

# Working in partnership – reducing re-offending through employment

Lessons from Business in the Community working with resettlement teams in prisons

Developed and delivered as part of a project for



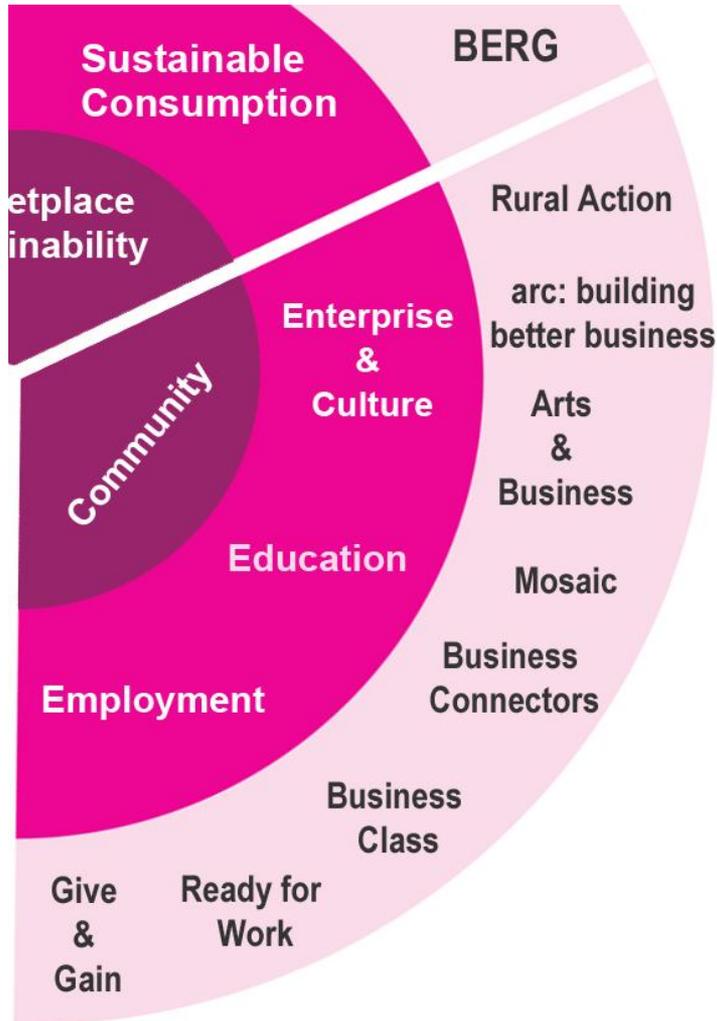
convened and  
funded by



# Business in the Community - overview



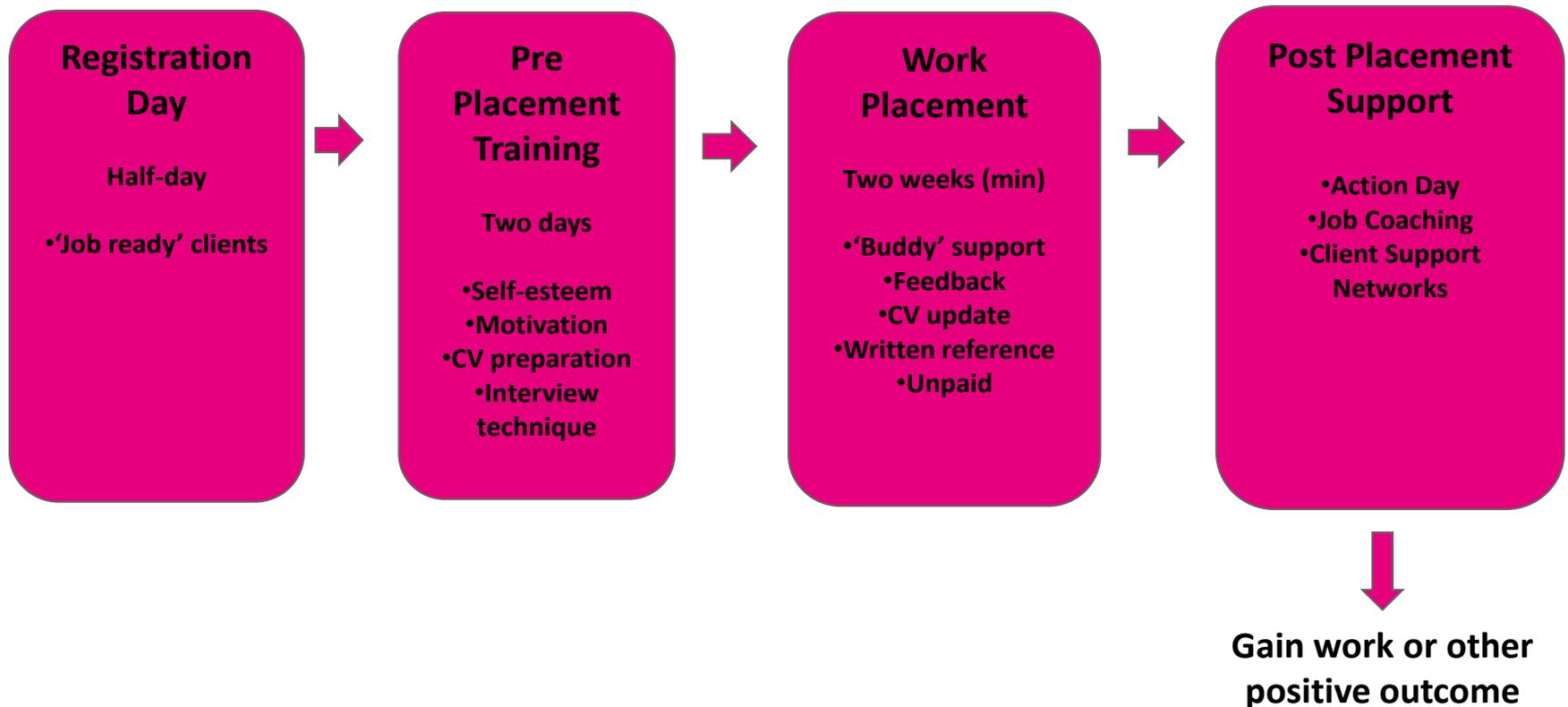
# Community – Employment



- Our ambition is that everyone, particularly those with significant barriers to overcome, receives support from business to build the skills and confidence to gain and sustain employment.

# What is Ready for Work?

A four stage programme with businesses engaged throughout...



# Impact of Ready for Work

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## Since the programme began in 2001...

- Over 7,500 people have been supported by the programme and 2,820 have gained employment.
- 40% of people who complete work placements enter employment.
- 59% sustain employment for at least six months.
- For every **£1** invested in the programme, **£3.12** of value is generated for society.
- **160** businesses in **20** sites
- **27%** of clients have unspent criminal convictions

**We aim to support 4,000 people into work by 2016**

## Get Ready! – new approaches

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- Est in 2011 in response to need to offer something new to funders and business
- There are 3 elements to the framework:
- **Registration**, at which participants complete the homelessness outcomes star, helping them to see where they need to progress in order to get closer to finding work.
- **Weekly drop-in sessions**, which keep participants on track throughout the flexible programme.
- **A selection of events hosted by business**, ranging from visits to businesses to workshops exploring workplace norms and sessions about disclosing criminal convictions to employers

# What did Get Ready! allow us to do?

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- New offer to clients
- New offer to employers
- New offer to funders
- Opp to work provide employability experiences in prison
- Reaching back and creating a role for business for non 'work-ready' candidates
- Creating a pipeline for Ready for Work
- Engagement opportunity for potential Ready for Work supporters
- 700 engaged, over 100 into work

