

Job Market Trends

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Cooperative Education and Careers Division (CECD)



UNIVERSITY OF
LIMERICK
OLLSCOIL LUIMNIGH



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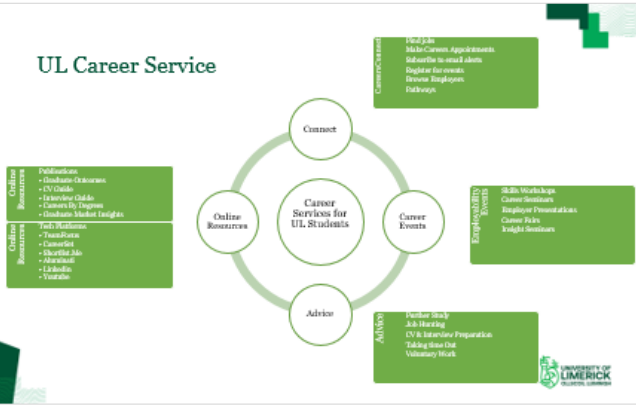
Cooperative
Education and
Careers Division

Agenda

- **UL Career Service Overview**
- **UL Graduate Outcomes**
- **2022 Graduate Market (Employers perspective)**

Creating Future Graduate Capital

www.ul.ie/cecd

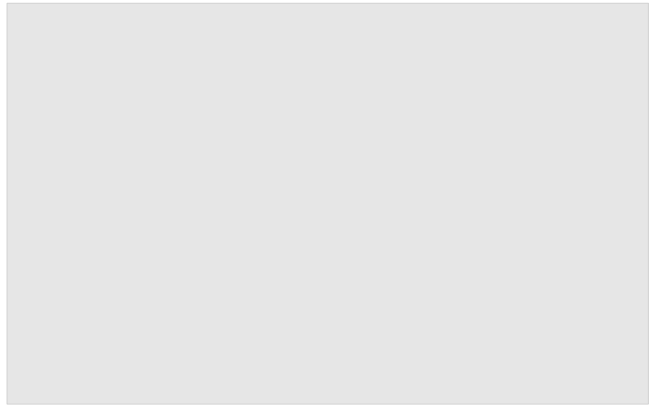


Graduate Outcomes (GOS) and UL

The survey is part of a national study conducted in all Irish universities. It helps us build an accurate picture of graduate employment and further study patterns.

Graduate Employer Survey 2022

ASSOCIATION OF HIGHER EDUCATION CAREERS SERVICES



Work Placement

Graduate Recruitment

Challenges, Languages, Onboarding and Contracts

Technical and Soft Skills

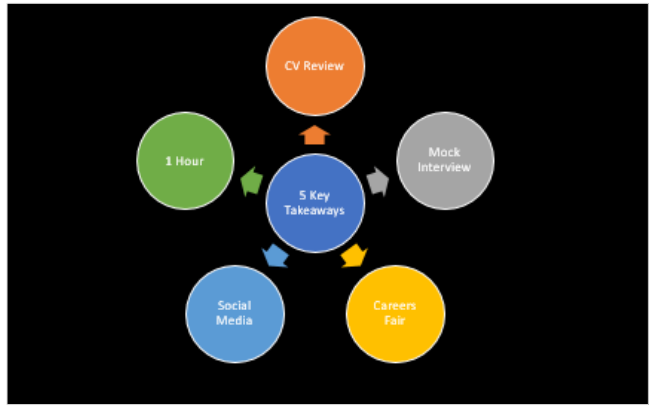
Manufacturing Sector

Construction Sector

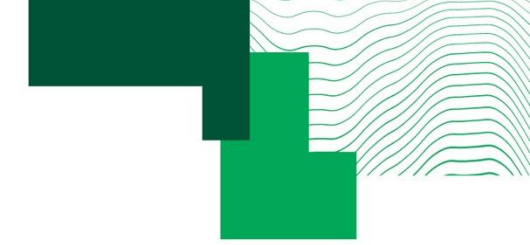
Finance and Insurance Sector

Information and Communications Sector

Professional and Scientific Sector



UL Career Service



CareersConnect

- Find jobs
- Make Careers Appointments
- Subscribe to email alerts
- Register for events
- Browse Employers
- Pathways



Employability Events

- Skills Workshops
- Career Seminars
- Employer Presentations
- Career Fairs
- Insight Seminars

Advice

- Further Study
- Job Hunting
- CV & Interview Preparation
- Taking time Out
- Voluntary Work

Online Resources

- Publications
- Graduate Outcomes
- CV Guide
- Interview Guide
- Careers By Degrees
- Graduate Market Insights

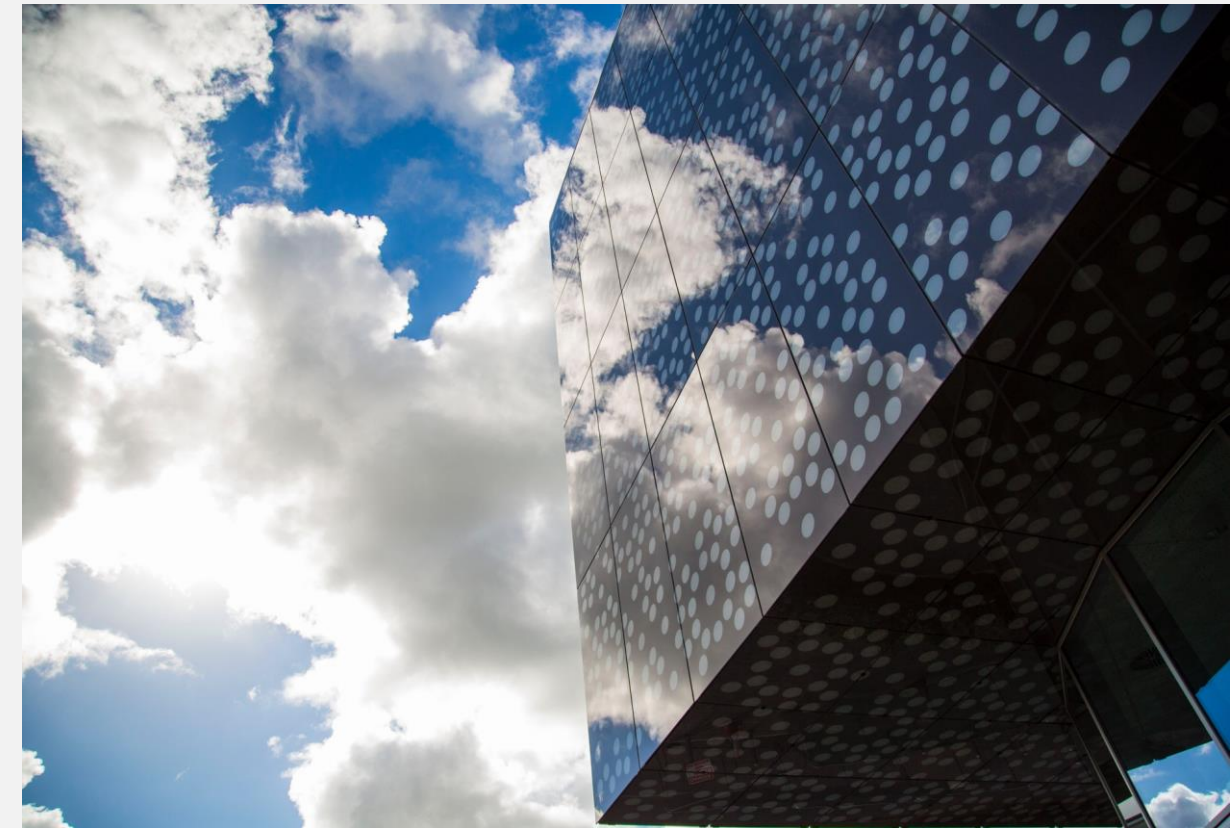
Online Resources

- Tech Platforms
- TeamFocus
- CareerSet
- Shortlist.Me
- Aluminati
- LinkedIn
- Youtube





Graduate Outcomes (GOS) and UL



The survey is part of a national study conducted in all Irish universities. It helps us build an accurate picture of graduate employment and further study patterns.

UL GOS and Careers By Degrees (CBD)



Graduate Outcomes Survey Graduates of 2020



[UL Graduate Outcomes](#)



CAREERS BY DEGREES°

Science &
Engineering

UL graduates
nine months
after
graduation

Further studies
chosen by
UL graduates

Organisations
that employ
UL graduates

Employability
Skills gained
from your
degree

Further
career
information

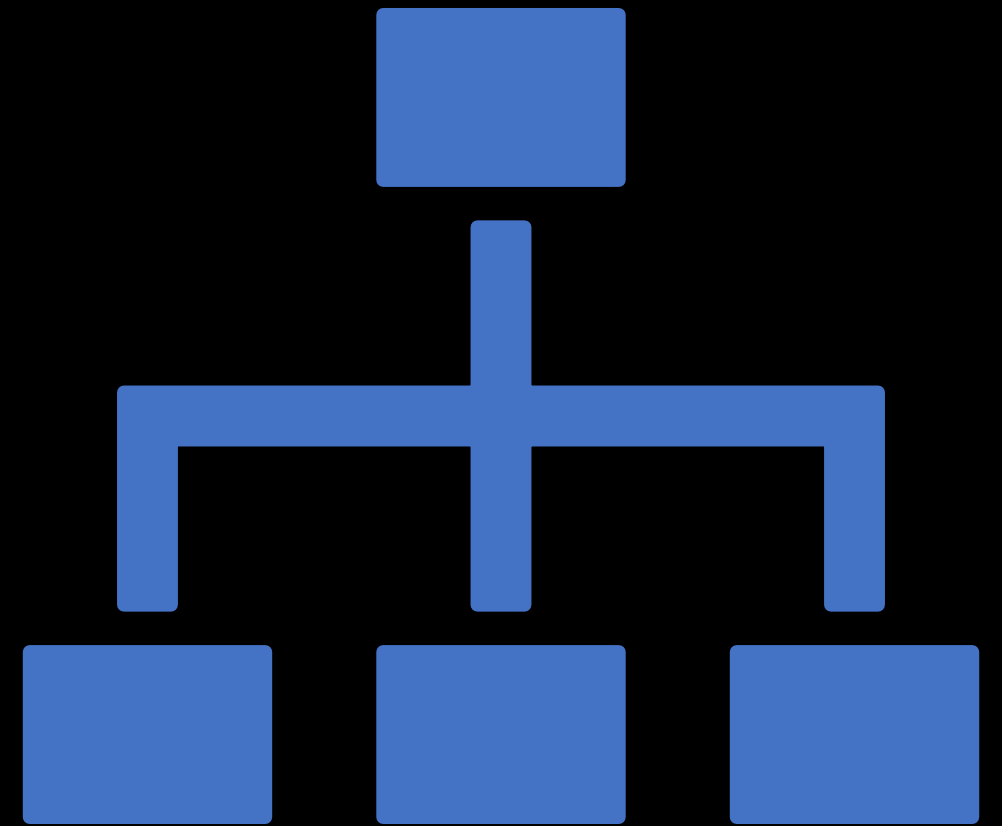
[UL Careers By Degrees](#)



