
TOP 100

GRADUATE EMPLOYERS

— gradaustralia —

Key Insights & Methodology



2017/18
Student Survey

Methodology

How was the survey conducted?

Overview

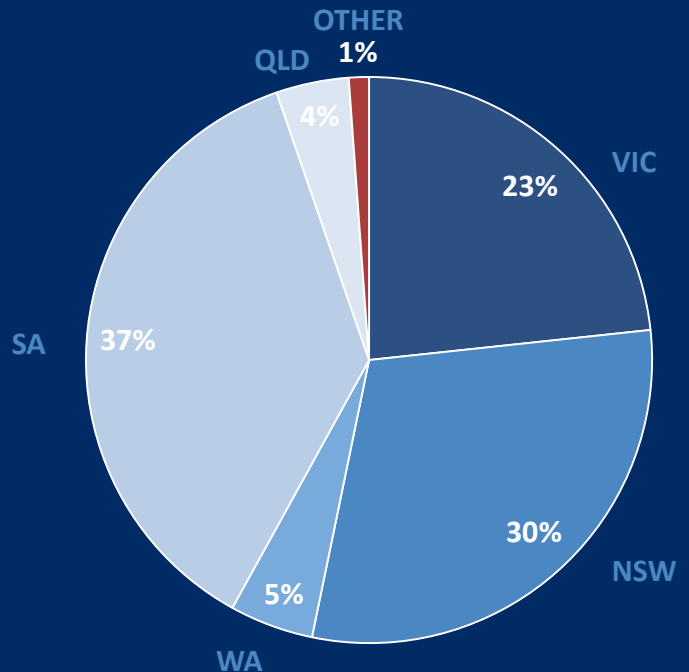
The GradAustralia Student Survey (a.k.a. "Top 100 Survey") is conducted annually to identify career expectations and attractive employers for Australian university students and recent graduates. In 2017, the survey was updated to collect new data on career and job search expectations.

In 2017, the Top 100 was compiled based on **16,000** votes from Australian students who took part in the survey. Responses are collected both online and in person. The online survey is distributed to students via student societies, careers services, email and social media campaigns. Paper survey responses are also collected at careers fairs and other student events on campus.

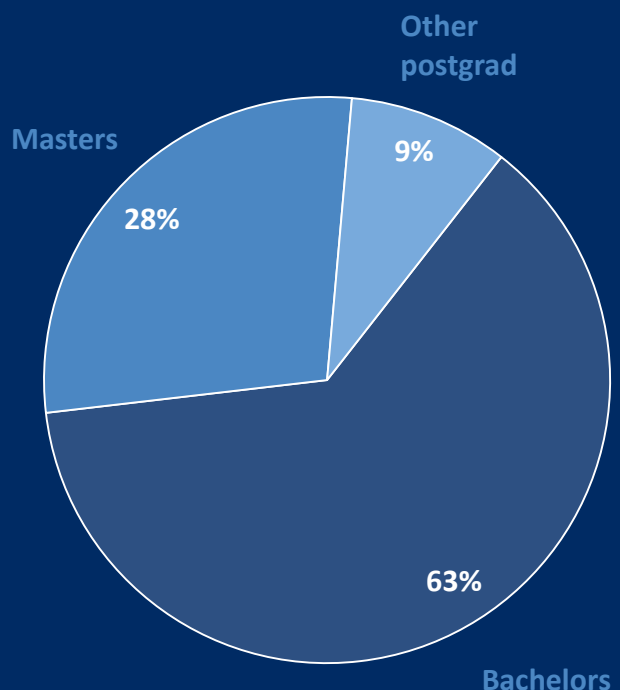
Every year the survey identifies the most attractive graduate employers in Australia. Students are asked to nominate the organisation/s that have the most appeal as a graduate employer - the question being deliberately open-ended to allow students to take into account whichever factors are most important to them when choosing an employer.

The Top 100 employer rankings are based on student votes alone and are independent of any commercial relationship with GradAustralia. GradAustralia conducts a separate survey for graduate satisfaction on the job, which is published online on the GradAustralia website. Job satisfaction data is *not* taken into account in the Top 100 employer rankings.

Location of respondents



Level of study of respondents



Survey Respondents

Students and recent graduates took part in the survey

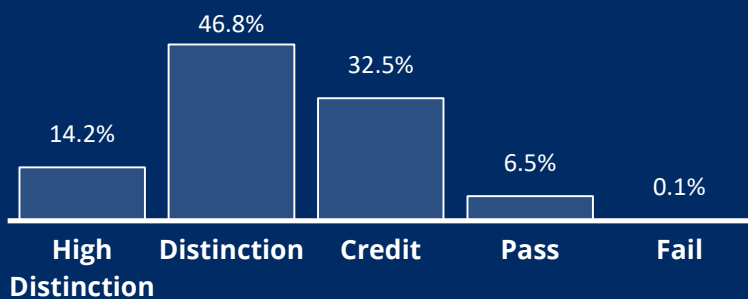
Study discipline of respondents

Q - Which one of the following best describes the main subject that you are studying?

