give a
grad a **go**

Yearly round up

Graduate Employment Statistics, UK

2020

Contents:

go

Headline statistics
and business metrics

This report covers every placement we made in 2020, including the pre-lockdown period from January to March.

We placed **361 candidates** at **164 businesses** across **15 sectors**, with over 200 being 'remote hires'. Compared to 2019 statistics, these figures reflect the pandemics impact.

Over the course of the year we saw a growing demand for tech-based talent within a range of non-tech sectors, with **30% of our tech roles filled within non-tech focused businesses.**

With 2020's salaries ranging from £20,000 up to £48,000, we were able to fill a diverse range of roles calling for differing levels of expertise.

Lowest salary	£20,000

Highest salary	£48,000

Across 13 sectors

Software, Tech & Telecoms
HR & Business Services
Research, Data & Analytics

Finance, Banking & Fintech

Legal, TAx & Accountancy

Marketing & Advertising

PR & Communications

FMCG, Retail & eCommerce

Charity & Non-profit

PropTech, Construction & Logistics

Bio, HealthTech & Medical

Education & Treaining

Energy & Engineering

As more companies embrace work from home as a viable way to operate, we have been able to continue assisting in the growth and development of our clients' teams both in the workplace and virtually.

9 Tech sectors

15 total sectors

164 clients

361 careers launched

Hiring statistics
and client journey

Our consultants received and assessed **202 applications** per role on average, whilst our clients had to look through an average of just **8 shortlisted CVs** in order to find the right hire, slightly less than in 2019.

Paired with a higher number of interviews arranged per role, alongside a faster time to fill; our consultants were able to **support and streamline** our clients hiring processes without compromising on candidate quality whilst hiring remotely

We're now hiring more rapidly and accurately than ever before.

Time to fill

go	21 working days

Industry average	42 working days

Probation pass rate

go		98%

Industry average	69%

Each role we fill had
(on average)

202	applications
8	CV's shortlisted
5	engagements
8	interviews arranged

The average time to fill for each role remained at an incredibly low 21 working days across the year, falling to just **13 days** in Q3 2020, with the UK average time to fill for other recruitment agencies remaining at 42 days.

The average probation pass rate for candidates placed last year remained at a high **98%**, slightly better than our 2019 placements.
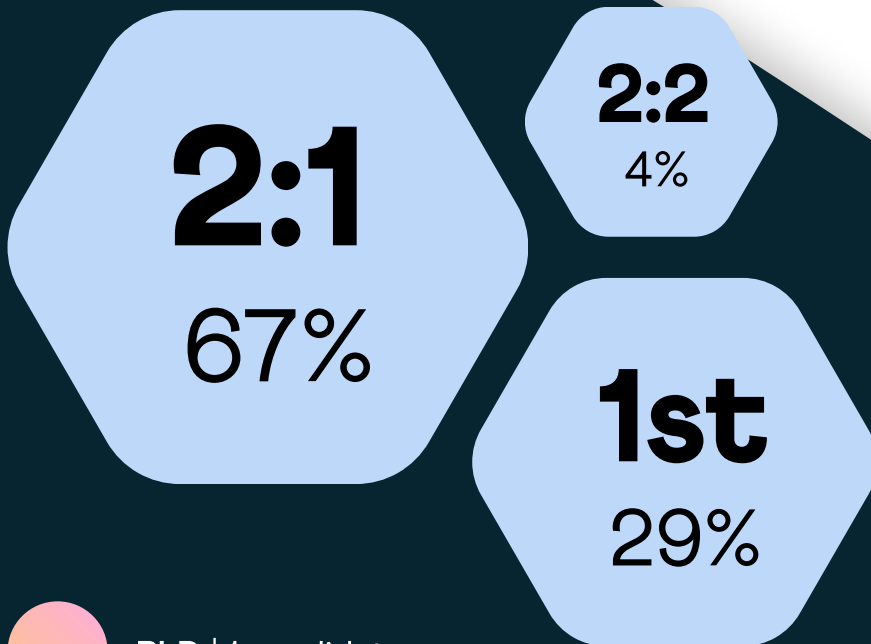
Only 8 of our 361 placed candidates failed to pass their probation period, with 7 of those roles being **successfully refilled for free.**

Placement statistics
and candidate backgrounds

We have always valued **equal opportunity and representation** within our work, and therefore have always had excellent gender–split statistics for our placed candidates. In 2020 we continued to sustain a near **50/50 gender split** for our filled roles.

