

# High-Demand Energy Technicians



## SMART STAFFING SOLUTIONS FOR SMART ENERGY REQUIREMENTS

### THE ORGANISATION

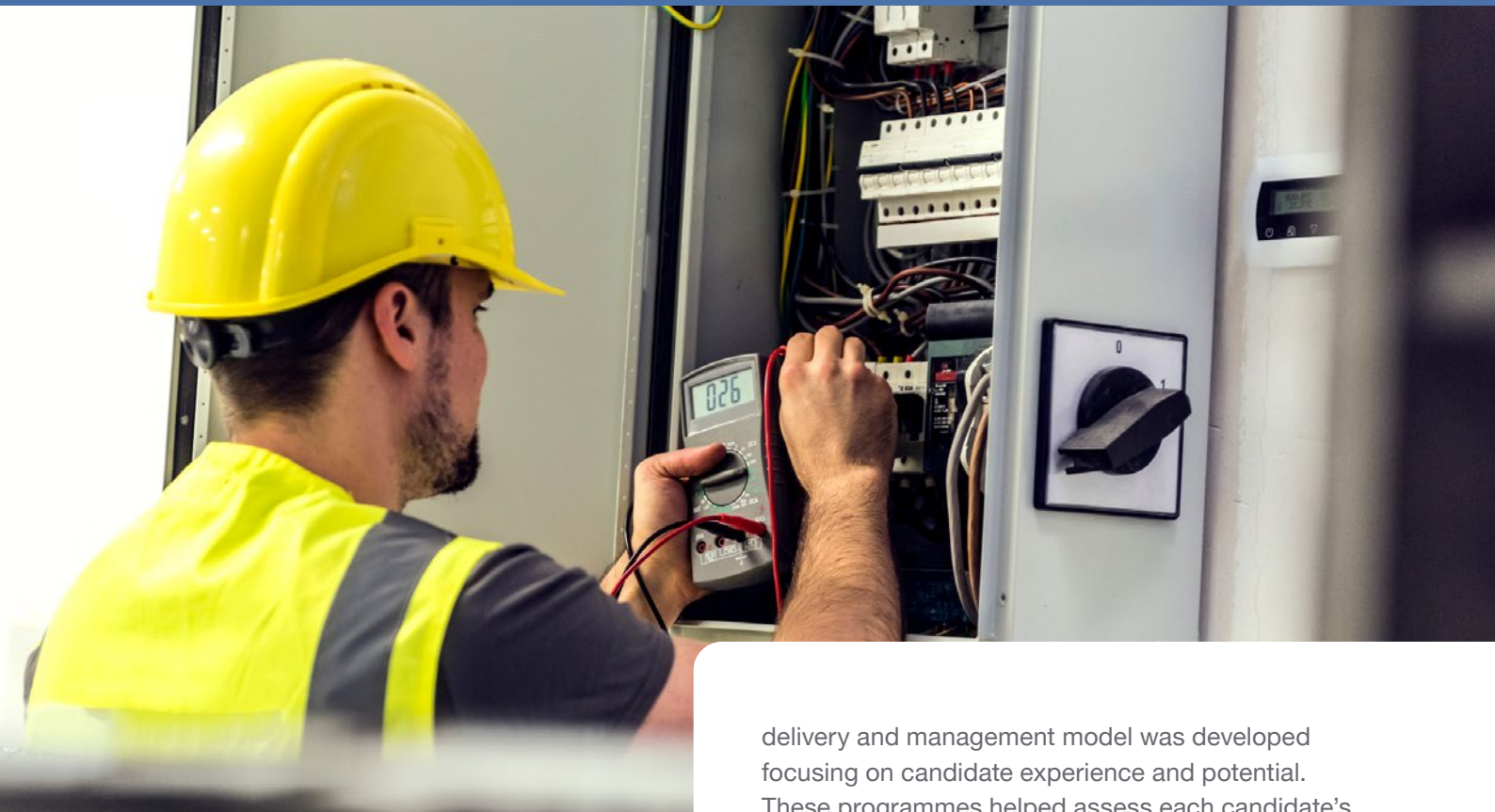
Our client is one of the UK's leading independent energy suppliers with a longstanding heritage in Britain's energy sector. The organisation boasts one of the largest workforces of any UK energy supplier and is currently the chosen supplier for roughly 5 million businesses and households across the country. The business is also helping pioneer the UK's transition to renewable energy sources and deliver towards a net zero emissions future.

### THE CHALLENGE

The UK Government's Smart Meter initiative in 2016 drove fierce competition for energy technicians. Businesses across the sector were competing for a reliable, talented supply of electrical engineers to support the rollout of smart meters. In this backdrop, our client was experiencing difficulty in attracting and retaining the high-quality level of talent needed to perform meter installations and meet the demands of the initiative. They were looking for a partner to help recruit highly-skilled, experienced candidates and manage the onboarding process in a cost-effective way.

### THE SOLUTION

Manpower installed an offsite account team to supply the skilled workforce our client was looking for. Pre-employment screening, extensive applicant evaluation and efficient onboarding processes were all put in place to ensure the candidates matched the requirements of the client. A bespoke virtual



...WE ASSISTED  
WITH THE  
ONBOARDING  
OF OVER 200  
HIGHLY-SKILLED  
ELECTRICAL  
ENGINEERS

delivery and management model was developed focusing on candidate experience and potential. These programmes helped assess each candidate's individual skills, development of their soft skills and gauged their capability to excel into more senior positions with the right training and support.

### **THE RESULTS**

Through our methodical candidate recruitment process, we assisted with the onboarding of over 200 highly-skilled electrical engineers – a project now managed exclusively by Manpower and one delivering 100% fulfillment rates. Central to this was the extensive recruitment process in place, which closely aligned with the strategic requirements outlined by our client, to match them with the high-quality talent needed to carry out smart meter installations while keeping costs low.