

MyPath®

# MYPATH® UK PROGRAMME

## WHAT IS MYPATH?

**MyPath is a programme that enables our high-potential Associates to access jobs and grow in in-demand careers, by providing upskilling opportunities, personalised guidance and support so that they can achieve their goals.**

MyPath builds the talent pool of the future to provide our clients a sustainable solution to access predictable, in-demand talent.

## WHY MYPATH?

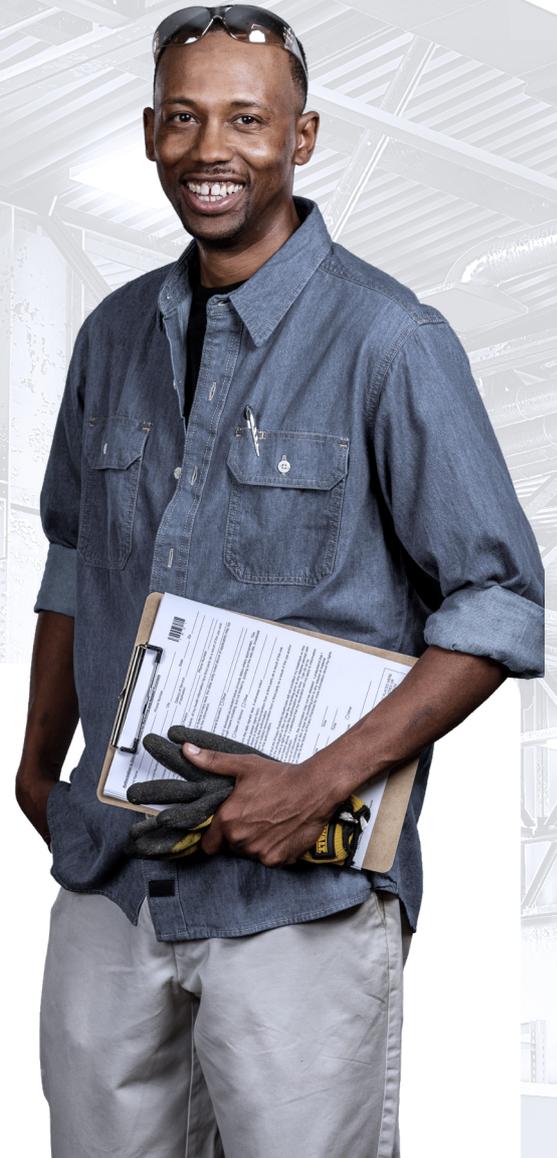
**The MyPath programme represents the foundation of our company culture. It underpins our mission of “doing well by doing good”, through helping people find sustainable work. It fulfils the purpose that we were founded on from the very beginning.**



“ We have a mission to improve the skills of people wherever they may be, in whatever part of the world they live. We have a mission to talk to people, to consult with them... advise them and help them get the skills they need to get a job.

Our company can be a tremendous instrument for good if in some way we can help make people employable. ”

Elmer Winter, Founder & CEO



## TODAY'S CRITICAL WORKFORCE CHALLENGES

MyPath addresses a number of critical workforce challenges facing today's employers. With 77% of employers reporting that they can't find the skills they need, MyPath is our opportunity to help close the skills gap and build the talent pool of the future, by offering our clients the in-demand talent they need today and tomorrow.



### 1 Creating new jobs and Retaining Talent

**38%** of companies are accelerating their digitisation and automation as a result of the pandemic. As organisations adopt digitised ways of working, the skills that are in demand are changing.



### 2 Finding the Right Talent

**77%** of employers say they cannot find the skills that they need.



### 3 Upskilling Individuals and Workforces

**44%** of UK employers are offering training, skills development or mentoring as a top incentive to secure the talent they need.

## TO GROW AND COMPETE IN TODAY'S ECONOMY, ORGANISATIONS ARE UNDER MORE PRESSURE THAN EVER TO:

- ✓ Increase workforce performance and productivity
- ✓ Find talent with the right skills
- ✓ Reduce turnover
- ✓ Motivate talent
- ✓ Manage costs

By having a deep understanding of talent, we are able to provide a predictable pipeline of skilled and motivated talent for in-demand jobs, improving the quality and productivity of the workforce.

