



The free and expert Graduate Recruitment Service that's open for business

Venture's Graduate Recruitment service this week launched its second Graduate cohort - an expert and completely free-of-charge recruitment service, open to any business in South East Wales that wants to benefit from the energy and fresh ideas of high calibre graduate talent.

The service has already placed over 100 graduates in enterprises right across the Cardiff Capital Region - with 85% of graduates still working in those companies today, a testimony to the rigorous talent attraction and candidate assessment techniques employed by the vastly experienced Venture Graduate Recruitment team.

The first cohort of 2022, open to all businesses in CCR.

The process couldn't be more straightforward for any employer looking to take advantage of this incredibly valuable service. Businesses simply submit vacancies to the scheme by the **21st of February**, with the roles being advertised between the 25th of February and the 20th of March, allowing Venture's expert Graduate Recruitment Team to then assess the graduate applications through an intense four-week shortlisting process, delivering a high-quality and carefully-matched shortlist of candidates to every specific role - all managed at zero cost to any organisation in Southeast Wales. .

This recently restructured graduate scheme offers employers a streamlined, easy-to-use and highly-focused service - taking away the logistical challenges and investment in resources which can prove a major obstacle preventing many SME and larger enterprises from attracting the best graduate talent.

A streamlined, easy-to-use, highly-focused service.

"This scheme is highly targeted at delivering the best results for everyone concerned" explains **Geraldine O'Sullivan, Graduate Development Officer** and part of the dedicated Venture team at CCR. "Every organisation that joins will get up-front dedicated time with our expert team. We'll work closely with the employer to identify the role or roles they need to fill - then we'll create the job description, advertise the vacancies and conduct a two-stage interview process that includes structured video interviews followed by an assessment centre for those candidates who clearly have the competencies and behaviours to meet the job specification and match the culture fit.

"From there, we'll draw up a carefully-selected shortlist of candidates for the employer to select from at the final interview stage. with the whole process taking less than three months from start to finish. All delivered completely free of charge".

Recruiting the 'right' graduate for the 'right' role.

This unique Graduate programme is built on in-depth research with a number of universities and a variety of industries, refining the best possible way to identify the 'right' graduate for the 'right role' - with the whole process geared to giving maximum benefit for all stakeholders.

As Geraldine explains: "We're completely committed to making sure that the graduates applying for the roles get a really positive candidate experience, which will include constructive feedback at every opportunity - with any graduate not finding a role by the end of the cohort going automatically into a talent pool, ready to be matched with any suitable role that becomes available, quickly and efficiently.

"We're incredibly excited about what this programme will do for employers and graduate candidates", concluded Geraldine. "It will improve the talent pipeline outcomes for everyone in the region - and I would urge any employer looking to bring in the best talent to contact us right now and become part of this first cohort of 2022."

For more information on this unique graduate programme, visit the Venture hub at www.venturewales.org