




The INGRADA Global Graduate Recruitment Survey

"Global Perspectives on the Graduate
Recruitment Market"



International Network of Graduate Recruitment and Development Associations (INGRADA)



What is INGRADA?

What is in this presentation?

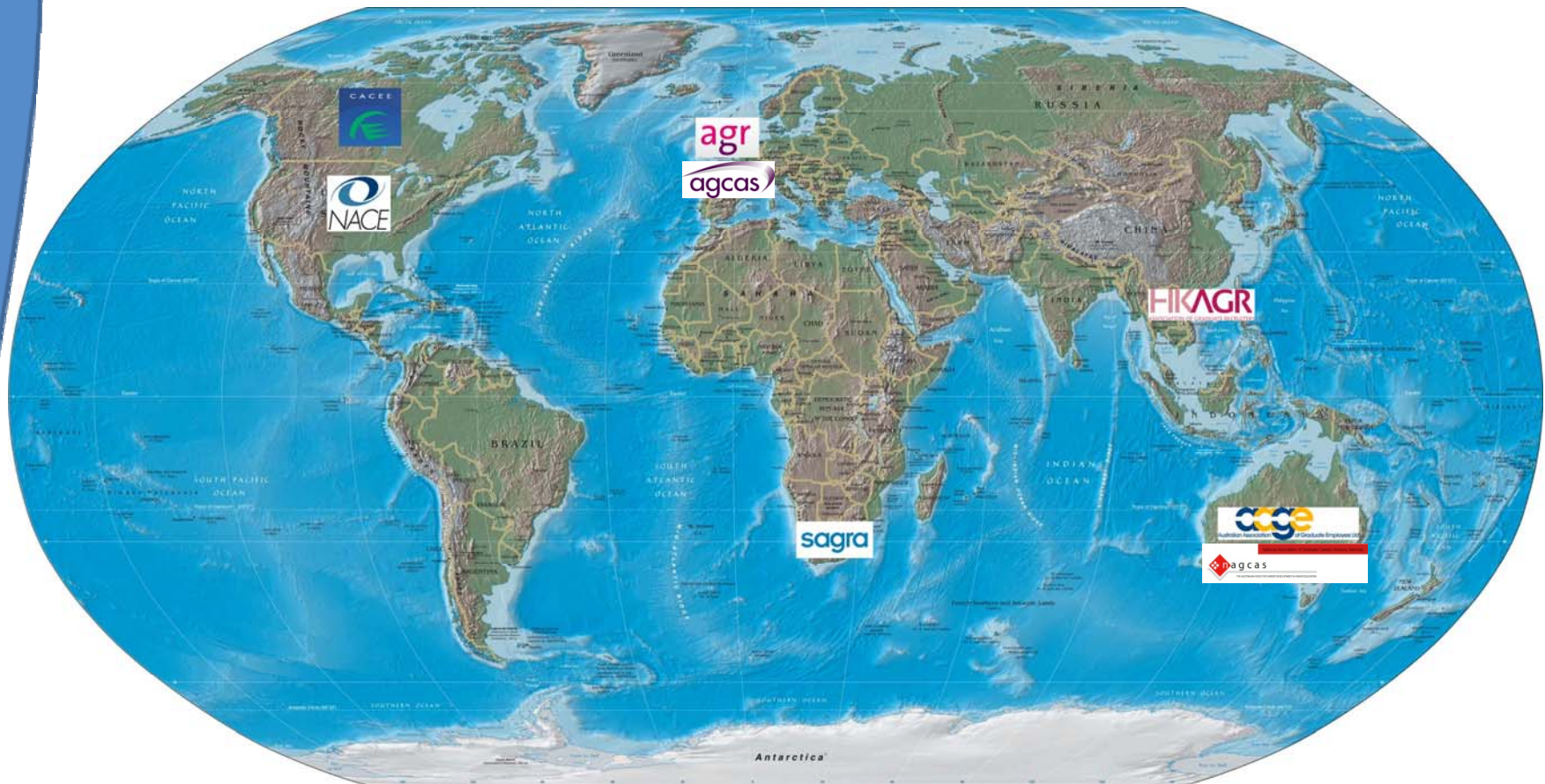
Where can you find out more?

www.ingrada.org

INGRADA Participating Associations



INGRADA Member Nations





National Associations
participating in this survey.....

Association of Graduate Recruiters (UK)

AGR



The Association of Graduate Recruiters (www.agr.org.uk) represents graduate employers throughout the United Kingdom. The data in this presentation is based on AGR's Bi-annual recruiter survey, with information taken from the two most recent surveys published in February and July 2010. All data relates to the recruitment of graduates with a bachelors degree or higher.

For further information please contact Gary Argent, gary@agr.org.uk.

Australian Association of Graduate Employers AAGE



The Australian Association of Graduate Employers (www.aage.com.au) represents graduate employers throughout Australia and New Zealand. The data in this presentation is based on AAGE's annual Employer Survey 2011, published in November 2010. All data relates to the recruitment of graduates with a bachelors degree or higher.

For further information please contact Ben Reeves, ben@aage.com.au.

Canadian Association of Career Educators and Employers

CACEE



The Canadian Association of Career Educators and Employers (www.cacee.com) represents graduate employers and careers service professionals throughout Canada. The data in this presentation is based on CACEE's 2010 Campus Recruitment and Benchmark Survey published September 2010. The data in CACEE's survey relates to all students who progress beyond secondary education, either at university or college.

For further information please contact Paul D. Smith Pauls@cacee.com

Hong Kong Association of Graduate Employers

HKAGR



The Hong Kong Association of Graduate Recruiters (www.hkagr.com) represents graduate employers in Hong Kong and other locations across Asia. The data in this presentation is based on HKAGR's Employers Survey 2010, and represents an average of results across Hong Kong, China, Singapore and Japan. All data relates to the recruitment of graduates with a bachelors degree or higher.

For further information please contact enquiries@hkagr.com.

National Association of Colleges and Employers

NACE



The National Association of Colleges and Employers (www.naceweb.org) represents graduate employers and career service professionals throughout the United States. The data in this presentation are based on various NACE surveys including the NACE Salary Survey published in September 2010 and the NACE Recruiting Benchmark Survey published in October 2010. All data relates to the recruitment of graduates with a bachelor's degree.

