



BUILDING YOUR TALENT PIPELINE
Client Services Brochure Hong Kong



About   

FDM Group

FDM is a strategic talent partner, placing tech professionals including graduates, ex-forces personnel and returners to work with our clients across a number of sectors. We help to simplify the hiring and onboarding process for our clients as well as supporting them to meet changing resource demands.

Prior to placement, our consultants undergo rigorous training across in-demand technologies in learning environments designed to mirror real-world business challenges and practices.

Our extensive industry experience combined with access to a diverse pool of talent helps our clients to build their talent pipelines for the future.

FTSE 250

Award-winning employer



+3000

Careers launched every year



7000
employees globally



F D M ' s

GLOBAL FOOTPRINT

FDM has offices in 19 global locations and can deploy consultants to many more;

33%

North America:

Arlington, Austin, Charlotte, New York, St Petersburg, Montreal, Toronto

46%

UK & EMEA:

Brighton, London, Leeds, Glasgow, Frankfurt, Kraków, Limerick

21%

APAC:

Hong Kong, Shanghai, Singapore, Sydney, Melbourne



Sourcing 
New Talent

FDM provides our clients with a reliable and sustainable pipeline of resources, available on-demand across a variety of skill sets and levels of experience. Our inclusive hiring practices are focused on hiring candidates that will become our clients' next generation of employees.

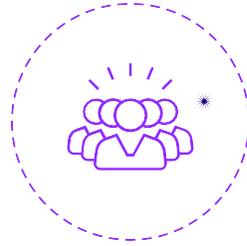


Graduates



Helping to kick start the careers of young professionals entering the workforce. Providing our clients with junior talent to support teams and grow within the organisation.

Our model allows consultants to internalise with clients after two years of on-site placement, supporting long-term development and knowledge retention.



