



TARGET GRADUATE TRENDS SURVEY 2006/2007

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

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 2006/2007*. These are: engineering, IT, law (solicitors and barristers), banking and investment, finance, management consulting, the built environment and property.

The organisations involved

Over 50 recruiters in the engineering 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 and work experience.

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

Analysis of engineering statistics

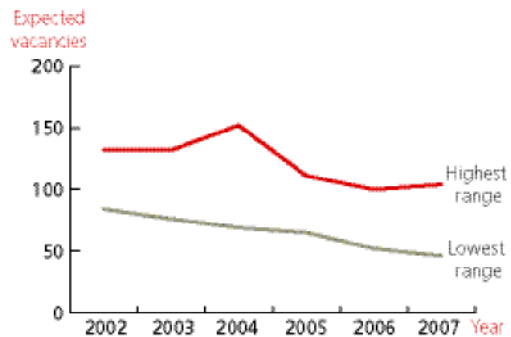


Headlines for the engineering sector

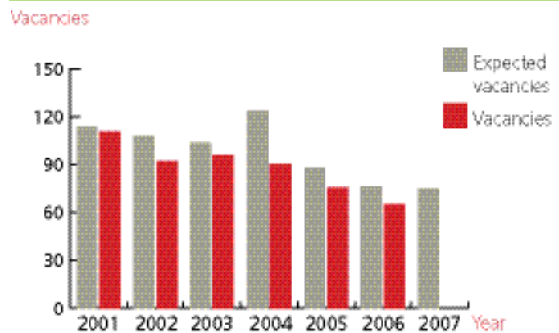
- The average number of engineering vacancies per organisation has continued to decline, dropping from 76 last year to 65 this year.
- The industry is less cautious about future recruitment than it has been, however – the number of expected vacancies, at 75, is higher than this year's actual vacancies.
- Fewer graduates are pursuing careers in engineering – the average number of applications received has dropped considerably, from 2,226 to 1,641.
- Salaries have continued to rise for the fourth consecutive year, with the average reported starting salary now over £23,500.
- This year sees two significant increases in benefits, with gym membership up from 27 per cent last year to 45 per cent this year, and private healthcare up to 51 per cent from 35 per cent.
- Despite a slight rise last year, this year sees a significant decrease in employers offering work experience – down from 80 per cent to 65 per cent.

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 was 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.

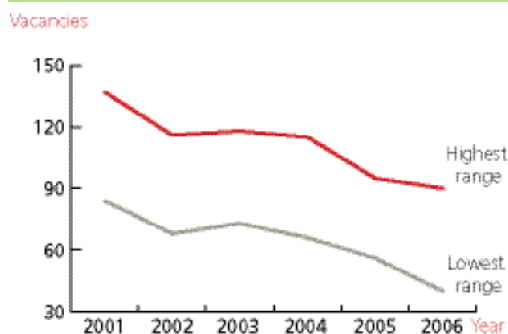
Average number of expected graduate vacancies



Comparison of average number of vacancies versus expected vacancies



Average number of graduate vacancies



Average number of applications received by engineering employers

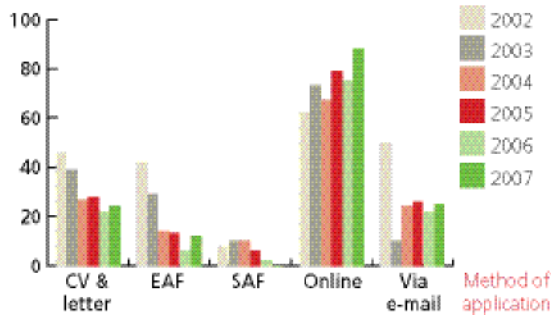




Analysis of engineering statistics

Percentage of engineering employers using each application method

% Employers



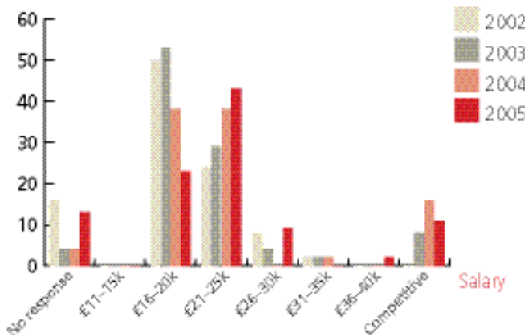
Average graduate starting salaries

	2002	2003	2004	2005	2006	2007
High	£22,738	£22,444	£22,857	£24,444	£23,955	£24,794
Low	£18,738	£18,444	£18,857	£20,444	£22,114	£22,765

