



TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the engineering 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.

February 2006

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Introduction

This report into trends in graduate recruitment in the engineering sector over the last six years has been compiled from forms completed by graduate recruiters advertising in the last six issues of *TARGET Engineering*.

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

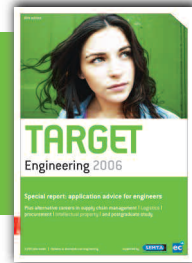
Over 50 recruiters in the engineering sector completed forms this year to provide us with the data to complete the survey.

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 engineering statistics

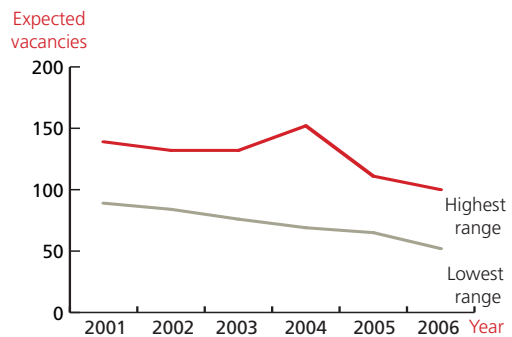


Headlines for the engineering sector

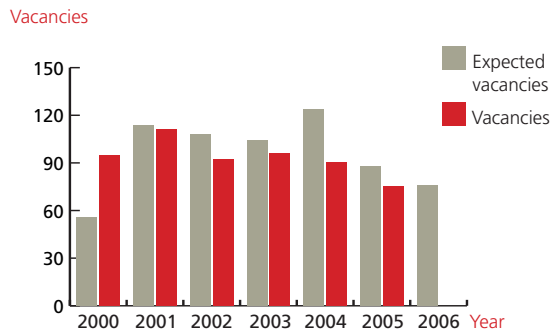
- The average number of engineering vacancies per organisation has continued to decline, with a significant decrease to 76 this year from 90 vacancies last year
- The industry is increasingly cautious about recruitment – the number of expected vacancies has dropped from 88 to 76, bringing next year's expected vacancy figures in line with this year's actual vacancies
- Despite falling numbers of vacancies, recruitment remains competitive with the average number of applications received up again from 1,949 to 2,226
- Salaries have continued to rise for the third consecutive year, with the average reported salary now just over £23,000
- This year sees a further fall in the value of benefits packages, with decreases across the board except in gym membership, up from 9 per cent to 27 per cent
- After a slight rise last year, the number of organisations offering work experience has increased from 72 per cent last year to 80 per cent this year as the industry seeks to match work experience offered by competing sectors

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.

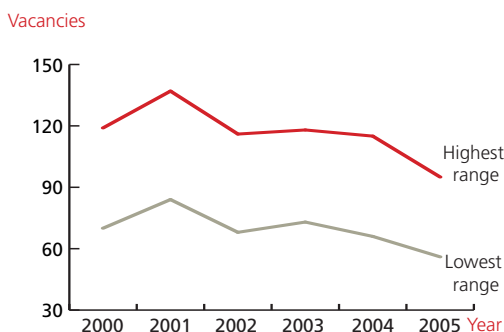
Average number of expected graduate vacancies



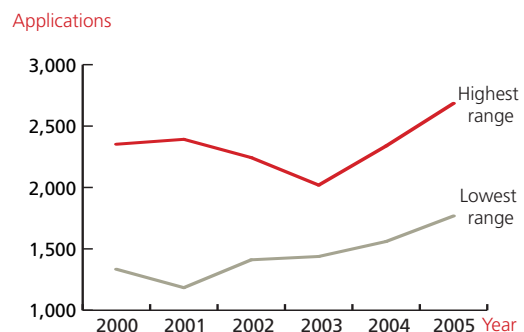
Comparison of average number of vacancies versus expected vacancies



Average number of graduate vacancies



Average number of applications received by engineering employers

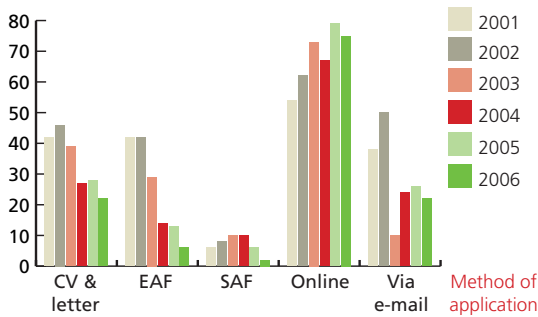




Analysis of engineering statistics

Percentage of engineering employers using each application method

% Employers



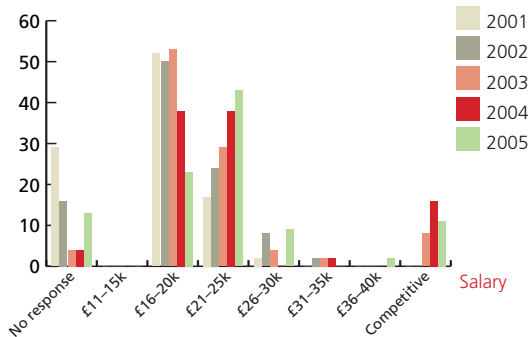
Average graduate starting salaries

| | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|------|---------|---------|---------|---------|---------|---------|
| High | £21,470 | £22,738 | £22,444 | £22,857 | £24,444 | £23,955 |
| Low | £17,470 | £18,738 | £18,444 | £18,857 | £20,444 | £22,114 |

