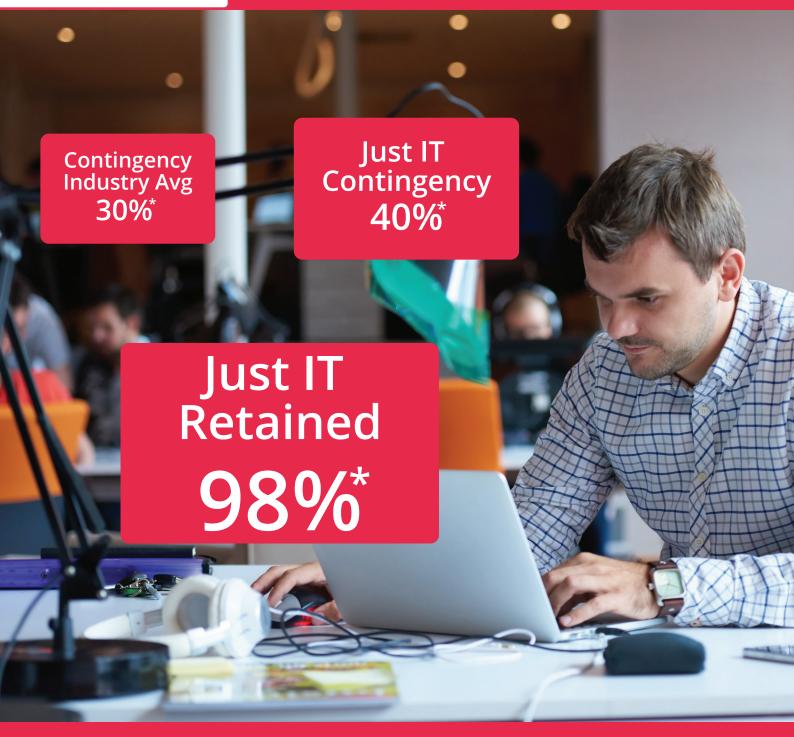


### **IT Work Placement Scheme**



## Trial new tech talent

Our Work Placement Scheme allows you to trial and test the top candidates from our Technology Programme training course with no obligation to hire. We take away the risk of employing entry level roles.

★ Statistics reported from November 2018 - January 2019.













### What are Retained Solutions?

It is a hiring solution offering in-depth candidate search that pro-actively finds the skills and personality traits clients specifically requested. The Retained service is a highly consultative approach where we get to fully understand our client needs and develop a plan of deliverables specific to each role.

# Why its successful

Retained services are centred around the deliverables outlined with the clients. This gives clearly defined objectives which leads to a high rate of success in filling key roles. This approach comes into its own when companies need to fill challenging, niche or for senior positions as the level of research and thorough search process means this service delivers. We currently see XX% of retention rates with hires through this service.

## What you get with Retained

Contingency services are reactive and tend to focus on qualifications and less about the candidate 'fit'. The key features of our Retained service offer more in-depth more extensive search and use of more consultant expertise and industry-leading tools to go further to find the right person for the role specified.

Here's a look at how Retained compares to Contingency

#### Contingency

Reactive searching methods

Depth of search is challenging

Focus on qualified candidates

Client conducts all deep dive assessments

Candidate buoyant markets

'Fit' not critical to the hire

Can be transaction in nature

Limited time afforded to search

Wider search, less depth into the market



#### Retained

Pro active searching methods

Depth of search is a key deliverable

Focus on qualified candidates that 'fit'

Can conduct / support assessments

Regular feedback and consultation

Ideal for challenging, niche and senior hires

Market Perception reporting

Recruiter truly understands the company

Research orientated approach

Targeted approach

Clearly defined objectives

#### Want to know more?

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Retention www.justit.co.uk Hiring Training Development