



Midland Metropolitan University  
Hospital  
Inclusive Leadership & Resourcing

## Background

The SkyBlue recruitment business was established in 2001 fulfilling temporary, part-time and permanent work opportunities across the construction, infrastructure, facilities and corporate sectors. Part of the Fortel Group, the business strives to offer people of all backgrounds and capability the opportunity to succeed and grow in employment. We are driven to ensure diversity in our workforces and teams because we know that this unlocks great innovative value on our projects and contracts. Our inclusive and sustainable recruitment agenda has advanced over the past nineteen years, with initiatives and collaborative ventures underpinned by our evolving EDI policy.

## Action

The business has actively supported the mobilisation and construction of the Midland Metropolitan Hospital (MMH) in Birmingham with a variety of skilled candidates including logistical staff, site security, hoist and machine drivers, waste management control, core drilling and traffic management specialists.



From the outset, our strategy was focused on recruiting from the local community, and we worked with local employment bodies such as Job Centre Plus and Business In The Community to ensure our attraction campaigns found their way to the long-term unemployed and harder-to-reach communities.

## Collaboration

In collaboration with the Principal Contractor, we manage personal-development-plans for our candidates; alongside their site jobs, we provide classroom training and assessments (such as NVQs), enabling them to upskill and evidence their competence for future employment opportunities. The ambition is for our people to move forward from their assignment better prepared and equipped to secure long-term fulfilling employment.

As an example, we have taken unskilled workers and placed them with a competent Core Drilling supervisor and team. They have been trained to use the drilling equipment and how to ensure the safety and well-being of themselves and those around them. Supplementing this site experience, we have provided classroom training in site safety, worker health and welfare, manual handling and the safe use of work equipment.

A resulting trade specific CSCS card, NVQ or plant & equipment operator certificate enables candidates to move confidently forward in the employment market; they have a trade and the specific technical competence to demonstrate it.

This initiative eliminated the need for a core drilling sub-contract package to be let by the Principal Contractor, saving associated costs; the solution offered better value, both in terms of bottom-line cost to build and in the enhancement of skills and competence within the local community workforce.

We have an increasing number of apprenticeship opportunities moving forwards – the construction industry alone demands 45,000 new entries to the profession annually to ensure delivery. As projects like MMH progress, it is vital that we continue our work in attracting, supporting and upskilling people of all ages into this exciting sector.