

Sovereign Housing Association – Temporary Managed Services

Sovereign Housing Association is a social business, and one of the largest housing associations in the country. They provide over 55,000 homes for around 130,000 people in housing need.

Sovereign was formed in November 2016, as the result of a merger between Spectrum Housing Group and Sovereign Housing Group.

Our Objectives

Sovereign Housing Association were looking for an engaging recruitment partner with the ability to supply great quality temporary staff over a number of geographic locations.

Cohesion's experience of recruiting on a national basis, coupled with a neutral-vend approach meant that staffing demands could be met while agencies would be managed effectively and regularly engaged with.

Cohesion's Relationship with Sovereign Housing Association

We recently caught up with Charlotte McLaughlin, Human Resources Business Partner, to find out their thoughts on Cohesion as a recruitment partner:

"From the very beginning of our relationship, Cohesion stood out because of their strong focus on partnership working and stakeholder engagement.

Because engagement is so important to us, we feel very positive about the onsite visits that Cohesion have been involved with. When you're integrating one team with another, it's important that they meet face to face. Our hiring managers have had the opportunity to ask questions first-hand, and Cohesion have been able to walk them through the process and answer any questions with confidence.

As well as their commitment to building a partnership with us, Cohesion are delivering a service that's providing very positive results. The people at Cohesion are great to work with and I've been impressed by how accessible and responsive both the Account Director and Account Manager have been. The customer service is excellent and you get the sense that everyone on the team has an understanding of the process and how to ensure it produces great results.

I see Cohesion as a partner, and am very comfortable with them managing our temporary recruitment process."

Results

We fill 100% of Sovereign Housing Association's temporary roles. A particularly challenging geographical area we have been tasked with filling is the Isle of Wight. However, through adapting our PSL – we have been able to maintain a 100% fill rate.

Throughout the life of the partnership, we have successfully transferred 19 temporary workers to permanent contracts so that they can be retained within Sovereign. For each temp-to-perm transfer, Sovereign have been able to save on average 50% of the total recruitment fee for each candidate.

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