



100% COMMITMENT TO + CONSULTANT ENGAGEMENT

FDM Consultants beginning their placements with our clients are already a cut above standard graduates: equipped with comprehensive soft skills and technical training from the FDM Academy.

But it doesn't end there. Our promise to FDM Consultants is that we are with them every step of the way.

Removing demands on client resources

Once onsite, we take full responsibility for their growth and wellbeing as full-time FDM employees, personally and professionally.

Our schedule of programmes and initiatives ensures that they are happy and successful – and fulfil their performance potential.



Oriving Retention through Great Experience • *

The FDM Consultant Experience initiatives focus on 5 key themes, with diversity and inclusion integrated throughout everything we do.

1. IN TOUCH

Engaging, informing and inspiring through two-way communications

2. ASPIRING

Providing career direction and advice via coaching, mentoring and aspirational content

3. GROWING

Focusing on continuous professional development and industry-related content

4. COMMUNITY

Supporting each other, celebrating difference, and engaging in our communities

5. THRIVING

Prioritising consultant wellbeing to ensure happy and healthy employees



Staying in Touch

FDM ensures our consultants thrive on client projects through regular check-ins by dedicated teams of Account Managers and People & Consultant Experience experts.

Consultants are kept connected, engaged and motivated, and clients benefit from reduced management involvement in areas such as employee satisfaction, wellbeing, process efficiency, and issue resolution.





Learning & Growing









Understanding what drives IT professionals is key to FDM's high record of retention, typically 85-90%.

Career growth and professional development is the leading factor in workplace satisfaction and we are committed to ensuring that FDM Consultants onsite fulfil their potential.

Our extensive programme of development initiatives includes:





Additional tailored skills and qualifications as required through the FDM Academy

Monthly virtual workshops, webinars and 24-hour access to e-learning platforms

Career guidance and advice via coaching, mentoring and peer support





Community & Wellbeing

A sense of community is essential to the success of the FDM Consultant Experience. Always a people-first company, we prioritise wellbeing to ensure happy and healthy employees.

NETWORKING

Regular online and in-person social events foster connection.

EMPLOYEE-LED NETWORKS

Enhancing personal and career development through supportive communities.

WELLBEING PROGRAMME

On hand Wellbeing Ambassadors provide support and coaching.





Community & Wellbeing

EMPLOYEE ENGAGEMENT SURVEYS

Regular survey to all staff to find what FDM is doing well and what it could be doing better.

EMPLOYEE ASSISTANCE PROGRAMME

A free service to all FDM Consultants offering confidential expert advice and compassionate guidance 24/7.

EMPLOYEE RECOGNITION AWARDS

Nominated by our client partners, FDM Consultants globally are recognised for their outstanding contributions.

