gradlimited

Explore. Dream. Discover.

Helping you find the best entry-level talent

Leading your Graduate Hiring Process

Harness the potential of your graduate recruitment function

Graduate hiring has been one of the key problem areas for most companies. Hiring right has a direct impact on fuelling your company's growth

Identify the best cultural fits to your organization

Reduce costs related to hiring and re-hiring

Maximise the impact of fresh hires with data to make informed decisions

Common Problems Faced By Hiring Managers

"We think our current recruitment process is taking too long for the volume we need and it is too expensive "

"How can I make sure my entry level hires don't just see me as a training programme?"

"How do I select candidates capable of contributing to the business quickly?"

"How can I be sure that my candidates will fit into our unique organizational culture?"

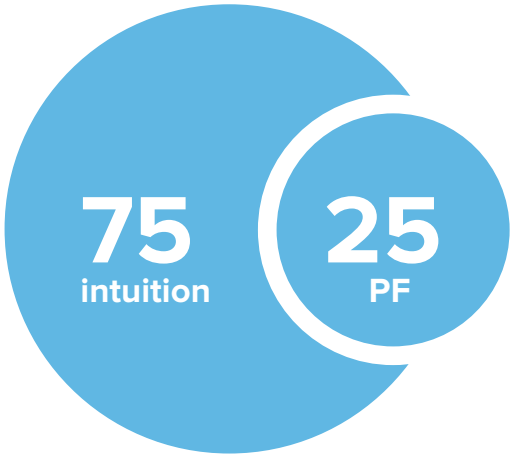
"We need to decrease new hire turnover. We are losing too many new hires and it is impacting our ability to deliver for our customers"

"How do I get access to the best pool of Graduate talent who are responsive and ready to connect"

Common Mistakes and Risks associated in Graduate Hiring

Most recruiters rely on intuition and grades to make critical graduate hiring decisions

Percentage of recruitment managers who use personality factors for sourcing



Decisions about graduate hiring is largely based on an individual manager's gut feel and a candidate's grades

Implication:

Although intuition and grades can add value to selection decisions, but over reliance on this exposes the organization to a number of risks with long term consequences

Risks

- High Attrition
- High Cost to recruit
- Poor employee performance
- Increased time to recruit
- Brand reputation

Outdated Traditional Approach

Common Approaches

Only using subjective recruitment methods such as CVs and interviews that may not be reliable

Hiring candidates that do not fit within the cultural framework of the company

Wasting time sifting unsuitable candidates and not treating them as fairly and as personally as the deserve

Only using internal benchmarks and hoping that's enough, limiting the view of talent externally

Unintended Consequences

- Recruiters rely only on the candidate's grades and personal gut for decision making, which in turn leads to missing out on high potential candidates
- Candidates tend to leave within a few months of their hiring leading to increased expenditure in re-hiring and training
- Not utilising recruitment platforms effectively leads to wasted time on manual sifting
- Risking damage to the brand's reputation. Candidates can also be customers
- There is little data to explain how strong the talent pool is
- Recruiters don't know if they are recruiting the best in the marketplace or settling for the best in the applicant pool

Outdated Traditional Approach

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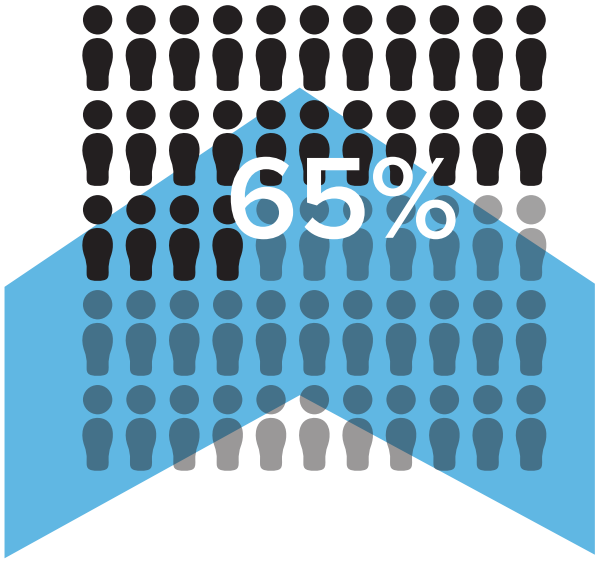


