



Case Study

Enterprise, Carillion and SkyBlue are in a joint venture to manage the M&E, Technical & Building Services, and Facilities Management across all Government MoD (Ministry of Defence) sites.

The Army, Navy and RAF are based up and down the country and require the pinnacle of maximum security; therefore it was imperative for the contract to be treated as such. After engaging with the Enterprise HR Board earlier this year, it was clear that Carillion's recruitment arm, SkyBlue could fulfil their requirements. SkyBlue identified the client's needs and put a plan together to fulfil the requirements at the highest standards.

The needs and requirements of the client included:

- Finding candidates who had utterly blemish-free backgrounds, and ensuring that they would pass security clearance checks, both through SkyBlue and the client.
- Finding Managers and Engineers who not only understood the technical and engineering equipment, processes and measures such as site, but also how this was applied to Government projects in a different way.
- Finding candidates who were comfortable with the often remote locations of many of the MoD bases. This particular area is something other agencies and consultancies struggle with as they rely on traditional recruitment methods such as advertising and 'jobs board matching', rather than applying themselves to each role individually.

Enterprise enlists SkyBlue with a new batch of vacancies every week. The contract is ongoing and is expected to be renewed every ten years.

SkyBlue comply with the M&E Engineering market, following strict guidelines and practices. Through this SkyBlue is able to conform to Enterprises requirements, involving; MoD security and clearance, engineering qualification, management level, and relevant experience.

Stuart Jones, HR & Training Manager, Enterprise says, *"SkyBlue have proven themselves as ethical and efficient Recruiters. They don't just talk the talk, and make empty promises, they understand our requirements and deliver. They are my recruiter of choice and I'm very happy with the service we have seen so far. In fact, I have gone to the board, and not only recommended but insisted that we use them right across the company with respect to our current and future recruitment needs."*

So far, the project has gained continuous success in placing candidates into the right roles at the right time. From engineering roles to Site Mangers, to Training Coordinators to Electrical Fitters, the project continues to grow and demand for vacancies progresses week by week.