

Challenges:

Search faced the following challenges around sustainability, which led them to engage more actively with the School:

- Lack of understanding around the positive impact they could make
- Lack of direction on what topics they should concentrate on
- How to approach clients to collaborate with industry topics such as skills shortages

Impact:

Since becoming members of the Supply Chain Sustainability School in October 2015 Search have committed to gaining a deeper understanding of industry wide issues and look at how they can make a positive impact.

- **Knowledge development:** Search use the free School platform to educate their staff on how to tackle industry issues. In particular, they have presented the Toolbox Talks around behavioural safety and shared key learnings from workshops and webinars with the whole business.
- **Behaviour change:** By developing their knowledge around Fairness, Inclusion and Respect and Mental Health, they have constructed a plan around these topics to improve the business. As a result, they have introduced mental health first aider training to support clients and candidates.
- **Industry collaboration:** Attending events has enabled them to share opinions and gain insights to other perspectives in the industry. This has helped them to keep up to date with the rapidly changing market and work alongside their clients better.

Value gained:

Search have gained value from being a School member:

- **Winning new business:** Including School membership has strengthened Search's bids enabling them to win additional work.
- **Developed understanding:** The Schools e-learning modules, Toolbox Talks and training have provided Search with clarity on industry issues and demonstrated what they can do as a business to support change.
- **Enhanced client relationships:** School supplier days and the collaborative nature of the School has helped Search forge long

Fact box



Company

Search Construction & Property

No of employees

450

HQ

Glasgow

Website

www.search.co.uk

Main contact

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Services

Recruitment

About

Search Consultancy was founded in 1987 in Glasgow and currently has over 450 employees across our 15 regional offices in the UK. For over 30 years they have worked in partnership with clients supplying talent pools into the Construction, Civil Engineering, Facilities Management, Water, Energy and Engineering sectors.

Member Case Study: Search Construction & Property

term Partnerships and given key insight into what is truly important to clients, by having the ability to hear directly from, and be led by, them.

Future proofing:

Looking forward Search hope to:

- Devise and implement campaigns for areas such as mental health awareness and skills shortages, continuing to develop through the key learnings from the School.
- Further build their brand as a sustainable employer and work more collaboratively with their client base to make a positive impact in the industry.