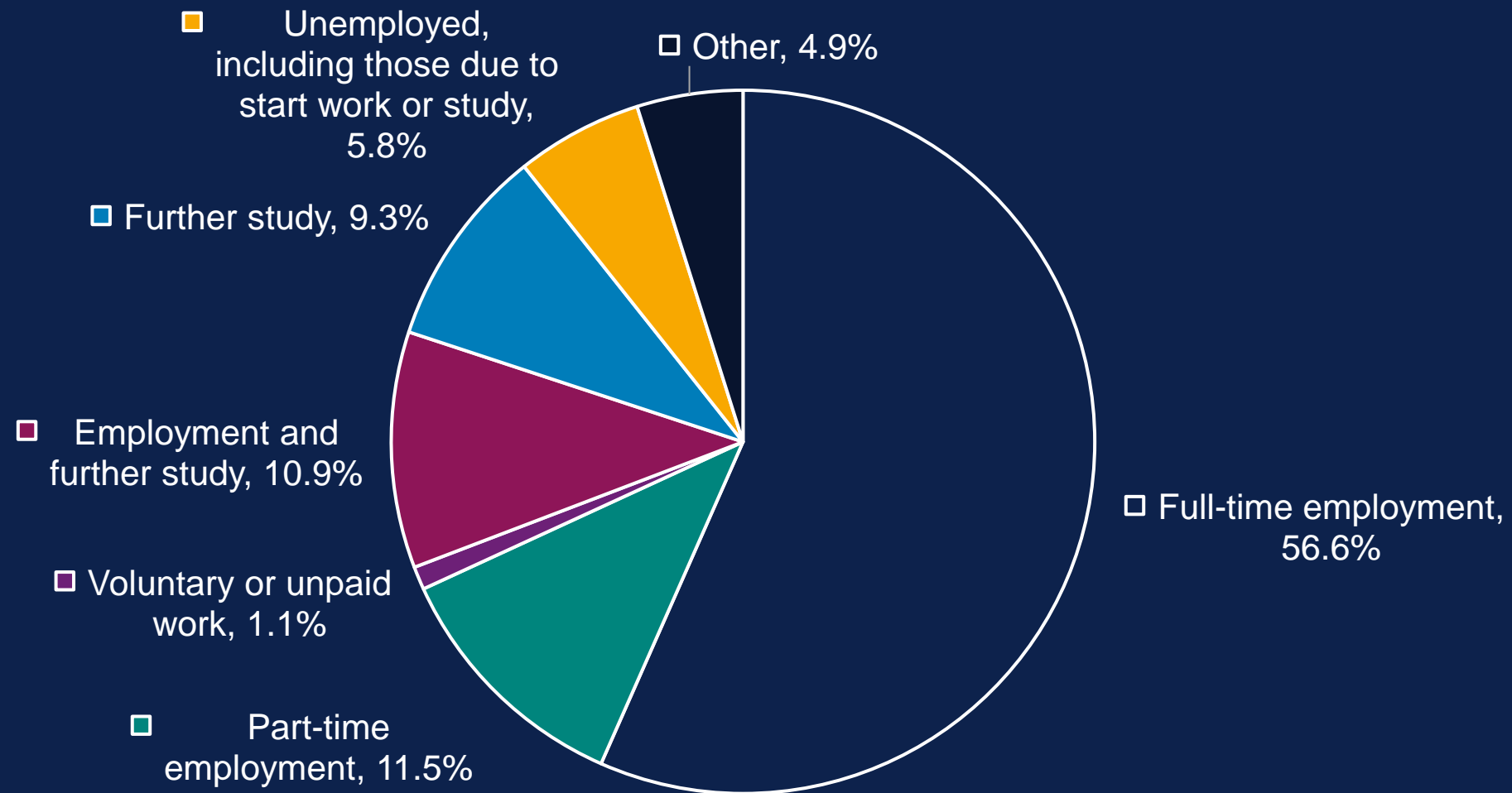


What do graduates do?

