

The National Graduate Recruitment Conference 2012

Conference Programme Friday 7th September 2012





The National Graduate Recruitment Conference 2012

The Grove Hotel, Hertfordshire Friday 7th September 2012

We really hope that you'll enjoy today's conference and will find the presentations, panel discussions and *Insight* sessions interesting, useful and informative.

Now in its sixth year, **The National Graduate Recruitment Conference** remains the only annual conference *exclusively* for graduate recruiters and over 170 delegates from more than 100 different employers are taking part in the event.

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Many of today's speakers have kindly provided copies of the key slides that they are presenting during the conference and these will be available to collect at the end of the day.

We wish you every success with your graduate recruitment in 2012-2013 and look forward to seeing you again soon.

Best wishes,

Martin Birchall
Managing Director

Presented by **High Fliers Research**

Conference Programme

9.30am Welcome & introduction

CONFERENCE PRESENTATION

9.35am **Review of the Graduate Recruitment Year**

Presented by Martin Birchall, Managing Director, High Fliers Research



The first of today's conference presentations looks back over the last 12 months, reflecting on the 2011-2012 graduate recruitment season and examining the year's key news about universities, students and graduate employers.

WORKSHOPS

10.30am **Insight Session 1**

A choice of five *Insight* sessions, offering first-hand accounts of how BP, Ernst & Young, J.P.Morgan, Lidl and Network Rail approach their graduate recruitment.

11.00am Morning coffee in the foyer

PANEL DISCUSSION

11.20am **Graduate Recruitment in 2011-2012**

Senior graduate recruitment managers from Barclays Investment Bank, GE, KPMG and Linklaters offer a personal view of last year's graduate recruitment round.

GUEST SPEAKER

12.00pm **Teach First - Celebrating the First Ten Years**

Presented by James Darley, Director of Graduate Recruitment, Teach First



Launched just a decade ago, Teach First has now become Britain's largest recruiter of graduates and is set to hire 1,260 university-leavers in 2013. But how has it grown so quickly, what has the programme achieved during its first ten years, and what does the future hold for Teach First?

WORKSHOPS

12.30pm **Insight Session 2**

A second opportunity to find out more about graduate recruitment at BP, Ernst & Young, J.P.Morgan, Lidl and Network Rail.

1.00pm Lunch in the Glasshouse Restaurant

PANEL DISCUSSION

2.00pm **The Class of 2015 – A New Era of Tuition Fees**

A lively discussion featuring the next generation of students starting university this autumn, who will be amongst the first to pay the new £9,000-a-year tuition fees for their degrees.

PRIZE QUIZ

2.45pm **University Challenge 2012**

Presented by Tim Wise, Research Director, High Fliers Research

How well do you know Britain's leading universities? Stand by for our quick-fire *University Challenge* quiz, with a top prize of a special spa retreat, here at **The Grove** hotel.

WORKSHOPS

3.00pm **Insight Session 3**

Today's final chance to meet with graduate recruiters from BP, Ernst & Young, J.P.Morgan, Lidl and Network Rail.

3.30pm Afternoon tea in the foyer

CONFERENCE PRESENTATION & DISCUSSION

3.50pm **The Graduate Market in 2013**

Presented by Martin Birchall, Managing Director, High Fliers Research

An exclusive preview of the graduate vacancies and starting salaries on offer from Britain's top employers in 2012-2013, followed by a sector-by-sector discussion about the challenges that graduate recruiters face in the year ahead.

4.50pm Closing session

5.00pm Conference ends

5.10pm Shuttle buses return to Watford Junction station

Slides used during many of today's presentations and workshop sessions will be available to delegates at the end of today's conference.

Insight Sessions

Today's programme includes a choice of five *Insight* sessions, special 30-minute workshops with senior graduate recruitment managers.

The sessions will take place in the rooms at the rear of the main conference suite and on the Lidl bus in the conference car park, at 10.30am, 12.30pm and 3pm.

