Key Insights
&
Methodology

2018/19
Student Survey
## Methodology

### How was the survey conducted?

<table>
<thead>
<tr>
<th>Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>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 2018, the survey was updated to collect new data on career and job search expectations.</td>
</tr>
</tbody>
</table>

In 2018, the Top 100 was compiled based on 4,540 votes from Australian students who took part in the survey. Responses are collected online. The online survey is distributed to students via student societies, careers services, email and social media campaigns.

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.

<table>
<thead>
<tr>
<th>Location of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>QLD</td>
</tr>
<tr>
<td>VIC</td>
</tr>
<tr>
<td>SA</td>
</tr>
<tr>
<td>NSW</td>
</tr>
<tr>
<td>WA</td>
</tr>
<tr>
<td>OTHER</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level of study of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelors</td>
</tr>
<tr>
<td>Masters</td>
</tr>
<tr>
<td>Other postgrad</td>
</tr>
</tbody>
</table>
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: 24%
- Engineering, Maths, IT & Computer Sciences: 19%
- Health & Medical Sciences: 18%
- Humanities, Arts & Social Sciences: 13%
- Sciences: 10%
- Law & Legal Studies: 8%
- Teaching, education & human welfare: 7%
- Property & Built Environment: 1%

Approximately 53% of respondents come from a finance/ business or STEM background

**Estimated or actual WAM**

- High Distinction: 9.0%
- Distinction: 48.1%
- Credit: 35.8%
- Pass: 7.0%
- Fail: 0.1%

57.1% of respondents estimate that they will graduate with a distinction or high distinction average

**Gender split of respondents**

- Male: 33%
- Female: 67%

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?*

<table>
<thead>
<tr>
<th>Hours per Week</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 30 hours</td>
<td>3%</td>
</tr>
<tr>
<td>30-40 hours</td>
<td>39%</td>
</tr>
<tr>
<td>41-50 hours</td>
<td>35%</td>
</tr>
<tr>
<td>51-60 hours</td>
<td>12%</td>
</tr>
<tr>
<td>61-70 hours</td>
<td>5%</td>
</tr>
<tr>
<td>More than 70</td>
<td>5%</td>
</tr>
</tbody>
</table>

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?*

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 45</td>
<td>15%</td>
</tr>
<tr>
<td>45-55</td>
<td>18%</td>
</tr>
<tr>
<td>55-65</td>
<td>26%</td>
</tr>
<tr>
<td>65-75</td>
<td>19%</td>
</tr>
<tr>
<td>75+</td>
<td>22%</td>
</tr>
</tbody>
</table>

The average student expects to earn $64k 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?*

<table>
<thead>
<tr>
<th>Years</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td>29%</td>
</tr>
<tr>
<td>3-5 years</td>
<td>46%</td>
</tr>
<tr>
<td>5-10 years</td>
<td>12%</td>
</tr>
<tr>
<td>more than 10 years</td>
<td>13%</td>
</tr>
</tbody>
</table>

Nearly ¾ 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?

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immediate offer</td>
<td>17%</td>
</tr>
<tr>
<td>1-2 months</td>
<td>24%</td>
</tr>
<tr>
<td>3-5 months</td>
<td>32%</td>
</tr>
<tr>
<td>6-12 months</td>
<td>20%</td>
</tr>
<tr>
<td>12 months or more</td>
<td>8%</td>
</tr>
</tbody>
</table>

Over 59% 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?

<table>
<thead>
<tr>
<th>Applications Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5 applic'ns</td>
<td>27%</td>
</tr>
<tr>
<td>6-10 applic'ns</td>
<td>23%</td>
</tr>
<tr>
<td>11-20 applic'ns</td>
<td>18%</td>
</tr>
<tr>
<td>21-40 applic'ns</td>
<td>14%</td>
</tr>
<tr>
<td>More than 40 applic'ns</td>
<td>18%</td>
</tr>
</tbody>
</table>

On average, students expect to make 17 applications before they will be offered a graduate job.
## Career priorities

