



The NZAGE Employer, Graduate and Internship surveys present research respondent data on a range of current issues in the world of graduate employment to the graduate and intern market.

Competition is heating up:

As employers seek to attract 2023 graduates, competition for graduates has reached an all-time high with **76%** of surveyed employers reporting competition between employers and with external factors as a challenge.

- **45%** of graduates surveyed received **more than one offer of employment** in 2022.
- **46%** of interns applied to **more than five employers** and they applied early, with over half of intern applicants applying for internships prior to their penultimate year of study.



Additional pressure returns in the form of increasing travel opportunities post-COVID.



- A whopping **85%** of graduates are planning to **move overseas** at some stage, and **46%** of those are **within the next two years**.



- And **74%** of intern respondents intend to **travel overseas for either work or study** opportunities during 2024 or beyond.

What are employers doing to combat this?

At least **49%** of employers **will increase salaries** next year to meet competition and the rising costs of living.

And yet **spend on attraction and selection** is projected to **decrease**.



Opposites Attract:

Why do graduates accept your offer?



- Company culture (**67%**)
- Long-term career prospects (**67%**)
- Employer reputation (**66%**)
- Training and development (**64%**)

Why do graduates consider leaving?



- Remuneration (**35%**)
- Lack of challenging work (**23%**)
- Lack of work-life balance (**19%**)

Get a step ahead:

Internships continue to be an effective method of graduate recruitment for both parties.

- **98%** of interns are likely to **recommend their employer** to future interns. This is so important considering 'word of mouth' is the most effective method of attracting new interns.
- **92%** are hoping to be **offered a permanent role** from their internship employer, with the vast majority highly rating the company culture and the skills & experience they gained during the internship.
- **Māori & Pacific Island targeted internships** were used by **66% of employers** to promote graduate opportunities to these groups.