Finance, Accounting, Economics & Business	22%
Engineering, Maths, IT & Computer Sciences	19%
Health & Medical Sciences	18%
Humanities, Arts & Social Sciences	14%
Sciences	12%
Teaching, education & human welfare	8%
Law & Legal Studies	7%
Property & Built Environment	2%

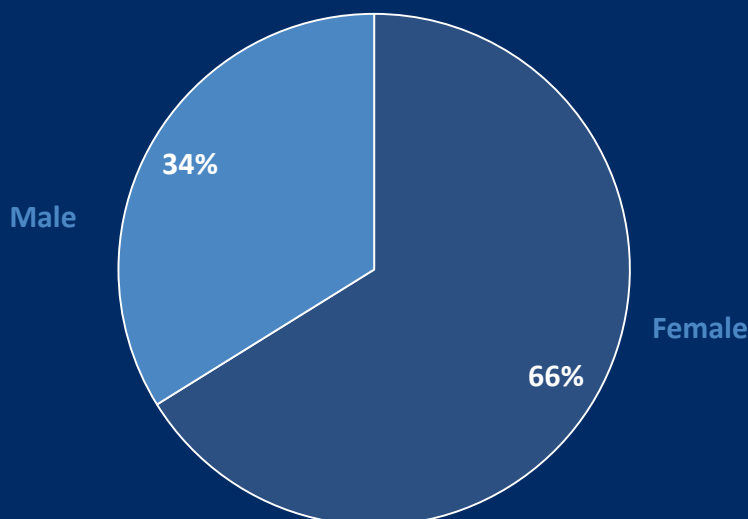
Approximately 40% of respondents come from a finance/ business or STEM background

Estimated or actual WAM



61% of respondents estimate that they will graduate with a distinction or high distinction average

Gender split of respondents



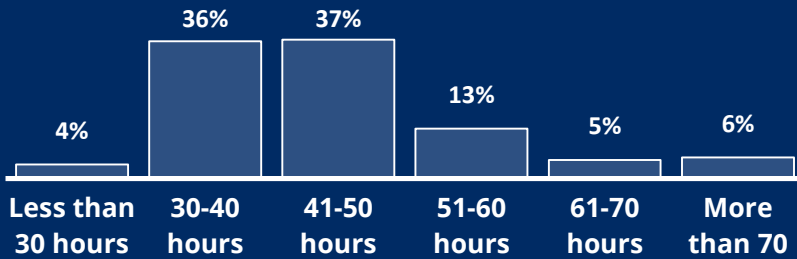
The survey was completed by more females than males, reflective of higher female graduation rates

Work and pay expectations

What do students expect when they start their first job?

Work hours expectations

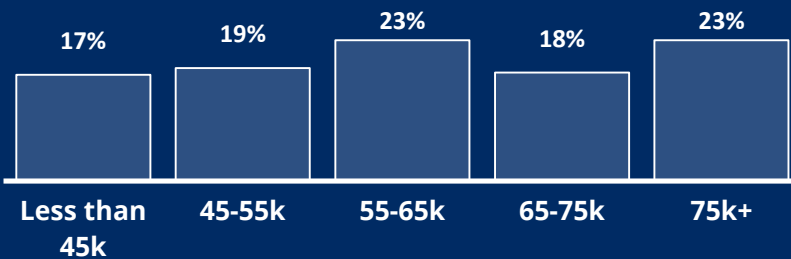
Q - How many hours per week are you prepared to work in your first professional job after graduation?



The average student is willing to work 45 hours per week in their first professional job after graduation

Salary expectations

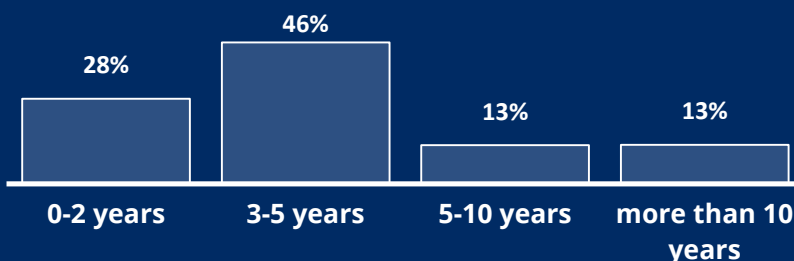
Q - How much do you expect to earn per year in this job?



The average student expects to earn \$63k p.a. in their first professional job after graduation

Employer loyalty

Q - How many years do you intend to work in your first professional position?