Over 14% of the candidates we placed were **fluent in a second, third, or even fourth language**. From dedicated Linguistic degrees, language modules and study abroad, to candidates speaking more than one language from childhood; it's clear that language diversity is continuing to grow as a valued skill.

Our candidates studied a multitude of undergraduate, postgraduate, and doctorate degrees spanning across 25 different degree types, with 52 of our candidates acquiring **multiple qualifications**; from secondary undergraduate degrees all the way up to PhDs.

50
Multilingual candidates

5% Multilingual	9% bilingual

Gender Split

52% Female	48% Males

2:1
67%

2:2
4%

1st
29%

PhD | 1 candidate

Distinction — 8 candidates

Merit — 12 candidates

5

From London to Melbourne
Our global reach

Our candidates have graduated from a range of universities around the globe

Of the 108 different universities our candidates graduated from, 83 were scattered across the UK, and 25 were located overseas, reflecting our rapidly expanding reach both nationally and internationally. With our Australia launch kick–starting in March 2020, we've since established connections with both Graduates and Employers not only in Melbourne, but across Australia.
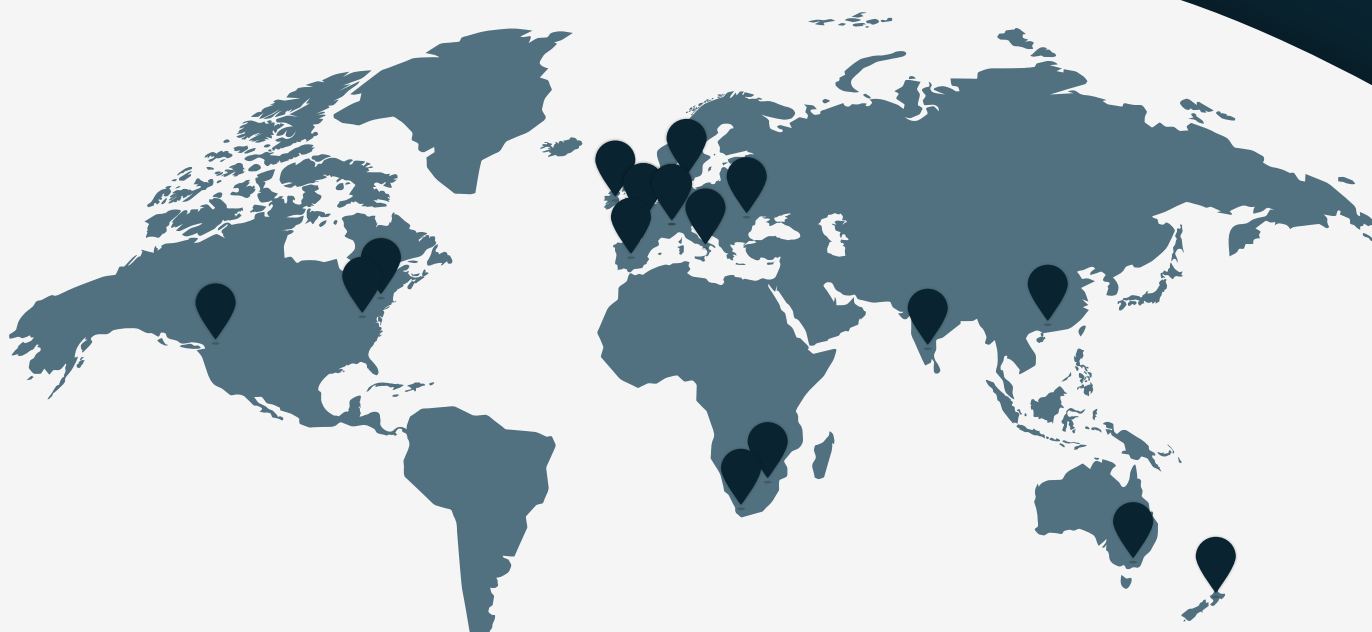
Diversity statistics
and our commitment to inclusivity

We are committed to helping businesses address their equality and diversity processes to build better and fairer ways of finding new talent and growing their teams.

