



Train to Deploy: Build the Workforce You Actually Need

Discover an innovative way to find and train talent to your needs. This toolkit gives you practical tools, real-world insights, and ready-to-use content to help you plan smarter, make your case internally, and access work-ready talent aligned to your values.



From Skills Gap to Skills Abundance: Unlocking Your Hidden Workforce

Upskilling and reskilling have become urgent priorities for organisations across every sector. Hiring is no longer just about finding talent; it is about building it. Internal teams are under pressure to meet delivery targets, diversify the workforce, and close skills gaps that aren't shrinking fast enough.

Nowhere is this more acute than in critical infrastructure sectors, where shortages in niche technical skills are putting project timeliness and progress at risk. At the same time many organisations are heading toward a retirement cliff. If you're constantly backfilling the same roles, or quietly ignoring an ageing workforce, you're not alone.

The good news? There is a way forward, and you don't have to go alone. Train to Deploy helps organisations move from reactive hiring to strategic workforce planning by building talent pipelines designed around real roles, real teams, and long-term organisational goals.

What *actually* is it?

You may have heard it described as hire-train-deploy, recruit-train-deploy, or simply upskilling / reskilling. Well, unlike other hire-train-deploy models, Rullion's *Train to Deploy* approach puts culture first. We assess candidates on values and behaviours, then upskill or reskill them in the technical areas your teams actually need. We call this a train-to-match approach. Rullion does the heavy lifting, but you stay in control - from the curriculum to the outcome. The result? People who align with your organisation and contribute with confidence from day one.



Built around your roles

Candidates chosen by
behaviour first

Inclusion without limits

What if you could build a business case for workforce change in one sitting?

This toolkit gives you everything you need to start innovating your workforce with Train to Deploy.

This toolkit will help you:



Diagnose the workforce challenges holding you back



Build a compelling case for internal buy-in



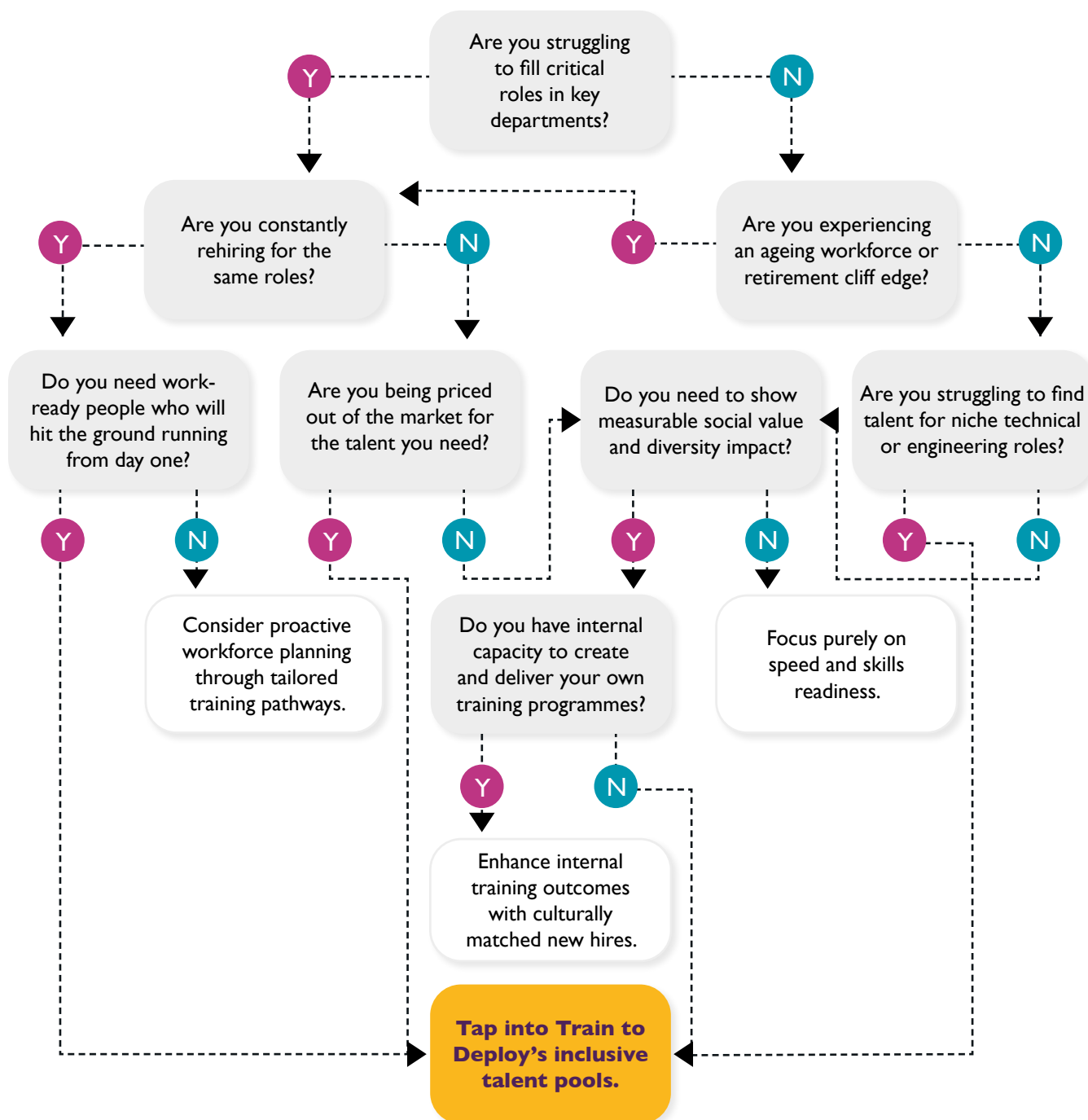
Understand how Rullion compares to traditional approaches