Dr Charlie Ball

Head of Labour Market Intelligence, Jisc

What did graduates from 2019/20 do?



What did graduates from 2019/20 do?

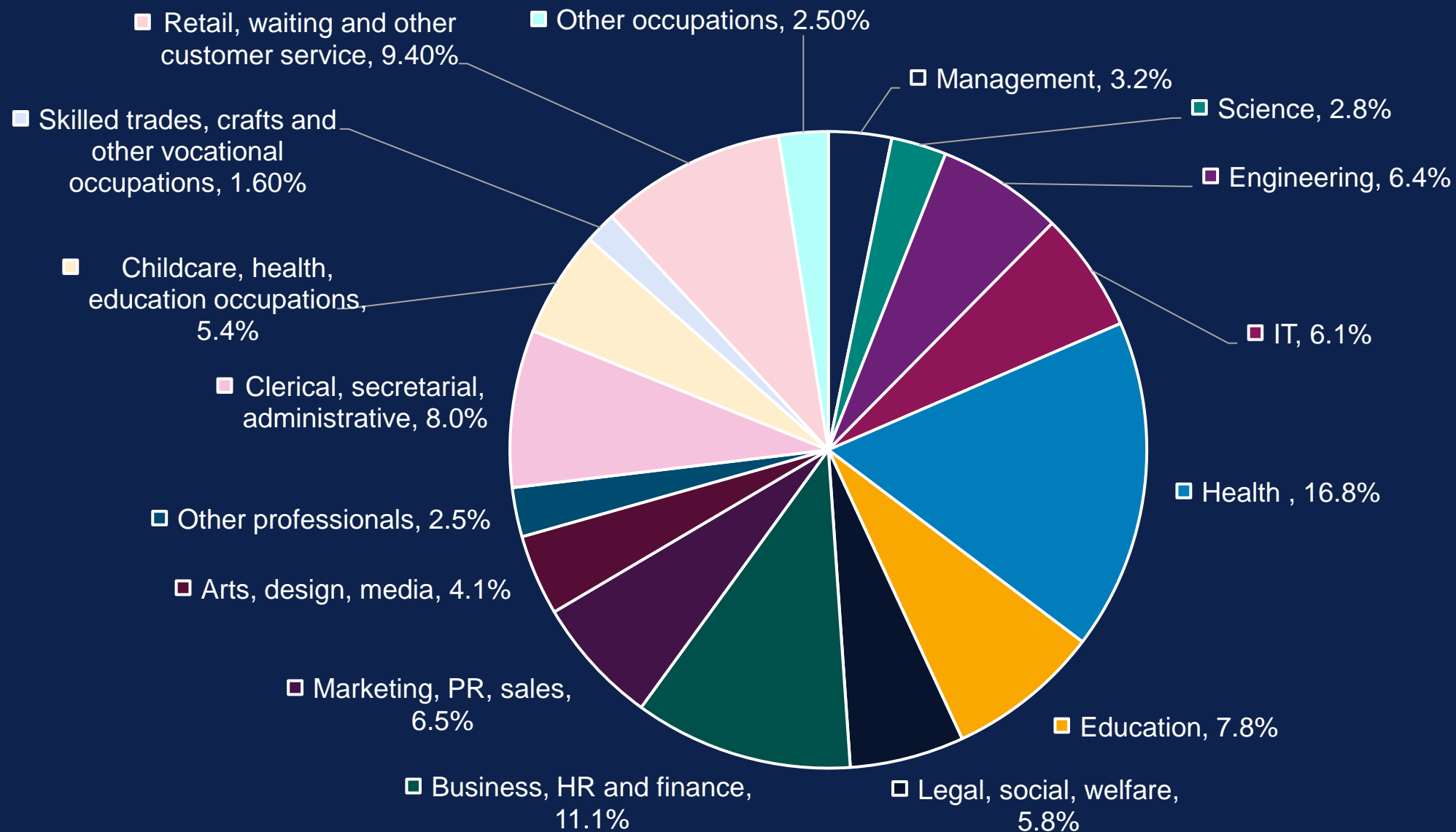
80% employed either full time or part time. A small number working unpaid or voluntary

20% were in further study. Masters qualifications remained the most common qualification

5.8% were unemployed at the time of the survey, but only 4.2% of the cohort were unemployed *and* did not have something to go to within a month.

