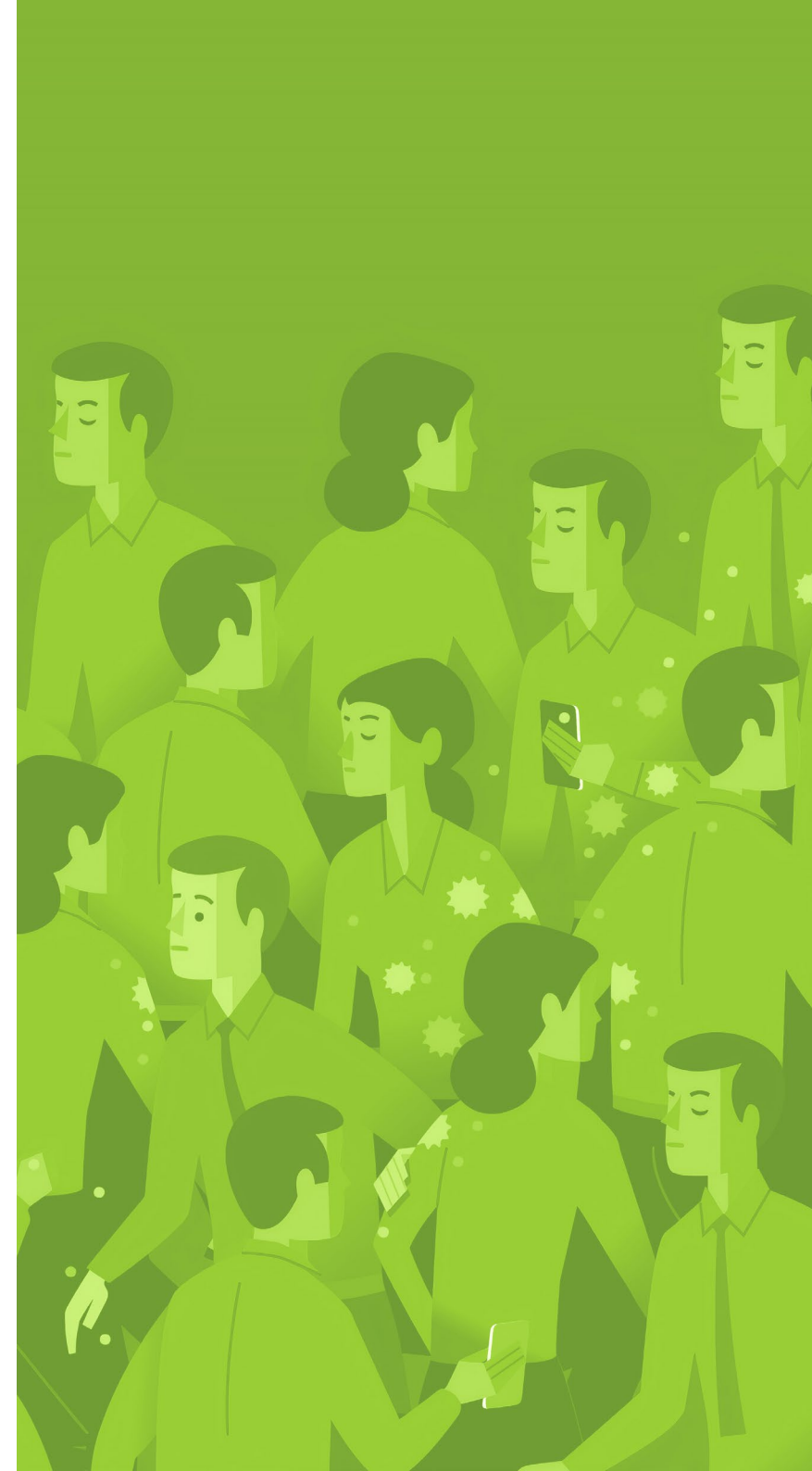


GRADCONNECTION SURVEY:

IMPACT OF CORONAVIRUS ON GRADUATE PROGRAMS

MAY & JUNE 2020

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ABOUT THE SURVEY

GradConnection's Survey 'Impact of Coronavirus on Graduate Programs' collected results over the period of May & June 2020. Its purpose was to collect insights about the impact of COVID-19 on graduate recruitment, to be collated and shared as a snapshot of the current landscape. The survey had 113 responses from graduate employers across various industry sectors.

