

A total of **19,712 finalists** from the **Class of 2019** at the country's leading universities took part in face-to-face interviews to research the UK's **top graduate recruiters.**

The votes have been counted and the **awards** for this year's most sought-after graduate employers can now be revealed...

THE TIMES GRADUATE RECRUITMENT AWARDS 2019

Introducing the Awards

Each year since 1998, **The Times Graduate Recruitment Awards** have celebrated the **real** achievements of the UK's top graduate employers. Uniquely, the awards are decided *entirely* by those who matter most in graduate recruitment – **final year students** who are just about to leave university and start their first graduate job.

There were **no** anonymous online votes and **no** panels of so-called 'design experts' or contrived committees of 'student judges' to assess employers' recruitment campaigns – just direct feedback from on-campus research groups and face-to-face interviews with thousands of finalists from the 'Class of 2019' at thirty-four leading UK universities.

How the Awards are Researched

There are three categories of awards, each researched during the 2018-2019 graduate recruitment season.

The '**Graduate Employers of Choice 2019**' were identified from face-to-face interviews with **19,712 final year students** during February 2019. Students who had applied for jobs in 21 specific career areas – such as engineering, accountancy and human resources – were asked which employers within this area they most wanted to work for. Finalists did **not** choose from lists of organisations, and their responses were **entirely unprompted**.

For the '**Graduate Employer of the Year 2019**' award, all 19,712 final year students were asked the open-ended question, '*Which employer do you think offers the best opportunities for graduates?*' Again, finalists **weren't** shown a list of employers to select from, and their answers were not prompted in any way. The results from this question are also used to compile **The Times Top 100 Graduate Employers** league table.

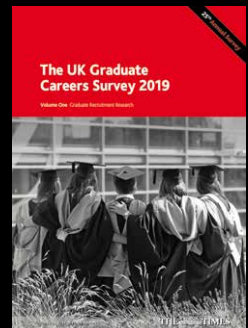
The final awards – for the best **graduate recruitment website, brochure, advert and social media** – were judged by on-campus research groups held with finalists across the UK. Over **900 final year student job hunters** participated in the assessment, reviewing the recruitment literature and online information from sixty major employers.

About High Fliers Research

Research for **The Times Graduate Recruitment Awards 2019** has been carried out by High Fliers Research, as part of the research for *The UK Graduate Careers Survey 2019*.

Conducted annually since 1995, this nationwide student survey is celebrating its **25th year** in 2019, and continues to provide the most comprehensive graduate recruitment research at the UK's leading universities. Over **150 employers** have now used the survey to review the success of their on-campus promotions and help plan future recruitment campaigns.

To find out more about participating in the 2020 survey, contact **Sally Hyman, Survey Director**, at sally.hyman@highfliers.co.uk



THE TIMES GRADUATE RECRUITMENT AWARDS 2019

Graduate Employer of the Year 2019



Civil Service

The **Civil Service** has been voted the UK's number one graduate employer in **The Times Top 100 Graduate Employers** for 2019.

Since the launch of the awards in 1998, only three employers have held the accolade of *Graduate Employer of the Year* – **Accenture** (1998-2002), **Civil Service** (2003, 2019) and **PwC** (2004-2018).

The new 2019-2020 edition of the Top 100 directory & website will be launched in September 2019.



Graduate Employers of Choice 2019

ACCOUNTANCY



FINANCE



PROPERTY



ACTUARIAL WORK



GENERAL MANAGEMENT



PUBLIC SECTOR



ASSET & INVESTMENT MANAGEMENT

BLACKROCK

HUMAN RESOURCES



RESEARCH & DEVELOPMENT



BUYING & PURCHASING

ASOS

INVESTMENT BANKING

J.P.Morgan

RETAILING



CHARITY & VOLUNTARY WORK



LAW

ALLEN & OVERY

SALES



CONSULTING



MARKETING



TECHNOLOGY

Google

ENGINEERING



MEDIA

BBC

TRANSPORT & LOGISTICS



Best Graduate Recruitment Marketing in 2018-2019

GRADUATE RECRUITMENT WEBSITE



Students liked the bright imagery and the clarity of information provided by this popular website. There was much praise for the site's clear navigation and vibrant colour scheme.

