

# Accelerate Your Diversity Hiring



**87%**

Talent Retention Rate  
Delivering a more cost-effective spend

**10,000+ Placements**  
**2M+ Talent Database**



**RANGAM**

*Empathy Drives Innovation®*

## Enterprise Programme

Here at Rangam we have a team of specialists that can partner and collaborate with you to create and implement a diversity hiring programme. You will be assigned your own account manager who will ensure you have access to:

### 1. Full Programme Consultation

- Best practice guidance
- Strategic alignment of programme within your current business priorities
- Full programme communication, both internally and externally
- Process review and implementation to ensure fully inclusive and accessible hiring, onboarding, and retention policies and processes
- Create and implement programme expansion



### 2. Launch Training

Tailored strengths-based training to ensure your programme is a success. This can include, but is not limited to:



### 3. Concierge service



### 4. Vendor Management

- Single point of contact for any additional specific disability service requirements

## Diversity Hiring Partner



A dedicated recruiter, who will support you with end-to-end recruitment



Access to Rangam's recruitment platform to enable efficient and scalable recruitment support



Marketing support, which includes promotion of all roles across Rangam's LinkedIn platform of 136,100 followers



Access to Rangam's concierge services



Access to Rangam's specialist training

## Concierge Service

Rangam has a dedicated team of experienced diversity employment specialists.

If you have a recent hire or existing employee who you want to ensure is supported to succeed and thrive in your business, then our concierge team can help you.

This service includes:



- Full onboarding support, including a bespoke employee onboarding implementation plan
- Access to experienced employment specialists to provide tailored support, guidance, and coaching for both your employee(s) and manager(s)
- Specialist knowledge of workplace adaptations and reasonable adjustments
- Implementation of an internal resource network, which can include:

Identifying volunteers within your business to act as mentors

Training and support for these mentors

Peer mentoring and reverse mentoring programmes

## Specialist Training

Our team of specialist trainers can work with you to deliver bespoke training solutions. This can include but is not limited to:

- Customized strengths-based training to ensure your programme is a success. This can include, but is not limited to:

Training for in-house recruiters

Training for hiring managers

Training for colleagues

Online training module for all staff



- Creation and delivery of bespoke training courses
- Audit and advice on current internal training courses



## Testimonial



“

“The programme in which Accenture and Rangam incorporate the differently abled into our team is a shining light to us all on what is possible when we put our minds to it.”

**Managing Director**  
Accenture

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The best thing about working with Rangam is they were very sensitive to what my needs were and there was very good alignment with the services provided and what they could do for me.

**Project Manager**  
Pharmaceutical Consultant

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“Our partnership with diverse suppliers like Rangam has been mutually beneficial and has led to the development of several MWBE programmes for the region's entrepreneurs.”

**Director Global Procurement**  
Pharmaceutical Client

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“One of the top performing vendors we have.”

**Vendor Manager**  
Telecommunications MSP

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“The impactful work we are doing for disability & inclusion could not be realized without strong partners who share similar goals. I want to formally acknowledge our Accenture partner and Rangam's SourceAble Programme for making this possible.”

**Director, Supplier Diversity**  
Bristol-Myers Squibb

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**Certifications****WEConnect**  
INTERNATIONAL

Certified  
**WBENC**  
WOMEN'S BUSINESS ENTERPRISE  
NATIONAL COUNCIL