

Global Insights for Navigating the Early Careers Talent Market

The emerging talent landscape is evolving rapidly, presenting both challenges and opportunities for employers and emerging talent—from intensifying competition among employers for top graduates to the rise of skills-based hiring and the growing focus on diversity.

Let's explore the key trends shaping graduate and early careers recruitment:

Despite economic uncertainties, there's increased competition amongst employers for emerging talent.

Companies are investing heavily in early careers hiring, recognizing its importance for long-term workforce planning.

25%

of U.S. employers plan to increase hiring of new grads

6%

Graduate hiring is up by 6% in both the UK and Australia



Even as competition intensifies, organizations are struggling to keep up with an influx of applications as more graduates seek opportunities.

The average number of applications per vacancy in the UK is up

23%

In Australia, the average almost doubled from

16 to 30



Yet, despite the rise in applications, many companies are scaling back on recruitment resources.

9.0 to 7.2

The average number of recruiters decreased from 9.0 to 7.2 for U.S. companies

23

(median)

47

(mean)

On average, a recruiter in the UK is responsible for 23 (median) to 47 (mean) candidates

50

The median number of hires per recruiter in Australia is 50

This strain on resources means longer hiring processes and fewer candidate touchpoints—resulting in a poor candidate experience and higher withdrawal rates.

Early careers offer acceptance rates dropped from

74% to 69%

in the U.S.

23%

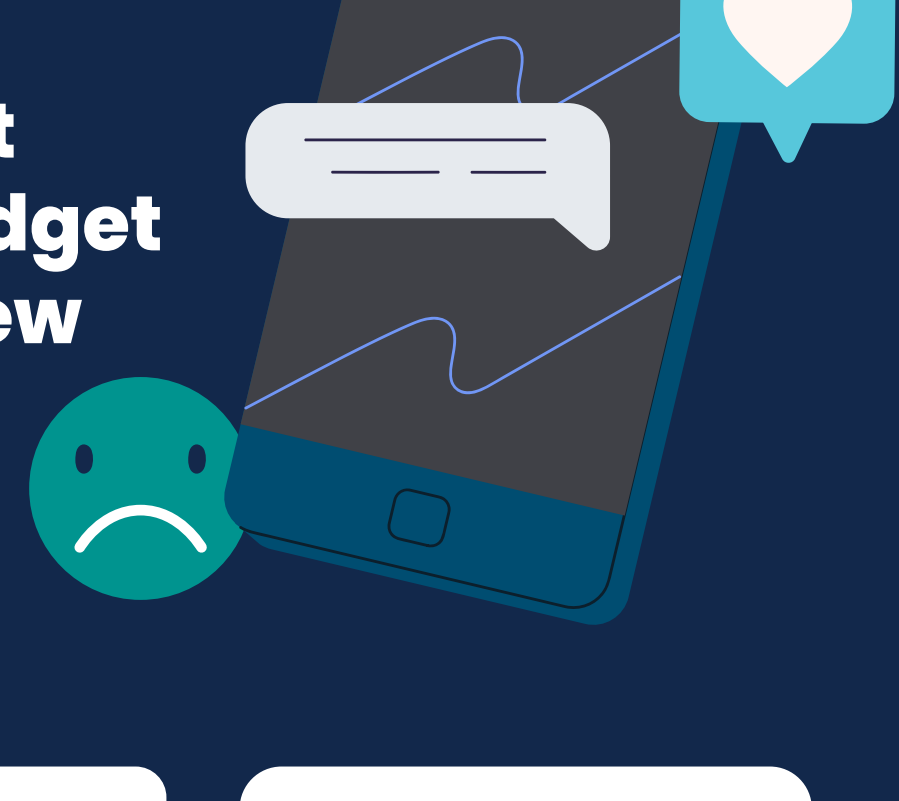
of UK early careers candidates withdrew or disengaged during the recruitment process

23%

of Australian candidates reneged on offers



While technology could help streamline processes and create a consumer-like candidate experience that emerging talent loves, budget constraints are limiting new investments.



45%

of employers expect to conduct recruitment entirely online in the next five years.

As digital natives, Gen Z expects the recruitment process to be tech-enabled from start to finish.

But with budgets slashed or frozen, talent acquisition teams are struggling to secure investment to update their tech stacks, creating more manual work for shrinking teams.

Despite tech challenges, there's a silver lining in the changing approach to candidate evaluation.

Employers are shifting focus from academic achievements to skills-based hiring, opening doors for a more diverse talent pool.

<40%

Less than 40% of U.S. employers are screening candidates by GPA

54%

of UK employers are moving away from evaluating candidates based on education or past work experience

30%

Only 30% of Australian employers think exam results are important to the selection process (down from 38%)



Download our ebook, *Navigating the Gen Z Era: Insights for Effective Early Careers Recruitment*, for expert tips on becoming a Gen Z magnet.

