

Special summary for
**The National Graduate
Careers Conference 2016**

The Graduate Market in 2016

Annual review of graduate vacancies & starting salaries at Britain's leading employers



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The Graduate Market in 2016 is a study of graduate vacancies, starting salaries and graduate recruitment practices at one hundred of the UK's best-known and most successful employers, conducted by **High Fliers Research** during December 2015.

Graduate Vacancies in 2016

- The number of graduates hired by organisations featured in *The Times Top 100 Graduate Employers* rose by **3.3%** in 2015, compared with recruitment in 2014 – a smaller annual increase than had been expected.
- A noticeable rise in the number of graduates turning down or renegeing on job offers that they had previously accepted meant that over **1,000 graduate positions were left unfilled** last year, reducing the graduate intake at almost a third of the UK's leading employers.
- The country's top employers plan to **expand their graduate recruitment** by a further **7.5%** in 2016, the fourth consecutive year that graduate vacancies have increased.
- This significant rise in graduate vacancies for 2016 takes recruitment beyond the **pre-recession peak** in the graduate job market in 2007, to its **highest-ever level**.
- The biggest growth in vacancies is expected at **public sector organisations, banking & finance employers, engineering & industrial companies** and the **Armed Forces** which together intend to recruit over 1,300 extra graduates in 2016.
- Recruiters have confirmed that 32% of this year's entry-level positions are expected to be filled by graduates who have **already worked for their organisations**, either through paid internships, industrial placements or vacation work. Over half of the 2016 graduate intake at the leading investment banks, law firms and banking & financial institutions are likely to have been recruited via work experience programmes.

Graduate Salaries in 2016

- **Graduate starting salaries** at the UK's leading graduate employers are expected to **remain unchanged** in 2016, at a median starting salary of **£30,000**.
- At least a fifth of places on the top graduate programmes now provide starting salaries of more than **£35,000** and eight of the country's best-known graduate employers are paying salaries in excess of **£45,000** this year.
- The most generous graduate salaries in 2016 are those on offer from the **investment banks** (median of £47,000), **law firms** (median of £41,000), **banking & finance companies** (median of £36,000) and **oil & energy companies** (median of £32,500).
- There is little evidence that graduate starting salaries are rising in reaction to the recent introduction of **higher university tuition fees** – most employers that have opted to increase their graduate pay in either 2015 or 2016 appear to have done so in order to compete effectively with other employers recruiting graduates.

Graduate Recruitment in 2015-2016

- In 2015, the country's top employers received an average of **35 applications per graduate vacancy**, a small decrease on the level of applications made by graduates the previous year.
- Employers have been actively marketing their 2016 graduate vacancies at an average of **20 UK universities**, using a variety of campus **recruitment presentations**, local university **careers fairs, skills training** events, promotions through **university careers services, online advertising** and **social media**.
- Graduate recruiters are making more use of **social media, university presentations, skills training events, drop-in sessions** and **campus brand managers** during this year's recruitment campaigns – and have done less **advertising** in sector-specific career guides.
- The ten universities most-often targeted by the UK's top graduate employers in 2015-2016 are Manchester, Nottingham, Warwick, Bristol, Cambridge, Oxford, University College London, Durham, Bath and Leeds.
- Over half the UK's leading employers said they had received **more completed graduate job applications** during the early part of the recruitment season than they had last year and two-fifths believed the quality of applications had improved too.
- Together, the country's top employers received **13% more graduate job applications** in the early part of the 2015-2016 graduate recruitment season, compared with the equivalent period in 2014-2015.

