

Keeping Talent Top Tips

Before they have started: make sure to check in with the student or graduate before their first day to welcome them and let them know you are excited about them joining.

Access to systems: make sure you have the right equipment and access to systems so they can get started straightaway on their first day.

Embed your company and team culture: encourage regular team meetings and offer opportunities to socialise with colleagues.

Sense of belonging: there are simple things that will remind them that they are in the right place. Encourage friendships within the team and opportunities to collaborate with other colleagues. There is so much which gives new graduates a sense of comfort and purpose within their new role – but it could also even be as simple as branded pens, notebooks, or mugs.

Buddy system: you might want to assign a colleague to be their “go-to” person if they have any questions or are struggling in the first few weeks.

Clear expectations: ensure your new starter knows what your expectations are daily, weekly, and monthly whilst they are still learning the ropes.

Training: students and graduates really appreciate the opportunity to continually develop, and so investment in them early will ensure that you acknowledge their importance, which will help towards having a more consistent approach to new starters.

Ask for feedback on the recruitment process: a new starter will have just gone through your recruitment process and might be able to provide solutions to any challenges or identify any gaps in the process.

Trust them: graduates are extremely flexible and capable. Provide a risk-free environment to push their abilities and allow them to shine.

