

CAMBRIDGE UNIVERSITY CAREERS SERVICE, STUART HOUSE, 6 MILL LANE, CAMBRIDGE CB2 1XE

Careers Service

Annual Report

2016

Annual Report 2015 – 2016

The Careers Syndicate begs leave to present to the Council their 113th Annual Report for 2015-16

FOREWORD

The Careers Service has enjoyed another successful and productive year. Student and Researcher engagement with the Service, particularly amongst those at the start of their time at Cambridge, has increased. We've introduced new, quick and easy to implement events and promoted a greater range of graduate-level opportunities to suit more of our students' interests and future ambitions. Our efforts to try and meet all our user's needs was trumpeted as an example of best practice amongst UK's Careers Services in a Guardian feature article by [George Mombiot](#). *

Evidence of our success can be found in assorted national and international surveys, where employability-related performance data can be compared: the main measure of our impact. The recent QS World Rankings placed Cambridge top in Western Europe on graduate employability, we came third on graduate prospects in The Times and Sunday Times Good University Guide (after St George's, London, and Imperial College). The High Fliers survey of students at 30 University Careers Services, with over 550 students polled at Cambridge, consistently placed us in the top three amongst several key measures and we were first again, for the fifth year running, for student satisfaction in their Careers Service.

This report covers our major activities over the last 12 – 15 months and gives an overview of the future landscape and direction we need to take. Much of what we're facing is still undecided and depends on policy decisions beyond our, or the University's, control. Despite entering a period of uncertainty across a number of issues, including the recent Brexit decision, our team and the Careers Service Syndicate are ideally placed and ready to take on any new challenge. I close with grateful thanks to the Careers Service team, the Syndicate, chaired by Stuart Laing, Master of Corpus Christi College, and especially the Syndicate's smaller 'Executive Committee' who have provided timely expert advice and guidance on the direction of the Service.

Gordon Chesterman
Director, Careers Service
Fellow, St Edmund's College
Senior Pro-Proctor

June 2016

* <https://www.theguardian.com/commentisfree/2015/jun/03/city-corporates-destroy-best-minds>

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1 Careers Library, information and the Careers Service website.

The Careers Library continues to remain one cornerstone of our Service, despite alternative ways of disseminating careers information through the web, email, podcasts, Twitter, FaceBook and other channels. Students still choose to use the space for desk research, referring to our reference files and books. The quantity of free, give-away material we receive from external publishers remains undiminished and students still have a desire to take paper publications. We are now logging all visitors to Stuart House, using card-readers, to appraise the use of our library more accurately to help us plan the move to our new building. Furthermore, the Information team's role is evolving to discuss visitors' needs and to then make a brief record of any conversation, allowing us to respond to student needs and help ensure only those students with a genuine and timely need for an appointment receive one. Our website has undergone a rationalization, simplifying the overall content and cutting many under-used pages.

The vacancy and opportunities listings, one of the most used parts of our site, has been simplified with fewer categories of vacancy type. The overall number of vacancies has increased though, from 4,783 to over 5,000 last year and, since its redesign in September 2015 has attracted 59,517 visits. Similarly, our CamCareers email service, allowing users to request emails on career interests of their choice has been simplified and we have been pleased with another increase in registered users of this resource – from 11,480 to over 12,000 during the last year. Our two flagship publications 'CV and Cover Letters' for Undergraduates and a version for Postgraduates were both completed revised and are now available as downloads from our website, behind the password, and 10,034 downloads we made by registered users. Our IT systems supporting the website and other crucial functions are continually reviewed and updated to protect against the real threat of security breaches. Our servers are based and maintained in the Clinical School, allowing us greater security and reliability.

2 One-on-one careers guidance interviews.

Personal, confidential, careers guidance interviews are another cornerstone of our service. Students and researchers can book appointments with the appropriate adviser, well-versed in their career ambition. Last year such 5,120 appointments were taken up. We are actively offering more appointments 'off-site' in the academic departments and are grateful for those departments making a suitable room available for the day. To help manage our move into the new building we have both simplified the appointment booking system and will be moving much of the process online over the coming months. One challenge presented with the new building is the loss of individual cellular offices requiring the use of shared consultation rooms that will need to be booked in advance. In addition to booked consultations, we are offering visitors an opportunity to talk to a Careers Adviser whilst attending our Careers Events. We are again grateful to Anthony Dangerfield and his colleagues in the International Student team for their presence at most of our major Careers Events, offering personal advice to our International students on issues surrounding their work permits and right to remain in the UK to work.

3 Promoting graduate-level vacancies and hosting events.

We have seen a welcome 7% increase in the number of organisations promoting their graduate-level vacancies on our website from 4,783 during the 2013/14 academic year to 5,097 last year. These figures are the number of organisations, not the number of specific vacancies they hope to fill – some will have multiple vacancies. However, with the slump in oil prices, the one major exception has been the oil, gas, exploration and associated fields where recruitment has been, at best, subdued. The trend continues of employers filling many vacancies intended for finalists with those students who undertook an internship with them the preceding year. This recruitment ‘a year in advance’ is another reason why we need to reach our undergraduates earlier – to make them aware of these earlier opportunities. In October we surveyed our current penultimate year students to find out how they had used their vacations to gain careers-related experience. 560 responded and over 400 agreed to make the information they provided available on the website. This has been a useful resource, especially for first-year students for whom there are few formal internship schemes.