Over **1000 participants** completed a voluntary and anonymous questionnaire, allowing us to provide research and insights on our database diversity to our clients.

Read our full report to find out how diversity, transparency, and employee development influence how candidates choose both which roles to apply for, and which companies to work for.

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

Sector specific statistics and hiring figures

Bio & HealthTech

Highest salary	£28,000
Lowest salary	£25,000
Time to fill	17 working days
Probation pass rate	83%

CyberSecurity

Highest salary	£31,000
Lowest salary	£25,000
Time to fill	17 working days
Probation pass rate	100%

IoT

Highest salary	£30,000
Lowest salary	£22,000
Time to fill	17 working days
Probation pass rate	100%

Throughout the years, Give A Grad A Go have worked across a **multitude of both established and newly trending sectors.**

This year we broke out into **CyberSecurity, IoT**, and the **Bio & Health Tech** sector, alongside placing many candidates in previously established tech sectors such as Data & Analytics.

With the need for tech-talent becoming more evident than ever before, we're continuing to expand our reach towards t**ech graduates** and **early careers candidates**

Take a look at our further insights and findings in our larger sector breakdowns.

Sector specific statistics
and hiring figures

Finance & Banking

Common roles placed in 2020

Client Engagement – £45,000

Systems Operations Engineer – £40,000

Application IT Support Analyst – £30,000

Digital Marketing Executive – £28,000

Junior Developer – £26,000

FX Broker – £25,000

Investor Relations Administrator – £24,000

Graduate Technical Assistant – £20,000

Probation pass rate

98%

Gender split

44% Female	56% Male

3 most common job types

- Sales
- Client Services
- Analyst

Time taken to fill

21 days*	42 days**
*working days	**industry average

Data & Analytics

Common roles placed in 2020

Business Development Manager – £36,000

Executive Assistant – £32,000

Performance Analyst – £30,000

Project Analyst – £28,000

Junior Data Scientist – £27,000

Technical Support Analyst – £26,000

Account Manager – £23,000

Junior Sales Executive – £20,000

Probation pass rate

100%

Gender split

35% Female	65% Male

3 most common job types

- Analyst
- Client Services
- Business Development

Time taken to fill

26 days*	42 days**
*working days	**industry average

Sector specific statistics
and hiring figures

Energy & Engineering

Common roles placed in 2020

Partnerships Manager – £32,400

Graduate Mechanical Engineer – £29,000

Forecast Analyst – £29,000

Technical Support Engineer – £28,000

Operations Analyst – £25,000

Business Development Executive – £21,000

Customer Services Executive – £20,000

Customer Success Agent – £20,000

Probation pass rate

100%

Gender split

65% Female	35% Male

3 most common job types

- Client Services
- Marketing Operations
- Business Development

Time taken to fill

21 days*	42 days**
*working days	**industry average

EdTech

Common roles placed in 2020

Senior Account Manager – £48,000

Business Development Executive – £40,000

US & UK Project Manager – £35,000

Digital Marketing Analyst – £25,000

Technical Operations Analyst – £25,000

People & Culture Executive – £24,000

Learning Content Assistant – £24,000

Project Coordinator – £20,000

Probation pass rate

100%

Gender split

67% Female	33% Male

3 most common job types

- Management
- Business Development
- Operations

Time taken to fill

19 days*	42 days**
*working days	**industry average

Sector specific statistics and hiring figures

FinTech

Common roles placed in 2020

Marketing Manager – £45,000

Project Manager – £42,500

Software Developer – £35,000

Sales Development Representative – £28,500

Junior Full-stack Developer– £27,000

Fraud Operations Executive – £24,000

Customer Service – £23,000

Marketing Executive – £21,000

Probation pass rate

100%

Gender split

48% Female	52% Male

3 most common job types

