

BUILDING YOUR
TALENT PIPELINE



CREATING AND INSPIRING EXCITING CAREERS THAT SHAPE OUR **DIGITAL FUTURE**

THE FDM BUSINESS MODEL

FDM is the market leader in the Recruit, Train and Deploy industry, placing IT and business professionals with clients across a number of sectors. We work in partnership with our clients to fill specialty skills gaps within their teams, building their talent pipelines for the future.

1. WE RECRUIT

We recruit, train and hire graduates, military veterans and those looking to return to work after a career break. Our commitment to create a diverse workforce ensures our clients can build their own balanced teams, employing consultants from a wide range of backgrounds, skill sets and experience.

2. WE TRAIN

We provide award-winning training to equip individuals with technical skills and commercial experience, transitioning them into professional IT and business consultants. As the training is fully funded by FDM, our consultants commit to work for us for a period of two years which allows us to provide guaranteed continuity of service to clients and the ability to scale at speed.

3. WE DEPLOY

With flexible contract terms, FDM can provide scalable resources on short notice and across multiple client sites. We continue to support our consultants while they are on client site, as well as offer professional and technical support to underpin the training they receive in the FDM Academy.

4. BUILD YOUR TALENT PIPELINE

Clients can transfer on-site FDM consultants to be part of their permanent teams after they have fulfilled their contractual commitment to FDM. This enables our clients to retain knowledge and skills while adding a broad mix of experienced professionals to their own talent pool.

GRADUATE CAREERS PROGRAM

FDM is a leading international IT employer for university graduates. We partner with universities across North America, offering real-world insights into a career in business and IT. Our team is active on campuses year-round providing input into curricula, presenting to tech and business societies, leading hackathons, running workshops and attending networking events. The team works closely with university career services professionals, academics and employability advisers throughout the year to identify the best talent prior to graduation.



TARGETjobs National Graduate Recruitment Awards 2018



Mogul - Top 1000 Companies Worldwide for Millennial Women 2018



The JobCrowd's Top 100 Companies for Graduates to Work for 2018/19

Global recruitment in numbers*



partnerships with universities



applications



events delivered on campus every year



candidates assessed



full time recruitment professionals



interview days



2000+ selected and onboarded

*Global Activity 2017



FDM TRAINING

The FDM Academies are designed as 'model office environments' which ensures our consultants can seamlessly transition to a client site and make a difference from day one.

Weekly assessments make sure trainees are achieving the high standards expected of them in order to be successful.

The learning experience combines theoretical knowledge with practical, real-life application and includes trainer-led classroom work, online learning and project-based assignments.

The duration of the training is between 6-16 weeks and can include several industry-recognized certifications such as:

- ITIL
- BCS Business Analysis Foundation
- CAPM
- Java Development
- ISTQB Testing
- Scrum Master



Core Foundation Modules

All consultants undergo an initial 3 weeks of foundation training which includes professional skills, SQL and UNIX.

Professional Skills

- Interview techniques
- Communication skills
- Conflict resolution
- Assertiveness at work
- Time management
- Presentation skills
- Effective report writing
- Improving personal success

SQL

- Table joins, queries
- Data types
- SQL best practice
- Functions and procedures
- DDL, DML, DCL
- Statements, schema, syntax
- Normalization

UNIX

- Functions, parameters and variable scope
- Grep and regular expressions
- Use of the vi editor
- Piping and redirection
- Writing shell scripts
- File permissions
- I/O streams
- Conditionals
- Loops

Additional Foundation Modules May Include:

Web Apps Design

- HTML5
- CSS3
- UML
- XML
- XSD
- Responsive web design

Excel VBA

- Excel - basics
- Arithmetic, text and date functions
- Lookup functions
- WHATIF analysis
- Pivot tables and pivot charts
- Conditional formatting
- Array functions
- Aggregation functions
- VBA Excel object model
- VBA subroutines and functions

Finance

- Introduction to financial services
- Financial assets and markets
- Equities
- Bonds
- Derivatives
- Investment funds
- Taxation, investment wrappers and trusts
- Other financial retail products
- Trade lifecycle
- Risk

Once completed, our consultants progress to training in their specific stream within the business or technical pathways.