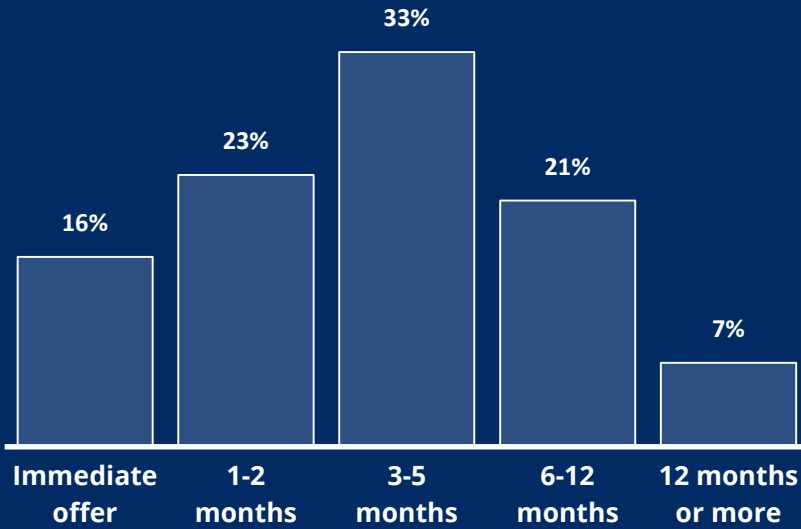
Nearly $\frac{3}{4}$ of students intend to spend less than 5 years with their first employer

Job search expectations

How easily do students expect to find a graduate job?

Time to find a graduate job

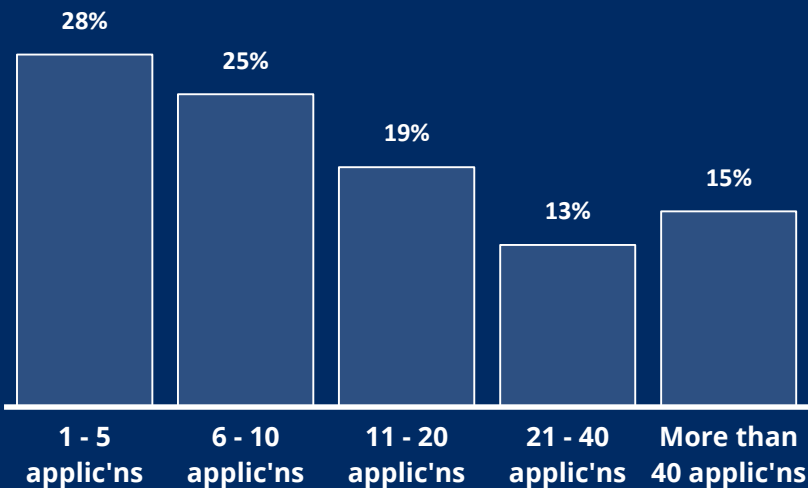
Q - How many months after graduating do you think it will take to find your first professional job?



Over 60% of students expect to be still searching for a job more than three months after they graduate

Number of applications

Q - How many applications do you expect to make to get your first professional job?



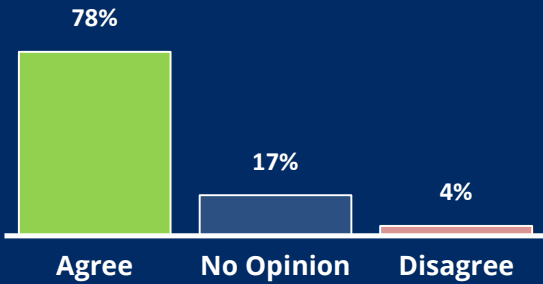
On average, students expect to make 16 applications before they will be offered a graduate job

Career priorities

Insights into the millennial career mindset

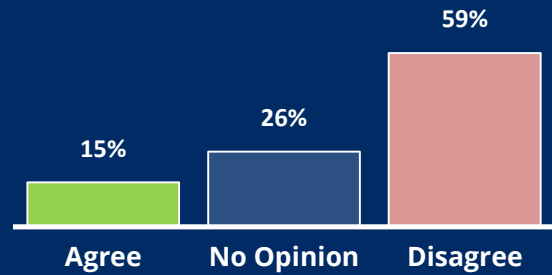
Diversity

It's important for me to join an employer that has a diverse workforce



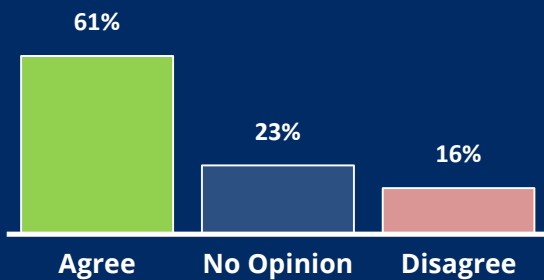
Salary vs. Image

If the salary was right, I would work for a company with a bad image



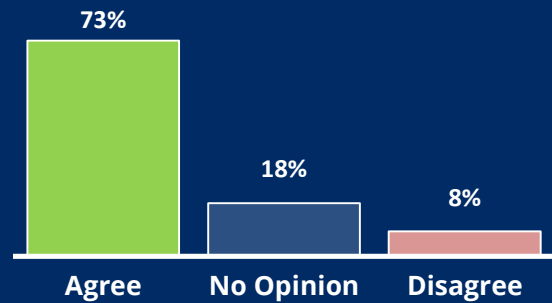
Sacrifices for career

After studying I will make sacrifices in my personal life in order to develop my career



