



WEBINARS

CONTINGENT WORKFORCE
STRATEGIES COUNCIL



From Diverse Suppliers to Diverse Talent: Sourcing for Diversity

Sponsored and presented by:



November 9, 2023

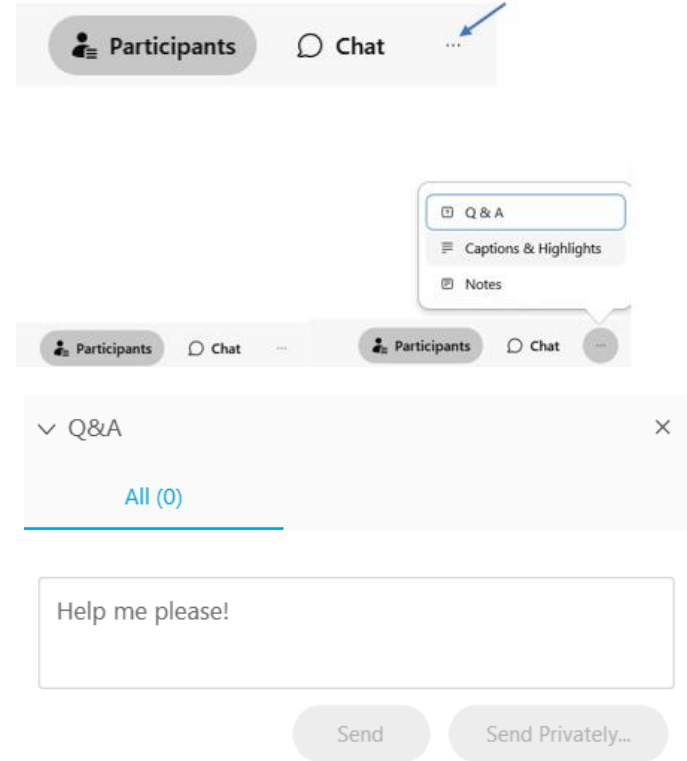
Logistics

Questions

- Questions may be submitted at any time.
- **Click on the 3 dots on the lower right to open the Q&A window.**
- Type your question into the small dialog box and click the Send Button.

Audio

- **Listen on your computer** through your speakers after you log into the event.
- **Want to change your audio?** Click **Audio** options, click **Switch audio**, and then choose the option that you want to use.
- **Need assistance?** Please send us a message in the Q&A section or email



Staffing Industry Analysts Product Overview



	Products & Services for Suppliers	Products & Services for Buyers
<i>Research & Advisory</i>		
<i>Events</i>		
<i>Editorial</i>		
<i>Certification & Training</i>		

CWS Council (partial list)



Today's Speakers



- **Catie Brand,**
VP Global Head of
Talent and Delivery,
General Assembly



- **Susan E. Lotz,**
North America Sourcing
Lead, Accenture



Moderator

- Dawn McCartney, VP,
CWS Council, SIA

Time for a poll...

Poll 1

Does your organization currently have DEI programs in place inclusive of your contingent labor population?

- a) Yes
- b) No
- c) Not Sure



Increased Emphasis on Candidate Diversity

Candidate Diversity Program



Align to Organizations Diversity Goals



■ In Place Today ■ Planning in Next Two Years



Source: SIA Workforce Solutions Buyer Survey Americas 2023

GENERAL ASSEMBLY: CULTIVATING DIVERSE TECH TALENT SINCE 2011

Since 2011, General Assembly has led the way in technology bootcamps and train to hire & hire train deploy (HTD) programs in the US, Canada, UK&I, Middle East, France, Singapore and Australia..

#1

Global tech bootcamp

98,000

Alumni of our consumer reskilling programs

5,000

Diverse tech talent created annually

400

Clients including 40 Fortune 100s

BRINGING EMPLOYERS AND STRIVERS TOGETHER:

We deliver the most in-demand tech roles in Data & AI, Engineering & Development, UX Design & Product Management.

We create a reliable and scalable alternative pipeline of junior talent, helping employers address tech talent shortages and their DEI goals while paving the way for meaningful careers for our strivers.

