

# UK Partner Talent Services FY23

UK talent resources to help you grow new and existing  
talent in your business

 Microsoft



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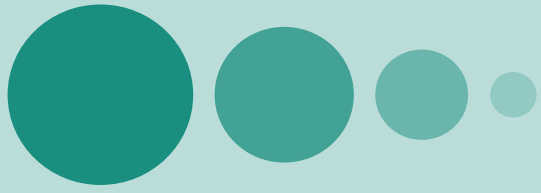
## Apprenticeships

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Recruitment...



# Build out your Microsoft Capability

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## Overview...

Cloud Decisions offers specialist talent acquisition to help 'build your Microsoft capability' through services created exclusively for Microsoft Partners. Delivered by the UK's first Microsoft certified Talent Specialists, we help partners source the best Microsoft cloud talent.



## Details...

A Microsoft Partner, dedicated to talent services, we work closely with partners to build out delivery capabilities and support Microsoft investments. Working in all 6 solution areas (Azure, Data + AI, Biz Apps, Modern Work, Security and Digital App + Innovation), we support a diverse list of partners including; Partner of the Year Winners/Finalists, Azure Expert MSP's, Inner Circle, SI Partners and even Global Alliance Partners. Within consulting and services, we help build capability, create new practices and support you to achieve Solutions Partner Designations and Advanced Specialisms through experienced, emerging and diverse talent. (\*See our case study link below). Working with Microsoft's GPS from specific partner intro's, we also help enterprise partners to achieve strategic business objectives, always with diverse talent strategies at the forefront.

### Solution Areas

Azure Infra	Data + AI	Microsoft 365	Security	Business Applications	Digital App + Innovation
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### Careers

Consulting	Architecture	DevOps	Engineers	Project Delivery	App Development	Support
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## Good to know...

Talent acquisition services to help Microsoft partners + SI's find the best cloud talent across all 6 solutions areas. Talent advisory and support to meet your diversity commitments to the Partner Pledge. Partner services to build teams, scale your Microsoft investment, create new solution area practices or project resources to ensure consulting demand is met.

## Notices...

[Read about our Microsoft GPS led introductions, and partner case studies](#)

Website: <https://www.clouddecisions.co.uk/>

Email: [jamie@clouddecisions.co.uk](mailto:jamie@clouddecisions.co.uk)

Tel: call Jamie Elliss: 07818 447585



## Overview...

Are you looking for a Business Apps/Dynamics 365 Expert?  
The 365 Talent Portal hiring service offers:

- Fast and seamless recruitment of highly skilled candidates
- Extensive Dynamics 365 network and niche experience
- Job advert advice to attract hard to find candidates
- Thorough screening process for excellent role matches



## Details...

Founded by ex-Microsoft employees with deep knowledge of the Microsoft Business Applications and Dynamics 365 market. [365 Talent Portal](#) have an extensive network of over 10,000 candidates and offer highly credible and ethical recruitment to Microsoft partners.

End to end management of the hiring process in 3 simple steps:

- [Send your requirements: we'll advise you on your job spec](#)
- [Review the screened candidates & give feedback](#)
- [Hire the best!](#)

Free consulting and guidance, only pay for recruitment with a successful hire

Permanent hire: Fees 12.5% of annual salary

Contractors: billed with 12.5% markup

## Good to know...

Who is this ideal for?

Any Dynamics 365 or Azure expert, either as a hiring manager or as an applicant.  
Microsoft BizApps partners and end-users who are looking for Dynamics 365 candidates.

What do clients say?

"We really enjoyed working with the team at 365 Talent Portal. They helped us a lot, to better understand the requirements and best practices for hiring talent."

*Dirk Arendt, Vice President Dynamics CRM, ORBIS America*

## Notices...

- Looking for more than one role - check out the [Ultimate Bundle](#) for cost-effective hiring
- For partner internal recruiters – check our [Self-Service Platform](#) for cost-effective hiring

Website: <https://365talentportal.com/>

Key contact: [Elena Baeva](#)

Email: [elena.baeva@365talentportal.com](mailto:elena.baeva@365talentportal.com)

Tel: 02071 931 455



# Hiring Service - Ultimate Bundle

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## Overview...

Are you looking to hire multiple Microsoft Biz Apps/Dynamics365 experts? 365 Talent Portal help you grow in a cost-effective way:

Pay on success for your first hire (£8,000) then benefit from our:

- 12 months ULTIMATE BUNDLE AND HIRE FOR FREE OR HALF-PRICE:
- FREE BONUS: 1 year hiring platform access (worth £2,940 at no extra cost)
- For recruiters help - 50% discounted recruitment fee (6.25% instead of 12.5%)



## Details...

Founded by ex-Microsoft employees with deep knowledge of the Microsoft Business Applications and Dynamics 365 market. [365 Talent Portal](#) have an extensive network of over 10,000 candidates and offer highly credible and ethical recruitment to Microsoft partners.

