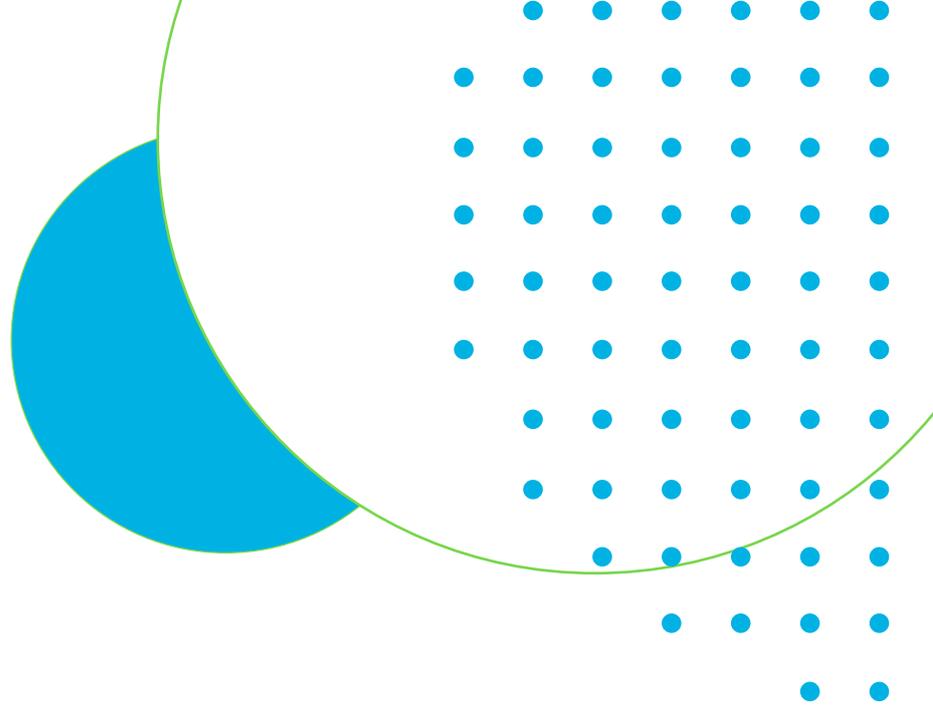




# Graduate Hiring

.SHL.





## Only SHL identifies the top graduates best fit to your business.

SHL's progressive science & technology engages graduates every step of the way, while helping you find the people uniquely aligned to your success.

Graduates who will drive real outcomes for your business.

**Both for today and for tomorrow.**

Greater diversity, brand strength and quality of hire.

**Welcome to SHL's graduate experience**

# A superior experience that will engage your graduates.

The graduate market of 2020 is truly unique. The focus has moved beyond assessment to an experience that matches the expectation of the digitally native, highly inclusive Generation Z\*.

Recruitment should be realistic and meaningful. Experiences matter, and so do the assessments that support them.



## Our science doesn't change by device

Mobile first with the least deviation than any other assessment provider.

