



FDM★

PARTNERING FOR
GRADUATE SUCCESS

About FDM



The UK's **leading IT graduate employer**



We launched **2,100+** careers globally in 2019



Centres in **Europe, North America** and **APAC**



FTSE 250 **award winning employer**



3,900+ FDM consultants worldwide



Impressive client list across multiple sectors

Our Values:

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

Partnering with you

We partner with 90 universities across the UK and Ireland, offering real-world insights into a career in the technology industry. Our team is active on campus year round, working closely with career professionals, academics and employability advisers.

We tailor our partnerships to suit each university's needs and use findings from our annual university recruitment reports to provide unique offerings to your student population. For our tier one universities FDM delivers an active and close partnership such as curriculum input, strategy groups and sponsorship packages, in addition to the usual campus activity. Other activities include skills-based workshops, networking events, Women in Tech initiatives, careers fairs and social advertising campaigns.

Our attraction strategy focuses on raising awareness to opportunities in a career in technology. Typically, this is achieved via insight days, hackathons, student brand ambassadors who have completed a summer internship or a sandwich placement and by sponsoring and participating in student and graduate initiatives such as the NUE Awards.



The JobCrowd's Top 100 Companies For Graduates To Work For 2018/19



The Guardian UK 300: the most popular graduate employers for 2018/19



TARGETjobs National Graduate Recruitment Awards – AGCAS award for careers service engagement 2018



National Undergraduate Employability Awards – Best Collaboration between a University and Employer 2018



Top 1000 Companies Worldwide for Millennial Women 2018

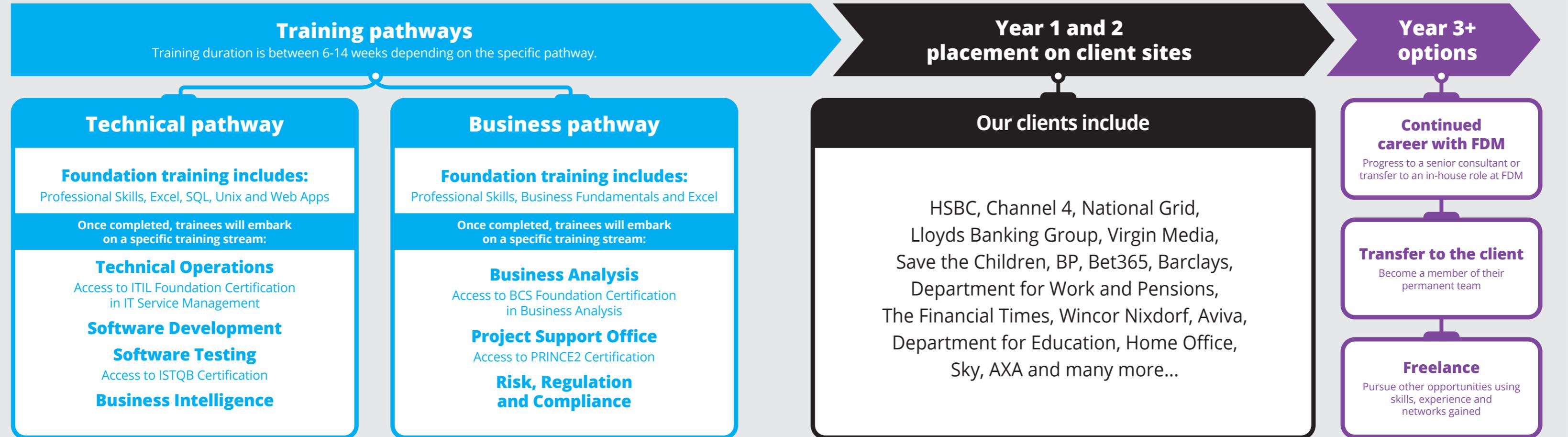


Management Today Agents of Change Power List 2018

The Career Journey at FDM

TRAINING

PLACEMENT



Driving Diversity and Inclusion in the Workplace



90+

nationalities working together as a team



31%

of FDM's global workforce are female



c.55%

of the FDM management team is female



-1.7%

median gender pay gap (previously 0% for 2 consecutive years)



