

# Industry Expectations

Ben Dixon (EY) & Andrew Walker (RAC)

*20 June 2024*

## Purpose of Today's Session

---

### Agenda

- ▶ Industry Update & Trends
- ▶ What do we look for (or not) in our Graduates?
- ▶ What industry wants
- ▶ Startup perspective
- ▶ What can you do?
- ▶ Q&A

### Key Takeaways

1. Understand the current landscape for ICT Graduates
2. Understand the key trends across the industry that are affecting graduate hiring
3. Outline what we are looking for in our ICT Graduates



**Ben Dixon**

Technology Strategy & Transformation  
Senior Manager



**Andrew Walker**

Business Model Innovation Senior Analyst

## Early Career Talent – Global Trends (1/2)

---

Early Career Talent is continuing to see strong resilience with early career hiring returning to pre-pandemic levels and growing slightly globally.



The early careers job market is holding strong with traditional industries showing the most resilience



The number of applications per role continues to rise around the globe



Hiring teams are relying less and less on past experience or GPA

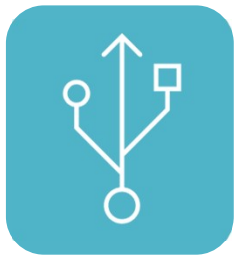


AI is growing as a tool used by students and recruiters, with employers keen to maintain a human element

## Early Career Talent – Global Trends (2/2)

---

Well-rounded ICT Graduates are in high demand, with the need to balance and diversify their skillsets



Digital & IT Capabilities are still in top demand Globally



ICT Graduates continue to struggle with Soft Skills



Employers are looking for well rounded students, it not just about the marks



Exposure to tools and solutions in industry is increasingly important

## What are we looking for in Graduates?

---

### Soft Skills

**Mental Agility** – Ability to zoom in and zoom out in an ever-changing environment

**Natural Curiosity** – Driven to be curious about the world, businesses and solutions to solve challenging problems

**Willing to experiment** - As we understand that we don't know everything, experimentation allows us to obtain real-world data about our environment

**Resilience and Self-Management** – Be able to manage your own personal wellbeing, time, and have self-driven motivation

**Teamwork & Communication** – Be able to collaborate, work in a team and clearly present your ideas in a convincing manner

### Technical Skills

**Product Management & DevOps** – Crucial for developing and managing products throughout their lifecycle aligned to customer needs whilst integrating development, testing and operations.

**Cloud** - Crucial for enabling scalable, flexible, and cost-effective IT solutions (IaaS, PaaS, SaaS)

**Data Engineering & Analysis** – The key to unlocking insights from vast data sets, building data assets

**Cyber Security** – Vital for maintaining the confidentiality, integrity and availability of an increasing complex tech environment and increasingly advanced threats.

**Artificial Intelligence** – Crucial for students to have a strong awareness to be able to contribute to the embedding of AI through their own work and across businesses.

## What we often see in Graduates

---

### Undesirable Characteristics

**Inauthentic** – Candidates often try to over prepare and do not present themselves as their authentic self. This can come across with overly targeting and replaying corporate jargon.

**Technology / Framework Dependent** – Candidates are often either over-reliant on a specific technology or framework, or are highly focused on understanding what specific technology or framework they must have to be successful.

**Limited Practical or Applied Experience** – Experience is often theoretical with limited application, practical experience or. Internships, Side Passion Projects, or Practical Group Projects often strengthen a candidate's viewpoints.

**Solely Technology Focused, without the Business Context** – Incoming interns/graduates often have little to no understanding or focus on how technology interacts and enables/drives business outcomes. This is often the largest area of growth required to upskill.

# Industry Wants

Theoretical knowledgebase  
On the job skills  
Concrete achievements



# Startup Perspective

Recruiting students for Spatula

Moving Onto Campus

Student Mentoring

We'll handle the business side



# What Can You Do?



Make it impossible to skate through



Clear, simple touchpoints for student engagements



Create opportunities on campus



# Questions & Answers

Ben & Andrew