**BETTER UTILISED AND BETTER SKILLED TALENT**

**INCREASED RETENTION RATES, MORE ENGAGED AND MOTIVATED TALENT**

**GREATER PRODUCTIVITY AND FASTER AND HIGHER PLACEMENTS**



**MYPATH MOTIVATES ASSOCIATES TO PERFORM AT THEIR BEST AND ACHIEVE THEIR GOALS... SO WE CAN BUILD THE TALENT POOL OF THE FUTURE**

**We build deeper relationships and give our high-potential Associates access to:**

**And give our clients access to proven, high-potential Associates who are:**

- Employment priority
- Motivation to perform
- Viable career pathways

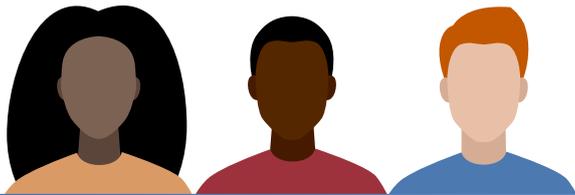


- In-Demand
- Motivated
- Recognised
- Work-Ready
- Loyal

**Associate Benefits**

**Client Benefits**

<b>Continuous Employment</b> Access jobs today with fast and easy transition to the next so you keep earning wages	<b>Development &amp; Upskilling</b> Stay relevant with access to training and certification leading to in-demand careers for improved employability	<b>Financial Security</b> Increase potential for earning more today and salary growth over time	<b>Predictable Talent</b> Access to proven, ready to work talent	<b>Productivity Tools</b> Tools to recognise talent to improve motivation and retention	<b>Workforces Insights</b> Gain better awareness of your workforce through data driven assessments
<b>Tools &amp; Guidance</b> Tools and personal guidance to identify strengths, preferences and matching to in-demand jobs	<b>Connected Network</b> We connect you to like-minded peers for advice and networking	<b>Personalised Support</b> Your Agent advocates for you with employers, helps you navigate the changing job market and sets 5 achievable goals	<b>Sustainable Talent</b> Accurately fill positions to reduce talent shortages and mitigate skills gaps	<b>Accountability</b> Talent Agents are responsible for identifying and nurturing talent and filling critical roles	
<b>Discounts &amp; Perks</b> Exclusive discounts and vouchers from over 100 retailers					



**OUR TALENT AGENTS**

**Our Consultants go through a certification process in order to become a Talent Agent. The Talent Agent certification requires demonstration of a deeper and more sophisticated level of coaching, consulting, listening and anticipating – over and above the Recruitment Consultant role – in order to build long-term sustainable relationships that add value to Associates.**

**Guide**

Know the job market and take a long-term view, moving Talent toward in-demand, higher margins jobs

**Support**

Build strong relationship and recognise individual potential

**Represent**

Understand market drivers and client needs; optimise their talent pool through increased re-assignment



## THE MYPATH RECOMMENDATIONS

As an employer on the MyPath programme, we give you access to recognition tools to improve motivations and retention among your talent. These are our MyPath Recommendations.



PROBLEM SOLVER



LEARNER



TEAM PLAYER



PRODUCER



ACHIEVER



COMMUNICATOR

## DELIVERING SUSTAINABLE WORKFORCE SOLUTIONS AT SCALE

We're already transforming the lives of over **68,000** MyPath participants and plan to enrol **250,000** into MyPath by 2025



### THE MYPATH TALENT POOL IS:

**Better RETAINED:**  
**70%** reassignment rate

**Increasingly SKILLED**  
**68,000** participants

## CLIENT TESTIMONIALS

The MyPath programme allows us to look at the people that are displaying the qualities we value in the workplace and then determine where our skills gaps are, and look to see if we can take those people that have the personal qualities and attributes that are important to us and give them some 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

Manpower does a great job of really truly listening to what are the key pre-requisites that are required for the roles... really tuning in to those skills and what we're looking for.

**Emma de Francesca, HR Manager,**  
Give & Go Prepared Food

We are extremely happy with how the MyPath programme is supporting our business, especially with the ever-growing skills shortage. This is a good initiative, so that our drivers and Vehicle Marshals become suitable and available for a variety of roles.

**Hamood Ur Rehman**  
Transport Manager, Balfour Beatty Rail

This is a great incentive for the workforce which boosts morale, drives better performance and helps you identify high achieving talent. These workers are the perfect candidates for MyPath as they are already showing they have the correct attributes you would be looking for to join the programme.

**Mark O'Callaghan**  
Section Manager, Parcelforce