

THE AUSTRALIAN 

TOP 100

GRADUATE EMPLOYERS

==== **gradaustralia** =====

Key Insights
&
Methodology



2016
Student Survey

Methodology

How was the survey conducted?

Overview

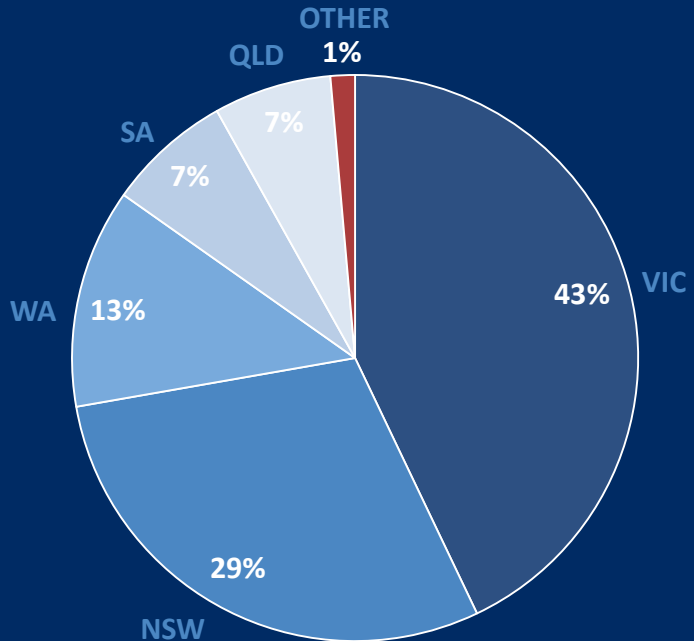
The GradAustralia Student Survey (a.k.a “Top 100 Survey”) is conducted annually to identify career expectations and attractive employers for Australian university students and recent graduates. In 2016, the survey was updated to collect new data on career and job search expectations.

In 2016, the Top 100 was compiled based on **14,086** 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.

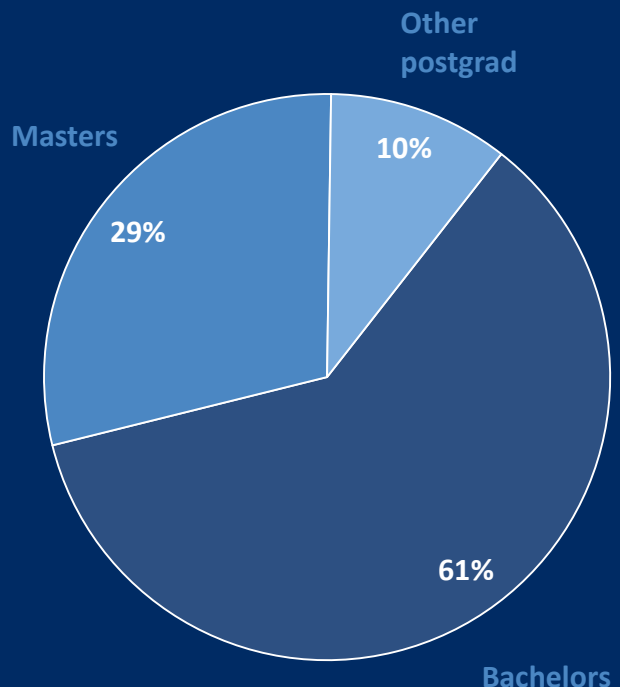
Every year the survey identifies the most attractive graduate employers in Australia. Students are asked to nominate the organisation/s that have the most appeal as a graduate employer - the question being deliberately open-ended to allow students to take into account whichever factors are most important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

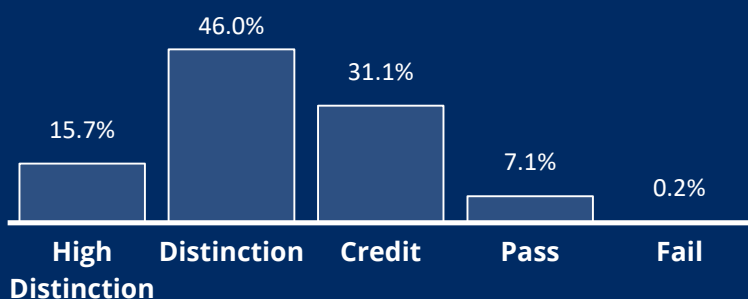
Study discipline of respondents

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

Finance, Accounting, Economics & Business Administration	30%
Engineering, Maths, IT & Computer Sciences	27%
Humanities, Arts & Social Sciences	11%
Sciences	10%
Law & Legal Studies	9%
Health & Medical Sciences	8%
Property & Built Environment	3%
Teaching, education & human welfare	2%

