



# THE CHANGING LANDSCAPE OF GRADUATE EMPLOYMENT OPPORTUNITIES

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Hard job as  
50 graduates  
fight for  
every vacancy

Prospects bleak for uni graduates  
Graduates failing jobs test

Training contract

applications rocket

as vacancies plummet

Downturn claims  
one in four

graduate positions

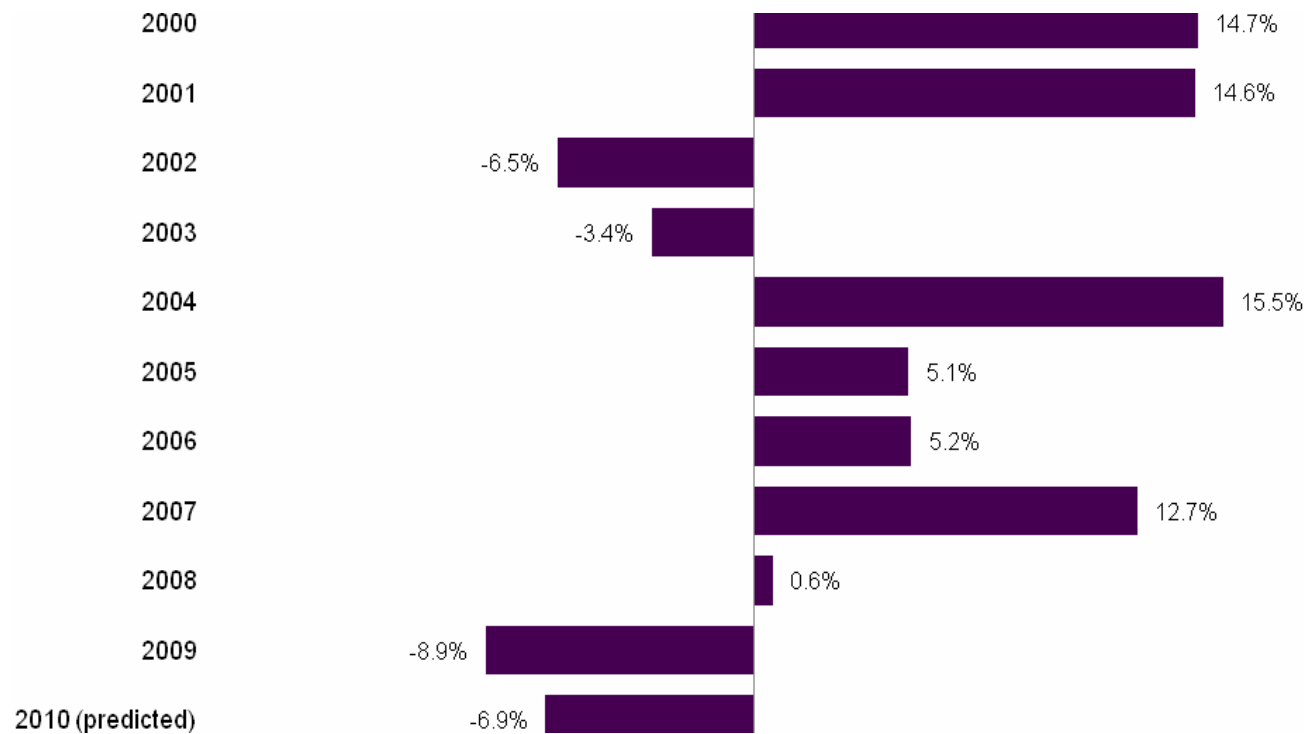
Nearly 50  
graduates  
chasing  
each job

Graduates face job vacancies vanish - and  
Quarter of graduates next year, says study  
it won't get any better

salary freeze

# AGR SUMMER SURVEY 2010

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# IMPLICATIONS OF THE TOUGH EMPLOYMENT MARKET

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- New entrants are at greatest risk
- Higher numbers of applications for vacancies
- Intense competition for top jobs
- Employer expectations rise
- Many graduates and postgraduates forced into stop-gap work
- Not uncommon to take two or more years to settle down

# PROSPECTS FOR 2011

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- Some indications that the market is improving
- The private sector will lead the way
- Some sectors and businesses will do better than others
- Competition will remain tough
- Further increases in application numbers expected

# AGR SNAPSHOT SURVEY (OCTOBER)

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- More vacancies – 35%
- Same vacancies – 50%
- Fewer vacancies – 15%

# HOW DO POSTGRADUATES FARE IN THE LABOUR MARKET?

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Unemployment rates are generally lower than for first degree graduates. In 2008 unemployment was at 4.1% as opposed to 7.9%. *The Independent, March 2010*

“A postgraduate course will not automatically solve your employment issues..... A bit of paper is not of enormous value but what you do with that year is.” *Dr Charlie Ball, HECSU*

# WHAT DO POSTGRADUATES DO?

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## **Masters:**

Management professionals

Education professionals

Business professionals

Health professionals

Social and welfare professionals

## **PhD:**

Education professionals

General Researchers

Scientific researchers

Managers



# WHY DO EMPLOYERS RECRUIT POSTGRADUATES?

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- “Brainpower” – investment bank recruiter
- “Maturity” – business consultancy recruiter
- “Specialist knowledge and skills” – oil company recruiter

A postgraduate qualification can be a differentiator – but no guarantee

# WHY MIGHT EMPLOYERS RESIST RECRUITING POSTGRADUATES?

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- When their education seems directionless
  - *“I did not know what I wanted to do so.....”*
  - *“I was not ready to go out to work”*
  - *“I enjoy studying and preferred that option to going into work”*
- When they can't articulate the added value their studies have provided them
- “Are we looking at a professional student here?”
- When they don't have the work skills alongside their academic achievements

# IS POSTGRADUATE STUDY A GOOD MOVE, CAREER WISE?

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- For some careers it is essential
- Can help to differentiate the graduate from the masses
- Can lead to specialist, in demand skills and knowledge
- Can lead to a higher starting salary
- Employers inclined to pay a premium
  - Masters (£3,508)
  - PhD (£6,500)
  - MBA ( £12,000)