Best of both worlds – outsourced recruitment and/or self-service:

- [Hire a candidate through 365 Talent Portal](#)
- [Access the self-service hiring platform – for free](#)
- [Reduce further hiring costs by 50% through using the recruiters' expertise](#)

Flexible recruitment on your terms

1st hire: £8,000 fixed fee

Subsequent hires FREE through our platform

Subsequent hires ½ price through our recruiters

## Good to know...

Who is this ideal for?

Microsoft BizApps partners who are looking for Dynamics 365 candidates

Companies who are growing fast and have more than one open role

Companies who like to be in control of their recruitment and to have options (self-service or recruiters)

## Notices...

- If you have internal recruiters – check out the [Self-Service Platform for cost-effective hiring](#)

Website: <https://365talentportal.com/>

Key contact: [Elena Baeva](#)

Email: [elena.baeva@365talentportal.com](mailto:elena.baeva@365talentportal.com)

Tel: 02071 931 455



## Overview...

Are you looking for a source of Microsoft Dynamics 365 talent for your internal recruiters? 365 Talent Portal self-service platform offers:

- Post unlimited job adverts
- Search for talent from the 10,000+ Dynamics 365 candidates (UK based or international) using this low-cost membership plan
- Hire the best candidates directly at no extra cost per hire



## Details...

[365 Talent Portal](#) have an extensive network of over 10,000 recruitment candidates, all accessible using their low cost membership plan.

A self-service plan offering employers' access to this extensive network. Join as a member and you can:

- [Post available jobs in the portal](#)
- [Search for candidates](#)
- [Hire the best, directly on a self serve basis](#)

Flexible recruitment on your terms

One month £350

3 months £945

12 months £2,940

## Good to know...

Who is this ideal for?

Microsoft BizApps partners and end-users who are looking for Dynamics 365 candidates

Companies who like to be in control of their recruitment and have internal resources to publish roles, search through profiles and contact the candidates

## Notices...

- Looking for more than one role - check our [Ultimate Bundle for cost-effective hiring](#)

Website: <https://365talentportal.com/>

Key contact: [Elena Baeva](#)

Email: [elena.baeva@365talentportal.com](mailto:elena.baeva@365talentportal.com)

Tel: 02071 931 455



# Sales Executive Recruitment

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## Overview..

**Pareto Law** has been at the forefront of senior sales and commercial hiring and executive sales recruitment for more than a decade.

Working with CEOs, MDs and Sales and Marketing Directors in some of the most sales-oriented, demanding businesses across the world.



## Details..

As functional specialists in sales the Pareto Law search team can boast an outstanding 3:1 interview to offer ratio.

The team comprises of high calibre, experienced business professionals with an extensive knowledge and understanding of the technology sector. They can identify and assess top talent which is well matched to each client need. Find out more about the [Executive Recruitment Process](#).

### Executive Recruitment Process

Detailed brief	Mapping the market	Candidate Search	Market Intelligence	Suitability and Assessment	Selection and negotiation	Ensure successful start
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## Good to know..

What do clients say?

"Pareto understood our business requirements and took on board our company culture in order to really hone their search to provide us with candidates who were relevant and engaged with our opportunities. They handled the heavy lifting of the recruitment drive efficiently and were a pleasure to work with."

*Head of People Operations*

*Fast Growth / Scale-up Global Software Organisation*

## Notices..

- Specialists in sales and commercial recruitment
- Extensive global network of the top sales and commercial professionals in technology
- Thorough search and robust assessment process leading to 3:1 interview to offer ratio

Website: <https://www.pareto.co.uk/>

Email: [info@pareto.co.uk](mailto:info@pareto.co.uk)

Tel: 0333 920 3093





# Hire Experienced Microsoft Talent

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## Overview...

As the market is re-bounding Cognitive Group are seeing a 15 year high in demand, so it's no surprise there is a challenge in hiring top tier talent. Perhaps you already have a good team in place, but want to enhance your offering and increase your capacity to deliver? Or, maybe you are looking to build out a new capability within the Microsoft stack? With Cognitive Group you access 14 years experience recruiting solely for Microsoft technology as a trusted advisor.



## Details...

### Service offering

Cognitive Group have helped multiple small to medium sized enterprises to grow into large Microsoft Partner businesses by putting together and executing world class recruitment strategies and campaigns.

Using advanced data and analytics, combined with market knowledge, they can address your skills gaps or diversity challenges, ensuring you stay competitive by opening up new talent avenues and enlightening your approach to hiring.

### Recruitment across the full Microsoft stack

Dynamics 365 F&O and CE	Azure Data Platform	Power Platform	Microsoft 365 and Business Applications	Azure
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### Experienced Microsoft Hires

Functional Lead	Solution Architect	Practice Manager	Programme Dir.	Functional Architects	Change Manager
DevOps Engineer	Trainer	Tester	Pre-Sales	Developer	Business Analyst

## Good to know...

**Who is this ideal for?** Partners looking to scale or those in need of experienced talent to support them in the successful delivery of Microsoft projects. [Click below](#) to hear how these organisations scaled by hiring experienced talent or [here](#) for more client stories



## Notices...

**Outcome:** Utilise our expertise: we will frame your positioning so you don't lose out to competitors and with a network built up over 14 years, we can quickly introduce you to those hard-to-find experienced professionals and subject matter experts.

