

Focus on Local People

HTS was set up to provide high quality services to local people, and to ensure that we support the success of the Harlow community by providing work opportunities, skills and learning.

The positive impact we have on people is as important as the services we deliver, and our Apprenticeship, Work Experience and supported employment programmes are central to our values as a local company.

HTS Apprenticeships Programme

We have an ambitious Apprenticeship Programme for 2017-18, with a target of 10 apprentices in place during this period. By December 2017 we had already filled 6 of these places, and the other 4 will be filled during 2018. The Apprenticeships are in all of our business areas: Trade skills, Electrical, Transport, Business Support, Finance, and HR.

Each one will complete a full Apprenticeship, gaining the qualifications, knowledge and experience they need to excel at their job and move into permanent employment. Our strong working relationship with Harlow College means that their study and qualifications will be carefully managed, as well as their work in our teams. They will be able to develop successful careers, and are part of our strategy for our future workforce. Each of our Apprentices has been recruited because of the enthusiasm, determination and potential they have shown; we are excited and confident that they will succeed.

Apprenticeships through our supply partnership with Jewson

In addition to our own programme, we have agreed with our supply partner Jewson that they will also fund an extra 2 Apprenticeships through the money we spend with them in 2018.

6 Apprentices

recruited in 2017



Our first 6 Apprentices, backed up by HTS Board Members, Harlow Council colleagues and Managers

4 HTS + 2 Jewson Apprentices

due in 2018



Work Experience Programme

During 2017 we set up a large programme of Work Experience placements. This provides important experience and learning for target groups in our communities, supporting their progress to permanent employment:

- 18-19 year olds at college
- Mature adults
- 15 year olds from local schools

Working with Harlow College, we set up a programme for 2017-18 offering 137 work placements.

We take 4 per week, spread across our four departments, and include mature students as well as 18-19 year olds.

For local schools we provide 30 work experience placements during the summer term, each one for 30 hours during the working week.

Corporate Social Responsibility

Schools' outreach: our programmes with local schools provide 'mock interview' sessions with students to help them prepare properly for job interviews. HTS Directors work with school management staff, to help them understand and engage with local business. We tour local primary schools, giving talks to the children about the dangers of building sites – over 1,000 children were included in a 10 day period.

Staff volunteering: our staff donate their time to support and organise events and programmes with local schools, community groups and charities.

'Disability Confident' employer: we have achieved Level 2 status for this accreditation, providing building access, JobSearch, Apprenticeship places, counselling services and maintaining our Environmental Task Force team. We provide supported employment for people with disabilities.

167

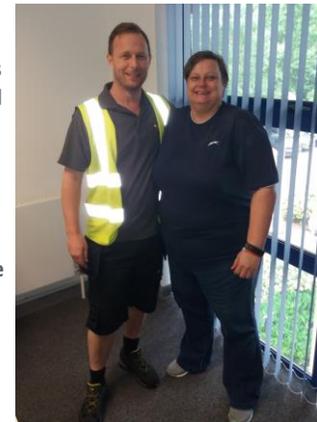
Work Experience Placements



.....

Tony Luck was working as a Carer while trying to complete his qualifications as an Electrician. He approached HTS when he was struggling to find a work placement to complete his qualifying hours. We saw his talent and took him on as mature student, placing him with one of our experienced Electricians. Tony quickly repaid our belief in him - on one job he was at the home of an elderly tenant who was ill and collapsed; he used his Carer skills to help her until medics arrived. Tony has now qualified and is one of our full-time Electricians

.....



Electrician Tony Luck,
with his Team Leader
Jackie Kennedy

