

# EMPLOYERS' POINTS OF ENGAGEMENT

THE **EX**CEPTIONALS.ORG

## 1. EXPLORE

Build on your initial interest and connect with the community to see what opportunities are out there.

### Employer's Events

Employer's events in the community offer the chance to network with specialists and other employers at different stages of the recruitment process.

▶ Check out our [Twitter feed](#)

### Prison Tours

A short tour inside a prison will open your eyes to the wealth of talent available.

To arrange a visit, connect with a local rehabilitation partner with links to prisons in your area.

▶ Use the [Directory](#) to find potential partners near you

## 2. ENGAGE

There are many different points of engagement in prisons. This is an opportunity for your company to give back whilst also exploring the potential in this community.

### Workshops & Skills Training

A partner organization can help you attend or host your own employability workshop in prison. Or you could host specific skills training in prison.

Both activities are good way to promote your business culture, skills required and roles available.

### Creative Projects

Work in partnership with charitable organizations or universities to run a creative project, both in prison or in the community.

It may offer a creative solution to your business needs.

### Careers Fairs

Connect with untapped talent at a careers fair inside a prison. Benefit from a speed interviewing process.

### Mentoring in Prison

Consider mentoring people within prisons in an area related to your business. This is a great way to boost employability and enhance management skills.

### Peer-to-Peer Mentoring

Speak to an employer in your industry with experience. Share knowledge and best practice.

## 3. EMPLOY

Once you have decided to widen your recruitment to include prisoners and/or people with a criminal conviction then there are lots of different ways that you can employ a candidate either in prison or through the gate.

### Release on a Temporary License (ROTL)

Consider hiring or offer a work placement via ROTL. These are especially useful where prisons are located near business centres. It is a sustainable entry point for candidates, with the potential for long-term employment on release.

### Through the Gate

Connect with a specialist or local recruitment partner and hire from point of re-entry in the community.

### Prison Industries

Explore the business opportunities within prison industries. Is there an opening to help support your production line?

Bakery, waste management, light industry and agriculture are all common activities. Training academies can mimic retail store environments.

▶ Connect with the [New Future's Network](#) at the Ministry of Justice

<https://offenderemployment.campaign.gov.uk/>

Having successfully recruited from this untapped talent pool then it is important to share your experience with other employers, to help them see the potential in this community.

Work with The Exceptionals to celebrate your success: [theexceptionals.org](http://theexceptionals.org).