## **Understand business motivation – why get involved?**

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- May have done a visit to local prison and heard request for better business links
- May want to give people a second chance
- May want to support the local community and make a difference to society
- Access a diverse pool of talent
- Fill roles that are ordinarily difficult to fill
- Provide training and development for staff through employee volunteering opps
- To be, and to be seen as actively contributing to the communities where they operate, making an investment in these communities

## Understand prison motivation

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- Recognise the importance of housing and employment as central to reducing re-offending – want to ensure people have opportunity to avoid revolving door of prison
- Increasing pressure on prisons to show positive employment outcomes for prisoners
- May be involved in a payment by results contract (private prisons) where % of prisoners need to proceed into employment to get paid
- May offer ROTL, may have working prisons, increasing involvement of business in prison

# Developing new partnerships exercise - in pairs

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- What benefits would come from your organisation working with more local businesses?
- How do you work with local employers right now?
- What new relationships would you like to develop?
- How would you go about that?
- Feedback

# Motivations – clarity on objectives

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Expect partner to be clear about benefits on offer:

- Cost effective recruitment?
- Cost effective staff development?
- Evidence to support local government tenders?
- Enhanced reputation with customers/other stakeholders?
- Leadership opportunities?
- Profile opportunities?

## Once a relationship is set up...

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- Both: Be reliable, don't over-promise
- Prisons: think about the range of ways an employer can support your staff and prisoners – work preparation, presentation skills, interpersonal skills, mentoring, ROTL: vacancies/work placements
- Both: Helpful to ensure you are aware of internal developments that would help or hinder your relationship – lay offs, bad press, new CEO, local contract won/lost, new governor, re-categorisation of prison, cut backs
- Mark progress – collective achievements
- Monitor and review outcomes – tell a compelling story