For further information please contact Edwin Koc, ekoc@naceweb.org.

South African Graduate Recruiters Association SAGRA



The South African Graduate Recruiters Association (www.sagra.org.za) represents graduate employers throughout South Africa. The data in this presentation is based on SAGRA's Employer Survey 2010, published in May 2010. All data relates to the recruitment of graduates with a bachelors degree or higher.

For further information please contact sagra@mweb.co.za.

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Where did this data come from?

Survey Respondents - Australia

Accenture Australia Ltd	British American Tobacco Australia Ltd	Department of Treasury and Finance (WA)	Linfox Australia Pty Ltd	Rio Tinto Services
ActewAGL	Cardno	Department of Veterans' Affairs	L'Oréal Australia	RSL Care
AECOM	Centrelink	Deutsche Australia Limited	Macquarie Group Services Australia Pty Ltd	SA Water Corporation
Ahrens Group	Chevron Australia Pty Ltd	Dialog Pty Ltd	Mars Australia	Saab Systems
ANZ Banking Group Ltd (Aust)	Citi	Disability Services Commission (WA)	McGrathNicol	Schlumberger Oilfield Australia Pty Ltd
Attorney-General's Department	Clayton Utz	Dun & Bradstreet Australia	Melbourne Water	Seymour Whyte Constructions
Auditor-General's Department - SA	Coca-Cola Amatil	Ergon Energy	Monadelphous Group Limited	Shell Company of Australia Ltd
Aurecon	Coles	Ericsson Australia Pty Ltd	MPA Surveying	SMEC (Snowy Mountains Engineering Corporation)
Ausenco Services Pty Ltd	Comcare	Ernst & Young Services Pty Ltd	Murray-Darling Basin Authority	South East Water
Aussie	Commonwealth Bank of Australia	Esso Australia Pty Ltd	National Centre for Vocational Education Research Ltd (NCVER)	Statistics New Zealand
Australia Post	Computer Sciences Corporation	ETSA Utilities	Newcrest Mining Limited	Sucrogen Australia
Australian Agency for International Development (AusAID)	Credit Suisse	Fonterra Co-operative Group Limited	Newmont Asia Pacific	Suncorp Metway Ltd
Australian Bureau of Statistics	Crown Solicitor's Office	Fuji Xerox Australia	Nexia Court & Co Chartered Accountants	Sydney Water
Australian Competition and Consumer Commission (ACCC)	Defence Force Recruiting	GE Capital Finance Australasia Pty Ltd	O'Connells OBM	Teach for Australia
Australian Customs and Border Protection Service	Defence Science & Technology Organisation	GHD Pty Ltd	OneSteel	Telstra Corporation Limited
Australian Federal Police	Deloitte	GMK Partners	Optiver	Thales Australia
Australian Government Solicitor	Department of Agriculture, Fisheries and Forestry	Google	Optus	The Audit Office of NSW
Australian Hearing	Department of Broadband, Communications and Digital Economy	Harvest Freshcuts	Orica Australia Ltd	The Royal Bank of Scotland
Australian Institute of Health and Welfare	Department of Communities (Qld)	Hatch Associates Pty Ltd	Parsons Brinckerhoff Australia Pty Ltd (PB)	Therapy Focus Inc
Australian National Audit Office	Department of Environment and Resource Management (Qld)	Health Department of WA	Pitcher Partners Advisors Pty Ltd	Tonkin Consulting
Australian Nuclear Science and Technology Organisation (ANSTO)	Department of Environment, Water, Heritage and the Arts (DEWHA)	IBM Australia Limited	PricewaterhouseCoopers Services Pty Ltd	TransGrid
Australian Prudential Regulation Authority (APRA)	Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)	IMC Financial Markets and Asset Management	Procter & Gamble Australia Pty Ltd	Transport Accident Commission (TAC)
Australian Public Service Commission (APSC)	Department of Finance and Deregulation	Industry & Investment NSW	Project Services	Transpower New Zealand Limited
Australian Securities Investments Commission (ASIC)	Department of Health (Vic)	Integral Energy	Protiviti	VicRoads
Australian Taxation Office	Department of Health and Ageing	IP Australia	Public Service Commission (Qld)	Victorian Public Service
Baker & McKenzie	Department of Innovation, Industry, Science and Research (DIISR)	J.P. Morgan	Qantas Airways Ltd	Vincent's Chartered Accountants
BankWest Financial Services	Department of Justice (Vic)	Jemena	QBE Insurance Pty Ltd	Water Corporation
Barclays Capital Services Ltd	Department of Mines and Petroleum (WA)	John Deere Limited	Queensland Alumina Limited (QAL)	Westpac Banking Corporation
BDO	Department of Public Works (QGCIQ)	John Holland Group	Queensland Audit Office	Westpac Institutional Bank
Beca Pty Ltd	Department of Public Works (QGCPo)	Johnson & Johnson	Queensland Health	WHK Horwath
Bechtel - Mining & Metals	Department of Resources, Energy and Tourism	Kellogg Brown & Root Pty Ltd (KBR)	Queensland Treasury	William Buck
BHP Billiton Limited	Department of the Attorney General (WA)	KordaMentha	RAC WA - Royal Automobile Club WA	Woodside Energy Ltd
BP Australia	Department of the Treasury	KPMG	RailCorp	WorkSafe Victoria
Brierty Limited	Department of Transport & Main Roads (Qld)	Laing O'Rourke	Reckitt Benckiser	WorleyParsons
Brisbane City Council	Department of Treasury and Finance (SA)	LEK Consulting Pty Ltd	Reserve Bank of Australia	Xstrata Group