INSIGHT SESSION 1

BP

Hosted by Emma Judge, Head of UK Graduate Recruitment

Ever wondered what it would be like to live on an oil rig in the Gulf of Mexico? Just ask the winners of the 2012 BP Ultimate Field Trip!

Now in its fourth year, the Ultimate Field Trip offers science and engineering students the chance to work together to solve a genuine energy challenge. Demanding strong team working and communication skills as well as innovative thinking, the Ultimate Field Trip is also about putting theory into practice – a skill recruiters often find hard to assess.

Emma Judge, Head of UK Graduate Recruitment and Jen Veevers, Graduate Marketing Manager will talk about building up the Ultimate Field Trip brand, the challenges of winning and maintaining stakeholder support, and how the competition is evolving to go global for 2012-13.

INSIGHT SESSION 2

Ernst & Young

Hosted by Myrto Kalle, Recruitment Marketing Officer (Digital)

Ernst & Young is one of the world's largest professional services firms, delivering assurance, tax, transaction and advisory services across the globe. This year, the firm is looking to recruit 900 graduates across the UK and also provides a wide variety of insight days, industrial placements and summer internships.

Myrto Kalle manages the social media channels as well as social media campaigns and in this *Insight* session she looks at Ernst & Young's award winning Prize-Tagging campaign that was targeted to the 'Facebook generation'.

By approaching candidates as brand consumers, Ernst & Young has put social media at the heart of their graduate recruitment campaign, creating significant uplift in engagement with students, profile on campus and applications submitted.

INSIGHT SESSION 3

J.P. Morgan

Hosted by Amy Thomas, Head of EMEA Employer Brand

With a strong employer brand and solid reputation in investment banking, J.P. Morgan rarely struggled to recruit graduates and interns to its flagship programmes, with one notable exception. Despite investing \$4 billion in technology infrastructure every year, J.P. Morgan struggled to attract graduates to its technology programmes.

Amy Thomas, Head of EMEA Employer Brand, will be discussing the challenges the firm faced, and how it was able to raise awareness with a new pool of talent and increase applications to both the summer internship programme, as well as its graduate programmes in Technology.

INSIGHT SESSION 4

Lidl

Hosted by Emily Hickman, Recruitment Manager

Over the last four years Lidl has been working hard to build its image as an 'Employer of Choice' within the graduate market. The business set a clear strategy that it wanted to overcome the stigma that surrounds discount retail and clearly demonstrate that discount retail does not mean discount jobs.

In 2011, the 'Lidl Known Facts' tour visited 12 key universities to encourage and challenge students in a fun way, to find out how much they actually know about the company and try to overcome their pre-conceptions about discount retail.

This year, the Lidl Recruitment team has joined forces with Lidl PR and will begin its university roadshow on the Lidl Bus. Touring 23 universities across the UK it will help students understand that Lidl is an informed and intelligent choice for students and graduates. Please come onboard to find out more about our tour!

INSIGHT SESSION 5

Network Rail

Hosted by Linsey Perry, Professional Development Manager

The rail industry has been fragmented since privatisation in the mid-1990's and is made up of many different companies, each recruiting to its own requirements and needs. This has resulted in a lack of young people who have the cross-industry knowledge necessary to progress into senior positions in the future.

This session will explain how the Track&Train initiative – the first such industry-wide graduate recruitment collaboration – took shape in a very tight timeframe. Linsey Perry from Network Rail will explain some of the key obstacles faced and what was done to overcome them, whilst creating what is now a very well thought-of scheme, receiving government endorsement for what it was able to achieve, out of nothing, for 85 recent graduates.

Speakers & Panelists

CONFERENCE CHAIRMAN

Martin Birchall *Managing Director, High Fliers Research*



Martin Birchall is the founder and Managing Director of High Fliers Research, the independent market research company that specialises in student and graduate research.

The company is best-known for its annual survey of university undergraduates, *The UK Graduate Careers Survey*, which researches the aspirations and expectations of final year students at the country's top universities.

In addition to its student research, High Fliers Research produces regular assessments of the latest graduate vacancies and starting salaries on offer from the UK's leading employers.