260

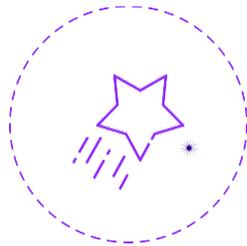
Consultants placed in Hong Kong



We recruit from

8+

Universities across Hong Kong



158

Careers launched in 2022 in Hong Kong

Year-Round Hiring

University Partnerships

FDM Annual Tech Week

Digital Bootcamps

Upskilling for Non-STEM

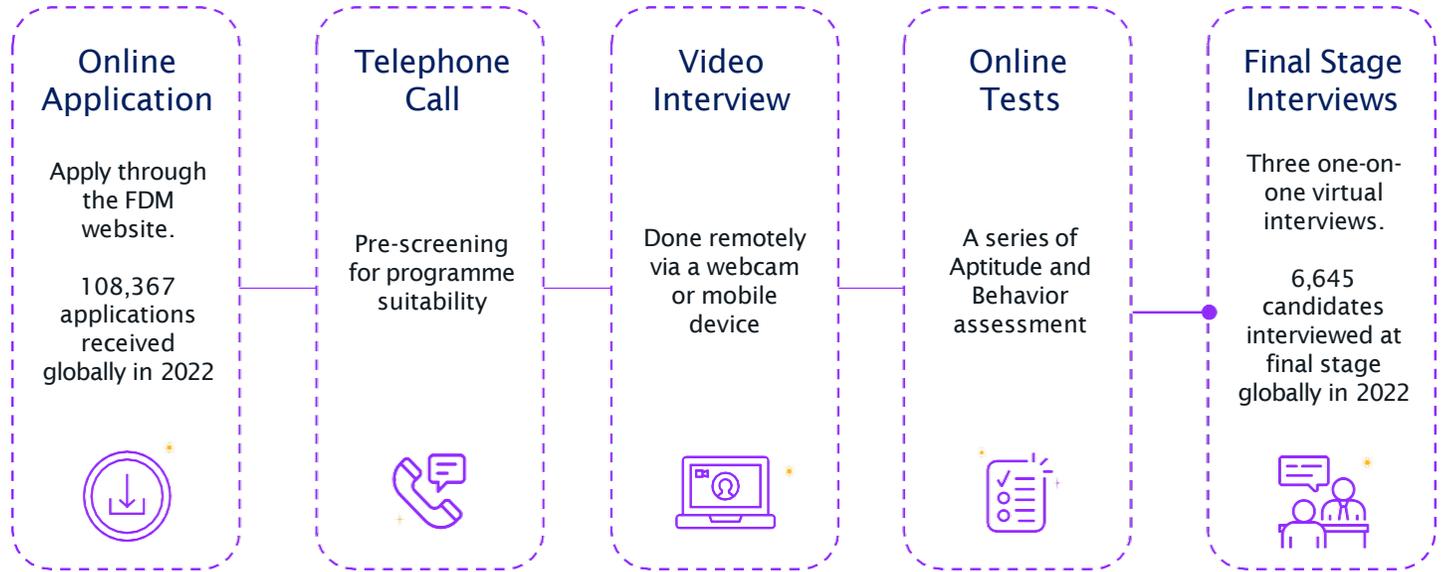


INCLUSIVE RECRUITMENT

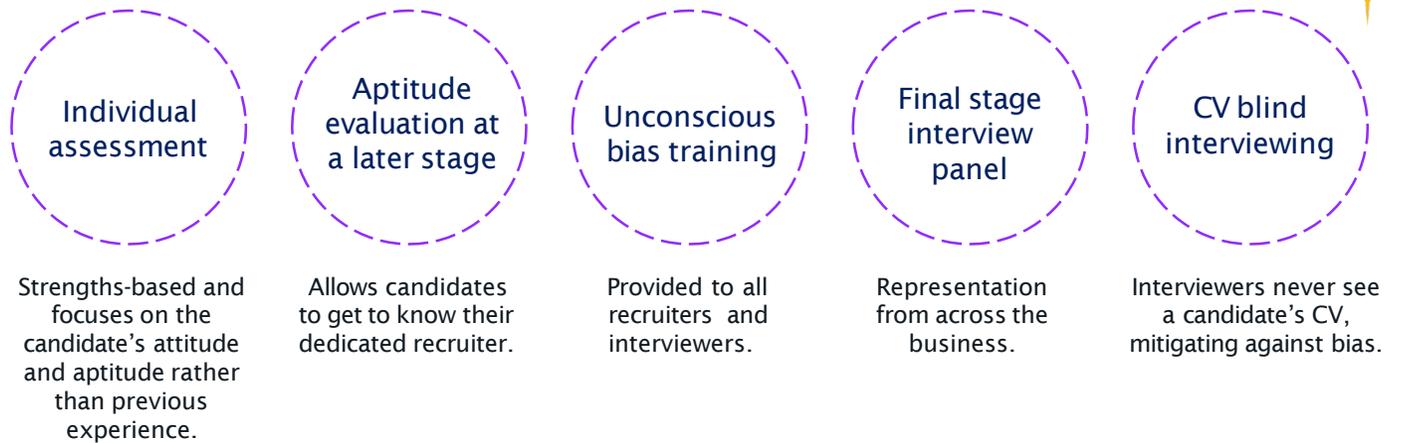
FDM is dedicated to an inclusive hiring process. Our commitment to diversity and inclusion enables us to recruit the very best talent.



INCLUSIVE RECRUITMENT



ASSESSING TALENTS



FDM's ACADEMY



Foundational Training

- > Professional Skills
- > Python – Coding Fundamentals
- > SQL
- > UNIX
- > Web Apps Design / Java Script
- > Business Fundamentals
- > Excel
- > Industry Awareness

Theoretical Learning

- > Technical Pathway
- > Business Pathway

Software Engineering

Software
Development

Cloud
Engineering

Data Services

Business
Intelligence

Data
Engineering

Project Delivery

Business
Analysis



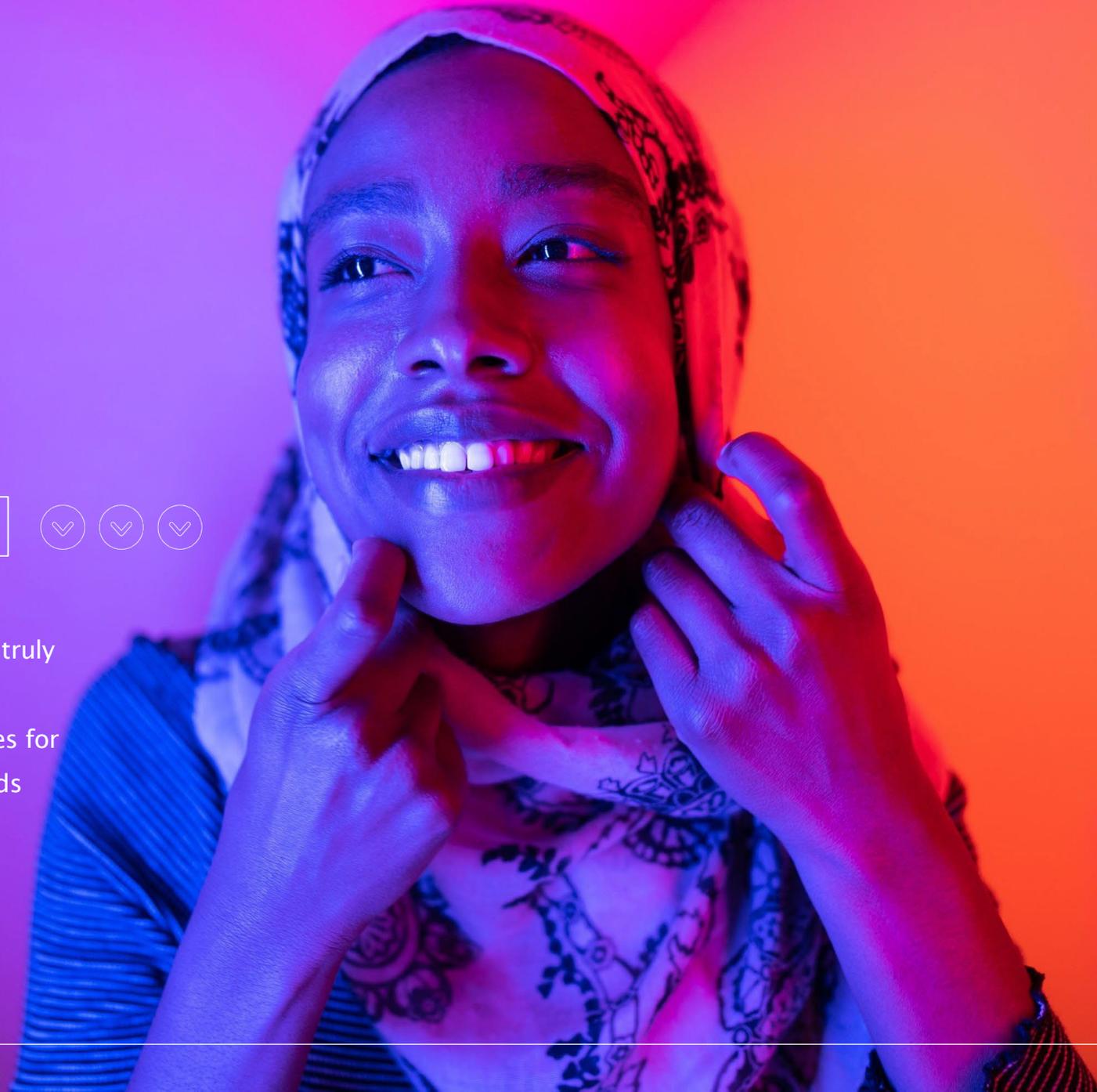
Creation of Net New Talent through FDM Academy Programme

