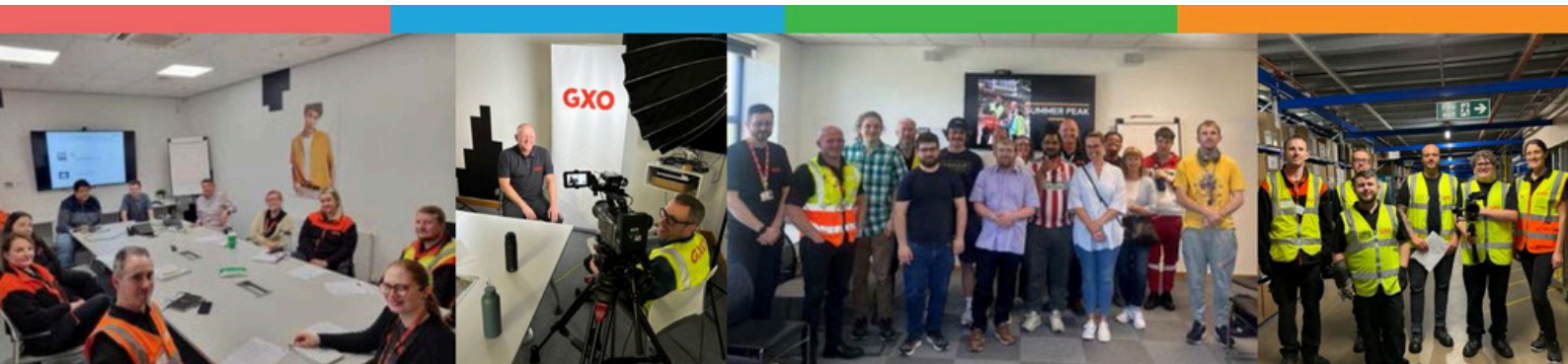


GXO leading the way in inclusive employment



How Employment is for Everyone worked with GXO to secure 10 job offers for people with a learning disability and autism.

www.employmentisforeveryone.org.uk

June 2023 Employability Days

Employment is for Everyone ran an employability day for individuals to find out more about GXO and what opportunities were on offer.

Those who attended got the rare opportunity to tour the site and see some roles in action. They also got the chance to sit down with senior members of staff to ask questions and find out more about GXO and what it's like to work there.

There was a great response to the session and subsequently 10 attendees were interested in pursuing a career with GXO.

September 2023 Mock interviews & Taster Days

Employment is for Everyone supported GXO in conducting mock interviews with the candidates.

They also ran taster days so that the individuals could try the roles that were matched to.

Both these experiences gave the individuals exposure to a real employer that many of them wouldn't have previously had.

March 2023 Employer Training

Employment is for Everyone helped to deliver disability and autism awareness training to over 50 GXO colleagues.

We also discussed inclusive recruitment, explored potential job opportunities and hosted a market stall to share information on all things employment related.

July 2023 Job Matching

GXO gathered further information from the 10 individuals and began to match them to available vacancies.

Employment is for Everyone continued to work with all parties to ensure it was an inclusive and positive experience

October 2023 Employment Success

Following this programme, GXO offered 10 individuals permanent roles within the business.

They completed induction and training days, supported by Employment is for Everyone, to facilitate their entry into their roles.

The new starters began their employment journeys with the support of a work buddy. Support was then tailored off and they have not looked back since.

If you're a business looking to do something similar, please get in touch. Let's talk about how we can tailor a programme that works for you.



The employability days with Employment is for Everyone were really important to me getting where I am today.

We got the chance to speak to senior people about different roles and were shown all the different departments around the warehouse which gave us a real idea of what it would be like to work there.

All this made me want to move forward with the process and I've been at GXO ever since. If I have any issues I know who to go to and they can assist with anything I am struggling with.

**Joe Turner, Warehouse Operative,
GXO**

When I first started working at GXO, everyone was really helpful and understood that I may need a little help and support with certain things.

These sessions are a great way for people to be given a chance to be heard and show their abilities that may not have been possible through standard applications and interviews.

There are plenty of people with neurodiverse disabilities who are more than fit to work and contribute to a business given the right support in the right setting.

**Dale Jenkin, Warehouse Operative,
GXO**

Inclusivity is one of GXO's core values and everybody we employ, regardless of who they are, they are an individual first. It's part of our DNA and we want to give everyone the opportunity to be the best that they can be.

The employability sessions not only benefit us as a business but they also help the potential colleagues too. We get the chance to meet them and they get a good feel for the business. It also gives us the opportunity to speak to the support organisations, which is really helpful to get a different perspective.

**Richard Burdin, General Manager,
GXO**

When you have different abilities, cultures and diverse backgrounds all bringing in different ideas, it only benefits the company.

GXO is great because they welcome everyone in and there's no business that wouldn't benefit from taking an inclusive approach to recruitment.

**Brian Hall, Training Team Leader,
GXO**

