

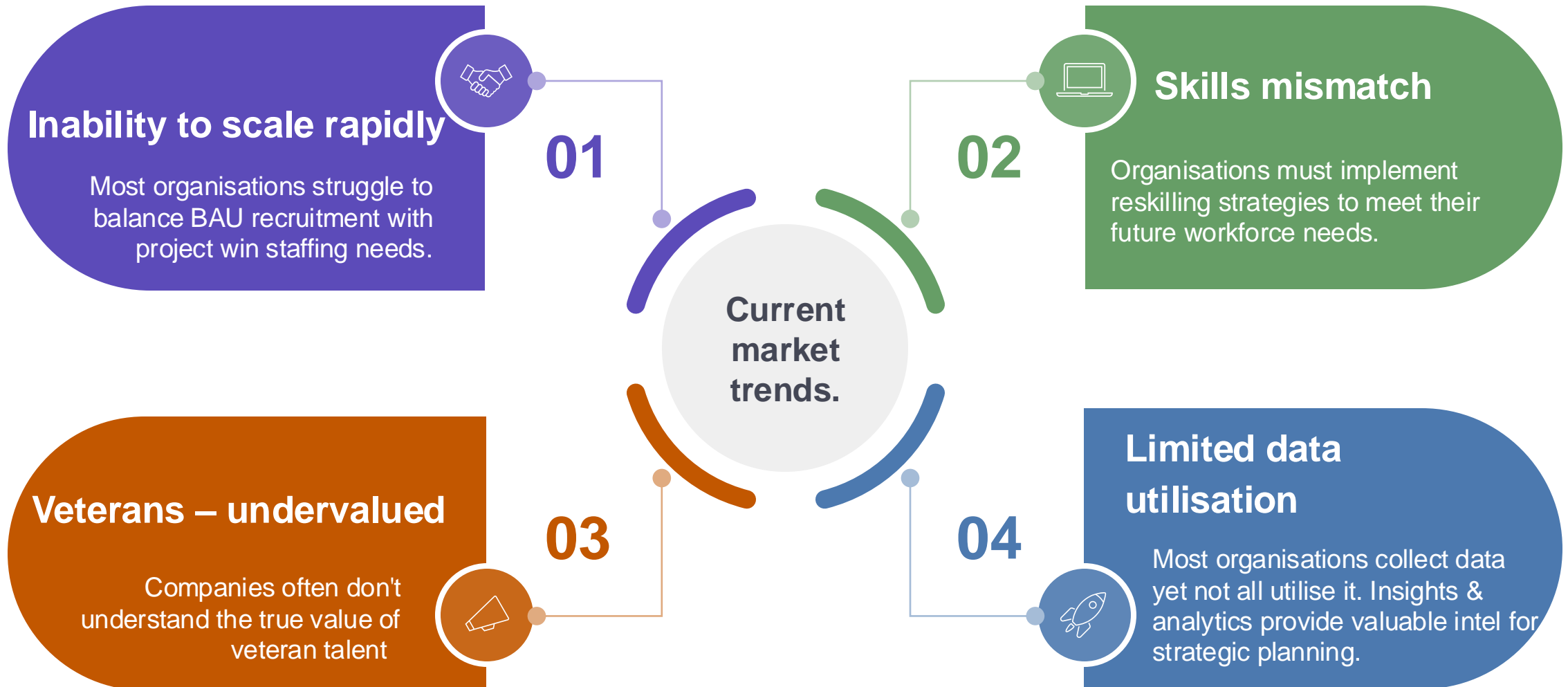
Talent Solutions Land Forces

September 2024



Mega Trends...

