

What do graduates want? 2022/23

Sector-focused insights:
Technology

BRIGHT
NETWORK

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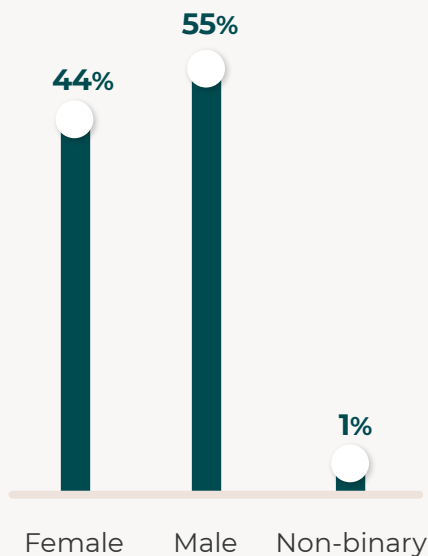


About the respondents

What do graduates want? seeks to understand the career preferences, concerns and ambitions of the next generation, offering exclusive insights into their current behaviours and attitudes. The results from 14,234 Bright Network members were collected through an online survey between 4th January and 31st January 2022. In this report we focus on the insights from the **1,934** members who actively want to go into the technology or engineering sector above any other.

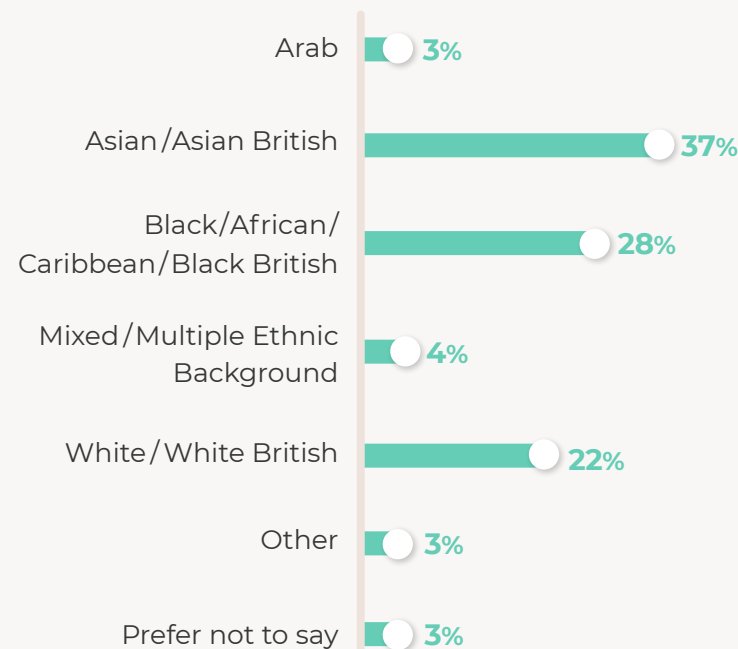
Gender

Q. Which of the following best describes your gender?



Ethnicity

