

H1 Jan-June 2024

give a
grad a 
early career solutions.

See our full
statistics
archive
here



Solutions spotlight

Our standout results of H1.



Job board

Post your roles and manage the hiring process yourself

1,000,000

website users



RPO

(Recruitment Process Outsourcing)

Project work for a fixed number of hires, on a monthly subscription or single project fee

£1k

saved per placement through RPO



Employer branding

Gain access to our network and showcase your brand through email, socials, and much more

74%

email open rates



Full 360 recruitment

Contingent hiring for permanent, contract, placement years, grad schemes, and internships

82%

conversion rate from shortlist to interview, up from 75% in 2023



Contractor hiring

We offer payroll and onboarding services if you are not looking to add to your permanent workforce

76

contractors in 9 areas of our clients businesses

H1 Headline statistics and business metrics.



The first half of 2024 presented similar economic uncertainties to last year, but hiring activity and business confidence definitely seems to be on the rise.

We’re seeing competition for talent returning, with candidates receiving multiple offers – once again highlighting the importance of a well-managed process.

“

The companies winning the race for the most in-demand candidates are those that are moving efficiently and keeping candidates well-engaged during the application process.

Cary Curtis, CEO & Founder

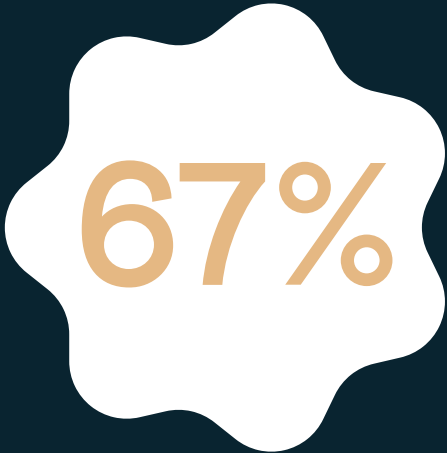
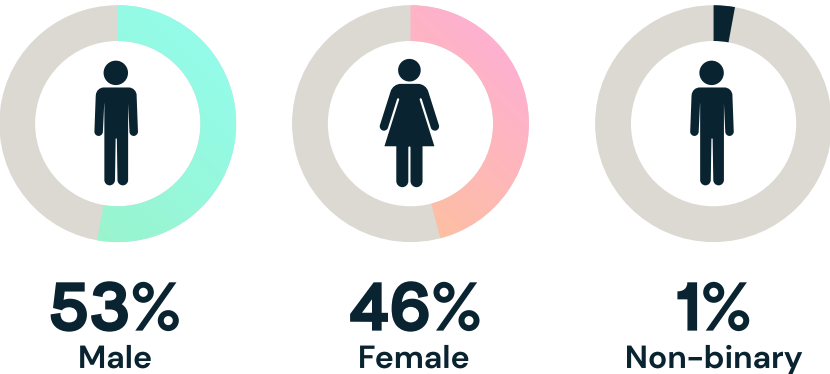
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Average graduate salary



With our database of nearly **600,000** candidates, we run extensive surveys that focus on issues like mental health, social mobility, and sustainability. These insights ensure that we continue to be your eyes and ears for early career talent.

Data from 20,000 graduates across 2023 to 2024



of our candidates identify as being ethnically diverse.

Sector breakdown

Insights across our key job roles.



We currently work across **17+ different sector groups**, providing hiring support for a range of companies across the UK.

Our services help scaleups that are looking to access a broader talent pool, multinationals that are searching for bespoke graduate expertise, and everything in between.

In 2024, we have made further inroads into crypto, blockchain, and cybersecurity. Every year, we look for new avenues to grow our early career expertise.



