PROSPECTS Luminate

WHAT DO GRADUATES DO? 2025/26

Expert insights and analysis from the UK's largest higher education survey

Published November 2025

GRADUATE OUTCOMES SURVEY

AGCAS

Part of Jisc

Foreword

Welcome to this edition of What do graduates do?, produced by Prospects and HESA (both part of Jisc) in partnership with AGCAS, the membership organisation for student career development and graduate employment professionals.

This annual report remains a vital resource for careers professionals, employers and graduates, providing a detailed analysis of the Graduate Outcomes survey with expert commentary from Jisc, AGCAS members, the Institute of Student Employers (ISE) and Gradconsult. Inside, you'll find coverage of graduate outcomes across six subject areas, showing what graduates were doing 15 months after graduation. The data explained section provides further information on the methodology.

The 2025/26 report is based on responses to the Graduate Outcomes survey from 179,675 UK-domiciled first-degree graduates who completed their studies in 2022/23. We extend a huge thank you to these graduates for sharing their experiences, helping to inform and support the next generation as they navigate their own career journeys.

The findings show a noticeable shift in the graduate jobs market since the post-pandemic surge. In the second half of 2024 and into 2025 there were fewer job opportunities for graduates. While this change may seem significant, it's important to note that the graduate job market was settling back into patterns seen before the unusual changes of recent years.

Most graduates continued to secure jobs fairly quickly, but the process was tougher and more competitive.

Professional-level employment remained the most common outcome for graduates, but the data shows some interesting changes. There was a drop in the percentage of graduates working in IT roles and a small rise in part-time work and further study. A further 11% of employed graduates reported some form of self-employment. London remained a key destination, but graduate employment was concentrated in major cities across the UK.

The wider economic picture is one of uncertainty. Employers are cautious, recruitment budgets are tight, and AI is starting to change how hiring works - not necessarily by replacing jobs, but by making the application and selection process more complex. Turn to Charlie Ball's overview of the graduate labour market in 2025 for a more detailed analysis.

Despite these challenges, the graduate labour market remains strong. The majority of graduates find meaningful work or continue their studies, and careers professionals are working hard to support them through these challenges. Whether you're guiding students, hiring new talent, or exploring your own career options, we hope this report gives you the up-to-date information you need to make confident and informed choices.

Laura Greaves
Editor, What do graduates do?

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What do graduates do? 2025/26 is produced by Prospects (part of Jisc) and AGCAS

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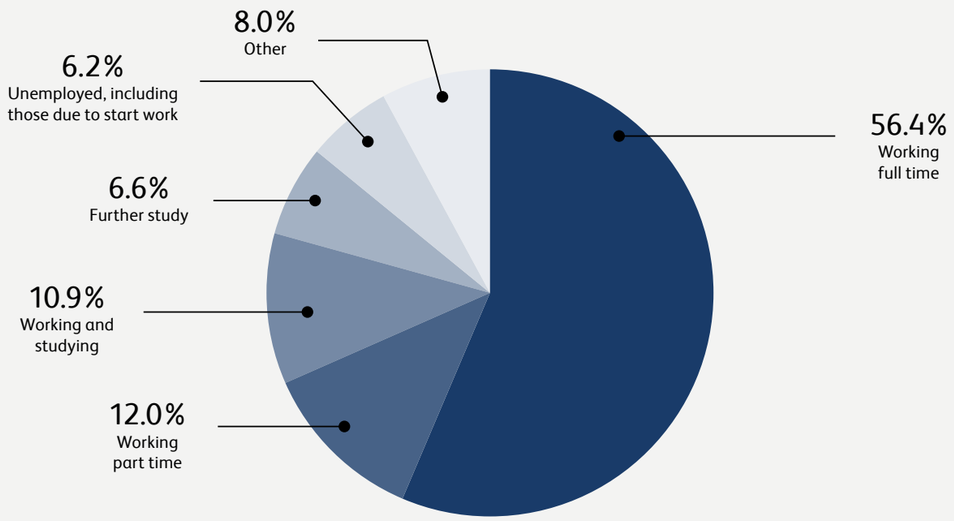
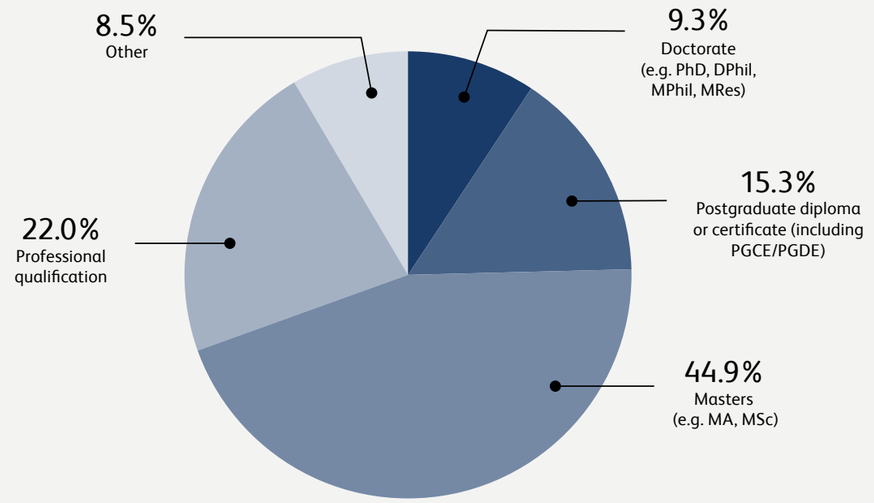
First-degree graduates

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 105,615 / MALE 74,055 / TOTAL RESPONSES 179,675

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 31,565

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	3.9%	Marketing, PR and sales professionals	5.4%
Business, HR and finance professionals	10.7%	Science professionals	2.3%
Education professionals	7.2%	Other professionals, associate professionals and technicians	3.5%
Engineering and building professionals	7.2%	Childcare, health and education occupations	4.8%
Health professionals	16.8%	Clerical, secretarial and numerical clerks	8.7%
Information technology professionals	5.1%	Retail, catering, waiting and bar staff	10.2%
Legal, social and welfare professionals	6.3%	Skilled trades, crafts and other vocational occupations	1.6%
Managers	3.7%	Other occupations	2.5%

FEMALE 74,115 / MALE 51,430 / TOTAL IN EMPLOYMENT IN THE UK: 125,545

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Other registered nursing professionals
TWO	Programmers and software development professionals
THREE	Generalist medical practitioners
FOUR	Primary education teaching professionals
FIVE	Advertising and marketing associate professionals
SIX	Secondary education teaching professionals
SEVEN	Chartered and certified accountants
EIGHT	Finance and investment analysts and advisers
NINE	Welfare and housing associate professionals
TEN	Social workers

Graduate labour market overview

Charlie Ball, Jisc's head of labour market intelligence, digs into the latest Graduate Outcomes data to reveal the key trends before analysing the current and potential future state of the labour market

This article looks at the data in the new edition of What do graduates do? and draws it together to give a fuller picture of the prospects for graduates, the kinds of jobs and industries they work in, and where they might find jobs.

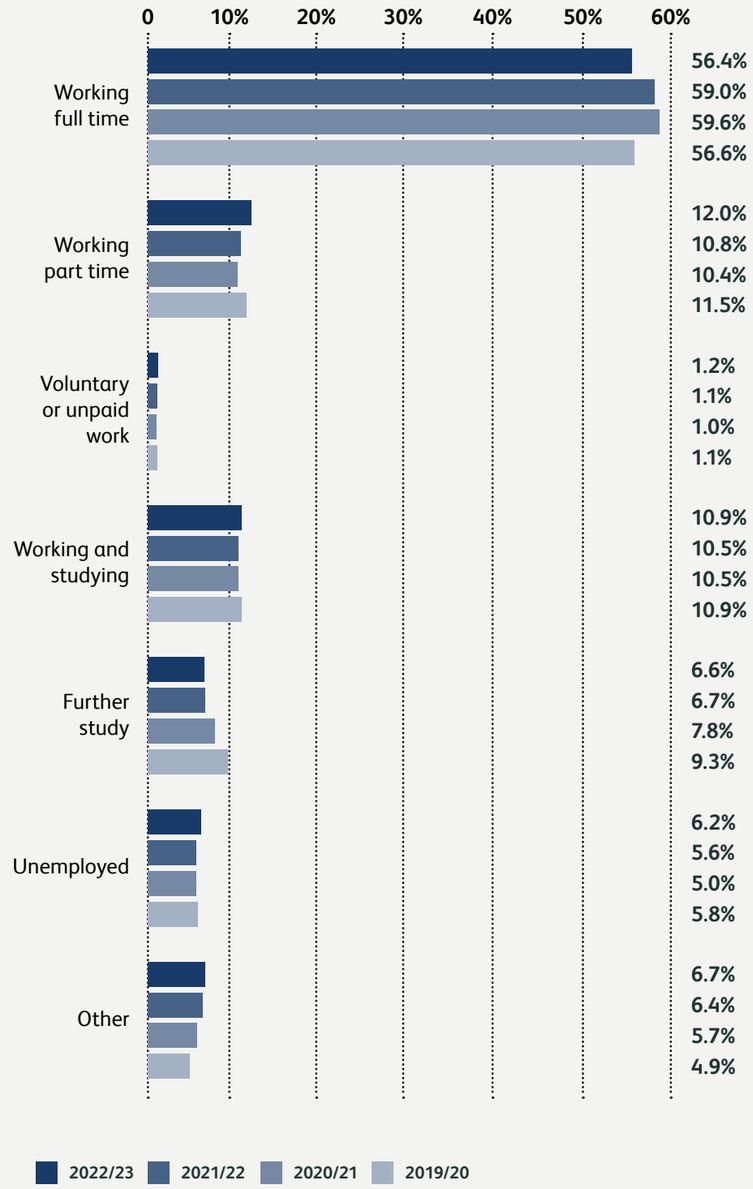
Last year, 2024, was a more difficult year for the UK labour market than the post-COVID years preceding and we have seen a consequent change in graduate outcomes. In particular, the second half of 2024 saw a noticeable decline that has continued into 2025. This cohort graduated in summer 2023, when the graduate labour market was already slowly subsiding, and were surveyed in 2024 when the jobs market had declined further.

Full-time employment fell from 59% to 56.4%, a large year-on-year fall, but in context one that returns us to a similar level to the graduate labour market before the temporary post-COVID surge. Of those working, 71% were on permanent contracts, and 14% on fixed-term contracts of over a year, similar figures to last year. Some 6% were on zero hours contracts, mainly in retail and service jobs, but with pockets of zero hours work in the arts, in employment agencies themselves and in education of all kinds.

Unemployment rose from 5.6% to 6.2%, and although this is the same level of rise as last year, it still represents quite a large year-on-year rise. Just over 80% of the cohort were in work, a similar level to previous years. Part-time work has increased as full-time work decreased. Further study in total increased slightly from 17.2% of the cohort to 17.5%, but the increase came from those who were also working as opposed to those studying only.

Of those in further study 45% had taken a Masters, and 22% had studied a professional qualification. Meanwhile, 15% had taken a PGCE, a modest increase on the 12% last year, but still a concern with shortages in teaching.

What the overall data shows

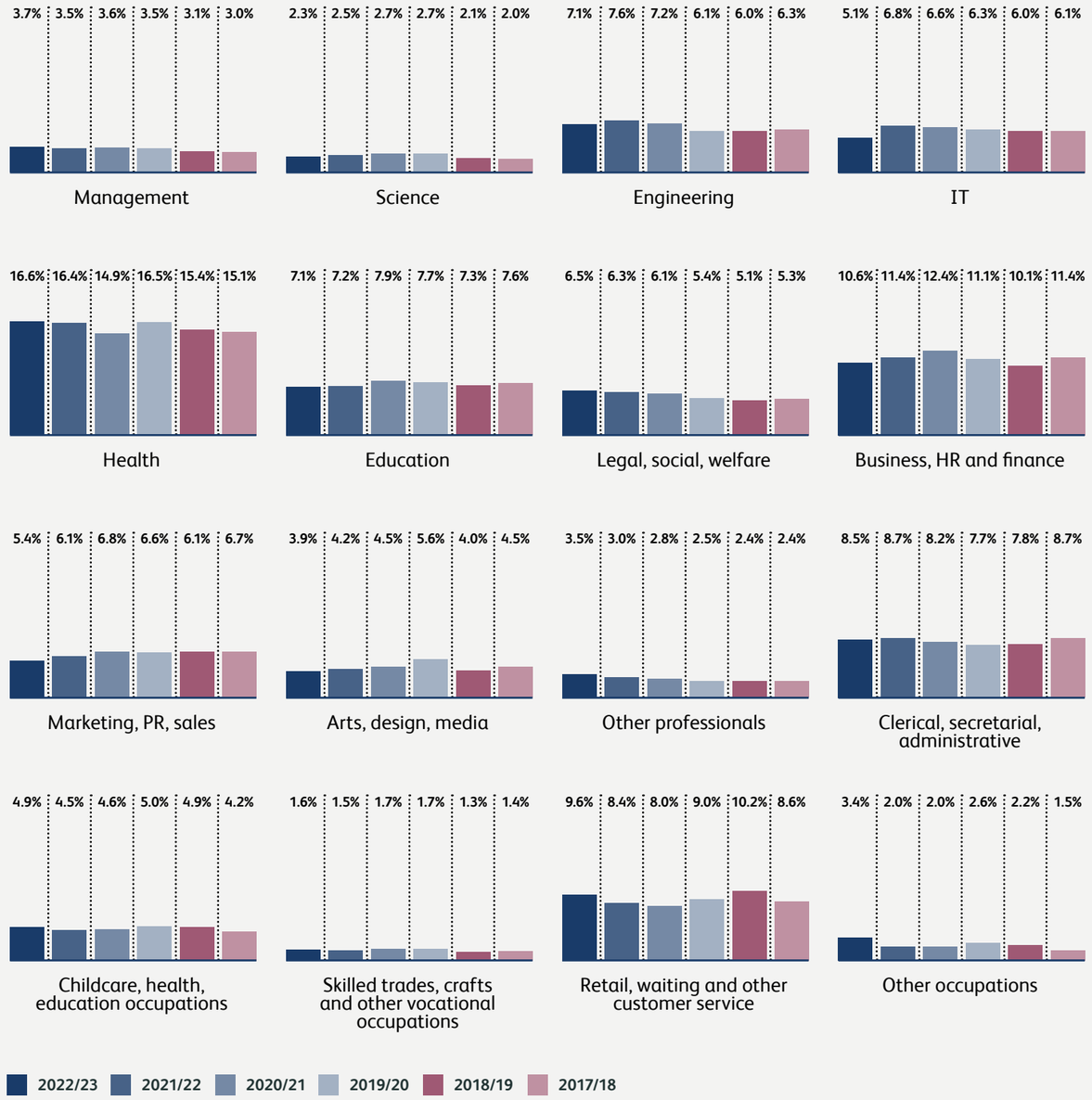


Some 71.9% of graduates were in professional-level employment, down from 75.1% last year. The non-graduate labour market in office/admin roles also saw a significant dip and was replaced by retail as the largest non-graduate option - a return to pre-COVID norms. The top six roles for graduates were:

- Nurses
- Coders and software professionals
- Doctors
- Primary teachers
- Advertising and marketing professionals
- Secondary teachers.

However, it's notable that there was a large fall in IT roles for this cohort, now making up 5.1% of the cohort, down from 6.7% last year. There did seem to be a wider drop in IT employment in the wider jobs market in 2024, but there are quite strong signals that this may be at least in part due to over-recruitment in 2022 and 2023, and that this substantial fall in employment may be temporary and could be reversed in upcoming years.

Types of work



Self-employment
In total, 11.4% of employed graduates reported some form of self-employment. A third (33%) of graduates reporting a non-graduate main job who also reported self-employment had graduate-level self-employment, particularly in the arts. This adds complexity to the idea of professional-level employment. The top roles for self-employed graduates were:

- Photographer/AV professionals
- Peripatetic/specialist teachers
- Arts officers, producers, directors
- Actors and graphic/ multimedia designers.

Another clue to what happened to this cohort comes from this graph. Although London remained the most important jobs market for new graduates, it fell back somewhat as an early employment location, again in line with wider data showing a fall in professional-level employment in the latter half of 2024 in the capital.

London is the most important graduate employment location, but most graduates do not and never will work there. However, graduate employment is concentrated in major cities and is largely an urban form of work - areas and regions without large urban centres tend to have weaker graduate jobs markets even if they might be otherwise affluent.

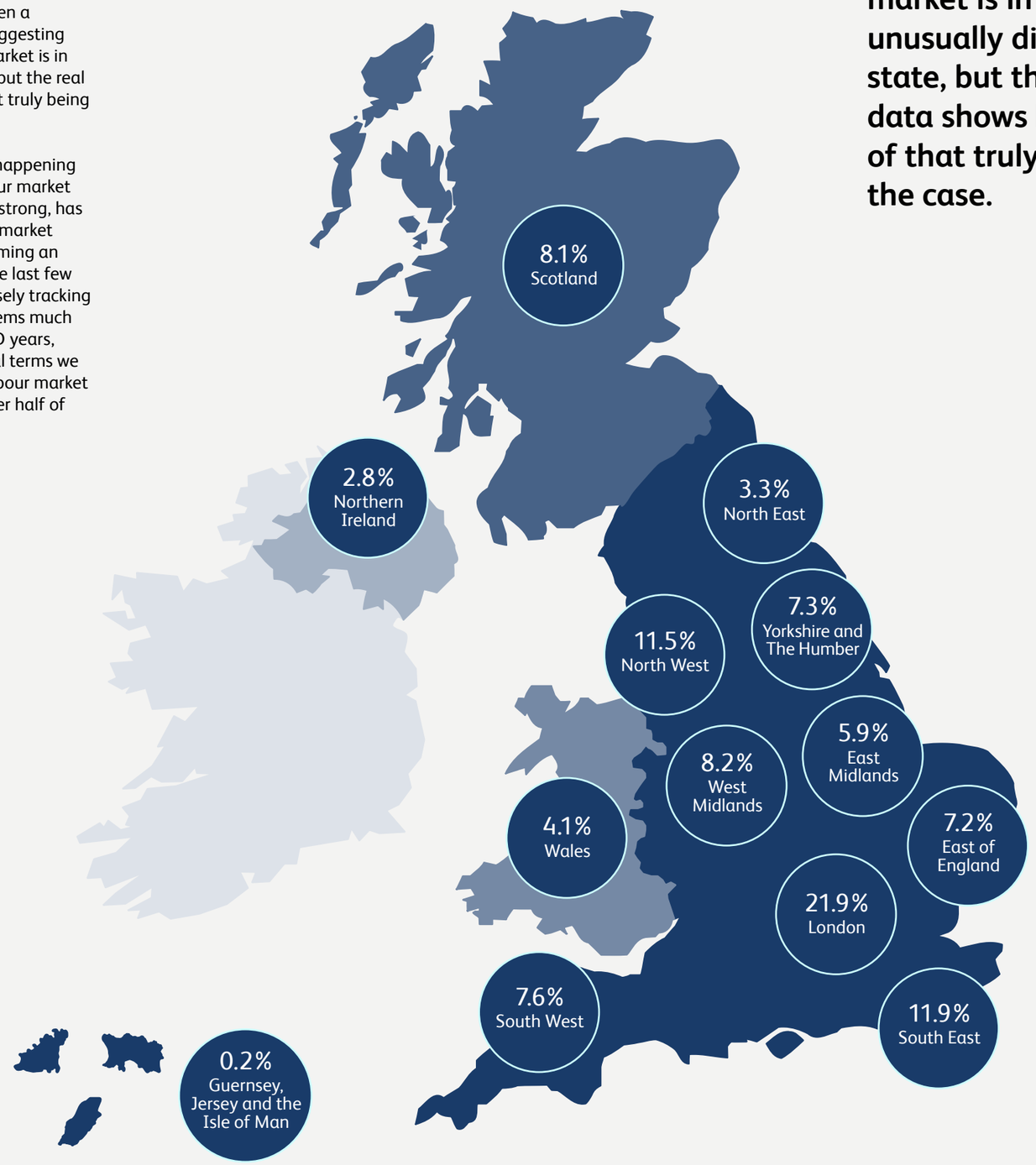
At present, we're only reporting where jobs are based and not where people are doing them from. This is particularly important as most hybrid and home workers in the UK have degrees, and the sectors where it is most important, such as IT and business services, have mostly graduate workforces.

We hope that we will be able to develop the data to properly examine hybrid working and the effect that has on employment location.

The labour market now and in the future
So far 2025 has seen a continued slow and steady deterioration of the UK labour market in general, and the graduate labour market in particular. The summer of 2025 has seen a number of media reports suggesting that the graduate labour market is in an unusually difficult state, but the real data shows little sign of that truly being the case.

What seems to actually be happening is that the post-COVID labour market surge, which was extremely strong, has now unwound and a labour market that was strongly outperforming an indifferent economy over the last few years is now much more closely tracking it. As a consequence this seems much weaker than the post-COVID years, because it is, but in historical terms we seem to have a graduate labour market that looks more like the latter half of the last decade.

Location of work



Media reports suggest that the graduate labour market is in an unusually difficult state, but the real data shows little sign of that truly being the case.

The economy is not currently in recession, and so neither is the graduate labour market and the figures would look significantly worse if it were. Most graduates got good jobs quite quickly in this cohort, and that will continue to be the case, although that does not mean it will be easy, and graduates will continue to need substantial support.

Unfortunately, current indicators do not suggest any real signs of an upturn. Vacancies have continued to fall throughout 2025, and employer confidence is low as economic uncertainty is entrenched. Many businesses are reporting that they are short-staffed but feel unable to recruit without more clarity on the next few months and a reduction in hiring costs.

Over all this hangs the shadow of AI. There have been a lot of reports of AI replacing parts of the jobs market, particularly for new hires. In actual fact there seems little evidence of this happening in the UK on a large scale, and the Bank of England reported in September that AI adoption was slow and cautious among UK businesses. But it does seem to be a factor in the drop in the graduate labour market in 2024 as it hit recruitment.

Many, if not all, candidates are now effectively using AI in their applications, and the impact has made selection more difficult for recruiters who report more candidates, more interviewees unequipped for interviews and general difficulty in finding the right people in amongst a huge surge in applications. This has led to a squeeze on recruitment budgets and contributed to a feeling amongst recruiters and students alike that it's a tough jobs market. This is an area we're all actively trying to address, so talk to your careers service for help, advice, and support.

First jobs and second thoughts: helping graduates to pivot

Martin Edmondson, CEO of AGCAS, on supporting those graduates who explore lateral moves, sector switches, and startups within just a few years of leaving university

Helping graduates pivot isn't about correcting mistakes; it's about empowering choice, fostering self-awareness, and creating space for growth.

For many graduates, the first job after university is less a final destination and more a launchpad - sometimes into the right career, sometimes into a realisation that it's time to change direction. The ability to pivot early in a career is increasingly recognised not as a sign of indecision, but of adaptability and growth.

The University of Bristol's Benefits of Hindsight report, delivered in partnership with the Higher Education Policy Institute (HEPI) and Advance HE, offers a valuable lens into this experience.[1] While it highlights that some graduates would make different choices if given the chance, the deeper insight is this: career development is not a straight line. It's a process of discovery, and sometimes, redirection.

Accessing support

Graduates today are navigating a complex landscape. The rise of portfolio careers, the gig economy, and shifting employer expectations mean that the traditional 'graduate scheme to promotion' model is far from the only route. Instead, many graduates are exploring lateral moves, sector switches, and startups within just a few years of leaving university.

What makes these pivots successful isn't just personal resilience - it's access to the right support. Career services, alumni networks, mentoring programmes, and online platforms are all playing a growing role in helping graduates reassess and reorient.
At the heart of higher education careers, AGCAS members offer tailored guidance to help graduates reframe their experience and explore new directions with confidence. Some 80% of our member services offer three or more years of support post-graduation, recognising that graduate need for information, advice and guidance is ongoing and evolving.[2]

Universities are also evolving their approach. Increasingly, careers education and support is being embedded much earlier in the student journey and throughout the curriculum, incorporating much more deliberate skills recognition and articulation. This includes conscious skills development in teaching and assessment, encouraging reflection on values and motivations, and providing opportunities to test different sectors through internships and placements.

A flexible approach

Employers, too, recognise the value of flexibility. More than 60% of large employers are degree agnostic, understanding that many of their best hires don't necessarily go in a straight line from subject to role. Many now offer rotational programmes, internal mobility options, and structured career conversations that allow graduates to explore different roles before settling into a long-term path. These initiatives don't just retain talent, they nurture it.

The key message for graduates is this: your degree is a foundation, not a fence. The first job is a starting point, not a verdict. Whether you're feeling uncertain, curious, or simply ready for something new, there is support available, and there is no shame in changing direction. Employability is not about ticking boxes, it's about building momentum. Helping graduates pivot isn't about correcting mistakes; it's about empowering choice, fostering self-awareness, and creating space for growth.

In a world where careers are increasingly fluid, second thoughts are not a setback. They're a sign that graduates are thinking critically, acting courageously, and shaping careers that truly fit.

The importance of student placements in transitioning to the workplace

Dr John Dunning, associate head of Sheffield Business School at Sheffield Hallam University, explores new ways of thinking about student work experience

Whatever term is used to refer to work experiences for students, what is important is that they have opportunities to engage with the world of work.

What is work experience? Various terms are used to denote a period of time when students, and other relevant stakeholders, are away from the university, and engaging with real-life experiences. These can include: placement, work experience, internship, sandwich year, traineeship, apprenticeship, and so on.

Whatever words are used, the important outcome is for students to gain hands-on experience of work, as part of their studies or course.

The placement/internship model

Placements is a common term used by universities and other education institutions, and the classic model is 24 to 48 weeks' work, between or after different levels of study. For example, many undergraduate students go out on placement after their level 5 (equivalent to two years of a Bachelors degree). Students who have successfully completed a placement have the advantage of being able to apply what they have learnt during their time working for an employer to their level 6 studies.

New ways of thinking

There are, however, increasing numbers of opportunities to provide a mix of work experiences for our students. These can include consultancy projects, where they work on employer briefs, often with the aim of providing feedback and suggestions to the business managers/leaders. This provides a great opportunity to develop investigative skills in a real-life context, and facilitates direct interaction with employers, which supports career development.

Other examples of opportunities for work experience may take place during a semester, rather than between academic years. The challenge here is, what about the module teaching and assessment that the students will miss while out on placement? One model that I have previously been involved in is Learning in the Workplace, where the students work on a 60-credit module while out on placement in semester 2 of their level 5 studies.

A key component when setting up this scheme is having an agreement with the employer(s) that the students have, in addition to their days off, a study day. This provides protected time for the students to engage in their studies, as well as for the tutor on the Learning in the Workplace module to deliver any teaching and learning content.

The Learning in the Workplace module assessment requires the students to work on real-life business projects, connected with their work experience, so as to apply academic theory to their suggested actions and activities in their project report and feedback, for the employer to use to help improve their work practices.

Such integrated projects provide the students with excellent opportunities to:

- work with employers
- link theory and practice
- develop working relationships with employers and other stakeholders
- strengthen the opportunities for succession planning into the organisation
- enhance future employability.

There are also potential confidence benefits of working, being paid, and completing 60 credits of study, all during a semester. The students can also still go on to a placement after their level 5, thus further enhancing their work experience.

So, whatever term is used to refer to work experiences for students, what is important is that they have opportunities to engage with the world of work, which enhances their career opportunities, and contributes positively to employability.

Reaching students who are disengaged with careers services

Corrine John, placements partner at the University of South Wales, explores what careers services can do to remove barriers to engagement for widening participation students

Engaging students who are least likely to use careers services remains one of the most pressing challenges for higher education. Since the first Graduate Outcomes survey was released for those who left university in 2017/18, there has been a growing emphasis on exactly that: graduate outcomes.