As reported in earlier years, the vibrant Cambridge economy continues to offer our graduates ample employment opportunities across most sectors. Some 15% of all UK-based graduate vacancies listed on our website were within a 20 mile radius of the center of Cambridge. Our CamConnect Careers Event, attended by only local employers, continues to grow year on year and 550 students and researchers visited this year’s event, compared to 307 three years ago in 2012. To support the first and second year undergraduates’ research and then secure useful internships, all employers attending our 14 Careers Events each year are now being encouraged to offer their time and advice in talking to ‘early-year’ students and, if available, promote their internships. We are also marketing our events more actively to ‘early year’ students and, for some events, first and second year students now account for the majority of attendees.

In addition to promoting vacancies in usually large, well-established, traditional employers, the Service must also serve students looking for a successful future in less-established sectors where graduate-level paid opportunities and active recruitment campaigns are almost non-existent. Examples include the charities, media, performing arts, small businesses and development work. One example, drawn from many, to illustrate our activity providing relevant experience and insight into these sectors, is with our active support of the Social Innovation Programme (SIP). Run by the Cambridge Hub, with funding from the Careers Service, the Hub has arranged for 60 undergraduate and postgraduate students, working in teams of 2 to 5, to be partnered with 16 Cambridge-based charities and social enterprises. In addition to training facilitated by the Hub, each of the teams for the Lent projects also had a mentor from ARM, who became sponsors of the SIP on a trial basis and who will continue their involvement into 2016/17. At a closing event, the student presented their findings to their appreciative community partners, their mentors, and the Cambridge Hub and Career Service. In the annual presentations given by each team, one student commented *‘the SIP is one of the best things that I’ve been involved with at Cambridge’*. In recognising the value of part-time volunteering to enhance students ‘employability’ skills, the Service now promotes these unpaid, term-time, (very) part-time opportunities - but only those based within Cambridge.

A related scheme, to aid the entrepreneurial-minded student, saw the Careers Service working with the Office of External Affairs & Communications, Accelerate Cambridge at the Judge Business School (JBS), Cambridge Hub, Social Incubator East, Future Business Centre and the Centre for Global Equality to run the 'Venture for Change' Award Scheme. This scheme builds on a similar one which was funded by UnLtd aimed at encouraging social entrepreneurship amongst university students. 'Venture for Change' is intended to give students the support and funding to create innovative solutions to social and environmental issues by trialling or starting their own entrepreneurial socially impactful projects. Applicants apply for up to £500 to try out their project ideas in the UK or the developing world. The Hub, JBS and other partners provide pre and post-application assistance. This year we had 28 applications for the £5000 pot (many involving pairs or teams of students) and we made 12 awards of between £100 and £500. Our 'Biodiversity Internship Scheme' offered internships to 17 current students, more than twice those available two years ago and we welcomed the Joint Nature Conservation Committee to this scheme.

Our Cambridge Global Health Internship Scheme, now in its fifth year, has continued to grow and develop. The scheme gives undergraduates exploring a career in global health an opportunity to intern in the major international organisations (e.g.WHO, Gavi alliance, DNDi, Médecins Sans Frontières, World Economic Forum). For the first time this year three students will be interning at UN Women in New York and we have new placements at WHO working on mental health and global pandemics.

A need of the Service is to also recognise and respond to new employment opportunities as they arise. Over the last eighteen months we have seen a growth of opportunities in Data Science and Analytics - 'Big Data' - offered within most types of industry. We introduced a new category on our vacancy listings, regularly carrying in excess of 60 live, graduate-level vacancies and we hosted a new 'Data Science' event, attended by 382 students, research students and junior research staff.

In addition to our 14 large scale Careers Events hosted each year, we also run a range of smaller, more informal, networking events and briefing sessions attended by either a dozen or so employers or just a few alumni. Known as 'pop-up' events, these are cheap, quick and easy for an employer to attend and we have offered them for Postgraduate Law students and for Data Science, with plans to extend these to cover Teaching and Maths. Informal evening talks, followed by networking between students and alumni speakers, have been offered across a range of employment areas – especially those not matched by a large-scale careers event. Examples (and numbers attending) to illustrate the range of careers we cover, drawn from over 80 sessions we hosted over the year, include:-

Conference interpreting	31
Getting into Advertising	53
Acting as a Career	17
Getting into TV	59
Politics and Public Policy	68
Making it in the media	101

EU Careers	69
Charities and Social Impact	29
I don't want to work in the City	179
Getting in and on in the charity sector	120
Children's publishing panel	42
Creative writing panel	63

Most of these talks were recorded, allowing those students unable to attend, or those wanting to hear it again, to download a podcast from our website. Some recordings were downloaded in excess of a 1,000 times, such as 'But I don't want to work in the City' and 'Becoming a researcher in a Think Tank'

We offer our grateful thanks to the University departments, Colleges and individuals outside the Careers Service for helping our range of events including Jackie Ashley and Andrew Marr for giving a one-hour talk on *Making it in the Media*, attended by 101 students; the University Centre's staff for giving us free-rein of their building to host 12 of our major Careers Events, the University's Security team and Proctors for deterring unwelcomed disruptions at our events, Dr Alan Gillespie and Clare College for hosting our Global Health Internships reception are just a few examples of those to whom we are indebted.

