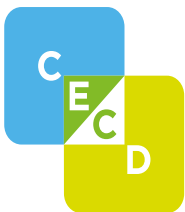


# University of Limerick Graduate Market Survey Results



University of Limerick  
Cooperative Education & Careers Division  
*Empowering Through Employability*



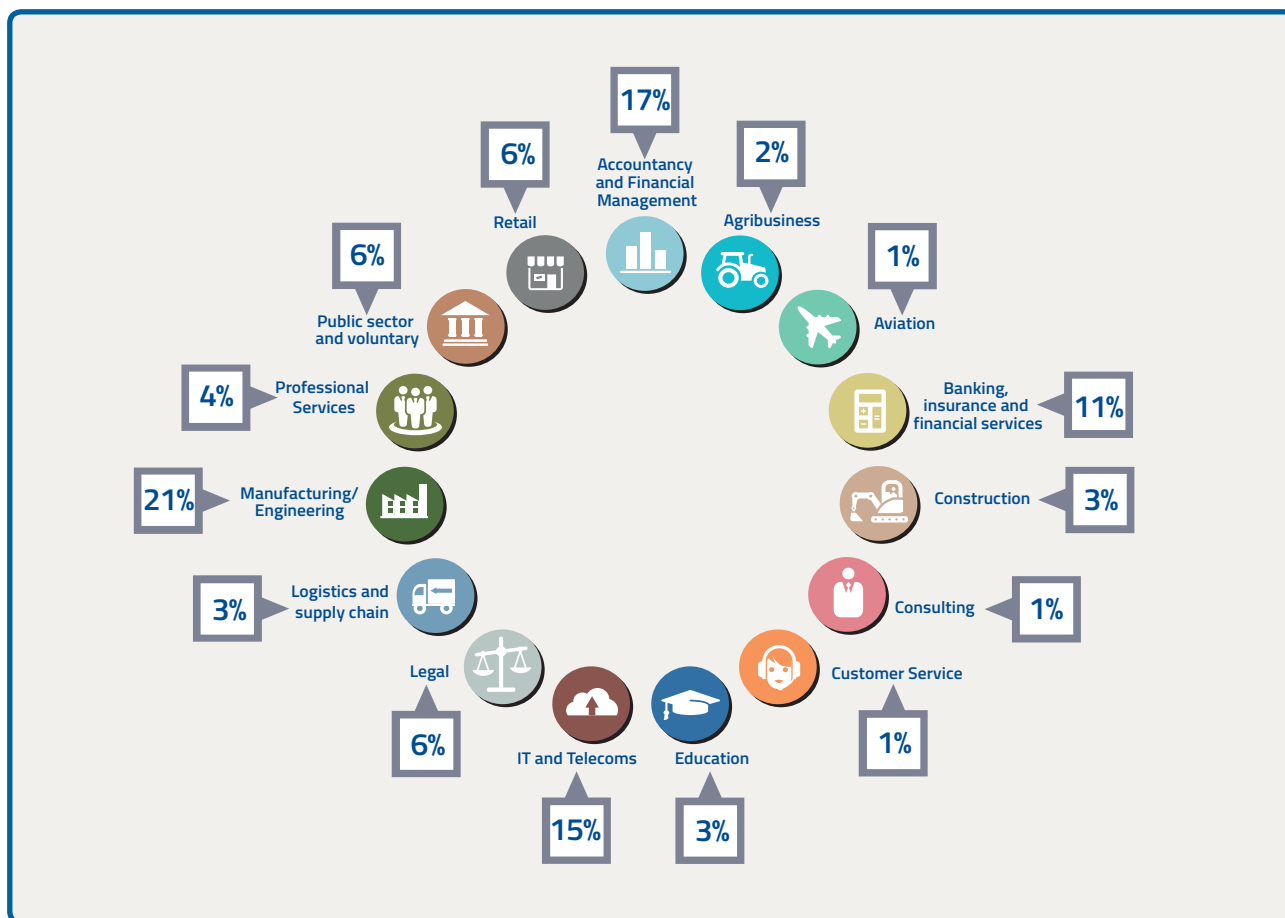
The University of Limerick Graduate Market Survey captures graduate recruitment trends on an annual basis. The Cooperative Education & Careers Division (CECD) at the University of Limerick would like to thank all of the organisations who participated in the 2016 Graduate Market Survey, some of whom are listed below.