Martin is also editor of *The Times Top 100 Graduate Employers* – the hard-backed book that profiles Britain's 'graduate employers of choice', based on the findings from High Fliers Research's annual student research.

He appears regularly on *Breakfast* on BBC One and *Today* on BBC Radio 4 to discuss graduates' employment prospects, and wrote a weekly column for *The Times* newspaper for seven years until 2010, featuring employers from the *Top 100*.

PANELIST

Jane Clark *Head of Campus Recruitment, Barclays Corporate & Investment Bank*



Jane joined Barclays in January 2009 and is Head of Campus Recruitment for Corporate and Investment Banking, leading the Europe and Asia campus recruiting effort.

She is responsible for driving strategic plans to attract and retain best-in-class talent. This involves developing and driving change on specific objectives to include candidate relationship management, strategy development, workforce planning, employer brand strategies and diversity.

Jane has spent the last sixteen years working in a variety of roles within the global investment banking industry with companies such as Credit Suisse, Lehman Brothers and Merrill Lynch. She started her career in Equity Research.

GUEST SPEAKER

James Darley *Director of Graduate Recruitment, Teach First*



James has been working in graduate recruitment for over 14 years. He is responsible for the attraction and selection of around 1,260 top graduates who want to join the Teach First leadership development programme.

He joined Teach First eight years ago from Credit Suisse where he was the European Head of Graduate Recruitment.

Before this he took a year off to travel around the world and fulfilled life-long ambitions including swimming with wild dolphins, hiking along the Great Wall of China and sailing up the Amazon!

Prior to travelling, James was Global Head of Fixed Income Graduate Recruitment at Deutsche Bank and served as a Director of the Association of Graduate Recruiters (AGR). Before this, he headed up graduate recruitment for United Biscuits and worked for a number of years in purchasing.

James is deputy chair of the London Careers Group, a board member of the Cambridge Careers Syndicate, a board member of the Leicester Advisory Board and member of the Edinburgh Student-Employability Employer Forum.

He graduated from the University of Liverpool with a BSc in Psychology and Computer Science and Information Technology.

WORKSHOP

Emily Hickman *Recruitment Manager, Lidl*



As Lidl's Recruitment Manager, Emily is responsible for supporting the National, Regional and Head Office recruitment of employees at all levels within the business across all functions.

Since joining the human resources team in 2010 – after more than two years as an Area Manager in the north east of England – she has been responsible for driving the strategic direction of Lidl's employer brand towards becoming an 'Employer of Choice' within the retail sector, with a major focus on graduate recruitment.

Emily is responsible for the design and development of Lidl's recruitment advertising, literature, promotional materials & activities and selection methods for all its graduate programmes, and heads up the company's award winning undergraduate placement programme.

PANELIST

Faye Horsman *Senior Resourcing Manager, Linklaters*



Faye is the Senior Resourcing Manager at Linklaters, having joined the firm in 2010. One of her first responsibilities was to oversee a marketing rebrand, which won several awards.

Following on from this success, the firm launched a full review of the selection process last year, which culminated in a new application form and additional e-tray exercises which are bespoke to Linklaters.

However, her background has not always been in recruitment - having graduated from King's College London with a degree in Aquatic Ecology, Faye spent time in the Bahamas working on marine conservation and at the London Aquarium as an Aquarist and Shark Keeper.

It was whilst working as a recruitment consultant that she found her calling, and after completing her CIPD part-time, moved to J.P. Morgan where she ran the IT and Finance Graduate Programmes for four years from 2006-2010.

WORKSHOP

Emma Judge *Head of UK Graduate Recruitment, BP*



Emma joined BP in 2011 and is responsible for recruiting around 400 graduates and interns annually into technical and business roles, as well as undergraduate experiences such as the global 'Ultimate Field Trip' competition, 'Shadow an Intern' and BP's scholarship programme.

Before joining BP, Emma was Head of Graduate Recruitment Operations at Ernst & Young where she had previously qualified as a Chartered Accountant.