Graduate Employer Survey 2022

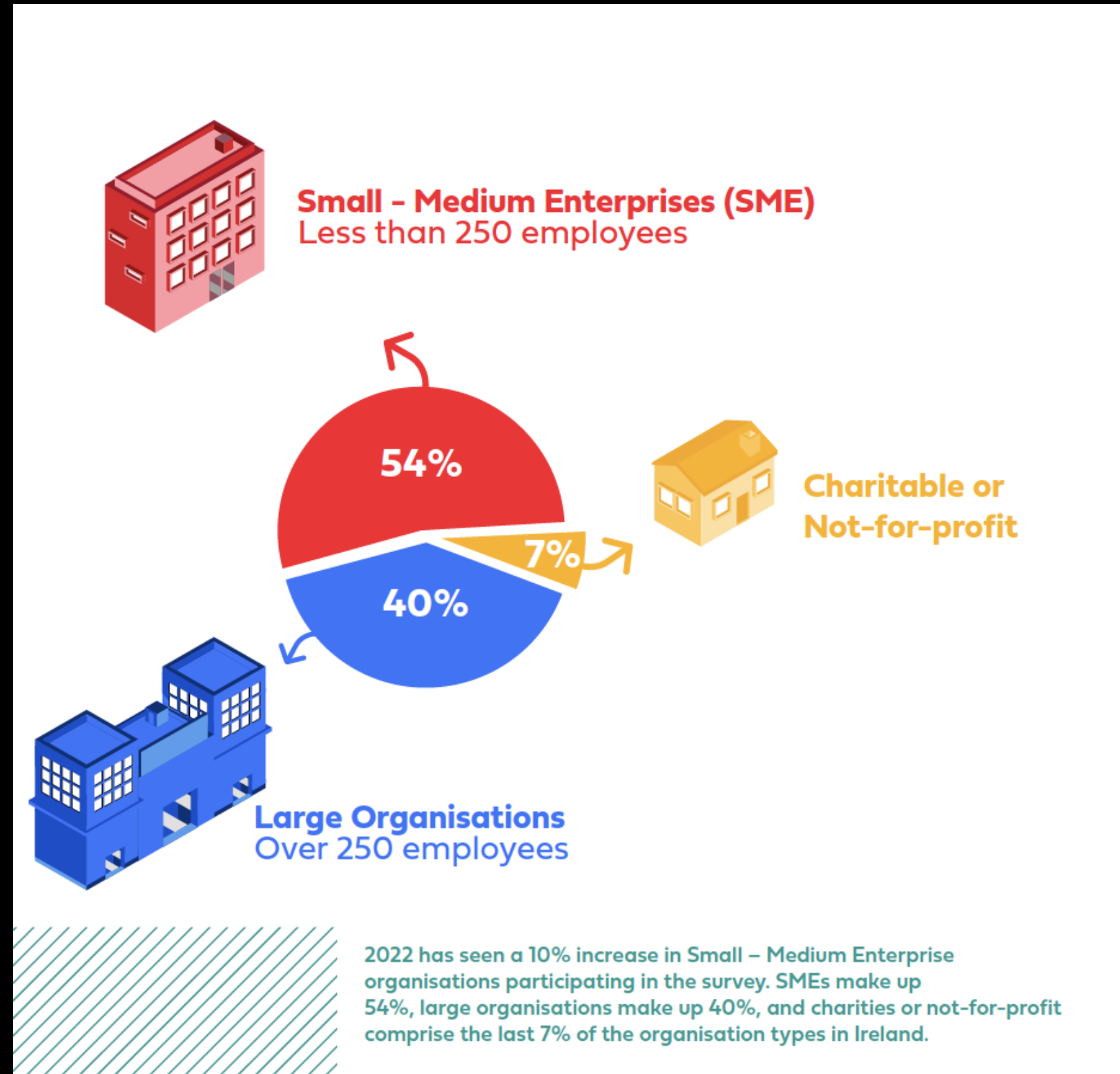


Organisational Overview



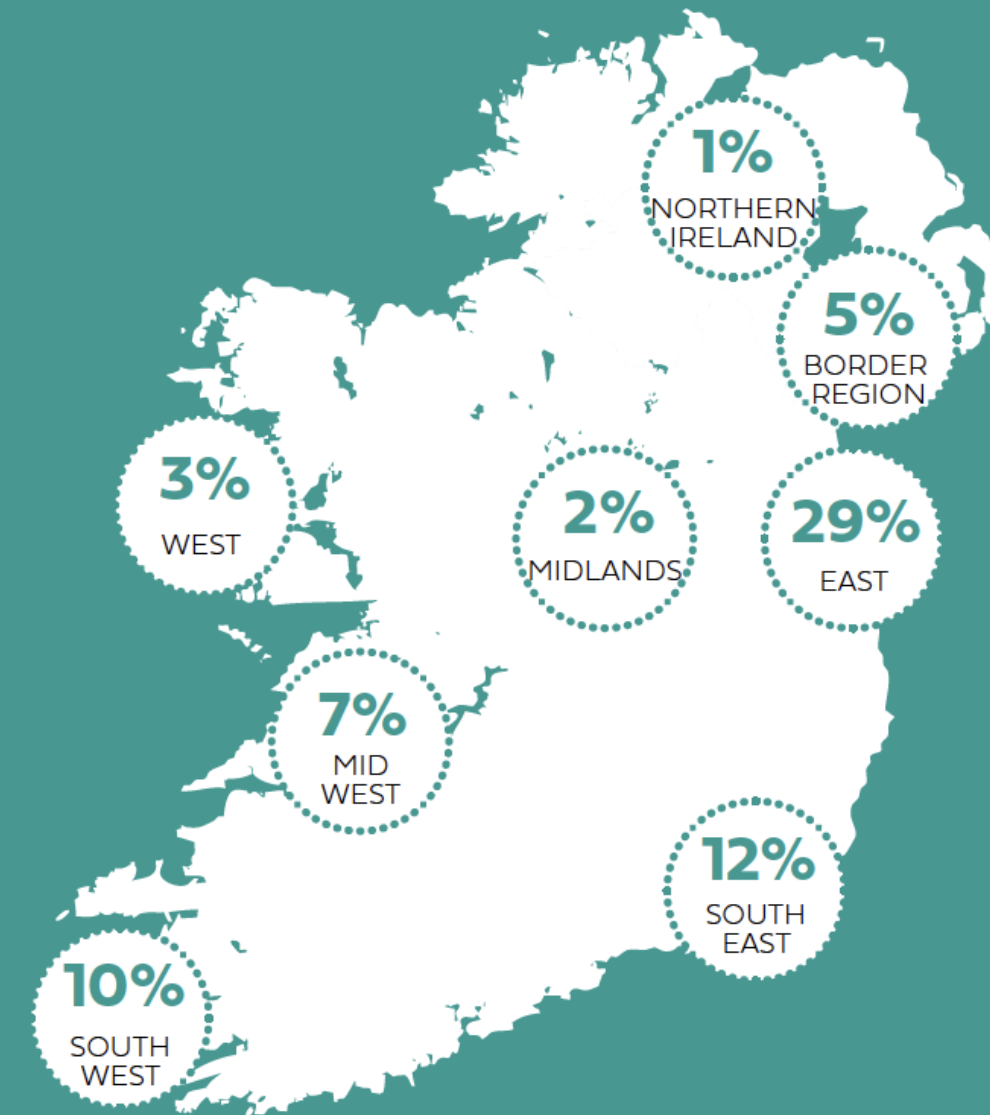
Organisational Type

345 participants in the survey this year, 14% increase on 2021

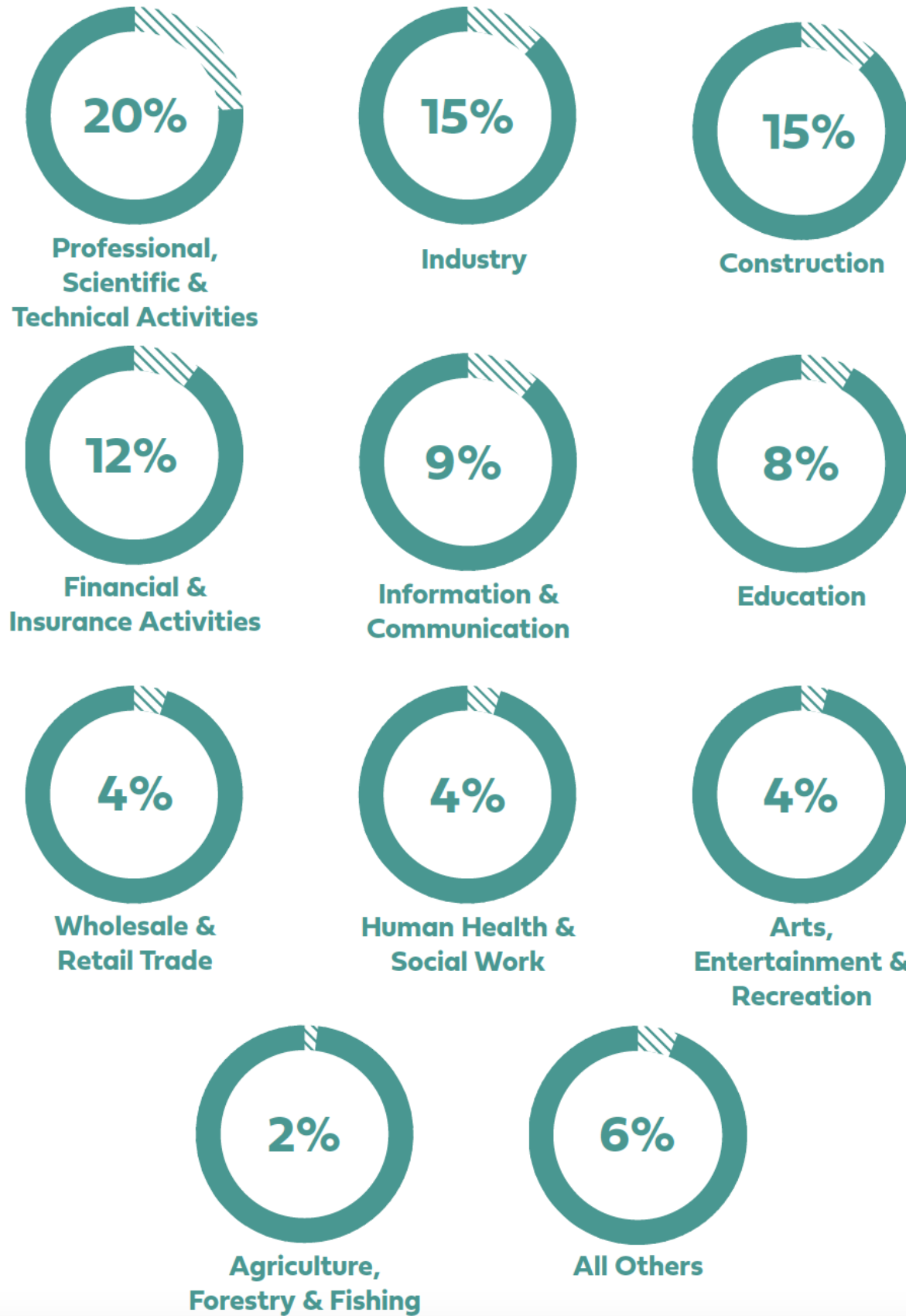


Organisation Location

Organisation Location



Sectors

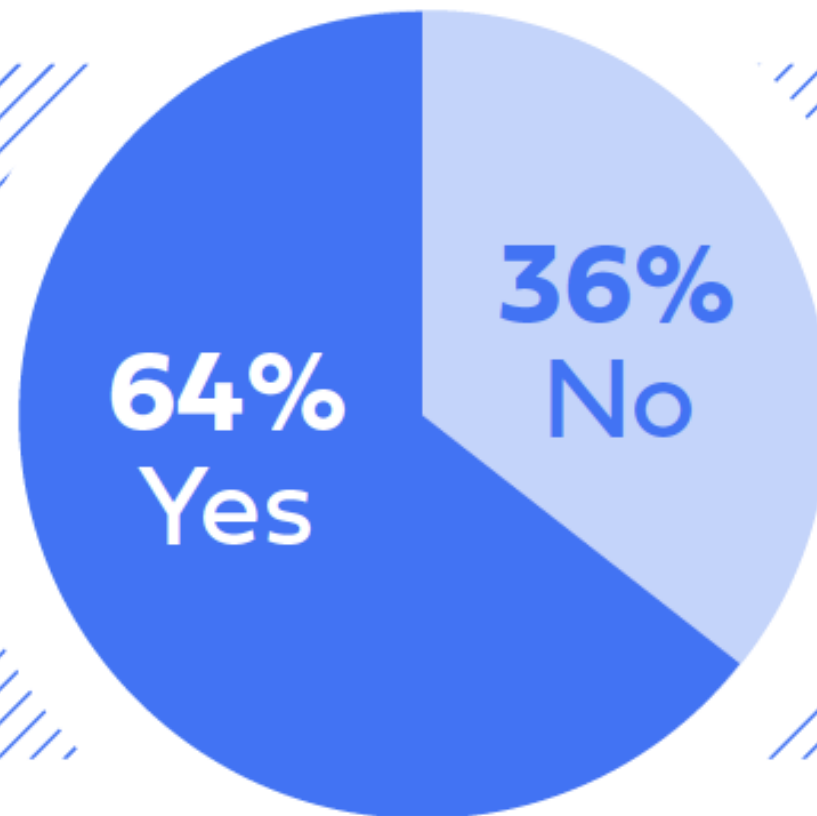


Work Placement



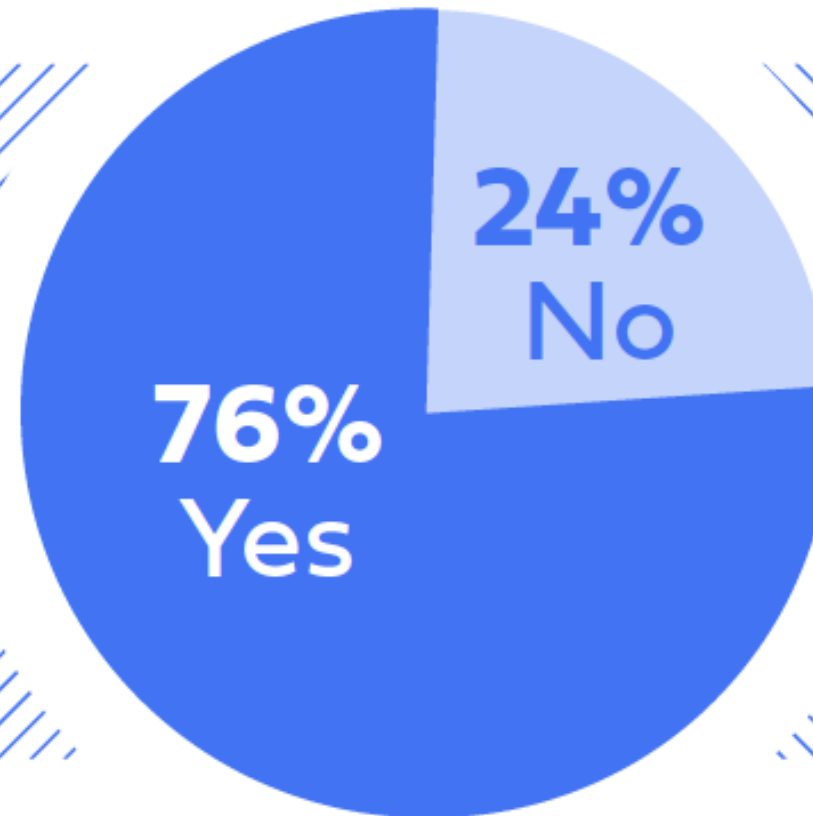
Summer Internships

Q. Do you offer Summer Internships?



Work Placements

Q. Do you offer Work Placements?



Duration of Work Placements



24%

Up to 3mths



49%

3 - 6mths



55%

6 - 12mths



19%

12mths +

Work Placement Recruitment Levels



Conversion Rates

Conversion Rates

Q. Typically, what percentage of work placement students converted to graduate hires?



Average Conversion Rate

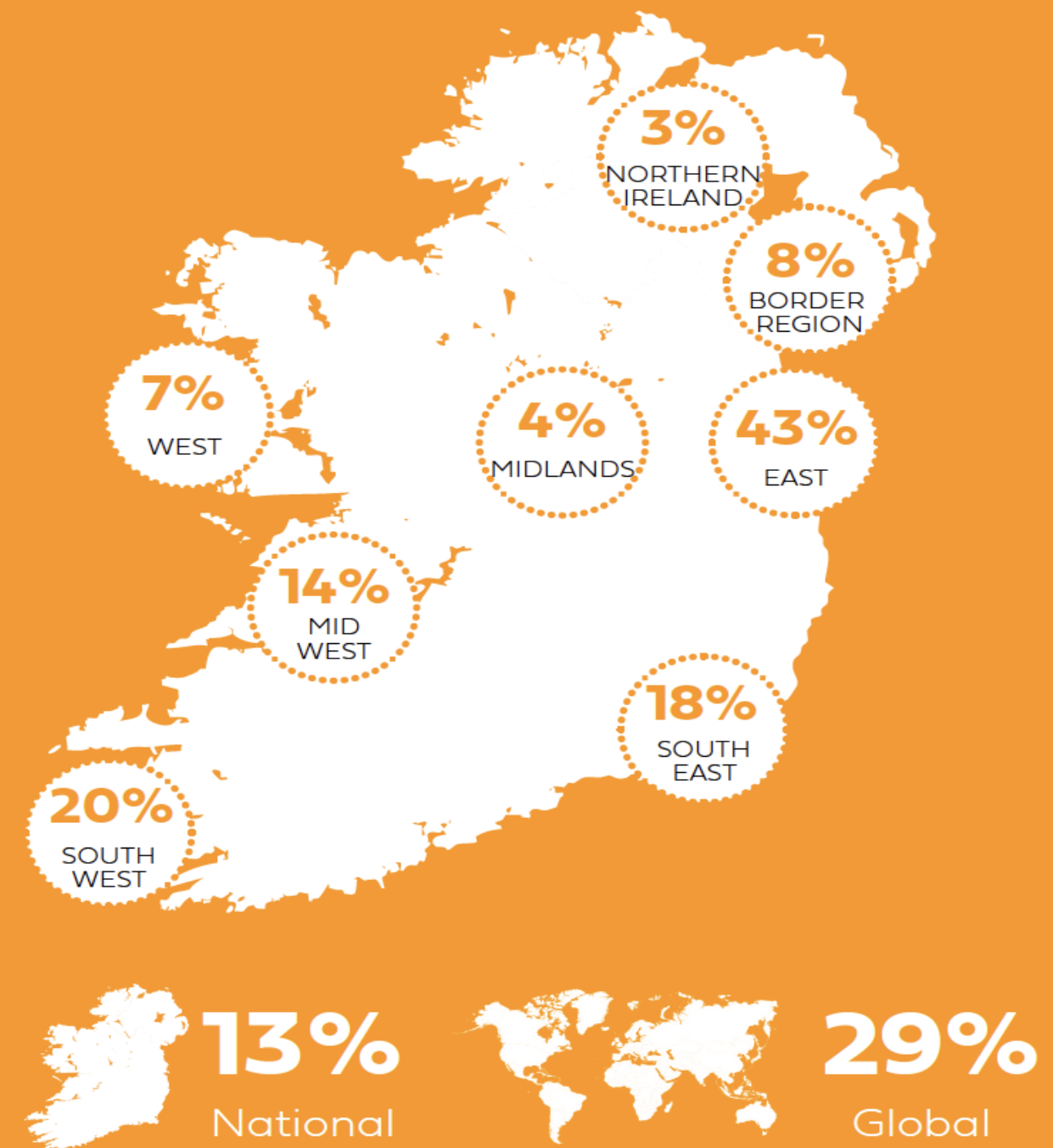
40%



Graduate Recruitment

Location of opportunities

Location of Graduate Vacancies



Graduate Recruitment Levels

Recruitment Level



41%

We will recruit more than last year.



43%

We will recruit about the same as last year.



5%

We will recruit less graduates this year.



0%

We are planning to cancel our graduate recruitment plans.



11%

We don't know how numbers will change yet.

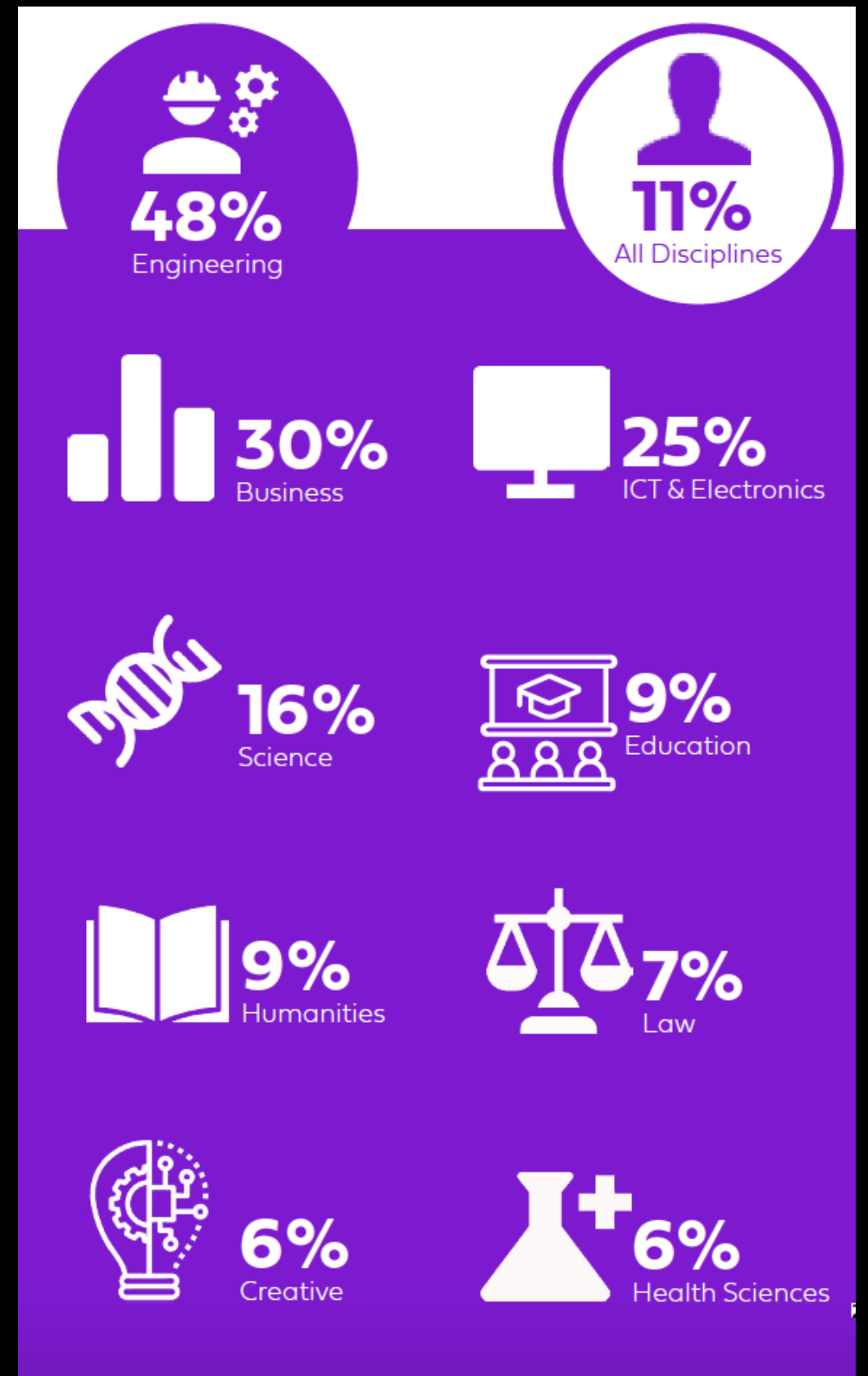
Salaries

Average Graduate Salaries - Trending Data



