

Finding the *leaders* of the future

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

- There is intense competition among employers to recruit the best
- Competition among college graduates for the best jobs is also fierce
- Résumé 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 college graduates crucial insight into 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 caliber of candidates is highest and their level of engagement greatest.

“Our college recruitment process now delivers a consistently high caliber of candidates across all regions.”

Alison Bending, Global Talent Manager, DHL

.....



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

Reducing time to hire

"Online recruitment is now an established part of the way we recruit graduates and placements." 3M

"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 caliber 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 behaviors: the first step in hiring the right college graduates
- Job previews: giving graduates experience of the role and the organization
- Defining success and measuring candidates against it, creating an objective framework for selecting and developing people
- New recruits gain a clearer understanding of the role, improving productivity, motivation and retention
- 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

Organizations that understand and maximize 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.