


RMPENTERPRISE

7 SECRETS TO HIRING THE BEST UNDERGRADUATE TALENT



It's never been more attractive to hire undergraduates. With **54%** of employers retaining their students as graduates, investing in undergraduate work experience schemes is a brilliant way to resource your business, especially in today's competitive market.

With this in mind, what's the secret to hiring the best undergraduate talent?

RUN INSIGHTS

Having an Insight Scheme for first years will allow you to build your early talent pipeline. This will make it easier to hire undergraduates for your internships or placements through retaining talent, and also markets your brand as one that values undergraduates' input at every level.

IMPROVE YOUR JOB DESCRIPTIONS

When advertising a role, use simple job titles that students can relate to along with clear language. Be sure to include content that gives insights into your company culture, add a salary, specify the exact location of the role, add a list of benefits and finally, the skills the candidates would learn if hired. This ensures that candidates are fully aware of what you're offering.

USE A NICHE JOBS BOARD

Be targeted in your approach by advertising your roles on a jobs board that is dedicated to undergraduate recruitment, such as [RateMyPlacement.co.uk](https://www.rmpplacement.co.uk). This will ensure that you attract quality candidates to all your schemes and reduce the amount of admin required for sifting through rubbish applications.

ADVERTISE AT THE RIGHT TIME

Students are increasingly looking to apply earlier in the academic year. Our statistics show that job redirects from [RateMyPlacement.co.uk](https://www.rmpplacement.co.uk) see a huge exponential spike in the first term of university. Advertise your roles from September onwards when students are starting to research their options to ensure competitors don't get their hands on the best talent!

USE REVIEWS FOR PROMOTION

According to a Glassdoor survey, 70% of people read reviews before making a career decision. Encourage your student hires to review your brand and schemes on [RateMyPlacement.co.uk](https://www.rmpplacement.co.uk) for free! (We even throw in a £5 Amazon voucher provided they meet our T&C's.). This will also give you an invaluable insight into how to improve your schemes in the future.

HAVE A FOOTPRINT ON CAMPUS

You can't beat getting in front of students face-to-face. By running an event on campus or hiring Brand Ambassadors to market your roles, you'll be front of mind of the best talent right in their primary domain.

COLLECT DATA FROM STUDENTS

It's never been more important to provide a positive recruitment experience for candidates. By collecting the data of undergraduates who have an interest in your opportunities, you can digitally nurture them to ensure they're fully invested in your brand. Using a tool like [RMP Connect](https://www.rmpconnect.co.uk) will automate this process, saving you precious time to attract and engage candidates at the top of your pipeline. This means that when applications open, only the best quality candidates will apply! Plus you'll have an active engaged pool of candidates to dip back into should you have any reneged offers.

RMPENTERPRISE

We offer digital and face-to-face solutions to ensure employers attract the best early talent.

Over the past ten years, we have helped employers engage with millions of 14-24 year olds across a range of products and services.

★ RATEMYPLACEMENT

RateMyPlacement is the UK's leading jobs board and resource hub for university students searching for undergraduate work experience, including placements, internships and insight days.

3 million visitors a year
50,000 student-written reviews
100,000+ student database

★ ON-CAMPUSPROMOTIONS

On-Campus Promotions recruits, trains and manages Brand Ambassadors to promote employers on campus. We also organise and manage campus events to make your brand stand out, helping you attract the best talent from target universities.

Over 900 Brand Ambassadors
45 Campus and Digital campaigns

★ RATEMYAPPRENTICESHIP

Aimed at 14-18 year olds, RateMyApprenticeship.co.uk is the UK's fastest growing website for young people considering apprenticeship and school leaver opportunities.

100,000 visitors each month
15,000 reviews from apprentices
70,000+ student database

∞ RMPCONNECT

RMP Connect's innovative software enables early talent recruiters to engage and convert interested students into hires and measure the effectiveness of their attraction activities.

Create targeted communications
Make data-driven decisions
Improve ROI

www.rmpenterprise.co.uk