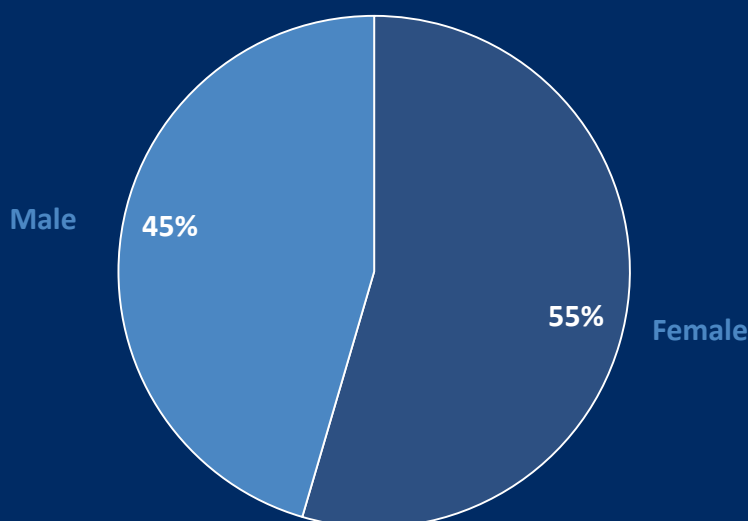
Over 50% of respondents come from a finance/ business or STEM background

Estimated or actual WAM



77% of respondents estimate that they will graduate with a credit or distinction average

Gender split of respondents



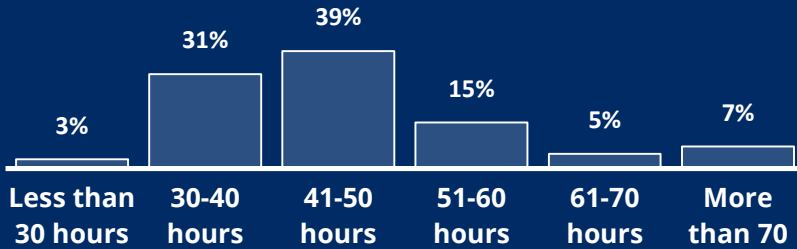
The survey was completed by more females than males, reflective of higher female graduation rates

Work and pay expectations

What do students expect when they start their first job?

Work hours expectations

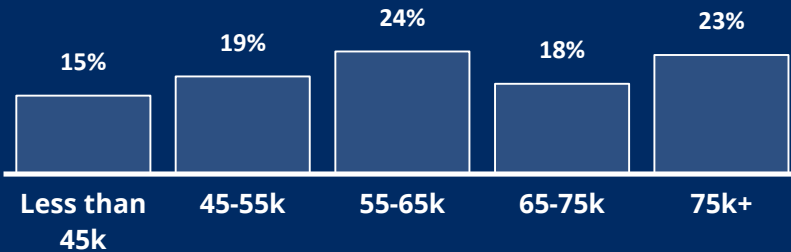
Q - How many hours per week are you prepared to work in your first professional job after graduation?



The average student is willing to work 47 hours per week in their first professional job after graduation

Salary expectations

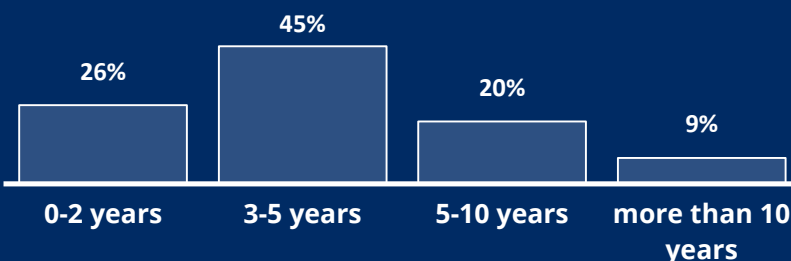
Q - How much do you expect to earn per year in this job?



The average student expects to earn \$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?



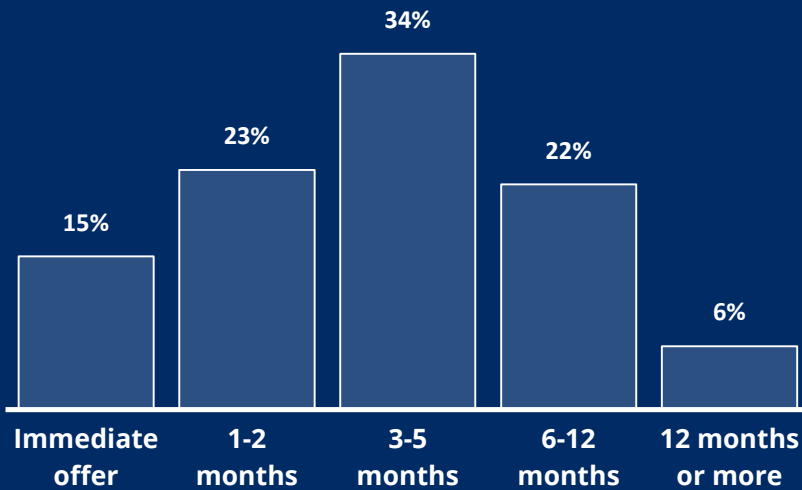
Over 70% of students intend to spend less than 5 years with their first employer

Job search expectations

How easily do students expect to find a graduate job?