1 role = 1 day screening

Don’t meet basic requirements

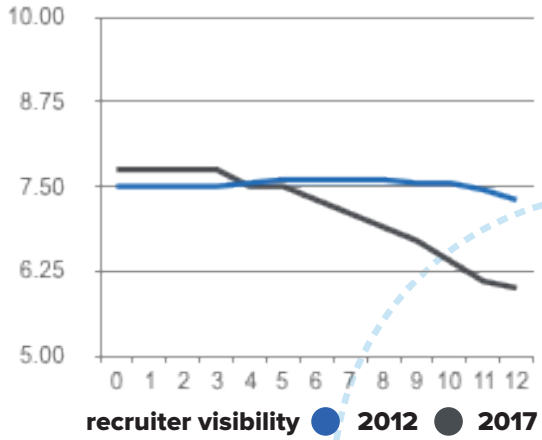
Implication:

High volumes of applications for each role demand time and resource from the hiring managers. This is not reflected in the number of recruiting staff. This stretches resources further and **increases the likelihood of errors and negative impact.**

The Current Scenario

- Honeymoon period masks new hire performance
- Today's new hires underperform over the course of a year despite initial hiring satisfaction. Recruiting is not contributing to the 20% productivity improvement required.

Hiring manager satisfaction with their new hires performance



The Recommended Solution

Instead of...

Wasting your time and stretching hiring resources

We recommend you...
Integrate assessments with your recruitment function to accelerate the selection process

Instead of...

Using outdated techniques to source graduate talent

We recommend you...
Open yourself to a refined pool of talent aligned to the cultural requirements of your organisation

Instead of...

Assuming you know how your candidates measure up

We recommend you...
Measure yourself against the competition. Know where you are losing the best talent

Examples Of How We Can Help

CLIENTS ISSUE

"We need to minimize the time for candidates to be effective in role once recruited. We are not seeing our new hires being productive as quickly as we need them to be."

"We need to decrease new hire turnover.
We are losing too many new hires and it is impacting our ability to deliver for our customers"

"We need to make our recruitment process quicker. We think our current recruitment process is taking too long for the volume we need and that is too expensive and costing our employer brand"

