



VANTAGE POINT GLOBAL

Truly engaging people



VP TALENT SOLUTIONS

Building flexible, tailored and location agnostic talent solutions that give your career starters the attention they deserve.

And you the results.

Attract > Assess > Train > Retain

www.vantagepointglobal.com

WE'RE TRULY ENGAGING PEOPLE



Is your business suffering from high attrition rates or a rapidly disengaged workforce?

Are you running graduate programmes off the side of your desk?

Are you losing junior talent to competitors, and are you frustrated with the timing of your annual graduate intake?



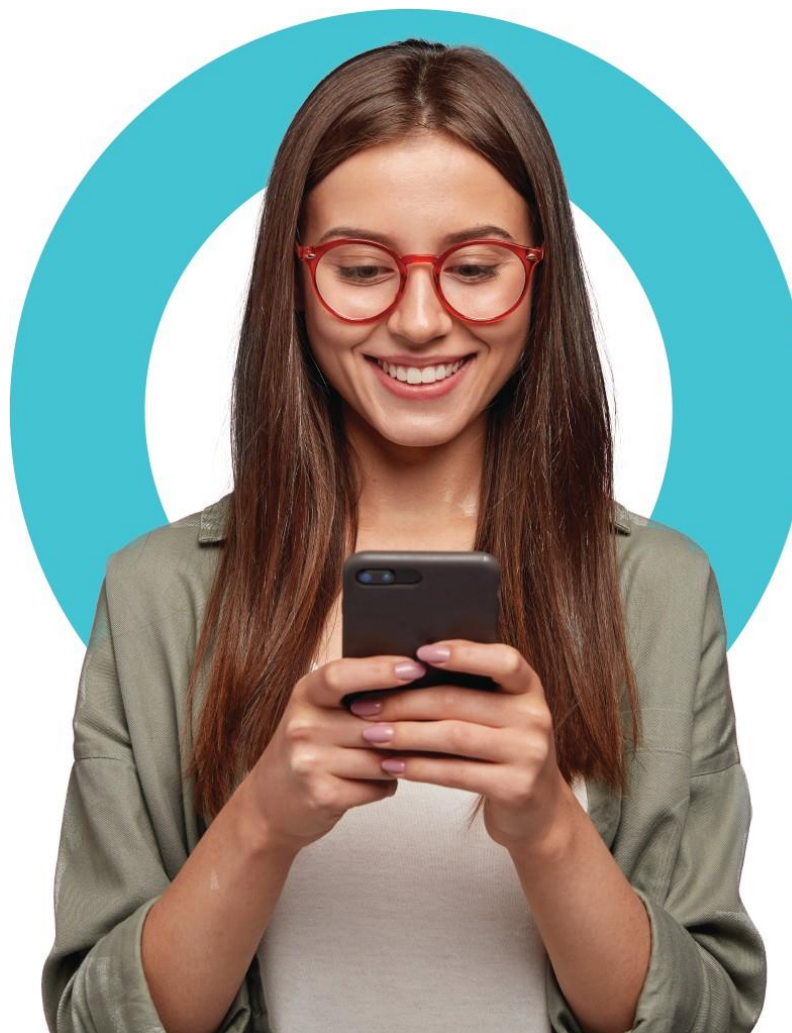
We can help

Our partnership approach helps clients build an exceptional, diverse workforce through our unique programme, products and services designed to attract, assess, train and retain.



The benefits to you

- Highly engaged early career workforce
- Talent that aligns with your culture and values
- Measurable return on investment
- Access to an award-winning programme
- Leverage early career tools and resources



The adVantage Programme

A multi-year tech-enabled programme manages early career engagement by ensuring holistic development in the following:

- Career progression
- Personal development
- Compensation
- Learning and training
- Community
- Continuous feedback



Our guarantee

- Increased workforce engagement
- Strategic & diverse talent alignment
- Measurable outcomes
- Award-winning programme

OUR STORY



TALENT SOLUTIONS OVERVIEW



Early Careers Programme

Attract, Assess, Train and Retain early careers resources, deployed in tailored programmes to our Clients' workforce strategy and goals. Supported by *Simul8* and *adVantage*.

