



TARGET GRADUATE TRENDS SURVEY 2005/2006

Analysis of the law sector (solicitors) 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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GTI Specialist Publishers, The Barns, Preston Crowmarsh,
Wallingford, Oxon OX10 6SL, UK
Tel. +44 (0)1491 828905 Fax. +44 (0)1491 826401
www.groupgti.com

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Introduction

This report into trends in graduate recruitment in the law sector (solicitors) over the last six years has been compiled from forms completed by graduate recruiters advertising in the last six issues of *TARGET Law*.

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

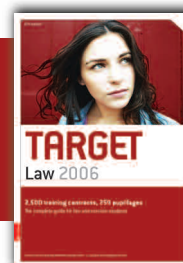
Over 75 firms completed forms this year to provide us with the data to complete the survey.

We asked them to estimate their current vacancies and the starting salary for graduates.

We also asked them to comment on selection methods, benefits packages, work experience and secondment opportunities and whether they offer finance for the CPE and LPC.

The *TARGET Graduate Trends Survey* is the largest and most comprehensive graduate survey in the UK.

Analysis of law statistics – solicitors



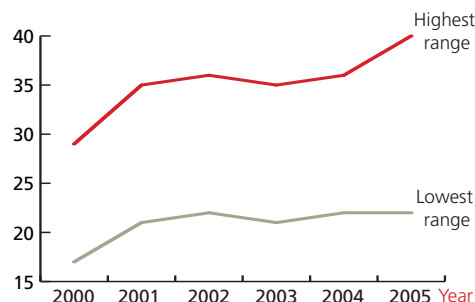
Headlines for the law sector – solicitors

- For the fifth year in a row, the average number of trainee vacancies per firm remains almost exactly the same at 31, a slight rise from last year's 29, confirming the legal profession's consistent recruitment
- The average starting salary has risen for the sixth consecutive year and now stands at £26,070
- The average salary at London firms remains significantly higher than the average salary outside of London, although this year's figures now have a separate category for firms who offer a UK-wide salary regardless of where the vacancy is based
- The average number of work experience placements on offer has increased to 46, and these placements are now offered by 93 per cent of firms – a sharp rise from previous years
- Encouragingly for students, many more employers in the legal profession are now offering to finance the CPE and LPC – the percentage offering finance for the CPE has risen from 76 per cent to 91 per cent, while funding for the LPC has risen from 87 per cent to 97 per cent
- The percentage of firms offering secondment opportunities stands at 77 per cent, while 59 per cent of firms offer the opportunity to work abroad within the first two years of joining as a trainee
- The average benefits package on offer is slightly more impressive than those of the previous two years, with private healthcare becoming a newly popular benefit

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

Vacancies



Average graduate starting salaries

	2001	2002	2003	2004	2005
High	£24,483	£26,053	£26,388	£26,600	£27,769
Low	£20,483	£22,053	£22,388	£22,760	£24,372

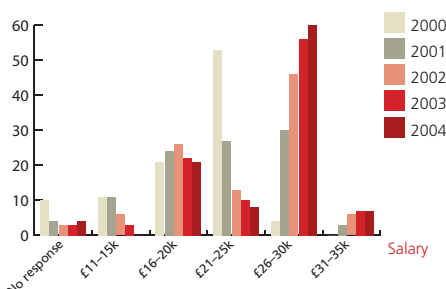
Average starting salaries between firms in and outside London

	2001	2002	2003	2004	2005
Out of London	£15,571	£18,000	£18,100	£19,786	£19,306
London	£25,228	£27,020	£27,439	£27,298	£29,216
UK-wide	–	–	–	–	£25,032

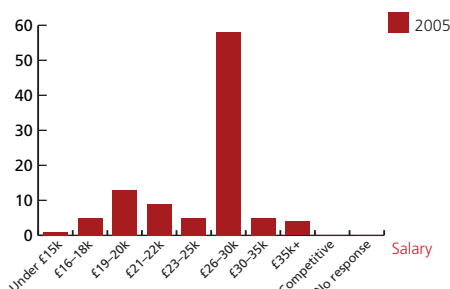
This year's survey includes three categories: salaries offered by firms in London; salaries offered outside London (either by firms based solely outside London, or by firms who offer a different salary at their non-London branches); and a new third category which covers UK-wide firms who offer a single salary regardless of where the employee is based.

