

CSR - Opening up Work for 'Hidden' Job Seekers

Company: Neovia Logistics **Location:** Desford, Leicestershire **Date:** February 2018 **Turnover of contract:** £12 million **Employees:** upto 600
Contract Structure: Sole Supply

Overview

Siamo Group have been working together with our client, Neovia Logistics, and the Prince's Trust Talent Match Programme to increase employment opportunities for candidates with specific learning disabilities, such as Autism Spectrum Disorder (ASD).

Recognising the difficulties some young people with ASD face in gaining employment, the team at Neovia have been working with us and Prince's Trust to put an employment programme, named Qube, in place at their Leicester site.

The Talent Match programme aims to create an introductory role set in a real working environment. This is an alternative recruitment process enabling individual needs to be identified in a safe working environment, with team cohesion and a taster of a real job role.

Siamo Group's Involvement

Recruitment of the first group was carried out by Prince's Trust, based on candidates they were currently working with, who were eager to start work. For some, this was their very first opportunity for employment.

We carried out an induction with this group and introduced them to the shop floor team to begin work. We have worked closely with the candidates' mentors to ensure they are both supported whilst on site and sufficiently challenged by their job roles, having real work tasks to complete and being allowed time to learn and take ownership of individual tasks.

We have allowed and encouraged the group to work together to foster a welcoming and comfortable environment where they can flourish. However, each team member has their own responsibilities, as per any other employee, and is managed for performance, attendance, punctuality, attitude and productivity on an individual basis. This allows each team member to find their strengths, and recognise and work on any things they find more difficult, in a fair and supportive way.

What the customers say:

"Our experience working with Siamo Group has been really great. They have always offered a professional, personalised service. Siamo Group have been quick to address any matters that arise and get the issue resolved. They have been extremely accommodating to ourselves and the young people.

- Shân Needham, Senior Careers & Development
Advisor for B-Inspired/Prince's Trust

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The Mentoring System

When the team first started, they received onsite assistance from both Neovia's Job In Training (JIT) team and Prince's Trust mentors. The impact the programme has had is clear as soon as you speak to the candidates involved, including Calvin Tebbutt:

"I have worked here for 10 weeks. Since starting the Prince's Trust Talent Match Programme my confidence has increased significantly. Working here gets me out of the house and earning money. I also have work mates which make the job more enjoyable. I find Siamo management approachable and can find them on the shop floor when I need them."

Since starting, candidates on the programme have become more confident, and less reliant on mentor support. They are now able to work independently with just their coach and Siamo Team Leaders to manage and assist them and have been able to become part of the wider team, gaining confidence in both work-based and social skills. Testament to this are the words of another programme candidate, Blake McKillop:

"I have worked here for 10 weeks since the beginning of the Talent Match Programme. Since being here I feel my social skills have been developed to the point I can talk to any colleague, manager or coach with confidence. This wasn't the case in my previous employment, which was in a similar environment (logistics) but the management were nowhere near as tolerant or helpful with training and additional support. I find the work extremely rewarding, especially when we complete the task."

Several cohorts of Prince's Trust Talent Match employees have now come through the programme. Many of these candidates have gone on to successful full-time employment within the business. Some have already been successful at gaining further qualifications such as FLT training. Others have stayed within the Talent Match project – becoming mentors to the next cohort.

This ground-breaking project has been recognised nationally, with Siamo Contract Manager Adam Martin, speaking at both the Prince's Trust Talent Match National Conference and the Movement to Work conference. Adam has been the voice of Siamo, explaining the success of the project from an employer perspective in order to engage other employers and encourage uptake of the programme within other industries.

Overall Impact

The teamwork between Siamo Group, Neovia Logistics and Prince's Trust has enabled these young people to realise and develop their skills, utilise their work ethic and feel valued and trusted in their work environment. It has given them confidence, encouraged them to integrate and enabled them to develop their potential. They are a much-valued part of our workforce.