



DRIVING DIVERSITY AND INCLUSION

HIGHLIGHTS

Allegis Global Solutions (AGS) proactively drove our client's gender diversity agenda, using innovative sourcing tools and techniques

CLIENT OVERVIEW

Our client is a leading global financial services firm, delivering their services from over 900 offices in over 50 countries.

CHALLENGE

Like many organisations operating within the financial services sector, our client found it difficult to attract and engage gender diverse candidates. They consider being a truly representative, diverse organisation to be a competitive strength, and are committed to improving their standing in this respect.

SITUATION

AGS was delivering an end-to-end RPO solution to our client when they refreshed and re-launched their diversity programme with renewed focus and rigour. They had employed a new head of diversity and inclusion, who was passionate about improving internal gender diversity and driving a new approach to encourage more gender diverse candidate applications.

AGS embraced, mirrored and built on our client's diversity initiatives, which included unconscious bias training, tone of voice, Employer Value Proposition (EVP) development as well as innovative diversity initiatives.

SOLUTION

In support of our client's diversity recruitment objectives, AGS proactively set an internal target to deliver a gender diverse shortlist for at least 50% of all roles worked.

Diversity awareness across our onsite team

We ensured our recruiters and sourcers received unconscious bias training in support of this initiative. They used this training for their own candidate screening, as well as to coach hiring managers during the requisition intake meetings and subsequent stages of the process.

AGS also reviewed our tone of voice with respect to social media, adverts and in discussing the position with potential candidates. Less aggressive, less corporate and less typical banking and finance language and tone of voice was used, to encourage more gender diverse applications from different industries.

AGS then proactively introduced the measurement of this service level into our quarterly business reviews to keep our client apprised of how we were contributing to their diversity aspirations.

Supply base management

AGS directly delivered in excess of 90% of roles for our client but, where agencies were used, this service level was expected from our supply base.

INNOVATION

One of the key challenges in finding gender diverse candidates, specifically those with technology related skillsets, is the lack of available female talent in the sector. We provide an example of this issue below, looking at the role of Java Developer. This skillset has a female-to-male ratio of 1:7. AGS committed to providing at least one gender diverse candidate on each shortlist (of approximately three) for our client. This meant at least 33% of our candidates came from a talent pool of just 13%.

We addressed this shortage by developing innovative ways of finding such candidates in the form of advanced Boolean search techniques and gender specific market maps.

AGS created a Boolean search string for this high demand job description that identified the gender of the candidates. Our search returned an 80% match to female candidates, significantly reducing the time to find and engage gender diverse candidates.

We also created specific market maps for gender diverse candidates according to job role. These were used to target and share the details of top female talent with hiring managers, and for the AGS team to contact them to add to our client’s talent pool for upcoming projects.

The additional benefit of both of these tools is that the models can easily be adapted to different jobs roles, descriptions and criteria.

RESULTS

- Strong focus on diversity agenda in the last year resulted in 65% of all roles worked having at least one gender diverse candidate on the shortlist
- Creation of complex diversity search string by AGS, which has been recognised and adopted by our client on a global basis
- We achieved a 25% female hiring ratio in the technology division, up from 15% in two years
- Within the technology division, where gender diversity candidates are notoriously difficult to source, AGS improved female hires by a market leading 40%



**IMPROVED
FEMALE
HIRES IN THE
TECHNOLOGY
DIVISION
BY 40%**

65%
**OF ALL ROLES
WORKED WITH
AT LEAST ONE
GENDER
DIVERSE
CANDIDATE**



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.

