

Great Hires Start with a Great Hiring Process

After turbulent times, the early careers market is picking back up again - companies and students alike are encountering a new set of challenges.

CHALLENGE 1:

Candidate Experience

of candidates reject job offers due to a bad hiring experience.1



Graduates describe a repetitive and demoralizing cycle of applications and rejections with little to no feedback.

So, how do we turn this around?

CHALLENGE 2: Making the Right Decisions



applicants per vacancy for graduate roles that's the highest rate on record.2

Do you have...



The right tools



The insights

...to make confident hiring decisions?

Used effectively, technology supports scalability whether screening or shortlisting applicants - while still maintaining the feeling of human connection.

CHALLENGE 3: Diversity and Inclusion

of recruiters felt that they had more work to do to address diversity over the next five years.2



biased hiring decisions?

Research shows that diverse organizations perform better – so a recruitment process that gives everyone an equal opportunity to shine is crucial for success.

Built for today's challenges, SHL's Early Careers Solution will help you maximize the effectiveness of your hiring process and give your organization the best chance in a competitive market.



Stand out in a crowded space Build a process that feels fresh, intuitive, and unique to your organization.



Manage any volume of applications Use data and insight to make confident hiring decisions.





Level the hiring field Move the dial on diversity and inclusion with an unbiased hiring process.

PwC Future of Recruiting 2019 ² ISE Student Recruitment Survey 2021

