



TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the finance 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 finance 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.

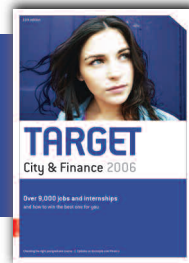
The organisations involved

Over 45 recruiters in the finance 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.

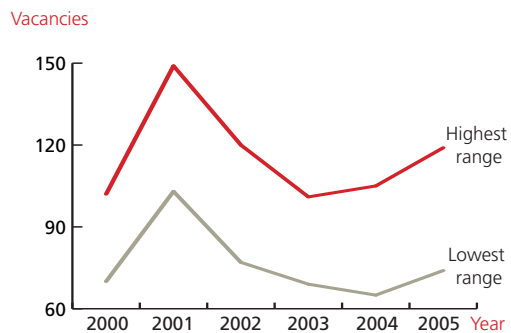


Analysis of finance statistics

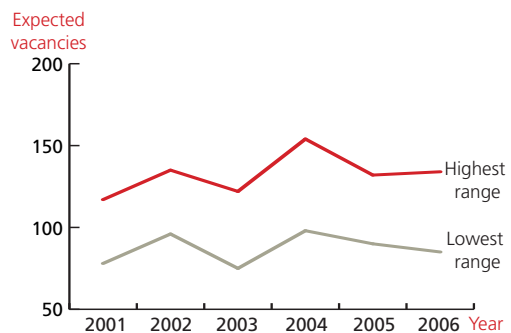
- The average number of vacancies per employer is 97, a healthy rise from a static average of 85 over the past two years
- Predictions for the coming year are upbeat but realistic – 110 vacancies are anticipated, after last year’s actual figure fell short of the 126 vacancies predicted
- The average number of applications to organisations in the finance sector has remained stable at 2,295
- After last year’s modest increase in graduate starting salaries, this year the average figure has increased to over £24,258 – a ten per cent rise
- Over half of salaries offered to graduates pursuing careers in finance are currently between £21,000 and £30,000, with a further 20 per cent preferring to describe their salary levels as ‘competitive’
- Benefit packages have become less generous, as in other sectors – reflecting the competitive job market as graduate applications increase
- Encouragingly for students, the percentage of employers offering work experience has risen from 57 per cent to 61 per cent – inching up again towards the higher levels of previous years

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.

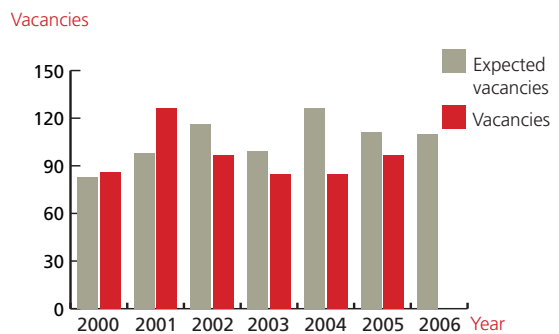
Average number of graduate finance vacancies

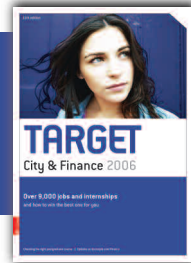


Average number of expected vacancies in the area of finance



Comparison of average number of vacancies versus expected vacancies

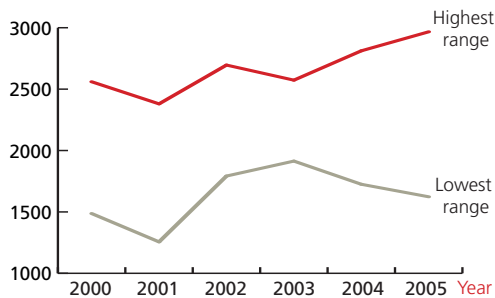




Analysis of finance statistics

Average number of applications received by finance employers

Applications

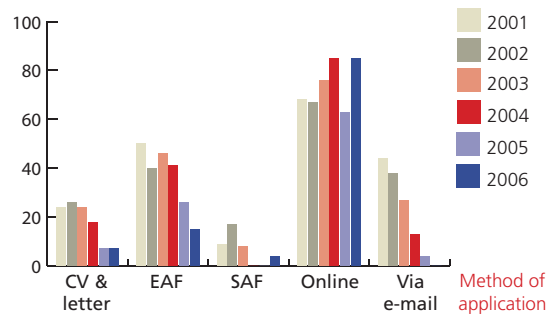


Average graduate starting salaries

	2001	2002	2003	2004	2005
High	£23,225	£23,783	£24,833	£23,704	£25,303
Low	£19,225	£19,783	£20,833	£19,704	£23,212

