



TARGET GRADUATE TRENDS SURVEY 2005/2006

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

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 20 recruiters in the property 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.

"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 property statistics

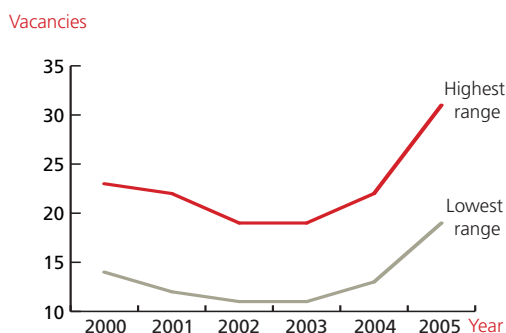


Headlines for the property sector

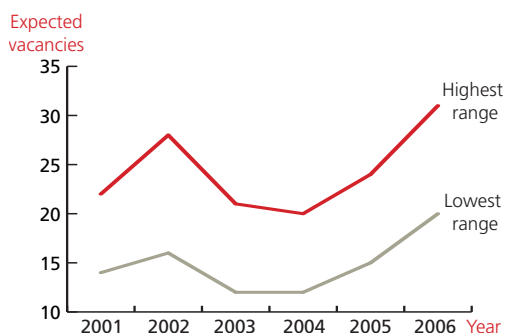
- The industry continues to grow stronger as the number of vacancies surges by 40 percent to an average of 25 per organisation, beating last year's optimistic predictions
- Organisations anticipate a more modest increase in recruitment over the coming year and predict an average of 26 vacancies per employer
- The average number of applications received has risen for the third year running and now stands at 642
- Benefits offered to graduates have fallen slightly but remain generous in comparison to those offered in other sectors
- Starting salaries have decreased slightly to an average of £22,200 but remain relatively high after last year's significant rise
- The percentage of employers offering work experience has decreased six per cent from last year but, at 86 per cent, is still higher than in 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.

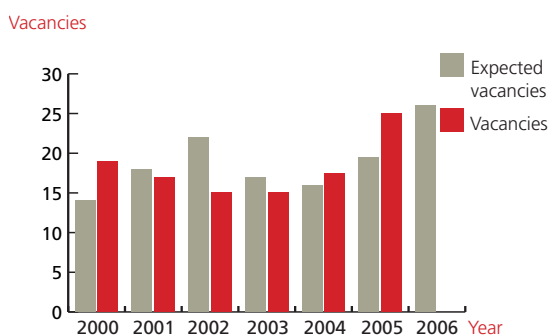
Average number of graduate property vacancies



Average number of expected vacancies



Comparison of the average number of vacancies versus expected vacancies

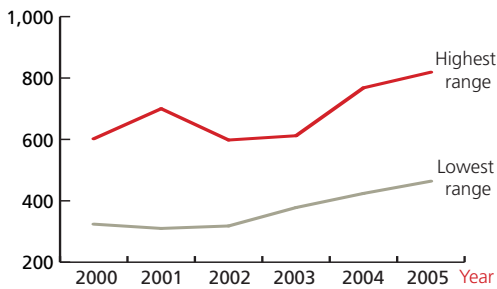


Analysis of property statistics



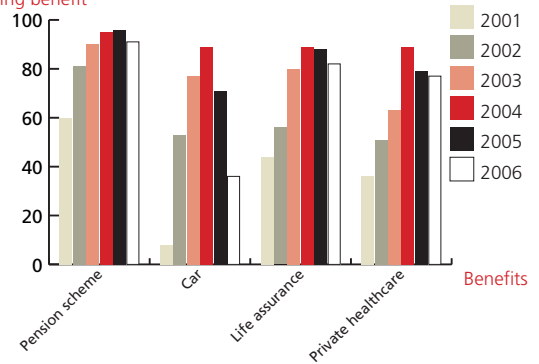
Average number of applications received by property employers

