

OFFPLOY™ Employer Journey

It is our mission to reduce reoffending and make society safer by placing people with criminal convictions into meaningful, mentored and sustainable employment.

Offploy's four-step employer journey will support employers to benefit from recruiting people with criminal convictions. Find out more about our work in your region by visiting www.offploy.org

+ OFFPLOY™ in a box

Offploy in a box is a defined support plan to help your organisation safely and efficiently employ people with prior convictions.

This package includes up to 5 candidates specifically trained, placed into your business and mentored for a minimum of 6 months at a single, fixed cost.

1 Prepare

Culture

Meet with your board, staff and clients

Guided prison tours

Share case studies of employers and candidates

Policy

Offer you an ex-offender recruitment policy in line with GDPR and ROA 1974

Process

Staff training at all levels
Revisiting your recruitment process
Risk assessments
Banning the box

READINESS



2 Recruit

Criteria

We will help you define your candidate criteria based on character, skill and conviction.

Referrals

We work closely with regional partners from the voluntary sector, the prisons, probation and DWP to find the right candidates.

Training

We will create a programme for all candidates before they interview for your company

Interview

We will help you interview your candidates and help you make decisions based on their character, skill and conviction.

3 Mentor

For businesses

We will be a confidential help to your team with any issues or concerns throughout the journey.

For candidates

We will provide one-to-one peer mentoring for all of our candidates. This will be done discreetly away from the workplace.



4 Report

Marketing and PR

We will work with your marketing team to produce an approved press release and case study around your success in recruiting people with criminal convictions.

Social Impact reporting

Employment reduces reoffending and this makes society safer.

We will produce a Social Impact Report detailing the positive effect your business has had on society.

