

Moving Into Work

Kath says, 'Some employers are absolutely fabulous. I've found that the younger managers are very good. They wonder what I'm on about fussing like a mother hen. They just say, 'of course he'll be all right!'

the employer: domino's pizzas

Gordon Penman is manager of the Domino's Pizza shop in central Edinburgh and employs one of our former trainees, Alex Souter.

“It can be quite hectic here at times, it's the busiest shop in the city and one of the busier shops in Scotland, especially on a Tuesday night when we do 'buy one get one free'. We can be turning out over 200 pizzas an hour.

Towards the end of last year Kath phoned me with regard to Alex and I had a look at her information. It seemed like a pretty good deal for us and for Alex, so we said we'd give it a go.

Domino's nationwide had been pushing ahead with a lunch campaign and we were a lot busier than we'd ever been during the day. Generally we had been doing a lot of our prep during the day for the evening and cleaning the shop, but because we were selling a lot more pizzas we had less time to do that. When Kath first spoke to me about Alex I got quite excited as he fitted our bill perfectly. Trying to find someone who only wants to work during the day, a couple of hours a day, isn't the easiest thing.



We started Alex off making pizzas but it was a bit too busy for him, a bit too fast paced. But we sort of found his niche. He comes in from 12 to 3.00 and he does prep, he cleans and generally supports our team on the day shift. He pretty much gets our shop ready for the evening and leaves other people to make the pizzas.

He's such a nice guy as well – so easy to get on with. We have a real diversity of staff here: we have people from countries all over the world, people from all different backgrounds; we've got a lot of students and a lot of people who do this as their main job. Everyone gets on – it's a nice situation to be in.

I'm really glad to have him here – it makes my job a lot easier! Partly because of taking Alex on and partly because of other things I've been nominated for a couple of awards: 'Rookie Manager of the Year' and 'Delivering More Awards'. This is for people who do things at Domino's that are out of the norm. But I don't think I've done anything really. I've just hired somebody who's fitted in and made my job easier; I've not done anything extra special.👍

the employee: alex souter

Alex is 22 and left the Engine Shed at the end of 2010 to take on a paid job as kitchen assistant at Domino's Pizzas.

👍 I work Monday, Wednesday and Thursdays 12.00 to 3.00pm and 11.00 to 3.00 on Tuesdays.

I put all the dough away into the walk-in fridge and put stuff into the dry room. Everything comes prepared so I just need to put everything into tubs; the sweetcorn, anchovies, tuna, jalapenos – all the pizza toppings. We clean all the walls, floors and the customer areas, and there's washing up of course!

What do I like best? Getting paid! That's a joke! It's a good environment because the staff are quite nice. They'll give you a hand and stuff and tell me what jobs I might need to get done.

It's a big difference from being at the Engine Shed. It does feel slightly different when you're here and at work. It's just a feeling. I can't explain – it's a good feeling.👍

... last word to kath

👍 When a trainee gets a job offer I do a 'before and after' financial picture to show how they will fare. With their wage and working tax credit and their Disability Living Allowance it usually ends up that they are better off.

Once someone is in work I'm there for the next six months. I sit down formally with the employer and employee at three months and then at the six month stage. That's the point where you hope that the transition has taken place and it's all pulled together. But they can call me at any time.

What I like best about the Engine Shed is that it works so well. It's just a great way to do it; the whole thing from beginning to end.👍