Women in tech
‘It’s a challenge, and you never get bored’
The number of unemployed graduates hits 30-year low

Street related crime in the city has tempted graduates into postgrad courses, but the jobs market is still strong

S
ince 2009 university graduates in the UK will collect their degrees results are up, but the number of unemployed graduates in the UK will hit a 30-year low by the time they graduate. In 2009, the Guardian reported that 15% of graduates were unemployed, but this has dropped to 10.2% in 2019, according to the Higher Education Statistics Agency (HESA).

The Guardian

The lowdown on the different in this content is supporte
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sarah jewell

Introduction
Sarah Jewell

New techniques are making recruitment more egalitarian

Graduate employers are seeing an upsurge in applications from students from non-traditional backgrounds. This is due to the introduction of video interviews, apps, psychometric testing and even virtual reality. These techniques are being used by graduate employers and the number of graduates taking part is a steep increase in first-degree graduates heading for further study, and the statistics support this trend. A study by the Student Loans Company, according to the Prospects report. Charlie Hall, head of education intelligence at Prospects, puts this down to individual decisions, rather than the recruitment market itself. “The graduate labour market has held itself despite the economic and political shocks of 2016,” he says.

The world of work

The number of unemployed graduates hits 30-year low

Street related crime in the city has tempted graduates into postgrad courses, but the jobs market is still strong.

Graduate employment figures are up, but some employers are finding it hard to fill vacancies due to skills shortages. The recruitment market is still strong, according to a report, but do graduates still have the chance to define their own career? The Guardian

Investing in the next generation

From world-class engineers to brilliant data scientists, the next generation of talent really matters. We develop our employees' skills and potential to the full, including high-quality training for over 2,000 apprentices and graduates across the UK. Because investing in your future is crucial for us.

Some graduates are not behaving as they usually do, and are turning to further study instead.

Charlie Hall, Prospects

Graduate recruitment

Future-proofing yourself for the jobs market?

Focus on creativity and interpersonal skills

Today’s graduates are entering a vibrant jobs market, but they face ever-greater competition when trying to secure their first role. Employers are changing the way they view applications and interviews, with more online interviews and presentations, and a shift to focus on the graduate’s overall experience and the opportunity of contact and personal “vital”. This has meant that many employers have focused on how quickly recruitment is changing. Employers are now more concerned with the graduate’s overall experience and how quickly recruitment is changing. Employers are now more concerned with the graduate’s overall experience and how quickly recruitment is changing.

The Guardian
Internships

Are formal work-experience schemes the right path for you?

With an ever more diverse spread of opportunities open to university students, it pays to do your research.

Interview by Seb Murray

Professional experience is vital for getting ahead in your career. An internship could be your golden ticket to both.

More than one-third of employers now require candidates to have worked in a relevant field before applying for a graduate position.

The trend of recruiting, however, benefits students. The average number of applications pervacancy in 2017 was 72 – according to 2017 report by the Institution of Mechanical Engineers. Employers have a buyer’s market in which to choose from.

Three-quarters of recruiters use internships to assess potential candidates. They’re a chance to work with different people in a new environment and learn new skills.

University of Essex, 60% of graduates who completed an internship found a job, compared to 50% of those who didn’t.

Ultimately, an internship is a way to prove your worth – what you can do and how you deliver. It’s a chance to stand out from the crowd.

It’s a win-win. Students find out if professional service is for them. We get early access to talent.

Self-motivated, hard-working, dedicated – these are the qualities recruiters look for in candidates.

“Applications from students on the University of Essex careers service have increased by 50% in the last four years,” says Dr. Lisa Dell’Avvocato at the University of Essex. “This has driven up the quality and variety of students who are looking for internships.”

Dr. Lisa Dell’Avvocato

Invisible has changed. Organisations now need to consider that your internship is a potential employee. It’s their chance to assess potential candidates in a safe environment.

“Interns are an incredibly versatile and unique workforce,” says Lisa Dell’Avvocato, Lloyds’ talent acquisition lead.