Q. Which of the following best describes your ethnic group?



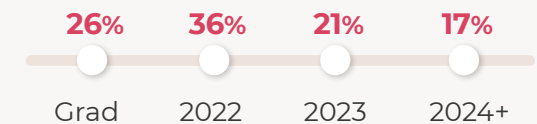
Degree

Q. Did you take a STEM degree?



Graduation year

Q. What is your graduation year?

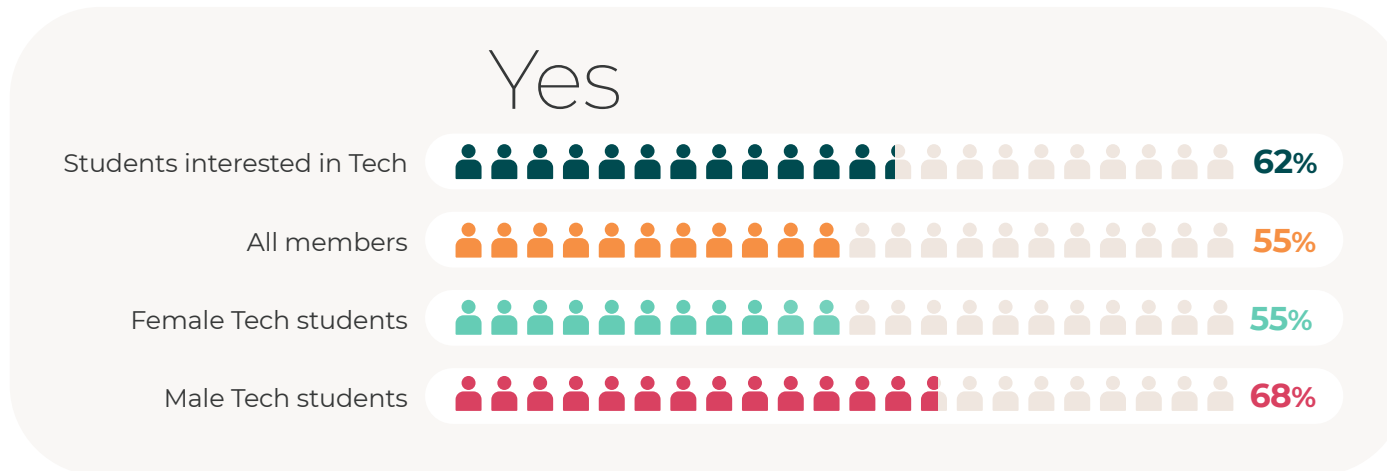


1. Confidence and employer support



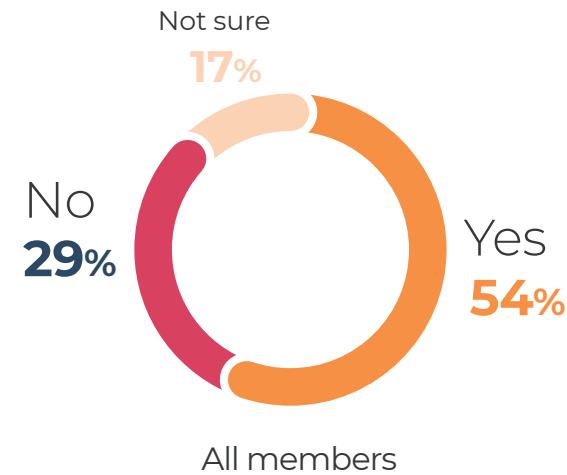
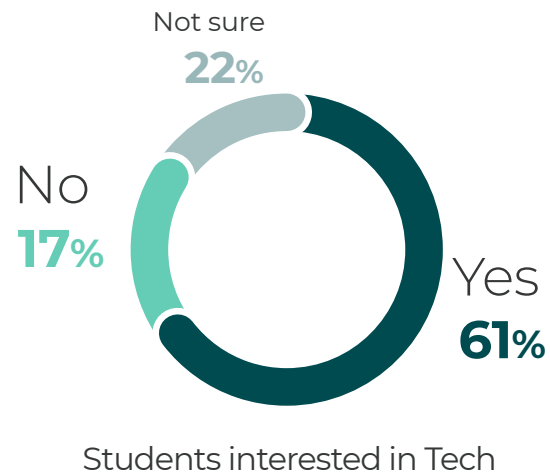


Q. Are you confident about securing a graduate role after university?

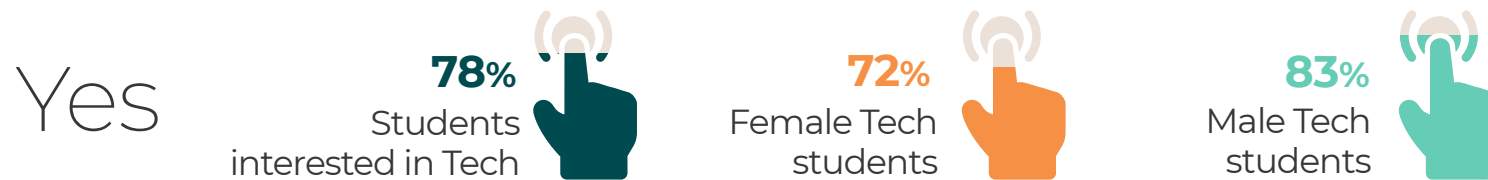


Students interested in Tech are more confident in securing a graduate role after university compared to all members from varying sectors. Male students interested in Tech are the most confident in securing a role.

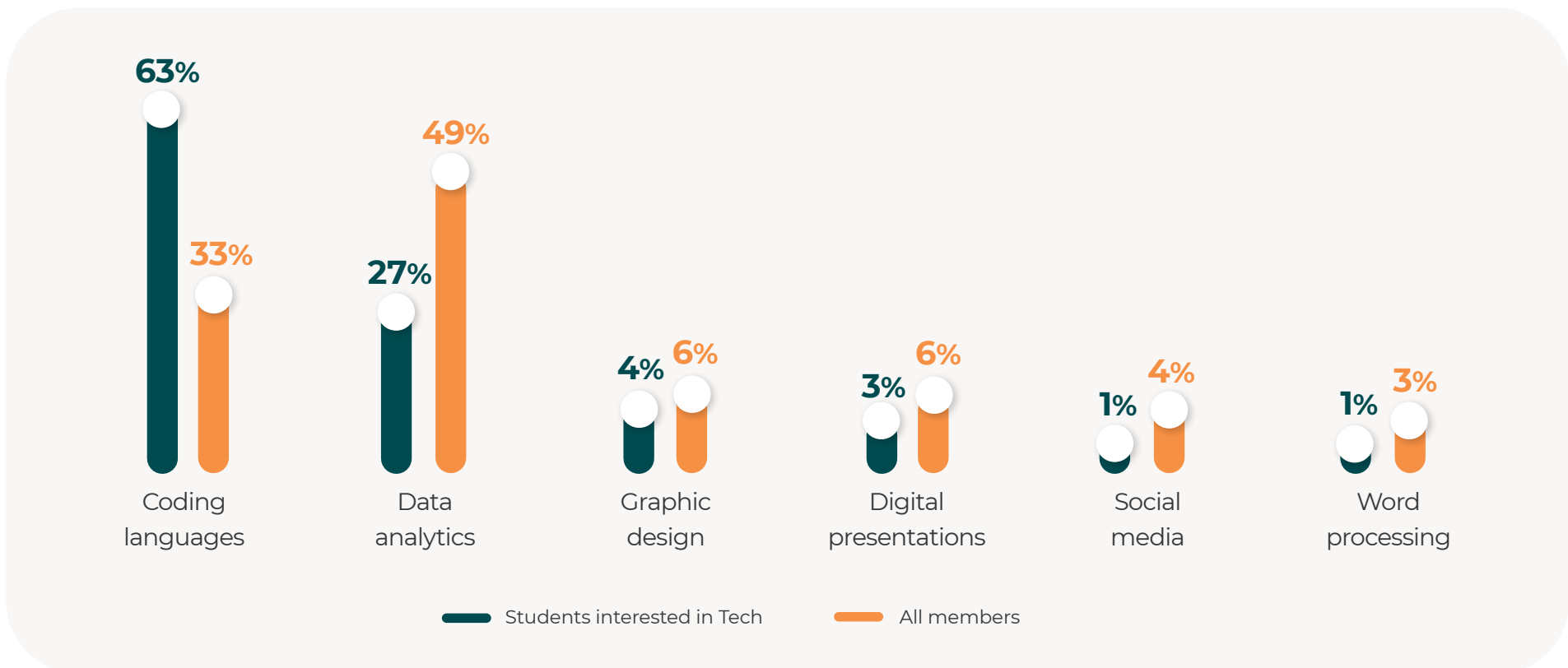
Q. Do you feel prepared to enter the world of work?