Similar to figures for a 'normal' year demonstrates the employability, resilience and adaptability of UK graduates, and how rapidly the graduate labour market had rebounded from COVID

What jobs did graduates from 2019/20 do?



What jobs did graduates from 2019/20 do?

The majority were in professional level employment

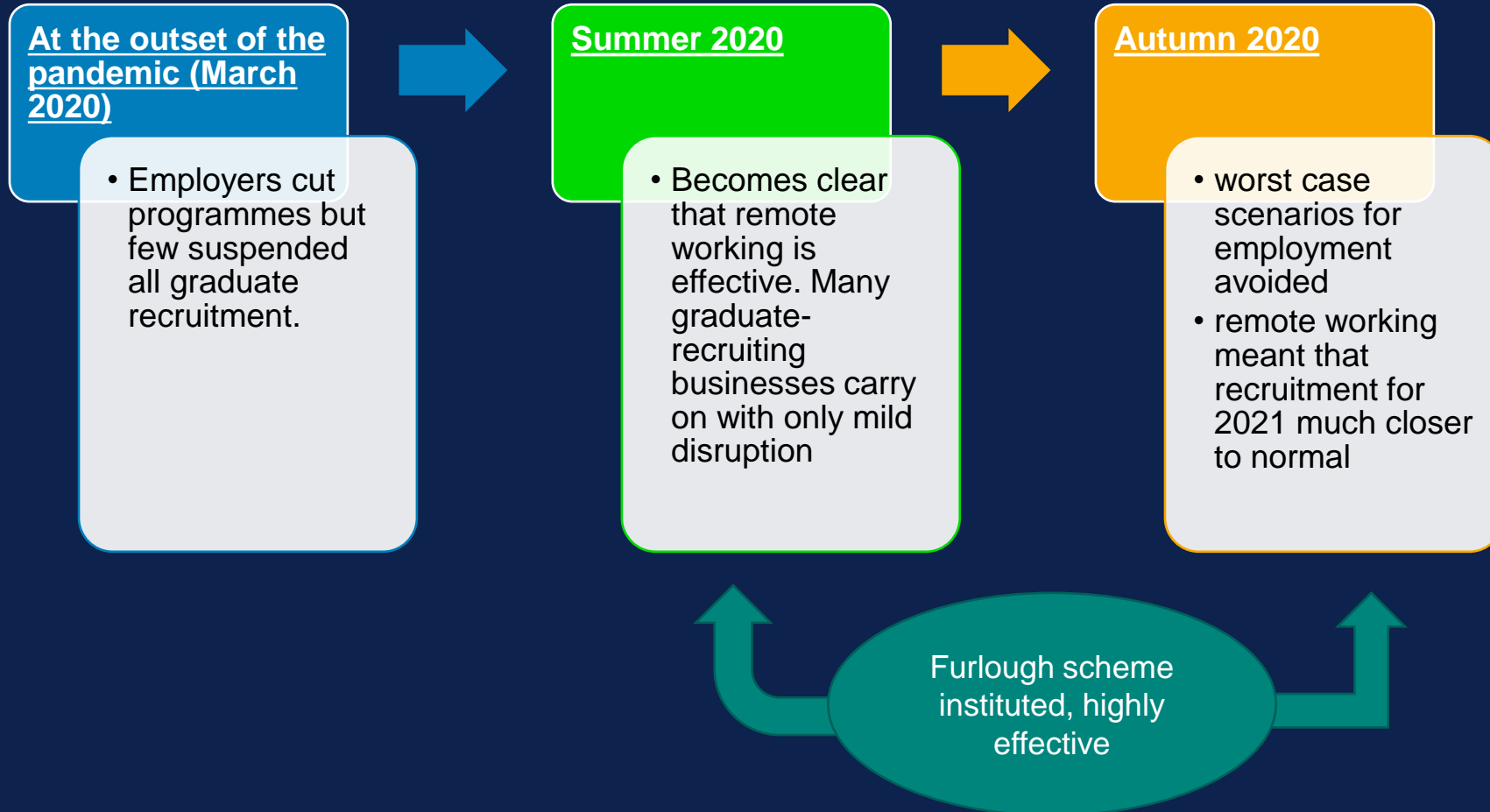
26.9% were in jobs below professional level employment

