



TARGET GRADUATE TRENDS SURVEY 2005/2006

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

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

30 recruiters in the management consulting 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 management consulting statistics

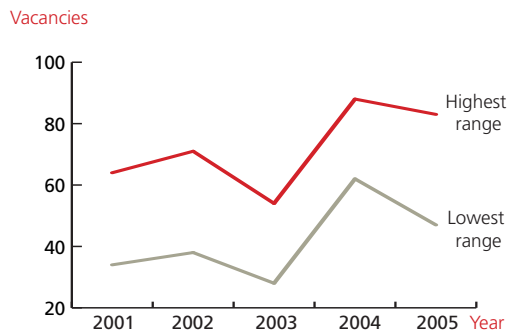


Headlines for the management consulting sector

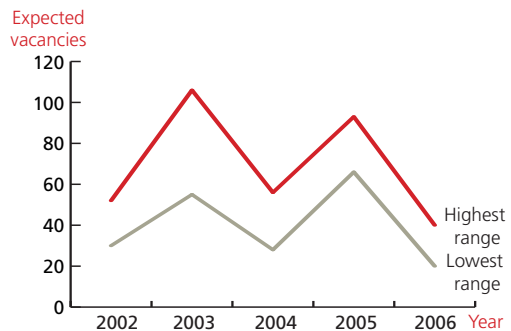
- The average number of vacancies per firm has fallen to 65 from last year's high of 75 vacancies
- Next year's anticipated average of only 30 vacancies per firm appears low but may not be representative as over half of all consultancy firms surveyed did not want to speculate
- The average number of applications received by management consulting recruiters has fallen slightly for the third year in a row
- Starting salaries have risen again: although nearly half of organisations surveyed prefer to state that they are 'competitive', nearly all respondents who gave specific figures offer between £26,000 and £35,000
- Benefits are less generous than last year in almost all areas
- Work experience placements are up slightly at 59 per cent but this figure is still well below pre-2003 levels

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.

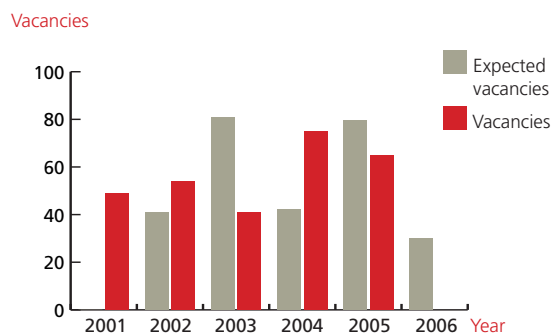
Average number of graduate vacancies



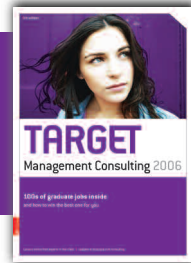
Average number of expected graduate vacancies



Comparison of the average number of expected vacancies versus actual vacancies

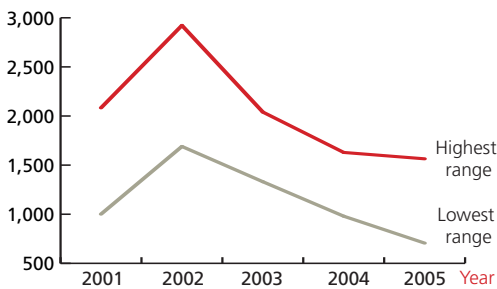


Analysis of management consulting statistics



Average number of applications received by management consulting employers

Applications

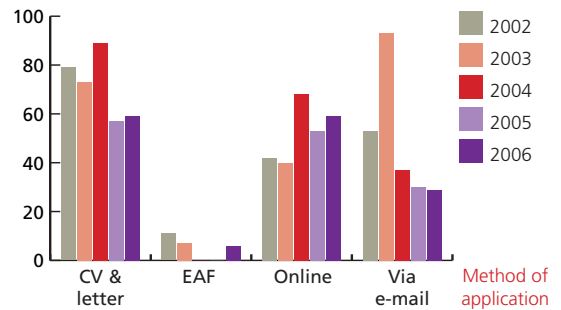


Average graduate starting salaries

	2002	2003	2004	2005	2006
High	£31,250	£31,250	£30,000	£31,429	£33,000
Low	£27,250	£27,250	£26,000	£27,429	£28,867

