



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 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.

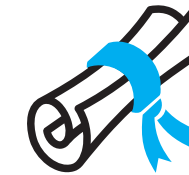
We Train

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.

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**

Graduate Careers Programme

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.



The JobCrowd's Top 100 Companies For Graduates To Work For 2020/21



UK 300 2020/21



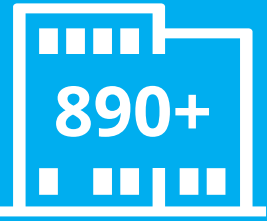
Graduate Jobs Campaign Performance Award 2020



Rate my Placement 2020/21



applications



events delivered



we hired from over 480 universities



university partnerships



candidates assessed



careers launched


Global activity 2020

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.



White Ensign Association



The Defence Employer Recognition Scheme (ERS) - Gold Award Holder



RFEA



THE FORCES
EMPLOYMENT
CHARITY



The Forces
Employment Charity

Ex-Forces Advanced Course



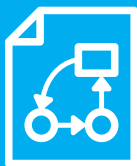
Week 1
Professional Skills



Week 2
Project Tools



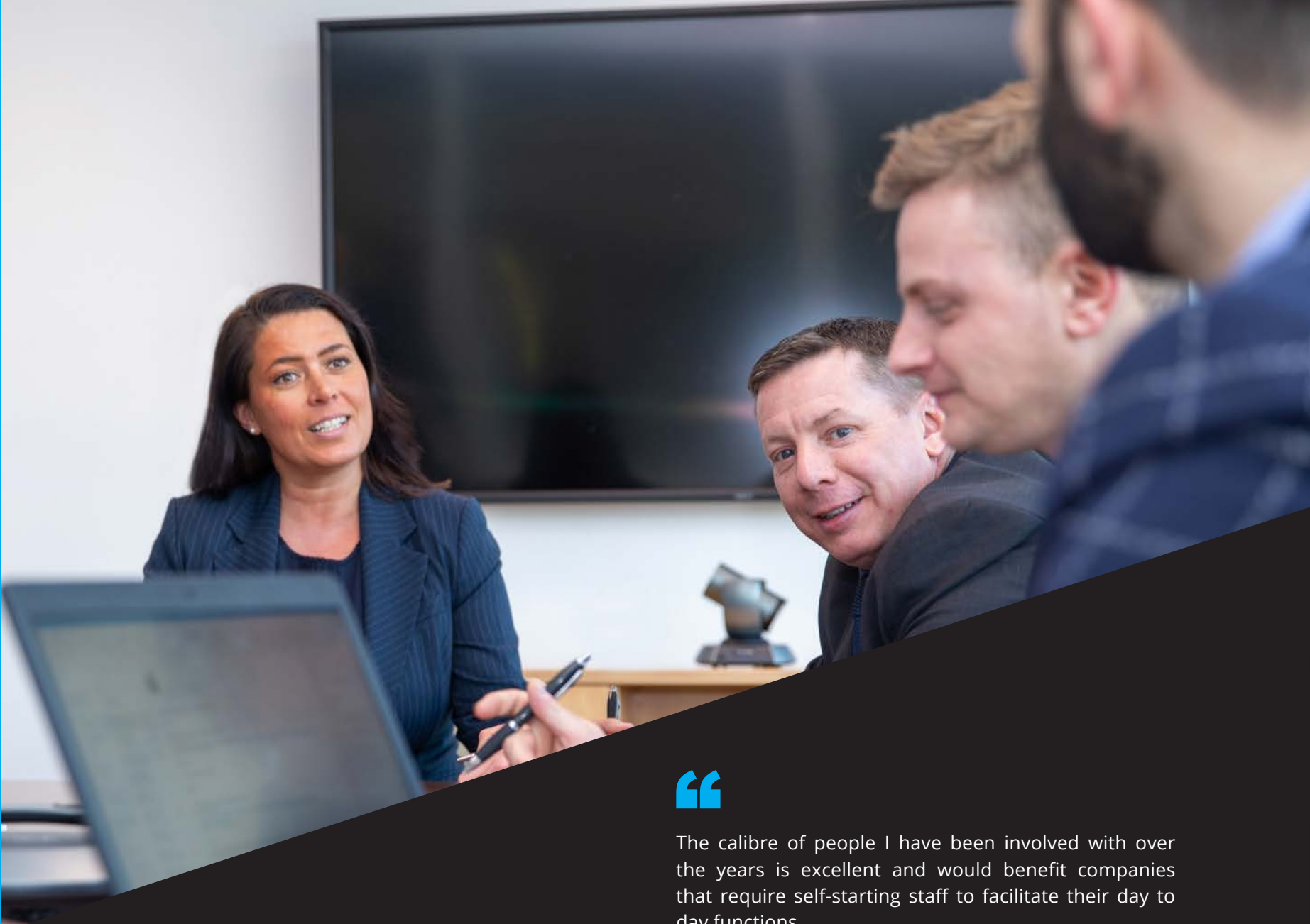
Week 3
Waterfall Projects
(PRINCE2)



Week 4
Agile Frameworks
(Professional SCRUM Master)



Week 5
Case Study



“

The calibre of people 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



Returners 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 Returners Programme uniquely assists our clients in diversifying their workforce, tapping into a rich pool of talented professionals who already have experience in business.



