry resources, employment placement [Stand Together](#) **Industries:** Works with major employers like Berkshire Hathaway, Uber, Perdue, Denny's [Prison Fellowship](#)

Industries Known for Second-Chance Hiring

Construction Industry

Companies: Many construction companies prioritize skills over background [Construction Business Owner](#)
Positions: Laborers, equipment operators, skilled trades **Salary:** \$35,000-\$65,000+ depending on position and experience **Growth:** High demand for skilled workers [GEO Reentry Connect](#)

Food Service Industry

Companies: McDonald's, Starbucks, Chipotle, Taco Bell, KFC, Burger King, Olive Garden [CareerAddict +2](#)
Positions: All levels from entry to management **Policies:** Generally felon-friendly, case-by-case evaluations **Salary:** \$25,000-\$35,000+ with advancement opportunities

Manufacturing

Companies: Dave's Killer Bread, Tyson Foods, various manufacturers **Positions:** Assembly line, machine operators, warehouse, quality control **Salary:** \$30,000-\$50,000+ with advancement opportunities
Benefits: Often includes health insurance and retirement

Transportation/Logistics

Companies: FedEx, UPS, trucking companies [FelonHire](#) [Help For Felons](#) **Positions:** Package handling, delivery, CDL drivers **Requirements:** CDL required for driving positions **Salary:** \$45,000-\$70,000+ for drivers

Los Angeles-Specific Reentry Resources

Homeboy Industries

Address: 130 W. Bruno Street, Los Angeles, CA 90012 **Phone:** (323) 526-1254 **Description:** World's largest gang intervention and reentry program with 18-month employment program. [Wikipedia](#) [Idealist](#) **Services:** Job training, mental health counseling, tattoo removal, education, substance abuse treatment, [Wikipedia +2](#) solar panel training [Dogoodla](#) **Industries:** Food service (bakery, cafes), recycling, merchandise, general office [Wikipedia](#) [REDF](#)

Center for Employment Opportunities - Los Angeles

Address: 759 North Spring Street, Suite 1, Los Angeles, CA 90012 **Phone:** (323) 357-6305 [Secondchancebusinesscoalition](#) [Los Angeles County Departme...](#) **Description:** Provides immediate employment and comprehensive services [FindHelp](#) **Services:** Job readiness orientation, transitional work crews, job coaching, full-time placement [FindHelp](#) **Industries:** Work crews, construction, warehouse, general labor

Chrysalis

Address: 516 S. Main Street, Los Angeles, CA 90013 (Downtown) **Description:** Comprehensive employment services with additional centers in Santa Monica, San Fernando Valley, Orange County, Inland Empire [Indeed](#) **Services:** Job readiness program, case management, transitional employment through social enterprises [Indeed +2](#) **Industries:** Street/highway maintenance, building maintenance, janitorial, warehouse [LinkedIn](#)

Anti-Recidivism Coalition (ARC)

Address: 601 N. Alvarado Street, Los Angeles, CA [Antirecidivism](#) 90026 **Phone:** (213) 955-5885 **Description:** Support network with comprehensive reentry services [Antirecidivism](#) including creative industry programming [GuideStar](#) **Services:** Case management, trauma-informed counseling, housing, education, employment training [GuideStar](#) **Industries:** Various, including creative industries (music, film), construction [LA2050](#)

DOORS Program

Address: 3965 Vermont Avenue, Los Angeles, CA 90037 (3rd Floor) [LARRP](#) [LARRP](#) **Phone:** (323) 730-4442

[LARRP](#) **Description:** LA County comprehensive supportive services program [Los Angeles County Departme...](#)

Services: Housing assistance, employment support, legal aid, mental health services

[Los Angeles County Departme...](#) **Eligibility:** Justice-involved individuals on adult felony supervision

[Los Angeles County Departme...](#) [MDRC](#)

Ban the Box and Fair Chance Policies

States with Private Employer Ban the Box Laws

Coverage: California, Colorado, Connecticut, Hawaii, Illinois, Maine, Maryland, Massachusetts, Minnesota, New Jersey, New Mexico, Oregon, Rhode Island, Vermont, Washington [ADP Info](#)

Cities with Private Employer Coverage

Major Cities: Los Angeles, San Francisco, New York City, Chicago, Philadelphia, Seattle, Austin, Baltimore, District of Columbia

LA County Fair Chance Ordinance

Contact: LA County Department of Consumer & Business Affairs, 800-593-8222 [Consumer & Business](#)

Description: Requires fair chance hiring practices for employers with 5+ employees in unincorporated LA County [Justifacts +3](#) **Effective Date:** September 3, 2024 [Justifacts +2](#)

Federal Ban the Box

Coverage: Fair Chance to Compete for Jobs Act applies to federal agencies and contractors [EEOC](#)

Impact: Removes criminal history questions from initial federal job applications [EEOC](#)

Staffing Agencies Specializing in Second-Chance Hiring

Achieve Staffing

Location: Cleveland, OH **Phone:** (216) 282-7335 [Cuyahogacounty](#) **Email:** jstubbins@achiestaffing.com

[Cuyahogacounty](#) **Description:** Social enterprise placing job-ready individuals with criminal justice involvement [Cuyahogacounty](#) **Services:** Competitive temporary, temp-to-hire, and permanent positions with interview prep and job retention support [Cuyahogacounty](#)