WE CREATE TECH TALENT THAT IS:

- Expertly Trained
- More Diverse
- More Committed
- Job-Ready

FOR CLIENTS

we build proprietary pipelines of **diverse junior tech talent at scale.**

FOR STRIVERS

we provide best-in-class training & access to **alternative pathways into tech careers.**



OUR HIRE-TRAIN-DEPLOY SOLUTION

GA has responded to unmet customer needs in the HTD market with a solution that breaks the mold in terms of **geographic reach, diversity, scale, customization options** and **speed**.



COMPETITIVE CONTRACT TERMS

- We offer a **simple 12-month program globally**, and a flat hourly fee for our talent. No conversion fees after 12 months for our associate-level talent.



SCALE REQUIREMENTS

- We are the **biggest EdTech training school with 100k+ graduates**, we can train our talent on the specific skills required for your roles
- We have **true global scale**, and can align with your company's HR location strategy with geographic reach of **55+ countries around the world**
- We have a **proprietary talent pipeline** and additional talent reach **through our parent company, the Adecco Group**



CANDIDATE DIVERSITY

- We are able to provide a diverse pool of candidates by looking outside the traditional talent pools and selecting talent to meet your organization's diversity objectives
- By looking outside the limited recent university grad pool, GA sources Associates who are **40% female and 60% POC**.



SPEED TO ONBOARD

- Most HTD vendors take 3+ months to onboard post- SOW because they are doing full training. **GA can onboard in as little as 1 month** because we recruit from our proprietary bench of already-trained talent.



CUSTOMIZED TALENT

- Most HTD vendors specialize in tech talent profiles with minimal customization available. GA **identifies, sources & trains associates to client specifications**, and can even deploy a management layer via **Squad Lead**.

Time for another poll...

Poll 2

What DEI initiatives does your organization currently have in place? (Select all that apply)

- a) Apprenticeship programs
- b) Hire-Train-Deploy programs
- c) Internal Training or Reskilling initiatives
- d) ERG or other community programs inclusive of our contingent workforce
- e) ERG or other community programs NOT inclusive of our contingent workforce



FROM DIVERSE SUPPLIERS TO DIVERSE TALENT:

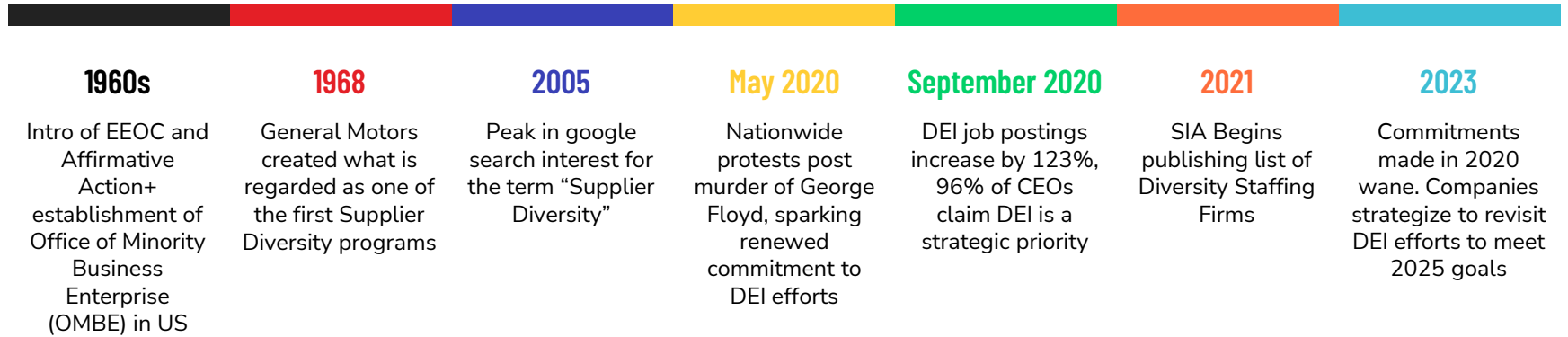
How General Assembly & Accenture approach sourcing for Diversity in Tech



DIVERSITY PROGRAMS OVER THE YEARS

“A core challenge has chronically impeded [supplier diversity program] efforts: purchasing corporations cannot find enough qualified diverse-owned businesses with sufficient scale and capabilities needed to meet their requirements.”

