

ALMA LAUREA srl

Employment Services



"It carries out and promotes activities that contribute to the growth and improvement of the quality of jobs for high school and university graduates and to the development of human resources, as a primary driver for active, effective and inclusive labour markets in support of the country's economic and social development."

(AlmaLaurea srl by-laws)

AlmaLaurea srl is a wholly owned subsidiary of the **Interuniversity Consortium** of the same name.

"AlmaLaurea srl leverages the information, knowledge and research of the AlmaLaurea Interuniversity Consortium and its members to provide services of general economic interest in the area of personal services". (AlmaLaurea srl by-laws)



It provides employment services for **graduating students, recent graduates and graduates with work experience.**



It assesses the needs and professional profiles required by **companies and public and private institutions.**



It carries out **human resource recruiting activities**, facilitating the coming together of demand and supply of qualified people.

AlmaLaurea srl is authorised by the **Ministry of Labour** for the **activity of recruiting personnel** (enrolled in the Register of Employment Agencies sec. IV - permanent authorisation prot. no. 0001543 dated 21/01/2008) and for **intermediation activities** (registered in the Register of Employment Agencies sec. III - permanent authorisation Off. Reg. no. 0010720 dated 15/07/2016).



In addition to its office in **Bologna**, AlmaLaurea srl opened five operative units for employments services in **Milan, Padua, Siena, Rome and Sicily**



THE ALMALAUREA SYSTEM

The interuniversity consortium was founded in 1994 and today includes **75 universities**, representing about **91% of Italian graduates**. It is supported by the **member universities**, the contribution of the **Ministry of Education, University and Research (MIUR)**, and by the **companies** and **institutions** that use the services offered.

Since 2015 the AlmaLaurea Consortium is a member of **Sistan**, the National Statistical System.



Every year it publishes the **Graduate Profile Report** and the **Report on the Employment Status of Graduates** at 1, 3 and 5 years after graduation. It also publishes the surveys on the profile and employment status of **Masters** and **PhD graduates**.



It provides the member universities, the Ministry of Education and the National Agency for the Assessment of the University and Research System (ANVUR) with **documentation** for planning their activities. It monitors students' **educational programmes** and analyses the **characteristics** and **performance** of graduates, allowing a **comparison** between different programmes and locations.



It collects the **Curriculum Vitae** of graduates in a **database** (about 3 million CVs) to facilitate the meeting of demand and supply of qualified people through the **services offered by AlmaLaurea srl**.

RECRUITING SERVICES



"The services provided to companies and professionals are designed and offered primarily in the interest of graduates and in synergy with the universities and institutions". (AlmaLaurea srl by-laws)

AlmaLaurea srl promotes the coming together of employment demand and supply through **services** aimed at small, medium and large companies, public and private institutions and professionals, designed to meet the needs of employers and the expectations of recent graduates/graduates seeking job opportunities. Every year more than **2,000** Italian and multinational companies turn to AlmaLaurea srl.

"AL Selezione Laureati" - Graduate Recruiting



"AL Selezione Laureati" - Graduate Recruiting aims to **support employers** in their **search for the ideal job candidate**. The AlmaLaurea srl Team works with companies to **define the professional profile**, select the candidates by **identifying the most suitable service** for the recruiting needs and **supports the HR area** in all phases of the recruiting process. Three different levels of service are offered:



Basic pre-screening

The AlmaLaurea srl Team analyses curriculum vitae, cover letters and results of the *AlmaSkill* test of cross-cutting skills.



Pre-screening premium

In addition to the basic pre-screening service, this solution includes a telephone interview or a video interview to further assess work experience, cross-cutting skills and motivations.



Complete recruitment

In addition to the first telephone or video interview, the recruiting process also includes a subsequent meeting in person. This second interview can be done individually or as a group.



RECRUITING SERVICES

Recruiting Day

Organisation of recruiting events **at the company headquarters**. AlmaLaurea srl:



selects profiles, defining a **panel of candidates** who will participate in the recruiting day



if needed, **supports the company** during the **interview** and **selection** phase during the event

High-Flyers Day (HFD)



This is a recruiting event that in one day seeks to bring together the **30 best recent graduates** preselected on a national basis and a maximum of **10 major companies**.