The week-by-week breakdown of Aldi's graduate training programme was particularly appreciated by job hunters.

Website produced in association with Penna and McCann



GRADUATE RECRUITMENT BROCHURE

Simmons & Simmons For the second year running, this brochure proved a hit with job hunters for its colourful portrayal of working life at Simmons & Simmons.

Students were drawn to the brochure's vibrant front cover and were impressed by the detailed guidance that the brochure provided about the firm's recruitment process and its undergraduate opportunities.

Brochure produced by Stafford Long



GRADUATE RECRUITMENT ADVERT



The vibrant mosaic of images that forms the centrepiece of this advert made a real impression on student job hunters and helped to explain a variety of different aspects of working for Hogan Lovells.

The accompanying infographics, eye-catching statistics, and well-written, inspiring text helped make a lasting impression on readers too.

Advert produced by Stafford Long



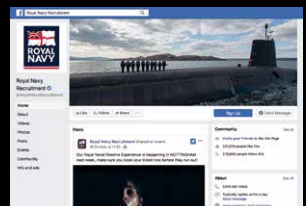
GRADUATE RECRUITMENT SOCIAL MEDIA



Impactful videos, powerful imagery, in-depth careers information and plenty of variety, all contributed to making this Facebook page a real success for graduate job hunters.

Finalists especially liked the 'community' section, and felt that it provided a clear insight into life in the Royal Navy.

Facebook page produced by Great State and TPUK



THE  TIMES
TOP 100
GRADUATE EMPLOYERS

2019

1	2	Civil Service	51	70	BT
2	1	PwC	52	61	ExxonMobil
3	3	Aldi	53	78	Royal Navy
4	5	Google	54	91	Siemens
5	7	NHS	55	79	MIS - The Security Service
6	8	KPMG	56	35	M&S
7	6	Deloitte	57	41	Mars
8	4	Teach First	58	60	Slaughter and May
9	12	BBC	59	85	L'Oréal
10	13	J.P. Morgan	60	NEW	UBS
11	9	EY	61	100	AECOM
12	14	HSBC	62	59	Bloomberg
13	11	Unilever	63	65	Baker McKenzie
14	10	GSK	64	73	Local Government
15	16	Rolls-Royce	65	56	Santander
16	17	Goldman Sachs	66	48	Herbert Smith Freehills
17	18	Barclays	67	54	Boots
18	23	Amazon	68	67	Wellcome
19	34	Newton	69	69	Citi
20	21	McKinsey & Company	70	71	Bank of England
21	25	IBM	71	83	RAF
22	22	BP	72	81	Network Rail
23	24	Lloyds Banking Group	73	33	John Lewis Partnership
24	15	Lidl	74	52	ASOS
25	31	RBS	75	57	Virgin Media
26	36	Clifford Chance	76	58	DLA Piper
27	20	Accenture	77	72	BlackRock
28	49	Microsoft	78	66	Bain & Company
29	29	Shell	79	75	TPP
30	28	Army	80	88	Deutsche Bank
31	32	Procter & Gamble	81	NEW	BDO
32	38	Allen & Overy	82	55	Facebook
33	19	Jaguar Land Rover	83	62	Freshfields Bruckhaus Deringer
34	27	Arup	84	99	Pinsent Masons
35	47	Boston Consulting Group	85	94	Nestlé
36	42	Think Ahead	86	NEW	Huawei
37	39	BAE Systems	87	NEW	Vodafone
38	30	Sky	88	68	McDonald's
39	44	Apple	89	76	Hogan Lovells
40	51	Airbus	90	89	CMS
41	43	Morgan Stanley	91	96	Charityworks
42	26	Frontline	92	NEW	Norton Rose Fulbright
43	45	Atkins	93	80	White & Case
44	53	Penguin Random House	94	95	Irwin Mitchell
45	40	Linklaters	95	NEW	GCHQ
46	46	AstraZeneca	96	NEW	Admiral
47	90	Police Now	97	NEW	Mott MacDonald
48	37	Tesco	98	77	Johnson & Johnson
49	NEW	Unlocked	99	86	Grant Thornton
50	50	Dyson	100	NEW	Enterprise Rent-A-Car

THE  TIMES
GRADUATE RECRUITMENT
AWARDS 2019

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