Meanwhile, research has highlighted trends around social, economic and cultural capital, as well as challenges such as diminished confidence and the underutilisation of careers services among widening participation (WP) students.[1]

To explore this further, focus groups conducted in 2023 with WP students at a Wales-based higher education institution identified barriers that limit engagement and pointed to ways forward.

In a world where careers are increasingly fluid, second thoughts are not a setback. They're a sign that graduates are thinking critically, acting courageously, and shaping careers that truly fit.

Barriers to engagement
Research and student feedback indicate that WP students are less likely to make use of careers support due to limited awareness, competing time pressures and a perception that services are 'not for them'.[2,3] Many balance part-time employment with study, reducing capacity to attend extra-curricular sessions.[4]

Focus group participants echoed this picture, noting that blanket emails are often ignored by them, lengthy content is off-putting, and booking systems can feel intimidating. A shortage of appointments and complex online systems further deterred students from seeking support.

Disengagement is not about apathy but about structural, cultural and logistical barriers - addressing these challenges requires careers services to adapt.

Reaching students where they are
Communication emerged as a central theme. While email remains the default tool, students reported that they are more likely to act on concise, visually appealing and campus-specific messages. Social media platforms, particularly TikTok and Instagram, were consistently identified as more engaging and relatable. These channels enable services to showcase events, normalise participation and reduce uncertainty.

Students also noted that content encountered on social media is more likely to be shared with peers, amplifying its impact. This reflects sector evidence: careers practitioners increasingly identify student engagement as their biggest challenge, while research shows that student use of short-form social media for information has accelerated in recent years.[5,6]

The importance of trusted messengers
Students valued careers messages delivered by tutors or peers above those from the service itself. Peer mentoring, particularly by final-year students, was seen as a powerful way to encourage earlier-year cohorts. This aligns with research on the benefits of peer-to-peer support in employability contexts.[7]

Curriculum integration
In-classroom delivery was highlighted as one of the most effective ways of reaching disengaged students. Sessions linked to assessments were perceived as particularly valuable, ensuring careers content was unavoidable and equitable. Students also suggested informal, drop-in style sessions, such as conversations over coffee, as a way of lowering barriers.

Practical recommendations
To better reach disengaged groups, careers services can:

- tailor communication to campuses and cohorts, using clear headlines and visual design
- diversify outreach through short-form video on social media
- collaborate with academics to embed employability into timetabled sessions
- expand peer-to-peer mentoring to normalise careers engagement
- streamline booking systems and increase appointment availability, supported by 'nudge' reminders through digital calendars.

The 2023 focus groups make clear that disengagement is not about apathy but about structural, cultural and logistical barriers. Addressing these challenges requires careers services to adapt, recognising that traditional communication and delivery may not resonate with all students. By adopting targeted, peer-informed and curriculum-integrated strategies, services can become more accessible and relevant, ultimately supporting graduate outcomes and social mobility.

A regional perspective on skills-based recruitment

Emma Moore, director at Gradconsult, on how a West Yorkshire project to match graduates with SMEs using a skills-based approach could be a glimpse of the future for recruitment across the UK

Several large employers are already experimenting with skills-based recruitment, an approach that focuses on evaluating candidates based on their skills rather than on their education or past work experience.

In fact, the Institute of Student Employers (ISE) recruitment survey in 2024 found that 57% of large graduate recruiters expected to move to skills-based recruitment within the next five years. But for small and medium-sized enterprises (SMEs), who make up the backbone of regional economies, recruitment often remains far more traditional.

At the same time, the rise of AI tools has made it easier than ever for graduates to mass-apply for jobs, leaving employers swamped with hundreds of near-identical applications. The Graduates West Yorkshire project designed and delivered by Gradconsult in partnership with the West Yorkshire Combined Authority has been trialling a bold alternative: we're seeing what happens when we use a skills-based approach to match graduates with SMEs.

More than 700 graduates across West Yorkshire have taken part in one of the UK's largest graduate development initiatives, mass engagement that has well exceeded expectations, driven by really strong partnerships with all of the West Yorkshire universities. At the heart of the project are large-scale development centres where graduates complete a series of activities that produce a dual profile: their own self-assessment of skills, alongside independent assessments from trained observers. Each graduate is also asked to identify the skills they most want to lead with in their first role.

When you strip away CVs, job descriptions and degree disciplines, a more dynamic and accurate picture of graduate potential emerges.

At the same time, SMEs across the region are invited to share the skills they need most in their graduate hires. Instead of sifting through AI-generated CVs, employers are sent shortlists of graduates matched to their skills needs. We now have a unique dataset offering a fresh lens on the regional graduate labour market in West Yorkshire. It captures not only how graduates view themselves, but also how their skills are seen externally and, importantly, how this compares with employer demand.

One year in and striking patterns are emerging. The top skills profile seen in both self-assessment and observation is 'collaborative communicator', suggesting that graduates not only value their ability to work with others, but also demonstrate it strongly in practice. By contrast, the lowest self-assessed skills profile was 'self-motivator', while the lowest observed skills profile was 'organised planner'. This highlights an important nuance: students tend to underestimate their own drive, even though it often shows up in their behaviour, while structured planning appears to be a more consistent development gap.

When it comes to matching graduates into roles, the data becomes even more revealing. SMEs consistently prioritise graduates who demonstrate 'self-motivation' and 'collaborative communication' above other skills. Every candidate successfully placed into a graduate role scored highly as a collaborative communicator, and 70% also achieved top marks in self-motivation. Interestingly, one of the qualities students were least confident about is the one SMEs value most.

Employers are already seeing the benefits:

'Jacob has hit the ground running and proven to be the perfect fit for our business. He is hardworking, shows real initiative, and combines this with excellent attention to detail. The programme gave us access to the right candidate quickly and with minimal effort, the whole process is straightforward and valuable.'

- Gary Ryecroft, MD at Control Station Ltd.

For SMEs, this skills-first approach provides a way through the noise of mass applications, surfacing candidates with the qualities most relevant to their business. For students, it builds self-awareness, opens new opportunities, and gives them a language to talk about their strengths beyond their degree subject. And for the region, it points to the potential of skills-first recruitment to strengthen SME growth and improve graduate retention.

The early findings suggest that when you strip away CVs, job descriptions and degree disciplines, a more dynamic and accurate picture of graduate potential emerges. Crucially, it shows that the skills SMEs value most, initiative and collaboration, can be identified and evidenced even when graduates themselves don't always recognise them. If West Yorkshire can pioneer this shift, it may offer a glimpse of what the future of graduate recruitment could look like for SMEs across the UK.

SMEs in early careers: helping graduates find less visible opportunities

Ashleigh Dawson, graduate opportunities manager at Manchester Metropolitan University, on how to bridge the gap between SMEs and the graduates who want to work for them

SMEs play a vital role in shaping early careers, but many of their opportunities remain hidden or unfilled.

Small and medium-sized enterprises (SMEs) are the backbone of the UK economy, accounting for over 99% of all UK businesses.[1] They are an equally important, though often overlooked, part of the graduate job market.

Recent data from the Early Careers Survey 2025 by Prospects Luminate shows that SMEs are the most popular type of employer among students and graduates, with 75% expressing a preference for these organisations. This interest is particularly strong among undergraduates and those planning to remain in their home region or university city after graduation.[2] For the first time, there are now more commuter students in the UK, than traditional residential students.[3] As a result, the demand for opportunities with SMEs is likely to remain strong.

Graduates cite many reasons for preferring SMEs: closer personal relationships, more immediate responsibility, and the chance to contribute meaningfully from day one.[4] Smaller teams often foster collaborative cultures, where early-career professionals can learn quickly and make a visible impact.

A graduate demand mismatch

Despite this demand, there remains a clear disconnect between what graduates want and where they end up. The most recent data, from 2016/17, indicated only 29.8% of graduates actually began their careers with SMEs, highlighting significant barriers. SMEs often lack the brand recognition, recruitment resources, and established graduate schemes of larger employers.[5]

Without dedicated HR teams or graduate recruitment expertise, many struggle to reach, attract, and assess graduate talent.

Universities and careers services are increasingly working to address this imbalance by recognising the unique challenges SMEs face and providing targeted support to improve access to graduate talent.

Practical support for real impact

Manchester Met has developed several initiatives to bridge the gap between SMEs and graduates through tailored, efficient, and impactful recruitment support. This includes:

- **Direct job communications to graduates**, boosting the visibility of opportunities by sending bespoke, targeted communications through email campaigns and LinkedIn groups.
- **Graduate interview events**, an innovative recruitment event where SMEs and graduates meet on campus for short, pre-booked interviews, eliminating common barriers for both graduates and employers. Often, employers have created roles that weren't originally advertised after meeting graduate talent they didn't want to miss out on.
- **Inclusive job description support**, helping SMEs write clear, accessible, and attractive job adverts that reach a wider and more diverse pool of graduates.
- **Funding schemes**, helping to reduce financial barriers for SMEs. These schemes also promote inclusive hiring, supporting employers to recruit from underrepresented groups, including neurodiverse talent.
- **Graduate support, application guidance, and interview preparation advice**, enabling graduates to effectively showcase their skills and suitability to SMEs.

SMEs play a vital role in shaping early careers, but many of their opportunities remain hidden or unfilled. By helping SMEs overcome recruitment challenges, connecting them with graduates in meaningful ways, and increasing the visibility of their roles, we can unlock this crucial segment of the graduate job market.

Three key trends in graduate recruitment this year

Claire Tyler, head of insights at the Institute of Student Employers (ISE), explores the impact of AI, high levels of competition for jobs, and levels of graduate vacancies

Two decades ago employers received an average of 38 applications per graduate vacancy, that figure has more than doubled.

1. Graduate vacancies are under pressure

Despite a sluggish economy and frequent headlines warning of a squeeze on graduate jobs, ISE's Student Recruitment Survey 2025 shows a mix of patterns in the student labour market.[1] Among our members, graduate hiring fell by 8% during the 2024/25 recruitment cycle, marking the weakest year for graduate hiring since 2021. However, this trend varies from sector to sector and employer to employer. While 42% of employers reduced graduate hiring, 25% of employers maintained their graduate hiring levels and 33% increased hiring volumes.

The ISE represents larger employers who recruit graduates onto formal training programmes and many graduates are hired into less structured roles. Broader labour market data also shows reduced hiring which may impact students who take jobs that may not be part of a formal training programme.[2]

Some larger employers also appear to be rebalancing early talent pipelines, increasing their emphasis on school and college leaver recruitment relative to graduates. The ratio of graduates to school-college leaver hiring (which is mostly apprenticeships) among ISE members is 1.8 graduates for every school/college leaver hire (down from 2.3 last year). However, graduates still outnumber school and college leavers, and they remain a core element of early talent strategies.

Our conclusion is that the graduate jobs market remains challening. However, no one is telling us that AI is replacing graduate jobs (yet).[3]

2. Competition for graduate jobs remains high

Competition for graduate jobs remains at a historic high. Two decades ago in 2002/3, employers received an average of 38 applications per graduate vacancy. By 2022/3, that figure had more than doubled to 86 per vacancy and for the last two years has been at 140 per vacancy - the highest recorded in the three decades since the ISE began collecting the data in 1991.[4]

Competition for internships and placements has also risen among undergraduates keen to enhance their CVs and secure permanent roles well in advance of graduation. In the search for a job, some graduates are also applying to school/college leaver roles in greater volumes - 40% of employers reported an increase.

But what is driving these record high application volumes? It is likely that the ever-increasing level of competition is driving anxious graduates to apply for more roles, and online technology has made it easier for students to make an initial application. The significant reduction in minimum academic requirements over time also means more students are eligible to apply for more roles. However, despite the pressures of managing these volumes, employers continue to report high satisfaction rates with graduate hires.

Looking ahead to 2025/26, we expect competition to remain high as employers forecast an overall 7% reduction in graduate hiring, driven by sharp declines for a small number of large employers. For the rest of our members, graduate hiring is forecast to grow by only 1%.

3. AI is having major implications for the graduate recruitment market

This year employers have faced AI-related challenges, from managing higher volumes of applications, to ensuring the authenticity of applications from the 'AI enabled candidate'.

Overall, half (49%) of employers have no problem with candidates using AI tools during the recruitment process, with their use largely restricted to drafting covering letters and CVs or completing online application questions. Only a small proportion of employers (10%) have banned the use of AI or introduced technical measures to prevent its use.

However, authenticity has emerged as a key concern and there is some evidence of an arms race underway: only 15% of employers said they never suspected or identified candidates cheating in assessments; and 79% of employers are redesigning or reviewing their recruitment processes in response to AI developments. ►

Employers themselves are also increasingly recognising AI's potential to help manage the growing volume of applications and reduce costs, but AI isn't yet widely adopted by employers to recruit students.

While over half of employers use automated systems to fully manage some aspects of testing, use of AI exclusively at any stage of recruitment is very rare. Employers are most likely to use AI exclusively in gamified assessments, but even here the adoption rate is only 15%.

However, AI adoption by employers is likely to increase, particularly as students continue to make greater use of technology in the application process. In the next five years, more than half of employers (62%) expect to use AI in their recruitment processes, and 70% anticipate increasing their use of automation.

Overall, the graduate recruitment market reflects the broader economic climate, and low growth in the economy makes employers cautious when it comes to hiring decisions. Our advice to students remains the same - the job market is always competitive, so treat your job search like a job while building skills alongside your academic studies.

Digital skills for non-STEM and non-tech graduates

Anne Lloyd, work-based learning advisor at City St George's, University of London, provides a rundown of the digital skills that all graduates need - not just those in STEM or tech

In a data-centric world, information and media literacy is a vital skill for all graduates.

Skills England outlines a growing demand across all sectors for wider technology skills.[1] According to the World Economic Forum, technological literacy is noted as the third most important skill.[2] With a constant change of specific technical needs, it is this ability to live and work in a digital society that is key for all graduates. In line with this, non-STEM graduates should seek to advance their skillsets in line with the Jisc digital capabilities framework, utilising the following resources.[3]

1. Digital proficiency and productivity

The concept of the 'digital native' is a myth - graduates need to obtain self-awareness and confidence in their ability to ethically and responsibly use technologies.[4]

- **Self-awareness:** identifying abilities through tools such as Jisc discovery tool.
- **Ethical, legal and responsible use:** completing MOOCs such as The Laws of Data and AI - Online Course - FutureLearn.

2. Digital learning and development
Graduates must engage in tools relevant to their learning, development and employability aims:

- **University-wide tools** - university digital and study skills teams support, including for virtual learning environments (VLEs).
- **Subject specific tools** - university library subject guides outlining resources for subject specific tools e.g. SPSS for psychology students.
- **Employability aims** - technologies relevant to individual post-graduation aims, e.g. research tools for those interested in postgraduate study, or using learning platforms (FutureLearn, LinkedIn Learning etc.) to gain subject specific expertise.
- **Students with disabilities** - engaging with learning support and neurodiversity teams to identify relevant assistive technologies.

3. Digital creation, problem solving and innovation

Graduates should explore creative and innovative technologies relevant to their fields:

- **Content creation** - tools to support in digital content creation, including with AI.
- **Coding skills** - introduction to coding offerings, such as The Institute of Coding and Free Code Camp.
- **Digital projects** - producing blogs, portfolios and appraising technologies as part of university studies.

4. Information, data and media literacies
In a data-centric world, information and media literacy is a vital skill for all graduates:

- **Information and media literacy** - engaging with university library teams to find and appraise sources.
- **Data literacy** - through Microsoft Learn students can gain skills in spreadsheets, dashboards and databases.

5. Digital communication, collaboration and participation
With the concept of hybrid-work becoming the norm for multiple professions, graduates need skills in virtual collaboration:

- **Online modules** - gaining exposure to popular workplace technologies such as Zoom and Microsoft Teams through participating in online or hybrid modules.
- **Virtual internships and projects** - completing experiences such as Bright Network Experience UK, ProjectSet or Forage virtual internships.

6. Digital identity and wellbeing
Finally, all graduates need ownership of their digital identity and wellbeing:

- **Digital identity** - creating a professional identity through a LinkedIn profile or digital portfolio.
- **Digital wellbeing** - taking responsibility for safety and wellbeing when using digital tools.

While multiple resources suggested above are free to access, we must acknowledge the digital divide in the UK. Where needed, graduates should utilise the National Databank, National Device Bank and National Digital Inclusion Network.

The graduate skill of digital literacy
Wonkhe highlights that employers more so than ever are valuing graduate skills over technical knowledge.[5] Therefore, it is the ability to be resilient, adaptable and proactive in engaging with ever changing technologies that are the skills both STEM and non-STEM graduates need.

Business and administrative studies overview

Nisha Menon, lecturer in business skills and module leader for internships at London South Bank University, examines the destinations of graduates from subjects in the field of business and administrative studies

Business and administrative studies continue to be one of the UK's most popular degree subjects, with graduates playing a key role across a variety of industries. And employers continue to seek graduates with business acumen, leadership potential and strong digital skills.

The outcomes data, collected 15 months after graduation, illustrates the variety of roles and pathways graduates take after completing their studies, as shown below:

- 61.2% were in full-time work
- 8.8% were in part-time roles
- 12.3% were working and studying
- 3.4% were in further study
- 6.8% were unemployed
- 7.4% were engaged in other activities such as volunteering or internships.

These figures closely mirror the wider graduate population, demonstrating the broad employability of the subject.

Industries and sectors
Graduates entered a wide range of employment sectors, but the largest share worked in business, HR and finance roles. Marketing, PR, and sales attracted another significant proportion, while a sizeable group worked in management roles across sectors including retail and consultancy. Smaller numbers moved into IT, education, and health-related fields. This spread highlights the subject's versatility and the transferability of its skills.

Occupations
Common roles included:

- Business and management associate professionals
- Sales and marketing executives
- Financial managers
- Human resources officers
- Logistics and supply chain coordinators.

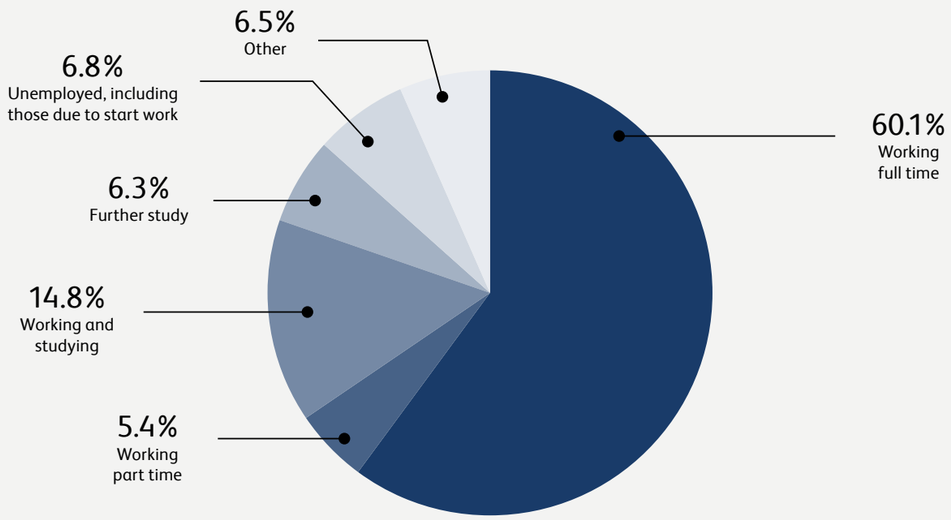
Some began in customer service or retail roles before progressing into specialist business careers. The diversity of roles shows how business graduates contribute across both private and public sectors.

Graduate salaries
In the UK, business graduates earned average salaries ranging from £26,545 to £36,100, depending on factors such as gender, specific subject area, and whether they pursued further study. Salary levels varied by subject, with male economics graduates earning the highest average of £36,100, while female graduates in hospitality, tourism, and transport earned the lowest at £26,545.

Graduates who undertook further study reported similar earnings, and only a small proportion pursued additional qualifications or Masters degrees. Overall, these figures place business graduates at or slightly above the graduate median, highlighting the versatility of their skills and their value across a wide range of industries.

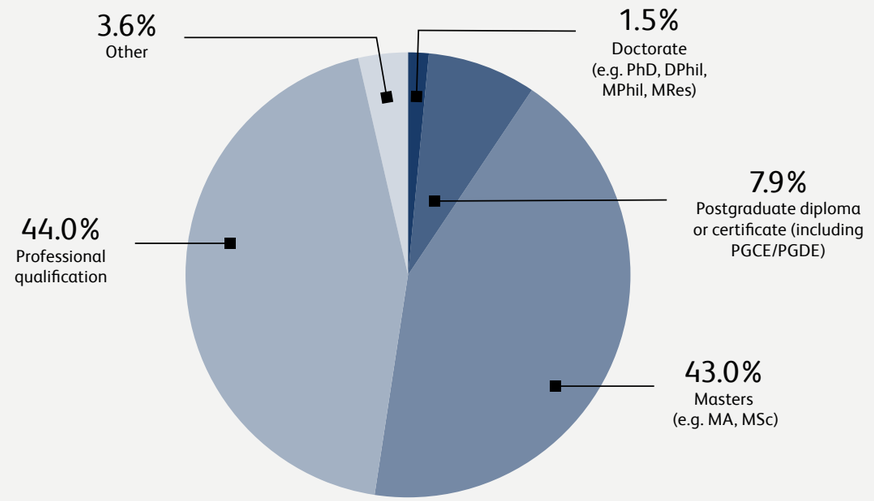
Further study
Around 3.4% of graduates continued into further study after completing their degree. Among these, the most common qualifications were professional qualifications (47.4%) and Masters degrees (36.1%). Smaller proportions undertook postgraduate diplomas or certificates (8.7%) or Doctorates (1.5%), with the remaining 6.4% pursuing other types of qualifications. Professional qualifications were particularly common among finance and accountancy graduates (64.8%), highlighting the emphasis on accreditation in that field.

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,280 / MALE 3,200 / TOTAL RESPONSES 4,480

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 950

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.6%	Marketing, PR and sales professionals	5.7%
Business, HR and finance professionals	61.2%	Science professionals	0.0%
Education professionals	1.1%	Other professionals, associate professionals and technicians	1.3%
Engineering and building professionals	1.4%	Childcare, health and education occupations	0.6%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	11.7%
Information technology professionals	3.8%	Retail, catering, waiting and bar staff	5.5%
Legal, social and welfare professionals	1.1%	Skilled trades, crafts and other vocational occupations	0.6%
Managers	3.9%	Other occupations	1.3%

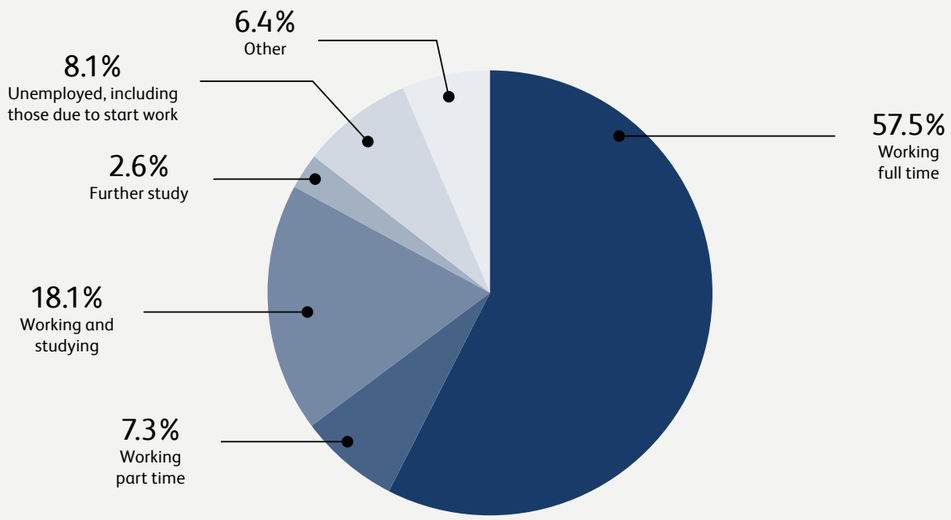
FEMALE 975 / MALE 2,275 / TOTAL IN EMPLOYMENT IN THE UK: 3,250

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Finance and investment analysts and advisers
TWO	Chartered and certified accountants
THREE	Actuaries, economists and statisticians
FOUR	Management consultants and business analysts
FIVE	Data analysts
SIX	Taxation experts
SEVEN	Business sales executives
EIGHT	Financial accounts managers
NINE	Brokers
TEN	Business associate professionals

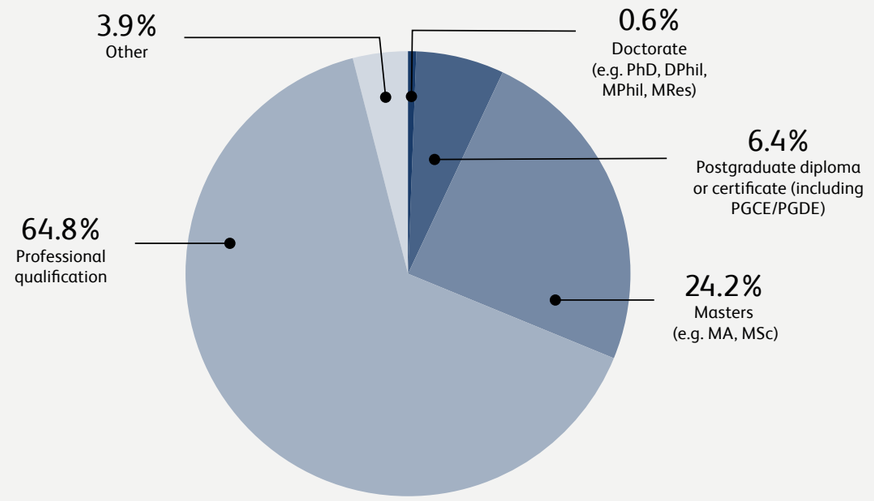
Finance and accountancy

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,640 / MALE 2,930 / TOTAL RESPONSES 4,575

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 950

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.3%	Marketing, PR and sales professionals	2.9%
Business, HR and finance professionals	53.5%	Science professionals	0.0%
Education professionals	1.3%	Other professionals, associate professionals and technicians	0.8%
Engineering and building professionals	1.2%	Childcare, health and education occupations	0.9%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	23.0%
Information technology professionals	1.3%	Retail, catering, waiting and bar staff	7.1%
Legal, social and welfare professionals	0.4%	Skilled trades, crafts and other vocational occupations	0.5%
Managers	3.8%	Other occupations	3.0%

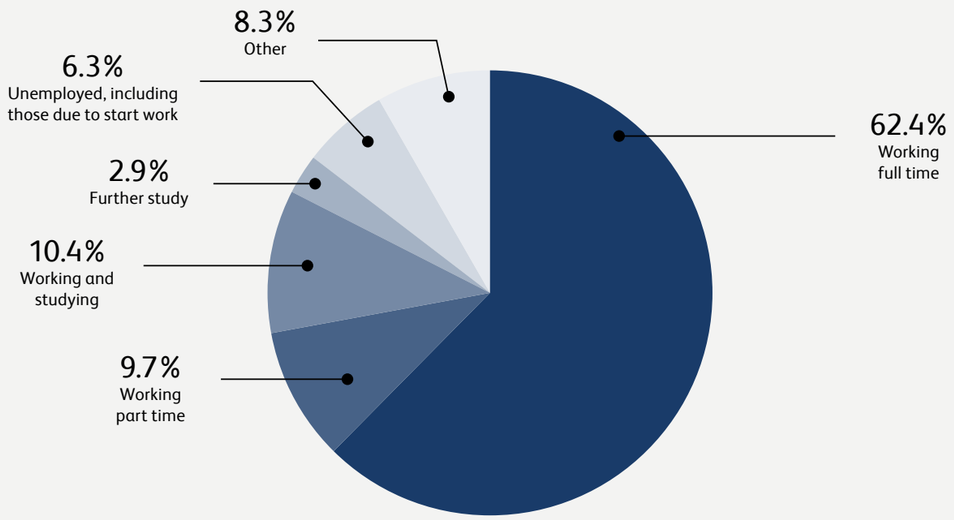
FEMALE 1,215 / MALE 2,170 / TOTAL IN EMPLOYMENT IN THE UK: 3,380