4 Marketing the Service

Students' and Researchers' use of the Careers Service is entirely on a voluntary 'opt-in' basis. Ensuring all entitled users know what we offer and can easily engage with us at an appropriate point in their career planning process is therefore crucial to the success of the Service. Our marketing takes many forms and is highly-targeted to specific groups, whether by year of study, course being studied, nationality, gender or some other pertinent criteria. Brief Induction talks have been given to newly-arrived students in most Departments, the Careers Service Guide and termly diary have been widely distributed via Colleges. According to the High Fliers survey of 30 UK universities, our Guide had the highest readership (at 46%) for all co-published gti Careers Service Guides and we wish to thank all Colleges, especially the Porters, for distributing this publication. In addition to talks and publications, the Careers Service has been developing our social media presence with the aim of attracting more users to the Careers Service and also as an effective channel to quickly disseminate information provided elsewhere by employers on their events and presentations. We repeated last year's highly successful 'Open House' for first year students and on 21st January 2016, 435 students, who had not registered with us, came to Stuart House to attend any of four brief sessions offered on a rolling programme, and talk to a Careers Adviser or member of the Information team. The need to engage with first year students is driven by the 'employability' agenda: many employers expect skills over and above what a good degree can provide, such as evidence of leadership, teamwork, communication skills and commercial awareness. Students acquire many of these skills through extra-curricular activities and relevant work or volunteering experience. We have a role to advise early year students on making the most of their time at Cambridge and promoting assorted schemes offered by employers for first year undergraduates. Use of our comprehensive user data, combined with other reliable sources of data, such as the annual Destination of Leavers from Higher Education (DLHE) survey, allows us to spot any specific

areas for closer attention. Just one example of this proactive approach can be found with our Anglo, Saxon, Norse and Celtic undergraduates. Three years ago we noticed a high proportion of these students not using the Service, combined with a few recent graduates still actively seeking employment (or further study) six months after graduating. We approached the Department, ran sessions and offered personal careers guidance meetings based in the department. This year's DLHE survey revealed that no Anglo, Saxon, Norse and Celtic graduates were actively seeking employment six months after graduation.

Overall, our marketing efforts, especially with the first years, over the last two years have been a success and we enjoy some of the highest engagement rates in the Russell Group, according to the High Fliers survey of 30 universities. This table shows these increases, comparing the 2014/15 academic year with the previous year.

Percentage engaged:	2014/15	2013/14
First year undergraduates	52 %	19 %
Second year	79 %	67 %
Total undergraduates	66 %	58 %
Postgraduates	58 %	57 %

5 Our Service to PostDoctoral Research Staff

The Careers Service for postdocs was established in 2006 to provide tailored guidance and support to help research staff manage their careers. Firmly embedded within the University Careers Service, but governed and funded separately by the Researcher Development Committee, postdoc Careers Advisers benefit from the expertise of the student-centered service to create a bespoke programme dealing with the specific career challenges faced by this group of staff. In 10 years, the team has developed a well-respected programme of workshops and events, and a range of written resources, complemented by individual careers guidance appointments. There are currently 3200 postdocs voluntarily registered with the Service. In 2014-15, the team delivered 819 individual guidance appointments and mock interviews, and a further 50 workshops, events and talks which were attended by 2335 postdocs. Our automated feedback system shows that 100% of postdocs rated their individual appointment as very useful/useful. Qualitative feedback from postdocs includes:

"Continually impressed at the level of excellence provided by this service."

"This was a pivotal meeting which met needs I have not been able to meet elsewhere for a long time. Thank you."

"The practice interview was absolutely crucial. I focused on exactly the things we discussed, and they turned out to be exactly what I needed to do. The earlier feedback on the written application was also transformative."

Much of this success is down to the individual nature of the work we do, meaning that postdocs who engage with us receive tailored, intensive and personal support from experience Careers Advisers.

Since 2009, the number of postdocs in the University has risen by nearly 40%. This increase, coupled with the rise of the postdoc agenda across the University, has led to a dramatic increase in demand for our services and yet in this time the team has

not grown. Between 2012 and 2015, the number of careers appointments delivered increased by 70%. At peak times, the increase has put us beyond maximum capacity in terms of careers adviser time and this has been partly alleviated by additional temporary funding to cover additional days of careers adviser time. The Careers Service collaborates with many partners across the wider researcher development agenda. Our strengths lie in a solid understanding of postdoc career paths, through collection of destination data and one-to-one interaction with around 6000 individuals, and knowledge of where employers from all sectors find our postdocs struggle. We have used this knowledge and understanding to create a careers programme which is highly relevant to, and respected by, postdocs. We hope our understanding continues to be used to shape the wider RD agenda and that a coherent framework and programme of training for postdocs across the University, which embodies all career paths, is implemented to complement the careers support we offer.

