

give a
grad a



Yearly round up Graduate Employment Statistics, UK



2021

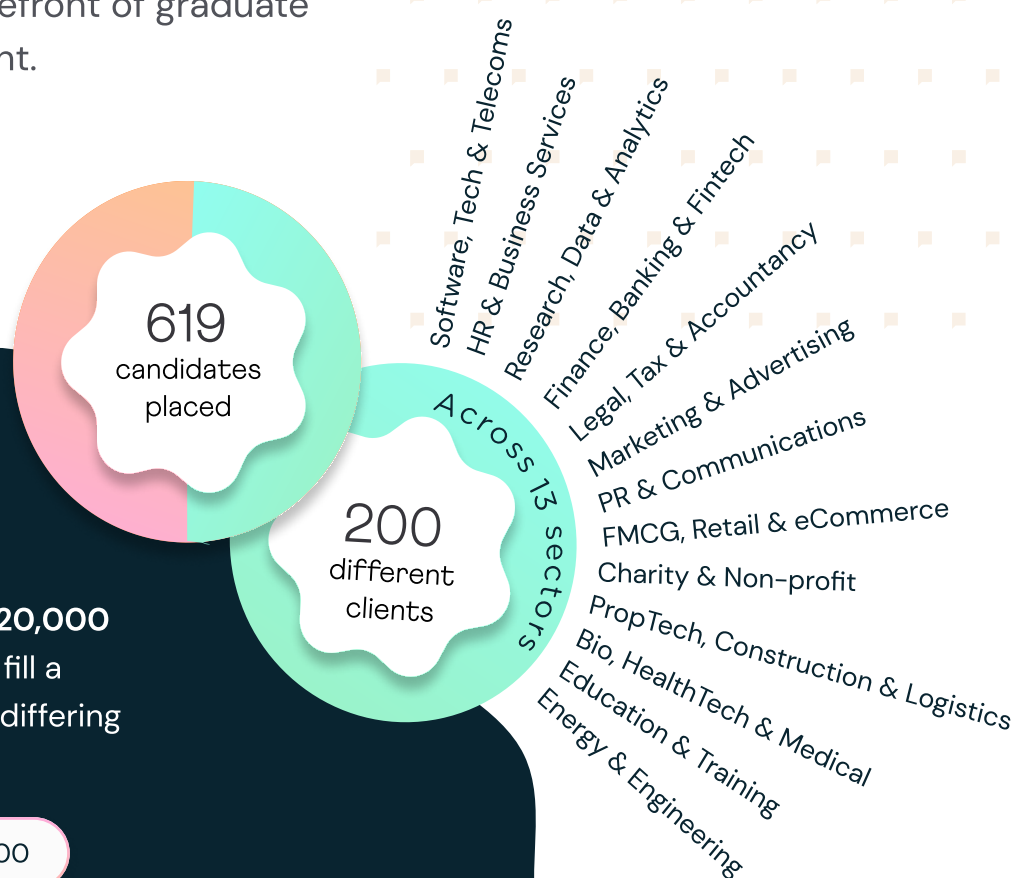
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Headline statistics and business metrics

In 2021 alone, we placed **619** candidates within **200** businesses situated across a huge variety of industries. With our candidate database growing to **350,000** graduates internationally, we continue to be at the forefront of graduate and early careers recruitment.



With the salaries ranging from **£20,000** up to **£80,000**, we were able to fill a broader range of roles requiring differing levels of expertise.

Lowest salary £20,000

Average salary £27,129

Highest salary £80,000

The average time to fill for each role remained at an incredibly low **21 working days** across the year, with the UK average time to fill for other recruitment agencies remaining at 42 days.