Is Train to Deploy Right For You?

Choosing the right workforce strategy can be complex (and it should be!). This flow chart is not intended to replace a thorough plan, but to help you sense-check your current approach. It's designed to highlight where gaps might exist and whether a behaviour-first, bespoke Train to Deploy model could give you greater value.

Follow the questions, reflect on your current approach, and find out if Train to Deploy could be the right fit for you.



Wherever you are today, a tailored Train to Deploy pathway can future-proof your workforce more flexibly than you might think.



Book a Discovery Call



Register for our Webinar

Make the Case Internally

Securing internal buy-in is often the hardest part of doing something new. This section is here to help you explain why a Train to Deploy model makes sense commercially, operationally, and strategically. Whether you're talking to HR, Finance, Procurement or your Leadership Team, you'll need to be ready to explain what problem this solves, how it compares to traditional models, and what outcomes to expect.

Use the checklist below to shape your business case and stay ahead of the questions you're likely to get asked.

Checklist: Key Questions to Answer Internally

- What problem are we solving? ✓
- Why is a traditional 'rate card' approach wrong for this need? ✓
- How will this improve workforce resilience and future planning? ✓
- What's the cost comparison vs contingent labour? ✓
- What success metrics will we track? ✓
- How does this align with business and ESG goals? ✓
- How do we prepare procurement to understand it? ✓
- What internal risks are reduced by adopting a Train to Deploy approach? ✓
- How does Train to Deploy future-proof our workforce for upcoming projects or investment periods? ✓



Top Tip:

Prepare a simple, 30-second elevator pitch to strategically explain why Train to Deploy is a future-ready solution linked to broader ESG, DEI, and workforce resilience goals.

Need a Head Start? Don't have time to write your own? Borrow ours to get started.

*Access a ready-to-use
elevator pitch script
HERE*

Rullion vs the Traditional Bench Model

When it comes to building critical workforce capabilities, not all Train to Deploy models are created equally. Here's how Rullion's approach stands apart, and why it matters for your business.

	Rullion Train to Deploy	Traditional Bench Model
Tailored Skills Training	✓	✗
Behaviour-First Candidate Selection	✓	✗
Fast, Flexible Deployment	✓	⚠ (Only for generic roles)
Different Employment Contracts Available (Choice of PAYE, FTC, Employed Consultant or Perm Rullion Hire)	✓	⚠ (Tied to the Employed Consultant Model)
Genuinely Inclusive Talent Pipelines	✓	⚠ (Limited focus)
Sector-Specific Training for Infrastructure Skills	✓	✗
Future-Proofing Workforce Strategies	✓	⚠ (Reactive focus)
Flexibility to Adapt Pathways Mid-Project	✓	✗
Permanent Hire Focus After 12 Months	✓	⚠ (Longer tie-ins)
Commercial Flexibility (Bespoke Pricing, No Fixed Rate Cards)	✓	⚠ (Standardised Rate Cards)

Train to Deploy helps reduce hidden costs, improve retention, and free up your internal teams to focus on long-term impact.

What Could You Save with Train to Deploy?

We're often asked how Train to Deploy compares commercially to other hiring models, such as contingent labour or traditional hire-train-deploy providers. The short answer? It's not a like-for-like comparison and that's the point because this is where the value lies.

Every Rullion Train to Deploy programme is bespoke. There are no fixed rate cards or standardised pricing models like those used by bench providers. This flexibility allows us to shape a commercial model around your actual needs, not just what's available.

To give you a clearer sense of the potential value, we've outlined an indicative cost scenario based on common workforce challenges in critical infrastructure sectors.

Train to Deploy helps reduce hidden costs, improve retention, and free up your internal teams to focus on long-term delivery not short-term firefighting. It's about value as much as it is about spend.

Cost Area	Traditional Hire (Contractor/Contingent)	Train to Deploy
Day Rate (12 Months)	£123,000 (based on £550/day)	£94,000 (indicative T2D package)
Mis-Hire Replacement	£20,000+ average cost per mis-hire	Included in delivery (no extra cost)
Hiring Manager Time	40-60 hours per hire	8-12 hours (onboarding + feedback)
Internal Training	-£3,500 per candidate	Built into programme design
Estimated Saving	-	£30,000 - £50,000+ per hire

The scenario presented here is for illustrative purposes only. All figures are indicative based on recent market data and typical Rullion engagements. Actual pricing will vary depending on the scope of the programme, number of hires, role type, and specific client requirements. We'll always work with you to develop a tailored commercial model aligned to your business goals.



