

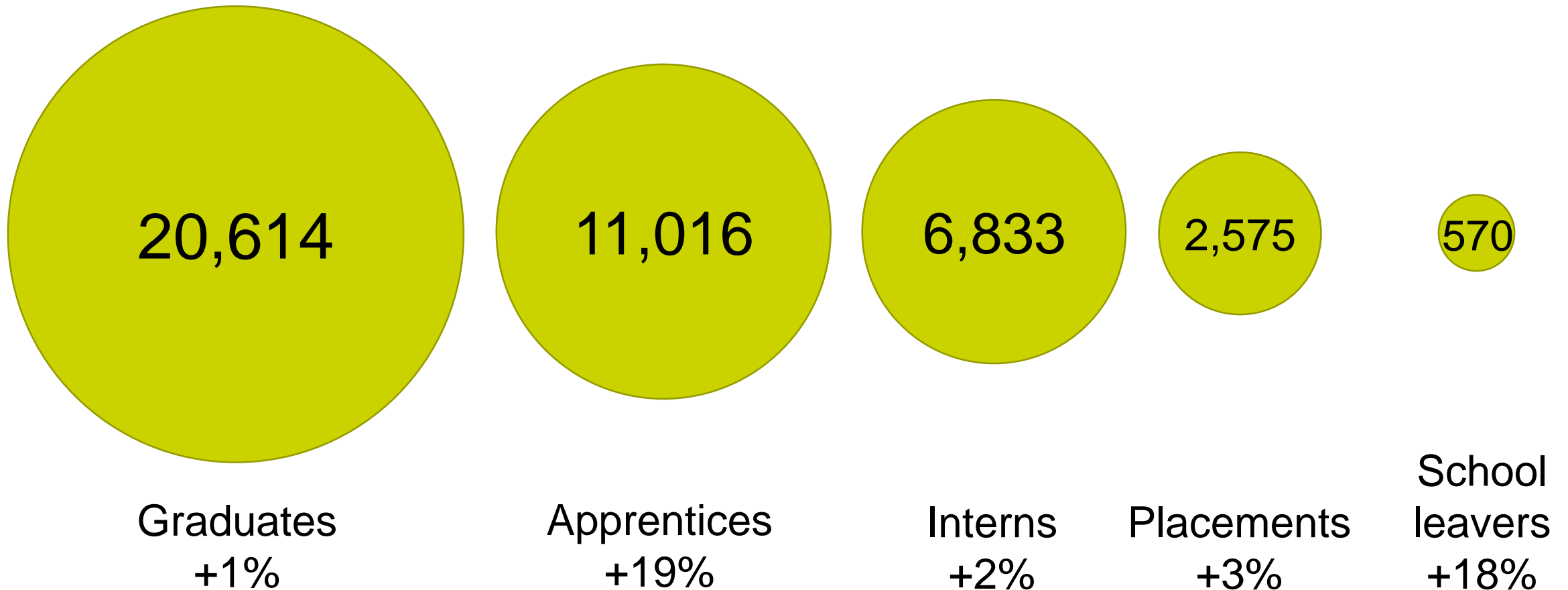
# What does 'good' look like? How careers services and employers view and use league tables

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CUG 10<sup>th</sup> Anniversary conference  
27<sup>th</sup> September 2017