This table presents the average starting salaries on offer to graduates, based on their level of educational qualifications. It clearly illustrates the correlation between a graduate's level of education and the starting salary they can command in the market. The average salary for Undergraduates is €29,287 (an increase of €200), for Postgraduate Master's degrees is €33,299 (an increase of €500), and PhD graduates is €34,000 (a decrease of €1,000).

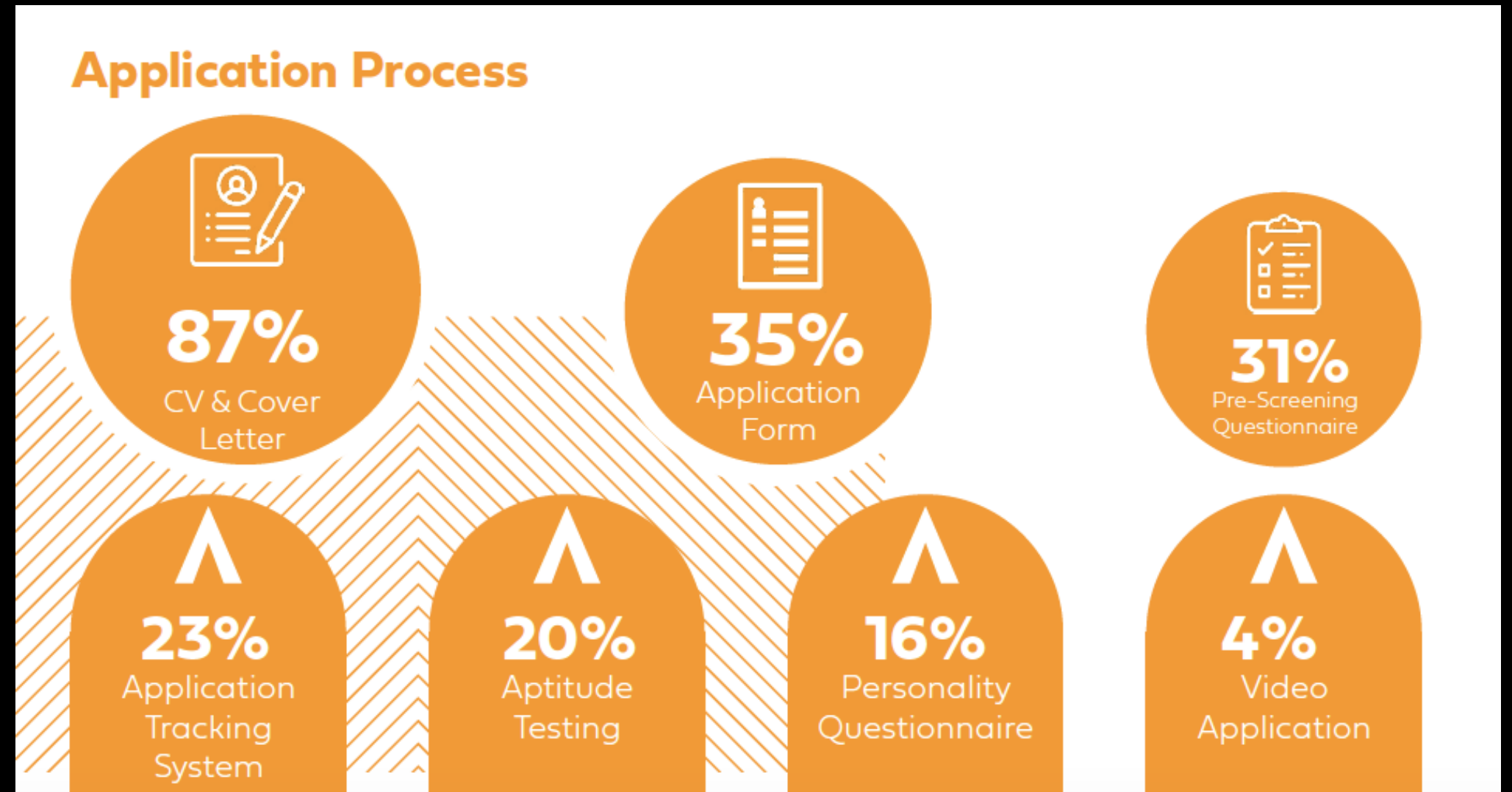
Who should apply?



Application Process

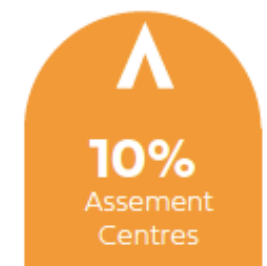
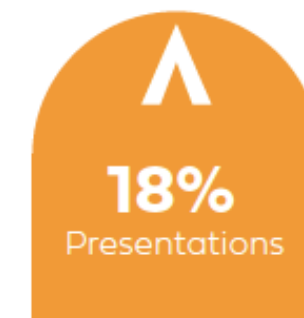
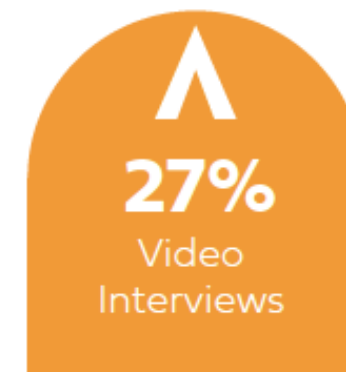


Application Stage



Selection Stage

Interview Process



Pre-Employment Process

Pre-Employment Process



48%
References



13%
Social Media
Checks



Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

Degree
Discipline

#2

Completing
a summer
internship or
work place-
ment

#3

Classification
of degree
(2:1)

#4

Working
to support
themselves
throughout
college

#5

University/
College
Attended

#6

Additional
Independent
learning
undertaken

#7

Involvement In
Volunteering,
Clubs, Societies,
Sports whilst In
college

Challenges, Languages, Onboarding and Contracts



Challenges



Competition for graduate talent from other employers in your sector



Number of available graduates from specific degrees/skillsets.



Graduates expectations at entry level stage.



Graduates accepting offers then withdrawing.



Covid-19



Work readiness level of graduates.