The following summarises the key findings of the survey:



60.19%

of respondents reported continuing their 2021 Graduate Program as planned, with a further

33.01%

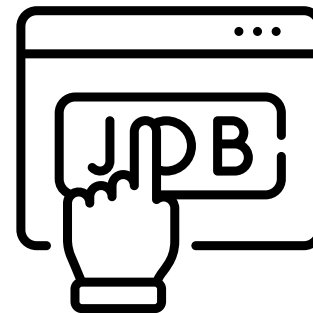
merely postponing their programs till later in the year

1.94%

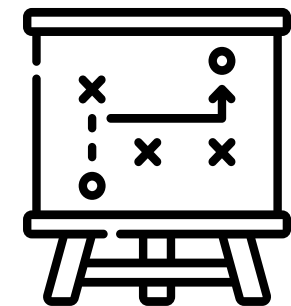
of respondents reported needing to cancel their 2021 Graduate Program as a result of COVID-19



The majority of employers report **no or very minimal change** to their hiring numbers for 2021



Application numbers have mostly stayed consistent with the previous year, with **31.25%** of employers reporting an increase in application numbers



80.21%

of respondents plan to still go out with their 2022 Graduate Program as planned

2020 GRAD RECRUITMENT

Are you currently still recruiting for your 2021 Graduate Program?



Yes, but our applications have closed	48.54%
Yes, and our applications are opened	11.65%
Not yet, we will recruit later in the year	23.30%
We have postponed recruiting for our 2021 Graduate Program as a result of COVID-19	9.71%
We have cancelled recruiting for our 2021 Graduate Program as a result of COVID-19	1.94%
We did not plan on recruiting for 2021	4.85%