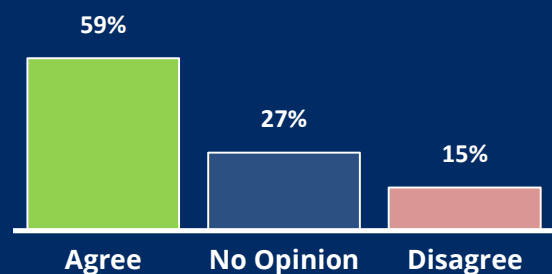
Fulfilment vs. Money

It's more important for me to feel fulfilled at work than to earn lots of money



Course preparation

My course provides me with the skills necessary for the labour market

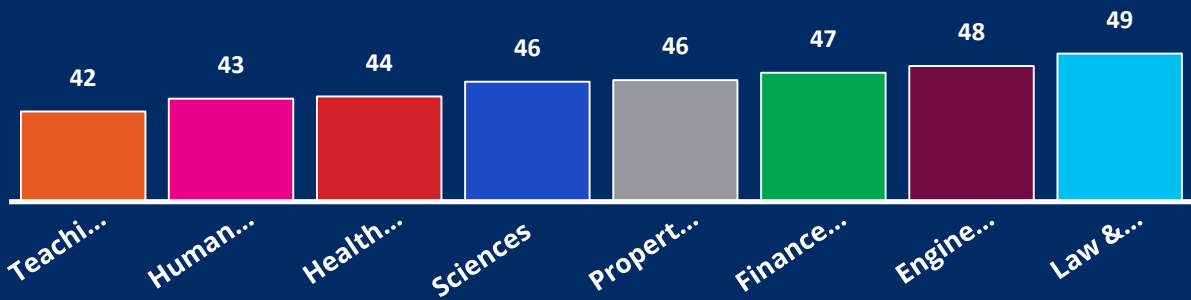


Job expectations by discipline

Do work expectations differ by discipline?

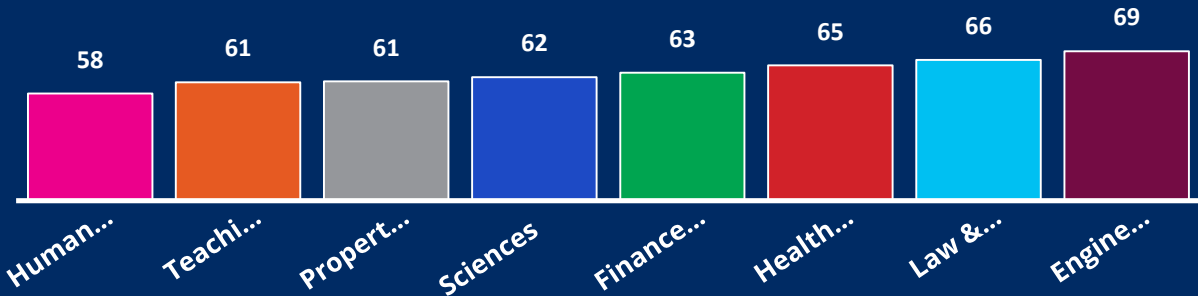
Work hours expectations by discipline

Q - How many hours per week are you prepared to work in your first professional job after graduation?



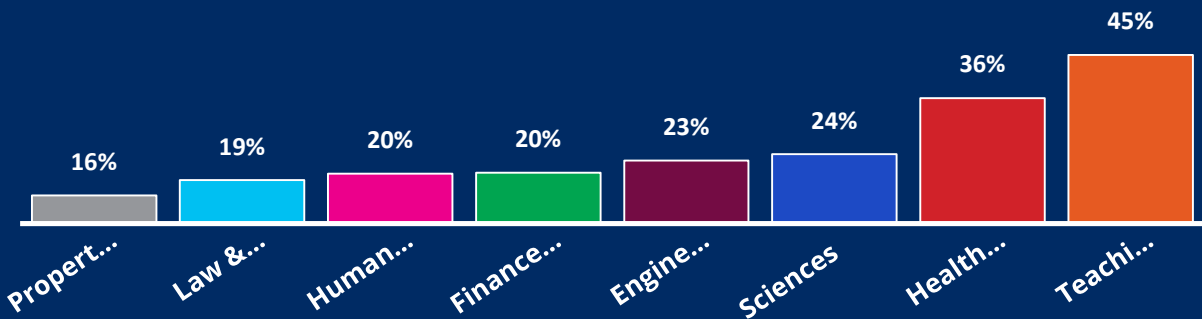
Salary expectations by discipline

Q - How much do you expect to earn per year in this job? (AU\$ '000)



How many years do you intend to work in your first professional position?

