

## **Delivery of training programs, organization of learning events in collaboration with student organizations**

**Period: 2007-2009, 2 events per year on average**

### **GIVEN SITUATION**

Young people from various student associations realized that they need support for a more efficient transition from the academic to the professional level. They have acknowledged that despite the theoretical level they practically did not know how to face an interview, what is the labor market offering, which is the right approach, etc.

In order to help them Perspective Group organized free information events meant to address the needs of these young people. We focused on correlating the employment offers existing on the labor market with identifying young talents with potential; informing and educating these young people about the requirements, conditions and peculiarities of the business fields where they wanted to work.

### **PERSPECTIVE GROUP'S APPROACH**

- Market Analysis to update information relating to offers and employment conditions;
- Discussions with employers to find out what their expectations were;
- Identifying the real need of information and existence of skills among students;
- Drafting appropriate programs in terms of content, methods, materials and time;
- Delivering the respective sessions alternating the sequences of information with those interactive, practical;
- Asking for and providing feedback for an accurate picture of the appropriateness of the delivered program;
- Liaising with the participants and other members of the organization through mailing, new sessions of this type; including the students with potential in specific recruiting projects undertaken for clients-partners of Perspective Group.

### **RESULTS**

- The young participants gained new information and knowledge; they are now self-confident and know better the realities of the labor market.
- The graduates have learned how to "sell" themselves and how to point out their strengths.

- The young graduates understood what are the needs of the employers and which are their expectations regarding the future young employees.
- There have been included in the database of Perspective Group a total of 180 students.
- In time 26 graduates were successfully placed in national and multinational companies for positions such as Office Assistant / Manager, Accountant Assistant, Client Account Manager, Researcher Assistant, Junior Architect, Junior Brand Manager, Statistician, etc.
- A part of these young people was assessed for free with professional tools from Perspective Group's portfolio.
- We saw and realistically shaped the future expectations of these young employees and we were able to disseminate this information towards employers for a better cooperation between the two parts.
- Here are some examples of successful events:

#### **-How to auto-evaluate correctly on the work market**

Presentation during the conference ***HR Expedition***, organized by the students' organization BOS for the ASE students, 28.02.2008

#### **-The first steps towards a successful career**

Presentation organized in cooperation with ***ASPSE***, (the students at psychology and the science of education), 30.11.2007

#### **-How to get a job: myth and reality**

Presentation organized in cooperation with ***ASPSE***, (the students at psychology and the science of education), 23.03.2007

