

# newsCatcher

catch **22**

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April 2017

PROVIDING QUALITY PEOPLE

## Where's the Next FM Generation?

In a recent IFMA/RICS report, the average age of an FM is listed as just under 60. Some may find that hard to believe when the fundamental profile of people in the industry has changed over recent years thanks to education and growing gender equality. However, what it does illustrate is an urgent need for FM to start attracting talent from a far wider pool.

The BIFM has done some great work with its Professional Standards framework, qualifications, apprenticeships and CPD offering. Their cooperation with universities offering degree courses in FM is both admirable and essential. The building blocks for FM as a viable and attractive career choice are thus in place.

Nevertheless, the industry still suffers from a lack of understanding



among educators at the formative stages of a child's future work aspirations. For an industry reportedly worth £111 billion, on a par with financial services, it seems that little or no attention is paid to the plethora of career opportunities that FM offers where it really matters - in the classroom.

The need to expand the understanding of facilities management should not be limited to younger professionals but requires a concerted effort to raise consciousness among young people at a far earlier age. Unfortunately, FMs appear to be happiest when they are least visible because it generally means they are doing their job right.

The National Careers Service's description of FM as a career choice is lamentably sparse on the wide spectrum of responsibilities that come under the FM umbrella. The online entry would benefit from being written by a practising facilities manager with a grasp on the variety and unpredictability of the FM profession. Until FM can educate the educators it will continue to lose out to other better known, better understood career choices.

## Nick's 100+ Miles in a Month

Catch 22's London Branch Manager, Nick Moore, pictured right, has set out on his quest to cover 100+ miles in April.

Nick's registered to run the Paddock Wood half Marathon, the Brighton Marathon, the London Marathon then walk the 38 miles of the Guernsey coastline over the Bank Holiday weekend at the end of the month.

He will be pushing his body to the limit to raise funds for the Lords Taverners and will also



be captaining the Taverners' 33-strong Marathon Team for the Virgin London Marathon.

Training started in the cold and rain of November and Nick's aiming to go under 8 hours for both Marathons combined. Last year in his first London race, he managed 3hrs 42mins. Through the Taverners, he's hoping to help give children, particularly those disabled and disadvantaged, a sporting chance.

You can help Nick by donating at <https://mydonate.bt.com/fundraisers/nickmoore7>

## It's Good To Talk



***Don Searle highlights the importance of establishing stronger relationships between FM professionals and senior business leaders to achieving operational targets and the role service providers play in supporting the evolving future of the sector.***

“Facilities Management has not moved on significantly in the last twenty years “

Listening to a panel debate recently, it was interesting to note that a senior FM consultant, with many years in the industry, comment that Facilities Management had not moved on significantly in the last twenty years.

He was referring to what some see as the Holy Grail for FMs, a place at the top table of any organisation. If boardroom representation is the ultimate accolade, facilities management has had to be content, at best, with an occasional place on the podium or just being a plucky loser.

But is that gold medal really necessary? Isn't it the job of facilities management to just get on and make sure that the organisation is provided with the optimum conditions in which to prosper? Of course, attitudes vary according to which aspect of the service delivery spectrum you represent.

However, wherever you're coming from, the one thing that unites all FMs is the need for collaboration and open, honest communication with the top people in the organisation. These are the visionaries, the ones who map out a way forward and need FM to understand what is needed to achieve that vision.



At the same debate, a service provider observed that without that open dialogue, relationships are doomed to failure from the start; FM becomes a victim, tortured on the altar of SLAs or beaten with the KPI stick until they are beyond caring. Without an understanding of an organisation's goals, FM becomes a dispiriting chore as opposed to the uplifting and exciting experience we know it can be.

HR practitioners, by and large, appear to have bought into the necessity to fully-comprehend and support organisational goals and thus have earned themselves the right to be



involved at a high level. Organisational development has become a critical contributor to goal achievement while FM, a major budget holder, has been dogged by introspection and self-doubt about its status.

Success for FM will come through empowering teams that understand and support the organisation's goals. It will come through establishing a continuing reputation for nurturing and rewarding talent. It will come through devolving responsibility to those who are in a position to affect the everyday lives and wellbeing of their customers.