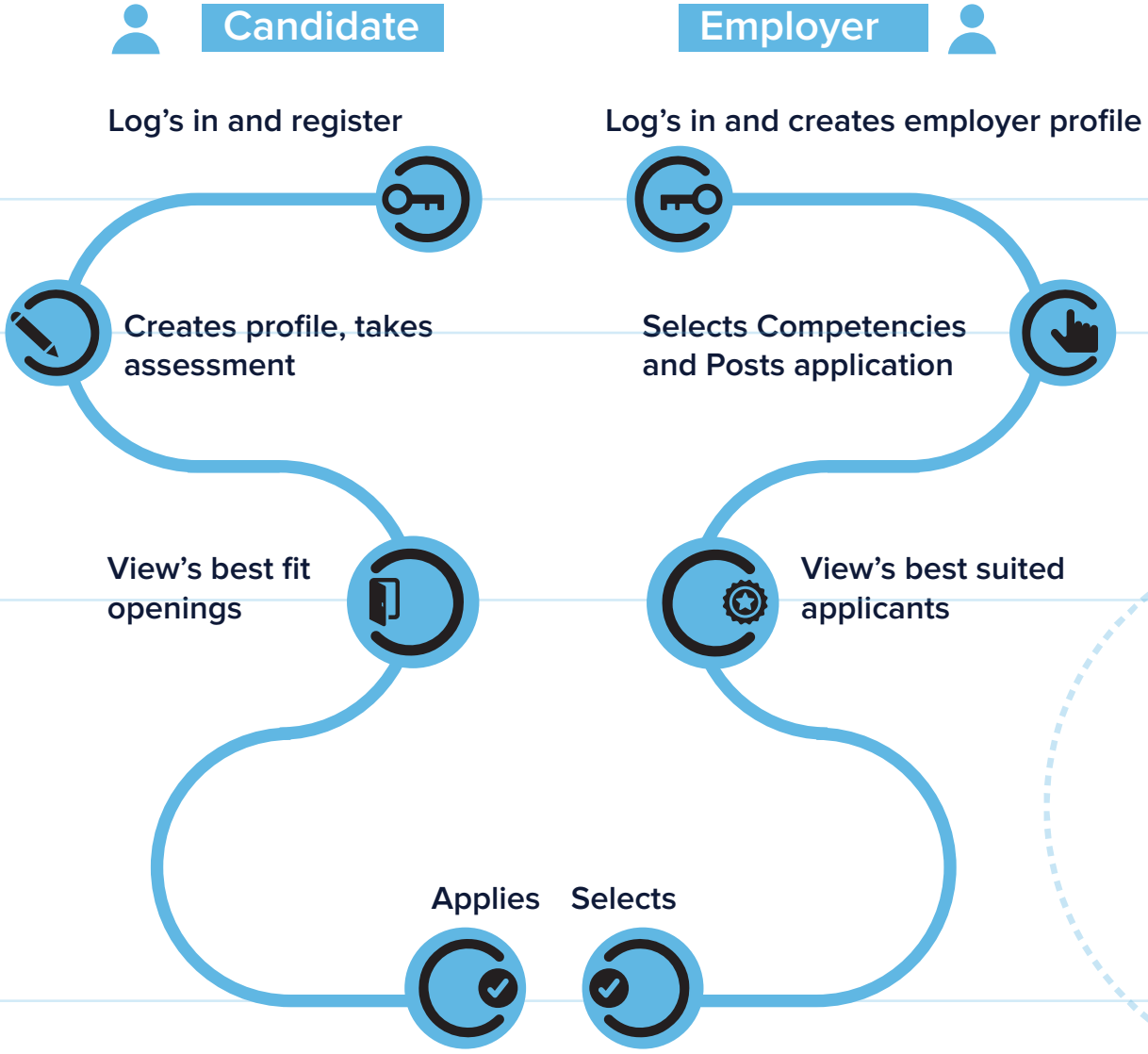
GRADLIMITED'S CONTRIBUTION

- ✔ Targeted and effective new hiring process that improved new hire time to competence
- ✔ New hires were able to contribute to the organisation more readily than before

- ✔ Results showed that individuals' hired through Gradlimited were much less likely to report wanting to leave the organization across the first year after hire, reported much higher levels of engagement, and demonstrated higher levels of performance during their tenure.

- ✔ Significant improvement in their time to hire across roles, saving lacs per recruiter per year
- ✔ Applicant reactions showed that they better understood job requirements, and had a positive mindset towards the job role

Process Design



Fuelling Growth Through Best Recruitment Practices

GRADLIMITED IS

A mentorship platform for students and young graduates, helping them explore relevant career and education avenues on the basis of their scientifically assessed personality.

A facilitator for companies and course providers to enhance sourcing efficiency by enabling access to a target talent pool.

Gradlimited's unique matchmaking algorithm facilitates a selection process that helps companies understand a prospective employee's competencies, behaviours and attitudes as well as future aptitude. This simplification improves decision making, cuts time to hire, and decreases the potential for negative brand impact.