6 Our work with Colleges

In addition to College appointed representatives being nominated to join our Syndicate, the Service works closely with Colleges on a day-to-day basis. As expected, there is no one consistent way of working across all Colleges and our relationship with each College varies greatly. Examples include helping Colleges promote their own careers-related events to a wider pool of students to increase audience sizes; providing destination data; delivering induction talks to new first degree and graduate students; attending College meetings to brief College Tutors on the overall employment scene, students' current career interests and where they might be failing at application and interview stages; working with College Development Directors on engaging their alumni in careers-related activities and responding to requests from Senior Tutors to assist an individual student facing some exceptional circumstance. Each College is allocated a Careers Adviser to develop the Service's relationship with the College to further the Career interests and ambitions of the students.

7 Supporting international students and researchers

More than half of the University's postdocs are now from 'overseas' (i.e. from outside the UK or EU), and their career aspirations are correspondingly international. We have seen increasing demand for advice on academic and non-academic jobs. Using the video conference tool Adobe Connect we recently covered gaining a lectureship / group leader position in Asia, North America and mainland Europe at a live event in Cambridge with over 200 attendees. The postdoc team also hosted the first webinar the Careers Service has produced on 'Working as a Scientist for the EU'. Feedback was highly encouraging: 77% attendees said that they were more likely to attend this session as webinar than a traditional lecture.

To support our international undergraduates and postgraduates the Service provides a number of tailored resources: free access to the Going Global website paid for by the Service and over 10% of our graduate-level vacancies fall outside the UK and EU. We continue to work in close collaboration with the London School of Economics and Imperial College London to run Careers Events in August in Shanghai, Beijing and Hong Kong. This year our trio was joined by the Universities

of Columbia, Harvard and MIT in the States, sending their students to these events too. Over 200 Cambridge students registered to attend any of these three events to meet local employers.

8 Governance, membership of the Syndicate and Finances

The Careers Service Syndicate is chaired by Stuart Laing, Master of Corpus Christi, and comprises 18 members either nominated by Council (4) or Colleges (12) plus student representatives (2) and 12 co-opted external members. The strategic direction, financing and overall management of the Service is delegated by Syndicate to a smaller Executive Committee of eight including the Registry's deputy, Ms Alice Benton, Head of Educational and Student Policy, and Mrs Isobel Humphrey, representing the interests of the Researcher Development Committee, as Syndicate co-opted members. This structure allows for sufficient oversight on the direction and management of the Service whilst still allowing the Director and Careers Service team adequate autonomy.

New College nominated members on the Syndicate are Dr David Secher (Gonville and Caius College), Dr Matthew Jones (Darwin College), Dr Helen Bettinson (Fitzwilliam College) and Dr Stuart Davis (Girton College). We also welcomed five new co-opted members (see list) bringing the complement of co-opted members to 12.

The Careers Service's contribution to the University-wide annual planning round process made no bids for any additional funding or resources this coming year. Our finances are sound, generating a small surplus each year, on an annual operating turnover now in excess of £2.0m. The annual accounts, approved by the Syndicate each year, are consistent with the Finance Divisions accounting records for the Service. Prudent financial management over many years has given us a healthy level of reserves, now in excess of £550k. With the University likely to be facing significant debts over the coming five years, the Resource Management Committee decided the Careers Service will forego £400k of these reserves, to be transferred over a three-year period, to help alleviate the University's debt. The Service is pleased to help, albeit in a small way, and sufficient reserves remain to cover any associated costs of the move into the new building.

9 Staff

Chris Michaelides retired as Information Services Manager in March 2016. The job description has been revised and is now called Client Engagement and Information Services Manager. Recruitment to fill the post has begun. Deputy Director, David Ainscough is managing the team and the function whilst the post remains vacant.

Careers Adviser Andrew Bottomley retired in January 2016. His 0.6fte post has been partly filled by Amanda Norman who has increased her working hours from 0.7fte to full-time (starting in May 2016). The plan is that the savings from the vacant element of the post will be used to fund locum help during the busy periods (Michaelmas & possibly Lent terms).

Computer Officer Richard Sparkes' request to reduce his working hours from 0.9fte to 0.8fte for one year starting in October has been approved.

Ravi Gogna, a management consultant in the City, was employed as a Careers Adviser for 12 days during the Michaelmas Term. This was partly to cover Mr Chesterman's student appointments whilst he undertakes duties as Proctor for the University.

The Researcher Development Committee provided additional funding to the Service to support services to the University's postdoctoral researchers. This was used to pay Careers Adviser Madelaine Chapman for six extra days of work.