This year the survey was completed to coincide with the University of Limerick Careers Fair on 6 October 2016. The Careers Fair is an annual event organised by CECD. Over 140 organisations participate in the fair. These include local, national and international companies – large and small – from a wide variety of sectors and disciplines. Feedback from these organisations proves to be highly beneficial in preparing graduates for their future careers. As a result of the 2016 Graduate Market Survey, the participating organisations and CECD have gained valuable insights on the graduate recruitment market.

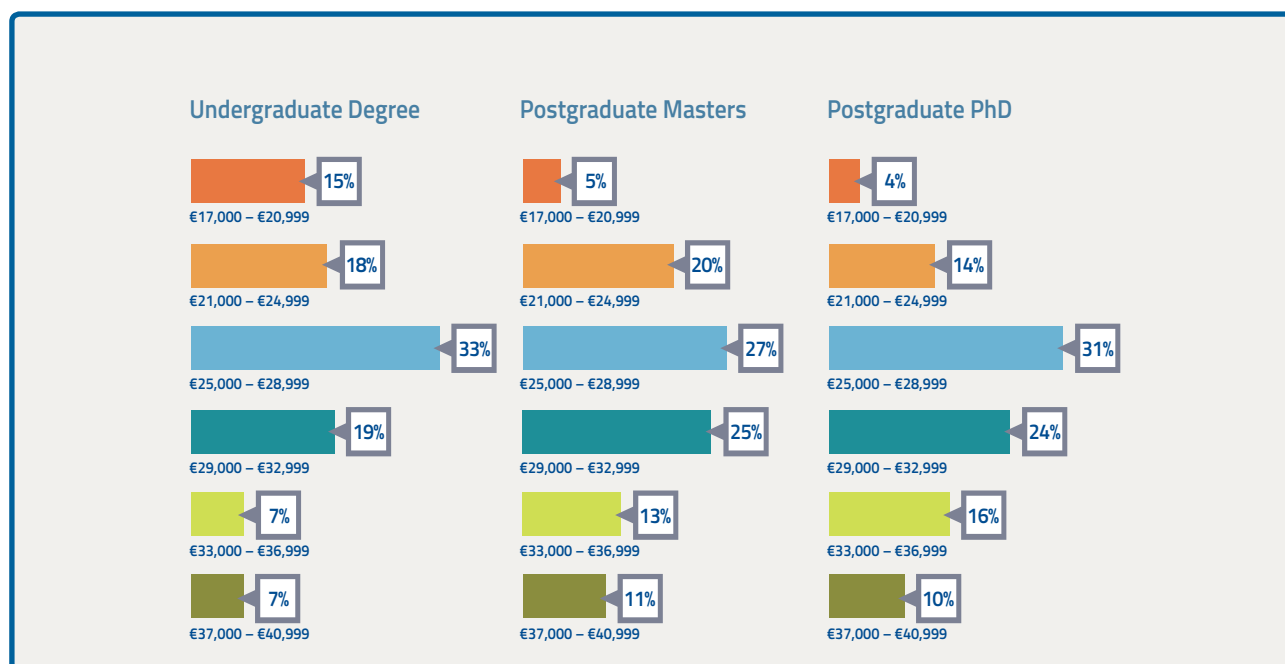
In this booklet, CECD has summarised and compared some of the results of the Graduate Market Survey 2015 with those of the Graduate Market Survey 2016. We invite you to view the results and trends evident in our surveys as part of your ongoing exploration of the graduate recruitment market.