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Chartered and certified accountants
TWO	Finance and investment analysts and advisers
THREE	Taxation experts
FOUR	Management consultants and business analysts
FIVE	Financial accounts managers
SIX	Actuaries, economists and statisticians
SEVEN	Business sales executives
EIGHT	Brokers
NINE	Data analysts
TEN	Financial managers and directors

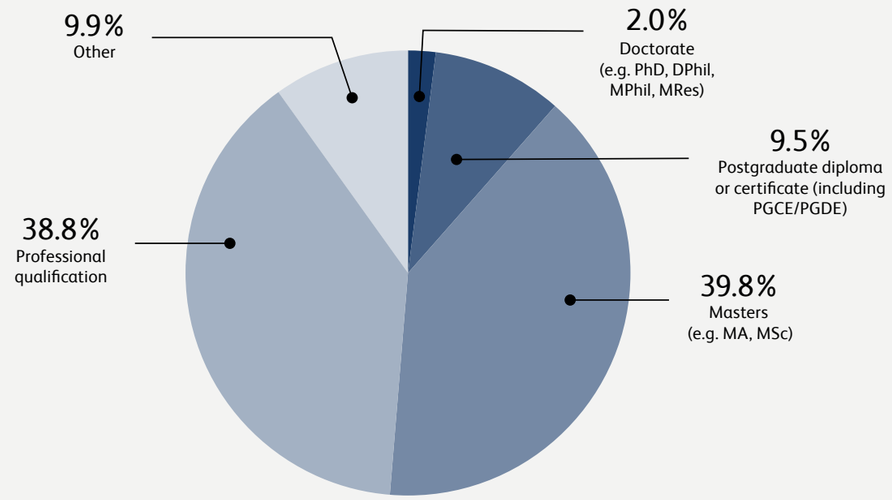
Business and management

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 4,115 / MALE 4,710 / TOTAL RESPONSES 8,825

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 1,175

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	1.1%	Marketing, PR and sales professionals	16.4%
Business, HR and finance professionals	23.2%	Science professionals	0.3%
Education professionals	2.5%	Other professionals, associate professionals and technicians	2.2%
Engineering and building professionals	5.0%	Childcare, health and education occupations	2.1%
Health professionals	0.5%	Clerical, secretarial and numerical clerks	13.2%
Information technology professionals	3.1%	Retail, catering, waiting and bar staff	10.4%
Legal, social and welfare professionals	1.9%	Skilled trades, crafts and other vocational occupations	1.9%
Managers	12.2%	Other occupations	4.1%

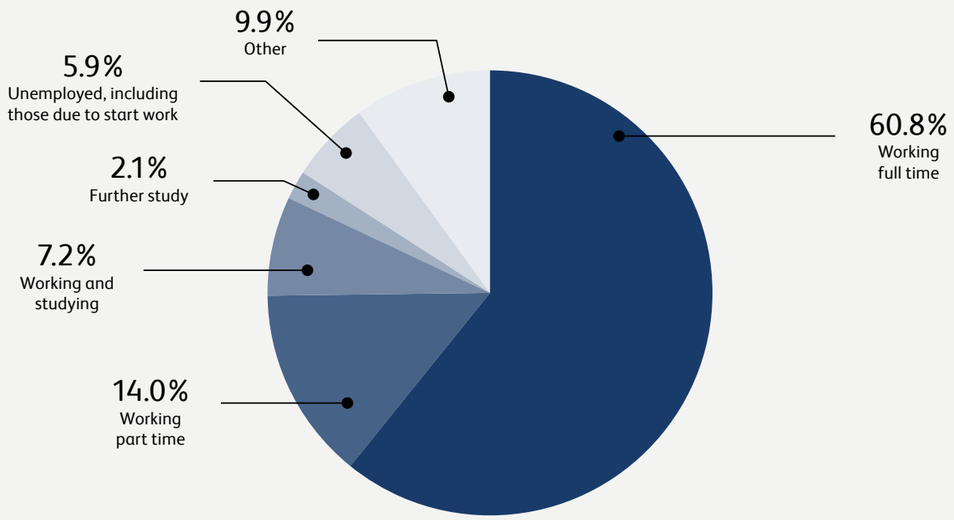
FEMALE 2,885 / MALE 3,345 / TOTAL IN EMPLOYMENT IN THE UK: 6,230

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Advertising and marketing associate professionals
TWO	Business sales executives
THREE	Human resources and industrial relations officers
FOUR	Chartered and certified accountants
FIVE	Finance and investment analysts and advisers
SIX	Management consultants and business analysts
SEVEN	Sales accounts and business development managers
EIGHT	Business and financial project management professionals
NINE	Managers and directors in retail and wholesale
TEN	Chartered surveyors

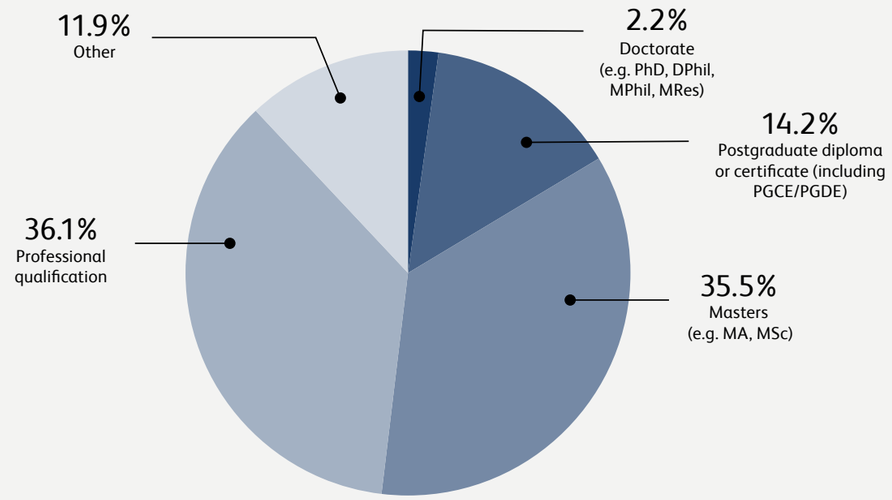
Hospitality, leisure, tourism and transport

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,040 / MALE 635 / TOTAL RESPONSES 1,675

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 155

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.6%	Marketing, PR and sales professionals	11.6%
Business, HR and finance professionals	17.9%	Science professionals	0.1%
Education professionals	2.7%	Other professionals, associate professionals and technicians	8.7%
Engineering and building professionals	0.5%	Childcare, health and education occupations	3.5%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	19.2%
Information technology professionals	0.9%	Retail, catering, waiting and bar staff	15.8%
Legal, social and welfare professionals	1.2%	Skilled trades, crafts and other vocational occupations	3.3%
Managers	8.8%	Other occupations	5.3%

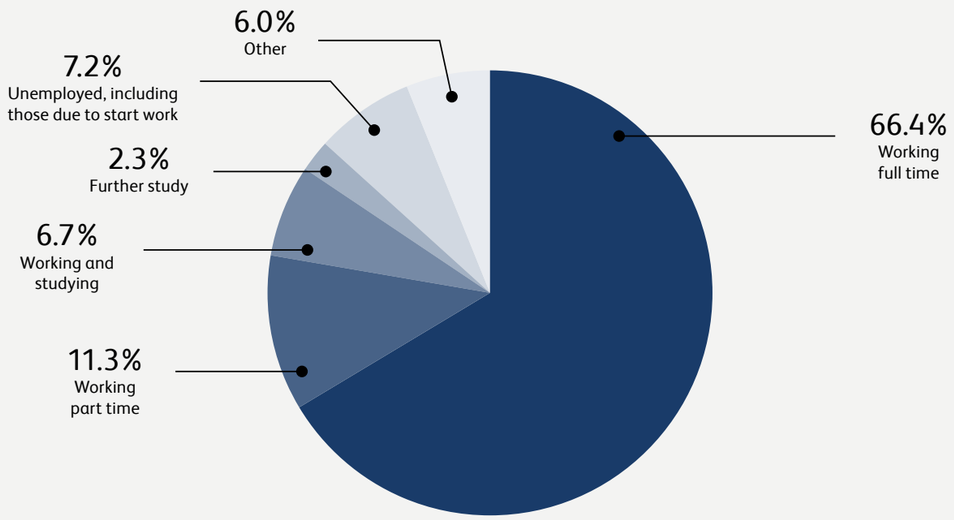
FEMALE 690 / MALE 455 / TOTAL IN EMPLOYMENT IN THE UK: 1,145

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Events managers and organisers
TWO	Advertising and marketing associate professionals
THREE	Aircraft pilots and air traffic controllers
FOUR	Business sales executives
FIVE	Sports coaches, instructors and officials
SIX	Human resources and industrial relations officers
SEVEN	Hotel and accommodation managers and proprietors
EIGHT	Restaurant and catering establishment managers and proprietors
NINE	Leisure and sports managers and proprietors
TEN	Public relations professionals

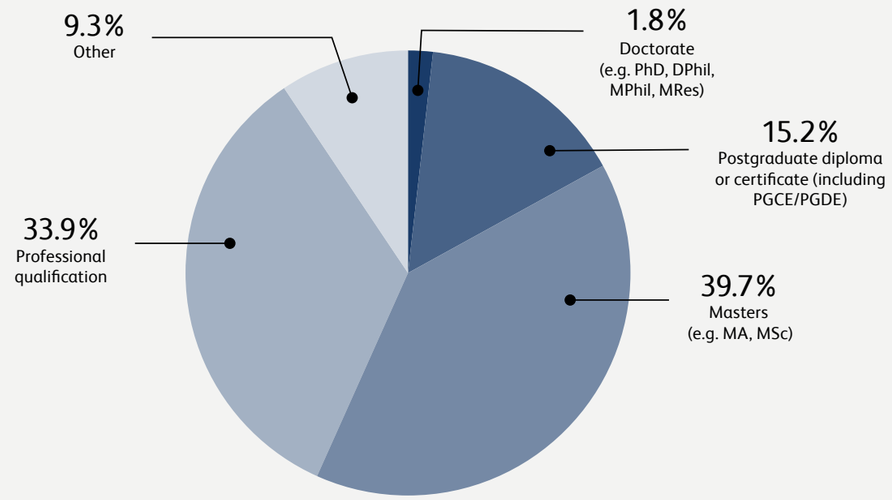
Marketing

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,260 / MALE 900 / TOTAL RESPONSES 2,160

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 195

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	1.6%	Marketing, PR and sales professionals	51.0%
Business, HR and finance professionals	10.3%	Science professionals	0.2%
Education professionals	1.3%	Other professionals, associate professionals and technicians	0.5%
Engineering and building professionals	0.9%	Childcare, health and education occupations	0.6%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	9.2%
Information technology professionals	2.1%	Retail, catering, waiting and bar staff	12.2%
Legal, social and welfare professionals	0.7%	Skilled trades, crafts and other vocational occupations	1.2%
Managers	5.4%	Other occupations	2.7%

FEMALE 910 / MALE 665 / TOTAL IN EMPLOYMENT IN THE UK: 1,570

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Advertising and marketing associate professionals
TWO	Public relations professionals
THREE	Business sales executives
FOUR	Marketing and commercial managers
FIVE	Sales accounts and business development managers
SIX	Human resources and industrial relations officers
SEVEN	Managers and directors in retail and wholesale
EIGHT	Events managers and organisers
NINE	Buyers and procurement officers
TEN	Database administrators and web content technicians

CREATIVE ARTS OVERVIEW

Creative arts overview

Dr Leo Burtin, careers education manager at the UCL School for the Creative and Cultural Industries, and Matthew Halfin, careers consultant at Queen Mary University of London, provide an overview of how creative arts graduates fared 15 months after leaving university

The decade-long economic growth of the creative industries has led to an overall increase in jobs in the sector to 2.4 million in 2023.[1] It is in this context that the latest Graduate Outcomes data shows that 45.8% of creative arts graduates secured full-time employment, with a further 27.7% progressing to part-time roles after graduation.

Design graduates were the most likely to find full-time employment (52.4%) with fine arts graduates least likely to secure such a role (34.3%). The rate of full-time employment among creative arts graduates is significantly lower than the all-subjects average of 56.4% and a significantly higher proportion of creative graduates secured part-time employment by comparison with the overall survey respondents' average of 12%.

The high portion of part-time working patterns is consistent with the prevalence of portfolio careers across the creative industries where 28% of the overall workforce is self-employed, rising to 70% in some sub-sectors.[2] Graduate Outcomes data shows up to 24% of creative graduates had a creative portfolio, ran their own business or were self-employed (compared with 8% overall).

Types of work
The top occupations for creative arts graduates were in creative fields, with 27.1% employed in arts, design, and media, followed by 22.1% in retail, waiting, and other customer service roles. The most common creative roles were graphic designer, photographer, arts officer, actor and artist.

Others found work in clerical, secretarial and admin roles (9.7%), as well as marketing, PR and sales (9.1%). Teaching was a popular role for performing arts (12.6%) and fine arts (9.1%) graduates, often alongside their creative pursuits.

Creative arts graduates had a professional-level employment rate of 56.3%, falling 2.3 percentage points from last year, reflecting labour market conditions with fewer graduate roles available but skills gaps in the sector for more highly-skilled positions.[3]

This is well below the average for all graduates of 71.9% although it is important to recognise the fact that 'creative graduates show consistently higher multiple employments than other graduates' as they balance developing their creative practice with other types of paid employment.[4] Design (61.5%) and media studies (57.9%) graduates had the highest rate of professional-level employment, whereas fine arts graduates had the lowest at 44.7%.

However, 71% of creative arts graduates felt their activities were meaningful, suggesting a sense of positivity about their outcomes, with fine arts (64%) and performing arts (65%) graduates the most likely to say their work fits with their future plans.

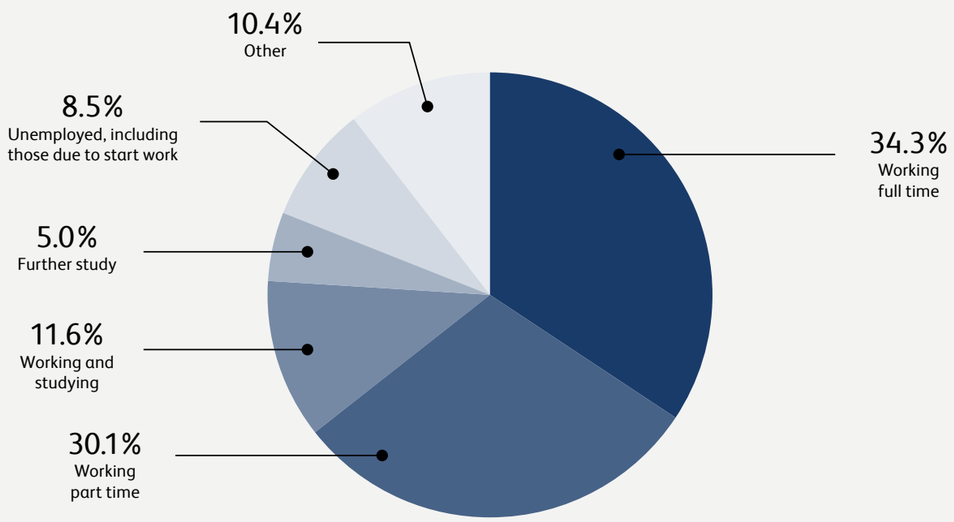
Graduate salaries
Average salaries for creative arts graduates ranged from £23,655 to £29,081. The highest earnings were reported by females in the performing arts sector. Male graduates with a fine arts degree reported the lowest salaries. Those who pursued further study reported higher average salaries than those who did not, particularly for those pursuing further study in fine and performing arts. All creative arts graduates earned a salary below the overall average (£30,031).

Further study
Just 3.1% of creative graduates pursued full-time further study 15 months after graduation, while an additional 8.7% balanced work and study. Graduates from fine arts (16.6%) and performing arts (15.2%) were the most likely to continue their studies with media studies graduates above average (12.6%), whereas design graduates (8.7%) were the least likely to do so.

The majority of those in further study were working towards a Masters (49.1%), while others were mainly working towards a postgraduate diploma or certificate (20.1%, with fine arts graduates highest at 29.2%) or a professional qualification (19.7%). Design (24.5%) and cinematics & photography (25.2%) graduates were the most likely to take this route.

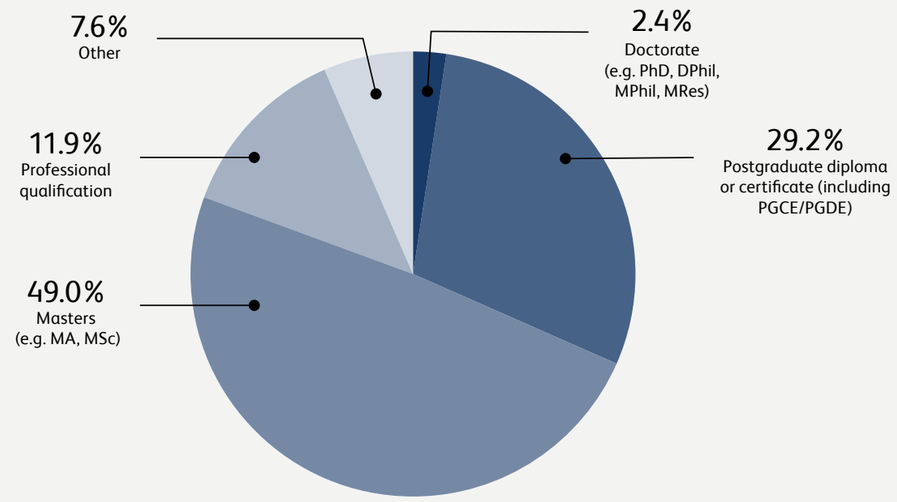
The launch of the Creative Industries government plan in June 2025 acknowledges the importance of creative freelancers to the sector and further research on the impact of portfolio careers would paint a more accurate picture of graduate outcomes in the sector.[5]

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,160 / MALE 255 / TOTAL RESPONSES 1,415

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 240

TYPE OF WORK FOR THOSE IN EMPLOYMENT

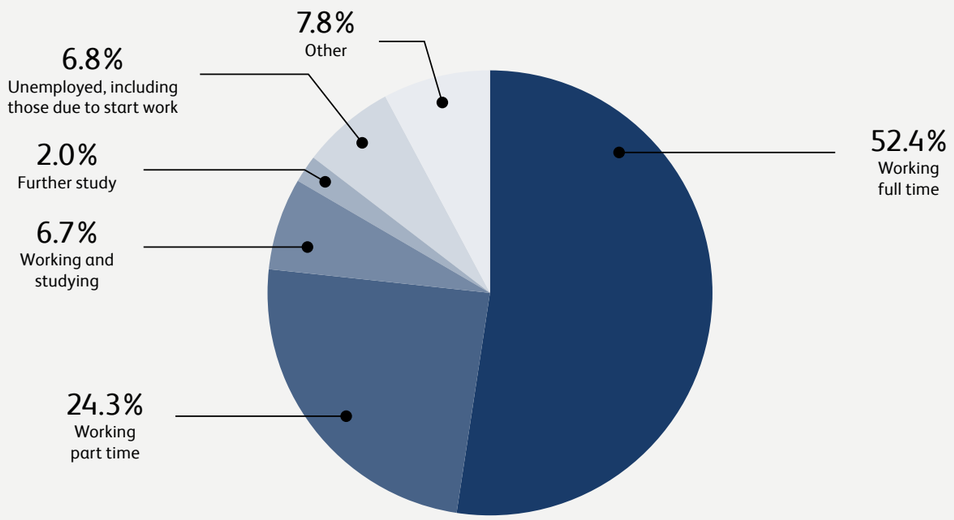
Arts, design and media professionals	17.0%	Marketing, PR and sales professionals	4.3%
Business, HR and finance professionals	2.6%	Science professionals	2.1%
Education professionals	9.1%	Other professionals, associate professionals and technicians	0.9%
Engineering and building professionals	0.6%	Childcare, health and education occupations	7.7%
Health professionals	0.4%	Clerical, secretarial and numerical clerks	9.9%
Information technology professionals	0.8%	Retail, catering, waiting and bar staff	27.3%
Legal, social and welfare professionals	3.3%	Skilled trades, crafts and other vocational occupations	5.9%
Managers	3.6%	Other occupations	4.5%

FEMALE 690 / MALE 145 / TOTAL IN EMPLOYMENT IN THE UK: 835

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

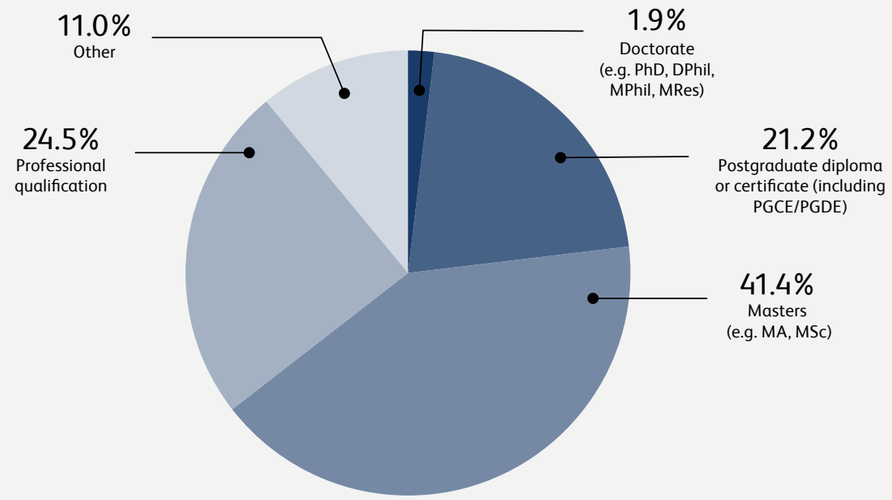
ONE	Artists
TWO	Secondary education teaching professionals
THREE	Advertising and marketing associate professionals
FOUR	Science, engineering and production technicians
FIVE	Graphic and multimedia designers
SIX	Teaching professionals
SEVEN	Welfare and housing associate professionals
EIGHT	Primary education teaching professionals
NINE	Archivists, conservators and curators
TEN	Youth and community workers

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 4,235 / MALE 1,640 / TOTAL RESPONSES 5,870

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 515

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	31.6%	Marketing, PR and sales professionals	10.9%
Business, HR and finance professionals	2.8%	Science professionals	1.1%
Education professionals	2.8%	Other professionals, associate professionals and technicians	0.8%
Engineering and building professionals	4.3%	Childcare, health and education occupations	2.7%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	7.7%
Information technology professionals	2.9%	Retail, catering, waiting and bar staff	20.5%
Legal, social and welfare professionals	0.8%	Skilled trades, crafts and other vocational occupations	3.5%
Managers	3.3%	Other occupations	4.1%

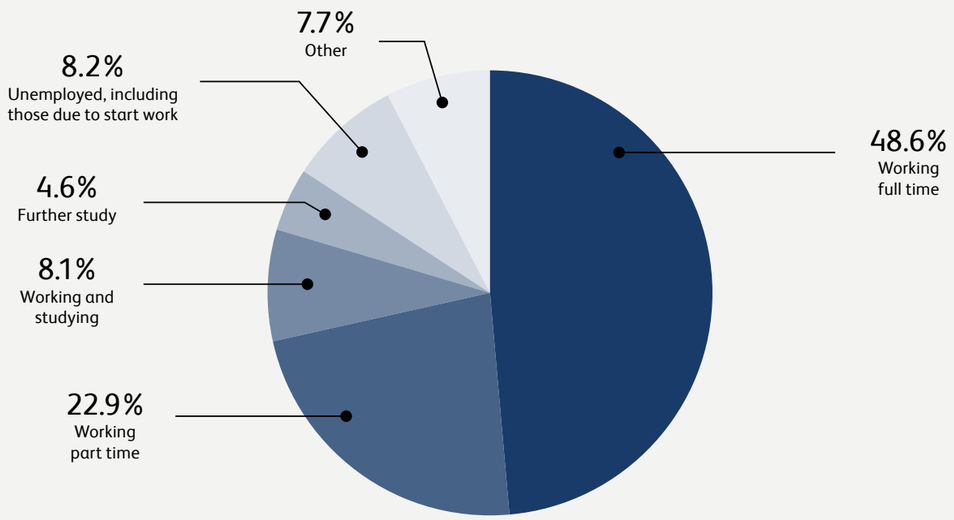
FEMALE 2,855 / MALE 1,070 / TOTAL IN EMPLOYMENT IN THE UK: 3,930

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Graphic and multimedia designers
TWO	Advertising and marketing associate professionals
THREE	Interior designers
FOUR	Design occupations
FIVE	Clothing, fashion and accessories designers
SIX	Artists
SEVEN	Public relations professionals
EIGHT	CAD, drawing and architectural technicians
NINE	Buyers and procurement officers
TEN	Managers and directors in retail and wholesale

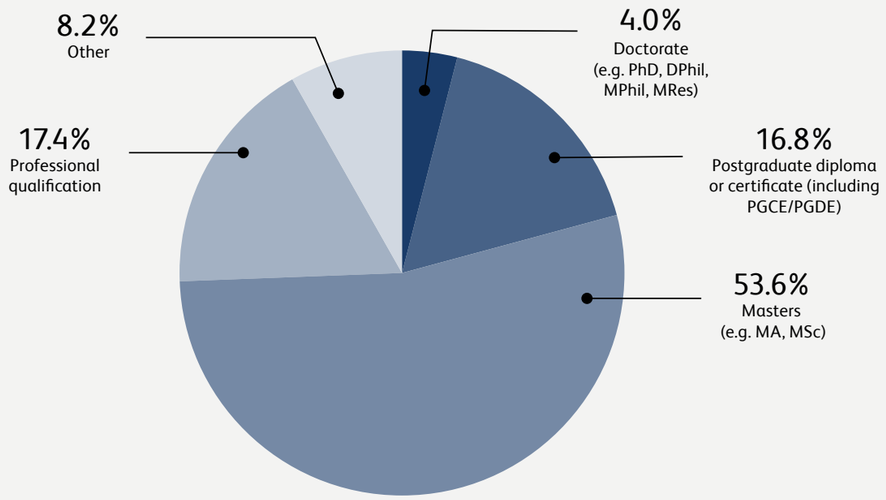
Media studies

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,160 / MALE 910 / TOTAL RESPONSES 2,070

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 265

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	15.1%	Marketing, PR and sales professionals	23.6%
Business, HR and finance professionals	5.9%	Science professionals	0.4%
Education professionals	3.2%	Other professionals, associate professionals and technicians	1.1%
Engineering and building professionals	0.7%	Childcare, health and education occupations	2.7%
Health professionals	0.2%	Clerical, secretarial and numerical clerks	10.6%
Information technology professionals	2.1%	Retail, catering, waiting and bar staff	21.2%
Legal, social and welfare professionals	2.0%	Skilled trades, crafts and other vocational occupations	2.9%
Managers	3.7%	Other occupations	4.7%

