

People Matter Charter: Opportunities for Young People

Opportunity & Challenges:

Mane signed up to the People Matter Charter as we were keen to address some of the workforce challenges within our business and the industry. We are committed to exploring and addressing the People Matter commitments to bring positive changes.

One of the opportunities that we could immediately impact would be in providing opportunities for young people to gain valuable work experience and consider education and careers in the recruitment, engineering and construction industries. This has been further affected by the pandemic over the last year in terms of the logistics of delivering meaningful experiences and insights into the industry.

Progress:

STEM

We have appointed STEM Ambassadors within the organisation. Donna Murphy, STEM Ambassador, has been working as an Enterprise Advisor with Futures Academy (formerly Francis Coombe school) in Leavesden, our local secondary school. The school has a particular challenge with pupils lacking ambition, impacted by many of the parents lacking aspirations for their children. Donna is participating in a careers chat online with 100 students to discuss careers in rail and infrastructure as well as the recruitment industry. Donna will also be running a workshop on how to write your CV and has involved 3 of our clients in the Futures Academy careers event.

Another of our STEM Ambassadors is working with his former school, Hemel Hempstead Secondary to provide information at their careers events.

GRADUATES

We recently supported Barhale's graduate intake programme by introducing a graduate to their Operations Manager. He was successful in joining Barhale as an H&S apprentice. He said, "I can vouch first hand for Donna Murphy, who was quite simply extraordinary in helping me get into my industry. Her patience and level of knowledge is second to none. I would strongly urge anybody within the Rail or Infrastructure sectors to help Donna out if they can!"

The graduate is also participating in the virtual careers day which could inspire more students to take up a STEM subject leading into a huge amount of opportunities in the Built Environment.

VIRTUAL WORK EXPERIENCE

Fact box



Company: Mane

No of employees: 48

**HQ: WATFORD,
HERTFORDSHIRE**

Website: www.mane.co.uk

**Main contact: Emma
Sullivan**

**Services: Provision of
temporary and permanent
personnel**

**About: Established in
1993, Mane is one of the
leading technical
recruitment agencies in
the UK. We supply staff to
a wide-range of
engineering roles within
Aerospace, Defence,
Automotive, Motorsport,
Energy, Rail and
Construction markets.**

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Partnering with Speakers for Schools we are co-ordinating a programme to allow us to continue providing work experience opportunities for students. This is delivered in a virtual classroom and we plan for the programme to encompass:

- Introduction to our organisation and recruitment
- Industry sectors, job roles, remuneration and qualifications
- The Mane Way (the way we do things at Mane, from registration to placement to business development)
- Practical exercises in conducting research, advertising job roles etc
- Client projects, testimonials, accreditations
- Careers support to include CV writing, interview preparation/role play, build your brand (LinkedIn and networking tips)

Delivering in a virtual setting will actually allow us to expand the number of students that we can deliver our work experience programme to; by up to 3 or 4 times as many as our previous programme. We are advertising for a June placement by end of April 2021.

Impact:

Working closely with a local school has had a huge impact on providing them with positive help to achieve the best they can. Our virtual careers day supported by clients in the Built Environment working on local projects to them will and has encouraged careers in the Built Environment, inspiring young people to make career choices that were previously unknown to them. This is adding value to their future employers and local area having an impact on the environmental, economical and social value bank in the areas that the students live in.

Value gained:

We have certainly added value to the graduate who joined Barhale's graduate programme, employing and utilising local graduate talent which also improves the social value bank. Utilising local talent can cut down on travel emissions, also local money is spent and invested locally.

We have had a positive impact on his career and positive impact on Barhale ultimately delivering better outcomes for people and the environment.



The logo for MANE, featuring the letters M, A, N, and E in a bold, black, sans-serif font. The letter 'A' is highlighted in a vibrant red color.