

# Making Ground

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*Recruitment Diversity Manager*  
*Kier*



# Background

Why we employ Prison Leavers



# Background

**2016**

Signed up to  
*Ban the  
Box*

Acquired  
May  
Geurney

**2013**

Reinvigoration  
of scheme  
post COVID-  
19

**2022**

## Demand

“ Competition from other sectors for workers is more intense and skills shortages persist, indicating that too few have been joining the construction industry.”

CITB National Report, <https://www.citb.co.uk/media/acbnbn5t/csn-national-report-final-report.pdf>



## Prison Leavers

# 11,888 releases from sentences between January and March 2023

Offender Management Statistics <https://www.gov.uk/government/statistics/offender-management-statistics-quarterly-january-to-march-2023/offender-management-statistics-quarterly-january-to-march-2023>

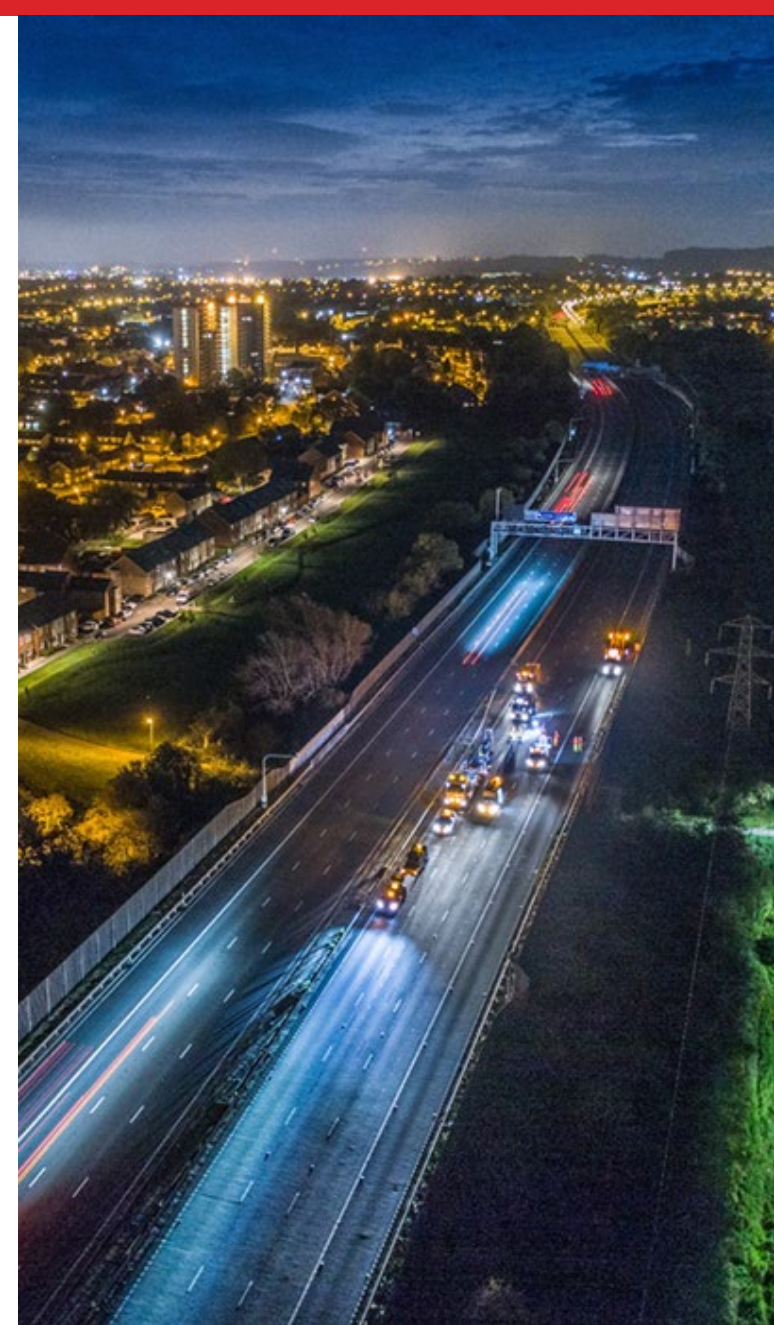




## Prison Leavers

**239,518** offenders on  
probation at the end of  
March 2023

Offender Management Statistics <https://www.gov.uk/government/statistics/offender-management-statistics-quarterly-january-to-march-2023/offender-management-statistics-quarterly-january-to-march-2023>