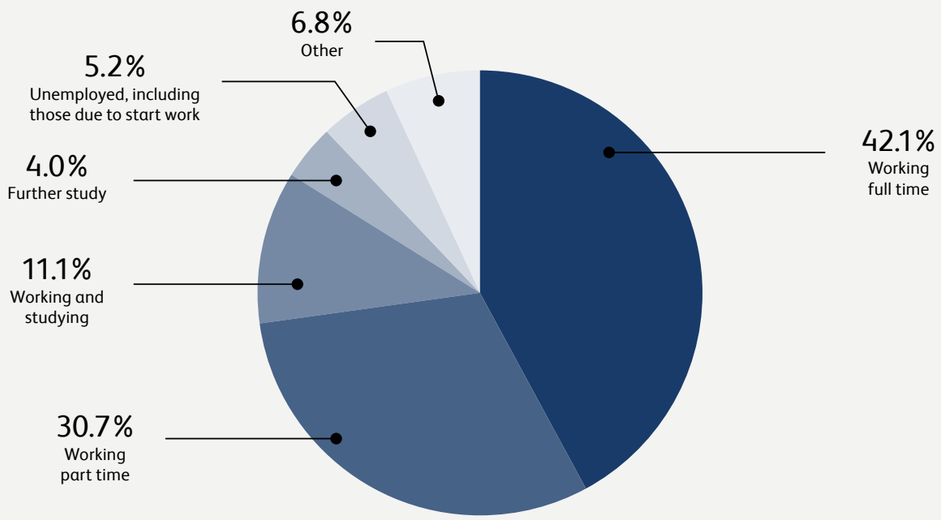
FEMALE 760 / MALE 590 / TOTAL IN EMPLOYMENT IN THE UK: 1,350

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Advertising and marketing associate professionals
TWO	Public relations professionals
THREE	Arts officers, producers and directors
FOUR	Photographers, audio-visual and broadcasting equipment operators
FIVE	Events managers and organisers
SIX	Graphic and multimedia designers
SEVEN	Welfare and housing associate professionals
EIGHT	Newspaper and periodical broadcast journalists and reporters
NINE	Human resources and industrial relations officers
TEN	Secondary education teaching professionals

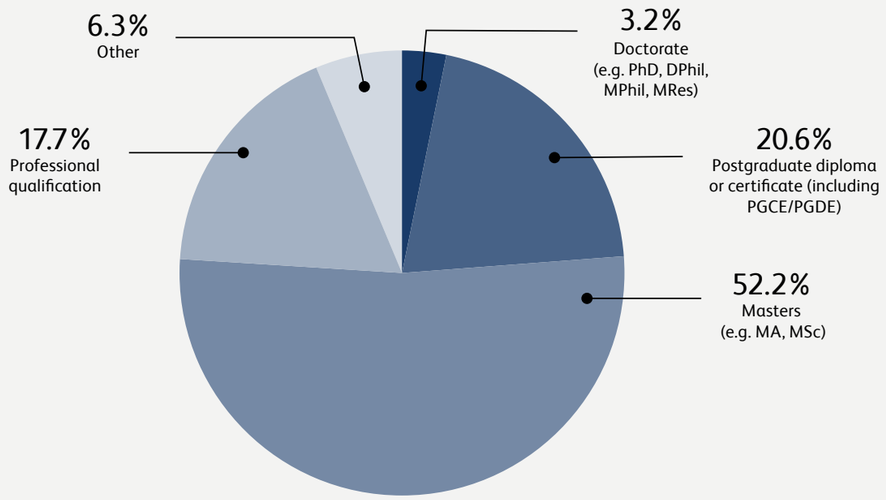
Performing arts

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 3,210 / MALE 2,380 / TOTAL RESPONSES 5,590

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 855

TYPE OF WORK FOR THOSE IN EMPLOYMENT

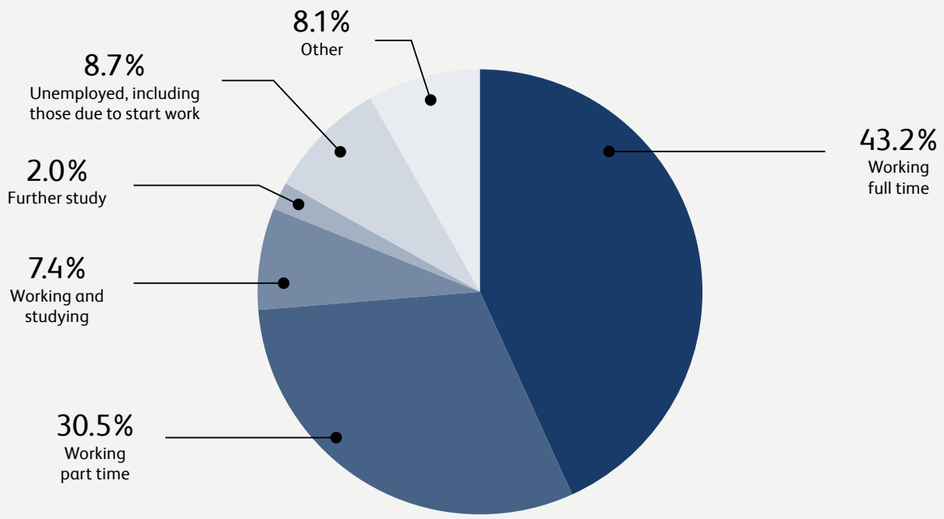
Arts, design and media professionals	27.4%	Marketing, PR and sales professionals	4.2%
Business, HR and finance professionals	3.6%	Science professionals	0.5%
Education professionals	12.6%	Other professionals, associate professionals and technicians	1.2%
Engineering and building professionals	0.8%	Childcare, health and education occupations	5.7%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	10.5%
Information technology professionals	0.9%	Retail, catering, waiting and bar staff	20.2%
Legal, social and welfare professionals	1.5%	Skilled trades, crafts and other vocational occupations	4.3%
Managers	3.4%	Other occupations	3.0%

FEMALE 1,975 / MALE 1,495 / TOTAL IN EMPLOYMENT IN THE UK: 3,470

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

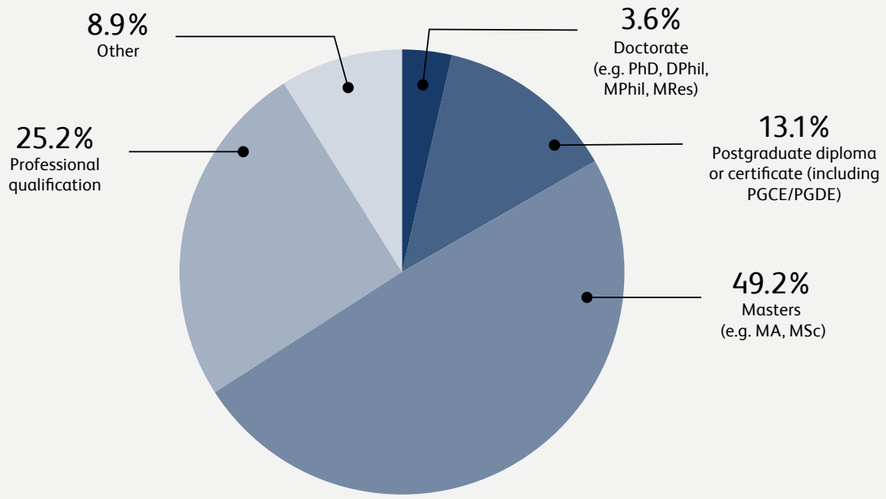
ONE	Actors, entertainers and presenters
TWO	Teaching professionals
THREE	Musicians
FOUR	Photographers, audio-visual and broadcasting equipment operators
FIVE	Arts officers, producers and directors
SIX	Secondary education teaching professionals
SEVEN	Dancers and choreographers
EIGHT	Advertising and marketing associate professionals
NINE	Primary education teaching professionals
TEN	Events managers and organisers

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,605 / MALE 1,665 / TOTAL RESPONSES 3,270

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 310

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	29.8%	Marketing, PR and sales professionals	6.5%
Business, HR and finance professionals	2.1%	Science professionals	0.8%
Education professionals	2.4%	Other professionals, associate professionals and technicians	1.3%
Engineering and building professionals	0.8%	Childcare, health and education occupations	3.4%
Health professionals	0.4%	Clerical, secretarial and numerical clerks	11.2%
Information technology professionals	1.5%	Retail, catering, waiting and bar staff	26.8%
Legal, social and welfare professionals	1.0%	Skilled trades, crafts and other vocational occupations	3.4%
Managers	3.8%	Other occupations	4.9%

FEMALE 995 / MALE 1,060 / TOTAL IN EMPLOYMENT IN THE UK: 2,055

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Photographers, audio-visual and broadcasting equipment operators
TWO	Arts officers, producers and directors
THREE	Graphic and multimedia designers
FOUR	Advertising and marketing associate professionals
FIVE	Public relations professionals
SIX	Managers and directors in retail and wholesale
SEVEN	Design occupations
EIGHT	Artists
NINE	Authors, writers and translators
TEN	Events managers and organisers

Technology, engineering and maths overview

Mark Allen, careers consultant at Imperial College London, shares his insights on how this cohort of technology, engineering and maths graduates fared following their graduation

Employer demand for technology, engineering and maths (TEM) graduates remains high. The 2025 World Economic Forum Future of Jobs Report highlights the UK's continual demand for data science, fintech engineering, and AI and machine learning skills.[1] Engineering UK's 2025 Net zero workforce report summarises the talent required across sectors such as power, transportation and industry for the UK's decarbonisation transformation.[2] As a result, TEM graduates face some of the strongest employment opportunities across the UK graduate market.

Graduate destinations
The most recent Graduate Outcomes survey shows strong career prospects for graduates in these subjects. TEM graduates were most likely to secure full-time roles, with civil engineering (76.8%) and electrical and electronic engineering (70.9%) leading the way - and both well above the overall graduate average of 56.4%.

Mathematics graduates had a slightly lower full-time employment rate (55.0%), explained in part by 11.1% pursuing full-time further study, compared with just 6.6% across all subjects.

Looking at those entering work, TEM graduates were also more likely to secure graduate-level roles, ranging from 81.1% in mathematics to 91.4% in civil engineering, compared with 71.9% overall.

However, the picture is more nuanced when unemployment is considered: computer science graduates recorded an unemployment rate of 9.7% and mathematics graduates 7.5%, both higher than the overall graduate rate of 6.2%.

Occupations
Maths graduates moved into a diverse range of industries, with 16.3% entering education, 12.7% moving into legal and accountancy, 9.4% entering IT and telecoms, and 24.5% pursuing roles in business and finance. Over 40% of mechanical, chemical, and electrical engineering graduates entered manufacturing, while more than 25% worked in construction, engineering, and R&D.

Graduates in architecture and building, as well as civil engineering, predominantly worked construction, engineering, and R&D, with 66.3% and 75.7% respectively. Meanwhile, 63.4% of computer science graduates worked in IT related occupations spread across many sectors.

Graduate salaries
Salaries varied widely, from £25,789 to £40,414 for computer science graduates and £25,289 to £33,495 for those in architecture and building. Among maths graduates with no further study, men earned £35,373 on average and women £34,049. For those continuing to postgraduate study, men earned £37,413 versus £31,939 for women. These figures highlight ongoing gender pay disparities, showing that despite strong outcomes in some areas, challenges around equality in graduate earnings persist.

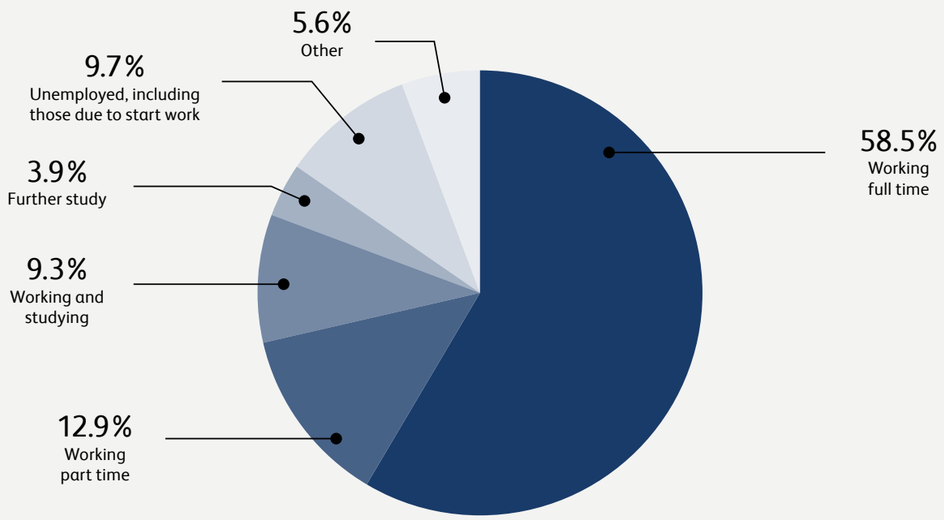
Further study
Maths graduates (11.1%) were the most likely to pursue further study, followed by chemical engineering (7.1%) and mechanical engineering (6.0%). A Masters was the most common choice for TEM graduates (39.2%), slightly below the overall average of 44.9%, while progression to a Doctorate exceeded the national average of 9.3%, particularly in chemical engineering (34.5%) and mechanical engineering (21.5%). Doctorate numbers remain low in architecture (2.5%) and civil engineering (7.9%), likely reflecting the emphasis on practical experience and professional accreditation in these fields.

Levels of TEM graduates pursuing professional qualifications were all higher than the 22% average, especially in civil engineering (35.7%), architecture (34.4%), and computer science (33.4%).

Despite strong demand for engineers, technologists, and mathematicians, a significant gender disparity persists, with women comprising only 16% of respondents. Programmes such as the Athena Swan Charter, and Women into Science and Engineering (WISE) are essential for broadening participation to utilise this underused group and to meet the demand for TEM skills.

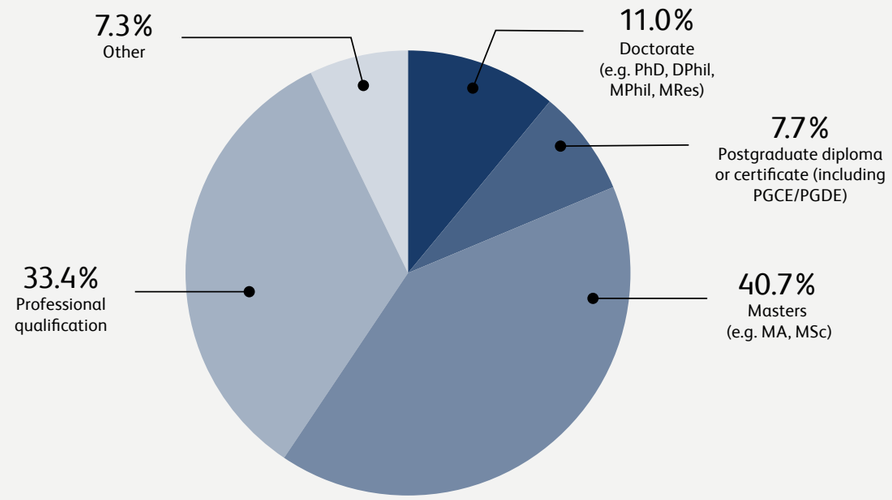
Computer science

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,275 / MALE 6,730 / TOTAL RESPONSES 8,005

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 1,070

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	3.8%	Marketing, PR and sales professionals	1.5%
Business, HR and finance professionals	4.6%	Science professionals	0.5%
Education professionals	2.1%	Other professionals, associate professionals and technicians	1.2%
Engineering and building professionals	1.7%	Childcare, health and education occupations	0.6%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	3.6%
Information technology professionals	63.4%	Retail, catering, waiting and bar staff	9.2%
Legal, social and welfare professionals	0.5%	Skilled trades, crafts and other vocational occupations	1.7%
Managers	1.7%	Other occupations	3.9%

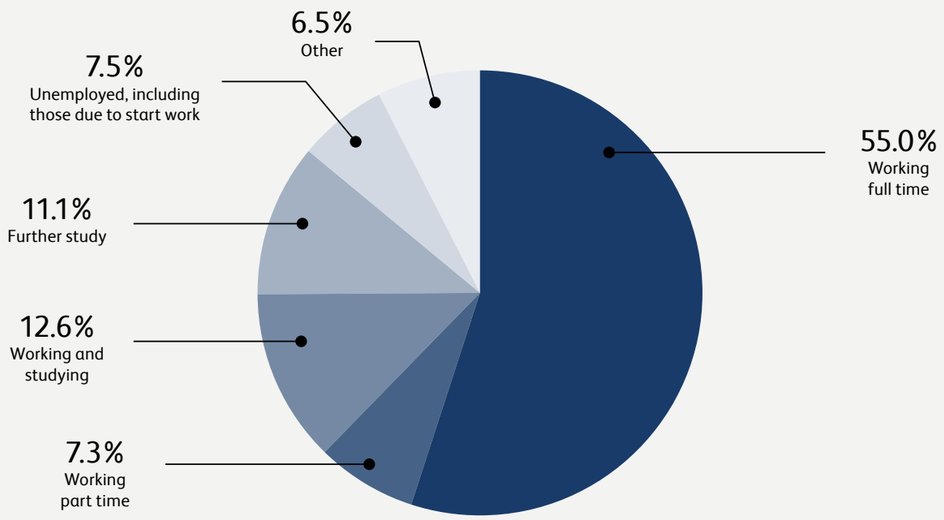
FEMALE 835 / MALE 4,590 / TOTAL IN EMPLOYMENT IN THE UK: 5,430

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Programmers and software development professionals
TWO	IT user support technicians
THREE	Cyber security professionals
FOUR	IT business analysts, architects and systems designers
FIVE	Graphic and multimedia designers
SIX	Information technology professionals
SEVEN	IT operations technicians
EIGHT	Data analysts
NINE	IT quality and testing professionals
TEN	IT network professionals

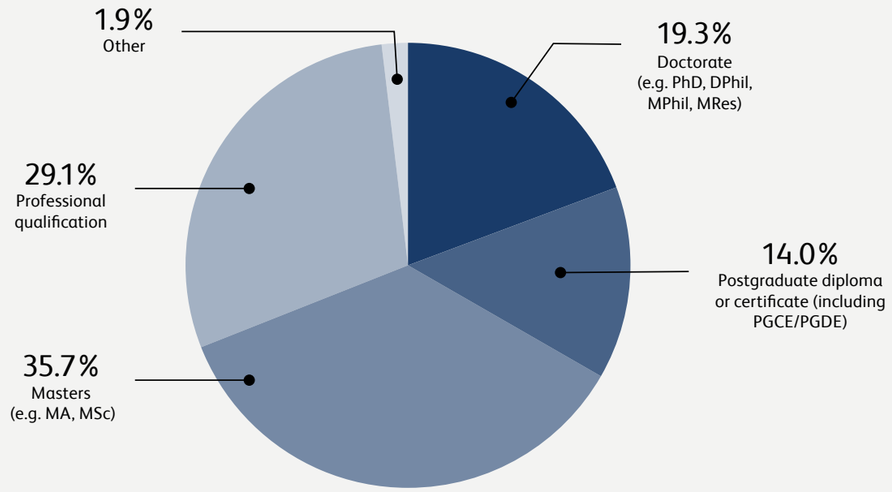
Maths

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,040 / MALE 1,860 / TOTAL RESPONSES 2,900

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 690

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.3%	Marketing, PR and sales professionals	1.6%
Business, HR and finance professionals	40.8%	Science professionals	0.8%
Education professionals	12.4%	Other professionals, associate professionals and technicians	2.4%
Engineering and building professionals	2.8%	Childcare, health and education occupations	1.5%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	8.7%
Information technology professionals	17.0%	Retail, catering, waiting and bar staff	6.0%
Legal, social and welfare professionals	0.8%	Skilled trades, crafts and other vocational occupations	1.0%
Managers	2.0%	Other occupations	1.7%

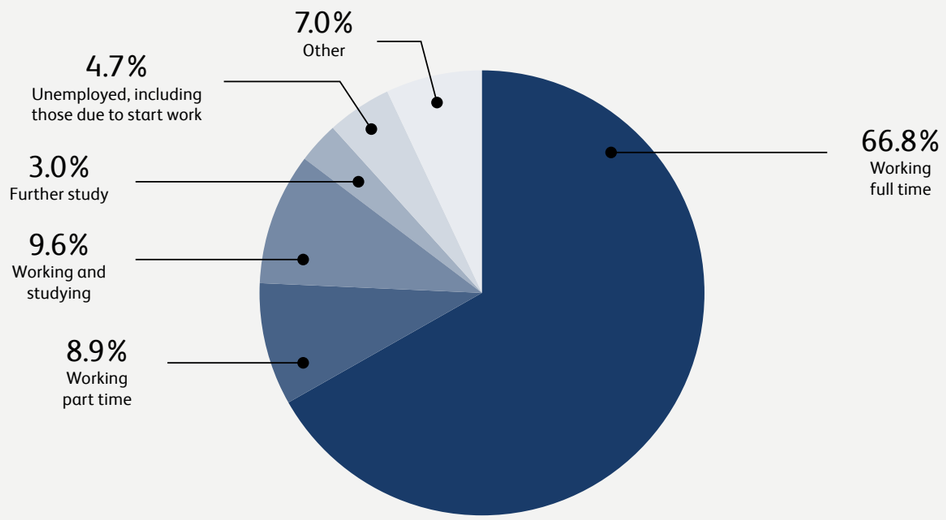
FEMALE 730 / MALE 1,200 / TOTAL IN EMPLOYMENT IN THE UK: 1,935

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Actuaries, economists and statisticians
TWO	Programmers and software development professionals
THREE	Chartered and certified accountants
FOUR	Secondary education teaching professionals
FIVE	Finance and investment analysts and advisers
SIX	Data analysts
SEVEN	IT business analysts, architects and systems designers
EIGHT	Management consultants and business analysts
NINE	Information technology professionals
TEN	Business and related research professionals

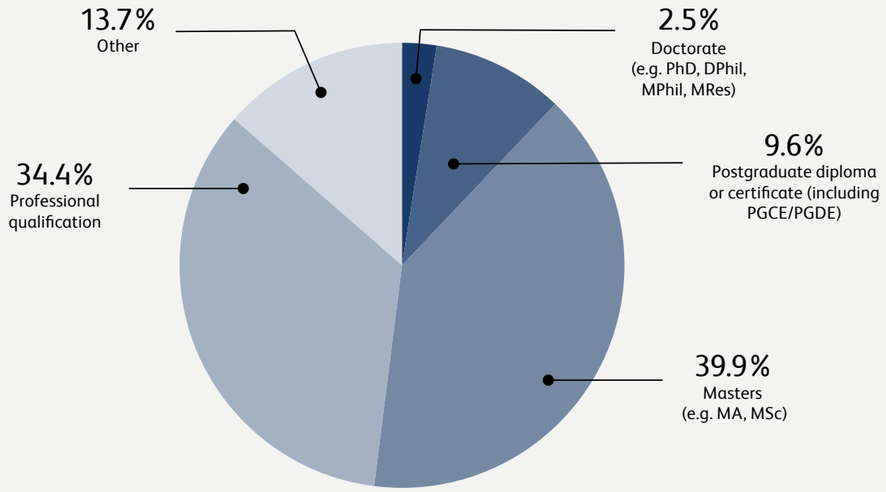
Architecture and building

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,310 / MALE 2,585 / TOTAL RESPONSES 3,895

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 490

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	2.5%	Marketing, PR and sales professionals	1.6%
Business, HR and finance professionals	4.4%	Science professionals	0.1%
Education professionals	0.4%	Other professionals, associate professionals and technicians	1.5%
Engineering and building professionals	68.7%	Childcare, health and education occupations	0.6%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	3.1%
Information technology professionals	0.4%	Retail, catering, waiting and bar staff	5.3%
Legal, social and welfare professionals	0.8%	Skilled trades, crafts and other vocational occupations	1.6%
Managers	6.9%	Other occupations	2.1%

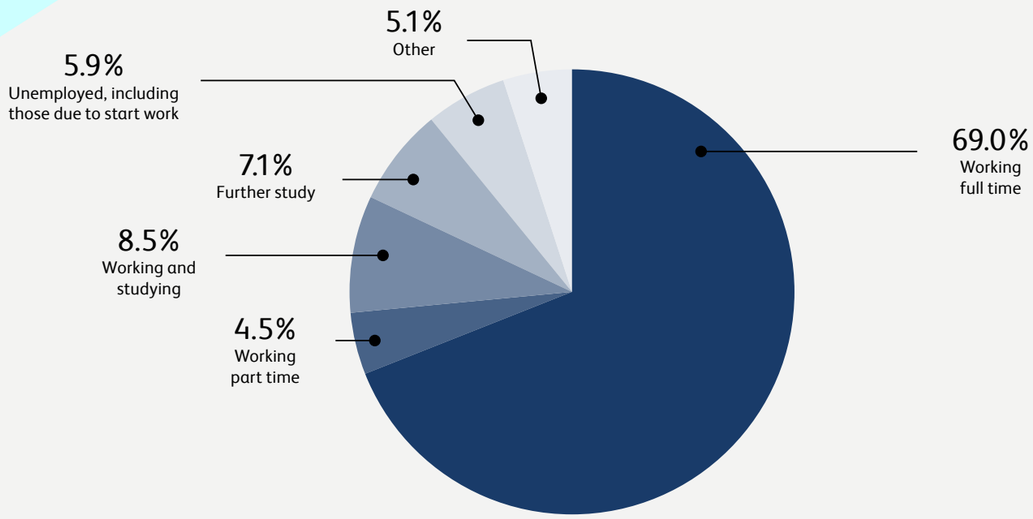
FEMALE 910 / MALE 2,010 / TOTAL IN EMPLOYMENT IN THE UK: 2,920

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Quantity surveyors
TWO	CAD, drawing and architectural technicians
THREE	Chartered surveyors
FOUR	Construction project managers and related professionals
FIVE	Chartered architectural technologists, planning officers and consultants
SIX	Production managers and directors in construction
SEVEN	Architects
EIGHT	Estimators, valuers and assessors
NINE	Civil engineers
TEN	Property, housing and estate managers

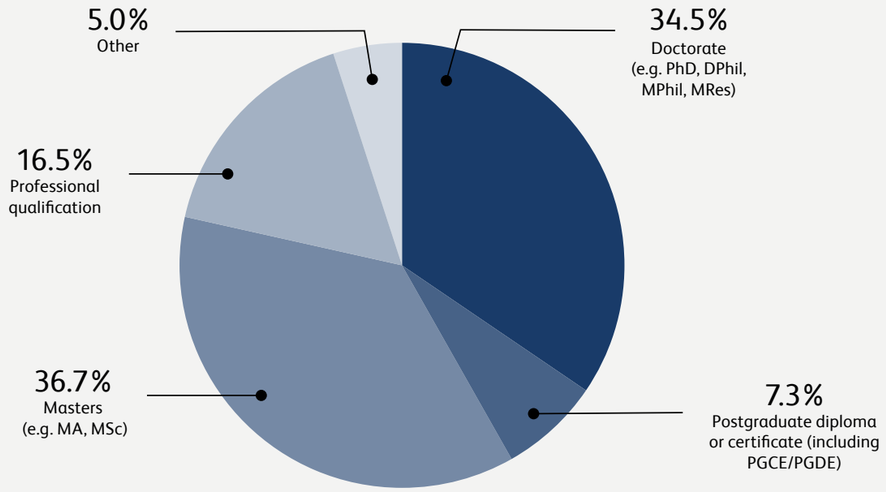
Chemical engineering

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 290 / MALE 725 / TOTAL RESPONSES 1,015

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 160

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.0%	Marketing, PR and sales professionals	1.6%
Business, HR and finance professionals	14.1%	Science professionals	1.9%
Education professionals	0.7%	Other professionals, associate professionals and technicians	7.8%
Engineering and building professionals	55.3%	Childcare, health and education occupations	0.5%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	1.9%
Information technology professionals	4.4%	Retail, catering, waiting and bar staff	5.8%
Legal, social and welfare professionals	0.9%	Skilled trades, crafts and other vocational occupations	1.3%
Managers	1.6%	Other occupations	2.3%

