Working with Randstad

Thursday 13th February 2020
supplier diversity.

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agenda.

- introductions
- randstad’s supplier diversity program overview
- supplier diversity program discussion
- q&a
- closing remarks
Randstad’s supplier diversity program.

“Globally, supplier diversity impacts sustainability and economic empowerment. When small, diverse businesses thrive — they grow — and can create job opportunities in the communities in which they operate and serve. Embracing diversity, whether in the workplace or in the supply chain, leads to greater innovation and perspectives that appeal to a broader and more diverse customer base. Supplier diversity is critical to companies pursuing a global consumer base.”

Audra Jenkins
Chief Diversity & Inclusion Officer
Randstad North America
To leverage the strength of our differences for an equal and inclusive workplace, marketplace, and business. Our success is built upon the foundation of our core values and emulated in the diverse employees, clients, and communities we serve.

- Workforce diversity
- Conscious inclusion
- Leverage business resource groups (BRGs)
- Cultural competence
- Corporate social responsibility
- Inclusive employer of choice
- 1st staffing company recognized for diversity
- Outreach
- Client partnership
- Supplier diversity
- Hire Hope
randstad supplier diversity

and best practices.
supplier diversity program management goals.

A supplier diversity program is a corporate program that injects diversity into the supply chain through the procurement of goods and services from diverse business enterprises. These diverse suppliers are typically headed by women or ethnic minorities and, more recently, also include enterprises led by lesbian, gay, bisexual, or transgender people and disabled veteran owners (51% ownership).
CVM Solutions
2019 state of supplier diversity.

• 53% of supplier diversity programs count small businesses in their diverse spend
• 59% of respondents track Tier 2 spend
• 29% of respondents have a global supplier diversity program
top benefits of certification.

improved procurement access

• certification and partnering with certifying entities provides resources on how to market your certification
• many corporations carve out a percent of their total procurement spend for diverse suppliers

increased networking opportunities

• meet the buyer events
• diverse supplier conferences and events
• diverse supplier awards galas
• golf and partner events
supplier diversity at randstad.

- globally we spend 150 – 200 million euros in diverse spend
- 1,400+ vendors and franchisees
- annual audits
- performance reviews
- continuous tracking of certification status and flagging vendors who are no longer certified
- mentorship to smaller business – selected through our partners
let’s chat.
supplier diversity
• do you use diverse suppliers in your current role?

if yes,

• how do you currently identify those suppliers?
our partnerships and outreach.

**partnerships**

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- WEConnect International Europe
- National Gay and Lesbian Chamber of Commerce
- Department of Veterans Affairs

**outreach**

- Canadian Aboriginal & Minority Supplier Council (CAMSC)
- Minority Supplier Diversity UK
- Supply Nation U.S
- National Gay and Lesbian Chamber of Commerce (NGLCC)
- MSDChina
- South African Supplier Diversity Council (SASDC)
- Pan Asian American Chamber of Commerce (USPAAACC)
- Social Enterprise UK

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is there a vetting process a supplier must complete to be an approved vendor for randstad?
best practices engaging large staffing firms.

**supplier portal**
- complete required forms
- prominently display/share certifications
- follow up by established deadlines

**communication**
- use the supplier portal mailbox
- have strong references and performance examples

**supplier programs**
- attend “meet the buyer” events
- start a diverse supplier program – helps large firms enhance their tier 2 spend
- leverage the certification network
what are the guidelines randstad follows to manage their suppliers globally?
how does randstad evaluate supplier’s performance?
in which areas/locations do you currently have supplier/procurement needs?
does randstad have a supplier registration site and how does a supplier gain access to that site?
supplier diversity

is at the heart of our strategy.

our global goal is to touch the work lives of 500 million people by 2030

receive communication via messages, including support of electronic attachments and diversity certifications

provide your company capabilities overview and locations

opportunities to increase your exposure with randstad customers

get assistance at rus-redi@randstadusa.com if you have technical problems.

register in our supplier database:
https://w.randstadusa.com/supplier-registration-form/
words of wisdom to our attendees looking to partner with randstad
Q&A & close.
randstad

human forward.