What we are seeing in the Australian market



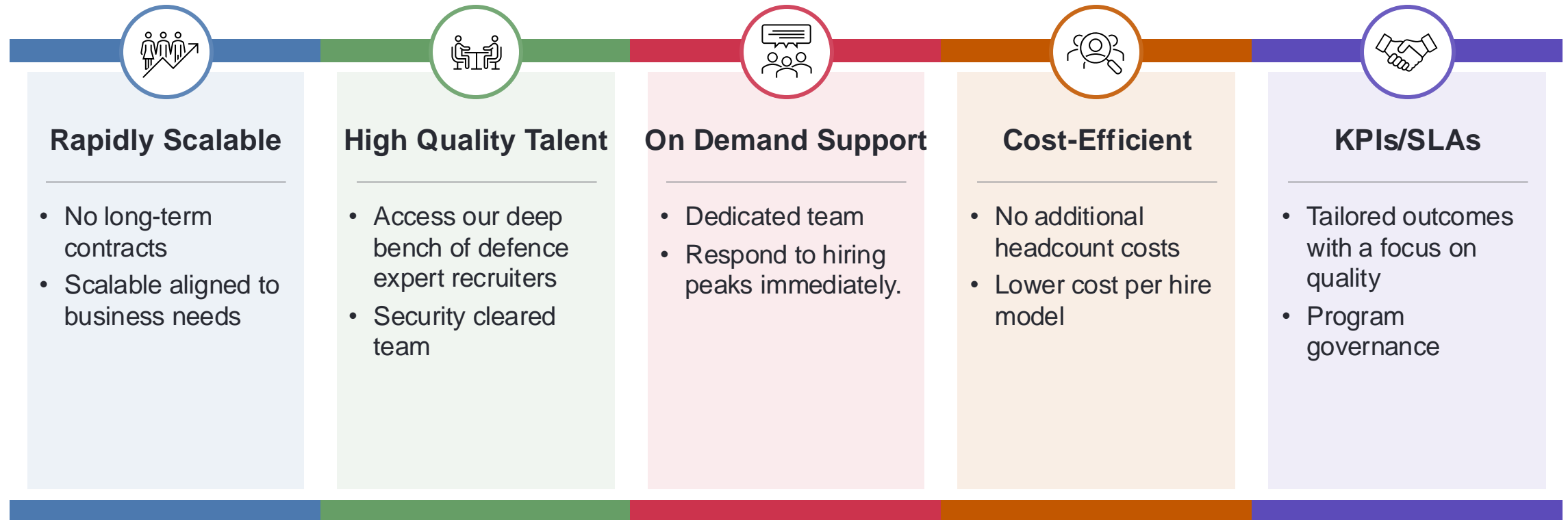
Talent Acquisition Augmentation

Rapidly scalable, cost-efficient solution for projects and peak times.



Talent Acquisition Augmentation...

Flexible and scalable service to manage demand fluctuations leveraging our deep talent acquisition experience without adding to your internal headcount. Acting as an extension of your organisation providing dedicated support.



Solving your challenges

Here's some of the ways Talent Solutions can help solve and augment your workforce challenges



End-to-end

- Complete Recruitment Process Support
- Everything from process design through onboarding
- Change management & technology are often part of the solution



Source & Screen

- Targeted support for distinct components of the recruiting process
- Coordination support



Project RPO

- Addresses a short term, seasonal or business need to augment client's current team or bandwidth capacity
- Projects are defined by start/end date & typically a set number of hires to be made



Consulting

- Organisational effectiveness & workforce strategy
- Recruitment process, applicant tracking & sourcing effectiveness
- Assessments, selection, & recruitment marketing



On-demand Recruiter

- Dedicated expert recruiters available for long- or short-term engagements
- Scale up or down as hiring needs dictate
- Specialised in hard-to-fill & niche roles

Talent Acquisition Augmentation Case Study – Client One

Challenge

Our client is a global outsourcing leader for Government services and critical infrastructure.

Needed assistance and support to increase recruitment achievement and reduce time to recruit for all craft groups associated with a national health contract provided to their client across two regions.

Solution

Established a dedicated team with defined responsibilities to recruit 200 roles within agreed contract term, commenced 1 July 2023.

Security cleared team who worked within client environment to ensure governance.

Focused on healthcare roles for regional and metro locations within regions.

Sourcing and attraction activities with end to end talent acquisition support.

Results

Data Integrity to support requisition management.

Filled all 200 roles within agreed timeframe.

Reduced time to recruit from 88 days to 21 days.

Filled multiple extremely difficult roles (highly skilled and remote locations).

Improved reputation for our client. Ensured data integrity for tracking purposes.

Client very pleased about program results.

