



Early Careers Recruitment in 2022

What You Need to Know

SHL.



Millions of new graduates are entering the market – Are you ready?

In 2022 an estimated 4M US graduates will enter the workforce. Fortunately, after a few turbulent years, graduate hiring is back on the rise. However, according to NACE, fewer employers are screening applicants by GPA, so how will you objectively identify the best candidates?

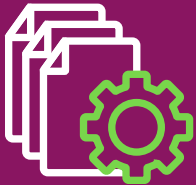
With equal opportunities at the forefront of our minds, now is the time to move the dial on diversity and inclusion with a new, unbiased hiring process.



The challenge for you now is three-fold:



Standing out in a crowded space – 49% of candidates reject job offers due to a bad hiring experience¹. They are looking for a process that feels intuitive and an organization that aligns with their own sense of purpose.



Managing any volume of applications – Whatever the volume of applicants, companies need the tools and insight to manage these without additional resources. Last year there were 91 applicants per vacancy for graduate roles² – that's the highest rate on record.



Leveling the hiring field – 99% of recruiters felt that they had more to do on diversity over the next five years². Companies need to ensure every candidate is fairly and objectively evaluated for their potential and fit.



How can you ensure that you will be successful in selecting and securing the best graduates for the job?

¹ PwC Future of Recruiting 2019

² ISE Student Recruitment Survey 2021

1 Building a Standout Candidate Experience

Securing that first job can be a challenging process. Graduates often recount a repetitive and demoralizing cycle of applications and rejections with little to no feedback from prospective employers. It's no surprise that candidates reject job offers due to a bad hiring experience. How do we turn this around?

