

Employment Solutions

Engineering, Manufacturing & Technology Recruitment

Rated Excellent on  Trustpilot



“As a long-term client, I would have no hesitation recommending them for your engineering requirements”

www.emp-sol.com

Our Values

Empathetic

With the experience and expertise under our roof, we understand the plight of our clients and candidates alike. Certain skills are scarce, others urgently needed but fiercely competed for. It is only with empathy and patience that the right clients and candidates can be thoughtfully paired up instead of bombarded with CVs in a slavish adherence to KPIs.

Honest

The foundation upon which everything Employment Solutions is built. Consciously choosing to shrug off bad reputations and shoddy practices with no-nonsense, transparent communication is admirable in anyone's eyes, but unfortunately, honesty is something that even dishonest companies try to leverage, so we must lead with other messages in outward-facing branded pieces.

Pioneering

We exist as the antithesis of every other recruitment company under the sun. We have the knowledge and experience of the sector to know the way recruitment should be; no longer an exercise in mass sales and bulk sent CVs but relationships and rapport, research and careful thought. This shouldn't be a disruptive, pioneering way of thinking, but as things stand it absolutely is.

Respectful

How many recruiters get to know their candidates? How many actually understand the roles they are tasked with filling? These things come naturally to every last one of our staff. Our expertise is unrivalled, our relationships long-standing and hard earned the latter is only possible with the former, paired with mutual respect, genuine interest and absolute loyalty.

A Note From The MD

First, let me say thank you for taking time out to read a bit about our business and for considering Employment Solutions in supporting your own company's growth through the services we offer.

I've been lucky enough in my career to have worked with businesses both large and small, domestically and on the world stage, witnessing first hand the challenges companies face when it comes to both people and suppliers.

Always resonating with me is the simple truth that the challenges you face are also shared in the growth of our organisation. Recruiting the right person at the right time can be the greatest thing for any business, whereas the wrong person or no person can be devastating. To put my finger on the commonality of when a hire goes well, it comes down to three things Skills, Culture and Values.

It is therefore, my real pleasure to lay out these things for you to consider while deciding whether to work with Employment Solutions.

From a skills point of view, we have been a dedicated recruitment services provider to companies involved in Engineering, Manufacturing & Technology since 2001. We are blessed to count ourselves as one of the top ten recruiters by sector while some of our people have been in this space since before we were even born. We are the company of choice for organisations engaged in these business areas.

Our company culture is focused on delivering career success, personal recognition and shared reward for our employees. Notably, we have an average tenure of over five years within our organisation which is unusual within the recruitment industry. Supporting this culture is an environment of learning and development where every employee has a pathway mapped out from Trainee to MD. In turn, this investment creates world class service for our clients and candidates.

Underpinning all our activities and driving our culture are the company values, put simply these tell us how to operate, who to recruit, which clients to work with and how we treat the candidates we represent. They are the lifeblood of Employment Solutions

Honest Respectful Empathetic Pioneering

If these values don't resonate with you then thank you for your attention so far and good luck for the future. If they do, then we look forward to working with you.



Phil Bygrave
Managing Director

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Who We Are

Since 2001 Employment Solutions has been dedicated to delivering high-quality recruitment services to clients engaged in the Engineering, Manufacturing and Technology sectors.

