



Protecting life. Protecting business.

Understanding the needs of SME Employers

Matt Wood
CEO & owner – Millwood Servicing Ltd a
Capital Conscious* Company

* [Conscious Capitalism](#) is based on the idea that corporations should work for the economic and social benefit of all. Another way of stating this is that companies should not prioritize the maximum return on investment for shareholders to the detriment of workers and society at large. This does not mean that corporations are not expected to make a profit, but rather to include profit as only one of several measures of success.



The Problem

- We know that becoming employed has its issues.
- A job placement requires time, education, money and support, thought, effort, commitment and a 'can do' attitude and that's from both sides!
- We also know that some companies have access to these resources, while others do not; & that only 300 are DC Leaders and approx. 3500 are DC Employers, meaning that ten of thousands are neither committed or confident when it comes to Disability .
- At Millwood - we decided from the outset that we wanted to **change** this because we believe that everyone deserves a chance to get paid work
- ***'Employ the character, teach the Skills'***

Millwood Servicing Ltd



Created by Adrien Coquet
from Noun Project



The Solution: L.E.A.D

Lead from the top down.
Educate others to Inspire change.
Adapt and be agile in your undertakings
Differentiate you from your completion.



Our solution- The Business case: Our 'Zero2Hero' scheme

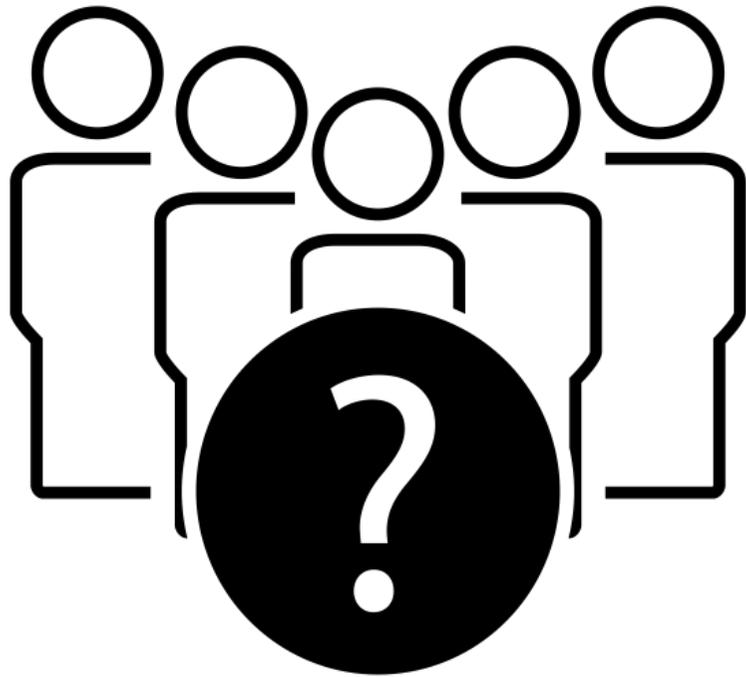
What:

For every £XXX of awarded work – we assign one Z2H Apprentice.

How:

We provide a fully interactive, industry-lead and recognised scheme to qualify an individual who is willing to commit to become a fire safety engineer.

WHY: CSR tick, Money savvy, Feel good factor.



Who?

A person over the age of 17

No prior experience, qualifications or knowledge of our company or industry

Commitment

What? The Probation Period

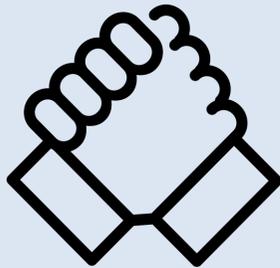
- We provide a 12-18-month intensive and hands-on and paid program (inline with the Living Wage relevant to the age) so that they feel a **purpose** and **pride**.
- Continued support throughout the programme
 - – 1:1 catch up sessions, monthly check-ins occur between the apprentice and our Engineering Manager
- At regular intervals we check in with them:
 - month 2,4,8 & 10 the Apprentice is reviewed to ascertain if this is the right industry and training programme for them

Millwood Servicing Ltd





Ongoing Support and Understanding



Created by Cuputo
from Noun Project

- **40%** of our 51 staff have either a **disability, mental health issue, learning difficulty or other life-challenging issues**
- **3 qualified Mental Health First Aiders** headed up by our own CEO & Time to Change Champion – Matt who is our **L.E.A.D**
- We are well versed and experienced in working, engaging and assisting people to achieve their full potential in the **Zero 2 Hero** campaign



Summary



Millwood Servicing Ltd

- **Why?** - Everyone deserves a chance to gain paid work and; so, at Millwood as we employee the character & teach the skills.
- **What?** – A fully interactive, industry lead and recognised scheme to fully qualify an individual who is willing to commit.
- **How?** - Through 1:1 training, coaching and the mentoring and always with continued support.
- **Where?** - Through locally awarded work - we approach our clients and their community to seek out untapped talent.





What our Engineers say

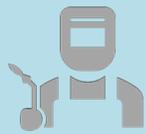


Millwood Servicing Ltd



'I am eternally grateful to you Matt and Millwood for giving me the opportunity to do this great worthwhile job that I love doing'. It is genuinely the best job I've had'

Andre Micheal Alexander - Junior Fire Safety Systems Engineer



'I feel as though I have grown up a lot since I first joined Millwood and would consider myself responsible and more confident due to my job'

Jed Kirby - Junior Fire Safety & Electrical Engineer



'with the support and training given by other engineers and the office and management team I feel I have really achieved more than I ever thought I could'

Stephen Howell - Junior Fire Safety Systems Engineer

What our Engineers say



Millwood Servicing Ltd

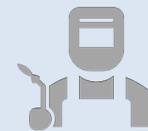
‘Starting work at Millwood, my first ever job, I realised how lucky I was to be offered such an opportunity. To think that I could become a fully qualified fire safety engineer within six months seems quite daunting, as I know there is a lot to learn, but with the help and support of the Millwood team I hope this will be achievable.’

Josh Faherty - Apprentice Fire Safety System & Electrical Engineer



‘Over the last 4 years I have grown as a Fire Safety Systems service engineer (having my own patch so to speak) and with the help of those around me managed to progress in areas I didn't think I would, even being able to help new engineers who are in the same position I was which makes me happy.’

Dean Levitt – Junior Fire Safety Systems Engineer



‘In this very short time, I have been made to feel important to the business, patience at the times of my learning – and even more so given that I came to you at a tender age of 64 after my extensive international career was, in my mind – over.’

Arif Hasan - Compliance Manager



What our Management team say

Elliot Gridley - Contracts and Engineering
Manager

'I realised that this company wasn't like many others I had worked for and soon understood the opportunity I had afforded to me to make a difference and a viable pathway to a great career to make real change.'

'I have always aimed to continue this culture and methodology within my current role to the staff in my charge.'

If this sounds like something you'd like to get involved in... Why not join us?

Thank you for listening.



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