ABP Food Group	EY	MSD
Accenture	FDM Group	Musgrave
AMCS Group	FEXCO	Northern Trust
Boston Scientific	First Derivatives Plc	O'Neill Foley
Bruce Shaw	Glanbia	Optel Vision
Campion Insurance	HLB McKeogh Gallagher Ryan	Pepper Asset Servicing
CIMA	IC Mask Design	Positive Equity
CISCO	Irish Cement Limited	Public Appointments Service
Cook Medical	Irish Defence Forces	PwC
CPA Ireland	Irish Tax Institute	Ronan Daly Jermyn
Crowe Horwath	JPA Brenson Lawlor	Russell Brennan Keane
Dairygold	Keogh Somers Chartered Accountants	Sanmina
Dell	Kingspan Group Plc	Santos Dumont
Deloitte Ireland	Kostal Ireland GmbH	SiteMinder
DHL	LK Shields Solicitors	Smyths Toys
Education Recruitment and Marketing	M&M Walshe Group	The International Schools of Choueifat
ENET	Mazars	Tyco
Enterprise Rent-A-Car	McCarthy Insurance Group	Version 1
Ericsson	MDS	VMware
Eurofins Lancaster Laboratories	Meddeas	Vodafone
European Commission Representation in Ireland	Medtronic	Wayfair

Sectors surveyed (2016)

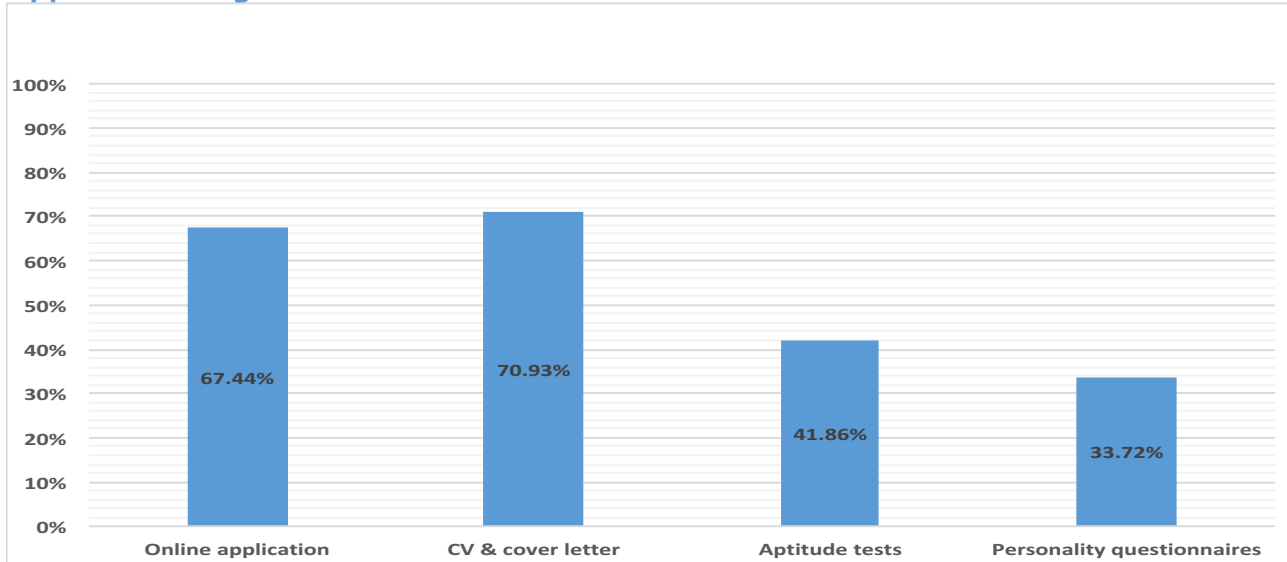


Salary ranges (2016)

