



Our EVP Toolkit

**Empowering People.
Changing Lives.**



Introduction to Talentia Group

Welcome to our Employee Value Proposition (EVP) Toolkit!

At Talentia Group, we believe in empowering our employees to reach their full potential and thrive in a supportive and inclusive work environment.

This toolkit serves as a comprehensive guide to understanding and communicating the value proposition we offer to our current and potential employees.

Understanding the EVP

Our EVP outlines what we offer to our team as an employer in exchange for their skills and their commitment.

This will cover our culture, our values, our benefits and growth opportunities as part of Talentia Group. A strong EVP helps attract and retain top talent, boosting employee satisfaction and our success as a business, which will be paramount the more we continue to grow.

Insights

Here you can find references for our mission, purpose vision & values, as well as how we should be communicating EVP with our team.



Our Purpose

Empowering People. Changing Lives.

Vision Statement for Talentia Group

“Empowering People, Changing Lives” is more than a tagline. It’s our promise. Talentia Group is more than the UK’s largest public sector recruiter. We are leaders of transformative change. Our vision is to facilitate a world where every public sector employee feels valued, supported and satisfied. By creating an inspiring work environment for an efficient workforce we can elevate the public sector standards and expectations. Actively making a positive impact in spaces we operate with, keeping a focus on creating opportunities of empowerment.

As a proud B Corp we dedicate 1% of our revenue to projects which lay a foundation for a brighter and more equitable future. We are driven by our commitment to investing in education, youth education, and social mobility. It is not just a social responsibility, but a core part of our ethos.

We aim to reach users at all levels, designing our actions to significantly enhance service users’ outcomes, elevating the experience of every child and adult. Whether academic achievement, nurturing potential, fostering resilience or opening once unattainable doors. We ensure the tools, support and opportunities to excel are given to those who need them, regardless of background or circumstance.

We want to act as the start of a domino effect for positive change across the UK. Reframing the public sector as a favourable career choice. One of hope and opportunity.”

In a nutshell...



Our vision at Talentia Group goes beyond being the UK’s largest public sector recruiter; we aspire to be catalysts of profound change.

We envision a world where every public sector worker feels valued and empowered, fostering a culture of excellence and elevating standards. Through our commitment to social impact and investment in education, we strive to create a brighter, more equitable future.

By providing tools, support, and opportunities, we aim to transform lives and reshape perceptions, igniting a chain reaction of positive change throughout the UK.



Mission Statement

Our mission is...

to become the UKs largest public sector recruiter in the UK.

We will grow the team to over 300 dedicated consultants across the industry, including Education, Defence, Councils, Housing and Healthcare sectors. Helping thousands of candidates annually find work in the public sector, in their choice of either temporary or permanent work.

Our clients, candidates and colleagues will clearly understand our mission, vision and purpose because they truly represent our lived values. We are focused on maintaining sustainable growth, financial stability and profitability. Ensuring we can keep investing in our people and our services, whilst delivering long-term benefits to all stakeholders.

Talentia will fill 5 offices across the UK based in Bristol, London, Cardiff, Manchester and Leeds. Providing market leading training to our teams and providing a life changing career for those that choose us to take them forward, and who remain dedicated to the outcomes of those we serve.

We pledge to continue committing 1% of our group turnover to provide a better life for all those that our business impacts. And we believe that impact achieves it's best results when it is invested, donated and spent with our overarching vision and purpose in mind. Our belief is through spending 1% on education, sustainability and community, we are spending 1% for our planet.

In a nutshell...



“Our mission is to establish Talentia as the premier public sector recruiter in the UK.

With a growing team of dedicated consultants across various sectors, we aim to provide exceptional service to clients and candidates alike.

Through clear communication of our values and a commitment to sustainable growth whilst giving back, we strive to create a positive impact on both individuals and communities.”



Our Values

GROW with Talentia...

Grit: Show up with the right mindset every single day.

Grit: Dig Deep when it gets tough, this is where you learn the most.

