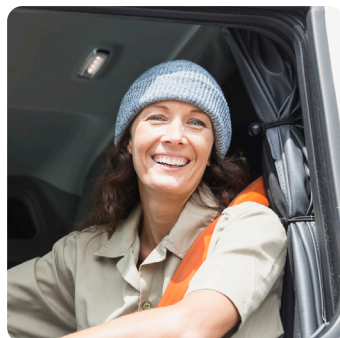
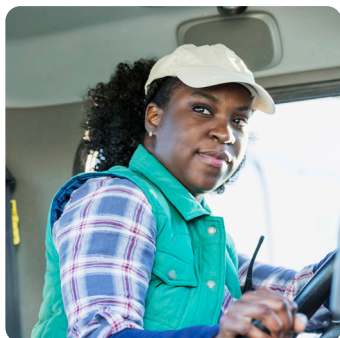
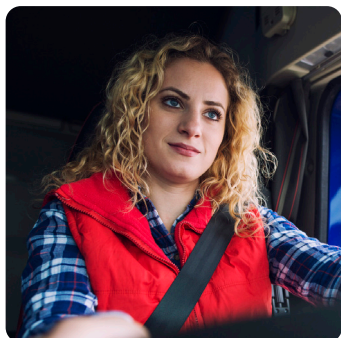




WOMEN IN DRIVING **DEVELOPMENT PATHWAY**



Women in Driving Development Pathway

Congratulations! You've been nominated by one of our team to join the Manpower Women in Driving Development Pathway – part of our MyPath® upskilling programme. We feel you have the strengths, characteristics, drive and personality to be a professional driver and we want to invest in you to ensure you have the necessary tools to advance your career in the Transport and Logistics sector.

At Manpower, we work with organisations, the government and policy makers across various sectors to tackle talent shortages – and Driving is no exception. With an ageing work population (more drivers are retiring from the sector than there are entering it), there is a 60,000 – 80,000 driver shortfall each year. To address this, we launched the Manpower Driver Academy in 2019. Working with the leading driver training provider, HGVT, we have now helped launch the driver careers of over 2,300 individuals.

You may already know women who are lorry drivers – and if you don't you soon will. Historically, roughly only 1% of all registered lorry drivers in the UK have been female. But that statistic is rapidly changing. With the huge increases in online shopping, advances in truck technology and organisations seeking a more diverse and inclusive workforce, there has never been a better time to become a lorry driver.

I'm very pleased to invite you into the programme. The team and I are very proud of what we've achieved and how we are supporting the career transitions of many talented women, such as yourself. I wish you the very best of luck!



Nick Wright

Director of Supply Chain & Logistics



Women in Driving Development Pathway, explained

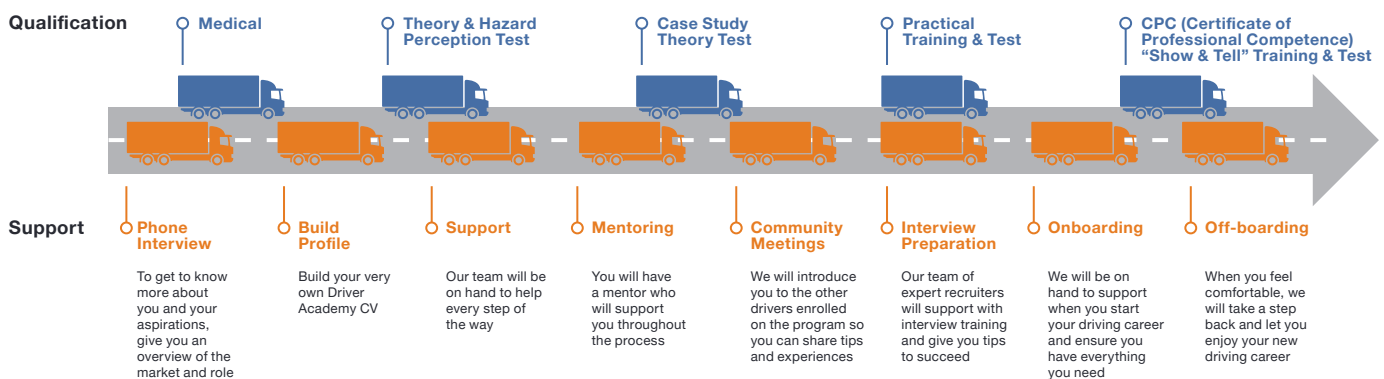
We've created this programme specifically to encourage and support women in their career transition to fully licenced lorry drivers. As a member of the Development Pathway, you will progress through the established Manpower Driver Academy.