About Rullion

Rullion is a family-owned workforce solutions provider supporting critical infrastructure across the UK and Europe. Established in 1978, we specialise in regulated and technical sectors including Energy, Fusion, IT and Data Services, Nuclear, Rail, Renewables, Transport, Utilities, and Water.

Our services span the full workforce lifecycle - Find, Develop, Deliver, and Manage. This includes Permanent and Temporary Recruitment, Executive Search, outsourced recruitment models like MSP and RPO, Train to Deploy programmes, and Background Screening. We manage over £200 million in recruitment spend, support 13,000+ contingent workers annually, and employ more than 250 people.

As a remote-first business, Rullion is agile, flexible, and committed to inclusive employment. We're a Real Living Wage employer, Disability Confident Level 2 accredited, and proud members of APSCo. We actively engage with industry through networks such as the Fusion Skills Council and the World Nuclear Association.

Rullion helps organisations get work done by unlocking the potential in people and businesses.

Visit www.rullion.co.uk to learn more

We find

Executive Search
Background Screening
RPO on Demand
Embedded Resource

We Develop

Train to Deploy
Early Careers

We Deliver

Statement of Work
Project Delivery
Contingent Workers

We Process

Total Talent
MSP
RPO

Some of our clients



Close Brothers



EDF ENERGY



Westinghouse

SIEMENS

ALSTOM

"I have found working with Rullion an absolute dream. The opportunities presented are changing lives."

- Sharon K, Employer Engagement Specialist, ShawTrust

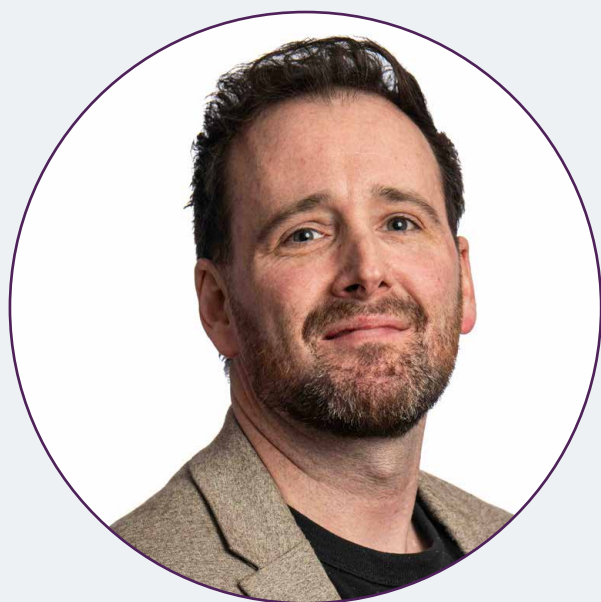


Take the First Step Toward a Stronger Workforce

Train to Deploy is built around your roles, not pre-defined talent pools. Candidates are chosen on behaviour first, then trained for the skills you need. You stay in control - from the curriculum to the outcome.

It's inclusive without limits, commercially flexible, and designed to help you build high-performing, long-term talent pipelines that reflect your organisation's values and future goals.

Discover how Rullion can help you get work done by unlocking the potential of people and your business.



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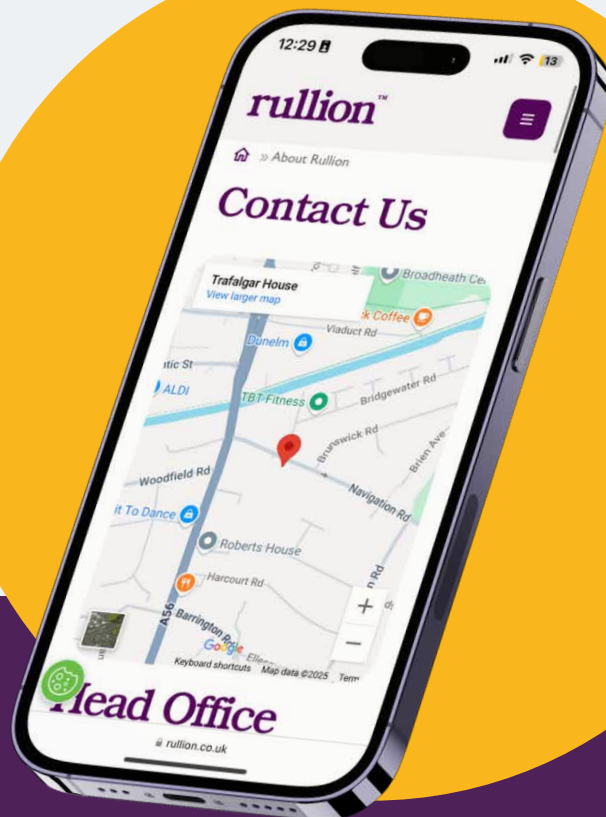
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