

Annual Report 2011

Foreword

This report covers our activities over the last year and gives detailed destination information for those graduating from Cambridge in Summer 2010.

As the world's economy slowly rose out of recession over the last year, the employment figures and trends for Cambridge students remained similar to previous years and maintained an unemployed rate of under 5%. This was achieved whilst the Office of National Statistics reported unemployment rates amongst recent UK graduates closer to 20%. Student demand and activity levels for our Service were up again on last year across most measures, stoked by students' perceptions and anxieties on entering a very competitive recruitment market.

The Service has welcomed a marked increase in employer activity throughout much of the private and commercial sectors. However, we are bracing ourselves for another round of cutbacks elsewhere. We have already seen reduced hiring across the entire public sector and less funding available for postgraduate study and research roles in academia – three very popular areas amongst our departing students.

Furthermore, in addition to the public sector cuts, we face the consequences of increased fees and student debt, the government's emphasis on the 'employability of graduates', the unhelpful significance being attached externally to graduate starting salaries and the removal of the post study visa extension for International students. These issues will all generate further demands on the Careers Service team and at a time when our own resources and funds are being constrained.

Fortunately our students and the Careers Service are very well placed to take on these new challenges. Over 85% of all final year students will have used our service by the time they graduate, with a growing number of first year undergraduates, up from 6% five years ago to over 30% this year. Our team, already well used to the pressures of as many as 2,100 student users per week, are ready to support our students to succeed in the different, demanding and, for some, more difficult times ahead.

Gordon Chesterman

Director

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Note: Much of the data and statistics appearing throughout this report are drawn from our own management information sources. Comparative data, allowing us to benchmark ourselves against other universities, and student views and opinions have been gleaned from several major, independently conducted surveys. We are grateful to the following research organisations and professional bodies for access to use and interpret their data.

- 1 Higher Education Statistics Agency and their Destination of Leavers survey
- 2 The Association of Graduate Careers Advisory Services (AGCAS)
- 3 The Association of Graduate Recruiters (AGR) Graduate Recruitment Survey
- 4 The National Student Survey
- 5 The High Fliers Graduate Careers Survey 2011. Conducted in January 2011. 17,500 finalists were interviewed at 30 universities, 650 were at Cambridge.
- 6 Trendence Graduate Barometer 2010. 16,800 students surveyed at 75 UK universities, 460 at Cambridge.
- 7 iGraduate International Students Barometer 2010. 43,900 international students surveyed, 1580 at Cambridge
- 8 Universum UK student survey. 13,000 students surveyed at 66 universities

MAJOR ACTIVITIES AND ACHIEVEMENTS OVER THE LAST YEAR

1 Awarded the externally assessed DBIS Matrix Quality standard

In October 2010 the Careers Service underwent a thorough three-day inspection conducted by an external assessor and was successfully awarded the Matrix Quality standard from the Department of Business, Innovation and Skills. The assessor highlighted several strengths in the assessment report: *The enthusiasm of all staff to provide a proficient service, demonstrating patience with students, graduates, postgraduates, postdocs, mature students and Cambridge alumni at all times and encouraging progress and achievement throughout their contact time. There were many comments of a positive nature from the people that the Assessor met that highlighted the positive encounter that they had experienced in their interactions with the Careers Service.* Our major strategic review (covered in last year's report) was acknowledged positively by the external assessor.

2 More employers promoting their vacancies to our students

Vacancies advertised for 6,587 organisations (previous year 5,135)

Students registered to receive regular vacancies by email: 9,133 (previous year 8,101)

To support the 2010 graduating cohort, the Service attracted an additional 1,489 organisations to promote their vacancies on our website. Figures for this coming academic year (October 2011 to June 2012) will be greater still, aided, in part, by the use of checked RSS feeds. These enhance our system with further vacancies in the harder-to-enter sectors such as the performing arts, public sector, environment and conservation, museums, film and broadcasting. In any month well over 800 additional graduate-level opportunities are now brought to students through this system, arranged under a dozen well-defined categories. Developing this resource has brought wider choice to students for minimal time and expense on our part. Our graduates are highly sought after. Feedback from employers tells us that a major issue for them has been that they receive too few applications from Cambridge. For the first time in several years Cambridge was identified as the most targeted UK university by 100 employers in the Times Top 100 survey. The overall winner of the recent Target 'Graduate Employee of the Year' was Melissa Yorke, a wine buyer at Asda who joined them straight after reading Law at Cambridge.

3 All hard-copy material and our website completely redesigned

Web hits in 2009 - 2010 8,437,000 (previous year 7,186,000)

All hard-copy and virtual, web-based material produced by the Service now conforms to the University's corporate identity with one, clear, consistent design being used throughout. The Careers Service website, in addition to being redesigned, has also undergone a major revision of content and structure. The recent High Fliers annual research survey for 2011 rated our Careers Service website with the highest level of student satisfaction amongst the 18,000 students surveyed at 22 universities. 86% of our users rated our website as 'excellent' or 'good'. Management of the website has now been streamlined and better coordinated through regular meetings of the 'Web Group' comprising representatives from the key groups within the Service. To support the web and our own extensive in-house IT facilities, the IT team have upgraded and replaced our servers, enhanced security and are moving much of our database material to a 'virtual' system that allows us easier, but secure, access from any location.