% of respondents who intend to remain with their first employer **5 years or more**

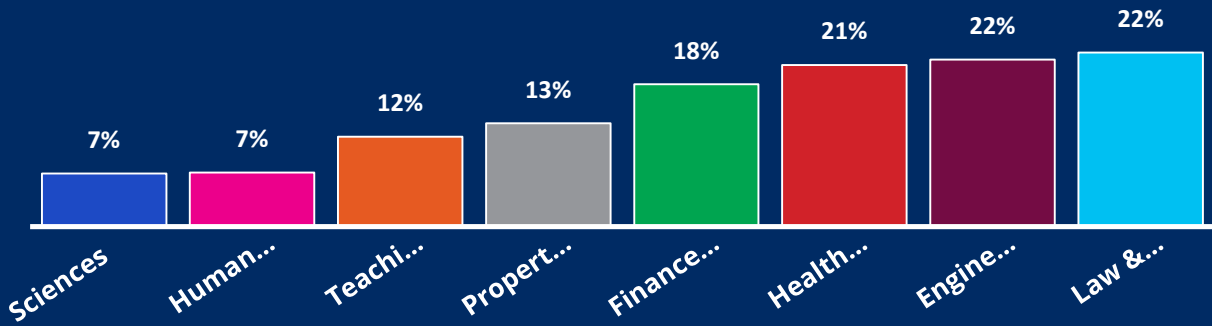


Job search expectations by discipline

Do job search expectations differ by discipline?

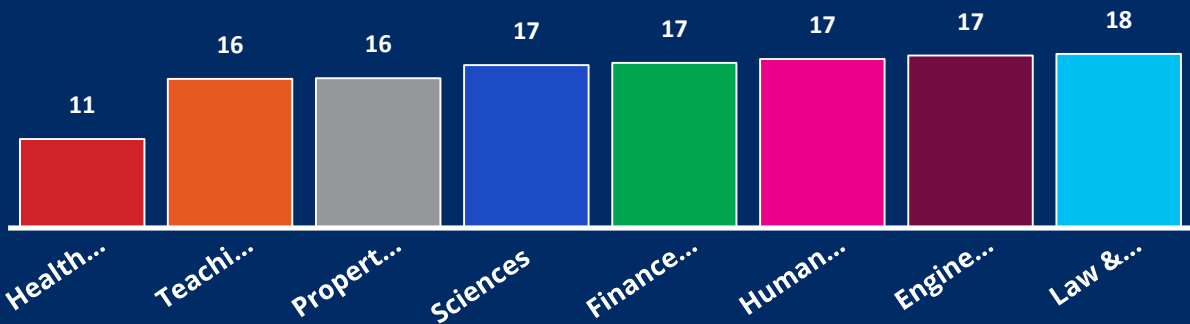
Time to find a graduate job, by discipline

% who expect to have a graduate job immediately upon graduation



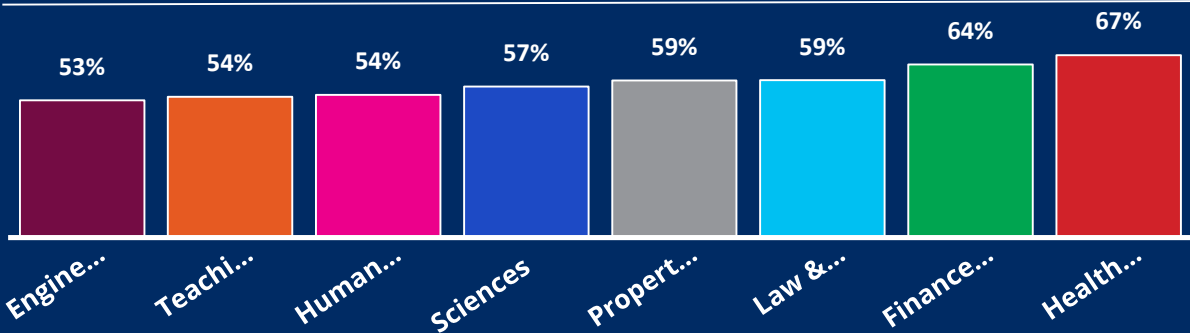
Number of applications, by discipline

Average number of job applications that respondents expect to make to get their first professional job offer