Business Pathways

Business Analysis	<ul style="list-style-type: none"> BCS Business Analysis Foundation Modelling techniques Requirements engineering 	<ul style="list-style-type: none"> Investigation techniques Business case development Risk management 	<ul style="list-style-type: none"> Stakeholder management Financial Industry Awareness (FIA)
Project Support/ Management Office	<ul style="list-style-type: none"> Agile project management Business Analysis Foundation 	<ul style="list-style-type: none"> Program and Project Support Office essentials 	<ul style="list-style-type: none"> MS Visio and Project Financial Industry Awareness (FIA)
Risk, Regulation and Compliance	<ul style="list-style-type: none"> Business Analysis Foundation Financial Industry Awareness (FIA) Regulation and compliance Dodd-Frank 	<ul style="list-style-type: none"> Financial risks Regulatory bodies FATCA AML/CFT 	<ul style="list-style-type: none"> KYC MiFID CCAR
FATCA Tax Ops	<ul style="list-style-type: none"> Advanced Excel and VBA Law and regulation - US & Canada Anti-money laundering Tax operations 	<ul style="list-style-type: none"> KYC / due diligence Reporting responsibilities FATCA 	<ul style="list-style-type: none"> Foreign bank and financial accounts Accounting fundamentals

Technical Pathways

Software Development	<ul style="list-style-type: none"> Languages: Java SE and EE, MS .NET 4.5 using C# Object-oriented design pillars and SOLID principles 	<ul style="list-style-type: none"> Test-driven development (TDD) Waterfall Iterative 	<ul style="list-style-type: none"> Agile Use of Unified Modelling Language (UML) for analysis and design
IT Service Management (ITSM)	<ul style="list-style-type: none"> Operating system administration ITIL Foundation Troubleshooting 	<ul style="list-style-type: none"> UNIX (Solaris) and Linux Scripting MS Windows Server 	<ul style="list-style-type: none"> Financial Industry Awareness (FIA) PL/SQL
Software Testing	<ul style="list-style-type: none"> HP Quality Centre ISTQB Foundation Test scripting & execution Defect management Manual functional testing 	<ul style="list-style-type: none"> Test automation - Selenium V-Model Agile (SCRUM) BDD, TDD Risk-based testing 	<ul style="list-style-type: none"> Exploratory testing Industry standards & best practice
Information Security	<ul style="list-style-type: none"> Security operations Networking ITIL Foundation Security threats and vulnerabilities Cryptography 	<ul style="list-style-type: none"> Standards and regulations Risk management Security policies Security assessments and auditing 	<ul style="list-style-type: none"> Malware Operating system exploitation and manipulation
Business Intelligence	<ul style="list-style-type: none"> Data normalization & dimensional data modelling Extract, transform, load (ETL) 	<ul style="list-style-type: none"> Requirements engineering User experience design Waterfall 	<ul style="list-style-type: none"> Iterative Agile
Salesforce	<ul style="list-style-type: none"> Advanced MS Excel and VBA Salesforce platform administration 	<ul style="list-style-type: none"> Salesforce 'Click not Code' configuration 	<ul style="list-style-type: none"> Salesforce process automation Salesforce security UML and ERD

Tailored Programs

FDM has worked in collaboration with clients to develop a number of tailored course programs. Following the completion of FDM's standard foundation training, here is what some of the custom programs have covered.

DevOps	<ul style="list-style-type: none"> • Java SE and EE • Jenkins • Puppet • Design patterns 	<ul style="list-style-type: none"> • Code security • Continuous Integration (CI) • Virtualization / VMWare • OOP/SOLID principles 	<ul style="list-style-type: none"> • Continuous deployment • Scrum Master Certification
Data Science	<ul style="list-style-type: none"> • Java • SQL • Hadoop and big data foundations • Large data set import & scheduling • Large data set scripting 	<ul style="list-style-type: none"> • Large data set analysis • ERD TDD • Waterfall • Agile • R 	<ul style="list-style-type: none"> • Scala • Apache Hive • Cloudera
Test Automation	<ul style="list-style-type: none"> • Object-oriented development using Java • Selenium IDE 	<ul style="list-style-type: none"> • Selenium WebDriver • BDD using Cucumber 	<ul style="list-style-type: none"> • Testing SOA using SoapUI • ISTQB Foundation
Murex	<ul style="list-style-type: none"> • Post-trade workflows • Reporting and accounting • Market data interfaces • Trade pricing and booking 	<ul style="list-style-type: none"> • Profit and loss in MX.3 • Introduction to simulation • Financial and non-financial static data 	<ul style="list-style-type: none"> • Technical troubleshooting • Introduction to MX Viewer • Trade management

Legacy Programs

C++	Cobol	RPG	Perl	PHP
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SUPPORT AND ENGAGEMENT

Our consultants are our greatest asset. In order for them to become one of your greatest assets, we provide a fully-managed resource to ensure the support structure is in place for a seamless service. Some of our support and development initiatives include:

Resource Management

FDM handles all HR, Finance, Vetting and Payroll activities, alleviating administrative strain.

Consultant Peer Support (CPS)

The CPS network provides assistance with onboarding and has the knowledge to help new consultants acclimate to their new role and company.

Employee Recognition Awards

Recognitions such as the Consultant of the Month, Consultant of the Year, and CEO Award of Excellence celebrate outstanding performance of our consultants.