Average salaries

for our key sectors:



£31,776

Finance, Banking
& FinTech



£28,563

Marketing, PR, Digital
& Creative



£30,339

Software, Tech &
Telecoms

We've placed candidates across the globe:

Australia

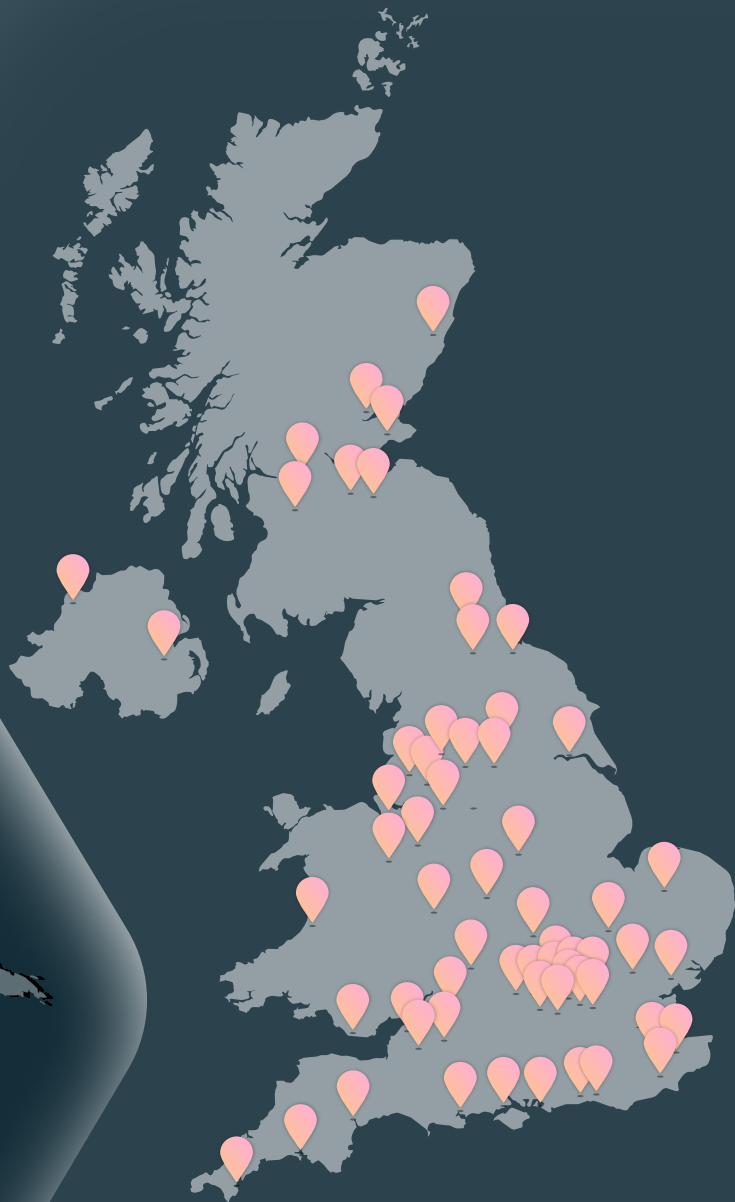
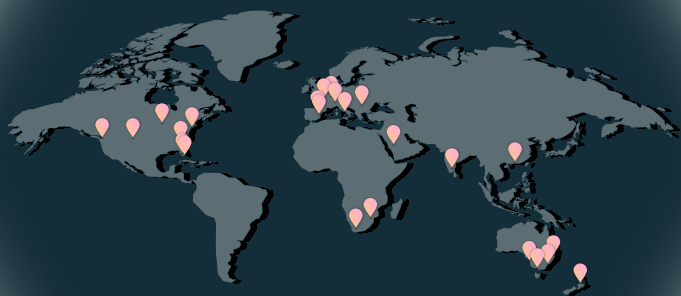
Sydney
Melbourne
Brisbane

Europe

Barcelona
Paris
Luxembourg

USA

Miami
New York
San Francisco
San Diego
Texas



Graduate survey results

Mental health focus

2,500+ graduates agreed to tell us about the challenges they've faced this past year.

58%

agreed that finding or retaining a job was the **biggest challenge** they've faced in 2024.

25%

of employed graduates cited the **cost of living** as their biggest challenge, whereas only 11% of those who've never had a job identified it as their main concern.

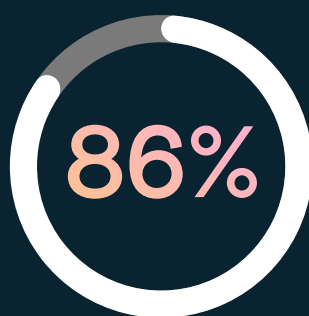
57%

feel mental health support is lacking for graduates.