My course provides me with the skills necessary for the labour market

% of respondents who agree with statement

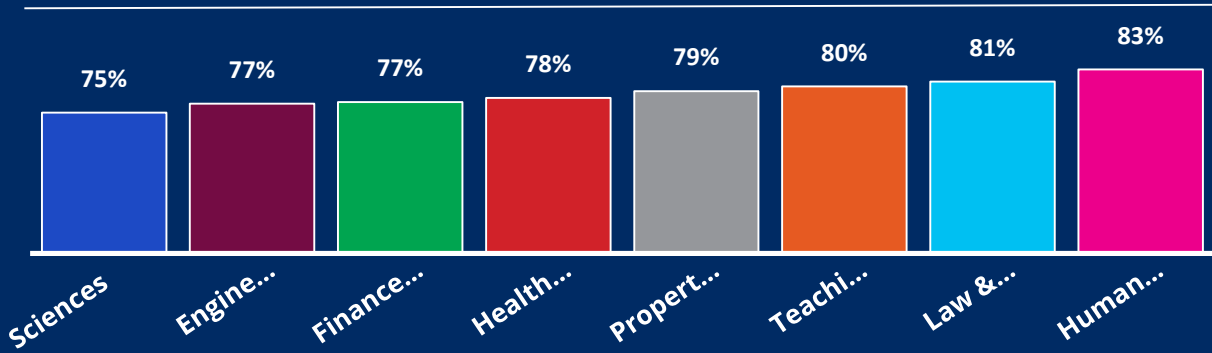


Career priorities by discipline (1 of 2)

Do career priorities differ by discipline?

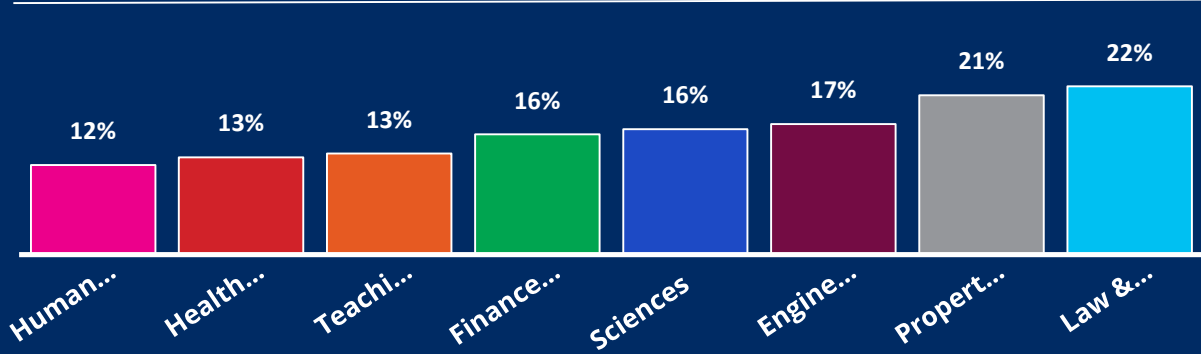
It's important for me to join an employer that has a diverse workforce

% of respondents who agree with statement



If the salary was right, I would work for a company with a bad image

% of respondents who agree with statement

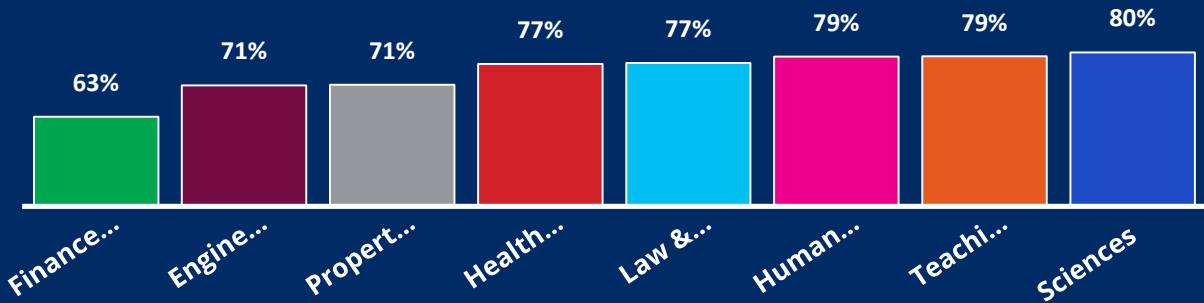


Career priorities by discipline (2 of 2)

Do career priorities differ by discipline?

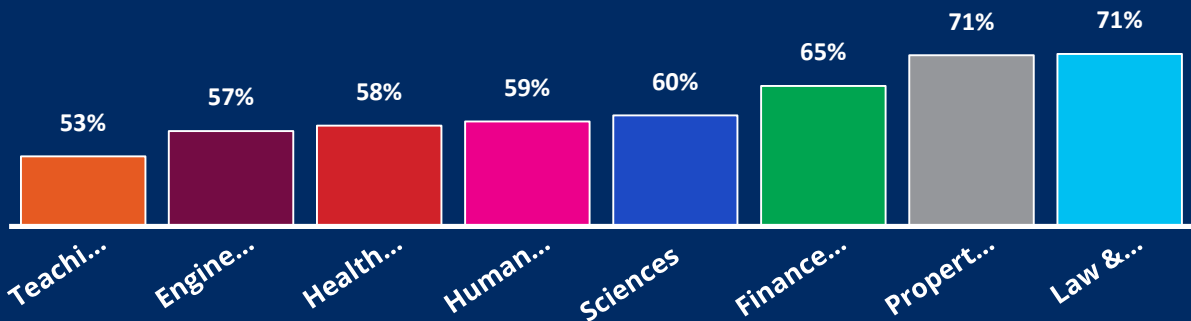
It's more important for me to feel fulfilled at work than to earn lots of money

