



INTERNATIONAL TALENT IN SCOTLAND'S LABOUR MARKET

Barbara Graham & Hazel McAllister

Careers Service

University of Strathclyde



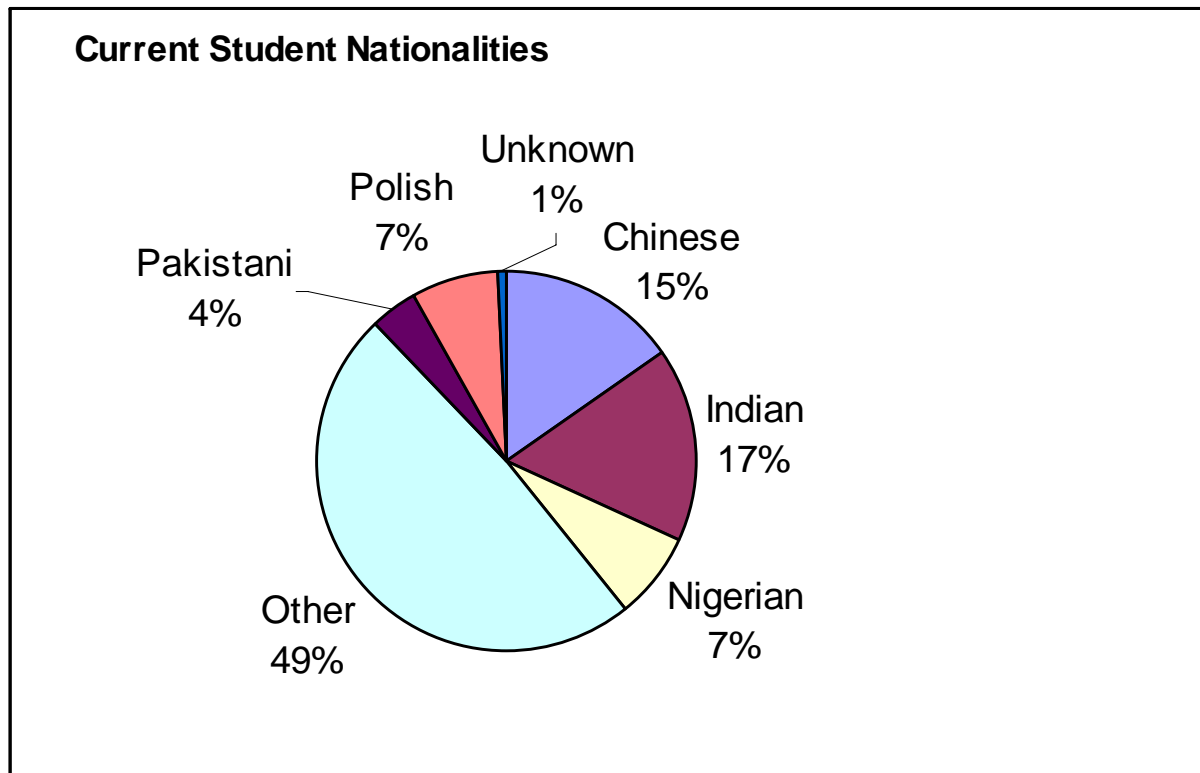
PROJECT OBJECTIVES

- To investigate job search experiences of international students and graduates.
- To investigate Scottish employers' attitudes to recruiting international graduates.
- To produce case study webcasts for the Working in Scotland website.
- To enhance *Graduate Jobsearch Online*

SCOPE OF SURVEY

- 235 students and 189 graduates responded.
- 4 focus groups – Glasgow, Edinburgh, Stirling.
- 49 employers responded.