Languages

Foreign Languages

Q. What foreign languages do you require in your organisation?



9%
French



9%
German



8%
Spanish



5%
Italian



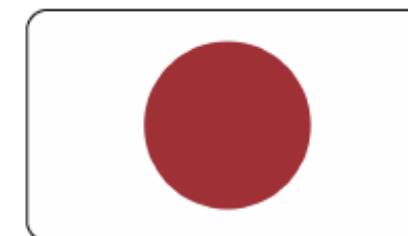
3%
Chinese



2%
Dutch



2%
Portuguese



1%
Japanese

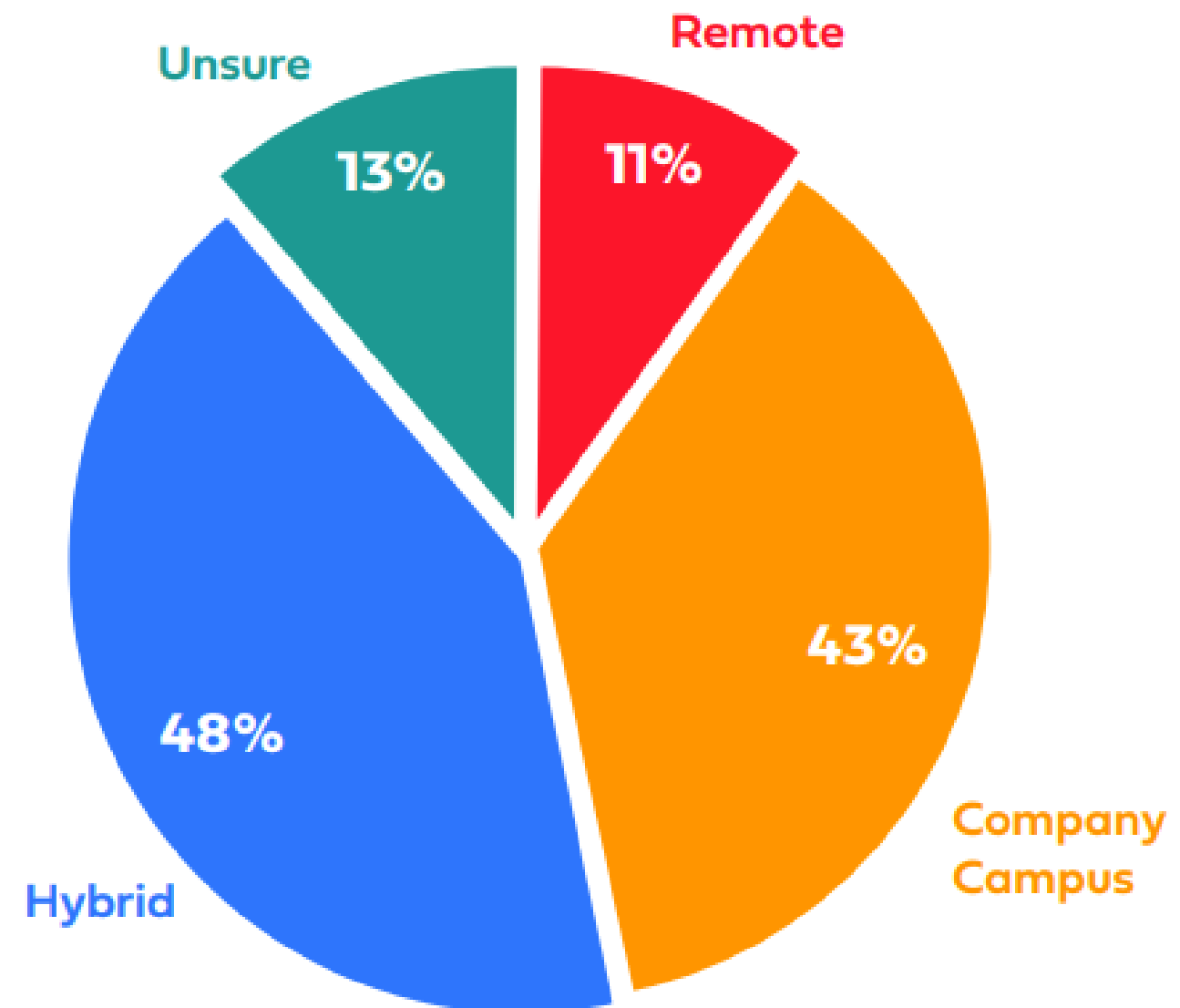


88%
No Foreign
Languages

Onboarding

Onboarding

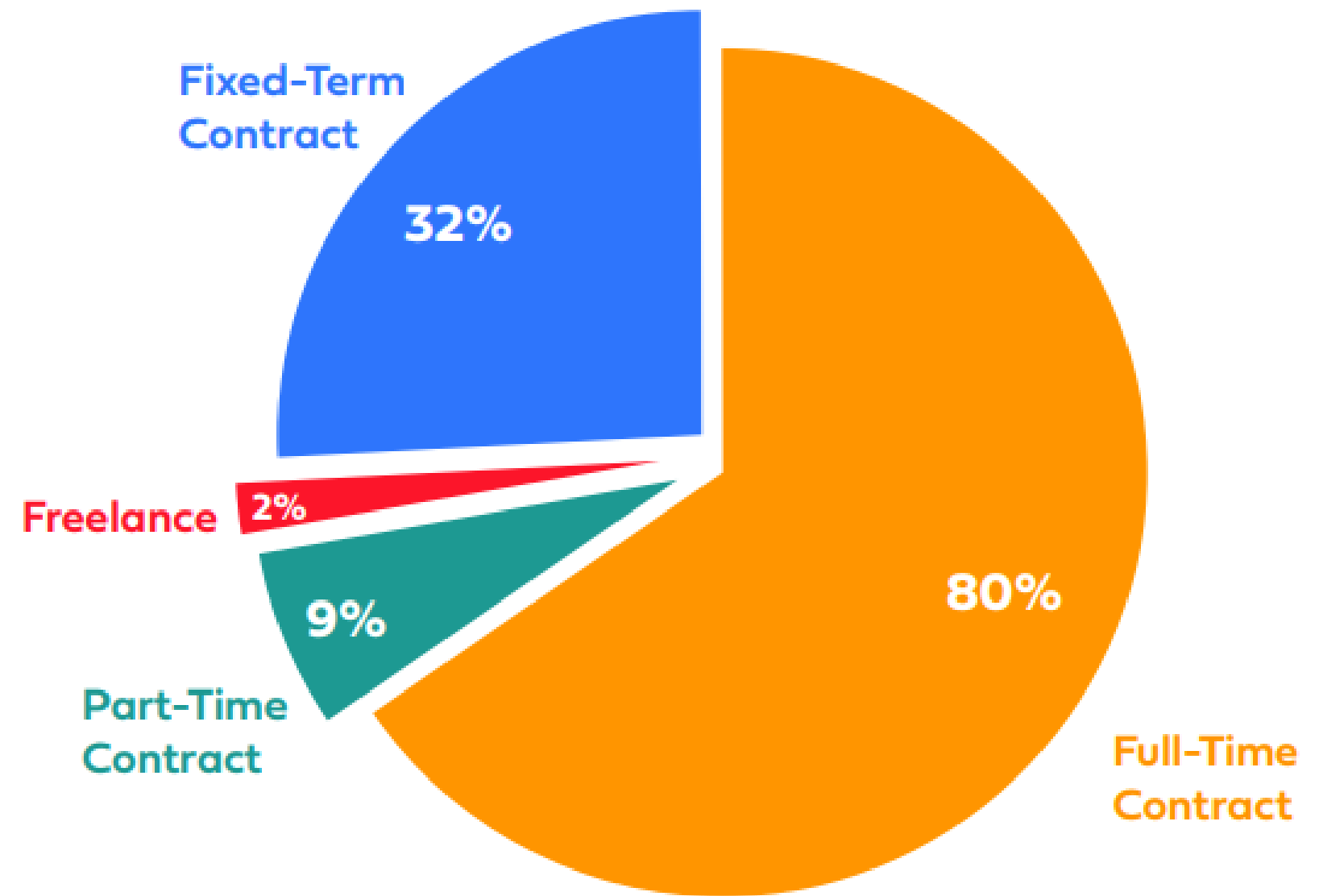
Q. What are your plans for onboarding new graduate hires?