Time to find a graduate job

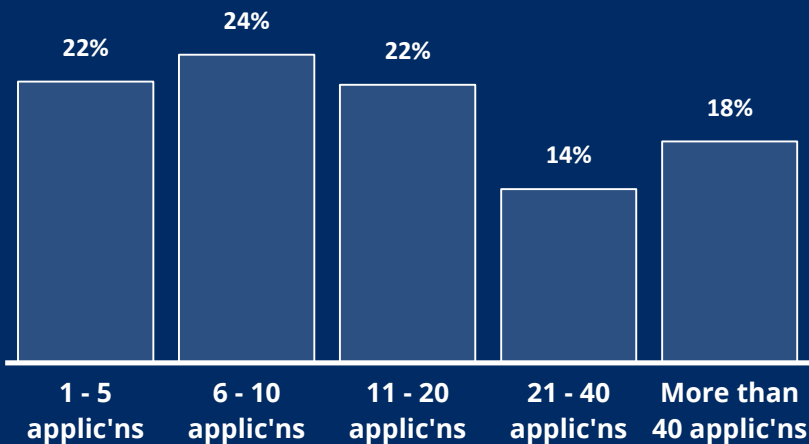
Q - How many months after graduating do you think it will take to find your first professional job?



Two thirds 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?



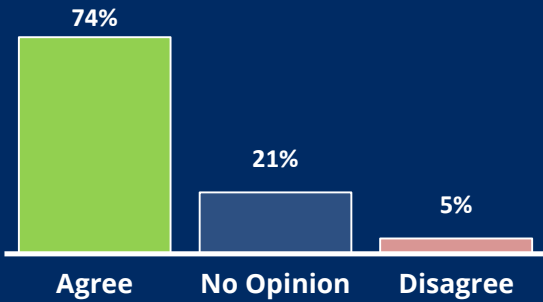
On average, students expect to make 17 applications before they will be offered a graduate job

Career priorities

Insights into the millennial career mindset

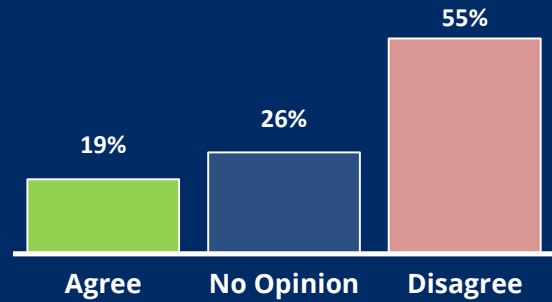
Diversity

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



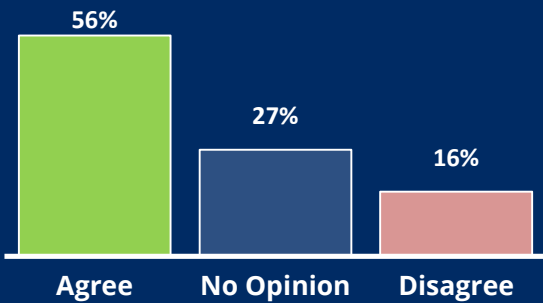
Salary vs. Image

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



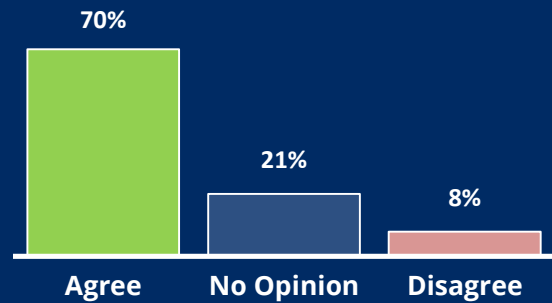
Job market preparation

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



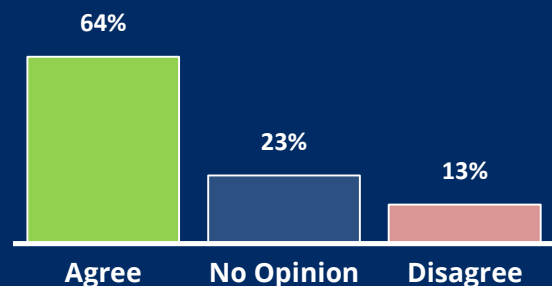
Fulfilment vs. Money

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



Sacrifices for career

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

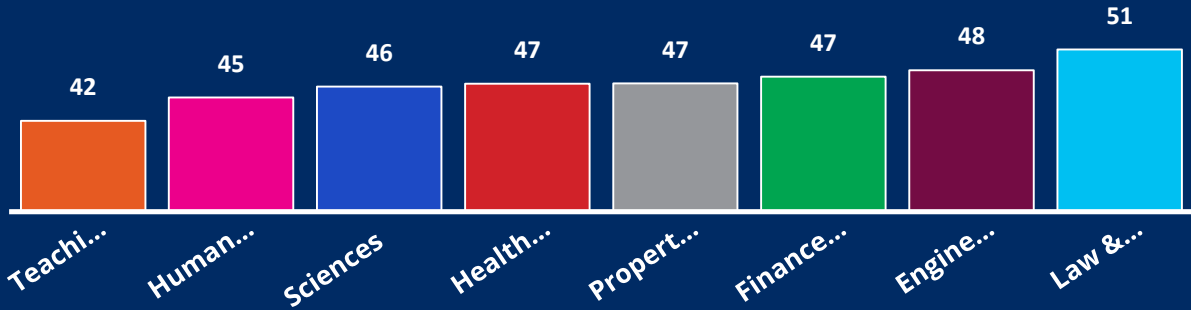


Job expectations by discipline

Do work expectations differ by discipline?