go 21 days

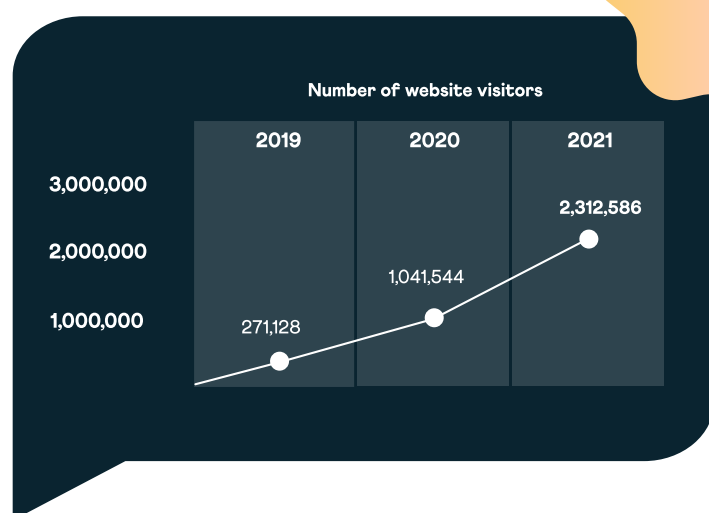
Industry average 42 days

Digital insights and online growth

This year has seen an incredible rise in visitors to our website; over double the amount of visitors from the previous year.

Our website jobs board has experienced a **150%** increase in the volume of roles live at any given time.

2.3 million
users to our website



Our ever-expanding digital presence is also mirrored through our social channels, with our following amounting to over **100,000** people.



53,020+
web followers



81
uploads



1,720+
subscribers



286,000+
video views



4,850+
followers



1,980+
followers



20,800+
followers



10,800+
followers



12,200+
followers

The Give A Grad A Go YouTube channel has continued to grow, with a **25%** increase in views over the last 12 months.

Our exposure online has enabled us to reach more graduates, with the average number of candidates placed within each sector increasing to **48**, almost double our 2020 average.

Sector specific statistics and hiring figures

With the jobs market recovering from the effects of the pandemic, our client portfolio has grown by **22%** in 2021, providing expert early careers recruitment services to **200** different companies.

We are now hiring faster than ever; with our clients reviewing an average of just **6** CVs in order to find the right candidate for the role, streamlined down by **25%** compared to the previous year.

However, our clients did not have to sacrifice candidate quality for speed of service, with **85%** of clients coming back to us to hire again.

Software, Tech & Telecoms

Average salary ranges

Project Manager – £38,000

Angular Developer – £33,000

Unity 3D Developer – £30,000

Software Support Executive – £26,000

Java Developer – £24,000

Junior Operations Executive – £20,000

Average graduate salary

£29,000

Gender split

53% Female

47% Male

Top 3 job functions

- Developer
- Analyst
- Sales

Time taken to fill

18 days*

*working days

42 days**

**industry average

Sector specific statistics and hiring figures

Research, Data & Analytics

Average salary ranges

Developer Advocate - £40,000
Data Specialist - £32,000
Product Support Specialist - £28,000
Analyst - £27,000
Coaching Associate - £25,000
Operations Executive - £23,000

Average graduate salary

£29,125

Gender split

40% Female

60% Male

Top 3 job functions

- Analyst
- Sales
- Operations

Time taken to fill

22 days*

42 days**

*working days

**industry average

Energy & Engineering

Average salary ranges

Sales Executive - £33,000
Graduate Analyst (Energy) - £29,000
Technical Support Engineer - £28,000
Marketing Executive - £27,000
Business Development Exec - £22,000

Average graduate salary

£27,204

Gender split

45% Female

55% Male

Top 3 job functions

- Analyst
- Sales
- IT Support

Time taken to fill

29 days*

42 days**

*working days

**industry average

Finance, Banking & FinTech

Average salary ranges

Investor Relations Associate - £80,000
M&A Associate - £70,000
Associate - £67,500
Investor Relations Analyst - £50,000
Account Manager - £40,000
Commodities Broker - £30,000
FX Broker - £25,000

Average graduate salary

£29,220

Gender split

32% Female

68% Male

Top 3 job functions

- Client Services
- Operations
- Sales

Time taken to fill

21 days*

42 days**

*working days

**industry average

Sector specific statistics and hiring figures

Legal, Tax & Accountancy

Average salary ranges

Underwriting Analyst - £47,500
Business Development Analyst - £30,000
R&D Tax Analyst - £30,000
Operations Executive - £28,000
Trainee Accountant - £25,500
Operations Analyst - £25,000

Average graduate salary

£28,423

Gender split

33% Female

67% Male

Top 3 job functions

- Analyst
- Sales
- Operations

Time taken to fill

21 days*

42 days**

*working days

**industry average

Marketing, Advertising & Creative

Average salary ranges

Sales Manager - £40,000
Motion Designer - £33,000
Creative Designer - £30,000
Digital Analyst - £26,000
Campaign Executive - £24,000
Executive Assistant - £21,000

