

From Production Operative to Transport Planner – plugging gaps and upskilling staff through the MyPath programme



PLUGGING SKILLS GAPS THROUGH MYPATH

THE ORGANISATION

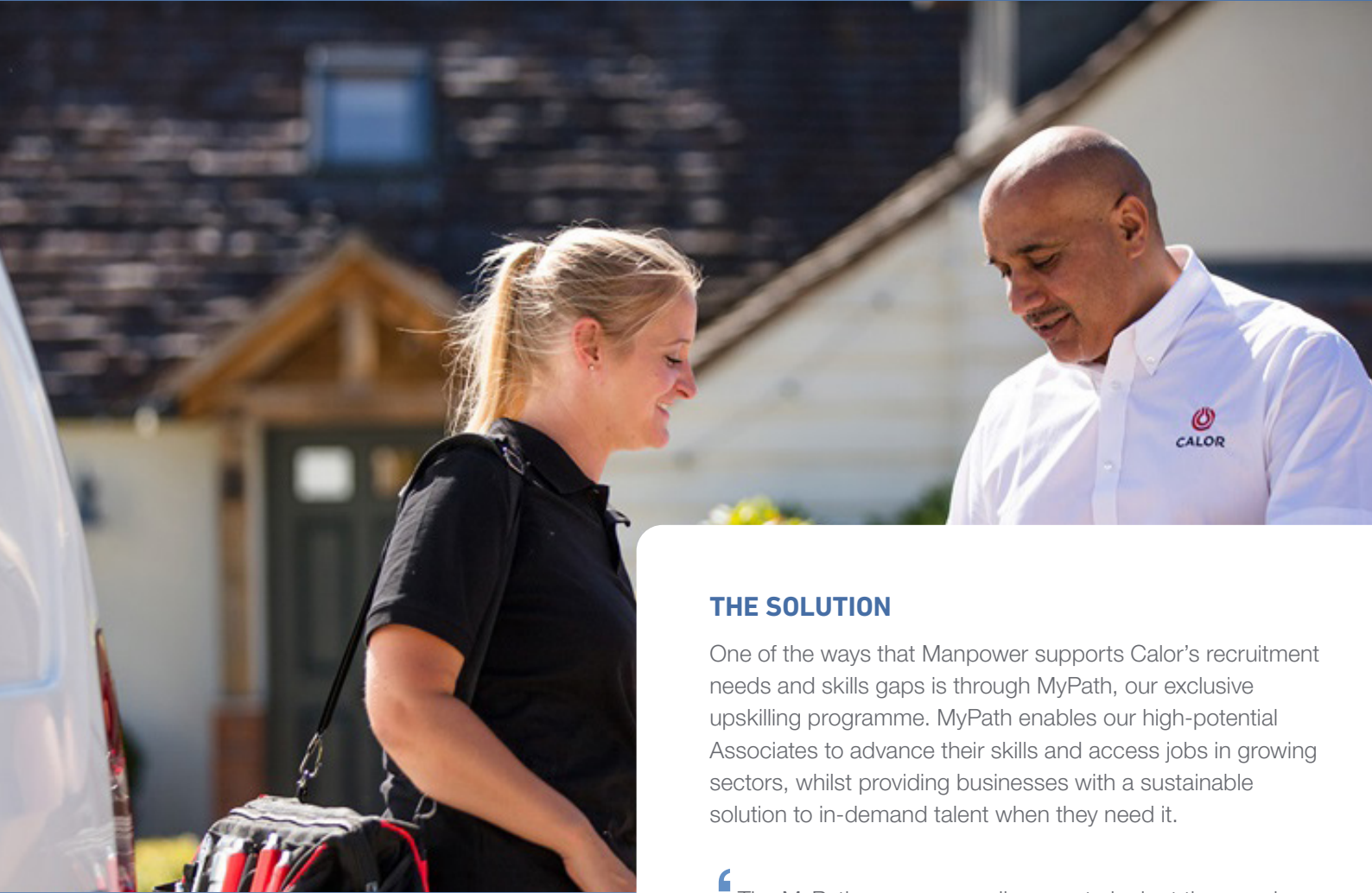
For over 85 years Calor have distributed Liquefied Petroleum Gas to families, businesses and communities across the UK.

Manpower has worked with Calor since 2006, supplying both temporary and permanent staff. The roles span several industries, including driving and logistics, industrial, administration, finance, project management and middle to upper management.

THE CHALLENGE

Like many organisations today, Calor is under pressure to find talent with the right skills, increase workforce performance and productivity, reduce turnover and manage costs.

Working within a seasonally demanding industry, Calor's recruitment challenges include large fluxes in staffing requirements dependent on seasonal business peaks and troughs, as well as low candidate attraction and a high attrition rate based on the manual nature of most unfilled roles.