Cambridge continues to enjoy close ties with the Massachusetts Institute of Technology in Boston, with an annual exchange of students. We also exchange our own Careers Service staff, albeit for one week. This year, Sally Todd spent a week working in the MIT Careers Centre, offering guidance interviews to British students, giving presentations, meeting employers and experiencing a different Service. In exchange, Scott Murray from MIT spent a busy week with our team in May.

Assistant Lisa Hutchins resigned from her post as Information Assistant in July 2015. The web content element of this post was moved to a new post, that of Online Communications Assistant, which has been filled by Lisa Hodgson at 0.6 fte. The remaining duties are being managed by employing an assistant, Penny Hudson, from the University's Temporary Employment Service.

Assistant Laura Gregori Blasco, covering for Lynn Maguire who is on maternity leave, herself went on maternity in March 2016. The post is being filled by Jonathan Goddard until September when Lynn is expected to return from her maternity leave.

Staff training continues to be a priority and the practice of holding informal sessions to share best practice and exchange specialist knowledge remains popular. Topics in the past year have included Interview Practice Sessions and two sessions run by our MIT exchange visitor – LinkedIn Lab and a session on Effective web content & use of social media. Other training courses undertaken by staff include the following: Academic applications to the US; Careers in digital industries; Legally-related jobs; Understanding unconscious or implicit bias; Transitions of research students and research staff. One Careers Adviser completed the MBTI Qualification, joining several others who now have this qualification. We are also grateful to the many employers we meet at formal briefing events or through informal conversations, to keep our team appraised of latest developments in their industry, selection methods and skills being sought.

In March 2016 Dr Peter Harding (Careers Adviser) was elected to the Fellowship of the National Institute for Career Education and Counselling (NICEC) - a learned Society for reflective practitioners in the broad field of career education, career guidance/counselling and career development.

There were no reportable accidents amongst student visitors or staff.

With the move into our new building planned for Autumn 2018, we will closely scrutinize any vacancy that may occur before then, to ensure its compatibility with our new ways of working before hiring.

THE FUTURE

The Careers Service currently faces an unprecedented assortment of challenges over the next two to four years. Many are beyond our control or at an early stage, yet it would be imprudent not to consider contingency plans if they became an eventuality.

1 Teaching Excellence Framework

The Government's *'Fulfilling our Potential'* green paper makes a number of recommendations that, if adopted, will add to the work and responsibilities of the Careers Service. Examples of these recommendations include more employer input into curricular design, better information for employers on the content of specific degree courses, more evidence on what is being done to help disadvantaged students progress to further study or a highly-skilled job and students *'to be taught transferrable work-readiness skills' that businesses need e.g. collaborative teamwork and a 'positive work ethic.'* If any of these recommendations are adopted and made new elements of the University's Learning and Teaching strategy, then the Careers Service is well-placed to help initiate them here at Cambridge: we enjoy close ties with many employers, but additional resources (perhaps staff) will be required if we're expected to host mandatory 'employability' training sessions. To support the later employment needs of the disadvantaged student, another requirement of the TEF, the Service will require advance data on which students to target, which will also allow us to monitor their employment outcomes and spot any areas for concern where extra, or different, effort is required. Connected with the TEF, a national review is being conducted by the Higher Education Statistics Agency on the annual Destination of Leavers survey and Cambridge will be making recommendations to ensure we still benefit from accurate and comprehensive data which provides a crucial part informing our future direction and strategy. The Service is already actively participating in a HEFCE-funded research project examining the 'learning gain' of placements and work experience undertaken abroad and its effect on our students' employment outcomes.

2 The New Building

We continued to be impressed with the consultative approach being adopted by all those involved in planning our space in the Student Services Centre on the New Museums Site, with special thanks to Dana Raydan, Alice Benton and the team at Bennett Associates: the Architects. Over the last year conversations have progressed to the point where ideas are now being explored on furniture, audio-visual equipment, layout and making the best use of our library and other 'public' spaces. To make the transition to the new building (and necessary new ways of working) as smooth as possible, we have embarked on a programme of appraising everything that will need to be adapted and rolling out new ways of working. The new building provides the Service with an opportunity to offer employers suitable

venues for interviewing students and hosting recruitment presentations, if the facilities installed allow for this. If rooms are hired out to visiting employers another useful income stream could be offered to the University coffers.

3 The Brexit vote

Although too early to know exactly how this will affect the work of the Careers Service, it is likely opportunities for UK graduates to work in EU institutions, or undertake research in the EU will change greatly and we must accommodate these changes when more is known.

4 Our service to Post Doctoral Researcher Staff

As reported, Postdoc numbers will rise further in the future, and this will continue to put pressure on the team to sustain the quality of service for which our clients have become accustomed. Next financial year we have been awarded further funding from the Researcher Development Executive Committee to help fund the temporary employment of additional Careers Adviser time amongst part-time staff (instead of employing new staff). The diversity of our research staff's nationalities, career intentions, skills and interests is getting even more diverse. Our expertise in, for example, research opportunities abroad or roles for researchers outside academia, will need to keep pace. This widening of our expertise, combined with the planned increase in numbers of research staff, is likely to see us submitting a well-founded bid for an additional, permanent Careers Adviser in near future.