High-Flyers Day, held at one of the offices of AlmaLaurea srl, is **divided into degree clusters**:

Information Technology

Graduates in Computer Science,
Computer Engineering,
Mathematics, Physics
and Statistics

Technical Engineer

Graduates in Mechanical Engineering,
Electronic Engineering, Electrical
Engineering, Automation Engineering,
Mechatronics Engineering, Management
Engineering and Energy Engineering

Financial & Economics

Graduates in Economics,
Finance, Marketing, Statistics
and Management Engineering

ONLINE RECRUITING SERVICES



AlmaLaurea srl can also support companies in their search for candidates that are more in line with their needs using **online recruitment** tools that can **reach the right candidates in a targeted manner**. The wide range of these services satisfies the needs of organisations of all sizes.



CV Database

Accessible after **registration**, it allows the **search for professional profiles** based on **numerous parameters**. The team offers support to companies as they consult the database that is expanded by 270,000 new CVs each year, for a total of about 3 million.



Company Profile

Published on the AlmaLaurea portal in the section "Find Out Your Company", the profile is a **page dedicated to the company/organisation** that presents the company's history, mission, values, recruitment process and career opportunities to graduating students and graduates.



Job ads - "Target"

Managed directly by the companies themselves, they are published on the AlmaLaurea jobs board. The ads are associated with a **mailing** to graduates with the requisites sought by the company, ensuring the highest visibility of the job offer to the target candidates.



"BEST" and "START" ads

Mailings designed to allow companies to catch the attention of the **best recent graduates** or **master students** to promote recruiting projects, graduate programmes or specific job positions with a targeted group of candidates.



INTERMEDIATION AND PLACEMENT SERVICES

AlmaLaurea srl organises **campus recruiting events** where graduating students, recent graduates and graduates have the opportunity to meet the human resources managers of small, medium and large companies and employers to get to know and select the professional profiles most in line with their needs.

AL Lavoro Career Day

Campus recruiting events that bring together graduates/graduating students and employers.

The **AL Lavoro Tour** includes six stops: Milan, Rome, Bari, Turin and two **AL Lavoro regional events** in Campania and Sicily, organised in partnership with the local universities.

Thanks to **AlmaLaurea's proprietary M.I.T.O. software (Matching Italian Talent Organiser)**, the young graduates who **register** at the event have the opportunity to **send their CVs** to the participating companies.

This way **recruiters** can **pre-select the most interesting profiles** and invite them to a dedicated area of the event (Smart Profile Area) where they can meet for a short one-on-one interview.

All graduating students and graduates who have not received an invitation **can still participate in AL Lavoro** and meet the human resource managers in the main area.

Career Day @ University

AlmaLaurea srl **supports the universities** in the Consortium by providing them with the **M.I.T.O. platform** to organise **University Career Days**.



ORIENTATION SERVICES



AlmaLaurea srl supports graduating students, recent graduates and graduates in their **transition from school to work**. Below is a summary of the tools and services offered for this purpose.

AlmaGO mobile app

Students, graduating students and graduates, now have **AlmaGO**, the new **free mobile app by AlmaLaurea**. A tool they can use to quickly browse through **national and international job offers** and **recruiting events** - held around the Country by AlmaLaurea and by Italian universities - to effectively manage applications, set filters and save their preferences.

Career counselling

Useful information on how to correctly **complete the AlmaLaurea CV** and the **cover letter**, on the development of **soft skills**; suggestions on how to handle a job interview and how to use the **tools** and **services provided by AlmaLaurea srl** to enter the working world.

Targeted communications on the post-graduate education

Publication and sending of information on advanced education and first- and second-level masters courses offered by universities and educational institutions, scholarships and dissertation prizes.

AlmaSkill

Test that provides a description of candidates' **cross-cutting skills** and **emotional/social intelligence**. This tool is used both for recruiting and for mapping cross-cutting skills, to guide graduates towards jobs that are most in line with their aptitudes.



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