PROVIDING
BUSINESSES WITH
A SUSTAINABLE
SOLUTION TO IN-
DEMAND TALENT
WHEN AND WHERE
THEY NEED IT

THE SOLUTION

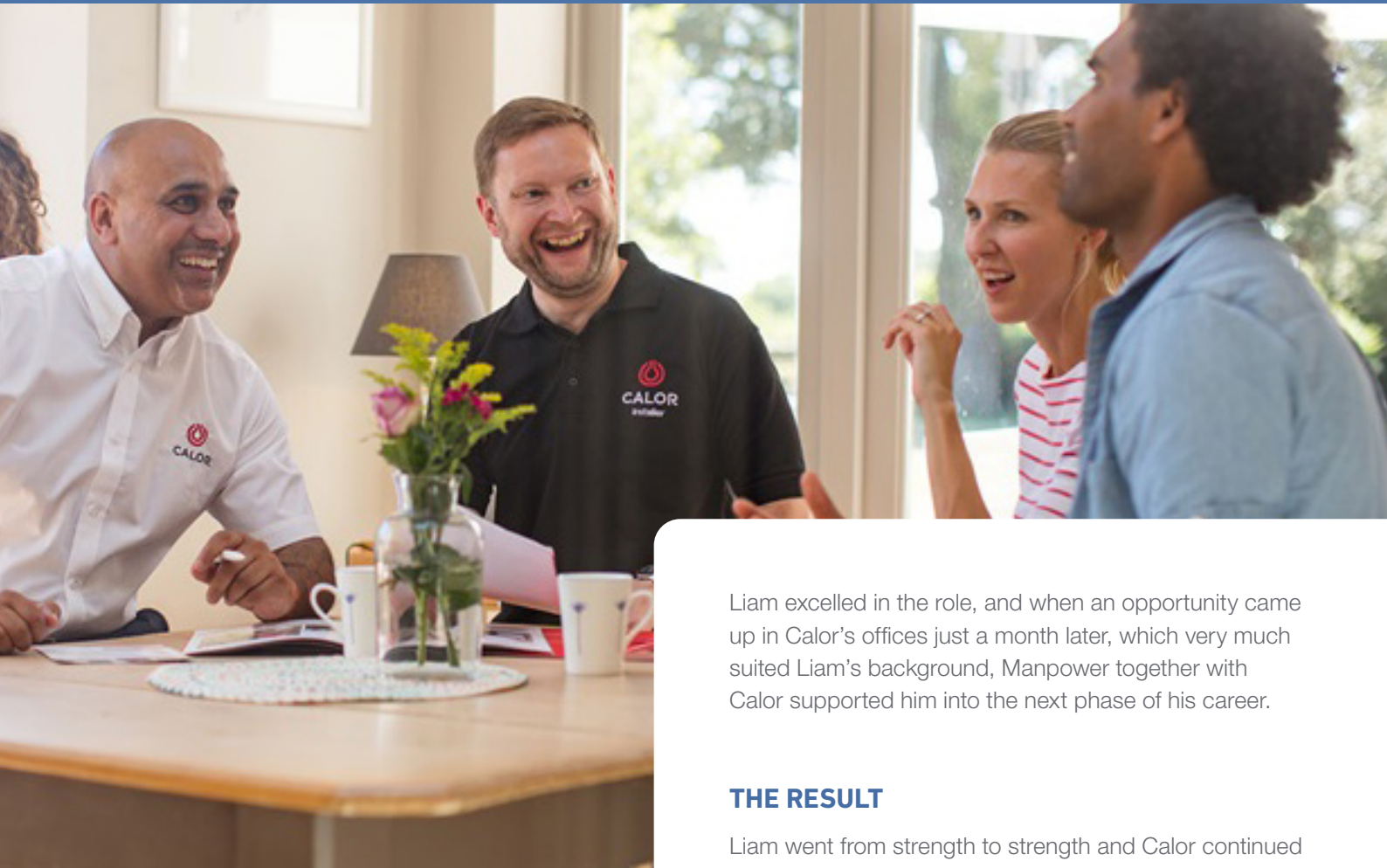
One of the ways that Manpower supports Calor's recruitment needs and skills gaps is through MyPath, our exclusive upskilling programme. MyPath enables our high-potential Associates to advance their skills and access jobs in growing sectors, whilst providing businesses with a sustainable solution to in-demand talent when they need it.

“The MyPath programme allows us to look at the people who are displaying the qualities and attributes we value in the workplace and then determine where our skills gaps are. We can then see if we can give those people additional skills and qualifications to plug those gaps. Our relationship with Manpower is really important because they bring the right calibre of person to us at the right time to help us discharge our responsibilities towards our customers.”

Gary Joyce, Transport Controller, Calor

ONE EXAMPLE OF HOW MANPOWER HELPED CALOR PLUG THEIR SKILLS GAP IS LIAM'S STORY:

Liam, 26, came to Manpower in 2018, looking for something completely different after having just quit a job in the banking sector. Manpower placed him in a hands-on Production Operative role that Calor needed filling at the time – a role he loved despite the change of environment.



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Liam excelled in the role, and when an opportunity came up in Calor's offices just a month later, which very much suited Liam's background, Manpower together with Calor supported him into the next phase of his career.

THE RESULT

Liam went from strength to strength and Calor continued to provide excellent feedback about Liam to Manpower. Eventually Liam was put forward to lead a team of people. He continued to shine in his new role and has now been made a permanent member of staff with Calor as a regional Transport Planner.

To learn more about how MyPath could help businesses like yours find the right talent when and where they need it, [visit our website](#).