Outside of work Emma has two young children and is a foundation governor at her local junior school.

WORKSHOP

Myrto Kalle *Recruitment Marketing Officer (Digital), Ernst & Young*



Having joined in 2010, Myrto manages Ernst & Young's social media channels for employer branding. This includes designing digital strategies, creating engaging content and gaining the buy-in of stakeholders. Myrto utilises digital channels to communicate the firm's culture and provide an engaging view of life at Ernst & Young.

Prior to Ernst & Young, Myrto worked at LSE Careers Service and Barclays Capital. She has an MSc in HR Management (LSE) and a Bachelors in Psychology (University of Athens).

PANELIST

Dan Nicholls *UK Early Career Development Leader, GE Aviation Systems*



Dan Nicholls is the UK Early Career Development Leader for GE Aviation Systems, overseeing the Edison Graduate Programme, engineering internships and the Higher Apprenticeship Scheme.

He began his career in 1989, on the Engineering Technician Apprenticeship Programme and has 23 years of aviation experience working in the systems business.

Dan has progressed through roles including software engineering, team leadership, process improvement and management. In 1998 he went on overseas assignment to the US, providing oversight for development of the Stores Management System on the Nimrod Maritime Reconnaissance Aircraft.

In 2007, Dan took a role as the Software Process Manager, before being promoted to the position of Software Section Manager, leading the entire software group at Bishops Cleeve, and working with software teams at GE facilities in the US, Mexico and China.

Dan has been involved in graduate recruitment for many years and, in July 2012, he was appointed to his current UK Early Career management role.

WORKSHOP

Linsey Perry *Professional Development Manager, Network Rail*



Linsey is a highly experienced HR professional who has specialised in both management & executive development and graduate recruitment.

Previously Head of Graduate Recruitment at BT and then Railtrack/Network Rail she is well aware of the challenges of attracting quality graduates into what are considered "unsexy and uncool" industries.

Heavily involved as a committee member with the AGR for many years she was Vice Chairman for 4 years before stepping down.

Her current role as an HR project manager means she has a wide portfolio of work including projects that have a habit of coming out of nowhere and need to be implemented in a very tight timeframe.

Based at Network Rail's new offices in Milton Keynes, which are close to her home, she is relishing not having to commute into London any more.

PANELIST

Vanessa Soames *Senior Manager, Recruitment Marketing, KPMG*



Vanessa Soames is the Senior Manager, Recruitment Marketing for KPMG UK, responsible for experienced hire and graduate recruitment marketing and all of the recruitment marketing digital strategy.

Vanessa joined KPMG in 2005, and since then she has worked on six recruitment campaigns and launched seven recruitment websites as well as managed the recruitment marketing team.

In 2011 her role evolved and she set up and managed a direct sourcing team and was also the recruitment account manager for the tax practice.

In her current role Vanessa sits on the Recruitment Leadership Team, and now manages a team, who develop, monitor and implement all recruitment marketing and careers websites.

Prior to that Vanessa has worked both for a professional body looking after recruitment marketing and at an airline, heading up its PR and digital marketing.

Vanessa has over 15 years marketing experience, is a Chartered Marketer and a graduate of Southampton University.

WORKSHOP

Amy Thomas *Head of EMEA Employer Brand, J.P. Morgan*



Amy Thomas joined J.P. Morgan in early 2011 to lead its Employer Brand team in Europe, the Middle East and Africa (EMEA).

Working closely with the graduate and experienced hire recruitment teams at J.P. Morgan, the Employer Brand team develops and implements attraction strategies for the region.

Over the course of her career, Amy has worked at an advertising agency in Milwaukee, the marketing team at the NYU Stern School of Business in New York, and Citi Investment Bank in New York and London.

In her previous role at Citi, she implemented effective graduate recruitment campaigns at universities across the US, Europe, the Middle East and Africa.

Amy holds a BA in Journalism & Mass Communication from the University of Wisconsin-Milwaukee.

