

The Graduate Market

Annual review of graduate vacancies & starting salaries

The Graduate Market in 2017 is a study of graduate vacancies, starting salaries and graduate recruitment practices at one hundred of the UK's best-known and most successful employers, conducted by **High Fliers Research** during December 2016.

Graduate Vacancies in 2017

- The research confirms that the number of graduates hired by organisations featured in *The Times Top 100 Graduate Employers* **rose by 1.6%** in 2016 compared with recruitment in 2015 – a much smaller annual increase than had been expected.
- Graduates turning down or renegeing on job offers that they had previously accepted meant that over **800 graduate positions were left unfilled** last year, reducing the graduate intake at over a quarter of the UK's leading employers.
- The country's top employers plan to **increase their graduate recruitment** by a further **4.3%** in 2017, the fifth consecutive year that graduate vacancies have grown.
- Employers in **six** out of thirteen key industries and employment areas are expecting to take on **more new graduates** than in 2016.
- The biggest growth in vacancies is expected at **public sector** organisations and high street & online **retailers**, which together intend to recruit **over 1,200 extra graduates** in 2017.
- Just **eight** of the UK's leading employers have opted to reduce their graduate recruitment targets for 2017 because of the uncertainty following the **Brexit** vote.
- Recruiters have confirmed that up to a third of this year's entry-level positions are expected to be filled by graduates who have **already worked for their organisations**, either through paid internships, vacation placements or course-related placements.

Graduate Salaries in 2017

- Graduate starting salaries at the UK's leading graduate employers are expected to **remain unchanged** in 2017, at a median starting salary of **£30,000**.
- At least a sixth of places on the top graduate programmes now provide starting salaries of more than **£40,000**, and thirteen of the country's best-known graduate employers are paying salaries of at least **£45,000** this year.
- The most generous salaries in 2017 are those on offer from the **investment banks** (median starting salary of £47,000), **law firms** (median of £43,000), **oil & energy companies** (median of £38,000) and **banking & financial institutions** (median of £32,500).
- The highest published graduate starting salaries for 2017 include **Newton Europe** (£45,000), law firms **Baker McKenzie** (£45,000), **Herbert Smith Freehills** (£44,000), **Freshfields Bruckhaus Deringer**, **Linklaters** and **Slaughter and May** (each £43,000), retailer **Aldi** (£42,000) and the **European Commission** (£42,000).