

## SkyBlue Knows More about Rail

SkyBlue has an in-depth understanding of the pressures and priorities facing the rail network, in a climate of public demand for both effective infrastructure and improved safety. We have the people to help meet those demands.

We provide planned, cost-effective and innovative solutions, delivered by specialists with the experience and expertise to get the job done quickly, to the highest standards of safety.

SkyBlue candidates are trained in different disciplines, including, for on track, ES's, COSS's, handsignalmen, lookouts, trackmen, welders and inspectors, crane supervisors, road/rail controllers, and PTS personnel at all levels. For technical we supply the full range of technicians, engineers, designers etc. We have the skills to support joint ventures and alliances with an open, collaborative approach.

## SkyBlue Health & Safety

All of the suppliers within SkyBlue work to standard processes and these are the foundation on which they are measured to ensure legal compliance and conformity to industry standards.

SkyBlue, and all other suppliers, are measured by IMS on the following areas;

- Compliance to internal processes/policies and procedures
- The Equality Bill (Equality Act) 2009, and preceding Diversity, Equality and Discrimination Legislation
- Compliance to The Conduct of Employment Agencies and Employment Business Regulations 2003
- Asylum and Immigration Act
- Income Tax (Earnings & Pensions) Act – Chapters 7, 8 & 9 specifically

This process also provides a framework for the continual review and improvement of IMS in accordance with the requirements of BS EN ISO 9001:2000 and in line with the Environmental Management System BS EN ISO 14001:1996, and Safety Management System OHSAS 18001.

In addition to ensuring compliance of suppliers, IMS

- audits that all workers are provided with the required skills, qualification, technical accreditation and experience required for the work they are required to perform
- where required, Security and CRB checks can be facilitated. Where appropriate, correct levels of PPE (Personal Protection Equipment) are provided and maintained/checked

### On-Site Alliance

Where the volume of workers demands a different approach SkyBlue recognises the value of having a representative working alongside its clients on site to ensure that not only the right people are recruited at the right time, but that they are regularly assessed, monitored and any issues resolved quickly, with the minimum of disruption to the business. SkyBlue are currently operating a number of on-site alliances for its clients, including North London Line and Airdrie to Bathgate for Carillion Infrastructure.

### Accreditations

Investors in People Status

Link Up

UVDB

REC Audited Status

REC Diversity Assured Status

Safety Standard (18001)

Environmental Standard (14001)

Quality Standard (9001)

Recruitment International – A top 250 Listed Recruitment Company\*

\*SkyBlue is listed on the top 50

### Awards

Best Large Recruiter 2010

REC Best Contribution in the Community

November 2009

Best Construction Recruitment Firm

April 2009

Man on a Mission

June 2008

Most Switched on Person

June 2008

Birmingham's Brite Spark

June 2007

## Diversity & Equality

At a glance:

- Award winning diversity & equality recruitment practices
- National Employment Partnership Agreement with Jobcentre Plus – commitment to finding jobs for long-term unemployed, underrepresented groups and in Super Output Areas (SOA's)
- Recruitment solutions to Government Stipulations
- Unique diversity funnel brings together Jobcentre Plus and other local diversity business partners to ensure route to employment for high priority job seekers
- View the SkyBlue diversity brochure and video here <http://www.skybluesolutions.com/about-news.asp?id=24>

SkyBlue has worked closely at all levels within local and central Government, Jobcentre Plus and the Learning Skills Council to fully understand and deliver a solution to the issues related to the employment of newly qualified & trained workers when moving into a new sector of employment versus those skilled in that sector.

## Temporary Recruitment

SkyBlue can offer workers who are paid in a variety of ways to its clients;

- PAYE
- CIS
- PSC (Personal Services Companies)
- Umbrella Companies

All of which, through audit, SkyBlue are satisfied comply with current legislation

## SkyBlue Training & Development

Well trained individuals are essential to the success of SkyBlue. SkyBlue ensure that its temporary workers are trained in the requirements of their trade, and skills are also enhanced where possible by further training, either because of a specific requirement by a particular client or contract or general worker training to improve the level of delivery. This training is in addition to what is provided for SkyBlue's own employees. Therefore training is split into two separate categories;

*Employee Training:*

SkyBlue offer employees at all levels training relevant to current roles and development opportunities in readiness for future opportunities. SkyBlue have an established Training Matrix which provides guidance on the internal and external training courses that are available and professional qualifications which can be gained.

*Temporary Worker Training:*

SkyBlue's temporary worker training is driven either as a result of a direct client requirement or SkyBlue aiming to enhance the performance of the temporary worker compared to the competition.

We also provide training in specific skills from grass and brush cutting to traffic management, providing a career progression that means the best people are more likely to stay with us and with our customers.

