



As part of a company wide career path and talent management programme Vent-Axia introduced our Graduate Recruitment Scheme in 2014.

Graduates are selected using a robust selection process. All stages of the selection process from application to interview include psychometric testing and assessments which are measured against a set of competencies.

Developing new talent across our business is a key focus for us. This means future proofing our long term succession planning, ensuring a successful leadership talent pipeline as well as developing mentoring skills among our existing management team.

Our first intake of graduates filled roles within Field Sales and Technical Design. As part of our sales development, typical courses graduates are exposed to, along with their on-the job training and coaching, are:

- Core Selling
- Negotiation Skills
- Presentation Skills
- Time Management
- Finance for Business

Within our Technical Design team Graduates are exposed to on-the-job training working with experienced Senior Design Engineers. They also have access to our on-site laboratory where we test our products in line with EU regulations in a state of the art facility.

Our technical graduates take part in Micro Concepts CAD Training which exposes them to a wide variety of new skills working with plastics & sheet metalling. Technical graduates will work on real and often long term product development projects under the guidance of their senior manager.

Vent-Axia has already seen success stories with graduates being promoted through the business following a period of between 12 to 18 months within a graduate programme.

Our measure of success is the high retention rate of successful graduates who are growing with our business. As part of their continuous development we keep investing in their training, continuing on the vital pathway to develop talent within the company.