Website: <https://www.cognitive-group.com/>

Key contact: Megan Hunter, Engagement Lead

Email: [megan.hunter@cognitive-group.com](mailto:megan.hunter@cognitive-group.com)

Tel: 020 358 7772

**COGNITIVE**  
GROUP  
RECRUITING FOR YOUR FUTURE

## Overview...

Are you having to delay or turn away business due to lack of available specialist talent? Do you have projects ramping up and need to assemble a team quickly, or are you unable to find employees fast enough?

Then perhaps you need a flexible workforce solution so that you can scale up and down easily. Given how intimately Cognitive Group know the market they can get shortlists over within 30 minutes and hired within a day.



## Details...

### Service offering

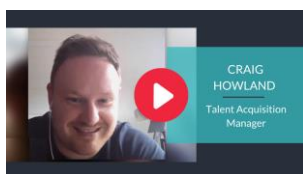
Cognitive Group have experience and reach, so you don't need to rely on searching for the right skills. They will quickly introduce you to candidates that have the exact niche skills that your project or practice might require. Their network of experts becomes your company bench.

Offering benefits			
Access to the largest Microsoft network	Assemble your team rapidly	Scale up and down with ease	
Experienced Microsoft Hires			
3,000 Microsoft projects resourced	67,000 registered Microsoft professionals	500 clients supported	14 years Microsoft experience

## Good to know...

**Who is this ideal for?** Partners looking to scale rapidly, or in need of flexible resource solutions to be able to adjust to market fluctuations.

**Click below** to hear Craig's experience and see how he's been supported with a £30m Dynamics project.



## Notices...

**Outcome:** Having worked with many of the top tier Microsoft professionals throughout their careers and supporting them into more senior positions as their skills evolve, Cognitive Group can quickly introduce you to key hires that will anchor your project and/or form a base for future scaling of your organisation.

Website: <https://www.cognitive-group.com/>

Key contact: Megan Hunter, Engagement Lead

Email: [megan.hunter@cognitive-group.com](mailto:megan.hunter@cognitive-group.com)

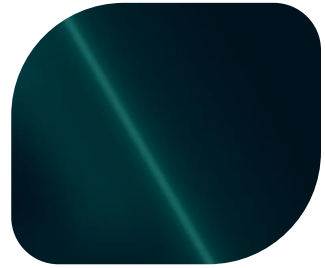
Tel: 020 358 7772



## Overview...

Adapt 365 enable project leaders to recruit and retain the best Microsoft talent, helping the business to complete projects on time where there are gaps in resource or capacity.

**Adapt 365 source flexible short term, fixed cost, technical talent**



## Details...

Project leaders are often looking to complete projects on time, and under budget.

Adapt 365 empower project leaders by recruiting expert Microsoft talent.

Our connections have been built through years of networking across the Microsoft community.

Talent that we love to work with include:

Functional Consultants - Project Managers / Programme Directors - Developers / Programmers / Software Engineers - Technical Managers / Technical Directors - Solution Architects / Solution Analysts - Operations Managers / Operations Directors - C-level and leadership positions - Contract and permanent jobs.

We cover the UK, Mainland Europe and the US

Offering:

- Talent sourced to suit your needs, using a network of 1000s of leaders
- Ongoing support for your business and talent requirements
- Covering all module specialties: Finance, Trade and Logistics, Retail, Talent, Customer Engagement, AI

## Good to know...

Who is this ideal for?

Any D365 or Azure expert, either as a hiring manager or as an applicant.

## Notices...

"I have had the utmost pleasure of being represented by Adapt 365. If you care about your personal brand image, understand the importance of your placement matching your goals, personality, and work ethics, want straight answers and a quick turnaround, then Adapt 365 is your recruiter." Solutions Architect, 848 Group

Website: <https://adapt-365.com/>

Email: [jamie@adapt-365.com](mailto:jamie@adapt-365.com)

Tel: +44 161 513 2819

## Overview...

Adapt 365 are a global staffing supplier focused on Microsoft: D365 | M365 | Azure. Adapt 365 are talent specialists who understand the Microsoft ecosystem; our team of dedicated head-hunters offer world-class experience and market knowledge.



## Details...

Whether you're looking for Contract or Perm roles, we have access to:

Enterprise projects	Partners and End Users	Fast-growth companies
Huge international businesses	Across the Microsoft tech stack	UK, US and European roles

Candidates that we place:

- ✓ Functional Consultants
- ✓ Project Managers / Programme Directors
- ✓ Developers / Programmers / Software Engineers
- ✓ Technical Managers / Technical Directors
- ✓ Solution Architects / Solution Analysts
- ✓ Operations Managers / Operations Directors
- ✓ C-level and leadership positions - Contract and permanent jobs.

Get in touch with Adapt 365 if you're looking for a new role.

## Good to know...

Who is this ideal for?

Microsoft experts who are looking to get involved with new Microsoft projects.

