

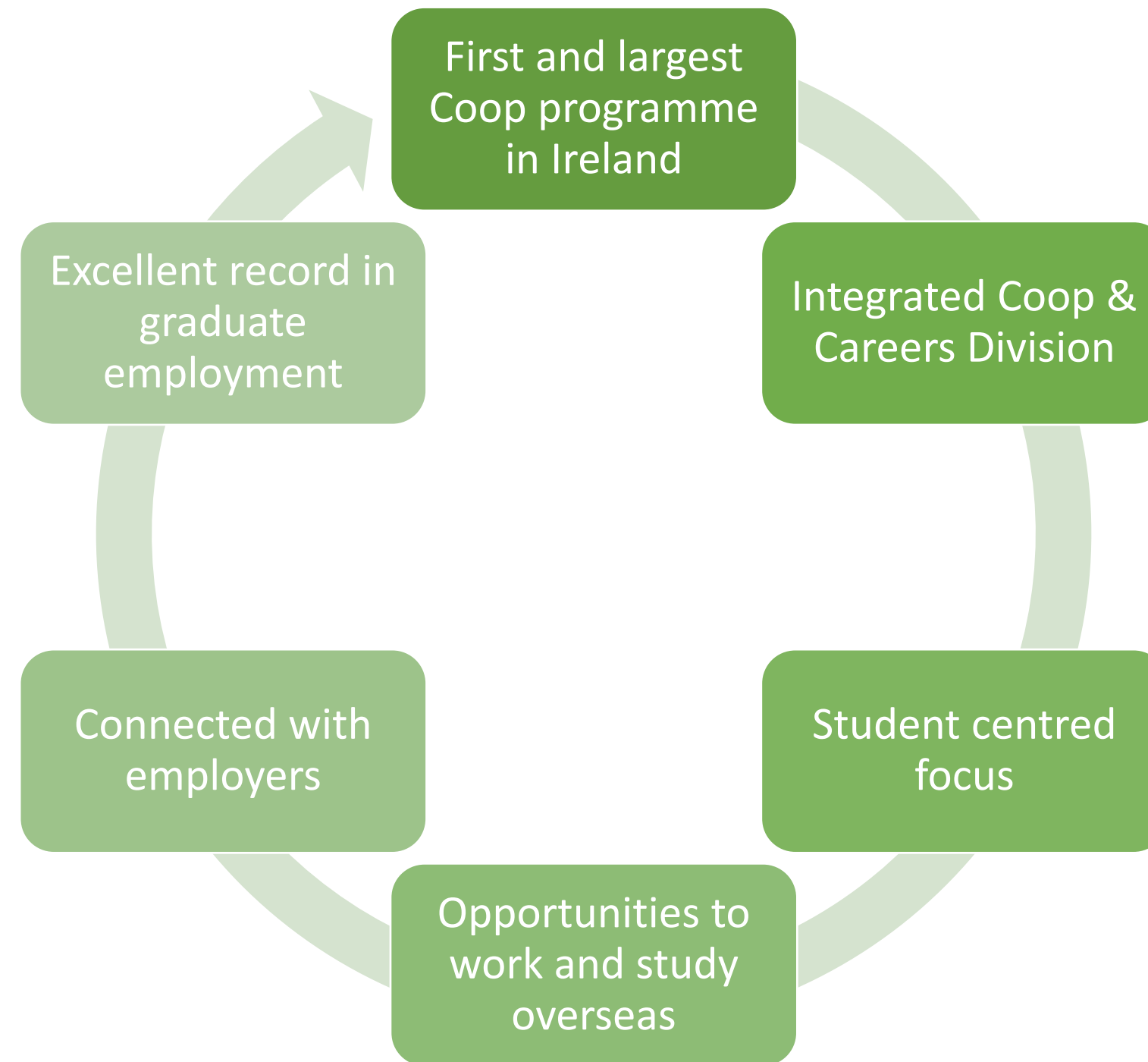
HR Induction

Creating Future Graduate Capital

www.ul.ie/cecd

Gavin Connell, Head of Careers
Cooperative Education and Careers Division (CECD)

What's distinctive about UL?



