

High performance. Delivered.

Integrated Labor Management for Energy

Considering how much your energy business relies on contingent labor, are you satisfied with the quality of work provided and return on investment?

In this highly volatile economy, business, procurement and HR executives contend with changing workforce dynamics as well as an expanded global, multi-generational, aging workforce and local content expectations. As a result, the reliance on contingent labor as a key part of the workforce is increasing, requiring companies to rethink how they manage this talent pool.

Accenture can help you source high-quality talent, accelerate time to fill, reduce talent acquisition, manage costs and right size your contingent labor.

A sample of results Accenture has achieved for clients:

- **30%** reduction in cost per hire
- **25%** decrease in average time to fill positions
- **20%** boost in new-hire retention
- **\$12,000** saved per fill using internal agency capability
- Time to productivity accelerated by **20%**
- Performance of new hires up by **50%**
- **\$30,000** saved in markup fees/contractor project period

Realize improved labor performance through:



Lifecycle integration

Guidance in labor strategy, planning, talent branding, sourcing and selection, engagement and assimilation.



Proven assets and leading practices

More than 250 proprietary assets to improve results in talent, supply chain and organizational efficiency. Ninety-nine patents, with nearly 60 others pending.



Cloud-enabled delivery

250+ software-as-a-service implementations with 100+ companies and integration with leading vendor and learning management systems.



Lifecycle integration

More than 2,600 talent acquisition specialists. Delivery centers in Bangalore, Dalian, Mumbai, Prague and San Antonio, and support in 25+ languages.

Integrated Labor Management: A full range of support

Client Involvement

Consulting Services

Experience helping energy companies achieve key business objectives

Managed Services

Partial leverage of talent-related services to Accenture

End-to-End

Full range of support, including talent sourcing, acquisition, back-office support and analytics

Accenture Involvement