



**Nice to Meet You**  
**Employment**  
**Solutions**



**Established in 2001, Employment Solutions are the specialists in providing manufacturing and engineering recruitment solutions to defence and aerospace organisations of all kinds, in the UK and around the world.**

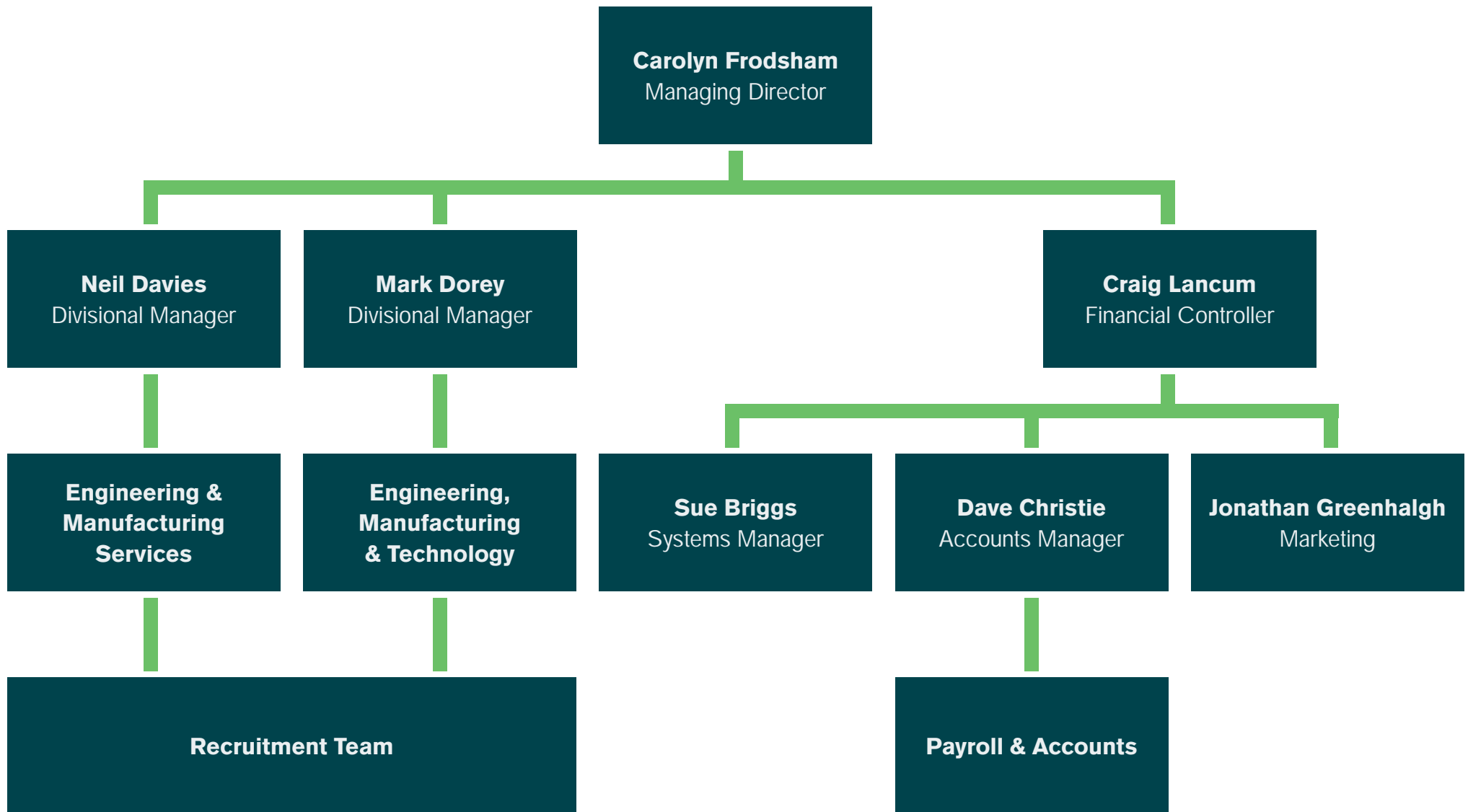
The temporary, contract and permanent staff that we have placed during the past two decades have contributed to naval air defence systems, advanced missile systems, military bridging systems, satellite technology, nuclear programmes and much more.