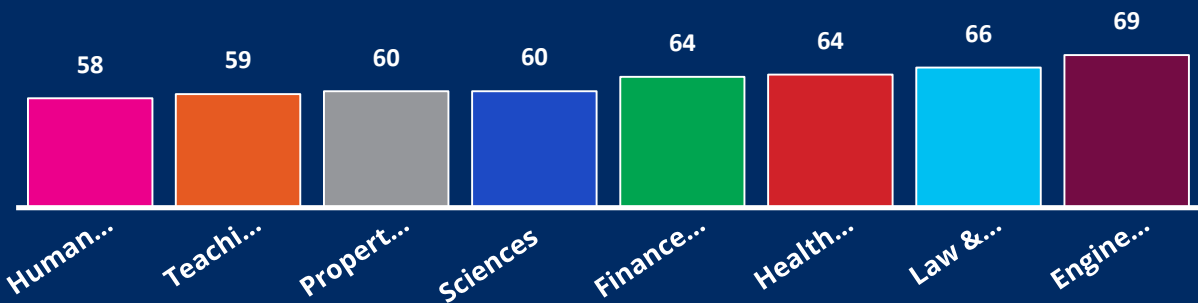
Work hours expectations by discipline

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



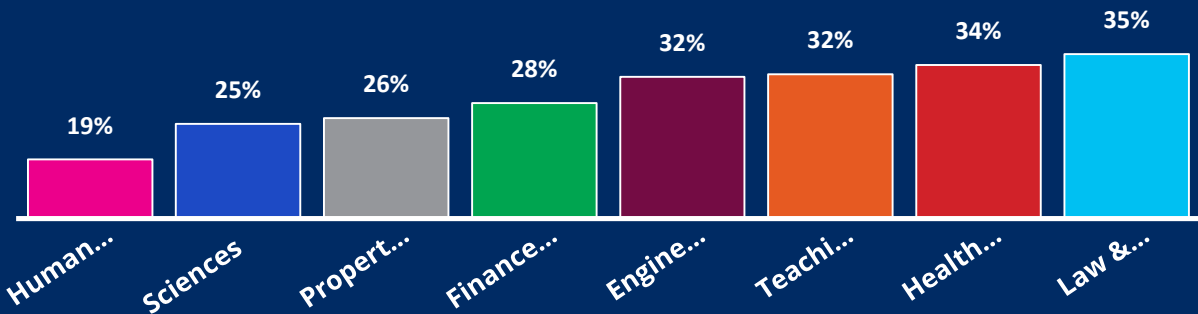
Salary expectations by discipline

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**

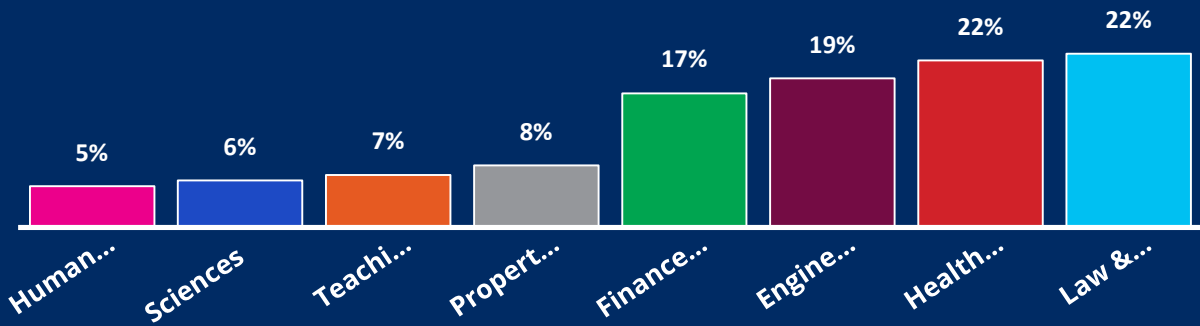


Job search expectations by discipline

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

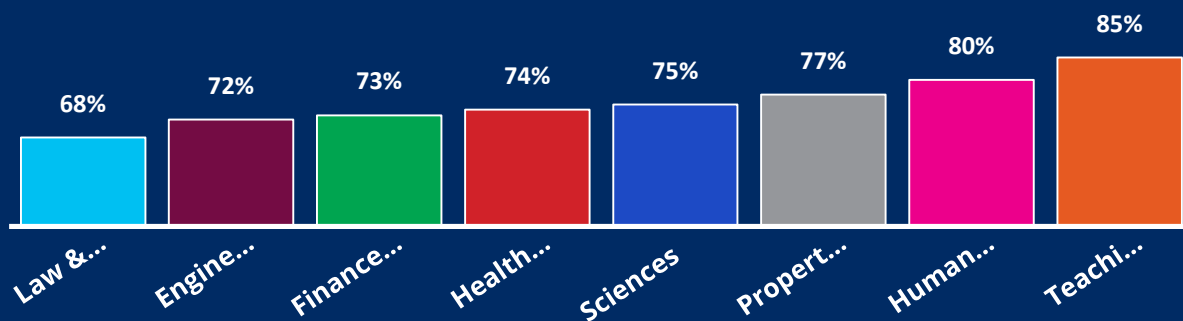


Career priorities by discipline (1 of 2)

Do career priorities differ by discipline?

