

Addressing disparity in graduate employment outcomes

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The Association of Graduate
Careers Advisory Services

Pre-Pandemic

The graduate labour market was in good shape.

- The majority of graduates were in employment 15 months after graduating.
- Only 5.5% were unemployed and looking for work.
- 71.8% of employed graduates were in a professional-level job.
- 66% went to work in their home region of the UK.
- 12% of graduates were in further study.
- 53.5% of BAME graduates were in full time employment compared to 61.6% of white graduates

(What do Graduates Do? 2019/20)

<https://luminate.prospects.ac.uk/what-do-graduates-do>

What Happens Next?



<https://www.agcas.org.uk/Latest/what-happens-next-2021>

What careers services were doing

- 77.2% had a programme to support students with disability or physical/mental conditions
- 59.6% had a programme to support students from schools/areas of low HE participation
- 57.9% had a programme to support BAME students

Impact of the Pandemic

- Changes to employer recruitment practices
- Reduction or changes to work experience opportunities
- Online first careers services

Black Lives Matter

- Supporting students and graduates from diverse backgrounds
- Impact on employer recruitment policies and practices

What will the future look like

- Levelling up
- Permanent changes to employer attraction, recruitment and onboarding
- Working from home