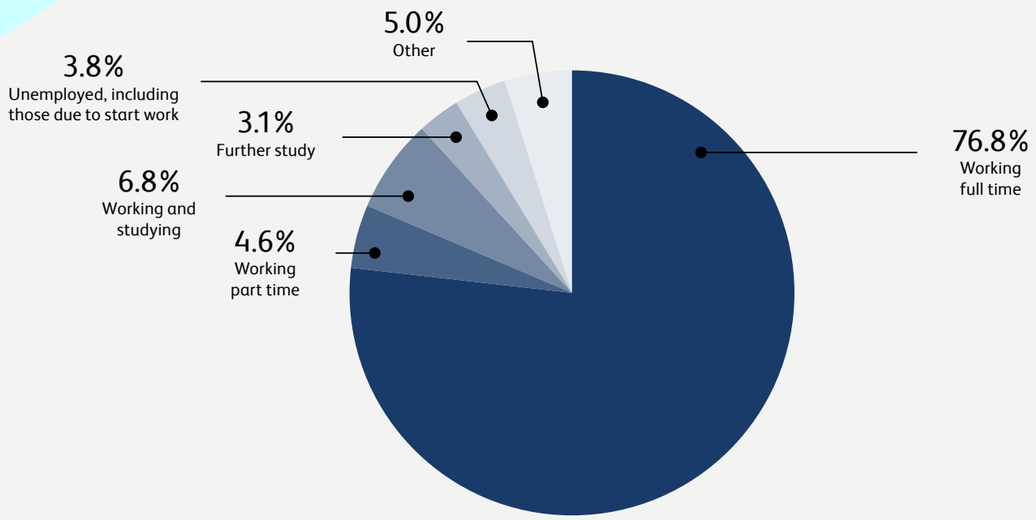
FEMALE 215 / MALE 535 / TOTAL IN EMPLOYMENT IN THE UK: 750

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Production and process engineers
TWO	Engineering professionals
THREE	Management consultants and business analysts
FOUR	Engineering project managers and project engineers
FIVE	Health and safety managers and officers
SIX	Civil engineers
SEVEN	Finance and investment analysts and advisers
EIGHT	Programmers and software development professionals
NINE	Mechanical engineers
TEN	Environment professionals

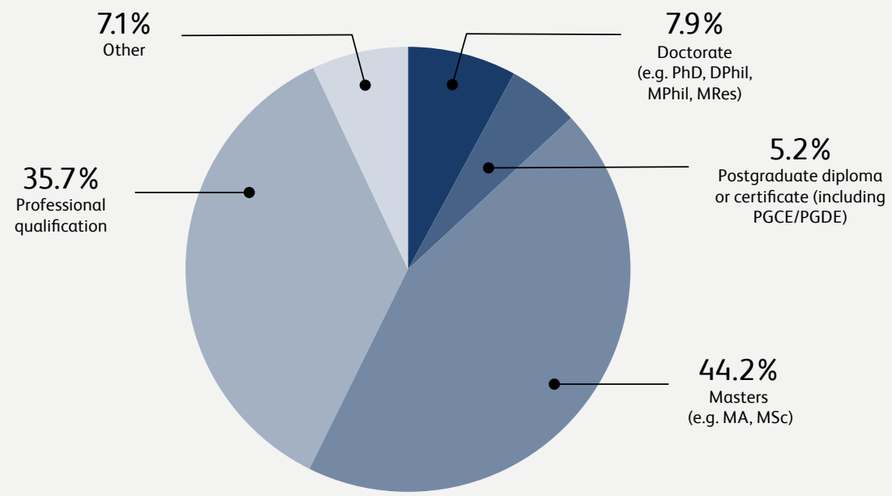
Civil engineering

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 405 / MALE 1,400 / TOTAL RESPONSES 1,805

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 180

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.6%	Marketing, PR and sales professionals	1.0%
Business, HR and finance professionals	3.3%	Science professionals	0.1%
Education professionals	0.1%	Other professionals, associate professionals and technicians	1.9%
Engineering and building professionals	80.1%	Childcare, health and education occupations	0.4%
Health professionals	0.0%	Clerical, secretarial and numerical clerks	1.6%
Information technology professionals	0.8%	Retail, catering, waiting and bar staff	3.1%
Legal, social and welfare professionals	0.2%	Skilled trades, crafts and other vocational occupations	1.5%
Managers	3.2%	Other occupations	2.0%

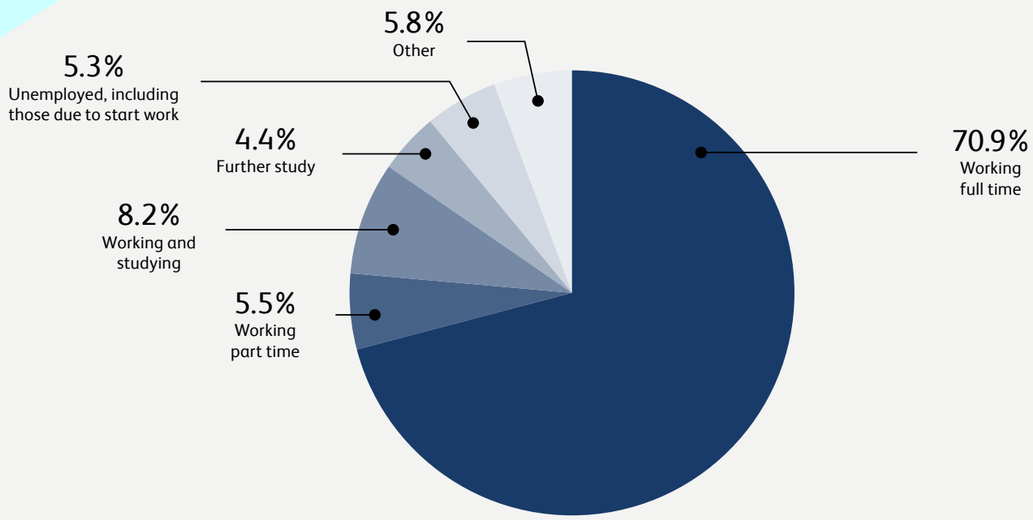
FEMALE 330 / MALE 1,100 / TOTAL IN EMPLOYMENT IN THE UK: 1,430

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Civil engineers
TWO	Engineering professionals
THREE	Construction project managers and related professionals
FOUR	Engineering project managers and project engineers
FIVE	CAD, drawing and architectural technicians
SIX	Production managers and directors in construction
SEVEN	Environment professionals
EIGHT	Mechanical engineers
NINE	Officers in armed forces
TEN	Finance and investment analysts and advisers

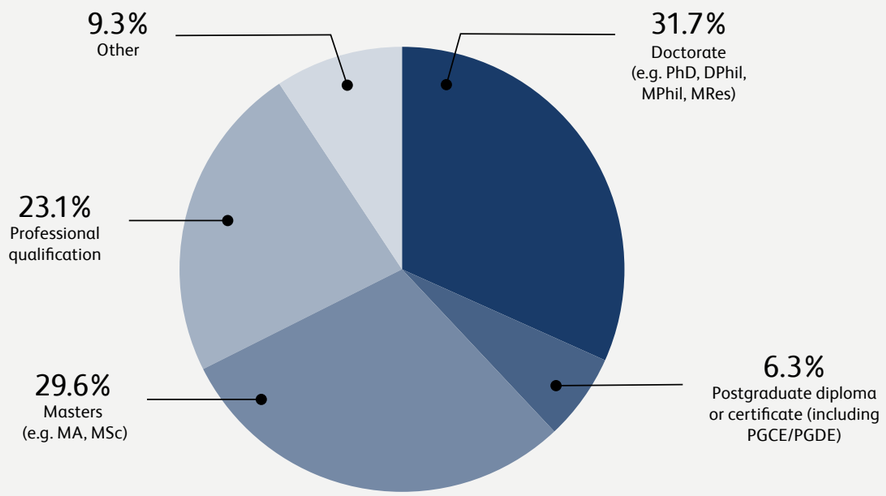
Electrical and electronic engineering

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 170 / MALE 1,295 / TOTAL RESPONSES 1,465

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 185

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	1.2%	Marketing, PR and sales professionals	1.0%
Business, HR and finance professionals	2.9%	Science professionals	1.1%
Education professionals	1.4%	Other professionals, associate professionals and technicians	1.0%
Engineering and building professionals	52.6%	Childcare, health and education occupations	0.0%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	2.3%
Information technology professionals	21.8%	Retail, catering, waiting and bar staff	3.4%
Legal, social and welfare professionals	0.5%	Skilled trades, crafts and other vocational occupations	5.3%
Managers	2.6%	Other occupations	2.9%

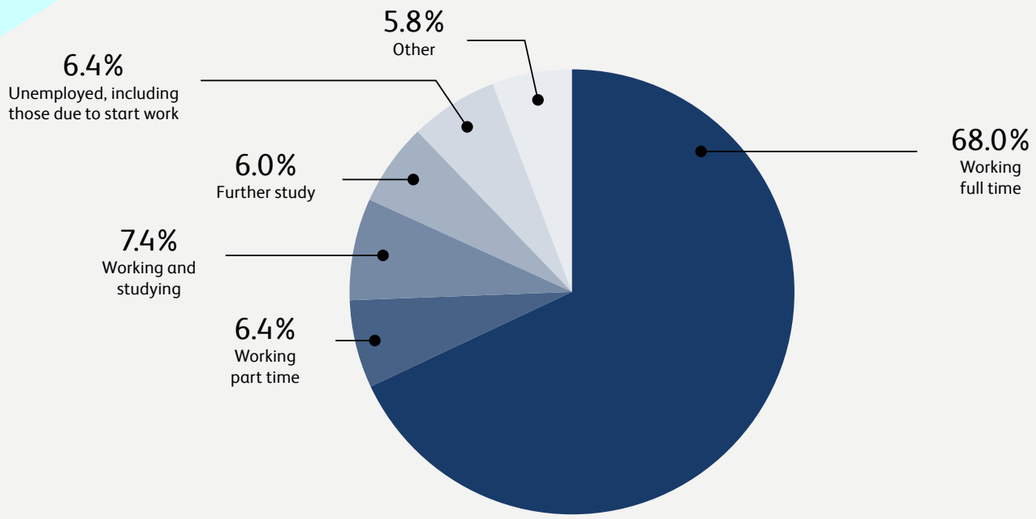
FEMALE 130 / MALE 975 / TOTAL IN EMPLOYMENT IN THE UK: 1,105

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Electrical engineers
TWO	Electronics engineers
THREE	Programmers and software development professionals
FOUR	Engineering professionals
FIVE	IT business analysts, architects and systems designers
SIX	Production and process engineers
SEVEN	Engineering technicians
EIGHT	Engineering project managers and project engineers
NINE	Cyber security professionals
TEN	Mechanical engineers

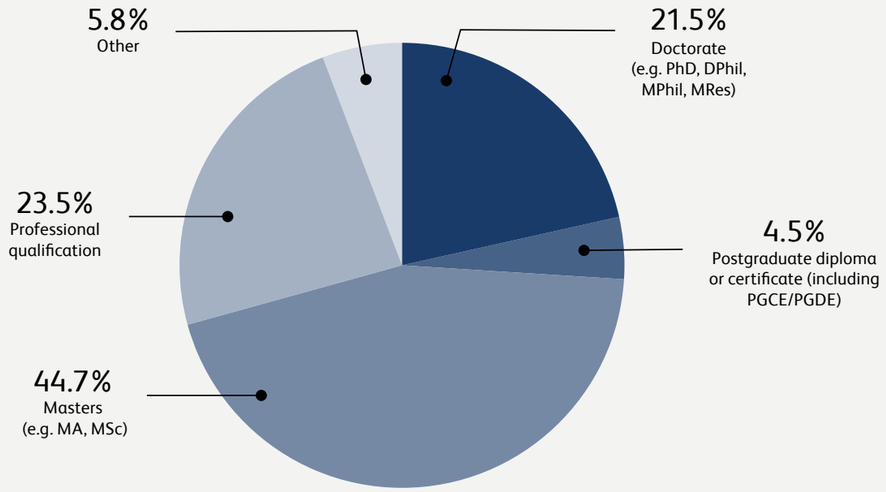
Mechanical engineering

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 360 / MALE 2,400 / TOTAL RESPONSES 2,760

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 370

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.8%	Marketing, PR and sales professionals	1.5%
Business, HR and finance professionals	4.8%	Science professionals	0.6%
Education professionals	1.0%	Other professionals, associate professionals and technicians	1.7%
Engineering and building professionals	65.0%	Childcare, health and education occupations	0.2%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	2.4%
Information technology professionals	5.3%	Retail, catering, waiting and bar staff	5.3%
Legal, social and welfare professionals	0.4%	Skilled trades, crafts and other vocational occupations	3.4%
Managers	4.2%	Other occupations	3.4%

FEMALE 265 / MALE 1,770 / TOTAL IN EMPLOYMENT IN THE UK: 2,035

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Mechanical engineers
TWO	Engineering professionals
THREE	Engineering project managers and project engineers
FOUR	Production and process engineers
FIVE	Civil engineers
SIX	IT business analysts, architects and systems designers
SEVEN	Programmers and software development professionals
EIGHT	Electrical engineers
NINE	Aerospace engineers
TEN	Engineering technicians

Humanities overview

Rachel Beauchamp, faculty careers coach (Humanities, Arts and Social Sciences) at Lancaster University, analyses outcomes for graduates of subjects in the humanities

In recent years, the career prospects of humanities graduates have often been debated, sometimes framed in opposition to more vocational or technical subjects.[1] Yet the evidence shows that these degrees foster precisely the skills most needed in a changing world: adaptability, critical analysis, and the ability to communicate and create meaning.[2]

As workplaces undergo rapid transformation driven by digitalisation, automation, and global disruption, humanities graduates bring strengths in negotiation, ethics, and narrative that are increasingly valued across sectors.[3] Far from being marginal, humanities equips graduates to navigate complexity and to connect human knowledge with human capability in ways that technology alone cannot achieve.[4]

Graduate destinations
Education was the most common destination sector, attracting 22.7% of humanities graduates, far above the average of 12%. Unsurprisingly, publishing and media stood out for English literature graduates at 6.9% compared to 1.5% across all subjects with sectors such as business and finance and retail also proving to be popular with humanities graduates (11.2% and 11.3% respectively).

Across humanities, 68% of respondents either agree or strongly agree that their current work is meaningful and important to them, underscoring the personal fulfilment many find in their career paths.

Employment rates
Some 58% of humanities graduates were employed in professional-level roles, compared with 71.9% across all subjects. More humanities graduates were working in marketing, PR and sales related roles (10.6%) than the average for all subjects (5.4%). There was also strong representation in business, finance and HR (14.1% vs 10.7%) and clerical, secretarial, administrative roles (16.9% vs 8.7%).

Further study
Humanities graduates were significantly more likely than their peers to pursue further study, with 11.7% continuing their education compared with 6.6% across all subjects. Of those continuing into further study 55.1% were studying for a Masters and 23.6% pursued a postgraduate certificate or diploma (including PGCE/PGDE).

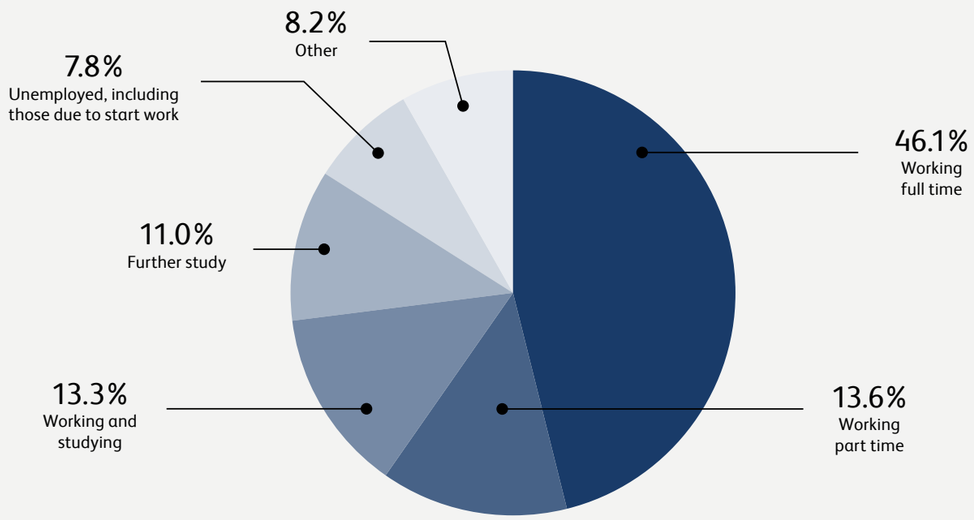
Graduate salaries
Overall, earnings for humanities graduates tend to sit just below the all-graduate average. A notable exception is male philosophy graduates, who reported an average salary of £31,466 without further study, compared to £30,031 across all subjects.
Gender differences were also visible where men generally out-earned women across disciplines, though English stood out as an exception, where female graduates who pursued significant further study achieved higher average salaries than their male peers.

The data highlighted the varied and rewarding paths humanities graduates take in their careers. While some faced challenges in accessing graduate-level employment by the survey date, their adaptability across sectors, commitment to further study, and the strong sense of purpose they find in their work underline the enduring value of these degrees.

The breadth of destinations demonstrates that humanities graduates contribute widely across society. As the labour market continues to evolve, the skills fostered through humanities are likely to remain not only relevant but increasingly vital.

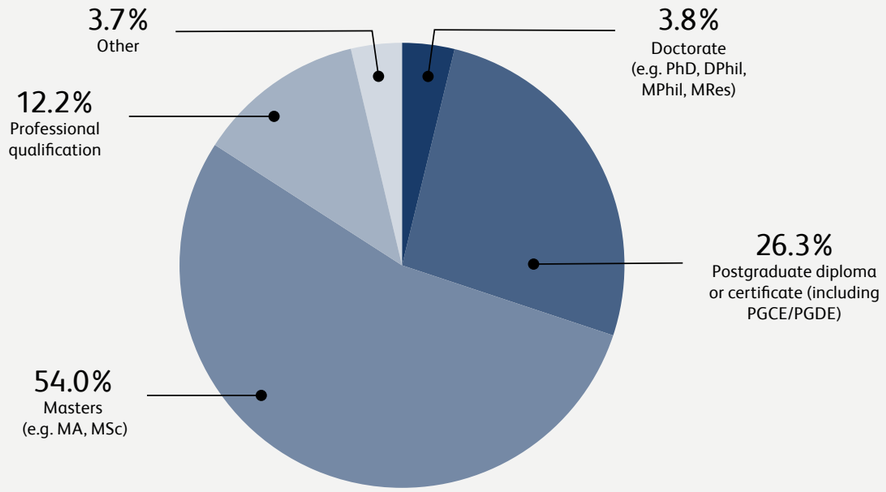
English

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,240 / MALE 290 / TOTAL RESPONSES 1,530

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 375

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	8.6%	Marketing, PR and sales professionals	14.0%
Business, HR and finance professionals	7.9%	Science professionals	0.2%
Education professionals	20.5%	Other professionals, associate professionals and technicians	0.9%
Engineering and building professionals	0.6%	Childcare, health and education occupations	5.5%
Health professionals	0.4%	Clerical, secretarial and numerical clerks	14.7%
Information technology professionals	1.3%	Retail, catering, waiting and bar staff	16.4%
Legal, social and welfare professionals	4.0%	Skilled trades, crafts and other vocational occupations	0.8%
Managers	2.7%	Other occupations	1.5%

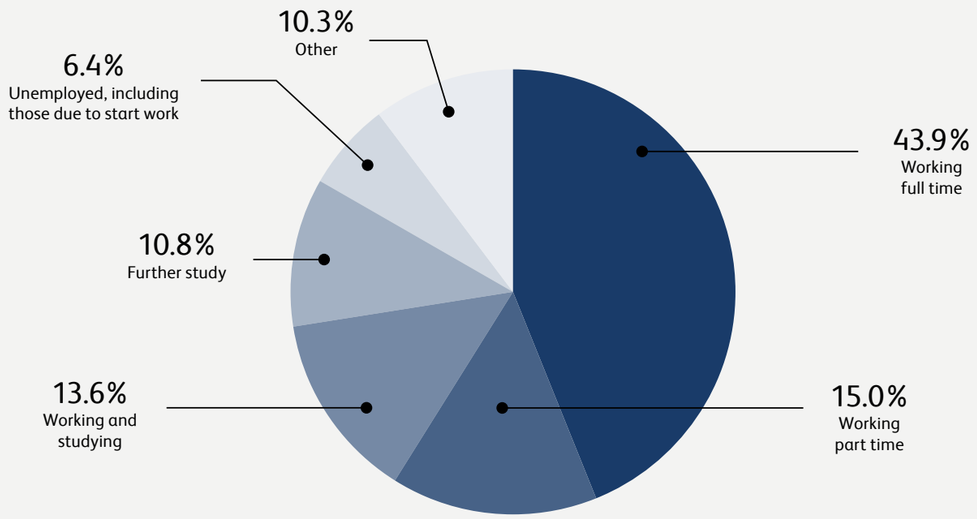
FEMALE 785 / MALE 180 / TOTAL IN EMPLOYMENT IN THE UK: 965

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Secondary education teaching professionals
TWO	Advertising and marketing associate professionals
THREE	Primary education teaching professionals
FOUR	Public relations professionals
FIVE	Authors, writers and translators
SIX	Newspaper and periodical broadcast journalists and reporters
SEVEN	Teaching professionals
EIGHT	Business and related research professionals
NINE	Welfare and housing associate professionals
TEN	Business sales executives

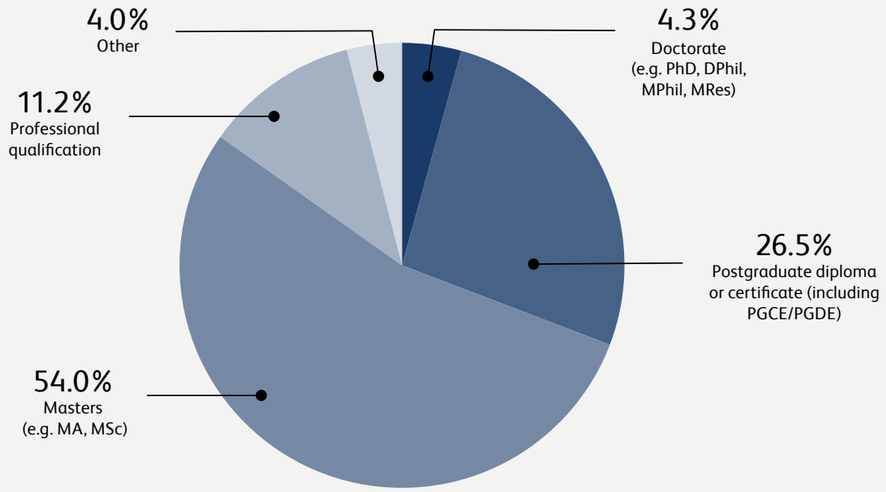
English literature

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,255 / MALE 275 / TOTAL RESPONSES 1,530

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 380

TYPE OF WORK FOR THOSE IN EMPLOYMENT

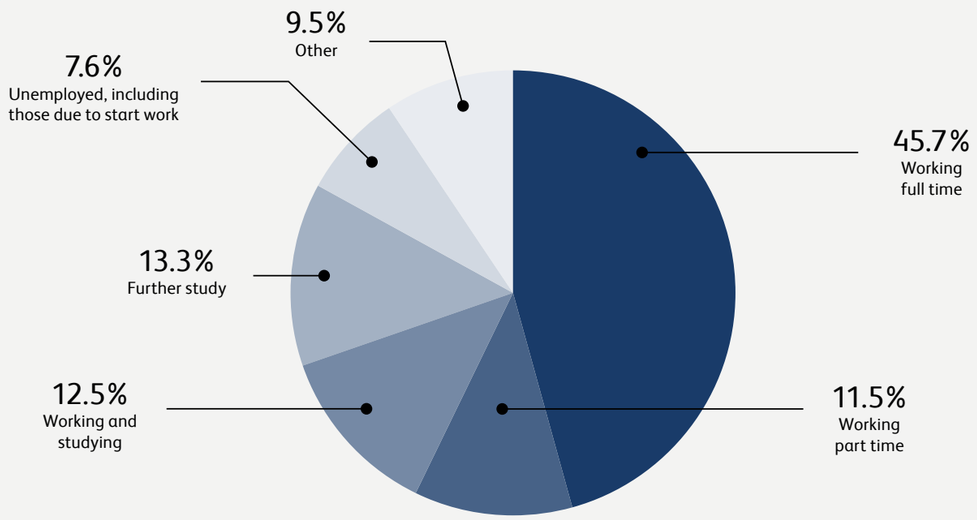
Arts, design and media professionals	7.0%	Marketing, PR and sales professionals	12.2%
Business, HR and finance professionals	6.3%	Science professionals	0.2%
Education professionals	18.2%	Other professionals, associate professionals and technicians	0.8%
Engineering and building professionals	0.3%	Childcare, health and education occupations	6.2%
Health professionals	0.6%	Clerical, secretarial and numerical clerks	18.0%
Information technology professionals	1.3%	Retail, catering, waiting and bar staff	20.5%
Legal, social and welfare professionals	3.5%	Skilled trades, crafts and other vocational occupations	0.9%
Managers	2.5%	Other occupations	1.4%

FEMALE 780 / MALE 170 / TOTAL IN EMPLOYMENT IN THE UK: 950

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

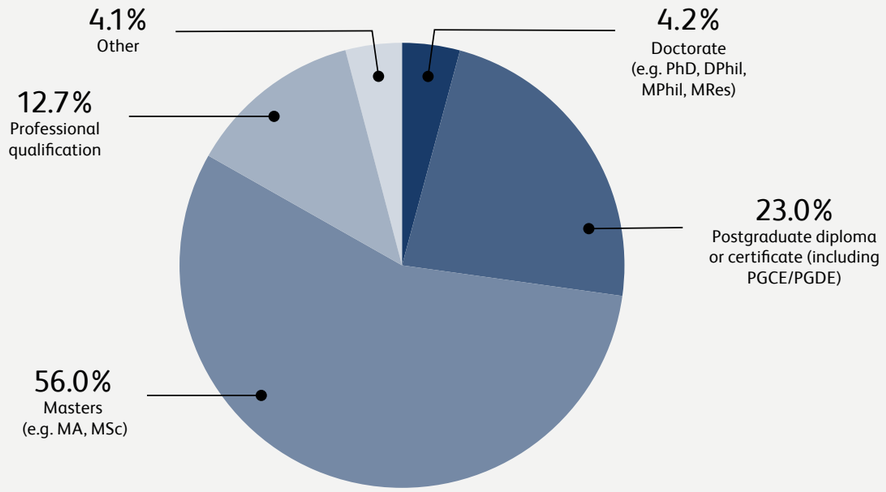
ONE	Secondary education teaching professionals
TWO	Advertising and marketing associate professionals
THREE	Public relations professionals
FOUR	Authors, writers and translators
FIVE	Primary education teaching professionals
SIX	Teaching professionals
SEVEN	Business sales executives
EIGHT	Welfare and housing associate professionals
NINE	Newspaper and periodical broadcast journalists and reporters
TEN	Events managers and organisers

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 2,175 / MALE 1,940 / TOTAL RESPONSES 4,115

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 1,065

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	3.1%	Marketing, PR and sales professionals	7.7%
Business, HR and finance professionals	15.5%	Science professionals	0.1%
Education professionals	12.6%	Other professionals, associate professionals and technicians	2.4%
Engineering and building professionals	1.3%	Childcare, health and education occupations	3.4%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	19.3%
Information technology professionals	1.4%	Retail, catering, waiting and bar staff	17.8%
Legal, social and welfare professionals	6.4%	Skilled trades, crafts and other vocational occupations	1.8%
Managers	4.2%	Other occupations	4.2%