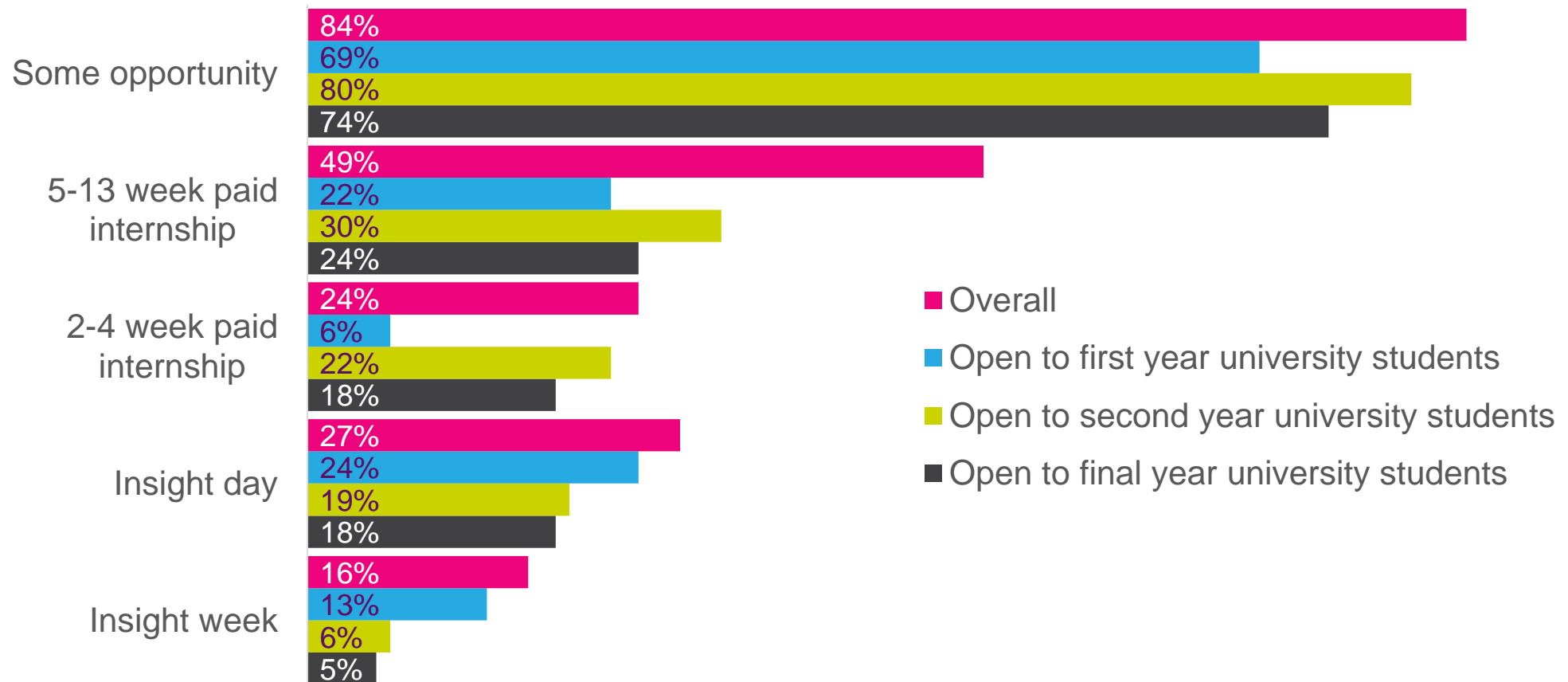
# The source of this insight



## These bubbles represent student hires



# Temporary opportunities offered to students

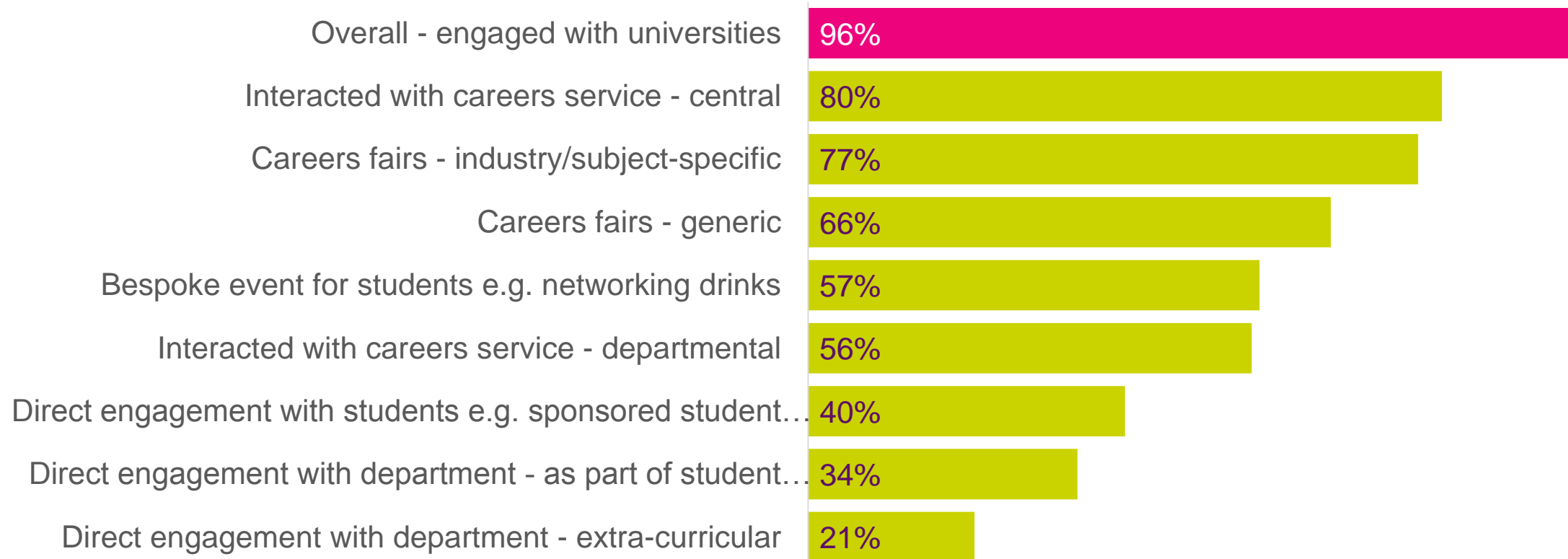


# Employers' top challenges for the next year

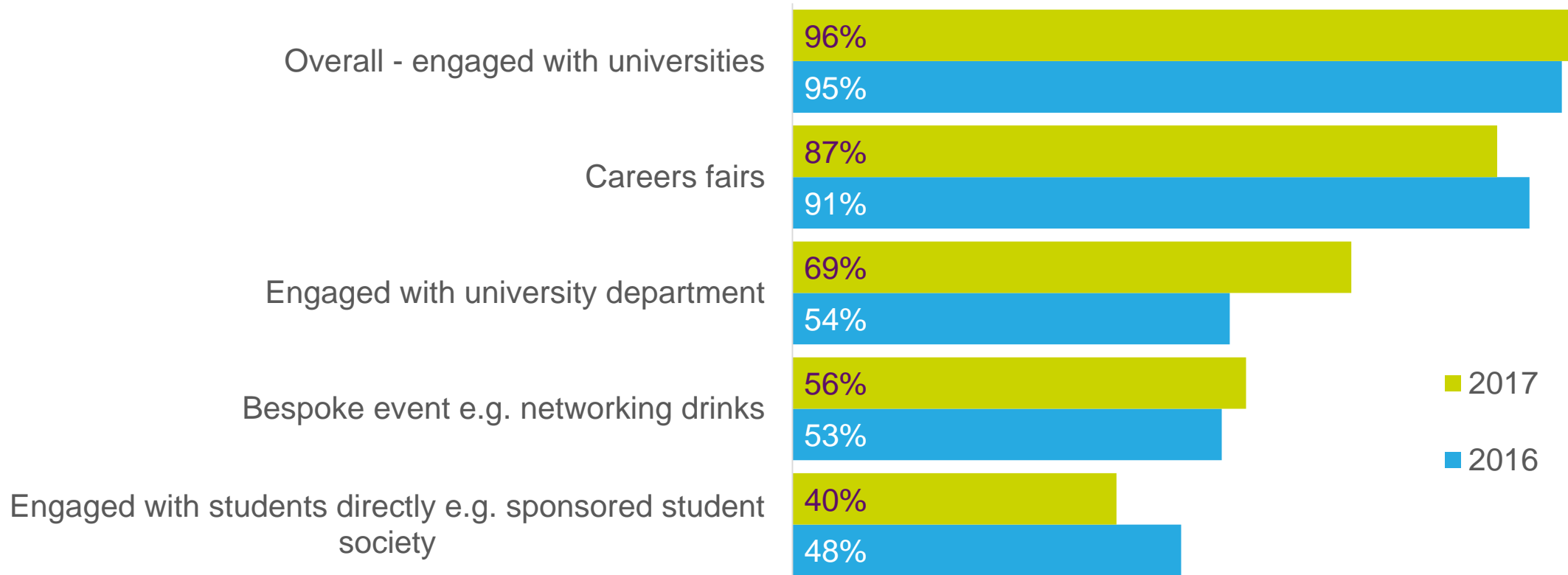
Top challenges	Change
1. Improving diversity	+5
2. Budget constraints	-4
3. Managing candidate experience/expectations	equal
4. Managing organisational response to Levy	+5
5. Responding to competition	+3
6. Finding candidates with required STEM/tech skills	+1
7. Attracting candidates	-3
8. Responding to Brexit	-7
9. Reneges	-1



