

Organisation Name	Reference	2020-05-R021
Tempus Novo (New Time)		

Visit Date	Visited By
April 2022 online	Alison Hope

Grant Summary
<p>Tempus Novo focuses on assisting ex-offenders into employment. Founded by two ex-prison officers in 2014, Tempus Novo has achieved high placement and retention rates with over 50 employers and reduced the number of participants re-offending substantially. Ex-Offenders and employers are provided with continuing support for 6 months following placement to ensure the smooth transition into employment.</p> <p>The grant will be used to employ a Development Officer with experience of the logistics industry. By developing an employment pathway into the logistics industry, ex-offenders will be able to obtain logistics and transport related qualifications and leave prison to take up employment opportunities in all areas of logistics operations. This will increase the number of ex-offenders gaining and retaining employment, and impact positively on the market position of Tempus Novo, increasing their revenue and reliance on grant funding.</p> <p>tempusnovo.org</p>

Visit Details (People met, premises visited etc.)
<p>Zoom call with Steve Freer and Co-founder Val Wawrosz. Two ex prison officers, full of charisma and passion for their work.</p>

Information about the Organisation
<p>This is a stellar organisation that is now flying. Established 8 years ago are succeeding where others have failed - to help people with convictions into jobs and support them to keep them.</p> <p>Getting self referrals, and from all agencies including the police. Had one great success with a prolific exoffender who the police warned them off who has asked to be an ambassador. So far of 600 who they have placed in work 4.6% have reoffended.</p>

Inmates start work on ROTL. At interview they make sure that they are really motivated, if not, give them feedback and ask them to come back in a couple of months. Don't want to turn anyone away as they know how back disillusionment is for inmates. As well as offering ongoing support, write to them in prison after 3 months, 6 months and 12, thanking workers for their commitment and for being such good ambassadors for TN.

Keep in touch, if necessarily several times a week, by text and phone. Help with issues such as transport, anything that causes a placement breakdown.

Attend interviews with them. Have had huge success in placing mainly men (some women) in the logistics industry here wthe current recruitment crisis creates a win/win.

Doing so well that have met Dominic Raab and feel they have influenced government policy – prisons will be given targets for getting prison leavers straight into work. Their key partner Hatfield Prison has 5 x the success rate of other prisons. Not all governors are proactive.

Lots of great case success stories shared.

Would be good to get them on trustee zoom for all to hear.

Issues and Comments

Not sure if they have reported this but in the end have not charged fees for placing people because that means they will have to become an agency with lots of red tape for companies, but are getting corporate donations from partner companies.

They have set up one new off shoot (Milton Keynes I think) and want to raise funds to do so in Manchester.

Also have not employed a Development Officer specifically for this work. Ian seems to do this work perhaps with Val.

Other Feedback

Best call of my time with TT.