High Fliers Research

Researching graduate recruitment at Britain's leading universities



- **Face-to-face interviews** with 1 in 5 finalists at thirty top universities annually
- **In-depth research** into students' job hunting and career aspirations & expectations
- **Detailed assessment** of individual employers' websites, brochures, advertising, campus events and their profile in the graduate market
- **Regular studies** analysing graduate vacancies and starting salaries at Britain's best-known employers
- **Bespoke development surveys** of employers' recent graduates, benchmarked against industry best-practice
- **One-day training courses** held each month throughout the year for new graduate recruiters

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Delegate List

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Soraya Ahad Graduate Resourcing Advisor, ASDA
Matt Akin Graduate Programme Adviser, Co-operative Group
Tom Armitage Europe Early Careers Manager, Diageo

B

Alison Ballantyne Graduate Recruitment Consultant, FirstGroup
Emma Barbour Graduate Recruitment Specialist, Aviva
Andrew Bargery Campus Engagement Leader, PwC
Helen Barthorpe Graduate Recruitment, Grant Thornton
Elaine Bennett Recruitment Business Partner, AWE
Alison Betts Recruitment Officer, Grant Thornton
Jessica Booker Trainee Recruitment Manager, Freshfields Bruckhaus Deringer
Jennifer Boylan Talent Manager, UK/I & Nordics, Procter & Gamble
Gillian Boyle Graduate Recruitment Consultant, Transport for London
Melissa Bramley Graduate Advisor, EDF Energy
Emma Branney Graduate Recruitment, BDO
Emma Britton Campus Relationship Manager, Citi
Jonathan Butler Placement Student, Lidl

C

Anna Callaghan Recruitment Advisor, ExxonMobil
Amy Campbell Market Research Executive, CIMA Global
Louise Cantley Graduate Recruitment Adviser, BDO
Beth Cato Emerging Talent Resourcing Consultant, Lloyds Banking Group
Sinem Cekicler EMEA Campus Recruiter, American Express Services Europe
Oliver Chambers Graduate Recruitment Manager, BAE Systems Detica
Jane Clark Head of Campus Recruitment, EMEA, Barclays
Libby Cook Recruiter, UBS
Matthew Cooke Resourcing Manager, SunGard Systems
Lucy Counsell Graduate Recruitment Consultant, Transport for London
Hollie Crompton Campus Engagement Manager, PwC
James Cullane Placement Student, Lidl
Claire Cumming Graduate Resourcing Marketing & Internships Advisor, BP
Vince Curran EMEA Graduate & Undergraduate Programme Manager, Verizon Communication

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Sarah Dallison Talent Advisor, E.ON
James Darley Director of Graduate Recruitment, Teach First
Barbara Davidson Graduate Recruitment Manager, Gibson, Dunn & Crutcher
Liane Davison Campus Recruitment Manager, Google
Carl Dawson Programmes Director, engineering graduates
Hannah Day Student, Leventhorpe School
Mark Donmall HR Consultant – UK Graduate Recruitment, Logica
Pam Dubowitz Careers Co-ordinator, Merchant Taylors' School
Nicola James Duff Head Graduate Recruitment, Bloomberg

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Emma Edwards Recruitment, Google
Tamara Engelsman Graduate Recruitment Specialist, Allen & Overy
Sue Evans Graduate Recruitment Advisor, Sainsbury's
Delyth Evans Press and Communications Manager, European Commission

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Rob Farace Senior Programme Lead Resourcing, NHS Management Training Scheme
Madeleine Field Global Recruitment Manager, FDM Group
Catherine Fielder Account Manager, CIMA Global
Ruth Filor Graduate Programme Manager, Unipart
Allison Finn Engineering Intern Recruiter, Google
Mary Fitzpatrick Marketing Manager, Institute of Chartered Accountants in England and Wales (ICAEW)
Peter Fletcher Graduate Programme Manager, Thales
Jenna Follett Events & Marketing Recruitment, Bloomberg
Amy Foster Recruitment Manager, Barclays Corporate
Jenny Fraenzel Graduate Recruitment Adviser, BDO

