



## WELCOME TO THE 1ST EDITION OF GTI RECRUITING SOLUTIONS NEWS!

As some areas of the global economy are beginning to recover from recession, employers in the UK and across the globe are continuing to ensure their graduate recruitment strategy is as innovative, efficient and successful as possible; aiming to attract and recruit graduates that can demonstrate skills beyond just their academic achievements and most importantly are aligned with the culture, motivations and values of the organisation that they are joining.

The team at GTI are certainly not standing still but are listening to these key drivers, reflecting, reacting and proposing exciting creative solutions for clients both new and old... and it's certainly delivering results.

Our hope is that this newsletter will provide you with useful insight into a topical issue in the graduate marketplace. You may not be aware of the spread of our clients across all sectors; the hundreds of thousands of CVs we screen each year, the tens of thousands of telephone interviews we conduct or the large number of assessment centres we run. Not to mention the fact that we have recruited talented graduates for over twenty organisations, across thirty-two countries in the past six months alone! We want to share and bring to life what really happens in our busy, fast-paced offices – we hope you enjoy reading our 'News' and look forward to receiving any feedback or comments.

Hope to see you soon!

**Jenny Bekenn**, Client Services Director

### Market news

## IMPACT OF IMMIGRATION CAPS ON GRADUATE RECRUITMENT



The UK Border Agency consultation period for employers to respond to the government's proposal to introduce caps on Tier 1 & 2 immigration closed last month, leaving recruiters to speculate about the likely impact on their ability to recruit the brightest and the best, as well as the true impact on their graduate recruitment strategy.

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### In this edition

- Impact on immigration caps on graduate recruitment
- Morrison Utility Services uses a downturn in engineering graduate programmes as a time to launch a programme of its own to recruit some great graduate talent
- Maximising technology to deliver higher quality candidates...

### GTI team news

## NEW TALENT JOINS GTI SOLUTIONS TEAM

Always helping organisations recruit the brightest and best graduates, the team at GTI Solutions was delighted to welcome David Macfarlane, a 2010 politics graduate from Leeds University. Liz Neely also joins us with a great deal of expertise across the law sector. Welcome to both of them!

David and Liz are no longer the newest members of the team as we have since been joined by some office fish! The collection of five fish, all colours, shapes and sizes, is certainly providing some bright distraction amid the cold and darkening nights!



Already experts in multitasking and dealing with the unexpected, this period of uncertainty shouldn't phase seasoned graduate recruiters. However, in an article on eFinancialCareers.com some acknowledge that the interim cap on Tier 2 visas is already making things difficult and some employers are even exploring the option of transferring their whole graduate programme elsewhere. In reality, the uncertainty has also caused some employers to accept that they aren't always willing to take the risk of training someone whose visa may not be renewed. The problem is mainly an issue for employers seeking to recruit non-EEA nationals into comparatively junior roles. One head of recruitment declared in the same article that 'it has become almost impossible to get them into the country under any circumstances'.

However, a recent seminar hosted by Penningtons Solicitors entitled 'Tier 2 – Beyond the limits' gave recruiters reasons to feel more positive. One of the alternatives described was the 'Tier 5 Intern' scheme, which was established earlier this year and is administered by GTI Recruiting Solutions. The scheme was introduced specifically to benefit employers seeking to recruit non-EEA nationals onto their internship programmes for training and work experience in the UK. Employers are able to identify their own interns and then apply for a certificate of sponsorship from GTI as the 'overarching sponsor' required under Tier 5 of the UK points based system. The seminar presented constructive advice for how employers could handle the immigration caps and changes in immigration policy that might affect them and it is this thinking outside the box and lateral thinking that graduate recruiters will need to embrace.

More details about the GTI Tier 5 Intern scheme are available at [www.tier5intern.com](http://www.tier5intern.com), or by contacting Alison Light on [alison.light@gtisolutions.co.uk](mailto:alison.light@gtisolutions.co.uk) or 020 7061 1916.

## New wins

# NEW TO GRADUATE RECRUITMENT – ATTRACTING NEW TALENT

As organisations up and down the country were cutting back their 2010 engineering intakes, a gap in the market allowed Morrison Utility Services, new to graduate recruitment, to design and run an innovative recruitment and development programme aimed at bringing the best graduates into the business, having decided to outsource the entire campaign to GTI Recruiting Solutions. As expected there was a high number of applicants, with 861 candidates applying for the five graduate places available. This ensured that competition for the 16 places available at the assessment centre was fierce! Five graduates were successfully recruited and all started in October.