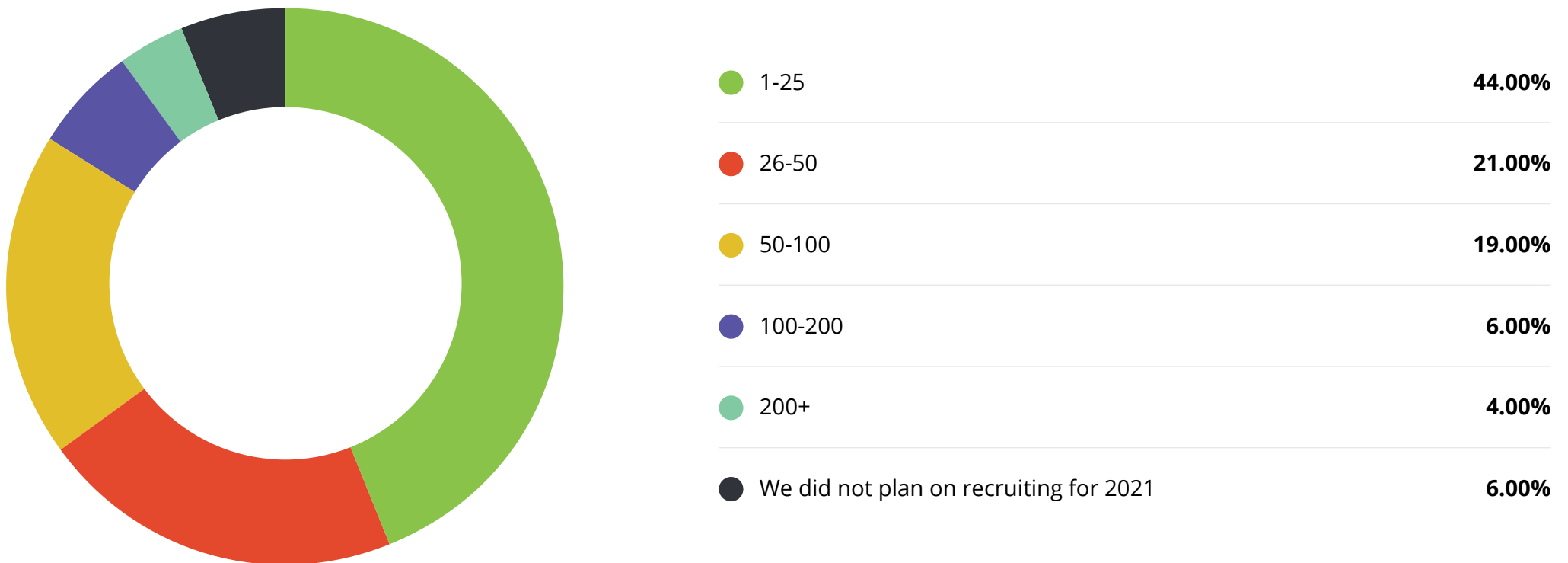


We already had technology in place to continue with all stages of our recruitment process



2020 GRAD RECRUITMENT

How many graduate roles are you currently hiring?

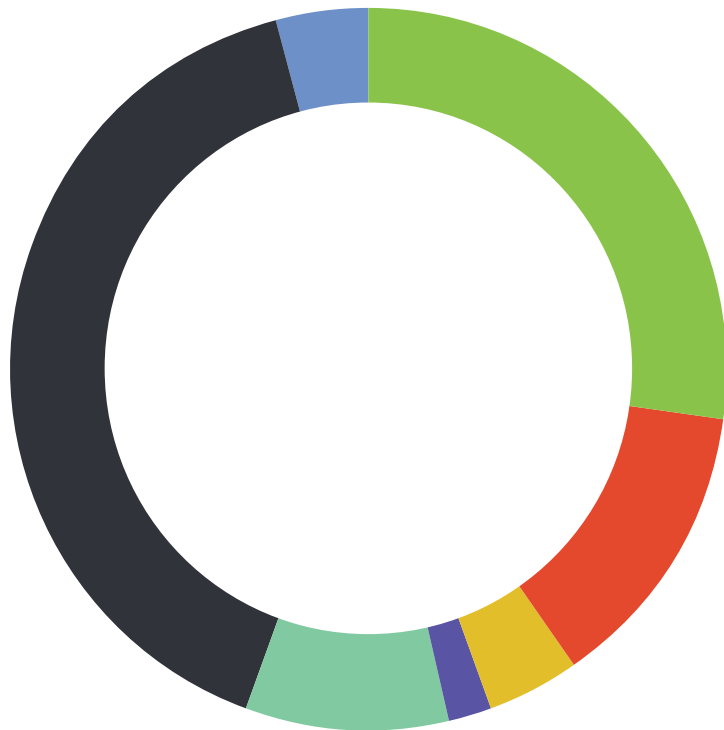


COVID-19 solidified the importance of Graduates in our business, with little impact to numbers and our program



2020 GRAD RECRUITMENT

Has COVID-19 impacted the numbers of hires you are planning to make?



Yes - We are reducing our hires by 5-25%	27.27%
Yes - We are reducing our hires by 26-50%	13.13%
Yes - We are reducing our hires by 50% +	4.04%
Yes - We are hiring more graduates due to COVID-19 related business expansion	2.02%
No - but our hiring numbers have increased from last year with no correlation to COVID-19	9.09%
No - our hiring numbers are unchanged	40.40%
No - we did not plan on recruiting for 2021	4.04%



The value placed on Graduates, our industry's future, is as high as ever



2020 GRAD RECRUITMENT

How have your application numbers for your 2021 Graduate Program compared so far to your 2020 Graduate Program?