Contract

Contract Type

Q. What type of graduate contract do you offer graduates?



Technical and Soft Skills



Global Technical Skills



Global Soft Skills





Manufacturing Sector



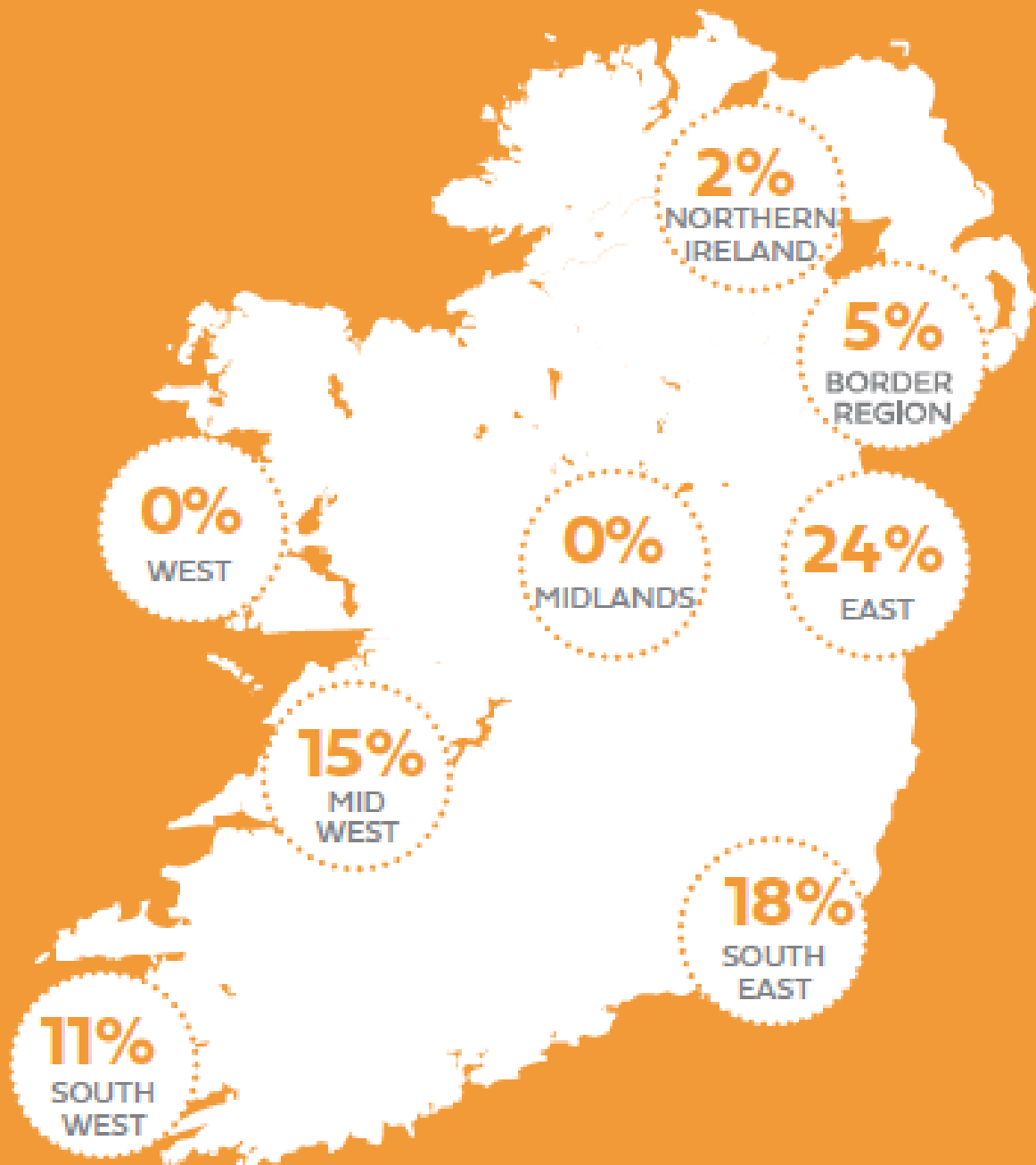
16%

Global



9%

National



28%

More graduate vacancies than last year



54%

About the same graduate vacancies as last year



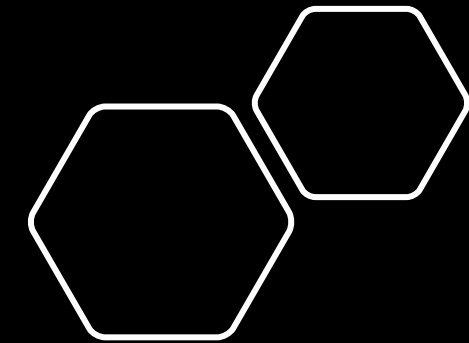
3%

We plan on cancel our Graduate Recruitment plans

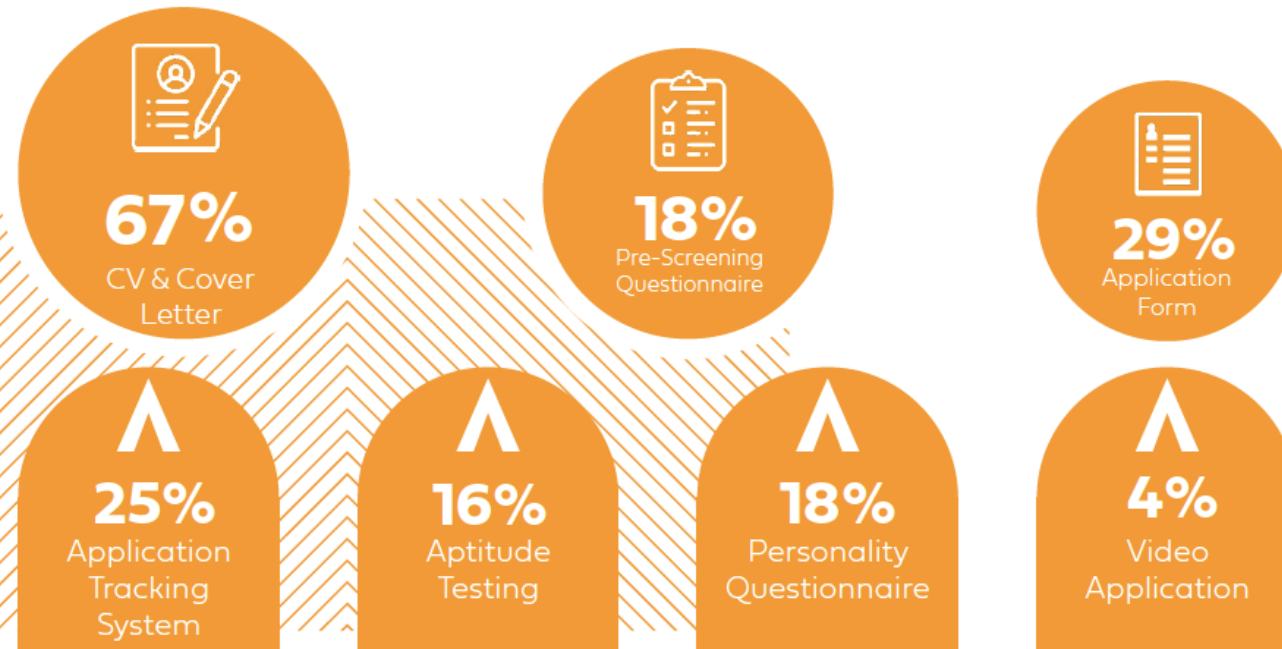


15%

Don't know yet



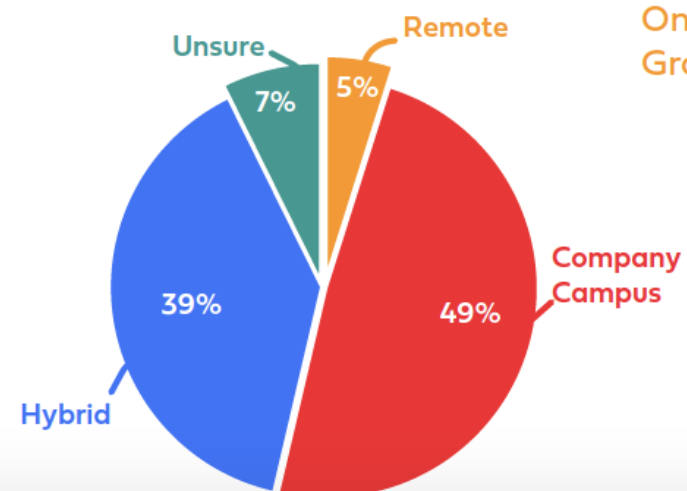
Application Process



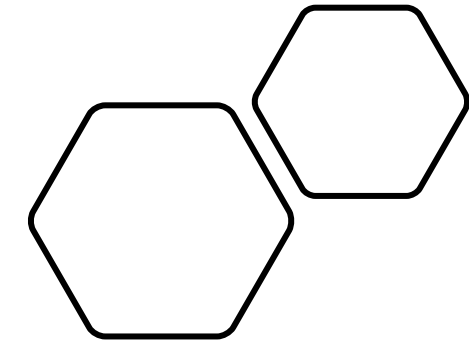
Graduate Recruitment Challenges



Onboarding

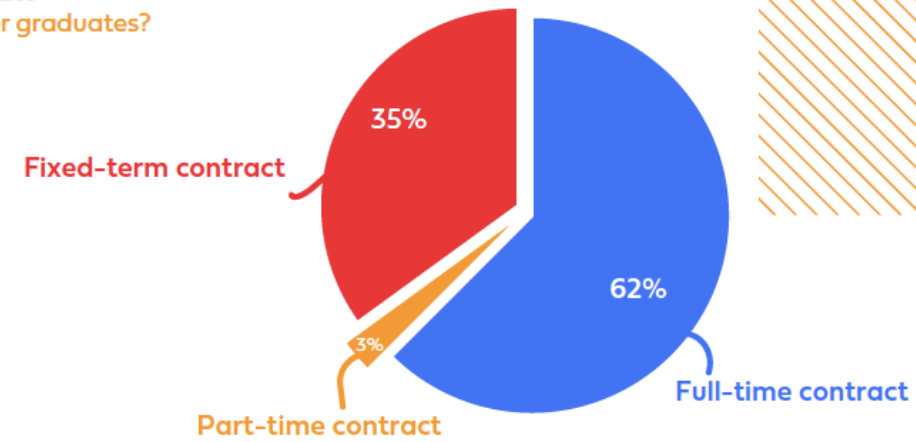


Q. What are your plans for Onboarding new Graduate Hires?



Contract Type

What type of graduate contract do you offer graduates?

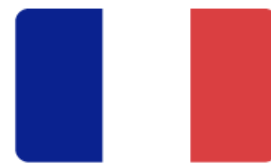


Foreign Languages

Q. What foreign languages do you require in your organisation?



8%
German



8%
French



6%
Italian



4%
Spanish



2%
Dutch



65%
No Foreign
Languages

Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

Classification
of degree
(2:1)

#2

Completing a
summer internship
or work
placement

#3

University/
College
Attended

#4

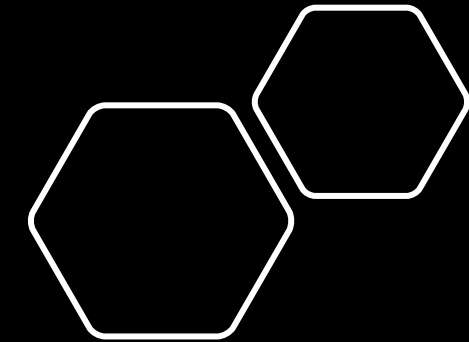
Additional
independent
learning
undertaken

#5

Working to support
themselves
throughout
College

#6

Degree
Discipline



Manufacturing Technical Skills Ranked 1 – 12



Manufacturing Soft Skills Ranked 1 – 12



The top three Technical Skills are Analytical Thinking, Self-Motivated and Qualifications related to the job. The top three Soft skills are Positive Attitude and Energy, Work Ethic and the Ability to Cope with Pressure.

	Undergraduates	Master's degree	PhD
Overall Average	€ 29,287	€ 33,299	€ 34,000
Construction	€ 30,963	€ 35,759	€ 35,286
Finance & Insurance	€ 28,000	€ 31,692	€ 30,714
Information & Communications	€ 28,545	€ 33,941	€ 35,200
Manufacturing	€ 31,667	€ 36,652	€ 36,636
Professional, Scientific & Technical Activities	€ 30,266	€ 32,778	€ 34,333



Construction Sector



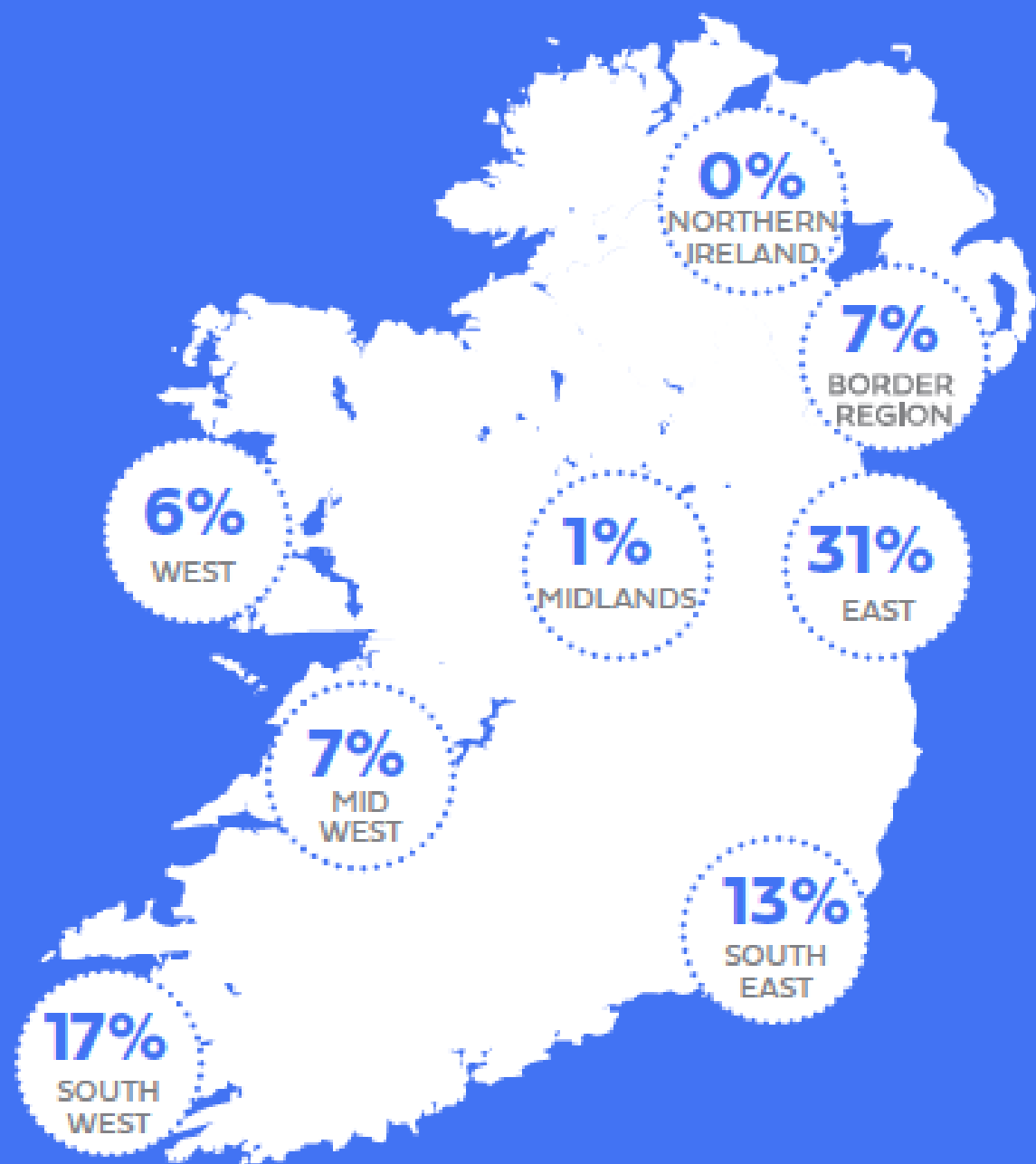
11%

Global



7%

National



40%

More graduate vacancies than last year



46%

About the same graduate vacancies as last year



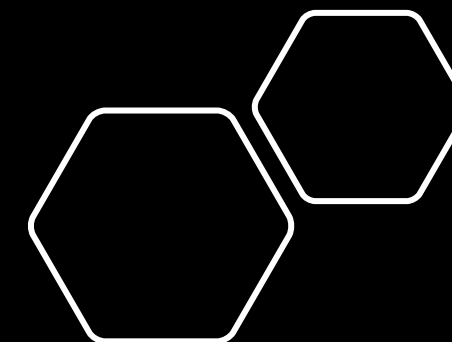
2%

Slightly fewer graduate vacancies than last year

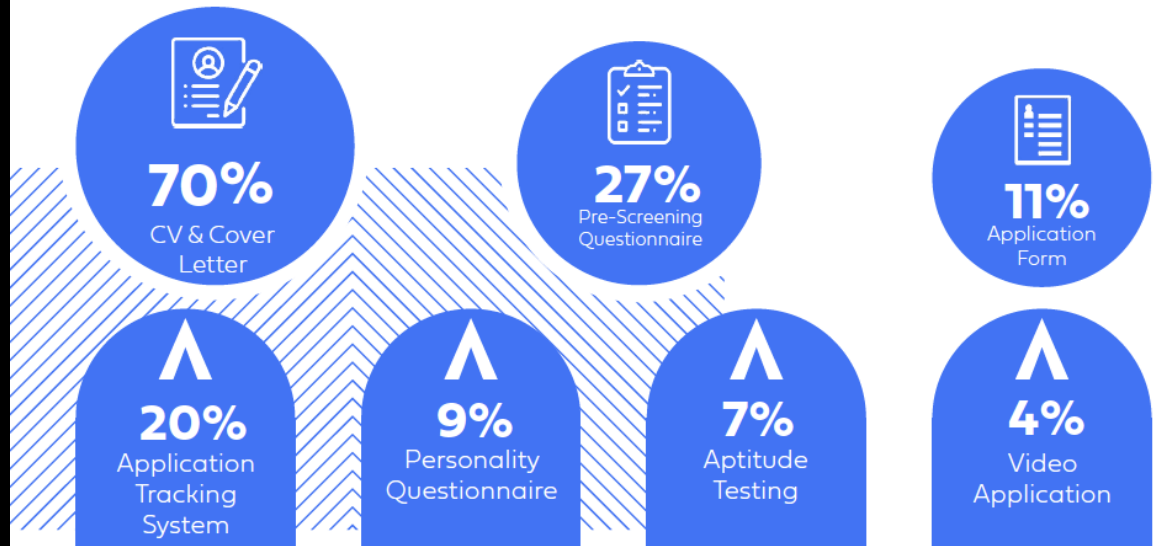


13%

Don't know yet



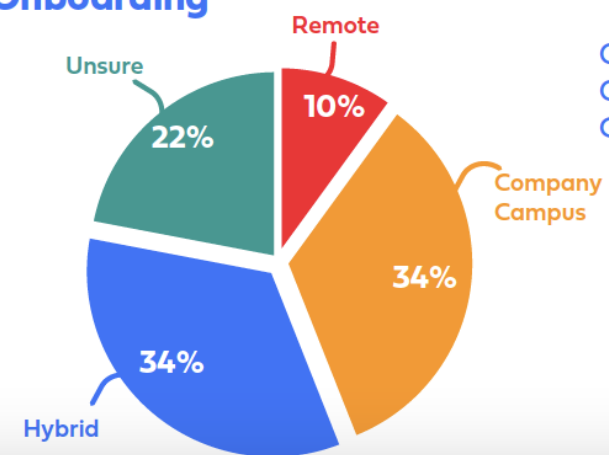
Application Process



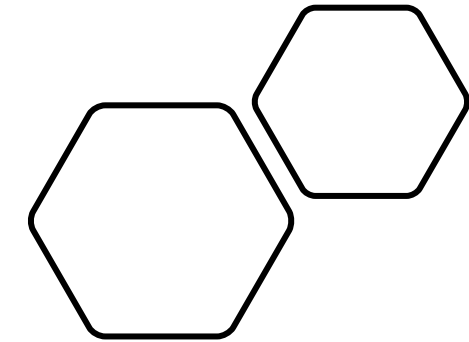
Graduate Recruitment Challenges



Onboarding

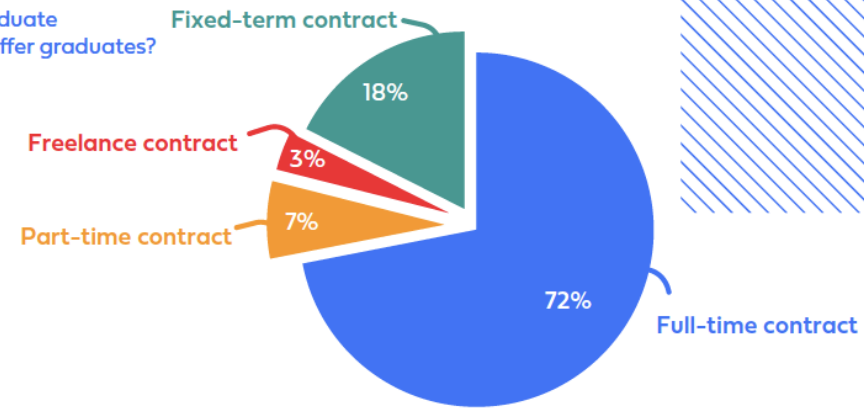


Q. What are your plans for Onboarding new Graduate Hires?



Contract Type

What type of graduate contract do you offer graduates?



