Meeting Business Need:

Labour-market skills for offenders

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Working Links

Social Justice

Changing lives. Creating futures.

Social Justice is part of Working Links.

Working Links

- Public-Private-Voluntary Partnership
- Public Sector Ethos / Commercial Acumen
- Established 2000
- 1,400 staff, 100 locations across UK
- August 2008: 100,000th person into work

Employer Solutions Team

- 50,000-strong employer network
- ‘Employer Solutions Teams’
- Understand their recruitment needs
- Design/deliver appropriate solutions
- select job-ready candidates;
  - pre-screen candidates
  - employer-specific training
    - in-work support and training

Multifaceted Barriers to Work

- ‘Job-ready’ is the end goal
- Individualised journey to work
- Deal first with underlying issues
- Similarity: socially excluded / offender / long-term unemployed
- Transfer ‘welfare to work’ success into a criminal justice setting?

So where are we now?

- 11 Progress2Work/Link-Up contracts
- Warbarth
- Kormo Shadin
- Skills for Jobs

How does Skills for Jobs operate?

- Local labour market specific
- A cost-neutral recruitment service for employers
- Recognised vocational training routeways
- Demand-led programme content

The benefit of being ‘big’

- National delivery infrastructure
- Wide range of customer groups
- Cross-contract teams

Offender Discrimination

- Visible ‘Champions’ of Offender Employment?
- Comparison with other ‘marginalised’ groups
- Outdated legislation

Disability Discrimination Act, 1995

This Act ‘prohibits discrimination against disabled people in employment’ and requires ‘employers to make reasonable adjustment to their premises or employment arrangements, if these substantially disadvantage a disabled employee, or prospective employee, compared to a non-disabled person’.

(The Dyslexia Association)

Offender Discrimination Act, 2009?

"This Act prohibits discrimination against offenders in employment and requires employers to make reasonable adjustment to their…employment arrangements, if these substantially disadvantage an offender-employee, or prospective employee, compared to a non-offender."