



TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the built environment 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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Introduction

This report into trends in graduate recruitment in the built environment sector over the last six years has been compiled from forms completed by graduate recruiters advertising in the last six issues of *TARGET Civil & Structural Engineering*, *TARGET Construction & Building Services* and *TARGET Quantity Surveying & Commercial Management*.

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

Almost 90 built environment recruiters 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.

"Trends are positive, with more applications made to firms in the property and built environment sectors," says Graham Smith of the Royal Institution of Chartered Surveyors (RICS).

Analysis of built environment statistics



Headlines for the built environment sector

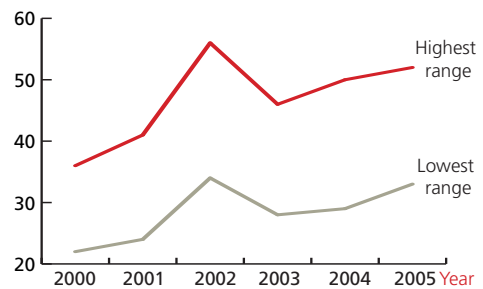
- The average number of graduate vacancies per organisation rose to 43 this year, exactly as predicted in the previous survey
- The built environment sector continues to be cautiously optimistic and anticipates a further modest increase in the coming year, predicting an average of 47 vacancies per organisation
- The sector's popularity is growing – built environment recruiters received an average of 857 applications, up again from 825 last year
- Starting salaries remain unchanged after last year's rise
- Worryingly for students, the number of organisations offering work experience has decreased from 92 per cent to 83 per cent – the first significant drop in the last five years

The data used in this section comes from organisations advertising in TARGET *Civil & Structural Engineering*, TARGET *Construction & Building Services* and TARGET *Quantity Surveying & Commercial Management*.

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.

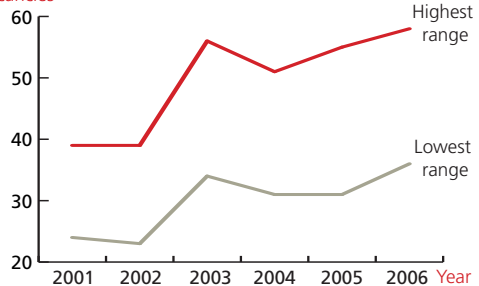
Average number of graduate vacancies

Vacancies



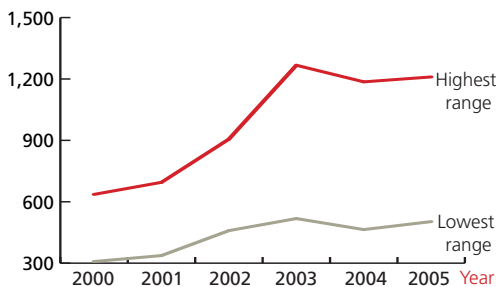
Average number of expected graduate vacancies

Expected vacancies



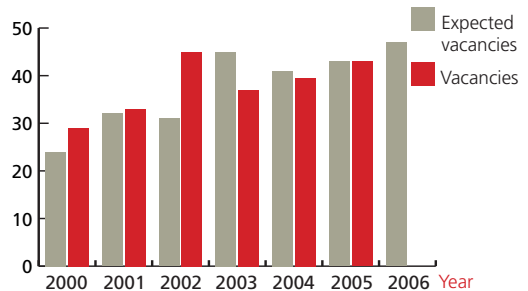
Average number of applications received by built environment employers

Applications



Comparison of the average number of expected vacancies versus actual vacancies

Vacancies



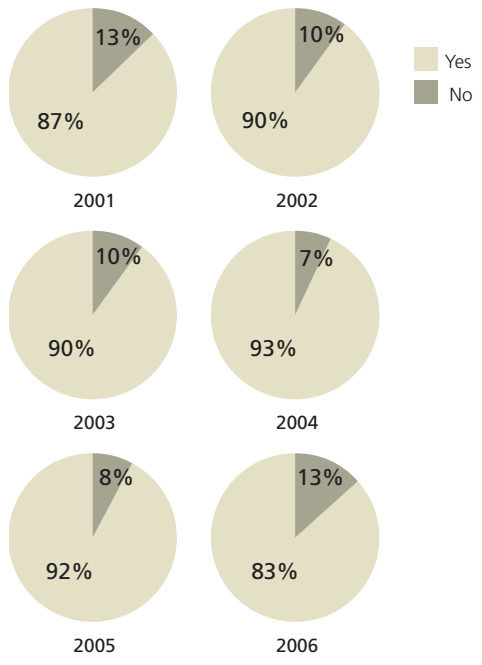
Analysis of built environment statistics



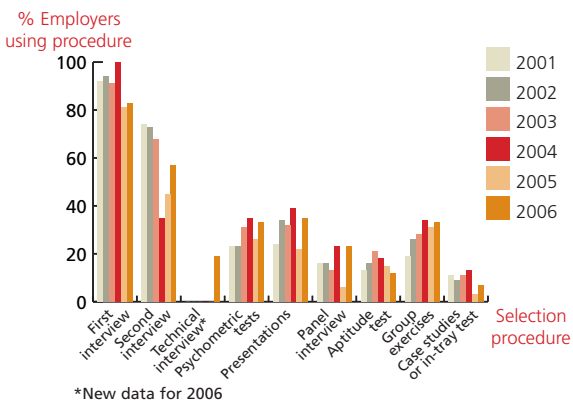
Average graduate starting salaries

	2001	2002	2003	2004	2005	2006
High	£19,117	£20,126	£20,952	£20,903	£23,472	£21,853
Low	£15,117	£16,126	£16,952	£16,903	£19,472	£20,600

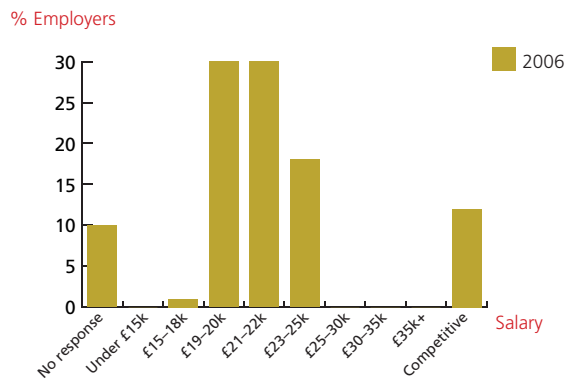
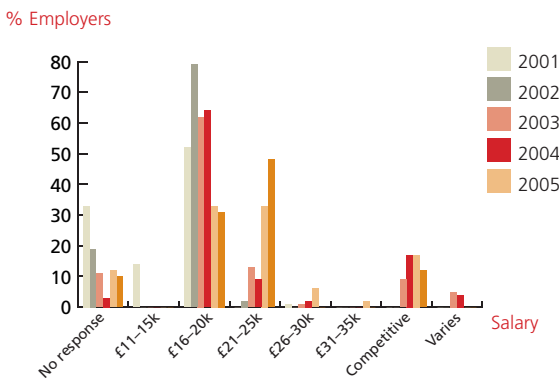
Percentage of employers offering work experience



Selection procedures favoured by employers in the built environment



Salaries offered



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.