

# The real cost of working for graduates

Here we delve into the monetary blockers for students and graduates, looking at the real cost of working. In addition to our **Candidate Compass Report**, we surveyed 2,000 recent graduates to better understand the cost of working and relocating. Here are our findings:

## Before starting their graduate role

**£2,631**

is the average upfront cost of relocating to start a graduate job

**£2,874**

is the average upfront cost for those relocating to London

**66%**

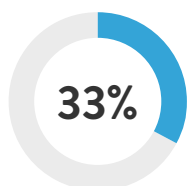
of graduates start their working life with an overdraft

**£1,375**

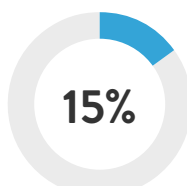
is the average overdraft debt for graduates starting working life

This is aside from other student debt which is, on average **£35,950**

## The impact



relocated for their first job



of those that stayed at home did so out of choice

**Over 50%**

feel that they compromised their career plans as they could not afford to relocate

## Tips for supporting graduates with cost of working

The financial realities can be too much for some graduates, leading many to revisit their career plans. Consider the following to support graduates with the cost of working:

- 1 Offer additional benefits such as a relocation bonus
- 2 Provide clear examples of any support you do offer and make sure graduates applying to your roles are aware of these
- 3 Implement an open forum for new employees to discuss challenges and solutions with existing employees who may have experienced the same concerns
- 4 Offer living-wage salaries and consider benefits such as subsidised meals or gym memberships that can help support them financially
- 5 Continue with online assessment processes to reduce the cost of interview travel

For deeper insights into the cost of working for graduates, you can view the rest of our research [here](#).