

INVESTOR IN PEOPLE CASE STUDY:

ABATEC STAFF CONSULTANTS



INVESTING IN PEOPLE TO DELIVER QUALITY RECRUITMENT

Global recruitment specialist Abatec's continued success in delivering the right candidates for the right positions stems from the expertise and diligence of its staff.



INVESTOR IN PEOPLE

Having recognised the severe skill shortage across many areas of international and UK industry, the recruitment consultancy group of companies, based in Weston-super-Mare and Gloucester, offers an integrated approach to recruitment which ensures clients secure the best talent.

Investors in People (IiP) found the use of integrated recruitment techniques, the ability of staff, management's commitment to personal development, a clearly understood corporate strategy and a working culture that promotes skills and knowledge sharing, helped the consultancy deliver high calibre talent for clients.

Graham Jackson, Director, said IiP status was a coup for the company so soon after its new growth programme. Under this programme Abatec has expanded and developed its executive, technical and commercial recruitment departments which has seen staff grow to 40-strong.

"The dedicated effort, professionalism and support of our staff have enabled us to embrace expansion plans," he said.

"The staff here have played a key role in helping us retain Investors in People."

"Since we first gained IiP status in 2001, it has been fundamental to Abatec's continued success story."

"As part of IiP we undertook an independent overview of our strategies, procedures and practices and received feedback on how we can continue to improve."

"We relish the opportunity to carry on working within the IiP framework as part of our wider business plan to deliver client expertise and professionalism."

Abatec supports staff through its personal development programmes which give them the opportunity to gain nationally recognised Recruitment & Employment Confederation (REC) professional qualifications.

The Abatec Group have moved forward positively in the three years since the last IiP review. This is particularly noticeable in coaching skills, change management training, team ethos and SWOT analysis of people factors within the business.

The company, which has recognised the need to deliver professional service and to demonstrate their competence to clients, looks to internal development and promotion as the preferred way of addressing future staffing needs. One of the current directors worked his way through the ranks from trainee consultant.

Assessor Gerry Moutrey said: “Abatec prides itself on having a professional and motivated staff that endeavor to exceed client expectations.”

“Abatec is a genuine Investor in People and this links directly to being the employer of choice for many people.”

Staff commented: “The figures speak for themselves. If we can recruit more good people, developing them is a sound investment.” “Completing the REC qualification shows that we are professionals.” “The flexibility and support means a lot to me.” “Targets are demanding but fair. Managers won’t let you sink.”

Background information

Investors in People is all about recognising that people are at the heart of organisations. Getting the best out of staff has a direct impact on the success of organisations.

The Investors in People accreditation helps organisations identify and implement proven methods to help staff achieve organisational objectives. Thousands of organisations across the South West continue to recognise the value delivered by Investing in People today.

Quality South West are the Investors in People Assessment & Recognition Centre for the South West. Contact our Advisory Team on (01452) 413641 to find out more.