

Interns & Grads Programme

- A **complete service** from role definition & working conditions, to contract and induction
- We are your **management service**, not an agency, ideal for small/medium sized enterprises without dedicated HR
- We find **motivated Interns and Graduates** who **bring unique value** to your company
- We **facilitate** the creation of a self-sustaining placement programme which delivers a **pipeline of future recruits**
- Our Assessors and Interviewers are all former Interns!
- Our Coaching gives **essential training** that enables your Interns & Grads to make a quick start!



Adam Pavey (far left) and Sergio Ortega (far right), 13-months interns at Texas Instruments. Nice, France. 2010



Jia Xuan Li 'Rose' (far left), 13-months intern at Imagination Technologies. Kings Langley, UK. 2017



A Unique Internship Programme

Our Intern Model will enable you to grow your business!

We have been finding, selecting, and coaching Interns since 1994.

Our reach is pan-European: we find good candidates across the EU, Switzerland, Norway, Turkey and Israel.

All our team are former interns who have been through our programme.

- **13 month placements:** outgoing students run a structured handover, promoting continuity & saving managers time
- Enriching the Intern's experience and **engendering commitment by empowering** them in the recruitment process
- **Facilitating links** between the University and their Student by supporting tutor visits, assessments, and special projects
- **Building diversity** by enabling smaller companies to recruit effectively from outside their home-base country
- **Finding outstanding non-EU students** studying at EU universities, who are entitled to placements using Student Visas
- Using **co-working spaces** for companies who cannot accommodate extra personnel – a solution for a one-person company!
- Dramatically increasing payback from outstanding Interns through **special assignments** after their 13 months
- After two years a precious **pipeline of graduate talent** is ready for recruitment...
 - Your former Interns are the perfect answer in your hunt for talented graduates!



Graduate Recruitment

Attracting the right calibre of people and ensuring they want to stay is getting more difficult.

- If you are in a major technology centre such as Munich, London, Tel Aviv, or Silicon Valley, the major companies with famous profiles and deep pockets are harvesting talent long before graduation.
- For smaller companies, finding the people you need is tough....!

Our Intern Programme creates your talent pipeline:

- a valuable group of people who want to be employed by your company.
- You can win their loyalty by:
 - Empowerment through giving genuine responsibility
 - Investment in training which is initiated by the graduates themselves
 - Motivation through a sense of belonging and shared values
 - Recognition that most of them will probably move on in 3 years, but being positive and proactive to retain them
 - Understanding their personal values:
 - the reputation of your company, its values, and its work culture may be more important than remuneration.
 - Millennials (born 1980-1994) or “Generation Y” (after 1994) have a distinct mindset. It is probably very different to yours!



Coaching

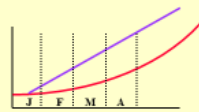
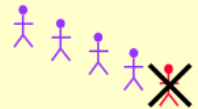
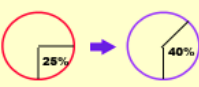

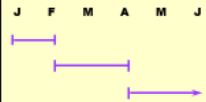
Every hour you spend giving relevant on-the-job coaching will be rewarded by increased staff effectiveness, greater loyalty, and higher quality of job execution. We can help you by providing relevant and practical training. Amongst the topics we cover:


- Personal organisation and fitting into your company
- Time Management
- Efficient use of e-mail and effective document management
- Essential legal training: contracts, risks, NDAs/confidentiality, warranties & indemnities
- Purchase, supply and financial processes
- Presentations, Communications, essential Marketing
- Life on the Road: essential training for professional sales people

We tailor our training to suit the circumstances of your company and focus on a few individuals who will most benefit.

Our trainers are not dedicated trainers: they are execs and managers who have learned these things by doing and are still doing them today.

Communications
Use Pictures & Diagrams

Your monthly turnover with our products will increase by 12%		You can cut staff costs by 20%	
Within a year you will increase your market share from 25% to nearly 40%		"What's your main concern these days, Mr. Smith? The greatest possible ..."	RATIONALISATION
In the North there are six outlets at your disposal, in the South no less than 18		"Protos by end of Feb, pre-production in March and April, production from April."	



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Our clients:



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