5000+
Assessed Profiles

30,000+
Openings

25+
Partner Colleges

30+
Companies Serviced

OUR PARTNERS

IIT Bombay

IIT Rorkee

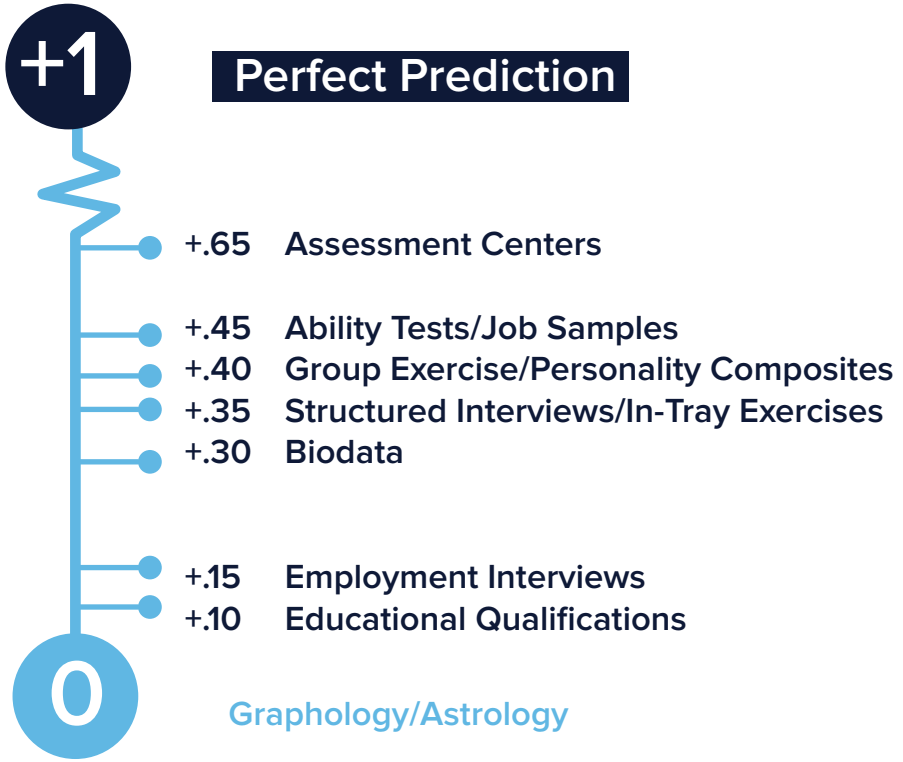
Cambridge University

Scopeweaver

Maker Builders

Interngen Energy

Predicting Potential Using Objective Assessment Is Core To Your Success



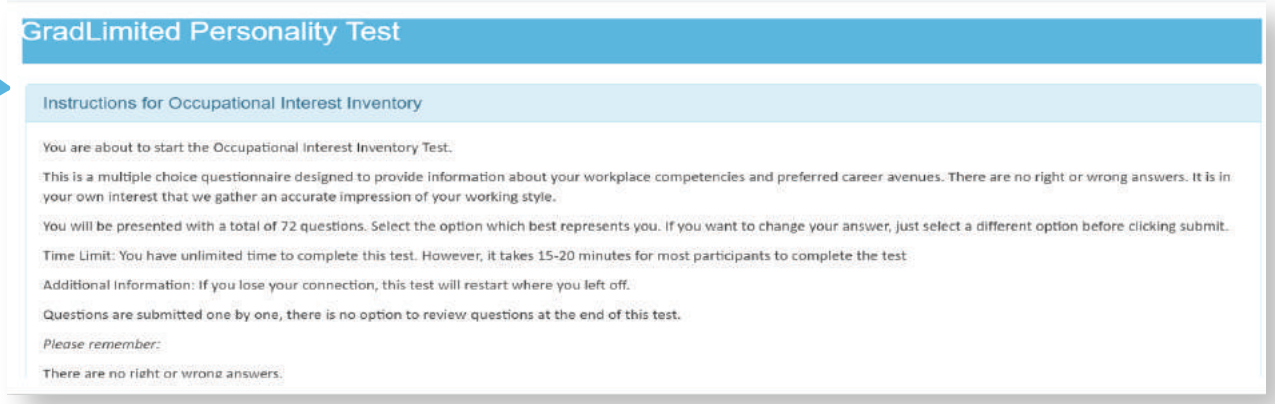
- Companies hiring candidates on the basis of a scientific assessed personality have reported
- Better Performance
- Increased Productivity
- Reduced Time to Hire
- Reduced Cost to Hire

Source: Smith, Robertson:
Journal of Occupational and Organisational Psychology, 2001

