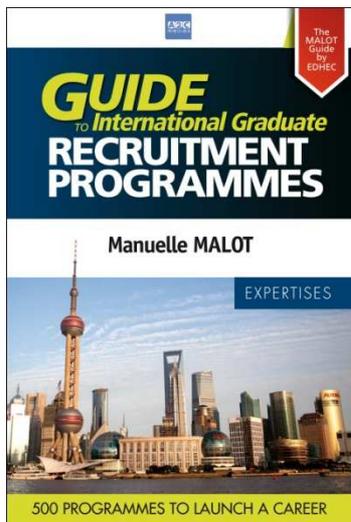


Graduate Programmes, a New Tool for Employer Communication

Like issues of growth and development, corporate talent sourcing has become global. To attract their future international managers and to win their loyalty, companies are offering more and more hiring programmes, known as graduate programmes or fast-track schemes, to recent graduates.



A phenomenon of British and North American origin, graduate programmes are growing quickly in Europe, where there are twice as many as two years ago. They are now an instrument essential to the HR policies of major multinationals.

In keeping with the globalisation of labour markets, recent graduates in Europe are drawn to these programmes, which enable the dreams of this generation to take shape: trying several jobs, exploring the world, building a network, and growing more generally.

Manuelle Malot, Director of Career Services at EDHEC, has for several years noted the great advantage of these programmes to both companies and recent graduates. For recent graduates of European institutions of higher learning, then, she has just published her *Guide to International Graduate Recruitment Programmes*.

Including entries for more than 500 programmes offered by 230 multinationals, this guide describes programme contents, the backgrounds sought, and the admissions requirements. It also gives recent graduates advice on how to improve their bids for admission during the recruitment phase. It is meant for master's-level students or recent graduates (with as much as three years of work experience) of European institutions of higher learning. It is also of interest to companies that are seeking to optimise the hiring of recent graduates and the winning of their loyalty.

Guide to International Graduate Recruitment Programmes

Publishers: A2C Médias—€28

Available at Fnac, Amazon, A2Cmédias

Manuelle Malot, Director of Career Services at EDHEC



Manuelle Malot has been Director of Career Services at EDHEC for more than fifteen years. A specialist in the integration to the professional workforce of recent graduates, she advises companies and works with them on their hiring policies. She has published several studies on entry into the workforce and the development of skills and provides career counselling to both recent graduates and executive managers. As a result of her expertise, the percentage of EDHEC alumni in graduate

programmes has risen from 5.6% in 2010 to 8% in 2011. Manuelle Malot is a graduate of EDHEC and has a post-graduate degree from CELSA, the school of information and communication sciences of the Université de Paris IV. She makes frequent appearances in various media as an expert on career matters.

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EDHEC BUSINESS SCHOOL IN 2012

6,000 students and 10,000 executive education participants

17 degree programmes: ESPEME bachelor programme, EDHEC Master in Management, EDHEC Masters of Science, 2 MBAs, a PhD in Finance, etc.

23,000 participants in conferences and seminars organised in 28 global financial capitals

24,000 alumni in 116 countries

134 permanent faculty members (49% of international origin) and 810 adjunct faculty members

13 teaching and research chairs

A 75M€ budget, 1/3 from corporate funding and 20% invested in research

5 campuses (Lille, Nice, Paris, London and Singapore)

EQUIS – AACSB – AMBA accreditations

EDHEC Business School aims to be recognised for research and training, innovative ideas and tools that have a high impact on businesses. This “EDHEC for Business” strategy is underpinned by excellent academic research, the results of which are systematically disseminated through EDHEC’s programmes (MScs, PhD, etc.), to the business world and to society.

More information is available on the EDHEC Business School website: www.edhec.edu

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