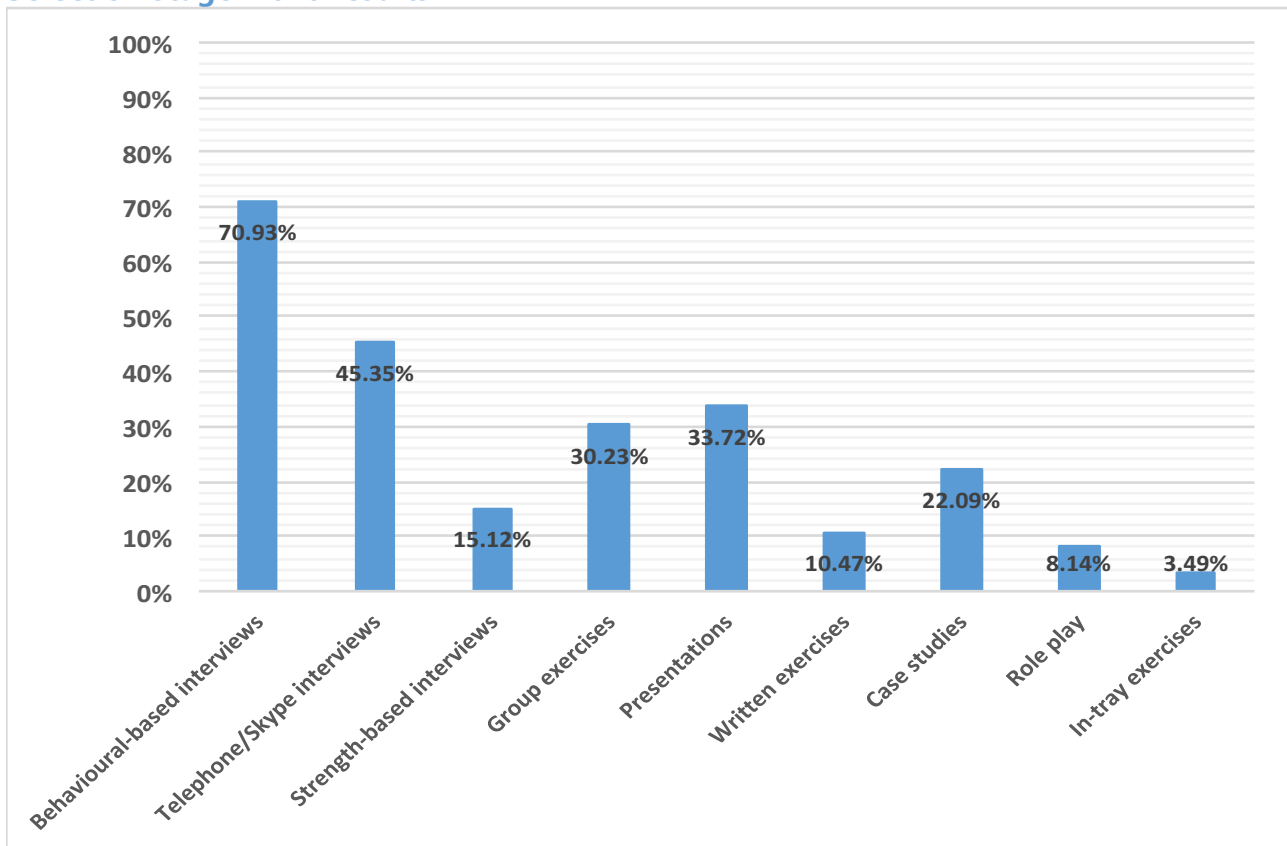


**Question 1:** Does your organisation use any of the following application/selection tools in your graduate recruitment activities?

