

# A Leading Financial Services Client

## Pensions And Annuities Graduate Scheme

### The task

A leading financial services client approached us with the requirement to place 400 associates across 2 Pensions and Annuities projects based outside of London. Both the high volume of the requirement and the location were challenges the client faced with filling these roles.

### The solution

Momenta proposed adapting standard resourcing and management processes to fill a portion of these positions with suitable Graduates for relevant roles. These adaptations included:

- Appointing a Momenta Graduate Coordinator to oversee the Graduates journey through the resourcing and referencing process, as well as an Onsite Client Site Team Coordinator to act as a point of contact for both Graduates and the client.
- Creating streamlined onsite interview and assessment processes to consolidate previously lengthy and longwinded assessment procedures.
- Modifying the standard Attraction Strategies by targeting student and graduate focused medias and platforms.
- Producing marketing material that promoted the area and surrounding facilities including accommodation, travel and lifestyle amenities. We were able to establish processes to allow Momenta to monitor and manage graduate performance on behalf of the client and implement structured retention strategies and remunerations that benefitted both the graduate and client.

### The Outcome

Spanning a six-month period, over 100 graduates were placed in suitable roles across the two projects alleviating the economic, logistical and managerial pressures of filling the entirety of the available roles with experienced contractors. Success of the project was also reflected in the retention of over 90% of those that were placed on project and their progression within the company.

 100+ Graduates placed on project

 6 month project