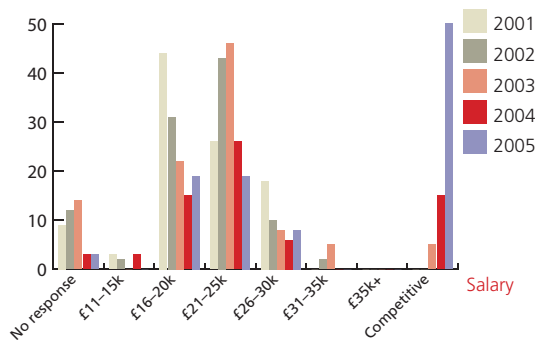
Percentage of finance employers using each application method

% Employers

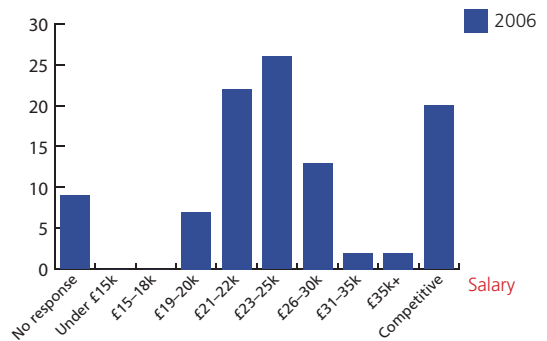


Salaries offered to graduates pursuing careers in finance

% Employers

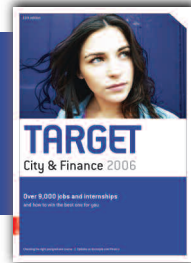


% Employers

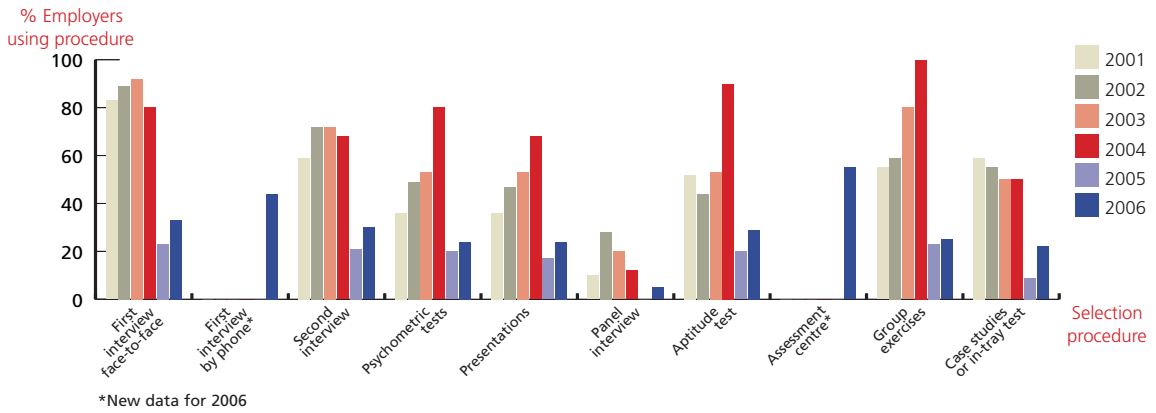


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16-20K salary has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

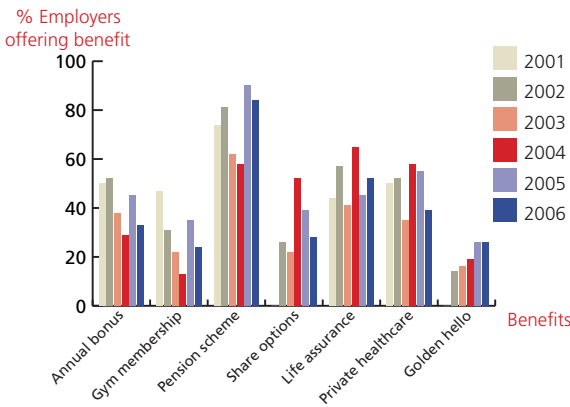
Analysis of finance statistics



Selection procedures favoured by finance employers



Benefits offered



Percentage of employers offering work experience