## Notices...

"I have had the utmost pleasure of being represented by Adapt 365. If you care about your personal brand image, understand the importance of your placement matching your goals, personality, and work ethics, want straight answers and a quick turnaround, then Adapt 365 is your recruiter." Solutions Architect, 848 Group

Website: <https://adapt-365.com/>

Email: [jamie@adapt-365.com](mailto:jamie@adapt-365.com)

Tel: +44 161 513 2819

## Overview...

Adapt 365 are a global staffing supplier focused on Microsoft: D365 | M365 | Azure. With offices based in Manchester (HQ) and the USA we recognised a need for change in the way we act as a Dynamics talent partner. Using a blend of forward-thinking technology, solutions and relationship building we are the talent supplier of choice for Microsoft software projects.



## Details...

**BENCH\_365** - Our Microsoft Partner product, Bench\_365, enables consulting brands to maximise opportunities, now and in the future; never needing to wait for bench talent to become free.

**PROJECT\_365** - Statement of Works enables clients to parcel elements of work to outsource. Such Outcome based project delivery = the modern alternative to: Expensive consultancy options | Release internal teams to do other core tasks | Speed up roll outs

**ADAPT-IN / MULTI-HIRE DELIVERY** - Adapt-In is our multi-hire solution for organisations needing to scale up permanent Microsoft Dynamics teams, either over time or with intense urgency. By building bespoke talent-pooling campaigns, we turn reactive hiring into a pro-active solution

**ADAPT [TAAS] (TALENT AS A SERVICE)** - Talent as a Service is the 'Outsourced In-house' solution for companies engaged in significant (20+) implementation programmes.

Get in touch with Adapt 365 if you're looking for talent.

## Good to know...

Who is this ideal for?

Microsoft partners and users who are looking to build talent teams for their projects.

## Notices...

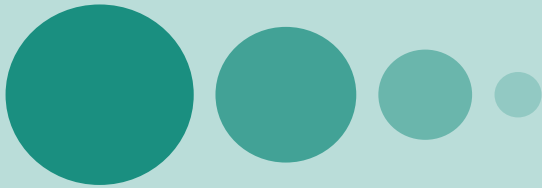
"Adapt 365 listens carefully, works proactively and supports people through the whole process, always checking in and being available for any questions. Transparent, full of passion and dedication. I would recommend Adapt 365 to any professional in the Microsoft world." Global Programme Director

Website: <https://adapt-365.com/>

Email: [jamie@adapt-365.com](mailto:jamie@adapt-365.com)

Tel: +44 161 513 2819

Talent resource  
programmes...



# 'Recruit > Train > Deploy' Talent Hiring Solution

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## Overview...

The QA Talent model of Recruit, Train, Deploy is a unique hiring solution for businesses.

QA's model means that by handling the recruitment, training and administration associated with talent hiring, they effectively reduce the risks and costs of hiring and enable a business to rapidly scale its technical project delivery capability.



## Details...

How can this solution support you?

QA specialists, ready to deploy, are trained in the latest digital skills, including devops, cloud, RPA, and software automation.

Solution elements:

- Recruit: All candidates go through predictive A.I. screening, telephone discussions, face-to-face interviews and technical assessments with QA to ensure they are of the highest calibre before we recruit them.
- Train: All recruits undergo an intensive 12-week academy programme consisting of multiple technical modules. After learning a set of fundamental skills, each recruit then specialises in a particular skillset
- Deploy: Following graduation and deployment, we ensure our talent continues to develop and learn

## Good to know...

Why use this solution?

QA expertise and solution value

Overcome skills gaps

Remove hiring headaches

Access a geographically flexible solution

Reduce hiring admin costs

Retain knowledge/IP with flexible resourcing

Using this model, you will avoid IR35 risks associated with contractors

## Notices...

- QA is the only BCS-accredited technical training academy

Website: <https://www.qa.com/organisations/qa-talent/>  
Tel: +44 (0)345 074 7995 or  
Use the contact form at the bottom of this [page](#)



## Overview...

Cloudgrads is a 12-month managed service offer from Elastacloud.

How can Cloudgrads support your business?

By mitigating project risk and offering a full-time graduate, Data Engineer resource (to transfer to employment after 12 months).



With a solution cost: from £295 per day

[Cloudgrads](#) as a solution includes:

- a comprehensive learning and development programme
- coaching and mentoring aligned to Microsoft Associate certification as an outcome
- architecture and solution expert consultancy by Elastacloud technical leaders
- Mitigation of project failure risk; re-work costs and data governance issues
- Enabling a business to invest in their future growth without forgoing the evolving skills gaps in their workforce, allowing both their company and employees to grow.
- Elastacloud consultancy, with 10+ years experience in real-world business value delivery, implants into the workforce to deliver to goals and drive the ripple effect.

## Details...

### Why Cloudgrads by Elastacloud

Reduces the cost of selection and recruitment by at least 25%	Innovative customer centric companies deliver 20%+ higher EBIT	Expert Azure consultancy wrapper with access to data IP products	Forges a vested partnership between two companies	50% lower cost than contractors and IR35 compliant
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## Good to know...