PROFILE OF STUDENTS





PROFILE OF STUDENTS

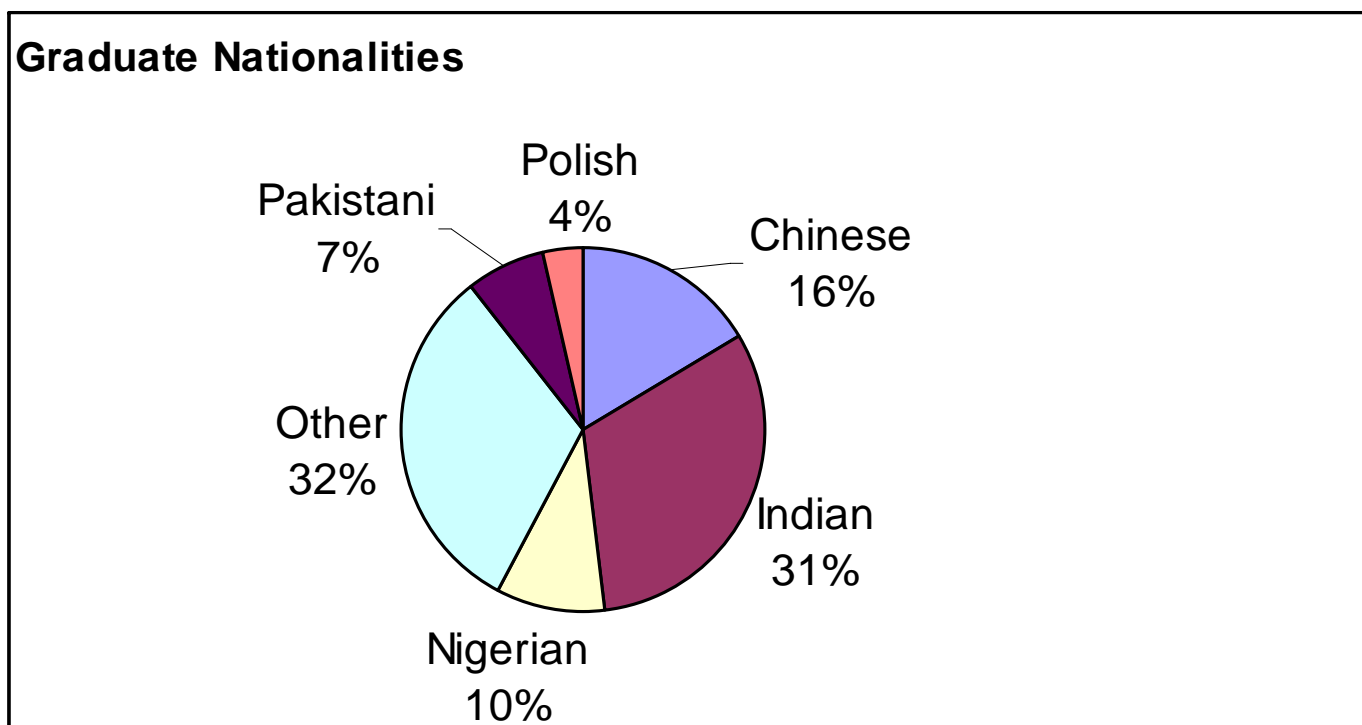
Degree subjects:

- Predominantly Business – 47% from 110 courses
- IT – 14%
- Science – 12%
- Engineering – only 6%

Level of study:

- 21% on undergraduate courses
- 5% on Diploma courses
- 62% on Master's courses
- 12% studying for PhDs

PROFILE OF GRADUATES





PROFILE OF GRADUATES

Degree subjects:

- Predominantly Business – 63% from 110 courses
- IT – 11%
- Science – 10%
- Engineering – only 9%

Level of study:

- 12% had first degrees
- 2% had Diplomas
- 85% had Master's degrees
- 1% had PhDs

HIGH EXPECTATIONS

- 64% of 114 students & 77% of 111 graduates who told us they had previous work experience had earned £10,000 or less per annum.
- 60% of students & 51% of graduates who told us about their anticipated salaries expected to earn £20,000 or more in Scotland after graduation.