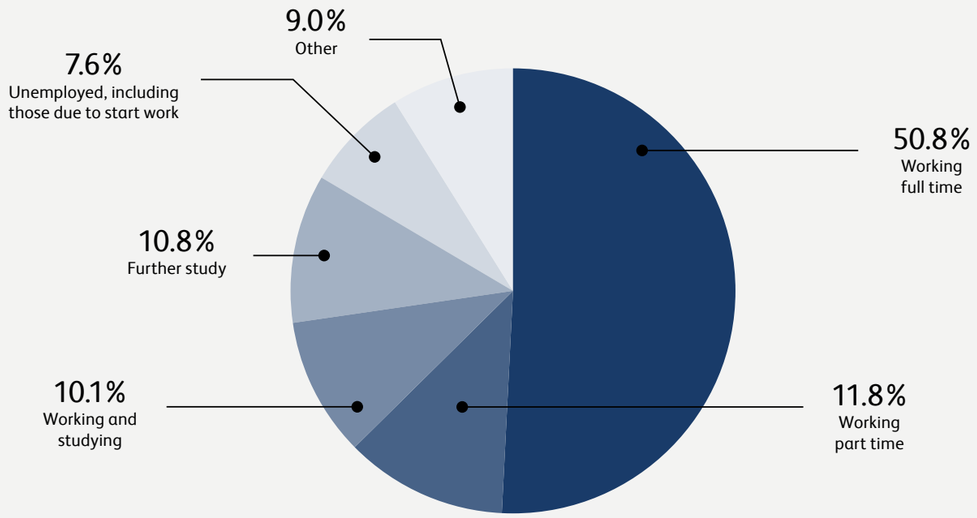
FEMALE 1,380 / MALE 1,215 / TOTAL IN EMPLOYMENT IN THE UK: 2,595

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Secondary education teaching professionals
TWO	Advertising and marketing associate professionals
THREE	Human resources and industrial relations officers
FOUR	Chartered and certified accountants
FIVE	Primary education teaching professionals
SIX	Public relations professionals
SEVEN	Finance and investment analysts and advisers
EIGHT	Social and humanities scientists
NINE	Welfare and housing associate professionals
TEN	Business sales executives

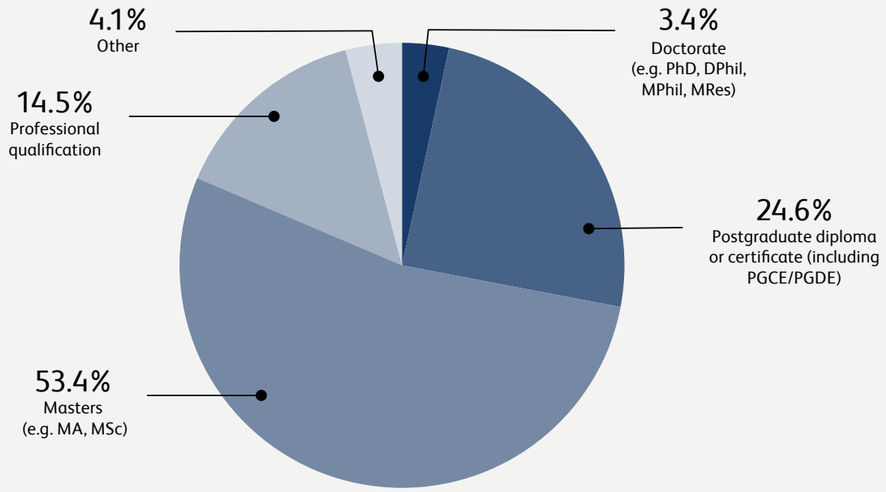
Languages

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 2,150 / MALE 805 / TOTAL RESPONSES 2,960

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 620

TYPE OF WORK FOR THOSE IN EMPLOYMENT

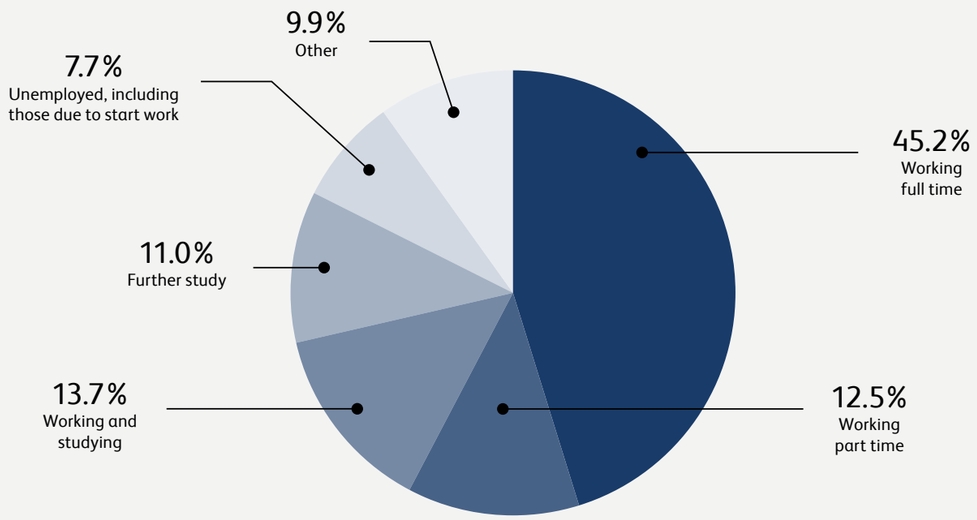
Arts, design and media professionals	4.5%	Marketing, PR and sales professionals	12.6%
Business, HR and finance professionals	16.5%	Science professionals	0.2%
Education professionals	15.0%	Other professionals, associate professionals and technicians	1.7%
Engineering and building professionals	0.9%	Childcare, health and education occupations	5.0%
Health professionals	0.4%	Clerical, secretarial and numerical clerks	15.2%
Information technology professionals	2.3%	Retail, catering, waiting and bar staff	14.4%
Legal, social and welfare professionals	4.3%	Skilled trades, crafts and other vocational occupations	1.2%
Managers	4.1%	Other occupations	1.8%

FEMALE 1,315 / MALE 490 / TOTAL IN EMPLOYMENT IN THE UK: 1,800

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

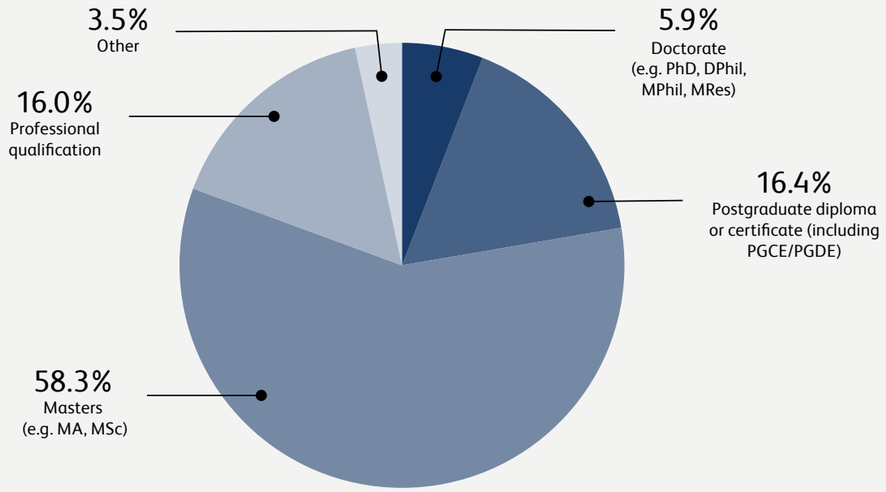
ONE	Secondary education teaching professionals
TWO	Advertising and marketing associate professionals
THREE	Business sales executives
FOUR	Public relations professionals
FIVE	Primary education teaching professionals
SIX	Authors, writers and translators
SEVEN	Human resources and industrial relations officers
EIGHT	Chartered and certified accountants
NINE	Welfare and housing associate professionals
TEN	Teaching professionals

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 580 / MALE 560 / TOTAL RESPONSES 1,140

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 285

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	3.1%	Marketing, PR and sales professionals	9.5%
Business, HR and finance professionals	21.5%	Science professionals	0.3%
Education professionals	8.6%	Other professionals, associate professionals and technicians	3.1%
Engineering and building professionals	1.1%	Childcare, health and education occupations	4.5%
Health professionals	0.3%	Clerical, secretarial and numerical clerks	14.2%
Information technology professionals	2.6%	Retail, catering, waiting and bar staff	15.3%
Legal, social and welfare professionals	6.5%	Skilled trades, crafts and other vocational occupations	2.5%
Managers	4.4%	Other occupations	2.4%

FEMALE 380 / MALE 325 / TOTAL IN EMPLOYMENT IN THE UK: 705

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Secondary education teaching professionals
TWO	Chartered and certified accountants
THREE	Advertising and marketing associate professionals
FOUR	Finance and investment analysts and advisers
FIVE	Management consultants and business analysts
SIX	Business sales executives
SEVEN	Public relations professionals
EIGHT	Business, research and administrative professionals
NINE	Welfare and housing associate professionals
TEN	Business and related research professionals

Science overview

Katie Bonner, careers adviser in the faculty of science at the University of Nottingham, sets out the latest findings on outcomes for graduates from science subjects

Science degrees continue to offer strong career prospects. Nearly half (49%) of graduates found full-time work, many in high-skilled roles, across a wide range of industries from research and education to business and sport. Opportunities for further study remained popular, especially in chemistry and physics, and lead to higher salaries over time. With low unemployment and competitive earnings, science graduates continue to be well-placed to make an impact in the workplace and beyond. More than 10,000 science graduates responded to the recent Graduate Outcomes survey.

Graduate destinations
Graduates from physical and geographical sciences were the most likely to be in full-time work, with 57% employed. Chemistry followed closely at 51%. Sports science and physics graduates had similar outcomes, with 49% and 47% in full-time roles. Biology graduates were slightly lower at 43% but still showed strong employment prospects.

Among those working full-time, most were in graduate-level or high-skilled jobs. Physics graduates reported the highest rate of high-skilled employment at 84%. Chemistry graduates followed at 80%, and physical and geographical sciences at 71%.

Many science graduates entered roles in business, HR, and finance. Within that, 19% of physics graduates and 17% of physical and geographical sciences graduates found work. Roles such as programmers and software developers, business sales executives, civil engineers or account managers were commonly reported.

Chemistry and biology graduates were more likely to be in science-related roles, with 32% and 17% respectively, taking on roles such as chemical scientists, laboratory technicians or conservation professionals. Sports science graduates often worked in education or in professional roles linked to tourism, leisure, and sport.

Unemployment was slightly lower than last year. Rates ranged from 8% for biology and physics graduates to just 4% for sports science graduates. This suggests science graduates are finding jobs more easily.

Further study
Around 14% of science graduates chose to continue studying. This is slightly lower than in previous years. Chemistry and physics graduates were the most likely to go on to further study, often aiming for Doctorate-level qualifications.

Biology graduates who continued studying mostly chose Masters degrees. Half (50%) of them were on Masters programmes. Sports science graduates were less likely to study full-time, but 15% combined work and study. This is common for those pursuing careers in physiotherapy or sports psychology.

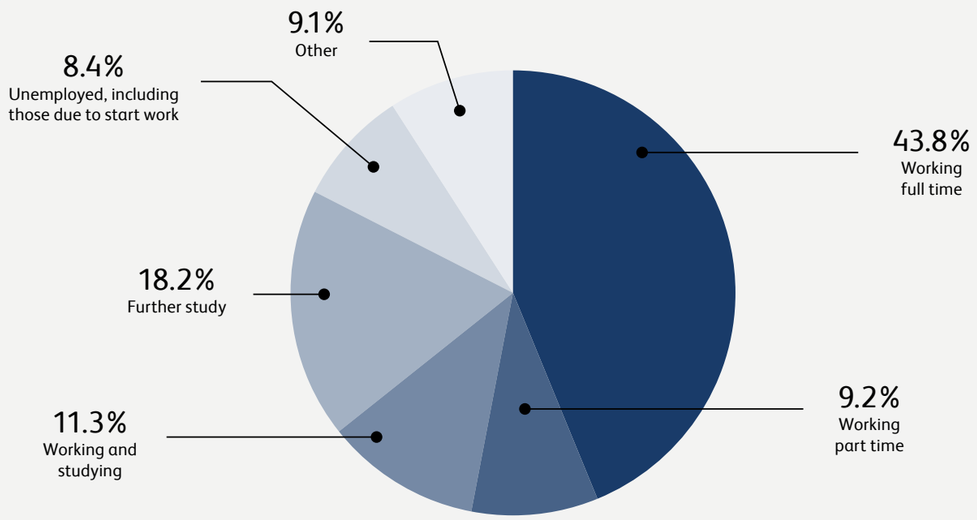
Graduate salaries
Physics graduates earned the highest salaries among science subjects, even without further study. Male graduates earned an average of £33,580, while female graduates earned £33,165. Chemistry graduates followed, with female graduates earning £30,001 and male graduates earning £29,975.

Without pursuing further study, female sports science graduates earned an average of £25,905, while their male counterparts earned £26,311. Female postgraduates in sport sciences earned slightly more than their male peers, with average salaries of £28,445 compared to £27,722. This suggests that further study can lead to higher earnings over time for certain subjects.

In some subjects, male graduates earned more than female graduates with or without further study. This is likely due to the gender balance in certain courses and industries, which tend to be more male-dominated.

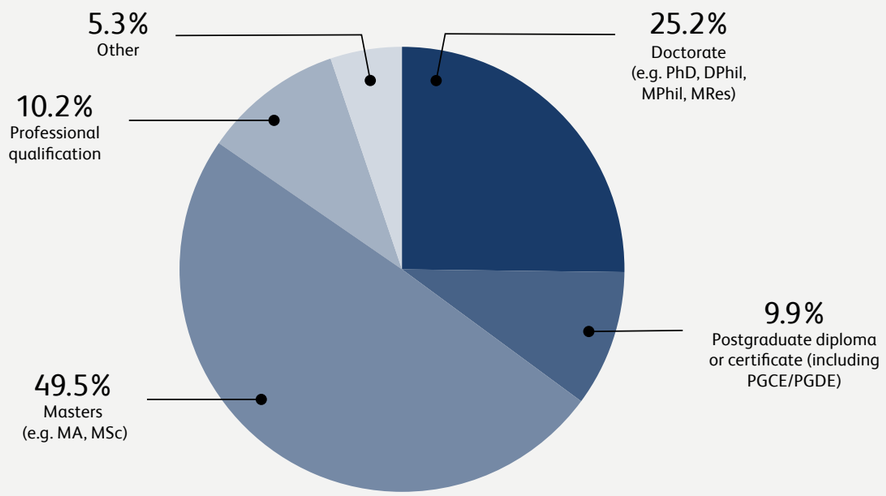
Biology

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 870 / MALE 515 / TOTAL RESPONSES 1,385

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 410

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.8%	Marketing, PR and sales professionals	4.2%
Business, HR and finance professionals	13.3%	Science professionals	17.0%
Education professionals	8.5%	Other professionals, associate professionals and technicians	8.3%
Engineering and building professionals	2.7%	Childcare, health and education occupations	4.7%
Health professionals	1.0%	Clerical, secretarial and numerical clerks	10.1%
Information technology professionals	2.7%	Retail, catering, waiting and bar staff	16.6%
Legal, social and welfare professionals	1.9%	Skilled trades, crafts and other vocational occupations	2.3%
Managers	2.6%	Other occupations	3.3%

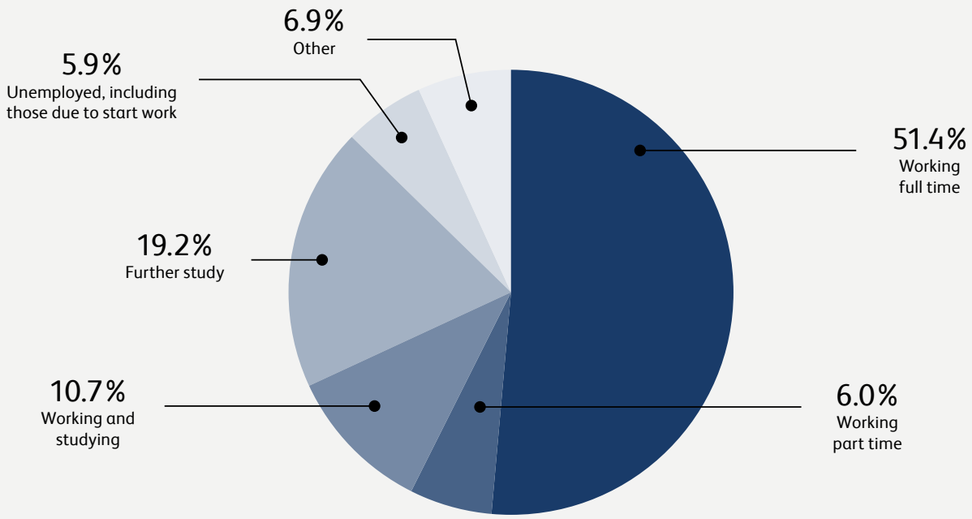
FEMALE 490 / MALE 300 / TOTAL IN EMPLOYMENT IN THE UK: 790

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Biological scientists
TWO	Laboratory technicians
THREE	Secondary education teaching professionals
FOUR	Conservation professionals
FIVE	Chartered and certified accountants
SIX	Biochemists and biomedical scientists
SEVEN	Business and related research professionals
EIGHT	Primary education teaching professionals
NINE	Environment professionals
TEN	Management consultants and business analysts

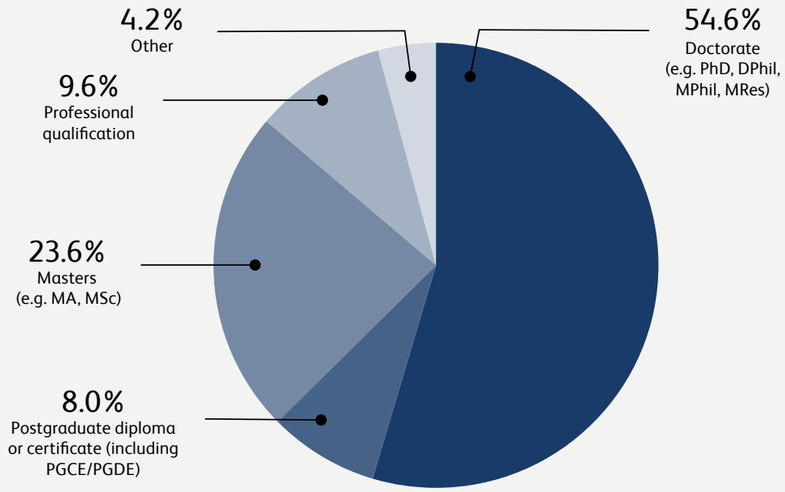
Chemistry

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 885 / MALE 905 / TOTAL RESPONSES 1,795

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 540

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.5%	Marketing, PR and sales professionals	3.9%
Business, HR and finance professionals	13.0%	Science professionals	31.9%
Education professionals	7.4%	Other professionals, associate professionals and technicians	4.4%
Engineering and building professionals	9.3%	Childcare, health and education occupations	1.4%
Health professionals	0.9%	Clerical, secretarial and numerical clerks	4.9%
Information technology professionals	5.4%	Retail, catering, waiting and bar staff	9.5%
Legal, social and welfare professionals	1.8%	Skilled trades, crafts and other vocational occupations	1.3%
Managers	1.7%	Other occupations	2.6%

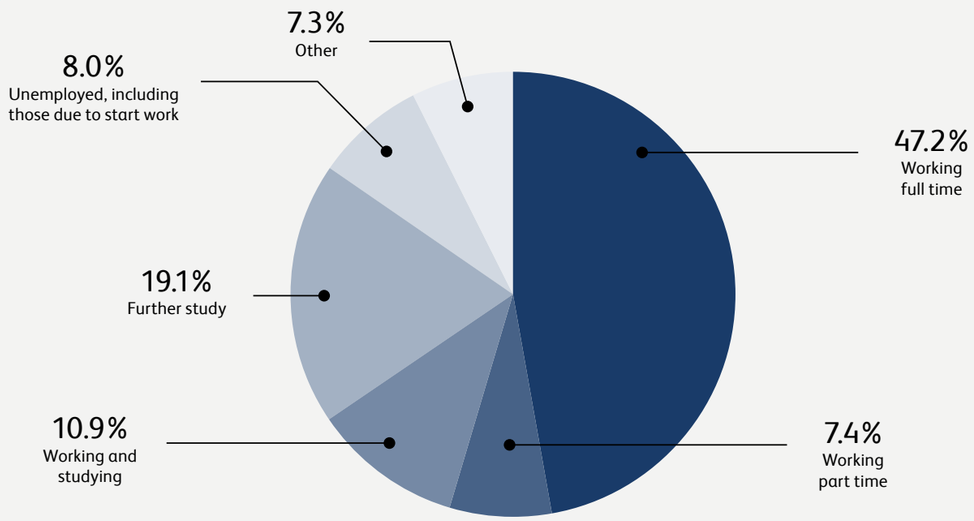
FEMALE 545 / MALE 560 / TOTAL IN EMPLOYMENT IN THE UK: 1,105

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Chemical scientists
TWO	Laboratory technicians
THREE	Secondary education teaching professionals
FOUR	Chartered and certified accountants
FIVE	Engineering professionals
SIX	Quality control and planning engineers
SEVEN	Programmers and software development professionals
EIGHT	Natural and social science professionals
NINE	Biochemists and biomedical scientists
TEN	Science, engineering and production technicians

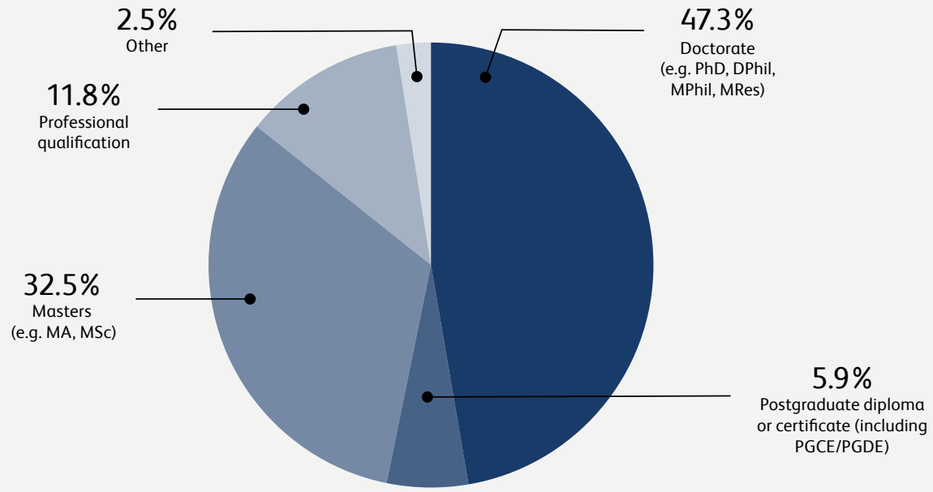
Physics

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 460 / MALE 1,360 / TOTAL RESPONSES 1,820

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 550

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.9%	Marketing, PR and sales professionals	2.5%
Business, HR and finance professionals	19.3%	Science professionals	13.2%
Education professionals	7.0%	Other professionals, associate professionals and technicians	3.7%
Engineering and building professionals	14.5%	Childcare, health and education occupations	1.2%
Health professionals	1.3%	Clerical, secretarial and numerical clerks	4.3%
Information technology professionals	18.3%	Retail, catering, waiting and bar staff	8.0%
Legal, social and welfare professionals	2.0%	Skilled trades, crafts and other vocational occupations	0.7%
Managers	1.6%	Other occupations	1.6%

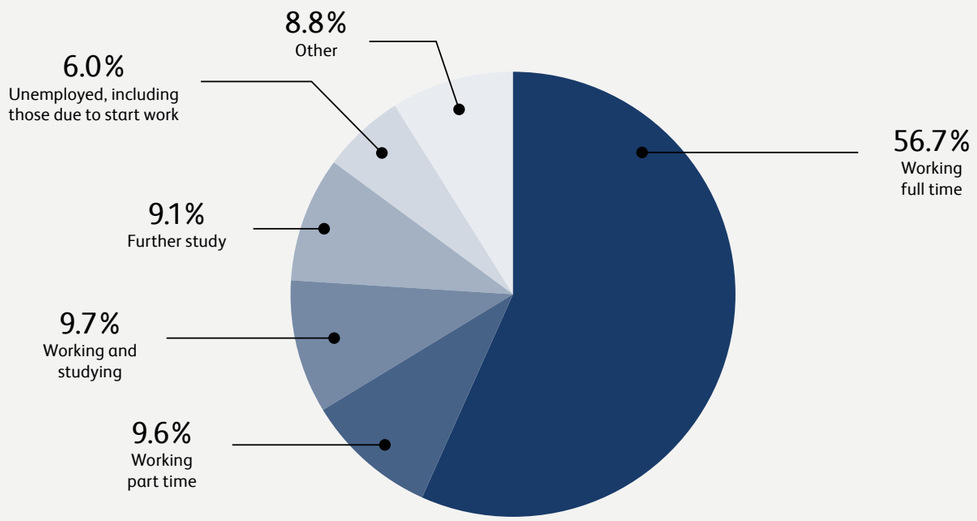
FEMALE 275 / MALE 765 / TOTAL IN EMPLOYMENT IN THE UK: 1,045

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Physical scientists
TWO	Programmers and software development professionals
THREE	Engineering professionals
FOUR	IT business analysts, architects and systems designers
FIVE	Actuaries, economists and statisticians
SIX	Secondary education teaching professionals
SEVEN	Finance and investment analysts and advisers
EIGHT	Data analysts
NINE	Chartered and certified accountants
TEN	Biochemists and biomedical scientists

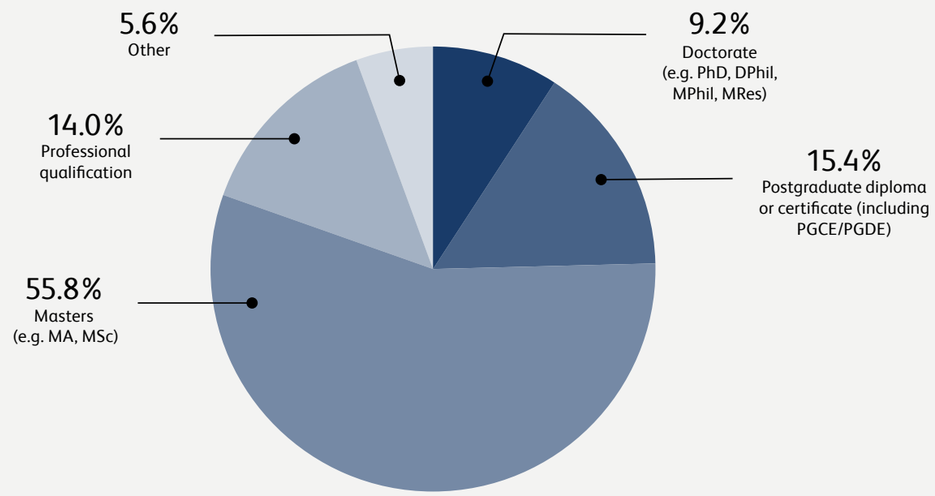
Physical and geographical sciences

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 570 / MALE 470 / TOTAL RESPONSES 1,035

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 195

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.8%	Marketing, PR and sales professionals	4.8%
Business, HR and finance professionals	17.2%	Science professionals	3.6%
Education professionals	7.8%	Other professionals, associate professionals and technicians	17.1%
Engineering and building professionals	11.8%	Childcare, health and education occupations	2.0%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	9.1%
Information technology professionals	1.4%	Retail, catering, waiting and bar staff	13.4%
Legal, social and welfare professionals	2.7%	Skilled trades, crafts and other vocational occupations	1.6%
Managers	3.6%	Other occupations	2.9%

