

Creating chances with conviction

Research summary: Connecting to talent with lived experience



What you should know

Employers need to be supported in recruiting, managing, and retaining people with lived experience of the justice system.

After two years of extensive research, we found there are limited resources to support employers in employing this cohort. However, ongoing employment is one of the key factors in ensuring the successful reintegration of people coming out of the justice system.

Our research showed that employers:

- Carry assumptions about the level of risk present in recruiting someone with lived experience of the justice system
- Are uncertain about how to communicate and engage the cohort
- Do not know about the services available for the individual and hold concerns about being the sole source of support
- Are open to employing people with a strong work ethic, but need help on how to foster an inclusive workplace, and amend out-of-date recruitment policies for police checks

With the right support employers can update employment processes to create more work opportunities, access more talent with a strong work ethic, and help achieve organisational social responsibility goals.



Over the past decade we've employed about 460 ex-prisoners, none of whom are known to have reoffended so far.

-Toll Transport



We can help

We worked with industry, academics, and lived experience advisory groups to formulate a set of resources that will empower employers to take action and set everyone up for success.

These resources will help employers:

- Practice a culture of acceptance that removes the myths and stigma of employing people with lived experience
- Suggest changes to advertised roles so they can become more inclusive
- Practical ways to provide support (internal and external to the organisation) for new employees with lived experience of the justice system

We've created an increasing library of tools including our detailed findings, strength-based employment practices and guidance on how and when to conduct a police check.

We want organisations to begin by asking the question “how do I employ someone with lived experience?” instead of “why should I?”. To do this, we will empower employers to hire and advocate for the employment of people with lived experience of the justice system.



Setting up your business for success

Learn ways to build a more inclusive workplace that supports your organisation in accessing hardworking talent by visiting our website on:

redcross.org.au/inclusiveemployment

