

Top tips for retaining talent

1

Hit the ground running

You may wish to consider sending your new employee some introductory reading material to get them going and ready to “hit the ground running”.

2

Make the first day memorable

Take time to plan an engaging induction process, especially the small things like having regular check-ins over the first few weeks and somewhere nice to go for lunch on the first day

3

Give them responsibilities

Engage graduates with clients, delivery partners and stakeholders at the earliest possible stage and let them build their own relationships. Consider giving them short assessments where possible, to allow them to ascertain how your business works.

4

Trust their capabilities

Graduates are often extremely capable; stretch them and seek to remove fear of failure. Stretch projects can be a fantastic way of truly seeing your graduate’s ability.

5

Think about training

Graduates are often motivated by additional qualifications and certifications. If you are able to offer them the opportunity to attain new accreditations and professional training, this will be highly valued.

6

Communication is key

Be sure to include your new Graduate in any relevant company communications. These could include any benefits or opportunities offered by your business, which could make your staff feel more settled.

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7

Organise a shadowing session

Job shadowing is a good way for new starters to gauge an understanding of different roles and challenged within an organisation.

8

Buddy up

Another good opportunity for new employees to feel at home is to assign them a “buddy” member of staff. This will give them a specific colleague to help show them the ropes and answer any queries efficiently.

9

Seek feedback on your recruitment process

Give your employee responsibility for attraction of other graduates or placement students. You could have them to visit careers fairs, or give guest presentations at their old university/college.