
PREPARING FOR WORK

TALKING ABOUT MY CONVICTIONS AT WORK



We are a leading charity dedicated to supporting individuals with convictions in Scotland, helping them towards a better future. We offer a range of programmes and services that can help overcome the challenges of re-entering the workforce and registering with Apex Scotland is a great step toward building a brighter future.

Tailored Employability Support

- **Personalised Job Search Assistance:** We offer one-on-one support to help you find employment that matches your skills and job goals. We work with you to create your CV, prepare for interviews, and navigate the job market with confidence.
- **Job Matching and Employer Partnerships:** We have strong relationships with employers across Scotland who are committed to giving individuals with convictions a second chance. We can help match you with employers who understand your situation and value your potential.

Skills Development and Training

- **Industry-Specific Training:** We offer training in specific industries to help you gain the qualifications needed to apply for jobs that interest you.
- **Work Readiness/Experience Programmes:** Through Apex Scotland, you can take part in work readiness and vocational skills programmes that prepare you for the expectations of the modern workplace, boosting your confidence and chances of long-term success.

Addressing the Stigma of a Criminal Record

- **Building Employer Confidence:** Apex Scotland helps you address the stigma of having convictions by coaching you on how to discuss your past with potential employers in a way that highlights your personal growth, skills, and commitment to change.
- **Employer Education:** In addition to supporting you, we work directly with employers to raise awareness about the benefits of hiring people with convictions, helping to reduce the stigma and promote fair hiring practices.
- **Post-Employment Support:** Even after you've secured a job, we can continue to offer support to ensure you maintain your employment and address any challenges that arise in the workplace.

Legal and Rights Support

- **Understanding Your Legal Rights:** We offer advice on employment laws, including your rights around disclosing convictions and potential options for having your criminal record expunged. This ensures that you are fully informed and empowered as you navigate the job market.
- **Support with Disclosure:** We provide guidance on how to handle disclosing your convictions during job applications, helping you present

your case in a positive light and avoid any misunderstandings with employers.

Registering with Apex Scotland is an empowering step towards overcoming the barriers you may face. With our wide range of employability support services, we can provide the tools and resources you need to rebuild your life and secure long-term employment. Contact us today for help to create a future built on stability, opportunity, and success.

**If you or someone you know
needs our help, contact
us today, we have services
throughout Scotland.**

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