



## LIFE AFTER COLLEGE

### Graduate Employment 2015

“The latest crop of college graduates are highly resourceful and pragmatic – a positive sign for both students and employers. Unfortunately, while many organisations are focusing on attracting top young talent, they’re struggling to provide learning and development opportunities for them once they join. Companies need to develop a talent supply chain that addresses continued development and retention with the same rigour it does recruiting.”



**David Smith**

Senior Managing Director, Accenture Strategy

\*The report quoted is in no way affiliated with College Living

### Industries & Areas of Interest



Over 60% of 2014 college graduates were encouraged to pursue a STEM degree.



STEM = science, technology, engineering & mathematics.



36% were discouraged from pursuing a humanities / liberal arts degree.

### Attitudes to Employment



4 in 5 believe their education prepared them well for employment.



Almost 3 in 4 expect to be in their 1st job for at least 3 years.



More than 4 in 5 looked at the jobs market before selecting their major.



1 in 2 consider themselves underemployed, or in a job that does not require a college degree.

Source: Accenture 2015 College Graduate Employment Survey

### Top 10 College Degrees by Early Career Salary Potential



Source: Payscale.com. Euro values are estimated.

### Key Takeaway

Graduating with an advanced degree in a specific sector of engineering can be highly lucrative long term.

### Expectations Vs Reality



#### Salary

More than 4 in 5 2015 graduates expect to earn \$25,000 / €22,800 + a year.

But, only 2 in 5 2014 graduates earned \$25,000 / €22,800 or less a year.



#### Training

Almost 8 in 10 of 2015 graduates expect formal training from their 1st employer.

But, only a little over 5 in 10 2014 graduates received formal employer training.



#### Internships

More than 7 in 10 2015 graduates completed an internship or apprenticeship.

But, less than 5 in 10 2014 graduates found a job as a result of completing one.



#### Job Role

A little over 6 in 10 2014 graduates are working in their chosen field.

### Attracting Top College Graduates

Only 15% want to work for large companies.

64% will use a mobile app to search and / or apply for a job. 27% consider social networking the most effective way to find a job.

60% would prefer to work in a company with a good social atmosphere & a lower salary, than receive a higher salary in a company with a poor work environment.

Be Small



Be Social



Be Positive



Be Invested



Be Different



Be Positive



64% believe that they need to pursue further education to get the job they want. Organisations should invest in learning & development to differentiate themselves as an employer of choice, but also develop skills within the workforce.

Invest in the employee experience. After salary and benefits, 39% value interesting & challenging work, 37% value flexible work hours & 34% value opportunities for rapid advancement.

Source: Accenture 2015 College Graduate Employment Survey

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