

give a
grad a

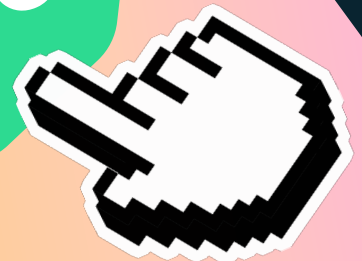


Turning conversations into brighter futures.

Jan- June 2023 Graduate Employment Statistics, UK



See our full
statistics
archive
here



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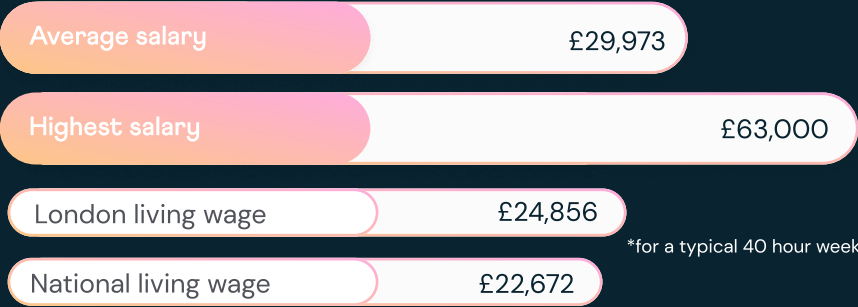
H1 Headline statistics and business metrics

2023 has already been a big year for Give a Grad a Go.

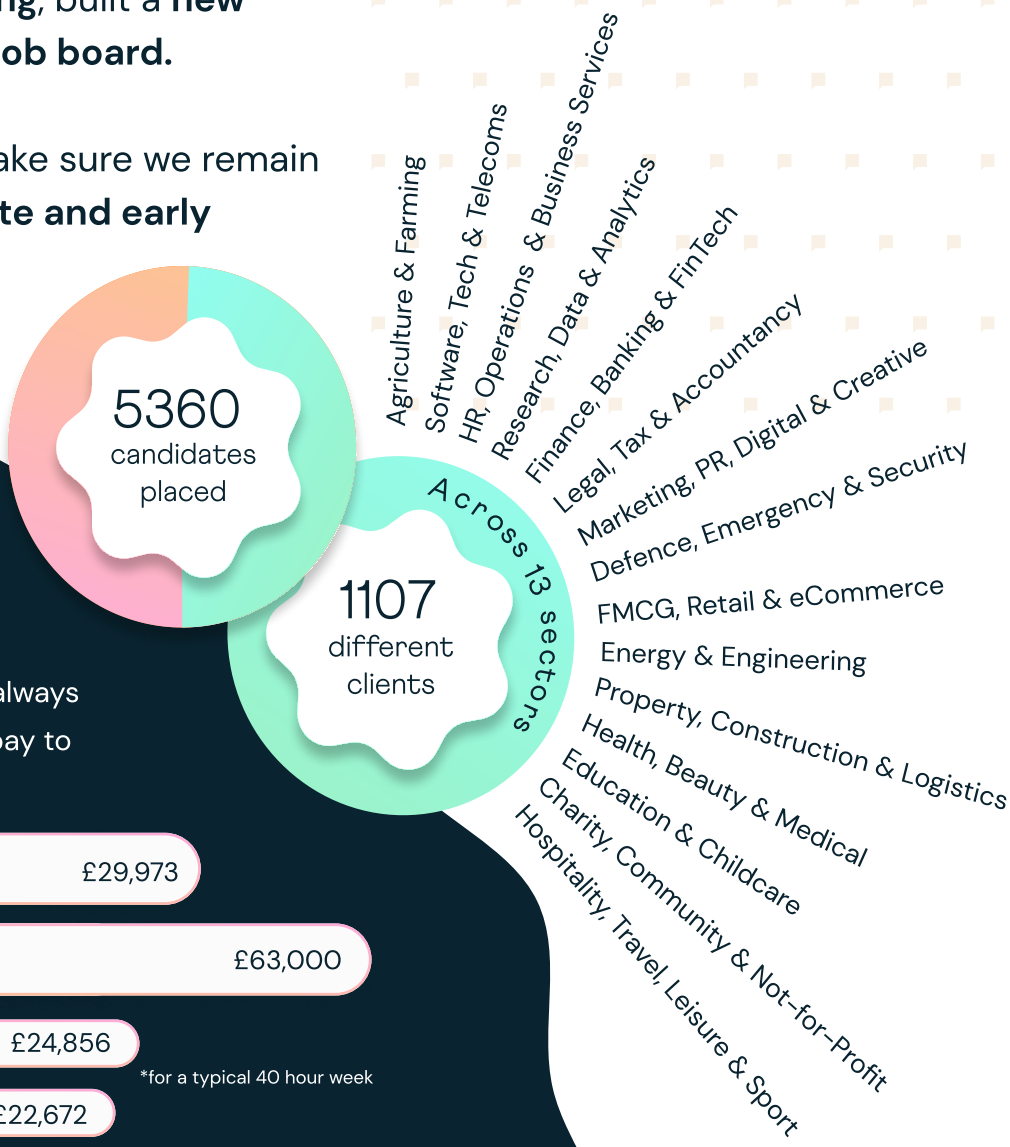
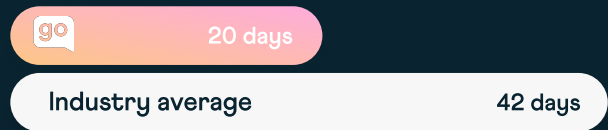
We've revamped our **branding**, built a **new website**, and upgraded our **job board**.

