



TARGET GRADUATE TRENDS SURVEY 2006/2007

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

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 finance 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 and work experience.

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

Analysis of finance statistics

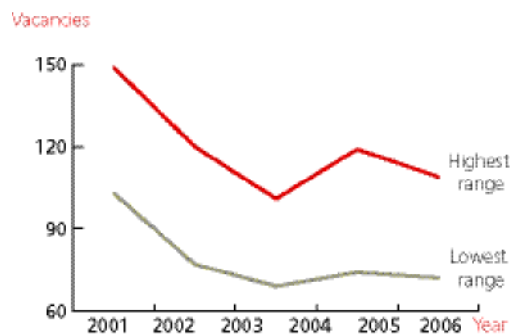


Headlines for the finance sector

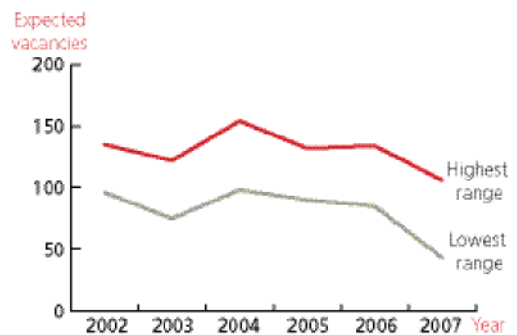
- The average number of vacancies per employer has dropped slightly, but still stands at a healthy 91.
- Predictions for the coming year, at 75 vacancies, are less confident than last year's optimistic 110.
- The average number of applications to organisations in the finance sector has fallen to 1,826.
- The average graduate starting salary has remained stable at £24,103.
- 45 per cent of finance employers describe their salary levels as 'competitive'.
- Benefit packages have remained stable, with two exceptions: a rise in private healthcare, from 40 to 46 per cent of employers offering it, and a significant drop in the percentage of employers offering golden hellos – down from 27 to 17 per cent.
- Unfortunately for students, there has been a significant drop in the percentage of employers offering work experience – down from 61 per cent to just 40 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.

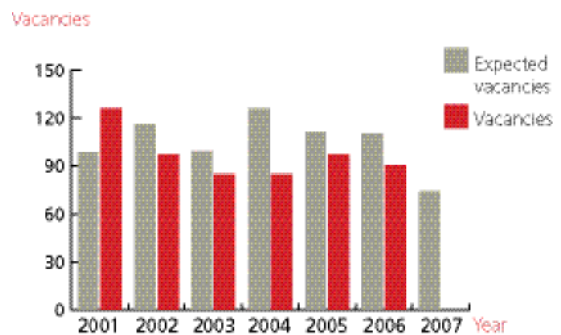
Average number of graduate finance vacancies



Average number of expected vacancies in the area of finance



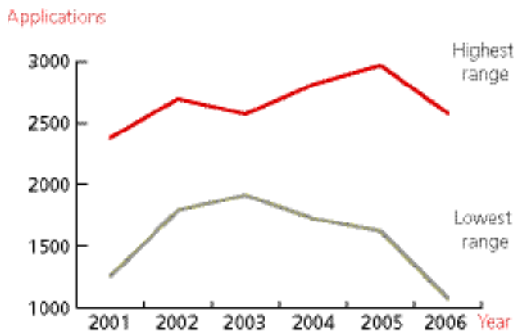
Comparison of average number of vacancies versus expected vacancies





Analysis of finance statistics

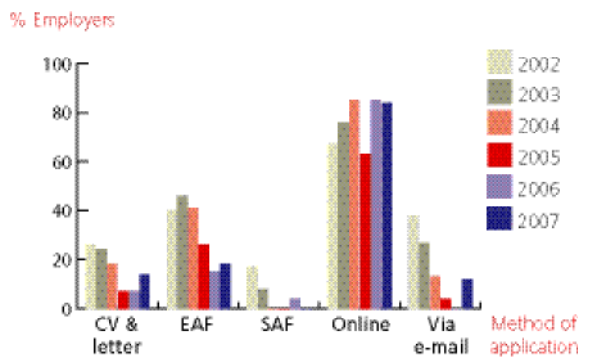
Average number of applications received by finance employers