So how can service providers to the FM industry make a difference and con-

tribute to that success? It is plain that the same understanding of organisational goals is critical to suppliers if they are to provide a service that works. The same open dialogue sets the tone and allows the supplier to perform with the agility and flexibility to meet the demands for a seamless FM operation. As needs develop, a fully involved supplier can be a source of innovation and ideas that add value.

As a resourcer and supplier of the people that deliver great service, Catch 22 has throughout its history believed in developing dialogue and strong relationships with its clients. It enables us to fully appreciate what the client needs, helps us to provide guidance and value and then translate that into talent.

Catch 22 has recently teamed up with gap Personnel, a top ten high street agency, which gives us a nationwide umbrella of coverage. This will enable us to bring the Catch 22 difference to a much wider FM audience and provide gap with opportunities for onsite supply to large FM servicing operations.

As a result, we are in a far stronger position to ensure the FM sector is able to continually contribute to the evolving challenges of those directing industry from the boardroom. DS



# Guernsey Here We Come!

Catch 22's 11th Charity Challenge is set to take on the magnificent Guernsey coastline in 2017.

Twenty years after conquering the 3 Peaks, our intrepid band of walkers will be gathering on the island in late April to circumnavigate the cliffs and shores of Guernsey to raise money for their charities.

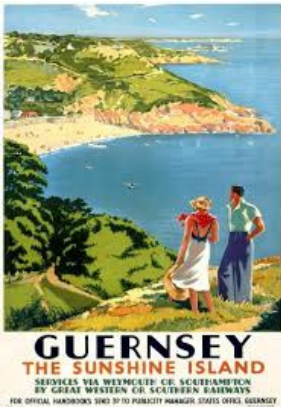


have the energy left!

The group will be based at the Best Western Hotel de Havalet in the beautiful town of St Peter Port. There are flights from most major UK airports direct to Guernsey. Check Aurigny at [www.aurigny.com](http://www.aurigny.com) or there's always the ferry!



THE LORD'S TAVERNERS



raised over £300,000 for a number of charities, principally The Lord's Taverners.

In 2017, the Challenge will take place over the weekend commencing 29th April. We'll be walking on the Saturday and Sunday, leaving the Bank Holiday Monday to relax and recuperate. Some might want to take a boat over to Herm or Sark if they



"a wonderful weekend and it has left me keenly anticipating the next one"

Previous Challenges have included the Welsh 3000s, the Pembrokeshire and Cornish Coastlines, Hadrian's Wall and the Glencoe Round. Since it's inception, the Challenge, held every other year, and the Quiz Night have



There is still time to join in the fun and you can choose to raise money for your own preferred charity.

If you'd like to join us on what will be an exhilarating trip to a gem of an island, please drop a line to [don@c22.co.uk](mailto:don@c22.co.uk) for full details or call 020 7220 8900.



# Providing Quality People



## Welcome to Ashley

We recently welcomed Ashley Fashanu to our London branch to give business development a boost and add some style!

Ashley was born and brought up in East London and went to Stanmore College on a Sports Science scholarship. He then transferred to Kingston University to study Business Management.

Ashley worked for a while with

LA Fitness and played football at a semi-pro and pro level. A serious knee injury meant a career change and he then worked as a recruiter, sourcing locum surgeons.

He's been tasked with developing the Catch 22 offering outside of the TFM world. We wish Ashley every success in his new role and look forward to him breaking plenty of records



[www.c22.co.uk](http://www.c22.co.uk)

**Need a Van & Man?  
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## BIFM London Region Golf

Catch 22 will once again be organising the BIFM London Region Golf Day and we will be returning to the glorious Highgate Golf Club on Tuesday June 13th.

Entries are welcome from individual and corporate members alike.

The day will include a Texas Scramble over 9 holes in the morning and an 18-hole Stableford competition in the afternoon. Coffee and bacon rolls, buffet lunch and high tea are included in the price of £80 per person or £320 for a team of four. To reserve your place, call 020 7220 8900 or email [don@c22.co.uk](mailto:don@c22.co.uk)



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