

High:five

Job til unge på kanten

Ole Hessel
Chief manager



My assignment

- The work of High:five
- Social reinsertion of offenders
- The social responsibility of companies



Levels of effort

Crime prevention:

Creating a society and a social level of support that prevent development of bad behavior, drug abuse and criminal activity etc.

Reaction:

That stops bad behavior, drug abuse and criminal activity etc.
Penalty, treatment and professional help

Reinsertion:

Creating alternative possibilities for normal lifestyle: job, education etc.

Position of effort

REACTION

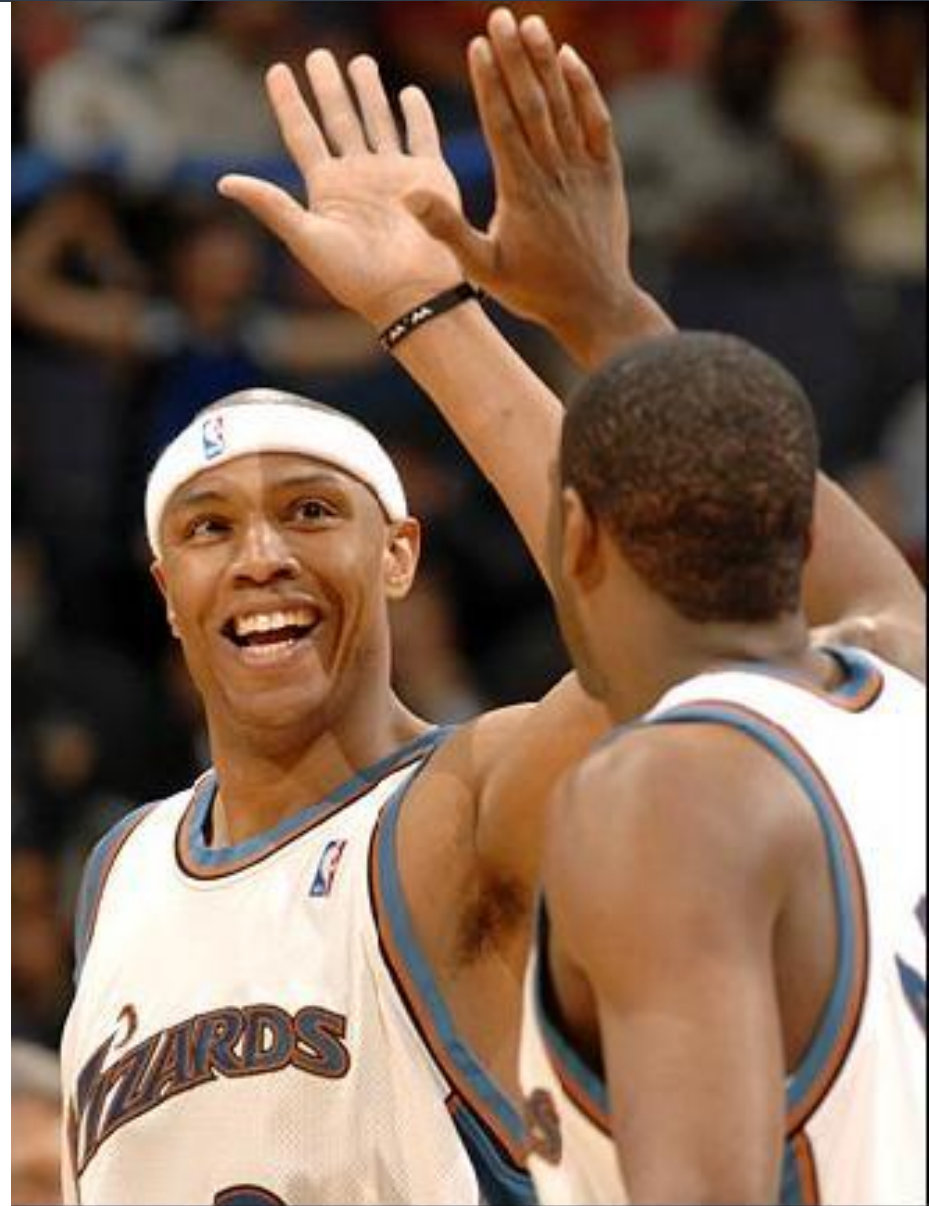
- Qualification:
 - Clarifying
 - Drug treatment
 - Anti-anger course
 - Education
 - Work training
 - Coaching
 - Mentoring
 - Etc.

REINSERTION

- Reinsertion:
 - Motivating companies
 - Helping companies
 - Motivation for Corporate social responsibility

*If there is no way out
of this mess
you will be
more qualified
to stay in it!*

The story of High:five



High:Five – jobs for criminals

Created in 2006 by
The National Network of Company Leaders

Supported by The Minister of Labor
Financed by the government

Protector: His Royal Highness, Prince Joachim of Denmark

Financing till April 2014
20 consultants working all over Denmark

www.highfive.net

Objective of High:Five

- To help companies create jobs for former criminals
- To strengthen the social responsibility of companies
- To change attitudes toward criminal records
- To establish interdisciplinary partnerships
- To create new methods



Our own goals

- High:five is independent
- We are professionals
- We work with quality
- We are an extension of the existing
- We want permanent change of lifestyle
- We are working for nobody particular
- We are working for EVERYBODY

Status

- Employees at High:five: 6-20 consultants
- Almost 1.000 matched since August 2006
- 2006-2012: 70 % stays away from crime
- 2010-2012: 85 % stays away from crime
- About 4.000 youngsters in contact
- 1.400 companies listed as positive
- 2-300 jobmatch per year
- Successful establishment of jobs for prisoners
- The company's social engagement is increasing
- Mentor course started in autumn 2008

External evaluation 2012

- High:five is a success
- Target group and methods are good
- Decreasing relapse
- High:five vs. control group (2006-2012) - imprisoned:
 - High:five: 30 % return to criminal activity (0 %)
 - Control group: 93 % return to criminal activity (27 %)
- Saving: Up to 200.000 Euro per person
- Recommendation:
 - Continue long term financing of High:five
 - Keep it independent
- Return of investment: 20 times input

We need someone
to do something.