Cooperative Education

PRE

Developing Employability: 4 year process

POST

Year 1 /2

Career focus,
Choosing options,
Coop preparation .

Year 2/3

Coop placement,
Faculty visits,
Recording skills
development

Year 4

Career consultations,
Career fairs & events,
Job search techniques

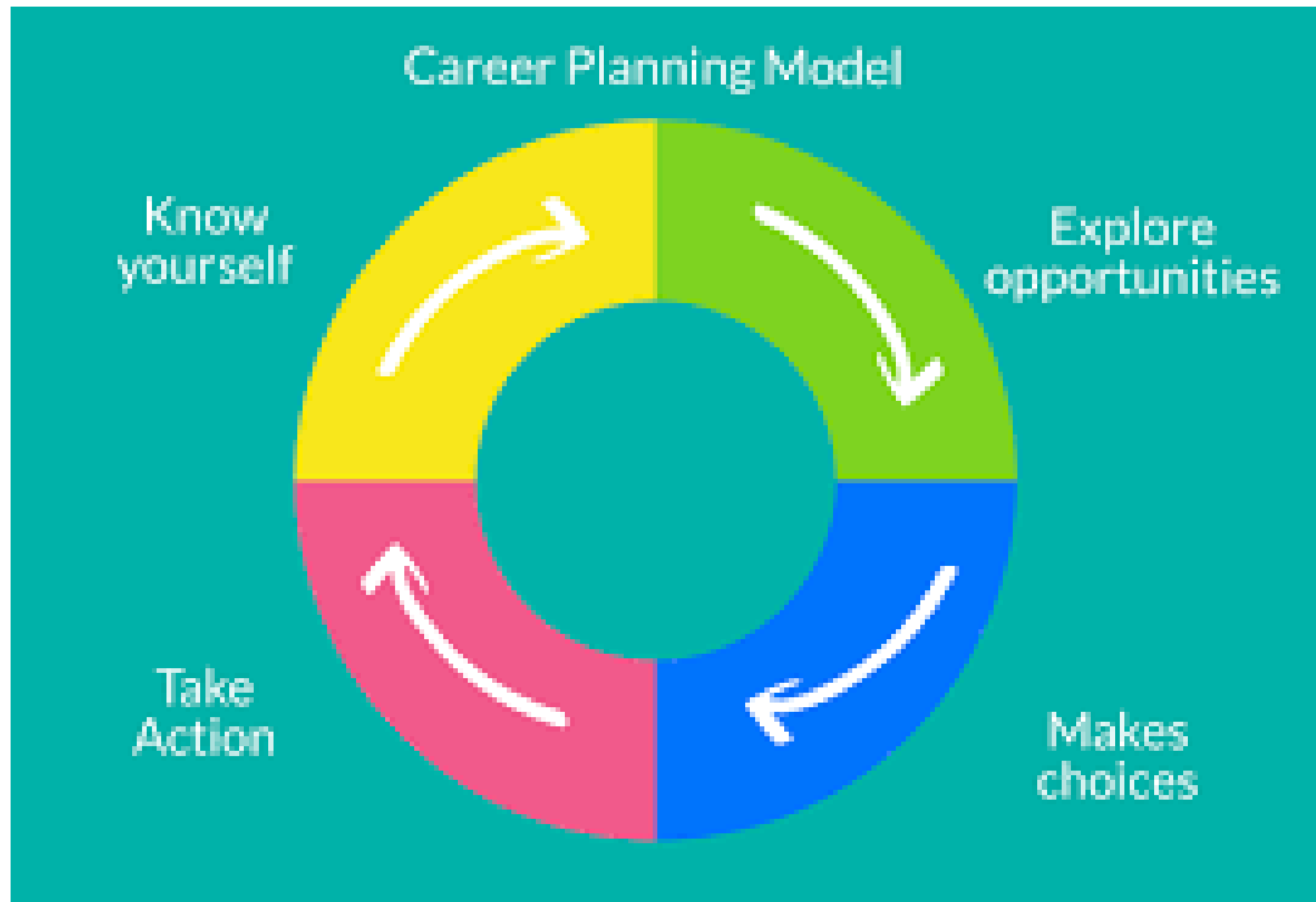
- Course related skills
- Relevance of modules

