

First Task Case Study: East Anglia ONE

Client: Iberdrola
Principle Contactor: Noel Regan & Sons (NRS Group)

NRS partnered with First Task Recruitment, one of the sector's fastest growing and most innovative labour supply companies, to provide skilled construction workers for the project. First Task played a vital role in the delivery of the £2.5B East Anglia ONE project, the largest renewable energy project ever undertaken by the Spanish giant, Iberdrola.

The Challenge: The NRS Group secured the contract for the new operations and maintenance facility on East Anglia ONE. Its major challenge was sourcing relevant temporary skilled labour to deliver the project within the 18-month timescale. NRS turned to First Task for help. The site's rural location in Bramford was not ideal, making it very difficult to source local and skilled operatives. In addition, larger urban areas were over an hour from site – a commute most temporary workers are unwilling to make.

The Solution:

First Task overcame the challenge by using its extensive candidate database, networked talent pools and posting details of the roles on a wide range of advertising platforms. The First Task resourcing team canvassed all areas where candidates were willing to travel from. That helped identify the best pools of available skilled labour. The team then carried out First Task's detailed vetting process, which includes CV reviews, phone and face-to-face interviews, compliance and skills checks, as well as a thorough employer reference check.

The Outcome:

First Task was successful in furnishing the NRS Group with the required number of skilled operatives to deliver the operations and maintenance facility on East Anglia ONE. The comprehensive canvassing methods used by First Task were crucial. They helped highlight those workers who were best placed to commute to Bramford and had the skills to do the job well. Meanwhile, First Task's internal processes and procedures helped make sure the temporary workforce was compliant with health & safety, immigration and employment legislation.

Conclusion and Lessons Learned:

Over the project's lifespan First Task supplied well over three hundred construction workers, all with different skill sets and specialisms. The success was largely dependent on retaining the work force and reducing churn rates. The scarcity of skilled operatives within a one-hour travel time from the site made this essential. At the same time, maintaining and providing the workforce depended on First Task's ability to continually upskill candidates with new certifications and tickets. The company did this by setting up partnerships with local training centres. As a result, it was able to provide on- and off-site training as necessary and make sure workers had the qualifications needed to carry out their tasks.