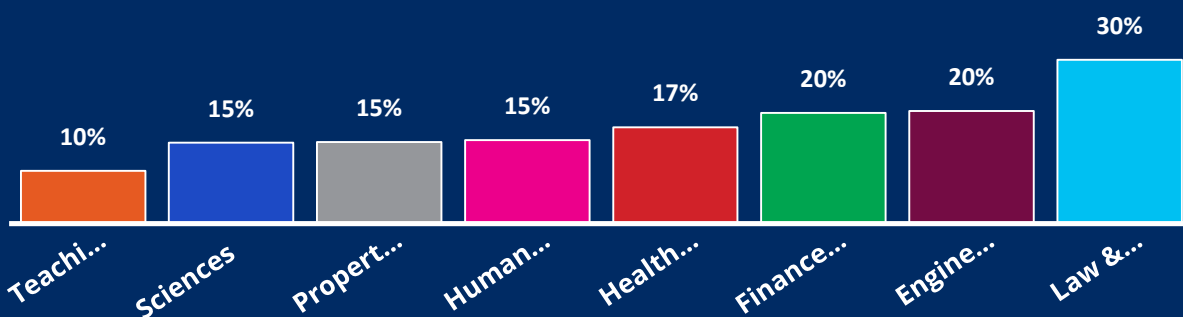
It's important for me to join an employer that has a diverse workforce

% of respondents who agree with statement



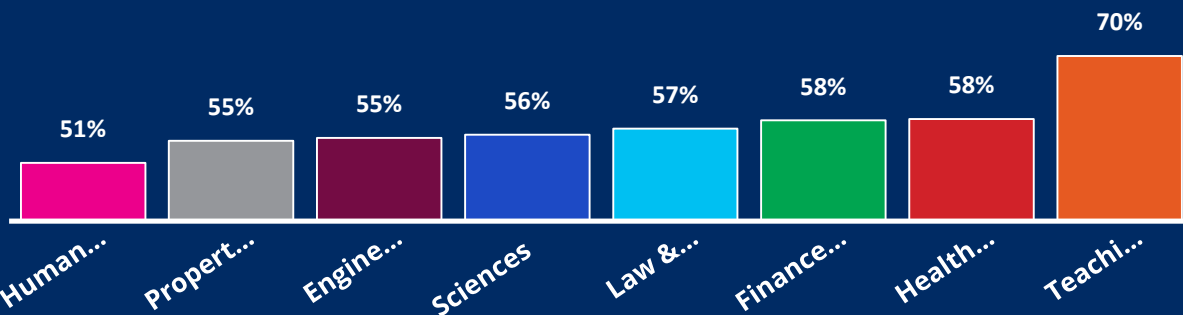
If the salary was right, I would work for a company with a bad image

% of respondents who agree with statement



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

% of respondents who agree with statement

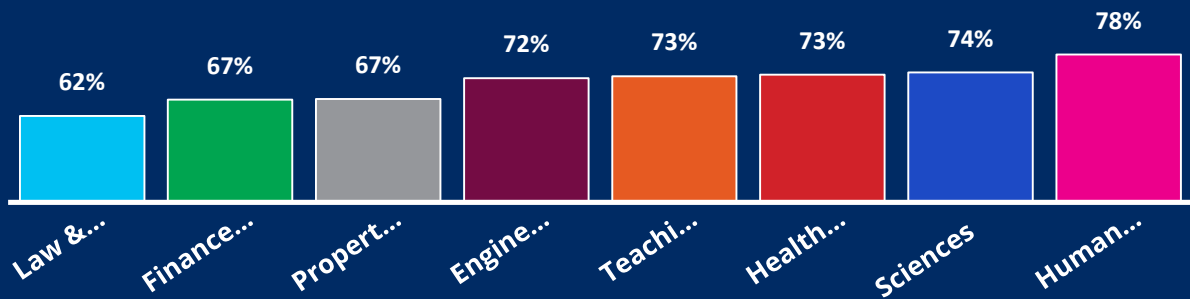


Career priorities by discipline (2 of 2)

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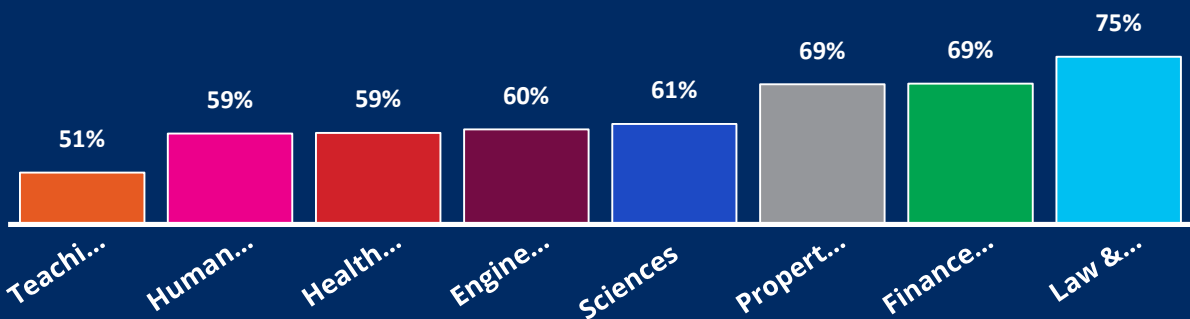
It's more important for me to feel fulfilled at work than to earn lots of money

