Participating Employers

Colleagues

Ladies and Gentlemen

Welcome to the NTU Career Fair 2008. With the job market doing well, we are delighted to see a 45% increase in the number of employers participating in this year's Career Fair. Compared to last year when we had 74 employers, we have a total of 108 employers participating in the fair this time round.

I understand that many of the employers here today have also participated in other campus recruitment events organized by our Career & Attachment Office (or CAO). Some of you are also actively participating in NTU’s attachment programmes by collaborating with us to developing the talents of our students at the workplace.
2. Launch of NTU Assessment Centre

Lately, there has been a lot of talk on talent recruitment, development and retention in the HR community. In NTU, CAO has also embarked on various initiatives to facilitate students to discover their own talents and motivations. This enables them to fit into jobs that allow them to develop to their fullest potential, and thereby adding value to their employers. Besides providing career advice and coaching to students, our career centre has in place a number of assessment tools that students can use, such as: the Harrison Assessment, Harvard Business School's CareerLeader, Emergenetics and Slamdunk. Other tools such as DISC and Caliper may be added later.

Today, I am pleased to announce the launch of the NTU Assessment Centre. The Assessment Centre, though not a new concept, has not been widely adopted due to the costs and resources needed to set up such a facility. I believe NTU is the first educational institute in the region to provide a full-fledge assessment centre service. Our consultants from Pacific Century Consulting, a leading provider for Assessment Centre service in the region, has also confirmed that NTU is the first university in Asia to have such a set-up.
Back in November 2006, CAO came to see me regarding the idea of having Assessment Centre facilities in NTU. I agreed that it was a good idea to offer such a service to our students and our industrial partners. That would definitely add to the comprehensive suite of services that we already have. We went ahead with the proposal despite the hefty investments involved. Today, after some 14 months of investment of resources, time and effort by the CAO team, we see the culmination of that idea first planted in 2006. It is not an easy task to mobilize the resources and get everything in place for this facility to be operational. I am glad that it has come to fruition.

What exactly is an Assessment Centre? An Assessment Centre is a psychologically proven concept to measure one’s potentials. It serves to predict assessee’s future behaviours through the use of behavioural simulations, which measures their abilities to handle future job responsibilities.

Based on this concept, NTU would be announcing a new programme to provide our students with a realistic preview of the world of work – the future positions that they would join. We will be launching this World of Work programme, which simulates an industry test-drive for students.
Just like test-driving a car, students who participate in this World of Work Programme will be put through realistic situations of a job position. They would need to handle work-related emails, interact with trained role-players who act as their peers, customers or subordinates in a given job context. Besides experiencing first-hand what this future job position is like, the students get to gauge their competencies gap concerning the position. We are confident that this would provide our students a head start in preparing them for the corporate world.

Besides using the Assessment Centre service to equip our students for their future career, NTU would be offering this service to our industry partners as well. We will be partnering interested employers to devise tests and simulations to shortlist the right talents for their graduate recruitment on campus.

Recruiting graduates has been a difficult task for many companies. What most employers are looking for is the “potential” of our students to develop into future leaders and fit into the corporate culture. Apart from academic results, which traditionally serve as the indicator of future success, there is a growing need to test and diagnose our graduates' behavioural competencies and motivation fit against companies' unique requirements holistically. This is a hot issue nowadays as the investment
on training and recruitment is huge. Staff retention starts with recruiting the right talents. That's why NTU is taking this bold step to launch this talent matching service to support companies’ recruitment efforts to ‘Hire Right, Hire Great’.

‘Hire Right, Hire Great’ is the talent war cry we set this year to achieve together with all of you. In our Assessment Centre Service, we will identify the recruitment needs with the companies and provide a range of talent matching tools, such as motivation-fit questionnaires, online behavioural based questionnaires, in-tray exercises, and job customized scenarios for graduates to demonstrate their competencies by their behaviours. These are proven professional recruitment assessment methods. According to studies, the Assessment Centre is rated as the most predictive assessment technique for performance on the job.

NTU values the partnership with companies and we will endeavour to build a stronger community among us. In 2008, we will be inviting you to attend our regular Talent Seminars for knowledge and experience sharing. We look forward to building an NTU Talent Community among us so that all parties are kept informed of the latest trends, burning issues, and the best solutions to your talent needs. I hope NTU would become your strategic partner in your talent recruitment.
With that, I will like to thank you all for participating in the NTU Career Fair 2008. In addition, I would like to give special thanks to our Gold Sponsors for your contribution.

To end, I would like to wish you a fruitful day ahead!