Survey Respondents - Canada

A.I.E.S. INC.	BBA	Centre jeunesse de la Monteregie	Developpement Economique Canada	GLJ Petroleum Consultants
Abmast	BBH Geo-Management inc.	Centre local de developement (CLD) de Roussillon	Devon Canada	Global Infobrokers
About Communications	BC Housing Management Commission	Certified General Accountants of B.C.	DIAMED LAB SUPPLIES INC	Global TESL
accedian network	BC Provincial Renal Agency	CGA-Alberta (Certified General Accountants')	Direct Energy	GlobalFest
Accenture	BC Public Service	CGI UA Quebec	Discovery Seed Labs	Globe Electric Company Inc.
ACHIM	BCAA	CH2M HILL	Divine Healing Services	GoGreen Lawn and Pest Control
Acklands-Grainger Inc	Becker professional education	Chandos Construction Ltd.	D-TEX, Inc	Golder
Advanis Inc	Bell Alliant	CHAU He´tel-Dieu de Levis	Durham Children's Aid Society	Gordon group marketing + communications
AECL Canada	Bell Canada	CHC Helicopter	Durham University	GPLC ARPEUTEURS-GEOMETRES INC.
AECOM	Bell Helicopter Textron Canada Limited	Chevron Canada	D'Youville College	Grant Thornton LLP
AEON Amity Corporation	Bennett Jones LLP (Calgary)	Chevron Canada Resources	D'Youville College Graduate Admissions	Greater Halifax Partnership
Aéroports de Montréal	Best Health Cooking Systems	Child & Youth Friendly Saskatoon	E4C	Greater Saskatoon Chamber of Commerce
Ag-Quest, Inc.	Beta Machinery Analysis	Christ the Redeemer Catholic Schools	Eastern Construction	Greenberg Turner
Agribrands Purina Canada Inc	Between Friends Club	Christian R. Roy Inc.	Eaton Electrical Sector	Grey Power Insurance Brokers Inc
Agrinova	Beveridge Holdings	CHU Sainte-Justine	Ecole de langues La Cite	Group2 Architecture Engineering Ltd.
Agrium Wholesale	BioForest Technologies	Chubb Insurance Company of Canada	Ecole de l'Excellence	Groupe ABS
AIEQ	Bioparc de la Gaspesie	CIBC	Ecole de musique Crescendo de St-Redempteur	Groupe Canam
Air Canada - Ingenierie	Bird Construction	CIMA+	Ecovision	Groupe Centauris
Air Liquide	Blake, Cassels & Graydon LLP	City of Geulph	Editions de l'Envolee	Groupe CGI Inc.
Aircraft Maintenance Systems	Blinds to Go	City of Mississauga	Electro Beauce Inc.	Groupe OptiVert inc
Alberta Conservation Association	Bombardier Aerospace	City of Saskatoon	Electronic Arts Inc.	Groupe renaud et associes inc
Alberta Diabetes Foundation	Bonnybrook Steel Fabricators Ltd.	City of Waterloo	Encana	GULLIVERT Technologies Inc.
Alberta Electric System Operator	Boutique Boreal Design	Clinique de physiotherapie Marie-Christine Bouchard	Enerflex Ltd.	H.H. Angus & Associates Limited
Alberta Health Services	Bright Horizons Family Solutions	Club Ludo	Engineered Air Ltd	Halliburton Group Canada Inc.
Alberta Municipal Affairs - Municipal Internship Program	Britec Computer Systems Ltd.	Club-Conseil Agro-Champs	Enterprise Holdings	HarGroup Management Consultants
Alberta Sport, Recreation, Parks and Wildlife Foundation	BROWN SMITH OWEN LLP	CMA International Conservatory of Music and the Arts	Enterprise location d'autos	Hay Group
Aliments Fontaine Sante	BRP	College Pro Painters	Equitable Life	He´tel Gouverneur Quebec
Allan R. Nelson Engineering (1997) Inc.	Bruce Power	Columbia Valley Credit Union	Ericsson	He´tel Sepia
Alliance Jeunesse chutes-de-la-chaudiere	CAE Inc.	Concert Plus	Ernst & Young LLP	Health Systems Group
Alliance quebecoise des regroupements regionaux pour l'integration des personnes handicapees	Calgary Board of Education - Chinook Learning Services	Conestoga Rovers & Associates	Evolugym inc.	Heartland Health Region
Almor Testing Services	Calgary Chamber of Voluntary Organizations	Confederation College	Export Development Canada	Heritage Office Furnishings
ALSTOM	Calgary tour de nuit Society	Confederation quebecoise des cooperatives d'habitation	Eyelogic Systems Inc	Hershey Canada Inc
AltaGas Ltd.	Cameco Corporation	Conseil Cri de la sante et des services sociaux de la Baie James	FatLabs	Hillhurst Sunnyside Out of School Care Program
AltaGas Utilities Inc	Canada Revenue Agency	Conseil jeunesse francophone de la Colombie-Britannique	FCC	HMI Construction
AltaLink	Canadian College Naturopathic Medicine	Conseil national de recherches Canada/Institut des matériaux industriels	Federated Insurance	Hobart Canada
amd	Canadian Cooperative Wildlife Health Centre	Construction Kiewit Cie/ Peter Kiewit Sons Co	FGF brands inc.	Hockey Canada
American Eagle Outfitters	Canadian Institute for Health Information	Constructions ConCreate ltée.	Fluor Canada Ltd	Home Depot Canada
Andritz Separation	Canadian Pacific	Co-operators	Fort Vermilion School Division	Horton CBI, Limited
Aon Consulting	Canadian Scholars' Press Inc	Corporation d'actions et de gestion environnementales de Quebec	FPSC	Hotel Quality Suites
Aon Risk Services	Canadian Supply Chain Sector Council	Corporation des loisirs de Vanier	Fraser Health Authority	HSBC
ARC Financial	Canadian Tire Corporation	Corporation du Presbyterie Saint-Nicolas	Fraser Milner Casgrain LLP - Edmonton office	Hugessen Consulting Inc.
Artsmarketing Services Inc	Canadian Tire Financial Services	CPP Investment Board	Friday Professional Group Inc.	Husky Energy
Ashton College	Cancer Care Ontario	CSSS du Suroet	Frito Lay Canada	Husky Injection Molding Systems Ltd
Aspen	Capital Power Corporation	CSSS Haut-Richelieu-Rouville	FT Services	Hydro One Inc.
ASSET	Care Factor	Custom Comfort Care Inc	Fulcrum Media Inc.	Hydro-Quebec
Associate Veterinary Clinics	Cargill Limited	Custom House, A Western Union Company	Further Education Society of Alberta	Hydro-Quebec Transenergie / Gestion de la vegetation
Association of Independent Schools and Colleges in Alberta	Carrefour Jeunesse Emploi	Dacro Industries Inc.	Futurestep, A Korn Ferry Company Recruiting for Capital Power	Hypertechnologie Ciara Inc.
ATB Financial	Carrefour jeunesse emploi de Beauce-Sud	Dalhousie Faculty of Graduate Studies	Galderma Production Canada Inc	IBM Canada Ltd.
ATCO	Carrefour Jeunesse Emploi de Marquette	DALSA Semiconducteur	Games Cafe Inc.	ImmerVision
ATCO Electric	Carrefour jeunesse-emploi de Sherbrooke	Danone Canada	GE Canada	Immigrant Services Calgary
ATCO Gas	Cascades Groupe Tissu - Kingsey Falls	Decca	GEF: Housing for Seniors	Imperial Oil Limited
ATCO Power	Casco Inc	DeGroote School of Business, McMaster University	Gemini Corporation	Impulsion-travail
ATS Automation Tooling Systems Inc.	Catholic Social Services	DeLaval Inc.	General Dynamics, Produits de defense et Systemes tactiques - Canada	Industrielle Alliance
Auberge de la Paix (Quebec) inc.	CECC	DELEGATION GENERALE DU QUEBEC E MEXICO	Genivar	Industrielle Alliance, Assurance & Services financiers
Avcorp Industries Inc.	CEGEP Champlain St. Lawrence	Deloitte & Touche LLP	Geo. A. Kelson Company Limited	Industry Canada
Bank of Canada	Centrale Beauharnois Hydro-Quebec	Delta Hotels and Resorts	George Brown College	INRS
Banque Laurentienne	Centre d'action benevole	Desjardins Groupe d'assurances generales	GIRO inc.	Inspec-Sol
Barrette-Chapais Ltée.	Centre de crise de Quebec	Desjardins Marketing Strategique	Glaxosmithkline Biologicals	Institut de la statistique du Quebec
Battle River Research Group	Centre de readaptation de la Gaspesie	Dessau	Glentel Inc.	Institut Pasteur de Nouvelle-Caledonie