Internships & Work Experience

- More than **90%** of the UK's leading graduate employers are offering **paid** work experience programmes for students and recent graduates during the 2015-2016 academic year – an unprecedented **14,058 places** are available.
- Three-quarters of employers provide **paid vacation internships** for **penultimate year students** and at least half offer **industrial placements** for undergraduates (typically lasting 6-12 months as part of a university degree course).
- Increasing numbers of employers now also have work experience places for **first year undergraduates** – over a quarter of organisations offer paid internships and two-fifths of employers run introductory courses, open days and other taster experiences for first years.
- Almost **half the recruiters** who took part in the research repeated their warnings from previous years – that graduates who have had **no** previous work experience at all are **unlikely to be successful** during the selection process and have **little or no chance** of receiving a job offer for their organisations' graduate programmes.
- More than a quarter of the country's leading employers have **increased** their graduate recruitment budgets for the 2015-2016 recruitment round.

Employers Featured in the Research

The Graduate Market in 2016 is based on research with organisations featured in *The Times Top 100 Graduate Employers*, the league table of Britain's most prestigious and sought-after graduate employers that is compiled annually by **High Fliers Research** from interviews with over 18,000 final year university students.

<i>Accenture</i>	<i>Deloitte</i>	<i>Microsoft</i>
<i>AECOM</i>	<i>Deutsche Bank</i>	<i>Mondelēz International</i>
<i>Airbus</i>	<i>Diageo</i>	<i>Morgan Stanley</i>
<i>Aldi</i>	<i>DLA Piper</i>	<i>Mott MacDonald</i>
<i>Allen & Overy</i>	<i>European Commission</i>	<i>Nestlé</i>
<i>Amazon</i>	<i>ExxonMobil</i>	<i>Network Rail</i>
<i>Apple</i>	<i>EY</i>	<i>Newton Europe</i>
<i>Army</i>	<i>Facebook</i>	<i>NHS</i>
<i>Arup</i>	<i>Freshfields Bruckhaus Deringer</i>	<i>Norton Rose Fulbright</i>
<i>AstraZeneca</i>	<i>Frontline</i>	<i>Oxfam</i>
<i>Atkins</i>	<i>Goldman Sachs</i>	<i>Penguin Random House</i>
<i>BAE Systems</i>	<i>Google</i>	<i>Police</i>
<i>Bain & Company</i>	<i>Grant Thornton</i>	<i>Procter & Gamble</i>
<i>Baker & McKenzie</i>	<i>GSK</i>	<i>PwC</i>
<i>Bank of America Merrill Lynch</i>	<i>Herbert Smith Freehills</i>	<i>RBS</i>
<i>Bank of England</i>	<i>Hogan Lovells</i>	<i>Rolls-Royce</i>
<i>Barclays</i>	<i>HSBC</i>	<i>Royal Air Force</i>
<i>BBC</i>	<i>IBM</i>	<i>Royal Navy</i>
<i>BDO</i>	<i>Irwin Mitchell</i>	<i>Santander</i>
<i>BlackRock</i>	<i>J.P. Morgan</i>	<i>Savills</i>
<i>Bloomberg</i>	<i>Jaguar Land Rover</i>	<i>Shell</i>
<i>BMW</i>	<i>John Lewis Partnership</i>	<i>Siemens</i>
<i>Boots</i>	<i>KPMG</i>	<i>Sky</i>
<i>Boston Consulting Group</i>	<i>L'Oréal</i>	<i>Slaughter and May</i>
<i>BP</i>	<i>Lidl</i>	<i>Standard Life</i>
<i>British Airways</i>	<i>Linklaters</i>	<i>Teach First</i>
<i>BT</i>	<i>Lloyd's</i>	<i>Tesco</i>
<i>Cancer Research UK</i>	<i>Lloyds Banking Group</i>	<i>Transport for London</i>
<i>Citi</i>	<i>Local Government</i>	<i>UBS</i>
<i>Civil Service</i>	<i>Marks & Spencer</i>	<i>Unilever</i>
<i>Clifford Chance</i>	<i>Mars</i>	<i>Virgin Media</i>
<i>Credit Suisse</i>	<i>McDonald's</i>	<i>Wellcome Trust</i>
<i>Danone</i>	<i>McKinsey & Company</i>	<i>WPP</i>
	<i>MIS – The Security Service</i>	