Our team has adapted to make sure we remain the best solution for **graduate and early career recruitment**.

Our average starting salary remains strong, at just under **£30,000**. We always ensure our clients are offering fair pay to every graduates we help place.



We help companies find talent **faster** than anyone else. At an incredibly quick **20 days**, our average time to fill remains far below the UK average for other recruitment agencies.



H1 Headline statistics and business metrics



1,041

Excellent reviews

on Google, averaging 4.8



8

Candidates

are interviewed before
we fill a role

20

Working days

average time to fill a role

35

Team size

across UK and Australia



96%

Candidates

pass their probation



46%

Candidates

identify as being from Asian, Black,
Mixed, or other Ethnic backgrounds



91%

Clients

come back to hire again

17

Services

offered to help you recruit

H1 Sector specific statistics and hiring figures

Software, Tech & Telecoms

Average salary ranges

Account Manager – £50,000
People & Culture Lead – £43,000
Project Engineer – £37,000
Research Analyst – £30,000
Operations Assistant – £28,000
Sales Operations Executive – £25,000

Average graduate salary

£28,516

Top 3 job functions

- Development
- Analytics
- Sales

Time taken to fill

18 days*

*working days

42 days**

**industry average

Research, Data & Analytics

Average salary ranges

Market Research Analyst – £30,000
Account Executive – £28,333
Junior Consultant – £25,000
Administration Assistant – £22,000

Average graduate salary

£25,466

Top 3 job functions

- Consulting
- Analytics
- Administration

Time taken to fill

19 days*

*working days

42 days**

**industry average

Legal, Tax & Accountancy

Average salary ranges

Senior Commercial Executive – £42,500
Commercial Executive – £35,000
Operations Analyst – £32,000
Trainee Accountant – £30,000
Junior Account Manager – £25,000

Average graduate salary

£33,111

Top 3 job functions

- Accounting
- Analytics
- Sales

Time taken to fill

21 days*

*working days

42 days**

**industry average

H1 Sector specific statistics and hiring figures

Education & Childcare

Average salary ranges

Tutor - £40,000

Teaching Assistant - £28,000

Average graduate salary

£34,000

Top 3 job functions

- Teaching
- Mentorship
- Management

Time taken to fill

28 days*

*working days

42 days**

**industry average

HR, Operations & Business Services

Average salary ranges

Management Consultant - £46,000

Project Manager - £34,000

Tech Consultant Grad - £32,000
Scheme

Bid Writer - £25,000

Average graduate salary

£36,285

Top 3 job functions

- Consultancy
- Management
- Administration

Time taken to fill

23 days*

*working days

42 days**

**industry average

Charity, Community & Not-for-Profit

Average salary ranges

Account Manager - £31,000

Customer Success - £30,000

Junior Software Developer - £30,000

Average graduate salary

£30,333

Top 3 job functions

- Client services
- Development
- Project management

Time taken to fill

19 days*

*working days

42 days**

**industry average

H1 Sector specific statistics and hiring figures

FMCG, Retail & eCommerce

Average salary ranges

Commercial Finance – £40,000
Executive
Sales Support – £35,000
HR Assistant – £31,000
Commercial Executive – £28,000
Account Executive – £26,000
Marketing Executive – £25,000

Average graduate salary

£28,746

Top 3 job functions

- Client Services
- Marketing
- Sales

Time taken to fill

21 days*

42 days**

*working days

**industry average

Property, Construction & Logistics

Average salary ranges

Business Development – £63,000
Manager
Design Manager – £50,000
Network Engineer – £35,000
Associate Consultant – £32,500
Property Consultant – £27,500
Event Associate – £25,000

Average graduate salary

£30,629

Top 3 job functions

- Management
- Sales
- Consultancy

Time taken to fill

21 days*

42 days**

*working days

**industry average

Health, Beauty, Medical & BioTech

Average salary ranges

Account Manager – £38,000
Client Operations Executive – £28,000

Average graduate salary

£30,500

Top 2 job functions

- Client Services
- Operations

Time taken to fill

25 days*

42 days**

*working days

**industry average

H1 Sector specific statistics and hiring figures

Marketing, PR, Advertising & Creative

Average salary ranges

Senior Associate – £45,000
Development Executive – £37,000
Account Manager – £35,000
Midweight Designer – £33,000
Assistant Producer – £30,000
Media Assistant – £22,500

