



Unlock your Future Guidance Notes for Champions



Many employers have a skills shortage and would benefit from an increased pool of suitable candidates from which to recruit. Unfilled vacancies can have an economic impact on any business and increase pressure on other employees attempting to make up the resourcing short fall. Employment provides us with a significant opportunity to break the cycle of reoffending. This project will focus on identifying and breaking down the barriers to employment for people with convictions, to bring both employers and employees together for mutual gain.

We need a network of champions to promote the benefits of Unlock your Future to employers who would consider supporting this initiative.

It is with grateful thanks to our Santander Award (SEDA) that has allowed us to develop this project.



Champions

- Promote Unlock your Future to your employer contacts highlighting the benefits below
- Provide the employer with information about how they can adopt the approach
- Maintain contact as required with No Offence Works! project team

Company Benefits

- Unlock your Future will increase the pool of potential candidates for you as an employer by using the Unlock your Future 'key' distinction on your job advert.
- Significantly higher retention rates.
- Free basic advertising for your position on our No Offence Works! jobs board at <http://www.no-offence.org/jobboard/> should you require this.
- Competitive recruitment costs when using No Offence Works!





- Information about support available to assist with management of individuals who may have specific needs.
- Access to organisations to provide you with specific advice or consultancy.
- Enhance the CSR profile of your company.
- Access to specialist advice on conviction history.

Community Benefits

- Breaks down barriers to employment and provides more work related opportunities for people with convictions.
- Employment opportunities are proven to reduce criminal behaviour thus reducing the crime rate
- Reduced costs to the tax payer

Requirements of Participating Companies

- Inclusion of the distinction 'key' in their advert which can be on any website and / or on No Offence Works jobs board.
- Inclusion of the distinction 'key' on their website with a link to our website, if they so wish.
- Consider applicants on their merit and in the context of the necessary restrictions of the role – challenge their own thinking
- Allow us to contact the employer to monitor this project once per year in confidence.

We are **NOT** asking them to discriminate in favour of someone with convictions, but select the right person for their job.

Cost

There is no charge to use the key distinction

How to become a Champion

Very simple, please follow the link and complete the form accordingly:

<http://goo.gl/77Pt0u>





Employers

The guidance notes for employers are available here: <http://www.no-offence.org/static-page/unlock-your-future/> which details all the information about using the 'key' distinction. Should they wish to register we will respond with a high quality resolution logo of the distinction 'key' you can see in the footer, which they will be able to place on their advertisement.

Socially Responsible Recruitment

If your contacts would like to take advantage of a socially responsible recruitment service, which uses revenue gained to benefit society through it's work with organisations who provide support to socially excluded individuals and support them in turning away from criminal activity, which has a significant benefit to our communities.

