



Change in Graduate Expectations Gives Companies New Leverage to Attract Top Talent

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Denver, CO. ([PRWEB](#)) January 03, 2012 -- According to recent research by Ernst & Young, graduates rank training and development above salary. This demonstrates the increased relevance of training and development in today's emerging leaders. Employee Development Systems, Inc. provides tools and resources for employers to maximize their employee development efforts, resulting in a professional, highly productive workforce and reduced investment in salary expenditures.

Leveraging the New Graduate Priority Shift

Graduates rank training and development over a large salary when selecting a future employer, according to research conducted by Ernst and Young. A poll of 600 respondents showed that 41% of graduates view training and development as the most important consideration when weighing up a potential employer. In 2007, salary was the top consideration.

Continued slow growth has likely tempered expectations of graduates and emerging leaders, leading them to prioritize long-term career development. According to the head of graduate recruitment at Ernst and Young, "The poll raises interesting questions around the expectations of the post-recession class of 2011 versus those of 2007, who were graduating into an uncertain future. Despite the burden of university debts, today's graduates still see their first job as a prime opportunity to gain qualifications and skills which can benefit them long into the future."

Although Generation Y's are known for prioritizing their work-life balance, they now consider it to be only the fifth most important factor in their job search and career plans. This has fallen from third place in 2007.

Employee Development Systems Inc. (EDSI), offers multiple entry points for both employees and employers to take advantage of these new priorities. EDSI has assisted thousands of companies worldwide develop a more competent and professional workforce and helps both employees and employers by providing courses and online resources. [Readers can listen to this podcast to find out how organizations benefit from a relationship with Employee Development Systems, Inc.](#)

Online Resources

Specialized twitter feeds, which provide instant information and tips on a daily basis:

- [@EDSIUSA](#) (focusing on professional development and effectiveness)
- [@Prof_Presence](#) (increasing professional presence in the workplace)
- [@ManagePerform](#) (learning to manage employee performance)
- [@IPEffectiveness](#) (becoming more effective in personal and professional situations)



Click on the [EDSI monthly ideacast to learn directly from Steve Jobs' sister](#) about the work-life balance lessons that he imparted to the world, and how anyone can apply them to their own professional and personal life.

Downloadable Resources

Employee Development Systems also offers a complimentary [professional development newsletter](#), relevant to both emerging and experienced leaders. This includes downloadable action steps and group exercises that can be used in a classroom and training setting. While many organizations offer “enewsletters,” not all of them offer relevant, useful and immediately usable content. [The EDSI Performance Report](#) is widely considered to be a content-rich tool that enables readers immediate access to industry-leading books, interviews with leaders, and most of all, practical articles that include printable resources which can be used “as-is” in a training setting. These materials are provided to the community compliments of Employee Development Systems, Inc.

Specialized Programs

While Employee Development Systems, Inc. offers multiple workplace programs, the course titled, [Professional Presence in a Casual World](#), which has already been presented to over 1 million people, is especially applicable to graduates and new hires.

Attendees learn to:

- Differentiate themselves as potential leaders.
- Develop the confidence necessary to achieve results.
- Build an image that is respected and models corporate values.
- Learn how to be viewed as a positive influence with co-workers.
- Cement strong business partnerships.
- Add value to their personal lives through accomplishments.
- Be identified as a person who listens, communicates and clarifies.
- Focus on excellence in the work that they do.

[Professional Presence in a Casual World](#) shows attendees how to develop a professional presence, match the culture and expectations in their workplace and build professional competence. This results in a common language of professionalism in the workplace, and cuts out many of the conflicts and communication issues that hinder development and sales. Professional Presence in a Casual World, as well as other courses offered by EDSI bring out the best in organizations' least leveraged asset –its employees.

About Employee Development Systems, Inc.

Employee Development Systems, Inc. is a Colorado-based professional development firm that was founded in 1979 and offers employee development, management development, leadership and professionalism courses and accompanying behavioral style assessments, surveys and other tools. Employee Development Systems, Inc. provides services worldwide to Fortune 500 clients as well as small to medium-sized businesses.

The organization's mission is to enhance the interpersonal skills needed to perform at a more productive level, to develop a workforce that adapts to change, and is creative and innovative and to make the client organization the employer of choice. This is accomplished through establishing trust, building relationships and fostering behavioral change. Employee Development Systems, Inc. training and development initiatives address employee engagement, multiple generations in the workplace and the ramifications of social media and



collaboration.

Contact

Sherman Updegraff
Managing Director
Employee Development Systems, Inc.
Dry Creek Business Park
7308 S. Alton Way, Suite 2J
Centennial, CO 80112
800.282.3374
sherm(at)edsiusa(dot)com

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Contact Information

Sherman Updegraff

Employee Development Systems, Inc.

<http://www.employeedevelopmentsystems.com>

800-282-3374

Online Web 2.0 Version

You can read the online version of this press release [here](#).