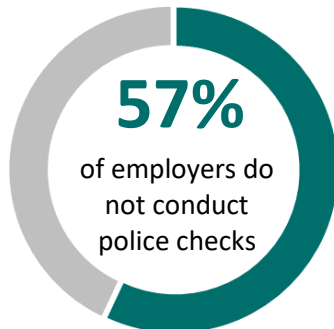




SUPPORTING EX-OFFENDERS INTO THE JOBS MARKET

1. Target the right job/industry

- Look for jobs in industries where a criminal record may not prohibit the job seeker from employment.



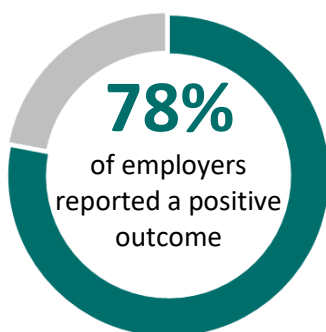
Employers in **Agriculture, Manufacturing, Retail** and **Wholesale Trade** were least likely to require police checks for their staff.

- Research also shows that ex-offenders secure placements in **Construction, Hospitality, Other Services¹, Agriculture** and **Retail** industries. Construction and Hospitality are large employing industries that are projected to grow and provide many more job opportunities in the future across Australia.
- Employers suggested further **education and training** could help improve the employment prospects of those with a criminal record.

¹The other services industry provides a range of services including car repair and maintenance (like spray painting) and other machinery repair services.

2. Employability skills (or people skills) are essential

Most commonly, employers seek good communication and interpersonal skills, a strong work ethic, good presentation, a positive attitude and reliability. They will not compromise on these!



Employers said ex-offenders successfully integrated into their business because they were:

- Hard working and a team player
- Liked by their colleagues and customers
- Appreciative of the opportunity
- Able to demonstrate they had the right skills for the job

3. Ex-offenders need to be upfront

Many employers said that if the applicant was upfront and honest about their criminal record when applying, depending on the nature of the offence, they “would give them a go”.