BUILDING YOUR TALENT PIPELINE
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 pipeline for the future.

We Recruit

We recruit high-calibre graduates, ex-forces personnel 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 experiences. FDMers are committed to succeed and eager to make a difference on client sites from day one.

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.

We Build Your Talent Pipeline

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

We Deploy

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

About FDM

The UK’s leading IT graduate employer

Championing diversity and inclusion in the workplace

FTSE 250 award-winning employer

Impressive client list across multiple sectors

Hiring graduates, ex-forces personnel and returners to work

Our Values:

★ Together we are stronger
★ We strive for success
★ Committed to our clients
★ We say it how it is
★ We make it happen

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FDM is the UK’s leading IT graduate employer. We partner with universities offering real-world insights into a career in business and IT. Our team is active on campus year round providing input into the curricula, leading hackathons, running workshops and attending networking events.

Candidates go through a rigorous application process, the final stage of which is an assessment day including aptitude tests and strength-based interviews, with all interviewing stakeholders having undergone unconscious bias training.
Ex-Forces Programme

The FDM Ex-Forces Programme focuses on transitioning ex-servicemen and women into professional IT and business consultants.

We recruit across all services and ranks and are committed to offering service leavers a smooth transition into the corporate world.

The programme is designed to recognise candidates’ transferable skills and experience, and provide relevant training and qualifications for roles on client site.

Week 1
Professional Skills

Week 2
Project Management

Week 3
Waterfall Projects (PRINCE2)

Week 4
Agile Projects (Professional SCRUM Master)

Week 5
Case Study

I have worked with several FDM resources. The calibre of staff I have been involved with over the years is excellent and would benefit companies that require self-starting staff to facilitate their day to day functions.

Delivery Lead, DWP
We have worked with FDM over the last four years to help build a strong and diverse talent pipeline for the IT function. They have identified skilled and capable men and women who are helping us create a workforce that’s representative of the societies in which we operate, and essential for the sustainability and growth of our global operations.

CIO and VP of IT Services BP Group

Getting Back to Business Programme

This programme is specifically designed to provide employment opportunities for high-calibre individuals who have taken an extended break in their career, facilitating their re-entry into the workplace.

The FDM Getting Back to Business Programme uniquely assists our clients in diversifying their workforce, tapping into a rich pool of talented professionals who already have experience in business.

The Getting Back to Business Course

Week 1
Professional Skills / Software Development Lifecycle

Week 2
Financial Industry Awareness

Week 3
Excel

Week 4
Skills for Business Analysis

Week 5
Scrum Master

Week 6
Project Support Office / Project Management Tools

Week 7
PRINCE2 Certification

Women in IT Awards - Employer Of The Year 2018
Computing Women in IT Excellence Awards - Diversity Employer of the Year 2018
Sponsor of the everywoman in Technology Awards
Working Mums Awards - Career Progression and Overall Top Employer 2018
I would recommend FDM to other businesses because they provide great consultants with the right level of training ready to start their career.

Lead PMO, HSBC

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 6-14 weeks and includes access to several industry-recognised certifications such as:

- PRINCE2
- ISTQB
- Scrum Master
- ITIL
- BCS Business Analysis Foundation
**Foundation training**

<table>
<thead>
<tr>
<th>Professional Skills</th>
<th>SQL</th>
<th>Excel</th>
<th>UNIX</th>
<th>Web Apps</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Interview techniques</td>
<td>• SSL, DML, DCL</td>
<td>• Pivot tables and charts</td>
<td>• Writing shell scripts</td>
<td>• User experience design</td>
</tr>
<tr>
<td>• Presentation skills</td>
<td>• Statements, schemes, syntax</td>
<td>• Conditional formatting</td>
<td>• File permissions</td>
<td>• Information architecture</td>
</tr>
<tr>
<td>• Communication skills</td>
<td>• SQL best practice</td>
<td>• Array functions</td>
<td>• I/O streams</td>
<td>• User stories &amp; use case diagrams</td>
</tr>
<tr>
<td>• Effective report writing</td>
<td>• Functions and procedures</td>
<td>• Aggregate functions</td>
<td>• HTML5 &amp; CSS3</td>
<td>• Information architecture</td>
</tr>
<tr>
<td>• Conflict resolution</td>
<td>• Excel - basics</td>
<td>• Exploratory testing</td>
<td>• Responsive web design</td>
<td>• User stories &amp; use case diagrams</td>
</tr>
<tr>
<td>• Improving personal</td>
<td>• Arithmetic, text and data functions</td>
<td>• Selenium WebDriver (with Java)</td>
<td>• RWD architecture</td>
<td>• User stories &amp; use case diagrams</td>
</tr>
<tr>
<td>• Assertiveness at work</td>
<td>• Lookup functions</td>
<td>• BDD framework using Cucumber</td>
<td>• HTTP request response cycle</td>
<td>• User stories &amp; use case diagrams</td>
</tr>
<tr>
<td>• success</td>
<td>• WHATIF analysis</td>
<td>• Piping and redirection</td>
<td>• User stories &amp; use case diagrams</td>
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</tr>
<tr>
<td>• Time management</td>
<td>• Table joins, queries</td>
<td></td>
<td></td>
<td>• User stories &amp; use case diagrams</td>
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</table>