% of respondents who agree with statement



After studying I will make sacrifices in my personal life in order to develop my career

% of respondents who agree with statement

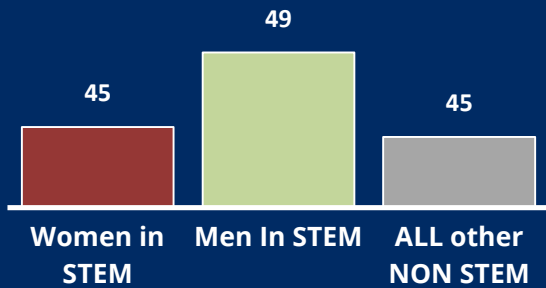


Women in STEM – job expectations

How do job expectations for women in STEM differ?

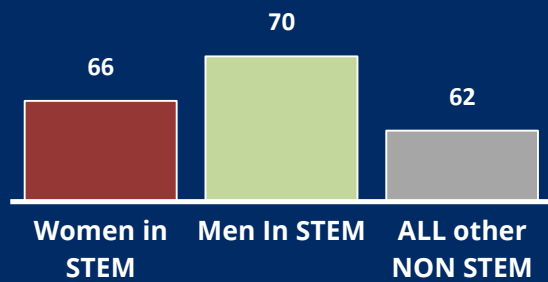
Average Hours Expectations

Q - How many hours per week are you prepared to work in your first professional job after graduation?



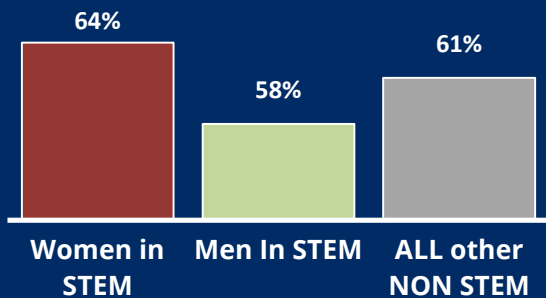
Average Salary Expectations

Q - How much do you expect to earn per year in this job?



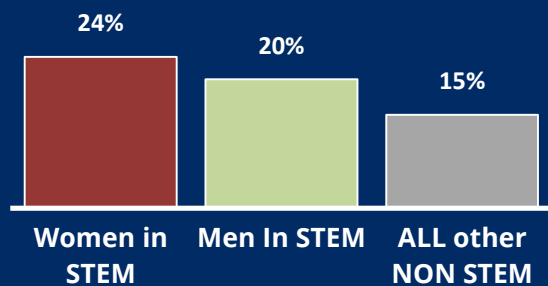
Expected Grades

% of respondents who expect to graduate with a Distinction or High Distinction grade average



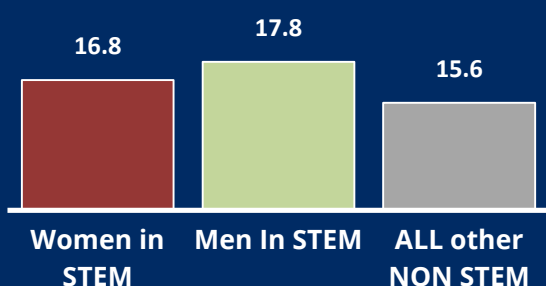
Time to find job

% who expect to have a graduate job immediately upon graduation



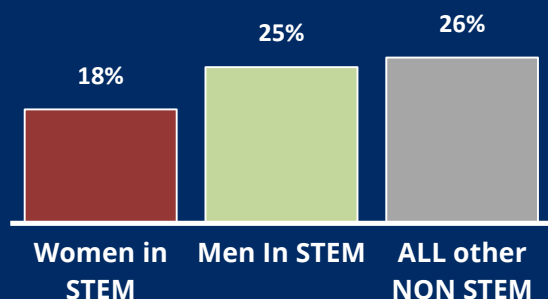
Number of applications

Average number of job applications that respondents expect to make to get their first professional job offer



Time with first employer

% of respondents who intend to remain with their first employer 5 years or more

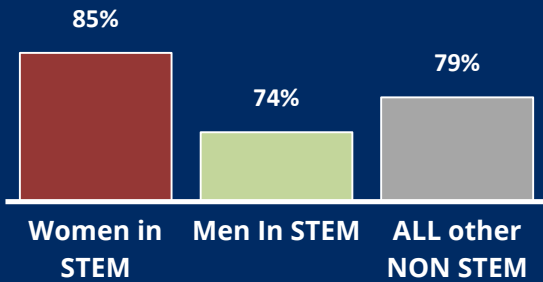


Women in STEM – career priorities

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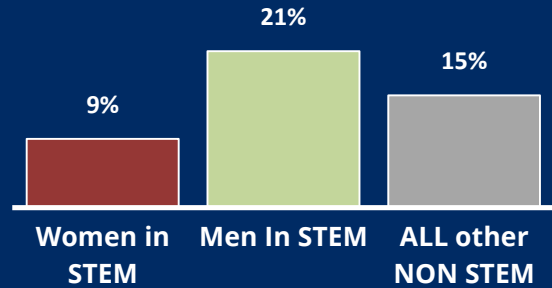
Diversity

