

BEC

CONFERENCE™



FRAMING THE FUTURE

BUILDING ENVELOPE CONTRACTORS CONFERENCE

MAR 1-3, 2026

**FROM OVERLOOKED TO
UNSTOPPABLE:
THE WORKFORCE
REVOLUTION YOU'RE
MISSING**





JOSHUA JOHNSON
Founder
The Redemption Collective



WOULD YOU HIRE THIS GUY?

STATS:

- 19Y
- High School Graduate (Barely)
- Convicted Armed
- Robbery, Attempted
- Armed Robbery Serving 20 year State Prison Sentence



WHAT ABOUT THIS GUY?

STATS:

- 48Y
- Former WI State Director of Apprenticeship
- Former VP of NASTAD
- Former National Director, JFF
Former Construction Craft Laborer Apprentice
- LiUNA Local 113 Journeyworker



SAME GUY



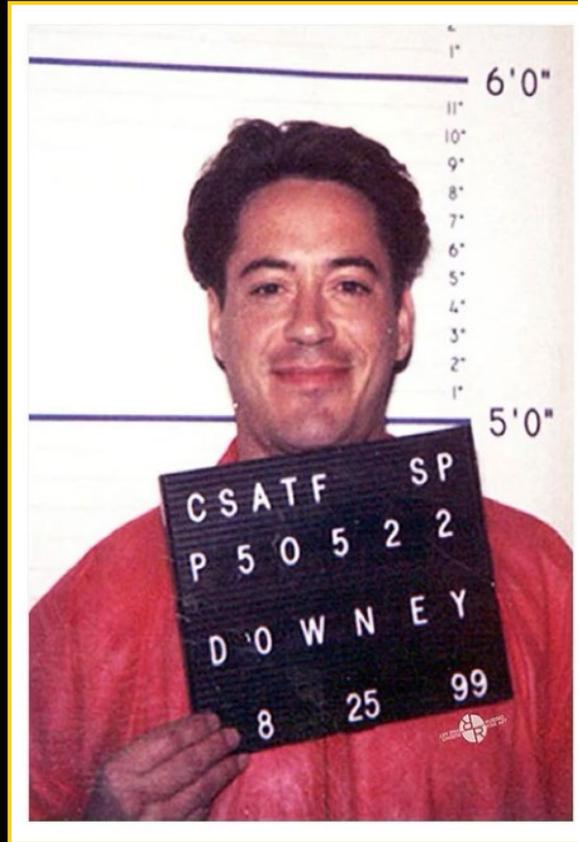
EVERYONE HAS A PAST AND A FUTURE

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NGA
NATIONAL GEAR ASSOCIATION FOR GAY



WHO WOULD HAVE THUNK IT?



YOU ARE MISSING A GOLD MINE



**THE WORKFORCE
ISN'T MISSING...
IT'S JUST BEEN
OVERLOOKED**





85% of HR professionals believe workers with criminal records perform their jobs about the same or better than workers without criminal records.

WHY COMPANIES HIRE JUSTICE-IMPACTED INDIVIDUALS

THE TOP REASONS COMPANIES GIVE FOR HIRING INDIVIDUALS WITH CRIMINAL RECORDS

We want to hire the best candidate for the job regardless of criminal record.



We want to make the community a better place.



We want to give a second chance to individuals.



It gives our company or organization a better reputation with current employees.



It gives us a better reputation with those outside the company or organization.



We are incentivized by tax rebates or other government incentives.



MANAGERS
HR PROFESSIONALS

*SHRM Getting Back to Work Toolkit



See people for who they're
becoming. Not who they were.

Bob Goff



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THE GREATEST COMEBACK IN SPORTS HISTORY



INTENTIONAL

ADJECTIVE:

**DONE ON PURPOSE;
DELIBERATE**



**OPPORTUNITY
EXCELLENCE
FRAMEWORK**

The Opportunity Excellence Framework™

Foundation



Leadership Alignment



Employer Readiness



Skills Based Recruitment



Performance Zone



Accessible Instruction



Livable Wages &
Advanced Opportunities



Participant Voice &
Culture of Belonging



Quality Mentorship



Retention



Equitable Data Practices



Scale &
Sustainability



Partnership



Successful engagement of justice-impacted talent starts at the top. When leadership is aligned and frontline decision-makers are prepared, opportunity becomes a structured strategy rather than an inconsistent practice—reducing risk, improving performance, and setting clear expectations across the organization.



