



HR0290

LRB104 13398 MST 25742 r

1 HOUSE RESOLUTION

2 WHEREAS, Second Chance Month is observed each April to  
3 raise awareness of the barriers faced by individuals with  
4 criminal records and to highlight the importance of second  
5 chances in strengthening families, communities, and the  
6 economy; and

7 WHEREAS, As of March 2025, Illinois had a labor force  
8 participation rate of 64.9% and an unemployment rate of 4.8%,  
9 exceeding the national average of 4.2%, while simultaneously  
10 facing severe worker shortages across key sectors; and

11 WHEREAS, These shortages impact vital industries,  
12 including construction, where over 20% of the skilled  
13 workforce is projected to retire, healthcare, where providers  
14 report significant gaps in staffing, and education, which  
15 faces critical shortages in special education, bilingual  
16 education, and school leadership positions; and

17 WHEREAS, The agriculture sector, vital to Illinois'  
18 economy and food security, continues to struggle with labor  
19 availability in both farming and processing operations; and

20 WHEREAS, These persistent shortages pose a substantial  
21 risk to the long-term economic resilience, infrastructure

1 stability, and competitiveness of the State of Illinois; and

2 WHEREAS, Removing outdated barriers that prevent  
3 individuals with criminal records from accessing meaningful  
4 employment offers a practical, evidence-based solution to  
5 expand the labor pool, support reentry, and promote public  
6 safety; and

7 WHEREAS, Second chance policies promote successful  
8 reintegration by enabling access to employment, housing,  
9 education, and entrepreneurship, thereby reducing recidivism  
10 and advancing economic inclusion; and

11 WHEREAS, Second Chance Month provides an opportunity to  
12 affirm the value of fair chance policies and practices in  
13 building stronger communities and a more inclusive economy;  
14 therefore, be it

15 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
16 HUNDRED FOURTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that  
17 we declare April 2025 as Second Chance Month in Illinois; and  
18 be it further

19 RESOLVED, That we encourage leaders in both the public and  
20 private sectors to adopt policies that remove unnecessary  
21 barriers to employment and reintegration for individuals with

1 criminal records; and be it further

2       RESOLVED, That suitable copies of this resolution be  
3 delivered to the Illinois Department of Employment Security,  
4 the Department of Commerce and Economic Opportunity, and the  
5 Governor of Illinois as a call to action in support of second  
6 chances and workforce reintegration efforts statewide.