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**Technical Pathways - core offering**

**Software Development**
- Languages: Java SE and EE, MS .NET 4.5 using C#
- Object-oriented design pillars and SOLID principles
- Test-driven development (TDD)

**Software Testing**
- ISTQB Foundation
- Risk based testing
- Test scripting and execution
- Defect management
- Exploratory testing
- Industry standards and best practice
- Testing in the VModel & Agile (Scrum)
- Core Java Programming
- Selenium WebDriver (with Java)
- TBD framework using Cucumber

**Business Intelligence**
- Data normalisation and dimensional data modeling
- Extract, Transform, Load (ETL)
- Requirements engineering
- User experience design
- Waterfall
- Agile

**IT Service Management (ITSM)**
- Active Directory and GPO management
- File and Share Access
- Operating System Administration
- Service Management
- ITIL Foundation Certification
- Networking
- Virtualisation

**Information Security Operations**
- Security Frameworks
- Application Security
- Network security
- Security operations
- Identity and Access Management
- Vulnerability Management
- Patch Management
- Malware
- Security Assessments and Auditing
- Ethical Hacking
- System Monitoring

**Robotic Process Automation (RPA)**
- The Business of RPA & Tool Vendors
- Introduction to coding
- Data Extraction
- Investigation Techniques
- Stakeholder Management
- Business Process Modeling
- Teamwork and Change Management
- Agile Delivery
- RPA Developer Foundation Diploma
- Project Management Delivery and Requirements Engineering

**Technical**

**Professional Skills**
- • Interview techniques
- • Communication skills
- • Effective report writing
- • Conflict resolution
- • Improving personal success
- • Assertiveness at work
- • Time management

**SQL**
- • Table joins, queries
- • Data types
- • SQL best practice
- • Functions and procedures

**Excel**
- • Excel - basics
- • Arithmetic, text and data functions
- • Lookup functions
- • WHATIF analysis
- • Pivot tables and charts
- • Conditional formatting
- • Array functions
- • Aggregate functions

**UNIX**
- • Functions, parameters and variable scope
- • grep and regular expressions
- • Use of the VI Editor
- • Piping and redirection

**Web Apps**
- • User experience design
- • Information architecture
- • User stories & use case diagrams
- • HTML5 & CSS3
- • Responsive web design

**ITSM Foundation training only consists of Professional skills, SQL and UNIX**
Tailored

FDM has worked in collaboration with clients to develop a number of tailored programmes. Following the completion of FDM’s core offering, here is what some of the client tailored programmes have covered.

Test Automation
- Core language concepts in either Java or C# to produce competent junior technical testers with the skills required for creating automated test scripts
- Designing and executing automated test scripts using an API driven test automation tool and a BDD driven test automation framework
- Consultants work across a range of web based applications demonstrating the ability to automate different tests covering varied functionality

Data Science
- Java
- SQL
- Hadoop and big data foundations
- Large data set import & scheduling
- Large data set scripting
- Large data set analysis
- RDD
- Waterfall
- Agile

Murex
- Post-trade workflows
- Reporting and accounting
- Market data interfaces
- Trade pricing and booking
- Profit and loss in M13
- Introduction to simulation
- Financial and non-financial static data
- Technical troubleshooting
- Introduction to MX Viewer
- Trade management

Salesforce
- Advanced MS Excel and VBA
- Salesforce platform administration
- Salesforce ‘Click not Code’ configuration
- Salesforce process automation
- Salesforce security VML and ERD

DevOps
- DevOps concepts & tooling across environment provisioning, continuous integration, continuous deployment and monitoring
- Consultants work to deliver continuous build pipelines automating Build, Test, Release & Monitor activities

Legacy Programmes

We also provide support for legacy systems. Some of the previous legacy systems we have supported are Cobol/RPG, C++, Perl, PHP and more.