We need someone
to open the door
to normality



Public support in Denmark

- Unpaid internship at companies
- Support for salary: 1-12 months (about 2/3)
- Support for housing
- Support for mentor at company
- Support for social mentor
- Rehabilitation for study

The motivation of Companies

- I want to make a difference for one person or for society
- I want publicity for me and my company
- I want to make a profit for my company helping exposed persons

Company barriers

- Why hire your youngsters
- Its not our job to help them
- What are the benefits
- What are the risks
- Is it difficult
- What will our employees think
- What will our customers and suppliers think
- What is the success rate
- Do we get any help
- Etc.

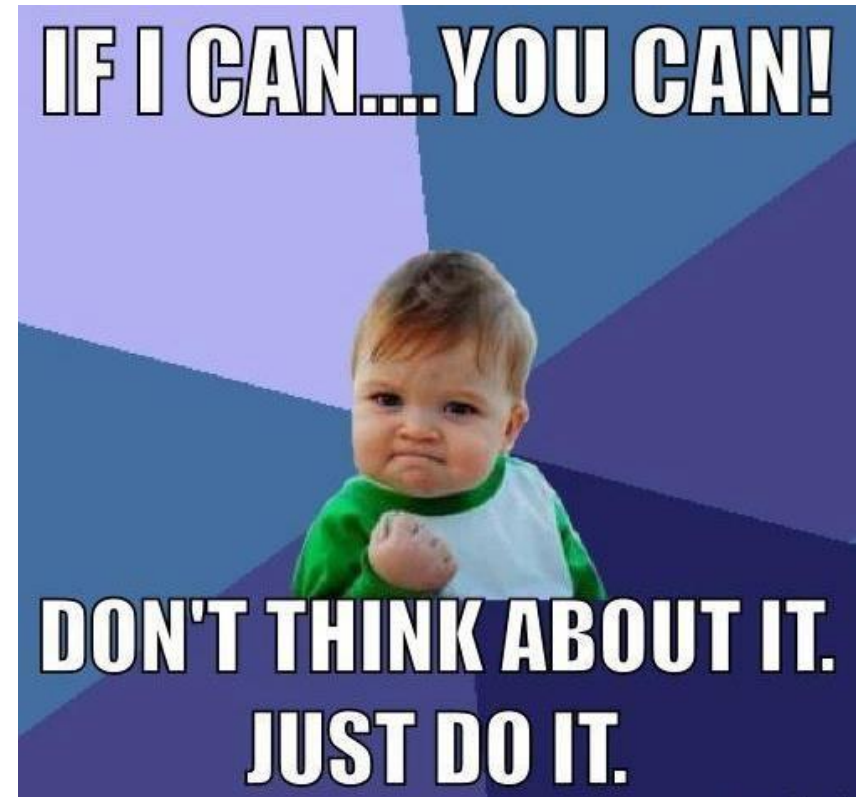
Motivation for companies

- Telling the good story
- Help someone in need
- Its not difficult or dangerous
- They are highly motivated, very loyal and work hard
- Your employees will love you for it
- Customers and suppliers respect you for it
- You'll be “social responsible” – meaning: profit
- High:five only deliver someone you can handle
- High:five only deliver someone you need and want
- High:five will help you all the way

SOMEBODY
has to do something



Are you
SOMEBODY
or
are you
NOBODY



What does the companies need

- What do you want?
- What don't you want?
- What are your demands?
- Company demands:
 - YOU (High:five) guarantee:
 - **Motivation**
 - **No more crime**
 - **Drug free**
 - **Permanent residents**
 - **Good behavior**

Response of companies

- Please tell our story
- Nice to help someone in need
- Its not difficult or dangerous
- They are highly motivated, very loyal and work hard
- My employees love it
- My company receive acknowledgment and PR
- Customers and suppliers respect me for it
- The people you deliver are okay and fit our company
- All together we make a profit

The development

- Motivation
- Experience
- Involvement



The company

- Receive application, CV, criminal record, the plan, and our assessment at a meeting
- An interview is arranged
- High:five brings the person to the company
- The company does the interview and decide
- Further qualification in the prison
- High:five clarifies the plan with the prison, municipality and other backup partners
- High:five qualifies the company mentor
- Start of internship 1 month before release
- Hired the day he is released.

Job match agreement

- Who is who
- Type of job (solid, training, internship...)
- Objective (clarification, qualification, solid job..)
- Time frame
- Support (mentor, contact persons etc.)
- Financial support
- Transition steps
- Expected time of conclusion
- The role of High:five

Follow up

- Individual decision
 - The young one (personality, motivation and challenge)
 - The company (experience, persons, leadership and industry)
- Dialog with the company – what do you want
- Dialog with the youngster – what do you need
- Balance between the security of the companies and the respect for the youngsters wish to be “normal”
- High:five leaves as soon as its safe to leave
- But the youngster and the company can always call

Corporate social responsibility

- CSR is
 - Environment
 - Community
 - People
- The wish to help is in every individual
- Company employees are individuals
- Companies are part of society
- You can't force the development
- You can't legislate to expedite development
- CSR is increasing

High:five

Job til unge på kanten

Together we do more