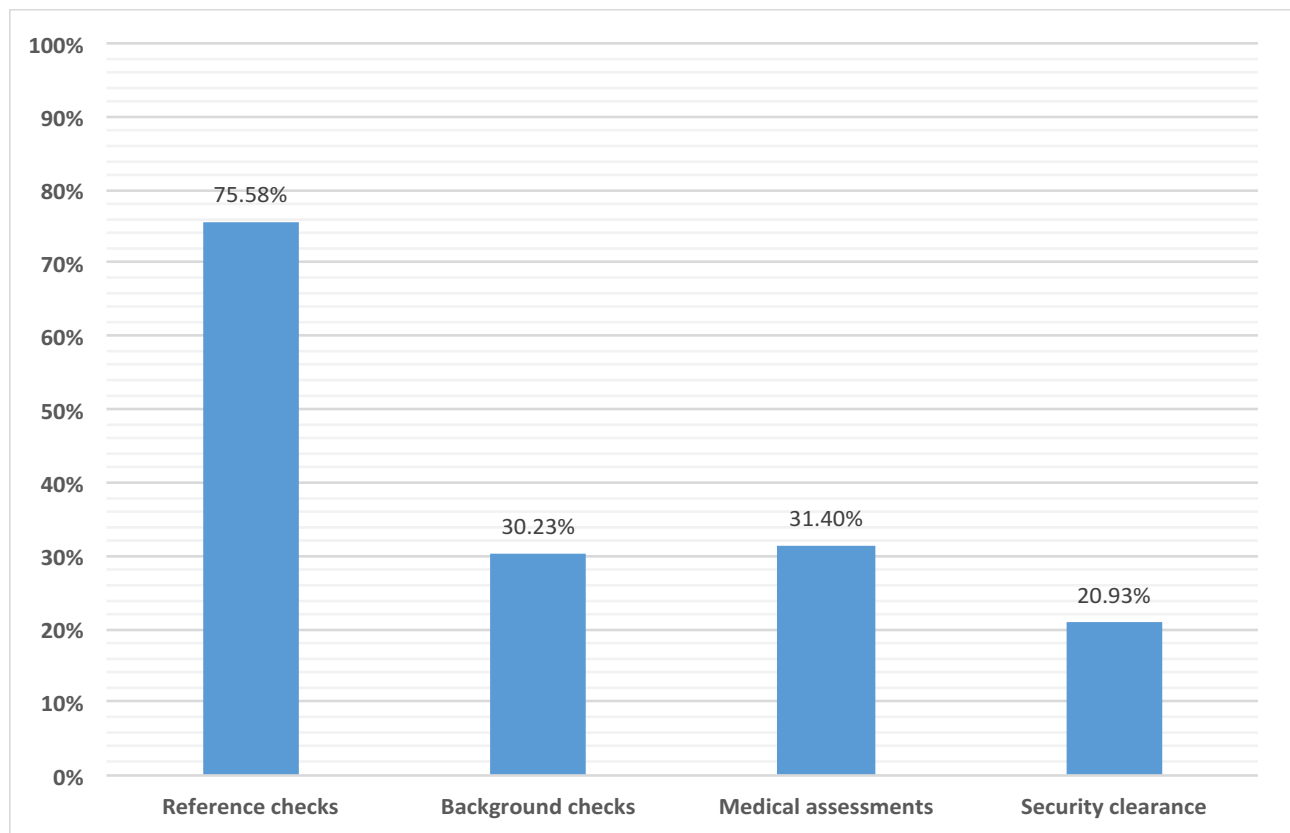
### Application stage: 2016 results



### Selection stage: 2016 results



## Additional screening: 2016 results



**Question 2:** In graduate recruitment this year, what are the five most significant challenges you face?

#### Five most significant challenges (2015 results)

1. Number of available graduates from specific degrees/skillsets.
2. Managing the employer–university relationship.
3. Graduate expectations at entry-level stage.
4. Work-readiness levels of graduates.
5. Managing your organisation's on-campus profile.

#### Five most significant challenges (2016 results)

1. Number of available graduates from specific degrees/skillsets.
2. Managing your organisation's on-campus profile.
3. Work-readiness levels of graduates.
4. Graduate expectations at entry-level stage.
5. Managing the employer–university relationship.