2-year or 3-year **ECP+** programme including industry recognised professional qualification (i.e. CIMA, PRINCE2, Agile etc).



VP Pod Structure

Blended teams of early careers and experienced hire(s) for complete oversight and delivery.

Pod solutions combine SME knowledge and experience with cost-efficient resourcing and low-touch client involvement.



Training as a service

Upskill existing Client workforce and increase productivity and engagement with access to our award-winning training and world class trainers.

Improving technical knowledge and empowering skills of the future.

Delivery Models:

Outcomes/Deliverables Based - Structured and managed through fixed-cost key-development mile-stones

Monthly Service Fee - Fixed-cost monthly billing giving budget certainty across engagements

Time & Material – Day-rate

BENEFITS



Award Winning Training & Development; Market-leading Engagement & Retention.

VP's wrap around ECP framework and *Simul8* training programme will support the growth of our cohort(s) over the course of our engagements. Our model is proven to reduce attrition, with a 97% retention rate.



World-Class Talent Attraction and Fast Ramp-up Times.

VP are powered by the best-in-class recruitment partners and leading-edge talent and attraction tools. Able to identify and onboard talent within an 8-week timeframe from requirements confirmation.



DE&I Enablement Offering and ESG Accredited.

We will align to your DE&I strategy requirements, utilising key diversity partners including *Stemettes* and *TechSheCan*. We have a Silver accreditation from globally-recognised business sustainability assessor, *Ecovardis*.



Location Agnostic and Time-Effective Service

We deliver across geographies, current engagements include London, Manchester, Belfast, Warsaw and Wroclaw. During the first month of engagement, VP delivers the ECP offsite, without the need for Client management

