

# One company, many

Our services

### Temporary staffing

We provide associates to organisations on a temporary basis, providing flexibility to employers and new opportunities to candidates.

### Permanent placement

We help employers to recruit talent for permanent roles, securing the skills needed for an organisation's ongoing success.

### Career transition

We support organisations and their employees through changes that require individuals to transition out of their existing roles.

### Outsourcing

We offer flexible HR solutions in which we staff and manage the whole of a labour-intensive activity, such as warehouse logistics, call centre operations, or IT support.

Revenue %



Our strategic focus areas and global brands

## Workforce Solutions

We provide candidates with generalist skills to small, medium and large clients, mainly through temporary staffing, permanent placement and outsourcing services. Workforce Solutions operates across all sectors, under the global Adecco brand.

Our 'recruitment on demand' online staffing platform operates under the Adia brand, mainly focusing on hospitality and events. Workforce Solutions comprises two business lines:

### Office

We provide clerical and support personnel in all areas of office-based employment.

### Industrial

We provide candidates for blue-collar job profiles across many industrial and service sectors.

**Contribution to Group revenues:**

**76%**

**Contribution to Group gross profit:**

**61%**



## Professional Staffing & Solutions

We support our clients in finding and attracting talent with professional and highly sought-after skills. Our global lead brands in Professional Staffing & Solutions are: Badenoch & Clark, Modis, Spring Professional, Vetterly and YOSS.

### Information Technology (IT)

We support organisations across all industries in their IT workforce requirements.

### Engineering & Technical

We provide candidates with skilled professional profiles across all engineering and technical disciplines to clients in a wide range of industries.

### Finance & Legal

We support organisations by finding qualified professionals in the accounting, finance and legal disciplines.

### Medical & Science

We recruit and place medical professionals on a permanent or temporary basis in medical and science-related industries.

**Contribution to Group revenues:**

**21%**

**Contribution to Group gross profit:**

**28%**



Our global footprint

## Contribution to Group revenues

24%	France	9%	Benelux & Nordics
9%	UK & Ireland	8%	Italy
9%	Germany, Austria, Switzerland	5%	Iberia

More than  
**31,000**

full-time equivalent employees

More than  
**100,000**

clients

Over  
**700,000**

associates on assignment daily

# strengths

## MSP and RPO

### Managed Service Programmes

We manage all parts of the flexible workforce at organisations using a large number of contingent workers.

### Recruitment Process Outsourcing

We handle the entire hiring process for organisations recruiting large numbers of permanent employees.

## Talent development

We provide upskilling and reskilling solutions, leadership coaching, career development programmes and change management support.

## Gross profit %



## Talent Development & Career Transition

We offer services under the global brand Lee Hecht Harrison & General Assembly, providing solutions to large and small clients around the world.

### Workforce Transformation

Lee Hecht Harrison is the world's leading career transition and talent development brand, helping individuals and organisations navigate workforce change.

We help clients transform their workforces, offering talent development and career transition services. Through our upskilling and reskilling solutions, individuals can acquire new skills throughout their careers, enhancing long-term employability.

### Training and Reskilling

We offer technical training across a broad range of scarce, high-demand 21st century skills, mainly in coding, data science, and digital marketing, offered under the General Assembly brand.

**Contribution to Group revenues: 2%**

**Contribution to Group gross profit: 9%**



## Total Talent Solutions

We offer full HR outsourcing solutions, including MSP and RPO, through Pontoon, a global leader in contingent and permanent workforce acquisition and talent advisory solutions across all industries.

### Managed Service Programmes (MSP)

Managed Service Programmes involve taking over part of the HR function within an organisation to manage all of its contingent and flexible workforce needs.

### Recruitment Process Outsourcing (RPO)

Recruitment Process Outsourcing enables clients to outsource the entire permanent recruitment process to us to harness the full benefit of our expertise and experience in hiring large numbers of employees.

**Contribution to Group revenues: 1%**

**Contribution to Group gross profit: 2%**

## PONTOON

Europe:

64%

North America:

18%

Japan and Rest of World: 16%

Talent Development & Career Transition<sup>1</sup>: 2%

- 5% Japan
- 3% Latin America
- 3% Eastern Europe & MENA
- 2% Asia
- 2% Australia & New Zealand
- 1% India

[Read more on pages 58-66](#)

<sup>1</sup> Talent Development & Career Transition is managed as a global business line.