

## Consultation Questions

### Glasgow 2014 - Delivering a Lasting Legacy for Scotland

Yes. The section particularly relevant to the work of Apex Scotland is "Safer and Stronger". We welcome the aim to develop training and skills for offenders and those at risk of offending. Apex has longstanding experience of working with (ex) offenders and young people at risk to give them the skills employers want. If we think of

<p><b>Question 1: QUESTION 1: Are the benefits you would like from the games covered in this paper?</b></p>	<p>employability as a continuum, ranging from those who are virtually unemployable through to those who are accessing work, then our client group would fall into the lower end of this continuum. With the review of community sentences completed and the proposal to create one generic community sentence, largely based on reparation to the community through unpaid work, as well as focusing on skills development and issues that have contributed to offending behaviour, there are real opportunities here to involve offenders and young people in contributing to the community in a constructive way and developing skills that will provide a route out of offending for them.</p>
<p><b>Question 2: QUESTION 2: Is there anything else we should be doing?</b></p>	<p>We need to consider the employability issues for a growing number of offenders currently serving community sentences: In 2005/06, 52% of all those on Community Service Orders (5927) and 72% of all those on Probation Orders (8402) were unemployed or not seeking work. These orders are particularly prevalent for offenders between the ages of 16 and 20. There needs also to be a link with the Scottish Prison Service to relate the skills and training provided in prison to what will be needed for the 2014 games. A huge challenge is that 95% of people released from Scottish prisons are serving short sentences, whilst the entire vocational training programme is targeted at those serving long term sentences. So, the majority of offenders, stuck in the revolving door between prison and community receive little support to improve their employment prospects.</p>
<p><b>Question 3: QUESTION 3: How can we, individually or collectively, best achieve these aims?</b></p>	<p>By working in partnership with agencies who have experience and expertise in the relevant areas. For our clients, ongoing support is essential to help them with wider issues that also need to be sorted out before they can take up employment: housing, bank accounts, core and basic skills, to name a few. Employers also require ongoing support once an offender is placed with them. Apex has experience of doing both, particularly in relation to a construction initiative that previously operated in Barlinnie prison and more recently in relation to one that has started in HMP Edinburgh. We provide pre-release preparation for offenders, organise</p>

	<p>meetings between them and potential employers, match them up with employers and offer aftercare support to both on release. This ensures that employers have support and someone to contact, especially if things go wrong.</p>
<p><b><i>Question 4: QUESTION 4: Do you have any other comments to offer on what should feature in the final games benefits and legacy plan?</i></b></p>	<p>This is a terrific opportunity to create a legacy that will benefit Scotland and all its communities well beyond the closing ceremony. It could create a culture of employment and a larger skilled workforce. It is also an opportunity to break down barriers between employers and offenders by providing employers with workers who have appropriate skills, but more importantly, are honest and reliable and have the right attitudes and behaviours - this is at the core of what Apex Scotland does. Recently, we have been working with Standard Life to develop a strategy for engaging with employers and making them and business support networks aware of what we can offer. We intend to build on this work in various ways, one of which is to host an event later in the year to open up dialogue between the business communities and the criminal justice sector.</p>

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