*Funding for Training:*

In partnership with a number of organisations SkyBlue are able to secure funding to support our continued investment in the training and development of our employees and temporary workers. By continuing to develop our relationships with training providers and associated organisations, i.e. the CITB, we are able to develop and enhance the competencies of our workers.

*ISV Skills Testing:*

SkyBlue has an on-line skills testing facility that allows us to test the capabilities of our candidates in different administrative areas.

In addition, the system allows us to create bespoke tests specifically aimed at our core sectors –

Rail & Construction:

- Steel fixer
- Bricklayer
- Labourer
- Dumper Driver
- Engineering Supervisor
- Labourer
- Kerb layer
- Scaffolder
- Shuttering Carpenter

## SkyBlue Highlights

- H&S and IMS focus with full AFR reporting
- Through MS and its PSL, SkyBlue supplies temporary white and blue collar workers to a diverse range of sectors in addition to its permanent placement capability
- Competitive Rates
- Robust Health and Safety Practices
- Recruitment Legislation, Advice & Guidance
- Sector Knowledge and Expertise
- Diverse and Equal Working Practices
- Corporate Social Responsibility
- Training Expertise
- Cross Business/Marketing Opportunities
- Flexible Branding

## SkyBlue Overview

SkyBlue contains 3 individual businesses; SkyBlue Solutions and Rail, which operate as recruitment agencies and businesses, and a Managed Service (MS), which provides one stop management processes for the supply and management of temporary or permanent recruitment for clients (largest contract valued at circa £90m per annum).

SkyBlue provides resource across all of the UK. Solutions currently operate from 10 locations from Glasgow to Southampton, Rail operates from 3 locations and currently there are 3 on-site operations with MS operating from Birmingham.

The business is listed as one of the top 50 recruitment firms and is one of only 5% of all nationally operating recruitment companies governed and fully audited by the Recruitment and Employment Confederation (REC).

## Appendix: *Testimonials*

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"We would not hesitate to continue to use SkyBlue in future service requirements." John Hughes.

"The service we received from Sky Blue during the blockade and through the prep works were second to none. In addition the ability to react to our ever changing requirements in the blockade as a result of the programme delays encountered for numerous reasons was a credit to Sky Blue as an organisation and its people. Thanks." Andy Pearce, Delivery Manager

Network Rail

Ray O'Rourke:

The subcontractors did what they were asked, what more can I say. This is the sort of men we need for work on our area, dependable, hard working and good time keepers.

Tony Moores:

No problem did what was asked without questioning it, the men have a good working relationship with our own men this is down to continuity of reliable men and a good knowledge of our patch

Michael Hodgkiss:

Just spoken to managers concerned and all Skyblue staff turned up on time and performed their duties as requested. All managers were very grateful for the staff working over the Christmas period, when most staff would have been at home with their families. And I myself would like to thank Skyblue for sourcing some of the staff at short notice.



### LOCAL JOBS ON TRACK SKYBLUE AND TRAIN'D UP STORY



*Case Study*

#### **Six local people get a career on the railway thanks to partnership between recruitment business and training supplier**

Back in 2005 award winning recruitment agency SkyBlue established working links with Train'd Up, a company that aims to provide an inclusive environment for candidates to reach their full potential through training.

Since this partnership started, there have been over 100 placements nationwide on the railway. The latest one comes from SkyBlue London branch, where six local people who were previously unemployed have built a career on the railway.

The process to attract candidates into work starts with an Open day organised by Train'd Up, which invites potential candidates to attend.

During the recruitment fare, a SkyBlue representative provides the interested candidates with more information about gaining qualifications to work on the railway.

Those candidates who decide to register with SkyBlue receive a two-day training to obtain the PTS ticket (Personal Track Safety).

Afterwards they are inducted into a Health and Safety course organised by Train'd Up which includes First Aid, Manual Handling and Fire Awareness followed by two weeks hands-on practice on track.



The latest six candidates that went through the training are currently appointed into the North London Line project and other assignments nationwide on behalf of SkyBlue's clients.

Gary Grimes, Branch Manager for SkyBlue London, adds: "Thanks to the partnership, we are able to tap into a pool of eager candidates who want to get a career and move on from benefits support.

"Besides, the level of retention of candidates coming from Train'd Up is above average and they are hard-working individuals who have found a career to progress into. It's a win-win situation"

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SkyBlue SkyBlue Rail specialises in providing qualified and well-managed rail gangs, both directly to Network Rail for rail maintenance, and to contractors working on track renewal projects.

SkyBlue Rail also offers welding services, Themat, Rail-Techpla, maintenance, repair of crossings and burning services for Carillion and a number of external suppliers.



**THERE IS MORE TO SKYBLUE**