% 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



Finance, Accounting, Economics & Business Administration students

Expectations vs. Reality

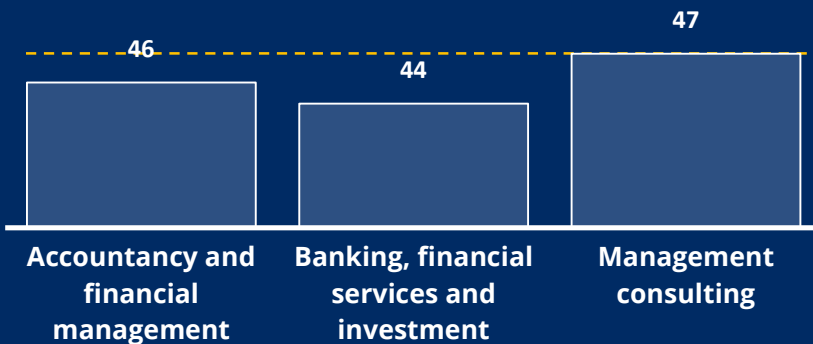
Popular sectors where students want to work

Q - Indicate the sector/s you are most interested in working in after graduation.



Work hours – actuals

Q - On average how many hours do you work each week?



Work hours – student expectations

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



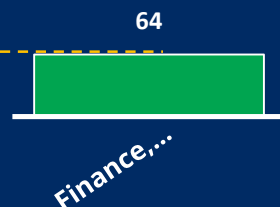
Salary – actuals

Q - Please indicate your current base salary? If applicable, please indicate your bonus



Salary – student expectations

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

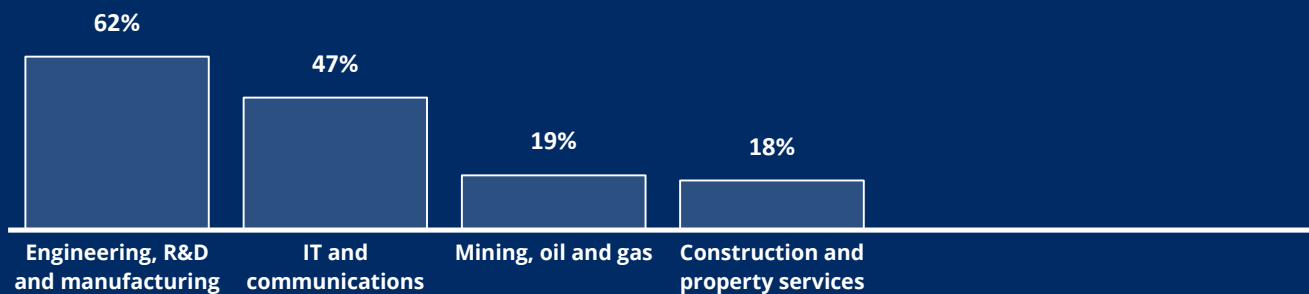


Engineering, Maths, IT & Computer Science students

Expectations vs. Reality

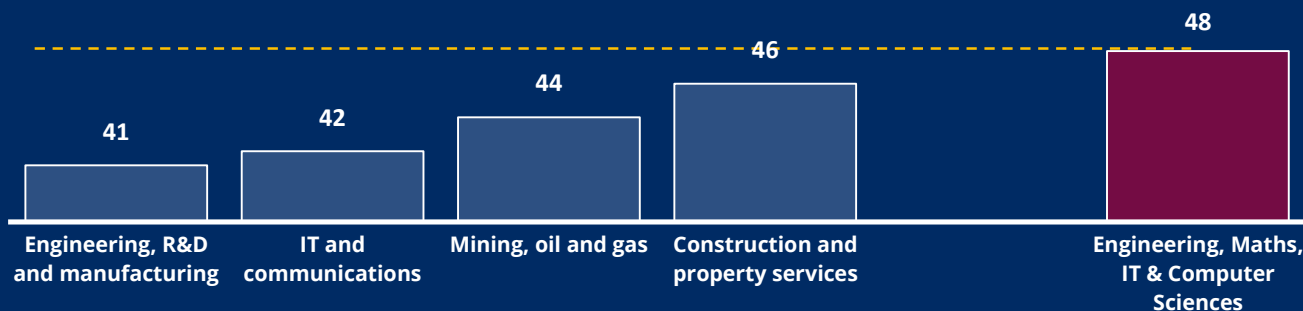
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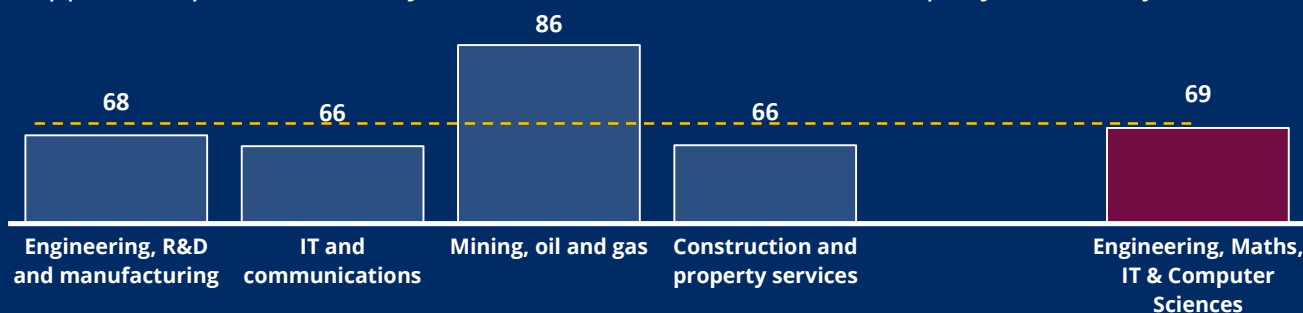