- Grads are employed with the partner/client in mind, depending on need but fast start
- Students should have prior experience of using Microsoft 365:

## Notices...

- Mitigates risk of project failure between 60%- 100%
- Reduces the cost of selection and recruitment by at least 25%

Website: <https://www.cloudgrads.tech/>  
Email: [cloudgrads@elastacloud.com](mailto:cloudgrads@elastacloud.com)  
Tel: 020 358 7772



# Sales Executive Recruitment

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## Overview..

**Pareto** has been at the forefront of senior sales and commercial hiring and executive sales recruitment for more than a decade.

Working with CEOs, MDs and Sales and Marketing Directors in some of the most sales-oriented, demanding businesses across the world.



## Details..

As functional specialists in sales the Pareto search team can boast an outstanding 3:1 interview to offer ratio. The team comprises of high calibre, experienced business professionals with an extensive knowledge and understanding of the technology sector. They can identify and assess top talent which is well matched to each client need. Find out more about the [Executive Recruitment Process here](#).

### Executive Recruitment Process

Detailed brief	Mapping the market	Candidate Search	Market Intelligence	Suitability and Assessment	Selection and negotiation	Ensure successful start
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## Good to know..

What do clients say?

"Pareto understood our business requirements and took on board our company culture in order to really hone their search to provide us with candidates who were relevant and engaged with our opportunities. They handled the heavy lifting of the recruitment drive efficiently and were a pleasure to work with."

*Head of People Operations*

*Fast Growth / Scale-up Global Software Organisation*

## Notices..

- Specialists in sales and commercial recruitment
- Extensive global network of the top sales and commercial professionals in technology
- Thorough search and robust assessment process leading to 3:1 interview to offer ratio

Website: <https://www.pareto.co.uk/>

Email: [info@pareto.co.uk](mailto:info@pareto.co.uk)

Tel: 0333 920 3093



**Pareto**  
A Randstad company

# Graduate Talent, Sales Solution

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## Overview...

Since 1995, Pareto have delivered the top 20% of sales talent into leading industries around the globe.

Each year they place over 2,000 exceptional graduates into a range of sales-oriented roles from new business to account management.



## Details...

- Do you want to increase new business and channel pipeline?
- Do you want to free up more of your senior salespeople's time to focus on closing?
- Is there low hanging fruit that is currently being missed?
- Are you tired of recruiting salespeople that over promise and under deliver?
- Do you want to grow people organically in a cost-effective way in the shape of your top performers?

[Pareto graduates can help with that...](#)

### Sales Graduate Process

Consultation	Marketing	Assessment days	Blended training approach	Success management
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## Good to know...

Whether you opt for the government funded approach or the modular program – each of our graduates are provided with up-to-date, world-class sales training both face-to-face and digitally. Our unique approach offers each graduate 128 combined hours of industry-renowned training to accelerate their success. If you are interested in hiring sales graduates check out the [Pareto Sales Graduate Process](#).

## Notices...

- 35,000 candidates placed into roles
- Market leader in graduate sales recruitment
- Monthly: 30,000 applications, 1,500 screened at assessment days, and 200 placed.
- 93% success rate Year 1, 86% success rate Year 2

Website: <https://www.pareto.co.uk/>

Email: [info@pareto.co.uk](mailto:info@pareto.co.uk)

Tel: 0333 920 3093



# Business Analyst and Project Management Contract Resources

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## Overview..

Providing the future of talent for the Change, Transformation and digital projects in your business. Are you in need of a qualified and talent project resource? Do you need business analysts, project managers, PMO analysts, change managers, product owners or other capability for your teams? Fear no. Pareto Project Solutions offers just that.



## Details..

Our Change, Transformation & Technology project resource allow our clients to cherry-pick their change management professionals from our talented cohort. With over 35,000 applications per month, we do more than put bums on seats. Our accelerated learning training plan allows pre-assessed candidates to undertake intensive technical training, equipping them with multiple industry certifications before deployment. And we don't stop there. Each Pareto candidate is supported by a structured soft skills training program, and ongoing coaching sessions - providing a continuous development pathway

Find out more about [Pareto Project Solutions process here.](#)

Qualifications provided						
APMG Change Management	BCS Business Analysis	PRINCE2 Foundation	Scrum.org Professional Scrum Master	Business Process Mapping	Requirements engineering	Soft Skills Coaching

## Good to know..

What do their clients say?

"Pareto has been an effective business partner, helping us to reach high calibre talent with the right mental attitude."

*Marc Philippo, Sales Director, Dovetail*

## Notices..

- Assessing, placing and training early career talent since 1995
- Part of Randstad, €23bn T/O Global HR Solutions Provider
  - Consistent talent pool to choose from

Website: <https://www.pareto.co.uk/>

Email: [info@pareto.co.uk](mailto:info@pareto.co.uk)

Tel: 0333 920 3093



# Talent Augmentation with 'Cloud Bench'

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## Overview...

