

DRIVER ACADEMY

/ A MANPOWER AND HGVT PARTNERSHIP



/ DRIVING THE INDUSTRY TO A NEW FUTURE

 Manpower®  MyPath®



Testimonial

The decision to take my HGV test and start working as an HGV driver wasn't an easy one. This was a complete change of career for me, so it was very comforting to be able to talk to the people at the Driver Academy who were able to advise me and set me on the right track in this career change. This is a fantastic service and I've been guided through my theory, hazard perception, CPC certification, and of course the HGV driving and test.

What has been especially helpful is the support from Manpower, who were very professional. They even found me temporary work while I was waiting between tests.

I can thoroughly recommend becoming an HGV driver through the Driver Academy – you will get the support that you need and be in a safe pair of hands.

Chris Harvie

Newly qualified HGV Driver

AN INDUSTRY UNDER PRESSURE

With an increasingly competitive landscape, rising customer expectations, rapidly developing technology, and a desire for faster, more flexible services, the logistics sector is facing significant challenges. One of the greatest of those is the growing driver shortage.

Estimated at 100,000, the mismatch between the number of drivers needed and the number available continues to present problems for employers across the country. Increased time to hire, inflated pay rates and growing attrition are all exacerbated by the lack of new drivers coming through the ranks.

A fresh approach is needed to reverse these trends before they become critical and to create the talent the logistics sector needs now and for the future. Manpower and HGVT are facing this challenge head-on with the formation of a dedicated Driver Academy.

48 years old

The average age of an HGV driver in the UK.

Less than **1%** of HGV drivers are under 25 years old.



This means that as drivers reach retirement age, there are not enough young people to replace them.

Have you lost flexibility in your driver workforce?



The continued uncertainty of Brexit after the transition period is impacting the situation further with EU workers currently making up 10% of the logistics workforce.



Research indicates that there is a need to address some of the myths surrounding the industry, such as poor work/life balance and long hours.

INTRODUCING A UNIQUE SOLUTION

Manpower, the UK's leading staffing solutions provider, and HGVT, the UK's largest and most trusted HGV Training provider, joined forces in 2019 to launch the Driver Academy. We're working to change the perception of the logistics sector and to attract, train and deploy skilled drivers to help the industry thrive.

The Driver Academy takes individuals through an enhanced training programme to acquire both the necessary licences and certifications to safely launch a driving career, but also the work-ready soft skills and understanding of the industry to make them employable. With more than 3,000 students coming through the academy each year based all across the UK, we're able to connect our clients with a valuable and exclusive talent pool of newly qualified drivers wherever and whenever they are needed.

This partnership approach allows us to develop good relationships with our students while they're undergoing training and offers clients an extra level of assurance in the reliability, capabilities and cultural fit of our graduates.

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PATHWAYS

There are several different routes for candidates into the Driver Academy



Women in Driving Development Pathway

Launched in 2021, the Manpower Women in Driving Development Pathway is one of the ways Manpower is taking action to tackle the driving skills shortage and improve diversity within the logistics sector. By supporting women to take part in this programme, we offer them all the necessary tools to launch a successful career as an HGV driver.

Manpower has established a partnership with IRU, the world's largest logistics trade body to benchmark newly qualified drivers via our funding schemes. In many cases, candidates are offered a fully funded scholarship to progress through the development programme.

The scheme is also supported by Women in Logistics, a faction of the CILT focused on promoting a broader diversity agenda within logistics.



Supported by





HGVT Training Partnership

Together with our partnership with HGVT, the UK's leading HGV training partner, we have exclusive access to thousands of newly qualified drivers per year.



Career Transition Partnership

The ManpowerGroup Career Transition Partnership (CTP) helps Service leavers from the Royal Navy, Army, Royal Air Force and Royal Marines market themselves to employers by identifying transferable skills and providing vocational training courses, such as the Driver Academy.



HGV Skills Bootcamps

Manpower has formed a partnership with HGVT and Logistics UK to create the Driver Academy Group. The Driver Academy Group are proud to be a partner with the Government's Skills Bootcamps – part of the Government's Lifetime Skills Guarantee, helping everyone gain skills for life. Skills Bootcamps are flexible courses, giving people the chance to build up sector-specific skills and fast-track to an interview with a local employer.

The HGV Skills Bootcamp offers fully funded training for a limited number of candidates in the HGV driving sector. Courses range from novice drivers looking to gain their HGV Licence, to refresher courses and upgrades for current licence holders.

