

BMW GROUP NEWSLETTER

Today's insights into
tomorrow's world of work



HAYS QUARTERLY NEWSLETTER – Q3 2023

Welcome to the next instalment of the Hays' Quarterly Newsletter!
Read below to find the latest updates on our people, systems,
processes, and more.



HAYS NEIGHBOURLY

Helping for your tomorrow

As part of our 'Helping for your tomorrow' initiative, Hays UK&I set an ambitious goal of delivering 10,000 + hours of community volunteering with local charities and good causes between 3-14 July. Hays UK&I partnered with Neighbourly, resulting in a total of 9266 hours logged for over 282 events across 76 postcodes.



PROUD TO SUPPORT **BLACK HISTORY MONTH 2023**



HAYS Black History Month

Marking Black History Month, October is where Hays focuses on the contributions and achievements of Black people to our society. This year's theme is Saluting Our Sisters, focusing on the accomplishments of black women who have shaped history. By celebrating their achievements, the theme aims to inspire future generations of leaders, innovators and advocates.

According to the Black Women In The UK Workplace report 2022, by Black Women Leadership, 44% of Black women do not believe they are offered the same career advancement opportunities as their non-Black female colleagues. The research also found that almost half believe they will be overlooked for promotion, despite being completely capable.

Each year, Hays surveys thousands of employees and employers on topics around diversity, equity and inclusion, and this year, we spoke to over 5,000 individuals. Of those 5,000 actions they'd like to see their employers take include, top: committing to reviewing and improving their assessment and selection frameworks, mitigating bias and ensuring inclusion; communicating their strategy for attracting and retaining under-represented talent internally and being transparent about progress; and assigning dedicated resources and investment to improve the career outcomes of these groups.

HAYS Information Hub

We have been working incredibly hard in the background to develop our Hays Information Hub for temporary workers/agency partners and Hiring Managers and are pleased to share the first draft is almost complete. We will keep you updated with progression, but we wanted to give you an insight to what this means for you

Central Information Hub on topics such as; Our partnership with BMW Group and what it means to Hays, Meet the team and your key contacts and approved documents containing processes and policies aligned to BMW Group



SERVICE FEEDBACK

Our people are at the heart of our service and the feedback that we receive

*"Was good, has been the best experience so far have had with Hays. Eva was extremely helpful – **Farnborough***

*"Great support from start to finish. Thank you." – **Farnborough***

*"I think Carola Rofail has been super! So helpful and friendly. Any questions I have had she has answered quickly and without any fuss."
– **Goodwood***

*"Lauren was highly supportive in the recruitment process, and responsive to requests and changes. The Directors hiring for the position are pleased with the time to hire and calibre of candidate." – **Oxford***



HAYS Annual Renewals

To support with the process, we have the below face to face sessions planned to answer any questions or just catch up on next steps:

Farnborough – Monday 23rd October, BMW Building, ground floor, room Innovate

Oxford – Tuesday 24th October, building 10.1, 2nd floor, Recruitment and HR office, room Christchurch





Goodwood – Wednesday 25th October, 1st floor, room Selsey

And then following month, we have 2 online sessions:

Teams – Monday 20th November at 11am

Teams – Tuesday 21st November at 1pm

Next Steps:

	1. Hays will send new schedules for each of your temporary workers via email. If you approve of the schedules, please sign and email them back to AnnualRenewals@Hays.com If they aren't correct, please follow step 2.
	2. Please review your schedules and check the details are correct e.g. Pay rate, number of days plus sufficient provision for expenses etc. If there are any discrepancies with the schedules, please email AnnualRenewals@Hays.com stating the issue and the required amendments.
	3. Please raise your Purchase Order as per the standard process and ensure the signed schedule is attached to SAP. You should also check with your recruitment partner that you have a requisition raised to support your extension.
	4. Once your P.O is released, send the PDF as confirmation of the P.O number together with a copy of the signed schedule to AnnualRenewals@Hays.com



A YEAR IN SERVICE

May this year saw us celebrating our first year in service with BMW Group.

It is always a good time to reflect on what we have learnt when we achieve such milestones, how we can grow and how we strive for success.

Technology and data both underpin our service delivery, being able to utilise what we have available to identify efficiencies has been vital. It has given us the opportunity to adapt and change the narrative on how we recruit for BMW Group, ranging from our initial intake briefing discussion to how we best use market insights to build our sourcing strategy and attract talent.

First impressions count as do continued support and engagement for temporary workers/agency partners. Which is why we strive to continually review how our onboarding processes work and the impact they have on the individuals' journey into BMW Group and during their tenure. We are proud to share the development of Workplace, a Hays built application solely there for our workforce, providing them with benefits and support throughout their time with BMW Group/Hays.

Using intelligence as well as feedback from stakeholders allows us to adapt and drive change. The feedback you provide has allowed us to define continuous improvement and technology roadmaps, which help support us in achieving success. We would like to thank BMW Group for partnering with us to collaborate on working for our tomorrow.