Typical Assessment

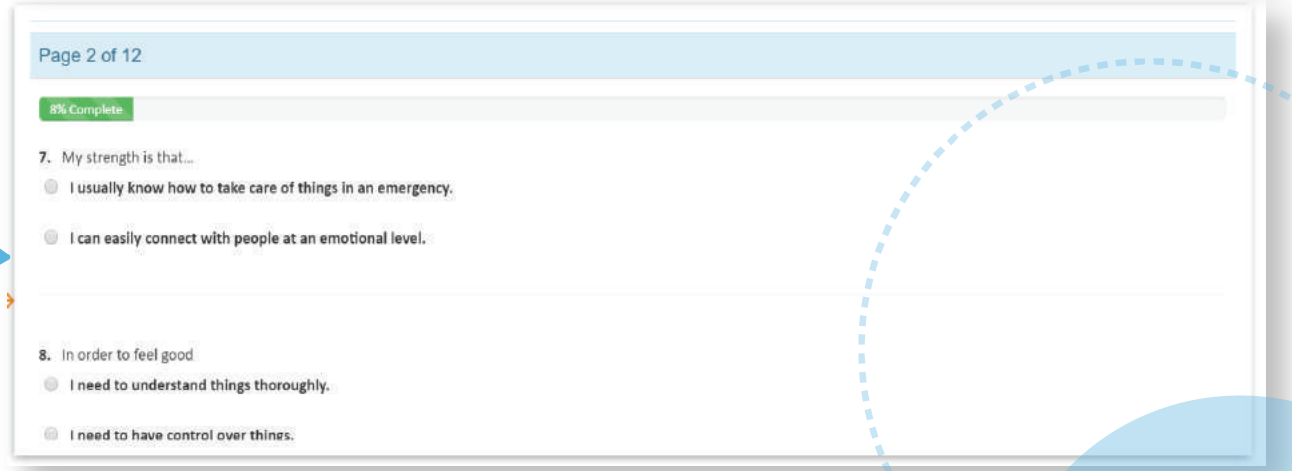
01

Using our Industry leading behavioral assessments



02

All assessment questions are mapped to work place competencies



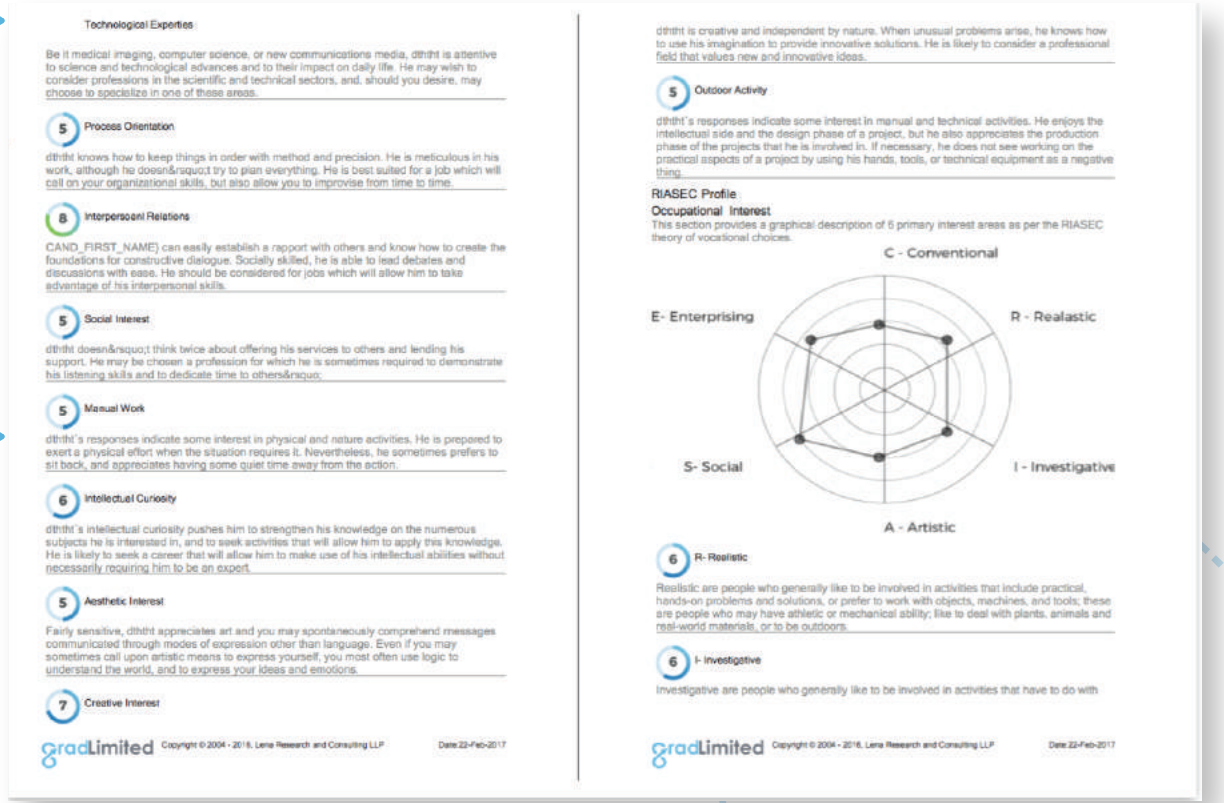
Typical Output Report

01

- Individual development report on the personality (and ability) assessments for each candidate pinpointing areas of strengths and development

02

- Action-oriented development tips to improve on critical competencies



Technological Expertise

Be it medical imaging, computer science, or new communications media, dththt is attentive to science and technological advances and to their impact on daily life. He may wish to consider professions in the scientific and technical sectors, and, should you desire, may choose to specialize in one of these areas.

5 Process Orientation

dththt knows how to keep things in order with method and precision. He is meticulous in his work, although he doesn’t try to plan everything. He is best suited for a job which will call on your organizational skills, but also allow you to improvise from time to time.

8 Interpersonal Relations

CAND_FIRST_NAME} can easily establish a rapport with others and know how to create the foundations for constructive dialogue. Socially skilled, he is able to lead debates and discussions with ease. He should be considered for jobs which will allow him to take advantage of his interpersonal skills.

5 Social Interest

dththt doesn’t think twice about offering his services to others and lending his support. He may be chosen a profession for which he is sometimes required to demonstrate his listening skills and to dedicate time to others’.

5 Manual Work

dththt's responses indicate some interest in physical and nature activities. He is prepared to exert a physical effort when the situation requires it. Nevertheless, he sometimes prefers to sit back, and appreciates having some quiet time away from the action.