Like last year significant numbers of graduates were in key worker roles in sectors such as social care and retail, but the proportion in jobs below professional level after 15 months fell compared to last year

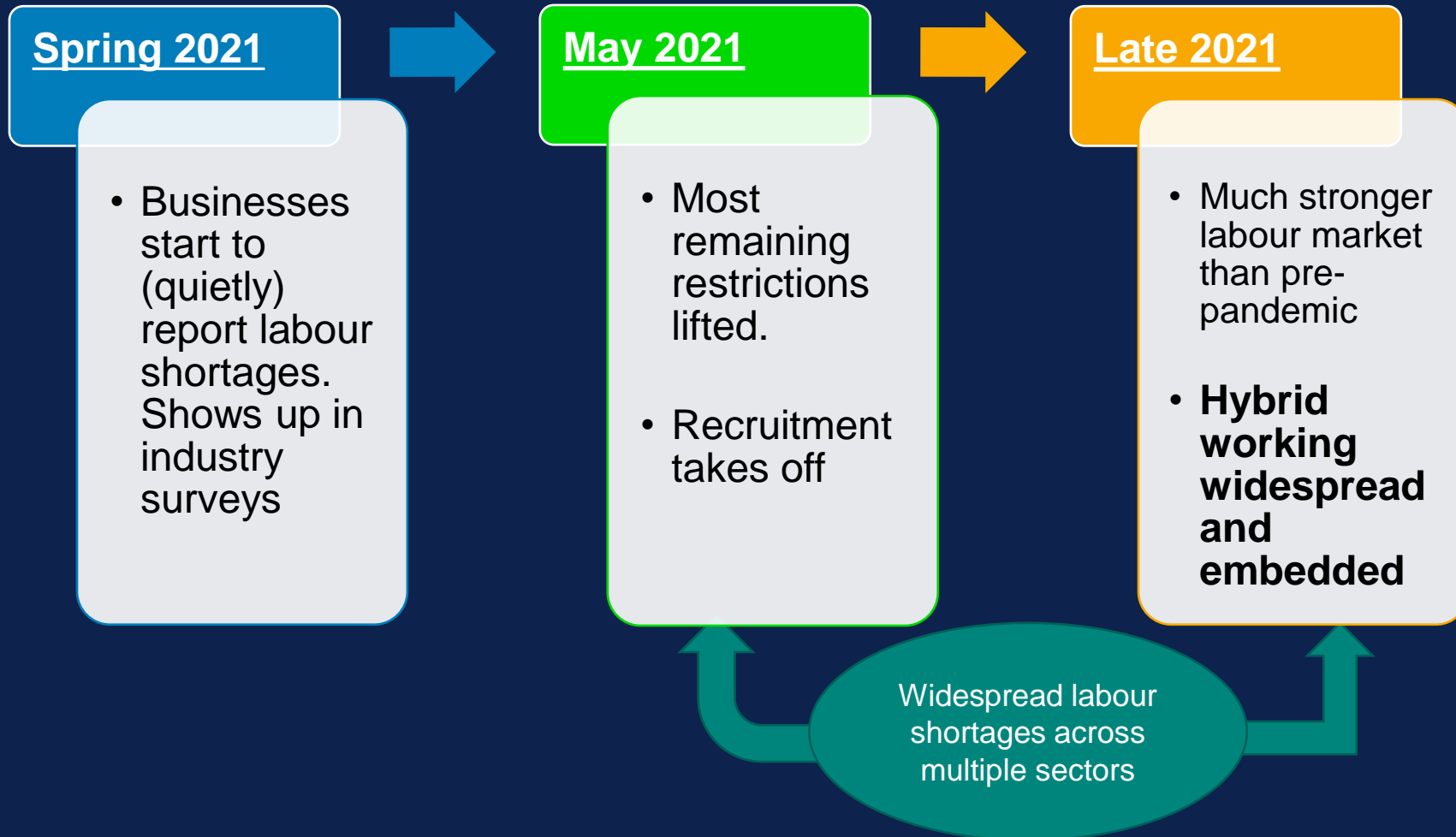
Top 5 most common jobs at professional level

