Five Reasons

Your Early Careers Hiring is Costing You Talent

SHL.

Driven by digital transformation, evolving candidate expectations and the rapid uptake of skills-based hiring, the early careers landscape is undergoing a significant shift.

With more graduates applying, your hiring process must build a strong talent pipeline.

Need to make skills-based fair and accurate hiring decisions while gaining clear insights into candidates' potential.

Or risk losing top talent.

Last year, 6 out of 10 companies fired a recent graduate hire due to gaps in key workplace skills and behaviors[1].

In the last year, the volume of graduate applications has increased by 59%[2].

77% of employers agreed that graduates who completed an internship or placement arrived with better skills and attitudes than other graduates[3].

52% of employers report concern about school and college leavers are using AI to misrepresent their abilities during recruitment[4].

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1 Hiring for current skills, not for future potential

Role-specific hiring solves short-term needs. A skills-based approach helps identify behavioural skills, such as ability to learn and reskill, that better predict future success.

2 Underutilizing hiring data to aid development

The data that helps you hire the right graduates can also guide their growth, development and internal mobility over time. This creates a more agile workforce, helps place talent in the right roles and keep top performers within your business.

3 Moving too slowly to secure top graduate talent

Graduate applications are increasing, and top talent won't wait. Slow hiring risks losing applicants. Use fast, fair and objective recruitment processes to secure the best graduates.

4 Not considering internships as a strategic pipeline

Internships reveal real potential in action, showcasing on-the-job skills, abilities and cultural fit, giving you confidence in hiring decisions before committing long-term.

5 Taking AI-assisted applications at face value

As candidates increasingly use AI in the recruitment process, recruiters must verify the accuracy of their self-reported skills, experiences and qualifications through methods like proctoring.

Transform your graduate hiring with the SHL Graduate Hiring solution. Identify high potential candidates by measuring the right skills.

Visit the Graduate Hiring solution page now »»

1 Intelligent. '1 in 6 companies are hesitant to hire recent college graduates', www.intelligent.com
2 Institute of Student Employers, 'Student Recruitment Survey 2024'
3, 4 Institute of Student Employers, 'Student Development Survey 2025'