We don't just place candidates, we build up strong relationships, some for 25 years, including WFEL Ltd, Streetcrane Ltd, NIS Ltd and NSG Environmental Ltd.

- Team of 22 employees, with an average tenure of seven years
- Provider of a fully-managed recruitment service, from shop-floor workers and design engineers, right through to director level
- Growing database of over 35,000 vetted and qualified candidates
- Specialists in volume recruitment

**Partnering with  
Employment  
Solutions**





**Who**  
**We Are**



**Employment Solutions has supplied WFEL Ltd since 2003, but this longstanding relationship started in 1996 when Carolyn Frodsham, our Managing Director, first worked with WFEL at her previous company.**

Back then, WFEL had won a tender to produce a prototype bridge for the US armed forces, for which the work was allocated on an annual basis over a 10-year period. With difficult-to-source skill sets that entailed a long learning curve for the contractors, WFEL chose a supplier who could grow with their business - Employment Solutions.

Over the past two decades we have supplied over 500 skilled contractors and have played a part in all of their permanent recruitment hires.

This relationship continues to this day and is stronger than ever. It's easy to see why, in 2019, WFEL chose us to assist them in building a new management team and skilled workforce when they secured a multi-billion-pound contract to manufacture 500 Armoured Vehicles.

Employment Solutions pride ourselves on our knowledge of WFEL. We understand their operations and their processes and this knowledge enables us to maintain outstanding ratios in managing and fulfilment their recruitment requirements.

## **WFEL** **Case Study**



- Preferred supplier since 2003
- A partnership generating £3.6 million turnover per annum
- At peak, 141 contractors on site, Average time contractor in placement: 3.4 years
- 2019-20: 54 Vacancies, 151 CVs sent, 86 Interviews, 42 Placements
- CV ratio to Interview = 57%
- Interview ratio to Placement = 49%
- Fill rate = 78%

## WFEL Case Study

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“Highly recommended - Employment Solutions are first class, they make the process of recruiting straightforward as have consistently offered high calibre candidates no matter the job role.”

Quality Director, WFEL - Dan Thompson

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“Employment Solutions, without doubt, has been the most influential recruitment agency WFEL has ever dealt with. Their knowledge, engineering experience and general understanding of our business has been paramount in our success. There is pride of quality throughout the company.”

Operations Director, WFEL

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**Chris Mason contacted Employment Solutions after learning there was a labourer's job available at WFEL, a world-leading supplier of tactical military bridges based in Stockport.**

He had recently been made redundant and, even though he was over-qualified for the role, he was keen to work. He was initially placed at the company as a labourer sweeping floors.

After a few short months, WFEL contacted Employment Solutions to ask if it would be possible to jointly put Chris through an apprenticeship. Employment Solutions would provide the finance and WFEL would support the day-release, module paperwork and all the onsite training required.

Employment Solutions was delighted as this would be a great opportunity for a hardworking man who took a chance on taking a job to succeed. Chris completed his apprenticeship in two years and then went on to complete his HND qualification in Mechanical Engineering.

Chris's story is proof that when clients form real partnerships with their recruitment agency, everyone benefits.

**WFEL**  
**Testimonials**

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“Great service - after being contacted on LinkedIn, I was very well looked after by Mark Dorey and he was excellent throughout. Contact was great and regular and I always felt he had my best interests at heart. I am excited to start my new position soon. Thanks Mark.”

**Assets and Maintenance Manager - Aaron Wood**

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“

“A five-star service. This is the best manufacturing and engineering agency I've ever worked for. Ten years with this agency and never had any problems. A fantastic team of people.”

**CNC Machinist - David Whitworth**

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**MBDA was created in December 2001 and is the only European group capable of designing and producing missiles and missile systems to meet the whole range of current and future needs of the three armed forces (air, sea, land).**

The company now has more than 11,500 employees, with sites and offices in France, Germany, Italy, Spain, the USA and the United Kingdom.

