

SkyBlue Knows More about Highways

SkyBlue people are out working on the country's vast highways network everyday to the very highest safety standards.

From placing temporary and permanent HGV drivers, maintenance operatives, to providing an urgent call-out service for winter gritting, we're helping to manage traffic, making access safe for specialist contractors and the emergency services, carrying out routine barrier inspections and maintaining carriageway and verges.

Our commitment to training and safety is second to none. All our people - and in fact many of our branch staff - have been through the appropriate LANTRA and Streetworks Awareness courses.

We have market-leading policies and procedures in place to monitor and manage our highways people more effectively and our customers have their own dedicated account contact - someone with proven employment law knowledge, plus industry specific experience. Wherever the project, our UK wide network of offices provide access to a vast labour resource and all important, local knowledge.

All SkyBlue people come to work with the backing and support of an expert team and enjoy a personal and flexible approach that improves their effectiveness, motivation, commitment and safety.

See appendix for case study

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

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 2 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.

Awards

Best large Recruiter – same as FM sheet

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

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 in the top 50

Temporary Recruitment

SkyBlue's temporary staffing solutions encompass a variety of skills, from traditional construction trades to facilities management, and incorporates solutions for traditional hourly paid temporary workers in addition to freelance and interim staff. 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

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.

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: Case Study



PROJECT NAME - Carillion Roads for Surrey County Council and SkyBlue



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.