### Insights into the millennial career mindset

<table>
<thead>
<tr>
<th>Diversity</th>
<th>Salary vs. Image</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>It's important for me to join an employer that has a diverse workforce</strong></td>
<td><strong>If the salary was right, I would work for a company with a bad image</strong></td>
</tr>
<tr>
<td>Agree: 79%</td>
<td>Agree: 16%</td>
</tr>
<tr>
<td>No Opinion: 16%</td>
<td>No Opinion: 25%</td>
</tr>
<tr>
<td>Disagree: 4%</td>
<td>Disagree: 59%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sacrifices for career</th>
<th>Fulfilment vs. Money</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>After studying I will make sacrifices in my personal life in order to develop my career</strong></td>
<td><strong>It's more important for me to feel fulfilled at work than to earn lots of money</strong></td>
</tr>
<tr>
<td>Agree: 61%</td>
<td>Agree: 74%</td>
</tr>
<tr>
<td>No Opinion: 23%</td>
<td>No Opinion: 17%</td>
</tr>
<tr>
<td>Disagree: 16%</td>
<td>Disagree: 9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course preparation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>My course provides me with the skills necessary for the labour market</strong></td>
<td></td>
</tr>
<tr>
<td>Agree: 60%</td>
<td></td>
</tr>
<tr>
<td>No Opinion: 25%</td>
<td></td>
</tr>
<tr>
<td>Disagree: 15%</td>
<td></td>
</tr>
</tbody>
</table>
Job expectations by discipline

Do work expectations differ by discipline?

<table>
<thead>
<tr>
<th>Work hours expectations by discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q - How many hours per week are you prepared to work in your first professional job after graduation?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching</td>
<td>42</td>
</tr>
<tr>
<td>Humanities</td>
<td>42</td>
</tr>
<tr>
<td>Health &amp;</td>
<td>43</td>
</tr>
<tr>
<td>Property &amp;</td>
<td>45</td>
</tr>
<tr>
<td>Sciences</td>
<td>45</td>
</tr>
<tr>
<td>Engineering</td>
<td>46</td>
</tr>
<tr>
<td>Finance</td>
<td>46</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Salary expectations by discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q - How much do you expect to earn per year in this job? (AU$ ‘000)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities</td>
<td>59</td>
</tr>
<tr>
<td>Teaching</td>
<td>61</td>
</tr>
<tr>
<td>Property &amp;</td>
<td>62</td>
</tr>
<tr>
<td>Sciences</td>
<td>63</td>
</tr>
<tr>
<td>Finance</td>
<td>63</td>
</tr>
<tr>
<td>Health &amp;</td>
<td>65</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>65</td>
</tr>
<tr>
<td>Engineering</td>
<td>68</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How many years do you intend to work in your first professional position?</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of respondents who intend to remain with their first employer 5 years or more</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property &amp;</td>
<td>13%</td>
</tr>
<tr>
<td>Finance</td>
<td>19%</td>
</tr>
<tr>
<td>Engineering</td>
<td>20%</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>21%</td>
</tr>
<tr>
<td>Humanities</td>
<td>23%</td>
</tr>
<tr>
<td>Sciences</td>
<td>23%</td>
</tr>
<tr>
<td>Health &amp;</td>
<td>36%</td>
</tr>
<tr>
<td>Teaching</td>
<td>45%</td>
</tr>
</tbody>
</table>

**Legend**

- **Law**
- **Finance, Accounting, Economics & Business**
- **Health and Medical Sciences**
- **Humanities, Arts & Social Sciences**
- **Property & Built Environment**
- **Teaching, Education & Human Welfare**
- **Engineering, Maths, IT & Computer Science**
- **Sciences**
### Job search expectations by discipline

**Do job search expectations differ by discipline?**

#### Time to find a graduate job, by discipline

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% who expect to have a graduate job immediately upon graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sciences</td>
<td>9%</td>
</tr>
<tr>
<td>Humanities,</td>
<td>9%</td>
</tr>
<tr>
<td>Teaching,</td>
<td>12%</td>
</tr>
<tr>
<td>Finance,</td>
<td>19%</td>
</tr>
<tr>
<td>Health &amp;</td>
<td>20%</td>
</tr>
<tr>
<td>Property &amp;</td>
<td>20%</td>
</tr>
<tr>
<td>Engineering,</td>
<td>22%</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>22%</td>
</tr>
</tbody>
</table>

#### Number of applications, by discipline

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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Average number of applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp;</td>
<td>12</td>
</tr>
<tr>
<td>Teaching,</td>
<td>15</td>
</tr>
<tr>
<td>Property &amp;</td>
<td>16</td>
</tr>
<tr>
<td>Sciences</td>
<td>18</td>
</tr>
<tr>
<td>Finance,</td>
<td>18</td>
</tr>
<tr>
<td>Humanities,</td>
<td>18</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>19</td>
</tr>
<tr>
<td>Engineering,</td>
<td>19</td>
</tr>
</tbody>
</table>

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

**% of respondents who agree with statement**

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% of respondents who agree with statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching,</td>
<td>52%</td>
</tr>
<tr>
<td>Humanities,</td>
<td>56%</td>
</tr>
<tr>
<td>Sciences</td>
<td>58%</td>
</tr>
<tr>
<td>Engineering,</td>
<td>58%</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>61%</td>
</tr>
<tr>
<td>Property &amp;</td>
<td>62%</td>
</tr>
<tr>
<td>Finance,</td>
<td>62%</td>
</tr>
<tr>
<td>Health &amp;</td>
<td>67%</td>
</tr>
</tbody>
</table>
Do career priorities differ by discipline?