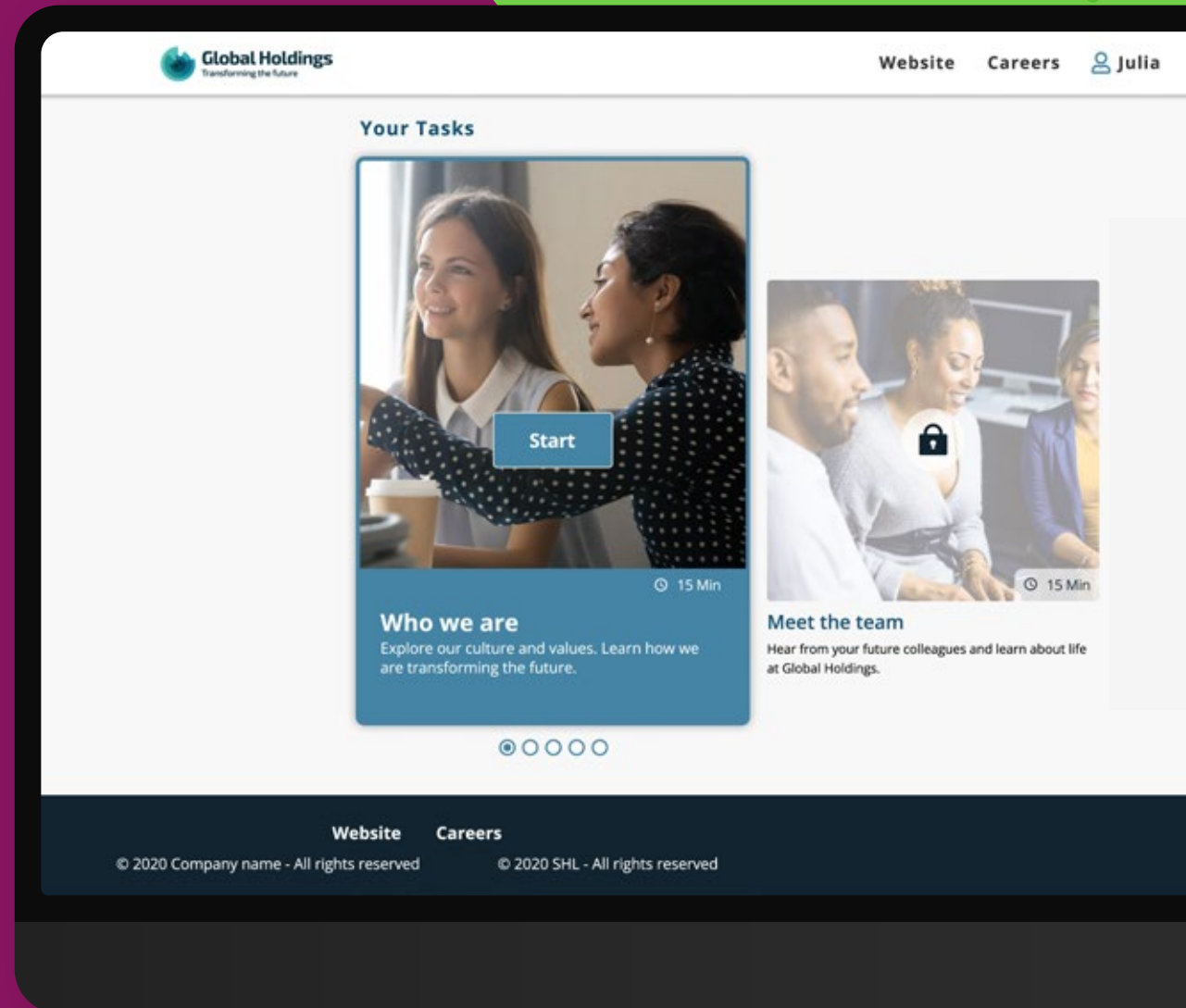


Lay Your Cards on The Table

SHL's research shows that graduates want to be able to uphold personal principles and are motivated by personal growth, achievement, affiliation, and interest and stimulation in the role.

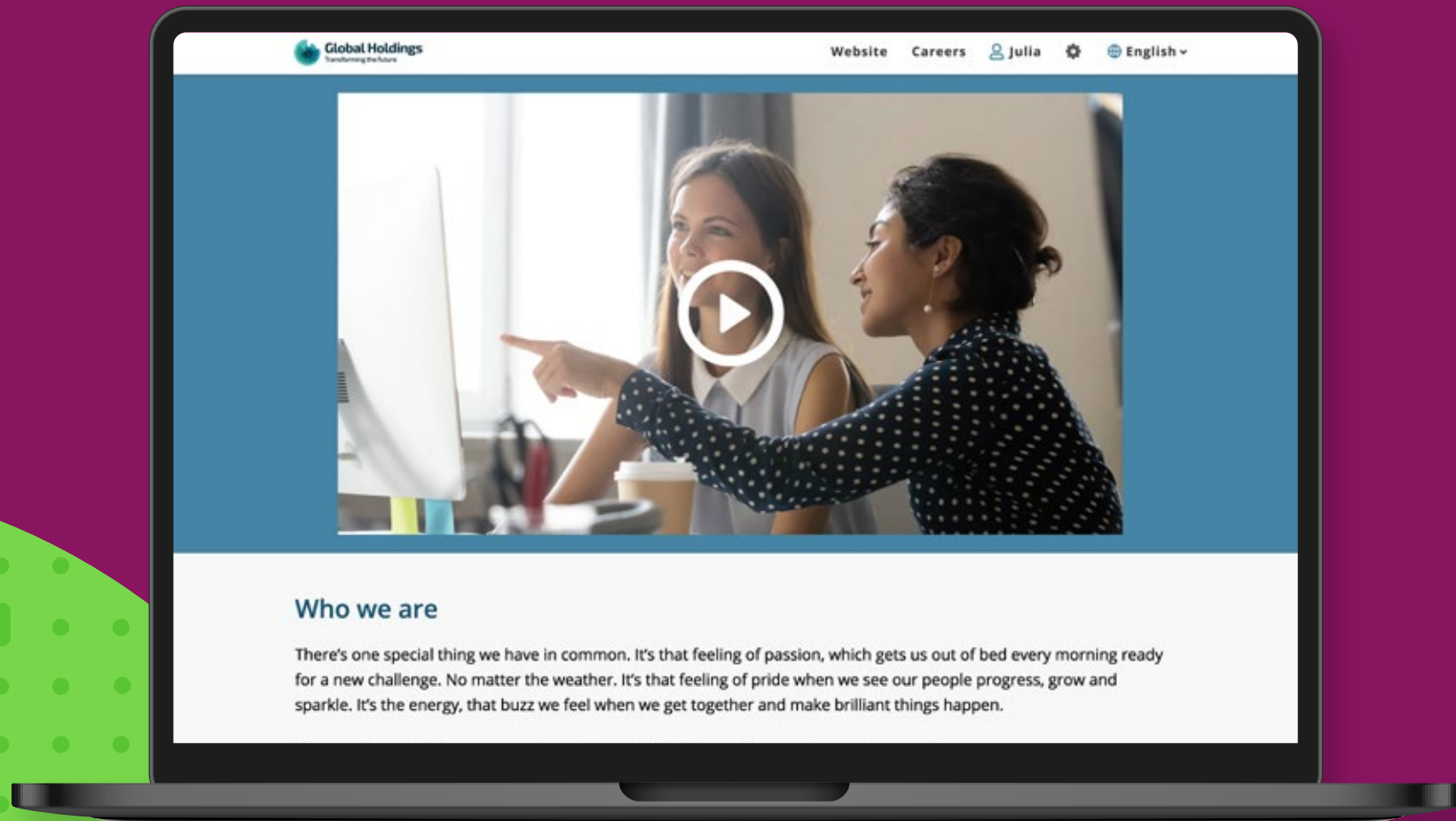
To ensure graduates make you their first choice, showcase your values and culture – how you positively impact society – their opportunities to develop, and offer clear, honest communication at every step of the process.

