



## TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the IT 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 IT sector over the last six years has been compiled from forms completed by graduate recruiters advertising in the last six issues of *TARGET IT*.

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 40 recruiters in the IT 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 IT statistics

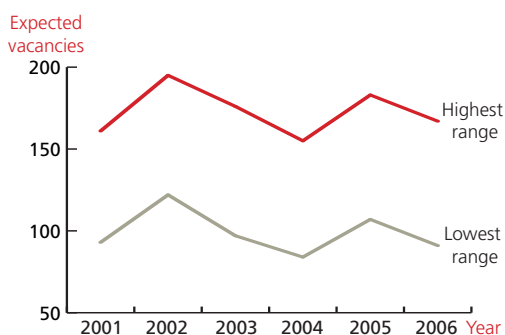


## Headlines for the IT sector

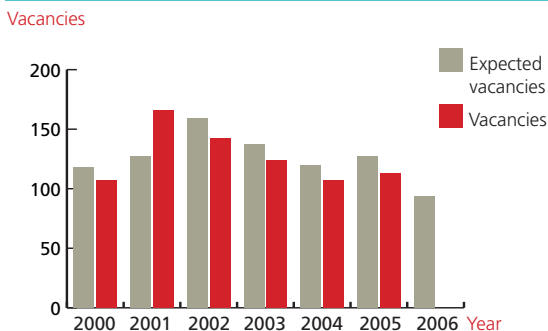
- The average number of graduate vacancies per organisation has risen from 124 to 136
- IT employers predict a drop in the number of vacancies for next year, anticipating an average of 129 graduate vacancies per employer – somewhat less than the 145 vacancies over-optimistically predicted for this year
- The average number of applications received by IT recruiters rose to 3,524 from last year's low of 2,373, meaning that more graduates are chasing jobs in IT
- Average starting salaries remain just over £26,000 despite the fall in anticipated vacancies and the large rise in applications – this may make IT recruitment increasingly competitive
- Benefits offered to graduates have risen sharply after a decline over the past three years and life assurance and private healthcare are new favourites
- 86 per cent of IT employers are now offering work experience – this year's rise follows the upward trend of the past three 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.

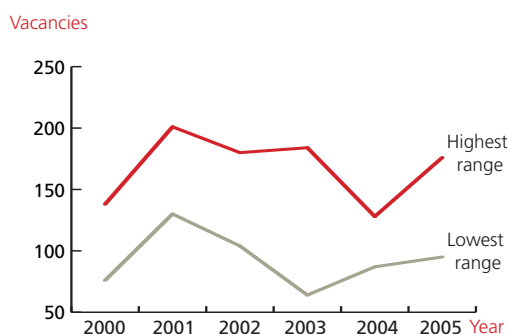
## Average number of expected graduate vacancies



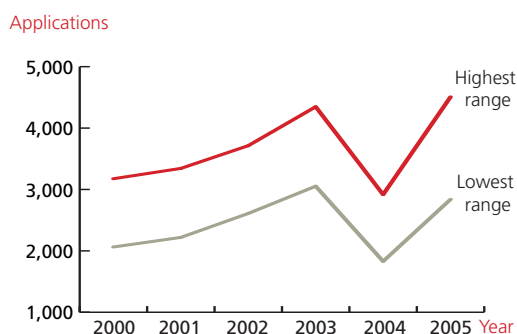
## Comparison of average number of vacancies versus expected vacancies



## Average number of graduate vacancies



## Average number of applications received by IT employers

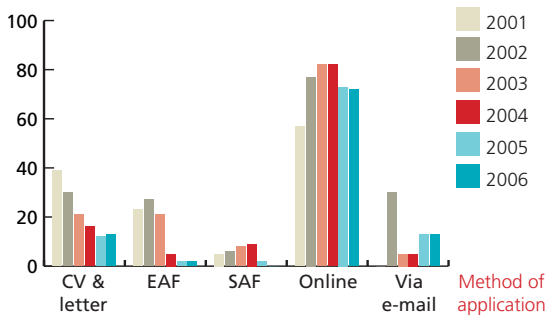




# Analysis of IT statistics

## Percentage of employers using each application method

% Employers



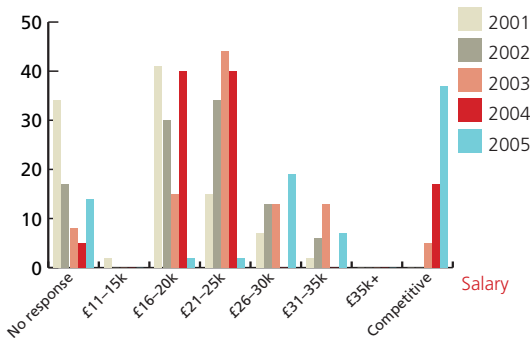
## Average graduate starting salaries

	2001	2002	2003	2004	2005	2006
High	£22,375	£24,716	£26,764	£26,000	£28,095	£27,774
Low	£18,375	£20,716	£22,764	£22,000	£24,095	£24,613