Women in IT Awards - Employer Of The Year



Sponsor of the everywoman in Technology Awards



Computing Women in IT Excellence Awards - Diversity Employer of the Year

The Returners Programme 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

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



“

I would recommend FDM. They provide great consultants with the right level of training ready to start their career.

Lead PMO, HSBC

”

Technical

Foundation training

Professional Skills	Python	UNIX	SQL
<ul style="list-style-type: none">• Interview Techniques• Presentation Skills• Resilience• Cyber Security and GDPR• SDLC• Introduction to Scrum• Stakeholder Communication• Written Communication Skills• Personal Branding• Working from Home• Emotional Intelligence	<ul style="list-style-type: none">• Python Overview• Data Types and Expressions• If Statements• Loops and Selection Statements• Strings and Text Files• Lists, Tuples and Dictionaries• Design with Functions	<ul style="list-style-type: none">• Functions• Parameters and Variable Scope• Grep and Regular Expression• Use of the VI Editor• Piping and Redirection• Writing Shell Scripts• File Permissions• I/O Streams	<ul style="list-style-type: none">• Table Joins, Queries• Data Types• SQL Best Practice• Functions• DDL, DML, DCL• Statements, Schemes, Syntax

Pathways

Business Intelligence	<ul style="list-style-type: none">• Business Analysis, Project Management and Agile• Introduction to Business Intelligence and Data Warehousing	<ul style="list-style-type: none">• Extract, Transform, Load (ETL)• Data Visualisation	<ul style="list-style-type: none">• User Experience
Cloud Services	<ul style="list-style-type: none">• Cloud service models (IaaS, PaaS, SaaS)• Cloud Service Providers (Amazon, Google, Microsoft)• Networking, Data Protection/IT Security• Creating and Configuring Cloud Resources	<ul style="list-style-type: none">• VM Creation, Image Capture• Deployment of a Web Application• Serverless Computing• Cloud Storage and Databases	<ul style="list-style-type: none">• Prem and Multi-Cloud Solutions• Containers and Docker• Monitoring Tools (Internal and 3rd Party)
Security Operations	<ul style="list-style-type: none">• Core Security Principles• Access Management and Network Controls• The Hacking Lifecycle• Offensive Security	<ul style="list-style-type: none">• Incident Response Planning and Management• Security Analysis and Network Defence	<ul style="list-style-type: none">• Vulnerability Management• Security Operations within Cloud, Azure and O365
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• Test-Driven Development (TDD)• Application Architecture	<ul style="list-style-type: none">• Spring Framework / Spring Boot / Entity Framework• Design Patterns• Agile - Scrum and Kanban• Web Design Technologies – HTML, CSS, XML and JavaScript	<ul style="list-style-type: none">• React• Data Storage
Software Testing	<ul style="list-style-type: none">• ISTQB Foundation• Risk-based Testing• Test Scripting and Execution• Defect Management	<ul style="list-style-type: none">• Exploratory Testing• Industry Standards and Best Practice• Testing in the VModel and Agile (Scrum)	<ul style="list-style-type: none">• Core Java Programming• Selenium WebDriver (with Java)• BDD framework using Cucumber
Technical Operations	<ul style="list-style-type: none">• Operating Systems Administration using Windows and Linux OS• Coding with Python• Active Directory• Computers and User Configuration (GPO)	<ul style="list-style-type: none">• Log Files and Performance Monitoring• File and Share Access• Storage and Process Management• Networking• Virtualisation	<ul style="list-style-type: none">• Scripting with PowerShell and Bash• IT Service Management• ITIL Foundation Certification
Robotic Process Automation (RPA)	<ul style="list-style-type: none">• The Business of RPA and Tool Vendors• Introduction to Coding• Data Extraction• Investigation Techniques	<ul style="list-style-type: none">• Stakeholder Management• Business Process Modelling• Teamwork and Change Management	<ul style="list-style-type: none">• Agile Delivery• RPA Developer Foundation Diploma

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
- Utilisation of API test automation tools and frameworks such as SoapUI, Postman and RestAssured for testing SOAP and REST services

Data Engineering

- Data Definition and Data Manipulation SQL
- Bash Scripting
- Excel
- Java Fundamentals
- Programming in Python
- Hadoop Architecture and Commands
- Designing and Implementing Data Integration Pipelines
- Storing and Analysing Structured Data with Hive QL
- Analysing Data on Spark using PySpark

Salesforce

- Advanced MS Excel
- Salesforce Platform Administration
- Salesforce 'Click not Code' Configuration
- Salesforce Process Automation
- Salesforce Security

DevOps

- DevOps Concepts and Tooling Across Environment Provisioning, CI/CD and Monitoring
- Code Security, Versioning and Secure Deployment
- Cloud Architecture, Management and Deployment
- Test Automation
- Containers - Docker Architecture, Enterprise Tooling, Automated Builds
- Consultants Work to Deliver Continuous Build Pipelines Automating Build, Test, Release and 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.