FDM's award winning training scheme launched 2,887 Careers Launched in 2022

DIVERSITY AND INCLUSION



Our approach to talent attraction and inclusive recruitment ensures FDM is a truly diverse organisation. Our graduate programme offers exciting opportunities for candidates from a range of backgrounds looking to step into a commercial role.





DIVERSITY AND INCLUSION

95+

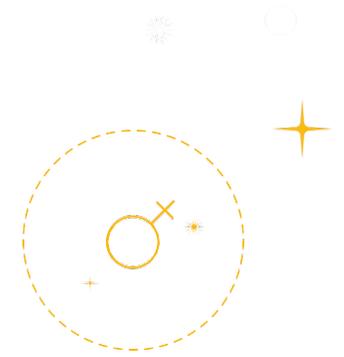
nationalities working together as a team

c.33%

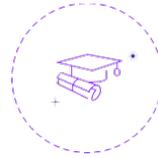
of the senior management team at FDM identify as female

31%

of FDM's global workforce identify as female



17%



were the first in their family to attend university*

63%



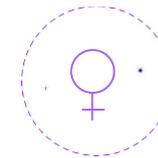
attended a State secondary school*

2%



identify with having a disability*

42%



of Hong Kong workforce identify as female

* Hong Kong Consultant intake 2022 of those who chose to disclose

Ethnicity:



74% identify as Chinese

7% identify as East Asian

4% identify as South Asian

2% identify as Central Asian

2% identify as Southeast Asian

2% identify as Asian (Other)

2% identify as Mixed

7% identify as Other



Driving retention
through

GREAT EXPERIENCE

Once our consultants have onboarded with our client, they continue to receive support from FDM.

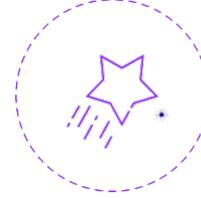
Learn more about our Consultant Experience [here](#)

In-Touch



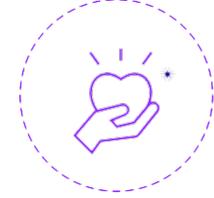
through two-way
communications

Aspiring



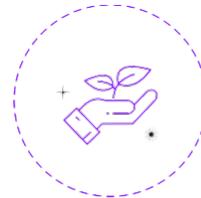
Providing career
direction and advice via
coaching, mentoring and
aspirational content

Thriving



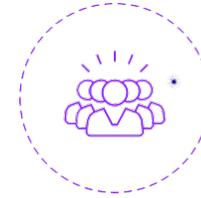
Prioritising employee
wellbeing to ensure
happy and healthy
employees

Growing



Focusing on continuous
professional
development and
industry related content
and services

Community



Supporting each other,
celebrating difference
and engaging in our
communities



WHY WORK WITH FDM

> **SCALABILITY**

With 19 locations, FDM is equipped to provide skills on an international basis.

> **NICHE SKILL SETS**

FDM can build tailored training programmes for our clients around niche skill sets that can often be rare or at a high cost on the open market.

> **RETURN ON INVESTMENT**

Our consultants can transition to our clients' permanent employees at no cost following their two-year commitment, allowing our clients to retain intellectual property and see a long-term return on investment.

> **COST SAVINGS**

FDM's management of vetting, payroll and benefits for our consultants, combined with our favourable rates, can lead to substantial cost savings while alleviating administrative burden.

> **MINIMISED RISK**

FDM retains accountability of all of our resources and assigns each consultant a dedicated HR representative who conducts performance reviews and can assist with day-to-day queries.