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Salary – student expectations

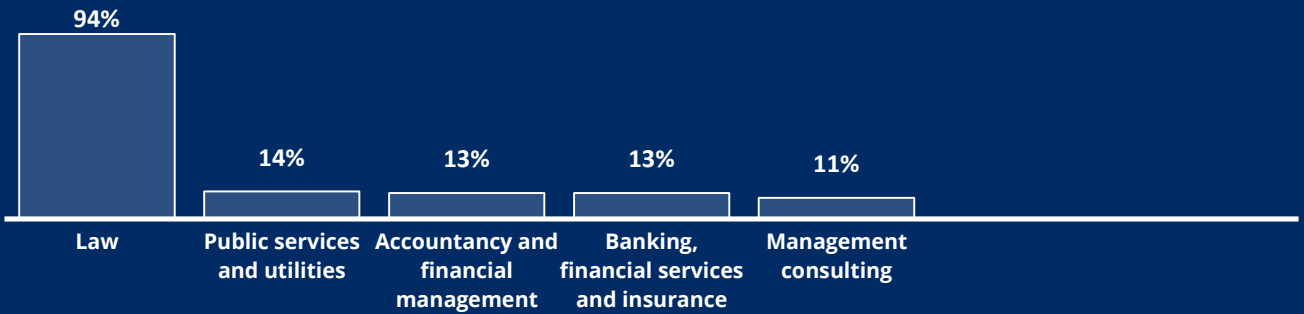
Q - How much do you expect to earn per year in this job? (AUDk)

Law & Legal Studies students

Expectations vs. Reality

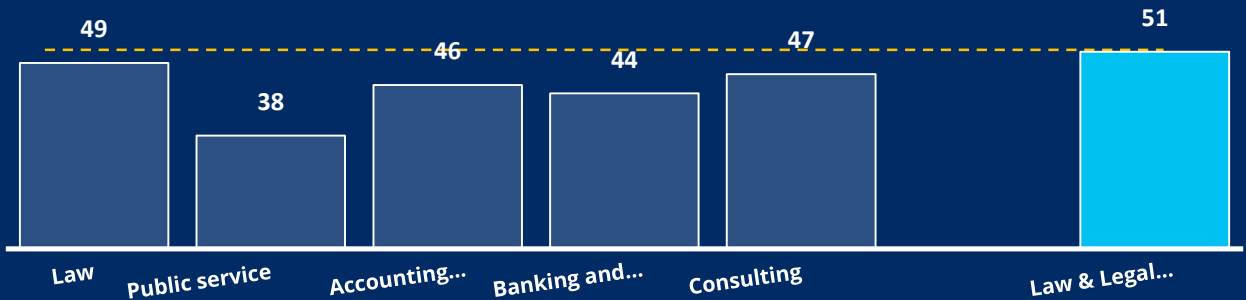
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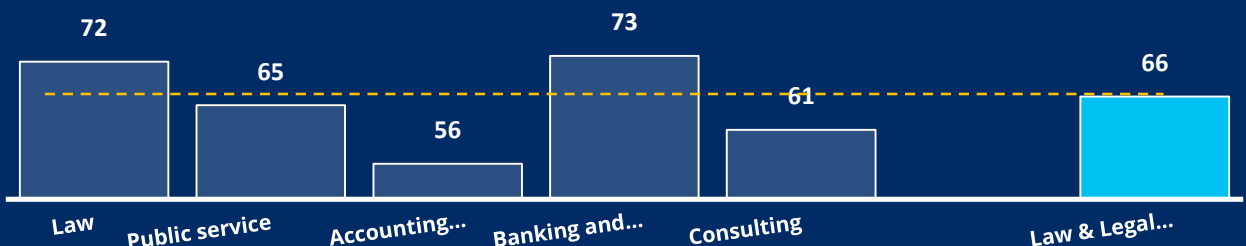


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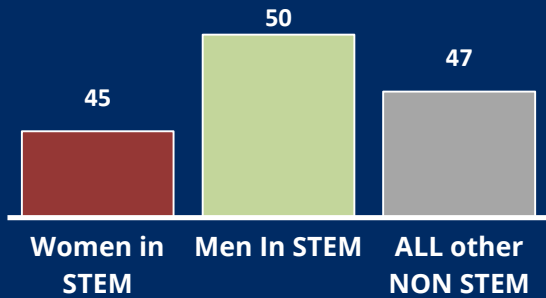
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Women in STEM – job expectations

How do job expectations for women in STEM differ?