Business

Foundation training

Professional Skills

- Interview Techniques
- Presentation Skills
- Resilience
- Cyber Security and GDPR
- SDLC
- Introduction to Scrum
- Stakeholder Communication
- Written Communication Skills
- Personal Branding
- Working from Home
- Emotional Intelligence

Excel

- Essentials
- Control
- Referencing
- Aggregation Functions
- Logic Functions
- Lookup Functions
- Visuals
- Pivot Tables
- What-If Analysis
- VBA (Technical Streams only)

Pathways

Business Analysis

- BCS Foundation Business Analysis
- Stakeholder Management
- Investigation Techniques
- Business Process Modelling
- Business Case Development
- Requirements Engineering
- Modelling IT Requirements
- Agile Practice
- Change Management
- Benefits Management

Project Support / Project Management Office

- Project and Programme Management Fundamentals
- Risk Management
- Project Assurance
- Stakeholder Management
- Project Management Tools
- Agile/ Scrum Principles

Risk, Regulation and Compliance

- Data Visualisation
- Business Analysis
- Financial Markets, Participants and Processes
- Equities, FX, Derivatives and Funds
- Risk Management Processes
- Capital Requirements and RWAs
- Credit, Market and Operational Risk Control
- Basel Accords
- Regulatory and Supervisory Bodies
- 4MLD, AML, KYC, Due Diligence, MiFID II, EMIR

Information Security Management

- Security Principles
- Threat and Attacks
- Security by Design
- Introduction to Cryptography
- Introduction to Networking
- GRC (Governance, Risk & Compliance)
- Security Frameworks
- Policy Writing
- Regulatory (DPA / GDPR)
- Security Education

“

I am delighted with the relationship Virgin Money has developed with FDM. Not only have we connected from a cultural perspective and shared ideas, thoughts and initiatives that align to our values, we have secured brilliant talent.

”

COO, Virgin Money

“

We've successfully been working with FDM for a number of years and more recently have had the pleasure of being involved with their Ex-Forces Programme. This experienced, more senior resource compliments the FDM Graduate Programme perfectly and they've had a positive impact on the delivery of our ambitious technology programmes.

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...

The Consultant Experience

Our people are our greatest assets and are at the heart of our business. We are committed to supporting them throughout their career to enable them to reach their full potential. Our support and engagement initiatives include:



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.



Continuous Development
Both during their time in the academy and whilst out on client site, our people have access to e-learning platforms such as LinkedIn Learning 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 and Product Owners.



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 CEO Award of Excellence. We also work with our clients to nominate our people for external industry awards.





“

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

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 onshore capability with no minimum commitment

Consultants trained to the latest industry standards

Flexible terms for geographic deployment

Ability to recruit and train for specific requirements and skills when the need arises

International presence with localised support

Excellent retention and service continuity for up to two years

Championing Diversity and Inclusion

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.



85+

nationalities working together as a team



31%

of FDM's global workforce is female



c.38%

of the FDM management team is female



-2.1%

median gender pay gap (UK average of 17.3% in 2019)



90%*

attended a state school



44%*

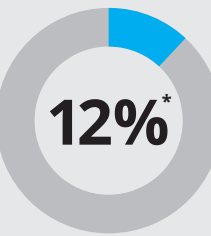
were the first in their family to attend university



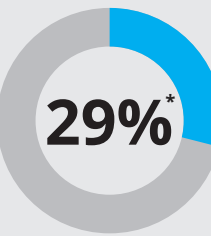
6%*

identify as LGBTQIA+

Ethnicity



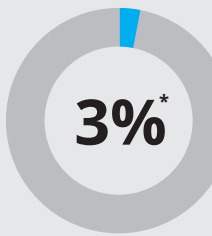
identify as Black



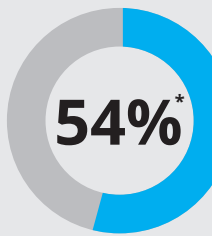
identify as Asian



identify as Arab



identify as Mixed Race



identify as White

*FDM UK consultant intake 2020 of those who chose to disclose this information

UK
IRELAND
USA
CANADA
GERMANY
SWITZERLAND
AUSTRIA
FRANCE
SPAIN
LUXEMBOURG
THE NETHERLANDS
POLAND
SOUTH AFRICA
HONG KONG
SINGAPORE
CHINA
AUSTRALIA
NEW ZEALAND