



Helping Jack Lee Work: Enabling the Disabled

Jack Lee is a part-time college student who loves soccer, laughs infectiously and is popular with his colleagues in Manchester, UK. Jack also has Down syndrome. Yet neither Down syndrome, nor any of Jack's other abilities or interests define him.

Now 20, Jack was hired through DSWorkFit, an employment program run by the Down's Syndrome Association, a UK charity which helps people with Down syndrome live full lives. For Jack, a job at XPO is an opportunity to put his skills to work and earn a living. There's no asterisk associated with Jack's role. He works under the same employment terms as colleagues, took the same training, receives the same pay and is held to the same performance standards.

To be sure, some adjustments have been made. For example, training materials were adjusted into shorter, clearer formats. But tailoring roles and resources is part of XPO's regular course of business, whether that means safely accommodating a pregnant colleague or temporarily reassigning a peer returning from a sports injury.

As inspiring as it is, Jack's story isn't unique. Our Manchester site has recruited three other colleagues through DSWorkFit who work in recycling, returns processing and administrative positions. Across the UK, we've recruited more than 20 team members via DSWorkFit, with more expected to be onboarded in 2021.

For our commitment, XPO was recognized with

a Best Employer Practice award from the British Association for Supported Employment in 2019. But more work must be done. In the UK, only 5.9% of adults with a learning disability have paid employment. With more than 260 sites in the UK, XPO hopes to do more in the coming years for UK employees, as well as launch a similar initiative in the US.



"Jack's just like thousands of others at XPO: dedicated, enthusiastic and eager to learn. He has the XPO work ethic."

— Neil Blackledge, Site Manager, UK