THE ENG 3D ECOSYSTEM

DIVERSITY · DATA · DELIVERY

DIVERSITY

The business case for employing a diverse range of individuals is overwhelming, and it all starts with engaging a diverse pool of talent for each and every role.

We collect, analyse and aggregate ED&I data, and this information is carefully managed and delivered to our clients at the end of each recruitment campaign.

The 13+1 ED&I monitoring template
Embedded at 3 points in our Delivery process

Individual ED&I data is encrypted
Encrypted ED&I files are attached to candidate files at every stage to ensure valuable data without bias.

Post-campaign reports
Effective ED&I data and insight delivered on every campaign.

DATA

We collect data on all aspects of the recruitment process and use this to improve service and performance levels.

We also make this information available to our clients to ensure total transparency, demonstrating value-for-money and our commitment to diverse recruitment practices.

Recruitment Data and Campaign Analytics

Diversity Data (13+1)

Qualitative Data
Active insight from our network and our partners.

Brand Awareness & Brand Attractiveness Data

DELIVERY

IDENTIFICATION
A robust market map on every campaign.

ATTRACTION
Our 3D Talent Pipelining methods ensure your EVP is clear and visible. This can include client microsites, multimedia candidate packs and targeted social media strategies.

ASSESSMENT
Comprehensive aptitudinal, behavioural and competency assessments, supported by 360 referencing to evidence culture fit and capabilities.

CAMPAIGN DELIVERY
Campaign shortlists delivered using our 3D Candidate Profiles, which includes a competency heat map, a BPS-accredited psychometric assessment and a video submission.

CAMPAIGN & ONBOARDING SUPPORT
Advice and support throughout the campaign; detailed candidate feedback, proactive offer-management and employee onboarding expertise, including virtual onboarding of remote workers.

CAMPAIGN REPORTS & AFTERCARE
We have redesigned our Recruitment Data Dashboards and associated post-campaign reports to focus on five key areas: Recruitment Performance; Market Intelligence; Diversity Data; Process Review and your Brand Perception.