

# Supporting Public Sector Colleagues through Work Placements

## Work Placements at Carillion

Carillion remains an assured and trusted partner to a number of clients across the public sector including those operating in the Health and Defence sectors. Forming a core part of our Sustainability Strategy our placements programme provides an opportunity for people to experience a new environment and develop key employability skills.

We support people who are leaving the Services by offering placements which provide a taste of a busy multidiscipline organisation in a commercial environment. The placements help people understand what opportunities exist outside the military and they receive feedback on their skills and competencies.



**Paul Evans:** Warrant Officer, Class 1 with Logistics Corps for 24 years

## Armed Forces Work Placement at The James Cook

During Carillion's HR conference in February 2013 a challenge was set to see how many work placements could be found in our sector - Carillion Health. So when Paul Evans, a former member of the Armed Forces who lives near The James Cook University Hospital approached us, we arranged for him to come to site for a two-week placement. The aim of the placement was to provide valuable and productive work in line with his skills, qualification and experience.

We wanted to give Paul a full taste of all the facilities services we provide to our James Cook client under this contract. A programme was devised which placed Paul in different departments in order to experience different disciplines each day. This robust placement covered several areas including Hard Services such as general infrastructure associated with a healthcare facility including both statutory and mandatory compliance, grounds and gardens maintenance, building and fabric maintenance, lifecycle programme, minor new works and waste management as well as soft services.

Paul also experienced catering, including patient feeding, retail and hospitality; domestic services, cleaning all wards, departments and public areas; laundry which launders nearly 450,000 items a month; security presence, pest control, portering service – patient and material moves, housekeeping and switchboard. At the end of the two weeks, Paul was given an end-of-work placement review with two-way feedback on whether he had achieved the intent of the placement including creating the right conditions for him to learn and use his range of transferable skills, personal qualities and competencies which will contribute his employability for the future.

### Feedback from Paul:

*"The placement was well structured, from initial induction through to working in the various departments...this week was a valuable insight into industry prior to my end of service with HM forces...[the Carillion staff] were professional, knowledgeable and courteous. Glen Proffitt as an ex-REME, was a superb host and a true people person which was evident when walking around the hospital, and a credit to Carillion. It was also a great opportunity to chat with ex-service personnel and tap into their experiences. This was a very worthwhile experience in which I take a great deal away. It is reassuring to know there are companies out there like Carillion where it would be a pleasure to work".*