



**GROVER
UNDERDOGS**
Clean data, better business

Thousands of documents archived in three weeks time

Work kept stacking up with no hands to spare. Vesteda's information specialists knew they had a monstrous task waiting for them: archiving thousands of documents neatly and quickly. It couldn't wait any longer, yet the daily work continued.

As residential housing investor, Vesteda invests pension and insurance premiums in middle rent housing units in the Netherlands. Their rental portfolio holds nearly 28.000 units. Each of these units requires Vesteda to keep files and documentation on rental contracts, inspection reports, and energy ratings. Archiving the deluge of documents neatly and orderly is painstaking work. "We had quite a backlog of work, because other tasks directly involving renters always demand priority," says Karin Heemskerk, department head for Customer Service & Support at Vesteda. "We were wondering where we would ever find the time to accomplish all our archival work."

EXTRA HANDS

Through a mutual contact, Vesteda got in touch with Giedo Lankhorst at GROVER underdogs. He offered the solution: extra hands. Accurate hands, to be precise. GROVER underdogs provides IT and data preparation services with a team of IT specialists who experience distance to the labour market due to disability.

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"Our exceptional talents sometimes need extra guidance and structure, but they excel at accuracy and focus," Giedo, founder of the company, says proudly. "That presents an opportunity for companies and our talents both." Ideal support troops when you need to process lots of data quickly.

ARCHIVING THOUSANDS OF DOCUMENTS

Levi and Johan had only just signed their contracts with GROVER when they were trained by Maja, employee at Customer Support, to help Vesteda. Both employees have autism, which previously prevented them from landing a job. But for Vesteda's data project, they are the talent the company needs, because focus and accuracy are the key factors for success. After a short online training, Levi and Johan could start immediately.

Together, they manually transferred thousands of documents from a local server to Vesteda's online system. Among these files were inspection reports, solar panel information, and renters' files. Not only did all documents have to be saved one by one, they also all received different labels, such as a label reflecting the file type. This way, any document can be retrieved easily and quickly.

Karin shares that she didn't expect Levi and Johan to be so quick and precise. "I'm almost disappointed that I don't have any other archival backlog for them to process." Though the project was estimated to take two and a half months, GROVER's data specialists needed only three weeks. Levi laughs: "We just work fast. I like the work too. Repeating the same tasks is easy for me." "Because of my physical symptoms and my autism I couldn't find an appropriate work place for the longest time. Until I interviewed at GROVER."

EXCEPTIONAL TALENT FINDS OPPORTUNITY AT GROVER

Despite their talents, Levi, Johan and their colleagues had to search long and hard for a job that would accommodate them. A job that makes them happier and contributes to their self-worth. GROVER closes the distance to the labour market they always encounter, to be able to keep learning and feel proud to go to work. The company accomplishes this by offering work spaces and projects that fit their need, as well as working together to develop their talents. This includes allowing employees to work from home to avoid being overstimulated in the office, and providing anything they might need to work from home. Or flexible working hours, in case an employee needs more time to regulate or rest during the work day.

Starting November 2022, Levi and Johan began working at GROVER underdogs. "This first month just flew by," says Johan. "I really enjoy myself here." Both Levi and Johan had job coaches to help them look for a job. Johan explains: "Because of my physical symptoms and my autism I couldn't find an appropriate work place for the longest time. Until I came to GROVER for an interview. Giedo gave me an opportunity I was able to take." Levi adds: "A lot of companies ask for previous experience, but you can't gain experience if you can't start anywhere."



A WIN-WIN SITUATION FOR BOTH COMPANIES AND TALENTS

Matching these exceptional talents to specific data projects is GROVER's focus. The company is able to create a win-win: Vesteda has an up-to-date archive in no-time and Levi and Johan have work that fits their needs and talents. Karin concludes: "Now I know exactly where I need to go in cases like this. I absolutely do advise other organisations with similar issues to contact GROVER."



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