Recruitment is where opportunity either begins or quietly ends. For justice-impacted individuals, unclear requirements, informal screening, or inconsistent interviews often act as unspoken barriers.

RECRUITMENT RESOURCES

- ❖ **HONESTJOBS.COM**
- ❖ **THE LAST MILE**
- ❖ **CENTER FOR EMPLOYMENT OPPORTUNITIES**
- ❖ **GOODWILL INDUSTRIES**
- ❖ **WORKFORCE DEVELOPMENT BOARDS**
- ❖ **AMERICAN ONE STOP JOB CENTERS**
- ❖ **STATE/FEDERAL CORRECTIONAL SYSTEMS**





Justice-impacted employees often face logistical and transitional barriers that, if ignored, lead to avoidable turnover. Retention services help stabilize employment by addressing issues before they become reasons to leave.

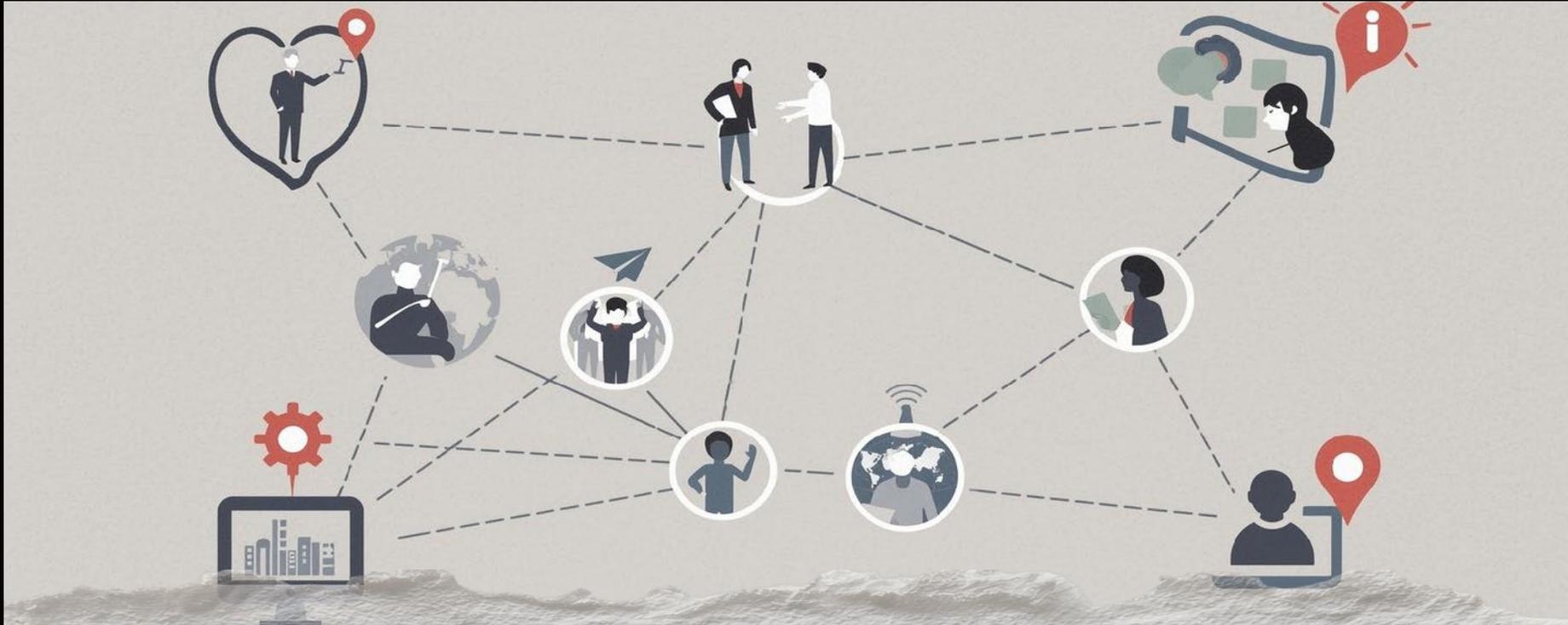
RETENTION RESOURCES

- **Workforce Development Boards**
 - **Housing Stability & Emergency Assistance**
 - **Transportation Support**
 - **Childcare & Family Support Services**
- **Financial Counseling & Stability Programs**
- **Disability Inclusion Organizations (Division of Voc Rehab)**
 - **Mental Health & Behavioral Health Providers**
- **Education & Training Providers**
- **Faith-Based Organizations**





Opportunity that does not lead to economic stability eventually loses its meaning. Livable wages and advancement pathways signal that performance is valued and growth is possible.



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WORK OPPORTUNITY TAX CREDIT (WOTC)

- The U.S. Department of Labor offers the Work Opportunity Tax Credit to organizations that hire ex-felons within a year of their being convicted or released from prison. It is a credit against the first and second year's wages paid to qualified employees.

FEDERAL BONDING PROGRAM

- The department's Federal Bonding Program provides fidelity bonds for at-risk, hard-to-place job seekers for the first six months of employment at no charge to the employer. Each bond has a \$5,000 limit with no deductible.

