



TALiNT BENCHMARK REPORT 2019

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BASED ON RESULTS FROM THE 2019 TALiNT BENCHMARK PROGRAMME

Background

ACME plc is a UK FTSE business employing 23,000 people in the UK and a further 8,000 internationally. The business has a complex range of talent challenges, hiring around 3,000 employees each year to help achieve growth targets, as well as having to replace staff in certain functions where there is a high degree of churn.

UK employees are spread mainly across three locations: London head office (c. 1500 people), a non-manufacturing facility in the North West (c. 3500) and 12 regional service and distribution centers around the country (between 700-1800 people per centre).

The benchmark has only looked at UK activities.

ACME'S TA (talent acquisition) function is led by Jane Smyth. She is supported by a team of 15 people in the HR department which is managed by Tom Jones.

The business has invested heavily in its employer brand over the last three years, in part driven by a corporate restructuring following the appointment of new CEO Karen Gray.

ACME also recognises the need to improve its diversity and inclusion results and this is a clearly stated objective in the company's annual report.

KEY FINDINGS

The overall benchmark score was 785 out of 1000, against a total market average of 816.

Key overall comparisons include:

- Industry average
- Regional average
- Year-on-year changes

The highest scores in the benchmark were in the following areas:

- Top 1
- Top 2
- Top 3

The lowest scores in the benchmark were in the following areas:-

- Lowest 1
- Lowest 2
- Lowest 3

Detailed commentary and insights

Recommendations