



**In the last five years, Surrey County Council has benefited from SkyBlue’s extensive highways knowledge and experience of recruitment in this area**

Such a large and long-term project, demands commitment and the flexibility to respond to fluctuations in labour requirements.

SkyBlue developed a long-term partnership with the client before the project began, demonstrating a willingness to work in complete alliance and to understand the complex needs of the job.

Previously the client had been wary of recruiting permanent operatives, fearing unsuitability and the time consuming process if the need to re-recruit occurred.

Through a deep understanding of client issues SkyBlue was able to offer a solution in the shape of thirteen-week temporary to permanent workers, allowing the client to take a longer view in assessing suitability before recruiting permanently.

SkyBlue offers a strong combination of recruitment know-how along with highways and civils experience.

**OBJECTIVE**

To supply on an on-going basis, gangs responsible for maintaining the highways network, managing traffic and completing civils work throughout the borough of Surrey.

**TIMESCALE**

On-going

We place great emphasis on team building and motivation and do all we can to empower our people through induction, training and on-going support.

This focus on teamwork is particularly important on the highways where there are major implications for safety.

Our confidence in our people was rewarded by their seamless integration into the client’s works programme and the quality of work they have so far produced.

To date, SkyBlue people have completed graffiti removal jobs, built new wooden foot bridges and parapets, conducted large structural paint jobs and excavated trial holes. So far we have placed over 100 people, many of them going onto a permanent position with the client.