

A collaborative approach to increasing potential

Apex works closely with the Scottish Government, the Scottish Prison Service, local authorities, the business community, employers, colleges, training providers and community groups.

"Everyone deserves a second chance. Apex offers hope and significant support so that people can achieve things they never thought possible."

Chief Constable, Lothian and Borders Police

"We enjoy a successful partnership with Apex. The vast majority of Apex placements have proved successful with candidates going on to secure continued employment with us."

Marks and Spencer (Marks and Start)

"Our field staff were initially reluctant to be involved with ex-offenders. However, the Apex group has been so enthusiastic and committed that our team now seeks out opportunities to work with them! This stands as its own testament to the benefits of the project in integrating people back into the world of work and the community in general."

Forestry Commission



Contact

For more information about our programmes, local Apex units and how we can work with you contact:

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SKILLS  JUSTICE

 INVESTORS
IN PEOPLE

DWP  Department for
Work and Pensions

 QUALITY
SCOTLAND
Member

 POSITIVE ABOUT
DISABLED PEOPLE



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A positive future



Improving the outlook for individuals and communities

Offenders who find work are three times less likely to re-offend. But many lack qualifications, have literacy problems and have never worked. A vicious circle of debt, homelessness, family problems, stigma and isolation can make it even more difficult for them to get and keep jobs.

Offending and its impact on families and communities, together with the significant costs of maintaining an ever-increasing prison population, mean that it makes vital economic and social sense to look to the long term. This involves tackling the various factors which make it difficult for individuals to join and stay in the workforce.

Opportunities for ex-offenders

Health and wellbeing and good relationships are just as important for employability as self-confidence, skills and qualifications.

Apex works with ex-offenders and young people and adults at risk to tackle all the aspects which create barriers and limit choice.

As well as vocational skills, employers need people who are settled, can read and write, follow instructions, interact with others and use their initiative.

Through a variety of high quality and innovative approaches, we work with people at whatever stage they are at in their lives.

This can include help with housing problems, addiction and debt as well as literacy, communication and inter-personal skills.

We offer people the opportunity to change their lives.

Opportunities for employers

Employers are rightly concerned about the possible risks of employing ex-offenders. We work with employers to minimise risk and advise on recruitment practices, conviction relevance and interpreting disclosure certificates.

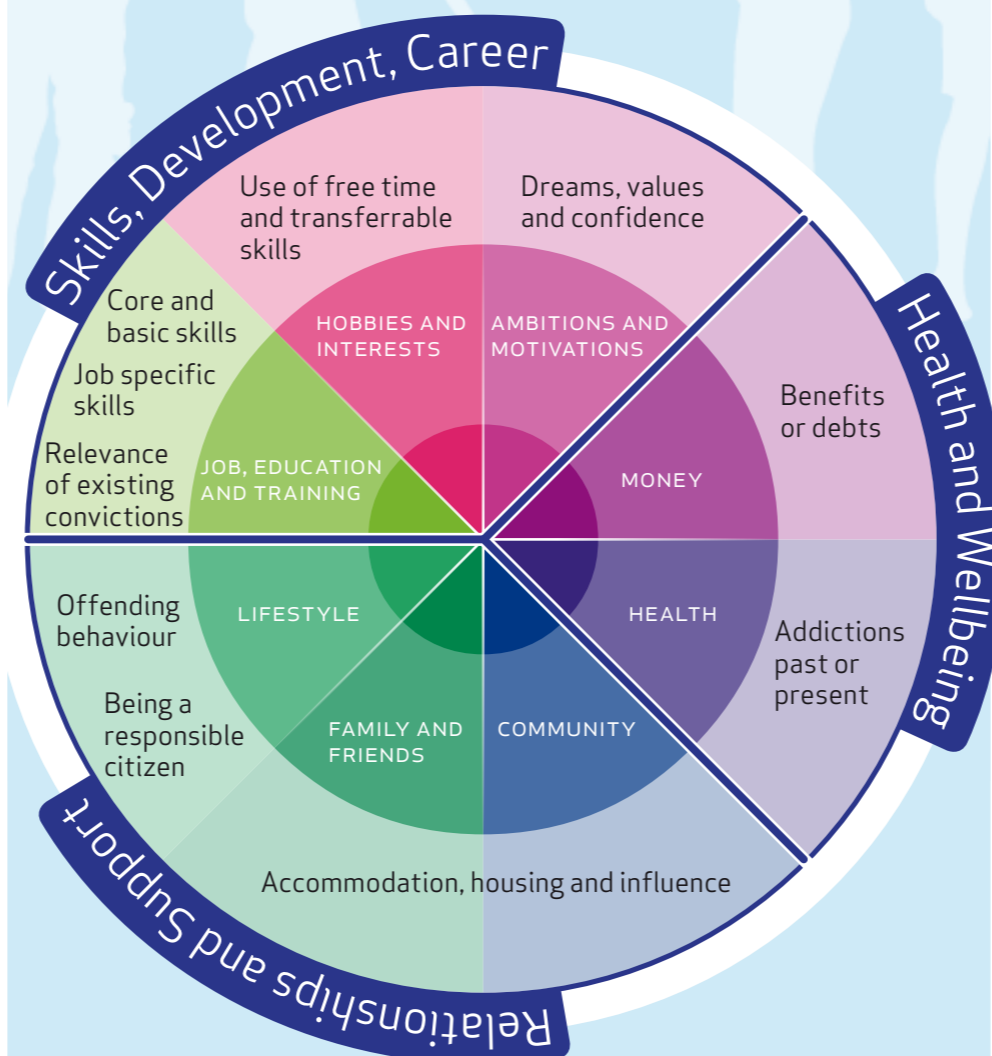


Our approach

Operating Scotland-wide, our specialist staff work directly with service users, employers and others in four main areas: community sentences, prisons, national training programmes and schools/education.

Whatever the programme or order, we use the same high quality approach to assess and work with service users. Using the Apex 'employability wheel', we work jointly with service users to look at the interlinked elements of their lives and then plan accordingly. It is a flexible and clear way of working with individuals on the aspects of their lives which need the greatest attention. It allows us to set realistic but challenging targets and to measure progression.

The sections in the wheel reflect Scottish Government and Scottish Prison Service priorities. By helping service users realise their potential through employment, training and education, we contribute significantly to the national targets of reducing re-offending, creating safer communities and improving economic prosperity.



A method which works

The Apex approach is tried and tested. We have a proven track record in helping service users move on to employment or training. It works because we recognise that everyone is different, people's needs change and they need different support at different times. In order to encourage a lasting difference we:

- engage** focus on what's most important and begin removing barriers
- inspire** highlight the positive and stimulate change
- improve** acknowledge achievement and encourage progress
- sustain** support the journey to self reliance

Benefits to employers and funders

Working with Apex provides employers and funders with high quality services along with experienced staff within the criminal justice, employment and training sectors with:

- Strong leadership from Apex Scotland
- Geographical spread
- Diverse services
- Successful programmes
- Value for money
- Experience drawn from practice
- Social and economic long-term benefits to individuals and communities