- Monitoring of
experience
- Assessment

- Reflection
- Assimilation
- Integration

Partnership: Faculty, Employers, Careers

UL Careers Service



UL Career Service



CareersConnect

- Find jobs
- Make Careers Appointments
- Subscribe to email alerts
- Register for events
- Browse Employers
- Pathways

Employability Events

- Skills Workshops
- Career Seminars
- Employer Presentations
- Career Fairs
- Insight Seminars

Advice

- Further Study
- Job Hunting
- CV & Interview Preparation
- Taking time Out
- Voluntary Work

Online Resources

- Publications
- Graduate Outcomes
- CV Guide
- Interview Guide
- Careers By Degrees
- Graduate Market Insights

Online Resources

- Tech Platforms
- TeamFocus
- CareerSet
- Shortlist.Me
- Aluminati
- LinkedIn
- Youtube



The survey is part of a national study conducted in all Irish universities. It helps us build an accurate picture of graduate employment and further study patterns.

University of Limerick Graduate Outcomes Executive summary:



[UL Graduate Outcomes](#)



UL Graduate Outcomes

Graduate Outcomes Survey Graduates of 2020

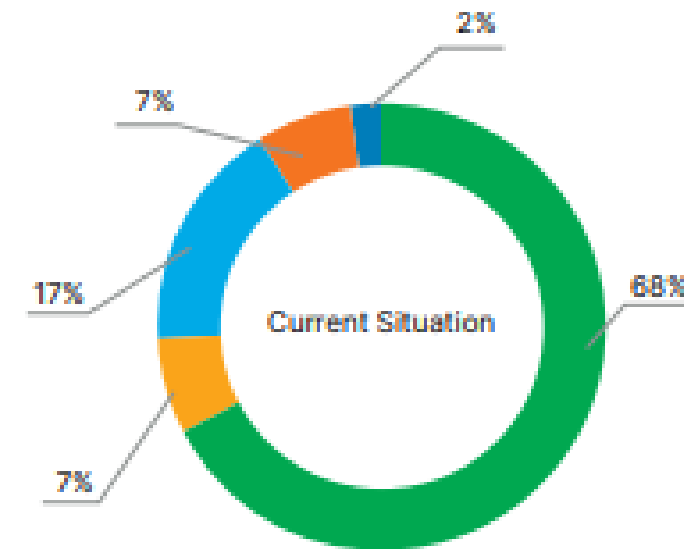


Key Facts

95%	95%	98%	84%	91%
Undergraduate Honours Degree Graduates are in employment or further study	Postgraduate Certificate & Diploma Graduates are in employment or further study	Postgraduate Research Graduates are in employment or further study	Taught Masters Graduates are in employment or further study	Other Undergraduate Graduates are in employment or further study

Results by Award Levels - All Faculties

Current Situation



Employment Trends

	2017	2018	2019	2020
Employed	81%	81%	N/A	75%
Further Study or Training	15%	14%	N/A	17%
Not Available	1%	2%	N/A	2%
Seeking Employment	2%	3%	N/A	7%

No Survey Completed in 2019

Faculty, Programme and Award Level Reports

University of Limerick Graduate Outcomes:



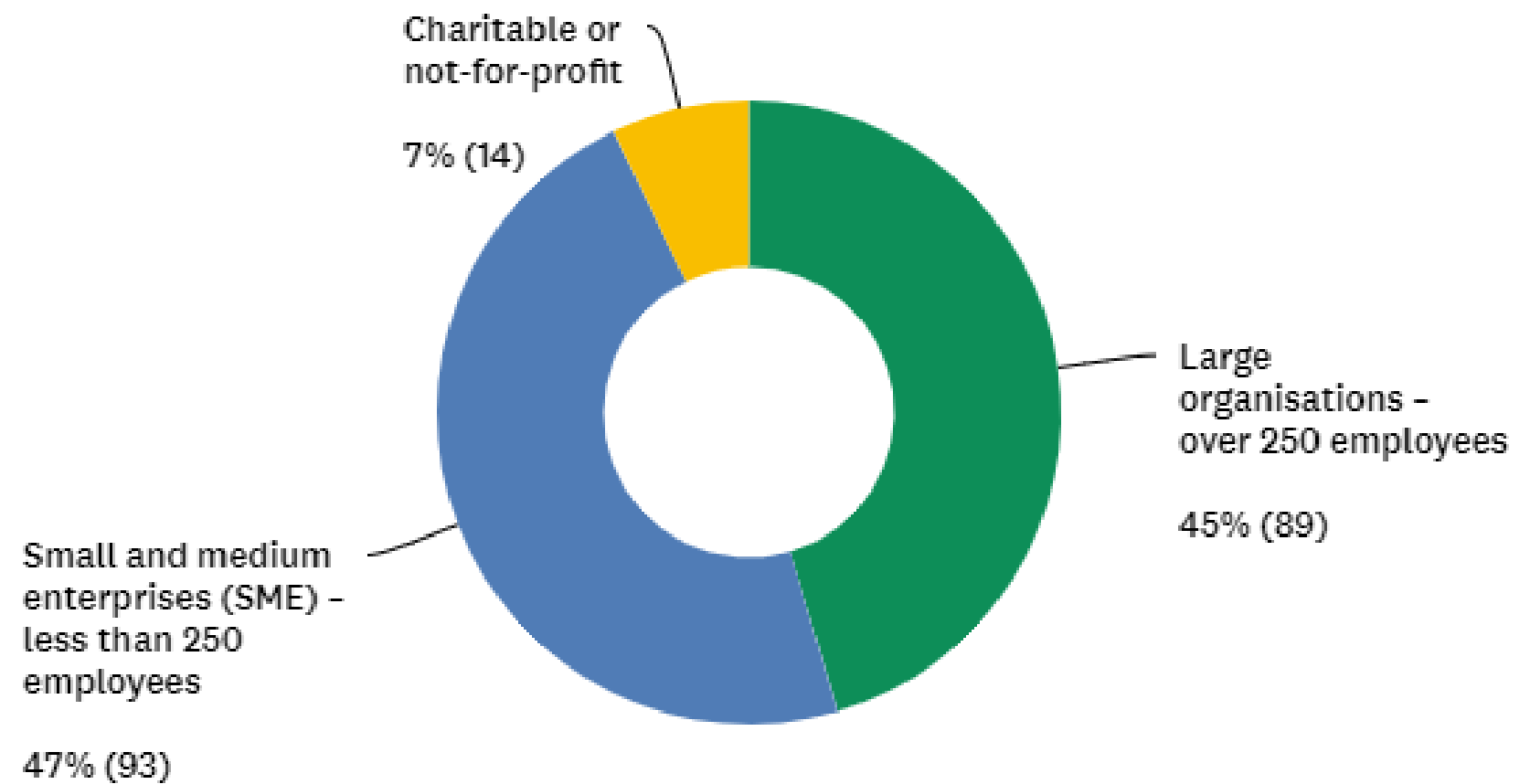
[Reports](#)

