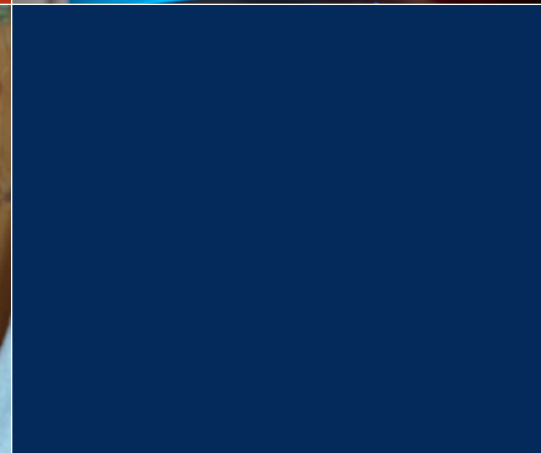
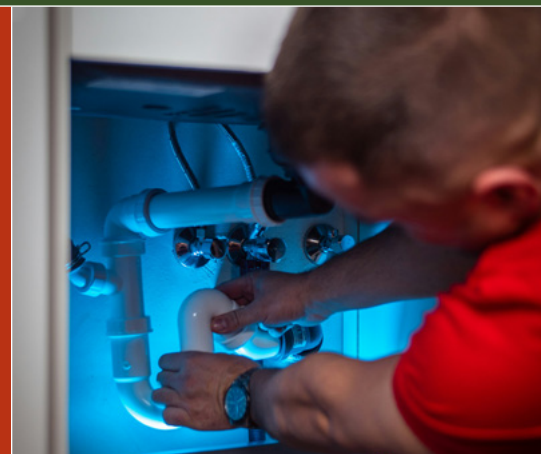




HMP The Mount Construction Centre of Excellence

Employer Sponsorship Proposition

How will you help shape our future workforce?





"It is essential that we continue to create opportunities for prisoners to build the skills, confidence and experience needed to secure meaningful employment on release. Working with our partners, we are building a pipeline of work-ready candidates, reducing the risk of reoffending, and making a commitment to long-term social values."

Angela Evans, Employment Lead, HMP The Mount Prison



HMP The Mount is developing a Construction Centre of Excellence to equip men with industry relevant skills, qualifications and employment opportunities in sectors experiencing significant workforce shortages.

We are seeking employer partners who want to help shape the future workforce while delivering meaningful social value within their communities.



About Us

HMP The Mount is a Category C prison for adult males in Bovingdon, Hertfordshire. Opened in the late 1980s as a training and resettlement prison, it operates a variety of programmes designed to support the rehabilitation of prisoners including bicycle refurbishment, plastering, woodworking, bricklaying, and car mechanics. In recent years, HMP The Mount has focused on improving the availability and quality of training workshops to provide prisoners with the necessary skills to successfully re-enter the community.

Detailed Sponsorship Benefits

Access to a Future Talent Pipeline

- Early access to individuals who have completed vocational training, gained qualifications and developed practical workplace skills.
- Direct employment pathways into sectors experiencing workforce shortages.

Influence Over Training

- Input into curriculum content and training priorities.
- Help shape skills provision to better meet industry needs.
- Engage with learners and share current industry expectations.

Social Value Impact

- Support rehabilitation and reduce reoffending.
- Demonstrate commitment to social value objectives.
- Contribute to local communities and inclusive recruitment.

Employer Recognition

- Recognition within workshops where appropriate.
- Acknowledgement during events and stakeholder engagement activities.
- Opportunities to feature in communications and success stories.

Direct Engagement Opportunities

- Guest speaker sessions and careers talks.
- Mock interviews and mentoring support.
- Participation in employer events and recruitment activities.

Sponsorship Levels

Gold Partner

Lead workshop sponsor with strategic involvement and recruitment pathways.

Silver Partner

Equipment, materials or financial contribution with active engagement opportunities.

Bronze Partner

Careers support, mentoring, guest speaking and employment opportunities.

Summary of Sponsorship Benefits

- ✓ Access to a future talent pipeline of trained and work-ready candidates.
- ✓ Opportunities to influence training and curriculum design.
- ✓ Demonstrable social value, ESG and CSR impact.
- ✓ Recognition as a partner supporting rehabilitation and employment outcomes.
- ✓ Direct engagement opportunities with learners and future recruits.
- ✓ A strategic partnership with the prison, education providers and employment partners.

Are you one of our Priority Sectors?

Construction

Bricklaying, plumbing, plastering and multi-skills.

Infrastructure

Highways, rail, utilities and traffic management.

Support

PPE, equipment, training materials, mentoring and employment pathways.