Average graduate salary

£24,689

Gender split

57% Female

43% Male

Top 3 job functions

- Client Services
- Marketing
- Design

Time taken to fill

24 days*

42 days**

*working days

**industry average

PR & Communications

Average salary ranges

Junior Project Manager - £26,000
Design & Content Executive - £24,000
Account Executive - £23,000
IPr Assistant/intern - £22,000
Junior Account Executive - £20,000

Average graduate salary

£22,142

Gender split

73% Female

27% Male

Top 3 job functions

- PR Account Executive
- Design
- It Support

Time taken to fill

19 days*

42 days**

*working days

**industry average

Sector specific statistics and hiring figures

FMCG & Retail

Average salary ranges

Warehouse Operations Manager – £35,000
Senior Commercial Associate – £32,000
Junior Project Manager – £29,000
Finance Manager – £27,000
Consumer Psychologist – £25,500
Marketing Executive – £22,000

Average graduate salary

£30,772

Gender split

55% Female

45% Male

Top 3 job functions

- Client Services
- Marketing
- Sales

Time taken to fill

20 days*

42 days**

*working days

**industry average

Property, Construction & Logistics

Average salary ranges

Account Manager – £35,000
Product Trainer – £28,000
Lifestyle Management Assistant – £25,000
Community Associate – £24,000
Account Executive – £22,000
Operations Co-ordinator – £20,000

Average graduate salary

£24,043

Gender split

61% Female

39% Male

Top 3 job functions

- Marketing
- Sales
- Operations

Time taken to fill

16 days*

42 days**

*working days

**industry average

Bio HealthTech & Medical

Average salary ranges

Project Manager – £35,000
Technical Account Manager – £33,000
Data Analyst – £30,000
Quality Assurance Officer – £26,000
Clinical Associate – £25,000
Lab Technician – £23,000

Average graduate salary

£27,131

Gender split

53% Female

47% Male

Top 3 job functions

- Developer
- Marketing
- Operations

Time taken to fill

20 days*

42 days**

*working days

**industry average

Sector specific statistics and hiring figures

Education & Training

Average salary ranges

Product Manager - £35,000
Web Developer - £32,000
Policy Office - £29,000
SEO Strategist - £27,000
Business Analyst - £25,500
Client Services Executive - £22,000

Average graduate salary

£27,091

Gender split

54% Female

46% Male

Top 3 job functions

- Marketing
- Sales
- Operations

Time taken to fill

21 days*

42 days**

*working days

**industry average

HR & Business Services

Average salary ranges

Business Development Manager - £50,000
Management Consultant - £45,000
Senior Associate - £40,000
Lead Generation Executive - £30,000
Consultant - £26,000
Sales Executive - £24,000

Average graduate salary

£29,906

Gender split

59% Female

41% Male

Top 3 job functions

- Analyst
- Developer
- Sales

Time taken to fill

18 days*

42 days**

*working days

**industry average

Charity & Non-profit

Average salary ranges

Junior Fullstack Developer - £32,000
Video Content Creator - £27,000
Operations Executive - £26,000
Client Service Executive - £25,000
Business Development Exec - £22,000

Average graduate salary

£26,454

Gender split

45% Female

55% Male

Top 3 job functions

- Marketing
- Sales
- Operations

Time taken to fill

25 days*

42 days**

*working days

**industry average

Graduate survey results

Job preferences and insights

We are always eager to learn about graduates' employment desires, so we can place each candidate in a role and company that suits them personally. In service of this, over **300 candidates** who have registered to our website volunteered to fill out an anonymous survey on their preferences.

“ What kind of companies are you interested in working for? ”

Global Brand (250+ with international offices)



National Company (250+ with offices nationwide)



Medium Enterprise (50-249 employees)



Small Enterprise / Start-up (1-49 employees)



We found that over half of graduates would rather work for a startup or SME, with **56%** expressing interest. Our team continues to help startups hire graduate talent, and have in the past year set up a dedicated **'Work in Startups'** page on the website which is **ranking on page 1** of Google for multiple search terms.

As well as helping to give our startup clients' roles more visibility, the page offers advice for graduates on how to navigate the world of startups, and the benefits of working for one.

Graduate survey results

Job preferences and insights

In such a competitive graduate recruitment market, it's important to ensure new graduate hires have the right **incentives** to stay in their roles. That's why we asked grads which work perks appeal to them most.

