

## SkyBlue Knows More about Permanent Recruitment

Many of the clients for whom we provide temporary staff also have a need for a permanent recruitment service. SkyBlue Solutions has a dedicated team focused on providing permanent staff, with a price structure and capability offering real value for money.

Our service extends from job profiling and advertising to preliminary interviews, shortlisting, verification of references and qualifications, negotiation and placements. We have placed people in construction, rail, and facilities management for hospitals, laboratories and offices, including commercial, admin and secretarial staff; design, signal, rolling stock and section engineers; supply chain managers, surveyors and CAD experts.

We Deliver:

- Demonstrable track record
- Industry-specific understanding
- End to end service, from job profiling to placement
- Open and collaborative partnership with clients
- Extensive database of associates with specialist skills
- Nationwide and international coverage
- Integration of temporary and permanent resources

SkyBlue can tailor-make a service level agreement for every customer. This gives us a benchmark against which to measure performance, using key performance indicators and regular reviews, applying the same level of discipline to staying ahead in our business, as you do in yours.

SkyBlue will work closely with you to make sure we get exactly the right applicants. We'll screen and shortlist for you, brief each candidate on your behalf, and even provide private interview facilities, with centres all over the UK, for your convenience.

*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:

- Call Centre
- General Assessment
- Microsoft Office
- Spelling
- Secretarial
- Audio PC
- Audio Tape
- Shorthand
- Data Entry

What's more, we operate on a no placement – no fee basis, and our fee structure is refreshingly transparent. So when it comes to safety, cost, quality and performance, you really do get more with SkyBlue.

## 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.

## Awards

Best Large Recruiter

June 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

## 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

## 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: *Testimonial 1*

"Recently, one of our blue chip contracts in Swindon requested Carillion provide a skilled engineer on a 6 month temporary placement while their own engineer went into hospital for an operation.

"Historically, recruiting suitable candidates in Swindon has been a significant challenge for us and we entered into the usual process of trying to source an engineer through various forms of media and local agencies. This led to a number of disappointments and we settled down to the normal long process.

"However we became aware of 'SkyBlue' through the recent merger with Carillion and as such put forward a job description more in hope than anticipation.

"Skyblue made contact with us in the same day we raised the request, they ensured they gained an accurate understanding of our requirements and within a couple of hours had put forward a candidate for interview the next morning.

"The standard of candidate interviewed was excellent. They were very well presented, articulate and had the correct skills and attitude we were looking for in our critical environment and an immediate start date was agreed.

"This was a revelation for us as we had someone ready to start on site with us within a day or two of the request instead of weeks which was the usual expectation.

"The recruit has settled in well and has developed excellent relationships with both our resident engineers and our client with the possibility that the engineer may be retained permanently.

"Our experience of using SkyBlue was a very positive one. They were friendly, committed and made the process extremely easy for us but more significantly they actually delivered.

"Skyblue are now are first port of call for all our recruitment requirements.

"Many thanks to Paul and his team."

Robert McQueen, Account Director for Carillion Business Services