Average graduate starting salaries

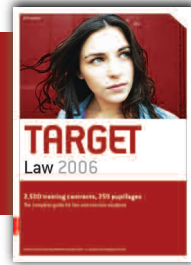
% Firms



% Firms

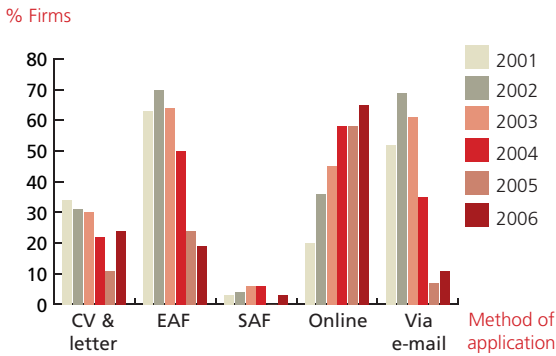


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16–20K salary has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

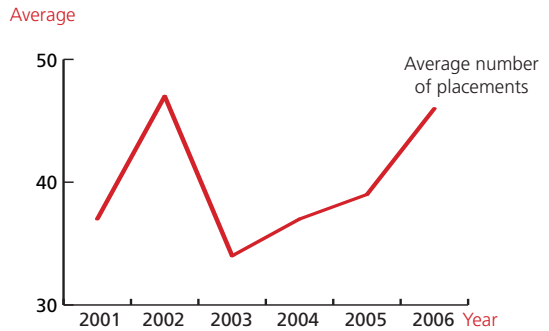


Analysis of law statistics – solicitors

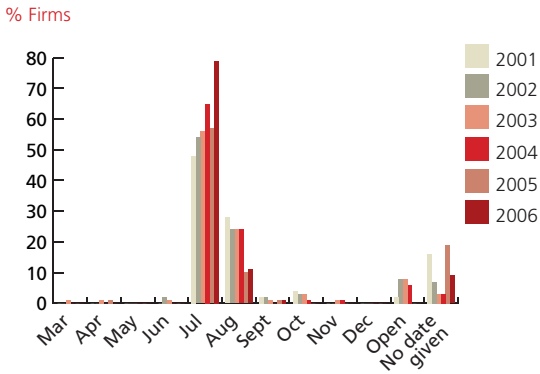
Percentage of firms using each application method



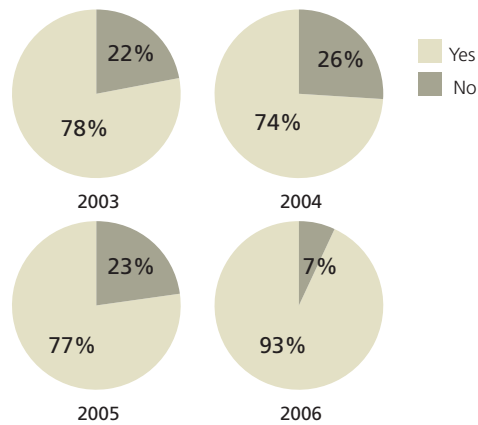
Average number of work experience placements



