

Access Global Talent with AIESEC

What is AIESEC?

AIESEC is a **global leadership development organisation** based in 105 countries. We develop leadership ability through our organisation being run entirely by students and recent graduates and through our global placement programme, **Access Global Talent**. In the UK, AIESEC is run by undergraduates at 23 top universities and a full-time sabbatical team in London. We are a registered charity (no. 274779) established since 1953.



What can AIESEC do for your organisation?

We place **overseas undergraduates, graduates and postgraduates with relevant work experience with UK companies**. For example, we would place a multilingual graduate with 4-5 years at university, relevant work experience and strong soft skills, because of their involvement with AIESEC at university and international experience.

"AIESEC is a unique source of talent. [Alcatel-Lucent] gets not only highly competent people, but people who are motivated, engaged and have fantastic problem-solving, communication, teamwork and leadership skills. That combination you just don't find in very many places...AIESEC trainees are potential leaders [who] are at the beginning of activating their potential."

Houston Spencer, VP Business Strategy & Marketing, North & West Europe at Alcatel-Lucent

We provide quality people who can hit the ground running in areas as diverse as marketing, sales, finance, project management, business development, engineering and IT. The scheme is ongoing and **is used for permanent recruitment by many of our partners**.

What needs does this address for my organisation?

- AIESEC is particularly relevant when cost reduction is a priority. We are significantly more **cost-effective** than graduate recruitment agencies and outsourcers. We recognise the need for fewer, higher-quality applications so we present a small number of strong applicants for each role
- We can provide candidates with **particular language skills** or from **specific countries** of interest
- We provide hard-to-find skill sets (e.g. software development)
- AIESEC addresses talent pipeline issues by providing **the top graduates of today who will be the leaders of your organisation tomorrow** who have strong soft skills, a global mindset and leadership qualities.

What are the costs?

There are two costs: the trainee's salary and the administration fee. The salary must cover the expenses of living in the UK (min. £11-12k outside of London, £16k in London). The admin fee is subject to duration of the traineeship as a 2 month traineeship will cost £1000 + VAT and £1800 + VAT for a 18-month placement (the maximum length), covering the ongoing support that we provide and our costs as a not-for-profit organisation (invoiced once the trainee has commenced work).

What is the process?

You complete an AIESEC Job Spec form which we post on our global intranet. We use our 'Talent Database', a shortlist of top candidates who wish to work in the UK in the coming months, to find suitable profiles.

You conduct telephone interviews with the candidates you like and you can also use online tests and sample work. After selection, AIESEC handles the hassle (immigration, accommodation, bank account and bringing the trainee over for the start date). AIESEC provides the network of young people to support the trainee during their time in the UK. **All you worry about is what matters: the contribution the trainee makes to your organisation.**

Which companies participate in Access Global Talent?

Countless organisations, from multinationals to SMEs, charities and the public sector participate, including Microsoft, DHL, Kraft Foods, Macmillan Cancer Relief, Glasgow City Council, Mars and Sara Lee.