Commentary on any significant changes to destination outcomes.

In comparing this year's destination data, based on an 80% return rate for all UK and EU graduates, with last year's, a number of observations can be made.

1. For the first time in ten years, we have seen an increase in first degree students entering a programme of further study by taught course, up from 11% last year to 13% this year. This is still markedly down on the 22% and 20% who took up a taught course in 2007 and 2008, respectively.
2. First degree students entering 'graduate-level' or 'professional/managerial' jobs remains strong at 93.6% for males and 91.6% for females. This is a key measure used by league table compilers. Amongst our postgraduates leaving a taught course, the percentage is 98.5%.
3. The average starting salary for a male Cambridge first-degree graduate last year was £29,858, the national average was £22,500. For female Cambridge graduates the average starting salary was £24,409, the national average: £20,500. This salary discrepancy can partly be attributed to the different career paths sought by our male and female students. For example, 28% of the 750 attendees at the Banking event were female, a very highly paid employment sector, whilst 86% of the attendees at our Arts and Heritage event were female, a sector with a reputation for poor salaries. 83% of those starting their own business were male, and this disparity is growing - in 2012 55% were male.

4 For those departing students with a registered disability, the percentage going on to further study, travelling and still seeking employment were consistently within a percentage or two below the figures for the general Cambridge population.

5 There were 83 first degree graduates from a survey return of 2,747 still actively seeking employment six months after graduating, a similar proportion to last year: 72 in 2747. Frustratingly, a large proportion of these students were holding a future job offer, but had to be counted as unemployed for this survey.

6 There was a good fall in the number of students who did not respond to the survey to 517, from 563 last year.

Detailed analysis of this destination data takes place throughout the year, to inform the work we do with specific cohorts of students. To further the aims of widening participation and social mobility, the Service hopes to be in position next year to comment on destinations in a meaningful way against assorted social mobility measures.

Members of the University can access the full data sets at:-
<http://www.careers.cam.ac.uk/dlhe/summary/index.asp>

Destination of Cambridge Graduates 2015

	First Degree					MPhil					PhD				Total				
	Fem	Male	Blank	Total	%	Fem	Male	Blank	Total	%	Fem	Male	Total	%	Fem	Male	Blank	Total	%
Total graduating Aug 2014 - July 2015	1523	1738	3	3264		768	841	1	1610		472	650	1122		2763	3229	4	5996	
Total not replying to enquiries	244	273	0	517	15.84%	302	291	0	593	36.83%	140	217	357	31.82%	686	781	0	1467	24.47%
Total of known destinations	1279	1465	3	2747	84.16%	466	550	1	1017	63.17%	332	433	765	68.18%	2077	2448	4	4529	75.53%
These graduates went into	Fem	Male	Blank	Total	%	Fem	Male	Blank	Total	%	Fem	Male	Total	%	Fem	Male	Blank	Total	%
Permanent Employment	532	668	2	1202	43.76%	211	245	0	456	44.84%	250	345	595	77.78%	993	1258	2	2253	49.75%
Temporary Employment	191	140	0	331	12.05%	56	47	0	103	10.13%	42	40	82	10.72%	289	227	0	516	11.39%
Voluntary / unpaid work	23	11	0	34	1.24%	8	2	0	10	0.98%	0	5	5	0.65%	31	18	0	49	1.08%
Total in Employment	746	819	2	1567	57.04%	275	294	0	569	55.95%	292	390	682	89.15%	1313	1503	2	2818	62.22%
Study for further degree by research	124	244	0	368	13.40%	132	191	1	324	31.86%	4	6	10	1.31%	260	441	1	702	15.50%
Study for further degree by taught course	171	177	0	348	12.67%	13	17	0	30	2.95%	3	5	8	1.05%	187	199	0	386	8.52%
Further study (legal training)	61	51	0	112	4.08%	4	5	0	9	0.88%	0	0	0	0.00%	65	56	0	121	2.67%
Further study (teacher training)	20	8	0	28	1.02%	2	0	0	2	0.20%	0	2	2	0.26%	22	10	0	32	0.71%
her further study (cert and diploma)	15	24	0	39	1.42%	5	6	0	11	1.08%	2	1	3	0.39%	22	31	0	53	1.17%
Independent study	11	14	0	25	0.91%	2	2	0	4	0.39%	3	4	7	0.92%	16	20	0	36	0.79%
Total entering further study	402	518	0	920	33.49%	158	221	1	380	37.36%	12	18	30	3.92%	572	757	1	1330	29.37%
Travel and unavailable for work or study	98	78	1	177	6.44%	24	24	0	48	4.72%	19	12	31	4.05%	141	114	1	256	5.65%
Still seeking employment or study	33	50	0	83	3.02%	9	11	0	20	1.97%	9	13	22	2.88%	51	74	0	125	2.76%

