

CM – Thriving in Work



In May 2024, Social Value Advisor Dan Proffitt was invited into HMP Forest Bank by Paul Higginson the Criminal Justice Employment Lead for the Groundwork Trust, to deliver a presentation on Construction Careers to a group of 10 inmates who were taking part in the Construction Skills Bootcamp.

The Skills Bootcamps are a 12-week course where participants gain a NOCN Level 2 Construction Multi-skills qualification and their [CSCS](#) card, an essential qualification for anyone working on site.

It was during this presentation and subsequent chat over a brew, that Dan met CM (not his real initials) and quickly began to realise just how driven he was to change his life around.

"I had been recalled to prison twice in the last 12 months and felt that my life was going nowhere fast, the skills bootcamp allowed me the possibility to focus on something positive but I didn't expect anything to come from it"
CM

"After being impressed by CM during his visit, Dan vowed to keep in touch with Paul to check on his progress and asked Paul to get in touch with him when Mark was next released.

In early June, Paul got back in touch with Dan with a release date and a CV for CM, stating that he had Bootcamp and not only gained his qualifications but had shown great leadership skills, assisting his peers to complete the course also.

Dan quickly arranged to meet CM and following an honest and open conversation agreed to reach out to supply chain partner Ameon, as CM had an interest in becoming an electrician.

CM alongside Dan, subsequently met with Tom Scott, Contracts Manager, and after another open conversation, Tom offered CM the opportunity to come and work on our Rodney St site as a labourer for Ameon.

Since that moment, CM hasn't looked back.

Working on site, he has integrated himself into the AMEON team and is picking up the skills and knowledge that will enable him to follow his desired career path of eventually becoming a fully qualified electrician.

CM was even trusted to take a work experience placement under his wing for a day or two, showing them the ropes and explaining his role on site

There have been lots of challenges to overcome and it hasn't all been plain sailing. However, the AMEON team on site have ensured that CM has been supported, and they have grasped the need of understating CM's path, treating him fairly and without stigma.

"I have been late twice to work, and there are no excuses for that but the team at AMEON didn't throw my past at me and used it as an excuse to let me go – which has happened at previous places. I am not treated any differently to all the other team members and that really does make a huge difference".

Despite the odd early setback CM is now thriving in his role on site, learning new skills and building his reputation as a reliable and hardworking team member.

Alongside his work life, CM's personal life goes from strength to strength. He is now able to see his children and got to spend Christmas with them for the first time in 3 years. He is also looking forward to seeing his new Granddaughter in the very near future.

Currently in shared accommodation, CM is also saving hard for a deposit so that he can get a place of his own, somewhere he can be with his children and Grandchildren .

"CM has settled in really well and is definitely part of the team now he has a fantastic can do attitude and never grumbles at any task he is given, he just gets on with it and his overall attendance has been fantastic.

We had no idea what to expect taking on an ex offender, but we are so glad we did as CM is now a huge credit to our team and we will be happy to offer him more work after he has finished at this project. (Tom Scott, Contract Manager, Ameen)

Wates, Ameen and Groundwork continue to support CM on his rehabilitation journey , working together to provide lasting change.

