

Cargills business talk :

CE . the trading arm of DCSO inc

Team slide

share our past 4 year story

1. Cargills, what we do, and our development over the past 4 years
2. **Skills highway** the why and some outcomes
3. **stories of our students**

So.... Who are we and what we do

**We are a social enterprise non-profit**

We provide **employment options for people with intellectual disability,**

they come to work in an ;

innovative stable environment that invests in its staff.

We have 5 business units –

1. manufacturing timber products **slide of Kev**
2. Recycling **Rhys**
3. Food packaging and processing **Tegan + the team**
4. Assembly - **Pacman**
5. Pick pack and dispatch **Deb**

About the Why ;

**We are Passionate about healthy communities**

**full lives and functional families**

Tier 1 issues for us -

We want to **reduce isolation,**

**provide meaning and purpose through :**

**Employment, Training and support**

**As it turns out...**

**It is often the most vulnerable people in our society that are the ones most impacted by negative global trends.**

**Dependable, caring and reliable employment for people with intellectual disabilities**

**is where we choose to make a difference and be part of the solution**

## How

we provide a range of services to many New Zealand companies including companies like

Air New Zealand, **Slide of Jason with head set**

Escea fires, **slide of pallets**

Tuapeka Print

### **We work on a competitive basis.**

We apply business excellence as a contract manufacturer and service supplier

we provide an innovative work environment that helps people with disabilities

to overcome barriers

## Our employees

Receive individualised personal and professional **development programmes**

They are assisted in gaining **independence**,

**work readiness**, and the tools and confidence for success.

## **Backing up 4 years**

### A little bit about the past

When I joined CE it Was a rather gloomy picture

The operation was effectively insolvent

The facility – run down

60 staff sometimes – they would sometimes go all week without meaningful work

**There was no meaningful investment into staff development**, education/ training or improving work readiness

No real belief in our ability to be successful as a business

but everyone was trying to stay positive in the face of a pending closure

The Challenge was to turn an insolvent unproductive operation into

a **well ordered, modern business** as close as possible to any typical business

It had to be;

Accountable, sustainable, meaningful

Today :

We ;;

Total 100 staff

**Our goals and vision align with UN sustainable development goals**

Increased **direct wages** by 24% over the past 3 years

Much of our **deferred maintenance** has been carried out to improve the work environment/

All our departments **are now sustainable** (invoice out enough to cover overheads of that dept)

Now turn over 2m a year

And a WCR of 2:1

We have a **Health and wellbeing programme** –

e.g. This week was **Happy Feet week** where all staff had their feet by a Podiatrist and a care plan put in place for those that needed it

We Work with **kiwi harvest**, loot bags, meals

Photo of food pax

Very active social club –

Lisa with punch bag

In 2016 we won the Westpack business excellence awards

But .... The crown for us has been ;

**Establishment of The Cargill academy,**

Photo of students in board room

Through our **Personal Development plans**

we realised how many of our staff wanted to improve their **Numeracy and literacy**

so both Written and digital literacy

After some research

we Realised there was **Limited options** in Dunedin for Numeracy and literacy – L1 and 2

And **Self directed** learning wasn't successful for our staff

**Enter Skills Highway....**

Along with the amazing team of The **Good Training co.**

and the support of **TEC and Skills Highway**

**we have been the first** to adapt the **Skills Highway programme** for disabilities and its proven to be particularly successful ; in fact others have followed suit

The first programme has now completed one year and the 2<sup>nd</sup> is underway

In April we celebrated the achievements of the 21 staff on the academy

**photo of graduation**

Pathways Awa Rua has proven to be fun and non threatening **Photo on computers**

It really built our staffs confidence ;

The students recently **made Presentations** to the senior staff **Photo of Lisa**

All the students now have G-Mail and most are **actively using it**

They have Library cards and visit the South D Library hub adjoining our facility

Story of Jason and Dean **Photo of Dean and Jason**

**Another learner has got by with very little reading skills.**

**He can "read" the odd word, but has learnt words through visual memory, by how words physically appear (like having a photograph in your head),**

**rather than by breaking down the sounds in the word.**

**So words that aren't in his visual memory can't be read.**

**He copes with reading regularly used job sheets/dockets.**

**But This is likely because the words have become visually imprinted in his memory through use, over his 20+ years of exposure to the words at work.**

**The learner was reluctant to join the programme.**

But since joining

**This learner has received gentle 1-1 support and encouragement**

**(particularly focusing on confidence building, laughter and making sure he never feels "silly").**

His Goal He **travel overseas yearly.**

expressed it was important to him to go through a **passport e-gate by himself**

- until now he hasn't been able to do so,

as you **need to read step-by-step instructions on the e-gate screen.**

He has now set it as a personal goal to **achieve this independently**

He arrives **early to sessions** and talk about how much hes enjoying it.

Hes making good progress and **reading short texts using letter sounds**, rather than purely using visual memory.

**The other day he achieved hi first Pathways Awarua certificate** for reading.

He proudly showed it to all

Our HR manager said he appeared at her office window holding it up and beaming, asking if she could laminate it for him.

### Outputs

Involved in H&S at all levels, eg **Easy read documents**. **Photo easy read**

Heads have come up , staff ask questions and **seek clarification** if uncertain.

Increased skills have allowed us to introduce **more variation**, interest and increase both quality and throughput

Increased skills has allowed us to **Quote for higher value work**

**Most importantly** the staff realise they **have a voice !**

### **In conclusion**

**Smile Photo**

We would like our employees to think that Cargill Enterprises becomes part of their journey and not the destination

we see this as a very worthwhile investment that will **increase options** in our staffs lives

**The financial investment** pales by comparison to the amazing benefits we have seen in the lives of our staff and **the gains in productivity**

I hope this will encourage those that are considering the investment to take a leap of faith