● Our application numbers have increased	31.27%
● Our application numbers have decreased	8.33%
● Our application numbers have stayed fairly consistent	44.79%
● We are not recruiting for 2021	15.63%

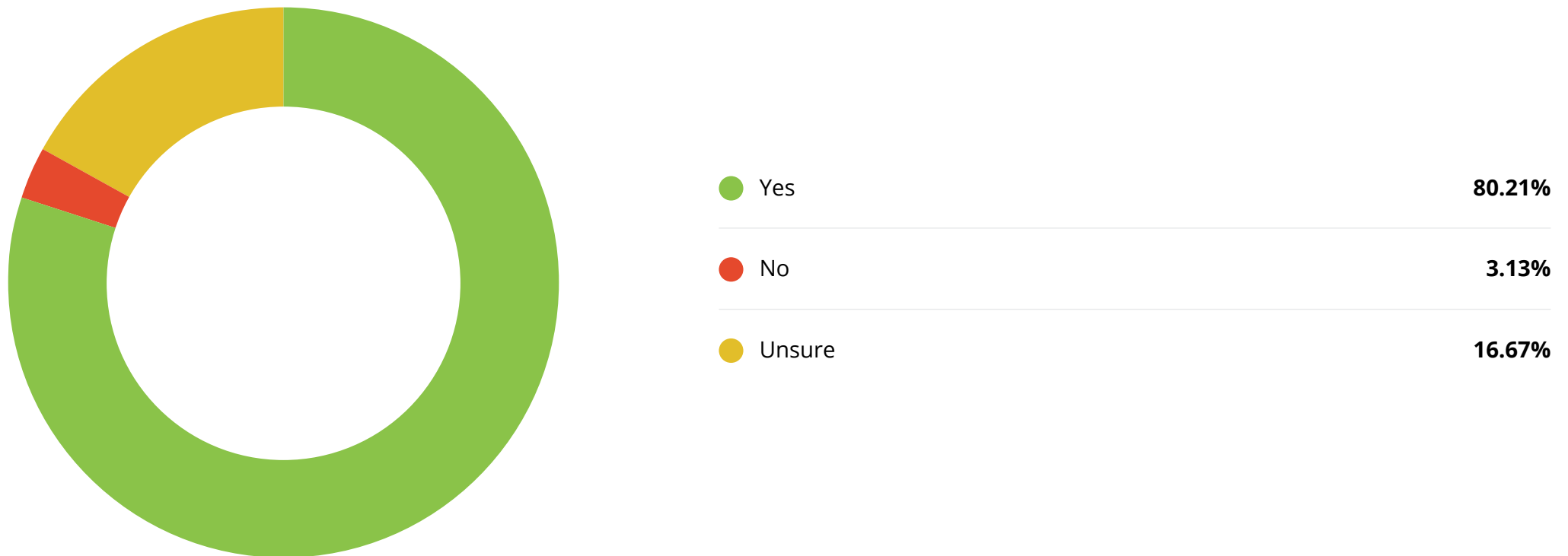


We are seeing a higher completion rate of applications



2021 GRAD RECRUITMENT

Are you likely to still go out in 2021 with your 2022 Graduate Program?

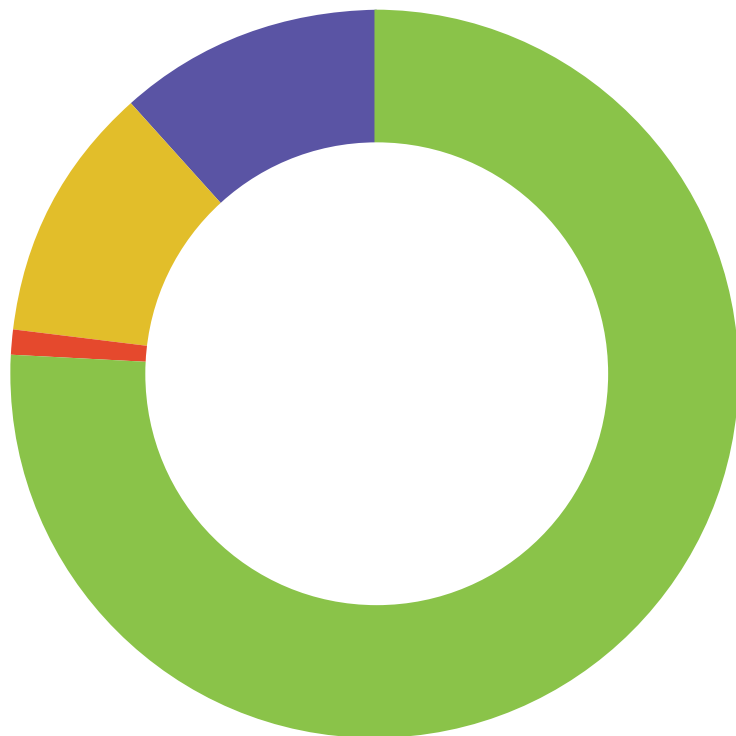


We will definitely take a lot from this experience and change our process for the future in a positive way



VIRTUAL PLATFORMS

Have you migrated your 1on1 interviews to video conferencing?