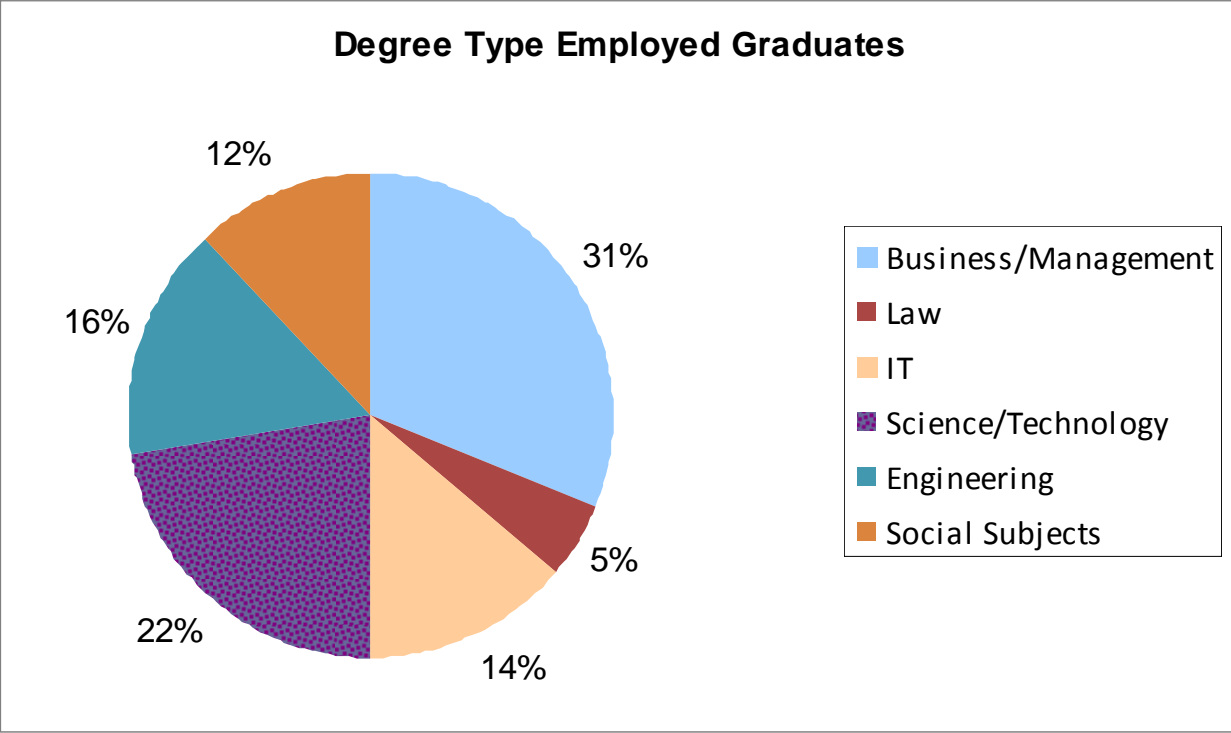
Percentages are of respondents who answered these questions and not of the whole cohort.



AFTER GRADUATION

- 51 of 150 who replied were unemployed (34%). Equivalent for UK graduates is c.4-5%.
- Only 11% of 79 working in Scotland needed both their degree subject and level of qualification for their jobs.

PROFILE OF EMPLOYED GRADUATES



EMPLOYERS' RESPONSES

- 49 employers responded – including 13 in Finance and 9 in Engineering
- 42 respondents recruit recent graduates.
- 24 recruit international graduates.

BENEFITS OF INTERNATIONAL GRADUATES

- Previous work experience.
- Foreign language skills.
- Knowledge of overseas markets.
- Work ethic.

CONCERNS ABOUT INTERNATIONAL GRADUATES

- Inadequate English language skills.
- Employers' lack of knowledge of Working in Scotland Scheme visa [*and the subsequent Post-Study Tier 1 visa*].
- Employers anticipate difficulties in applying for work permits after 2 years for non-shortage areas if there are other good applicants.

QUOTES FROM GRADUATES

- “Non-EU graduates are not judged by merits, but their nationalities – a very disadvantageous position”.
- “Scottish companies want Scottish workers, regardless of the qualifications or immigration status of applicants”.
- “Employers complain 2 years of Fresh Talent is small”.
- “Interview was very nice but no-one called me back”.

GRADUATES' ADVICE FOR PROSPECTIVE STUDENTS

- “Education is very good, but placement/ work experience is a hard going to some extent – almost impossible”.
- “Do some engineering courses. If it’s a management degree, study and then go back”.
- “Please master the language well.”
- “Try to attend the career centre’s activities as many as possible”.
- “It is good to study in Scotland, but difficult to gain job there – poor comparing with England. I keep trying to find job in Scotland cause I am emotionally involved in the country, but it is just a dream so far”.

GRADUATES' REQUESTS TO EMPLOYERS

- Don't overlook the value of work experience gained abroad.
- The commitment shown by students in coming to the UK and paying high fees will be transferred to employers who recruit international graduates.
- A multi-cultural, multi-lingual work force is well placed to give excellent service to a wide range of customers.

Project outputs

- Report on survey findings
- *Working in Scotland* leaflet for students
- *Employing International Students* leaflet for graduate recruiters
- Video clips of successful international graduates and satisfied employers

<http://www.agcasscotland.org.uk/graduates/>

- New version of *Graduate Jobsearch Online* resource on international and UK vacancy / careers websites