4 Student registration on our website at record levels

First year undergraduates	Numbers registered 2009-10	Numbers registered 2008-09
First year undergraduates	1,217 (30% of population)	1,210 (30% of population)
Second year undergraduates	2,198 (59%)	2,246 (63%)
Third/Final year undergraduates	2,704 (78%)	2,537 (70%)
Fourth/final year undergraduates	1,013 (89%)	891 (83%)
Postgraduates all years	4,708 (57%)	4,276 (54%)
Alumni	22,519	17,022 (83%)

The 2011 High Fliers survey confirmed that the Careers Service had the highest website engagement level for final year undergraduates compared against all the other Russell Group universities. It is interesting to note that while the proportion of first year undergraduates registering onto our website was under 7% five years ago, it is now at 30%. Our programme of giving brief introductory talks at department and faculty induction days has increased the level of early interest by students in planning their later careers. Another driver, forcing up first year engagement, has undoubtedly been students' growing concerns over securing suitable employment after Cambridge. This has not been helped by regular, and sometimes alarming, press comment on graduate unemployment and levels of student debt. We encourage and welcome this early engagement. It is never too soon for students to start contemplating their future plans and acquiring sought-after transferrable skills whilst at Cambridge.

5 Major reorganisation of our careers library and all reference material

9,598 student visitors in the first five weeks of 2010 Michaelmas term (8,508 for the same period in the previous year)

During the 2010 summer vacation the layout of our careers library was reorganised - the 'worth the journey' project. This made access to all library materials more straightforward, following a logical system of information clusters. Despite the extensive website, students still need reference material, takeaway paper products and adequate space to review files. Although there has been a slight reduction in the overall number of visitors to Stuart House, the pattern of student visits now focusses much more on the early part of the Michaelmas term. We saw more visitors in the first five weeks of term compared to the whole Michaelmas term the year before. This early peak in student demand is only likely to get more pronounced as employers continue to bring forward their closing dates for applications. Physical changes to the layout of reference material and moving more material from the basement to our ground floor has made our resources more accessible to disabled students.

6 Support now offered to all postdoctoral research staff

2,008 postdocs registered as users of our service

A full service of careers guidance, information and advice is now offered to the c 3,400 postdoctoral research staff in all six Schools and 'Non-University Institutes'. The Service has been nominated for the Times Higher Awards for three separate examples of our work with postdoctoral staff. The future strategic direction of the service for postdoctoral staff (and identifying the necessary funding) is primarily the responsibility of the Transferable Skills Steering Committee, chaired by the PVC (Research) on which the Careers Service Director has a seat. This committee has prepared a paper giving a thorough description of how this service may continue after the Research Councils' ear-marked funding stops, (known as the 'Roberts funds') covering sources of funds, costings, reach and impact. A decision by the Resource Management Committee is expected to be over the summer 2011 and the consequences

for the Careers Service will be covered in next year's report. The current tranche of funding takes us through to the end of September 2011.

7 Increased numbers of students seen for guidance interviews

5,045 personal guidance interviews over the year (4,763 the previous year)

Guidance is defined as *'An in-depth interview or other activity conducted by a trained adviser which helps clients to explore a range of options, to relate information to their own needs and circumstances and to make decisions about their career (i.e. their progress in learning and work)*. With part-time locum help (Susan Gatell) for five of our busiest months and by shifting our priorities we achieved over 5,000 personal careers guidance interviews in the academic year, an increase of 6% on the previous year. These guidance interviews, whether for ten minutes or up to an hour, provide the bedrock of our service's strategy and are always in demand. At all our major Careers Events we now offer 'quick query' sessions provided by a rota of 3 – 5 available advisers. This helps students attending our events to focus their CV, receive advice on where to direct their efforts and target specific organisations attending. Furthermore, the Careers Library staff, who all play an important role as the first contact for any visiting student, are now progressing away from simply providing information to offering informed advice and guidance, where appropriate, when answering students initial enquiries. All encounters with students are now logged with a brief note on our secure database. This allows better continuity when the next member of our team interacts with the student, saves time and provides students with a more seamless service and some added momentum in moving towards their goal.

