



Unlock your Future Guidance Notes for Employers



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 employers 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.

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



Benefits to Employers

- 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 jobs board should you require this: <http://www.no-offence.org/jobboard/>
- 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.





Benefits to your Community

- 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

- Inclusion of the distinction 'key' in your advert for voluntary and/or paid roles
- Inclusion of the distinction 'key' on your website with a link to our website, if you so wish.
- Consider applications on their merit and in the context of the necessary restrictions of the role – challenge your own thinking
- Allow us to contact you to monitor this project once per year in confidence.
- **NOTE:** if you wish to remain anonymous and not be included on the website we are more than happy to accommodate that.

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

Cost

There is no charge to use the key distinction

Register

Should you wish to register we will respond with a high quality resolution logo of the distinction 'key' you can see in the footer, which you will be able to place on your advertisement. To register as an employer follow the link:

<http://goo.gl/0bdhnO>





Socially Responsible Recruitment

If you would like to post your advertisement on our jobs board No Offence Works, you will be recruiting using a socially responsible service by a not for profit organisation. Our profits from our recruitment service help us to support the justice sector with for example, projects like 'Unlock Your Future' but this is not a stipulation for you to use the 'key' distinction.

