Graduate talent programmes must be aligned with long-term business strategy, research finds

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Organisations must build graduate programmes with long-term business needs at their heart. That is according to the latest research from talent acquisition and management consultancy, Alexander Mann Solutions (http://www.alexandermannsolutions.com/): The Next Chapter: Your New Global Graduate Programme (http://alexandermannsolutions.com/alexander-mann-solutions-live/thought-leadership/global-emerging-talent-white-paper).

The white paper, which is based on quantitative research and in-depth interviews with global brands including Rolls-Royce, GE, HSBC and Citi, amongst others, highlights how organisations are increasingly harnessing sophisticated talent analytics and implementing workforce planning strategies to build the workforces of tomorrow.
The research also reveals the importance of authentic messaging when engaging with the graduate talent needed to build these future-fit workforces, and the danger of ‘broad brush generalisations’ when targeting millennial and gen-z professionals.

Commenting on the research, Sandrine Miller, Global Head of Emerging Talent Consulting at Alexander Mann Solutions, said:

“Rather than simply accepting a requisition for ‘x’ number of graduates in a particular department in the following year, organisations are asking what these hires will be doing and looking closely at the longer term picture to establish what sort of roles these graduates will move into once their initial programme is completed.”

“To do this, companies are implementing effective workforce planning strategies through close engagement with the business and the use of sophisticated data gathering and analysis. However, despite this growing focus on getting graduates into ‘real’ jobs as soon as possible, there is also a general belief that hiring must be done not just on the basis of established or potential technical skills, but also on the ‘softer’ skills seen as essential for an increasingly fast-paced and unpredictable world. While skills forecasting can get a business so far in future talent strategy, hiring for competencies such as adaptability, curiosity and the ability to work as part of a team ensures that workforces can adapt to future uncertainty.”

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About Alexander Mann Solutions

We are Alexander Mann Solutions and we’re passionate about helping companies and individuals fulfil their potential through talent acquisition and management. Today, over 4,000 of our talent acquisition and management experts partner with more than 100 blue-chip organisations, operating in 40 languages, and over 90 countries. We deliver a distinctive blend of outsourcing solutions and - through Talent Collective - a full range of consulting and specialist services. We provide unrivalled experience, capability and thought leadership to help clients attract, engage and retain the talent they need for business success. For more information, visit www.alexandermannsolutions.com

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