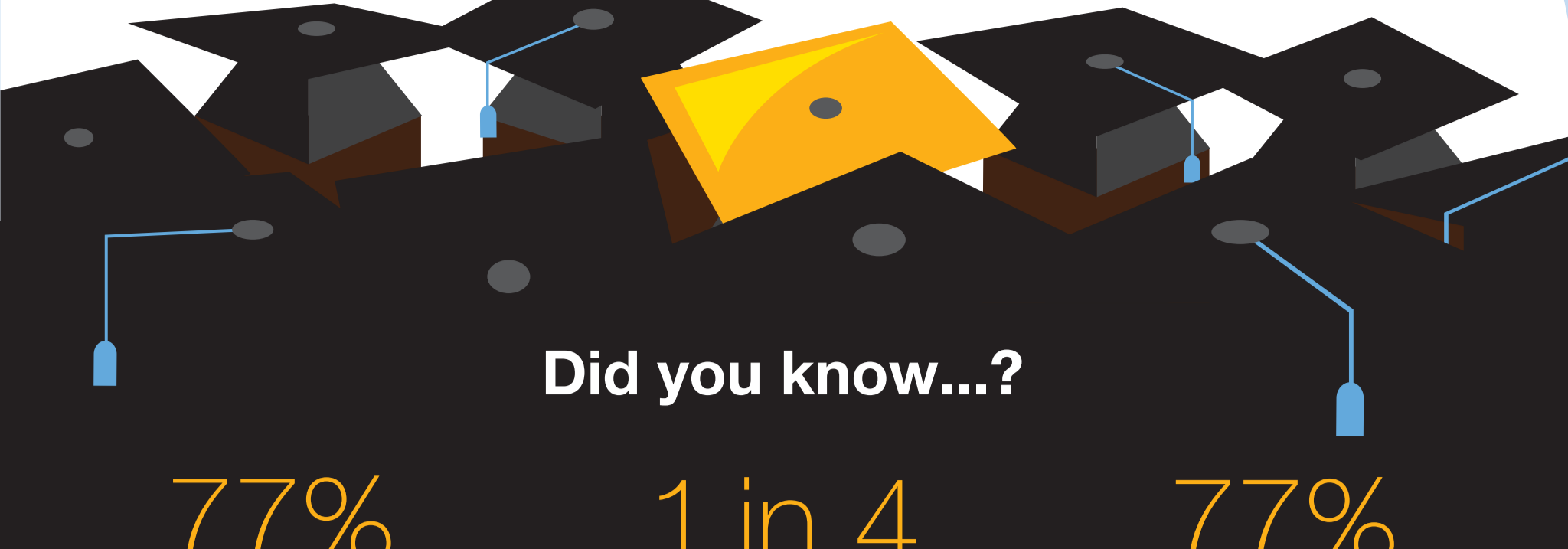


Graduate Talent for the Future of Work



Did you know...?

77%

of HR professionals believe their graduate employees lack the people skills necessary to protect the future of their organisation¹

1 in 4

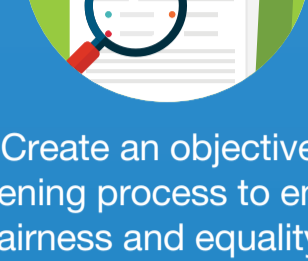
graduates plans to leave their first employer within a year²

77%

of employers seeking candidates with soft skills and consider such qualities more crucial than hard skills³

IBM Understands Graduate Challenges

There is intense competition for graduate jobs in the marketplace, which is creating more pressure for both graduates and employers. IBM understands the challenges that face graduate recruiters are numerous and complex. Employers must:



Create an objective screening process to ensure fairness and equality.



Sift through large volumes of applications quickly and cost-efficiently.



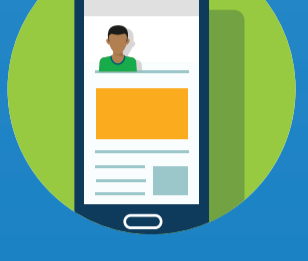
Identify and measuring key skills that are important for the future of the workplace.



Accurately match candidates to roles and departments to ensure alignment of values and expectations.



Design an attractive and engaging recruitment process that builds and differentiates the employer's brand.



Deliver a positive application experience that fosters both engagement and customer loyalty among candidates.

IBM Understands the Future of the Workplace

Global connectivity, smart machines, and new media are just some of the drivers reshaping how we think about work, what constitutes work, and the skills needed to be productive contributors in the future.



IBM uses behavioural science and analytic techniques and tools to help organisations understand critical competencies that predict business outcomes for today but also for the next 5 years as jobs and responsibilities evolve.



IBM uses Cognitive Computing to transform HR and the employee experience. Cognitive-enabled human resources offers the benefits of predictive candidate selection and a personalised hiring, onboarding and learning experience.



66% of CEOs believe cognitive computing can drive significant value in HR by finding the right people for the role and organisation.

Top 10 skills required for Graduates for the Future of Work

It is clear that millennials will be a powerful generation of workers. Those with the right skills will be in high demand.