Q. Do you feel you have the required level of digital skills to enter the working world?



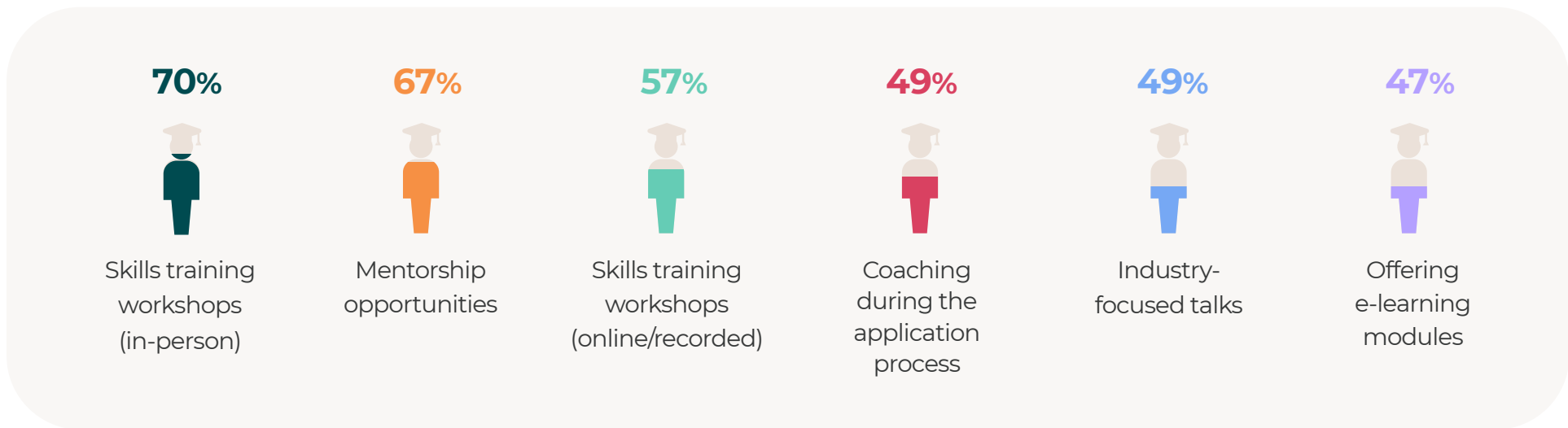
Q. Which digital skill do you feel you need to improve most?



Q. Should graduate employers be supporting the student population with upskilling during university?



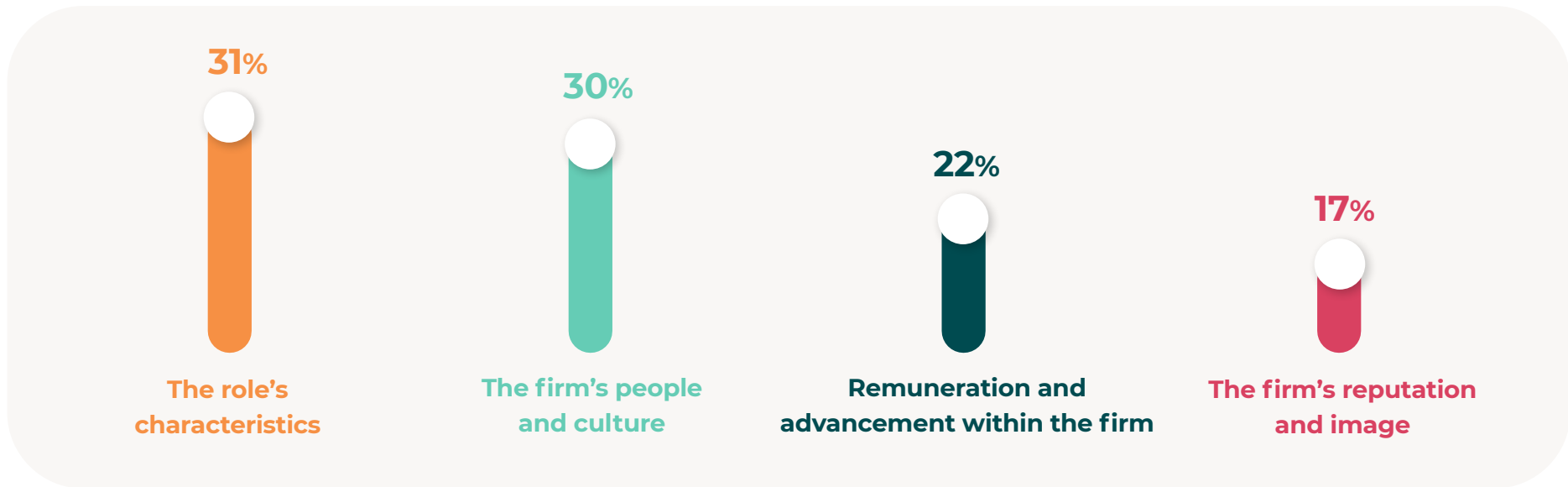
Q. In what ways would you like to see graduate employers supporting the student population with upskilling during university?



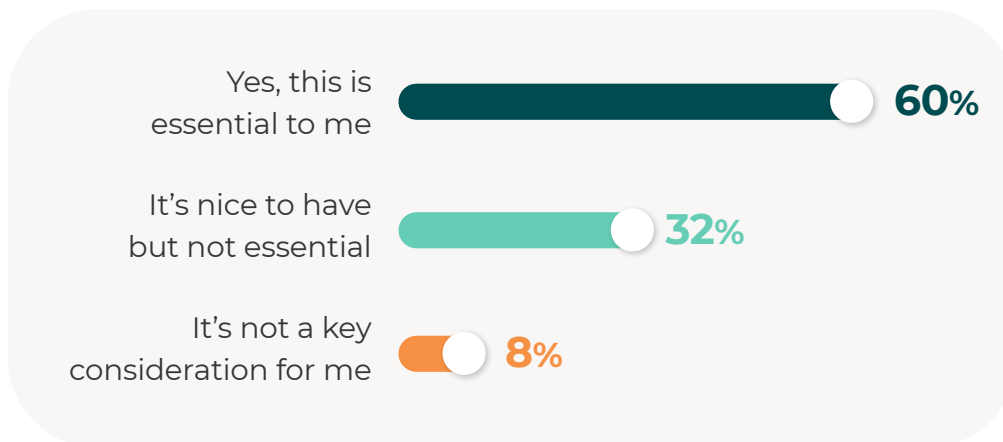
2. Future tech leaders first job expectations