8 Twelve major Careers Fairs supplemented by more informal Careers Panels

Student attendance across all five main Michaelmas Term events rose by 23% on the previous year. In total 3,427 students attended the Banking, Consulting, Law, Management and Science & Engineering events. This increase can be interpreted as a sign that students' interest and confidence in City and Finance careers has been restored. This is combined with a marked increase in interest shown by first year students, up from under 2% of attendees five years ago to over 10% this year. The Lent Term event programme was enhanced with a much expanded series of 'Careers Evenings' at which panels of practitioners from a particular field talked about their working experiences to student audiences ranging in size from 40 to over 100. Topics covered this year were Careers Using Languages, Publishing, Media, Arts and Heritage Management, International Development Work, Public Policy and Social research, Volunteering in developing countries, Volunteering in the UK, Postgraduate study and research in the USA, Law in the Public Interest and Environment and Conservation. We rely heavily on the goodwill of our alumni working in these various sectors to deliver these sessions; they all proved to be excellent in passing on expert, first-hand advice and information to interested students. Another notable achievement this year was the 'Cambridge Global Health Internship Scheme' – a joint venture with Cambridge alumni working in Geneva for the World Health Organisation and related bodies. Fifteen students were selected from over 105 applicants, working on projects as diverse as a feeding strategy for schools in South Africa; assisting in a scheme for disabled children in Scotland; deploying emergency pandemic vaccines; setting up a donations website for the Stop TB partnership; and developing a mobile phone application for the Global Polio Eradication Initiative's rural monitoring personnel. Several finalists were able to secure paid work in the organisations following their internships.

The 'Summer Event', held in June immediately after finals, started ten years ago with four employers and now attracts over 35 organisations, all with permanent graduate-level vacancies starting the following Autumn. This event is aimed at finalists and provides some comfort to those who choose to concentrate on their finals that they will have graduate-level opportunities still open to them after completing their studies. 230 students attended in 2010.

Use of automated university card readers at all our events allows us to gather useful management information on attendance by students' year of study and their course. Using this information, whilst adhering to the Data Protection Act, we can now target our marketing towards under-represented groups, inform employers on the categories of students they are likely to meet, and spot any gaps in our events programme.

9 Engagement with our international students and opportunities abroad

The Service continues to endeavour to find opportunities abroad for our international students hoping to return home to work after Cambridge. Over 50 separate organisations with opportunities in China and Hong Kong, for example, advertised vacancies last year on our website. Cambridge again teamed up with the London School of Economics, Imperial College and Oxford University in arranging four careers events in Hong Kong, Shanghai, Singapore and Beijing in September. 60 of our students attended one or more of these events to meet c.30 employers at each event. To support our American nationals we were joined by a senior Careers Adviser from the Massachusetts Institute of Technology for a week to advise over 30 students on career and research opportunities back home. Regular changes to work permit and visa arrangements have created some anxiety and confusion amongst many of our international students wishing to remain in the UK. Information on these changes has been provided through our website advice pages for international students, one of the most popular parts of our site with 2,300 separate page hits. Our website advice is supplemented by a series of briefing sessions for international students held over the year. As explained later in this report (page 10), changes to visa regulations and the removal of the post study work visa will only stoke the confusion and anxiety of our international students in trying to plan their future career. Our work with international students appears to be well received and appreciated. In the 2010 i-Graduate International Student Barometer, 94.6 % of Cambridge international students who took part said they were satisfied or very satisfied with the Careers Service. We were ranked first amongst the 51 participating UK universities, 11 of which were Russell Group. The Careers Service also achieved this first place position in 2009.

10 Employers contributing more to our careers skills training programme

Our programme of one hour skills sessions delivered by visiting, trusted employers has been expanded and now includes 'Recruiter Fridays': a visiting employer spends a day with us conducting practice interviews with students. This method of delivering skills development using employers is very cost effective and the feedback from every participating student who undertook a practice interview was most positive. More importantly, it made a difference for many: they subsequently told us that they secured a job offer, having performed better in the real interview. Bookings for our employer sessions reached 4,990 in the first five weeks of this Michaelmas Term (compared to 4,281 for the whole of Michaelmas 2009).

11 More topics introduced to our careers and skills briefing programme

Listening to feedback from recruiters, we have offered more training sessions on the skills necessary to secure an offer of employment including a new session on 'Business Etiquette'. Following student feedback, we have offered more sessions on specific career sectors: an event on 'ethical careers', a session for PhD students on 'Should I Postdoc or not?', a talk on careers to 'meet the energy challenge', on 'Medicine for non-Scientists', a session on 'Disclosing Disability to Potential Employers' and a UN Careers Day with presentations by HR staff from a range of UN bodies, attended by over 500 students. Working in collaboration with the university's Centre for Personal and Professional Development, we delivered a series of workshops for PhD students - FUMO - 'Finishing Up and Moving On'. These sessions, attended by groups of 30 PhDs, are designed to equip them with the

skills required to move on from their PhD to the next stage in their career with a deeper understanding of their own career goals.

OTHER CHANGES and DEVELOPMENTS

Staff of the Careers Service

Alison Walsham, Careers Adviser, retired from the Service in September 2010 after 22 years' service. Throughout her time, Alison was a major champion for the 'not for profit' sector, and many graduates in this notoriously difficult-to-enter sector owe their success to Alison's guidance, her untiring work with a wide variety of organisations, and the events she arranged. To replace Alison, we welcomed Ruth Mumby on a part-time basis, combined with an increase in working hours for Dr. Andrew Bottomley. Liz Simmonds, Post Doctoral Careers Adviser for the Schools of Physical Sciences and Technology, left us for maternity leave in November 2010, her place being taken temporarily by Madelaine Chapman. Rebekah Unwin resigned as Careers Assistant to work abroad, her place being taken by Naomi Hilton. We welcomed back Lisa Bates, returning to the Careers Library team after maternity leave, on reduced hours for the time being.

