

Tummel Hydropower Rehabilitation Case Study

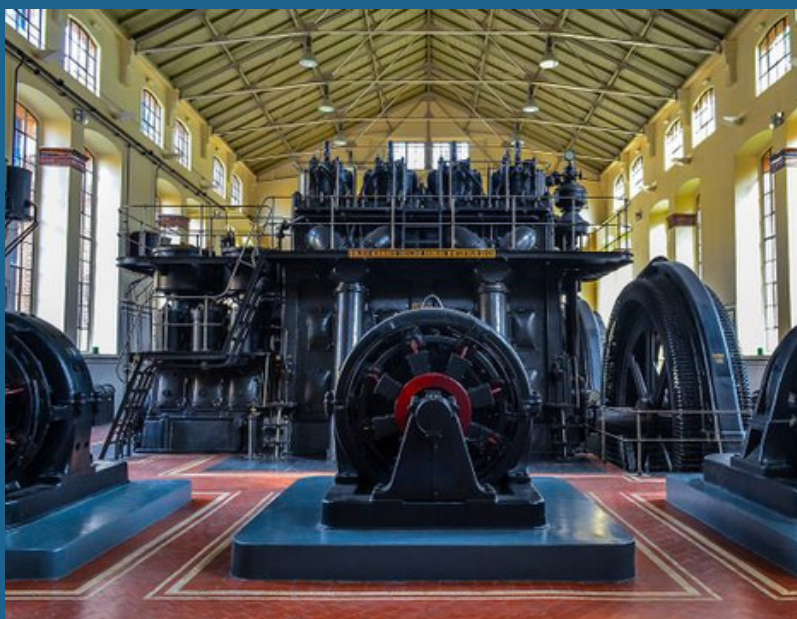


ATLANTIC
PROJECTS
COMPANY

THE CHALLENGE

In November 2023, our longstanding client, Atlantic Projects Company contacted DMW for support and planning in supplying ten CompEX Electricians to the Tummel Hydropower station in Pitlochry, Scotland for a £50m turbine rehabilitation contract

With APC not carrying electrical trades on their books and not having a network in the Scotland area, DMW Recruitment were able to provide solutions to meet the needs of the project and support APC.



AT A GLANCE

Challenges

- Local labour force availability
- Correct pricing to attract candidates

CONCLUSION

The contract lasted five weeks in total with regular feedback from the candidates and client maintained throughout.

The rehabilitation of the turbines at Tummel was a marked success with no issues and good feedback from our client and site.

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We had an urgent request from a current client that was not our specialist field. DMW quickly provided us with potential compliant candidates. Within the timescale we had we had all positions filled and onsite.

DMW dealt with this swiftly and professionally with constant communication throughout.

We received great feedback from our client and the work scope was achieved on time.

Credit to DMW.

~ Marc A - APC

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VOITH

THE SOLUTION

Based on current market rates of pay, travel and accommodation in the area. DMW priced a package for CompEX Electricians we knew would attract and retain the right candidates for this project.

From order being confirmed, DMW kickstarted recruitment activity whilst establishing systems and processes to ensure a smooth transition to the mobilisation date of 20th November 2023.

Within 24hrs, we sourced ten CompEX Electricians mostly from Scotland with a reserve list of at least eight. 94% of the workforce sourced, were previous contractors with DMW Recruitment.

Our deadlines were extremely short with a mobilisation date of one week after enquiry.



ACHIEVEMENTS

- Managed over 30 external applicants.
- Certified and reference checked all candidates that had been accepted by APC, and put in for online inductions and additional training.
- Kept 'warm' reserve candidates with a drop out rate of less than 20%.

Critical factors in the success of this programme included:

MEDIA STRATEGY

Around 80% of our available trades came from our database where local electricians to site were targeted accordingly. This then generated word of mouth applicants.

No social media or jobs boards were required to support this contract, keeping the recruitment of the project discreet.

ABOUT DMW RECRUITMENT

DMW Recruitment Ltd are a specialist mechanical, electrical and instrumentation recruitment company based in Stockton on Tees.

Supplying temporary and permanent M, E&I blue and white collar discipline staffing solutions in the Engineering construction, building services, oil & gas, marine, renewables and offshore wind sectors.

The company is now in it's fourth tenure, founded in 2019 and operating from it's hub in Teesside, DMW Recruitment service clients in the surrounding area, nationwide and overseas.

DMW Recruitment covers the full construction cycle of a Hydropower project:

Design
Civil Construction
Installation
Commissioning
HSE
Commercial & Planning

Our services also include:

Tender Support
Mobility
Visas
Payrolling
Outsourcing