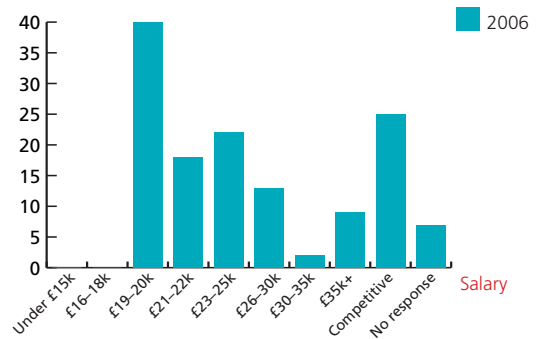
Due to the inflation of average salaries over the years, this year's survey sees new salary bands in the graph below, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16–20K salary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

## Salaries offered

% Employers

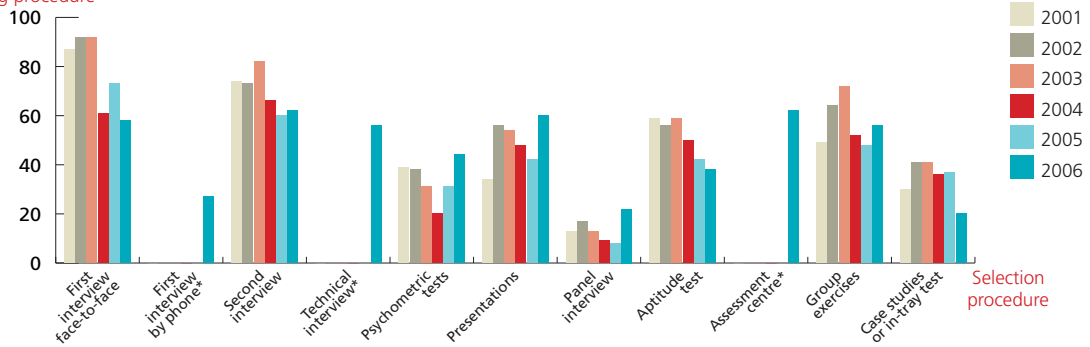


% Employers



## Selection procedures favoured by IT employers

% Employers using procedure

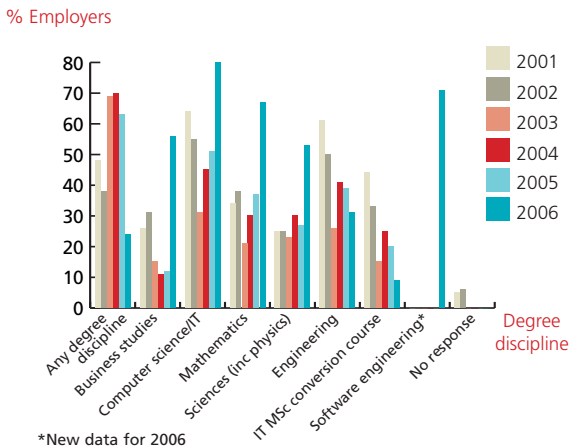


\*New data for 2006

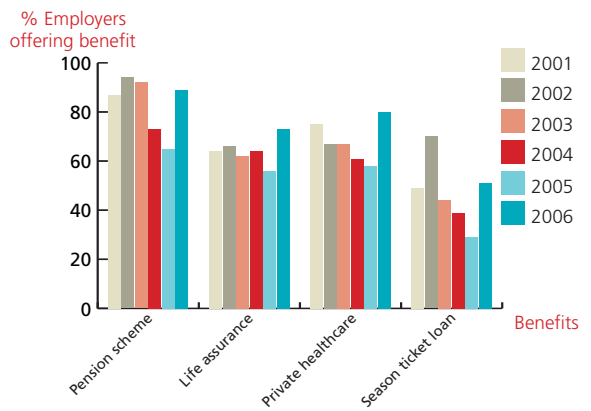


# Analysis of IT statistics

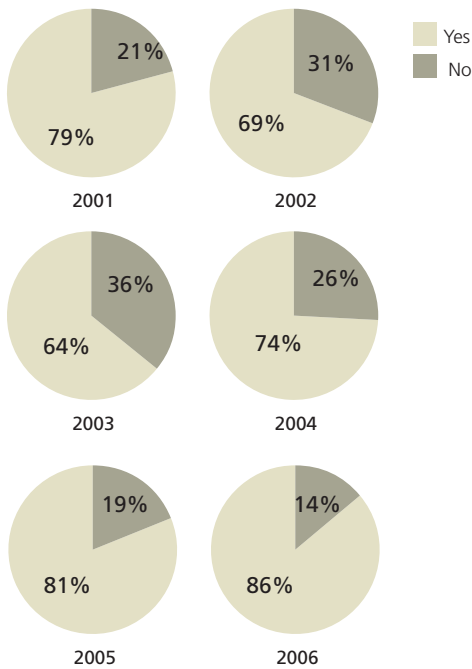
## Degree disciplines sought for IT careers



## Benefits offered to graduates



## Percentage of employers offering work experience



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

