



## Connecting People to Effect Positive Change

**'Employment with Conviction: Expo 2017 - creating opportunity through education and employer engagement'.**



# Resettlement & Reintegration

Our primary objective is to add value to the work of the Prison Service and the Probation Service. In doing so, we engage with community based agencies and employers to try to ensure that rehabilitation and reintegration becomes the responsibility of the whole community and not just Criminal Justice agencies such as the Courts, Probation or Prison services.

# IASIO GATE SERVICE

- There is growing evidence from research on what works in terms of care, rehabilitation and reintegration of offenders.
- The main results are pointing towards more intensive efforts to strengthen the structure and sequence of the range of interventions to support people to re-engage in the community.
- Finding employment is one of the key factors in reducing the risk of re-offending. **GATE** staff are qualified Guidance Counsellors.
- Supporting and guiding prisoners into employment on release is a key objective of the **IASIO GATE** service. However, ensuring support services such as housing, addiction and welfare needs are a pre-requisite to successful employment placement.



# Jobs and Opportunities Expo

## Mountjoy Prison

18th May 2017



Seirbhís Phríosúin na hÉireann  
IRISH PRISON SERVICE



Seirbhís Phríosúin na hÉireann  
IRISH PRISON SERVICE



IASIO Services represent an important bridge between prison and community

### Main Employment Sectors



# Mountjoy Expo 2017

## **Main Objectives of Expo:**

- To provide prisoners from the Mountjoy Campus who had acquired skillsets, and who wanted to take up employment, with the opportunity to meet employers who were willing to discuss employment opportunities with them.
- The 'Jobs' exhibitors at this event were employers who had been targeted by the IASIO GATE and Resettlement staff and had committed to meet and interview prisoners and to discuss employment prospects with them.
- In addition there were other services present to provide advice and support in the areas of training, education, drug abuse, and others in the area of CE schemes and resettlement support.

# Mountjoy Expo 2017

## **Preparing the clients:**

- Workshops (2) for approximately 60 prisoners were arranged for the 9<sup>th</sup> and 11<sup>th</sup> May, at which time those candidates selected to meet the employers were assisted in updating or developing their CV and were coached in basic interview skills by IASIO staff.
- In addition, those attending the workshops were provided with the list of employers attending and were asked to select their employers of choice on the day.
- The facilities to allow these workshops take place were provided by the ETB

# Mountjoy Expo 2017

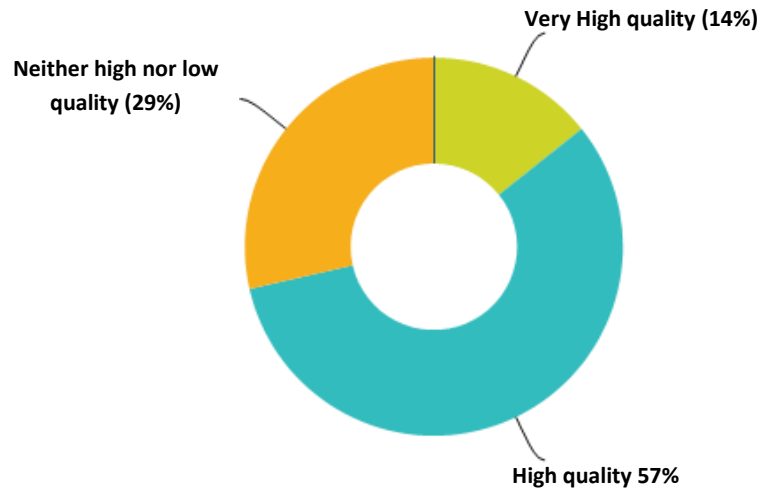
## Learnings:

- A report of the project was compiled very shortly after the event which included a survey conducted of all stakeholders involved in the event e.g.
  - **What went well?**
  - **What could have been better and how?**
  - **Should it be repeated and if so, how often?**
  - **Did it meet the short term objectives e.g. positive messaging to candidates and Exhibitors, leading to job offers / opportunities?**

# Mountjoy Expo 2017 – Feedback from Employers

**Q1 Overall, how would you rate the skills/quality of the candidate you met?**

Answered: 7 Skipped: 0



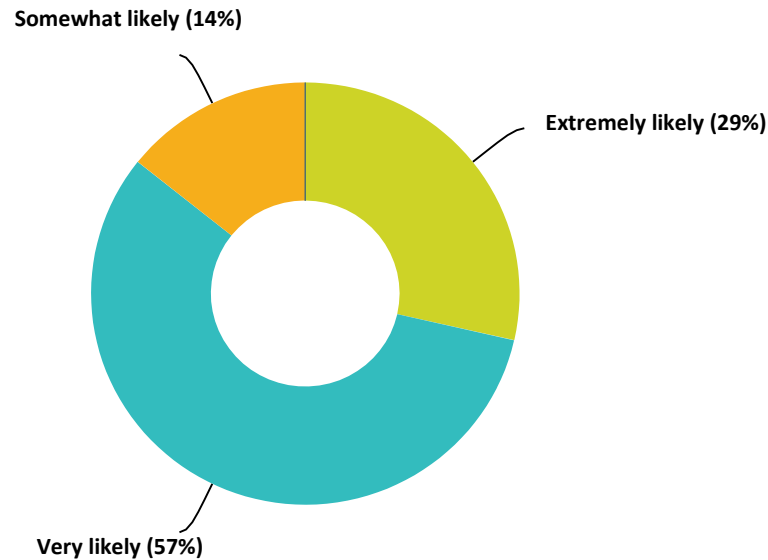
Respondents also commented that they were very impressed with the variety of skills among candidates.



