



Workplace Mentor (People with convictions)

Re-entering the workplace can be daunting for someone with a conviction or other experience of the criminal justice system. The CIPD Trust pairs them with volunteer Workplace Mentors who are experts in culture and career development to help them settle and flourish in work.

Commitment: Generally fortnightly sessions for 6-9 months but can be flexible on the frequency.

When: Mentoring sessions can take place at a time of day that suits you and the person you are supporting. Mentoring relationships are run in cohorts and will have pre-set beginning and end dates.

Where: Online or on the phone.

Who can help?

Workplace Mentors understand how organisational culture impacts the way that people work. They are familiar with different elements of onboarding and how to create career development pathways. They are able to create an environment where others feel safe to admit mistakes and share ideas. We're looking for people who work in Human Resources, Learning and Development or Organisation Design at any level.

What is the impact?

Workplace Mentors help people with convictions to progress in work by offering practical advice and support alongside building their confidence in the future. A positive experience of work can help reduce reoffending and is a key element in re-building a life after receiving a conviction. Mentors also gain an insight into how employers can support those who've faced social exclusion.

Next steps

Please fill out the expression of interest form. We'll review your information and invite you to book some time to chat with us about the programme. Please note that we have limited spaces for mentors on each cohort.

Once you are accepted onto the programme we'll provide information on supporting people with convictions and the opportunity to ask questions with one of our charity partners. Through the mentoring we will check in with you regularly and invite you to group sessions with your cohort of Workplace Mentors.