

Press Release

Czech Students and Graduates Craving Managerial Posts

Prague, 20 March 2018 – While almost half (47%) of students and graduates in Central Europe aspire to become experts in their respective fields in the future, Czechs want to be managers (44%). 38% of Czech students and graduates want to become experts in their respective fields and the others would like to develop in a more horizontal fashion, gaining diverse experience. 75% of Czechs and 77% of Central Europeans would be willing to move abroad for work.

These are the conclusions of the First Steps into the Labour Market, a survey conducted by Deloitte Central Europe, mapping the views on work, life and education of over 5,700 students and graduates of leading universities across fourteen Central European countries.

The prevailing impression among respondents across the whole of Central Europe is that universities are unable to adequately prepare for working life. Only 19% of Central European respondents feel that they are ready for the reality of working life and only 15% believe that university has prepared them well for job hunting.

"In the Czech Republic, the situation is more favourable, but it is far from optimal. 31% of respondents feel ready for their professional duties. 28% of respondents are, in their own words, well prepared for job search," says Adham Hafoudh, Deloitte Central Europe Talent Leader.

Types of Jobs

Czech students and graduates are inclined towards seasonal jobs, although only 24% of those who had had a job like this in the past believe that it was a valuable experience. In contrast, work or internships in their fields of expertise are seen to be useful by 92% of the respondents with this kind of experience.

"Seasonal jobs are popular. Unfortunately, there is a shortage of offers in economic and business fields and internships are frequently unpaid, which plays into the hands of temporary summer jobs," says Martina Zapletalová, a manager at Deloitte's Human Capital Advisory department.

Salary Expectations

The average starting salary expected by Czech respondents was CZK 31,300. The majority of respondents (34%) expected to receive between CZK 25,000 – 30,000.

"Students and graduates are in for disappointment as starting salaries of graduates are mostly under CZK 25,000 in Prague," adds Martina Zapletalová. *"The gap between women's and men's expectations in the region is gradually closing in. Since the most recent survey conducted in 2015, women's expectations have grown, while those of men have declined. In Central Europe, women expect their starting salaries to amount to EUR 739 (EUR 23 more than in 2015) and men to EUR 895 (EUR 38 less than in 2015)."*

Other Facts from the Czech Republic

- 8% of Czech respondents are planning on setting up a business.
- 36% of Czech respondents would select a large multinational as their preferred employer.
- 69% of Czech respondents believe that they have the set of qualities typical of a leader.

- 94% of Czech respondents see older colleagues as a valuable source of knowledge for the younger and less experienced.
- 36% of Czech respondents do not consider the age of their direct superior to be of importance. The youngest respondents were more frequently inclined to prefer a male as their direct superior; other groups were indifferent to the gender issue.

How to be a Sought-After Employer

Based on the survey results, Deloitte's analysts have prepared several recommendations for employers in terms of how to come under employees' spotlight:

- Promote employees' development and professional education;
- Lead and guide employees throughout their careers;
- Do not be afraid to be democratic even in decision-making;
- Promote team work;
- Set interesting goals and motivational tasks;
- Allow a bit of fun at the workplace;
- Raise young professionals – work closely with universities; and
- Create a diverse workplace where generations enrich one other.

To read the full study, follow this [link](#).

Contacts for the Media

Michal Malysa
Head of PR and Communications
mmalysa@deloittece.com
Tel: +420 775 70 80 86

Anna Chocholatá
Senior Media & Public Relations Specialist
achocholata@deloittece.com
Tel: + 420 732 19 98 13

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