



PRESS RELEASE: KickStart Scheme Successes

February 2022

Southern Trident is supporting the UK Government's Kickstart Scheme, bringing younger out-of-work people on board and, as per the Scheme, giving them a six-month period of employment. This has been a brilliant scheme for us and has been a great success as we have just given full-time, permanent positions to our two KickStarters. Newly relocated to Scunthorpe, this also shows our support of our local community, something that is very important to the three people who founded Southern Trident.

In July last year, we took on two local young men, Ryan Swan, aged 24, and Brandon Paterson, aged 22. Initially, due to the seasonality of our business, they worked 32.5 hours a week, which then increased to full-time hours during our peak season during December and the beginning of this year.

Both Ryan and Brandon work as Warehouse Operatives. Initially, they worked on the shopfloor, learning on the job about picking and packing products, unloading containers and loading vehicles with our products being sent to garden centres and national retailers across the whole of the UK.

We have provided them with training in computer administration related to logistics, such as order processing and documentation. They have learned how to use our CIN7 stock management system and how to manage and process orders coming in from our e-commerce website. We have also provided further in-house and online training for them. They have both passed their NCFE Level 2 in Warehouse and Storage Training, provided via Hull University. Brandon has passed his Counter-Balance Forklift Test, and Ryan will do this in the near future. They have both passed their Emergency First Aid at Work Training Course.

We have more courses lined up for both young men, including further structured online training from Hull University, Manual Handling and COSHH Awareness training, which they will complete over the coming months.

Last month, they both completed their six-month KickStart Programme with us and, as we are delighted with their work ethic, positive attitude and the great progress they have made, both have been offered, and accepted, full-time permanent contracts.

Both Brandon and Ryan are excited to be working with such a fast-growing start-up company based in their local area. They are really positive and excited about their future careers and seeing growth in the business, which will enable them to learn and grow with us.

Iestyn Walton, our Warehouse Manager, says: "I have to be honest, I was sceptical when our CEO mentioned the scheme at first. I shortlisted a number of CVs and did phone interviews with roughly 10 candidates, reducing it down to three for interview. Both Ryan and Brandon came across as being very keen and willing to learn. I have been really pleased with their positive attitude, as well as the speed with which they have picked up new things, and they both want to do an excellent job and are keen to progress their careers with us."

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Notes to Editors

The KickStart Scheme is a government initiative to team up young out-of-work people with companies, where they will be provided training and learn on the job. The programme runs for six months. The government pays their salary for 25 hours per week, and it is up to the company if they want them to work more hours, and pay the difference. After the six months is up, the aim is that the individuals will have done so well that the company takes them on permanently.

NCFE, Northern Council for Further Education, is an educational charity and leader in vocational and technical learning.

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