



## TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the banking and investment sector over the last six years.

The TARGET *Graduate Trends Survey* is based on the data supplied to the TARGET *by sector* series by graduate recruiting organisations.

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GTI Specialist Publishers, The Barns, Preston Crowmarsh,  
Wallingford, Oxon OX10 6SL, UK  
Tel. +44 (0)1491 828905 Fax. +44 (0)1491 826401  
[www.groupgti.com](http://www.groupgti.com)

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# Introduction

This report into trends in graduate recruitment in the banking and investment sector over the last six years has been compiled from forms completed by graduate recruiters advertising in the last six issues of *TARGET City & Finance*.

GTI is the market leader in terms of the number of employer advertisers in each of our *TARGET by sector* titles so we are confident that the findings are the best representation of the graduate recruitment situation within each of the sectors.

Nine sectors have been analysed in the *TARGET Graduate Trends Survey 2005/2006*. These are: engineering, IT, law (solicitors and barristers), banking and investment, finance, management consulting, the built environment and property.

## The organisations involved

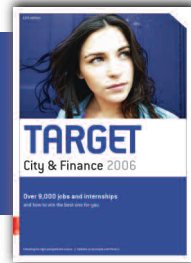
Nearly 40 recruiters in the banking and investment sector completed forms this year to provide us with the data to complete the survey.

We asked them to estimate their current and future vacancies, the number of applications received and the starting salary for graduates.

We also asked them to comment on selection methods, benefits packages, degree disciplines sought, work experience and secondment opportunities.

The *TARGET Graduate Trends Survey* is the largest and most comprehensive graduate survey in the UK.

## Analysis of banking and investment statistics

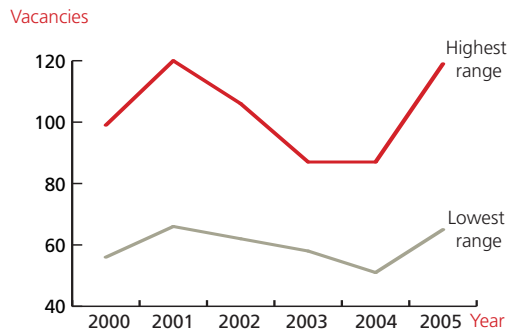


### Headlines for the banking and investment sector

- The number of graduate banking and investment vacancies has risen sharply for the first time in four years, with an average of 92 vacancies per organisation – a steep rise from last year's average of 69
- The sector continues to be optimistic about the future, predicting another large rise in the number of vacancies to 109 in the year to come
- Competition for vacancies is still fierce, with the average of 2,721 applications per organisation down only slightly from last year's highest average ever recorded in this survey
- Average graduate starting salaries have risen substantially to £36,647 – this dramatic increase due in part to the higher number of organisations who have disclosed their salary levels this year, as well as to the sector's confidence
- Benefits offered to graduates have also improved significantly and annual bonuses, life assurance, private healthcare and golden hellos are increasingly on offer
- Only 79 per cent of employers are offering work experience this year, a low figure for the sector and a sharp fall from 91 per cent last year

Please note that average figures were used for this analysis, ie the middle figure between the lowest and the highest range. Some of the data were collected in ranges, eg for vacancies the response options were 0–5, 6–10, 11–20 etc. On the graphs the lowest range uses the smaller figure and the highest range uses the upper figure. Unless otherwise stated, the headline findings use the average figure.

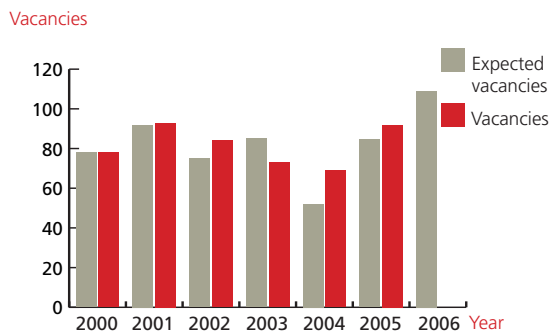
#### Average number of graduate banking and investment vacancies



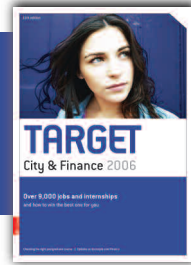
#### Average number of expected graduate vacancies



#### Comparison of average number of vacancies versus expected vacancies

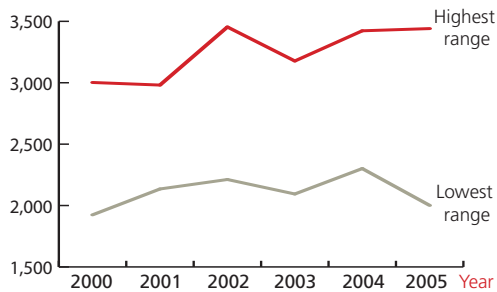


## Analysis of banking and investment statistics



### Average number of applications received

Applications

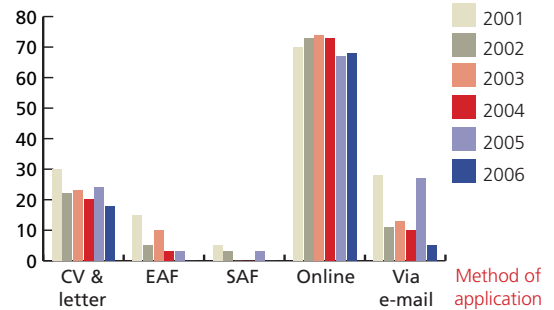


### Average graduate starting salaries

	2001	2002	2003	2004	2005	2006
High	£28,148	£31,111	£30,869	£32,777	£32,857	£41,765
Low	£24,148	£27,111	£26,869	£28,777	£28,857	£31,529

