

early careers recruitment.

with Ford Motor Company and Randstad.

Randstad has supported Ford Motor Company with their early careers recruitment since 2018. Here's what Ford has to say about the partnership:

"We are constantly seeking top-class candidates for our apprenticeship programmes across Ford Of Britain. Our apprenticeship opportunities include degree, higher and advanced engineering, IT, data scientist and supply chain management degree programmes.

Ford strives to find candidates with a proactive and 'can do' mindset, who are willing to work hard to reach their personal aspirations and who want to learn and progress through the company. An apprenticeship with Ford gives successful candidates the opportunity to earn as they learn, to gain 'hands-on' experience and gain skills that are valuable for the future. Ford needs people to design their vehicles, purchase the components that make them, build the vehicles, market, and sell them. We need people to provide us with the best technical skills, innovation and creativity to do all of this successfully, as well as leaders that will promote the development of our evolving workforce."

attracting candidates.

It is typically challenging for engineering and manufacturing companies to attract high calibre IT and finance candidates, as the fantastic development opportunities are not immediately understood. Ford is not always an obvious career choice for apprentices or graduates in these subjects who may be more likely to have tech companies or banks top of mind.

Randstad and Ford have worked in partnership to break down these barriers and find new and innovative ways to engage and assess candidates. Through forging partnerships, proactively speaking to universities, and running events, workshops and open days, Randstad strives to ensure that Ford's potential candidates recognise it as a leading early careers employer and life changing opportunity.

Ford says:

"candidates experience top-class customer service and Randstad share our passion to strive to provide the best candidate experience throughout the whole process."



diversity.

Equality, diversity and inclusivity underlines Ford's entire people ethos and they are committed to hiring and welcoming more female and disabled apprentices to the business. Randstad works closely with Ford to ensure their job adverts are written inclusively and avoid gender biased words. Randstad's detailed tracking and reporting also allows Ford to see where they are meeting diversity targets and where they need to focus further effort to improve their D&I strategies.

staying flexible and embracing remote and hybrid ways of working.

2020 and 2021 introduced new and innovative ways of working.

Ford says:

"Throughout the new challenges brought on by the Covid pandemic, Randstad were instrumental in facilitating virtual assessment centres, replacing traditional face to face events and therefore allowing our yearly campaigns to continue in difficult times. This practice continues to develop with Randstad striving to improve the customer experience year on year. They are also excellent at responding quickly to changes, as a result of ongoing immediate business needs."

Randstad says:

"We already had the technology in place that allowed us to respond quickly and switch to a virtual hiring model. As hybrid working establishes itself as the future of working environments, we're embracing the opportunities it brings and using technology to add efficiencies and reduce bias in our screening processes."

a success story.

"We have been able to continue reaching our recruitment goals throughout the annual apprenticeship programmes and we continue, with Randstad's support, to acquire the best apprentices for our programmes which ultimately feeds our talent pipeline."

Ford Motor Company