It's important for me to join an employer that has a diverse workforce - % who agree



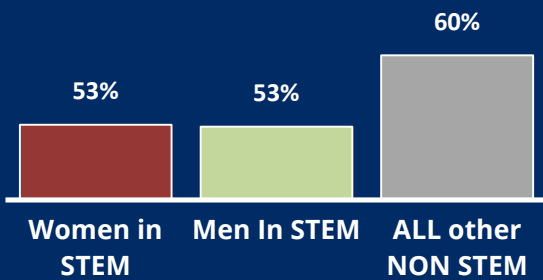
Salary vs. Image

If the salary was right, I would work for a company with a bad image - % who agree



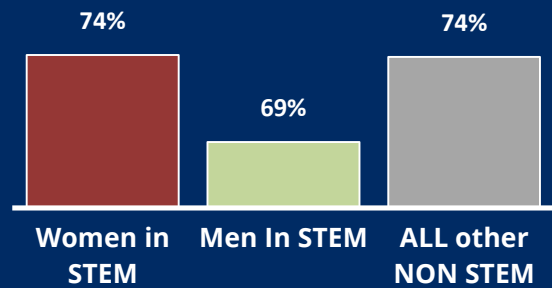
Job market preparation

My course provides me with the skills necessary for the labour market - % who agree



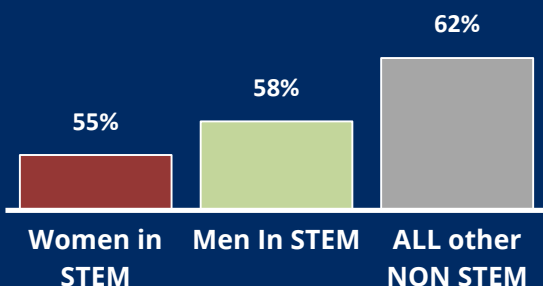
Fulfilment vs. Money

It's more important for me to feel fulfilled at work than to earn lots of money - % who agree



Sacrifices for career

After studying I will make sacrifices in my personal life in order to develop my career - % who agree



Top 100 Graduate Employers

Which employers most appeal to students and graduates?

1	Google	51	Shell
2	Apple	52	Aldi
3	Deloitte	53	Reserve Bank of Australia (RBA)
4	CSIRO	54	Arup
5	PwC	55	AECOM
6	Department of Education	56	Atlassian
7	KPMG	57	Procter & Gamble
8	EY	58	Mars
9	Microsoft	59	Cisco
10	Department of Social Services	60	Optus
11	Qantas	61	Uber
12	Australian Secret Intelligence Service (ASIS)	62	Australia Post
13	Australian Defence Force	63	BAE Systems
14	Australian Security Intelligence Organisation (ASIO)	64	Bloomberg
15	Department of Foreign Affairs and Trade (DFAT)	65	GHD
16	Commonwealth Bank	66	Herbert Smith Freehills
17	Australian Bureau of Statistics (ABS)	67	Department of Health
18	Australian Federal Police (AFP)	68	King & Wood Mallesons
19	BHP Billiton	69	Lockheed Martin
20	L'Oreal	70	Minter Ellison
21	Department of Defence	71	Morgan Stanley
22	ANZ	72	Clayton Utz
23	Department of the Prime Minister and Cabinet (PMC)	73	BP
24	IBM	74	Chevron
25	J.P. Morgan	75	Bain & Company
26	Nestle	76	ANSTO
27	Accenture	77	Aurecon
28	Teach For Australia	78	Ashurst
29	Telstra	79	Citigroup
30	Boeing	80	ExxonMobil
31	Goldman Sachs	81	Corrs Chambers Westgarth
32	Macquarie Group	82	Schlumberger
33	Rio Tinto	83	Jacobs
34	Australian Taxation Office (ATO)	84	Resmed
35	NAB	85	Suncorp
36	Woolworths	86	BDO
37	Airbus	87	Honeywell
38	GlaxoSmithKline	88	UBS
39	Unilever	89	Gilbert & Tobin
40	Lendlease	90	Multiplex
41	Department of Agriculture	91	Credit Suisse
42	Westpac	92	DHL
43	Allens	93	Probuild
44	Coles	94	Glencore
45	Woodside	95	Downer Group
46	McKinsey & Company	96	Grant Thornton
47	Cochlear	97	ThoughtWorks
48	Boston Consulting Group	98	IMC Financial Markets
49	Bureau of Meteorology	99	Pitcher Partners
50	Coca-Cola Amatil	100	AMP