

HP Slovakia Today & Students

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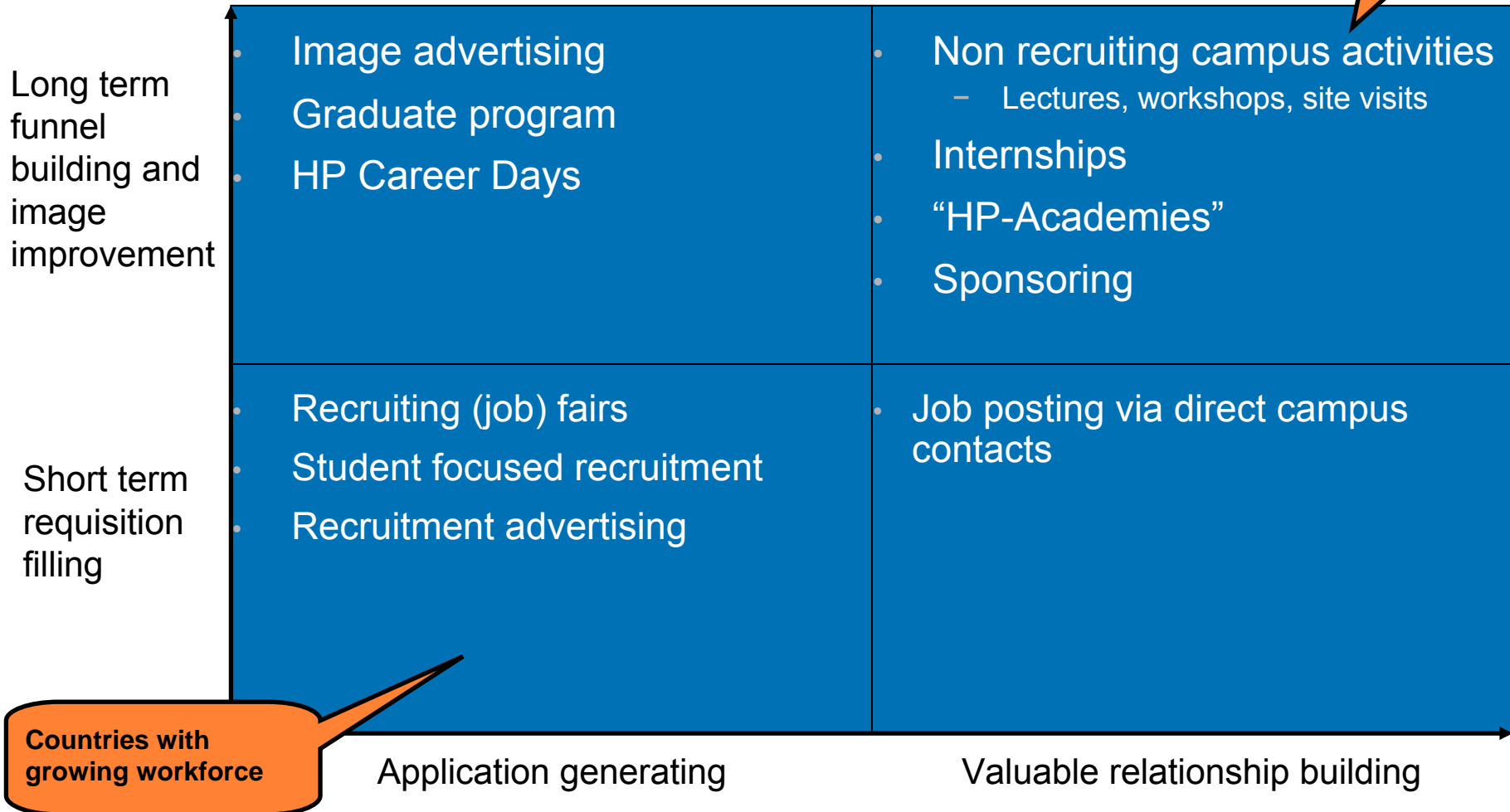


dream. believe. achieve.