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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% of respondents who agree with statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering, Sciences</td>
<td>76%</td>
</tr>
<tr>
<td>Health &amp; Medical Sciences</td>
<td>80%</td>
</tr>
<tr>
<td>Finance, Accounting, Economics &amp; Business</td>
<td>80%</td>
</tr>
<tr>
<td>Teaching, Education &amp; Human Welfare</td>
<td>81%</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>82%</td>
</tr>
<tr>
<td>Humanities, Arts &amp; Social Sciences</td>
<td>93%</td>
</tr>
<tr>
<td>Property &amp; Built Environment</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% of respondents who agree with statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Medical Sciences</td>
<td>13%</td>
</tr>
<tr>
<td>Teaching, Education &amp; Human Welfare</td>
<td>14%</td>
</tr>
<tr>
<td>Humanities, Arts &amp; Social Sciences</td>
<td>14%</td>
</tr>
<tr>
<td>Finance, Accounting, Economics &amp; Business</td>
<td>15%</td>
</tr>
<tr>
<td>Sciences</td>
<td>18%</td>
</tr>
<tr>
<td>Engineering, Maths, IT &amp; Computer Science</td>
<td>18%</td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>19%</td>
</tr>
<tr>
<td>Property &amp; Built Environment</td>
<td>21%</td>
</tr>
</tbody>
</table>
Do career priorities differ by discipline?

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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% of Respondents</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance, Accounting, Economics &amp; Business</td>
<td>66%</td>
<td></td>
</tr>
<tr>
<td>Property &amp; Built Environment</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>Humanities, Arts &amp; Social Sciences</td>
<td>77%</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Legal</td>
<td>79%</td>
<td></td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>Teaching, Education &amp; Human Welfare</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>Sciences</td>
<td>82%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>% of Respondents</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching, Education &amp; Human Welfare</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Legal</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>Humanities, Arts &amp; Social Sciences</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>Sciences</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>Finance, Accounting, Economics &amp; Business</td>
<td>65%</td>
<td></td>
</tr>
<tr>
<td>Law &amp; Legal</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>Property &amp; Built Environment</td>
<td>68%</td>
<td></td>
</tr>
</tbody>
</table>
## 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?**

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours</td>
<td>44</td>
<td>47</td>
<td>45</td>
</tr>
</tbody>
</table>

### Average Salary Expectations

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>63</td>
<td>70</td>
<td>63</td>
</tr>
</tbody>
</table>

### Expected Grades

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades</td>
<td>63%</td>
<td>58%</td>
<td>56%</td>
</tr>
</tbody>
</table>

### Time to find job

**% who expect to have a graduate job immediately upon graduation**

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>15%</td>
<td>19%</td>
<td>17%</td>
</tr>
</tbody>
</table>

### Number of applications

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications</td>
<td>17</td>
<td>19</td>
<td>16</td>
</tr>
</tbody>
</table>

### Time with first employer

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>19%</td>
<td>23%</td>
<td>26%</td>
</tr>
</tbody>
</table>
Women in STEM – career priorities

How do career priorities for women in STEM differ?

### Diversity

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity</td>
<td>85%</td>
<td>68%</td>
<td>81%</td>
</tr>
</tbody>
</table>

### Salary vs. Image

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary vs. Image</td>
<td>11%</td>
<td>25%</td>
<td>15%</td>
</tr>
</tbody>
</table>

### Job market preparation

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

<table>
<thead>
<tr>
<th></th>
<th>Women in STEM</th>
<th>Men in STEM</th>
<th>All other NON STEM</th>
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<td>Job market preparation</td>
<td>57%</td>
<td>59%</td>
<td>61%</td>
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### Fulfilment vs. Money

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

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<td>Fulfilment vs. Money</td>
<td>80%</td>
<td>71%</td>
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### Sacrifices for career

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

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