



Candidate Journey

It is our mission to reduce reoffending and make society safer by placing people with criminal convictions into meaningful, mentored and sustainable employment.

Offploy's nine-step candidate journey takes you from referral to employment with ongoing support throughout the entire process. Find out more about our work in your region by visiting www.offploy.org

Ongoing Support

Throughout the entire process, Offploy will ensure consistent progress monitoring and support via regular phone calls, group sessions and meetings.

Candidates are also encouraged to contact their Social Employment Adviser at any time if they feel they may benefit from additional support.

1 Referral

Candidates are welcomed into the Offploy mentoring programme and begin their journey towards meaningful, sustainable employment.
Self-referral is encouraged, or candidates may be recommended via one of our trusted referral partners.

2 Initial Assessment

Our initial assessment is a one-to-one discussion with the candidate, to assess their immediate needs and any specific barriers at this stage.
Established barriers are classified as minor or significant depending on how they affect a candidate's employability.

3 Assignment

Candidates are given a task to complete which will help them overcome any previously established barriers in their journey.
This assignment is also intended to demonstrate the candidate's work ethic and commitment to the programme.

3a Minor

Candidates with minor or no significant barriers will be directly issued a relevant assignment from Offploy.

3b Significant

Candidates with significant barriers, such as addiction, are referred to an external support provider before progressing.

4 Induction Package

The induction package is designed to provide an in-depth assessment of an individual candidate's needs ahead of securing employment.
This is completed under the supervision and guidance of a designated Social Employment Officer.

5 Employability

Establish short and long-term goals, and the candidate's motivation for finding a job.
A peer-led employability course covers topics such as CV writing, disclosing convictions at interview, personal finance, time management and understanding when convictions are spent.

6 Employer Specific Course

The Employer Specific course introduces and develops sector-specific workplace skills on a programme approved by local employers.
Selected partner organisations will guarantee interviews to candidates who successfully complete these courses.

7 Interview

At this stage of their journey, candidates will be invited to interview with a range of approved employers.
The interview process is managed and overseen by Offploy, providing guidance and support for both candidates and employers throughout.

8 Employment

Following a successful interview, selected candidates will receive a formal offer of employment.
Offploy will oversee the job offer and provide support to both employers and candidates, as required, at this crucial stage in the process.

9 Sustainability

We will continue to help the candidate achieve their personal goals and work towards sustainable employment with support for a minimum of six months.
Employment is considered sustainable once a candidate has been in position for at least 13 weeks.