# Prison Leavers

Length of custodial sentence	One year proven re-offending rate	
	P45 employment spell after release	No P45 employment spell after release
Less than one year	32%	69%
1 year or more	18%	43%

“ . . . employment per se does not increase social control. It is employment coupled with job stability, job commitment, and ties to work that should increase social control and, all else equal, lead to a reduction in criminal behaviour.”

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/217412/impact-employment-reoffending.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/217412/impact-employment-reoffending.pdf)

Sampson R. J., Laub J. H. (1990). Crime and deviance over the life course: The salience of adult social bonds. *American Sociological Review*, 55, 609-627.



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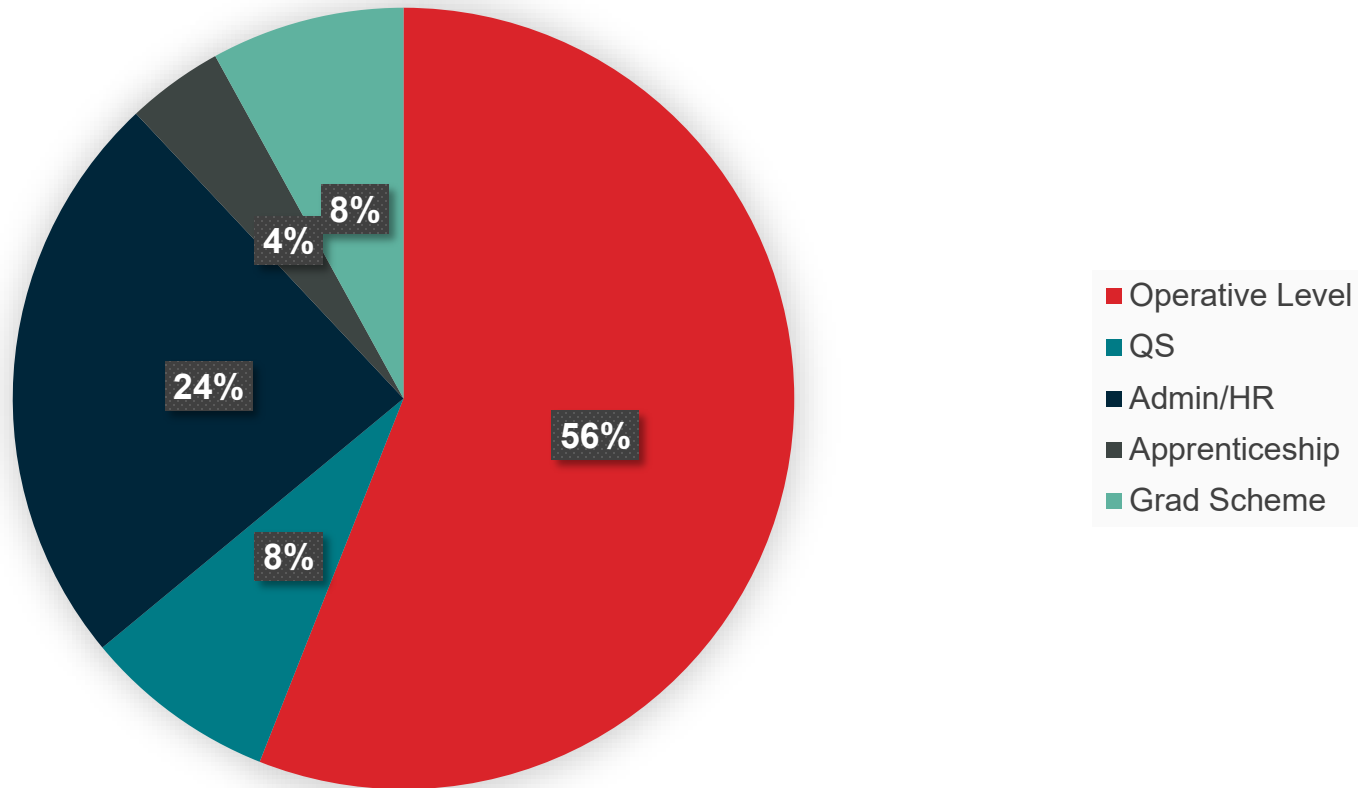
# The Last 12 Months