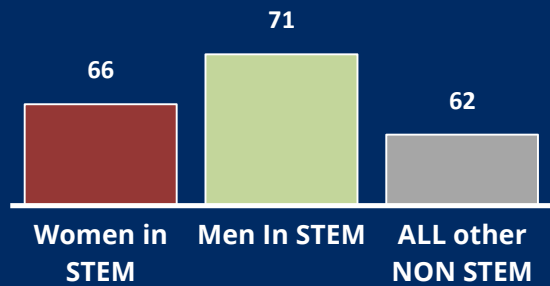
Average Hours Expectations

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



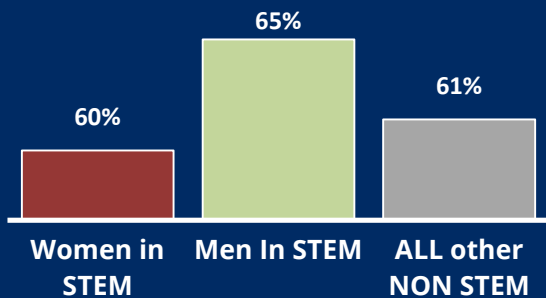
Average Salary Expectations

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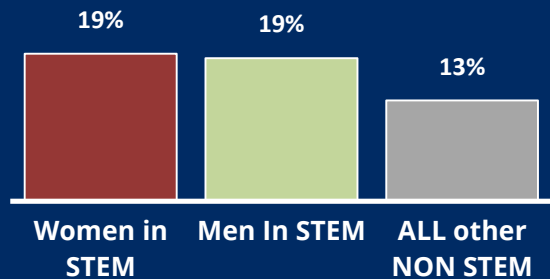
Expected Grades

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



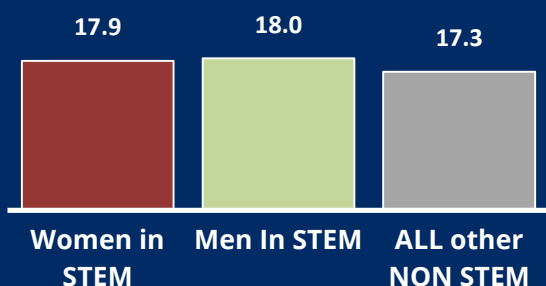
Time to find job

% who expect to have a graduate job immediately upon graduation



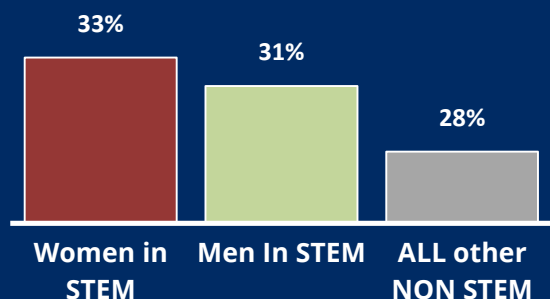
Number of applications

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

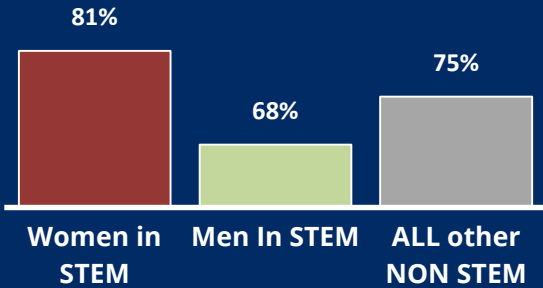


Women in STEM – career priorities

How do career priorities for women in STEM differ?

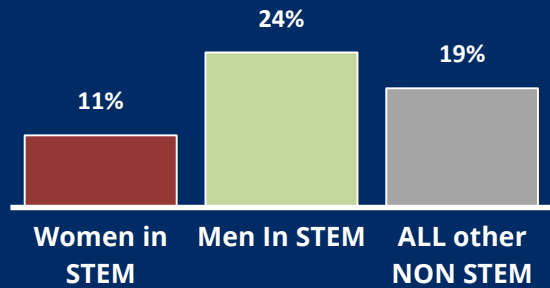
Diversity

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



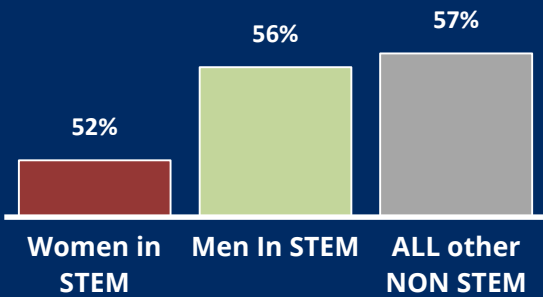
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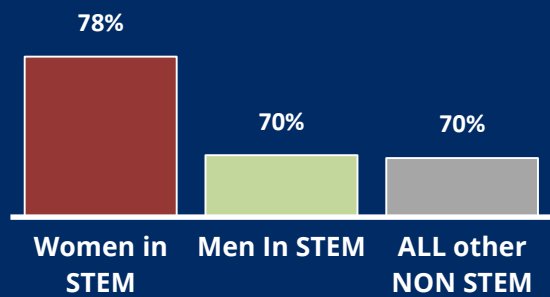
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After studying I will make sacrifices in my personal life in order to develop my career - % who agree

