Graduate recruitment
Using innovative assessment to identify and select the best graduate talent
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Candidate drop out is regarded as the biggest challenge faced by employers (AGR Winter Review 2013)

Nearly 36% of recent graduates are employed in a lower skilled job (Office for National Statistics, 2012)

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The average number of job applications increased to 6.9 applications per student in 2012 (The UK Graduate Careers Survey 2012, High Fliers)

Graduate starting salaries are set to increase by 1.9% to £26,500 (AGR Graduate Recruitment Survey 2013)

Graduate market headlines

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Graduate recruitment challenges

Competition for graduate jobs has never been more intense – creating more pressure for both graduates and employers. The challenges facing graduate recruiters are many and complex.

- Designing an engaging recruitment process, which re-affirms your employer brand and makes your organisation stand out from the competition.
- Attracting the best applicants, in order to select the right talent for your business.
- Delivering a positive applicant experience, which promotes the ongoing engagement of future employees and encourages lifelong customers amongst unsuccessful applicants.
- Identifying the best candidates from a large volume of applications, in a timely and cost-efficient manner.
- Making more objective screening decisions early on in the recruitment process, to ensure fairness and equality.
- Matching people to the job and the organisation, to ensure expectations are met and candidate/organisation goals are aligned.

We can help address these challenges by working with you to improve the effectiveness of your graduate recruitment process and identify the best graduate talent.
How to successfully navigate the graduate recruitment journey

START

Select the best talent

Make a job offer to the best candidate(s)

Screen candidates quickly and objectively

Attract the best applicants

Identifying the best...

Match people to the role

Delivering a positive candidate experience...

Assessing personality to evaluate behaviour and suitability for the role

Give candidates a behind-the-scenes look

Assessment centres

Deliver engaging and cost effective assessment centres

Sift out unsuitable candidates

Elements and SJTs

Dimensions

Realistic job preview

Assessing

Realistic job preview
With nearly a third of employers failing to fill their candidate vacancies, it’s becoming increasingly hard to find high calibre candidates that ‘fit’ your organisation and add value to the business. That’s where we can help.

We can help you screen applicants efficiently and fairly, in order to identify the top talent to take forward into your graduate programme and beyond.

Give candidates a behind-the-scenes look

With candidate drop out rates cited as one of the biggest challenges facing employers in filling graduate vacancies, it’s important to manage candidates’ expectations of the role and organisation from the start.

We can work with you to design a realistic job preview (RJP) which provides applicants with an indication of their likely fit with the organisation and the role before the start of the recruitment process. RJP’s are designed to give applicants a positive and engaging experience, irrespective of whether they decide to proceed with their application. They also reinforce the organisation’s brand and reduce the number of unsuitable applicants.

Sift out unsuitable candidates early on

By using our Elements ability tests and/or situational judgement tests (SJT) early on in your recruitment process, you can filter out candidates that don’t meet the fundamental requirements for the role.

Both types of test use adaptive testing, ensuring that the candidate experience is both swift and engaging.

In the case of Elements, the difficulty of each question is based on the candidate’s previous responses – this ensures that the questions are at the optimum level of challenge for the individual and enables candidates to demonstrate their true ability.

With SJTs, the adaptive nature of the test means that candidates are presented with evolving situations based on their previous responses. This allows you to hone in on a candidate’s behavioural tendencies in a more engaging, realistic and immersive way.

Combined with a high performing norm group, the adaptive nature of these tests, gives more differentiation for top graduate performers.

A positive candidate experience

Candidate experience is at the heart of all our assessments. Online delivery means assessments can be completed anywhere, anytime. Our assessments are also shorter than many – less than 15 minutes to complete our ability tests and 25 minutes for our personality questionnaire.

We can also customise the online experience and reports to embed your brand, as well as integrating assessments with your own HR and applicant tracking systems. This creates a seamless experience for the candidate and reaffirms your brand identity.

Our candidate support website – www.trytalentq.com – gives candidates the chance to find out more about the assessments and to try our practice ability tests. This helps them prepare for the ‘real thing’, as well as giving them useful information on other aspects of the recruitment process.

Assess personality to evaluate likely behaviour and suitability

We can map our Dimensions personality questionnaire against your graduate competency model. Dimensions helps improve the accuracy of your hiring decisions by giving objective insights about an individual’s likely behaviour at work. You can also map candidates’ results against a role match profile in order to identify the best fit against the most important behaviours for a specific role.

Dimensions provides an unbiased way to identify candidates with the highest potential so you can plan for future development and succession.

Deliver engaging and cost effective assessment centres

Assessment centres deliver a truly holistic picture of a candidate, through the use of multiple assessment techniques and assessors. Offering objectivity and rigour, they provide deep insights into a candidate’s competencies, abilities, personality and motivation. This enables organisations to make more informed decisions on whether individuals have the ability and competence to perform the job effectively and where their development needs may lie.

All of our assessment centres are custom-designed and tailored to your unique requirements.
The Talent Q difference

- We’re passionate about assessment and have a tradition of innovation, including the introduction of multilingual online adaptive assessments which help differentiate high potential graduates.
- We work in partnership with clients and have a refreshingly different ‘can-do’ approach.
- We are a global assessment specialist with operations and partners in over 50 countries.
- We have a strong track record of success and our next generation assessments are psychologically and technologically superior.
- With our team of experienced psychologists, you can be confident that we will deliver the best end result.
- Our assessment centre exercises are true to life. They are reflective of real organisational scenarios and the demands that employees are likely to face on a day-to-day basis; making them highly predictive of future job performance.
- Our people analytics capability allows us to accurately predict strong performance and benchmark your graduate talent against internal and external data.