- Nursing
- IT
- Marketing
- Primary teaching
- Medicine

The pandemic and employment



The pandemic and employment



Where are we right now?

1,187,000 job vacancies
(September-November 2022).

More vacancies in the UK than unemployed people

54% of businesses with 10 or more employees in the health and social work reported experiencing a shortage of workers in late November 2022

Human health and social work (216,000), professional, scientific and technical activities (141,000), and information and communication (135,000) are the largest risers in employment in 2022.

Long-standing recruitment difficulties do not look likely to be significantly eased at present

Industry facts and figures

Sources:

British Chambers of Commerce Q3 data

REC (the Recruitment and Employment Confederation) Q3 data

ONS data on vacancies

All indicators of business conditions and confidence have fallen significantly from Q2 positions.

The number of total UK online job adverts are now 17% lower than the equivalent week of 2021.

Growth of demand for staff slowed across all categories with the exception of temporary staff in the public sector.

44%

Of firms expect turnover to increase in the next 12 months.

25% expect a decrease

33%

Believe profits will increase

39% expect a decrease

22%

Reported an increase to plant/equipment investment.

57% reported no change

22% reported a decrease

32%

of firms reported reduced cashflow.

23% reported an increase

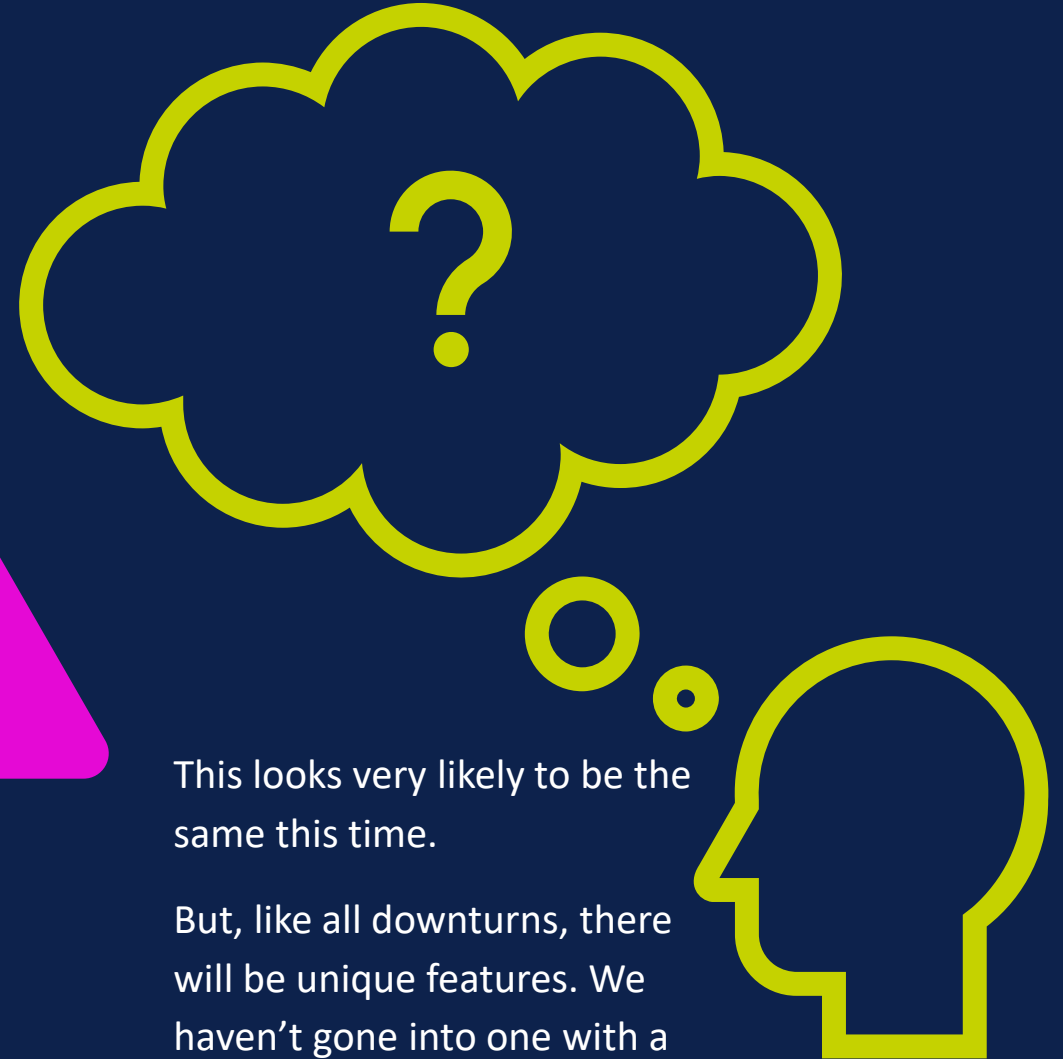


- There were increased job adverts in 14 of the 28 online job advert categories.
- The largest of these was in the "graduate" category, which rose by 13% and is the same level as a year ago.

Recession

Last recession

Graduate labour
market least
affected



This looks very likely to be the same this time.