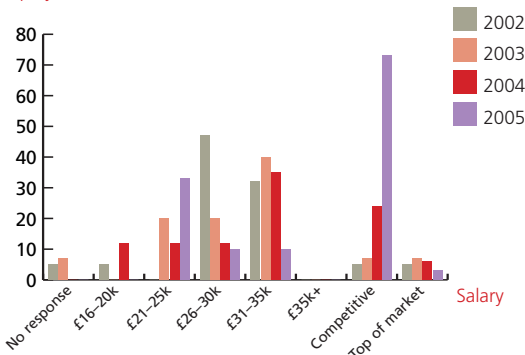
Percentage of finance employers using each application method

% Employers

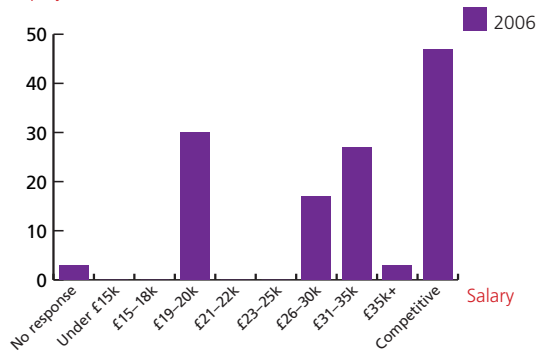


Salaries offered

% Employers



% Employers

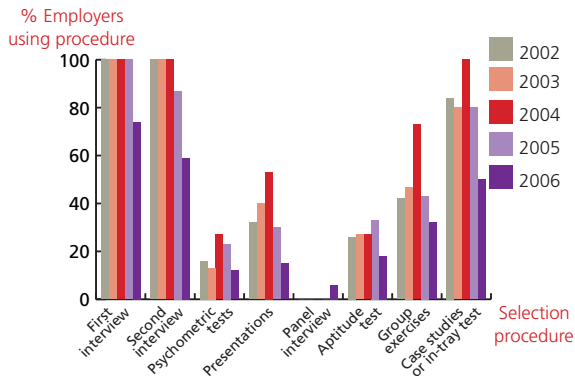


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16-20K salary has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

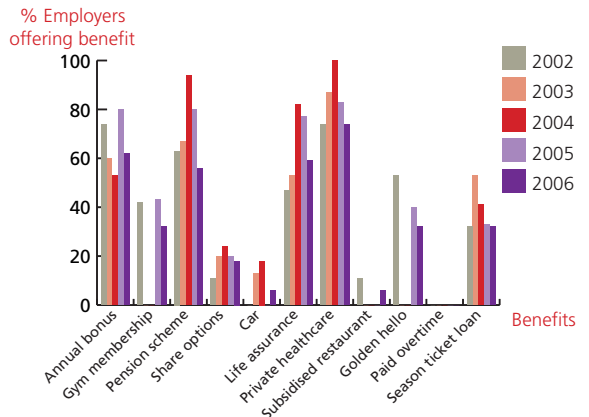


Analysis of management consulting statistics

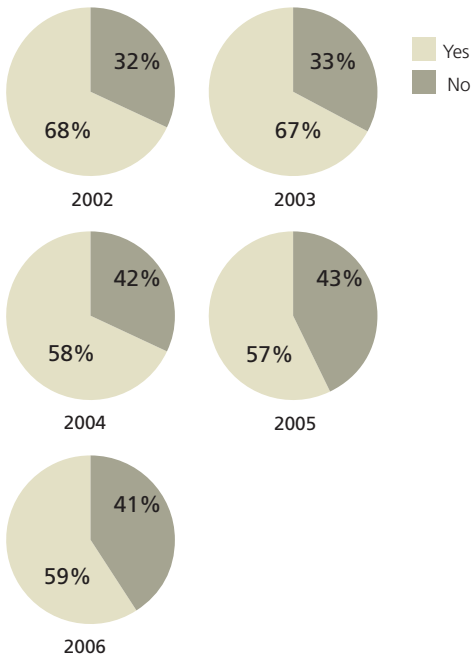
Selection procedures favoured by management consultancies



Benefits offered



Percentage of employers offering work experience



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

