



**VENATU**  
CONSTRUCTION



# A BIT ABOUT US

As market leading specialist recruiters, our fields of expertise within the MMC / Offsite construction and housing markets include the following;

**EUROPEAN OFFSITE  
MANUFACTURING**

**SOCIAL HOUSING  
NEW BUILD**

**SITE  
INSTALLATION**

**OFFSITE  
MANUFACTURING**

**SOCIAL HOUSING  
- VOIDS &  
MAINTENANCE**

**OPEN MARKET /  
SPEC NEW BUILD  
HOUSING**



# MARKET STATISTICS

- 340,000 new homes need to be built annually until 2031
- Currently 15,000 homes p/a are Modular builds, this will increase to 75,000 p/a by 2030
- Currently 2328 active housebuilders & residential property developers in the UK
- Modular construction in Europe (including the UK) and the United States could deliver savings of £18.4 billion
- The UK's infrastructure pipeline currently has a budget of approx. £623 billion over the next decade, with around £46 billion for housing including Modular / Prefab build.
- Approx. 2m workers in the House build sector as of 2020, this will need to increase to meet the 340,000 new homes target



# MEET THE TEAM

Our teams are specialists in their sectors, with the knowledge to add real value.

We only focus on clients and candidates within our field of expertise, and work to recruit on either a temporary, contract or permanent recruitment basis.

## TEMPORARY DIVISION



**PAUL BALDERSON**  
HEAD OF OFFSITE &  
MODULAR – TEMP AND  
CONTRACT



**EMMA WATKIN**  
RECRUITMENT  
CONSULTANT - TEMP  
AND CONTRACT

## PERMANENT DIVISION



**IAN HORSMAN**  
MANAGING  
DIRECTOR

## SALES



**NICOLA MCHALE**  
REGIONAL BUSINESS  
MANAGER

# WHY CHOOSE US?



Over 50 years combined recruitment experience with 25+ in the MMC & Housing sectors

Qualified construction recruitment team working to recruit permanent and temporary candidates

CIPD qualified Director to support internal teams on a wide range of employment issues

Featured in Offsite magazine

Construction line members

REC Accredited

**Inhouse trainer to help support ongoing development and upskilling of staff** (LLOP, PPT, BOOM LIFT, SCISSOR LIFT, COUNTERBALANCE FLT, REACH FLT, VNA FLT, REFRESHERS (3-5 YEARS))



# CANDIDATE ATTRACTION

We use a combination of traditional, digital and social media methods to get the best results for our clients.



# CANDIDATE RETENTION

In addition to attracting new candidates, we ensure that we look after the best ones to maximise candidate retention. We offer employee discount perks, employee of the month rewards and we train and upskill candidates, to support their ongoing personal development.

# OUR PROCESSES

## SOURCING

- Database Search
- Candidate Attraction Strategy
- Social Media Integration

## SCREENING

- Tailored Applicant Vetting
- In-depth Interview /Assessment
- Candidate Skill & Culture Analysis

## ASSESSMENT

- Assessment of needs
- Skill & Role Specification
- Workforce Planning

## FULFILMENT

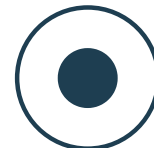
- Positive Applicant Journey
- Process Management and Reporting
- Defined Onboarding Process



# CASE STUDY – NetZero Buildings

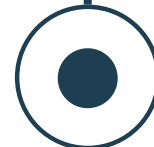
Initial demand to increase temporary workforce to 50, from a starting point of 22. Simultaneously recruiting 8 permanent additions to the team, whilst ensuring that the company kept pace with production demand and an increasing order book.

## THE CHALLENGE



- To work out the best way of growing the business from a production point of view, whilst also keeping to required recruitment plans at the same time.
- As a growing business with a disconnect between the Senior Leadership Team and shop floor staff, the company were looking to improve their recruitment processes at source in order to offer their client's a superior product, with less defects that could be delivered on time.

## THE SOLUTION



- To map out ongoing temporary requirements over a short period of time with a phased supply of candidates with various skill sets. These included General Operatives, Joiners, Electricians, Plumbers etc phased in during the construction process.
- Supplement the above by placing critical permanent staff required to join the team, to connect the office based activities to the factory based activities, and ultimately to the site based activities and requirements.
- Advertise on construction specific jobs boards, set up paid projects on LinkedIn to map out the local talent pool, advertise on multiple forums and dedicate an experienced, specialist team to look after their needs.

## THE OUTCOME



- Reduced time to hire and leading to lower recruitment spend.
- Better candidates into temporary positions, with long term retention
- A smooth, well planned permanent recruitment process.



# PREMIER MODULAR

“Premier Modular and Venatu have been working together now for around 2 years. They were one of the first agencies to really try to form a relationship and so far, they have exceeded all expectations.

We have a couple of instances of ourselves providing some difficult challenges and they have handled them diligently and with minimum fuss. Overall, I am very happy with our relationship and can highly recommend them as a recruitment partner for the long-term future.”

**Rob Hunter**  
**HR Business Partner**

