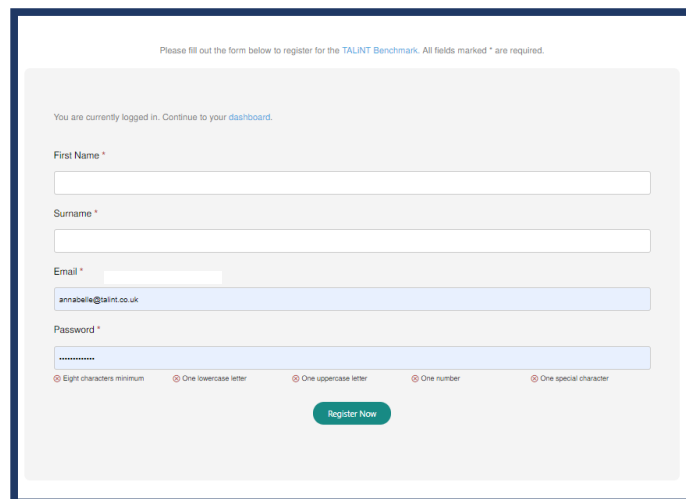


This short guide takes you through how to get the best from your participation in the 2020 Benchmark Programme - from registering and completing assessments through to ideas on how you can use it within your organisation and key dates for this year's programme.

Register for the Programme and set your profile

The first step is to register for the programme. You can do this via the website or by using the link here:
benchmark.talint.co.uk

You will be asked to complete brief information to set up your account.



Please fill out the form below to register for the TALiNT Benchmark. All fields marked * are required.

You are currently logged in. Continue to your [dashboard](#).

First Name *

Surname *

Email *

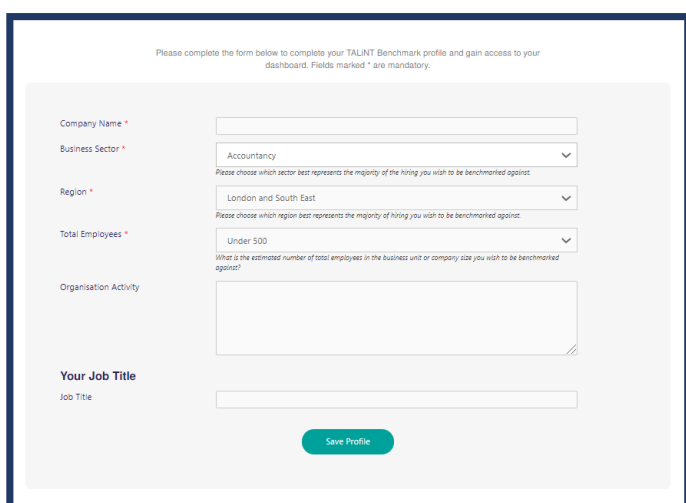
annabelle@talint.co.uk

Password *

Eight characters minimum One lowercase letter One uppercase letter One number One special character

Register Now

You'll then receive an email with a link to your individual account and be asked to enter information about your Company. This is where you can select the most appropriate cohort for your comparison group, don't worry if you're unsure, just choose the best fit and we can confirm with you later.



Please complete the form below to complete your TALiNT Benchmark profile and gain access to your dashboard. Fields marked * are mandatory.

Company Name *

Business Sector *

Accountancy

Region *

London and South East

Total Employees *

Under 500

Organisation Activity

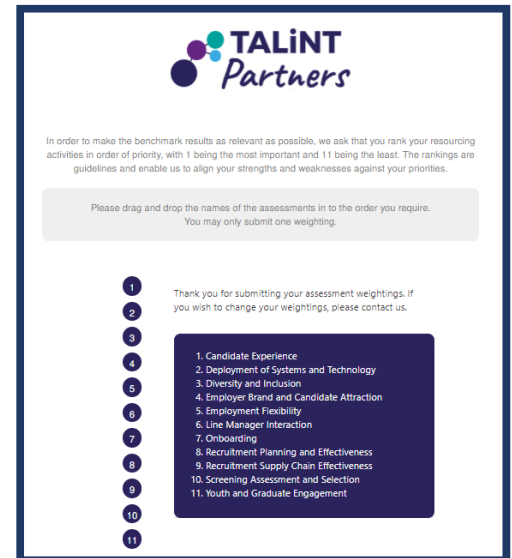
Your Job Title

Job Title

Save Profile

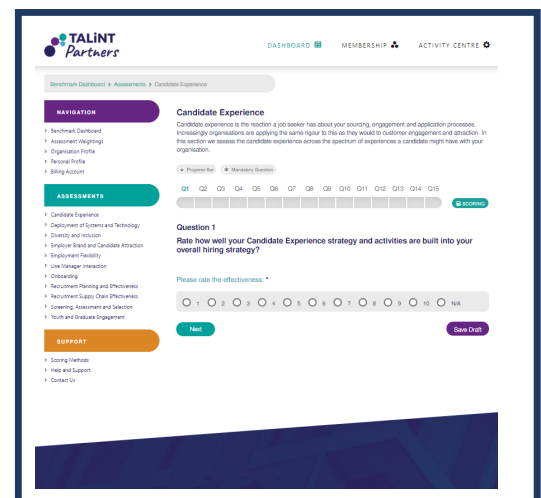
Personalise your programme to work for you

The first action is to rank the 11 assessment categories in terms of the talent priorities of your organisation. We ask you to do this prior to reviewing any of the categories to ensure the ranking remains as objective as possible.



