



Fulli's First Employment and Training Policy

Purpose

At Fulli's, we are committed to supporting individuals in our community as they take their first steps into the workforce. Our First Employment and Training Policy aims to provide opportunities for jobseekers who face challenges due to lack of prior experience on their CVs. We recognize the potential in every individual and offer tailored support to help them succeed, contributing to their successful entry into the workforce.

Objective

- Our objective is to have **20% of our workforce comprised of first-time employees**.
- This commitment aligns with our mission to support jobseekers, regardless of their age or prior experience, and help them build successful careers.

Guiding Principles

1. **Equal Opportunity:** Fulli's believes in equal employment opportunities for all, regardless of age, background, or previous work history.
2. **Potential and Enthusiasm:** We assess candidates based on their abilities, enthusiasm, and willingness to learn, rather than solely relying on past experience.
3. **Training and Skill Development:** Fulli's provides comprehensive training programs to equip employees with the necessary skills for success.
4. **Collaboration:** We work closely with local educational institutions, community organizations, to create pathways into employment.

Key Components

1. Employment Coaches

- Fulli's designates specialized Employment Coaches to support jobseekers.
- These coaches provide intensive mentoring and guidance, helping individuals overcome barriers and secure their first job.

2. Training and Apprenticeships

- Employees have access to training programs tailored to their roles.
- We encourage participation in apprenticeship placements, combining practical learning with on-the-job experience.



3. Ongoing Support

- Our commitment extends beyond hiring. We provide support for six weeks after an employee starts work.
- Coaches ensure a smooth transition, address challenges, and help employees settle into their roles.

Measuring Success

- Fulli's tracks the number of first-time hires and their progress within the company.
- Success metrics include retention rates, skill development, and positive feedback from employees.

Conclusion

Fulli's remains dedicated to nurturing talent and providing a solid foundation for career growth. By supporting individuals on their employment journey, we contribute to a stronger, more resilient community.