Employment categories 2015	First Degree		MPhil		PhD		Total	
	Number	% total employed	Number	% total employed	Number	% total employed	Number	% total employed
Accountancy and Tax	36	2.9	11	2.4	1	0.2	48	2.1
Actuarial and Insurance	19	1.5	2	0.4	3	0.5	24	1.0
Arts and recreation	54	4.4	15	3.2	11	1.8	80	3.5
Banking and Investment	112	9.1	55	11.8	14	2.3	181	7.9
Communications Business	30	2.4	9	1.9	2	0.3	41	1.8
Engineering and architectural consultancy	62	5.0	14	3.0	10	1.7	86	3.7
Health	168	13.6	18	3.9	29	4.8	215	9.3
IT sector	126	10.2	22	4.7	24	4.0	172	7.5
Legal sector	15	1.2	8	1.7	4	0.7	27	1.2
Management Consultancy	91	7.4	38	8.2	19	3.2	148	6.4
Manufacturing industry, utilities, power: business	29	2.3	22	4.7	10	1.7	61	2.6
Manufacturing industry, utilities, power: technical	62	5.0	15	3.2	30	5.0	107	4.6
Other sectors	166	13.4	93	20.0	52	8.7	311	13.5
Other service industries	51	4.1	12	2.6	7	1.2	70	3.0
Public Service	53	4.3	41	8.8	10	1.7	104	4.5
Publishing and media	22	1.8	9	1.9	4	0.7	35	1.5
Research - science	25	2.0	11	2.4	206	34.3	242	10.5
Research - social science	4	0.3	15	3.2	70	11.7	89	3.9
Social, community and charity	35	2.8	11	2.4	7	1.2	53	2.3
Teaching	76	6.1	45	9.7	87	14.5	208	9.0
TOTAL	1236	100.0	466	100.0	600	100.0	2302	100.0
<i>of whom in unpaid / voluntary work</i>	34		10		5		49	
Those in temporary employment	331		103		82		516	
TOTAL EMPLOYED	1567		569		682		2818	

Appendix 1 Members of the Careers Service Supporters' Club

Accenture	GIC (London) Private Ltd	Pinsent Masons LLP
Allen & Overy LLP	GlaxoSmithKline	Procter & Gamble
Analysis Mason	Goldman Sachs	PwC
Ashurst LLP	International Ltd	PwC - Legal LLP
BAE Systems Applied Intelligence	G's Fresh Ltd	PwC - Consulting
Baillie Gifford	GSA Capital Partners LLP	Red Gate Software
Bain & Company Inc	Herbert Smith Freehills	Roland Berger Strategy
Baker & McKenzie	Hogan Lovells International	Rolls-Royce plc
Bank of America Merrill Lynch	Holidays Please	Rothschild
Barclays Banking	Holman Fenwick Willan LLP	Royal Bank of Canada
Barclays Corporate & Personal Banking	HSBC Global Businesses	Royal Bank of Scotland
Berwin Leighton Paisner LLP	Integration Management Consulting	Sankaty Advisors (Bain Capital)
Bloomberg	J.P. Morgan	Schroders Investment Management Ltd
BP plc	Jane Street	Severn Trent plc
BP plc Integrated Supply and Trading	John Swire & Sons Ltd	Shearman & Sterling LLP
Bristows LLP	Johnson Matthey	Shell
Capital One (Europe) plc	Jones Day	Simmons & Simmons LLP
Centrica plc	King & Wood Mallesons	Slaughter and May
CHP Consulting	Kirkland & Ellis International LLP	Sparx Ltd
Citi	KPMG	Stephenson Harwood
Cleary Gottlieb Steen & Hamilton LLP	Kraft Heinz	Strategy&
Clifford Chance	L.E.K. Consulting LLP	Sullivan & Cromwell
Clyde & Co	Lazard	Taylor Wessing
CMS Cameron McKenna	Linklaters	TeachFirst
Colgate Palmolive	London Stock Exchange Group	Tessella LLP
Cooley (UK) LLP	L'Oreal	The Boston Consulting Group
Covington & Burling LLP	Macfarlanes LLP	TTP (The Phoenix Partnership)
Credit Suisse	Marakon	Travers Smith LLP
Credo	Mayer Brown International LLP	UBS
Davis Polk & Wardwell London LLP	McKinsey & Company	Unilever
Dechert LLP	Metaswitch Networks	Value Partners Management Consulting Ltd
Deloitte LLP	Milbank, Tweed, Hadley & McCloy	Weil, Gotshal & Manges
Dentons UKMEA LLP	Millbrook Proving Ground Ltd	White & Case
Deutsche Bank	Morgan Stanley & Co International plc	Winton Capital Management
DLA Piper	National Grid	Withers LLP
Eden McCallum LLP	Nomura	ZS Associates
EY	Norton Rose Fulbright LLP	
Farrer & Co	OC&C Strategy Consultants	
FDM Group	Oliver Wyman	
Fidelity International	Optiver Holding BV	
Freshfields Bruckhaus Deringer	Orrick, Herrington & Sutcliffe	
Gibson Dunn	Parthenon	
	Paul, Hastings (Europe) LLP	