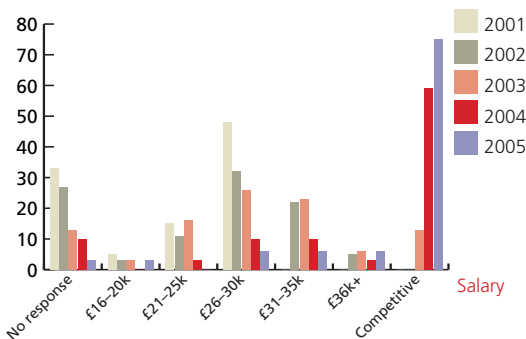
### Percentage of employers using each application method

% Employers

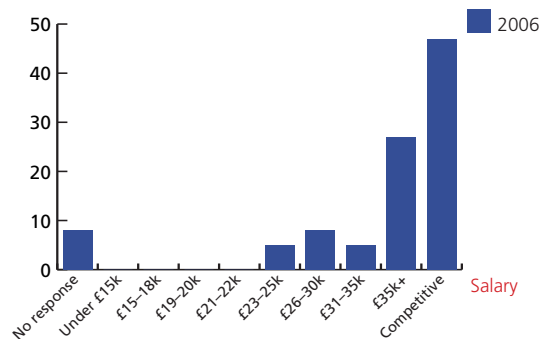


### Salaries offered to graduates pursuing banking and investment careers

% Employers

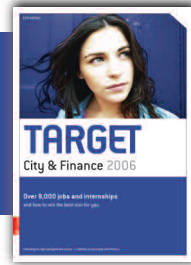


% Employers

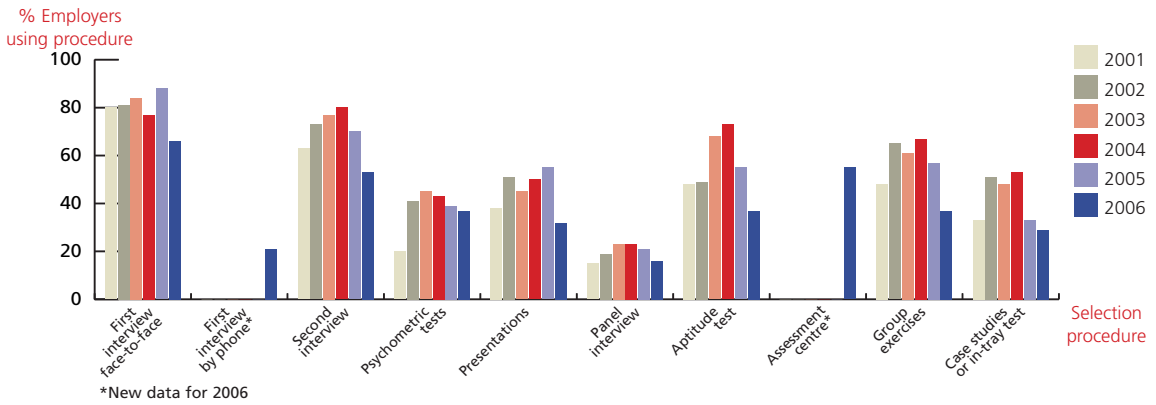


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16-20K salary has now been split into two new bands, £16-18K and £19-20K.

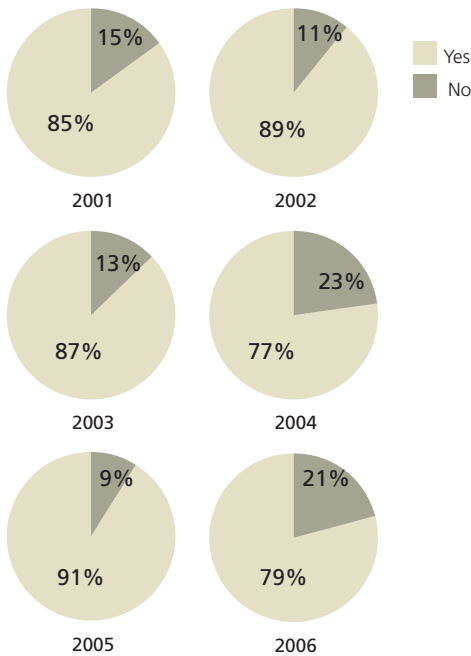
# Analysis of banking and investment statistics



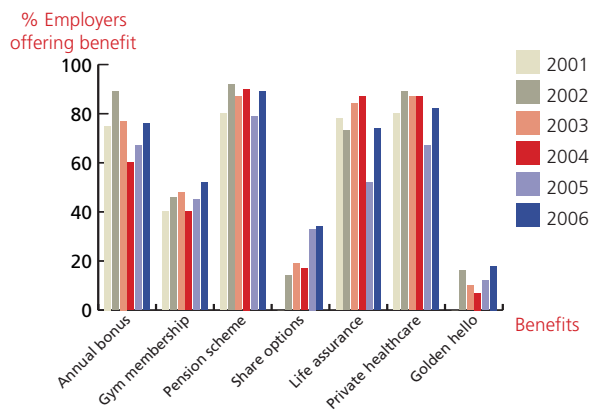
## Selection procedures favoured by banking and investment employers



## Percentage of employers offering work experience



## Benefits offered



## Percentage of employers offering the opportunity to work abroad within the first two years

