



accelerate **your career**

A Workforce Consultancy service
from Resource Solutions



RESOURCESOLUTIONS

Accelerate is a Workforce Consultancy service from Resource Solutions. We support and nurture undiscovered talent by providing accredited training courses, specially designed to match the labour demands of a wide array of Resource Solutions clients.

Candidates will join as permanent Resource Solutions employees and receive all the benefits of working for a leading recruitment organisation, including our global professional connections and rewarding career pathways.

The programme presents an excellent opportunity for everyone. Graduates, job changers and apprentices are invited to adapt their existing skill sets to take on exciting roles in new industries, while some of the world's biggest brands can proactively source a new generation of trained and accredited workers.

A level playing field

Industry experience and formal qualifications only tell half the story. A candidate's ability to learn, grow and adapt is just as important – particularly in today's ever-evolving work landscape.

Accelerate is about harnessing the power of potential. We're proud to give companies access to a whole new realm of talent, and level the playing field by offering career pathways to ambitious candidates from a diverse range of educational and professional backgrounds.

Schroders



Linklaters



WarnerMedia



xerox



NOMURA



Morgan Stanley



ICBC



Standard Bank



Honeywell

PIMCO



J.P.Morgan



Your learning journey

Entry-level professionals are assessed in order to align their skill sets and attributes with suitable roles, before taking part in an immersive, fully accredited training course for 6 to 13 weeks.

Our selection of courses cover an array of in-demand technical skills – from Project Management, Business Analysis and Testing to more specialised training in Software Development, DevOps, Cloud and Data. Our learning ecosystem is a blend of classroom-based learning, digital learning, real-life projects and simulations.

This dynamic approach equips our Workforce Consultants with a level of commercial experience that's equivalent to two years' working experience – and most crucially, the technical skills that our clients are actively looking for.

Once this initial training has been completed, candidates are deployed into the workplace as Workforce Consultants. During this time, they will engage in a 24-month learning journey and receive ongoing training and coaching to ensure they progress quickly and keep their skills up to date. At the end of the two-year programme, the organisation can then decide whether to bring the candidate into their workforce permanently or to extend the programme.



Who we are

Resource Solutions is a global leader in Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) solutions, helping some of the world's leading companies to recruit the talent they need to succeed. We offer our own people incredible career opportunities as part of a fast-growing global business with a close-knit culture, high-profile clients, a constant drive to innovate and a laser-focus on recruitment excellence.

As part of the Robert Walters Group – a world-leading specialist professional recruitment consultancy – we have a global footprint in 28 countries. Managing budgets in excess of £2 billion, we source and recruit tens of thousands of professional people across more than 60 countries each year.

Why work with us?

- Customisable benefits platform
- Global Sustainability Programme
- 1 Volunteering Day every year
- Global opportunities across 60 countries
- Assignments within world-leading brands
- Diverse and inclusive culture
- Volunteering and charity support
- Award-winning organisation

As a member of the team, you'll enjoy:

- 23 days annual leave (rising to 30 days)
- Volunteering leave
- A personal career pathway
- Professional membership
- 5% annual bonus
- A Learning & Development portal and ecosystem
- Incentives lunches and trips
- Mentor Programme
- A community platform
- A dedicated Practice Manager



Equality, diversity & inclusion

We are proud to be on a continuous journey with our clients, candidates, corporate partners and employees to foster and build a more diverse vision for the future. Our global workforce now comprises 65 nationalities, and at Resource Solutions, we take Equality, Diversity and Inclusion (ED&I) seriously.

Our Equality, Diversity & Inclusion mission is to ensure our business is always striving to create a world-class culture, in which everyone is empowered to be their authentic self in the workplace.

In order to ensure we remain focused on this and to help us measure our success, we are committed to:

- Raising awareness and cultural learning amongst all our people across our business, to ensure we embrace each other's uniqueness and the value that our diverse organisational make-up brings to our business.
- Ensuring the best processes and policies are in place across our business to support our people to bring their whole self to work with transparency and fairness at the heart of all we do.
- Working with our clients to not only support but drive their ED&I agendas for their own business.



Environmental, sustainability & governance

As part of Robert Walters Group, we are committed to good corporate citizenship. From environmental stewardship to philanthropic initiatives, our strategy ensures we operate in a socially responsible way and strive to be a force for good in society.

Protecting our planet

The Group invests in a number of carbon reduction, reforestation and energy efficiency measures to reduce the impact of our business on the environment.

Our global operations have been certified Carbon Balanced by the World Land Trust since 2015. This certification is based on our long-standing investment in reforestation projects in Vietnam. In 2020, we offset more than 2,300 tonnes of carbon dioxide through our investments in this programme.

We plant one tree for every permanent candidate placed by our Robert Walters and Walters People businesses, and one tree for every Resource Solutions employee. We are proud that our carbon offsetting exceeds the Group's total annual emissions. In 2020, we planted 10,412 native trees as part of reforestation projects across Borneo, Brazil, Kenya and India.

We are committed to reducing our global carbon emissions by 30% per head by the end of 2030. By that time, we have also committed to two further

environmental targets to improve our overall energy efficiency and to minimise the use of unnecessary consumables, supporting our overall corporate responsibility strategy as well as aligning with the UN's Sustainable Development Goals (SDGs).

Powering people potential

We are dedicated to supporting local communities through fundraising and volunteering initiatives.

Our Global Charity Day offers employees from around the world the chance to work together and make a difference in their local communities. Since its inception, the annual event has raised over £845,000.

In partnership with Global Angels, we send 8 volunteers to Tsavo, Kenya each year to support the Itinyi Valley community. We invest in sustainable development projects to help build local economies, improve educational opportunities and infrastructure, as well as provide access to clean water.

We also promote social mobility and create pathways to employment through initiatives such as Re:Start, a return-to-work programme for ex-offenders. We have also partnered with She Codes, a non-profit training and advocacy group, to address the lack of diversity in technology-based roles.



Responsible business

Being good corporate citizens has always been a core part of the way we do business – from ensuring ethical business practices across the Group to promoting a diverse and inclusive global workforce.

We maintain the highest ethical standards in all our operations, as outlined in our Ethical Conduct Policy, taking a zero-tolerance approach against corruption and bribery, while working to protect workers' rights and remaining vigilant for signs of slavery and human trafficking.

We are also committed to maintaining our reputation as an employer of choice. We have always enjoyed a strong culture that unites us as a Group. In these recent unprecedented times, however, we believe the dedication and loyalty of our people is testament to the strength of our culture and our reputation as an award-winning employer of choice.

Are you a graduate, job changer or apprentice looking to take the next step in your career?

Register for our next Accelerate training opportunity by contacting: wfc@resourcesolutions.com