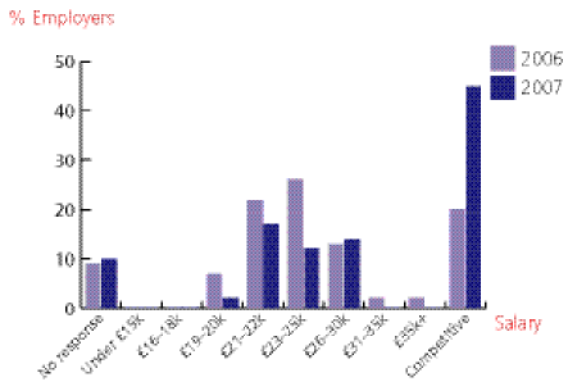
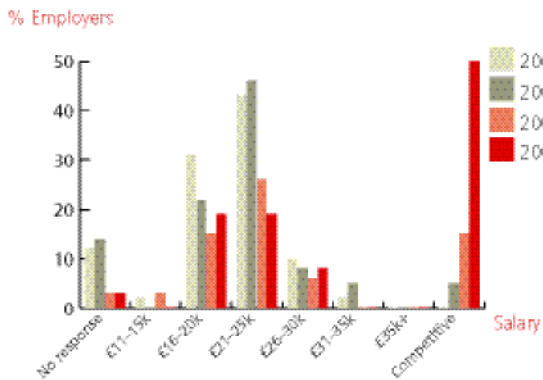
Average graduate starting salaries

	2002	2003	2004	2005	2006
High	£23,783	£24,833	£23,704	£25,303	£25,211
Low	£19,783	£20,833	£19,704	£23,212	£23,000

Percentage of finance employers using each application method



Salaries offered to graduates pursuing careers in finance

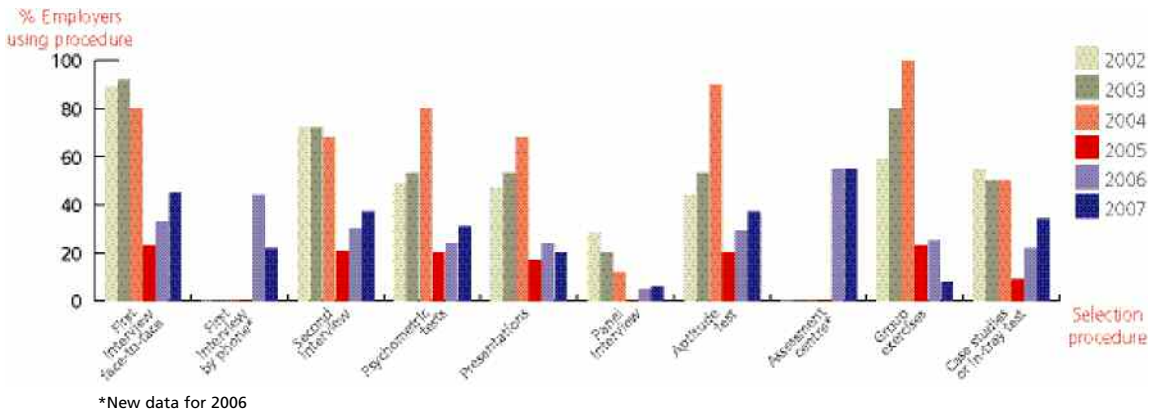


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16–20K salary has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

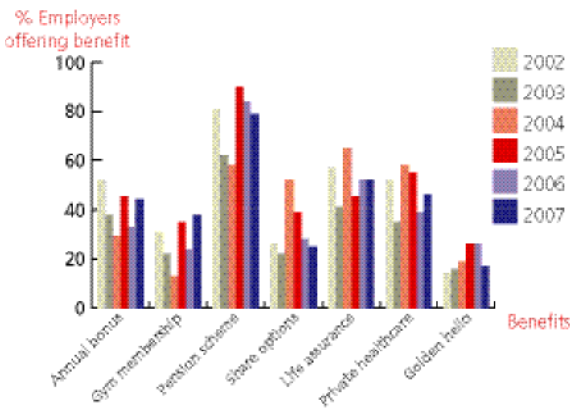


Analysis of finance statistics

Selection procedures favoured by finance employers



Benefits offered



Percentage of employers offering work experience

