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A core issue when it comes to IT staffing services is the handling of new hires. Generally most of them are right out of college and popularly known as freshers. Every year, these fresh graduates join the workforce and keep the wheels of the industry turning. Companies have no choice but invest heavily in training and brush up their raw talent up to scratch to match the needs of the industry.

The other major challenge faced by IT staffing services is the retention of this workforce. Most of this population is very unstable because of their lack of prior professional experience. Fresh graduates who gain experience often keep shifting jobs in the early phase of their career. So it is very important for companies to make new-hires feel at home, which increases retention and decreases the cost of hiring and training people again.

Roadmap in Writing

Before you begin with orientation sessions, provide a manual with an outline of things that are in store for them. Clearly define goals and objectives and set expectations up front. It is advisable to give them small peek into the growth plan and hierarchy of the company and give them a practical timeline for their growth up the ladder.

Be Patient and Give them Space

New hires often walk into the industry directly from their confines of class-rooms and labs; the huge industry and the cut-throat competition might scare them in the beginning and take them aback. Provide them with as much breathing space as you can. Some might pester instructors with a lot of questions, so be patient, repeat concepts that are difficult, the method of instruction should clearly state how the concept is applied in their day-to-day jobs.

Show them around the office and introduce them to as many people as possible, the more they interact with people, the more they will feel at home.

Follow-up

The training process does not end with the period of class-room training; continue to monitor their performance through their managers. Assess areas of weakness and provide individual help and make them feel that you care. Appoint mentors for every individual to ease them into the environment, they might approach their mentors more easily for any clarifications rather than having to walk up to their managers every day.

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