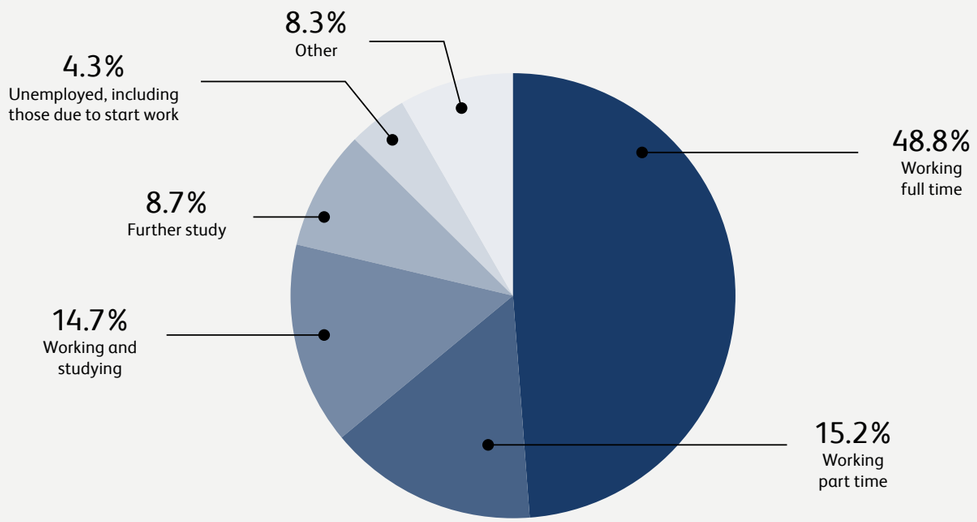
FEMALE 395 / MALE 325 / TOTAL IN EMPLOYMENT IN THE UK: 720

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Environment professionals
TWO	Secondary education teaching professionals
THREE	Civil engineers
FOUR	Chartered surveyors
FIVE	Business associate professionals
SIX	Estimators, valuers and assessors
SEVEN	Data analysts
EIGHT	Management consultants and business analysts
NINE	Chartered and certified accountants
TEN	Chartered architectural technologists, planning officers and consultants

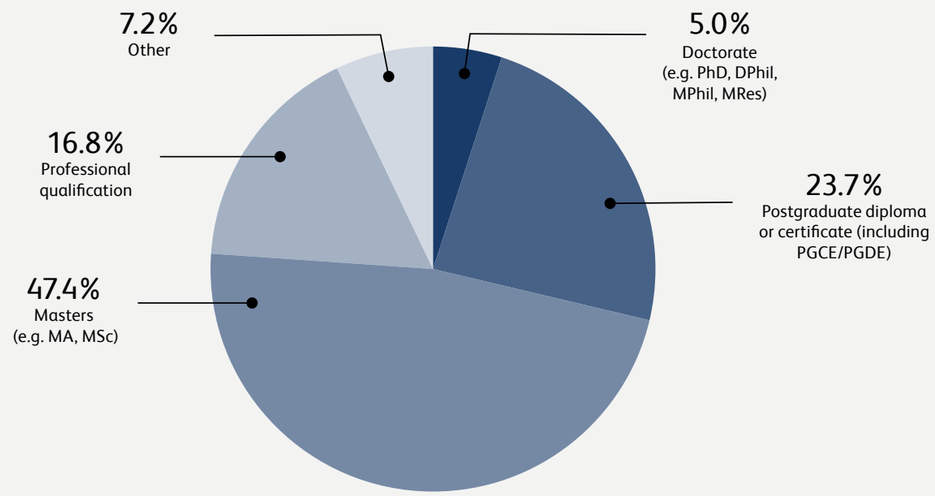
Sports science

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,700 / MALE 2,825 / TOTAL RESPONSES 4,525

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 1,060

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.7%	Marketing, PR and sales professionals	4.0%
Business, HR and finance professionals	4.7%	Science professionals	0.8%
Education professionals	17.1%	Other professionals, associate professionals and technicians	19.2%
Engineering and building professionals	0.8%	Childcare, health and education occupations	8.4%
Health professionals	8.6%	Clerical, secretarial and numerical clerks	7.2%
Information technology professionals	0.5%	Retail, catering, waiting and bar staff	12.2%
Legal, social and welfare professionals	3.6%	Skilled trades, crafts and other vocational occupations	2.3%
Managers	5.6%	Other occupations	4.4%

FEMALE 1,200 / MALE 2,040 / TOTAL IN EMPLOYMENT IN THE UK: 3,235

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Sports coaches, instructors and officials
TWO	Secondary education teaching professionals
THREE	Therapy professionals
FOUR	Fitness and wellbeing instructors
FIVE	Primary education teaching professionals
SIX	Natural and social science professionals
SEVEN	Leisure and sports managers and proprietors
EIGHT	Welfare and housing associate professionals
NINE	Business sales executives
TEN	Teaching professionals

Social sciences overview

Jo Hadler, careers manager at BIMM University, reviews the latest destinations, salary, and further study data for graduates of the social sciences

Social sciences make up one of the largest graduate groups, with 29,775 respondents in this edition of the Graduate Outcomes survey. This cohort includes geography, law, psychology, sociology, politics and education. Women formed the majority (21,770 compared with 8,005 men), reflecting wider higher education patterns where psychology and education attract more female students.[1]

Graduate destinations
Fifteen months after graduation, just over half of social science graduates (51.3%) were in full-time work. A further 13% combined work and study, 10.8% worked part time, and 8.8% continued study full time. Unemployment stood at 6.9%, slightly above the all-subjects average, reflecting competitive early career markets, particularly for those entering law, education and psychology.

Further study
Progression into postgraduate study was common. Over half of those continuing (56.7%) enrolled on a Masters, well above the all-graduate figure of 44.9%. Disciplines such as law and psychology often require postgraduate training before graduates can access regulated professions.[2]

Education graduates had the highest uptake of postgraduate diplomas (52.9%), largely through PGCE routes. Fewer progressed to Doctorates (3.5%) compared with 9.3% overall, suggesting research careers are less common, while vocational and professional qualifications are more valued.

Graduate salaries
Average salaries for social science graduates were slightly below the all-graduate average. Among graduates who entered employment directly, average salaries varied by subject, ranging from £25,577 to £29,744 for women and £25,856 to £30,587 for men. This compares to an overall average salary of £30,031 across all subjects. For those who pursued further study, the highest earnings were recorded by geography graduates - £30,677 for women and £32,086 for men.

A gender pay gap was visible across every subject, with men earning more. This reflects wider UK labour market inequalities, including access to senior roles, career breaks and occupational segregation.[3] Employers and professional bodies have acknowledged these challenges, with initiatives in law, psychology and education aiming to improve diversity and career progression for underrepresented groups.[4,5,6]

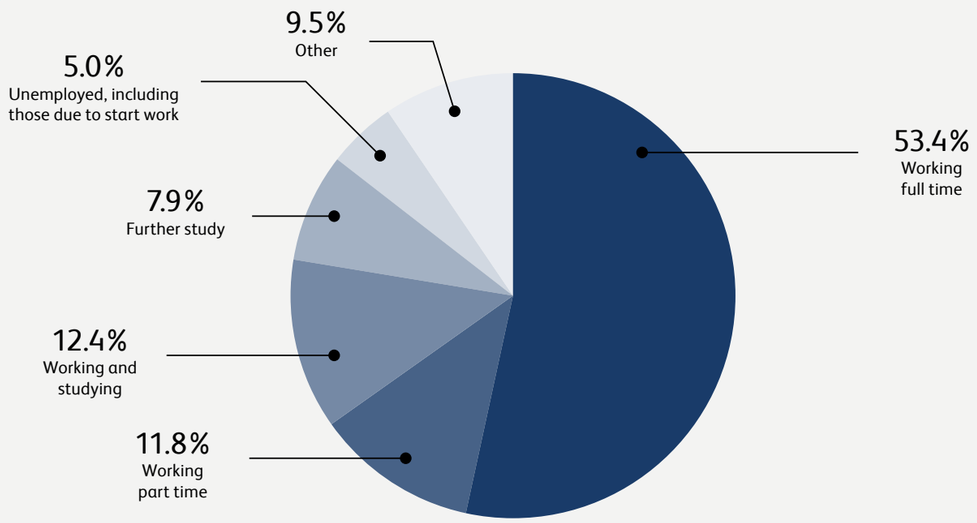
Employment outcomes varied by discipline. Geography graduates reported the highest share of professional-level work (71.3%), with many entering business, HR and finance, or technical sectors such as construction and R&D. Law graduates most often moved into legal, social and welfare roles, reflecting strong professional pipelines. Education graduates were concentrated in teaching (64%), with unemployment low at 5%, supported by demand for teachers.

Sociology and politics graduates were more likely to enter public service, with around a quarter working in local or central government. Psychology graduates were distinctive for high rates of further study, often pursuing doctorates or postgraduate training required for clinical and professional roles. However, psychology also recorded the lowest average salaries and the highest proportion of part-time work, highlighting the lengthy and competitive journey into professional practice.

Overall, social science graduates enter a wide variety of professions, from public policy to teaching, finance and legal services. Their high uptake of postgraduate qualifications underlines the importance of advanced training for career progression. While average salaries sit below the all-graduate benchmark, these fields continue to prepare graduates for careers that directly impact society.

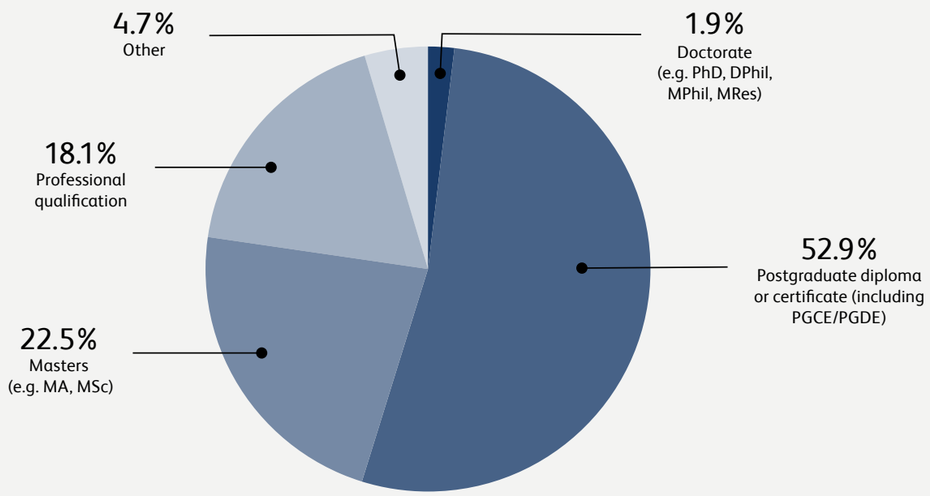
Education

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 2,470 / MALE 270 / TOTAL RESPONSES 2,735

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 560

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.6%	Marketing, PR and sales professionals	0.9%
Business, HR and finance professionals	1.4%	Science professionals	0.0%
Education professionals	50.1%	Other professionals, associate professionals and technicians	1.1%
Engineering and building professionals	0.3%	Childcare, health and education occupations	22.4%
Health professionals	1.3%	Clerical, secretarial and numerical clerks	4.7%
Information technology professionals	0.2%	Retail, catering, waiting and bar staff	5.9%
Legal, social and welfare professionals	7.8%	Skilled trades, crafts and other vocational occupations	0.8%
Managers	1.9%	Other occupations	0.5%

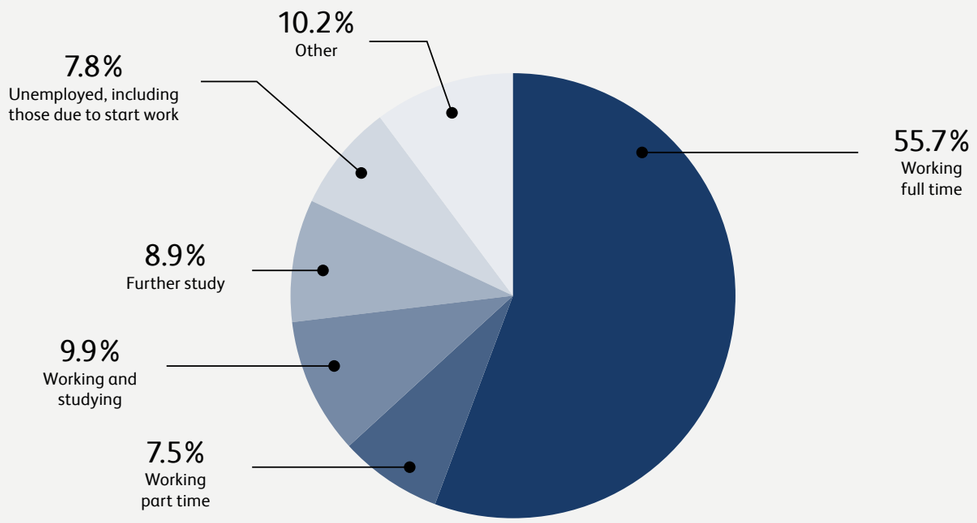
FEMALE 1,730 / MALE 205 / TOTAL IN EMPLOYMENT IN THE UK: 1,930

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Primary education teaching professionals
TWO	Early education and childcare practitioners
THREE	Secondary education teaching professionals
FOUR	Special and additional needs education teaching professionals
FIVE	Early education and childcare services managers
SIX	Higher level teaching assistants
SEVEN	Welfare and housing associate professionals
EIGHT	Child and early years officers
NINE	Youth and community workers
TEN	Teaching professionals

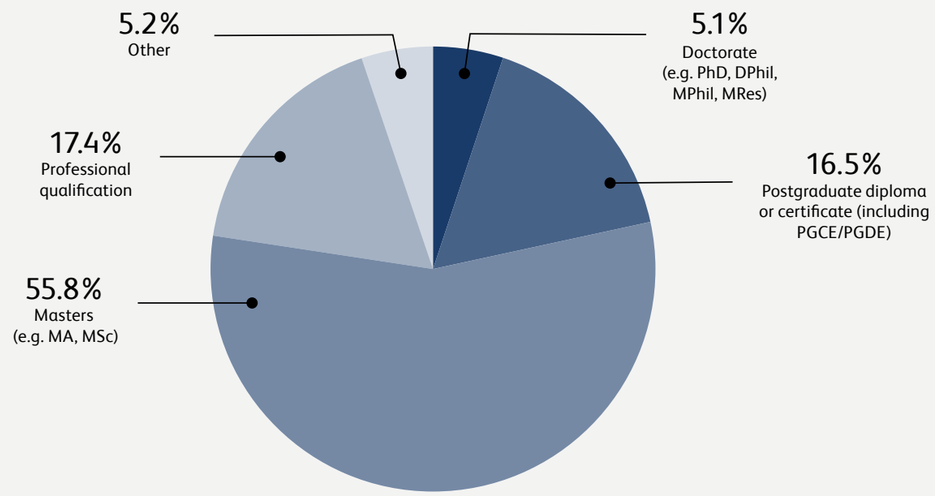
Geography

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 625 / MALE 460 / TOTAL RESPONSES 1,085

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 205

TYPE OF WORK FOR THOSE IN EMPLOYMENT

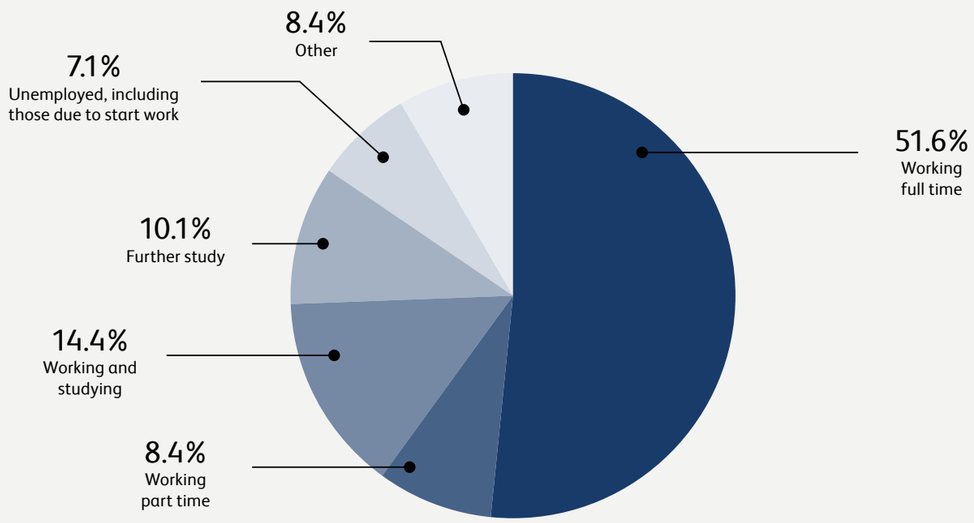
FEMALE 415 / MALE 300 / TOTAL IN EMPLOYMENT IN THE UK: 715

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Environment professionals
TWO	Chartered architectural technologists, planning officers and consultants
THREE	Construction project managers and related professionals
FOUR	Chartered and certified accountants
FIVE	Secondary education teaching professionals
SIX	Management consultants and business analysts
SEVEN	Finance and investment analysts and advisers
EIGHT	Advertising and marketing associate professionals
NINE	Business associate professionals
TEN	Social and humanities scientists

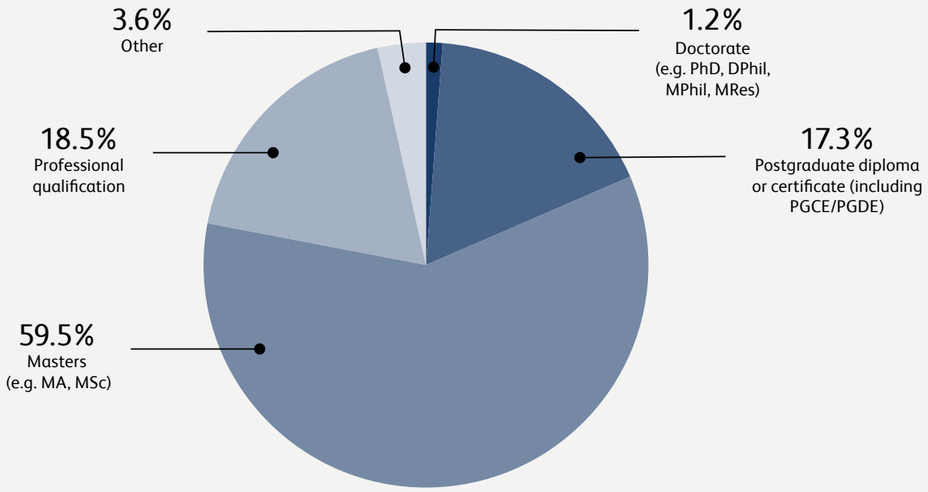
Law

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 5,745 / MALE 2,960 / TOTAL RESPONSES 8,705

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 2,145

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.6%	Marketing, PR and sales professionals	2.7%
Business, HR and finance professionals	7.9%	Science professionals	0.1%
Education professionals	2.1%	Other professionals, associate professionals and technicians	10.6%
Engineering and building professionals	1.4%	Childcare, health and education occupations	2.1%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	13.0%
Information technology professionals	0.6%	Retail, catering, waiting and bar staff	11.9%
Legal, social and welfare professionals	40.2%	Skilled trades, crafts and other vocational occupations	1.0%
Managers	3.1%	Other occupations	2.5%

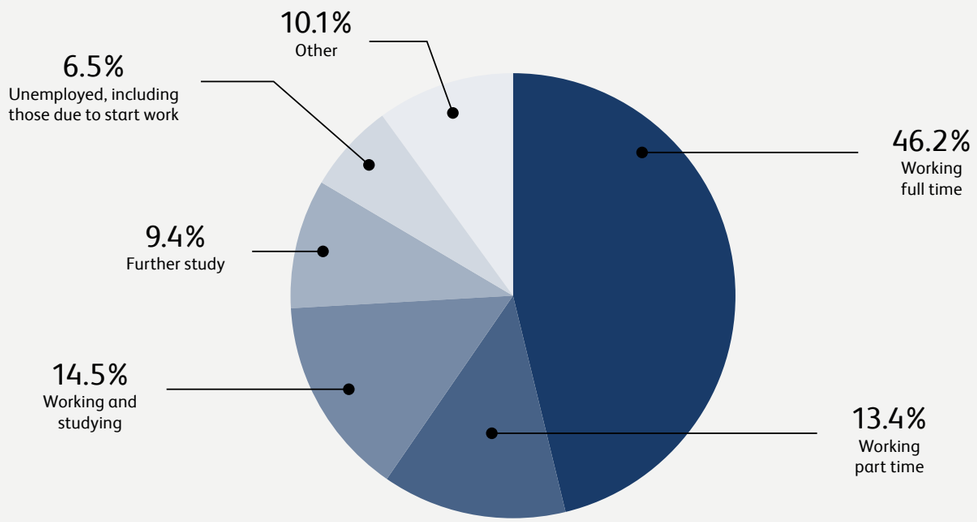
FEMALE 3,890 / MALE 1,990 / TOTAL IN EMPLOYMENT IN THE UK: 5,875

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Legal professionals
TWO	Solicitors and lawyers
THREE	Police officers (sergeant and below)
FOUR	Legal associate professionals
FIVE	Welfare and housing associate professionals
SIX	Human resources and industrial relations officers
SEVEN	Quality assurance and regulatory professionals
EIGHT	Chartered and certified accountants
NINE	Finance and investment analysts and advisers
TEN	Advertising and marketing associate professionals

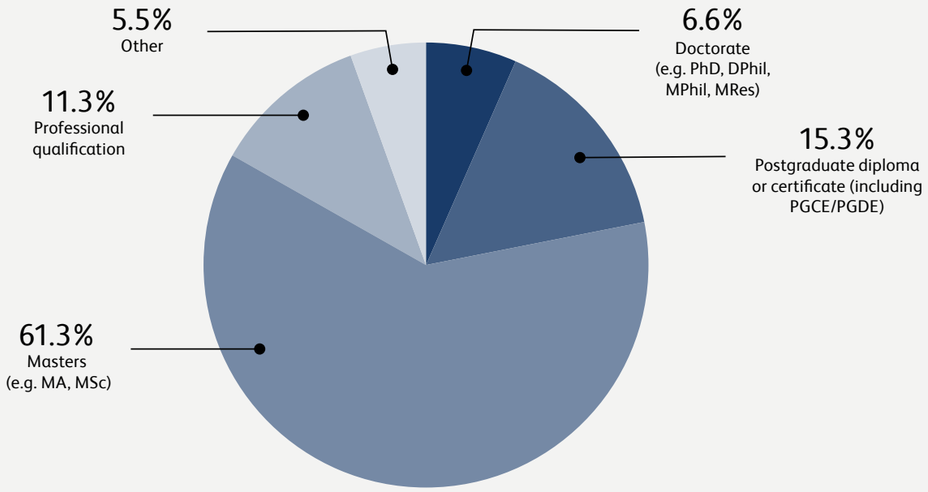
Psychology

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 7,020 / MALE 1,340 / TOTAL RESPONSES 8,360

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 2,005

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	0.7%	Marketing, PR and sales professionals	4.0%
Business, HR and finance professionals	8.3%	Science professionals	0.5%
Education professionals	7.9%	Other professionals, associate professionals and technicians	3.3%
Engineering and building professionals	0.5%	Childcare, health and education occupations	20.2%
Health professionals	9.5%	Clerical, secretarial and numerical clerks	12.6%
Information technology professionals	1.2%	Retail, catering, waiting and bar staff	14.0%
Legal, social and welfare professionals	11.9%	Skilled trades, crafts and other vocational occupations	0.9%
Managers	3.0%	Other occupations	1.6%

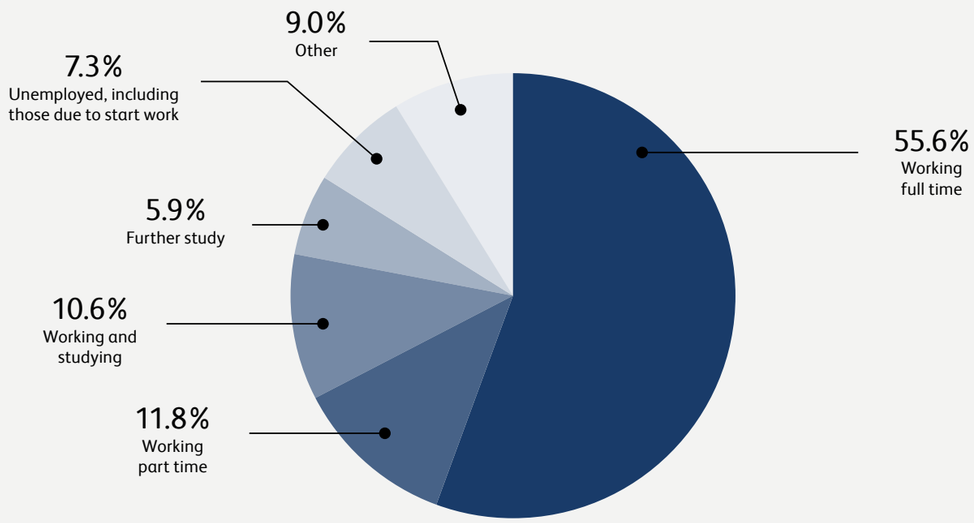
FEMALE 4,875 / MALE 910 / TOTAL IN EMPLOYMENT IN THE UK: 5,785

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Welfare and housing associate professionals
TWO	Other psychologists
THREE	Human resources and industrial relations officers
FOUR	Therapy professionals
FIVE	Primary education teaching professionals
SIX	Youth and community workers
SEVEN	Advertising and marketing associate professionals
EIGHT	Secondary education teaching professionals
NINE	Child and early years officers
TEN	Police officers (sergeant and below)

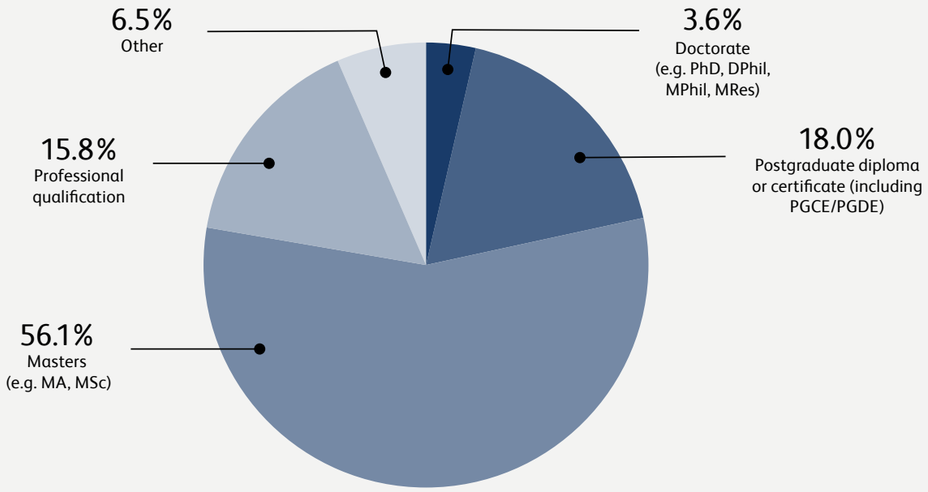
Sociology

OUTCOMES 15 MONTHS AFTER GRADUATION



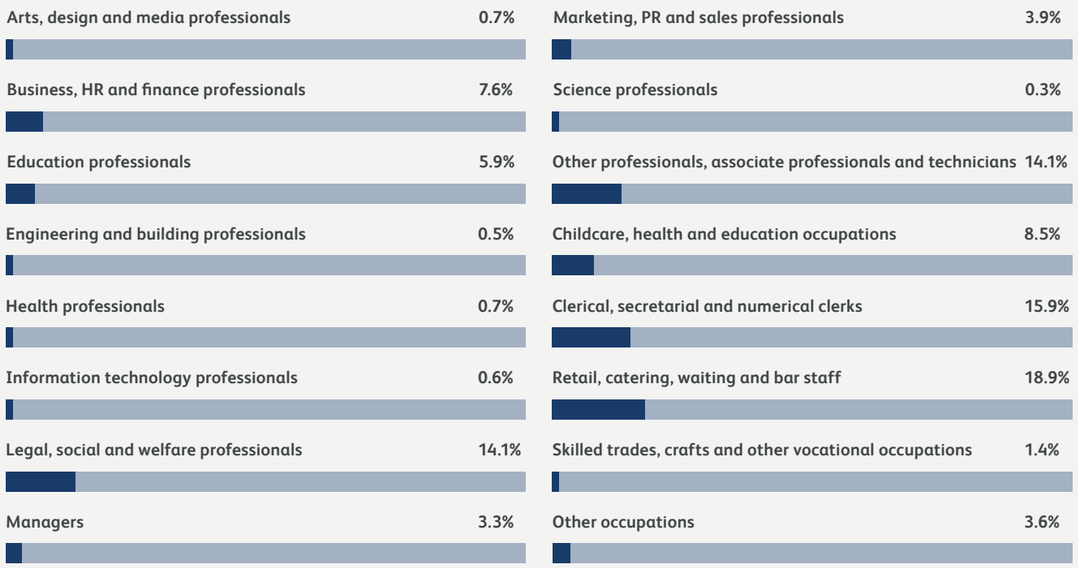
FEMALE 4,200 / MALE 1,125 / TOTAL RESPONSES 5,325