*Progress so far*



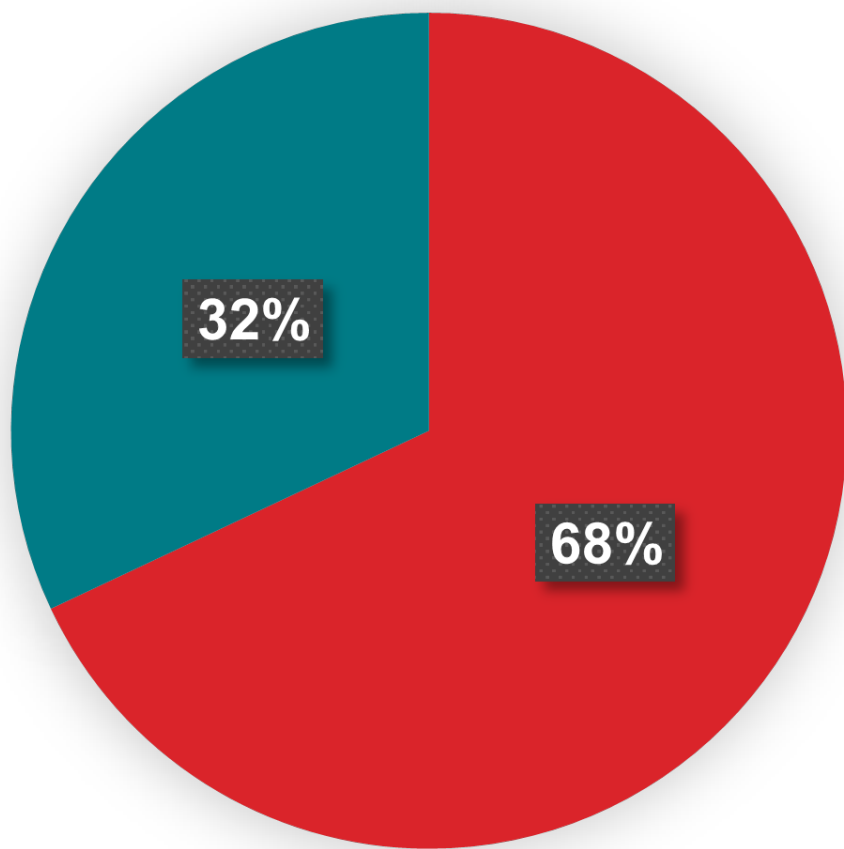


# Prison Leavers



- Hire at all levels...
- Variety of skill and experience.
- Suitability of role and candidate is **paramount.**