6 Intellectual Curiosity

dththt's intellectual curiosity pushes him to strengthen his knowledge on the numerous subjects he is interested in, and to seek activities that will allow him to apply this knowledge. He is likely to seek a career that will allow him to make use of his intellectual abilities without necessarily requiring him to be an expert.

5 Aesthetic Interest

Fairly sensitive, dththt appreciates art and you may spontaneously comprehend messages communicated through modes of expression other than language. Even if you may sometimes call upon artistic means to express yourself, you most often use logic to understand the world, and to express your ideas and emotions.

7 Creative Interest

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dththt is creative and independent by nature. When unusual problems arise, he knows how to use his imagination to provide innovative solutions. He is likely to consider a professional field that values new and innovative ideas.

5 Outdoor Activity

dththt's responses indicate some interest in manual and technical activities. He enjoys the intellectual side and the design phase of a project, but he also appreciates the production phase of the projects that he is involved in. If necessary, he does not see working on the practical aspects of a project by using his hands, tools, or technical equipment as a negative thing.

RIASEC Profile

Occupational Interest

This section provides a graphical description of 6 primary interest areas as per the RIASEC theory of vocational choices.

6 R- Realistic

Realistic are people who generally like to be involved in activities that include practical, hands-on problems and solutions, or prefer to work with objects, machines, and tools; these are people who may have athletic or mechanical ability; like to deal with plants, animals and real-world materials, or to be outdoors.