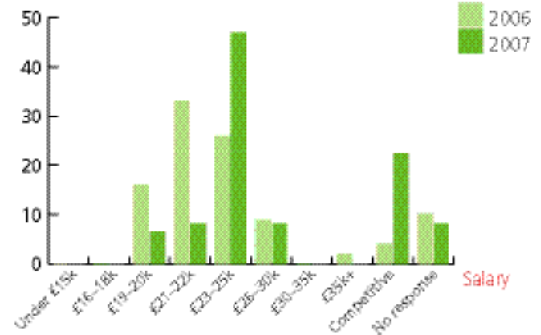
Due to the inflation of average salaries over the years, this year's survey sees new salary bands in the graph below, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16-20K salary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

Salaries offered to graduates pursuing engineering careers

% Employers

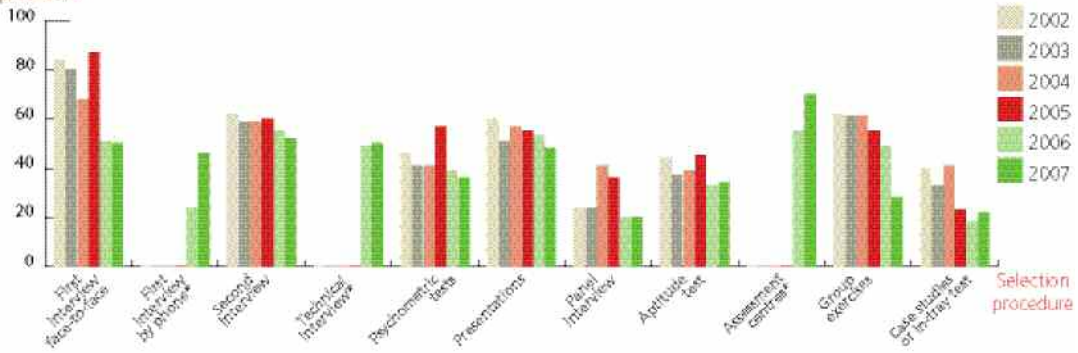


% Employers



Selection procedures favoured by engineering employers

% Employers using procedure

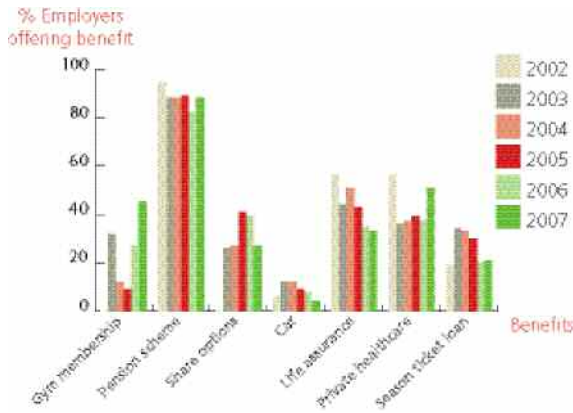


*New data for 2006

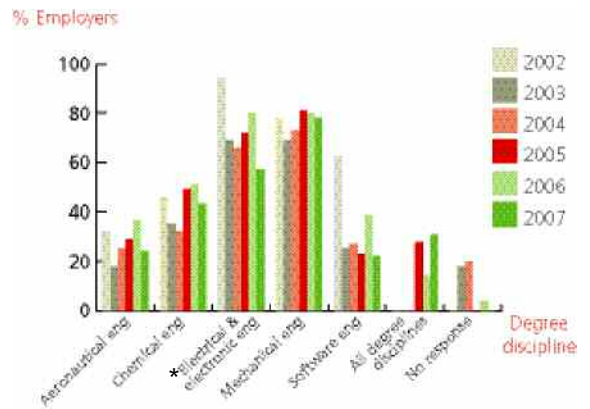


Analysis of engineering statistics

Benefits offered to graduates



Degree disciplines sought for engineering careers



*Electrical engineering only for 2002–2004 data

Percentage of employers offering work experience