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Rina Gorsia Graduate Recruitment Co-ordinator, BDO
Gareth Griffiths Business Development, ACCA
Jane Grutchfield Graduate Recruitment and Development Officer, Baker & McKenzie
Gemma Guy Graduate Recruiter, PA Consulting
Hannah Guy Meakin Marketing Executive, ICAS

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Becky Hall Department Manager Recruitment, Waitrose
Georgina Hall PR Manager, Lidl
Jade Harvey Future Talent Specialist, Sky
Sherry Hawkins Emerging Talent Manager, HSBC
Lucy Hearne Graduate Recruitment Manager, BDO
Emily Hickman Recruitment Manager, Lidl
Kate Hicks Campus Relationship Manager, Morgan Stanley
Catherine Hines Annual Rounds Recruitment Manager, Bank of England
Katie Holbrook Graduate Recruitment Consultant, Microsoft
Faye Horsman Graduate Recruitment Manager, Linklaters
Samantha Humphries National Resourcing Manager, FirstGroup
Gemma Hurt Graduate Resourcing Manager – DotCom, Tesco

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Michelle Iking Campus Strategy Manager, Citi
Farhat Iqbal HR Administrator, BRE
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Aaliya Jetha Graduate Recruitment Sourcing Lead, Accenture
Jessica Johnson Graduate Recruitment, Diageo
Angharad Johnson Professional Talent Acquisition, Coca-Cola Enterprises
Emma Judge Head of UK Graduate Resourcing, BP

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James Keane Graduate Programme Manager, BlackRock
Sarah Kelly Emerging Talent Manager, Lloyds Banking Group
Abby King People Development Officer, Savills
Ivo Van Der Kleij University Recruitment Team Lead, Baker Hughes
Lucy Klein Graduate Recruitment Advisor, Berwin Leighton Paisner

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Nick Landesberg Student, Highgate School
Laura Lavin Employee Development Advisor, Miller Group
Roz Lawrence Campus Engagement Manager, PwC
Adam Lisle National Recruitment & Training Manager, Lidl
Toni-Marie Lowney University Staffing Lead, Microsoft
Samantha Lusty HR Advisor – FDP Recruitment, MBDA

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Eva Malecki Graduate and MBA Recruitment Manager, Centrica
Shona Marshall Employee Development Manager, Miller Group
Monika Marzec University Recruiter, Baker Hughes
Jenny McColl University Programmes Specialist, Google
Caroline McMahon Recruitment Project Manager, Aviva
Charlotte Middleton Graduate Recruitment Administrator, Hogan Lovells
Emily Milne Home School Recruitment Manager, KPMG
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Paul Murphy Head of Recruitment, RBC Capital Markets
Rebecca Murphy Campus Coordinator, RBC Capital Markets

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Dan Nicholls UK Early Talent Leader, GE
Beth Nixon Student, Scarborough College

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Jennifer Pearce Head of Finance Capability, HM Treasury
Linsey Perry Performance Specialist, Network Rail
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Emily Poole Campus Recruitment & Programme Manager, RBC Capital Markets
Karen Poulton International & UK Graduate Programme Manager, Willis
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Rebecca Ryalls Graduate Recruitment Officer, Baker & McKenzie
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Lorcan Seery Early in Career Manager, Santander
Andrew Sharp Talent Consultant, E.ON
Jo Shields Graduate Development and Future Leaders Programme Manager, BAE Systems
Sophie Da Silva Junior Recruiter, McKinsey & Company
Nicola Sime Emerging Talent Resourcing Consultant, Lloyds Banking Group
Alexandra Sinton HR Manager – UK Graduate Recruitment, Logica
Helen Skidmore Smith HR Business Partner, AWE
Karen Smith UK Profile Marketing Manager, CIMA Global
Petra Smith Graduate Recruitment – Global Markets & Global Research, HSBC
Paul Smith Divisional HR Manager, Taylor Wimpey
Natasha Smith Campus Marketing, Bank of America Merrill Lynch
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Ian Stapleton Student Recruitment Manager, CIMA Global
Marina Stasenکو Entry Level Talent Programmes Manager, DHL
Jane Sterry Graduate Recruitment, Babcock
Amy Stevenette Graduate Recruitment Administrator, Simmons & Simmons
Amanda Stevens Graduate Resourcing Administrator, BP
Inge Studnik Graduate Advisor, EDF Energy
John Swallow Graduate Programme Manager, CSC Computer Sciences