- Interpersonal Skills/Teamwork
- Critical Thinking/Problem Solving
- Emotional and Social Intelligence
- Accountability & Integrity
- Leadership Potential
- Grit & Resilience
- Innovation
- Adaptive Thinking
- Collaboration
- Entrepreneurialism

IBM Solutions for Graduate Selection

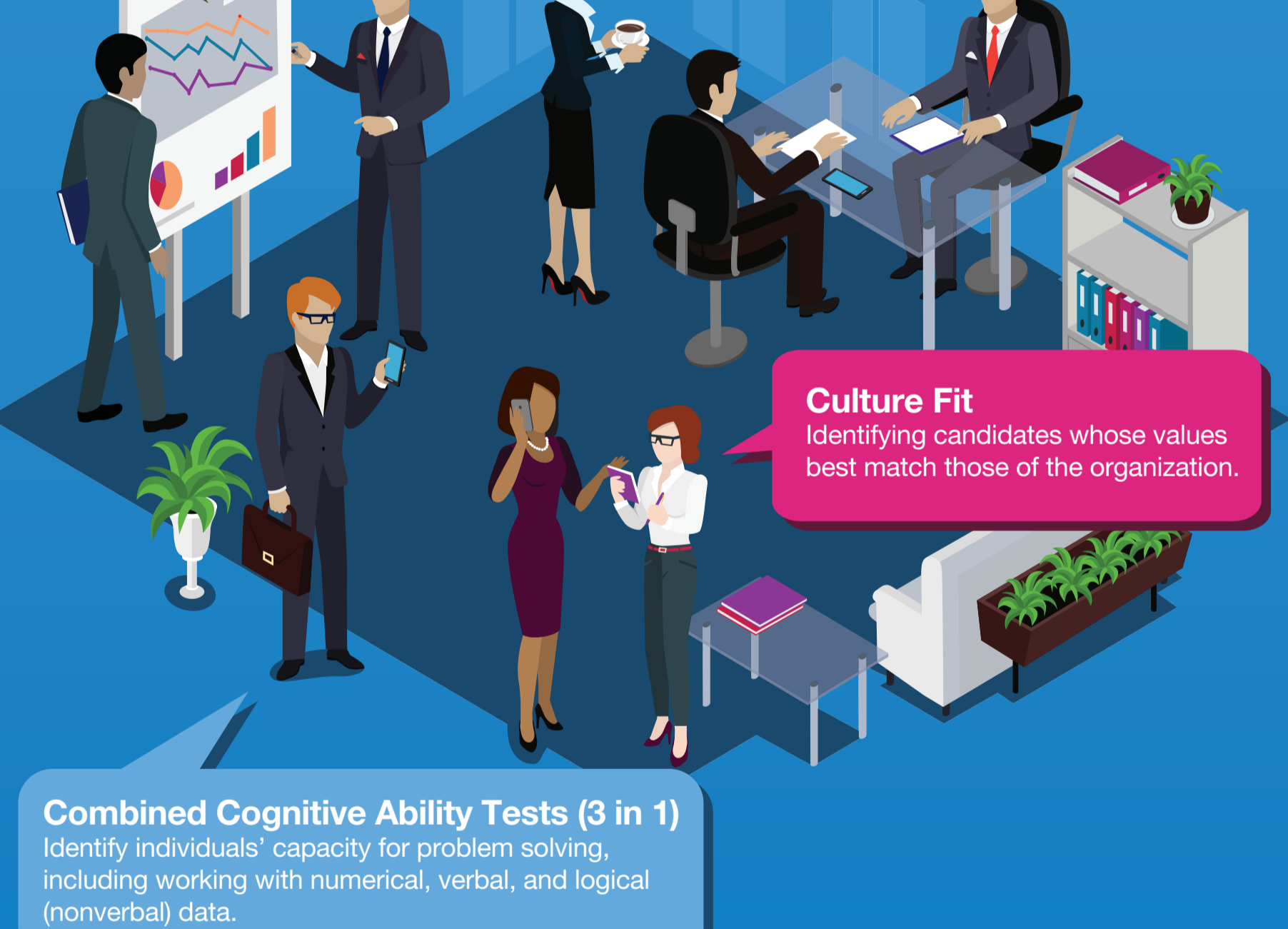
IBM understands that graduates are critical for organisations, both as customers and as future leaders. Our global experience in helping Graduate employers hire and retain top talent for the future of the workplace has been invaluable for our customers.

IBM Graduate Solutions includes our vast library of off the shelf predictive assessments, plus customized assessments developed by our highly skilled Talent Consultants. With IBM, organisations can develop and implement "Best in Class" selection processes that meet their specific requirements. Further, IBM helps organizations demonstrate ROI through Predictive Analytics powered by cognitive computing.

Assessments to Consider for your 'Best in Class' Graduate Programme:

High Potential Assessment
Measures key personality dimensions and cognitive reasoning that is predictive of an individual's potential within workplace environment.

Bespoke Selectors
Combine predictive personality traits with position appropriate Situational Judgment items and Reasoning ability to predict job performance.



Combined Cognitive Ability Tests (3 in 1)
Identify individuals' capacity for problem solving, including working with numerical, verbal, and logical (nonverbal) data.

Benefits of IBM Predictive Assessments

Predict future job performance

Improve efficiency of your hiring process and reduce time-to-hire

Increase employee retention and engagement



Understand the abilities and motivations of your employees

Develop and nurture your organization's talent

Identify your organization's future leaders

IBM Customer Experience



"Achieved retention rates after the first year for graduate recruits of 97.5%, and 67.5% after five years, cutting down on recruiting costs for an extended period of time"

- Healthcare

"Globally measured against corporate values enabled the organisation to find graduates who were likely to be engaged and productive from day 1, retain top talent"

- Financial



"Hiring based on ability tests and behavioural competencies enabled the company to find graduates who are team-oriented stronger performers in a more integrated business"

- Engineering

Attract and retain top talent with IBM's Graduate Solutions

Contact us today

Sources:

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3. Entrepreneur, 2014. The 10 Unique Soft Skills Employers Desire in New Hires [Online] Available at: www.entrepreneur.com/article/234864