Graduate Market Survey – Employers Perspective

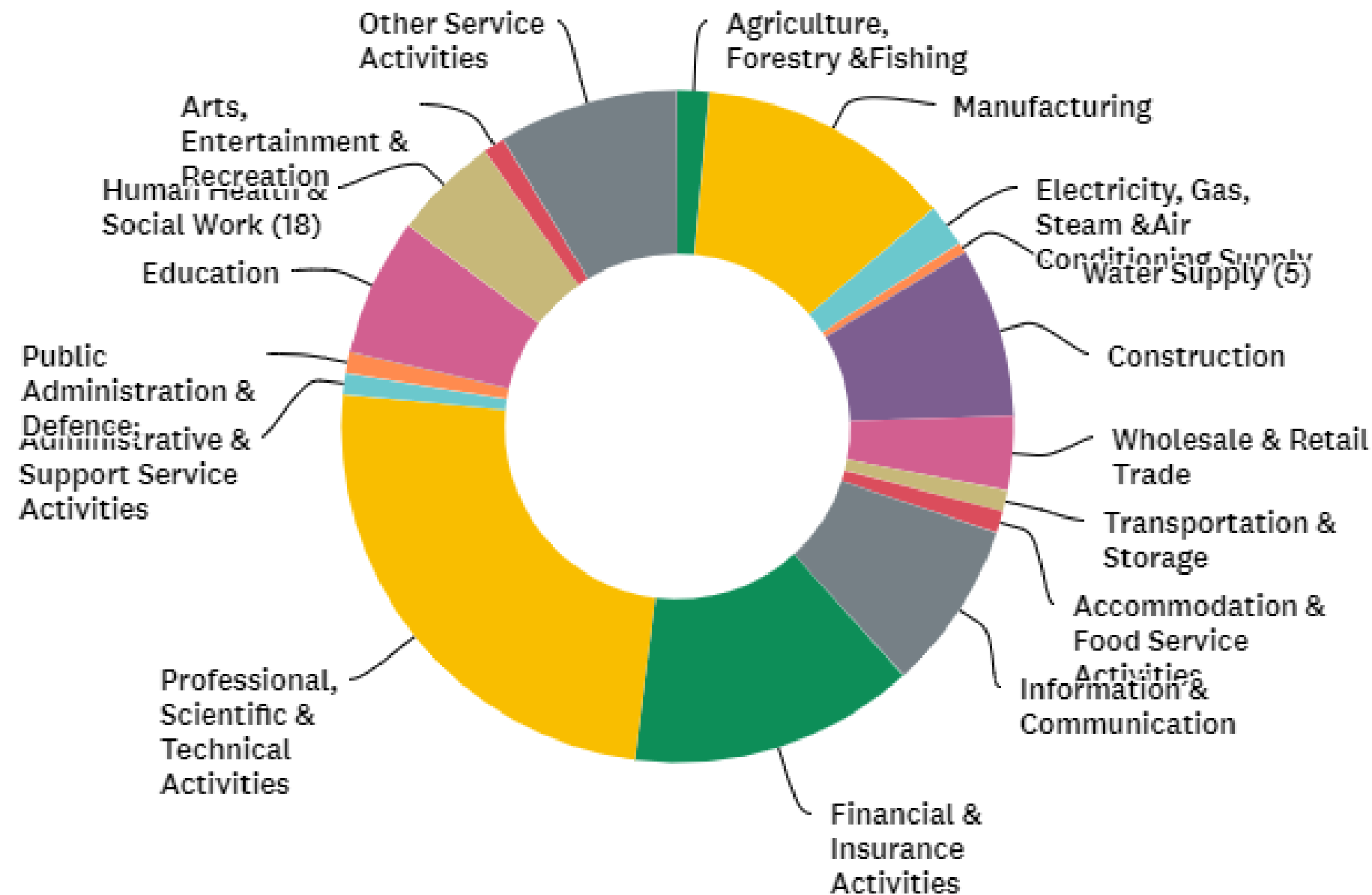


Graduate Market