As part of our staff training and appraisal process, we are now asking students for feedback on their guidance interview, arranging for peer-group observations and reviews amongst Careers Advisers and running informal training sessions. This is to help ensure that our careers guidance interviews are using our time well by making a real difference to students' prospects of identifying and securing an appropriate career. Furthermore, support is also being given to three members of staff undertaking professional guidance qualifications.

There were no 'reportable' accidents amongst our staff or visitors over the last year.

Careers Service Syndicate and Governance

The effective management of the Service is monitored closely by the Executive Committee, whose membership is drawn from the Syndicate and who meet with the Director each term. These meetings provide the necessary checks and balances on the performance of the Service against the several measures (including financial) that the Executive Committee and other University bodies set the Service each year. This committee also decides and approves plans, strategy and budgets. Alice Benton, Head of Educational and Student Policy, joined the Executive Committee as a permanent member helping to ensure appropriate integration of our activities with University-wide strategies and policies for students and their support. Minutes of these meetings are available to all Syndicate members. The full list of Syndicate members is given on page 15.

Supporters Club

The Careers Service Supporters Club has 129 members, five up on last year. We welcome new members Lloyd's Register, Bristows, Millbrook Proving Grounds plc, TIM Group, Hogan Lovells International LLP, Kirkland & Ellis International LLP, National Grid and Opera Solutions. Income from the Supporters Club makes a very important contribution to the work of the Service by funding five members of staff as well as equipment and additional training. The Supporters Club also funds our 'Public Interest Bursary', unique in the UK, which provides 15 Cambridge undergraduate students with £500 each to undertake unpaid (or low paid) vacation work experience in charities, 'public interest' and development organisations. Examples of work undertaken last year through this bursary scheme included working for a charity supporting vulnerable girls in Bolivia, a Psychiatric Rehabilitation Association in Hong Kong, a hospice in Uganda, with the WHO Global Health Internship in Geneva and with the Mountain Trust in Nepal.

Annual Sector meetings, the AGM and a New Recruiters Day provided useful forums for the exchange of mutually beneficial advice and information to further the careers of Cambridge students. We also conducted assorted surveys and ran student focus groups for the membership, including a

bench-marking exercise on starting salaries and opinion research on the legal profession and gender issues. Over the year we were most grateful for members' help in running skills sessions and conducting practice interviews for our students.

Education Committee on Employability and new QAA code on Careers Guidance

In October 2010 the Director presented a paper to the Education Committee setting out Cambridge's current engagement with the 'employability agenda' and made comparisons with the work undertaken at other UK research-led universities. The paper also explored the University's fit with the new Quality Assurance Agency's revised code of practice for the *assurance of academic quality and standards for higher education institutions*. Section 8 of the revised code covered Career education, information, advice and guidance (CEIAG). Although Cambridge lacks many of the curriculum-based employability activities applied to students elsewhere in the UK, the committee confirmed the efforts and guidance-led strategy of the Careers Service as a suitable fit to the University's mission. Our employment record is strong. The committee asked us to assist the University's widening participation activities by mining the data on the destinations of our leavers and to establish whether any groups are at a disadvantage when entering the employment market. If so, appropriate action can be taken. Furthermore, the Education Committee agreed that the Careers Service should take a more involved and earlier role in discussions surrounding new courses, especially those charging a 'premium fee' at Cambridge. Faculties and Departments wishing to offer 'premium fee' courses are to be encouraged to liaise with the Service to determine whether additional resource would be needed to meet students' expectations. Premium fee MPhils are the heaviest users of the Service, demanding immediate and repeated appointments with Careers Advisers. Apart from biennial retrospective learning and teaching reviews, there is no recognised channel to inform decisions shaping undergraduate courses. The Service can offer constructive comments derived from our extensive alumni network and our close relationship with several hundred regular recruiters of Cambridge graduates.

Careers Service links with Colleges

Our work with Colleges is varied and ranges from contributing to College admissions events and induction days for new students, running skills sessions, working with College alumni mentoring schemes, meeting Senior Tutors to share views and information. Overall though the Careers Service would appreciate closer links to Colleges and could use, for example, informal meetings with College tutors to discuss the current employment market, trends and the best ways their tutees can engage with the Service. This relationship can also help promote PDP (Personal Development Planning) and its benefits to students and encourage greater engagement. The Careers Service can also do more to promote the benefits of PDP to our student users and to employers.

