



Workshop: Leveraging Second Chance Hiring to Fill Positions & Increase Retention

This session will focus on connecting employers to a strong, often overlooked talent pool of justice-impacted individuals while providing the structure, partnerships, and support systems needed to drive retention and performance.

Through employer leadership, cross-sector collaboration, and proven practices, companies can build more stable, inclusive teams while expanding access to opportunity across the community.

Date: Wednesday, April 22

Time: 10 a.m. - noon

Who should attend: Small business owners, HR professionals

Location: OhioMeansJobs Center

Address: 1916 Central Parkway, Cincinnati, OH 45214

Refreshments will be provided!

Thank you to BlueRose Supply for funding this workshop!



The Speakers



Rayshun Holt, President, [Beacon of Hope Business Alliance](#)

Rayshun Holt is a nationally recognized leader in second chance employment and reentry innovation, serving as President of the Beacon of Hope Business Alliance, a Cincinnati-based initiative housed at Nehemiah Manufacturing. Formerly incarcerated himself, Rayshun has transformed lived experience into system-level leadership, helping businesses, workforce agencies, and policymakers build stronger, more inclusive pathways to economic mobility. The Beacon of Hope Business Alliance is helping employers move beyond the idea of “second chance hiring” and into a practical, business-driven workforce strategy.



Daniel Love, Manager of the [Workforce Innovation Center](#)

As a passionate advocate for equal opportunities in the workforce, Daniel leverages his background in operations and project management to lead initiatives that support the Workforce Innovation Center’s mission of driving business growth while empowering employees. Since July 2025, the Workforce Innovation Center has convened a Fair Chance Working Group that brings together employers, service providers, and community partners to expand access to talent and strengthen workforce pipelines for individuals impacted by the legal system. This collaborative effort helps employers better understand Fair Chance hiring, connect with trusted partners, and identify practical strategies to support successful hiring and retention.



Jennifer Nail, Reentry Coordinator, Cincinnati Region, [Ohio Department of Rehabilitation and Corrections \(ODRC\)](#)

Jennifer will share ODRC’s education and workforce preparation efforts, as well as the ways her work intentionally supports individuals as they transition into employment.