Q. What is most important to you when choosing a graduate role?



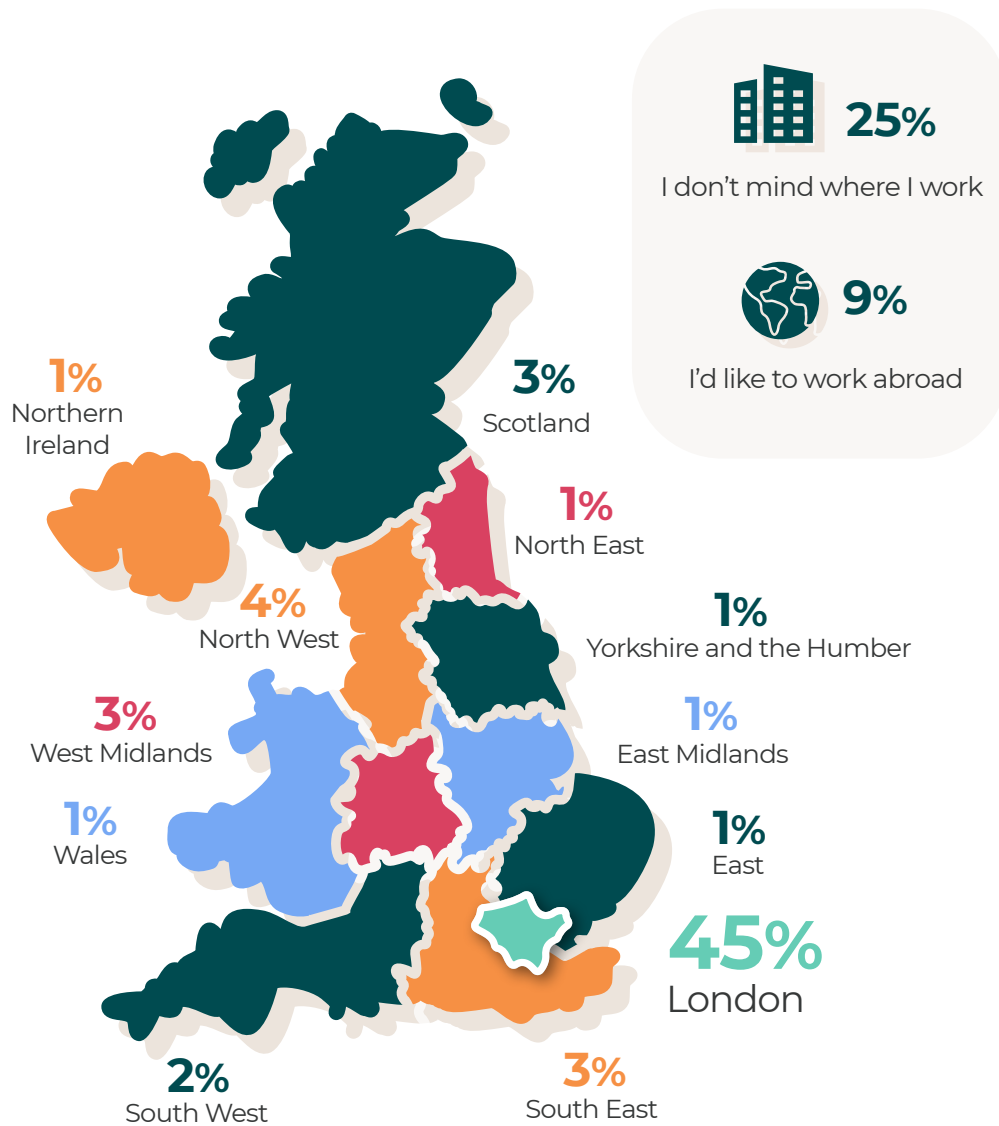
Q. Is flexible working a key requirement in your first graduate job?



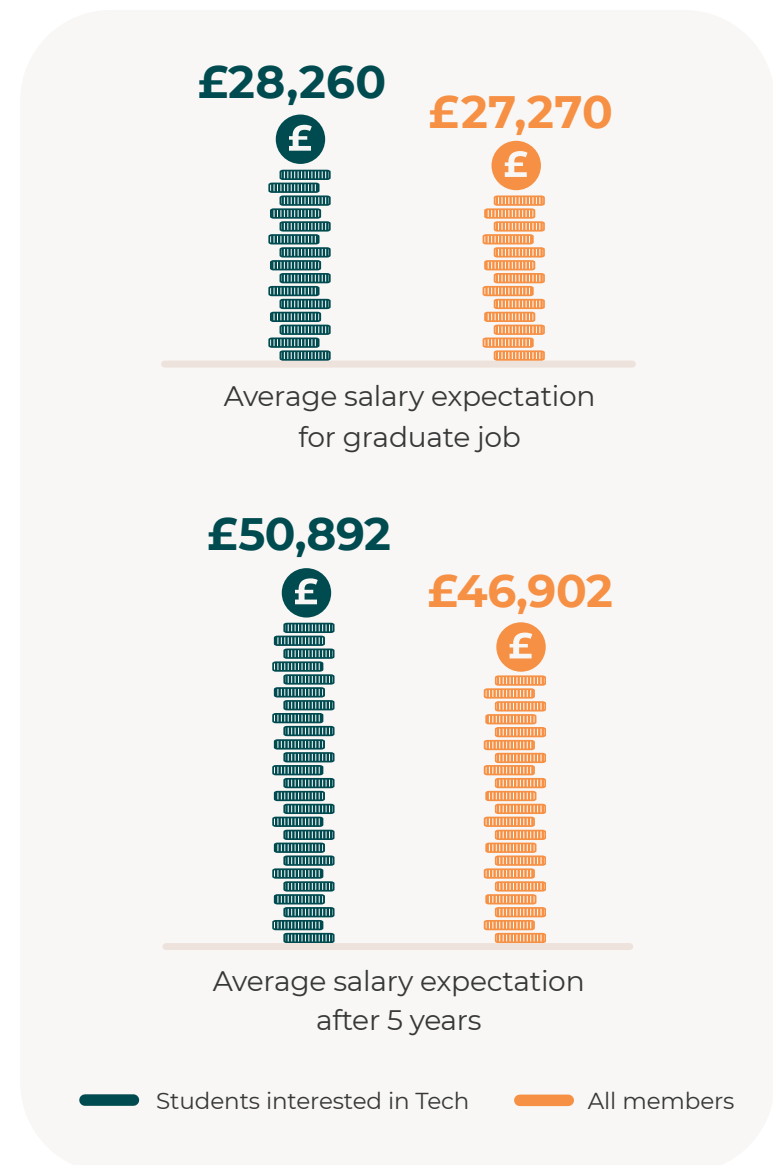
Q. How many hours per week do you expect to be working in your first graduate job?