EXTERNAL INFLUENCES, GOVERNMENT POLICY AND CHANGE

Several major external factors have been massing over the last eighteen months to present a catalogue of new challenges for the University, Colleges and work of the Careers Service. The Careers Service has no control or influence whatsoever on these external factors, we can only tailor our efforts to try to mitigate their effects and do so at a time when our own resources are tight. The following paragraphs describe how these major external drivers will affect our students' career planning and research, and their future careers; and how we might work with the University, Colleges, employers and others to ensure that students are not adversely affected.

Increased Tuition Fees

The introduction of higher fees has created intense public scrutiny surrounding the value of a university education and the overall role of universities. In turn, students are now being labelled by the national press as consumers of an education, and universities are required to provide much more 'sales' information on the outcomes and benefits of attending specific courses. 'Employability' has become a mantra appearing high in the mission statements for nearly all UK universities. Potential applicants are rightly questioning whether a major investment in excess of £40,000 will see an adequate rate of return in the longer term. Universities charging the full fee will need to satisfy the Office of Fair Access with measures that reaffirm Cambridge's commitment to widening participation.

Widening Participation

This University remains determined that *'no UK student should be deterred from applying to the University...because of financial considerations, and that no student should have to leave because of financial difficulties'* and is firmly committed to the principle that admission to undergraduate courses *'should be on merit and potential, irrespective of background'*. The Careers Service has only a minor role to support the University's goal to widen access at the admissions stage: supporting the work of the Admissions Office and Colleges by attending their admissions events and providing material for pre-admission students. However, we have an important role to play in assisting financially disadvantaged graduates leaving Cambridge to secure their future careers. Internships, many of them unpaid, are becoming a necessity on a student's CV before employers will even consider an interview for a permanent job after graduation. This applies particularly in the media, publishing, international development, environment and conservation and arts sectors. Unless they have a source of funds from family or are willing to take out further loans, students are disadvantaged in the employment market by being unable to do unpaid internships/work experience. Currently the Careers Service offers the 'Public Interest Bursary Scheme' to help fund unpaid internships in the voluntary and charity sectors. The Service is exploring whether a source of funds is available to help disadvantaged students secure unpaid internships across all sectors, not only in the charitable sectors. In the meantime, we will continue trying to persuade employers to offer their interns at least the minimum wage and will continue pointing students to any grants, funding and bursaries offered by their Colleges or other grant making trusts.

Focus on Employability

Cambridge has never claimed to educate students solely for the employment market. To quote our previous Vice Chancellor, *'As institutions charged with education, research and training, our purpose is not to be construed as that of handmaidens of industry'*. Fortunately, our students do well in the employment market. With the introduction of higher fees, greater emphasis is being applied nationally to 'employability'. All universities were required to publish an 'employability statement' – ours can be found on the Careers Service website. From next year all universities will be required to publish detailed information for each course, known as Key Information Sets, covering the employment of their students and the graduates' starting salary. It will become obligatory for us to ask recent graduates their starting salary in the Destination of Leavers survey. Destination information over recent years suggests that our students are not necessarily drawn to those careers offering the

highest starting salaries, therefore published data on our salaries, and the inevitable league tables spawned from this data, might not show Cambridge comparing well with other universities. This view is supported by recent independent research (High Fliers and Trendence) which shows Cambridge students placing salary low on their list of priorities sought in a future career. Currently salary is ranked lower than intellectual challenge, early responsibility, 'giving something back to the community', opportunity for rapid promotion, 'friendly' colleagues, leadership style and work-life balance. The order of these features may well change with the introduction of higher fees and the Careers Service will need to monitor and respond to any change. Interestingly, 'job security' was also ranked as a low need by Cambridge students, compared to the national figure.

Tighter visa controls for international students post graduation

The UK Border Agency's concerns over international students remaining illegally in the UK, after their student visas expire, has led to visa legislation being tightened. From April 2012 the tier 1 'Post Study Work' visa route will be closed by the UK Border Agency. The tier 1 PSW visa currently allows international students to remain in the UK for two years after graduating, during which time the holder is free to engage in any type of work in the UK. After 2012 international students hoping to remain in the UK will need to apply competitively for the Tier 2 visa. Applicants will need to meet all criteria to apply for a Tier 2 visa: the applicant will need written confirmation of a job offer, accompanied by a Certificate of Sponsorship (CoS) from an employer in the UK who is registered as a 'Sponsor' with the UK Border Agency (UKBA). In addition, the job must be graduate-level and receive a salary in excess of £20,000 pa for 'shortage' occupations or £22,000 for other roles. The UK Border Agency estimates that the proportion of eligible jobs in the UK will fall from 56% to 39% of the UK labour market. For those international students remaining in the UK to continue studying, confirmation will be needed that they are making an 'academic progression' in order to extend their Tier 4 (student) visa. The time limit for a Tier 4 visa has now been set at a maximum of 5 years for degrees below PhD level. This new limit may have implications for our students studying MML or Engineering who then wanted to move on to further study of more than a year's duration, but below PhD level.