## We fully immerse your candidates

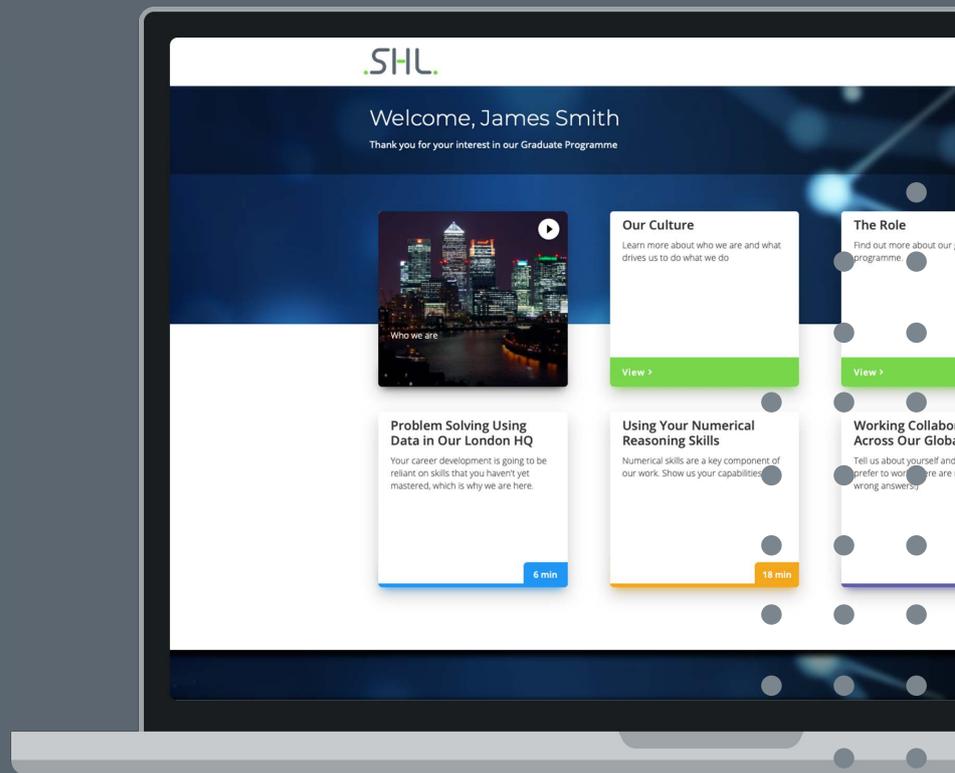
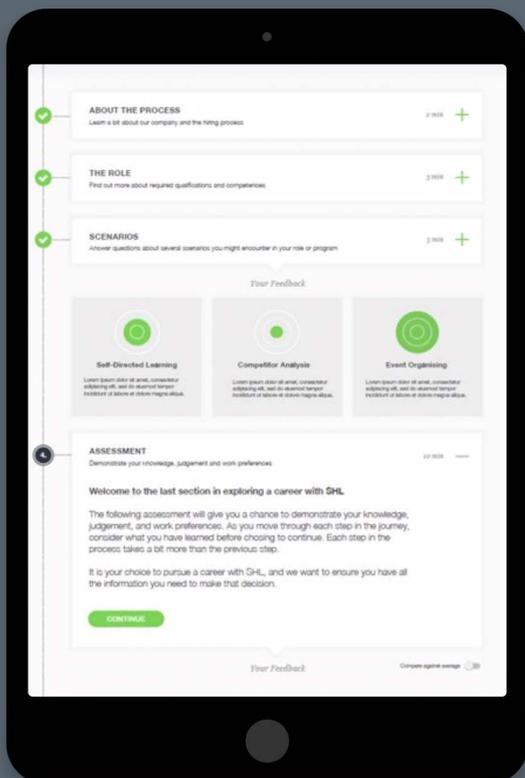
A branded, tailored experience with video candidate feedback

\* McKinsey, 2019  
\*\* Trendence, 2019



**94%**  
of graduates want a  
professional recruitment  
experience\*\*

So SHL have built an equally unique solution to drive the highest levels of participant engagement and positive outcomes for your graduate programme.