-Harvard Business Review, 2022



A SECOND DEI MOMENT OF RECKONING IS COMING

Enterprises can't afford to be caught unprepared again - and companies that don't achieve their previously-made public commitments will see lasting, negative consequences to their brands - employment brands through turnover, employee dissatisfaction and reduced productivity, as well as external customer brands through declined business performance.

1

Global unrest is increasing, most recently with the war between Gaza and Israel (and potential broader unrest in the Middle East).

2

Economic uncertainty led to companies cost cutting, including their diversity hiring & retention programs. We will see a setback reflected in 2023 for most companies DEI statistics.

3

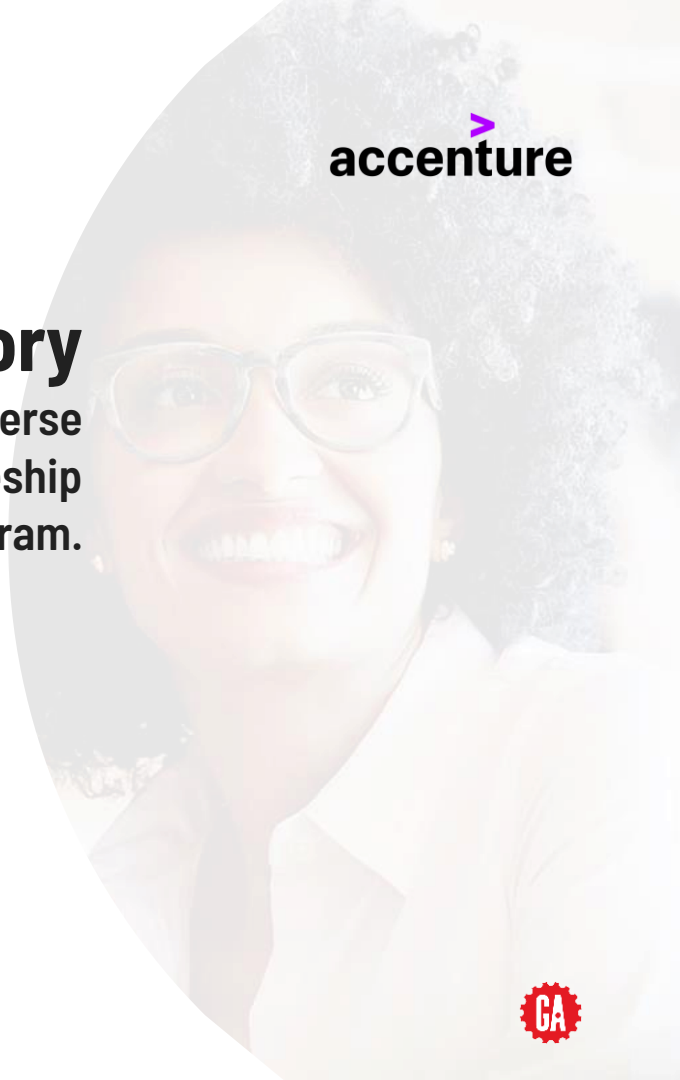
Progress made since 2020 will show inadequate achievements towards 2025 public commitments, leading to upheaval unless specific, large-scale change is promised.





The Accenture Story

How Accenture accelerated their diverse talent pipelines for their US Apprenticeship program.





132 Hires

Accenture has hired over 132 GA career changer program graduates since 2018

Positions filled include:

- Associate Software Engineer
- Product Engineer Associate
- Process Engineer
- AppDev Apprentice
- UX Design Apprentice
- Product Designer



ACCENTURE HIRED 50+ ALUMNI FROM GENERAL ASSEMBLY IN 2022



Liniris Rodriguez

Product Engineering Associate,
Accenture Apprenticeship



Jin Yang Brancalhao

Product Engineering Associate,
Accenture Apprenticeship



Jorge Soto

Product Engineering Associate
Accenture



Ignacio Canovas

Product Designer, Accenture
Song



Cecilia Hernandez

Business & Integration
Architecture Analyst
Accenture



Joaquin Azua

Associate Process Engineer,
Accenture Song



Alexander Harris

Application Developer, Accenture
Apprenticeship



Jamie Alcazar

Application Developer,
Accenture



Martin Cruz

Application Developer
Accenture Apprenticeship



GA TALENT HAS NOT ONLY RETAINED, BUT CAREER PATHED TO MID AND SENIOR ROLES WITHIN ACCENTURE



Alonso Tacanga

Advanced App Senior Engineering Analyst



Danielle Mizrahi

Full Stack Software Engineer, Accenture



Brandon Breon

Senior Product Designer
Accenture



Melissa Liu

Experience Designer, Accenture Song



Ariel Berstein

Senior Manager- Head of Research & Storytelling - Technology Vision, Accenture



Atarius Armstrong

Consulting Development Senior Analyst, Accenture



Lien Nguyen

UX Designer, Accenture Song



Alex Lau

Data Engineer Accenture



Saadiq L.

