

## Preparing for a Careers Fair

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### 5 Questions to ask a potential employer at the Careers Fair

The Careers Fair is a fantastic opportunity to meet and ask questions of potential employers. Many employers also bring graduates who are currently on their graduate programmes to attend their stands, so you can ask what life working with these companies is really like!

These conversations are unbelievable opportunities for networking, and can help you decide on future career paths or give you that nugget of 'insider information' that can help you through the application and interview process and ensure that you best the competition to land your dream graduate job.

We have put together some questions to have prepared to ask employers on the day of the Careers Fair:

#### **How many graduates do you take on each year and do you employ graduates from courses like mine?**

This question helps determine whether or not it is worth asking the next questions! It's important to ascertain that an employer is hiring, or that they will be doing so in the not too distant future. Equally it's good to know if the employer has successfully hired graduates with a similar background to you – this question can get the conversation off on a positive foot, or end it nice and early. If the answer is a no but you are keen to work for that employer or in that sector, ask about any conversion courses that you could take that they have successfully hired from.

#### **What are the most important competencies you look for in graduates during the selection process?**

All employers have criteria they look for when hiring. Some are quite defined, others relate to that elusive 'fit'. Discover the answers to this question and, if you decide to apply, present your application in a way which showcases your corresponding attributes.

#### **What would my first year in your organisation be like?**

This question will prompt the recruiter to talk about their induction programme, training and development, opportunities for travel and any promotion opportunities for high-performing graduates within their company. Research has shown that these are the most significant factors for students and graduates when considering which employer they would most like to work for.

**Tell me the single most important thing you would advise any graduate considering applying for a role with your organisation to do!**

Not strictly a question, but if you get the answer then you have the inside track which could give you that all-important edge over competition throughout the selection process.

And for non-final years.

**Do you have an internship programme and how can I get on it?** Research shows that over 79% of graduate recruiters run internship programmes, and that the recruiters themselves see completing a relevant internship as the single most useful thing a graduate can do to improve their employability. It's a great way to find out about a company, a sector of work and of course to land a graduate job further down the line.