These changes and restrictions will create severe problems for the genuine, well-educated, job-seeking international student hoping to remain and work in the UK and will also place a greater burden on the many employers who hope to recruit them. Furthermore, there will be a new requirement that we gather destination information for all our International students in the HESA's annual Destination of Leavers survey. Currently we are only obliged to contact UK and EU students.

The Comprehensive Spending Review, cuts in Higher Education

As a result of the CSR, the Higher Education Funding Council for England (HEFCE) funding for English universities was cut overall by 12.6%. Funding for research was cut by 2.8%. The implications for our first-degree graduates leaving Cambridge, and hoping to move on to a higher degree programme, will be tighter funding for postgraduate research from the Research Councils, perhaps fewer places and therefore tighter competition. The BBSRC, for example, have forecast a third fewer studentships being offered nationally from 2012. For our postgraduate research students moving into academic research, there are likely to be fewer postdoctoral opportunities. The Careers Service will monitor any known changes and keep interested students and researchers fully informed. Any reduction in postgraduate study funding or available places will be felt by many Cambridge students. We have one of the UK's highest proportions of first degree graduates going into further study, over 30%.

DESTINATIONS OF CAMBRIDGE STUDENTS

The two tables on the following pages give an overview of what our students were doing six months after graduation. This data is compiled for the Higher Education Statistics Agency (HESA), which imposes tight guidelines on when and how the data is collected. HESA expects us to achieve close to an 80% return rate, which we achieved.

All University staff can access the full data by registering on our website and visiting <http://www.careers.cam.ac.uk/dlhe/summary/index.asp> where one can see returns for specific courses and type of degree (first degree, MPhil or PhD) and compare data with previous years. (The registration page for staff can be found at: www.careers.cam.ac.uk/eReg/Staffregform.asp)

The following reliable observations can be made on the data in the charts.

- 1** The proportion of students taking time out and 'unavailable for employment and travelling' (ie neither employed nor unemployed) saw another reduction from 5.6% in 2009 to 4.2% for those leaving in 2010. Ten years ago this percentage for 'time out' was closer to 10%.
- 2** The proportion of first degree students embarking on a further degree, either joining a taught course or by research, remained high at c30%. Ten years ago this percentage barely reached 20%. Whether this high proportion will continue over the next few years is open to question.
- 3** There were over 130 graduates starting work on an unpaid or voluntary basis, a similar number to last year. For some sectors, for example in the arts and media, this is often the only option to gain entry to start a career. With increased fees, the proportion of students with the confidence and funds to follow this route will surely change.
- 4** Among graduates entering employment (Table 2), the 'City' sectors of Banking and Management Consultancy both saw marked increases as confidence and opportunities in these sectors were restored. The number joining Publishing and Media almost doubled, possibly reflecting the increase in student attendance at related events as well as numbers of vacancies. Numbers entering Manufacturing, Engineering and IT roles also held up well. Numbers entering the Public Service, Social and Charity work, Teaching, Arts & Recreation and Research roles all fell. It would be premature to draw any conclusion from the overall increase in those joining better paid career sectors and a decline (with the exception of Publishing and Media) in lower paid careers.
- 5** Comfort can be drawn from the fact that over a third of all final year Cambridge undergraduates had secured or accepted an offer of employment by January before their graduation in June. This cohort is able to focus on their studies in the run-up to their finals

**Destinations of Cambridge
Graduates 2010**

	First Degree				MPhil				PhD				Total			
	Fem	Male	Total	%	Fem	Male	Total	%	Fem	Male	Total	%	Fem	Male	Total	%
Total graduating Aug 2009 - July 2010	1692	1747	3439		643	730	1373		449	633	1082		2784	3110	5894	
Total not replying to enquiries	372	355	727	21.1%	210	247	457	33.3	139	199	338	31.2	721	801	1522	25.8
Total of known destinations	1320	1392	2712	78.9%	433	483	916	66.7	310	434	744	68.8	2063	2309	4372	74.2
These graduates went into	Fem	Male	Total	%	Fem	Male	Total	%	Fem	Male	Total	%	Fem	Male	Total	%
Permanent Employment	483	525	1008	37.2	156	204	360	39.3	221	355	576	77.4	860	1084	1944	44.5
Temporary Employment	181	151	332	12.2	38	42	80	8.7	42	39	81	10.8	261	232	493	11.3
Voluntary / unpaid work	69	38	107	4.0	14	8	22	2.4	2	2	4	0.5	85	48	133	3.0
Total in Employment	733	714	1447	53.3	208	254	462	50.4	265	396	661	88.7	1206	1364	2570	58.8
Study for further degree by research	121	243	364	13.4	147	155	302	32.9	3	2	5	0.6	271	400	671	15.3
Study for further degree by taught course	231	223	454	16.7	24	22	46	5.0	13	9	22	2.9	268	254	522	11.9
Further study (legal training)	78	57	135	5.0	8	10	18	1.9	0	2	2	0.2	88	67	155	3.5
Further study (teacher training)	38	18	56	2.1	1	0	1	0.1	2	0	2	0.2	39	18	59	1.3
Independent study	7	6	13	0.5	3	4	7	0.7	2	1	3	0.4	12	11	23	0.5
Total entering further study	475	547	1022	37.7	183	191	374	40.6	20	14	34	4.3	678	752	1430	32.7
Travel and unavailable for work or study	57	57	114	4.2	20	17	37	4.0	12	10	22	2.9	89	84	173	4.0
Still seeking employment or study	55	74	129	4.7	22	21	43	4.6	13	14	27	3.6	90	109	199	4.6