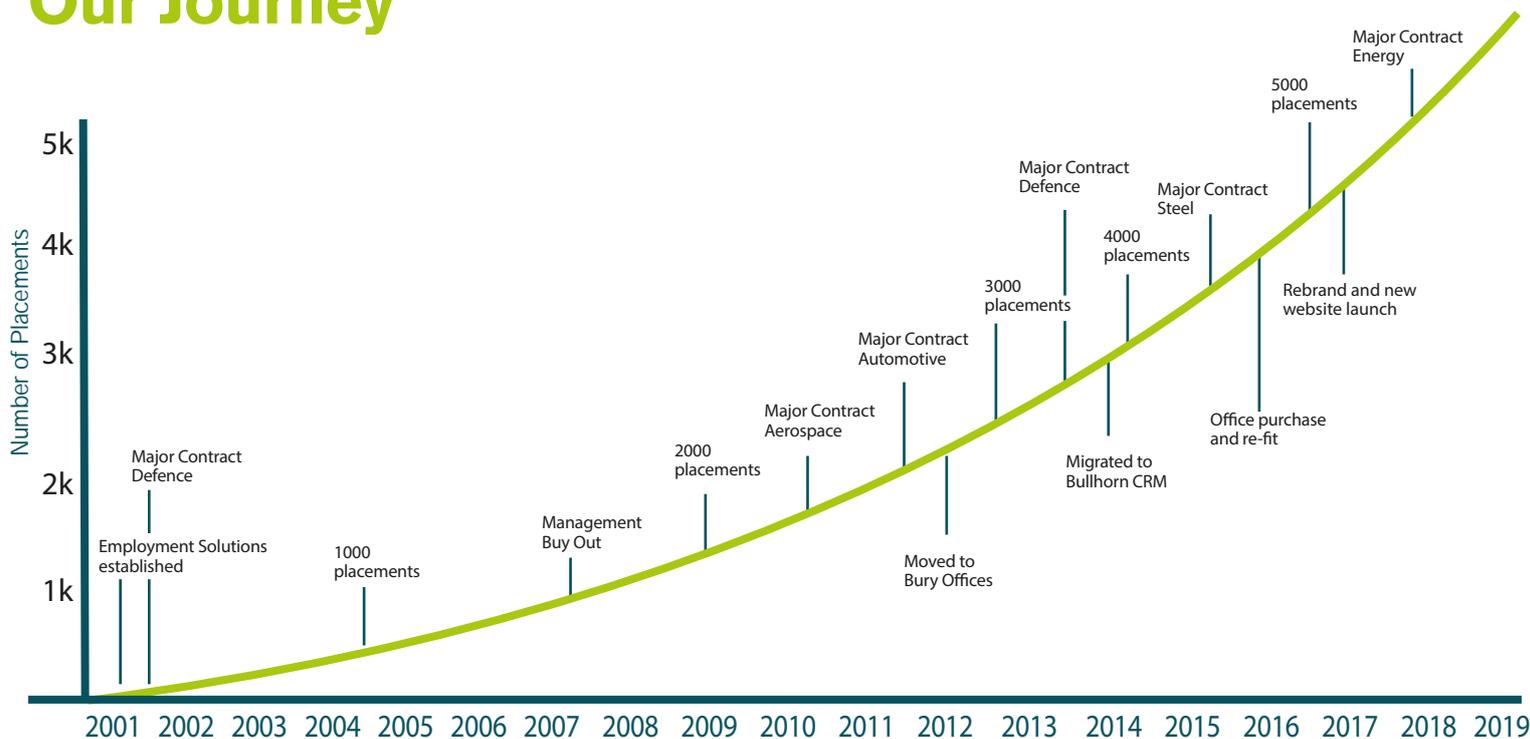
Driven by a core set of values our USP has been the belief that providing a quality recruitment process to our clients and always doing the right thing for our candidates is the best way to build trust and longevity.

Our employees genuinely love the world of recruitment, but we do recognise that sometimes companies viewed as competitors may not operate to the same standards we do. We've heard and seen first-hand that recruitment is advertised as a numbers game, one fuelled by KPI's and search algorithms rather than straight-forward networking and, well, actually caring about the people on both sides of the equation.

We are extremely careful in the way we hire our consultants with a true focus on values and culture. Often this means our growth is fuelled by building our own people through a formal learning and development platform rather than hiring from somewhere that operates at a lower standard. This unwavering commitment means a higher quality of service overall that shines through in our regular feedback received directly and via Trustpilot.

We believe that people are the most important thing in any organisation and representing our client's employer branding is a huge responsibility. In turn, by getting these messages right and helping them grow their businesses in turn they will help us grow ours.

Our Journey



#WorldClassClientService

Our Services

Permanent Hire Solutions

Specialist Contract Services

Temporary Labour Services

Flexible Workforce Solutions

Direct Employment Solutions

Direct Payroll Services



Contact our team of expert consultants for a chat about your recruitment needs on 0161 839 5353



Client Feedback



Employment Solutions are first class; they make the process of recruiting simple and have consistently offered high calibre candidates no matter the job role.

- Dan Thompson



Wouldn't hesitate to recommend - have worked really hard to get us our ideal candidates.

- Samantha Hills



Professional outfit. Used them now for over four years, would highly recommend.

- Martin Dickinson



Case Study - WFEL

WFEL is the leading specialist in Military and Defence bridges.

They were looking to work with an expert in Engineering and Manufacturing recruitment that specialised in flexible, project-based workforces. They wanted us to supply highly skilled engineers to be trained to work on a bespoke product.

What we did

We have supplied 500 + contractors with some having worked for us continuously for 15 years. We are proud to have served this company for nearly two decades.



Candidate Feedback



Excellent service really friendly and helpful staff easy to deal with and they really look after the lads working through them.

- David Briggs



Really nice people went the extra mile, professional. By far the best agency around, Employment Solutions deserve success.

- Andrew Jones



Couldn't recommend a better agency.

- Stella Walshe



Case Study - Anthony Caldwell

Anthony has been continuously employed by Employment Solutions since 2011. In this time he has developed a raft of new skills and qualifications.

These new found skills have provided him with a platform to progress his career and attain steady, ongoing work. This in turn has helped him become financially stable, even paying off his mortgage early.

Anthony has described the changes in his working situation since working for Employment Solutions as “life-changing”.

“Employment Solutions are setting the standards on customer care, reactivity and quality of staff provided that other agencies have very rarely achieved to date”

#WorldClassEmploymentSolutions