

How to onboard graduates

give a grad a **go**



What?

'Onboarding' is the process of integrating new employees into a business.

For graduates fresh out of university with limited experience, it's vital to have a long-term, structured onboarding plan 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.



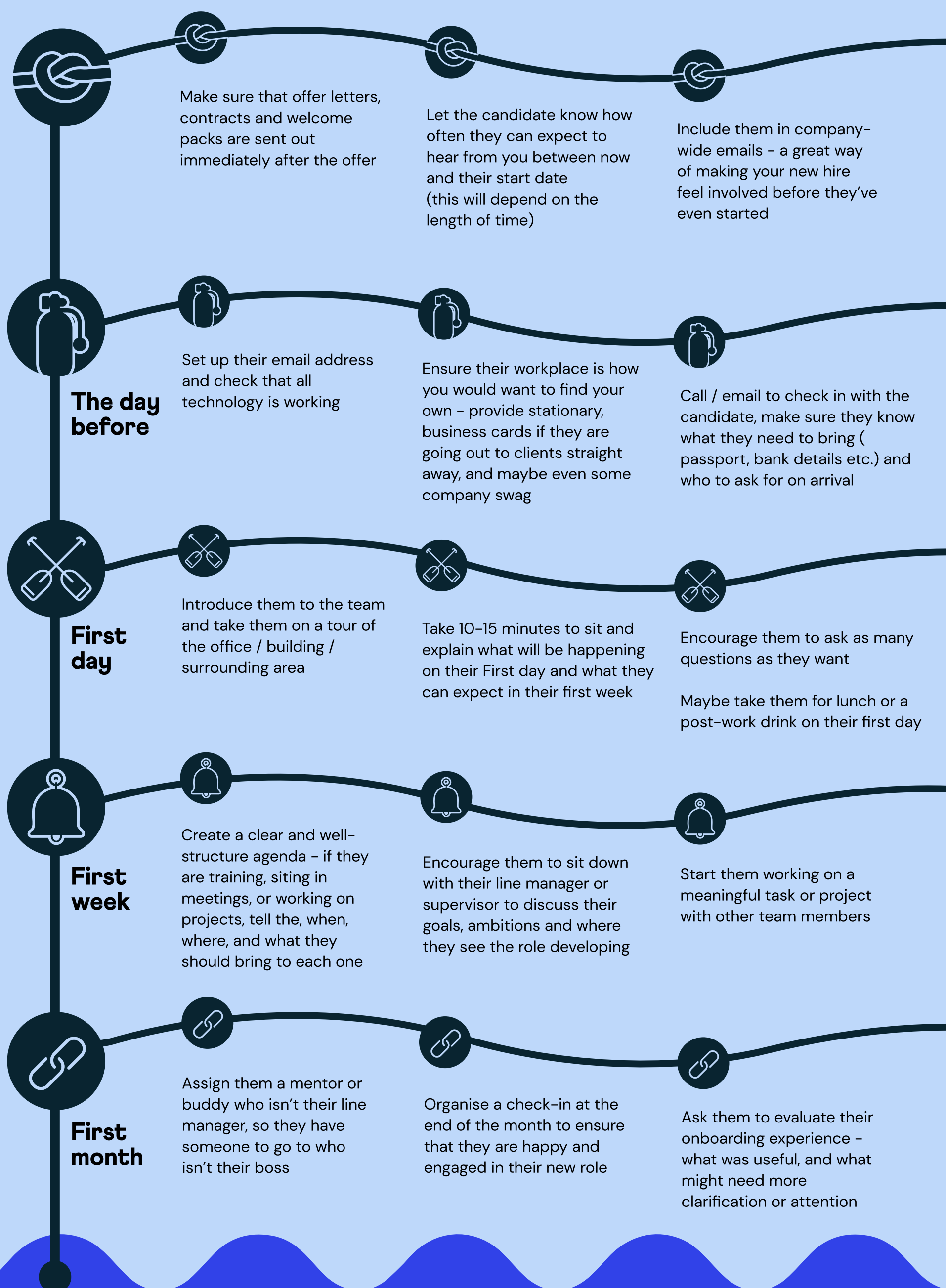
Why?

22% of employee turnover occurs in the first 45 days of employment - likely to be due to 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 new hires, saving 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