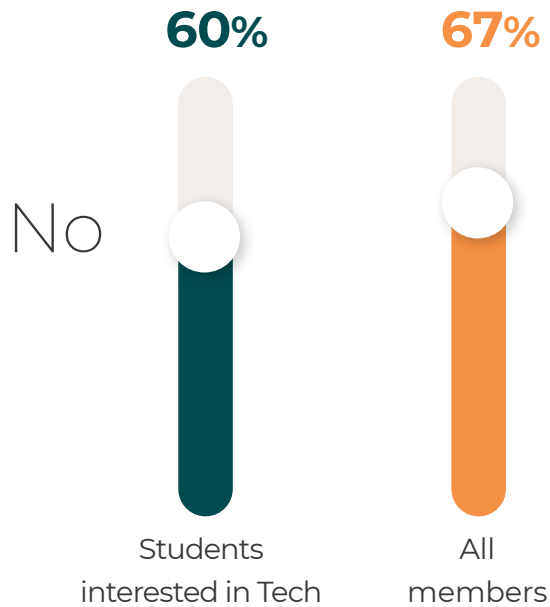
Q. In which region would you most like to work in for your first graduate job?



Q. What is your expected salary?

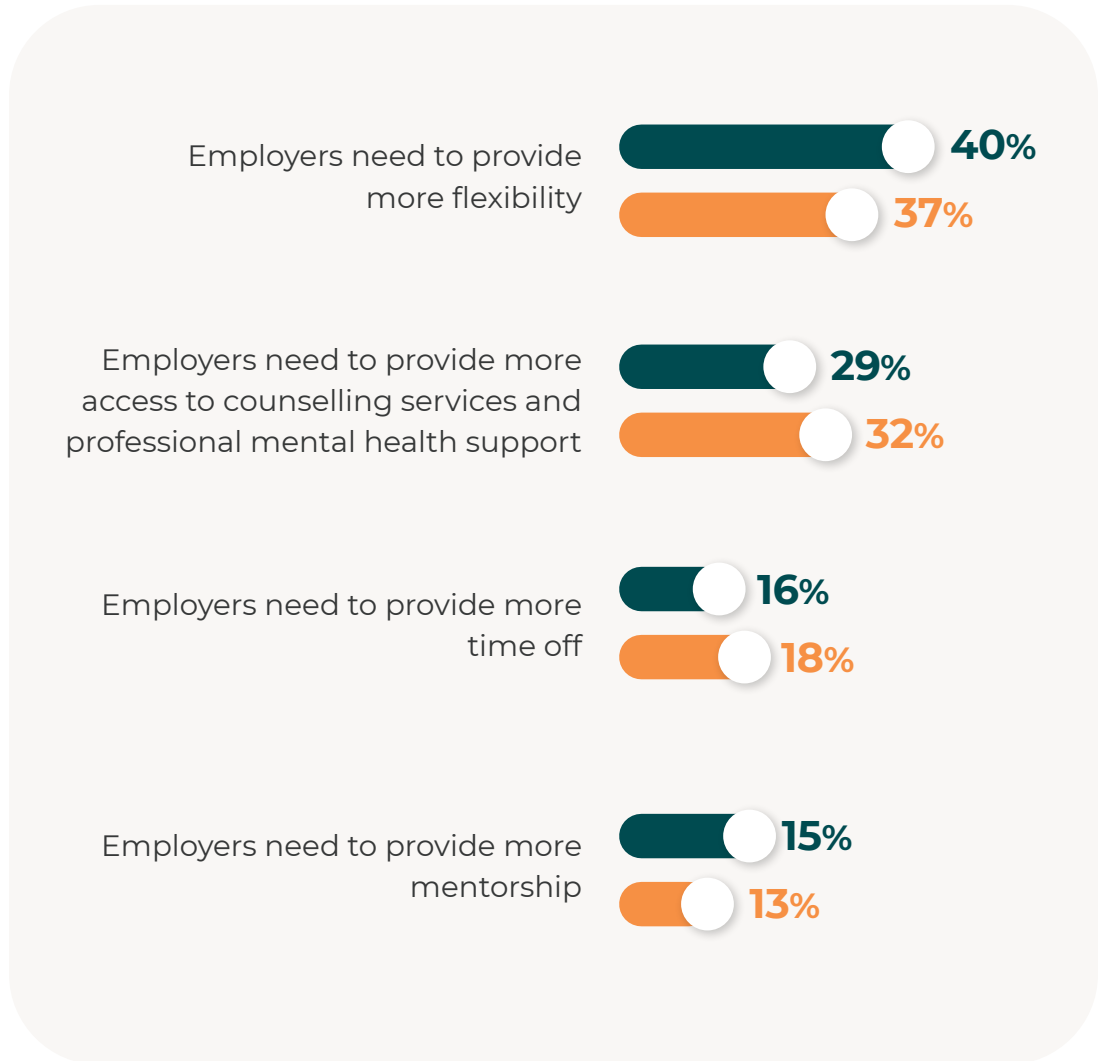


Q. Do you think employers are doing enough to support their employees' mental wellbeing?



A large proportion of members, both interested in tech and other sectors, think employers are not doing enough to support employees' mental wellbeing. Having more flexibility came out on top for how members would like to be supported by employers in their roles.