- Client Serivces
- Business Development
- Analyst

Time taken to fill

26 days*	42 days**
*working days	**industry average

FMCG & Retail

Common roles placed in 2020

Staging Consultant – £30,000

Graduate Data Analyst – £27,000

Business Development Executive – £26,500

Digital Marketing Executive – £26,000

Customer Experience Specialist – £26,000

Product Manager – £24,000

International Operations Executive – £22,000

Support Assistant – £22,000

Probation pass rate

100%

Gender split

72% Female	28% Male

3 most common job types

- Client Services
- Administration
- Operations

Time taken to fill

19 days*	42 days**
*working days	**industry average

Sector specific statistics
and hiring figures

Law, Tax & Accountancy

Common roles placed in 2020

R&D Tax Analyst – £32,000

Medical Underwriting Analyst – £30,000

Trainee Patent Attorney – £30,000

Marketing Executive – £25,000

Administrator – £25,000

Technology Consultant – £24,000

Paralegal – £24,000

Client Success Executive – £22,000

Probation pass rate

100%

Gender split

44% Female	56% Male

3 most common job types

- Client Services
- Analyst
- Finance

Time taken to fill

25 days*	42 days**
*working days	**industry average

Marketing & Advertising

Common roles placed in 2020

Marketing Analyst – £33,000

Front End Web Developer – £30,000

CyberSecurity Developer – £28,000

Customer Solutions Executive – £26,000

Strategy Consultant – £24,000

Junior Science Copywriter – £24,000

Media Analyst – £23,000

Business Development Executive – £20,000

Probation pass rate

95%

Gender split

47% Female	53% Male

3 most common job types

- Client Services
- Marketing
- Business Development

Time taken to fill

18 days*	42 days**
*working days	**industry average

Sector specific statistics
and hiring figures

PR & Communications

Common roles placed in 2020

Front End Developer – £30,000

QA Tester – £27,500

Office Manager – £25,000

Digital Marketing Executive – £25,000

Trainee Journalist – £25,000

Content Executive – £22,000

PR Account Manager – £22,000

Partnerships & Memberships Executive – £20,000

Probation pass rate

94%

Gender split

71% Female	29% Male

3 most common job types

- Client Services
- Marketing
- Developer

Time taken to fill

23 days*	42 days**
*working days	**industry average

Retail & PropTech

Common roles placed in 2020

Junior Product Manager – £32,000

Procurement Analyst – £30,000

Business Development Executive – £27,000

Customer Support – £25,500

Product Trainer – £25,000

Inside Sales Representative – £24,000

Data Migration Assistant – £22,500

Client Services Executive – £21,000

Probation pass rate

97%

Gender split

54% Female	46% Male

3 most common job types

- Client Services
- Business Development
- Administration

Time taken to fill

21 days*	42 days**
*working days	**industry average

Sector specific statistics
and hiring figures

Software & SaaS

Common roles placed in 2020

Research Analyst – £29,000
Digital Marketing Executive – £25,000
Consumer Psychologist – £25,000
Front End Developer – £25,000
Activation Agent – £24,000
Client Success Executive – £23,000
Account Manager – £23,000
Junior Account Executive – £20,000

Probation pass rate

100%

Gender split

61% Female	39% Male

3 most common job types

- Client Services
- Sales
- Analyst

Time taken to fill

24 days*	42 days**
*working days	**industry average

Technology

Common roles placed in 2020

Software Developer – £45,000
Team Coordinator – £38,000
Sales Executive – £30,000
Digital Marketing Executive – £27,000
Systems Engineer – £26,000
Junior Back-end Developer – £25,000
Investment Executive – £25,000
Account Executive – £25,000

Probation pass rate

100%

Gender split

32% Female	68% Male

3 most common job types

- Account Executive
- Developer
- Business Development

Time taken to fill

27 days*	42 days**
*working days	**industry average

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Retention strategies

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