We were approached by MBDA as they needed a dedicated, locally-based recruitment partner to deliver contract blue-collar engineers and manufacturing operatives for their new manufacturing site in the North West of England.

Seeing Employment Solutions' experience and relationships with other defence companies and prominent mechanical and electrical factories in North West, we were invited to tender for the business.

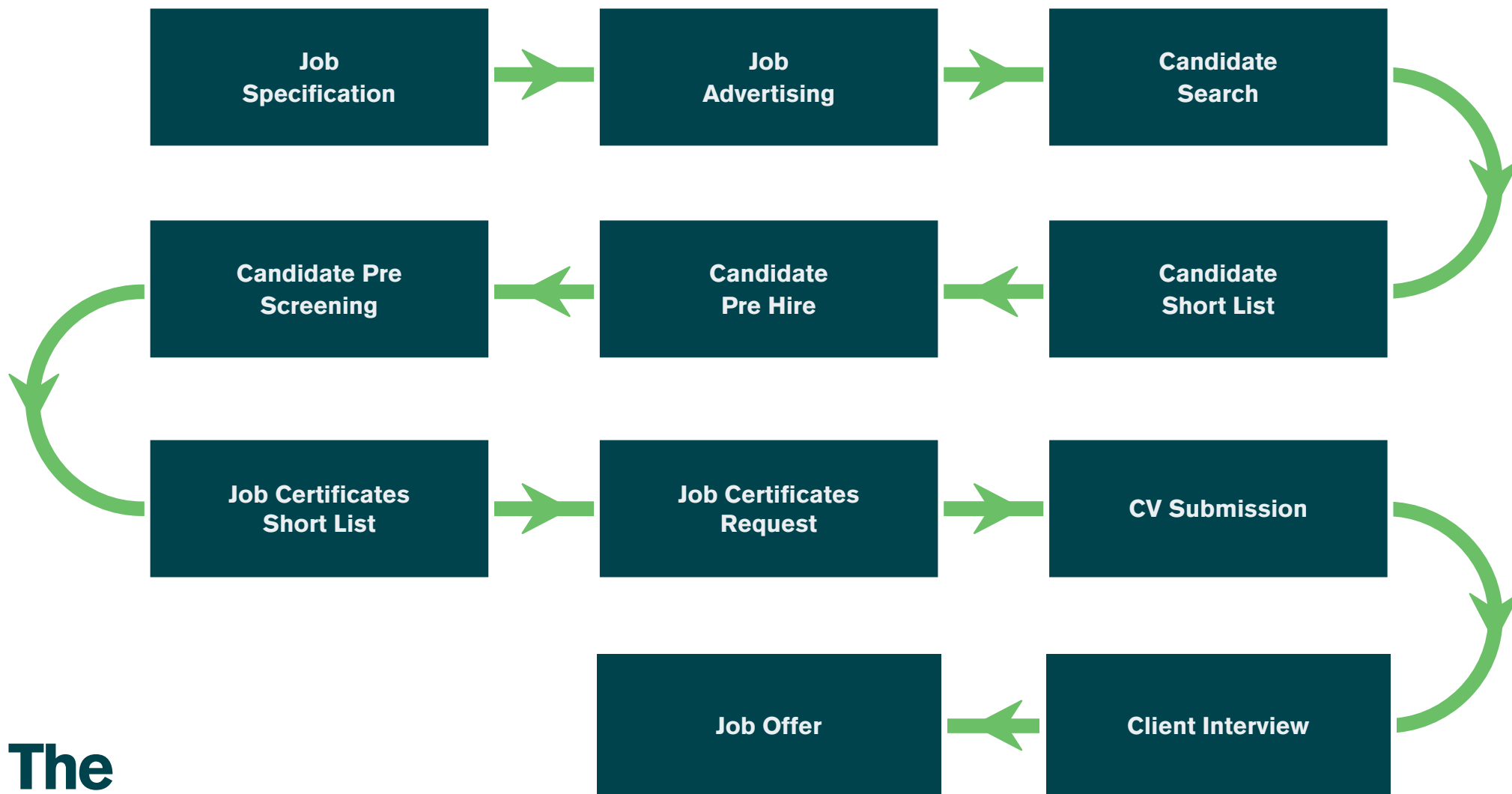
We won the contract due to our outstanding values as a business, long-standing experience and reputation within the field of expertise, and strong references provided by our other clients.