TALENT SOLUTIONS

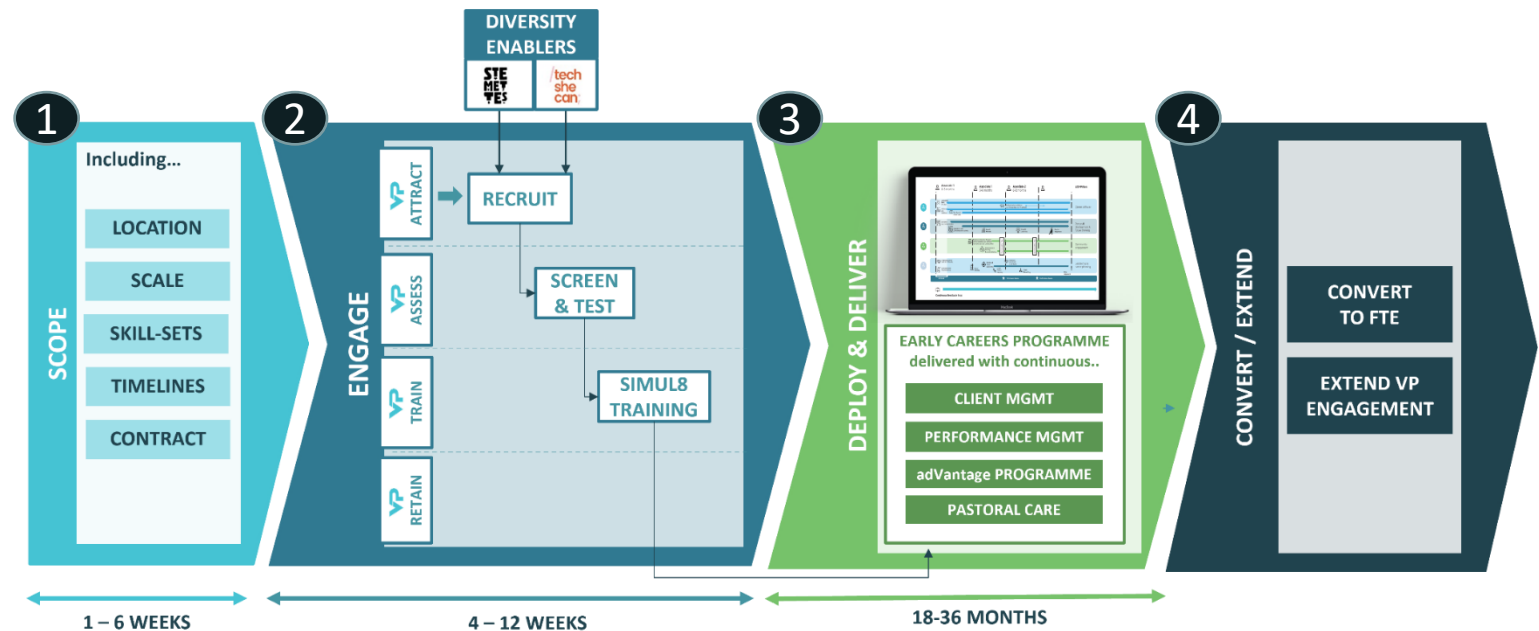


EARLY CAREER PROGRAMMES – ECP (and ECP+)

- 1 VP work with client stakeholders to identify and scope requirements for resources including, key skill-sets identification and location requirements.
- 2 The Engage phase leverages our best-in-class recruitment channels, including our diversity enablers, to ensure that we attract and assess the very best talent for our clients.

We then commence with our pre-deployment training – the Simul8 programme – ensuring that our resources are ready to hit the ground running from day 1 onsite with client.

- 3 We will continue to provide management oversight, pastoral care and support as well as ongoing professional development via our adVantage programme, tailored to meet the development needs of the resources as well as client management.



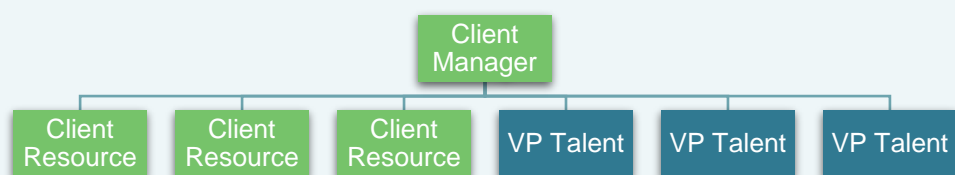
- 4 Finally, at the culmination of the ECP programme, clients will have the option to either convert resources to full time employees – at no extra charge – or to extend the engagements via VP which can be done on flexible terms suited to the exact needs of the client business stakeholders (i.e. 3 – 12 month SOWs etc).

ECP+ - offers all the above but the programme lasts 3 years and includes the gaining of a professional qualification (i.e. Agile, PRINCE2, FRM, CIMA, IFA, CFA etc).

