



Helping you attract, select
and develop the future
leaders of Aotearoa.



Talent Solutions Student Pulse 2023

Your early talent programme specialists
[TALENTSOLUTIONS.CO.NZ](https://www.talentsolutions.co.nz)

Student Pulse 2023

We designed the Talent Solutions Student Pulse ten years ago to answer some key questions that graduate programme managers wanted the answers to: how are students tackling the task of finding a graduate job? How do they access graduate job information? What are their expectations of prospective employers? What motivates students to apply to specific roles?

With this information, graduate programme managers could be armed with the market intelligence needed to shape an effective graduate programme strategy and gain competitive advantage in the battle for early talent.

Today, the Student Pulse remains as relevant as ever and we are delighted to share this research summary with you. The full report is reserved for clients and partners of Talent Solutions.

If you need help with defining your early talent strategy, outsourced recruitment services, selection process design, psychometric tools, video interview technology, on-boarding and learning programme development, or you just want to have a general chat about anything early talent; please reach out to the team.

Ngā manaakitanga,



Seren Wilson
Director, Talent Solutions



Helping organisations to attract, select and develop graduates, interns and cadets.



CREATE AN EXCITING & ENGAGING MARKETING CAMPAIGN



DESIGN AN EFFICIENT, ROBUST & ENGAGING SELECTION PROCESS



BUILD A LEADING BUDDY & MENTORING PROGRAM



GAIN EFFICIENCY WITH OUTSOURCED RECRUITMENT MANAGEMENT



GET YOUR GRADUATES OFF TO THE BEST START WITH EXCITING INDUCTION & TRAINING PROGRAMS & MORE....



CHAT WITH OUR TEAM OF SPECIALISTS ABOUT HOW WE CAN HELP YOU



talentsolutions.co.nz

With thanks to our distribution partners, Nxtstep and Prosple, New Zealand's leading graduate careers platforms.

Top rated graduate Campaigns in 2023



Congratulations to the employers below who were most frequently mentioned by students as having the best graduate recruitment campaign!

1. PwC
2. EY
3. Deloitte
4. KPMG
5. Fonterra
6. ANZ
7. Fisher & Paykel Healthcare
8. Beca
9. MBIE
10. Buddle Findlay

Generative AI Tools



Respondents using ChatGPT or similar tools were most likely to use it for activities related to job hunting (43%) and research and assignment writing (42%).

You can find out more about the implications of ChatGPT in graduate selection in the Talent Solutions webinars hosted earlier this year: www.talentsolutions.co.nz/talent-talk

Time spent on campus



Students are heading back to campus after COVID-19. This is great news for graduate employers looking to attend events on campus and activate on-campus marketing activities.

Salary expectations



Salary expectations have increased significantly. Those studying a Bachelor of Engineering, Arts, Commerce, and Science all have indicated an increase in expectations above \$60,000 per annum.

What information are students looking for?



When you are reviewing your website content, make sure you have these important bases covered.

1. Role description
2. Location
3. Salary
4. Company culture
5. Development opportunities

Future plans



The borders are open and kiwis are flying! 56% of respondents plan to travel overseas for work or study in the next 5 years up from 43% who responded the same last year.

Internships



Appetite remains high for experiential learning opportunities – either virtual or in-person with 65% of students taking part in an internship. If you don't have an internship programme feeding into your graduate recruitment strategy.....it is time to start one.

Interested in virtual internships? Read about the Waste Management virtual internship here: www.talentsolutions.co.nz/waste-management-case-study

Job search channels



Employer websites, word of mouth and LinkedIn are the three most commonly used channels that students find out about jobs.

Tip: Students are becoming increasingly active on LinkedIn providing graduate recruiters with the opportunity to connect to talent and promote activities and opportunities within your organisation that will reach your target market.



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