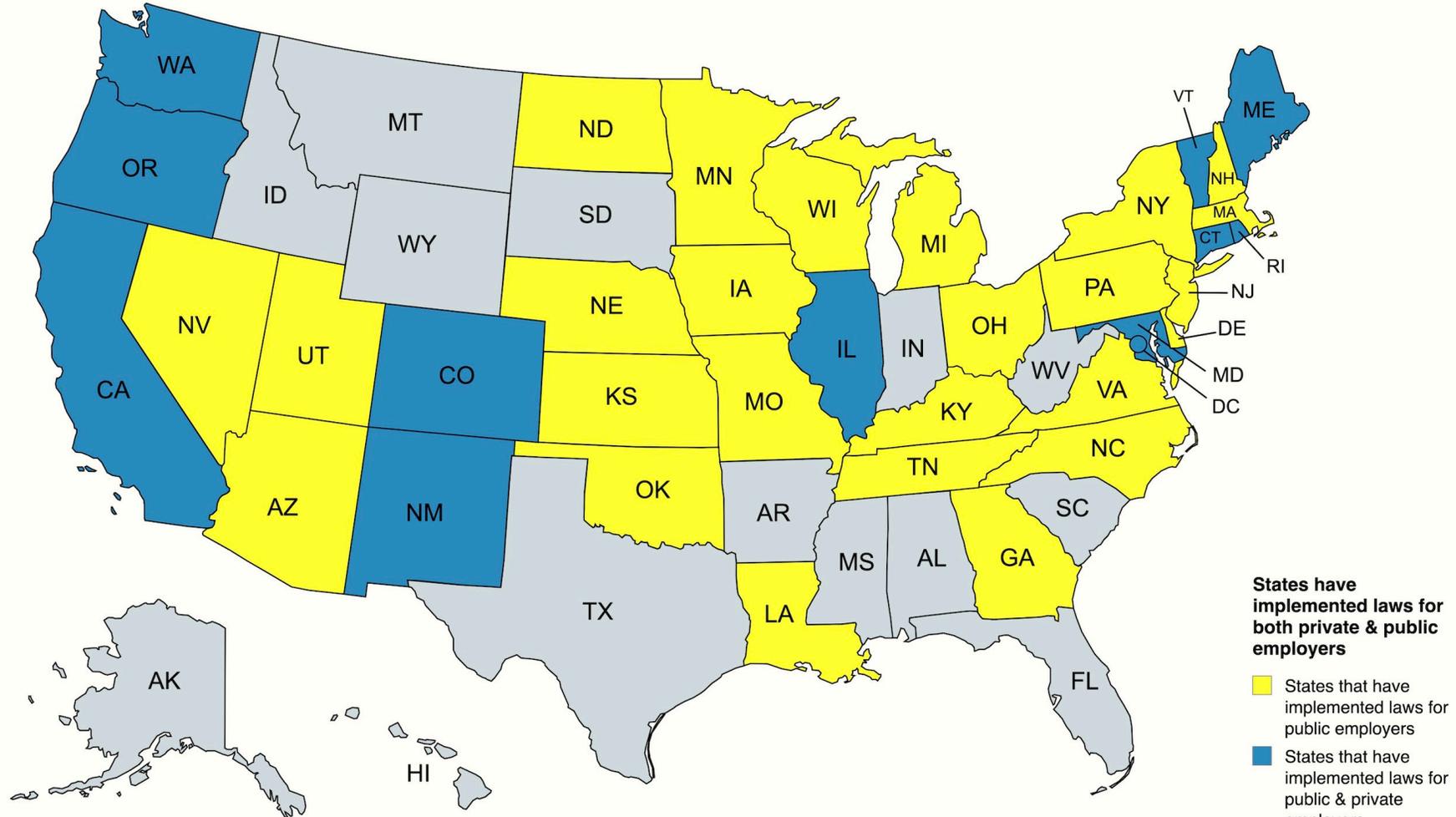
LOCAL WORKFORCE DEVELOPMENT BOARDS

- Many states and municipalities have workforce development programs whose missions revolve around training and supporting people with criminal histories as they transition back into the general population. If an employer requires niche skills or needs to hire in volume, these organizations can help it connect with the right candidates. Many of the programs even provide training so new hires will have needed skills before they start the job.

LOCAL COMMUNITY AND FAITH BASED ORGS

- Local community and faith-based organizations also offer re-entry programs that help with housing and transportation, along with employment-related services.

37 States with “Ban the Box” laws



HOMework

Activity 1: Opportunity Mapping Session

Objective: Identify overlooked talent pools and immediate openings for engagement.

What to do:

- List every current hard-to-fill role.
- For each one, map at least two nontraditional talent sources (justice-impacted programs, apprenticeship partners, reentry orgs, community colleges, workforce boards, etc.).
- Choose one new partnership to pursue within 30 days.