Less drop outs

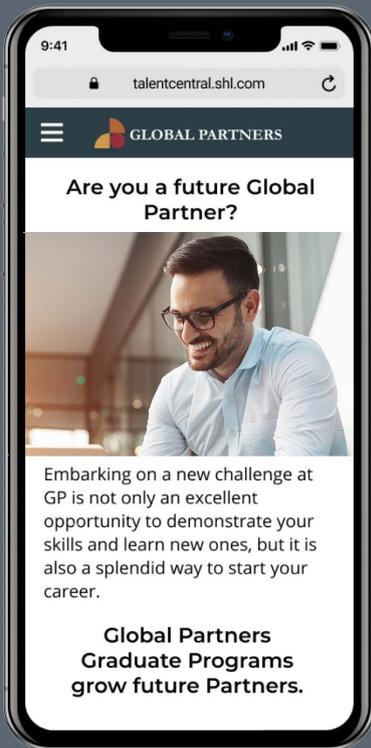
Greater brand advocacy

More predictive power

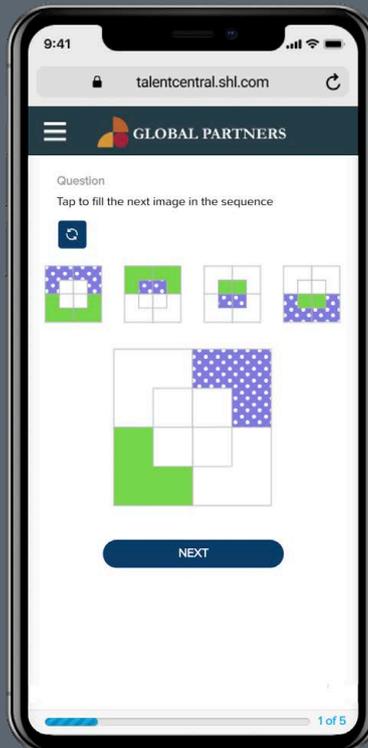
# Differentiate your brand from the first click with the SHL graduate experience.

Attract more graduates with immersive opportunities to learn about your culture, the role and why they should want to work for you.

Candidates can choose their own journey with SHL. Our flexible, modular assessment technology can be deployed in weeks and is packed with 40 years of experience benchmarking potential.



Give graduates opportunities to learn about your business and hear from previous graduate recruits



Empower graduates to show unique ability and personality and discover more about the role



## One Workflow

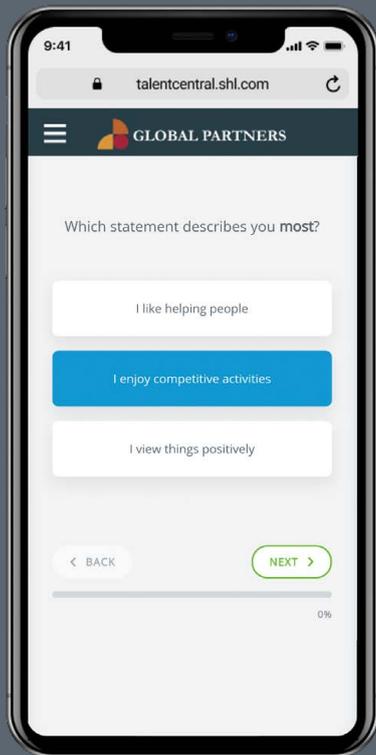
**ATTRACT**

**ASSESS**

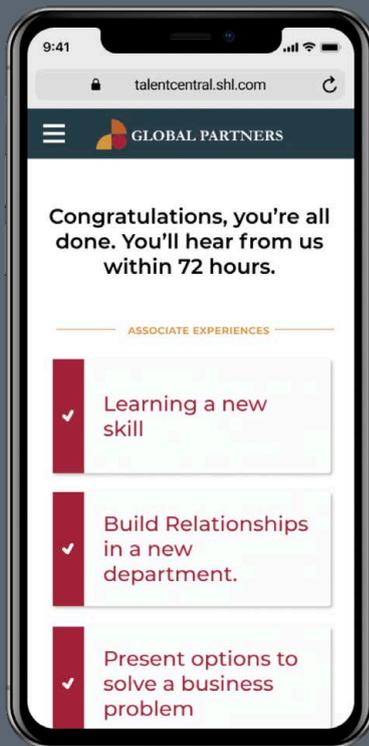


**NEW SHL Virtual Assessment Centre**

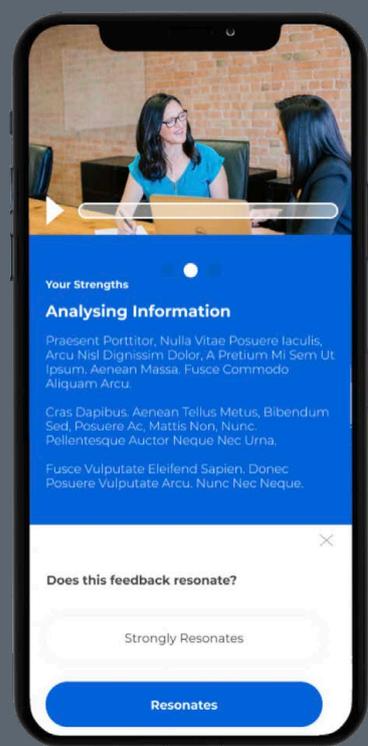
[Schedule a Graduate experience demo](#)



