

Appendix C – Kiely Bros Case Study (Employment Opportunity for local resident, targeted key priority group)

Our Manchester Strategy - Working Together

Work experience and a previous My Future Placement member has been offered an Administration Assistant role with Kiely Bros in Newton Heath as part of MCC's Work and Skills Team's Social Value work in collaboration with the Highways service.

The Greater Manchester Talent Match Youth Panel member has just completed a six month My Future Programme work experience placement with Manchester City Council. As part of the Our Manchester Disability Plan development, the Work and Skills Team asked her to advise us on how better to communicate the job opportunities and other work and skills support available to disabled people in the city as the team knew that not enough disabled people were successfully applying for apprenticeships and other opportunities.

She presented her recommendations to MCC teams and the Our Manchester Disability Plan work and skills group to help shape future strategy of the Council. The City Council has since implemented some of her ideas and is planning a disabled people's jobs fair with other Our Manchester Disability Plan Board members for early 2019.

Following on from the initial work experience placement, she carried out a six month My Future Placement from February to August 2018 within the Data Governance Team. My Future is an initiative developed in partnership with The Manchester College and Manchester City Council to offer young Manchester residents aged 16 to 24 years old not in education, training or employment the opportunity to carry out a paid work placement. Meryl Crummack was her manager and stated: *"It has been an absolute pleasure having her on the team. She has been a breath of fresh air with her happy approach to life, her enjoyment of being part of a team and her capacity to take on and complete tasks assigned."*

As part of the framework for Highways, Kiely Bros were one of the successful suppliers to be awarded work to deliver surface treatment to carriageways across Manchester. With MCC's increased focus on the need for social value, Kiely Bros were keen to make a difference and enthusiastic about adding value to the local community through their social value offering. Kiely Bros offered social value which would provide opportunities for employment linked to Manchester's key priority groups; they wanted to target someone who may be long term unemployed, out of work or may be disabled.

After initial conversations about a potential existing candidate to fulfil the role, the potential candidate attended an interview with Kiely Bros to discuss the role and job requirements in more detail. Kiely Bros were able to put in place the reasonable adjustments she needed for her impairments, offering her the position with a start date of the 9th October 2018. She has part-time flexible working hours in place to avoid rush hour travel and will be paid above the Manchester Living Wage.

“She is systematic, well organised and enthusiastic,” says Pamela Williams from the Work & Skills Team. “She had her own experiences she could draw upon, which made her perfect to review our systems in the Work and Skills Team and see where the Council could improve its offer to future disabled employees. She has now completed a six month My Future placement within the Data Governance Team, where she thrived and offering valuable support to the team. She is about to start a new chapter. Kiely Bros have gained a valuable asset to their business.”

She has stated “I’m feeling nervous and so excited to be working at Kiely Bros. They seem friendly so I know I’ll get on with them. I’m excited about the work that I’ll be doing.”

As part of Our Manchester, this is a great example of listening to what members of our disabled community have told us, working together with different departments, partners and business to achieve positive outcomes for the Council, businesses and Manchester resident.