Flexible, short term, fixed cost, technical talent available

Cloud-Bench is a new short term, fixed cost resource service from Cloud Decisions, enabling UK Partners to meet increased demands in consulting services plus delivery in the current economic climate.

Find out more [here](#)



## Details...

How can it support you?

Customer demand for digital transformation and cloud adoption, and therefore the skills to deliver this, is still growing. It is creating a unique demand for Microsoft talent in consultancy, delivery and services.

Cloud-Bench offers Microsoft resource and skills augmentation as a solution:

- Built around a Partners specific engagement models and skill requirements
- Creating a bespoke pre-vetted and NDA assigned pool of Microsoft resources
- Positioned to ensure the shortfall between consulting and sales is easily and swiftly met when required
- Fixed daily costs, offering pre-agreed consulting & delivery rate cards
- All our talent specialists are Microsoft Certified to understand their subjects in depth

### Talent Acquisition

Azure Infrastructure	Azure DevOps	Modern Workplace	Security + Identity	Azure Data Services	Dynamics365	Power Platform
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## Good to know...

Who is this ideal for?

Partners looking to meet increased demands during busy consulting periods, and seeking a risk-free alternative in this economic climate

See what some of the Cloud Decisions clients say, [read some of the latest case studies](#)

## Notices...

- Cloud-Bench is a Microsoft specific talent service, created exclusively for Microsoft Partners

Website: <https://www.clouddecisions.co.uk/>

Email: [jamie@clouddecisions.co.uk](mailto:jamie@clouddecisions.co.uk)

Tel: call Jamie Elliss: 07818 447585



# Hire Right

## Inclusive Hiring training from UpSkill Digital

### Overview...

Struggling to attract the best talent for your business? Inclusive hiring can help. The recruitment market is more competitive than ever, and diverse and inclusive workplaces are a key priority for top talent, so if your hiring processes - from advertising, to interviewing through to onboarding - aren't as inclusive as they could be, chances are, you're missing out on some amazing talent.

**Hire Right**, UpSkill Digital's inclusive hiring in tech training programme, can help your Talent Acquisition teams and hiring managers attract, onboard and engage diverse - and previously not included - talent pools.



### Details...

**Hire Right** provides hands-on, outcome-driven training, across three modules, which can be delivered together or separately. Designed and delivered by experts who have trained the likes of Microsoft, NTT, TikTok and Samsung, each module includes various simulation activities that allow attendees to practice their skills and knowledge in a safe, secure and shame free environment.

#### Outcomes:

- Understand the barriers faced by marginalised groups when it comes to landing tech roles
- Explore techniques for tapping into more diverse candidate pools
- Create inclusive recruitment and bias-free interview processes
- Discover top tips for nurturing and retaining diverse talent once in the organisation

Part 1 Attracting Diverse Talent	Part 2 Inclusive Hiring	Part 3 Inclusive Onboarding	90-120 minute workshop Upto: 16 ppl Partner cost per workshop: £1,875*
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\* block booking discounts available

### Good to know...

Who is this training for?

Talent Acquisition professionals, Hiring Managers and People Managers involved in the end-to-end recruitment process.

What do our clients say?

"UpSkill were a great partner to support us on our Diversity & Inclusion journey. They were easy to work with and were able to build confidence in our hiring managers and talent acquisition professionals to challenge their biases. They tailored their content to suit our culture and their coaches were very personable and insightful."

*Head of Talent Acquisition, BT Plc*

Website: [www.upskilldigital.com](http://www.upskilldigital.com)  
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 Tel: 0207 846 6190

### Notices...



## Overview...

FDM is a strategic talent partner, with extensive industry experience and access to a diverse pool of resources, helping you build a sustainable talent pipeline.

FDM's skilled trainers lead industry-specific courses to prepare graduates for a successful career in tech and help you fill your skills gap.



## Details...

FDM provides you with a reliable talent pipeline, available on-demand and across a variety of skill sets and levels of experience:

- Graduate talent is carefully selected through an extensive recruitment process
- Partnership with 200+ universities globally to create a consistent pipeline of high-calibre candidates
- All consultants go through the FDM Academy, which consists of foundation training covering professional skills, Excel and SQL and specialised training in areas like Software Development, Cloud, Software Testing and more
- FDM Consultants are committed to two-year placements on client site, during which they are fully supported by FDM and continue to upskill. At the end of their contract, consultants can transfer permanently in the client's team

### Why work with FDM?

30+ Years of experience	Diverse talent pipeline	Local and flexible talent	Business ready talent	Niche skill set and tailored training	Complete and speedy recruitment	Reduced risk
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## Good to know...

FDM offers three different engagement options:

**Traditional:** clients can select consultants from the FDM Academy, available for immediate onboarding **Tailored:**

FDM can create customised training curriculum to address specific client needs

**Agile Pods:** multi-disciplinary teams, solving real-scenario problems following Scrum methodologies

## Notices...

FDM is the first company to achieve Tech Industry Gold accreditation in partnership with TechSkills.