Employment categories	First degree		MPhil (1)		PhD		Total	
	Number	% total employed	Number	% total employed	Number	% total employed	Number	% total employed
Accountancy and Tax	47	4.2	5	1.3	2	0.3	54	2.6
Actuarial and Insurance	19	1.7	3	0.8	2	0.3	24	1.2
Arts and recreation	34	3	3	0.8	4	0.7	41	2
Banking and Investment	112	10	51	13.4	15	2.6	178	8.6
Communications Business	34	3	6	1.6	3	0.5	43	2.1
Health	124	11.1	16	4.2	17	2.9	157	7.6
IT sector	57	5.1	12	3.1	18	3.1	87	4.2
Legal sector	14	1.3	3	0.8	9	1.6	26	1.3
Management Consultancy	55	4.9	24	6.3	20	3.4	99	4.8
Manufacturing industry, utilities, power: business	34	3	28	7.3	12	2.1	74	3.6
Manufacturing industry, utilities, power: technical	49	4.4	8	2.1	33	5.7	90	4.3
Other sectors	164	14.7	54	14.1	40	6.9	258	12.4
Other service industries	90	8.1	36	9.4	22	3.8	148	7.1
Public Service	62	5.6	32	8.4	19	3.3	113	5.4
Publishing and media	45	4	10	2.6	2	0.3	57	2.7
Research - science	20	1.8	8	2.1	220	37.9	248	11.9
Research - social science	11	1	23	6	63	10.9	97	4.7
Social, community and charity	64	5.7	21	5.5	7	1.2	92	4.4
Teaching	80	7.2	39	10.2	72	12.4	191	9.2
TOTAL	1115	100	382	100	580	100	2077	100
<i>of whom in unpaid / voluntary work</i>	<i>107</i>		<i>22</i>		<i>4</i>		<i>133</i>	
Those in temporary employment	332		80		81		493	
TOTAL EMPLOYED	1447		462		661		2570	

Appendix 1

Members of the Careers Service Supporters' Club

Accenture	Fidelity International	Orrick, Herrington & Sutcliffe
Allen & Overy LLP	Freshfields Bruckhaus Deringer	Paul, Hastings, Janofsky & Walker (Europe) LLP
Analysys Mason	Goldman Sachs International Ltd	Penningtons Solicitors LLP
Ashurst LLP	Government of Singapore Investment Corporation Pte. Ltd (GIC)	Pinsent Masons LLP
Baillie Gifford	Grant Thornton UK LLP	PricewaterhouseCoopers LLP - Legal
Bain & Company, Inc	Herbert Smith LLP	PricewaterhouseCoopers LLP
Bain Capital - Sankaty Advisors	Hogan Lovells	PricewaterhouseCoopers LLP - Consulting
Baker & McKenzie	Holman Fenwick Willan	Procter & Gamble
Bank of America Merrill Lynch	HSBC Global Banking and Markets	RBC Capital Markets
Bank of England	IBM United Kingdom Limited	RBS, Global Banking & Markets
Barclays Capital	Jane Street Capital	Redgate Software
Barclays GRB	J.P. Morgan	Reynolds Porter Chamberlain LP
Barlow Lyde & Gilbert LLP	John Swire & Sons Ltd	Roland Berger
Berwin Leighton Paisner LLP	Johnson Matthey	Rolls-Royce plc
Bird & Bird	Jones Day	Rothschild
BNP Paribas	K&L Gates LLP	RWE NPower
Booz & Company	Kirkland & Ellis	Shearman & Sterling LLP
Boston Consulting Group (The)	KPMG	Shell International Ltd
BP plc	L.E.K. Consulting LLP	Simmons & Simmons
British Sugar	Lazard	SJ Berwin LLP
Bristows	Linklaters	Slaughter and May
Capgemini UK	Lloyds Banking Group	SNR Denton
Capital Group Companies	Lloyd's Register Group	Stephenson Harwood
CHP Consulting	L'Oreal	Sullivan & Cromwell
Citi	Macfarlanes LLP	Taylor Wessing
Cleary Gottlieb Steen & Hamilton LLP	Macmillan Publishers Ltd	TeachFirst
Clifford Chance	Macquarie Group	Tessella plc
CMS Cameron McKenna	Man Group	The Parthenon Group
Corporate Value Associates	Mayer Brown International LLP	Travers Smith LLP
Covington & Burling LLP	McDermott, Will & Emery	UBS
CRA International	McKinsey & Company	Value Partners Management Consulting Ltd
Credit Suisse	Metaswitch	Weil, Gotshal & Manges
Credo	Millbrook Proving Grounds plc	White & Case
Deloitte LLP	Moelis & Co	Willis
Detica Limited	Monitor Group	Winton Capital Management
Deutsche Bank	Morgan Stanley & Co International plc	Withers LLP
Dewey & LeBoeuf LLP	Morrison & Foerster UK LLP	YouDevise Ltd
Diamond	National Grid	ZS Associates
Dickinson Dees LLP	Network Rail	Winton Capital Management
DLA Piper	Nomura	Withers LLP
DWF LLP	Norton Rose LLP	YouDevise Ltd
Edwards Angell Palmer & Dodge LLP	OC&C Strategy Consultants	ZS Associates
EMNOS UK	Oliver Wyman	
Ernst & Young	Olswang	
ExxonMobil	Opera Solutions	
Farrer & Co		