Average graduate salary

£27,756

Top 3 job functions

- Client services
- Design
- Copywriting

Time taken to fill

24 days*

*working days

42 days**

**industry average

Energy & Engineering

Average salary ranges

Business Model Analyst – £32,500
Forecasting Analyst – £32,000
Project Manager – £32,000
Account Manager – £31,200
Project Administrator – £23,000

Average graduate salary

£30,837

Top 3 job functions

- Analytics
- Project Management
- Administration

Time taken to fill

14 days*

*working days

42 days**

**industry average

Finance, Banking & FinTech

Average salary ranges

Business Analyst – £45,000
Energy Trader – £45,000
Graduate Analyst – £42,000
KYC Analyst – £40,000
Global Account Executive – £35,000
Junior Data Analyst – £30,000
Investor Analyst – £24,000

Average graduate salary

£31,328

Top 3 job functions

- Sales
- Investment
- Management

Time taken to fill

21 days*

*working days

42 days**

**industry average

Graduate survey results

Writing job ads that stand out

We asked **over 4,000** of our candidates to fill out an anonymous survey about job adverts. We want to know what appeals to graduates, so we can help our clients write job specs that will stand out.

Did you know, **job boards** are still the most popular platform for graduate jobseekers?

Advertise a job on our site, and be the first to access graduate talent.



“ **Would you be more likely to apply to a role online that shows the salary?** ”

79% yes

21% no

Our previous research shows that graduates care about progression and development over salary. But they also care about clarity. **State your salaries.** If you don't, you'll miss out on graduate talent.

“ **Would you be put off applying for a job that asks for a cover letter?** ”

36% yes

64% no

Graduates, on the whole, aren't deterred by cover letters. Ultimately, jobseekers are looking for honesty.

“ **Are you more likely to apply for a job if there is a clear timeline outlining deadlines, interviews, and start dates?** ”

93% yes

7% no

Be transparent about cover letters, interview dates, and any additional tests. Your honesty will attract more graduates, and you'll ensure that you and your candidates are on the same page..

[See more here](#)

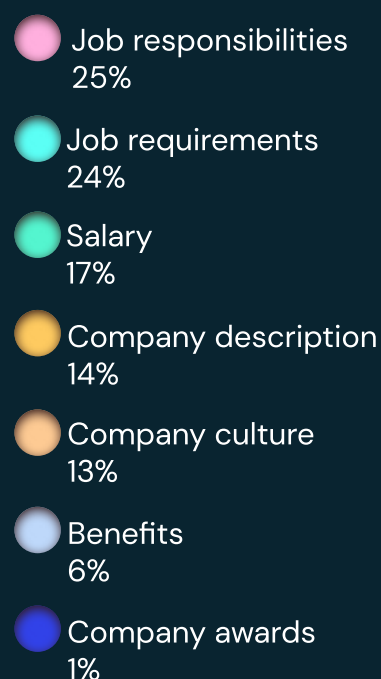
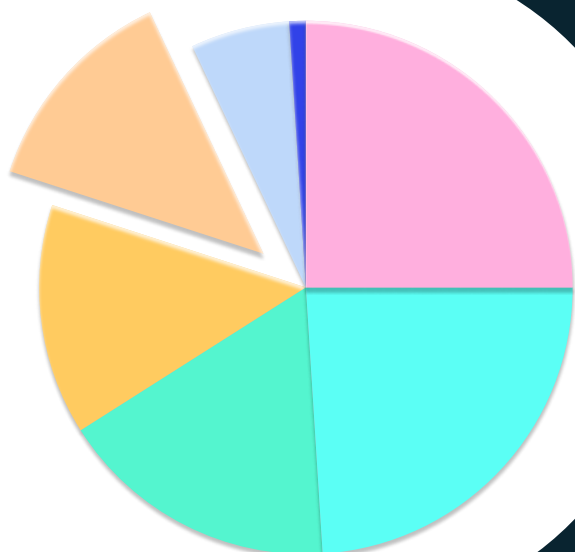


Graduate survey results

Job advert insights

Before you can write an attractive job advert, you have to understand what graduates care about. Job specs often contain a lot of information, so we asked our candidates what they really want to know.

“ When reading a job spec, which of these do you care about the most? ”



First and foremost, graduates care about the **responsibilities** the role entails, and what they **require** to be a good candidate. Too many job adverts are vague, and fail to mention the **day-to-day activities** of the opportunity.

In our **job board guidelines**, we encourage clients to outline daily tasks and specify qualifications or experience they expect to see.

The data also confirms that candidates care more about your company's **culture** than its **awards**. Your successes might eventually be of interest, but firstly graduates want to be sure they'll feel **comfortable in your workplace**.



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](#)



Give us a call on
020 7100 8800



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

[Graduate statistics archive](#)

We won a
**WEBBY
PEOPLE'S
VOICE**

Looking to hire
graduates?

Head over to our website today.

**Enquire
now**