TALENT SOLUTIONS

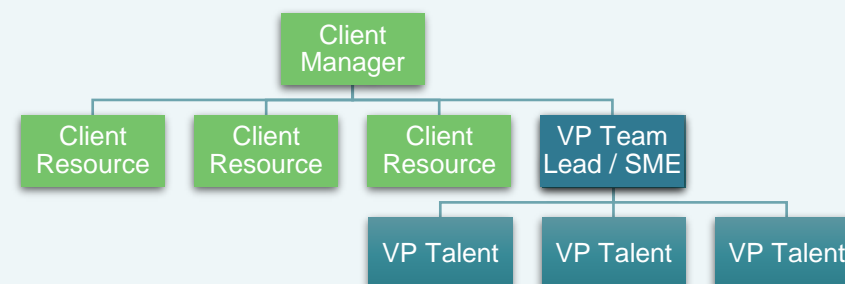
VP POD STRUCTURE TEAMS

Traditional Team Org



VS

VP Pod Structure Org



- VP can engage on a Pod Structure approach in engagements where clients are either resource restrained for their own experienced project resources, or where there is a specific skill-set and/or expertise needed for the delivery of an engagement (i.e. legal document review engagement may require an experienced lawyer or specific language speakers based on documentation in scope).
- The benefits of a Pod Structure include:
 - SME oversight and supervision of engagement team;
 - VP Talent Solutions delivering highly engaged, productive and cost-effective resources bringing the overall blended costs of the engagement team down;
 - Reduction in client management oversight required to manage team;
 - Speed of VP Pod Team to get up to speed with SME leadership providing on-the-job training and development of team resources; and
 - Pod structures enhance collaboration and efficiency within teams, with improved communication and decision-making compared to traditional large team structures.

VP Pod Structure gives client manager fewer reportees and more direct time managing client's own resources. VP Talent benefit from VP Team Lead (and/or VP SME).



TALENT SOLUTIONS

TRAINING-AS-A-SERVICE (“TaaS”)

- VP have an award-winning training capability that is a market-leading offering designed and delivered by our full-time dedicated trainers.
- VP combine Industry & Product training with Soft Skills and Job Skills training to give our Early Career starters the best base from which to build their careers and to hit the ground running.
- We offer our clients our Training-as-a-Service offering to upskill their own junior resources, thereby delivering value to our clients and ensuring that all resources can benefit from our unique training approach and enhancing the productivity and engagement as a whole for our clients.



TaaS

- All sessions range from 1 hour – half day
- Simulations are delivered live via Zoom
- All other training can be on demand or live
- Extensive e-learning sessions available on request

INDUSTRY TRAINING

FINANCIAL MARKETS OVERVIEW

- Financial Markets – An Introduction
- Macro & Financial Market Risks
- Credit, Market & Operational Risks
- Regulatory Capital & Liquidity Risks/Ratios

JOB SKILLS TRAINING

- Overview Of Project Management
 - Initiating A Project
 - Introduction To Life-Cycle Of A Project
 - RAID Logs & Gantt Charts
 - Agile & Waterfall Methodologies
 - Stakeholder Management & Prioritisation
- Time Management & Effective Personal Organisation
- Microsoft Excel – Assessment Included

SOFT SKILLS TRAINING

- Soft Skill Simulations:
 - Meeting & Facilitation Skills
 - Advanced Presentation skills – Navigating a Power-playing Audience
 - Workplace Negotiation Skills
- Communication Skills
 - Presentations Skills Beginner To Advanced
 - Effective Email Communication
 - Communicating With Impact
- Personal Development
 - Resilience In The Workplace
 - Overcoming Overthinking
 - Personal Branding
 - Assertiveness: Identify Your Style & Tips
 - Problem-Solving & Decision Making
 - Growth Mindset
 - Networking Skills: Mapping & Building Out Your Network
- Teamworking and Leadership
 - High Performance Teamwork
 - Leadership: Different Styles

TESTIMONIALS



“The knowledge, attitude and enthusiasm of our Graduate Team is brilliant and contagious across the wider business. Thanks to Vantage Point and their Programme we have a robust team that we wouldn’t have been able to build ourselves. We use Vantage Point to deliver our in-house Graduate Programme.”

EMEA Head of Change, Investment Bank

“We are on our third early career cohort from Vantage Point and we have 100% retention of those that have passed through the adVantage Academy. Thank you Vantage Point!”

COO, Global IT Services Firm





VANTAGE POINT GLOBAL
Truly engaging people

Thank you for this Partnership opportunity.

We look forward to delivering exceptional results driven by our six core values:



Diversity



Respect



Integrity



Value



Excellence



Stewardship

CONTACTS:

sales@vantagepointglobal.com



For more info contact | sales@vantagepointglobal.com | www.vantagepointglobal.com