

## LETTER FROM ANN GILLARD, CEO

With only a quarter of the year gone, much has already happened. Apart from the 1-1 sessions we have also either run or hosted a variety of workshops. These have included: accredited English and Food Hygiene, IT for Beginners, Confidence Building, bespoke help for people aged 50+, Volunteering and Employability Skills. Over the years, we have consistently supported clients into employment by networking with employers. Following a pilot scheme, we officially launched the Employer Recruitment Service and are delighted that a number of clients have been placed into employment. During 2017, we supported approximately 800 clients.

*Ann*



## Way Forward for 2018

This year marks a major initiative for **People Matter – our Employer Recruitment Service.**

Many friends and associates may already know of this development which we outlined in our last newsletter, as it has been in planning for some time. Now fully launched, it's exciting for our organisation, clients, employers and community.

It also marks our first step to becoming less dependent financially solely upon grants and the generosity of supporters and the local community. These remain vital to our ability to continue to provide our services, but the opportunity now through the Employer Recruitment Service to generate our own income, with what should, if we provide the service well, become recurring annual income, will help to ensure a much more secure financial position for the charity, not just continue to provide the help which we offer now but to extend it as well. Our aim is for it generate up to one third of the costs of running People Matter.

As we all know, *People Matter* has been equipping people for employment for twenty years with a wide range of support supplied by our experienced team of advisors and administrators at many levels and locations. Now with the Employer Recruitment Service, we are extending the service by forging links between local employers looking for quality employees and those seeking jobs with prospects.

We want to reach out to anyone seeking work or someone currently in employment but thinking of a change of direction for whatever reason.

## How does it work?

Like all workable ideas, the system is simple and it fits well with our existing structure. When we know of a vacancy, it starts with a visit to the prospective employer and a detailed briefing of the job. We then search our own substantial client data base for suitable candidates. A final list of five or six candidates are taken as a group to the employer to hear about the role. At this point no CVs have been seen by the employer, thus saving very significant HR resources for the employer. Subsequently, CVs are provided so the employer can confirm their impression of the clients and book interviews. If an appointment results, we ask for a percentage of the first year salary from the employer as a charitable donation, which is tax deductible. This compares very favourably with the service and commission levels from commercial recruitment agencies.

The team who are delivering the service are Moira, Charles, Gilly and Keith.

Moira does all the vital database searches and administration, cross-referencing information with advisers to identify suitable candidates. Charles, Gilly and Keith focus on meeting employers and building relationships to create the leads to vacancies.

Keith knows all about our community through his role as editor of the Eastbourne Herald and Gazette for many years and observes –

“Eastbourne is changing – we can see it with the multi million pound development at The Beacon (formerly Arndale), the Devonshire Quarter and other enterprises forging ahead. All this indicates confidence in our community and provides jobs and business opportunities.

The **People Matter Employer Recruitment Service** is here to play a key role – right time, right place”

*This initiative needs goodwill and help from every one of us. It is a team effort.*

*Please help with referrals and recommendations and by spreading the word to individuals – clients and employers who could use and benefit from this service.*

*The success it can achieve will belong to all of us and be a further demonstration of the true value and ability of People Matter to make a positive and lasting difference to the heart of our community.*

*All your thoughts and contacts will be most welcome, so do get in touch via the office.*

**Thank you!**

## Client Story

People Matter... Believing in People...  
Helping people believe in themselves...

"I was a full time mum looking to return to work. My confidence was at an all-time low. Following a disastrous interview where I was asked to demonstrate my IT Skills, I realised that I needed help. I contacted People Matter and made an appointment with Jo, a Client Adviser. I felt unsure about what direction I wanted to go in and needed to discuss my options. At her suggestion, I signed up for the People Matter six-week introductory course covering basic IT Skills - it was exactly what I needed. After completing this course I felt confident to start an online course to obtain my ECDL and also began volunteering with a view to start looking for work. At this point I was introduced to the Employer Development Team. They carefully matched my skills and interests with a local employer. I now have a job that I really enjoy and works around my family commitments.

The kindness and support that I received from the staff and volunteers at People Matter has been invaluable!"

## Summer Days

Looking ahead, here's a date for our diaries and thoughts of warmer days to come.

Peter Moore, Trustee, is organising an **Open Gardens Fundraiser on Saturday June 30<sup>th</sup>**.

There will be three gardens open from 2pm -4pm at Old Camp Road numbers 10, 12 and 26 offering cream teas and a raffle.

Peter would welcome any raffle prizes and good quality bric-a-brac so if you can donate, please place in the box downstairs in the foyer area.

Help would be welcome on the day, so let Peter know in advance via the office.

It is a good opportunity to catch up with fellow supporters of People Matter and enjoy a pleasant afternoon. Here's hoping for good weather!



## Food for thought

Another successful course for  
**People Matter Training**

**Jo Whiteman – Director of Operations writes:**

Since April 2017, People Matter have been offering **Level 2 Food Safety Award for Catering**. Thanks to a funding grant, People Matter have been able to supply this one **day course FREE**. To date, 56 clients have been successful. We update the Client's CV immediately after the course to reflect their new qualification. This enables them to apply for a range of job opportunities that involve a wide range of food handling. This could include: restaurant, café, retail or hospitality employment. An extremely functional and worthwhile course!

Anyone interested is welcome to apply as we look forward to another year of qualifications.



## Client Story

"I visited People Matter for the purpose of having a CV written and was told about the Food Hygiene Course which I completed a couple of days later. I have now found the perfect job working in a catering role which I love.

Thank you to everyone at PM for your support and encouragement"

## Fundraising

Our services are offered free to access but not free to provide. So if you are one of our supporters thank you very much. But if you have not considered supporting People Matter before then you might like to make a regular monthly gift of say £5 per month which over a year would cover the cost of creating two professional CV's by a Client Advisor for example, to help clients gain confidence in their ability by recognising and take ownership of their skills. And if you are a tax payer we could claim 25% extra!

Please contact the office for further information on 01323 431289/email [reception@people-matter.org.uk](mailto:reception@people-matter.org.uk)



## HERE EVERY FRIDAY

We are delighted to be working in partnership with Fareshare and Tesco (Grove Road).

Fareshare are a national charity determined to fight hunger and tackle food waste. They distribute good food, that would otherwise go to landfill, to UK charities and community groups.

Tesco want to ensure that unsold ambient food that would otherwise go to waste is used, free of charge by local people, distributed by charities and community groups.

We now have bakery products available to clients every Friday. This complements our partnership working with Foodbank, along with other local organisations and charities, working towards tackling food poverty.

## New Staff

We welcome Rachel Wells and Jane Parratt to the team as volunteers.

If you are interested in volunteering and have particular skills to offer, please contact Ann or Jo on 01323 431289.

## Update on job titles

Following a Trustees meeting, there are to be some job title changes.

Ann comments "These changes are to bring us in line with similar organisations"

- Ann will now be known CEO (Chief Executive Officer)
- Jo will be known as Director of Operations
- Amanda as Operations Manager/Senior Client Advisor
- Nadine as Reception Manager

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[amanda@people-matter.org.uk](mailto:amanda@people-matter.org.uk)