HOMework

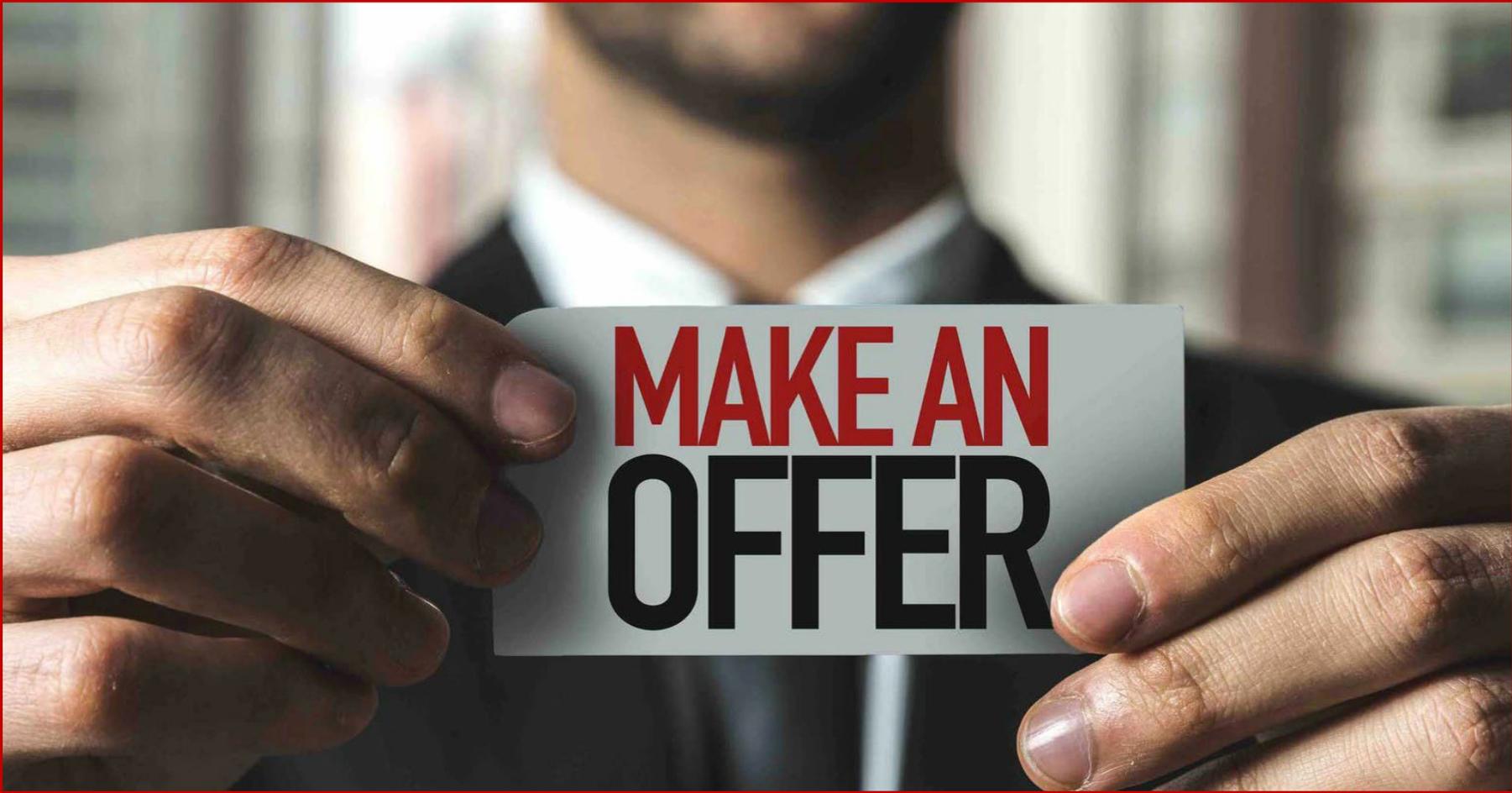
Activity 2: Rewrite One Policy That Creates Unnecessary Barriers

Objective: Remove one preventable obstacle standing between your company and strong talent.

What to do:

- Review your job postings, background check criteria, or entry-level requirements.
- Identify one rule, credential, or screening step that isn't actually tied to performance.