HP University Talent Attraction Activity Portfolio



Countries with low hiring volume



Countries with growing workforce

HP Slovakia Growth

Business Drivers, Recruitment Trends & Peculiarities



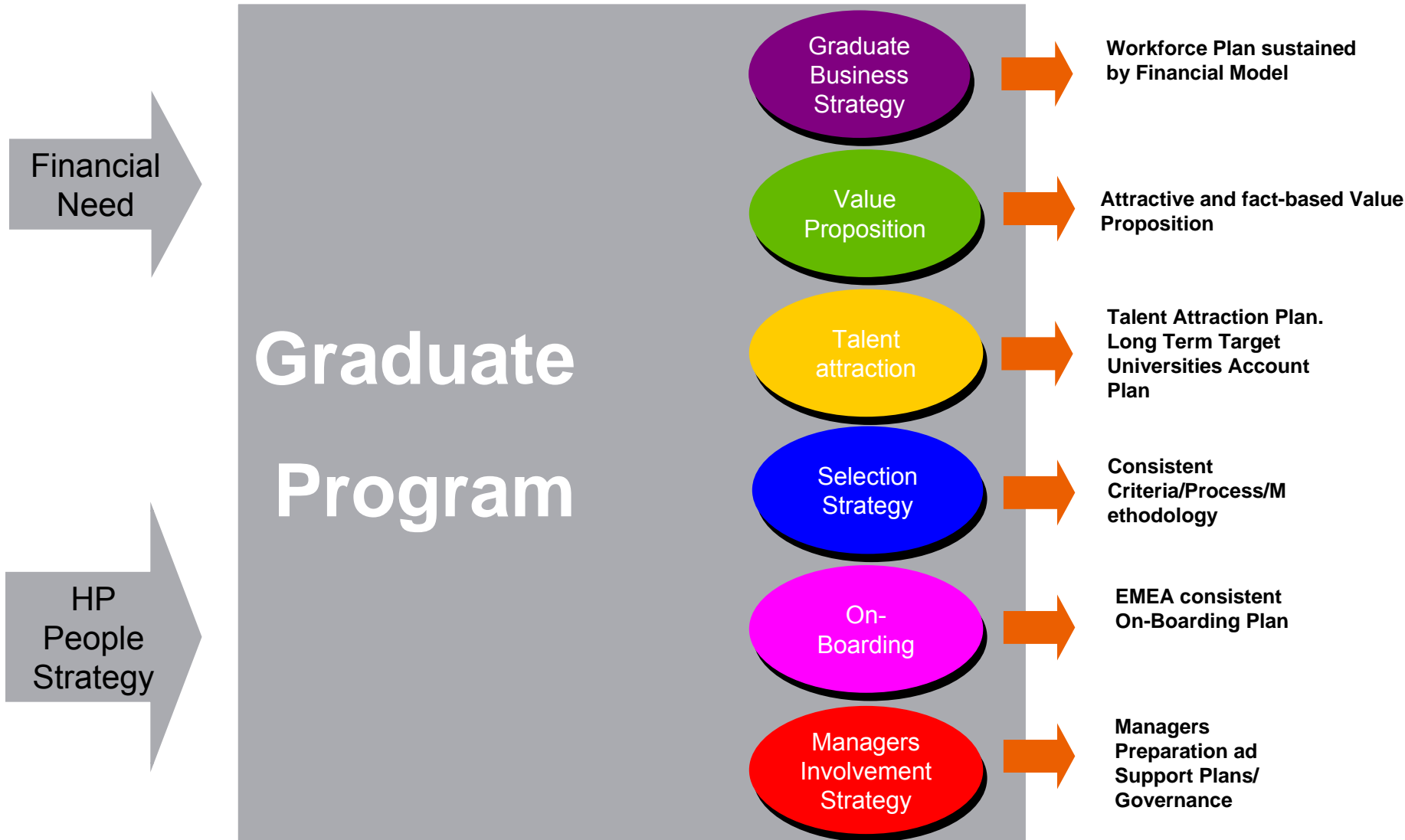
2004				2008
<ul style="list-style-type: none"> •1st ramp-up phase in ITO GCS, majority with 3rd parties •Advertising brand campaign with aim to identify & select 350+ candidates •No HP wide program in place •Local recruitment model 	<ul style="list-style-type: none"> •2nd ramp-up hiring phase in ITO GCS •Expansion in Application Centre •Variety of attraction activities, incl. internal career event •Local hiring as interim solution •Campaigns funded by local business 	<ul style="list-style-type: none"> •Built-up SAP workstream •In particular BU's trainee program •Employee referral •Recruitment model change •1st attempt to cover graduate hiring under program umbrella 	<ul style="list-style-type: none"> •Double of HP population in GD centres •Strategy for 3rd parties (in-sourcing) •Graduate hires targets per business •EMEA coordinated on-boarding process and graduate tracking (ITW) 	<ul style="list-style-type: none"> •Hiring volume in GD centres cont'd •Graduate & Internship Programs •Development & Career Plan for graduates (HP regular) •Student recruitment (HP Open Air) •In-house recruitment

