

General Second-Chance Employers (KC Metro)

These companies are known for hiring individuals with criminal records, often focusing on labor, manufacturing, and food service.

Industry	Companies in Kansas City Area
Manufacturing & Logistics	Tyson Foods, Frito-Lay (Lawrence/KC), Custom Foods Inc., Mynatt Truck & Equipment, Cintas, Pactiv
Construction & Trades	Spas and More LLC, Advanced Auto Technology, Industrial Excavation firms (often hiring through specialized re-entry unions)
Transportation (CDL)	A&J Transport Inc., ONE Holding LLC, CRST, J.B. Hunt, Swift Transportation
Retail & Food Service	Goodwill, Salvation Army, Ace Hardware, Chipotle, Mod Pizza (well-known for their fair-chance mission), Dave's Killer Bread

Employers for Violent & Sexual Offenses

Securing employment with a violent or sexual offense record is more restrictive due to liability and safety regulations (e.g., proximity to schools or parks). However, specific industries and specialized programs in KC are more accessible.

1. Violent Offenses (Non-Weapon/Non-Homicide)

Many industrial and warehouse roles allow for violent offenses if the incident is older (typically 5–7+ years).

- **Labor Ready / PeopleReady:** Frequently places individuals in temporary-to-permanent construction or manual labor roles regardless of background.
- **Small/Local Landscaping Companies:** Often more flexible than national corporations.
- **Recycling Centers:** Local waste management and recycling facilities in the West Bottoms and North KC are traditionally second-chance friendly.

2. Sexual Offenses (SO)

This is the most difficult category due to residency and "distance from" restrictions.

- **Teleperformance / Remote Call Centers:** Many SOs find success in remote customer service roles where they do not interact with the public in person.
 - **Independent Contracting:** Roles like **Painting, Drywall, or Small Engine Repair** are common paths.
 - **Journey to New Life:** This KC-based organization specifically helps "hard to place" individuals, including those with SO backgrounds, find housing and work.
 - **Metropolitan Community College (MCC):** Offers specialized forklift and OSHA training for justice-involved individuals, which can lead to placement in closed-warehouse environments where SOs are legally permitted to work.
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Kansas City Re-entry Resources

If you are struggling to get a direct hire, these organizations act as intermediaries with "vetted" employers:

- **The Village Initiative:** Provides case management and direct employment leads for formerly incarcerated citizens in KC.
- **Goodwill Reentry Services:** Offers a one-week Forklift/Warehouse training specifically for people on probation or parole in Jackson, Clay, or Cass counties.
- **Transition Center of Kansas City (TCKC):** Located in the West Bottoms, this facility connects residents with over 50 community partners for jobs and digital skills.
- **Journey to New Life (3120 Troost Ave):** A critical resource for those with "high-barrier" records (Violent/Sexual) to find assistance with basic needs and employer connections.

Tip: When applying, focus on "Fair Chance" job boards like **Honest Jobs** or **70 Million Jobs**, which filter specifically for your location and background type.