
PREPARING FOR WORK

HOW OFTEN DO EMPLOYERS HIRE PEOPLE WITH CONVICTIONS



As more organisations recognise the benefits of hiring people with convictions, the tide is turning towards a more inclusive workforce. By embracing this opportunity employers not only fill vital positions with skilled and motivated staff but also make a positive impact on individuals' lives and the wider community.

Diversity and Inclusion

Employers today are increasingly aware of the importance of diversity in the workplace. Hiring people with convictions is a vital step in promoting inclusion by offering a fair chance at employment. Many companies are committed to building a workforce that reflects the community they serve, which includes individuals who have faced significant barriers in their lives or been involved in the justice system.

Untapped Talent

Those with convictions often possess a wealth of untapped skills and experiences that can be incredibly valuable to employers. Many have developed resilience, adaptability, and problem-solving abilities through their life experiences.

Labour Shortages

Many industries are experiencing significant labour shortages, making it challenging for employers to find qualified candidates. Being open about recruiting those with convictions can help bridge this gap, providing businesses with a reliable source of talent.

Loyalty and Commitment

Many people with convictions are incredibly motivated to succeed in their new roles. Having faced significant challenges, they often bring a strong work ethic and a desire to prove themselves. This dedication can translate into higher staff retention rates and increased productivity.

Stronger Communities

Hiring people with convictions contributes to healthier, more stable communities. Employment helps reduce reoffending, allowing individuals to support themselves and their families and to move away from risk taking behaviours that may have led to further involvement in the justice system.

Company Reputation

Employers who choose to hire people with convictions often benefit from being seen as a socially responsible company that supports rehabilitation. This can attract customers who value ethical practices and community support.

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