Foundation training

Business Fundamentals
- Governance
- Change and Transformation
- Public and Private Sectors
- The Role of the Business Analyst
- Project Initiation, Frameworks and Methodologies
- Stakeholder Management, Requirements Gathering
- Managing Risk

Excel
- Excel - basics
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- Lookup functions
- WHATIF analysis
- Pivot tables and charts
- Conditional formatting
- Array functions
- Aggregate functions

Business Pathways - core offering

Business Analysis
- BCS Business Analysis Foundation
- Modelling techniques
- Requirements engineering
- Investigation techniques
- Business case development
- Risk management
- Stakeholder management

Project Support / Project Management Office
- Project and Programme Fundamentals
- PMO Assurance and Project Support
- Business Change Management
- Stakeholder Management
- Risk Management
- Planning

Risk, Regulation and Compliance
- Investment Products
- Market Participants
- Processes in Investment Banks
- Risk Management Processes
- Capital Requirements and IRWs
- Credit, Market and Operational Risk Control
- Regulatory and Supervisory Bodies
- MiFAD, AML, KYC, Due Diligence, EMIR

Information Security Management
- Security threats and vulnerabilities
- Identity, Authentication & Authorisation
- Governance, Risk and Compliance
- Cryptography
- Risk Management
- Security Policies
- Standards and Regulations
What FDM consultants bring to our organisation is enthusiasm, professionalism and getting involved in the teams at a growing level.

Resource Manager, HM Land Registry

We’ve enjoyed working with the people on the Ex-Forces Programme because they bring a sense of skill and expertise from a completely different environment but one which is almost applicable and transferable to the way that we were. We do work in a pressurised environment. There are always things going on which we don’t know that are coming and we have to react too quickly, so the environment they’ve been used to working in in some ways is very similar and they’ve been able to really add value and hit the ground running and get things done.

CIO, Save The Children

Our Clients

HSBC, DWP, Lloyds Banking Group, Sky, Shell, RBC, BP, Capgemini, Aviva, Home Office, Standard Life, RBS, Virgin Media, AXA, Hastings Direct and many more...
Support and Engagement

FDM Wellbeing Initiative
All employees have the opportunity to receive 24/7, confidential support and guidance as well as access to structured counselling and an online wellbeing portal.

Mentoring Programme
The Mentoring Programme brings together individuals at all levels of their career journey, providing opportunities for long-term career development.

Consultant Peer Support (CPS) Programme
The CPS Programme ensures that when a new FDMer is placed, they are connected with a more senior FDM consultant already working with that client to help them acclimatise to their new role.

Relationship Managers
All employees are assigned a relationship manager, a senior member of the team at FDM who will provide additional advice and support for career progression.

Continuous Development
Both during their time in the academy and whilst out on client site, our people have access to e-learning platforms Pluralsight and Intuition Know-How, providing them with the opportunity to upskill as and when they need to. They also receive technical support from our trainers.

Employee Recognition Awards
We recognise and celebrate our people's achievements through company awards such as Consultant of the Month, Consultant of the Year and the CEO Award of Excellence. We also work with our clients to nominate our people for external industry awards where relevant.
FDM’s involvement in our key projects has been invaluable to Virgin Media. Young, enthusiastic individuals who are keen to progress and always give their best.

Senior Commercial Manager, Virgin Media

The FDM Advantage

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

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International presence with localised support
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 programmes for ex-forces personnel 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 throughout the UK 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 placements.

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

Everyone who interviews applicants for our careers programme has undergone unconscious bias training. We have implemented gamification testing during the application process and ensure that a university blind process is enforced during the face-to-face interviews at assessment days to further reduce any bias.

We use strengths-based questions from first telephone interview through to assessment day, which ensures we are assessing applicants based on their motivations and goals. We are more interested in what they want to achieve rather than past experience.

<table>
<thead>
<tr>
<th>Nationalities working together as a team</th>
<th>80+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of FDM’s global workforce is female</td>
<td>30%</td>
</tr>
<tr>
<td>Of the senior management team at FDM is female</td>
<td>50%</td>
</tr>
<tr>
<td>Median gender pay gap for two consecutive years</td>
<td>0%</td>
</tr>
<tr>
<td>38% are from a BAME* background</td>
<td></td>
</tr>
<tr>
<td>89% attended a state school</td>
<td></td>
</tr>
<tr>
<td>44%* were the first in their family to attend university</td>
<td></td>
</tr>
</tbody>
</table>

*FDM UK graduate intake 2018 who completed an equal opportunities form
**Black, Asian or Minority Ethnic