The relationship between MBDA and Employment Solutions continues to flourish as we source and provide high-calibre engineers and manufacturing operatives to the organisation.

**Working with  
MBDA**



# The Recruitment Process





Once we have identified a candidate with a suitable background, we undertake a comprehensive process for onboarding, including taking the candidate through a detailed and in-depth prescreen that is kept on their file in our CRM.

We check:

- Availability
- Candidate location/situation
- Willingness to travel/work away
- Current company's speciality/projects
- Previous sites/projects worked on
- Hourly rate expectations
- Specific skills/certificates/training and experience in line with the job spec

With this in-depth onboarding process, we are able to ensure the provision of high-quality workers within your specified deadline, while also giving you greater peace of mind.

## Building Candidate Profiles



### Size of Database

**35,000**

skilled and screened  
candidates

### Our Disciplines

- Skilled engineers
- Technical professionals
- Software engineers
- Supply chain

**Our onboarding system allows us to quickly and easily gather certification, qualifications, Right to Work ID, compliance information, and even send contracts through one portal with unique and secure logins for each candidate.**

We use it to assist with compliance and quality of candidate information, audit and security purposes

## **How it Benefits You**

Every client is able to have a bespoke package of documents unique to them and their role that allows information to be attained easily, quickly and securely. This means workers can start their assignments sooner.

Information is dated within the system so any that if expire after they are provided, these can be chased up to ensure that the candidate remains compliant.

# **Candidate Onboarding**





## What Our Onboarding System Provides

- The candidate uploads and dates all attachments and completes compliance forms within the portal. Every document is approved by our team and any incomplete or expired information is rejected and the candidate is informed
- A visual dashboard within the system enables us to easily identify any missing information. This is done in a traffic light system green for compliant, yellow for some missing, red for completely missing information
- Reminders can be sent directly from the system
- The candidate can access the portal from any device anywhere in the world and can snap a photo of their document and upload straight from the app

# The Onboarding Portal





**Once we have gained your business, we conduct regular service calls and review meetings with you, which consist of regular phone calls and face-to-face meetings.**

This is a crucial part of how we operate as it helps us to build up our relationship with you, helping to ensure the enduring quality and suitability of the people we supply.

By engaging you with this constant contact, we are able to consistently add value and improve our service to you.

**Our Service  
Promise**



**We represent your brand, that's why it's important to us that our brand maintains the highest of reputations.**

One way that we have done this is by putting ourselves out there and joining TrustPilot, something that not all recruitment businesses are confident enough to do.

By doing this, we can get a fantastic overview of how our clients and candidates perceive the service that we give them almost in real time.

And by constantly monitoring and maintaining our high standard of service, we are currently ranked sixth overall in the UK amongst other recruiters and number one in our sector.

**“Excellent”**



**We know your business, we know the problems you face and, nine times out of ten, we know the people you employ.**

Partnering with us means partnering with a new breed of a recruitment agency. We've heard and seen the horror stories from other agencies, and refuse to tow that same line. We listen to what you want and deliver, filling 100% of our retained roles.

We do this by communicating honestly and transparently throughout, prioritising relationship building over commission and living by our company values of empathy, honesty and respect.

**This is the way that recruitment should be.**

**Mission  
Statement**



## 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 thoughtfully be paired up instead of bombarded with CVs in a slavish adherence to KPIs.

## 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.

## 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 which is admirable in anyone's eyes.

## 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.

# What We Stand For

**www.emp-sol.com**  
**0161 839 53 53**



**Thanks for your time**  
**Employment**  
**Solutions**