Survey Respondents – Canada (cont)

Institut universitaire en sante mentale de Quebec	McMaster University	Pèrsego Incorporated	Seneca	Traductions Alain Gelinis inc.
Intact Assurance	Medavie Blue Cross	Peter Kiewit Sons Co.	Services Financier primerica	TransAlta Corporation
Intact Financial Corporation	MediaPages	Physiotherapie Beauport Inc.	Servitech inc.	Transat A.T.
Intact Insurance Company	Mentor Engineering Inc.	PIC Investment Group Inc.	SFU	Transitions
Intelliware Development	Metro Inc	Pirouette School of Dance	SharpEdge Development	Transport Canada
Interfaith Youth Core	Meyers Norris Penny	Polar Mobile Group	Shaw Communications	Transports Quebec
International Arts and Artists	Michelin North America (Canada) Inc.	Port de Montreal	Shell	Travaux Publics et Services gouvernementaux Canada.
INTRAGAZ	MiHR	PotashCorp	Shell Canada	Tridel Corporation
Irving Oil Refining GP	Mines Aurizon Itee-mine Casa Berardi	Prairie Dome Enterprises	Sheridan	Tri-Tex co inc
J H C	Ministere de l'Education	Premier Tech	Sherritt International	Tsavo Media
John Meunier Inc	Ministere de l'Emploi et de la Solidarite sociale	PricewaterhouseCoopers	SNC-Lavalin	Tucker Wrieline Services Canada Inc
John Molson School of Business, Concordia University	Ministere des Ressources Naturelles et de la faune	Prince George Veterinary Hospital Ltd.	Solmax-Textel Geosynthetikus	Tutor Doctor
	Ministere du Developpement durable, de l'Environnement et des Parcs-Information mlleiu atmosphetique			
Kenaidan Contracting Ltd	MNP	Procter & Gamble	Southwestern Company	UFA Cooperative Limited
Kiewit Energy Canada Corp	Monsanto Canada Inc.	Prodevco Industries	Sparrow Services	ULTRAGEN LTÉE
Kinder Morgan Canada	Morin Desrochers Beaulieu, comptables agrees S.E.N.C.	Programme de moniteurs de langues officielles	Sporting Life Inc.	Uniboard
Kinectrics	mortgagestogo.ca Inc.	Odyssee		
Kingston Ross Paskak LLP	Mosaic Primary Care Network	Public Service Commission for the Government of Canada	SSQ Assurances generales	Unilever Canada
Knightsbridge Human Capital Solutions	Mosaic Sales Solutions	PyroGenesis Canada Inc.	St. Francis Xavier University	United Farmers Historical Society
KPMG Canada	Moteurs Electriques Laval Ltee	Quality Move Management Inc.	Stantec	Universite de Guelph-Campus d'Alfred
KPMG LLP	Mugos Web	Quinton Health Care Corporation	STARS	Université de Moncton
Kraft Canada	Musee du Fort	Rabais Campus	Students' Association of Mount Royal University	University of Calgary
L-3 Communications MAS	MyVeterinaryCareer	Rainbow Community Centre	Sturgeon County	University of Calgary Aquatic Centre
LA Capitale assurances generales		Randstad Canada	Suco	University of Guelph (Co-op & Career Services Dept.)
La Coop federee		Raymond Chabot Grant Thornton (Quebec/Chaudiere-appalaches)	Summit Kids	University of Toronto
			Sun Life	University of Toronto Scarborough
La Great-West, compagnie d'assurance	NAIAD Company Ltd	RBC	Sun Life Financial	University of Western Ontario - Graduate Studies at
Lab-Volt	National Energy Board	RBC Royal Bank	Suncor Energy Inc.	Schulich School of Medicine & Dentistry
Lafarge Canada Inc	Nelson Education Ltd.	RCMP	Swift Current Creek Watershed Stewards	Vancouver Coastal Health
Lallemand Inc	Nexen Inc.	Read Jones Christoffersen Ltd.	Sylvan Learning	Vancouver Island Health Authority
Larochelle Groupe Conseil	NexGen Ergonomics	Renfrew Educational Services	Systemes Datahex inc.	Verificateur general du Quebec
L'Atelier d'Art Suzie Delisle	NGC Aerospatiale Ltee	Renfrew Insurance	Szemlinski Law Offices	VIASAT GeoTechnologies
Laurie Mounteer Professional Corporation	NI Environnement	Resonant Medical	Tabagie Tremblay	Ville de Kirkland
Le Groupe Master SEC	Nmedia Solutions	Ressources naturelles Canada	Table agroalimentaire de Chaudiere-Appalaches	Ville de Quebec
Le Groupe Rotalec Inc.	Normandin Beaudry	Richmond International Technology Corp.	TAL Group	Ville de Quebec, division arpentage et cartographie
	North American Palladium Ressources Cadiscor inc.			Ville de Sainte-Adele
Le Groupe Sm inc	Mine Geant Dormant	Rio Tinto	Talisman Energy	Ville de Victoriaville
