SkyBlue Knows More about Utilities

SkyBlue Utilities is driven by the development of close working relationships with our clients supplying highly skilled workers on both a temporary and permanent basis across the UK.

SkyBlue provide trades, labour and permanent solutions to some of the biggest clients in the Utilities sector. The Utilities team has grown to become a market leader in the delivery of Utility Projects within our key sectors of Electricity, Water and Gas.

We also have the capability to provide the relevant training provisions, whether it be CSCS, EUSR, Confined Spaces, NRSWA or LANTRA, SkyBlue can deliver the right person, with the right skills, giving both our clients and temporary workers the confidence they need in this safety conscious sector.

We have policies and procedures in place based on recognised industry standards to monitor and manage our people more effectively and our customers have their own dedicated account contact - someone with proven employment law knowledge, plus industry specific experience.

See appendix for case study

Maximising Performance through our Delivery Model

In order to meet regulatory performance targets, and avoid potential penalties, we understand that Utility operators in the UK need to utilise a wide range of delivery models to conduct their maintenance, upgrade and construction works.

The fluctuating nature of the customer and project driven work often requires an element of flexible resource to supplement the directly employed workforce.

Employment agencies, such as SkyBlue, have an established role in providing support to project driven work, where a large number of skilled workers are required for a defined period.

Conversely, we often find that clients and main contractors meet the fluctuating demands of reactive and customer driven works through the employment of subcontractors. We have challenged this position with a number of existing clients and have developed bespoke models to support them in meeting the short to medium term demand for

resource. Our ability to source and supply skilled workers offers our clients a number of advantages over the traditional subcontract route.

It provides them with the ability to expand and reduce the workforce while retaining full management control. This ensures existing systems and processes can be used for reporting, management of compliance, communication and collation of legislative and management information leading to benefits in a number of key areas such as:

- Health and safety performance.
- Management of Section 74 issues.
- Reduction in Fixed Penalty Notices.
- Improved management of quality.
- Consistency in delivery of customer service.

Permanent Recruitment

SkyBlue offer permanent recruitment services to its clients through a variety of candidate attraction tools including our national agreement with Job Centre Plus, enabling us to attract a wider pool of candidates and satisfy many of the key performance indicators based around targeted recruitment or local employment opportunities, that are being passed down through contracts awarded from both local and central government.

SkyBlue utilise many tools in the recruitment process to satisfy the clients desire to recruit the right person, first time. Using Thomas International, we work alongside our clients to understand the key requirements of the role, our in-house practitioners will then build a job profile to use as part of the recruitment process to ensure we not only have a skills match but more importantly we understand the type of person that will fit your culture or team.

Our service extends from job profiling and advertising to preliminary interviews, short listing, verification of references and qualifications, through to contract negotiation with your potential new employee.

Temporary Recruitment

SkyBlue are confident in our ability to recruit the right person for your role, first time. Our resource teams throughout the UK are recruitment specialists with in depth knowledge of what is required to provide a temporary worker, on your project, with the knowledge that they are both competent and compliant to government legislation.

Our recruitment and registration process ensures we comply with the following practices and legislation

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

By ensuring that we deal with the recruitment process, it leaves our clients to focus on their primary functions, which is delivering your project on time, on budget and with a prime focus on health & safety.

SkyBlue have an Information Management System (IMS) which controls our internal process and procedures. This provides a framework for the continual review and improvement 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.

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.

All our people - and in fact many of our branch staff - have been through the appropriate LANTRA and NRSWA courses.

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 offset a large portion of the costs incurred.

ISV Skills Testing:

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

The system even allows us to develop and tailor assessments to client's specific requirements and also has interactive training tutorials which are designed specifically to help users become more proficient with key applications.

The program is fully interactive and is suitable for a range of users from beginners through to advanced.

SkyBlue Highlights

- Robust Health and Safety Practices
- Recruitment Legislation, Advice & Guidance
- Sector Knowledge and Expertise
- Diverse and Equal Working Practices
- Corporate Social Responsibility
- Training Expertise

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 200

Accreditations

UVDB – Achilles Utilities Vendor Data base

Investors in People Status

Link Up

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 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*

SkyBlue

CENTRAL ELECTRICITY ALLIANCE
MORGAN SINDALL & SKYBLUE

Case Study

SkyBlue established working links with Morgan Sindall in order to provide local people to local sites.

Morgan Sindall through the Central Alliance and in conjunction with National Grid, have embarked on an upgrade programme for all existing power stations and sub stations, within the contracted area.

The existing complexes were predominately built in the 1960's with a 40 year life span, and are now part of a nationwide upgrade and refit strategic plan. Through this phase of the contract there are 60 locations to upgrade and enhance.

To ensure the success of the contract , Morgan Sindall must provide a high standard of service across the Central Electricity Alliance Contract from Cumbria, through to Nottinghamshire and the West Midlands.

Understanding

To achieve the aims of the contract, Morgan Sindall have been appointed as the civil contractor and require a number of Civil Engineering teams made up of trades and labour, who will effectively upgrade and enhance the 60 sites initially over a 4 year framework contract.

The teams required must have a strong background within the civil engineering environment, with the emphasis on meeting the strict H&S standards set by the contract; and performance, which is monitored by the Alliance teams.

Morgan Sindall have an ongoing need to recruit labour and programme of works roll out across the contracted area. To achieve this, the need has been to have a 'tap' of local based labour that can be switched on and engaged as the programme expands.

Without having local offices across the whole of the contracted area, Morgan Sindall had a need for a solution to the recruitment of labour for the work sites.

Know-How

By providing a strong combination of staffing solutions and civil engineering experience,

www.skybluesolutions.com

2010

SkyBlue

SkyBlue

SkyBlue have partnered with Morgan Sindall to solve the issues of finding local labour, by utilising the extensive candidate base and branch network SkyBlue can provide.

The emphasis has been on treating each individual site as a unique work place, where the experience needed and personal skills can differ, depending on the client's requirements and interaction with other contractors. By working closely with the resource and planning teams SkyBlue can identify the right candidates in advance of the site commencing work.

SkyBlue place great emphasis on team building and motivation and do all we can to empower our people through inductions and training support.

The focus of team work is particularly important when focusing on safety and the environment. SkyBlue are working in partnership with Morgan Sindall to achieve the key performance indicators set by National Grid.

SkyBlue were appointed 1 of 3 suppliers to the Alliance in April 2007. By attending courses at the National Grid Training centre and attending each work site we have now become the number 1 supplier to Morgan Sindall.

SkyBlue have ...
Recruited and trained 120 plus temporary workers with over 20 now taken on a permanent basis by Morgan Sindall. The spirit of the contract is that SkyBlue will source and train candidates in Persons Trained and Besc National Grid Standards and place quality candidates on behalf of Morgan Sindall.

After 18 weeks Morgan Sindall has the option of taking the temporary workers on a permanent basis with no finders fee charged by SkyBlue.

SkyBlue delivers local knowledge and nationwide solutions, through our network of regional Rail and Solutions branches in Birmingham, Bristol, Doncaster, Gateshead, Warrington, Leeds, London, Nottingham, Southampton, and Glasgow.

Each office is staffed by specialist recruitment personnel who are all professionally trained and qualified through the Recruitment & Employment Confederation (REC).

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SkyBlue Solutions provides temporary and permanent labour for clients in Construction, Civil Engineering, Highways, Utilities, Business Services, Facilities Management and M& E.

THERE IS MORE TO SKYBLUE PEOPLE