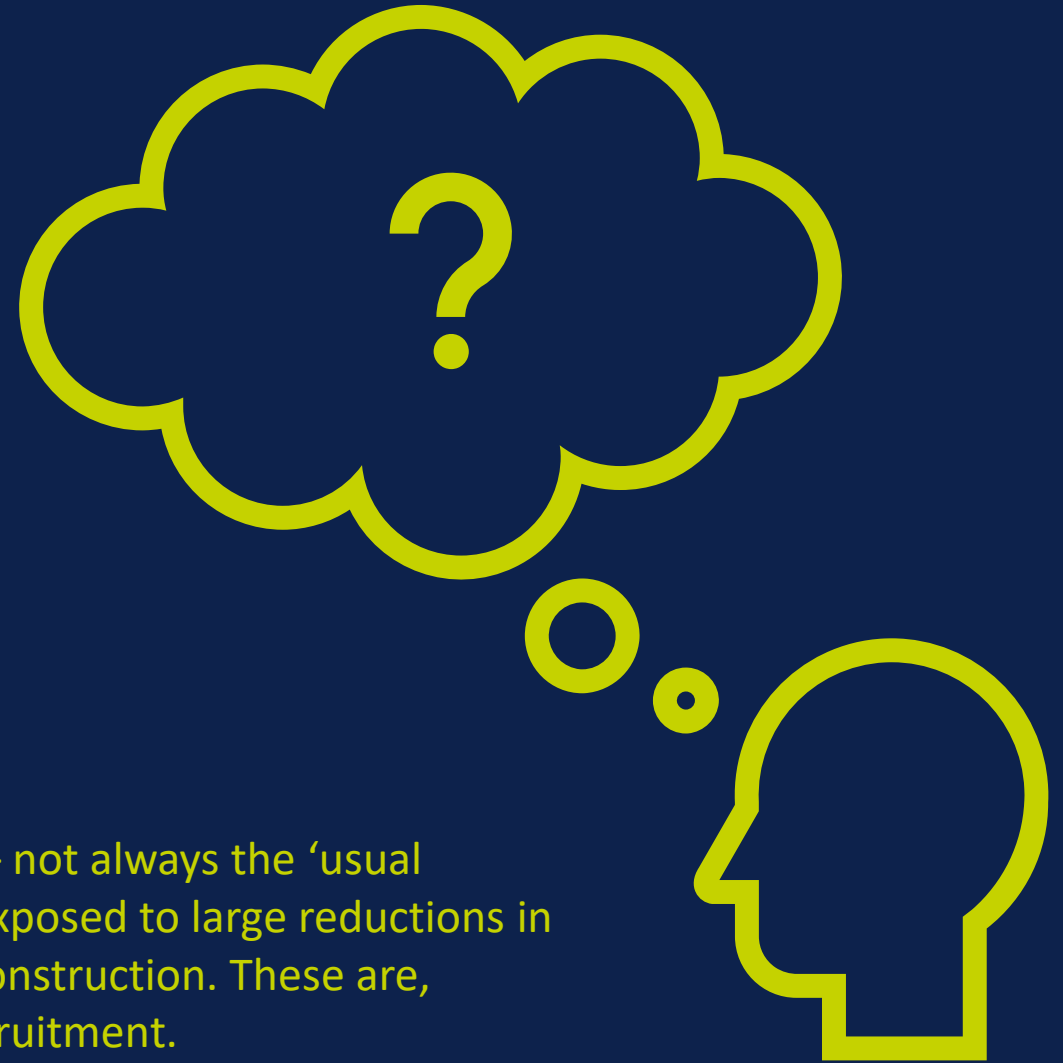
But, like all downturns, there will be unique features. We haven't gone into one with a labour shortage before!

Recession?

Traditionally....

- Fall in recruitment – recruitment schemes, work experience and training scheme cut back
- Graduate unemployment rises
- Increased questioning of the value of Higher Education
- Jobs market will start to fall off once it becomes plain that things will be difficult, continue to slide for several quarters, before slowly getting back on its feet.

Some graduates will be hit worse than others – not always the ‘usual suspects’ in the arts, but those in fields most exposed to large reductions in spending – often engineers and graduates in construction. These are, however, often the first to see an upturn in recruitment.



This time?

But for 2023?

- Labour shortage in many professional areas means job losses and hiring reduction less likely/severe
- But businesses are already flagging reduced investment
- Will probably hit training (again) and possibly apprenticeships/work experience
- But some will see work experience as a way to attract talent

The tension between work experience as an investment expense that will be under review at a time of reduced revenue, and as a vital tool to help businesses to recruit in a tough market will be apparent this year. There is a role for HE in selling work experience as a solution to hiring issues.



This time?

5 predictions

- We'll be in this all year
- But labour shortage will remain a feature
- Business will remain committed to EDI
- We'll see more businesses doing things like dropping 2:1 as an entry requirement
- Non-graduates will be hit worse than graduates.

72% of workers aged 18-34 said they would consider turning down a job offer or leaving a company if they did not think that their manager (or potential manager) supported EDI initiatives.



Future of work and digital

At present.....

Over 80% of IT workers and over 75% of professional services workers are working hybrid

Numbers have not changed in 2 years – embedded in practise

Most of these workers are graduates

The future for many graduates – possibly most – is hybrid. The sector will need to produce hybrid-ready graduates for the new workplace. Institutions that cannot or do not will be left behind. New digital infrastructure, skills and training will be needed.

