

# WINNER

## BEST CONSTRUCTION AND ENGINEERING RECRUITMENT AGENCY

THE CONSTRUCTION INDUSTRY IS THREATENED BY AN AGEING WORKFORCE AND A SIGNIFICANT SKILLS GAP. RECOGNISING THAT EARLY ACTION AND APPEALING TO MORE DIVERSE SECTIONS OF SOCIETY WOULD REALLY HELP CLIENTS DELIVER, CARMICHAEL<sup>UK</sup> IMPRESSED THE JUDGES WITH ITS INNOVATIVE APPROACHES TO STAY ON TOP OF SECTOR CHALLENGES.

Carmichael<sup>UK</sup> is a privately owned recruitment company and subcontractor specialising in the construction and civil engineering market in the UK & Ireland. It provides staff to the civil engineering, construction, rail and highways sectors on a contract or permanent basis, across a number of disciplines.

Industry leaders understand that taking on people from a more diverse background will help



to fill the skills gap and improve performance, but finding these talented individuals who may be outside the traditional marketplace is hard work, requiring a fresh approach to the whole recruitment process. This means employing apprentices, people from BAME backgrounds, disabled individuals, ex-prisoners, former soldiers and appealing to a local workforce.

Carmichael<sup>UK</sup> has developed a strong network of partner organisations, so that it can appeal to a wider population and explain the benefits and great employment opportunities that a career in construction can offer. Funding is key to the success of taking on a



completely inexperienced workforce and so working in partnership with a training company means that courses can be set up specific to the trades required.

A comprehensive training programme is put in place for successful applicants at venues that are easily accessible for the trainees. Working through the National Offender Management Service or military bases means that local youth groups, offenders on release programmes or retiring personnel leaving tours of duty can be given real chances to start a new role and progress within the construction industry.

### JUDGES' COMMENTS

"WE WERE INCREDIBLY IMPRESSED BY THE EXTENSIVE CANDIDATE CORE STRATEGY, WHICH IN TIME HAS ENABLED THEM TO PROVIDE CLIENTS WITH A BRILLIANT SERVICE"

### FINALISTS



- Advanced Resource Managers
- Falcon Green
- Fircroft
- Morson International
- NES Global Talent
- Perpetual Partnerships
- Recart