

## Case study: identifying transferable skills

This case study has been provided by Highway to Opportunities, based in Oldham.

A customer we saw last year at H20 was extremely positive about the support we gave him.

After more than 20 years as a HGV driver, Jim was made redundant in early 2009. At his first appointment he was quite unsure of the direction he wanted to take but explained that he would like a career change as he no longer wanted the long driving hours and nights away from home. He was worried that his age (55) might be a barrier. After several appointments we found out that he had worked as a volunteer at his local cricket club for the last 15 years, coaching and training the children. Jim attended our CV Workshop and further appointments which enabled him to identify the full range of his skills and experience which included six years' service in the British Army, HGV Licence, HIAB (RITTB) Licence, ADR Licence, FLT Licence, along with over 20 years' experience operating this equipment.

Six months after his first appointment and a couple of weeks after his last, Jim came in to thank all the advisers who had worked with him and to say he had found work at a large training company that helps people gain various licences related to transport and distribution. He added that his new employer was going to invest over £2,000 to train him in how to train people

After several months of support and from not knowing what he wanted to do and believing his age was against him, he found a job close to home that offered new challenges. His employer took into account the value of his experience and transferable skills and as a result was willing to invest in his ongoing development.