“With more employers introducing virtual reality and gamification into their recruitment processes, candidates have it all to play for. This is what it may take to get a role.”

With more employers introducing virtual reality and gamification into their recruitment processes, candidates have it all to play for.

Virtual reality and gamification are tools that allow us to offer candidates a unique experience. They’re used to assess candidates’ abilities and skills.

Applications

How technology is changing the interview game

With more employers introducing virtual reality and gamification into their recruitment processes, candidates have it all to play for.

Ten years on, big recruiters went only to the best universities. Apps and videos have levelled the field.

For Rebecca Gilbertson, the decision to accept a job at EY was a no-brainer.

“EY helped me attract graduates. “It was one factor that drew me to accept the job” says Eryne Rule, 24, a Cardiff University psychology and international relations graduate who works at Lloyd’s Digital Solutions in financial services.

The collaborative culture is one of the reasons I like working at EY. “We held a hackathon earlier this year which was a great opportunity to work as a team,” says Grimwade Barry, 22, a senior consultant at EY.
You see things differently.

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Various opportunities

Alternative perspectives often spark the innovative thinking needed to achieve our mission. And as the threat landscape expands, so must the workforce that tackles it. By recognizing the value of individual differences, GCHQ, Britain’s signals intelligence agency, enables everyone to bring their best to the job so that we can stay one step ahead of the adversaries.

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twitter.com/GCHQ

Graduate recruitment

How to stay top of the graduate game

Many employers are going further than ever to weed out the next wave of graduate talent. Sending signals to talk at student events and run games such as escape room challenges, which individuals work together to solve, to escape and win the game.

It’s a great gig, Amazon, which pairs up corporate campus interview and recruitment videos. The company believes this remove the applicant to the location. The first, “We don’t want to look at a candidate for just one role, we want to look at the whole person and what they have to offer.”

Amazon’s head of talent acquisition, Farrar explains that the firm offers “If you have a group exercise, a written exercise and an interview, it’s all competency-based. There’s a reason why we do that.”

Amazon's head of talent, Georgina Yellowlees, makes the point that the best graduate hires, managers point to a "determined and charismatic" candidate’s initiative, proactive attitude at work and their ability to take on board any constructive criticism in a positive way. They may not necessarily be a pass rate, so they pass or fail the interview, be prepared to give some good, strong advice is to do your research and when you get an interview, be prepared to give some good, strong examples of your previous work.

Abigail Lewis

Employers are actively seeking candidates who display emotional intelligence, motivation and self-confidence

The strengths-based approach to recruitment is becoming popular among employers. Instead of asking candidates about traditional skills such as leadership or technical ability, employers are focusing on gauging their likely behavior and potential. They ask questions to find out whether the candidate will be capable of the work and behave in ways that would make them successful. They ask questions about motives and progress so far in their careers — and they act on their answers.

The strengths-based approach may encourage employees to prove themselves in new ways. Instead of looking for a set of specific skills, such as emotional intelligence, motivation and self-confidence, employers are focusing on engaging their likely behavior and potential.

Employers also increasingly want candidates who are committed to personal growth. They are asking candidates about their personal development plans or the steps they have taken to build their skills. This helps employers identify candidates who are truly committed to their career growth. They are looking for candidates who have demonstrated their ability to learn and grow in new situations. This helps employers identify candidates who are truly committed to their career growth.

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Abigail Lewis is managing editor at Target Jobs and compiler of The Guardian UK 300.
Public sector careers

Are internships the only route into a meaningful job?

With competition fierce, graduates keen to work for the government, councils or NGOs need to shortlist opportunities

"The younger generation want progression and purpose. Why should they be a binary choice?" Rachel White/Charityworks

This autumn the civil service fast streams will renew in search for next generation leaders. The bespoke, broad and complete offers on offer to the scheme spread, according to Richard McNeil, the civil servant and chief executive of the LGA. For example, you’ll have a chance to influence the outcomes and up to £18k of loan repayments – as well as the number of applications. It’s likely graduates will need to have their own path through - and that might include time with a social enterprise or as a consultant."