Student's Attraction Activities

	2005	2006	2007	2008
HP wide programs	4 graduates	5 graduates	6 graduates	20 graduates + 3 internships
HP Career Day	45 students	30 students, campaign at www.profesia.sk	35 students, campaign at www.profesia.sk	34 students, campaign at www.profesia.sk
Job Fairs	AIESEC Národné dni kariéry, IAESTE Dni príležitosti, IT Seminar, SUCCESS job fair at EU, STU workshop (2007)			
Campaigns	Print media & radio campaigns, massive web campaign incl. TOP CLIENT at www.profesia.sk (since Feb 2006), student catalogue "Do práce v IT", Global Management Challenge (2007-2008)			
Universities	1 st direct cooperation with FHI EU	Massive advertisement in targeted universities (mouse pads with HP logo, jobs@hp link in PC rooms, posters, etc.)	Partnership with STU – presentations by HP employees; jobs@hp promotion through STU career center Technology for Teaching	Partnership with other IT faculties Technology for Teaching Extension of STU FIIT partnership – lectures' curricula, student profiles

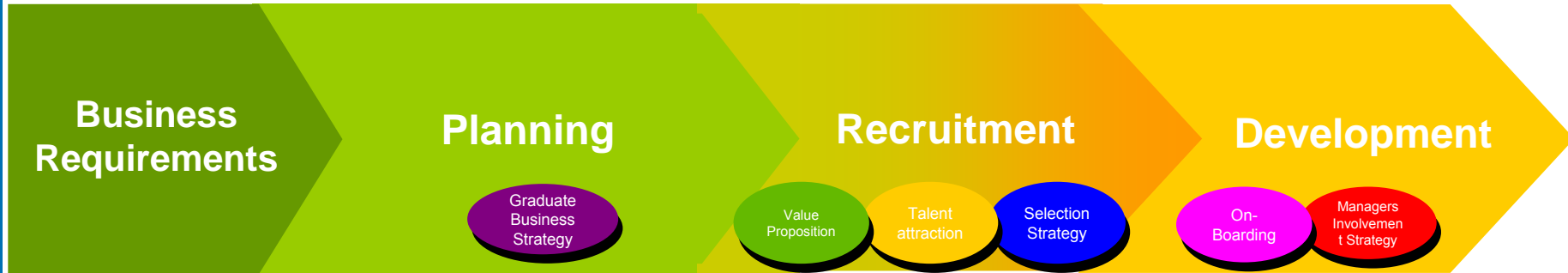
EMEA Graduate Program

Framework



EMEA Graduate Program

Key Component Activities



- Required profiles from business (up to 18 months)

- % of graduates as part of WF plan
- Financial Model
- Simplified Approval Process

- Plan (Value Proposition, Market Intelligence, Strategic University Model)
- Attraction (Account Plan, Material for Attraction – lectures, competitions, case studies, other Attraction components)
- Selection (assessment and selection process, candidate mgmt support)

- Welcome (on-boarding, induction support)
- Develop (formal education, on-the-job training, rewards, ...)
- Retain (graduate community, talent identification, manager's involvement)

Thank you!

