



I hope you all enjoyed a good coach weekend and feel refreshed for the final three weeks of term. It's been an excellent couple of weeks in the Futures Department and I am delighted to announce that our team is expanding with the appointment of a 'Futures Advisor' called Mr Richard Boyes who will be starting at the school in the Lent Term. His role will be to take a lead on work related activity, a new role for the school, which I wanted to write about today.

I shared with the fourth form on Wednesday some data, highlighting that the vast majority (currently 98%) of Shrewsbury School pupils progress to university, either straight after sixth form, or following a gap year. Part of my role is to consider what happens to the students after university and how successful they will be in finding employment that matches their aspirations. Some facts:

- In 2021, the three most popular Salopian destinations for university were Exeter, Durham and UCL. At the same universities this year, the following % of graduates had a job offer: Exeter (17%), Durham (22%), UCL (26%). Though these figures may appear quite low, in comparison to many higher education institutions, they are above average. The key message from this is clear, many students leave university without a guaranteed job to go into and have to enter the graduate job market to find employment.
- This market is only becoming more competitive. Research released last [week](#) suggested that the average graduate employer is receiving 91 applications for every position they are applying for. 91 people who have the educational qualifications required for the position. The key message from this is that competition is fierce!
- Reflecting this increased competition, employers are unsurprisingly utilising a range of methods to inform their recruitment, not least work experience programmes. Consider the chart on page 31 of this [document](#) which details how different industries are recruiting graduates. For 2021, Investment Banking and Law firms in the United Kingdom recruited at least 70% of their graduates through work experience programmes. The key message from this, in my view, is the earlier you can start to get some experience, the more likely you are to progress into positions post university. It's potentially a way of bypassing much of the competition.
- Talking of competition, this is not going to reduce. The number of eighteen year olds in the UK is [forecast](#) to increase by close to a million between 2020 – 2030, which one would suspect will lead to an increase in university admissions, and in turn an increase in graduates. The key message for this point is it is best to be aware of that now rather than be surprised by this in the future.

What does this mean?

At first glance, this is data is a little alarming and highlights the challenges that lie ahead for pupils not only at Shrewsbury School, but across the United Kingdom. What I hope it highlights though is the value of being proactive so that all these challenges can be overcome. With that in mind, below are three suggestions that I shared with the fourth form.

1. *Build experiences.* Gaining qualifications at the highest level you can is hugely important, and most employers will have a minimum qualification expectation. Alongside this though, employers will also expect you to have some relevant work experience / activity to compliment your educational achievements. You enjoy wonderfully long holidays here, consider if you could use any of that time to shadow a family member who is doing a job of interest, for example. Gaining insight helps future decision making and aids future applications because you have more experiences to share.
2. *Attend insight discussions.* We are incredibly lucky to have some incredible contacts, many of whom are former pupils, who are happy to share their career stories and offer advice. We've got some great speakers confirmed for the [Lent Term](#) and recordings of the many [discussions](#) we have had to date. Ask questions, be curious, learn about opportunities.
3. *Seek support.* The Futures Department is aware that increased emphasis on work related activity is vital, which is why we have expanded the team. Ask for help – if you have an idea you would like to explore related to your careers ideas and need support, come and see us. We want you to feel confident about your future and fully prepared to meet these challenges head on.

I hope that has been helpful, I look forward to introducing Mr Boyes to you in January 2022. Have a good week.

Best wishes,

Mr Wain