



## The Graduate Market in 2012

By Stephan Schmitt

Despite the negativity surrounding graduate opportunities which dominate the popular media, graduate recruitment is expected to rise for the third consecutive year and the public sector intend on increasing their graduate intake by 21.9% despite widespread recruitment freezes. In particular, engineering and industrial firms are seeking to expand graduate recruitment by 22.4% whilst high street banks are looking for 16% more graduates than in 2011.

Despite these encouraging signs, there are still some concerns that students should consider. The Armed Forces and a number of leading accountancy firms are reducing their graduate intake this year. Moreover, competition for positions is fierce, with employers receiving 19% more applications so far than for the same period last year, and to date a third of applications have been from graduates rather than current students. In addition to this competition, almost three quarters of positions in investment banks will be filled by students that had already worked with the firm, which really highlights the importance of internships.

More than half of graduate recruiters have said that students with no work experience are unlikely to be offered a position on a training contract, so obtaining

relevant work experience is essential to landing a graduate level job. One good way of doing this is through an internship, of which over 11,200 places are available this year.

There are plenty of opportunities out there, but it is becoming increasingly important to apply early (some recruitment schemes start in August), and to get as much experience as possible.

If you would like to discuss career options, would like advice with writing CVs, applications or would like to practice your interview and assessment centre technique, then the careers service are always on hand to help – even after you have graduated.

Many thanks to the UEA Careers Service for providing the statistics used in this article.

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### Who will be the largest individual recruiters for graduate jobs this year?

- PriceWaterhouseCoopers (1200 jobs)
- Deloitte (1200 jobs)
- KPMG (800 jobs)
- Ernst and Young (740 jobs)
- Teach First scheme (1000 spaces)

### Remuneration

The median graduate starting salary is expected to be £29,000, with a fifth of employers offering salaries in excess of £35,000. The most competitive salaries are offered in investment banks, with an average of £45,000.