6 I- Investigative

Investigative are people who generally like to be involved in activities that have to do with

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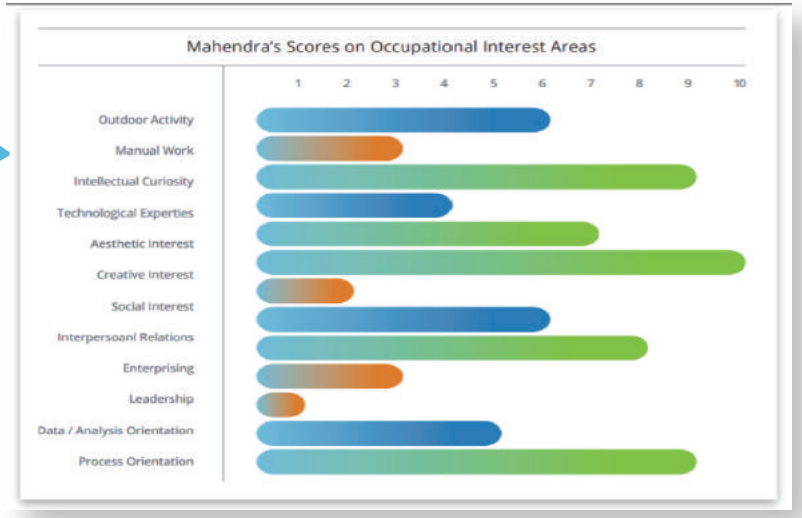
Typical Talent Dashboard

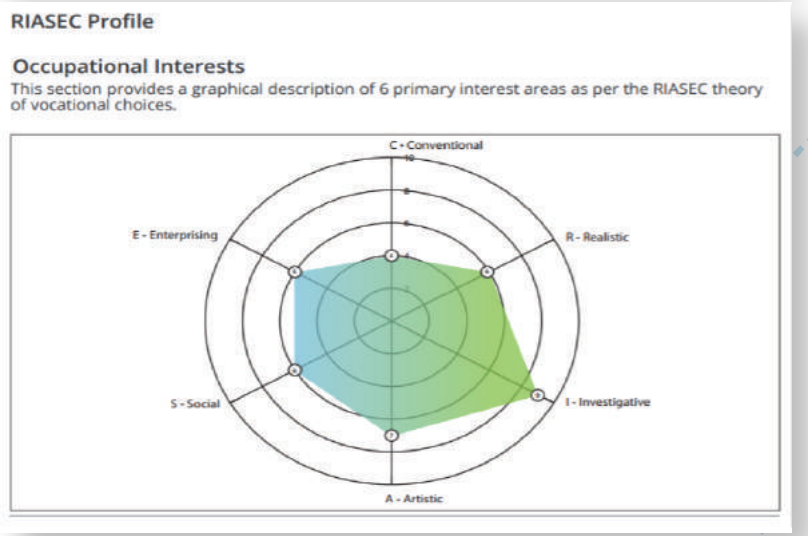
01

Indian Norm Groups:
Across function, geography, and job level allows for complete understanding of your talent landscape