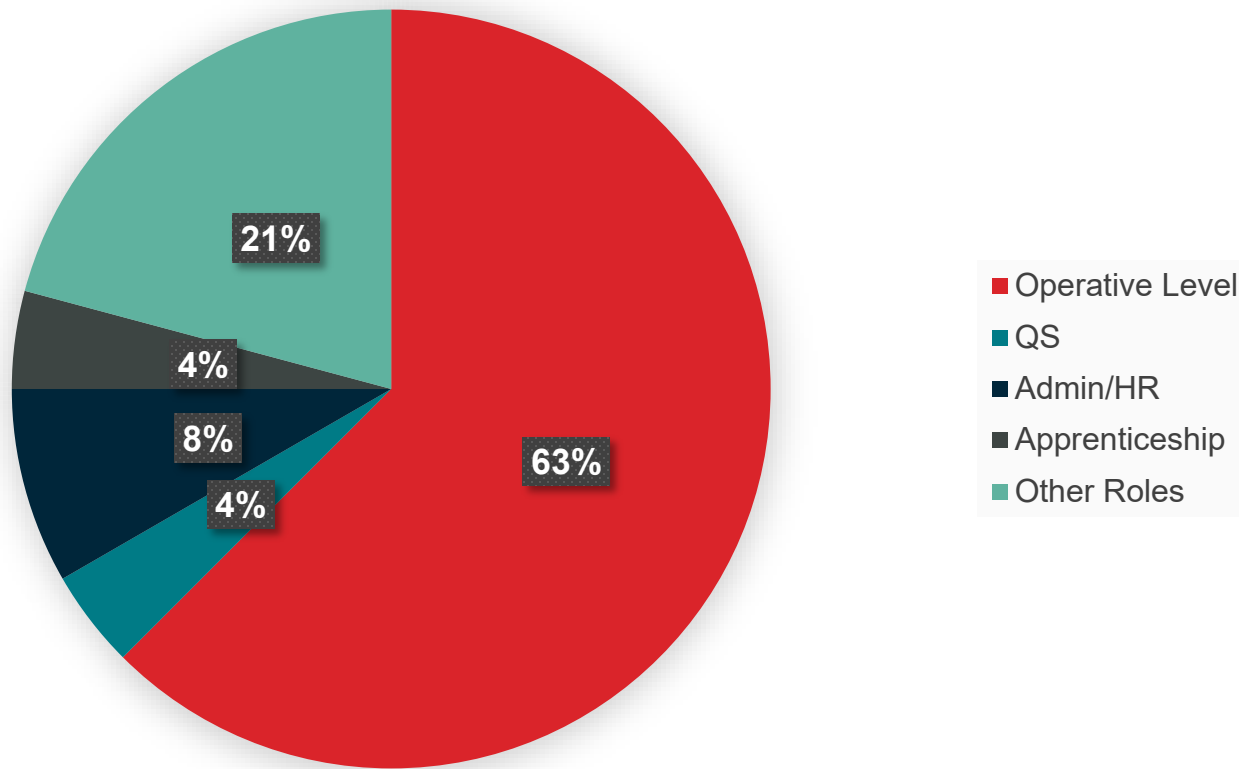
# Prison Leavers



■ Kier Direct  
■ Supply Chain

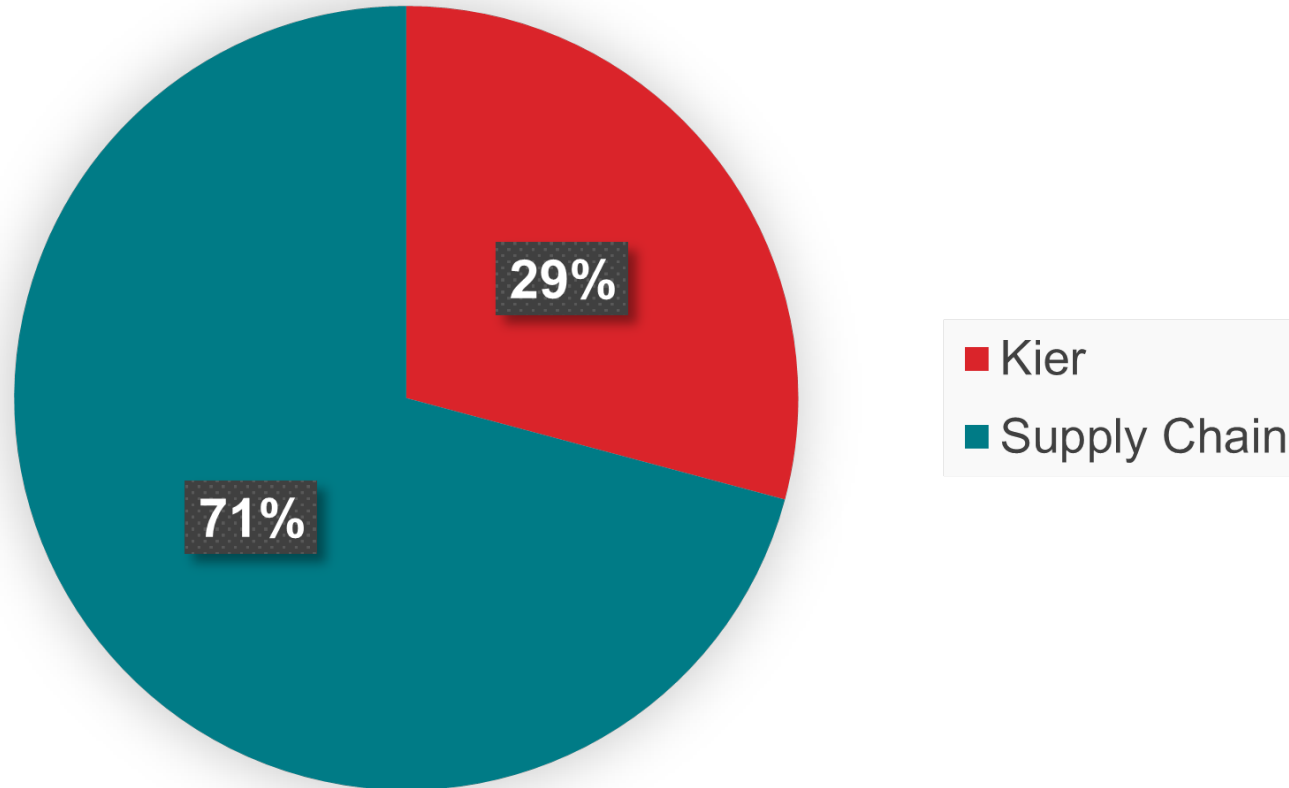
- Supporting our supply chain.
- Opening up a wider variety of roles and locations.