Flexible, accurate and cost-effective were the key words used by TUI when looking to replace their incumbent assessment supplier. For TUI, it was critical that the right technology was being deployed to help them process the thousands of applications they received as part of their graduate programme in a fast, robust fair and objective way. Talent Q’s Elements ability tests were integrated with TUI’s ATS technology, i-Grasp, providing a seamless experience for their applicants and better, faster and more cost-effective hiring decisions for TUI.

TUI Travel

Making the switch is easy and inexpensive

If you thought changing your assessment supplier, or introducing assessment for the first time, was costly and laborious, think again…

- No licence fees
- No software fees
- Competitive pricing
- Fast set up process
- Nominated account support team
- No mandatory conversion training
- Convergent validity with other commonly used graduate assessments

Call us today on +44(0)1844 218980 or email info@talentqgroup.com to get started.
Delivering value to our clients

We are helping organisations such as Citigroup, B&Q, RBS, Royal Mail Group, Bombardier, Société Generale and TUI Travel, to identify and recruit the best graduates, quickly and cost-effectively.

Case study

Global bank uses innovative assessment to identify talent

Three years ago a high profile global bank approached us to discuss how we could help deliver assessment solutions for their graduate recruitment programme.

Challenge

Receiving over 10,000 applications per year, the bank was looking for an efficient and objective way of assessing and selecting the most suitable candidates to take through their graduate recruitment programme. They already used psychometric tests from another assessment provider but were unhappy with the tests’ ability to distinguish between applicants, instability in their technology and the level of customer service they received. As a result they started looking around for a new provider.

They evaluated several assessment providers. As part of this evaluation, we asked them to provide us with their recruitment process metrics. Following an in-depth analysis, we went back to them with a number of recommendations for how they could improve the recruitment process and quality of hiring decisions – focusing on the position of assessments within the process, their cut-off scores and ways of increasing the efficiency, scalability and cost of their process.

This rounded approach to their enquiry demonstrated our capabilities as a talent management partner, rather than just a transactional supplier, and ultimately helped us win the business.

Solution

Our solution to the bank’s requirements was to implement our Elements online adaptive ability tests, measuring verbal, numerical and logical reasoning abilities, at the early stages of their recruitment process. The adaptive nature of Elements provided the bank with the means to differentiate amongst their high calibre applicant pool as well as enabling them to predict potential success.

We were also able to integrate with the bank’s existing applicant tracking system (ATS), to provide efficient administration and a seamless candidate application experience.

Results

From initial enquiry to implementation the whole project took less than three months, allowing us to deliver the solution within the bank’s existing recruitment cycle. The user-friendly nature of our assessments also meant the bank’s HR function didn’t need to undertake any further training, as they already held the appropriate accredited psychometric qualifications.

Now in the third year of working together on their graduate recruitment, the switch to Talent Q assessments has delivered considerable benefits to the bank. They have a more efficient, streamlined process, and their ATS provider has experienced a significant reduction in candidate queries following the integration with our assessments.
Royal Mail Group’s graduate programme is a vital component of our World Class Mail initiative, providing us with talented individuals to take our organisation forward into the future. To help design our graduate assessment process, we turned to Talent Q. Having worked with Royal Mail extensively across different parts of the organisation, they understood our business, our culture and our needs.

With several thousand applications to process we needed an efficient and objective screening process. All applicants were first screened using Talent Q Elements (ability tests) and of these, successful candidates then went on to complete Dimensions (Talent Q’s personality questionnaire) and a follow-up interview.

Applicants who were successful then went on to attend an assessment centre which comprised a group exercise, role play, case study and competency-based interview. The whole assessment process was mapped onto Royal Mail Group’s World Class Mail framework and provided us with deep insights about the suitability of applicants for the role and the organisation.

Talent Q were highly responsive and worked in partnership with Royal Mail, designing an assessment solution which reflected our business and engaged our key stakeholders.

Tina Byford,
Supplier Manager – Resourcing,
Royal Mail Group
About Talent Q

We design and deliver innovative online psychometric assessments, training and consultancy, to help organisations make better, more informed decisions about their people.

The heart of what we do

Our desire to simplify how organisations use and apply assessment is at the heart of everything we do. This influences the way in which we design and develop our assessments, training and consultancy services. It also affects how we choose to price our services and how we work with our clients.

We have an elegantly simple portfolio of assessments, which delivers valuable insight into the skills and behaviours, abilities and motivations of people at work. All our psychometric assessments are constructed with a commitment to scientific rigour, practicality and flexibility.

We have a wide range of training programmes aimed at equipping HR professionals with the necessary skills to use and implement objective assessment effectively in the workplace.

Our consultancy services provide practical, expert and flexible talent management solutions. Our expertise lies in transforming psychological theory into an applied, practical business context.

The Talent Q way

We believe we have a refreshingly different approach to working with clients – open, committed and passionate – and whilst we have a strong technical and psychometric pedigree, we’re pragmatic and practical in our solutions.

Our global footprint

We work with both national and international organisations, across all sectors. With a network of partners in over 50 countries and with assessments in over 40 languages, we’re able to support clients across the globe.

Get in touch

To discuss how we can help you deliver innovative assessment to identify and select the best graduate talent, please contact us:

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