02

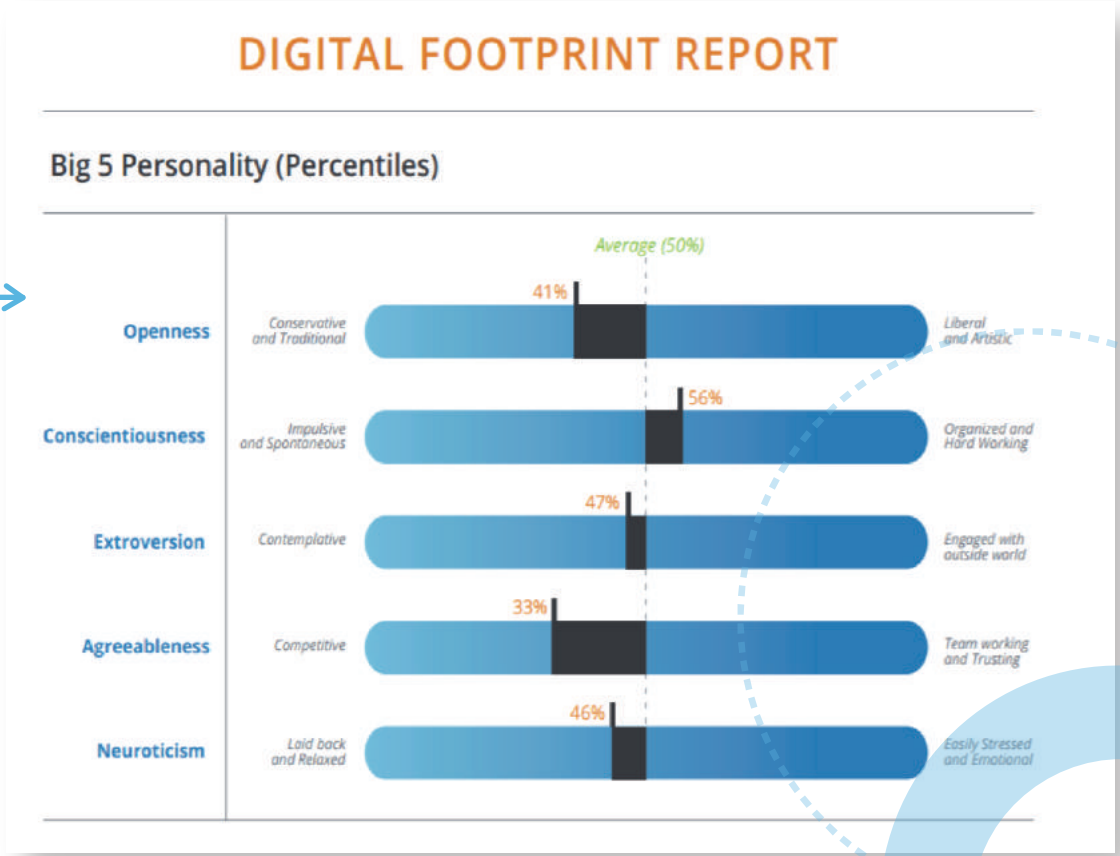
Proven Framework:
Assess your talent using RIASEC Framework



Digital Footprint Report

Gradlimited is a first of it's kind candidate search engine focussing on cultural and technical fitment using a state of the art Digital Footprint Assessment Methodology, in collaboration with Cambridge University that helps identify a potential recruits inherent personality and career inclinations basis their Social Media Activity

- Digital Footprint Profiling Using OCEAN Parameters



Success Stories in Hiring

COMPANY	CHALLENGE	SOLUTION	FEEDBACK
INTERGEN	"We need to significantly reduce the timeframe for new recruits to reach General Manager levels in our business"	✓ Facing intense competition to secure high calibre college hires, Intergen partnered with Gradlimited for their recruitment needs. ✓ Gradlimited identified key competencies to succeed in job roles through interactions with key stakeholders	"We have received extremely positive feedback from the areas about the calibre of candidates selected. They are performing well above expectations and progressing rapidly, in line with the organisations business objectives" Intergen Project Director, Intergen International
Makers Builders	"We need to significantly reduce our expenditure in entry level hiring"	✓ Over 2000 assessed profiles were shared. Recruitment Results were then correlated with line manager ratings. ✓ The results showed an extremely strong correlation between top performers (rated by managers) and high assessment scores. The addition of Gradlimited in the recruitment process has improved the calibre of candidate and saved time and money.	"One of the benefits.... is that it helps us make a more informed decision about how an individual may work in a customer centric environment and whether they are a good match for this" Head of Customer Service, Maker Chambers

Benefits of Partnering with Gradlimited

- Better Hiring Decisions
- Access to a large pool graduates
- Reduced burden of assessing candidates
- Reduced time to hire
- Reduced cost to hire
- Easy access dashboard with preliminary filtration options
- First of it’s kind Digital Footprint Report and a detailed Personality Report
- Standardized CV’s and Interview Guides

Talent Acquisition Primer

Harness the potential of your graduate recruitment function

Graduate hiring has been one of the key problem areas for most companies. Hiring right has a direct impact on fuelling your company's growth

Identify the best cultural fits to your organization

Employees who strongly blend in with the company's cultural framework take pride in their work and are motivated to take on new challenges in the job role

Reduce costs related to hiring and re-hiring

Hiring the right people impacts productivity, staff turnover and your business' ability to respond to new challenges. Done well, you can also avoid long term negative implications

Harness the potential of your graduate recruitment function

Correctly identifying, retaining and investing in the right people ensures that you have a predictable pipeline of talent. This is critical for the future performance of your business, and in turning high potential employees into future leaders.

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