● Yes - we are using video conferencing	76.04%
● No - we are doing phone interviews	1.04%
● No - we are doing in-person interviews	11.46%
● Other (please specify)	11.46%



Virtual graduate recruitment is more administratively challenging but definitely possible!



EMPLOYER COMMENTS

What positive impacts or changes do you see happening in the Graduate Recruitment space as a result of COVID-19?

A move virtual networking events and career fairs

Flexibility and reach to remote/ rurally located candidates

More frequent contact with grads early in their program

Fast innovation around delivering assessment centres

Saved on venue hire

Great to test virtual training options

Increase in app numbers

Stakeholders more willing to do remote interviews

Candidates familiarising themselves with business tech

Opportunity to take a more national approach

Testing the use of virtual tools for student engagement

Business more open to remote recruitment

More efficient and decisive decision making

The business seeing the value Interns bring

A changing landscape with more life/ work balance opportunities

More conscious in hiring decisions.

blended working

More flexibility in terms of selection approach

higher completion rates of applications

forced not just to consider alternatives but to implement them

More virtual events and engagement with students

online platforms for assessments have potential savings for time and travel

Interstate interviews by teleconference

demonstrates candidate resilience to change in the process

More time between applications closing and offers being made

increased effort and willingness for Universities to organise online events and promotional channels

students seem to be more prepared

An enforced shake up of "how we do things"

Students seem a little less intimidated when meeting us in virtual settings

Time efficiency in running assessment centres

Setting up Q&A sessions with Graduates and Candidates

Forced to be more creative

EMPLOYER COMMENTS 02

What have you learned about your organisation and/or the Graduate Recruitment space as a result of COVID-19?

More detailed online content is the way forward

We already had technology in place to continue with all stages of our recruitment process

We are pretty adaptable

Investment in laptops, good remote connectivity and video conferencing software are essential

How important graduate recruitment is

Ability to adapt quickly to remote working and remote hiring

Organisation is more agile than we thought

Were able to move our graduate recruiting to online fairly quickly and easily

We are innovative, flexible and take a crisis as a challenge to improve

We can be flexible and adaptable!

Can reach many and varied students online

Candidates are far more tech savvy and flexible

With a strong plan we can achieve great things

That we are a supportive, agile and resilient organisation!

Ability to adjust in short timeframes

Solidified the importance of Graduates in the business

Candidates willing to do new processes

We were prepared for the organisation to work from home with very little change

The value placed on Graduates, our industry's future, is as high as ever

We have to change our approach and be innovative

Virtual graduate recruitment is definitely possible!

We can work a lot leaner than we have previously

Working from home is achievable & 'presentism' is not an issue

Work/life balance will be a game-changer for graduates and re-

The graduate recruitment community has really come together and shared insights and best practice

Get the graduates up and running as soon as possible

Adaptability

We were fairly well positioned to be able to transition to WFH immediately as the situation progressed

We are resilient and able to adapt to changes in the environment

A lot of online recruitments and people are willing to do remote internships as well.

Increased confidence in virtual recruitment.

That we have a more captive audience

Resilience and flexibility of graduates

While most things are still able to run remotely, the cohort camaraderie suffers

That Grad recruitment is still important

Change in mindsets and habits can be slow and difficult

There are many different ways that recruitment can be done

We are pretty good at adapting to working remotely

We are adaptable and can adapt quickly

How supportive this community has been during COVID-19

We prefer the face to face process.

How we can utilise many more digital platforms and incorporate this into our recruitment process

That we are quite adaptable.

People come together in a time of crisis

That most of us can effectively work from home.

Students are a lot more understanding of impacts on business that we may initially give them credit for