Technology Delivery Manager, Accenture

5 THINGS YOU CAN DO TO PROMOTE DEI IN YOUR CONTINGENT LABOR FORCE

1. DEI Agenda must be supported from the executive level
2. Work with suppliers who collect & share their talent demographics to help track & report on diversity metrics
3. Consider & career path your contingent labor population as a talent pool for permanent roles
4. Apply inclusive interview practices to your contingent labor population, including
 - a. Objective assessment
 - b. Diverse interview panel (where possible & applicable)
 - c. Training interviewers on unconscious bias
5. Include your contingent labor population in DEI programs, such as ERGs & events to build visibility and community and aid in retention



EXPAND YOUR DEFINITION OF DIVERSE SUPPLIER TO INCLUDE DIVERSITY TALENT PROVIDERS

"Don't insist that the diverse supplier has a majority stake right away."

"How Google Approaches Supplier Diversity"

HBR 2022

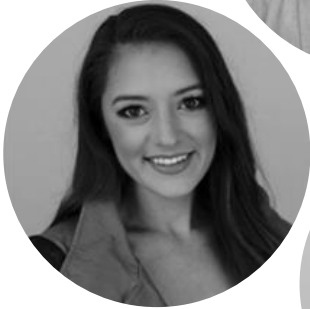
FROM:

- Focus on certification as Tier 1 diverse supplier only
- Less stringent track record to prove track record of sourcing & deploying diverse talent
- Allowance of loopholes for large enterprises to create separate legal to meet the diversity supplier requirements
- Working with suppliers that provide diverse talent, but don't treat them equitably via fair benefits and total rewards

TO:

- Suppliers with proven track records of sourcing & deploying diverse talent, able to provide demographic statistics as proof of their track record
- Suppliers that provide fair, equitable and market rate benefits and total rewards to their talent
- Suppliers with community partnerships & willingness to mentor and partner with smaller, diverse suppliers

GENERAL ASSEMBLY TALENT DEMOGRAPHICS



60%+

ETHNICALLY DIVERSE

60%+

HAVE A BACHELOR'S
DEGREE OR HIGHER*

67%

ARE BETWEEN AGES 25-
34, 25% ARE ABOVE AGE
34*

40%

IDENTIFY AS FEMALE

6 YRS

AVERAGE PRIOR WORK
EXPERIENCE



MORE POWERFUL TOGETHER: HOLISTIC DIVERSE TALENT PROGRAMS



DIVERSE SUPPLIERS

- Contribute to ESG/CSR efforts
- Direct economic impact on DEI partners
- Potential to impact business at scale
- Increased innovation & customer connectivity

DIVERSITY METRICS ACHIEVED

FUTURE-PROOFED BUSINESS PERFORMANCE

SIGNIFICANT EMPLOYER AND CUSTOMER BRAND IMPACT



DIVERSE TALENT

- Potential future leaders
- Direct impact on DEI statistics
- Visible to employees
- Morale boosting



Time for your questions...



Thank you to our sponsor...



SIA MEMBER RESOURCES



- [The Future of Diversity, Equity, and Inclusion in the Contingent Workforce](#)
- [Best Practices in Contingent DEI](#)
- [MSP Global Landscape Report 2022](#)
- [Workforce Solutions Buyer Survey: 2023 Americas Results](#)
- [Developments in Data Privacy: 2022 Global Update](#)
- [Workforce Engagement Decisioning Tool](#)
- [CW Program Business Case Template](#)

Need access? Contact the SIA Council team: enterpriseservices@staffingindustry.com

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MAY 21-22, 2024

Royal Lancaster Hotel | London,
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Register at www.cwssummitwe.eu






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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk.

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