Train to Fit

Reskilling – how to build your ultimate workforce



Recruitment alone cannot solve the talent shortage.

Reskilling your current & future workforce is now the only option to succeed.

Introducing our Train to Fit program...

We use our Train-to-Fit solution to connect industry-leading training partners and learning pathways to experienced resources to provide our clients with an alternative way of acquiring hard to source skills in a competitive candidate market.



10M People Trained Globally through The Talent Solutions Academy



**92% Conversion Rate Across
all of our Programmes**



**Delivering Upskilling Solutions
since 2009**

Reskilling – Build Your Ultimate Workforce



Seven Step Guide to Effective Workforce Reskilling



Train to Fit Case Study – Client One

Challenge

Need to develop Systems Engineering talent pipeline. Large planned headcount growth in a niche market, the client needed an innovative solution to help build their talent pool.

Demand for Combat Systems Engineers and Systems Engineering Architects significantly outweighed industry supply.

Limited training resources available to upskill individuals with the right aptitude, attitude and cultural fit.

Small pool of new candidates pursuing careers within Systems Engineering.

Solution

Designed and delivered three programs for Combat Systems Engineers, ISTAR Systems Architects and Combat Systems Architects. Programs combined classroom training with on-the-job mentoring and hands-on experience for blended learning.

Defined learning objectives and training schedules, engaged expert training providers to construct bespoke courses. Attracted and pre-selected candidates. Existing employees were invited to participate in training courses to bridge skills gaps within their existing workforce and supporting internal learning and development goals.

Results

Following the successful program completion, all candidates were offered permanent roles with our client. Candidates had a positive experience with their learning. Client was extremely pleased with the results.

Since the pilot venture, we have launched 6 further programs, delivering over 50 Systems Engineers and now delivering further capabilities including Embedded Software Engineers and Project Managers.

Over 95% of our workers becoming permanent members of our client and over 90% of workers staying for at least 3 years.

Train to Fit Case Study – Client One

Our client is a world-centre of excellence in research and development, acting as a catalyst for fast-track innovation, offering outstanding experimentation facilities and technical, engineering and scientific expertise. As an innovative company, our client helps to solve some of their customers' most challenging problems.

2019

Systems Engineers & Architects
Pilot Programme



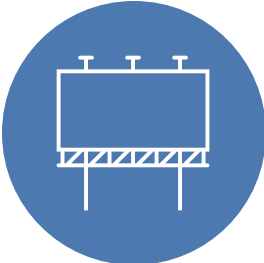
2021

GNSS Systems Engineers



2022

Systems Engineers



2023

UK-D Systems Engineers
UK-I Project Manager
Embedded Engineer



2024

UK-I Systems Engineers



Train to Fit Case Study – Client Two

Benefits

We helped our client solve their pressing workforce challenges by providing access to in-demand talent whilst helping build a future pipeline.

Our solutions have been developed to provide you with end-to-end support so you can transform how you source and manage your workforce.

Higher Skilled Resources

We recruited mid skill level professionals, creating customised learning pathways to advance skillsets aligned to our client's business needs at pace.

We focused on mid-level candidates to accelerate candidate conversion from trainee to permanent employees.

The learning pathways were aligned to specialist technical areas. We then created demand plans, talent pipelines and bespoke programs within these specialisms, aligned to the skill gaps.

Proven Track Record

Following successful delivery of the pilot program in 2022, the program was extended across several other skillsets including Project Managers, Project Controls and Systems Engineering.

We overcame location challenges and consistently achieved diversity targets.

Our program success was independently recognised, winning industry awards in 2023.