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 875

TYPE OF WORK FOR THOSE IN EMPLOYMENT



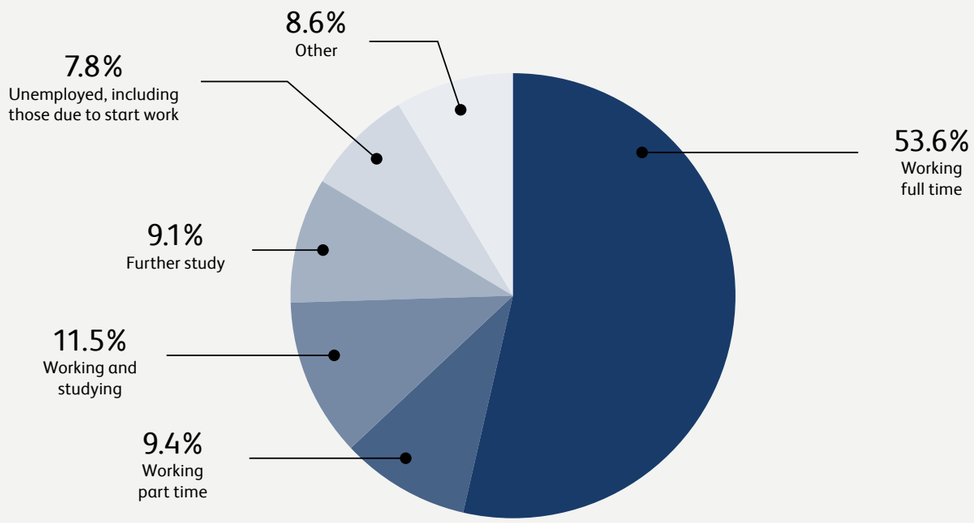
FEMALE 2,975 / MALE 825 / TOTAL IN EMPLOYMENT IN THE UK: 3,800

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Police officers (sergeant and below)
TWO	Welfare and housing associate professionals
THREE	Human resources and industrial relations officers
FOUR	Secondary education teaching professionals
FIVE	Youth and community workers
SIX	Advertising and marketing associate professionals
SEVEN	Primary education teaching professionals
EIGHT	Prison service officers (below principal officer)
NINE	Legal professionals
TEN	Business and related research professionals

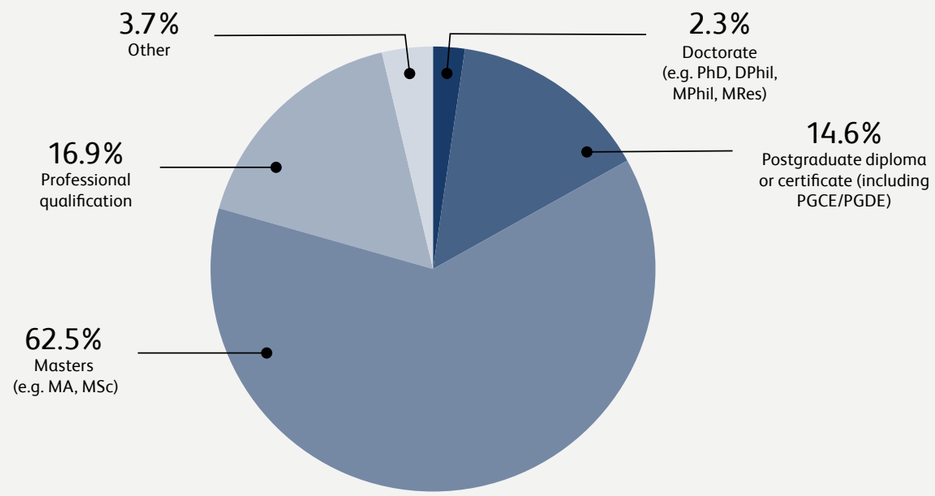
Politics

OUTCOMES 15 MONTHS AFTER GRADUATION



FEMALE 1,715 / MALE 1,855 / TOTAL RESPONSES 3,570

TYPE OF COURSE FOR THOSE IN FURTHER STUDY



TOTAL NUMBER OF GRADUATES IN FURTHER STUDY 735

TYPE OF WORK FOR THOSE IN EMPLOYMENT

Arts, design and media professionals	2.0%	Marketing, PR and sales professionals	10.0%
Business, HR and finance professionals	25.2%	Science professionals	0.1%
Education professionals	4.1%	Other professionals, associate professionals and technicians	3.6%
Engineering and building professionals	1.5%	Childcare, health and education occupations	1.4%
Health professionals	0.1%	Clerical, secretarial and numerical clerks	16.5%
Information technology professionals	1.9%	Retail, catering, waiting and bar staff	14.2%
Legal, social and welfare professionals	9.7%	Skilled trades, crafts and other vocational occupations	1.6%
Managers	5.8%	Other occupations	2.3%

FEMALE 1,160 / MALE 1,225 / TOTAL IN EMPLOYMENT IN THE UK: 2,385

TOP TEN PROFESSIONAL JOBS HELD BY FIRST-DEGREE GRADUATES

ONE	Business, research and administrative professionals
TWO	Public relations professionals
THREE	Finance and investment analysts and advisers
FOUR	Chartered and certified accountants
FIVE	Advertising and marketing associate professionals
SIX	Management consultants and business analysts
SEVEN	Social and humanities scientists
EIGHT	Welfare and housing associate professionals
NINE	Public services associate professionals
TEN	Human resources and industrial relations officers

APPENDIX

Data explained

Type of work
Respondents to the Graduate Outcomes survey are asked to give their main job title and a brief description of their role. This information is used to derive their Standard Occupational Classification (SOC 2020). These SOC 2020 codes are used to calculate the types of work categories used in What do graduates do? Changes to SOC 2020 were only introduced for the 2018/19 survey onwards and so comparisons cannot be made with earlier data.

The Standard Occupational Classifications 2020, which are under each type of work category, are described below. In this section, and throughout the publication, the abbreviation n.e.c. refers to data 'not elsewhere classified'.

Managers
Chief executives and senior officials / Elected officers and representatives / Production managers and directors in manufacturing / Production managers and directors in construction / Production managers and directors in mining and energy / Financial managers and directors / Marketing, sales and advertising directors / Public relations and communications directors / Purchasing managers and directors / Charitable organisation managers and directors / Human resource managers and directors / Information technology directors / Functional managers and directors n.e.c. / Directors in logistics, warehousing and transport / Managers and directors in retail and wholesale / Officers in armed forces / Senior police officers / Senior officers in fire, ambulance, prison and related services / Health services and public health managers and directors / Social services managers and directors / Managers and proprietors in agriculture and horticulture / Managers and proprietors in forestry, fishing and related services / Hotel and accommodation managers and proprietors / Restaurant and catering establishment managers and proprietors / Publicans and managers of licensed premises / Leisure and sports managers and proprietors / Travel agency managers and proprietors / Health care practice managers / Residential, day and domiciliary care managers and proprietors / Early education and childcare services proprietors/ Managers in transport and distribution / Managers in storage and warehousing / Managers in logistics / Property, housing and estate managers / Garage managers and proprietors / Hairdressing and beauty salon managers and proprietors / Waste disposal and environmental services managers / Managers and directors in the creative industries / Betting shop and gambling establishment managers / Hire services managers and proprietors / Directors in consultancy services / Managers and proprietors in other services n.e.c. / Non-commissioned officers and other ranks

Health professionals
Other registered nursing professionals / Generalist medical practitioners / Paramedics / Midwifery nurses / Physiotherapists / Registered mental health nurses / Registered community nurses / Pharmacists / Other health professionals n.e.c. / Therapy professionals n.e.c. / Occupational therapists / Medical radiographers / Veterinarians / Registered children's nurses / Dental practitioners / Optometrists / Medical and dental technicians / Other psychologists / Speech and language therapists / Registered specialist nurses / Registered nurse practitioners / Veterinary nurses / Podiatrists / Health associate professionals n.e.c. / Specialist medical practitioners / Complementary health associate professionals / Psychotherapists and cognitive behaviour therapists / Clinical psychologists / Pharmaceutical technicians / Dispensing opticians

Education professionals
Primary education teaching professionals / Secondary education teaching professionals / Teaching professionals n.e.c. / Early education and childcare practitioners / Special and additional needs education teaching professionals / Other vocational and industrial trainers / Higher level teaching assistants / Higher education teaching professionals / Further education teaching professionals / Teachers of English as a foreign language / Careers advisers and vocational guidance specialists / Early education and childcare services managers / Other educational professionals n.e.c / Education managers / Nursery education teaching professionals / Education advisers and school inspectors / Head teachers and principals

Legal, social and welfare professionals
Welfare and housing associate professionals n.e.c. / Social workers / Legal professionals n.e.c. / Youth and community workers / Solicitors and lawyers / Legal associate professionals / Child and early years officers / Social and humanities scientists / Public services associate professionals / Probation officers / Counsellors / Housing officers / Clergy / Barristers and judges / Youth work professionals / Welfare professionals n.e.c.

Science professionals
Laboratory technicians / Biochemists and biomedical scientists / Biological scientists / Science, engineering and production technicians n.e.c. / Chemical scientists / Physical scientists / Research and development (R&D) managers

Engineering and building professionals
Civil engineers / Engineering professionals n.e.c. / Mechanical engineers / Quantity surveyors CAD, drawing and architectural technicians / Chartered surveyors / Production and process engineers / Construction project managers and related professionals / Engineering project managers and project engineers / Electrical engineers / Chartered

architectural technologists, planning officers and consultants / Aerospace engineers / Quality assurance and regulatory professionals / Electronics engineers / Engineering technicians / Quality assurance technicians
Architects / Quality control and planning engineers / Planning, process and production technicians / Building and civil engineering technicians / Electrical and electronics technicians

Information technology (IT) professionals
Programmers and software development professionals / IT business analysts, architects and systems designers / IT user support technicians / Information technology professionals n.e.c. / Cyber security professionals / Database administrators and web content technicians / IT operations technicians
IT managers / Web design professionals / IT quality and testing professionals / IT project managers
IT network professionals / Information technology trainers

Business, human resources (HR) and finance professionals
Chartered and certified accountants / Finance and investment analysts and advisers / Human resources and industrial relations officers / Management consultants and business analysts / Data analysts / Business and related research professionals / Actuaries, economists and statisticians
Business associate professionals n.e.c. / Events managers and organisers
Business and financial project management professionals / Project support officers / Taxation experts / Business, research and administrative professionals n.e.c. / Brokers / Financial accounts managers / Estimators, valuers and assessors / Insurance underwriters / Financial and accounting technicians / Professional/Chartered company secretaries / Importers and exporters

Marketing, public relations (PR) and sales professionals
Advertising and marketing associate professionals / Business sales executives / Public relations professionals / Sales accounts and business development managers / Buyers and procurement officers / Estate agents and auctioneers / Marketing and commercial managers / Merchandisers / Advertising accounts managers and creative directors

Arts, design and media professionals
Graphic and multimedia designers / Photographers, audio-visual and broadcasting equipment operators / Arts officers, producers and directors / Actors, entertainers and presenters / Authors, writers and translators / Artists / Musicians / Design occupations n.e.c. / Newspaper and periodical broadcast journalists and reporters / Interior designers / Clothing, fashion and accessories designers / Dancers and choreographers / Newspaper, periodical and broadcast editors / Archivists, conservators and curators / Librarians

Other professionals, associate professionals and technicians
Police officers (sergeant and below) / Sports coaches, instructors and officials / Environment professionals / Natural and social science professionals n.e.c. / Fitness and wellbeing instructors / Protective service associate professionals n.e.c. / Conservation professionals / Health and safety managers and officers / Other researchers, unspecified discipline / Prison service officers K (below principal officer) / Aircraft pilots and air traffic controllers / Sports players / Inspectors of standards and regulations / Environmental health professionals / Fire service officers (watch manager and below) / Ship and hovercraft officers

Childcare, health and education occupations
Educational support assistants / Care workers and home carers / Teaching assistants / Nursing auxiliaries and assistants / Animal care services occupations n.e.c. / Early education and childcare assistants / Senior care workers / Nannies and au pairs / Houseparents and residential wardens / Playworkers / Housekeepers and related occupations / Dental nurses / Caretakers / Childminders / Ambulance staff (excluding paramedics) / Undertakers, mortuary and crematorium assistants / Pest control officers / Police community support officers / Care escorts

Clerical, secretarial and numerical clerk occupations
Other administrative occupations n.e.c. / Financial administrative occupations n.e.c. / National government administrative occupations / Receptionists / Sports and leisure assistants / Records clerks and assistants / Book-keepers, payroll managers and wages clerks / Pensions and insurance clerks and assistants / Pharmacy and optical dispensing assistants / Bank and post office clerks / Local government administrative occupations / Officers of non-governmental organisations / Personal assistants and other secretaries / Legal secretaries / Human resources administrative occupations / Transport and distribution clerks and assistants / Air travel assistants / Stock control clerks and assistants / Sales administrators / Leisure and travel service occupations n.e.c. / Data entry administrators / Travel agents / Library clerks and assistants / Medical secretaries / Office managers / Credit controllers / School secretaries / Customer service managers / Office supervisors / Finance officers / Rail travel assistants / Market research interviewers / Typists and related keyboard occupations / Company secretaries and administrators

Skilled trades, crafts and other vocational occupations
Chefs / Catering and bar managers / Beauticians and related occupations

Data explained

/ Gardeners and landscape gardeners / Metal working production and maintenance fitters / Construction and building trades n.e.c. / Agricultural and fishing trades n.e.c. / Other skilled trades n.e.c. / Electricians and electrical fitters / Bakers and flour confectioners / Hairdressers and barbers / Vehicle technicians, mechanics and electricians / Tailors and dressmakers / Carpenters and joiners / Electrical service and maintenance mechanics and repairers / Painters and decorators / Construction and building trades supervisors / Farmers / Groundsmen and greenkeepers / Cooks / Aircraft maintenance and related trades / Computer system and equipment installers and servicers / Telecoms and related network installers and repairers / Textiles, garments and related trades n.e.c. / Plumbers and heating and ventilating installers and repairers / Electrical and electronic trades n.e.c. / Precision instrument makers and repairers / Skilled metal, electrical and electronic trades supervisors / Glass and ceramics makers, decorators and finishers / Metal machining setters and setter-operators / Print finishing and binding workers / Horticultural trades / Furniture makers and other craft woodworkers / Plasterers / Welding trades / Printers / Butchers / Security system installers and repairers / TV, video and audio servicers and repairers / Roofers, roof tilers and slaters / Florists / Train and tram drivers / Glaziers, window fabricators and fitters / Rail and rolling stock builders and repairers / Pre-press technicians / Bricklayers / Boat and ship builders and repairers / Stonemasons and related trades / Vehicle body builders and repairers / Sheet metal workers / Floorers and wall tilers / Upholsterers / Air-conditioning and refrigeration installers and repairers / Footwear and leather working trades / Steel erectors / Metal plate workers, smiths, moulders and related occupations / Fishmongers and poultry dressers / Tool makers, tool fitters and markers-out / Crane drivers

Retail, waiting and other customer service
Sales and retail assistants / Bar staff / Waiters and waitresses / Kitchen and catering assistants / Customer service occupations n.e.c. / Bar and catering supervisors / Coffee shop workers / Sales supervisors - retail and wholesale / Call and contact centre occupations / Leisure and theme park attendants / Shopkeepers and owners - retail and wholesale / Retail cashiers and check-out operators / Sales related occupations n.e.c. / Vehicle and parts salespersons and advisers / Communication operators / Cleaning and housekeeping managers and supervisors / Telephone salespersons / Visual merchandisers and related occupations / Customer service supervisors / Debt, rent and other cash collectors / Collector salespersons and credit agents / Parking and civil enforcement occupations / Telephonists / Market and street traders and assistants / Bed and breakfast and guest house owners and proprietors

Other occupations
Warehouse operatives / Delivery drivers and couriers / Security guards and related occupations / Cleaners and domestics / Shelf fillers / Taxi and cab drivers and chauffeurs / Elementary sales occupations n.e.c. / Elementary construction occupations n.e.c. / Postal workers, mail sorters and messengers / Other elementary services occupations n.e.c. / Farm workers / Food, drink and tobacco process operatives / Air transport operatives / Heavy and large goods vehicle drivers / Routine inspectors and testers / Packers, bottlers, canners and fillers / Sewing machinists / Construction operatives n.e.c. / Bus and coach drivers / Production, factory and assembly supervisors / Elementary process plant occupations n.e.c. / Chemical and related process operatives / Assemblers (vehicles and metal goods) / Assemblers and routine operatives n.e.c. / Marine and waterways transport operatives / Fishing and other elementary agriculture occupations n.e.c. / Delivery operatives / Elementary storage supervisors / Elementary administration occupations n.e.c. / Assemblers (electrical and electronic products) / Driving instructors / Other drivers and transport operatives n.e.c. / Road transport drivers n.e.c. / Exam invigilators / Fork-lift truck drivers / Scaffolders, stagers and riggers / Water and sewerage plant operatives / Refuse and salvage occupations / Elementary storage occupations n.e.c. / Rail transport operatives / Hospital porters / Mobile machine drivers and operatives n.e.c. / Plant and machine operatives n.e.c. / Paper and wood machine operatives / School midday and crossing patrol occupations / Rail construction and maintenance operatives / Process operatives n.e.c. / Forestry and related workers / Metal working machine operatives / Vehicle valeters and cleaners / Groundworkers / Industrial cleaning process occupations / Window cleaners / Plastics process operatives / Printing machine assistants / Launderers, dry cleaners and pressers / Road construction operatives / Weighers, graders and sorters / Tyre, exhaust and windscreen fitters / Textile process operatives / Energy plant operatives / Metal making and treating process operatives / Mining and quarry workers and related operatives / Elementary cleaning occupations n.e.c. / Street cleaners

Unknown occupations
Graduates who indicated that they were in employment in the UK but the occupational information provided was inadequate for coding purposes

Survey response data

This section will show you how we have derived our findings from HESA's Graduate Outcomes data, in the hope that anyone will be able to recreate the figures should they wish. Each page is split into two sections:

Survey response is at the top of the page and details the outcomes, type of course studied by those in further study, training or research.

Type of work: for those in employment in the UK, this details the graduates who were employed in the type of work categories as percentages of the total of graduates working in the UK.

OUTCOMES
These are based on the activities that graduates who responded said they were doing at the time of the survey:

Working full time in the UK
Includes those listing their activity as working full time, including self-employed/freelance, voluntary or other unpaid work, developing a professional portfolio/creative practice or on an internship in the UK.

Working part time in the UK
Includes those listing their activity as working part time, including self-employed/freelance, voluntary or other unpaid work, developing a professional portfolio/creative practice or on an internship in the UK.

Unknown pattern of employment
Graduates who indicated that they were in employment in the UK but the information provided was inadequate for coding purposes.

Working and studying
Includes those listing their main activity as working full time or part time and their other activities included full-time or part-time study, training or research and those listing their main activity as in full-time or part-time study, training or research, and their other activities included working full time or part time, in the UK or overseas.

In further study, training or research
Includes those listing their activity as either in full-time or part-time study, training or research in the UK or overseas.

Unknown pattern of further study
Graduates who indicated that they were in further study but the information provided was inadequate for coding purposes.

Unemployed, including those due to start work
Includes those listing their activity as unemployed, and looking for work or those due to start work in the next month.

Other
Includes those taking time out in order to travel or doing something else.

TYPE OF COURSE FOR THOSE IN FURTHER STUDY
This section provides a breakdown of the courses studied by graduates who were in further study, training or research, presents the percentages of graduates who were in further study and were studying for one of the following:

Doctorate (e.g. PhD, DPhil, MPhil)
Includes those who were in further study, training or research for a higher degree, mainly by research (e.g. PhD, DPhil, MPhil).

Masters (e.g. MA, MSc)
Includes those who were in further study, training or research for a higher degree, mainly by taught course (e.g. MA, MSc).

Postgraduate diploma or certificate (including PGCE/PGDE)
Includes those who were in further study, training or research for a postgraduate diploma or certificate (including PGCE) and were studying a subject in education. Also includes those who were in further study, training or research for a postgraduate diploma or certificate but were not studying a subject in education.

Professional qualification
Includes those who were in further study, training or research for a professional qualification (e.g. Legal Practice Course, Chartered Institute of Marketing).

Other study, training or research
Includes those who were in further study, training or research for a first degree (e.g. BA, BSc, MEng etc.), other diploma or certificate, other qualification, not aiming for a formal qualification, or unknown.

Please note - Graduate Outcomes data cannot be compared with DLHE (Destinations of Leavers from Higher Education) data.

Due to rounding of percentages to one decimal place on all data pages and first destination tables in subject editorials, the percentages may not equal 100.0% when added together. All numbers used on these pages, where they refer to people, are rounded to the nearest five in accordance with HESA's data reporting requirements.

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Graduate Outcomes: why careers professionals are key to its success

Dr Gosia Turner, Jisc head of surveys, explains the vital role careers and employability professionals play in ensuring the success of the Graduate Outcomes survey - and, by extension, What do graduates do?

As highlighted throughout What do graduates do?, Graduate Outcomes survey data is central to understanding the evolving landscape of graduate employment. It provides rich, sector-wide insight into the destinations and experiences of UK graduates.

The report proves that Graduate Outcomes survey data has a positive impact. Seeing our accredited official statistics turned into expert insights that go on to support and guide graduate futures is inspiring. It shows how important it is to participate in the Graduate Outcomes survey, as all responses are crucial in helping future students choose a career path.

By encouraging graduates to complete the survey, we help ensure the richness and usability of the data. This, in turn, empowers you to:

- benchmark performance and improve student outcomes
- tailor careers advice and employability initiatives
- influence policy and funding decisions with robust evidence.

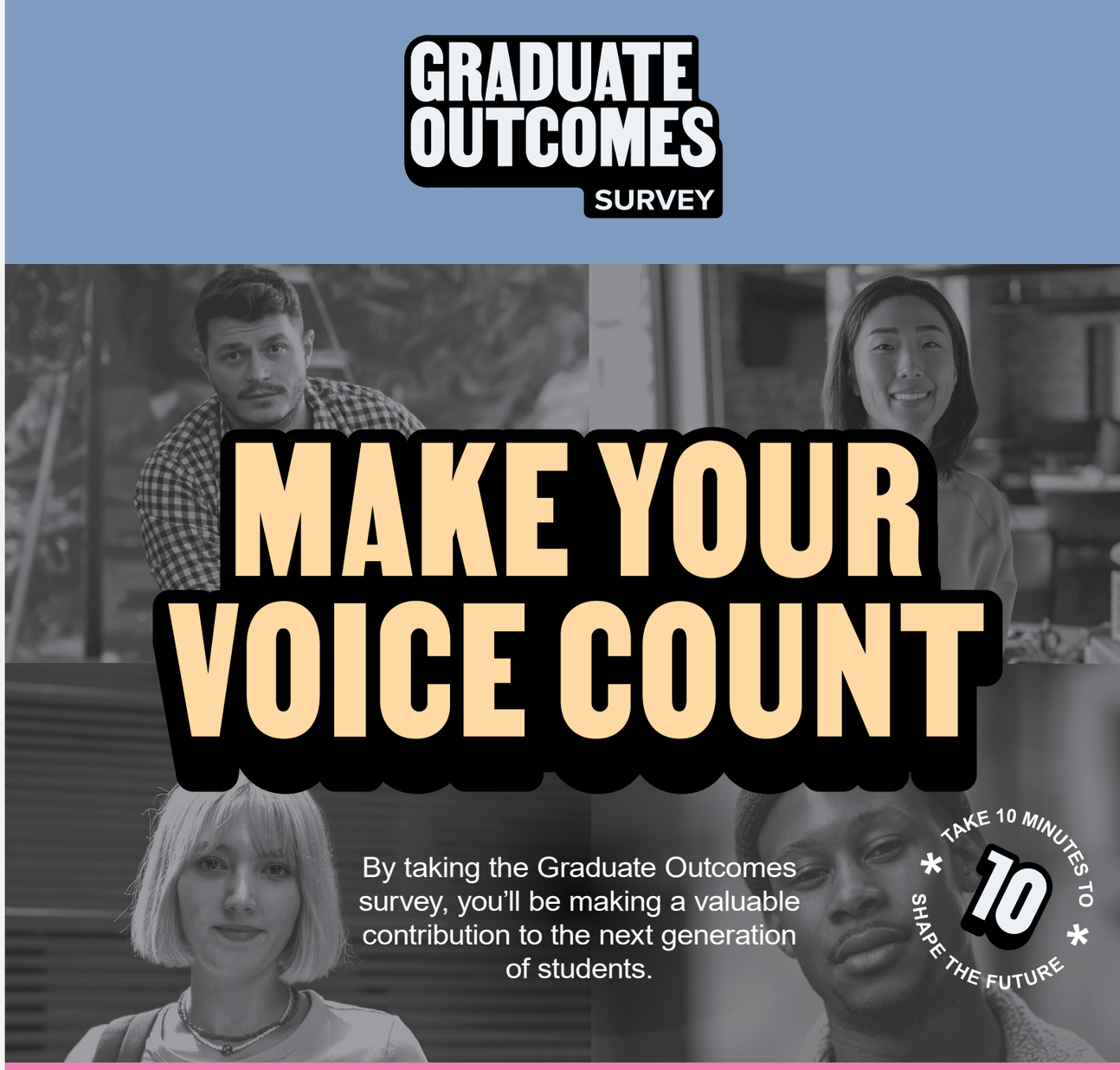
Your role goes beyond careers advice

Careers teams also play a vital role in ensuring graduates can be reached - by helping to collect and maintain accurate contact details before students leave. This simple but essential step directly supports survey engagement and maintains high quality data.

You're also vital in the effort to increase brand awareness - to ensure all graduates are aware of the survey, its purpose and to prioritise completing the survey once it lands in their inbox. To make promotion easier, HESA provides a suite of ready-to-use brand assets to help embed Graduate Outcomes messaging into your communications. These include visuals, templates, and guidance.

Graduate Outcomes is a shared sector initiative. With your continued support, we can ensure every graduate voice is heard - and every HE provider has the insight it needs to drive meaningful change.

Find out more about the survey at www.graduateoutcomes.ac.uk or access HESA's Graduate Outcomes accredited official statistics.



The 'What do graduates do?' report is just one of the powerful ways your survey response supports the students of tomorrow.

We'd love to understand more about your career path and experiences after leaving higher education.

We'll get in touch with you via email or phone to complete the survey, 15 months after you've completed your course.

HESA

Find us on social media

Find out more here

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