Grit: Stay resilient in the face of challenge, this is how we go beyond where we were.

Grit: Keep going, you never know how close you are to a win.

Respect: Work with pride, every action you take represents your businesses and your brand.

Respect: Trust your team, and help them where you can.

Respect: Create good relationships on solid foundations, for long term progress.

Optimism: Energy and Positivity, you don't need to smile all day but at least see the best in the worst and bring the energy.

Optimism: Looking forward, don't focus on the moment, focus on what it means on a long-term basis.

Optimism: Silver Linings, there is something to learn in every mistake or set back.

Optimism: Mindset is your most important tool, nothing else works if your mind isn't right.

Wellbeing: Support is there, just ask, keeping you well and healthy is our core aim.

Wellbeing: Work life balance is a thing, but sometimes you need to balance it one way against the other. Do the work when it needs doing, and go home when it's time to go home.

Wellbeing: We strive for every person to be comfortable and safe in work, so speak up and help us improve for the better.

Wellbeing: You and the business need you at your best, so we'll support you to get there.



EVP Messaging

Crafting compelling messaging is essential for effectively communicating our EVP to both internal and external audiences. Our key messages should emphasise the following:

- **Opportunity:**

Joining a dynamic team where your contributions make a real impact.

- **Culture:**

Experience a supportive and inclusive work environment where diversity is celebrated.

- **Growth:**

Unlock your potential with access to ongoing learning and development opportunities.

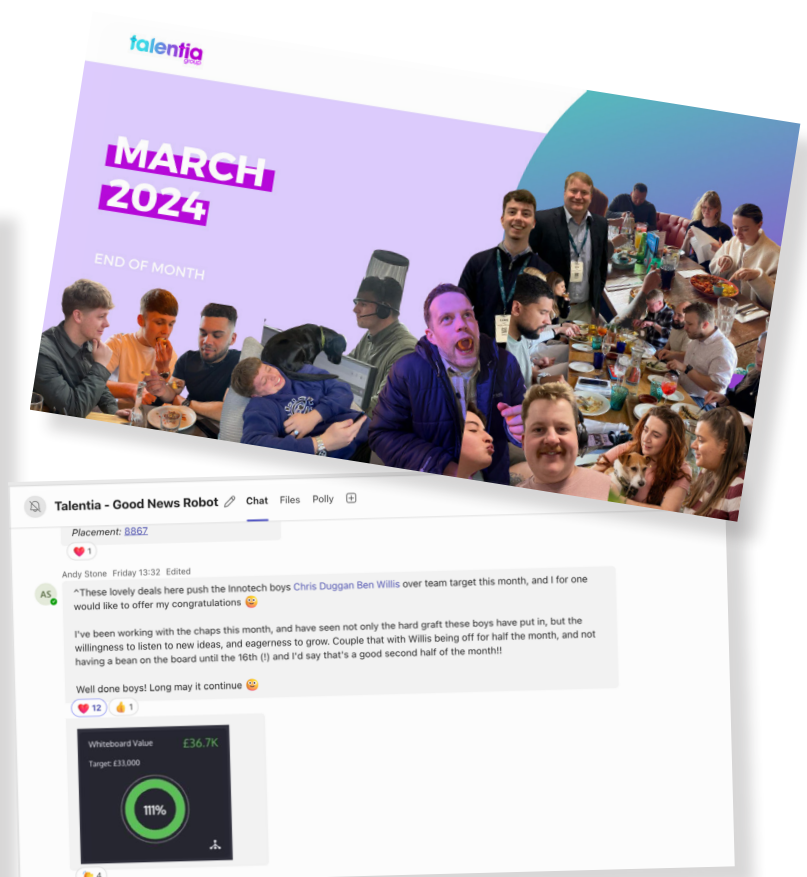
- **Purpose:**

Be part of a company that is passionate about making a difference in the world.

