

# Graduates: *finding the leaders* of the future

Graduates are the customers, employees and investors of the future. Attracting the best graduates improves an organisation's performance and promotes its brand. While each summer sees a fresh crop of graduates join the workforce, competition for the cream is always intense. Making the right judgement means looking beyond educational qualifications, which are not necessarily predictive of success, to focus instead on true potential. Success tomorrow depends on finding the right graduates today. Selecting the best talent from the ever-expanding pool of graduates is demanding – and essential.

- There is intense competition among employers to recruit the best graduates
- Competition among graduates for the best jobs is also fierce
- CV overload can make it slow and difficult to find graduates to fit your role and culture
- A poor recruitment experience can damage a brand, turning off future talent and customers

## How does SHL help?

SHL has created a proven process that zeros in on the highest quality candidates. We give graduates crucial experience of the relevant role and your culture, helping to attract the most suitable people while screening out others. By assessing applicants on ability and the demands of the role, we give you a smaller pool of more suitable applicants.

This approach provides you with a truly objective way of assessing large numbers of geographically spread candidates, saving time and money. SHL's approach allows you to move face-to-face assessments further along the process, when the calibre of candidates is highest and their level of engagement greatest.

*“Our graduate recruitment process now delivers a consistently high calibre of candidates across all regions.”*  
*Alison Bending, Global Talent Manager, DHL*

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## What our customers say

### Attracting the best

*"Line managers are significantly more impressed with the consistent quality of interviewees who emerge." Xerox*

*"It is essential for us to select graduates who fit the competencies we know are needed to succeed at DHL and provide us with a strong supply of future leaders." DHL*

*"Using SHL ability tests guarantees we only invite the best candidates to the assessment day, we select those who are objectively bright." The Adab Trust*

### Reducing time to hire

*"Online tests ensure we quickly identify and secure the best candidates before our competitors." National Australia Bank*

*"The recruiting period from application to hiring now takes only three months so high calibre graduates can be selected earlier in the year." Orange*

### Creating an excellent experience

*"WGN and SHL have enabled us to provide a seamless candidate experience and a straight-through process for applicants." Fidelity International*

## How do we do it?

- Defining key behaviours: the first step in hiring the right graduates
- Job previews: giving graduates experience of the role and the organisation
- Defining success and measuring candidates against it, creates an objective framework for selecting and developing people
- New recruits gain a clearer understanding of the role, improving productivity
- Our solutions can be embedded into your systems, creating a virtuous circle of effective recruitment



### Key points

Encouraging the right candidates to apply while screening out unsuitable applicants

Assessing ability, potential and cultural fit

Ensuring a positive, brand enhancing and objective experience



Supporting  
more than  
*10,000*  
*customers*  
every year

Organisations that understand and maximise their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

**We call this People intelligence, Business results.**