LOGISTICS UK



PATHWAYS



Manpower direct application

Manpower has over 30 years of experience as a leading driving agency, creating thousands of jobs each year in the driving and logistics sector. Candidates can get in touch with us directly to express an interest in joining the Driver Academy.



MyPath

MyPath is Manpower's exclusive upskilling programme, designed to connect high-performing Associates with opportunities to advance their skills and increase their earning potential whilst on assignment with us. The Driver Academy through MyPath is one of those opportunities.



Department for Work and Pensions (DWP)

Manpower has partnered with DWP to give selected candidates access to the Manpower Driver Academy.

DWP supply funded candidates into the programme via the Flexible Support Fund with the aim to return candidates to sustainable work. Candidates interested in becoming HGV drivers are assessed by their local job centres and interviewed by Manpower for the programme. Successful candidates are funded directly by the DWP to undertake training via a DWP approved and HGVT listed training provider to gain their HGV licence qualification.

The funding covers all initial training, including two attempts to pass their practical and theory tests.



Testimonial

From passing my LGV test in January, I had struggled to find a job as everybody wanted the experience, but how was I able to gain the experience if nobody was willing to employ me?

It's understandable a female wanting to work in a male-dominated environment doesn't seem the ideal thing, but it's a change that I really needed. Manpower found me the ideal Class 2 role, from which I'm able to progress through to my Class 1. At first it was a worry if I'd 'fit in', but almost two months down the line, I wouldn't change it for the world! I've experienced the highs and lows, travelled most of the UK and I love it!

I can't thank Manpower enough for all their help and support.

Chloe

Driver Academy graduate

NEWLY QUALIFIED DRIVERS WITH A DIFFERENCE

HGVT's partnership with Manpower provides recruitment support for drivers, both during their training and once they have passed their tests and acquired their licence.

Why the Driver Academy?

We offer visibility of a pipeline of drivers three months in advance to ensure our clients' recruitment needs are addressed head-on. This reduces the time it takes to identify and recruit drivers, as well as the associated costs, making the recruiting process more time- and cost-efficient.

Manpower places thousands of drivers into temporary and permanent jobs every year for some of the industry's leading companies. We are a trusted name with a proud reputation for good service, strict compliance and reliability around the clock.

HGVT is the largest HGV training provider in the UK with more 60 training centres. They use the best vehicles and dedicated instructors to help the academy students achieve strong pass rates that exceed the national average.

Highly motivated

Candidates are fully committed to initiating a successful driving career as evidenced in a significantly higher pass rate than the national average.

Better supported

We prepare our graduates with work placements and industry insights, setting realistic expectations for their driving career.

Fresh skills

As newly qualified drivers, they have no poor habits to break and have been through the very latest in HGV training requirements.

More diverse

The average age of our Academy graduates is 34, while the percentage of our intake who are women is five times higher than the industry standard.

Reliable and predictable access

We have a steady pipeline of Driver Academy graduates across the UK, which means that we can work with you to plan resource in advance or provide urgent cover at the eleventh hour.



Testimonial

The new driver you supplied, Jack, is doing extremely well. The driver assessor who went out with him backs this up as he passed his assessment with flying colours and he told me that he's confident that Jack will be fine driving our vehicles.

Even though Jack had little experience in class 2 driving, he has proven to be very reliable and quite confident, so I just wanted to say thanks to you and the team for supplying a driver with good standards.

Inbound Process Manager

Hermes



Throughout our 65 year history in the UK alone, we've led the way in the world of work. Today, we're proud to remain the global leader in contingent and permanent recruitment workforce solutions.

As part of ManpowerGroup, we create and deliver high-impact solutions that enable clients to achieve their business goals and enhance their competitiveness. We create powerful connections between organisations and provide the talent needed to unleash workforce potential.

We are ready and able to resolve your driver needs.

Contact us at academyqueries@manpower.co.uk or on 0191 227 5923.

manpower.co.uk/driveracademy



HGVT is the UK's largest and most trusted HGV training provider.

We train thousands of people a year to get their HGV Class 2 and Class 1 licence, and with over 60 training centres right across the UK, using the best vehicles and dedicated instructors, we can deliver training wherever you are.

In addition to training individuals, our corporate training division provides account managed one-stop training solutions for national companies across the UK.

Whatever your training needs, from an individual wanting a one-day HGV refresher, to a company needing 150 employees to be upskilled, we're here to help.

 twitter.com/HGVT_CO_UK

hgvt.co.uk

The Driver Academy is an exclusive partnership between Manpower and HGVT designed to directly address the driver shortage across the UK logistics sector.

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