Le Nouvelliste	North Eastman Health Association	RL Solutions	TD Bank Financial Group	Vircom Inc.
Le Projet Ex Machina	Nostrano Inc	Robert Half	Techbent	Virtual Meeting Advisors
LE SOLEIL	NovAxis Solutions inc.	Rocky View County	Teck Coal	Vision Critical
Lemieux Nolet comptables agrees	NRE Electronics	Rona	Terracon Geotechnique Ltd.	Vital Link Ice Cream & Event Marketing Inc
Les Constructions Beauce Atlas	NVA (National Veterinary Associates)	Ross Smith Asset Management Inc.	Teva Canada	Wellness Centre, University of Calgary
Les Consultants Horticoles inc.	O2 Web	RRQ	The Bagg Group	Westeel
Les Consultants Yves Choiniere Inc.	Office of the Auditor General BC	RSW inc.	The Boston Consulting Group	Western Financial Group
Les mineraux Harsco	O-I Canada	Ryan ULC	The Calgary Airport Authority	Western Management Consultants
Les traductions A.C.C.U.	Ornitour	Ryerson University	The Dominion of Canada General Insurance Company	Westin Prince Toronto
Les Usinages Mallette	Ontario Power Generation	S.A.A.Q.	The Duke of Edinburgh's Award	Westside Recreation Centre
Loblaws Companies Limited	Ontario Public Service	SADC Bellechasse-Etchemins	The Fairmont Banff Springs	Wind Energy Institute of Canada
Logiciels Xceed	OSCO Construction Group	Sahuri + Partners Architecture Inc.	The Hamilton Tiger-Cats Football Club	Winners Merchants
London Life - Financiere Liberte 55	OSIsoft Canada	Samaritan's Purse Canada	The Nardella Clinic	Winners Merchants International
L'Oréal Canada	Ottawa - Ecojustice Environmental Law and Policy Clinic	Samuel, Son & Co., Limited	The Salvation Army Community Services (Calgary)	Women's Centre of Calgary
Loyalist College	Pacific Business Brokers Inc.	Saputo	The Sherwin-Williams Company	WordFest: Banff-Calgary International Writers Festival
Lululemon	Pacific Lottery Corporation	Saskatchewan Ministry of Highways and Infrastructure	The Wawanesa Mutual Insurance Company	WorkSafeBC
Lutheran Day Care/Preschool Inc.	Parc technologique	Saskatchewan Prevention Institute	Theveco Electronique	Wynchemna Canada
Lyrux learning	Parkland Industries	Saskatchewan Soccer Association	Tim Horton Children's Foundation	Xerox
MacPherson Leslie & Tyerman LLP	Partners for Workplace Inclusion Program	Saskatchewan SPCA	TMP Worldwide	Xstrata Zinc., Mine Matagami
Macquarie Group Ltd	PCL Construction Group	Saskatoon Media Group	Toreion Corporation	Yaletown Trading Group
Maison des jeunes l'Escapade de Val-Beair	PCO Innovation	SaskPower	Toronto Hydro	YMCA Calgary
Manulife Financial	Peel tile	SaskTel	Toronto School of TCM	YMCA of Greater Vancouver
Mark's Work Wearhouse	Pembina Institute	Schneider Electric	Town of Canmore	YouthCulture Inc.
Mars Canada Inc.	PennWest Energy	Scotiabank	Town of Kamsack	YWCA Edmonton
McCain Foods (Canada)	PepsiCo Beverages Canada	Seaway Printing Ltd.	Toys "R" Us	



Survey Respondents – South Africa

Absa Bank
Absa Capital
Accenture
Adams & Adams
Allan Gray Limited
Altech UEC (Pty) Ltd
Anglo Platinum
Anglo American Thermal Coal
Auditor-General South Africa
Baker Hughes
Bell Dewar
BHP Billiton
BHP Billiton BECSA
BMW
Bowman Gilfillan Inc
British American Tobacco
Busines Systems Group (Africa)
Deneys Reitz Attorneys
Derivco
Development Bank of South Africa
EOH Mthombo (Pty) Ltd
Ernst & Young
Estee Lauder Companies

Eversheds
Exxaro
First National Bank
Foschini Group
Hatch Africa
Horwath Zeller Karro
Internet Solutions
Investec
KPMG
Kumba Iron Ore
L'Oreal South Africa
Massmart Services
Mazars
Metropolitan
McKinsey & Co.
Monitor Group
Murray & Roberts Limited
Nampak
National Treasury
Nedbank Capital
Nedbank Limited
Nestle SA
Old Mutual plc

PKF
PricewaterhouseCoopers
Procter & Gamble South Africa
Public Investment Corporation
Rand Merchant Bank
Rio Tinto
Sappi
Sasol
Shoprite Group of Companies
South African Breweries Limited
South African Revenue Services
Standard Bank, Corporate & Investment Banking
Standard Bank, Personal & Business Banking
Teach South Africa
Tiger Brands
Toyota SA Motors (Pty) Ltd
Truworths
Unilever South Africa
Volkswqagen of South Africa
Webber Wentzel
Werksmans
Woolworths

