

TEMPO

HIRING MADE SIMPLE

GRADUATE SCHEMES ARE STUNTING DIVERSITY, LIMITING ACCESSIBILITY AND PERPETUATING BIAS.

WE ASKED 1,035 GRADUATES AND HERE'S THE TRUTH STRAIGHT FROM THE SOURCE...

61%

Of recent graduates believe **graduate schemes are tied to more traditional businesses** and give the perception of businesses having an outdated notion of the workforce

CHALLENGE NO.1
The application process

30%

Of recent graduates feel the process is **unfairly tailored** to those with a specific background

39%

Believe the process should be more accessible for those with **different educational qualifications, disabilities or ethnic minorities**

HOW CAN YOU IMPROVE THE APPLICATION PROCESS?

SUGGESTIONS FROM RECENT GRADUATES...

74%

Would like more personable and **better feedback** / communication during the process



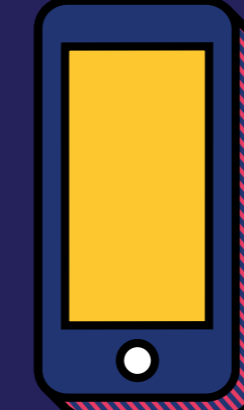
64%

Would **increase clarity** around the process and better opportunity to prepare



35%

Want more interactive and **better use of more modern technology** and approaches



35%

Would **streamline the interview process** for better candidate experience



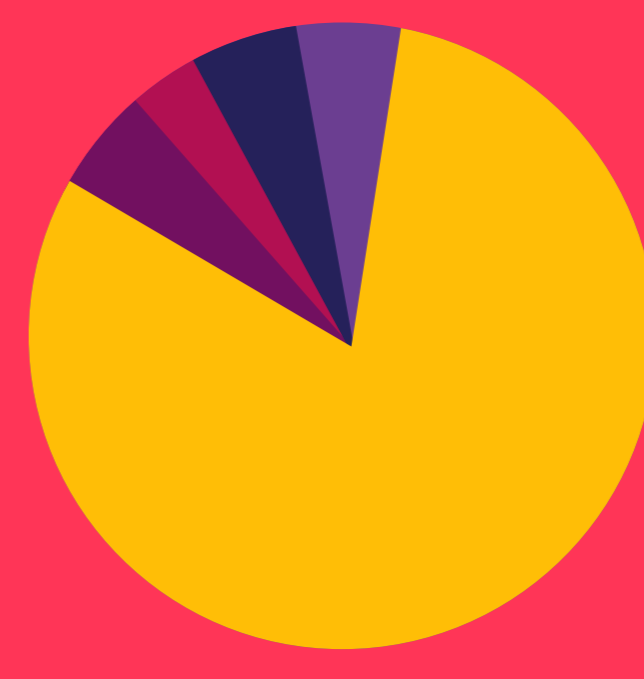
CHALLENGE NO.2
Socio-economic bias

57% STATE SCHOOL EDUCATED

91% STATE SCHOOL EDUCATED

EDUCATION

57% of graduates hired by companies through a graduate scheme had a state school education compared to 91% of the population



ETHNICITY

With only 22% BAME candidates in graduate schemes, 67% of graduate employers say that achieving diversity targets is their biggest challenge

CHALLENGE NO.3
Gender bias

44%



COMPLETED GRAD SCHEMES

Of those who graduated in the last 3 years 44% men vs 27% women completed a graduate scheme

27%

APPLYING FOR SCHEMES

Graduate schemes are more appealing to men. Men apply to an average of 7 applications vs women applying to an average of 5



40% MORE SATISFIED



PAY

Men are 40% more satisfied with pay than women

46%



FEELINGS

56% of men feel positive about a graduate scheme as the best way to start a career vs 46% women

THE IMPORTANCE OF DIVERSITY

EMPLOYERS WITH A DIVERSE WORKFORCE...

1.7x

MORE INNOVATIVE LEADERS IN THE MARKET

60%

BETTER DECISION MAKING

67%

MORE ATTRACTIVE TO CANDIDATES

57%

HIGHER RATES OF EMPLOYEE RETENTION

19%

HIGHER REVENUE

35%

BETTER BUSINESS PERFORMANCE

70%

MORE LIKELY TO TAP INTO NEW CUSTOMERS

[DOWNLOAD FULL WHITE PAPER HERE](#)

SOURCES:

Why Diversity Matters, McKinsey | Why Diversity and Inclusion has become a Business Priority, Josh Bersin | Diversity, Glassdoor
Proprietary research conducted by Tempo in June 2019 among 1,035 current or recent graduates