Train to Fit Case Study – Client Two

July 2022 Project Planner Pilot T2F Programme

- 42% of cohort identified as female, contributing to Babcock's 30% by 2030 target
- 12 person cohort

January 2023 1st APM Programme

- Candidates came from a wide range of backgrounds, bringing diversity of thought into Babcock
- 13 person cohort

July 2023 1st Project Controls Programme

- Winner of 2023 Project Controls Expo Award for UK Project Controls Social Impact of the Year Award
- 12 person cohort

April 2024 APM Clyde Programme

- Delegates being managed by members of an earlier APM cohort in Clyde demonstrating the success of the programme on site
- 8 person cohort

January 2023 2nd Project Planner Programme

- Training comprised of a mix of soft skills and formal qualifications
- 13 person cohort

February 2023 2nd APM Programme

- Finalist for the APM Festival of Education and Research in the Development Programme of the Year category
- 12 person cohort

March 2024 Your Project Planner Programme

- First cohort delivered primarily to Clyde, utilizing Babcock training facilities.
- 10 person cohort

April 2024 Systems Engineer Programme

- Pilot Train-to-Fit Programme in Engineering
- 12 person cohort

Veteran talent

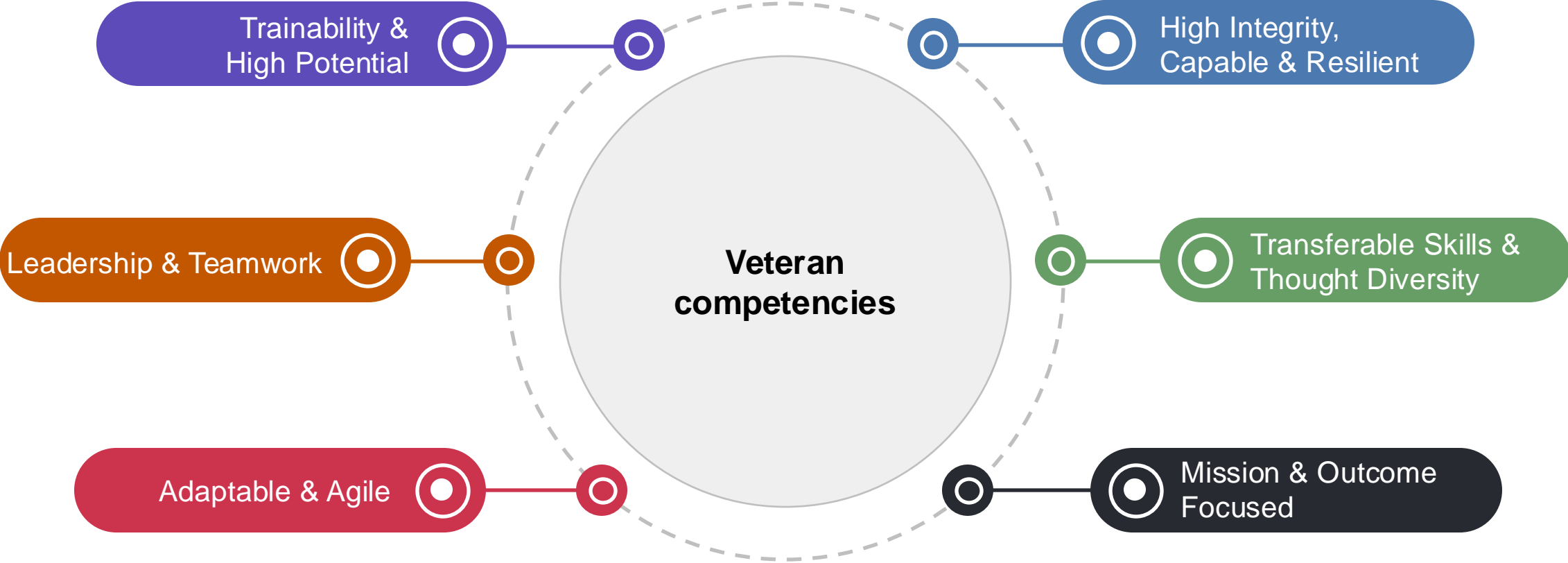
Capable talent...

Transferable skills...



Bridging the great talent divide with military precision (and skills)

Veterans often hold a specialist set of skills honed in some of the most challenging environments. From leadership and teamwork to strategic planning and crisis management, the competencies developed during their service are highly transferable and desirable skills that can significantly benefit the civilian job market.