**Question 3:** What graduate skills/competencies are of most value to your organisation?

**Ten most valuable graduate skills/competencies (2015 results)**

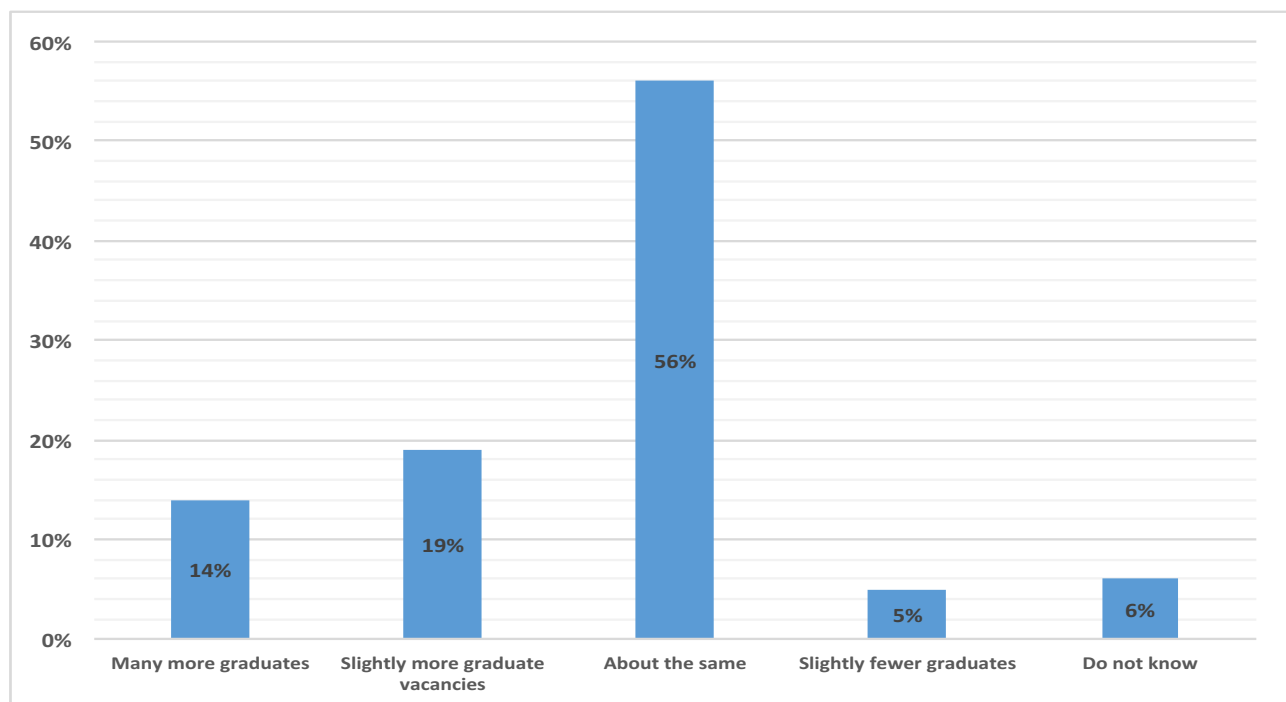
1. Drive/motivation.
2. Foreign-language skills.
3. Communication skills.
4. Positive attitude.
5. Academic ability.
6. Initiative.
7. Teamwork.
8. Analytical skills.
9. Adaptability.
10. Leadership potential.

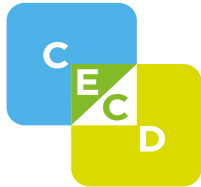
**Ten most valuable graduate skills/competencies (2016 results)**

1. Teamwork.
2. Drive/motivation.
3. Communication skills.
4. Positive attitude.
5. Adaptability.
6. Initiative.
7. Academic ability.
8. Leadership potential.
9. Customer focus.
10. Numeracy.

**Question 4:** How many graduate vacancies does your organisation expect to have for 2016/17 in comparison with 2015/16 numbers?

**Expected number of graduate vacancies: 2016 results**





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