- Rewrite it to align with capability, not history or assumptions.







**SECOND
CHANCE
REVOLUTION**

BE A PART OF IT!

**PLANT THE SEED.
WATCH IT GROW.**



WRTP / BIG STEP HALL OF FAMER 2025



THANK YOU!

FOLLOW ME



PARDON_ME_TV



PARDON ME TV



JOSH JOHNSON

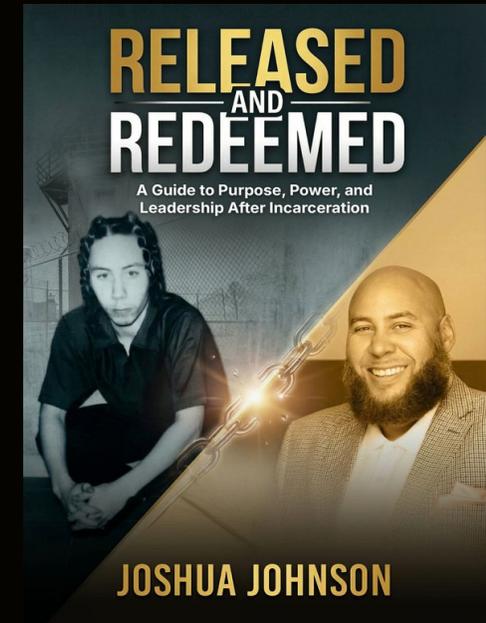


PARDONMEPODCAST

HOW DID WE DO?



GET YOUR COPY
TODAY



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NGA

NATIONAL GLASS ASSOCIATION with GANA