Applications



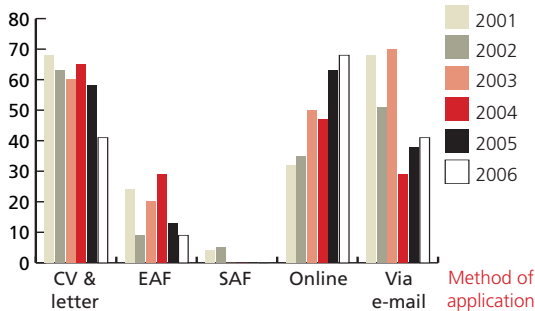
Benefits offered to graduates

% Employers offering benefit

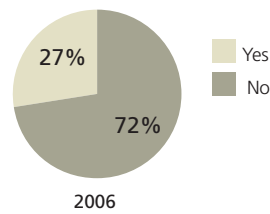


Percentage of property employers using each application method

% Employers



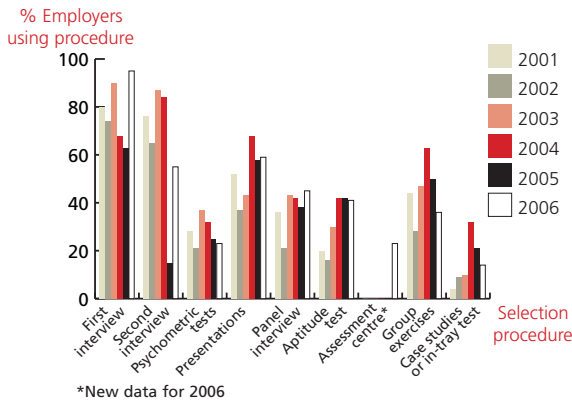
Percentage of employers offering the opportunity to work abroad within the first two years



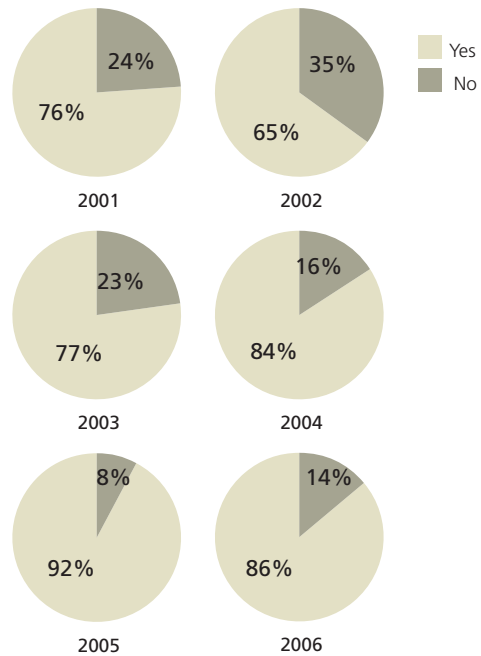


Analysis of property statistics

Selection procedures favoured by property employers



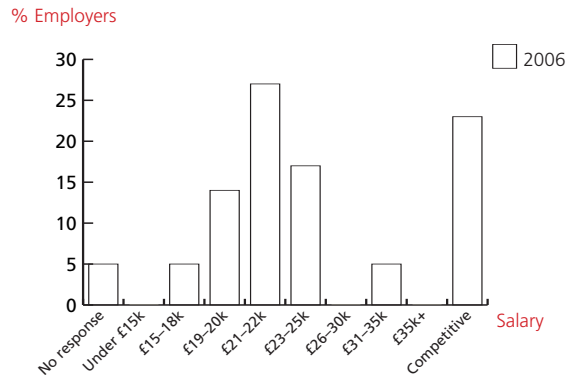
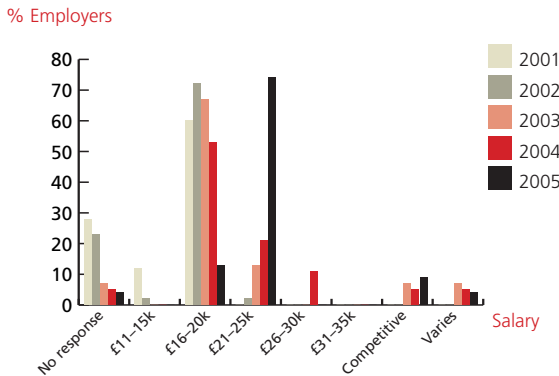
Percentage of employers offering work experience



Average graduate starting salaries

	2001	2002	2003	2004	2005	2006
High	£19,166	£20,625	£20,833	£22,500	£24,773	£23,000
Low	£15,166	£16,500	£16,833	£18,500	£20,773	£21,400

Salaries offered to graduates pursuing property careers



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.