

Best Practices for Hiring Recent Graduates: Small group dialogue

How do you use these best practice guidelines?

- Let students and graduates know what your business does and what you stand for (purpose)
- Use a competency-based approach encouraging graduates to demonstrate their abilities (let grads show you their strengths)
- Know what qualifications you need your new hire to have and what you can help them develop (invest for the future)
- Connect with students before graduation (support their career development)

Discuss which of these practices could work for your organization.

Add practices that you find helpful

Notes from groups:

group 1: being specific about communication skills, articulating connections with competencies; drawing parallels between what they learn in co-op and what they can bring to their work

group 2: connecting with students/recent grads through various points of connection such as career fairs, movement toward in-person interviews. Students attend different events

group 4: competency-based questions in interview, connecting before students graduate via mock interview, co-op and career sessions

Facilitator: How do you, as an organization find the resources to participate in a variety of events?

Participant: We make time for the events because we see the value in participating. We also call upon newer members of the team to represent our organization at some events as part of their development.