

Accountancy and finance graduates:

the employer's perspective

Angus Farr

24 March 2011



What I'll cover

- What employers look for
- How employers look for it
- Why candidates fail
- What candidates and universities can do to improve chances!

Some numbers for you ...

30:5:1

What employers look for

Three key questions:

1. Can they do the job?
2. Will they do the job ?
3. Will they fit in here ?

Relevant v non-relevant

- On balance, relevant graduates do have an advantage

BUT . . .

How employers select

- The 'Classic Trio'
 - CV
 - interview
 - references
- Additional methods
 - ability and personality tests
 - individual and group exercises
 - presentations

How employers select

	CAN: Commer- ciality	CAN: Numer- acy	CAN: Strong results	WILL: LT career	WILL: u/s qual'n	FIT: Team player

How employers select

	CAN: Commer- ciality	CAN: Numer- acy	CAN: Strong results	WILL: LT career	WILL: u/s qual'n	FIT: Team player
Online app'n						
Interview						
Numeracy test						
Group exercise						

How employers select

	CAN: Commer- ciality	CAN: Numer- acy	CAN: Strong results	WILL: LT career	WILL: u/s qual'n	FIT: Team player
Online app'n	✓		✓			
Interview	✓	✓	✓	✓	✓	✓
Numeracy test		✓				
Group exercise	✓					✓

Why candidates fail

Three main reasons:

1. Not good enough
2. Don't demonstrate how good they are
3. Faulted selection process

Why candidates fail

Three main reasons:

1. Not good enough
 - candidate problem
2. Don't demonstrate how good they are
 - candidate problem
3. Faulted selection process
 - employer problem

How to improve chances

5.

4.

3.

2.

1.

How to improve chances

5. Do the research!

4.

3.

2.

1.

How to improve chances

5. Do the research!
4. Understand employers' perspective
- 3.
- 2.
- 1.

How to improve chances

5. Do the research!
4. Understand employers' perspective
3. Don't make it easy to be rejected
- 2.
- 1.

How to improve chances

5. Do the research!
4. Understand employers' perspective
3. Don't make it easy to be rejected
2. Practice
- 1.

How to improve chances

5. Do the research!
4. Understand employers' perspective
3. Don't make it easy to be rejected
2. Practice
1. Practice some more!

Accountancy and finance graduates:

the employer's perspective

Angus Farr

angus@trainingcounts.co.uk

