



10 WAYS TO TRANSFORM YOUR EARLY CAREERS RECRUITMENT PROCESS



With the intense competition for early talent growing year-on-year, combined with a shift in candidate expectations, values, and needs, creating a world-class recruitment process is more important than ever. Robust assessments with a positive, engaging candidate experience can help your organisation stand out, attract top talent, and build a strong employee value proposition in the early talent market. It's all about finding the right balance.

Here's how you can make your early career assessment process stand out:

1

GIVE CANDIDATES THE RED-CARPET EXPERIENCE

Ensure that assessment tools are user-friendly, provide clear instructions, and offer timely feedback to candidates. A positive experience can help attract top talent, enhance your employer brand and keep candidates engaged throughout.

2

CREATE A PROCESS THAT BREATHES DIVERSITY, EQUITY, AND INCLUSION

Ensure that assessment solutions are designed to minimise bias and promote diversity and inclusion in the hiring process.

3

MAKE SURE AI SOLUTION COMPONENTS TRULY ADD VALUE

AI can add great value to your early careers solution, but can also have a detrimental effect if implemented without the right expertise. Work with talent experts to evaluate how defensible and evidence-based your solution is, and ensure that "new and shiny" innovations do not introduce new risk and bias to your process.

4

BE RELATABLE AND SPEAK CANDIDATES' LANGUAGE

Develop a process that resonates with today's candidates' preferences and values. Use accessible language to highlight opportunities for career progression and skill development, use interactive methods of engagement throughout and emphasise your corporate social responsibility and diversity policies.

5

ELEVATE YOUR EMPLOYER BRAND WITH AN UNFORGETTABLE JOURNEY

Use the assessment process to showcase your organisation by integrating your branding, Working with real-life scenarios, and presenting your organisational values.

6

UNLOCK SUCCESS BY FOCUSING ON KEY COMPETENCIES

Look at the specific competencies, skills, and attributes that are crucial for success in early talent roles within your organisation. This could include technical skills, behavioural competencies and cognitive reasoning.

7

BALANCE VALIDITY AND IMPACT BY CHOOSING THE RIGHT ASSESSMENT TOOLS

Don't get swayed by solutions that feel impactful - if they don't measure the right things, accurately, it will backfire in the long run. Choose valid assessments, that enable customisation to make your brand shine and meet your organisational goals.

8

FIND THE BEST MATCH BY TAILORING FOR DIFFERENT ROLES AND TEAMS

Customise assessments to align with the different requirements of the various roles and teams within your organisation. By presenting a realistic picture and measuring success criteria specific to a role, you can identify the best matching candidates whilst educating them on what to expect.

9

MAXIMISE IMPACT WITH VARIED ASSESSMENT APPROACHES

Consider using a variety of assessment methods to provide a more accurate view of candidates' capabilities and potential. This may include cognitive ability tests, personality assessments, situational judgement tests, competency-based interviews, job simulations, and more.

10

UNLOCK THE POWER OF YOUR DATA

Use assessment reports that give you actionable insights into candidate performance, strengths, and areas for development. Use analytics to identify the common themes between candidates you are attracting and selecting into the business to drive continuous improvement to recruitment activities.

BY FOLLOWING THESE STEPS,
ORGANISATIONS CAN TRULY ENHANCE
THEIR EARLY CAREERS HIRING PROCESSES,
CREATING A PERFECT BASIS FOR
LONG-TERM CAREER SUCCESS.