Website: <https://www.fdmgroup.com/>

Email: [Jenna.Gray@fdmgroup.com](mailto:Jenna.Gray@fdmgroup.com)

Tel: 07713 321346



## Overview...

FDM is a strategic talent partner, with extensive industry experience and access to a diverse pool of resources, helping you build a sustainable talent pipeline.

The Returners Programme provides you with experienced professionals who are returning to work after a break in their careers.



## Details...

The FDM Returners Programme recruits individuals who have industry or technology experience of at least five years and who have taken a career break.

- Consultants receive seven weeks of comprehensive training to refresh their existing skills and build new in-demand skills
- The FDM training model consists of foundation training, covering professional skills, Excel and SQL and specialised training in areas like Project Management, Business Analysis and Agile.
- Continuous support and development opportunities are available to the returners, even when deployed on client site
- Our candidates are committed to two-year placements on client site, after which can transfer permanently with the clients' teams

### Why work with FDM?

30+ Years of experience	Diverse talent pipeline	Local and flexible talent	Business ready talent	Niche skill set and tailored training	Complete and speedy recruitment	Reduced risk
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## Notices...

- 250+ careers started on the programme since its inception
- The FDM Returners Programme was found in 2016

"FDM's Returners Programme has been really beneficial to News UK. It is an excellent way of bringing people and businesses looking for talented and experienced individuals together."

*Paul Wilson, Programme and Portfolio Director, News UK*

## Good to know...

FDM Returners typically have 10-15 years of experience and professional background in accounting, law or finance, allowing them to seamlessly join your teams and take on senior roles with minimal risk.

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 Tel: 07713 321346



### Overview..

FDM is a strategic talent partner, with extensive industry experience and access to a diverse pool of resources, helping you build a sustainable talent pipeline.

The FDM Ex-forces Programme helps those who have served to transition into a civilian career. You can benefit from these individuals' leadership and teamwork skills and life experience.



### Details..

FDM recognised that its training model can benefit and support ex-military personnel from all service branches and founded the Ex-Forces Programme in 2014.

- Ex-forces consultants have the experience and transferable skills that can help clients with their business problems.
- The programme has two pathways: **Military Mountie**, following the same path as graduate consultants and **Advanced Programme**, complementing leadership, management and project delivery experience.

#### Why work with FDM?

30+ Years of experience	Diverse talent pipeline	Local and flexible talent	Business ready talent	Niche skill set and tailored training	Complete and speedy recruitment	Reduced risk
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### Notices..

- 600+ consultants placed on the programme since its start
- 170+ have transitioned to permanent roles with our clients in the UK
- FDM is a MoD Employer Recognition Scheme Gold Award winner

### Good to know..

FDM Ex-forces consultants are in high demand among our clients as they have remarkable problem-solving skills and the ability to work under pressure and they are often chosen for roles as Scrum Masters and Product Owners within project delivery environments.

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## Overview...

Revolent cross-train experienced IT professionals or industry experts for careers as Microsoft consultants. We fully align to our customers' needs, collaborating with you to recruit, train, certify and deploy talent across a 2 year programme.

Our training is led by MCTs and incorporates modules unique to your business for seamless integration. Our Revolts join our customers as a billable resource from day 1 of deployment, and continue their professional development throughout the programme.

## Details...

### Hire

We source and hire talent according to your requirements. Thanks to our proven sourcing strategies over 950 applications to our programme every week.

### Train

10 weeks classroom based training led by Microsoft-accredited trainers. Modules customised to simulate your business environment, including Tech Labs, with opportunities for cultural integration.

### Place

Your cohort begins work onsite having achieved 2 certifications minimum. We manage all payroll and onboarding administration.

### Develop

Cohort continues professional development and further training with us whilst onsite with you. Individuals' training plans based on their skills and your requirements.

### Convert

Your cohort 'graduates' our programme at 24 months and can transfer to you as a permanent employee for no additional cost.

## Notices...

**Winner:** Diversity Employer of the Year 2021, Computing Women in Tech Excellence

**Winner:** Training Scheme of the Year 2020, Computing Rising Star Awards  
Best Places To Work 2020/2021, The Job Crowd

## Good to know...

- We hire and train throughout Europe and have offices in the US, Canada and Australia. Our services can be delivered fully remote.
- Our services are ideal for partners looking to scale rapidly, who may be restricted by the wider talent shortage.
- We cover the full Microsoft product set across our learning tracks.
- We design inclusive attraction and retention strategies, bringing diverse net new talent into the Microsoft community
- We partner with Microsoft on skilling initiatives such as the digital transformation ready programme.

Website: [www.revolentgroup.com](http://www.revolentgroup.com)

Email: [s.cook@revolentgroup.com](mailto:s.cook@revolentgroup.com)

Tel: 0191 338 7549 Sam Cook, Head of Customer Success

# Revolent

Digital  
Apprenticeships...





## The Microsoft Apprenticeship Network

Through the Microsoft Apprenticeship Network, we work with our diverse ecosystem of partners, customers and training providers to create high quality and effective apprenticeships that enable employers to take advantage of governed programmes, available funding and extensive expertise in delivering programmes that will enable employers to remain competitive and for apprentices to power their potential.

