



TARGET GRADUATE TRENDS SURVEY 2006/2007

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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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 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 80 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

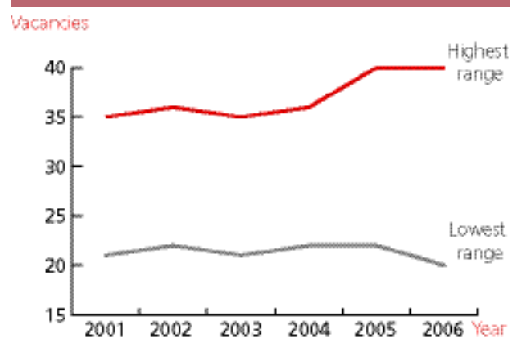


Headlines for the law sector – solicitors

- For the sixth year in a row, the average number of trainee vacancies per firm remains almost exactly the same at 30, only a slight fall from last year's 31, confirming the legal profession's consistent recruitment.
- The average starting salary has fallen slightly, after rising for the past six years, and now stands at £25,624 (down from £26,070).
- The average salary at London firms remains significantly higher than the average salary outside of London, although this year's figures again 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 decreased to 41, down from 46 last year, and unsurprisingly the number of firms offering these placements has also decreased – down from 93 per cent last year to 83 per cent this year.
- The percentage of firms offering secondment opportunities stands at 73 per cent, while 55 per cent of firms offer the opportunity to work abroad within the first two years of joining as a trainee.
- The average benefit package on offer is slightly more impressive than those of the previous two years, with a drop only in the area of pension schemes, down from 65 to 63 per cent of firms offering one to employees.

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 vacancies



Average graduate starting salaries

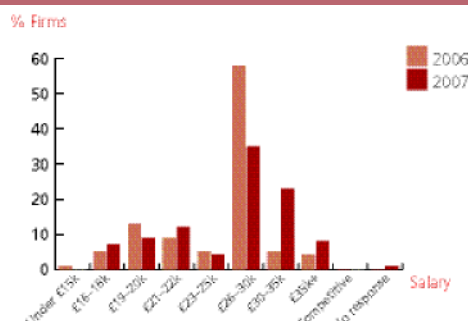
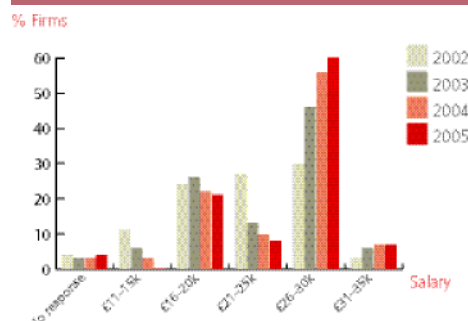
	2002	2003	2004	2005	2006
High	£26,053	£26,388	£26,600	£27,769	£29,425
Low	£22,053	£22,388	£22,760	£24,372	£25,822

Average starting salaries for firms in and outside London

	2002	2003	2004	2005	2006
London	£27,020	£27,439	£27,298	£29,216	£30,855
Out of London	£18,000	£18,100	£19,786	£19,306	£20,000
UK-wide	–	–	–	–	£24,015

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 that covers UK-wide firms who offer a single salary regardless of where the employee is based.

Average graduate starting salaries

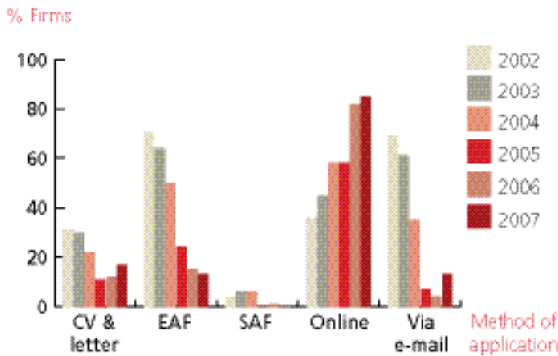


Due to the inflation of average salaries over the years, this year's survey sees new salary bands in this graph, with the highest band now classed at £35,000 or more. The lower bands have also been divided into further categories to make them more specific: for instance, the previous £16–20K salary has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

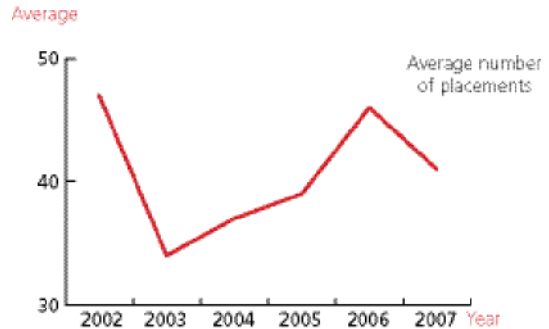


Analysis of law statistics – solicitors

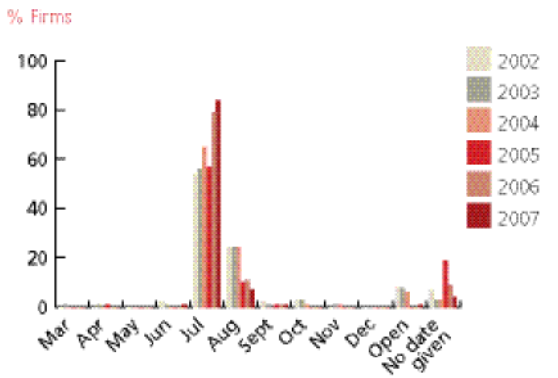
Percentage of firms using each application method