The Morrison Utility Services programme has been specifically designed to attract engineering graduates who aspire to gaining Chartered Engineer status and it provides a tailored development programme for graduates to grow from initial Trainee Project Engineers with little or no industry experience, to fully competent Project Engineers; they will all be given the invaluable opportunity to gain the competencies required to achieve Chartered status. In addition to this all graduates will also benefit from the ongoing support of a mentor.

The three-year scheme combines courses, seminars and on-the-job experience, and allows the graduate to undertake a series of placements across the business to gain a valuable all-round experience of the company and how it works.

**To find out more about the work we do with Morrison Utility Services please call us. We would be happy to talk through the project with you in more detail.**



## Next issue...

**Next issue... find out about some more recent wins for GTI Recruiting Solutions with British American Tobacco, Kerry Group and Société Générale!**



**Please let us know if you would like to speak to any of our clients... we are more than happy to put you in touch.**

# MAXIMISING TECHNOLOGY TO DELIVER HIGHER QUALITY CANDIDATES THROUGH A HIGHER QUALITY PROCESS

The way in which talent is acquired is at the heart of talent management for many organisations. The recruitment methodologies you use and the process you have in place will determine how successful you are in attracting, recruiting and ultimately retaining the highest calibre of candidate for your organisation. The goal is not only a faster, easier and more cost-effective process but one that also delivers a higher quality of candidate. The huge increase in automated recruitment technology has helped many organisations get closer to reaching these goals.

In a research brief conducted by the Aberdeen Group, the results from 400 survey respondents were analysed and the results were overwhelmingly in favour of the use of technology to manage recruitment processes. The results indicated that having an automated recruitment process enabled organisations to recruit candidates who are a much better match for the organisation and to do this in a more efficient way in terms of cost, time and results.

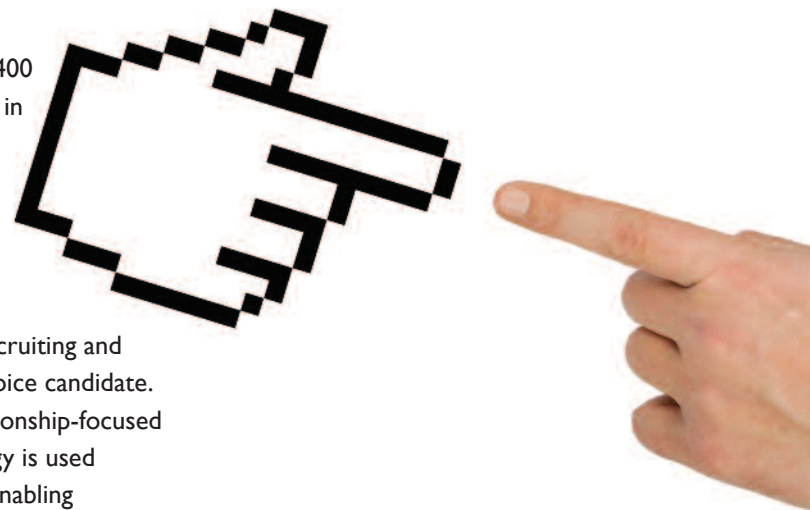
According to the survey, organisations using technology solutions for recruiting and candidate relationship management are more likely to hire their first-choice candidate. While it may seem that the introduction of technology into such a relationship-focused process could make it significantly less personal, it shouldn't. If technology is used correctly it can greatly improve the candidate management process by enabling recruiters to stay in touch with candidates and offering both parties a totally transparent process.

As well as improving the relationship management with your candidates, applicant tracking systems are designed to automate and streamline the entire recruiting process. By having a central location where applicant information is stored as well as an audit trail of all communication both internally and externally, it becomes possible to improve both quality of communication and time efficiencies. Automated applicant tracking systems also allow organisations to report very effectively on sources of applications, amongst other criteria. This particular element is crucial in understanding what attraction strategies are delivering the best candidates and justifying the cost spent in that area. Organisations can then target attraction efforts on sources that will provide the best quality candidates, which is again cost and time efficient.

For both softer relationship-building as well as statistical and analytical reporting, the use of applicant tracking and candidate management systems is cost efficient, reduces time to hire and produces significantly better results. By leveraging the use of this technology, organisations will be able to effectively manage pools of talent and maintain contact with them over time, enabling quick and easy access to talent when the need arises.

GTI Recruiting Solutions develops, designs and maintains world-class applicant tracking systems. Hundreds of organisations have chosen our candidate management solution to manage their recruitment process, from multinationals recruiting in high volumes, to SMEs who hire just one or two people at a time. Our systems are truly scalable and designed for graduate or experienced hire.

**To find out more and for a live demonstration please contact Umang Panchal on 020 7061 1924.**



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