Foreign Languages

Q. What foreign languages do you require in your organisation?



6%
German



4%
French



4%
Spanish



4%
Italian



4%
Dutch



75%
No Foreign Languages

Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

Working to support themselves throughout College

#2

Additional independent learning undertaken

#3

Completing a summer internship or work placement

#4

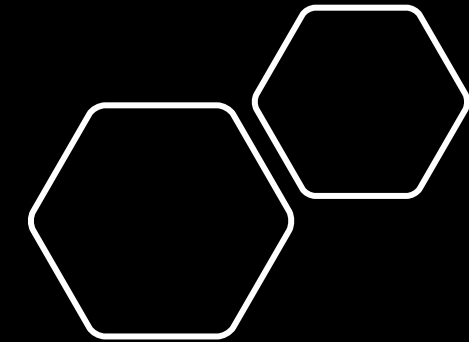
Involvement in Volunteering/ Clubs/ Societies/ Sports clubs whilst in College

#5

University/ College Attended

#6

Classification of degree (2:1)



Construction Technical Skills Ranked 1 – 12



Construction Soft Skills Ranked 1 – 12





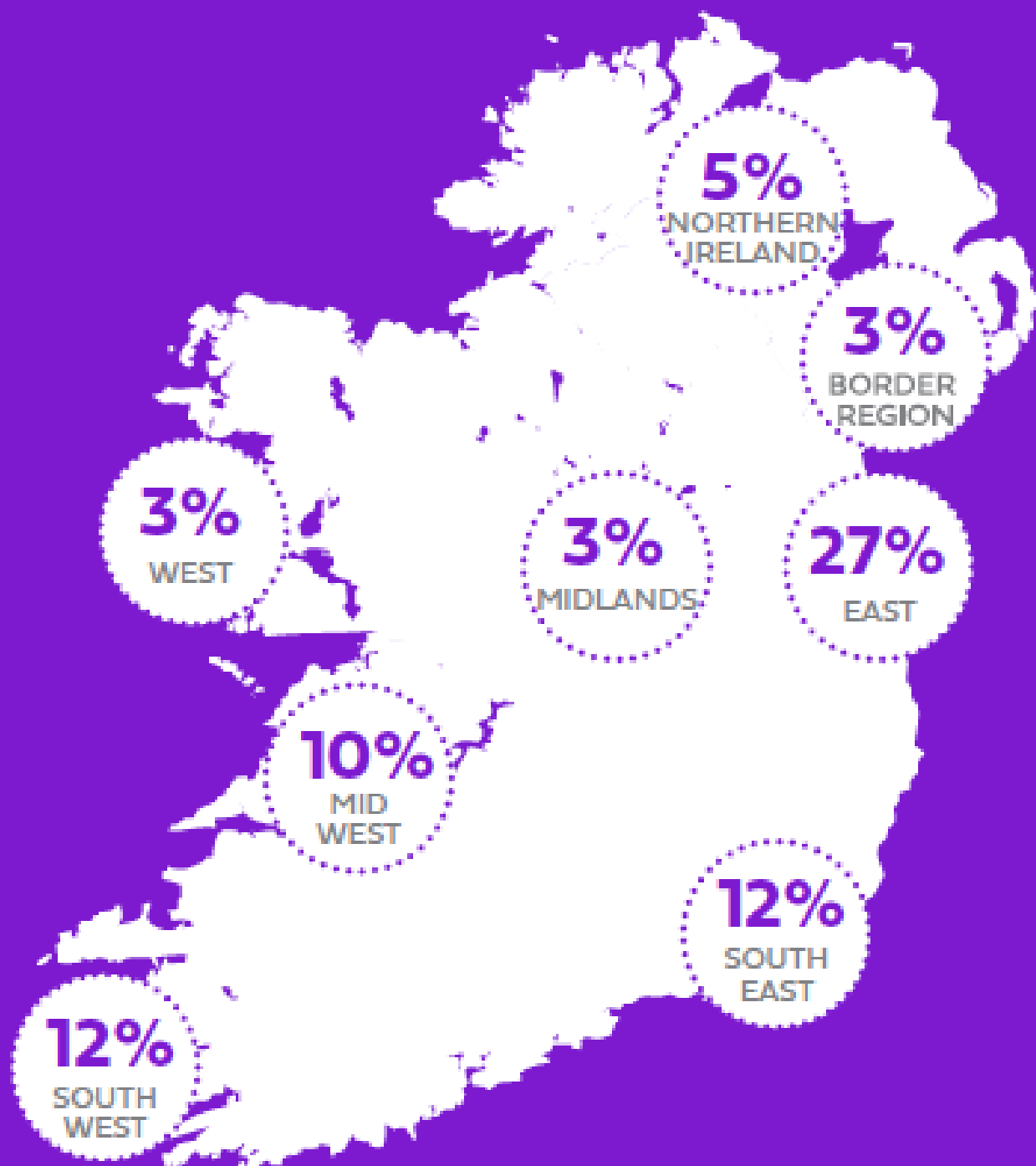
Finance and Insurance Sector



19%
Global



5%
National



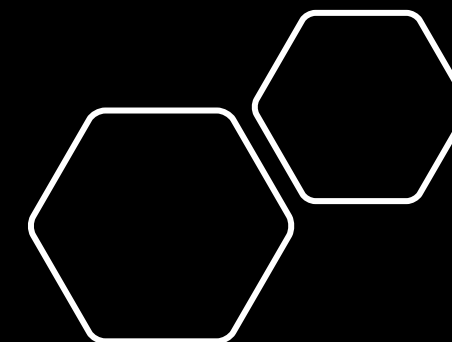
42%
More graduate vacancies than last year



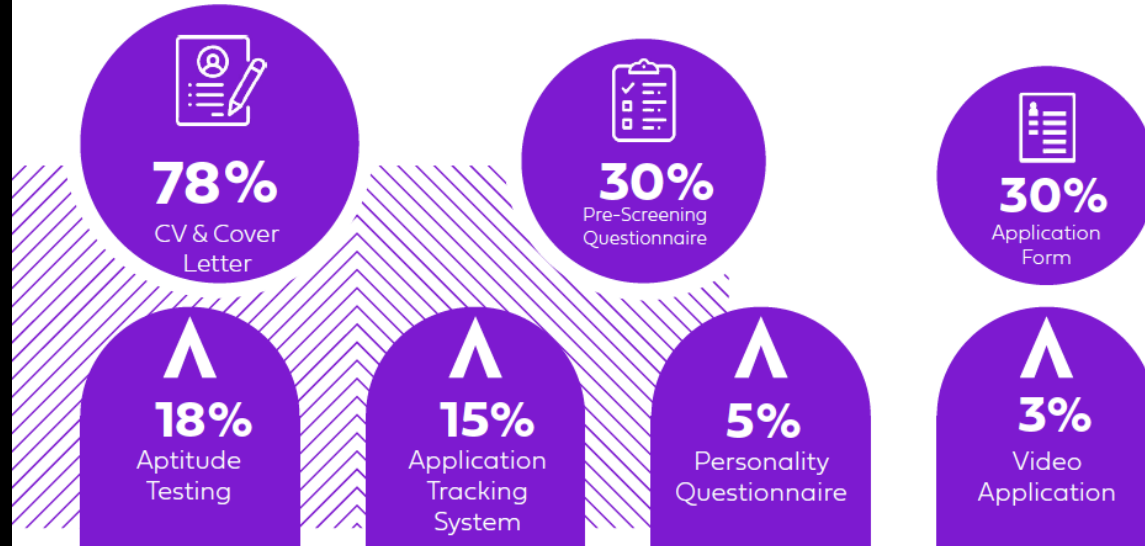
56%
About the same graduate vacancies as last year



3%
Don't know yet



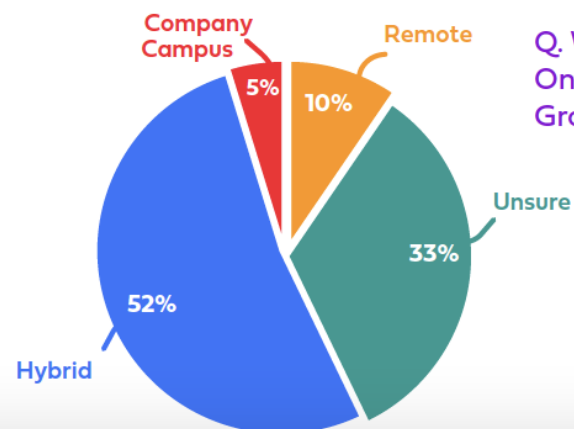
Application Process



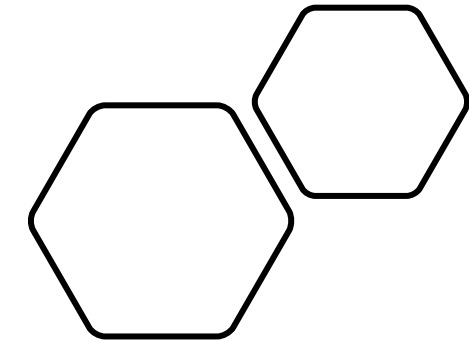
Graduate Recruitment Challenges



Onboarding

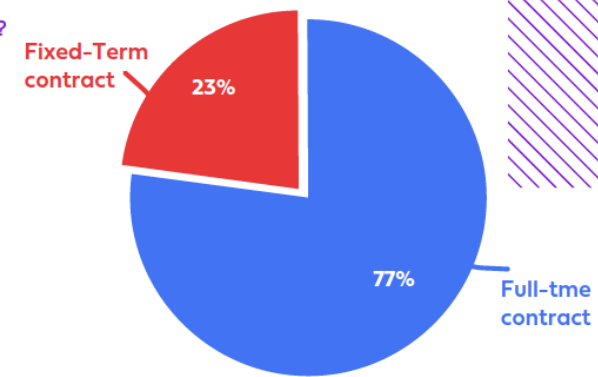


Q. What are your plans for Onboarding new Graduate Hires?



Contract Type

What type of graduate contract do you offer graduates?



Foreign Languages

Q. What foreign languages do you require in your organisation?



11%
Spanish



9%
German



6%
French



4%
Chinese



2%
Italian



62%
No Foreign Languages

Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

Degree Discipline

#2

Involvement in Volunteering/ Clubs/ Societies/ Sports clubs whilst in College

#3

Completing a summer internship or work placement

#4

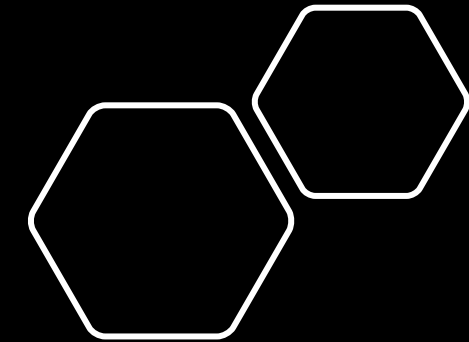
Working to support themselves throughout College

#5

University/ College Attended

#6

Classification of degree (2:1)



**Finance & Insurance
Technical Skills
Ranked 1 – 12**



**Finance & Insurance
Soft Skills
Ranked 1 – 12**



The top three Technical Skills are Analytical Thinking, Self-Motivated and Collaborative. The top three Soft Skills are the Ability to Cope with Pressure, Positive attitude and Energy, and Work Ethic.