Survey Respondents - UK

3M United Kingdom Plc
Accenture
AECOM Ltd
AIESEC (UK) Ltd
Airbus
Akzonobel
Allen And Overy LLP
American Express
Amey
Areva T&D UK Ltd
Arriva Plc
ASDA Stores
Ashurst
Aspen Insurance
Atkins
Atos Origin IT Services UK Ltd
Audit Commission
Aviva
AWE Plc
AXA Investment Managers
AXA UK
Baillie Gifford
Baker & McKenzie
Bakkavor Ltd
Balfour Beatty
BAM Construction Ltd
BAM Nuttall Ltd
Bank of America Merrill Lynch
Bank of England
Barclays Bank Plc
Barclays Capital
Barclays Wealth
Barratt Developments Plc
BDO LLP
Bechtel Limited
Beiersdorf UK Ltd
Bircham Dyson Bell
BlackRock
Bloomberg
Bond Pearce
Boots
Bovis Lend Lease Limited
BP International Ltd

British Sugar plc
BT
BUPA
Cadbury Plc
Cancer Research UK
CapGemini
Capital One
Centrica
CFE
CHP Consulting
Citi
Civil Service Fast Stream, Cabinet Office
Clifford Chance LLP
Clyde & Co LLP
COA Solutions Limited
Corus Group Plc
Credit Suisse
Croda International Plc
Crown Packaging
CSC (Redtray)
Cummins Ltd
Danone Waters (UK & Ireland) Ltd
Davies Arnold Cooper
Davis Langdon LLP
Deloitte
Denton Wilde Sapte
Department for Work and Pensions
Deutsche Bank
DHL
Dixon Wilson
DLA Piper UK LLP
Doosan Babcock Energy
Dunhumby
DVLA
E.ON UK
EC Harris
ECA International
EDF Energy
ENER-G plc
Enterprise
Enterprise Rent-A-Car
Ernst & Young
European Personnel Selection Office

Explore Learning
Fidelity Investments
Field Fisher Waterhouse
Filtrona Plc
Financial Services Authority
Fujitsu Services
GCHQ
GlaxoSmithKline
Government Economic Service
Graduate Recruitment Bureau
Grant Thornton UK LLP
HAT Group of Accountants
Henderson Global Investors
Hiscox
HM Prison Service
HM Treasury
Horwath Clark Whitehill
HSBC
Hymans Robertson
IBM UK Ltd
ICAP PLC
IMI plc
Imperial College London
Improvement and Development Agency
Institute for Employment Studies
J Sainsbury Plc
J.P.Morgan
Jacobs Babbie Group
Jaguar and Landrover
John Lewis Partnership
Johnson Matthey Plc
Jones Day
Kantar / TNS-RI
Kent County Council
Kimberly-Clark
Kirkland & Ellis International LLP
KPMG LLP
Lex Autolease
Linklaters Business Services
Lloyds Banking Group
Lloyd's Register
Lockheed Martin
Logica

Lovells
LSE
MacFarlanes
Macquarie
Majestic Wine Warehouses Ltd
Marks & Spencer plc
MBDA
McDonalds Restaurants Ltd
McKinsey & Company
Mills & Reeve
Millward Brown
Mitchells and Butlers
Moore Stephens LLP
Morgan Stanley & Co International Plc
Mott MacDonald Limited
Nabarro LLP
National Audit Office
National Grid
National Nuclear Laboratory
Nestlé
Network Rail
NHS Institute for Innovation & Improvement
Norton Rose LLP
Nuclear Decommissioning Authority
Osborne Clarke
Ove Arup International Ltd
Perkins Engines
Pilkington United Kingdom Ltd
Pinsent Masons LLP
PricewaterhouseCoopers
Procter & Gamble UK
PSA Peugeot Citroën
Qinetiq
Raleigh International
RBC Capital Markets
Reckitt Benckiser
Reed Smith Richard Butler LLP
Research in Motion UK Ltd
RM
Royal Bank of Scotland Group
RWE npower
Saffery Champness
Scottish Water

ScottishPower
Sellafield Ltd
Shoosmiths
Siemens Industrial Turbomachinery Ltd
Siemens plc
Simmons & Simmons
SJ Berwin
Skanska
Sky
Slaughter & May
Smiths News
Standard Bank
Standard Chartered Bank
Standard Life
SunGard Systems Limited
Swiss Reinsurance company
TAC Europe
Tate & Lyle Europe
Taylor Wessing
Teach First
Technip UK Ltd
Tenon
Thales Group Ltd
The Co-operative Group
The Outward Bound Trust
TLT Solicitors
Transport for London
Trowers & Hamlin
UBS
UK Intellectual Property Office
United Biscuits
University of Nottingham
Vodafone
VT Group Services Ltd
W M Morrisons
Waitrose Ltd
Wates Group Limited
Watson Farley & Williams LLP
Watson Wyatt Partners
Weil, Gotshal & Manges
YMCA Lakeside Professional Development
Yorkshire Water Services Ltd
Zurich Fi

Survey Respondents - USA

Actuant Corporation
Adaptive Methods
Aerospace Corp.
Aetna, Inc.
Affiliated Engineers, Inc.
Agilent Technologies, Inc.
Air Products & Chemicals, Inc.
Alcatel-Lucent
Amazon
American Axle & Manufacturing, Inc.
American Electric Power
American Water
American Woodmark Corp.
Ameriprise Financial
Amica Mutual Insurance Co.
Analog Devices, Inc.
Anheuser-Busch Companies, Inc.
Apollo Group, Inc.
ARAMAK
ARCADIS US, Inc.
AREVA NP
Armstrong World Industries
Arup & Partners
AstraZeneca Pharmaceuticals LP
ATI Allegheny Ludlum
Baker Hughes, Inc.
BASF Corp.
Battelle Memorial Institute
Bechtel Plant Machinery, Inc.
Becton Dickinson & Company
Bell Helicopter Textron, Inc.
Bentley Systems, Inc.
Best Buy Co., Inc.
Black & Veatch Corp.
Boy Scouts of America
BP
Burns & McDonnell Engineering Co., Inc.
Cameron
Campbell Soup Co.
Cardinal Health
Carico International
CGI
CH2M Hill
Charles River Associates
Charles Schwab & Company
Chevron Corporation
Chevron Phillips Chemical Company LP
Chico's FAS, Inc.
Cisco Systems, Inc.
City of Bethlehem - Bethlehem Police Dept