Our Driver Academy is a fully supported training programme with a personalised plan to progress and succeed in your chosen driving qualification. We will support you in developing new skills for a rewarding and exciting career in one of the fastest growing industries in the UK and doing essential work for national and local economies. Upon completion, you will be a fully trained and qualified HGV Driver with the correct skills, knowledge and support to ensure you're confident and job ready.

Programme details:

- **LENGTH:** 6-8 months (dependent on test centre availability)
- **TIME COMMITMENT:** Part time (you will do your theory in your own time and book tests around work or other commitments); approx. 100 hours total over the full course (including tests, training and support)
- **WHERE AND MODE OF STUDY?** Remote/On-site tests

The process of qualification is represented by the blue trucks below. Just like taking your car test but a little more involved, we will help you through the process of passing your HGV test. Whilst doing this, we will support you in preparing for the job market and placement opportunities (the orange trucks), in readiness for your career ahead.



HOW MANPOWER HELPED OTHER PEOPLE LIKE YOU:

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



A Career as a Driver

There are many reasons for becoming a lorry driver, whether it's financial, personal, nostalgic – regardless of the reason, we can guide you through the process and support you on your career journey.

The job of a lorry driver isn't for everyone; there are certain characteristics that bode well for anyone looking to become a lorry driver:

You need to:

- Love driving
- Have lots of patience and resilience
- Be extremely safety-oriented and understand legislation for drivers
- Be comfortable with your own company for long periods of time
- Be self-motivated and in good physical condition



..... WHAT A CAREER AS AN HGV DRIVER WILL OFFER YOU

VARIETY

Every day is different, from the people you meet, the roads you take and the loads you carry – you will never be bored.

SCENERY

From the rolling hills of the English countryside to the Eiffel Tower, every day will provide a new view from your “office”.

FRIENDSHIPS

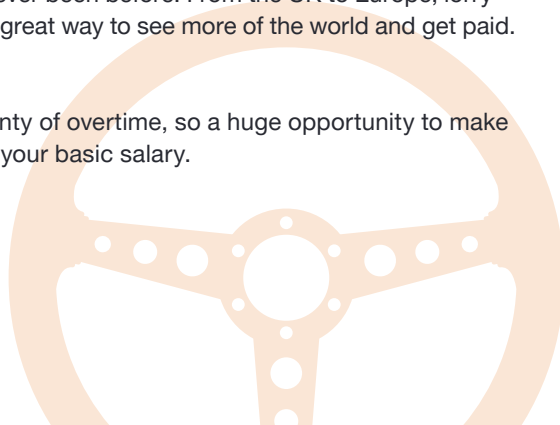
Not only do you get to meet like-minded people who also have a passion for driving but being on the road and visiting different places means you will always be meeting different people.

TRAVEL

Being out on the road as a lorry driver can take you to places you have never been before. From the UK to Europe, lorry driving is a great way to see more of the world and get paid.

OVERTIME

There's plenty of overtime, so a huge opportunity to make well above your basic salary.



COMMON MISCONCEPTIONS

1 PHYSICAL STRENGTH IS A REQUIREMENT OF THE JOB

Many women think of lugging heavy equipment or spare tyres around – this isn't the case. Sure, it can be quite a hands-on role, but you don't need to be Hercules, given the way modern trucks are made and the mechanics are now largely controlled by computer anyway.

2 SEXISM EXISTS IN THE DRIVING INDUSTRY

The majority of lorry drivers are male, that is true – however, most of them are just surprised when a woman climbs down out of the cab. The traditional lack of diversity within the transport industry is changing, just like in many sectors. New tech, trucks, legislation and the overall driver talent shortage are meaning the sector is seeing more women entering the role and challenging the stereotypes surrounding it. It's an exciting time for the industry!

3 I'LL GET LESS WORK THAN MY MALE COUNTERPARTS

There is so much work available, if you've got the experience you will never be out of a job.



READY TO GET STARTED?

TO COMPLETE YOUR APPLICATION, VISIT [DIRECTCH.COM/WOMENINDRIVING](https://directch.com/womenindriving)

ABOUT MANPOWER

Every day tens of thousands of people go to work because of us; and thousands of companies thrive because of the people we find them.

Throughout our 60 year history in the UK alone, we've led the way in the world of work. Few companies can match Manpower's history, and we're proud to remain the global leader in contingent and permanent recruitment workforce solutions to this day.

We're part of ManpowerGroup – the world's workforce expert, which connects more than 600,000 people to work every day and helps more than 400,000 clients worldwide. With 3,000 offices in 80 countries worldwide, ManpowerGroup offers the full spectrum of workforce solutions needed to address the complex recruitment challenges that exist today.



manpower.co.uk