

People 1st International – redeployment service

What we are doing

We are the service to redeploy people from hospitality, non-food retail, travel and aviation to health and social care, food retail and logistics. We are a matching service to enable a transfer of skills, knowledge and behaviours and we provide online learning to certify up to date compliance to the hiring employer.

This service meets the immediate disruption of workforces affected by COVID-19 and seeks to redeploy people as efficiently as possible for as long as the disruption impacts vacancies. The combination of resourcing and providing online learning during the recruitment process enables the individual to gain their care certificate, for example, whilst background checks, interviews and employment offers are happening by the hiring employer.

We build a short profile based on attitude, behaviour and attributes for hiring managers to view by filtering self-assessment questions to enable cultural fit and a values based hiring decision making. We are clear about what it's like to work in these different sectors.

How we are doing it

We advertise our service through collaborations direct with industry, through our connections with hospitality, retail, travel and aviation employers and associations, UKHospitality and ABTA.

We charge for the service for the individual to complete their profile and online learning and be introduced to prospective employers. This charge can be integrated into redundancy packages and picked up or shared with the employer. We charge for the hiring employer to receive filtered applicants who will have completed their certificate prior to starting employment. We encourage hiring employers to reimburse their new recruit the fee they invested in their training and certificate.

Hiring managers will make their own interview and selection arrangements with applicants and they will conduct right to work and background checks in line with their own normal practise.

Why we are doing it

We understand the significance of transferable skills and the importance of having a certificate to evidence capability.

We know there is synergy and simplicity to supporting people looking for a new career by providing them with a new certificate to validate their knowledge. We know that hiring managers value this certificate and it enables more efficient inductions.

People 1st International and Skills for Health have combined experience to set a new standard of support to the industries we have known for years. We're proud of our contribution to make something special happen for those affected by COVID-19, whether they have lost their employment temporarily or permanently.

How do you access the redeployment service

We have a website which will provide information about the service, the types of sectors and roles you may wish to consider and employers who have vacancies.

Applicants will be able to register and create a profile, undertake self-assessment and personality tests and be directed to appropriate elearning to enhance/update their knowledge in preparation for their new role.

<http://people1st.co.uk/redeployment-service>