



Build your business from the inside out

InclusiveRecruit is your specialist recruitment service — if you're a commercially focussed, inclusive business who wants a talented, diverse workforce without the normal costs of recruitment — what we do is for you.

www.apm-uk.co.uk

What we do

Hand-picking and preparing the best candidates for your business is what we do.

We find the right person, prepare them and give them relevant skills, and support them stay and succeed in their role.

InclusiveRecruit is the specialist recruitment service of APM UK.

We operate across the East Midlands, North East and Yorkshire & Humberside working with businesses of all sizes.

If you're a commercially focused, inclusive business who wants a talented, diverse workforce without the normal costs of recruitment services — what we do is for you.

Our services

We work with you and for you to find the best candidates. What we provide will depend on what you need. Our services include:

- Advice on recruitment processes
- Advertising vacancies if required
- Access to our pre-screened database of candidates
- Selecting and presenting candidates
- Competency-based interviews
- Reference and Right to Work checks
- In-work support for the successful candidate

Our approach

Dedicated support

You will have a dedicated and industry-experienced Consultant who will learn about your business – from culture and goals, to operating processes and today's priorities – and look after your vacancies.

They will work closely with you to determine what services you need, co-designing a responsive recruitment solution, and working with any in-house recruiters as you require.

Disclosure

We source the right candidates for your business by completing pre-screening checks in line with your requirements and expectations. We use a transparent disclosure process which is fair and clear for the employer and future employee.

Training and qualifications

Where needed we can source or deliver bespoke candidate training to ensure the candidates are fully competent and qualified for your role.

Occupations and Industries

We offer recruitment solutions for permanent, temporary and contract vacancies – urgent or planned.

We are experts in successfully placing candidates in areas including:

- Construction
- Warehouse and logistics
- Cleaning
- Production
- Groundworks
- Traffic management
- Fibre-optics
- Catering and hospitality.

Examples of occupations we have successfully placed candidates into include:

- General labouring
- Construction operative
- Demolition
- Asbestos removal operative
- Plastering
- Joinery
- Bricklaying
- Fork-lift truck operative
- Scissor lift operative
- Pickers and packers
- Cleaner / Industrial cleaner
- Factory operative
- Production operative
- Plant operative
- Ground worker
- Banksman
- Slinger
- Traffic management operative
- Fibreoptic engineer
- Installation engineer
- Kitchen staff
- Chef.

Of those employers who promote employing ex-offenders, approximately two thirds of employers state it has had a positive impact on their corporate reputation.

Stand out from the crowd

We're different because we specialise in inclusive, diverse talent pools.

Our service is funded by the Government to help more businesses reach UK talent for their roles, which means you don't have the usual costs associated with recruitment agencies.

We work with Her Majesty's Prison and Probation Service to support resettlement services for people with convictions.

Why employ someone with a conviction?

Hiring a person or people with a conviction can satisfy a range of business needs including financial, moral and societal, with the benefits for the individual being even greater.

Working with InclusiveRecruit to recruit, train and retain ex-offenders offers you several advantages over other recruitment services:

- **Corporate Social Responsibility (CSR)**

Employing ex-offenders can help you meet your own CSR commitments, meet requirements of the Social Value Act, and make you more attractive to customers.

- **Bridging skills shortages**

You get access to a talent pool that reaches further to give you more solutions to immediate skills and labour needs. We can support with bespoke training tailored to today's and tomorrow's skills needs.

- **Reduce recruitment costs**

CIPD estimates that filling an average vacancy costs around £2,000. Our service significantly reduces hiring costs and timescales resulting in a more efficient, effective and streamlined process.

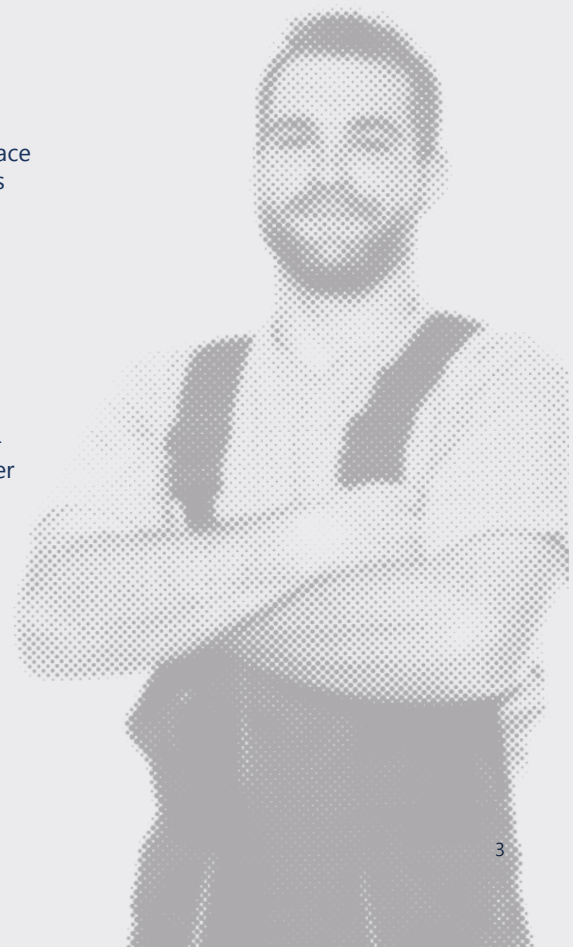
- **Good employees**

Ex-offenders are highly motivated to work, with the potential to become loyal, dedicated and resilient employees. They often place higher value on having a job – this means higher retention rates and productivity, with less recruitment costs over the long-term. Training and development employee investment also increase loyalty and retention rates, supporting businesses to retain employee knowledge, skills and expertise. APM offers in-work support to ex-offenders and businesses to further support retention rates.

Employment is the single biggest factor in reducing the likelihood of reoffending, yet 75% of people leaving prisons don't have a job to go to.

92% of inclusive employers say it's enhanced their reputation by employing ex-offenders – often helping them win new contracts

Office for National Statistics
gov.uk May 2018





'This has been great success with a number of the candidates securing full-time work with various employers and a number of staff still working for our company a year on and starting their second year. As a result, we are now looking to recruit 25 more staff with APM.

The services and support provided have been superb and have helped the candidates, who have recently been released, to undertake the appropriate training and find their route into work. I would have no hesitation in recommending other employers to consider this option of securing extremely reliable, loyal and hardworking people via APM.'

Jef Towers,
Managing Director at Universal Events Group Limited.

About APM UK

APM work in partnership with businesses to build diverse, inclusive and productive teams.

We provide a wide range of quality services including recruitment and employment support to assist people and businesses to recruit, hire, and onboard to create successful employment outcomes.

We offer specialist support to people of all backgrounds including those with criminal records, to prepare them for work in a variety of sectors and businesses.

Since 2010, we have supported more than 11,800 ex-offenders into work with businesses across the Midlands, North East and Yorkshire and Humber.

www.apm-uk.co.uk