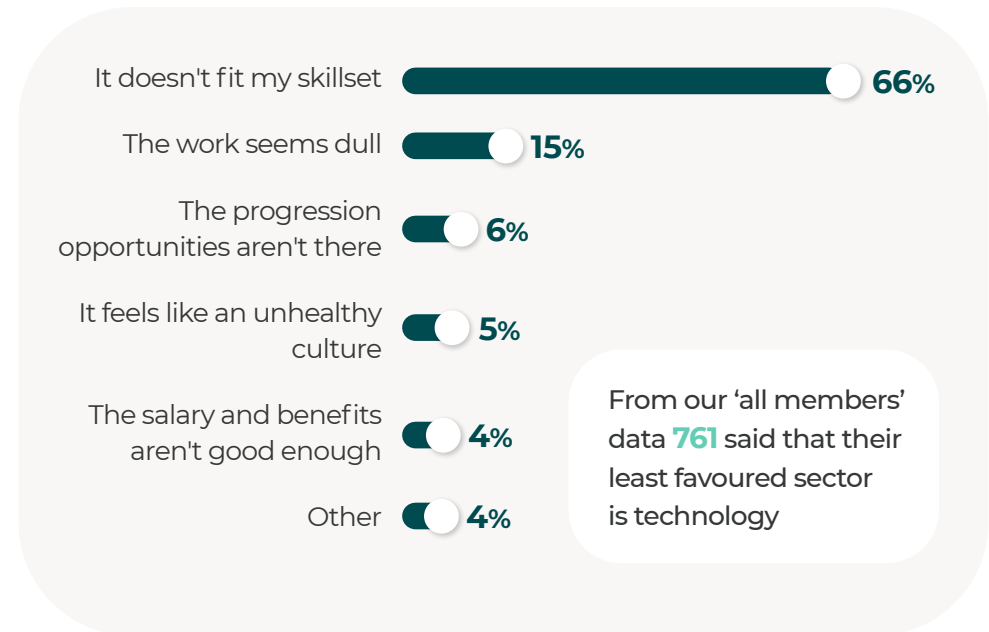
Q. What would you most like to see from employers to support this? (respondents who answered no to previous question)



Q. What attracts you most to the tech sector?

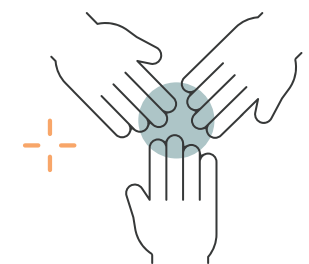
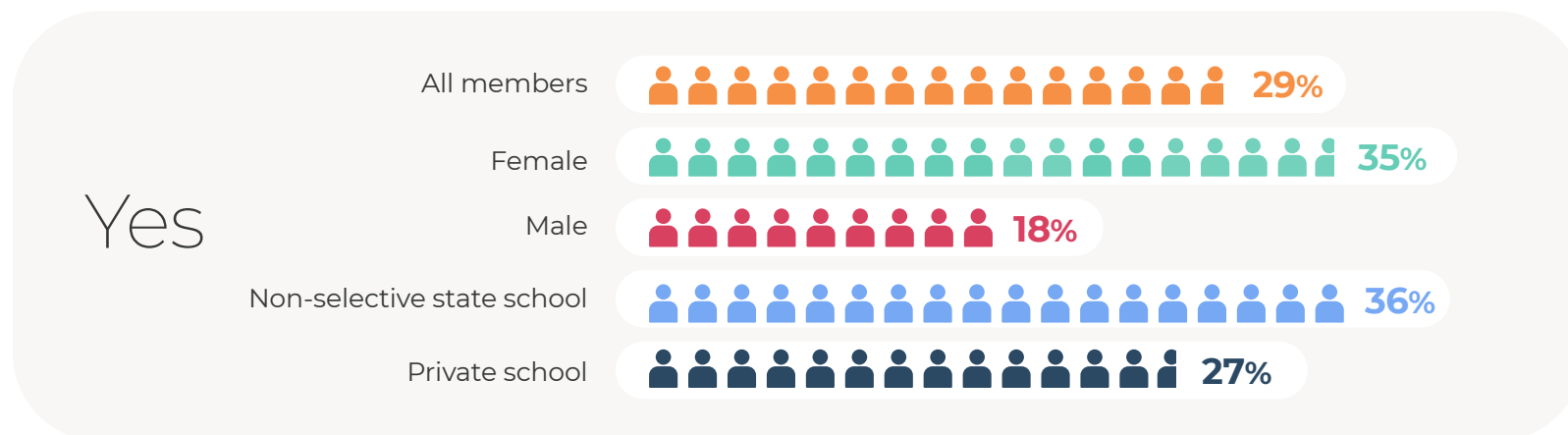


Q. What most puts you off the technology sector?



From our 'all members' data **761** said that their least favoured sector is technology