Information and
Communications Sector



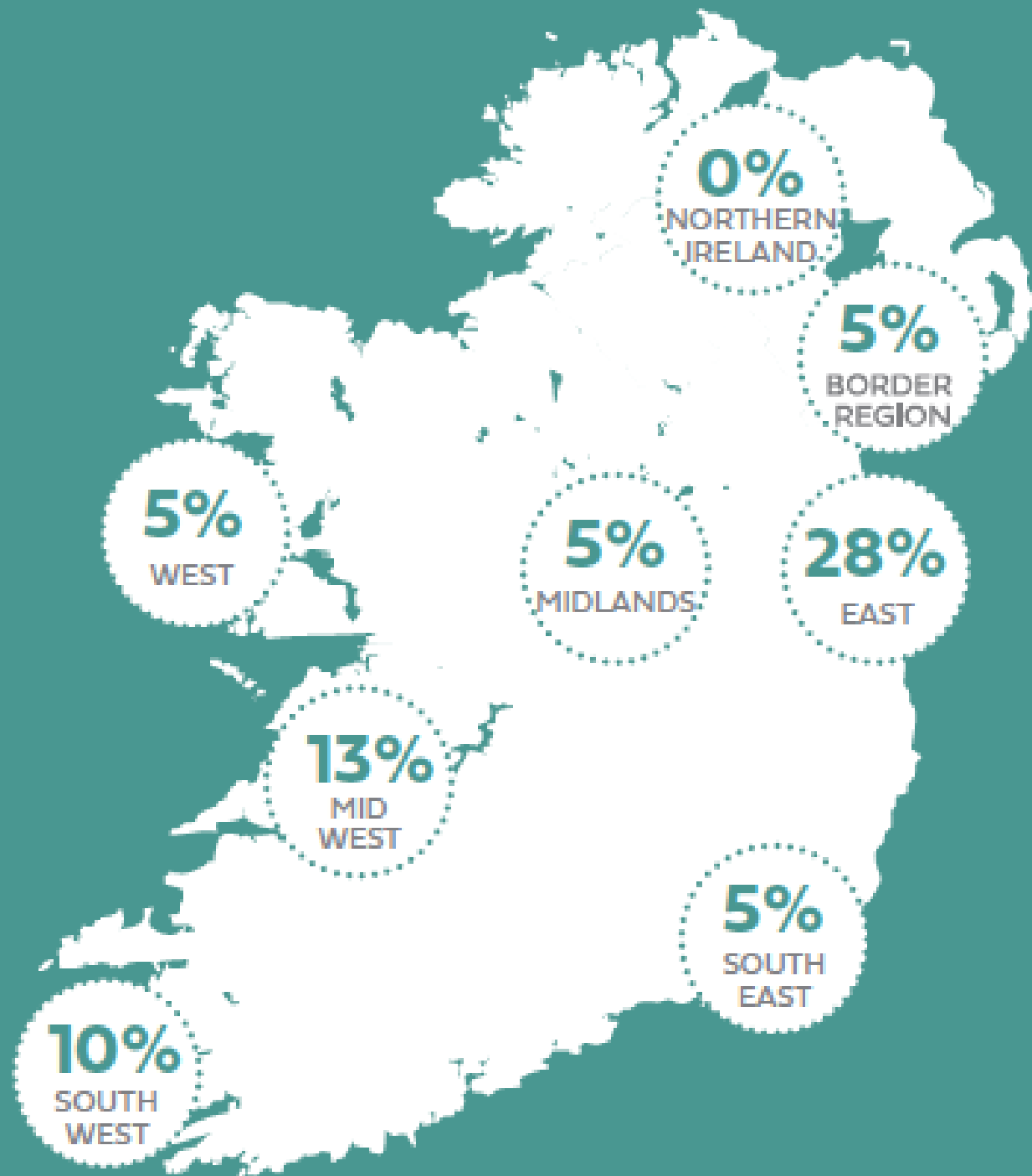
18%

Global



13%

National



52%

More graduate vacancies than last year



40%

About the same graduate vacancies as last year



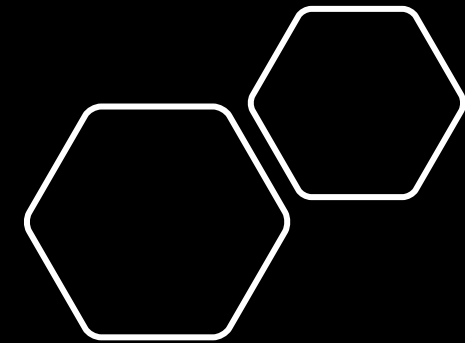
4%

Slightly fewer graduate vacancies than last year

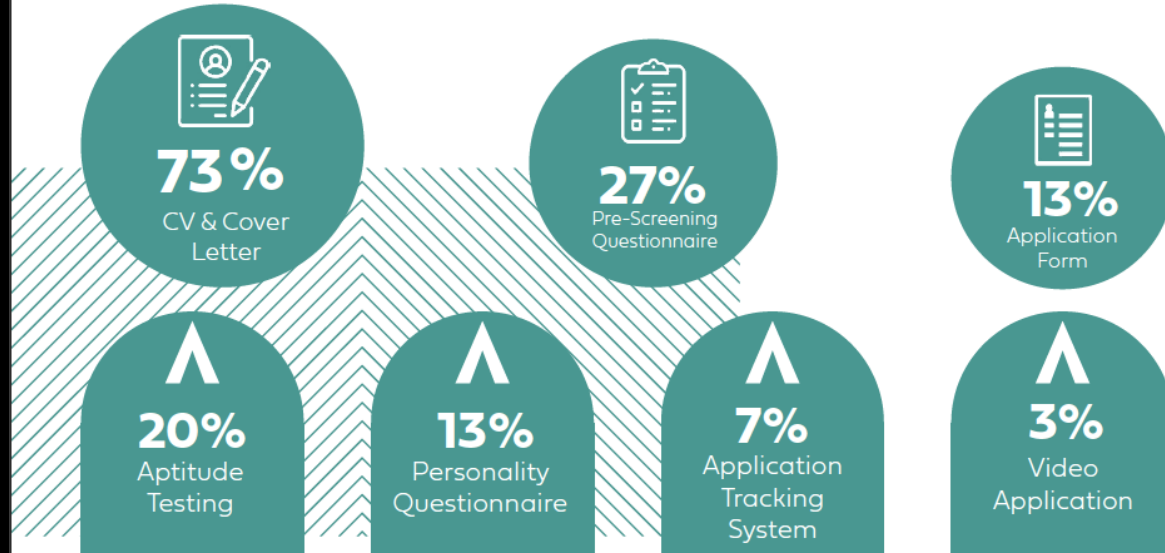


4%

Don't know yet



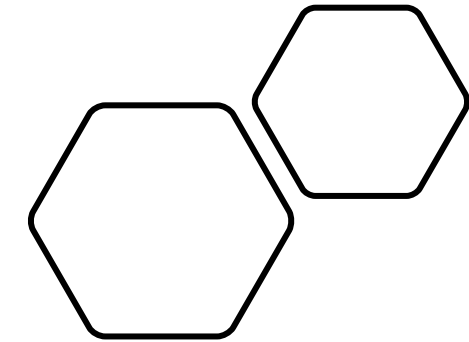
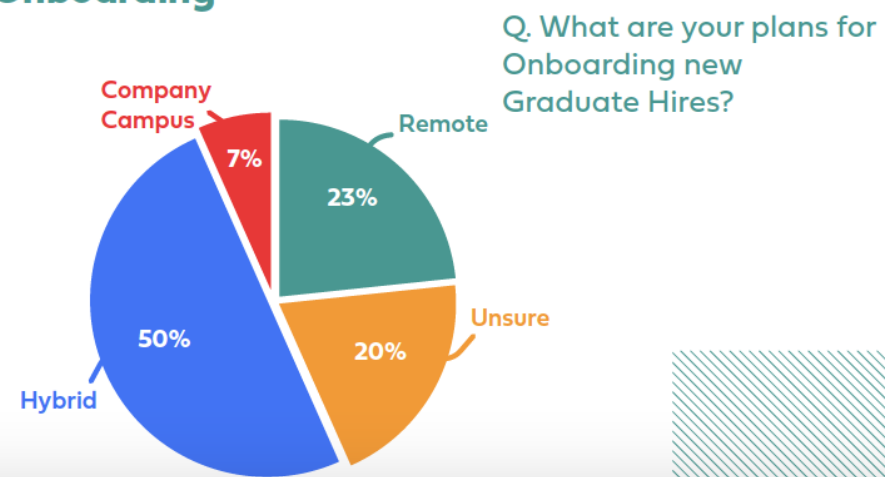
Application Process



Graduate Recruitment Challenges

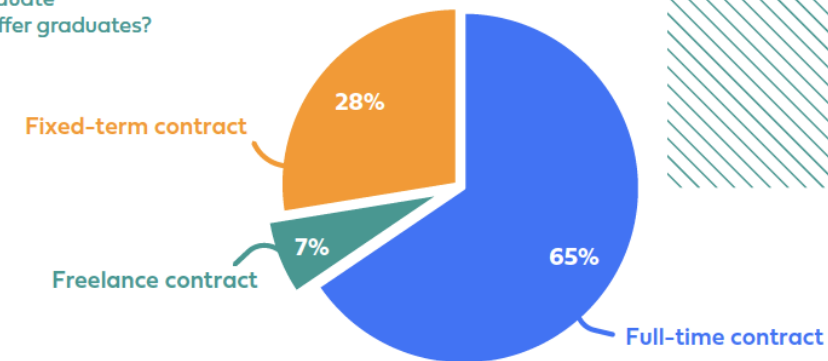


Onboarding



Contract Type

What type of graduate contract do you offer graduates?



Foreign Languages

Q. What foreign languages do you require in your organisation?



10%
German



7%
French



7%
Spanish



3%
Italian



70%
No Foreign
Languages

Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

University/
College
Attended

#2

Working to support
themselves
throughout
College

#3

Classification
of degree
(2:1)

#4

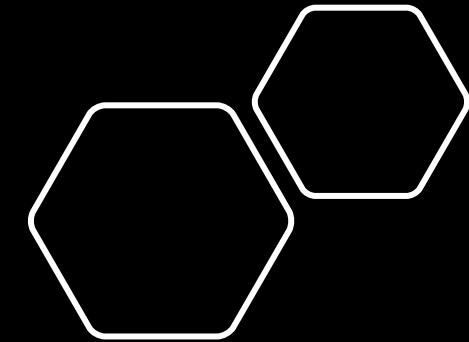
Involvement in
Volunteering/
Clubs/
Societies/ Sports
clubs whilst in
College

#5

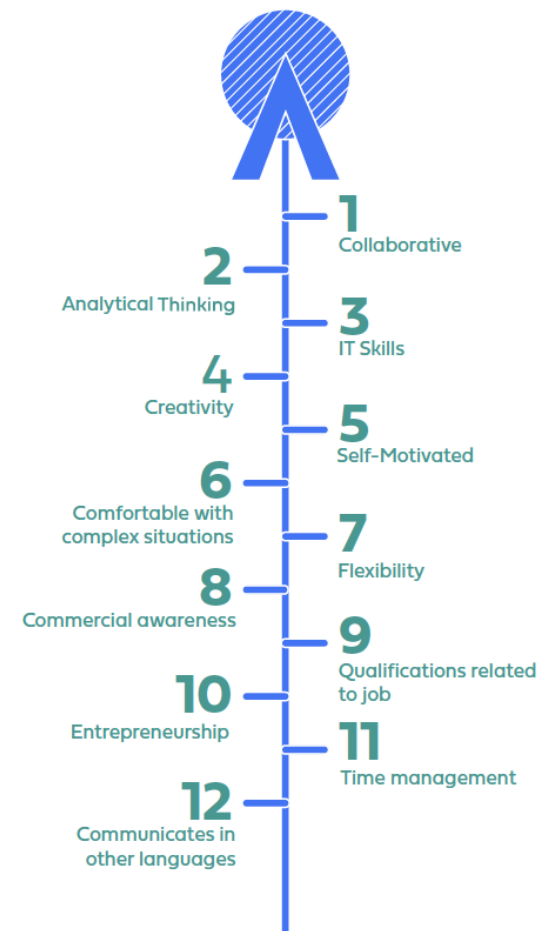
Completing a
summer internship
or work
placement

#6

Degree
Discipline



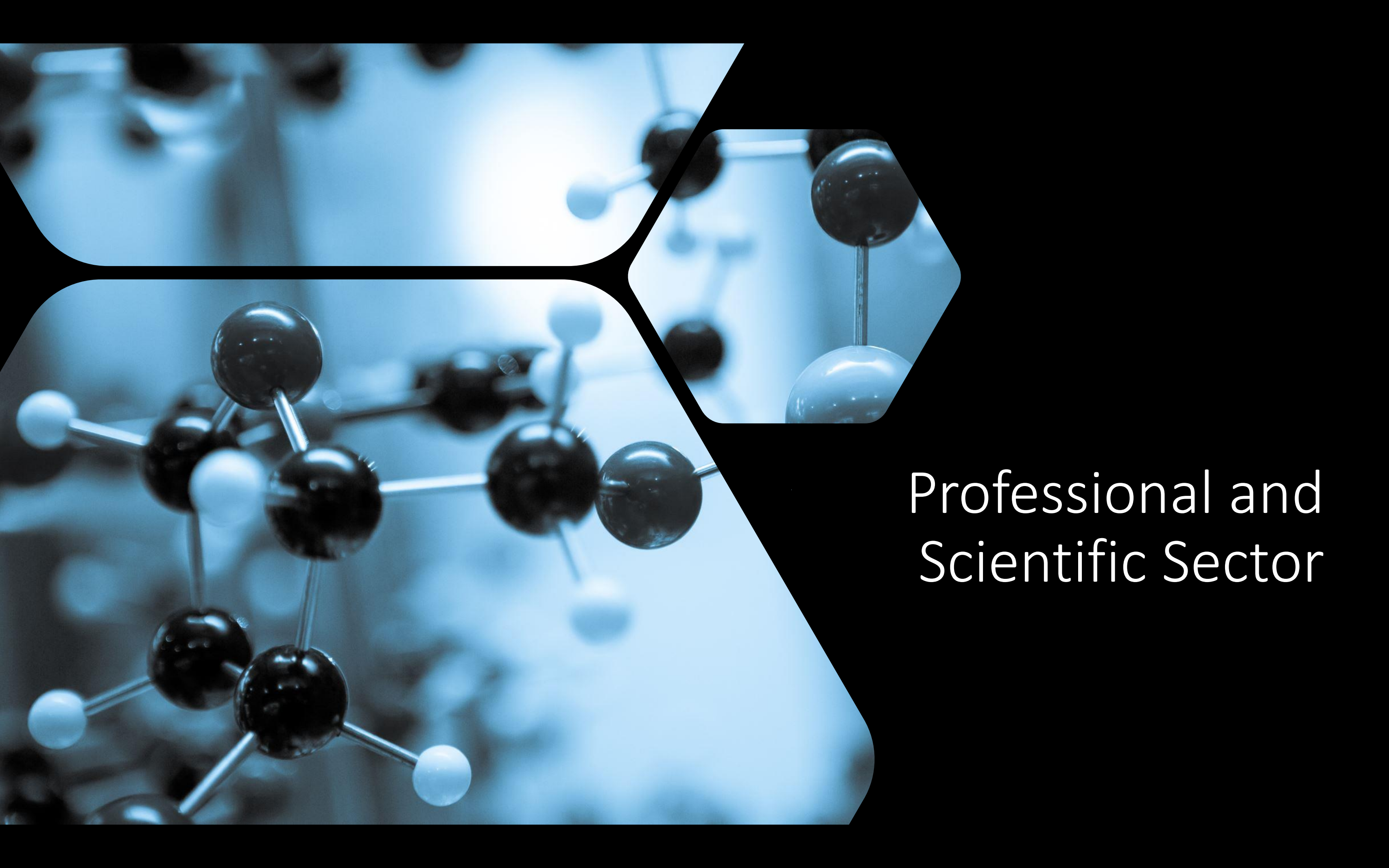
**Information & Communications
Technical Skills
Ranked 1 – 12**



**Information & Communications
Soft Skills
Ranked 1 – 12**



The top three Technical Skills are Analytical Thinking, Collaborative and IT skills. The top three Soft skills are Positive Attitude and Energy, Work Ethic and the Ability to Cope with Pressure.