Predict on-the-job outcomes and identify top graduates



Complete the graduate assessment experience with personalized video feedback



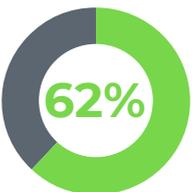
Hire your graduates and better place them with onboarding insights

## One Workflow

SHORTLIST

FEEDBACK

ONBOARD



prefer assessments that showcase unique capability

Gartner Candidate Experiences and Preferences Survey, 2016

[Schedule a Graduate experience demo](#)



14 and mapped critical graduate challenges to our proprietary universal competency framework

## Your graduates potential assessed with unrivalled data and science.

The people who drive success for your business really are individual to you. We customize your solution with our graduate experiences approach to give you the deepest insight into their potential.

We studied recent graduates over a two year period and mapped the 14 most common tasks and challenges graduates face in their first few years. These 14 critical graduate challenges are mapped to our proprietary universal competency framework.

We have added context to competencies to increase the predictive power of our solution.

This enables us to understand the exact profile of graduate who will be successful specific to your organisation and the challenges they will experience.

### Unique to your business.





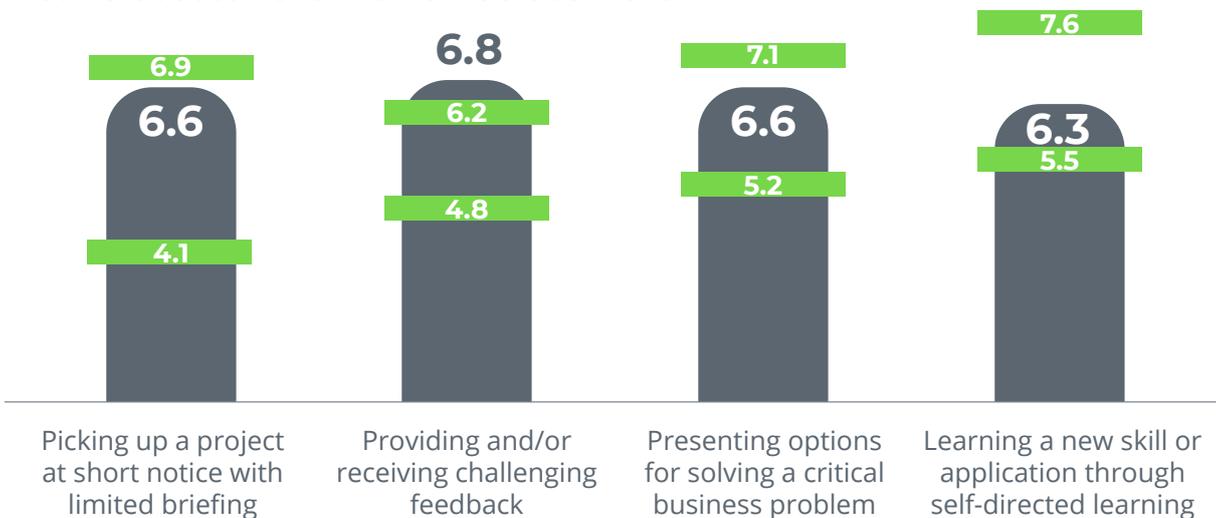
[Schedule a Graduate experience demo](#)

# And your graduates externally benchmarked by SHL's talent analytics.

The predictive power behind SHL's approach is rooted in our ability to collect and leverage objective data. Enhanced data visualization,

dashboarding and reporting capabilities enable you to truly identify the top graduates in your industry.

## Your Graduate Benchmarks – October 2020



*Insight that drives real graduate outcomes for your business.*

**30%**

### **Diversity**

That's how many female graduates were hired by Bombardier after they used our Verify G+ assessment – even though only one-fifth of all applicants were women

**88%**

### **Brand Strength**

That's how many applicants said they'd now make our childcare and education client one of their top career choices after taking our assessment.

**76%**

### **Quality of Hire**

That's how many high scoring applicants went on to be rated 'outstanding' or 'exceeding expectations' in their first appraisal.

Visit [shl.com/graduate](https://shl.com/graduate) and schedule a demo

**.SHL.**