



Offering Employment to Ex-Offenders

There can be a stigma regarding employing ex-offenders, but I personally have had great success with employing ex-offenders through their skills and attitudes. I assess all applicants based on their capabilities and experience, on what they can bring to a role and their drive to succeed in it. And given the current job market, where the unemployment rate is at its lowest in 50 years, it is important now more than ever to practice inclusive recruitment.

It appears that the Government agrees, as a recent innovative change in law means that prisoners at the end of their sentence, or those serving their sentence in an open prison, are now able to study for apprenticeships with on-the-job training.

This change means that the prisoners are being offered a chance of personal and professional development, leading to the opportunity of earning an honest living with a recognised qualification under their belt. It also means that businesses who can support them are opening themselves up to investing in an individual who may not otherwise have the opportunity to secure employment post-sentence and develop talent as a result.

John Timpson (Timpsons) is renowned for offering employment to former prisoners, saying, "We tend to get better people from prison than from outside. They're so motivated and show their gratitude."

* With 10% of Timpson's staff come directly from prison, Timpson is aware of the difference offering employment can make to the individual, as well

as to society, stating, "61% of people leaving prison reoffend in two years. If they have a job it drops to 19%". **

Businesses looking to recruit should not be put-off by hiring ex-offenders; if they use their usual recruitment process to understand the individual's knowledge and skills, then the benefits to the business, the prospective employee and society could be massive.

If you'd like to talk more about your recruitment process, then contact us today to arrange your free HR audit.

0151 268 0088
hello@liift.co.uk
www.liift.co.uk

*/** <https://www.retail-week.com/events/john-timpson-find-the-right-people-then-put-trust-in-them/7019229.article?authent=1>

Dawn Tolcher
Managing Director and Founder