Coca-Cola Enterprises
Collective Brands (Payless ShoeSource)
Colorado Springs Utilities
Compass Group, The Americas Division
comScore, Inc.
ConAgra Foods, Inc.
Consolidated Graphics
Consumers Energy, Inc.
Country Insurance and Financial Services
Covance, Inc.
Cree, Inc.
Croda, Inc.
Crowe Horwath LLP
Cummins, Inc.
Daiichi Sankyo, Inc.
Dallas Central Appraisal District
Daymon Worldwide
Deere & Company
Devon Engineering Corp.
Dewberry
Dick's Sporting Goods
Discover Financial Services
Dominion Resources Services, Inc.
Duff & Phelps LLC
DuPont
E.J. Gallo
Eastman Chemical Company
Eaton Corporation
EchoStar
Edwards Lifesciences
Emerson Climate Technologies
Emerson Process Management
Entergy Services, Inc.
Ernst & Young LLP
Exel
Farm Credit Bank of Texas
Federal Deposit Insurance Corporation
Federal Energy Regulatory Commission
Federal Management Partners, Inc.
Federal Reserve Bank of New York
Ferguson Enterprises, Inc.
Fidelity Investments
FMC Technologies, Inc.
Freddie Mac
Garmin International, Inc.
GEICO
General Electric Company
General Mills, Inc.
Genworth Financial
Georgia Tech Research Institute

Global Tax Management, Inc.
Gorton's Inc.
Great Lakes Dredge & Dock Company
GreenbergFarrow
Hajoca Corporation
Halliburton Company
Hazen and Sawyer P.C.
HEI Hotels & Resorts
Herbert, Rowland & Grubic, Inc.
Hitachi Consulting
Honeywell International, Inc.
Hormel Foods Corporation
Hughes Network Systems, LLC
Huron Consulting Group
IBM Corporation
IGT
Infineum USA
International Paper Company
J. Ray McDermott, S.A.
JC Penney Company, Inc.
Johnson Lambert & Co., LLP
Kennedy & Coe LLC
Kimberly-Clark Corporation
L-3 Communications Integrated Systems
Lafarge North America
Lennox International, Inc.
Liberty Mutual Insurance Company
Life Technologies, Inc.
Linde
Link-Belt Construction Equipment Co.
Lowe's Companies, Inc.
Lutron Electronics Company, Inc.
Lyondell Basel
Macy's, Inc.
Marathon Oil Corporation
Mattress Firm
Maxim Healthcare Services, Inc.
Maximus
McCain Foods Limited
McKesson Corporation
Mercer
Messer Construction Company
Michelin
Milliken & Company
Modern Woodmen of America
Murphy Oil USA, Inc.
National Grid
National Instruments
Nationwide
Naval Acquisition Career Center

Naval Air Systems Command (NAVAIR)
NCR Corporation
Nestle Purina Petcare
Newell Rubbermaid
Newmont Mining Corporation
Niagara Bottling, LLC
Norfolk Southern Corporation
Northrop Grumman Corporation
Office of Legislative Audits
Opnet Technologies, Inc.
Oregon Department of Transportation
Owens Corning
Owens-Illinois, Inc.
Pacific Gas & Electric Company
ParenteBeard
Parsons
Pennsylvania Transformer Technologies, Inc.
Philips
PPG Industries, Inc.
PPL Corporation
Pratt & Whitney, a United Technologies Co
PrimeSource Building Products, Inc.
Principal Financial Group
Proctor & Gamble Company
Progress Energy Service Co.
Protiviti, Inc.
Prudential
PSEG
QUALCOMM Incorporated
Rayonier Inc.
Raytheon Company
RBC Capital Markets
Risk Management Solutions
Robert Bosch, LLC
Rogers Corporation
ROHM Semiconductor USA, LLC
Roux Associates, Inc.
Ryan & Company, Inc.
S&C Electric Company
Sabre Holdings
SAP America, Inc.
Schlumberger Oilfield Services
Schneider Electric
Scottrade
Sears Holdings Corporation
Selden Fox LTD
Sensata Technologies
SES AMERICOM
Shell Oil Company
Smith International, Inc.

Starwood Hotels & Resorts Worldwide, Inc.
Stryker Corporation
STV Incorporated
Suffolk Construction Company, Inc.
Sunoco, Inc.
Swagelok Companies
SWIFT
Tata Consultancy Services
Tennessee Valley Authority
Teradata Corporation
Texas Instruments Incorporated
The Dow Chemical Company
The Hertz Corporation
The LPA Group Incorporated
The MITRE Corporation
The New England Center for Children
The Northern Trust Company
The PNC Financial Services Group
The Royal Bank of Scotland
The Ryland Group
The Schwan Food Company
The Timken Company
The Vanguard Group
The Williams Companies
Tindall Corporation
Titan America
Towers Watson
Toyota Motors Manufacturing North America
Toys "R" Us, Inc.
Triage Consulting Group
Turner Construction Company
Tyson Foods, Inc.
U.S. Comptroller of the Currency
U.S. Department of Labor
U.S. Department of State
U.S. General Services Administration
U.S. Nuclear Regulatory Commission
U.S. Office of Personnel Management
U.S. Postal Service
UGI Utilities, Inc.
Union Bank of California
UnitedHealth Group
USG Corporation
VistaPrint USA, Inc.
W.W. Grainger, Inc.
Washington Division of URS Corporation
Watson Pharmaceuticals, Inc.
Yahoo! Inc.
ZS Associates



Benchmarking Data....