Survey – Employers Perspective

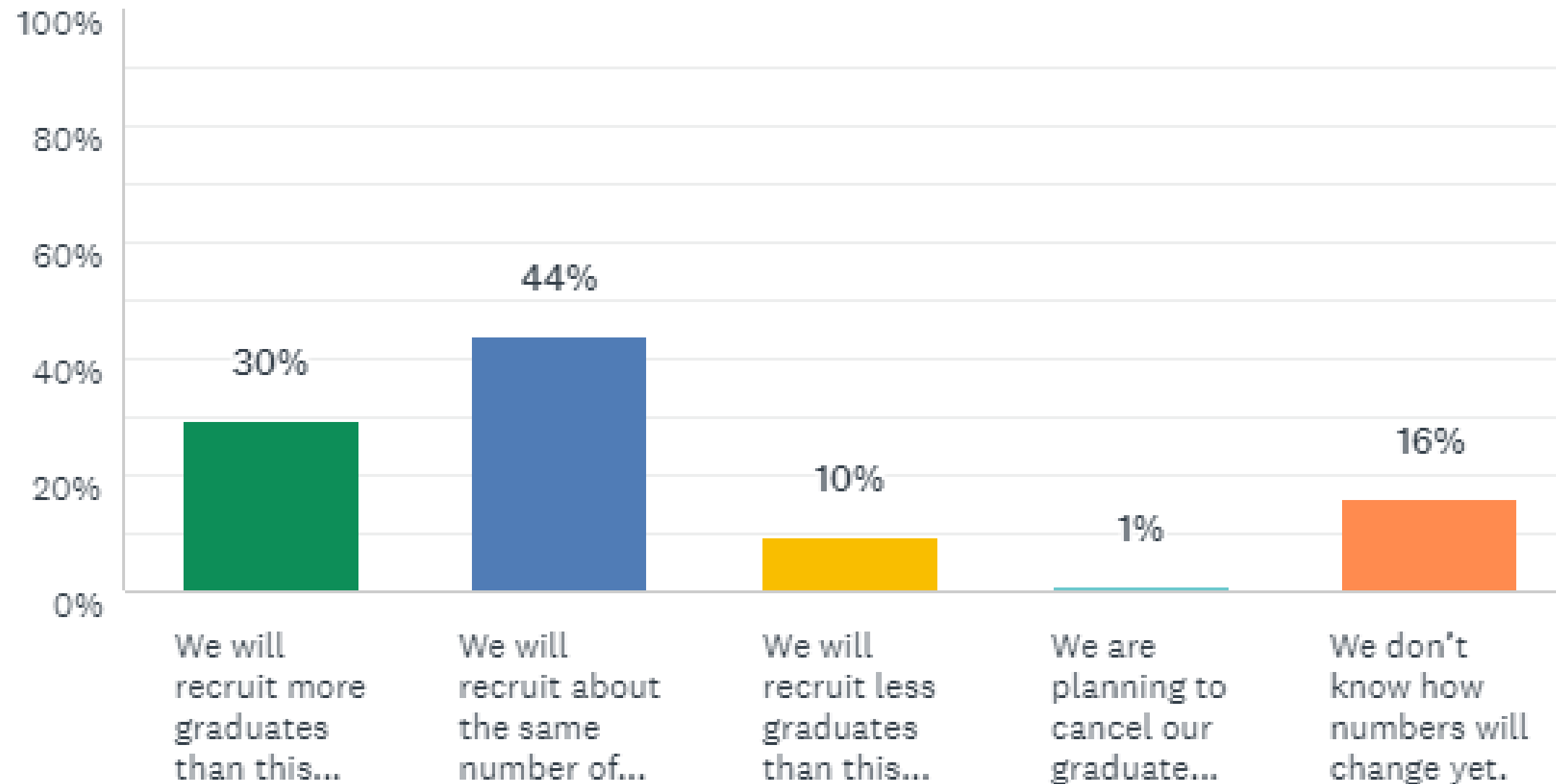
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