



Six Considerations for Graduate Recruitment

The early careers market is still buoyant but hiring graduates is an investment. Make graduate recruitment work long term for your business and get the right strategy in place. Take a look at the considerations below to get started.

01 Balance Role Readiness and Future Potential

Roles and talent needs are rapidly changing. Consider whether it is more important for candidates to be ready to perform the job they were hired for, or for them to have potential to be successful in other roles down the line. Striking the right balance of readiness and potential is critical to your evaluation process.

02 Pay Attention to Foundational Skills

Skills based hiring is a recruitment approach that focuses on the specific skills and knowledge a candidate has, rather than on their prior work experience and education. Required skills may differ from organization to organization, but fundamentally there are underlying traits of behavior that are transferable across many roles, such as critical thinking, communication, and problem solving. Ensuring your candidates have specific foundational skills means that they can adapt as the requirements of their roles change.

03 Keep an Eye on Work-life Balance

By considering the needs and values of employees, organizations can create a workplace that is supportive and conducive to productivity and well-being. While work-life balance is important for any role, it is particularly valued by early career talent. Clearly communicate policies such as remote working or flexible schedules during the recruitment process to showcase company culture, and attract and retain candidates.

04 Champion Diversity, Equity, and Inclusion

Early career talent are acutely aware of societal issues surrounding diversity, equity and inclusion, and the responsibility that organizations have to improve the situation for us all. Many companies have made good progress through a concerted effort in their talent processes to promote and embrace a wide range of experiences, backgrounds, and perspectives, but there is still work to be done. Ensure your early careers recruiters and hiring managers are committed to your DEI initiatives.

05 Trust that Your Graduates are Up For a Challenge

Contrary to past research, SHL's latest study shows that graduates typically demonstrate high levels of resilience and adaptability. And while the most common strengths and development areas are broadly consistent across regions and industries, there are a few differences. Ensure your knowledge of the specific graduate landscape you are operating in is up to date and adjust your strategy accordingly.

06 Don't Forget About Candidate Experience

With applicants less committed to individual hiring processes than ever before, exceptional candidate experience is a great way to stand out from the crowd. Graduates today have high expectations for both the technology they are expected to use and the experience that organizations present them with. Make sure your hiring process is efficient and engaging, and give applicants a chance to get to know you.