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WAYS TO SHAPE YOUR EARLY CAREER HIRING STRATEGY

Early career hiring brings in fresh ideas, develops new skills, and identifies hires with the potential for high performance. But is your business getting ahead of the competition by investing in a future-facing strategy?



Talent Acquisition leaders need to consider:

01 ENGAGING EARLIER

Educate candidates about the values of a company as early as possible



9 OUT OF 10

employees say they would trade a portion of their life's earnings for greater meaning at work

02 WIDENING THE POOL

Move away from recruiting exclusively from top-tier institutions in favor of bootcamps, apprenticeships or in-house certifications



60% of Americans over 25 don't have a degree but may have critical skills you need



03 EMBRACING THE ROLE OF TECH

Predictive tools focus on the future potential of candidates rather than any limited experience



Online assessments can eliminate 80% of applicants, helping you make the right hiring decisions faster

04 COMMITTING TO TRAINING & DEVELOPMENT

Training programs increase internal mobility, helping you retain hires and create career paths



76% of Gen Z employees see learning and development as a key driver of work engagement



05 FUTURE-PROOFING BY INVESTING IN DE&I

Achieve your DE&I goals by nurturing a more diverse future leadership team early on

Women and people from minority racial and ethnic groups hold fewer than



25% of C-suite roles



Get in touch with Korn Ferry's talent acquisition specialists, who will help you find the right people to grow your business — anywhere in the world.

[GET IN TOUCH](#)

Watch Korn Ferry's talent experts discuss the biggest trends from our **2024 Talent Acquisition Trends report** in this On-Demand Webinar: Talent Acquisition Trends 2024: New Tech, New Talent, New Tactics.

[WATCH THE WEBINAR](#)



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