

## SFJ GG5

### Work with employers to provide opportunities for individuals at risk of offending



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#### Overview

This standard is about working with employers to provide employment and placement opportunities for individuals who have offended, or are likely to offend. It includes negotiating with employers and working with them to support their involvement with individuals.

#### **There are two elements**

- 1 Negotiate with employers and agree placement opportunities
- 2 Support employers in their employment of individuals at risk of offending/ reoffending

#### **Target group**

This standard is applicable to those whose responsibilities include negotiating and working with employers who offer opportunities for employment/placement to those who have offended, or are at risk of offending.

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#### Performance criteria

#### Negotiate with employers and agree placement opportunities

*You must be able to:*

- P1 identify suitable employers who may be able to offer placement opportunities appropriate to the individuals
- P2 approach relevant employers and discuss with the appropriate people how employment provides benefit individuals who have offended, and/or are likely to offend, and the subsequent value to the employers
- P3 enable employers to understand the nature of individuals' problematic behaviour and the circumstances contributing to its occurrence
- P4 identify and explain the support and resources that your organisation can offer to assist employers which offer placements to individuals
- P5 explore employers' willingness and ability to offer employment to individuals
- P6 facilitate employers to meet with and interview individuals who have offended and/or are likely to offend
- P7 provide appropriate support to individuals in assisting them to attend interview with prospective employers
- P8 obtain the informed consent of relevant parties where individual placements are agreed
- P9 assist individuals to make the arrangements necessary to take up the placement
- P10 provide employers with accurate and complete information about the individuals to be placed, and how the placement contributes to any other interventions that the individual is involved
- P11 maintain accurate and complete records of contact made with employers
- P12 maintain confidentiality in line with statutory and organisational requirements

#### Support employers in their employment of individuals at risk of offending/reoffending

*You must be able to:*

- P13 provide information to employers as to how and when they might contact you
- P14 provide accurate answers to employers' questions where this is within your role and refer to an appropriate person any questions that you are unable to answer, within required timescales
- P15 maintain contact with employers to a level that enables any issues associated with the employment/placement to be identified within required timescales
- P16 monitor, using approved methods, the employer's contribution to the effectiveness of the employment/placement, and the individual's progress and motivations
- P17 take appropriate actions to address issues that undermine the

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effectiveness of the employment

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#### Knowledge and understanding

*You need to know and understand:*

- K1 legislation and guidelines of effective practice which relate to work being undertaken and the impact of this on the work
- K2 the role of your organisation, and its services, and how they relate to those of other organisations and services
- K3 the principles of effective equality, diversity and anti-discriminatory practice
- K4 your organisation's policy and procedures regarding confidentiality of information and the disclosure of information to third parties, and the specific circumstances under which disclosure may be made
- K5 the range of local employment, placement, training and education opportunities, the forms these take, who may be eligible and how to access them
- K6 local agencies (statutory, private and voluntary) which are involved in providing or creating employment opportunities, their roles and responsibilities and how to access them
- K7 the importance of employment as a factor in reducing offending
- K8 ways of maximising the employability of individuals and how to access support and services to assist in this
- K9 methods of presenting information about the role of employment in reducing the likelihood of offending/re-offending to encourage employers' interest and participation
- K10 the particular difficulties that those who have offended, or are at risk of offending, may face in seeking employment opportunities, both in terms of employer concerns and their own abilities and confidence
- K11 potential concerns which employers may have regarding offering opportunities to those who have offended or are likely to offend, and why it is important to acknowledge their concerns
- K12 how to offer information to help employers make informed decisions
- K13 disclosure of convictions and offences – those which must be disclosed to potential employers by law
- K14 the potential risks of disclosing and of not disclosing convictions and offences
- K15 how to discuss risks with individuals to assist them to make informed decisions on whether to disclose offences/convictions
- K16 the principal types of issues which might be associated with employment /placement of individuals, including:
  - K16.1 non-attendance at work by individuals
  - K16.2 changes in needs and circumstances of the individual
  - K16.3 difficulties that employers' experience with individuals
  - K16.4 difficulties that individuals' experience with employers or the employment situation

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K17 the support and resources which may be needed by employers

K18 your role and responsibilities and from whom assistance and advice should be sought where necessary

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**Relevant occupations** Youth Offending Team Officer; Youth Offending Team Worker; Youth Justice Officer; Youth Justice Practitioner; Senior Youth Offending Team Officer; Senior Youth Offending Team Worker; Senior Youth Justice Practitioner; Youth Offending Team Manager; Youth Justice Manager

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**Suite** Youth Justice; Resettlement of Offenders;

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**Key words** Employers; opportunities; employment; placement

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