53%*

are from a BAME** background



88%*

attended a state school

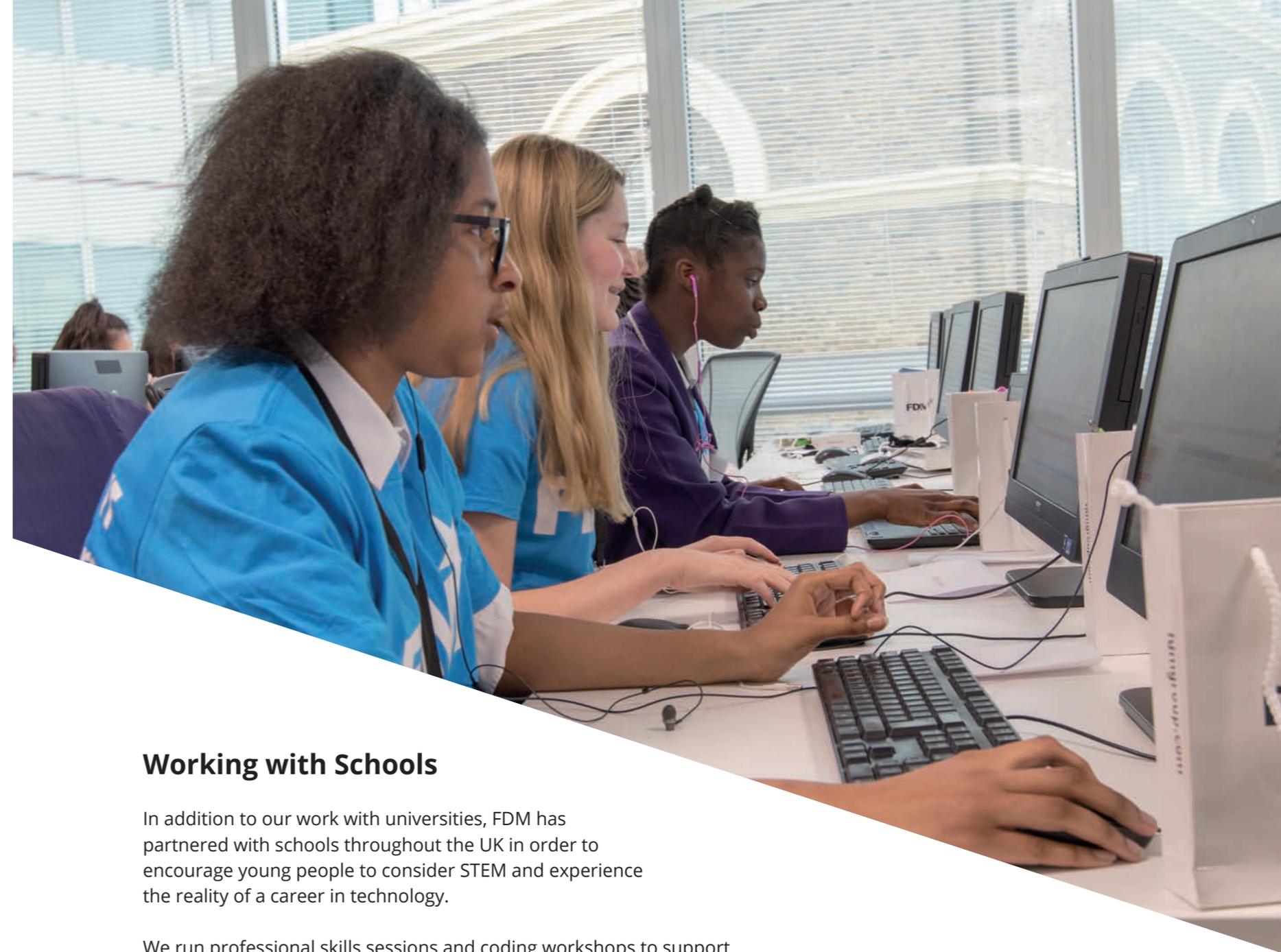


40%*

were the first in their family to attend university

*FDM UK graduate intake 2019 who completed an equal opportunities form

**Black, Asian or Minority Ethnic



Working with Schools

In addition to our work with universities, FDM has partnered with schools throughout the UK in order to encourage young people to consider STEM and experience the reality of a career in technology.