Why Partner with HMP The Mount

- ✓ **A ready-made talent pipeline.** Early access to candidates who've completed vocational training and gained the much-needed skills for sectors such as construction and infrastructure.
- ✓ **A say in how that talent is trained.** You'll have direct input into the training priorities, ensuring that the skills coming through match what your business actually needs.
- ✓ **Measurable social value.** This is a concrete way to meet your ESG and CSR commitments while supporting rehabilitation and reducing reoffending in your local community.
- ✓ **Recognition that makes a difference.** You will be acknowledged in workshops, events and communications as a partner who is genuinely investing in second chances, not just making a financial investment.
- ✓ **Real lives, real engagement.** You'll have the chance to meet candidates and shape their path to work long before they are on your payroll.

Key partners include:



Life on the outside

HMP The Mount's Prison Employment Lead **Angela Evans** shares the personal stories of two former inmates, highlighting the positive impact employer initiatives make.

Sherman

A second chance

When I first met Sherman, he believed that nobody wanted to help him. After spending most of his adult life moving in and out of prison and nearing the end of a 10-year sentence, he felt that everyone was against him and that his criminal record would stop him from ever moving forward.

Over several weeks, I spent time getting to know him and building trust. During one of our conversations, I asked him what mattered most to him. Without hesitation, he said, "My daughter." He told me he wanted to be a positive role model in her life and show her that people can change.

When I asked him what kind of work he would like to do after release, his response was heartbreaking but honest: "No one will employ me because of my record." After a long discussion about his strengths, ambitions, and the opportunities available to him, Sherman admitted that he would love to work for either Iceland or Timpson.

With his goals in mind, I arranged interviews with both employers. Sherman embraced the opportunity, prepared well, and performed exceptionally in both interviews. His hard work paid off when he received job offers from both companies. He chose to join Timpson.

A few months later, I contacted my Timpson representative to see how Sherman was getting on. The feedback was remarkable. I was told that Sherman was one of the best employees they had ever had. He was reliable, always on time, hardworking, and had a fantastic attitude towards customers. His commitment

and dedication did not go unnoticed. Timpson recognised his potential and placed him on their management development programme. Today, Sherman has been successfully running his own Timpson store for the last year and a half.

The story does not end there. Sherman told me that his brother had also served time in prison. Inspired by Sherman's journey, his brother decided to follow a similar path and is now also employed by Timpson and has remained out of prison.

“
Sherman's story is a powerful reminder that with the right support, opportunity, and determination, people can break the cycle of reoffending.
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Sherman's story is a powerful reminder that with the right support, opportunity, and determination, people can break the cycle of reoffending. What began as a conversation with a man who believed nobody would give him a chance has become a success story that has transformed not only his own life, but also the lives of his daughter, his family, and his brother.

Every story here began with an employer willing to give someone a chance at life on the outside. Sponsorship is how that starts.

Daniel

A new chapter

When I first met Daniel, he was a cheeky young man who had experienced a difficult upbringing and had spent periods of his life in and out of prison. Despite the challenges he had faced, what stood out most was his genuine desire to change. He was determined to build a better future, not only for himself but also for his children and family.

During his time in custody, Daniel worked incredibly hard to turn his life around. He became an Enhanced Prisoner and took on the role of mentor, providing valuable support and guidance to many men arriving in prison for the first time. His willingness to help others and give back to the prison community demonstrated the positive changes he was making in his own life.

I spent a considerable amount of time working with Daniel and found him to be enthusiastic, reliable, and always willing to support events and activities within the prison. Recognising his potential, I encouraged him to pursue qualifications that would improve his employment prospects upon release.

Daniel embraced every opportunity available to him, enrolling on a number of employment-focused bootcamps, including Rail Track and Traffic Management courses, where he excelled. His commitment and determination were evident throughout. One particularly proud moment was when he met Lord Timpson at the Rail Track launch event. Daniel represented himself exceptionally well, speaking confidently and articulately about his experiences and aspirations.

Following his release, Daniel unfortunately found himself recalled to custody within two

weeks due to a poor decision. However, rather than allowing this setback to define him, he remained focused on his long-term goals and continued to work towards a positive future.

Today, I am delighted to say that Daniel has been released once again and has secured employment within the Traffic Management industry. This marks the beginning of an exciting new chapter in his life. His journey has not been without challenges, but his determination, resilience, and commitment to change have created opportunities that once may have seemed out of reach.

Daniel's story is a powerful example of how rehabilitation, support, education, and employment can transform lives. He now has the chance to build the future he always wanted, and his success serves as an inspiration to others looking to make positive changes in their own lives.

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