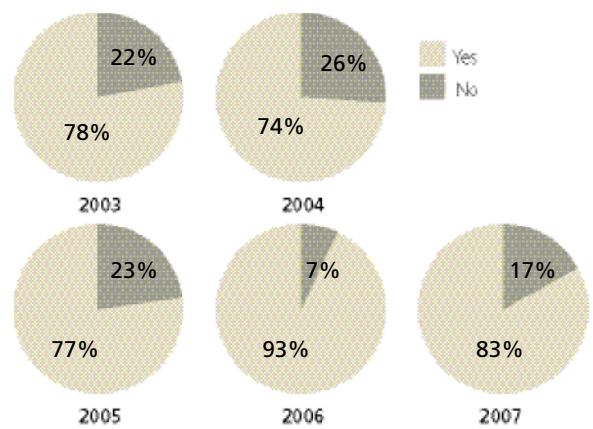
Average number of work experience placements



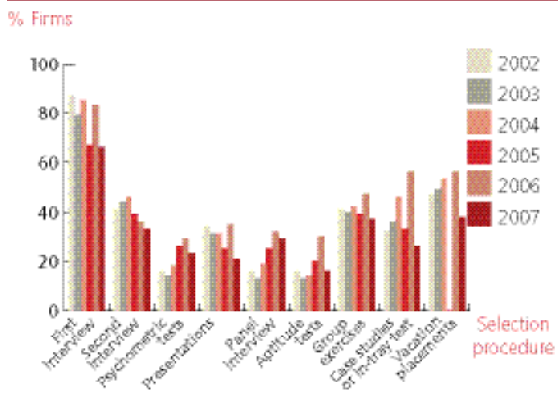
Closing dates for graduate applications



Percentage of firms offering work experience placements



Selection procedures favoured by law firms



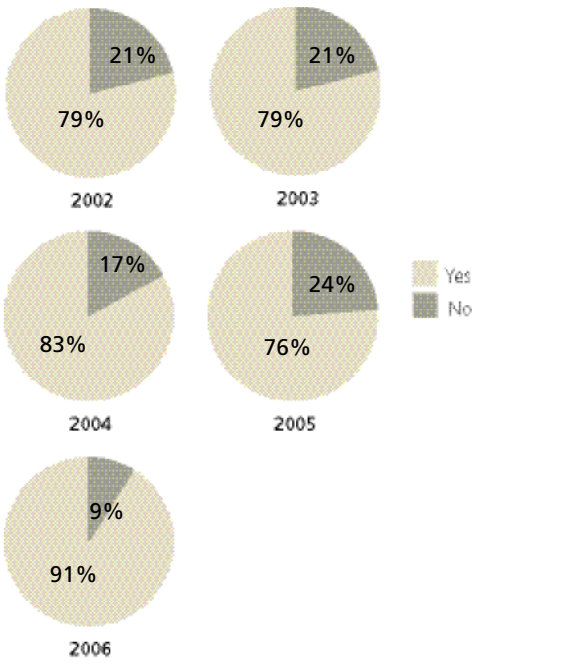
Percentage of firms offering secondment opportunities to their trainee solicitors

	2003	2004	2005	2006	2007
Offer secondments	68%	84%	76%	77%	73%
Do not/no response	32%	16%	24%	23%	27%

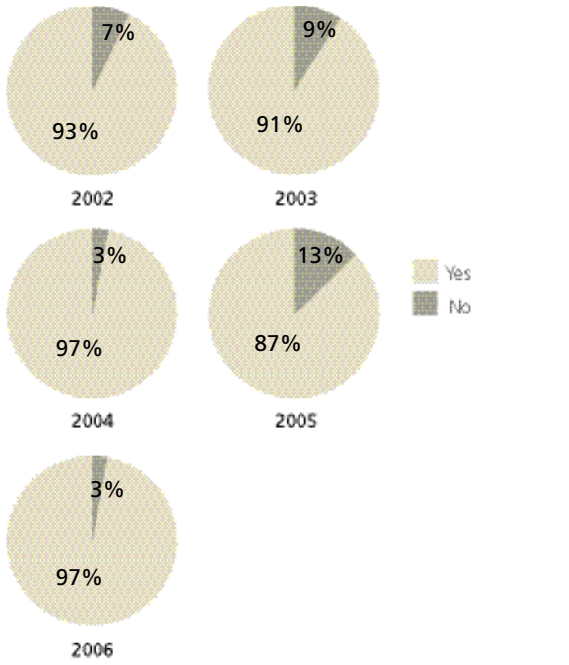


Analysis of law statistics – solicitors

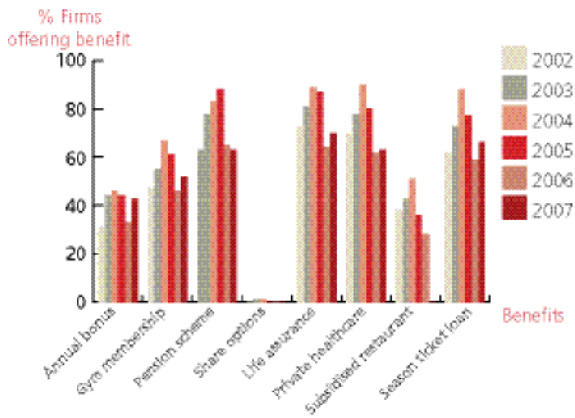
Percentage of firms offering finance for the CPE



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