Since launching in 2010, the Microsoft Apprenticeship Network has empowered almost 30,000 apprentices to build a career in technology.

## [Microsoft Apprenticeship Network](#)

## [Microsoft Apprenticeship Connector](#)



Apprenticeships provide promising, motivated people with an opportunity to kickstart a fulfilling career.

Apprenticeships combine a real job with qualification-led training and the opportunity to put skills into practice.

Digital careers exist in every industry and every sector of the economy – from finance, fashion, and healthcare, to manufacturing, charities, sports clubs and government – not just in the technology industry.

According to Microsoft's research, apprentices see their programme as a way to learn new skills and drive social mobility – 42% come from lower social class backgrounds – as well as an opportunity for personal development.

[Read more about how apprentices can help build competitive advantage](#)



Firebrand Training is a global digital and technology training provider.

Offering a multitude of technologies, ranging from cyber security to data,

Firebrand have delivered award-winning IT apprenticeships since 2011.

Firebrand specialises in accelerated learning.

This means employers are ensured their apprentices receive all of their technical training in a speedy fashion, getting certified in a shorter timeframe, and consequently spend less time out of their working environment, compared to other training providers, over the course of their apprenticeship.

[Find out more about Firebrand with the Microsoft Apprenticeship Connector](#)



Apprenticeship Training Providers can be Further Education colleges, Higher Education institutions or independent training providers.

Their delivery of apprenticeships is regulated by government.

Microsoft works with selected Apprenticeship Training Providers who are qualified to deliver specialist training on Microsoft technologies within their programmes.

These organisations use learning resources developed by Microsoft which support their apprentices to build industry-ready skills in Microsoft technologies. Their training is delivered by experienced professionals who are Microsoft Certified Trainers, and apprentices put this training into practice in their work.

If your organisation is working with Microsoft technologies, and you need to grow your digital workforce, the Microsoft Apprenticeship Connector and the listed training providers, can help you recruit and build new capability through digital apprenticeships with Microsoft technology.

[Visit the Microsoft Apprenticeship Network site](#)



GK Apprenticeships are a leading Digital route apprenticeship training provider.

GK Apprenticeships team of highly skilled consultants support employers across the UK, providing a bespoke approach to apprenticeship delivery and tailored IT Talent recruitment.

This offers apprentices the opportunity to develop their IT careers, supported by vocationally competent development coaches and incorporating Microsoft certifications.

GKA's aim is to develop the next IT generation, enabling them to become both certified and industry qualified within their ICT area. Their expertise includes; Cybersecurity, DevOps, Data Analytics, Cloud, Networking and Infrastructure, IT Technical Sales, Software Engineering, Unified Communications and Project Management.

## [Find out more about GK Apprenticeships with the Microsoft Apprenticeship Connector](#)



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# GP Strategies

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GP Strategies have been delivering training programmes, that help to take careers to the next level and drive business growth, for over 25 years.

GP Strategies Training Ltd. is part of the GP Strategies Corporation, a global training and performance improvement provider.

GP Strategies is an apprenticeship training provider with a reputation for delivering high quality apprenticeships, employability programmes, traineeships, commercial courses and managed support services across the UK. With over 25 years' experience implementing learning solutions, plans, and processes, we leverage expertise from all areas of our business, and develop L&D strategies to ensure you get the most out of your apprenticeship journey.

[Find out more about GP Strategies with the Microsoft Apprenticeship Connector](#)



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[Visit the Microsoft Apprenticeship Network site](#)



Intequal is a specialist provider of interactive IT, digital and data apprenticeship and skills training with years of experience successfully matching candidates to different business clients and organisational cultures.

Intequal is passionate about working with all kinds of industry sectors to provide employment opportunities for those enthusiastic individuals looking to begin an exciting 'in-demand' career in digitally based occupations like IT helpdesk engineers, software developers, digital marketers and data analysts.

Successful candidates will benefit from an excellent employment experience with a good quality local company blended with expert-led online group training sessions delivered through the latest collaborative tech tools such as Microsoft Teams.

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## [Find out more about Intequal with the Microsoft Apprenticeship Connector](#)



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[Visit the Microsoft Apprenticeship Network site](#)



# QA Apprenticeships



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## QA: The UK's leading tech skills provider

QA lead with the development of skills and capabilities for everyone from apprentices to business leaders. We empower over a quarter of a million learners every year to thrive in the workplace. Because we exist at the forefront of the digital revolution, we can provide the skills needed to build a new digital culture and to enrich society — one learner at a time.

QA have been working with Microsoft since 2009 and have been offering apprenticeship programmes for just as long. We have delivered apprenticeships to in excess of 30,000 learners across the UK in the last decade and through a combination of coaching and digital learning consultancy services on a per learner basis we are uniquely positioned to motivate our learners to completion and achievement of their aims in a way that suits their learning style

## [Find out more about QA Apprenticeships with the Microsoft Apprenticeship Connector](#)



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[Visit the Microsoft Apprenticeship Network site](#)





