

Second Chance
EMPLOYER ACADEMY

Second Chances Employer Academy

Building Value Through Purposeful Second Chances
presented by



Chattanooga Endeavors, Inc.

with Wade Hinton of Hinton & Co. as Lead Facilitator

Why This Matters



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80,000 Hamilton County residents have a criminal record. Many face barriers unrelated to skill, readiness, or performance.



Organizations are experiencing talent shortages. Second-chance candidates can expand your effective labor pool when needed.



HR leaders need practical, risk-aware tools. The right policies, assessments, and supports make second-chance hiring safe, fair, and effective.



Workshop Overview



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Hire with confidence

Get a clear roadmap for background checks, assessments, and compliance so your team stays protected and aligned.



Source the right candidates

Decide who is ready now, who needs development, and which pipelines reliably produce work-ready talent.



Hear from experts leading this work

Learn how properly selected and supported second-chance hires can deliver lower turnover and stronger performance than traditional hires.



Date:

May 5, 2026

Time:

10:00 A.M. – 4:00 P.M.

Location:

Chambliss Bahner



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Save the Date

For more information and to reserve

your seat visit us at:

chattanoogaendeavors.org/academy

You can also email David Chalker at:

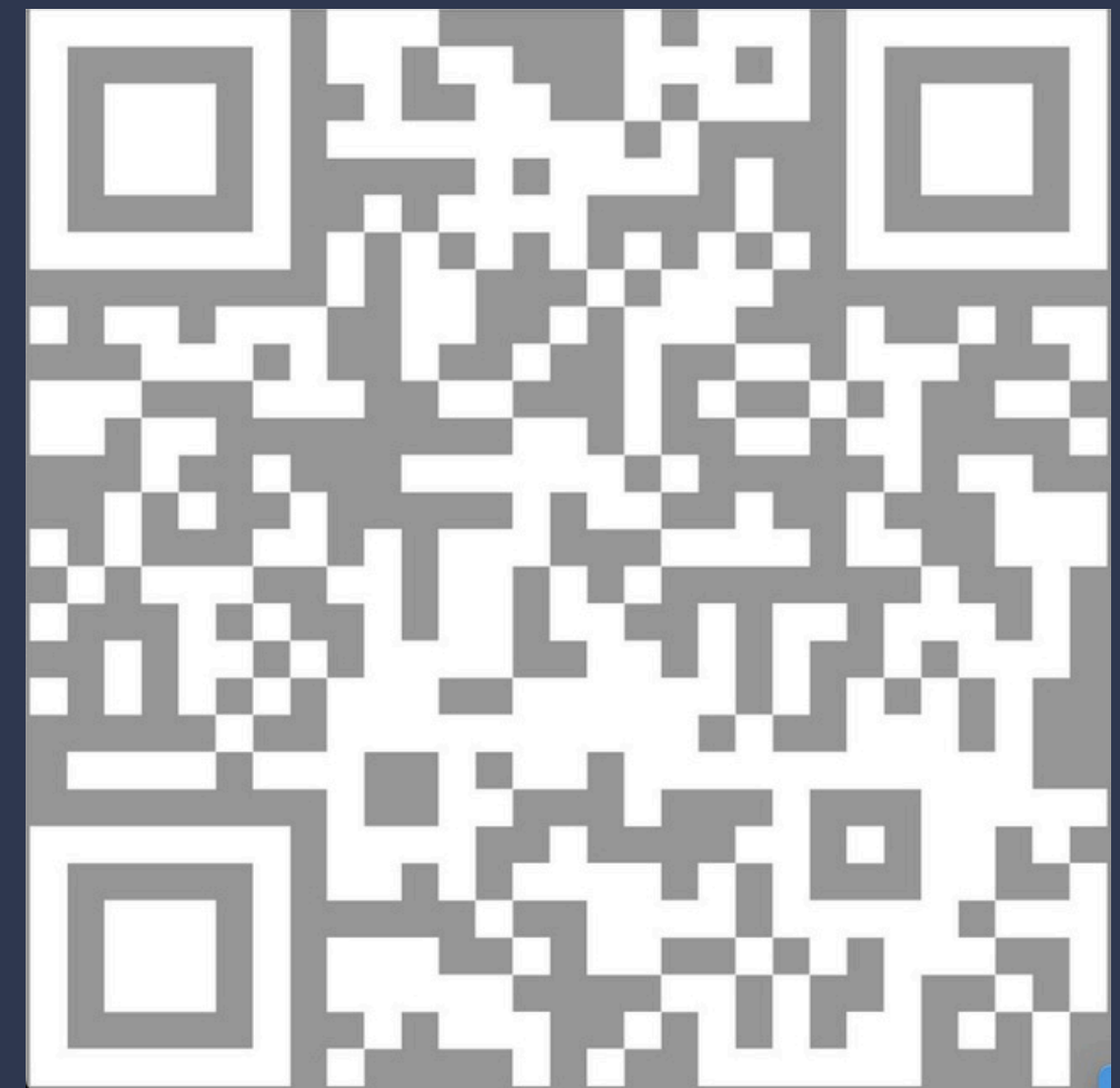
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Certification
Application Pending



HINTON & COMPANY



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