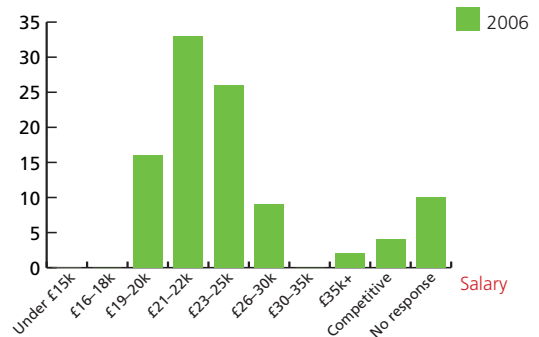
Due to the inflation of average salaries over the years, this year's survey sees new salary bands in the graph below, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16-20K salary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

Salaries offered to graduates pursuing engineering careers

% Employers

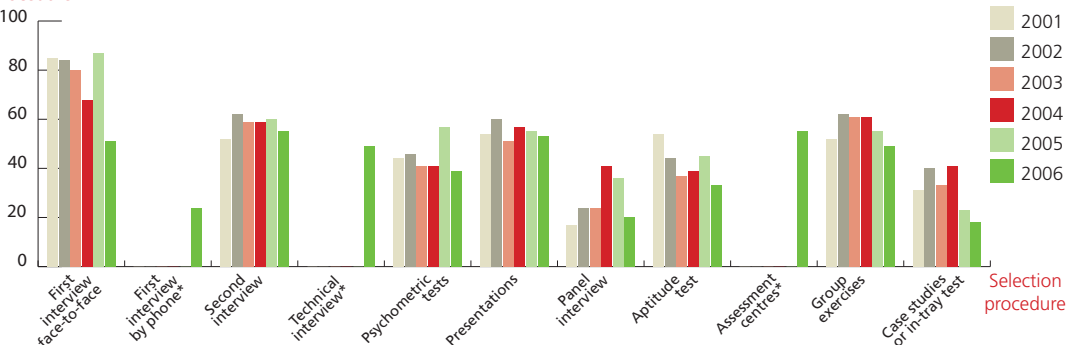


% Employers

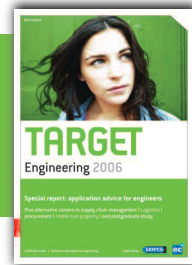


Selection procedures favoured by engineering employers

% Employers using procedure

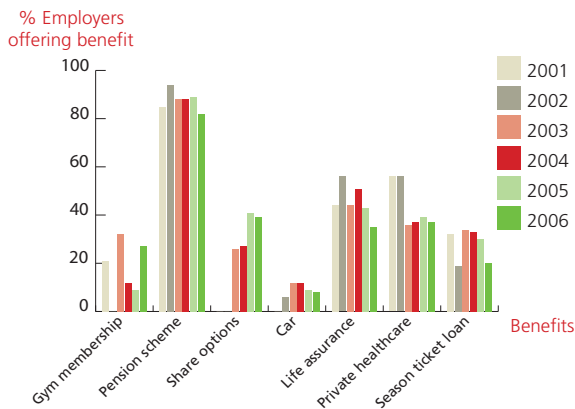


*New data for 2006

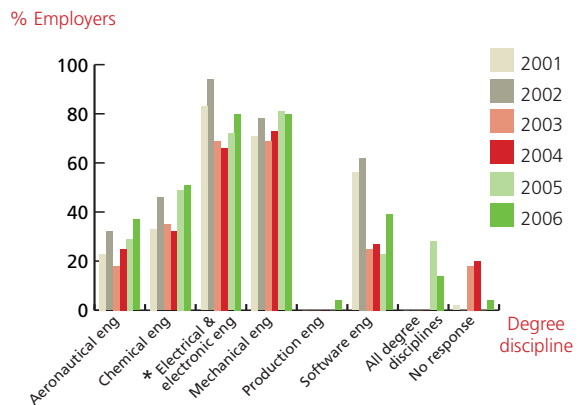


Analysis of engineering statistics

Benefits offered to graduates

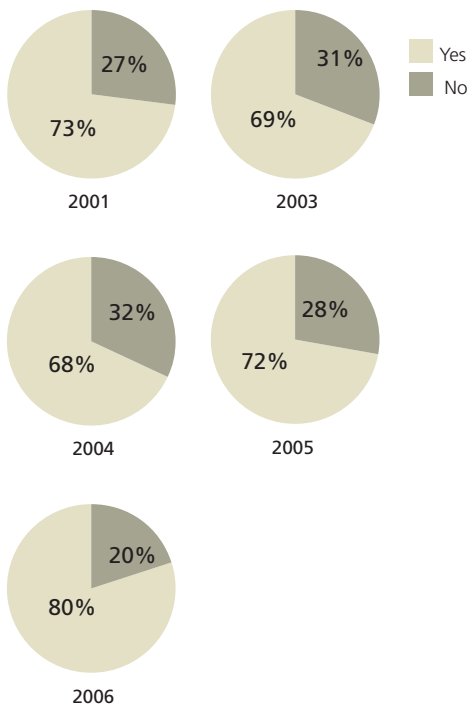


Degree disciplines sought for engineering careers



*Electrical engineering only for 2001–2004 data

Percentage of employers offering work experience



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