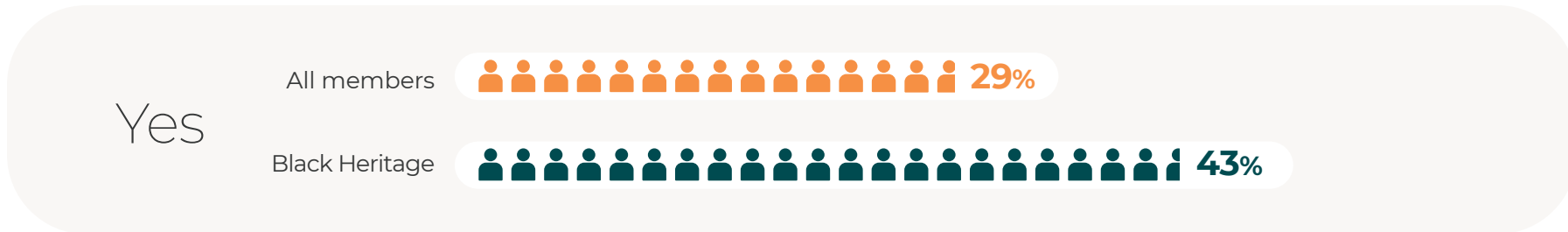
Q. Do you perceive the technology and engineering sector as lacking diversity and inclusivity?



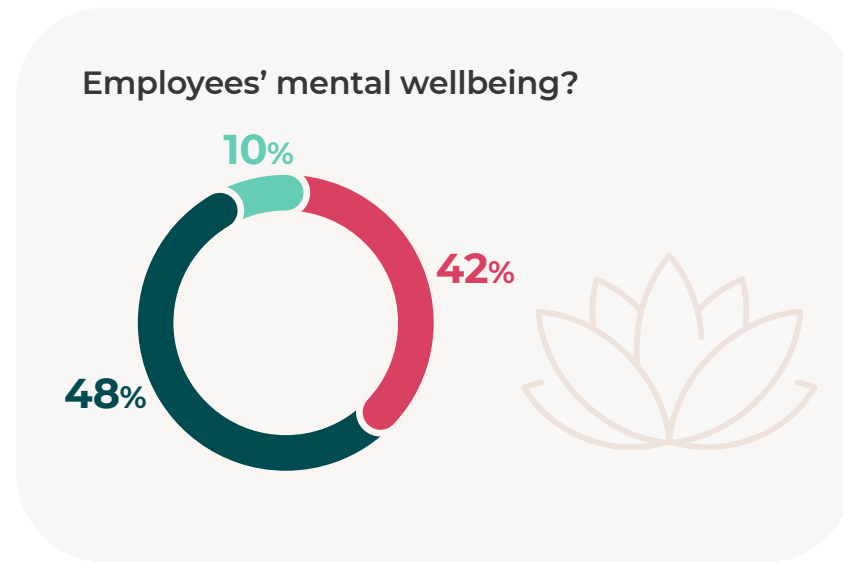
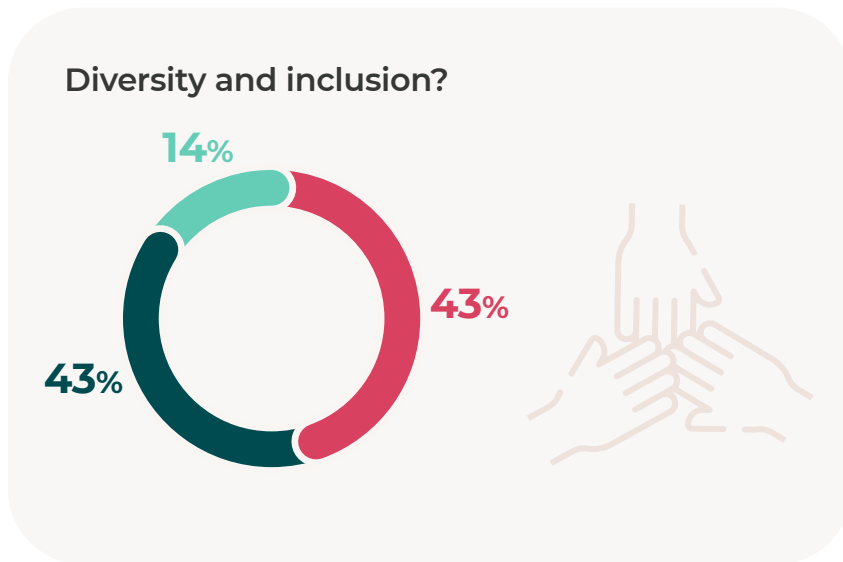
3. Application considerations



