



One Way and New Futures Network



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INTRODUCTION TO ONE WAY

Our mission is to continue to be a world-class recruitment supplier in the Construction industry.

Since One Way was Established in 2004, we have been acknowledged as a high quality, independent, permanent and contract staff recruitment organisation.

One way is a respected and rapidly growing recruitment company for the construction industry, with specialist expertise in the built environment, rail, civil engineering and heavy plant. We place top quality construction professionals, technical and management staff, and trades and labour roles right across the UK.

Working across all construction arms, including civil engineering , industrial services, rail and white collar.

Social Value



Social value is an increasingly important part of any construction or engineering project. One Way's services and processes are designed to help clients meet their own obligations, including:

- Employing workers from the local area (Section 106)
- Taking on people from underprivileged backgrounds
- Training operatives in relative, saleable/transferable skills
- Offering a number of apprenticeships

We have developed a partnership with The New Futures Network and have piloted the scheme for the South East/West of the country and now with New future networks are looking to take this to a national scale.



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National Prison Statistics 2017

- Number of people leaving prison each year = **75,000**
- Percentage of people who are unemployed on release = **75%**
- Percentage of adults who are reconvicted within one year of release = **46%**
- Percentage people serving sentences of less than 12 months reconvicted within a year of release = **63.8%**
- HMP Ford have a reoffending rate of **9%**
- **11,000** serving prisoners are employed today by over **300** businesses or government departments

HMP Ford



HMP Ford is a category D establishment with an emphasis on resettlement.

One Way initially piloted the 'Ford Project' from this facility, now named the new futures project with the help of James Palmer and Michelle McSorley.



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New future networks

New futures network is only 6 months old at present, NFN are looking to emphasis on creating partnerships between employers and prisons.

One Way are working as an ambassador for the construction industry nationally with a NFN broker and together we form a partnership not only for prisoners in their last 12-15mths of sentence but also focussing around getting jobs upon release.

There are 18 employment brokers that cover regional areas and specialist sectors. These work with Goveneras asnd community engagment mangers to connect them with employers.

One Way and New Future Networks are now building this programme out nationally.



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How it can benefit your business

Resolving skills shortages

Within Construction skills shortages are responsible for 35% of vacancies and with Brexit around the corner this could increase, currently construction firms are already seeing gaps in trades and labour section. Thinking outside the box about recruitment and exploring new talent pools can help overcome such skills shortages. Prisoners and ex-offenders have a wide range of skills to suit almost any sector, making them ideal job-ready candidates.

Reducing staff absence

Prisoners who are on release on temporary licence (ROTL enables serving prisoners, who are coming to end of their sentence, to leave prison every day to work in community- this helps make a smoother transition back into the community) have to be out to work as organised and unlike some labour don't have random days off, they do of course get periodic family days but we would be notified in advance as like a normal employee taking holiday. They are allowed to work fully five days per week. All prisoners who are eligible for ROTL are very carefully risk-assessed.

Ex-offenders see their jobs as vital second chance so many go the extra mile to secure results and take less time off work than the average UK worker according to a recent survey completed by new futures network.

Making a difference

Employment is key to breaking the cycle of reoffending for individuals and their families. Most offenders want the opportunity to turn their backs on crime. Having a job helps them stay out of prison, get their lives back on track and is proven to reduce reoffending.

Running One Way's programme will make an impact on local communities and also inspiring change in the construction industry and help build an inclusive workforce.



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Making it work for you

Being in partnership with New Futures Network enables us to offer our clients a heavily discounted rate for general site operatives

You would not be liable for the individual onsite, it would be as any other contractor on site from us here at One Way, if they left site and did to return you would let us know in the office and we would let Prison know. Liability still falls with the prison as they are a inmate.

Rural areas where you have sites which have historically been difficult to fill, we would be able to easily make placements through our partnership with New Future Networks and guarantee these candidate's would be onsite everyday and on time.

Hours of work: inmates are allowed out of prison 12-15 hours depending on location of site and are allowed to work 5 out of 7 days per week.

Transport: Most prisons offer a cycle to work scheme, or it is within a 50mile radius of their train line. This would not be a deterrent for them getting to and from work.

Breaks and Lunch time : They are free to leave site and take breaks, you would treat them as any of your contractors onsite

Aftercare : Consultants from One Way will contact you every Monday and Thursday, however staff from Prison's or Employment coaches from New Future Networks may also be in contact as a routine check to comply with their regulations and that there inmate is onsite

Inputs: Training, employability, employment and skills support, housing support, coaching and second opportunity

Outcome: Gain qualification /training; secure employment, housing and rehabilitating offenders



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