The screenshot shows the TALiNT Partners ranking interface. At the top, it says "In order to make the benchmark results as relevant as possible, we ask that you rank your resourcing activities in order of priority, with 1 being the most important and 11 being the least. The rankings are guidelines and enable us to align your strengths and weaknesses against your priorities." Below this, there is a instruction: "Please drag and drop the names of the assessments in to the order you require. You may only submit one weighting." A list of 11 assessment categories is shown on the left, numbered 1 to 11. On the right, a box lists the categories: 1. Candidate Experience, 2. Deployment of Systems and Technology, 3. Diversity and Inclusion, 4. Employer Brand and Candidate Attraction, 5. Employment Flexibility, 6. Line Manager Interaction, 7. Onboarding, 8. Recruitment Planning and Effectiveness, 9. Recruitment Supply Chain Effectiveness, 10. Screening Assessment and Selection, 11. Youth and Graduate Engagement.

You can now complete the assessments in any order, change and save your responses until you are happy with them. At the end of each section there is a button to confirm submission, once this is clicked your responses are locked into the system and no further changes can be made.



The screenshot shows the TALiNT Partners assessment interface. It has a navigation menu on the left with options like "Benchmark Dashboard", "Assessments", "Candidate Experience", "Diversity and Inclusion", "Employment Flexibility", "Line Manager Interaction", "Onboarding", "Recruitment Planning and Effectiveness", "Recruitment Supply Chain Effectiveness", "Screening Assessment and Selection", and "Youth and Graduate Engagement". The main content area is titled "Candidate Experience" and contains a question: "Rate how well your Candidate Experience strategy and activities are built into your overall hiring strategy?". Below the question, there is a rating scale from 1 to 11, with 1 being the most important and 11 being the least. The interface also includes a "Save Draft" button and a "Next" button.

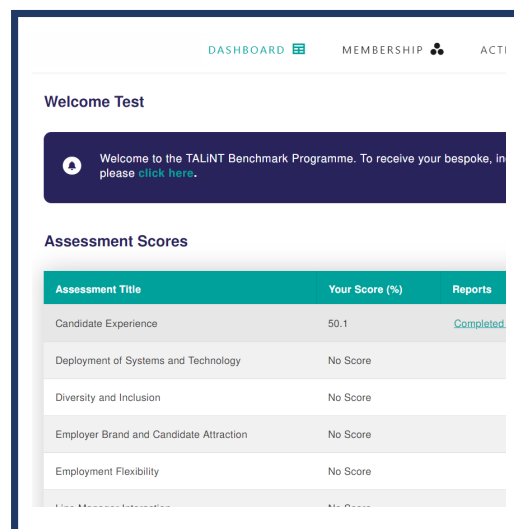
How you complete the assessments is up to you but we have seen organizations complete them in a variety of ways:

- **From a leadership perspective** – you can choose to complete the programme from your own assessment of the categories
- **Team Discussion** – you may choose to share some or all the assessments with your team and discuss to come to a collective viewpoint, as part of your team development
- **Specialist review** – some teams have individuals who lead on specific categories such as D&I or Early careers. Those specific assessments can be completed from a practitioner view. (NB. Login details would need to be shared rather than a separate registration being completed)

Review your own performance

Once you have completed and submitted each assessment you will instantly be able to see how effectively you perform in this area. This can be helpful to start shaping or reviewing your immediate priorities and resourcing activities.

At this stage you don't see how you benchmark against your peers. There is no cost to participate in the programme to this stage.



The screenshot shows a dashboard with a top navigation bar containing 'DASHBOARD', 'MEMBERSHIP', and 'ACTI'. Below the navigation bar is a 'Welcome Test' section with a message: 'Welcome to the TALiNT Benchmark Programme. To receive your bespoke, in please [click here](#).' Below this is an 'Assessment Scores' table.

Assessment Title	Your Score (%)	Reports
Candidate Experience	50.1	Completed
Deployment of Systems and Technology	No Score	
Diversity and Inclusion	No Score	
Employer Brand and Candidate Attraction	No Score	
Employment Flexibility	No Score	

Select your programme

To get the most benefit from the programme we offer two different levels:

Standard Programme – this provides your ranking within each category both compared to your cohort group and compared to all the Benchmark participants. The cost for this report is £1000 + VAT

Premium Programme – this provides the above data together with a detailed, confidential report prepared by TALiNT Partners which highlights strengths and weaknesses together with suggested areas of focus. This comprehensive view when combined with your own resourcing metrics (time to hire, cost per hire, etc.) provides a holistic view of your organisation's talent acquisition effectiveness. Previous participants have used this data to inform priorities for improvement, investment decisions for their TA function and set strategic goals for their function.

All organisations who participate in the Premium programme will receive priority, complimentary tickets to the TALiNT Benchmark Summit on November 19th.

Key Dates

30 October 2020	Deadline date for completion of assessments
19 November 2020	Benchmark Summit

Keeping you updated

Once registered we will keep you updated with the other participants on the programme as well as any relevant events, articles or reports that we produce.

We're always on hand to answer any questions that you have or to discuss ways in which we can further support your Talent Acquisition activities – contact debra@talint.co.uk