Q. Have you ever felt your background has hindered you in an application process for work or academic study?



Q. Before applying to a company, do you consider their commitment to...



■ I actively research it
 ■ I consider it
 ■ I don't think about it

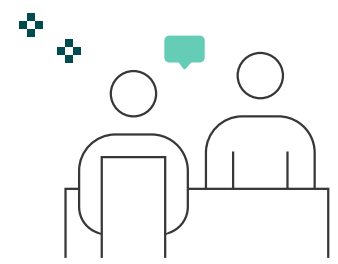
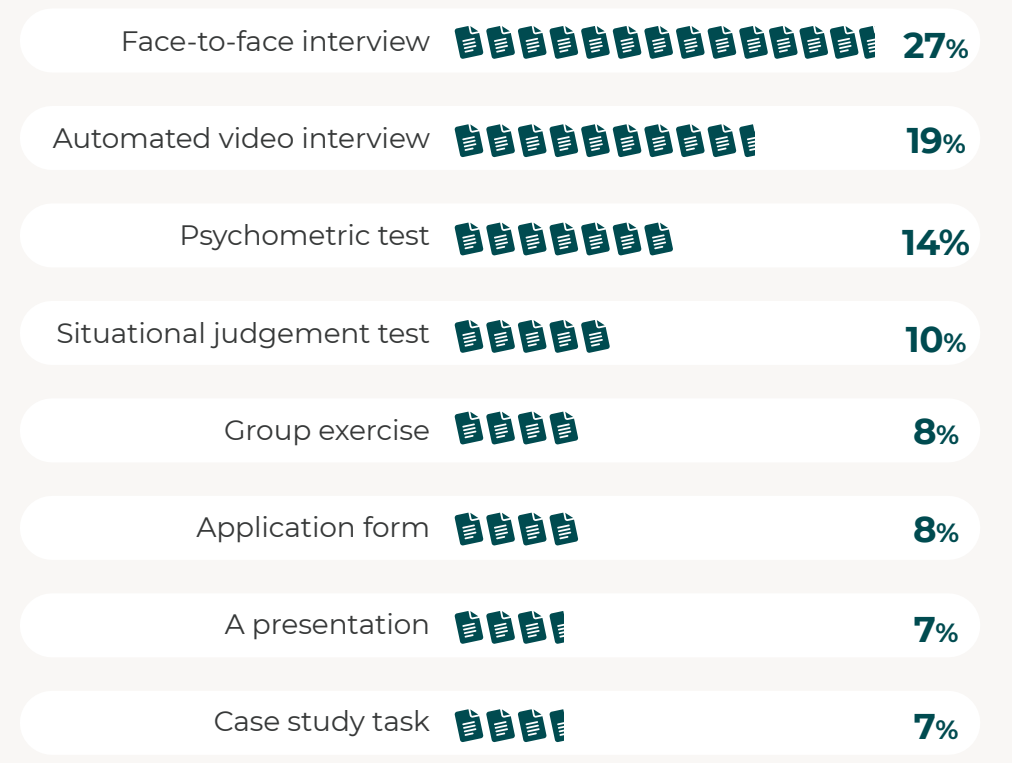
Q. What do you think graduate employers value most in candidates?



Answers from Students interested in Tech



Q. Which part of a technology or engineering application process would worry you most?



Actions



From our members

“Studying a Japanese degree, it felt so important for me to develop my technical skills given that most jobs these days require them in some form or another. I was always a bit frustrated that we don’t learn this more at school – what we do learn is all really basic.”

Helena



1 Showcasing inclusivity — there is still a perception amongst many students that the tech sector lacks diversity and inclusivity, especially amongst female members and those from an ethnic minority. Companies need to do more to be open about the challenges they've had and the changes they are making to support DEIB. Students want to see this from employers.

2 Educating candidates — those keen to enter technology aren't always sure what employers are looking for from candidates. Ensuring you're clear with potential applicants on what they need to demonstrate and what skills they can develop in their early career will ensure you enfranchise more graduates, who aren't deterred because they are worried about their current skillset.

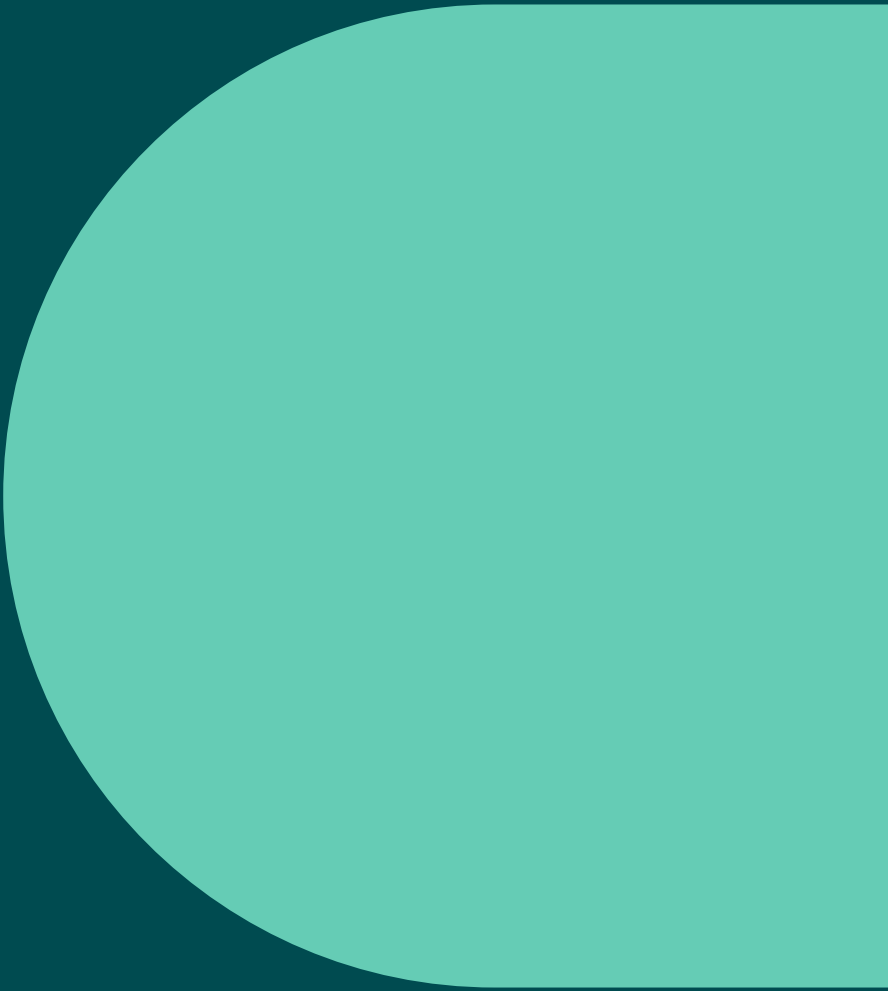
3 Broadening the talent pool — most of the members who want to go into a tech career are from a STEM background. However, we need more students to be interested in tech to start moving the dial on the current skills shortage. Companies who invest in upskilling not only will gain positive brand recognition, but will also broaden the talent pools available to them.

Insights that make an impact.

Talk to us about your 2022/23 graduate recruitment strategy

employers@brightnetwork.co.uk

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020 3011 1612

employers@brightnetwork.co.uk

employers.brightnetwork.co.uk

techacademy.brightnetwork.co.uk