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Paula Thick Graduate & Student Resourcing Adviser, Dstl
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Craig Thompson New Entrants Resourcing Advisor, Network Rail
Helen Tilley L&D Advisor, Cancer Research UK
Emily Towey Graduate Programme Advisor, Co-operative Group
Jackie Trench Graduate Recruitment Specialist, Clifford Chance
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Jennifer Veevers Marketing Manager, Graduate Resourcing, BP

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Ruth White Head of Graduate COE, Royal Bank of Scotland Group
Joseph Whitfield Graduate Recruitment, Amazon
Christine Williams Graduate Recruitment, Accenture
Claire Williams Marketing & Communications Manager, Siemens
Emily Wilson Recruitment Manager, Explore Learning
Jo Wood Development Marketing Manager, ICAEW
May Worvill Graduate Recruitment and Development Junior Officer, Baker & McKenzie
Miriam Wurzbacher HR Manager, Campus Recruitment, Fidelity Worldwide Investment
John Wybrow Recruitment Manager, Fidessa
Rob Worrall Head of HR, Clyde & Co
Sara Young Operations Specialist, GE

Participating Employers

ACCA	Deloitte	Linklaters
Accenture	DHL	Lloyds Banking Group
Allen & Overy	Diageo	Logica
Amazon	Dstl	MBDA
American Express Services Europe	E.ON	McKinsey & Company
ASDA	EDF Energy	Microsoft
Aviva	engineering graduates	Miller Group
AWE	Ernst & Young	Morgan Stanley
Babcock International Group	European Commission	Network Rail
BAE Systems	Explore Learning	NHS Management Training Scheme
BAE Systems Detica	ExxonMobil	PA Consulting
Baker & McKenzie	FDM Group	Procter & Gamble
Baker Hughes	Fidelity Worldwide Investment	PwC
Bank of America Merrill Lynch	Fidessa	RBC Capital Markets
Bank of England	FirstGroup	Royal Bank of Scotland Group
Barclays	Freshfields Bruckhaus Deringer	Sainsbury's
Barclays Corporate	GE	Santander
Barclays Wealth	Gibson, Dunn & Crutcher	Savills
BDO	Google	Simmons & Simmons
Berwin Leighton Paisner	Grant Thornton	Sky
BlackRock	Hewlett Packard	SunGard Systems
Bloomberg	Hill Dickinson	Taylor Wimpey
BP	HM Treasury	Teach First
BRE	Hogan Lovells	Tesco
Cancer Research UK	HSBC	Thales
Centrica	Institute of Chartered Accountants in England and Wales (ICAEW)	Transport for London
CIMA Global	Institute of Chartered Accountants of Scotland (ICAS)	UBS
Clifford Chance	J.P. Morgan	Unipart
Clyde & Co	Jaguar Land Rover	Verizon Communication
Co-operative Group	KPMG	Waitrose
Coca Cola Enterprises	Lidl	Willis
CSC Computer Sciences		

New to graduate recruitment?

Get off to a flying start.

For the last eighteen years, **High Fliers Research** has conducted detailed research into the graduate recruitment market in the UK, providing the country's leading employers with a unique insight into the attitudes and aspirations of final year university students.

Now, the company is delighted to offer **professional training** for new or recently-appointed graduate recruiters through intensive **one-day courses**, available monthly throughout the year at the High Fliers Research Centre in London. The courses have been designed to provide a highly practical insight into best-practice graduate recruitment and are ideal for those with up to 12 months experience of working in recruitment marketing or selection.

For more information about future training courses or to book a place, please call **Carla Smith**, Events Director on **020 7428 9000** or email carla.smith@highfliers.co.uk



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