Graduate Employability
Tips for Success

Marc Lintern
Director of Employability
& Student Success
Outline

- Graduate labour market
- What are employers looking for
- Resources to help you choose what to study and where
- Tips for success
“My careers officer told me to forget about being a singer!”
Robbie's career dilemma - pop star or social worker
HAVE I GOT NEWS FOR YOU
By 2020 there will be more graduates than there were people in the world 100 years ago

Engines of Change, Chatham House Forum, 2000
1. Graduate Expansion
130,000,000
2.2m
312,330
2. Rapid change
“People born in the 21st century will experience more change in their lifetime than in the last 500 years”

Will Hutton, Them and Us, 2010

General Purpose Technologies
16 new General Purpose Technologies will be created by 2050
Job seeker to job seeker
Unemployable due to stupid personal stuff I put on my Facebook page.

Me too!

For me, it was an embarrassing YouTube video.

Signs of the social networking times.
3. Jobs graduates do
Traditionally a 'graduate job' has meant a job or career path for which a degree is the required entry level qualification. But today it might be more appropriate to define a graduate job as 'a job that a graduate does'.

adapted from Elias and Purcell
99% of UK businesses are SMEs
What do employers expect?
D + E + S + A = C
“We recruit for attitude, we train for skills”

HR Director, Wrigleys
For recruiters it’s no longer just about brand raising

Claire Adams, Association of Graduate Recruiters
More than four-fifths of AGR members offer paid work experience and two-thirds offer industrial placements: over half state that graduates with no work experience have little or no chance of receiving a job offer from them.

High Fliers Research, 2016
From 2017/18, any undergraduate at Newcastle University can do a placement year.
### Computing Science – 2014/15 Leavers

<table>
<thead>
<tr>
<th>Six Months After Graduating</th>
<th>With Placement</th>
<th>Without Placement</th>
</tr>
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<tbody>
<tr>
<td>In work or study</td>
<td>100%</td>
<td>83%</td>
</tr>
<tr>
<td>Average Salary</td>
<td>£26,857</td>
<td>£22,306</td>
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<tr>
<td>Graduate Level Role</td>
<td>100%</td>
<td>92%</td>
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How do we enable our students to succeed?
Three Pronged Approach

- Electives
- Placements
- Events

Course
1. Careers information, advice and guidance

- Drop in Information and Advice
- CV writing
- Interview preparation
- Workshops
- Information [www.ncl.ac.uk/careers](http://www.ncl.ac.uk/careers)
- 1:1 Careers Guidance
2. Enterprise skills and start up

- Workshops, speakers, competitions and networking events
- Societies – Entrepreneurs Society and Enactus
- Co-working space
- Funding
- Founderships
- 1:1 Business advice
3. Employer connections

- Careers Fairs
- Employer presentations
- Workshops and competitions
- Work experience
  - JobsOC, Newcastle Work Experience, Career Development Module, 9-12 Month Placement
- Vacancies On-line

Newcastle University is among the top 20 most targeted universities by Times Top 100 businesses, Highfliers Survey 2016
Is it worth it?
Six months after graduating

76% in work

6% unemployed
82.6% of Newcastle University graduates are in graduate employment or postgraduate study.

45% are employed in the North East.
## Graduate Premium

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<tr>
<th></th>
<th>Graduates</th>
<th>Non-Graduates</th>
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<tbody>
<tr>
<td>Unemployment</td>
<td>3.1%</td>
<td>6.4%</td>
</tr>
<tr>
<td>High skilled employment</td>
<td>66.2%</td>
<td>21.4%</td>
</tr>
<tr>
<td>Median Salary</td>
<td>£31,500</td>
<td>£22,000</td>
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<tr>
<td>Median Salary (21-30 years)</td>
<td>£24,000</td>
<td>£18,000</td>
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Above figures based on working age population (16-64 years)

Graduate Labour Market Statistics 2015 BIS, April 2016
Most hard-to-fill, graduate, skills shortage vacancies

- Nurses
- Recruitment and HR professionals in business services
- Software developers in specialist computing firms
- Retail managers
- Primary and nursery teachers
- Secondary school teachers
- Business sales in business services, retail/wholesale and IT
- Surveyors
- Civil engineers

Data from UKCES Employer Skills Survey 2015
A university degree is not about acquiring skills specific to a job that might be digitised into oblivion a few years from now; it is not about how much you earn as a graduate, or how quickly you do it. It is about being given the chance to choose and pursue a career that you will find rewarding and fulfilling.

Neil Sammells
Deputy Vice-Chancellor
Bath Spa University
Resources

- ucas.com
- university.which.co.uk
- prospects.ac.uk
- ncl.ac.uk/careers/planning
  - What Newcastle University graduates do
Seven Tips for Success
Experience
opportunity is nowhere
40 + 40 + 450
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