We run professional skills sessions and coding workshops to support student learning in the classroom as well as providing work experience.

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 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.



University Case Studies

Tom Ledgard (Head of Placements and Graduate Outcomes, University of Leicester)

The partnership between FDM and the University of Leicester has flourished. As a result we were recognised for the 'Best Collaboration between University and Employer' at the National Undergraduate Employability Awards (NUE) and received the Target Jobs AGCAS Award for Careers Service Engagement in 2018. The effective relationship has been built on both parties adopting a targeted approach that contributes to achieving our shared outcomes.

FDM is entwined with the University's employability strategy, working with us to support our Leicester Award Programme that has led to many students participating being offered positions at FDM. In the Department of Informatics, FDM worked with Computer Science students and provided a work related curriculum project, developing valuable skills such as teamwork, project management and research that has helped to prepare them for the workplace.



Newcastle University

FDM and Newcastle University's partnership covers a number of activities including FDM's membership to the Computer Science Employer Board, the delivery of employability workshops directly aimed at students and through various sponsorship activities.

FDM annually sponsors and supports the Computing Society (NUCATS) with technical talks from our expert trainers, as well as supporting regular gameathon and hackathon events. Additionally, FDM sponsors the annual Pride of Newcastle University Awards, which highlights students' outstanding contribution to their local community through extra-curricular activities.



Summer internships and placements

We offer a paid eight-week internship as well as a one-year sandwich placement to students. A variety of different opportunities exist across IT, Marketing, Sales, HR and Diversity and Inclusion, to mention a few. Students will have a chance to apply their theoretical knowledge in a technical and business environment and learn more about the company and culture of one of the UK's leading IT graduate employers.

Our students are based in our London, Leeds, Glasgow and Brighton centres and come from a broad range of degree backgrounds.



Whether in conversation or a meeting, I always felt that my opinions were valued and taken into consideration. There have been multiple times where my ideas have contributed to campaigns and marketing activities which of course made me feel valued!



Liam Vance

Recruitment, Events and Marketing Assistant, Leeds Beckett University



I chose to do a placement year because I wanted a trial run of the real working world and to get a better understanding of what I enjoy doing, as well as what I don't enjoy. FDM has helped me discover just this and has opened the door to a world of opportunities.



Abies Iriowen

Diversity and Inclusion Project Coordinator, University of Hertfordshire



I have received experience across different departments within FDM which will definitely benefit me going into my final year of University. In just my first few months, I produced a global recruitment report which is used by the directors every week. The placement allowed me to expand my knowledge and build professional networks that I wouldn't have been able to do at University.



Ben Cribb

Data Analyst, University of Kent



I have been lucky enough to have experienced all aspects of FDM and have met many incredible people along the way. An area of my role is to advise and support consultants on-site with a variety of different queries. One of the best skills I've learnt during my placement is communicating with people from different backgrounds and doing my best to help them in difficult situations.



Catriona Thomas

HR Administrator, Manchester Metropolitan University



FDM have added a new dimension to the way that we're working here at registry. They've been really valuable for us.



Joanne Sarson,
Performance and Resource Manager,
HM Land Registry

The FDM Advantage



Year-round graduate intake



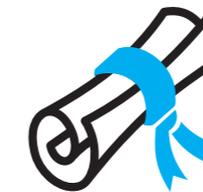
CAPP strengths-based interviews and gamification during assessment



Data-driven partnership strategy



Tailored partnership to suit specific students and universities



All universities and degree backgrounds are welcomed



Dedicated University Partnerships Team



Expertise on the challenges within the university sector



Open to graduates from all years and graduation cohorts



Minimum 2:2 degrees are standard and no minimum UCAS points required

Partnering for
Graduate Success