

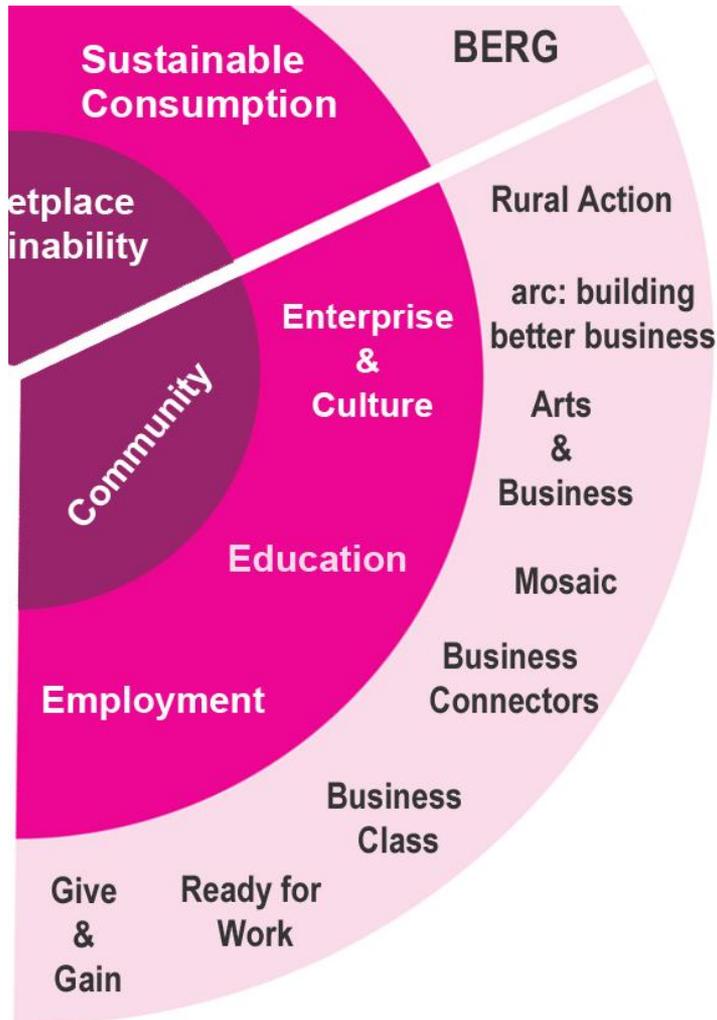
Working with employers – getting your clients into work

Lessons from Business in the Community

Business in the Community - overview



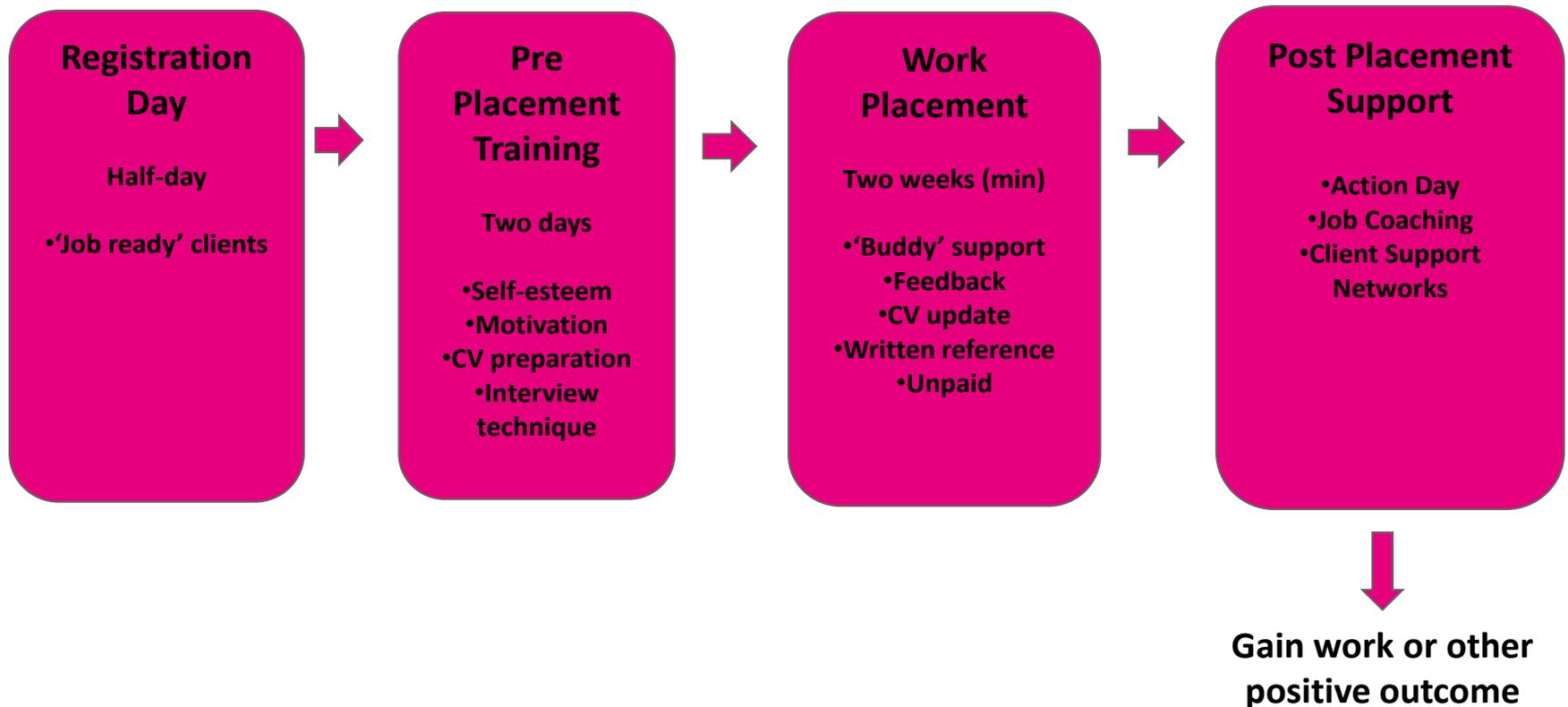
Community – Employment



- 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

Since the programme began in 2001...

- Over 7,500 people have been supported by the programme and 3,000 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** locations
- **27%** of clients have unspent criminal convictions

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

Get Ready! – new approaches

- 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?

- 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 do they want to get involved?

- 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 their 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

Preparing candidates for employment – disclosure exercise for delegates

- What information should someone with a conviction prepare to disclose to an employer?
- From what you've heard this morning what additional actions could you take to prepare an individual for disclosure post-release?
- What are the mitigating circumstances that you would encourage an individual to consider when writing a disclosure?(not excuses – context)



Building new business relationships in pairs – 15 mins

- How do you work with local employers right now?
- What new relationships would you like to develop?
- How would you go about that?
- Feedback

Once a relationship with a local employer is set up...

- Be reliable, don't over-promise
- Think about the range of ways an employer can support your staff and prisoners or clients – work preparation, presentation skills, interpersonal skills, mentoring, ROTL: vacancies/work placements
- 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
- Say thank you
- Monitor and review outcomes – tell a compelling story