Communication Channels

We will regularly use a variety of communication channels to share our EVP with both current employees and prospective candidates. This includes:

- Our company website
- Social media platforms
- Recruitment materials
- Internal newsletters
- Internal comms channels



Giving Back



Giving back is crucial for showcasing our commitment to social responsibility and our community engagement. Here are some key ways we will focus on doing this:

CPD Days

We encourage employees to use a portion of their working hours for CPD activities, such as attending workshops, conferences, or online courses relevant to their professional development.

By investing in their growth and learning, Talentia Group demonstrates a commitment to supporting employees' career advancement and personal growth.

Donations and Corporate Social Responsibility

Talentia Group actively participates in corporate social responsibility initiatives by donating to charitable organisations, supporting community projects, and sponsoring events that align with our values and mission.

Whether it's contributing funds, resources, or expertise, we strive to make a positive impact on society and address pressing social and environmental issues. You can find references for our mission, purpose vision & values, as well as how we should be communicating EVP with our team.

Supporting Charities and Nonprofit Partnerships

Establish partnerships with reputable charities and nonprofit organisations that align with Talentia Group's values and priorities. By supporting these initiatives through fundraising events, sponsorship opportunities, and employee volunteer programs, we strengthen our community ties and contribute to meaningful social change.

Integrating Values into Everyday Practices

To ensure that our values are more than just words on a page, we integrate them into everyday practices and behaviors across each brand in the Talentia Group.

Here's how we live our values on a daily basis:

Living Our Values

- **Lead by Example:**

Leaders and managers set the tone for organisational culture. Together we embody our values in their actions and decisions and provide our team with the autonomy, resources, and support they need to take ownership of their work and lead by example.

- **Recognition and Reward:**

We foster a culture that rewards excellence. We have established formal recognition programs that celebrate outstanding team performance and accomplishments.

- **Communication and Feedback:**

Open and transparent communication is a cornerstone of our culture. And we use multiple channels for employees to share ideas, raise concerns, and provide feedback that aligns with our values.

- **Training and Development:**

We invest in our training and ensuring ongoing development opportunities for our team. Helping employees understand and internalise our values, equipping them with the skills and knowledge needed to live those values in their roles.

- **Accountability:**

We set clear expectations for performance, goals, and deliverables, ensuring that every team member understands their role and responsibilities. By providing clarity and direction, we empower team to take ownership of their work and make meaningful contributions to the company's objectives and their own careers.



Strategic Business Focus for Team Success

This section outlines the strategic business focus that will help guide the Talentia team to success. Ensuring alignment of output with company goals, and providing the necessary tools and motivation to achieve exceptional performance.

Pride In All We Do

When we put our minds to something, we want to do it the best we can.

We take pride in the work we do. We are not your 'typical recruitment' service. When telling someone your profession, you can describe how you genuinely change peoples lives and begin to change the perception of recruiters. No more eye rolls or remarks for our industry.

We treat every day as an opportunity to showcase an example of the work we do for our clients, candidates and our colleagues.

Efficient Output

We adopt tools, automations, and processes that offer us efficient and faster ways of working to improve the quality of our output and to complete our work to a high standard.

There are only so many hours in the day. And the more that are focused on building relationships, and the less that are taken up with admin or process, the more we can focus on helping our clients and candidates.

If we are not using something properly, we either maximise or remove it. If a process is hindering instead of helping, we adopt a solutions mindset and ask "how can this be improved?"

Feedback is truly at the core of how we scale and grow.

Candidate, Client and Colleague Centric Service

We don't focus purely on profits. We consider how those profits can be used and how we can invest back into our clients, our candidate journey and how we can enrich our consultants lives.

As a business, we have empathy for our relationships. We keep everyone in our ecosystem at the front of our minds and develop an understanding of every persons position.

We empower people and we change lives.



How We Do Things...



Rule Book

Consistency is key
Work hard, play hard
Teamwork makes the dream work
Solutions, not problems
Own our shit
Accountability is key
Don't do anything half assed
Master your craft
Your personality has value
Time is precious - don't waste it
The only real mistakes are the ones
we don't learn from
Just pick up the phone and speak