# Mountjoy Expo 2017

**Q2 How likely are you to offer employment to any candidates?**

Answered: 7 Skipped: 0



These are very positive findings, both in terms of the employers' experience of the Expo and their perception of the candidates they met.



# Mountjoy Expo 2017

Strengths
Confident and friendly. No problem talking about himself. Seems to have a good plan on release.
Full licence, presented well.
Has warehouse experience
Highly motivated. High level of knowledge of sports and fitness. Good candidate
Good background in boxing. Asked a lot of questions. Engaged well in conversation. Positive attitude
Ideal candidate. Good people skills and good qualifications. Positive mental attitude. Passionate about sport and fitness
Positive attitude. Eager to impress
Easy to talk to. Willing to learn. Open to feedback
Experience holding down a job
Very enthusiastic. Prepared (had photos of work). Talented
Very enthusiastic, kitchen experience
Friendly, positive, personable
Cleaning/hygiene experience
Very well presented, spoke well and convincingly. Seems motivated and passionate. Clear about his skills and activities within the bakery. Good CV.
Good presentation, fluent speaker, able to articulate, engaging.
Motivated and quite interested. Proud of his achievements in writing
Able to discuss his bakery skills and achievements. Seems to enjoy what he is doing and is motivated. Good CV, quite knowledgeable
Good presentation, confident and assured. Pleasant personality and comes across as experienced and skilled. Excellent CV and references.
Good social skills, dedication
Physical strength, mental strength, organiser
Very good people skills. Learns from mistakes, good qualifications, power lifting, confident, knows own strengths
Training and instruction--ITEC Level 5 Health and Fitness
Car valeting. Good experience

# Mountjoy Expo 2017

Further Development Needs
Suggested he list all courses completed in Mountjoy on CV
Needs fork lift licence
Wants a driving job, but has a ban. Needs realistic goal
Needs full licence (5 responses)
Needs training in sports course
Sports and fitness qualification
Interview skills
In this context, if his plan does not materialise he doesn't seem to have a backup.
Might need to focus on what he really wants to do. Skills not really applicable to bakery
English language improvement
A little shy, could sell himself better, but came across well and as a dependable person.
Suggest he develops more broad working skills
Driving licence, renew tickets, gym, confidence
Education in nutrition and training
Fitness instructor/Personal Trainer qualification
More one to one communications skills
He was unsure about how to return to work on release
Full licence needed, more sales training, car cleaning skills, speaking to customers
Driving experience

# Mountjoy Expo 2017

*Employers were also invited to provide suggestions for future events of the same nature in the form of some open ended questions:*

## **Q3. What would you have liked to have seen more of?**

- More offenders, perhaps shorter sessions, but difficult to judge
- More jobs options for the prisoners
- Perhaps more learned skills in preparing for an interview.
- More jobs qualifications.
- More needs to be done to get inmates driving licences and forklift training. “Only one inmate I spoke to had the required licence.”

# Mountjoy Expo 2017

## Developing the Social Capital of clients:

- The preparation of candidates therefore should be long established before the implementation stage of any Expo, or indeed, any exposure to potential employers.
- While the short window of opportunity to do this for 'Expo 2017', did not appear to mitigate against the success of some candidates, it would be best practice in future for the prison based Education and IASIO staff to establish ongoing essential education and training modules for CV development and interview preparation at an early stage of referral from the ISM Officer. Literacy and Numeracy skills are essential.



# Successes

From the analysis and recommendations set out above, we can conclude that the Mountjoy West Expo was hugely successful. Responses from all surveyed were extremely positive and it was clear that there was an appetite among both exhibitors and candidates for such an event to be repeated.

- 4 candidates were offered jobs on the day, and others are likely to follow as enquiries are still ongoing.
- 63 prisoners were provided with interview experience
- Employers overall viewed the event as a very positive experience for them
- Overall, the prisoners interviewed found it a valuable experience and welcomed the feedback from employers and other exhibitors

# Shortcomings

- The success of this event can be attributed, in the main, to a determination by the team to meet the pre-set deadline rather than following a more favourable lead-in time
- A longer lead-in time would have enabled;
  - Some educational deficits to be met including CV writing & Interview skills
  - More detailed skills analysis and sectoral identification
  - Psychometric testing as required
  - Matching candidates to a larger and more diverse group of employers.

# Mountjoy Expo 2017

**THANK YOU**