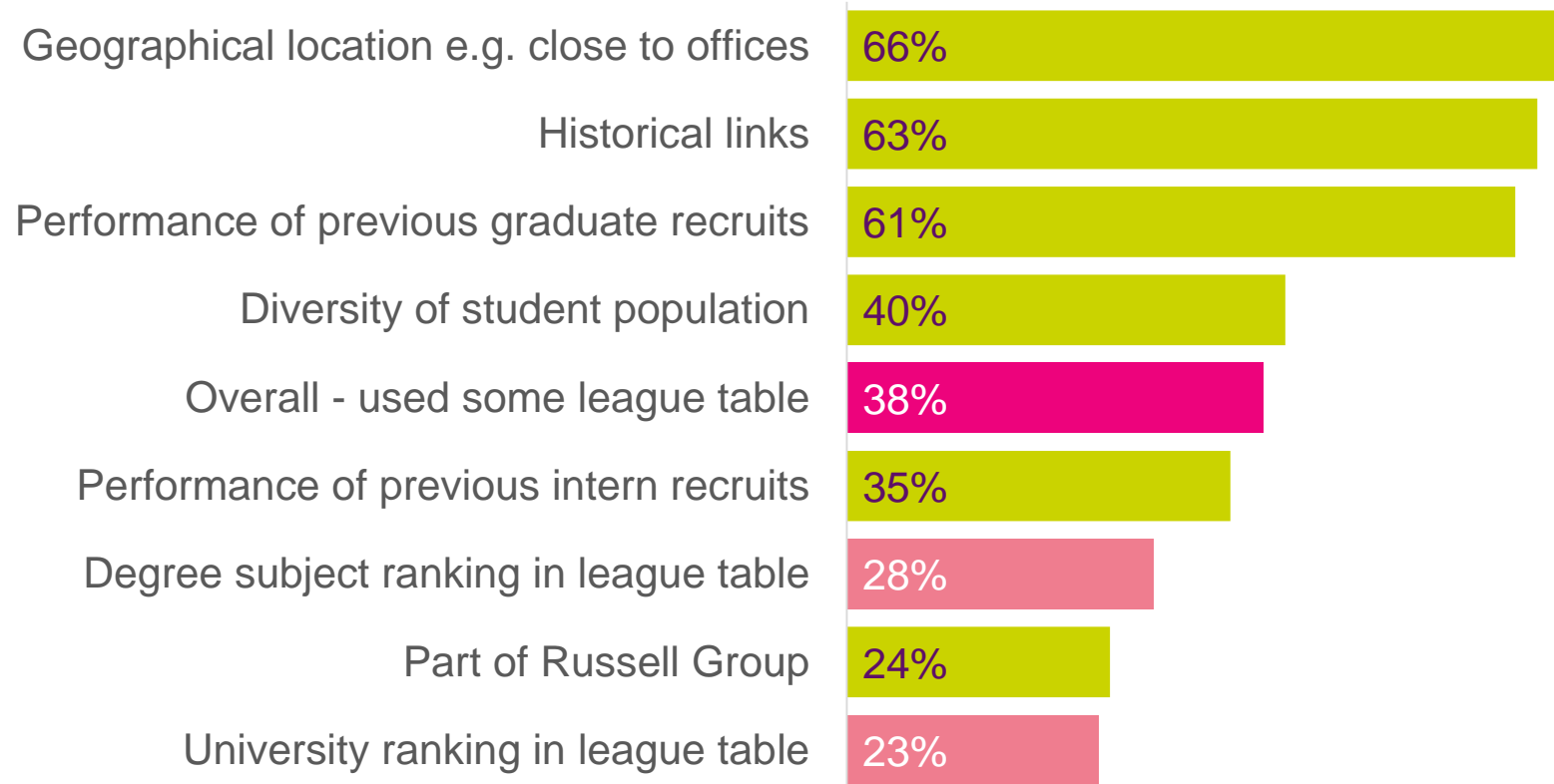
# Methods of engagement



# How methods of engagement are changing



# How employers choose the universities they visit





# Questions welcome How can we act on these findings?

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# Defining diversity challenges

Diversity characteristic <sup>1</sup>	Share of students <sup>2</sup>	Average share of graduate hires	Share of respondents who provided this information
Female (graduates)	54.4%	42.9%	66%
Female (interns)	54.4%	43.6%	40%
Female (apprentices)	51.9% <sup>3</sup>	33.7%	28%
BAME	20.5%	19.6%	42%
Disabled	9.8%	3.1%	29%
LGBT	6.4% <sup>4</sup>	5.6%	12%
First-generation graduate	49.5%	31.6%	10%

1. <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>. 2. HESA Student Record 2015/16 based on 742,230 students. 3. Department for Education “Schools, Pupils and their Characteristics January 2017”. 4. Note: only 25% of students disclosed their sexuality. BAME means “Black, Asian or Minority Ethnic”. LGBT means “Lesbian, Gay, Bisexual or Transgender”