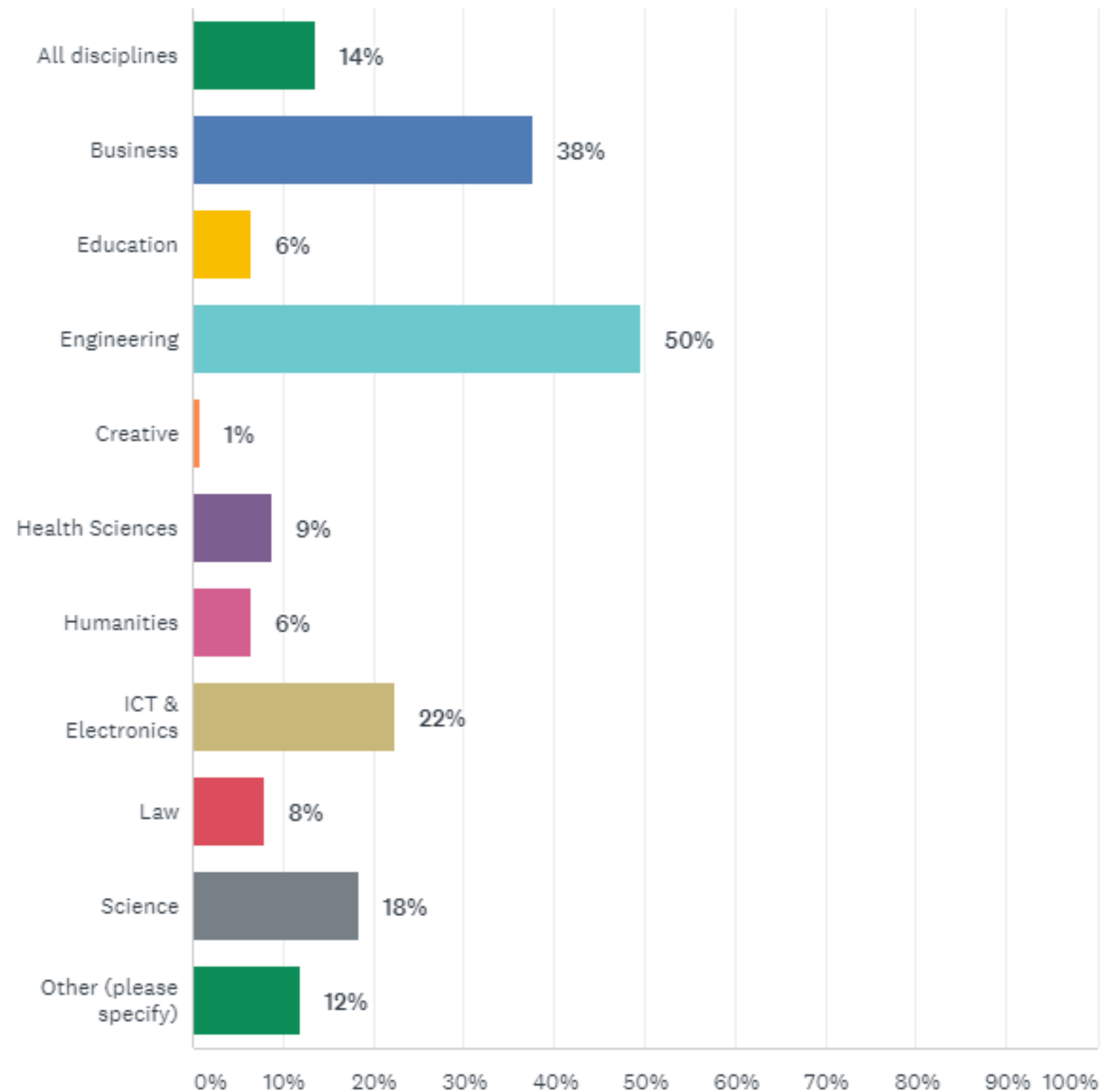
Graduate Market Survey – Employers Perspective