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Comment

Bob Gilchrist

There are plenty of opportunities to work for societal good for those prepared to seek them out

I have been in higher education careers for more than 30 years. The desire for societal good is not diminishing - far from it. Whether graduates want to work in the public sector or private sector, they have a role to play.

"The younger generation want progression and purpose. Why should they be a binary choice?"

Rachel White/Charityworks

"I’ve been a social worker for 2 years. I was quite scared and apprehensive of working on the frontline. I knew that you may have a limited impact, that you may have a limited impact, that you may have a limited impact."

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Ben West/Charityworks

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Sharpen up your soft skills

Even in a buoyant jobs market, students can’t rely on a degree alone – employers also expect evidence of skills from time management to teamwork.

New is a fabulous time to be a job-hunting graduate. Employers plan to grow their graduate vacancies by 10% this summer, offering an extra 10,000 jobs, according to research by the Institute of Student Employers (ISE). ‘It’s a fantastic time to be a graduate,’ says Charlie Ball, head of the Institute of Student Employers. ‘The graduate jobs market is on course to be nearly as buoyant as it was before the financial crisis.’

But significant numbers of university leavers struggle to find graduate-level work, often because they do not have the relevant skills. ‘You cannot rely on a degree alone to get a good job,’ says Ball. ‘In fact, graduates’ biggest worry is that they won’t find a fulfilling job, according to a survey by graduate recruitment agency PeopleFirm. As well as and essential increase in knowledge of the business or industry you will be working in, employers are looking for evidence of skills such as communication, teamwork, leadership, time management. These are referred to as “soft skills” and they have never been more vital. Just 40% of employers think their graduates had the soft skills they expected when they hired them, according to the ISE. “Work in full of confusing projects and fast-changing environments is an effective means of tests, as is the ability to cope with change.”

Employers also want graduates to have the skills to perform specific tasks that are relevant to their business, such as computer programming. The “technical skills” graduates need to be taught are determined by the employers who recruit them. The numerical score for technical skills of graduates is vital, as the ability to cope with change.

“Marketing, for example, is now data-driven, but many students think it’s about producing glossy print adverts,” Ball says. “Students can communicate these experiences to employers through extracurricular activities such as work placements. “Marketing is a skill that will keep you on, as well as get you.”

For example, labs of those complex problems or incompetence are hived into graduate schemes, according to the ISE. “An understanding of the world of work – the importance of disciplines and managing time, as well as financial and psychological resilience, is important to employers.”

“Students have to be familiar with training in their industry. They need to be familiar with their employer,” Ball says. “It doesn’t have to be formal, an internship, an apprenticeship, says Ball. “Working for a charity, being part of a university society, or working part-time in a pub will all develop the abilities that could give you an edge over the competition.”

University graduates have an important role to play in changing graduate recruitment practices. ISE research shows that graduates who have undertaken graduate-level work during their studies are more likely to secure graduate-level employment. “The importance of having that experience cannot be understated,” Ball says. “Students need to think about how they will gain relevant experience.”

In the market the ISE, the GDI year of the Institute of Student Employers (ISE) organises Graduate Diversity Conference to promote the diversity of graduate recruitment and the inclusion of underrepresented groups in graduate recruitment. This year’s conference focuses on the importance of inclusion in graduate recruitment and how to ensure that all students, regardless of their background, have access to the same opportunities.

Gender diversity

The occupations with the most serious shortages have gender imbalances.

Gender pay gap reporting has exposed systemic bias towards men – but now that imbalance is being redressed.

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Women in tech
Why IT firms are investing in graduates to champion diversity

A range of grad programmes are aiming to tackle gender imbalance in the tech sector, from coding to consulting

"...and let others consider a career in technology.

"We're now having a better chance of winning. At HP we're not going to win the fishing rod and fishing in the same leaky barrel as everyone else. Every company is fishing for the same people in the same way," says White.

"It's about building the confidence to do a different thing, and to try something different. I started this because I thought I could teach myself coding, and then I would have a job that I'm passionate about."
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