I can't overlook the training that FDM provides for its resources so that they can be successful in their assignments. If FDM can keep producing young bright talents like Matthew, FDM will be a one-stop-shop that I would recommend to other businesses looking for young talent.



Development Lead, RBC

SOME OF OUR CLIENTS

RBC, TD, Thomson Reuters, BMO, CIBC, TMX, Scotiabank, HSBC, Intact Financial Corporation, Manulife Financial, SimCorp, PSP Investments, Aviva, Saks Fifth Avenue, KPMG, Credit Suisse, British Airways, Barclays, Macquarie Group, Capital One, National Grid, Johnson & Johnson, and many more...

INCLUSIVE BY NATURE

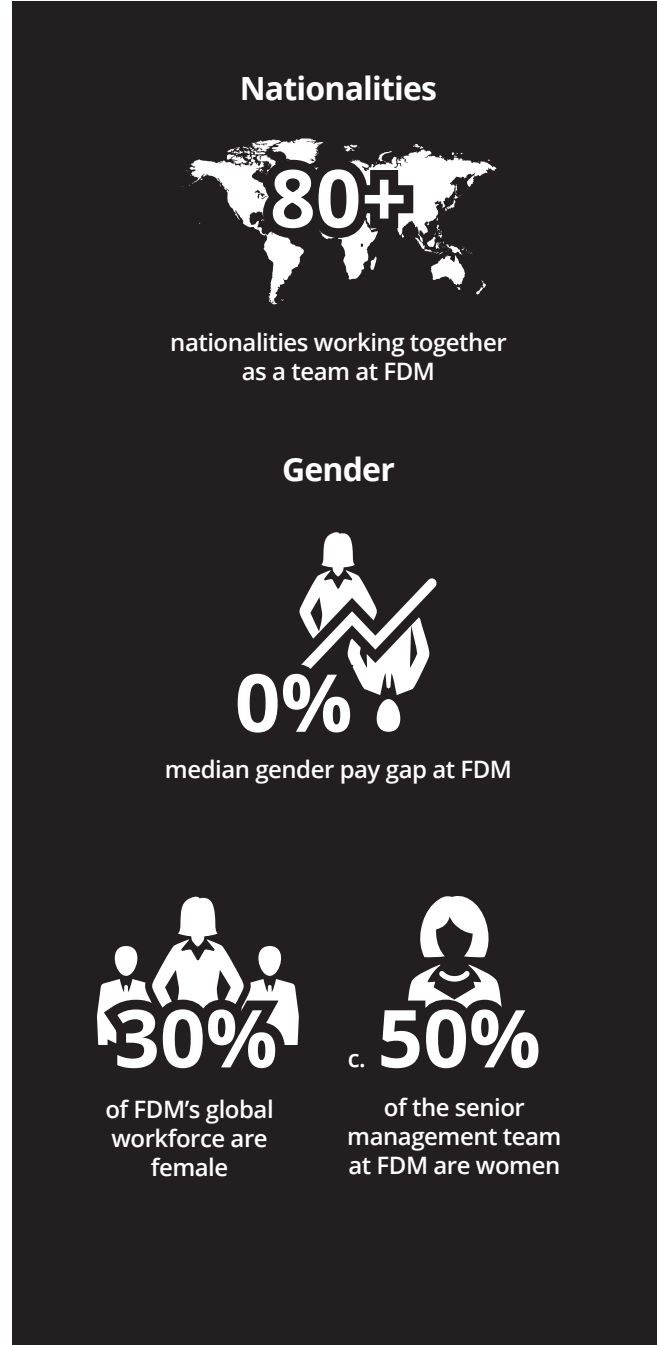
FDM employees represent a huge breadth of cultures, languages and ethnicities.

We are strong proponents of social mobility and employ candidates from a range of educational and socioeconomic backgrounds.

Our programs for military veterans and returners to work, along with our Women in Tech Initiative, are essential to our business, opening additional pools of talent.

In addition to our work with universities, FDM also works with schools and early education organizations throughout Canada in order to continue to build a sustainable talent pipeline. We run professional skills and coding sessions to inspire students as well as provide work experience days in our offices, internships and co-ops.

Our statistics reflect our proud commitment to diversity, which in turn enables us to assist our clients in becoming more diverse.



THE FDM ADVANTAGE

Transfer resources from FDM contract to permanent after two years	Cost effective, value-add business model	Robust credentials and track record of success	Low-risk resource solution as FDM retains full accountability for consultants
Highly scalable on-shore capability with no minimum commitment		Consultants trained to the latest industry standards	Excellent retention and service continuity for up to two years
Flexible terms for geographic deployment	Ability to recruit and train for specific requirements and skills when the need arises	International presence with localized support	

CANADA

USA

UK

IRELAND

GERMANY

SWITZERLAND

SOUTH AFRICA

HONG KONG

SINGAPORE

CHINA

AUSTRALIA