

How to onboard graduates



WHAT?

“Onboarding” refers to the process of integrating new employees into a business. With graduates fresh out of university, and likely to have limited experience in full-time employment, a long-term, structured onboarding plan is necessary to ensure that they integrate into the company efficiently.



WHEN?

The process of onboarding should start the moment a candidate accepts their offer, and continue for at least the first year of them working at the company.



WHY?

22% of employee turnover occurs in the first 45 days of employment – and this is likely to be as a result of poor (or a lack of) onboarding. A clear onboarding plan can be mutually beneficial – ensuring that candidates feel settled and supported in their role, and helping businesses to retain its new hires, saving them money and time in the long-term.

How?

POST-OFFER

The onboarding process starts here.



What next?

If you want to ensure graduates stay at your business for the long-haul, the process doesn’t end after their first month.

Once you’ve completed the initial onboarding program, retain your graduate hires by:

1 Providing ongoing support from a supervisor, line manager or HR team



2 Planning frequent catch-ups to check they still feel happy and supported in their role



3 Providing opportunities for growth and professional development i.e. promotions, training or study support



4 Offering rewards and salary reviews, ensuring that they feel valued



5 Setting up long-term mentoring schemes to make sure they feel supported at work



6 Delivering company-wide perks to motivate and encourage co-operation across the business

