

Case Study: Randstad Solutions Ltd

Challenges:

Randstad Solutions faces several challenges around sustainability within the recruitment sector, including Social Value, Fairness, Inclusion and Respect (FIR) and Modern Slavery. Randstad Solutions recognises modern slavery as a significant issue in the world's labour market. As labour providers, the company must continue to perform the necessary checks to determine a worker's status.

Impact:

Modern Slavery training: The modern slavery resources and events provided by the School have benefitted Randstad Solutions by highlighting other Partners' experiences and sharing the necessary steps they have taken to prevent and catch modern slavery traffickers.

FIR & Social Value training: The company also found the FIR resources to be well received. These resources have helped Randstad Solutions tackle issues regarding social value that are prevalent within the recruitment sector.

The company's audience appreciated the FIR resources as Randstad Solutions used them in their social value actions when educating and encouraging pupils in schools and colleges to think about careers in the construction industry, highlighting how behaviours in the industry have changed. The topic of social value has had such a significant impact at Randstad Solutions that it now features as a key contributor to their sustainability roadmap.

Benchmarking: Randstad Solutions has identified the School assessments as useful in straightforwardly highlighting capabilities and identifying areas for improvement. The company found the assessments simple to use and clear to understand, and view them as exemplary in showing progress against the School's average.

Professional Development Plans: The School's action plans have provided significant support to Randstad Solutions when developing their approach. The action plans have acted as continuous professional development plans. Based on Randstad Solutions' recent assessment results, these tailored training resources have helped support the company's development and prepare them for the following assessments. The action plans have also supported Randstad Solutions' supply chain development and given the company additional thought to their progress as they work through their sustainability roadmap.

Staff training: Randstad Solutions has found the E-learning modules to be the most impactful of the resources provided by the School. The company has found them educational and rewarding.

Certificated modules provide a continual professional development assessment for learners from beginner to advanced levels. This has helped Randstad Solutions upskill and get the message across

Fact box



Company

Randstad Solutions Ltd

No of employees

700

HQ

Capability Green, Luton

Website

<https://www.randstad.co.uk/>

Main contact

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Services

Recruitment and HR services

About

As the world's largest recruitment company, Randstad Solutions Ltd are experts in their local markets. Working across over 70 branches in England, Scotland, Wales and Northern Ireland, the company focuses on matching the right candidate with the right workplace.

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quicker to their staff while providing greater access to knowledge. The School's resources have also impacted Randstad Solutions by highlighting what the industry is currently doing and outlining what Randstad Solutions needs to do to lead by example.

Value gained:

Collaboration: Randstad Solutions became a Supply Chain Sustainability School member in 2015. Since joining, the company has focused on delivering its diversity, inclusion, health and wellbeing, and respect message across its network of clients, often supporting collaborative initiatives with many School Partners.

Winning new business: Randstad Solutions views the advantages of being a member of the School as extensive. For one, it has opened many doors for the company regarding business development through access to bids, tenders, and procurement. Randstad attributes this success primarily to being recognised as a Supply Chain Sustainability School member.

Better Business offering: Randstad Solutions enjoys working alongside the School with the varied information and topics covered. The School has added value to the company's business offering, significantly impacting its thinking and strategy and assisting toward its sustainability roadmap. The School has also helped Randstad Solutions recognise the changes across the sectors they support while highlighting areas of concern that need addressing within their industry.

Future proofing:

Randstad Solutions will continue to work closely with the School and utilise the extensive resources available. This is because the company has found the support of the School to be excellent, and the resource topics very relevant to their industry. Due to the ease of working closely with School Partners, Randstad has also benefitted from closer working relationships and improved opportunities.