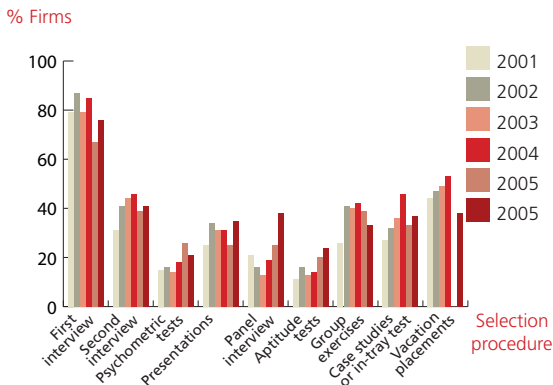
Closing dates for graduate applications



Percentage of firms offering work experience placements

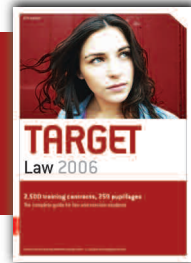


Selection procedures favoured by law firms



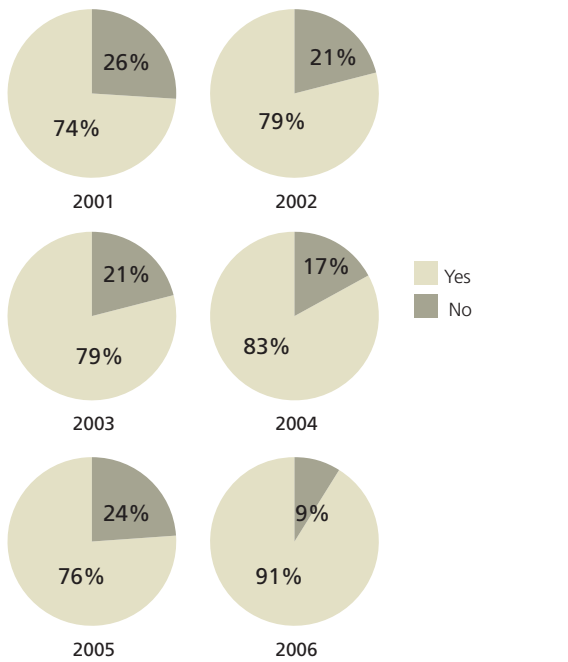
Percentage of firms offering secondment opportunities to their trainee solicitors

	2002	2003	2004	2005	2006
Offer secondments	74%	68%	84%	76%	77%
Do not/no response	26%	32%	16%	24%	23%

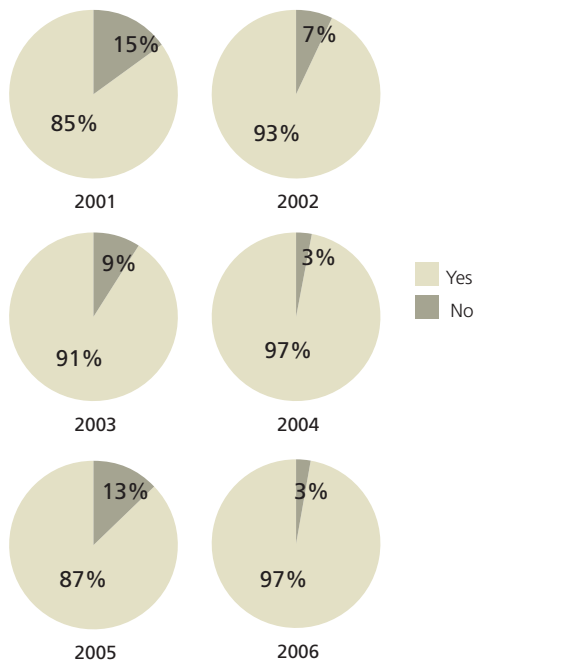


Analysis of law statistics – solicitors

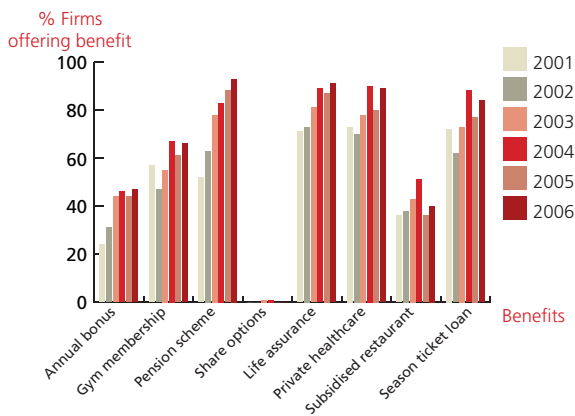
Percentage of firms offering finance for the CPE



Percentage of firms offering finance for the LPC



Benefits offered to trainee solicitors



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