Appendix 2

Careers Service Syndicate Membership (April 2016)

Chairman: Mr Stuart Laing, Master, Corpus Christi 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	2016
Professor Melinda Duer, Dean of Robinson College +	2019
Dr Mark Billinge, Life Fellow, Magdalene College +	2016
Mr Thomas Ridgman, Fellow, Wolfson College	2018
College Representatives (serve from 1 January for three years)	
Dr Jason Carroll, Careers Tutor, Clare College	2016
Dr Iain Black, Senior Tutor, Clare Hall	2016
Mr Barry Phipps, Fellow and Tutor, Churchill College	2016
Dr Helena Browne, Fellow, Christ's College	2016
Mr Tim Harvey-Samuel, Bursar & Fellow, Corpus Christi College	2017
Dr Sue Jackson, Fellow, Lucy Cavendish College	2017
Mrs Gabrielle Bennett, Fellow, Downing College	2017
Dr Bill Broadhurst, Fellow, Emmanuel College	2017
Dr David Secher, Senior Bursar, Gonville & Caius College	2018
Dr Matthew Jones, Deputy Dean, Darwin College	2018
Dr Helen Bettinson, Development Director, Fitzwilliam College	2018
Dr Stuart Davis, Admissions Tutor, Girton College	2018
Student Members (Serve from July for one year)	
Mr Chad Allen, President, Graduate Union	2016
Ms Priscilla Mensah, President, CUSU	2016
Co-opted Members (serve from 1 October for four years)	
Ms Jane Croft-Baker, Graduate Recruitment Specialist, Clifford Chance	2016
Mr Andrew Beresford, Head of Operations Services, British Sugar	2016
Ms Beth Callan, Global HR Manager, Shell International	2017
Ms Christina Kerr, Recruitment Team, Barclays	2017
Professor Tony Watts OBE, St Catharine's College, Cambridge	2018
Dr Bob Gilworth, The Careers Group, London	2018
Ms Beverley Dixon, Graduate Recruitment Manager, J.B.Shropshire	2018
Dr Jane Dancer, Chief Business Officer, F-star	2019
Mr Darren McKerrecher, Associate Director Medicinal Chemistry, AstraZeneca	2019
Ms Victoria Higgins, Director, Cambridge Partnership, GSK	2019
Ms Martha Jeacle, Legal Recruiting & Associate Development Manager, Davis, Polk & Wardwell	2019
Ms Kate Croucher, University Relationship Manager, FDM	2019
Permanent Co-opted member (from Feb 2011)	
Ms Alice Benton, Head of Educational and Student Policy +	
Postdoctoral Schools representative Co-opted member (from Jan 2014)	
Mrs Isobel Humphrey, Assistant Secretary, School of Humanities and Social Sciences	
Appointments Committee members	
Professor Richard Prager (Chair)	
Mr Stuart Laing (Chairman of Syndicate) +	
Mr Gordon Chesterman (Secretary of Syndicate) +	
Professor Alison Sinclair (appointed by Council)	
Dr Mark Billinge (appointed by Council) +	
Dr Sue Jackson (appointed by Syndicate)	
Dr Helena Browne (appointed by Syndicate) +	
Dr David Secher (appointed by Syndicate) +	
+ members of the Careers Service Executive Committee	

Appendix 3

Staff of the Careers Service (at April 2016)

* Part-time

Director	Gordon Chesterman
Deputy Director	David Ainscough
Careers Advisers	Catherine Alexander
	Mary Blackman*
	Madelaine Chapman*
	Anne Forde*
	Susan Gatell
	Peter Harding
	Katie Heath*
	Steve Joy*
	Frances Meegan
	Amanda Norman*
	Liz Simmonds*
	Sally Todd
Information Services Manager	Vacant post
Departmental Administrator	Claire Collet*
Project Manager	Cathy Marsden*
Computer Officers	Richard Sparkes*
	Chris Moore
	Laura Blenkinsop
Online Communications Assistant	Lisa Hodgson
Events Manager	Pat Corteen
Events Assistant	Pippa Ellis*
Events Assistant	Roxy Beer*
Information Staff	Lisa Bates*
	Kathy Moon
	Lily Serubula*
	Ellis Weinberger
Accounts Assistant	Mark Warner
Assistants to Careers Advisers	Jane Ansell*
	Sally Cox
	Ros Fella
	Natasha Forster*
	Maggie Hart*
	Naomi Hilton
	Louise Maddison*
	Lynn Maguire (maternity leave)*
	Jenni Thorley
	Liz Wright*
Assistant to Departmental Administrator	Tina Goode*
Technical Service Co-ordinator	Tony Clarke*
Custodian	Simon Denston

All staff can be contacted by email:
FirstSurname@careers.cam.ac.uk
eg: GordonChesterman@careers.cam.ac.uk
Biographies of our Careers Advisers can be seen on our website.