AMS

Talent Lab

The use of IT Consultancies in digital transformation projects is substantial – and the market is growing.*

But are there longer-term solutions to support SOW initiatives and reduce spend?

*According to a recent estimation, the technology and IT consulting services market is worth $48 billion, representing approximately 20% of the total global consulting market.

IT Consultancy Services and the Recruit, Train, Deploy (RTD) method

To ensure a consistent pipeline of strong tech talent, IT consultancies use multiple channels to engage emerging talent. As well as graduate programmes, apprenticeships and internships, RTD is a core pillar of their recruitment strategy.

The RTD method provides companies access to trained talent on a 'try-before-you-buy' basis. Candidates typically work on client site for 18 – 24 months before transferring to full-time employees (FTE).

This approach is becoming increasingly common for large organisations looking to reduce costs.
For instance, 'The Big 4' and other large SIs use this alternative RTD model to grow their own talent pipeline for client work.

The problem? While effective for IT consultancies, this method can be expensive for their customers. Candidates are often badged as fully-fledged "consultants" and billed at higher rates for client projects. But there is another way.

If you're currently working with IT consultancies, you can make substantial savings on your total project cost by running your own RTD cohorts and having them work alongside the incumbent IT consultancy. Candidates are then transferred to full-time employment within your organisation, rather than the consultancy.

Creating the business case

Many of our employment partners continue to struggle to recruit locally for lower-level software developers and other IT/tech roles. This is typically due to:

- Candidate location
- Candidate salary expectations
- Head-count restrictions

All of this means that businesses are often forced to work with IT consultancies to ensure projects can be delivered on time, costing them millions in consultancy fees.

At AMS Talent Lab, we've created an alternative solution that gives you access to highly skilled, diverse and engaged candidates – at a significantly reduced cost.

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What is the Talent Lab RTD service?

AMS Talent Lab designs bespoke programmes to engage emerging talent and train them to your exact business needs. We assess for aptitude and proficiency, not previous experience, so you can widen your talent pool and drive social mobility in your organisation.

We hire candidates, paying them through training. Once they're deployed with you, we continue to mentor and develop them through to conversion. You won't pay a penny until they land on sit, and after 18 months, you can transfer them to your workforce as full-time employees at no charge.

What is our training capability?

We've created a market-leading eco-system of SMEs, Training Partners, and Centres of Excellence to create our best-in-class, flexible and scalable reskilling solution. Our training content is fully customisable and delivered using virtual instructor-led classes, state-of-the art cloud training tools, and industry recognised certifications.

A|M|S
Talent Lab
Tech Skilling

- Software Engineering
- Data & AI
- Agile, Delivery & Change
- Cyber & InfoSec
- DevOps & Cloud
- Enterprise Software

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Talent Lab
Core Skilling

- Commercial
- Operations
- Risk
- Financial Crime

What other support do Associates receive?

When Associates join AMS Talent Lab, they benefit from our multifaceted performance management approach. Bespoke to each employment partner, it enables all Associates to flourish, with a strong support network and ongoing feedback loop that structures their development and addresses individual needs.

- Performance Management
- 1-2-1 Support & Mentoring
- Continuous Learning
- Day-to-day Management (client)
- Associate Community
- Supporting Transition to client FTE

What can I save by using AMS Talent Lab?*

Software Engineers (a worked example)	(£) Per Day	Total cost 18-month engagement (330-days)	Total 18-month cost to business for a cohort of 15	Option to Convert to FTE
Typical Day Rate (RTD)	£300	£99,000	£1,489,500	✔
Typical Contractor Day Rate	£600	£198,000	£2,970,000	✔
Typical Consultancy Day Rate*	£650	£214,500	£3,217,500	✘
Cost savings		£99,000-£115,500	50-64% savings	

*Worked example

For more information contact:

Kevin Short - Head of Growth

T: +44 7711 178 722 – **E:** kevin.short@weareams.com

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