Graduate Market Survey – Vacancy Levels



Graduate Market Survey – Recruiting Disciplines



Graduate Market Survey – Salary Levels

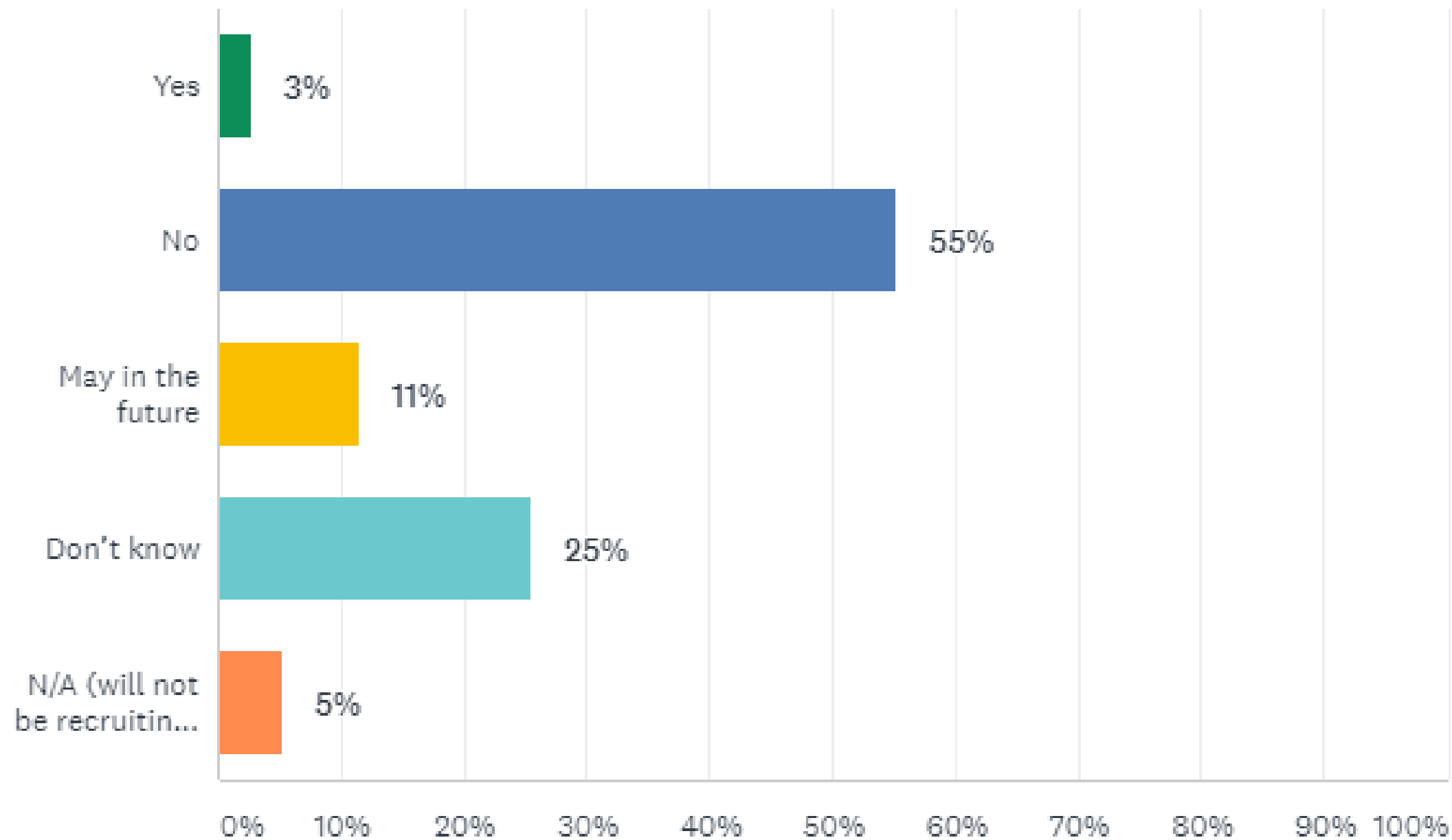
AVERAGE GRADUATE SALARIES - TRENDING DATA



	2021	2020
Undergraduate	€ 29,087	€ 28,045
Masters	€ 32,807	€ 31,254
Phd	€ 35,082	€ 31,969

Graduate Market Survey – 2022 Graduate Recruitment

Do you anticipate deferring campaigns?



Graduate Market Survey – Technical & Soft Skills

Global Technical Skills



Respondent employers were asked to rank **12 global technical skills**, according to the value of those skills to their organisation.

Economic and technological changes are facilitating an internationalisation of business. Many companies, large and small, have international customers/operations and international recruitment patterns. The jobs market for highly-skilled graduates is becoming increasingly global.

Top five global technical skills 2020:

1. Analytical thinking
2. Self-motivation
3. Flexibility
4. Collaborative
5. Qualifications related to job

Top five global technical skills 2019:

1. Flexibility
2. Self-motivation
3. Analytical thinking
4. Qualifications related to job
5. Collaborative

Global Soft Skills

Respondent employers were asked to rank **12 global soft skills**, according to the value of those skills to their organisation.

Organisations are challenging the national expectations of the graduate workforce. As the requirements of employers for their global workforce continue to change, graduates and providers of higher education must adapt to succeed.

Top five global soft skills 2020:

1. Positive attitude and energy
2. Work ethic
3. Ability to cope with pressure
4. Open to new ideas/ways of thinking
5. Seeks opportunity for continuous learning

Top five global soft skills 2019:

1. Open to new ideas/ways of thinking
2. Seeks opportunities for continuous learning
3. Demonstrates respect for others
4. Listens/observes to deepen understanding
5. Works effectively in diverse teams



Graduate Market Survey – Factors when reviewing applications

1. Degree Discipline
2. Completing a summer internship or work placement
3. Classification of degree (2:1)
4. Working to support themselves throughout College
5. Additional independent learning undertaken
6. University/College attended
7. Involvement in Volunteering/Clubs/ Societies/ Sports clubs whilst in College

Thank you



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