

Press Release - Monday 16<sup>th</sup> July 2012

## FOR IMMEDIATE RELEASE

### Attracting the best talent - Summer vs Autumn

The seasonal pattern of the graduate recruitment calendar is an attempt to attract the best talent in the autumn term. Research by graduate-jobs.com has revealed that there is very little difference in the profile of graduates registering in the autumn term compared to that of the summer.

We compared the profile of over 32,000 graduates who registered on graduate-jobs.com during the Autumn (1<sup>st</sup> Sep- 30<sup>th</sup> Nov) and Summer (1<sup>st</sup> May – 31<sup>st</sup> July) term in an effort to investigate if there was a difference in the profiles. Here is what we found...

**Predicted Degree Level:** Assuming a better graduate is one who achieves higher degree results we found the following to be the case:

	2.1 or above	2.2	Lower than 2.2
Autumn	56.6%	16.7%	4.1%
Summer	54.3%	18.2%	4.5%

**Conclusion:** It appears that slightly more graduates with a predicted 2:1 or above register in the autumn term compared to the summer, however the difference is small.

**UCAS Points:** Assuming better candidates have achieved higher UCAS points:

	UCAS Points
Autumn	78.2
Summer	74.8

**Conclusion:** We found that, on average, during the autumn term graduates who registered achieved 3.5 more UCAS points per A Level than those in the summer.

**University Rank:** The percentage of all graduates who registered that were from Top 25 Universities:

	Top25 University
Autumn	26.7
Summer	19.8

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## Conclusion

Our results suggest that the most noticeable difference between the profiles of jobseekers in the autumn and the summer is in the percentage who attend a Top 25 University. For some recruiters this is an important part of a graduate's profile.

In terms of qualifications, the data suggests that those graduates applying in the autumn have slightly higher academic results but the difference is very small.

## What this means for Recruiters

Gerry Wyatt, Operations Director at graduate-jobs.com said, "*We believe that these data should make graduate recruiters consider advertising in the quieter summer months. It would mean that assessment and offer turnaround would need to be quick and efficient, but we believe most organisations are operating in a flexible and adaptable manner already. On the other hand, spreading the recruitment period would allow staggering of the workload, more time to review and assess candidates and it would give access to a whole new pool of graduates.*"

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## All about graduate-jobs. com

graduate-jobs.com registers one in five of all UK graduates and is the only W3C 'AA' rated accessible [graduate jobs](#) board in the UK. Created in 2000 by two college friends, graduate-jobs.com Ltd. aims to allow both SMEs and large companies a level playing field in order to attract the best University graduates. Since inception we have guided thousands of graduates onto the first stage of their careers.

For more information get in touch with Ross on [020 76095400](tel:02076095400) or [ross.whistler@graduate-jobs.com](mailto:ross.whistler@graduate-jobs.com)