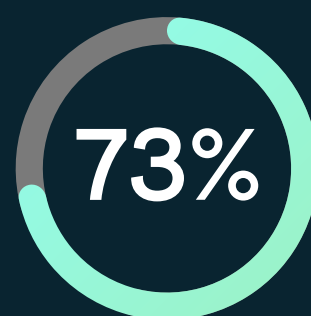
The number is **highest** among those in employment.

93%

of unemployed graduates would prefer to work for a company that offers **mental health support**.



of graduates take time out to focus on their own mental health.



do so weekly or daily, with those who've never had a job doing it more frequently.

Graduates feel **least comfortable** talking about their mental health with internal HR teams and line managers.

43% would be most comfortable confiding in a colleague.

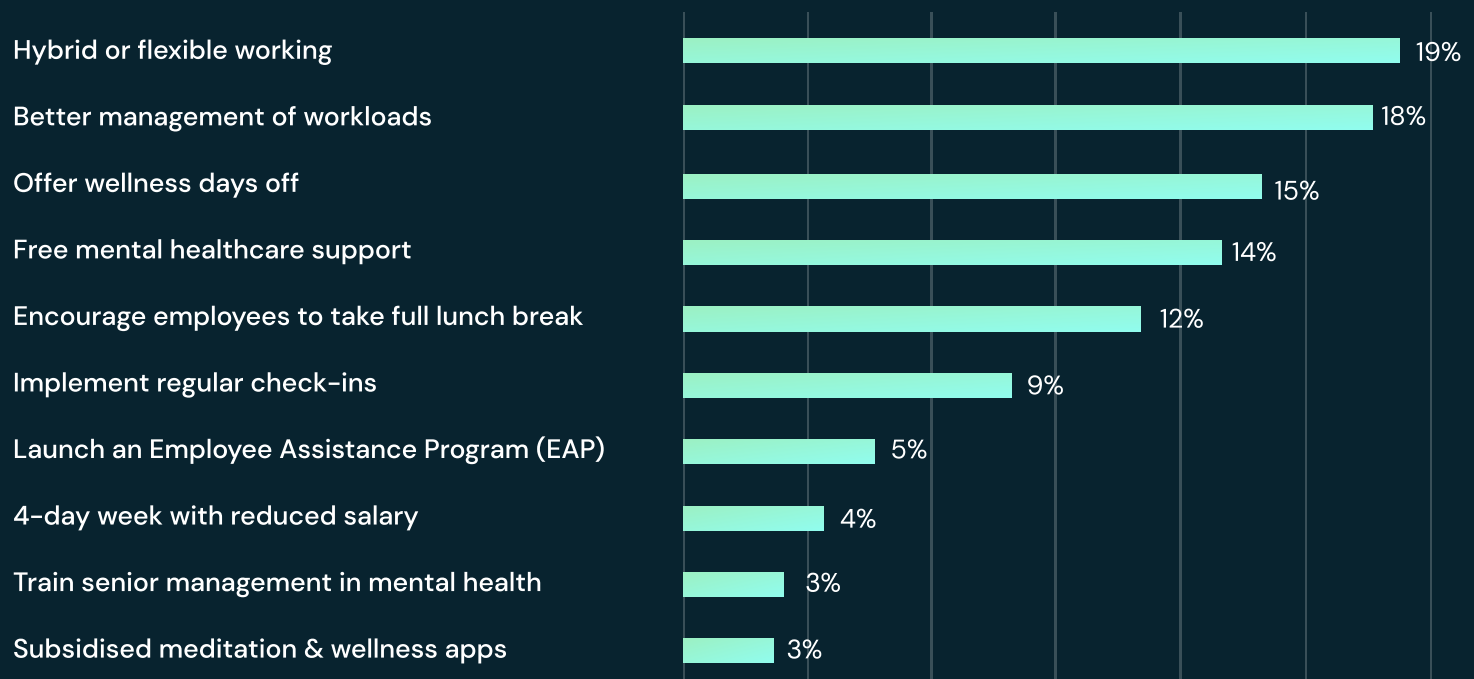
Graduate survey results

Mental health focus

Graduates feel **flexible working** is the biggest thing that would best improve mental health in the workplace

Sometimes, office experience can change your priorities: regular mental health check-ins was an initiative favoured more by those who've already had jobs, for example.

Mental health initiatives employers should implement



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](#)

Looking to hire
graduates?

Head over to our website today.

**Enquire
now**