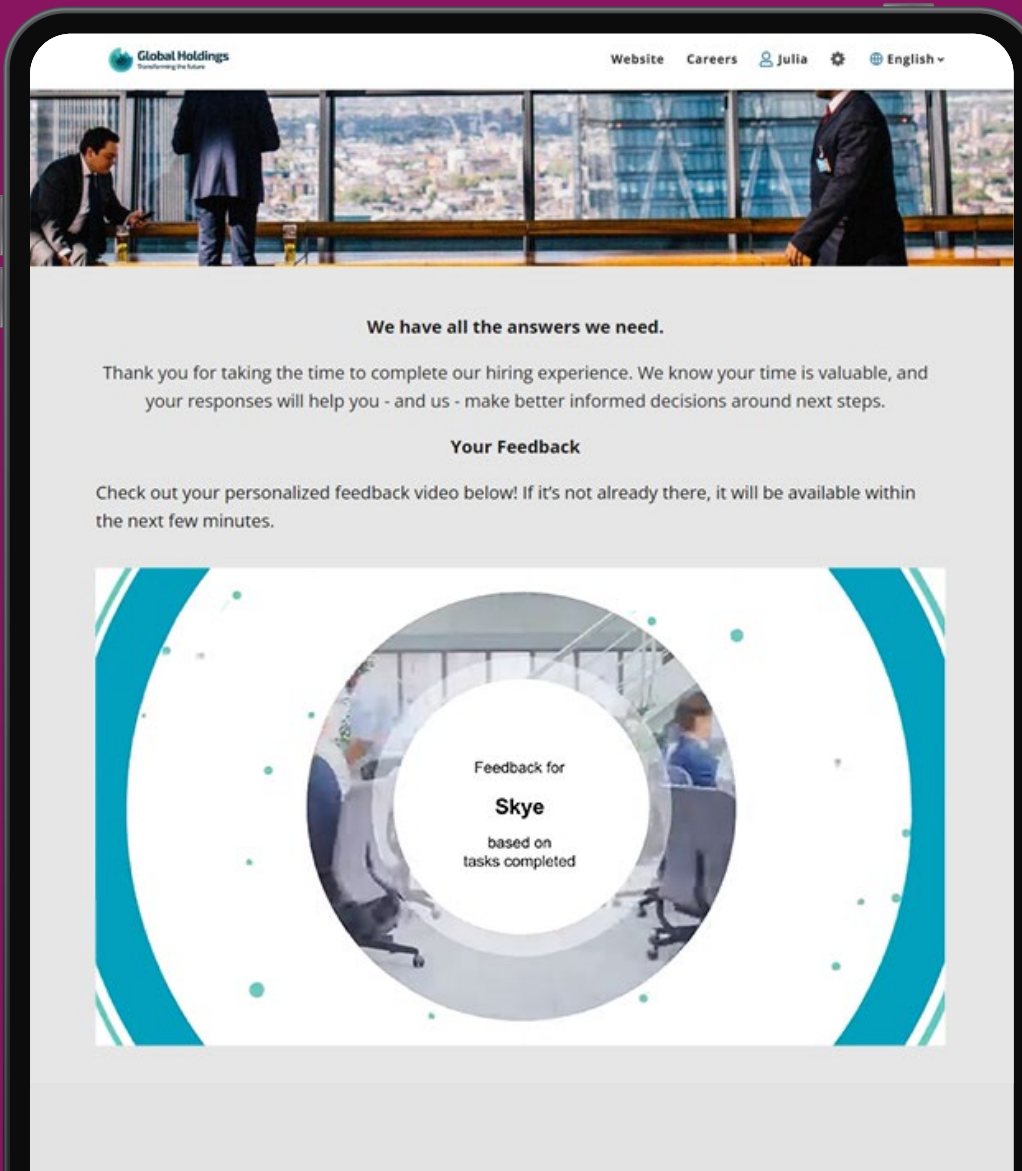
SHL's Early Careers Solution offers a unique candidate experience that educates and inspires applicants, to help you stand out.