“What company perks would you like to see at work?”



Free gym membership / lunchtime exercise classes
23.6%



Flexible / remote working options
19.4%



Regular after-work socials
10.4%



Travel expenses paid
7.5%



Free office snacks and drinks
7.2%



Unlimited paid for qualifications and training
5.1%



Company sports teams i.e football, netball
4.8%



Free wellness / treatment / meditation room
3.0%



Recognition & awards i.e. employee of the month
2.7%

With work places changing more than ever, graduates value their **health and flexibility** over traditional work perks.

Nearly **one quarter** of respondents see gym and **exercise** as one of their priorities, while a further **fifth** of graduates are looking for a company with **flexible** working options.

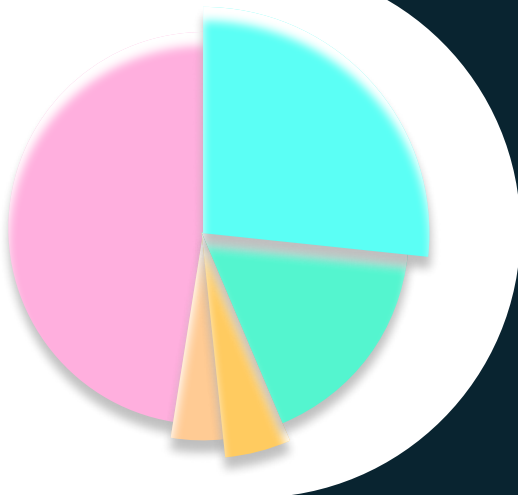
To hire the best talent, it is crucial that businesses align their practices with the changing work landscape.

Since the pandemic, both companies' and employees' attitudes to the working world have changed. It's important that graduates get **face-to-face time** with peers but also have the flexibility to have some days **working remotely**.

Graduate survey results

Job preferences and insights

Graduates continue to prioritise dynamic and varied working environments. Over **90%** of respondents would prefer a workplace with some variation between **autonomy and collaboration**.



“ What company perks would you like to see at work ? ”

- 50/50 split of collaboration and independence 47.3%
- Independent focus with some teamwork and collaboration 26.9%
- Collaborative focus with some independence/ autonomous tasks 16.8%
- Completely collaborative (responsible for team tasks & targets) 4.8%
- Completely independent (accountable for your own tasks & targets) 4.2%

“ How long do you expect to stay in the role ? ”

Over **80%** of participants see themselves staying in a graduate role for at least **2 years** and **30%** expect to stay in the job for **5+ years**.

This is why it's important for employers to think early on about where they see graduates **progressing**.

Where we see the best retention, **employee satisfaction** and engagement are the companies who have thought about and invested in training & progression opportunities for graduates.

< 6 Months

0.6%

6 Months

4.8%

1 Year

12.5%

2 Year

25%

3 Year

24.4%

4 Year

4.8%

5 Year

30.4%

Diversity & Inclusion statistics and live data insights

Our commitment to promoting diversity and inclusion continues to be reflected in our placements. This has been particularly pertinent in our encouragement of **female talent** within traditionally male industries.

For instance, whilst the industry expectation for gender split within law, tax and accountancy sits at around **45%** female, our placed candidates were **67%** female.

[Read the full report](#)

We're gathering new responses every day from our candidates, helping to build a **bigger and clearer picture** about diversity in the workplace and the hiring process. Stay up to date by checking out our live data.

[Live data](#)

The benefits of having a diverse workplace are numerous, with fair and **unbiased hiring** practices becoming more important than ever.

“What changes can employers make to help encourage a more inclusive workplace ?”



- 20% Equal salary for similar positions ●
- 19% Same opportunities for all employees ●
- 14% Mentoring schemes for all employees ●
- 13% Getting regular feedback ●
- 10% Diversity & Inclusion training ●
- 9% Holding staff accountable for their actions ●
- 6% Starting a diversity and inclusion team ●
- 5% Having a multilingual workplace ●
- 4% Disability support ●

Launching careers. Finding talent.

We have a wealth of resources to help employers in these areas.

Click the links below to find out more.

[Onboarding
checklist](#)

[Retention
strategies](#)



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Or get in touch at
giveagradago.com/contact-us/

[Graduate statistics archive](#)

Looking to hire
graduates?

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**Enquire
now**

