

How much do graduates get paid?

Average graduate salaries vary incredibly between sectors, organisation size and degree discipline. How do you know whether a salary is competitive for the type of graduates you wish to hire?

One very useful tool that you can use to benchmark a salary for the type of graduates you are recruiting for is [Discover Uni](#), an official government resource that includes official statistics taken from national surveys and data collections on the graduate labour market. It is worth noting that the average salary data includes all graduates from that course, so it will include those who are 'underemployed' in a short-term, manual, unskilled or temporary role. Therefore, the average salary might not reflect what would be considered an attractive salary. For example, if the average salary is £18,000; an attractive but realistic salary would potentially be between £18,000 and £20,000.

The example below shows average graduate salaries for Psychology graduates from universities in Lincolnshire and another UK university. In this example, the average salary for Psychology graduates in employment after 15 months starts at £19,000pa. You can use this information to help you select a competitive salary within your budget.

Subject: Psychology (non-specific)			Subject: Psychology (non-specific)		
Average earnings for all full-time Psychology (non-specific) courses For graduates from University of Lincoln			Average earnings for all full-time Psychology (non-specific) courses For graduates from Sheffield Hallam University		
After 15 months	After 3 years	After 5 years	After 15 months	After 3 years	After 5 years
£19,500	£18,000	£21,000	£19,000	£18,500	£22,500
Typical range: £18,000 - £24,000	Typical range: £14,500 - £22,500	Typical range: £16,500 - £25,000	Typical range: £16,000 - £23,000	Typical range: £14,500 - £21,500	Typical range: £18,500 - £26,500

Please remember that graduates need a realistic salary just like the rest of us. Paying an attractive and fair salary could help boost your applications and increase your chances on filling your role.

For National minimum wage and living wage breakdowns, please visit the [Government Website](#).