Build Personal Connections

Encourage applicants to join your organization by giving them a window into the real you – your people and your culture that make your organization who it is – it's a two-way process after all.





Show Them They Matter

Never let a candidate feel forgotten about. Whether or not their application has been successful, candidates should feel that their efforts were worthwhile and leave as advocates of your brand.

Using SHL's unique Video Feedback, you can provide automated and personalized strength-based insights to all applicants through an engaging video.

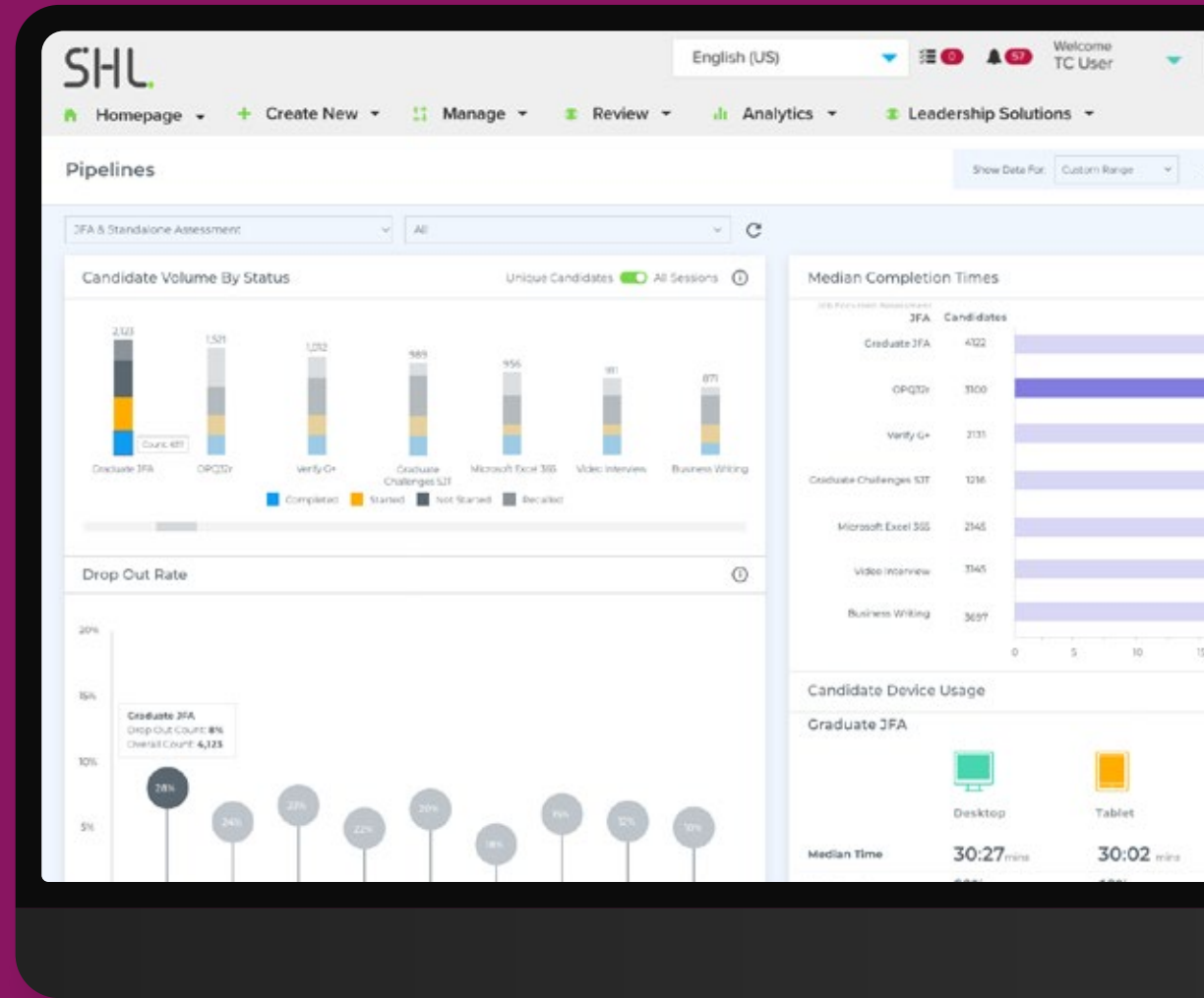
2 Managing Any Volume of Applications

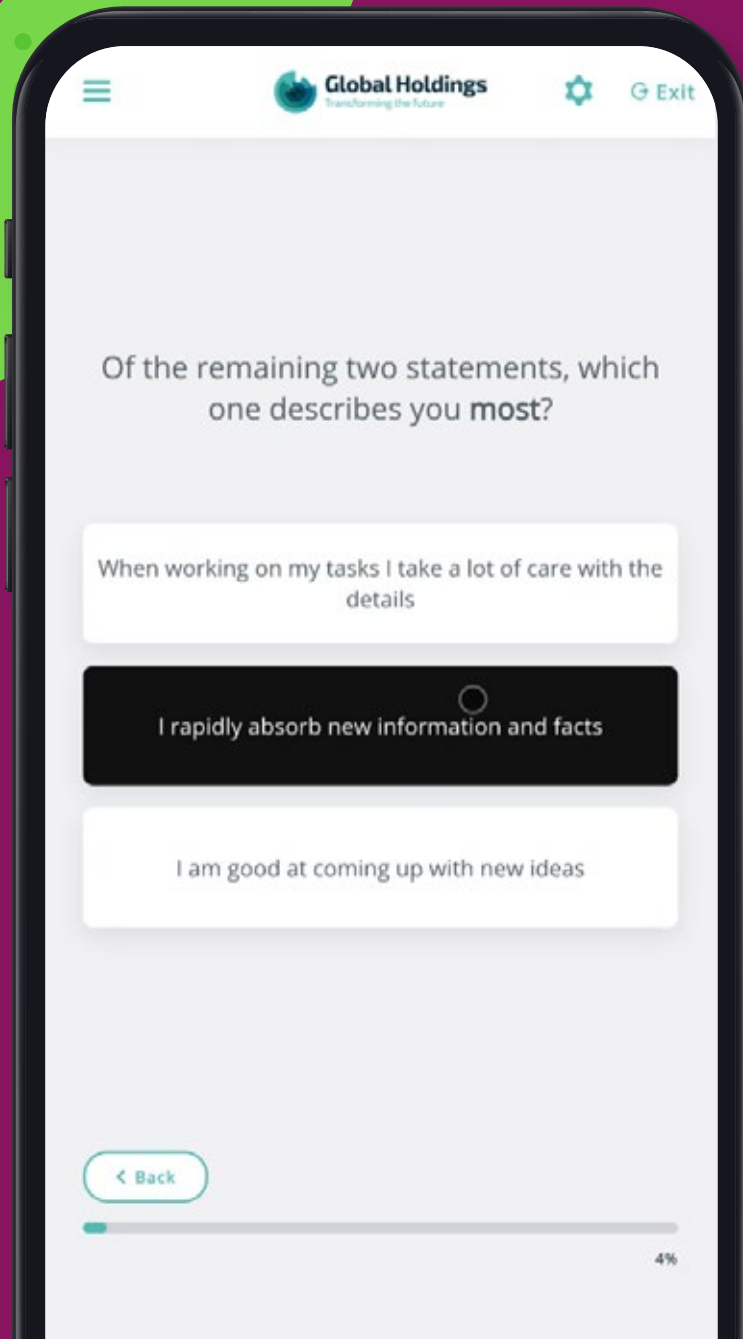
Hiring in 2022 will be unlike any other year. Data predicts that organizations are likely to receive more applications than ever before. Add in costs and a shrinking resource pool, organizations will undoubtedly face a substantial challenge.

SHL technology will help you build a candidate journey that guides them through your assessment process, while collecting valuable insight to aid decision making. Using this insight will also allow you to build a strong team and plan your talent pipeline for the future.



Compare candidates
by skills and behaviors





3 Leveling the Hiring Field

Diversity, equity and inclusion are vital components in building a thriving organizational culture, and we know that today's graduates are more motivated than ever to uphold high moral standards.

We realize that there are many different dimensions to DEI – from race and gender to neurodiversity and physical disability – and that it's crucial to take them all into consideration in your hiring process.

Research shows that diverse organizations perform better. SHL helps you reduce bias by fairly and objectively evaluating candidates for potential and fit – ensuring you have a balanced workforce.



Great Hires Start with a Great Hiring Process

Maximize the effectiveness of your hiring process and give your organization the best chance in a competitive market by using SHL's solution.



**Make the right graduate
decisions with SHL.**

Get in Touch



SHL.