How Talent Solutions can enhance your Veteran recruitment

Review & Enhance



- Veteran attraction & sourcing strategy reviews
- Veteran recruitment process reviews
- Marketing & attraction – Veteran campaign review / redesign

Assess & Screen



- Review or redesign measures of assessment
- Review to ensure a fair & inclusive recruitment process

Attract, Source & Recruit



- Multi-channel approach using data & insights
- Access strategic alliance partnerships & deep talent pools
- Independent interview panelists
- Defence & veteran talent acquisition specialists
- Support capability uplift in hiring managers & TA teams

Onboard & Retain



- Review or redesign veteran onboarding program
- Establish or improve mentorship, buddying and/or coaching programs

Veterans can help solve your workforce challenges

Facts

01

79% of Australian employers report difficulty in filling open roles

02

6,000 veterans transition from ADF to civilian life each year

03

Each veteran brings a unique combination of skills, experiences, and needs to their post-ADF career

Talent Solutions

01

ManpowerGroup has almost **14,000** veterans in our talent pool.

02

ManpowerGroup has helped **2,117** veterans find meaningful work over the last five years.

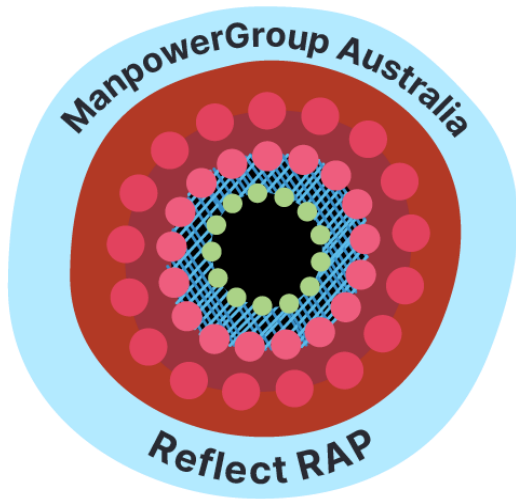
03

ManpowerGroup has helped **9,432** veterans upskill for their new careers.

We have signed the
Veteran Employment Commitment
as a Veteran Employment Supporter



**Veteran
Employment Supporter**



AUSTRALIAN
NETWORK
ON DISABILITY



Data Insights

Are you simply collecting data?

Or are you utilising valuable insights and analytics for strategic workforce planning?



Data & Insights – Alignment with AI

1 Sophie



We have partnered with Revelio Labs to build Sophie, the most comprehensive labour market data set in the world.

Sophie absorbs and standardises billions of public employment records, government data, and surveys to create a **universal workforce database**, enabling our stakeholders to understand the workforce dynamics and trends of **any market and any organisation**.

2 ai.m



We have developed AI that combs through Sophie's almost **1 trillion data points** across 159 countries. By gathering information on hiring trends for the skills, locations, wages, and other information, it generates a jobs and skills taxonomy, rewrites job descriptions into a standardised format, recommends industry-standard job titles, and creates an interview guide for each job.

If needed, analysis can be performed at **an individual person level** because Sophie has more than 2.5 billion profiles, and it is updated everyday.

3 The Dashboard



Powered by DaVinci / ChatGPT, our predictive analytics dashboard sits on top of Sophie and provides an extremely user-friendly interface for engaging with the AI for instant rate card and supply & demand data, all backed by the strategic consulting of our expert team. Because of our dashboard's flexibility, each client gets a white-glove deliverable by design.

Leveraging Our Data

Candidate Application



Benefits Analysis

Top Benefits Requested	Client	Comp A	Comp B	Comp C	Comp D	Comp E
Salary	😊	😊	😊	👉	😊	😊
Pension contribution	😊	👉	😊	👉	👉	😊
Mental health support	👉	👉	👉	👉	👉	👉
Flexible working	😊	👉	👉	👉	👉	😊
Education / Training	👉	👉	😊	😊	👉	👉
Additional annual leave (above standard company holiday entitlement)	👉	👉	👉	👉	👉	👉
Four day working week	👉	👉	👉	👉	👉	👉
Bonuses	👉	👉	👉	👉	👉	👉
Healthcare	👉	😊	👉	👉	👉	👉
Life insurance	👉	👉	👉	👉	👉	👉
Retail & Leisure discounts	😊	😊	👉	👉	👉	😊
Wellbeing perks	😊	😊	👉	👉	👉	😊
Membership discounts (i.e. Gym membership)	😊	😊	👉	👉	👉	😊

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