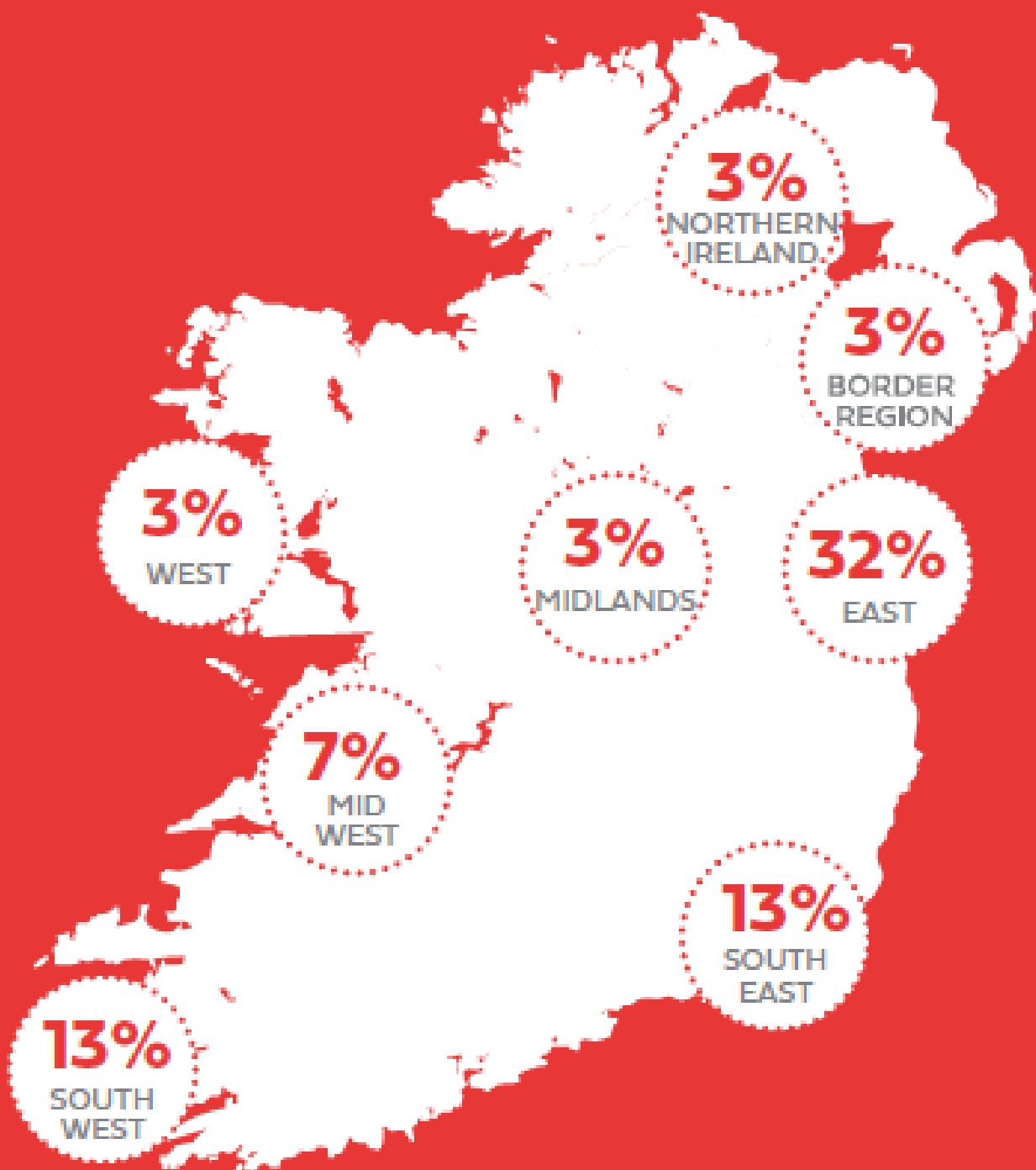
Professional and Scientific Sector



13%
Global



9%
National



43%
More graduate vacancies than last year



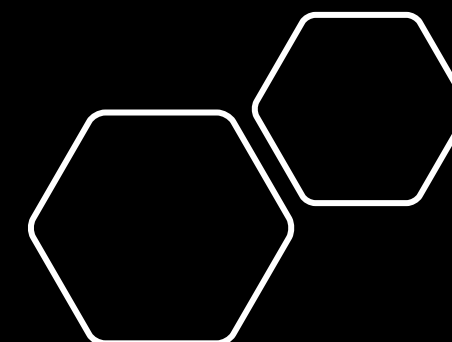
43%
About the same graduate vacancies as last year



10%
Slightly fewer graduate vacancies than last year



3%
Don't know yet



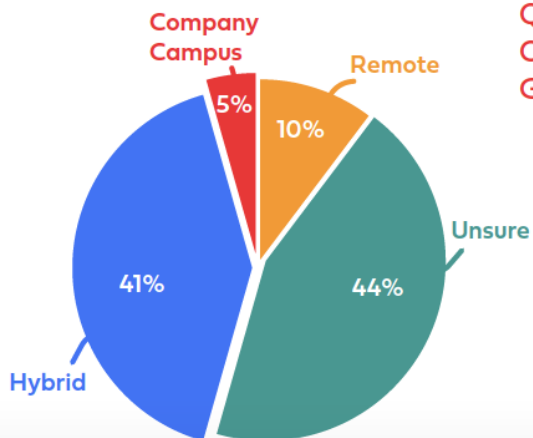
Application Process



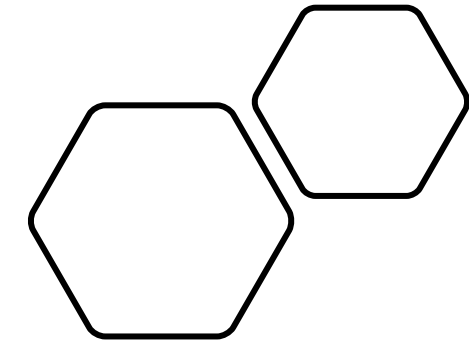
Graduate Recruitment Challenges



Onboarding

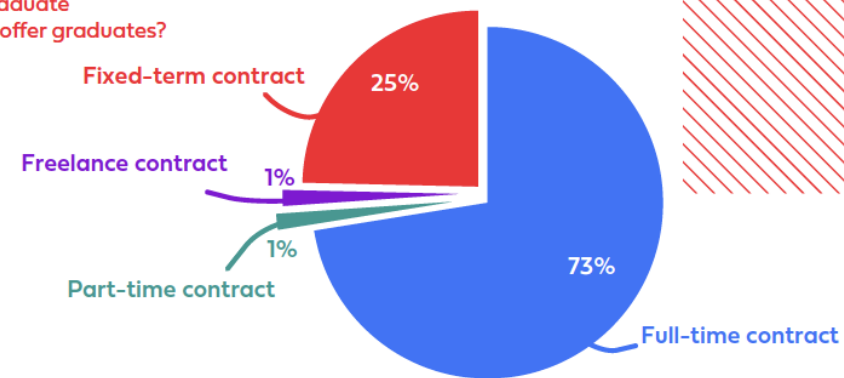


Q. What are your plans for Onboarding new Graduate Hires?



Contract Type

What type of graduate contract do you offer graduates?



Foreign Languages

Q. What foreign languages do you require in your organisation?



6%
French



5%
Italian



3%
Spanish



3%
German



2%
Dutch



80%
No Foreign Languages

Employers Ranking

Q. Please rank the following of how positively you view them when reviewing applications?

#1

University/
College
Attended

#2

Classification
of degree
(2:1)

#3

Degree
Discipline

#4

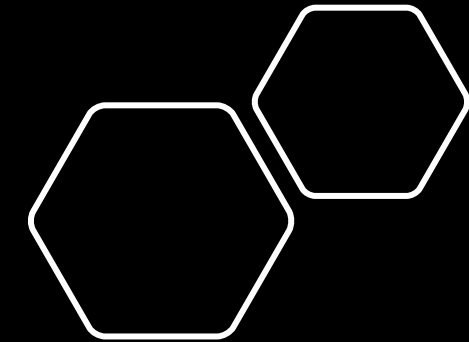
Additional
independent
learning

#5

Involvement in
Volunteering/
Clubs/
Societies/ Sports
clubs whilst in
College

#6

Completing a
summer internship
or work
placement



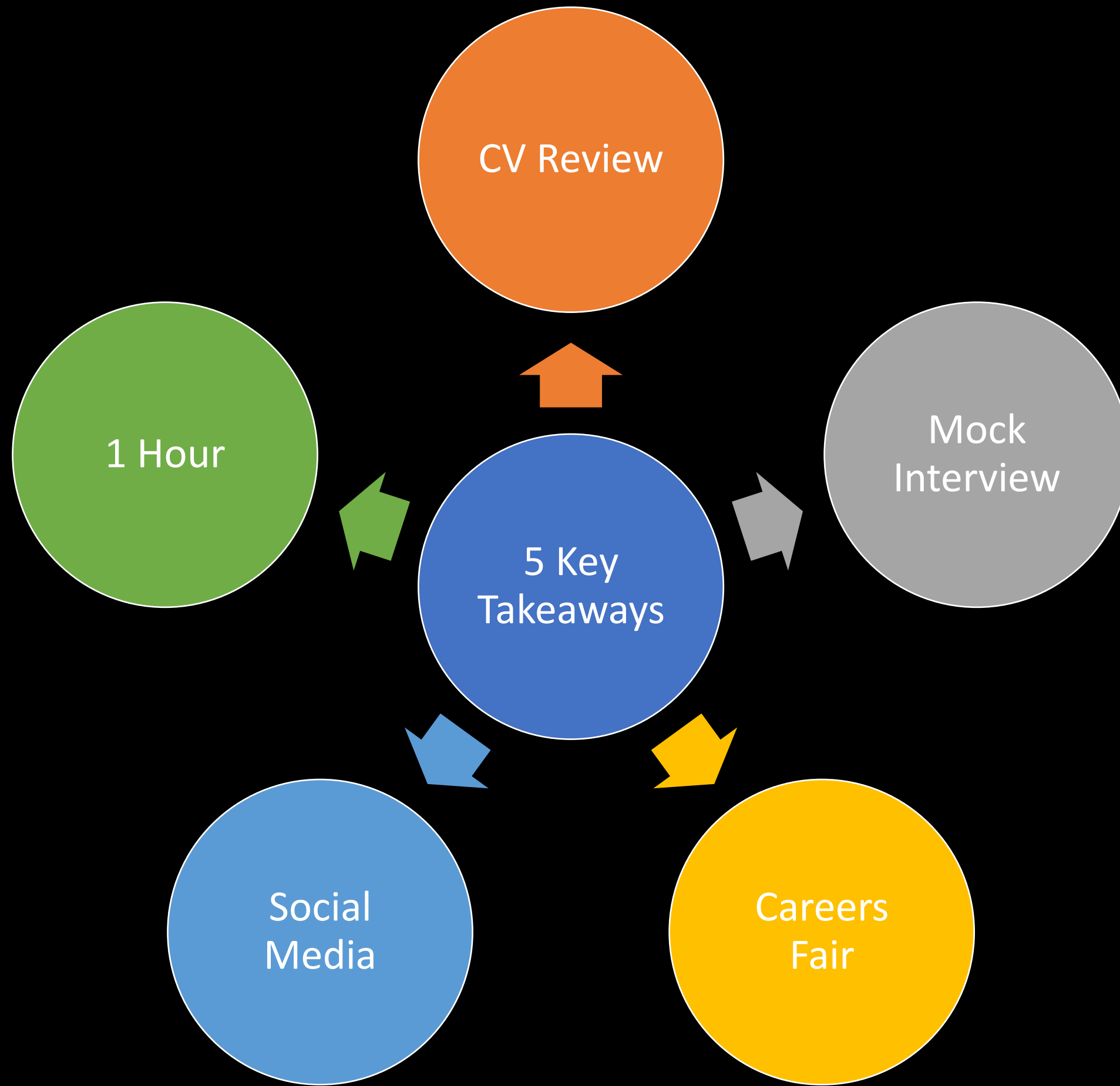
**Professional, Scientific
& Technical Activities
Technical Skills
Ranked 1 – 12**



**Professional, Scientific
& Technical Activities
Soft Skills
Ranked 1 – 12**



The top three Technical Skills are Analytical Thinking, Self-Motivated and qualifications related to the job. The top three Soft skills are the Ability to Cope with Pressure, Positive Attitude and Energy, and Work Ethic.



Thank you



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