

Press release

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Top graduate jobs soar yet state-schooled graduates are vastly underrepresented, reports Institute of Student Employers

- **Hires overall increased 16%**
- **57% of graduate hires were state schooled, compared to 91% of population**
- **Graduates £1,500 worse off than those who graduated just before 2008 crash**

Businesses hired significantly more graduates, apprentices and interns this year, however much more needs to be done to improve diversity.

[Institute of Student Employers](#) (ISE) Annual Student Recruitment Survey 2018 reports that employers' value young people, increasing their student hires overall by 16%. Last year overall hires increased by 6%.

While the number of graduate jobs (17,667) outstripped apprenticeship (5,499) and school leaver programmes (766), they continue to grow at a slower rate. Employers recruited 7% more graduates (1% growth in 2017) and apprenticeship and school leaver programmes grew 50% (19% in 2017).

There were also more summer and year-long internships this year, increasing 10% and 31% respectively. These organisations rehired an average of 52% of their interns and 43% of their summer placement students.

Compared to last year, graduates were more likely to find jobs in engineering, law, utilities, banking or financial services. Accountancy, professional services, digital, retail and public sector organisations hired a smaller proportion of graduates.

On almost every diversity measure, the average graduate intake does not reflect the graduating cohort or the UK's population. People who attended state schools, women, first generation graduates and disabled people are all underrepresented on graduate programmes¹.

The ISE represents high quality employers, particularly those in law, banking, professional and financial services. So it is a concern that only 57% of graduates appointed had a state-school education, compared to 91% of the population.

Diversity is a significant priority for nearly all (96%) of the employers who responded to the survey. The majority is investing in improving their attraction and marketing activities (77%) and recruitment and selection processes (67%). One in five employers have now removed minimum entry requirements while more than a third select universities to improve the diversity of their hires.

Employers offer rewarding packages to attract young people including pension schemes, permanent contracts, on the job perks and sign-on bonuses. The average graduate salary reported was £28,250, which is considerably above the overall graduate average of £22,000 (Higher Education Statistics Agency).

Wages continue to stagnate across the labour market. Since 2008 graduate salaries have

only just kept pace with inflation². This means that today's graduates are £1,500 worse off in real terms than those who entered the workplace 10 years ago, before the economic crash of 2008.

Stephen Isherwood, Chief Executive of the ISE said: "Employers haven't been deterred by economic concerns around Brexit and the global trading climate. Students should be encouraged that there are lots of opportunities and different routes into some of the country's top employers.

"Employers are taking some serious action to improve the diversity of their workforce and there is a high level of concern, particularly as graduates from state schools are potentially being locked out of some of the best career options.

"We must find the means to recruit the talent that exists within the breadth of the student body. This means changing the nature of recruitment and selection processes and putting less focus on Russell Group institutions or those that companies have historic links with. It is important to look at the wider social obstacles too. We can't expect businesses to shoulder the full responsibility for an unequal society."

Ends

Media enquiries

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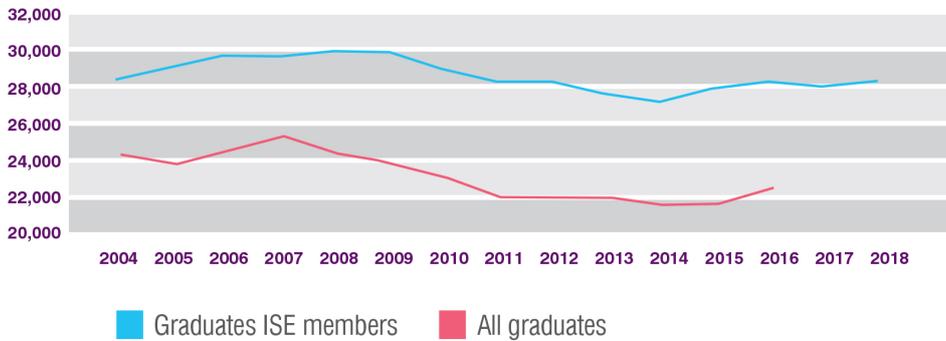
¹Proportion of hires by diversity characteristics

Proportion of hires by diversity characteristics

| Characteristic | Average proportion of hires | UK population average ⁸ | Higher education average ⁹ | Count of responses (n) |
|-----------------------------|-----------------------------|------------------------------------|---------------------------------------|------------------------|
| % State schooled | 57% | 91% | 90% | 29 |
| % Female | 46% | 51% | 57% | 116 |
| % First-generation graduate | 31% | NA | 40% | 30 |
| % BAME | 26% | 14% | 22% | 61 |
| % Free school meals | 13% | 12% | NA | 22 |
| % LGBTQ+ | 6% | 2% | 5% | 20 |
| % Disabled | 5% | 18% | 12% | 43 |

²Index Linked salaries

Index Linked salaries



Notes to editors

ISE Annual Student Recruitment Survey 2018

The ISE Annual Recruitment Survey explores how employers are bringing young people into the labour market to gather the talent that they need to meet their skills requirements. The report presents data collected during summer 2018 from 138 of the Institute of Student Employers' members. This represented 17 sectors and employers recruiting 32,202 young people. The survey captured the employer perspective on a substantial proportion of young people at the entry-point to the labour market. In particular the findings are strongly indicative of the experience of larger employers who are recruiting skilled young people.

About the Institute of Student Employers (ISE)

The Association of Graduate Recruiters (AGR) changed its name to the Institute of Student Employers (ISE) on 20 September 2017, reflecting a change in market and member needs since the organisation was established in 1968.

The evolution of the early talent recruitment market means that the ISE now represents employers of school leavers, interns, placement students and apprentices alongside graduates. As such, it is the recognised national voice for all UK employers involved in student recruitment. The ISE has more than 750 members from both the public and private sectors.

The ISE is an independent, not-for-profit organisation dedicated to supporting employers in all aspects of student recruitment and development.

For further information:

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