

CONFERENCES

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GRADUATE RECRUITMENT IN THE CONSTRUCTION INDUSTRY: WHAT IS IMPORTANT?

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One often wonders why graduates with apparently good graduation grades do not get recruited, while some with lower grades get the good jobs. In this study, the attributes that employers consider in recruiting fresh graduate in the construction industry are investigated. The informants in the survey are employers in the architecture and estate management industries. A questionnaire was used to obtain the data for the study in a cross-sectional survey of owners and managers of firms. The results suggest that although graduation grades are important in the recruitment of these graduates, other attributes such as technical skills and personality are also considered. It is interesting to note that institution attended was also a factor considered by these recruiters. The findings suggest a need for the institutions that train graduates in these sectors to incorporate activities that develop these relevant skills into their programmes.

keywords: architecture, attributes, construction industry, employment, estate management, graduate recruitment.

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