Salaries

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	Aus\$48,000			R82,500	£23,500	US\$45,766
2008	Aus\$51,750			R88,000	£24,500	US\$49,224
2009	Aus\$51,350	Cdn \$50,628	US\$50-70,000	R115,000	£25,000	US\$48,663
2010	Aus\$54,000	Cdn \$48,817	US\$50-70,000+	R186 000	£25,000	US\$48,288

Base annual salary excluding bonuses and benefits

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	5.00%				2.40%	
2008	3.50%			13.60%	1.80%	7.60%
2009	-0.77%	3.60%		4.30%	0.00%	-1.20%
2010	5.20%	-3.60%			0.00%	-0.70%

Change in base annual salary from previous year

Vacancies



	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	11.2%				12.7%	19.2%
2008	2.1%			11.9%	0.6%	8.0%
2009	-22.2%			0.0%	-8.9%	-21.7%
2010	18.6%	-9.0%	Varies by region	16.9%	-6.9%	5.3%

Change in vacancy numbers from previous year

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	18			22	38	129
2008	18			24	38	173
2009	13		10	24	20	108
2010	18	19	10 - 20	28	38	121

Average number of vacancies per employer

Marketing spend



	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	Aus\$58			R128		
2008	Aus\$74			R188		
2009	Aus\$40			R317		
2010	Aus\$36			R240		US\$14

Marketing spend per application received

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	Aus\$1,250				£1,908	
2008	Aus\$1,000				£2,318	
2009	Aus\$1,650	Cdn \$640			£2,198	US\$475
2010	Aus\$1,150				£800	US\$562

Marketing spend per hire

The hiring process



	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	25			33	29.2	
2008	21			38	30.7	
2009	43			40	48.8	
2010	36			41	68.6	40.5

Average number of applications per vacancy

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	83.0%			85.0%		66.5%
2008	84.0%			87.0%		68.0%
2009	89.0%	83.3%	85.7%	94.0%		75.0%
2010	86.0%	73.0%	90.0%	90.0%		73.2%

Acceptance Rate (percentage of offers that are accepted)

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	Aus\$6,700			R20,100		US\$6,177
2008	Aus\$6,300			R22,000		US\$7,173
2009	Aus\$6,000	Cdn \$7,575		R31,000		US\$5,708
2010	Aus\$6,850	Cdn \$4,638		R29,300		US\$8,947

Cost per hire




Retention

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	99.0%			95.0%	92.0%	91.4%
2008	100.0%			90.0%	94.0%	92.3%
2009	96.0%	98.0%		90.0%	94.0%	94.0%
2010	95.0%	82.0%	85%+	95.0%	92.0%	91.8%


Retention rate after 1 year

	Australia	Canada	Hong Kong	South Africa	UK	USA
2007	50.0%				59.0%	67.2%
2008	53.0%				57.0%	66.2%
2009	62.0%	68.0%	75.0%		57.0%	70.0%
2010	63.0%	62.0%	65.0%			67.6%

Retention rate after 5 years

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What are the main issues in
graduate recruitment right
now?



Hot Topics - Australia

- ❖ Competition for graduates
- ❖ Attraction of graduates
- ❖ Graduate recruitment team resources
- ❖ Maintaining the profile of the graduate program
- ❖ Limited number of graduates with relevant degree




Hot Topics - Canada

- ❖ Campus Recruiting continues to be constrained by tight budgets and a jobless recovery
- ❖ Recruiters are turning to new techniques to reach candidates on campus, for example social networking and student referral programmes
- ❖ The balance of power may be starting to swing back to the candidates as evidenced by declining acceptance rates and more firms struggling to fill vacancies



Hot Topics – Hong Kong

- ❖ How to effectively manage Gen Y
- ❖ The benefit of selection and assessment tools – with a particular focus on psychometric testing in some companies
- ❖ Tapping into China and India for talent
- ❖ The importance of a good company brand, and how to make it more appealing to Gen Y
- ❖ Diversity - gender diversity remains an issue and focus in some countries



Hot Topics – South Africa

- ❖ Competition for top graduates
- ❖ Graduate skill shortages
- ❖ Relevant degree shortages
- ❖ Attraction of graduates
- ❖ Recruitment team resources
- ❖ Retention of graduates




Hot Topics – UK

- ❖ Recruiting effectively with reduced team size & budget
- ❖ Use of new marketing channels to generate more focused applications
- ❖ Use of placement / internship schemes to feed graduate pipelines
- ❖ Collaborative recruiter events to promote sectors
- ❖ Closer consultation between employers and universities
- ❖ Development programmes (rotational vs. fixed, transition at end of scheme)
- ❖ Measurement - CPH, ROI, benchmarking



Hot Topics – USA

- ❖ Internships as a recruiting tool for full-time positions
- ❖ The ethics of unpaid internships
- ❖ The use of social networking in recruiting college graduates
- ❖ The development of metrics to measure ROI for college recruiting and the assess the effectiveness of college career center operations.

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What is the policy on employing
migrant workers in each
country?

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Employing migrant workers in Australia

Most international students can work in Australia for up to 18 months after graduation from an Australian university. International students can apply for Permanent Residency (known as "PR") which is assessed via a complicated points system.



Employing migrant workers in Canada

International students who wish to remain in Canada must meet certain minimum requirements to apply for permanent residence under the Canadian Experience Class.

They must plan to live outside the province of Quebec (Quebec has a separate policy) and they must be either a temporary foreign worker with at least two years of full-time (or equivalent) skilled work experience in Canada, or a foreign graduate from a Canadian post-secondary institution with at least one year of full-time (or equivalent) skilled work experience in Canada .

They must have gained your experience in Canada with the proper work or study authorization, must apply while working in Canada (or within one year of leaving your job in Canada) and must include the results of an independent language test (from an agency designated by CIC) with their application



Employing migrant workers in the UK

Most international students can work in the UK for two years after graduation from a UK university.

A points based system applies throughout, with employers able to apply for a licence to allow them to sponsor migrant workers under the system.

The process is complex and subject to change as criteria are revised, especially in light of the current drive to reduce immigration, causing a number of issues for graduate recruiters.

Further information is available at www.ukba.homeoffice.gov.uk



Employing migrant workers in the USA

International students who wish to remain in the U.S. must obtain a work permit (a green card) or a specialized visa commonly known as H1b.

In order to obtain these permissions the student must generally be sponsored by an employer who should provide proof that the international student possesses a specialized skill and the equivalent of at least a Bachelor's degree.

Green card certification generally requires some evidence that the skill possessed by the international student is not generally available in the U.S. H1b visas limit the potential stay in the U.S. to 6 years and are subject to a numerical limitation -- 65,000 such visas are available for students with a Bachelor's degree; an additional 20,000 are available to students with a minimum of a Masters degree.