Appendix 2

Careers Service Syndicate Membership (April 2011)

Chairman

Prof A D Yates, The Warden, Robinson College +

Retire:

Appointed by Council (serve from 1 January for four years)

Prof Alison Sinclair, Professor of Modern Spanish Literature and Intellectual History, Dept of Spanish and Portuguese	2012
Ms Debbie Lowther, Bursar, Girton College +	2011
Dr Mark Billinge, Tutor, Magdalene College +	2012

College Representatives (serve from 1st January for three years)

Dr Jochen Runde, Director of Studies, Girton College +	2011
Dr Philip Johnston, Senior Tutor, Hughes Hall	2011
Dr David Munday, Director of Studies and Tutor, King's College +	2011
Dr Stephen Siklos, Senior Tutor, Jesus College	2011

Dr Alan Dawson, Director of International Programmes, Pembroke College	2012
Dr Kanak Patel, Director of Studies, Magdalene College	2012
Professor Adrian K Dixon, Master, Peterhouse	2012
Dr Hilarie Bateman, Admissions Tutor, Murray Edwards College	2012

Professor John Tiley, CBE FBA, Director of the Centre for Tax Law, Queens' College	2013
Dr David Bainbridge, University Veterinary Anatomist, St Catherine's College	2013
Dr Christopher Warner, Admissions Tutor, Robinson College	2013
Dr Sean Butler, Director of Studies (Law) and Fellow, St Edmund's College	2013

Student Members (Serve from Michaelmas Term for one year)

Ms Amena Rai, President, Graduate Union	2011
Mr Rahul Mansigani, President, CUSU	2011

Co-opted Members (serve from 1st October for four years)

Ms Sharon Goymer, Resourcing Manager, National Grid	2011
Mr Dominic Vergine, Director of Sustainable Development, ARM	2011
Mr Ian Duffy, Business Adviser, BP Ltd	2012
Mr John Kirwan, Director, K Associates Oxford	2012

Mr David Turner, Journalist (ex Financial Times and Reuters)	2013
Ms Jillian Burton, Graduate Programme Manager, Lloyd's Register	2013

Ms Joanna Taylor, University Dept of Clinical Neurosciences	2014
Mr Peter Bennett, Partnership Officer, Bates, Wells & Braithwaite	2014
Mr James Darley, TeachFirst	2014

Permanent Co-opted member (from Feb 2011)

Ms Alice Benton, Head of Educational and Student Policy +	
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+ members of the Careers Service Executive Committee

Appendix 3

Staff of the Careers Service (as at April 2011)

* Part-time

Director
Deputy Director
Careers Advisers

Gordon Chesterman
David Ainscough
Catherine Alexander
Mary Blackman*
Andrew Bottomley*
Madelaine Chapman (temporary)
Anne Forde
Peter Harding
Frances Meegan
Amanda Norman*
Ruth Mumby*
Liz Simmonds (maternity leave)
Ruth Smith*
Sally Todd
Les Waters

Information Services Manager
Departmental Administrator
Project Officer
Computer Officers

Chris Michaelides
Claire Collet
Cathy Marsden*
Richard Sparkes*
Michael Warren
Laura Blenkinsop
Mandy Middlecott*

Events Manager
Deputy Events Organiser
Events Assistant
Information Staff

Pat Corteen
Liz Wright*
Pippa Ellis*
Lisa Bates*
Maria Giovanna De Simone

Accounts Assistant
Assistants to Careers Advisers

Kathy Moon
Lily Serubula*
Ellis Weinberger
Mark Warner
Sally Cox
Isabel Evans
Ros Fella
Tina Goode*
Maggie Hart*
Jenni Harvey
Naomi Hilton*
Louise Maddison*
Lynn Maguire
Jean Turney*
Tony Clarke*
Simon Denston*

Printer
Custodian

The Judge Business School

Head of Careers Services
Careers Development Manager
Recruitment Co-ordinator, Careers
Careers Service Assistant
Employer Relations Co-ordinator
Careers Development Co-ordinator

Fiona Nunn
Margaret O'Neill
Ania Kowalska
Mairi Schrosbree
Shelley Hogg
Cecile Gani