All Star Labor & Staffing

Location: Los Angeles area **Description:** About 1/3 of employees formerly incarcerated. Specializes in temp-to-hire placements. [Jails to Jobs](#) **Services:** Temporary staffing, temp-to-hire (90 days/520 hours), full-time placement [Jails to Jobs](#) **Industries:** Various industries, backgrounds from "clean to not so clean"

[Jails to Jobs](#)

Cornbread Hustle

Description: Skills-first employment agency for STARS (Skilled Through Alternative Routes) workers

[Cornbread Hustle](#) **Services:** Skills-based assessment and matching, veteran placement of formerly incarcerated **Industries:** Various, focus on identifying transferable skills

Additional Temp Agencies

- **Elite Staffing:** Nationwide presence in all 50 states [Help For Felons](#)
- **Adecco Staffing:** Some positions, typically 5+ years post-conviction [Help For Felons](#)
- **Nesco Resource:** Nationwide temporary and permanent positions [Help For Felons](#)

Trade and Vocational Training Programs

Community Colleges and Technical Schools

Eligibility: Most trade schools accept students with criminal records [Felony Record Hub](#) **Programs:** Construction, automotive, welding, plumbing, electrical, HVAC, manufacturing **Duration:** 6 months to 2 years **Financial Aid:** Pell Grants and state programs available

Los Angeles Second Chance Apprenticeship Readiness Program

Partnership: LA Unified School District and LA/OC Building Trades [Antirecidivism](#) **Program:** 11-week construction trades training (carpentry, electrical, plumbing, masonry) [Antirecidivism](#) **Cost:** Free; participants paid during training **Results:** 75% graduation rate, 82% placement rate into union apprenticeships [Antirecidivism](#) **Salary:** Union wages typically \$50,000-\$80,000+

CDL Training Programs

Organizations: Trucking schools nationwide, community colleges **Duration:** 3-8 weeks **Cost:** \$3,000-\$7,000 (WIOA grants available) [Truckers Training](#) **Employment:** High demand; many companies hire people with records after 5-10 years **Salary:** \$45,000-\$70,000+ annually

Union Training Programs

Organizations: Building trades unions nationwide **Programs:** Electrical, plumbing, carpentry, welding, HVAC **Duration:** 3-5 years apprenticeship **Cost:** Free; paid while learning **Salary:** \$45,000-\$85,000+ depending on trade and location

Government Programs for Formerly Incarcerated

Reentry Employment Opportunities (REO) Program

Website: <https://www.dol.gov/agencies/eta/reentry> **Agency:** U.S. Department of Labor **Description:** Federal funding for justice-involved individuals under WIOA Section 169 [Apprenticeship.gov +4](#) **Services:** Job training, mentoring, education, supportive services pre- and post-release **Contact:** reo.eta@dol.gov

Workforce Innovation and Opportunity Act (WIOA)

Website: <https://www.dol.gov/agencies/eta/wioa> **Agency:** U.S. Department of Labor **Description:**

Identifies individuals with criminal records as priority population (Truckers Training) (Futureswithoutviolence)

Services: Career counseling, job search assistance, training programs, work-based learning **Application:**

Contact local American Job Centers (2,400+ nationwide) (GovFacts) **Help Line:** 1-877-US-2JOBS

Prison to Employment Initiative (P2E)

Agency: California Workforce Development Board **Description:** \$37 million state initiative providing

integrated workforce and reentry services **Results:** Served over 5,730 individuals as of April 2022 (CA)

Coverage: Statewide through 45 Local Workforce Development Boards

Federal Bonding Program

Website: www.bonds4jobs.com **Agency:** U.S. Department of Labor **Description:** Provides free fidelity

bonds to employers hiring individuals with criminal records (US Chamber of Commerce +3) **Coverage:** 6-month

bond coverage for newly hired employees (U.S. Department of Labor) (US Chamber of Commerce) **Cost:** Free to

employer and job applicant (US Chamber of Commerce)

American Job Centers

Coverage: Nearly 2,400 centers nationwide (U.S. Department of Labor) **Services:** Job search assistance, career

counseling, training referrals, workshops for ex-offenders **Help Line:** 1-877-US-2JOBS (TTY:

1-877-889-5267) **Special Features:** Some centers operate inside correctional facilities

(U.S. Department of Labor)

Key Success Strategies

Most Effective Approaches:

- **Start early:** Begin job search preparation before release through prison programs
- **Be honest:** Disclose criminal history appropriately; many programs specifically serve this population
- **Focus on growth industries:** Construction, manufacturing, and transportation have high demand (GEO Reentry Connect)
- **Leverage support programs:** Use WIOA, REO, and other government programs for training funding
- **Network actively:** Connect with second-chance employers and advocacy organizations

Salary Expectations:

- Entry-level skilled trades: \$35,000-\$45,000
- Experienced skilled trades: \$50,000-\$75,000+
- Manufacturing: \$30,000-\$50,000
- Transportation/CDL: \$45,000-\$70,000
- Food service: \$25,000-\$35,000

Conclusion

This comprehensive resource guide demonstrates that **numerous pathways exist** for people leaving rehabilitation programs to find meaningful employment. The key is connecting with organizations that explicitly welcome second-chance candidates, being honest about background during applications, and taking advantage of the growing number of companies, nonprofits, and government programs specifically designed to support successful reentry into the workforce.