# Released on Temporary Licence



- Hire at all levels...
- Variety of skill and experience.
- Suitability of role and candidate is **paramount**.
- Logistics are key.

## Released on Temporary Licence



- Supporting our supply chain.
- Opening up a wider variety of roles and locations.
- **Location** and **logistics** to make this a viable option for prisons.

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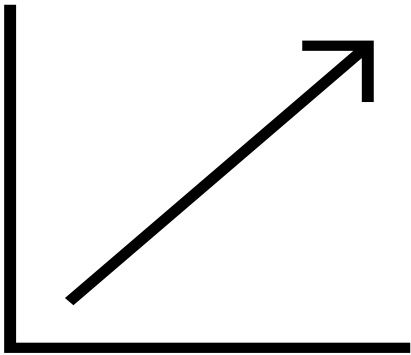
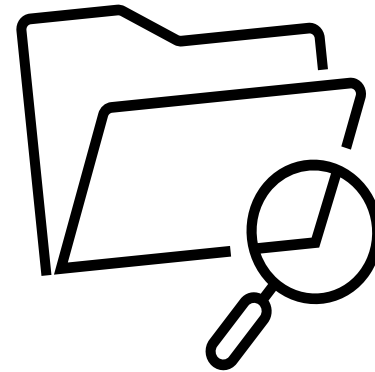
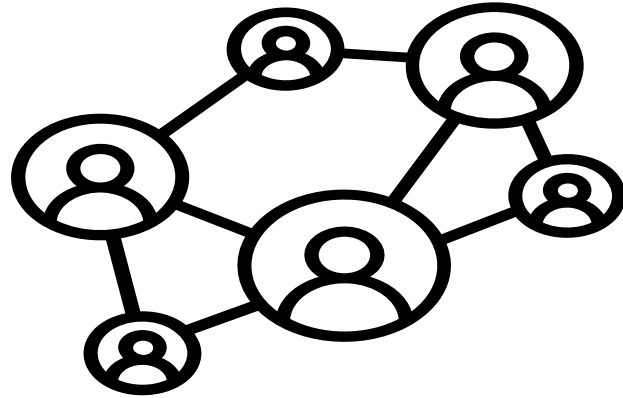
# Best Practice

*What has worked for Kier.*





# Best Practice



# Follow Up



## Follow Up



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# Thank you

