



DIVERSITY INNOVATION

HIGHLIGHTS

Allegis Global Solutions (AGS) recruited a diversity recruitment programme manager to be based onsite at our client, a global technology company, who challenged us to innovatively hire the best possible candidates from a wholly represented diverse population.

CLIENT OVERVIEW

Our client is one of the world's largest IT software and solutions company, with more than 12,000 employees.

SITUATION

We delivered RPO services to this client across EMEA, North America, Asia Pacific and Latin America.

CHALLENGE

Our client, had, in the past, had trouble engaging enough diverse candidates to meet their diversity recruitment goals. They recognised the value of attracting, engaging and retaining a diverse workforce, but were not as diverse across their organisation as they wanted to be. AGS specifically recruited a diversity recruitment programme manager, to be based onsite, to enable them to meet their diversity aspirations.

SOLUTION

Diversity recruitment programme manager

The holder of this position took overall responsibility for the diversity recruitment programme management.

They worked closely with our client's internal talent acquisition team to develop innovative and effective diversity sourcing strategies, as well as the selection of candidate generation tools and the education of the team in the use of the tools.

The successful candidate was recruited to implement and take responsibility for the following:

- Work in partnership with business partners and other internal clients to establish and implement diversity related objectives and practices
- Take a lead role in developing and managing relationships with employees network groups, community groups, foundations, non-profit organisations and social media networking venues
- Tracking and maintaining all records in relation to diversity hiring activity
- Analysing business / function diversity data to determine appropriate areas of focus and develop appropriate strategies and tools to improve diverse candidate pipelines
- Work with the campus recruitment team to develop and maintain relationships with campus leaders, careers services departments and diverse student groups to promote the client's brand
- Coordinate, plan and attend diversity events and presentations
- Leverage online recruiting resources and client applicant tracking system to identify a diverse pool of qualified talent

AGS identified and recruited a diversity recruitment programme manager with the skills and experience required to successfully deliver innovative diversity strategies to our client.

Delivering our diversity recruitment strategy

The AGS diversity recruitment programme manager delivered a number of successful initiatives to our technology client.

RESULTS

Diverse candidate shortlist programme

AGS introduced the diverse candidate shortlist programme and this had a significant impact on the hiring managers.

Our recruitment relationship managers (RRMs) now coach hiring managers during requisition consultations on the importance of diverse interview teams for every candidate for them to recognise the opportunities to progress for all employees.

This was received positively by the hiring community, although there were challenges in business units with limited existing diversity.

When this programme was first launched, the percentage of diverse interview teams was 50%. Within three years this increased to 75%.

Diversity education

Our campus diversity team provided the following diversity training to the talent acquisition team:

- Unconscious Bias Training
- Recruiting Veterans 101
- Disability Etiquette
- Sourcing for Diverse Candidates

Leveraging diversity partners to fill vacancies

We secured a number of hires through:

- Getting Hired virtual careers fair
- Grace Hopper Conference
- National Society of Hispanic MBAs
- Npower Technology Service Corps

**INCREASED
DIVERSE
INTERVIEW TEAMS
TO 75%**



Performance tracked partner engagement activity

Each RRM identified a local non-profit organisation, that focussed on diversity, to regularly interact with (tracked on our relationship management tool), and regularly partner with. The minimum interaction required was once a quarter, and the relationship management tool was implemented at no cost to our client.

Innovative referral programme

We introduced a referral programme connecting our client's employees with Talent Acquisition, encouraging diversity referrals.

Bold, compelling diversity branding and awareness

With diverse talent a scarce resource in our client's industry, it was critical we created a brand that acted as a magnet for diverse candidates. We partnered with TA Marketing and HR to create bold and compelling messages that captured the attention of our target audience.

Success included the positive feedback for our "Brilliant Women Powering Brilliant Technology" campaign at the Society of Women Engineers (SWE) Conference in Southern California. This was one of the many ways we increased brand awareness among an underrepresented audience.

400%
**INCREASE
IN DIVERSE CANDIDATE
SHORTLIST (SALES)**



ABOUT ALLEGIS GLOBAL SOLUTIONS



Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focussed solutions that make a difference for businesses worldwide.