

2023 Key Findings Graduate Outcomes Survey

Higher education graduate outcomes four to six months after course completion.

126 Participating higher education institutions, including 42 universities

116,250
Valid online survey responses

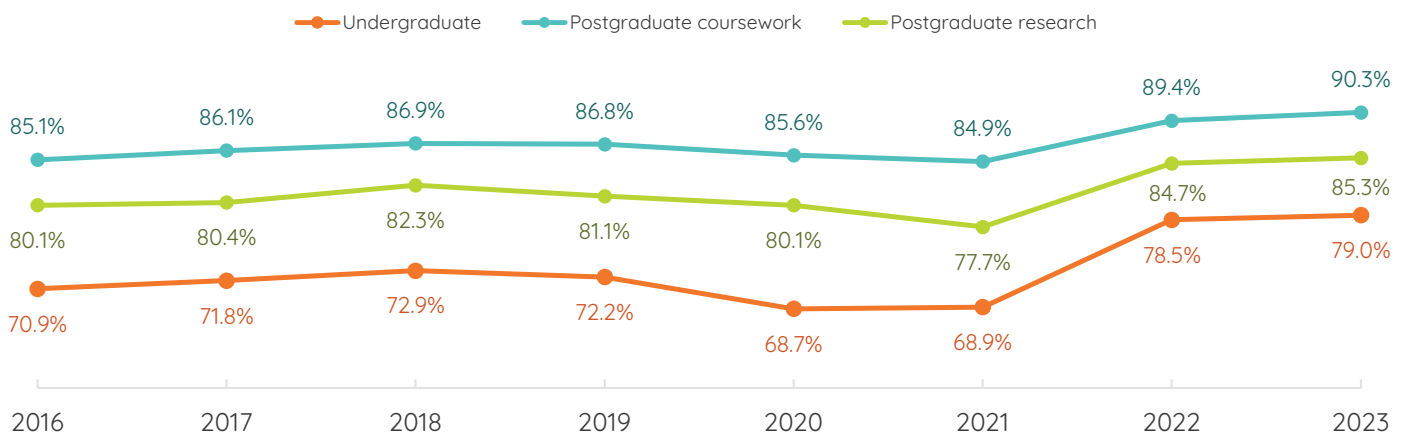
38.7% Response rate achieved

Full-time employment

(As a proportion of those available for full-time work)

The proportion of domestic graduates employed full-time four to six months after course completion rose slightly in 2023 after a sharp increase in 2022. Full-time employment rates for recent graduates continue to stay at record highs since the survey commenced in 2016.

Domestic graduate full-time employment rate by study level*



* The full-time employment rate is defined as the proportion of graduates actually or usually working at least 35 hours per week as a proportion of those available for full-time work.

Top 3 study areas with highest full-time employment rates

Undergraduate	Pharmacy 98.4%	Medicine 95.6%	Rehabilitation 95.6%
Postgraduate coursework	Medicine 98.2%	Pharmacy 97.9%	Rehabilitation 97.5%
Postgraduate research	Psychology 92.6%	Health 92.2%	Nursing 90.9%

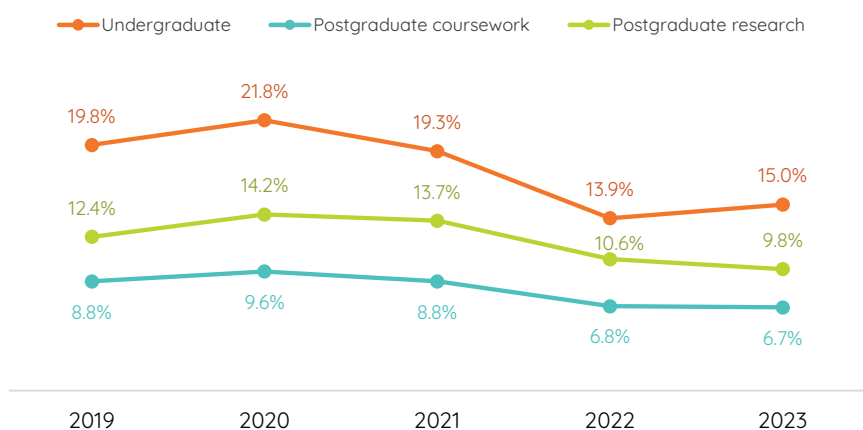
Underemployment

'Underemployment' is defined as the proportion of graduates employed part-time (i.e., less than 35 hours per week) who would prefer to work more hours (i.e., seeking more hours).

The proportion of graduates employed part-time but seeking more hours remains low, despite a slight increase at the undergraduate level in 2023. The low rates of underemployment across all study levels corresponds with the high rates of full-time employment observed in 2022 and 2023.

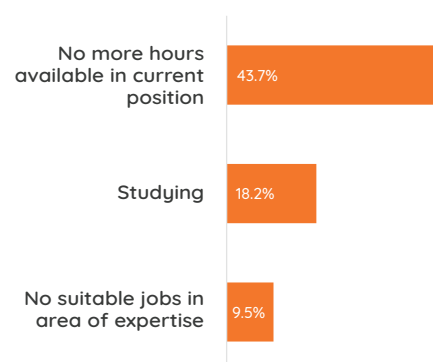
The main reason undergraduates cited for not working more hours was due to a lack of hours available in their current positions. This was followed by studying and a lack of suitable jobs in the graduates' area of expertise.

Domestic graduates employed part-time seeking more hours



Top 3 reasons for not working more hours

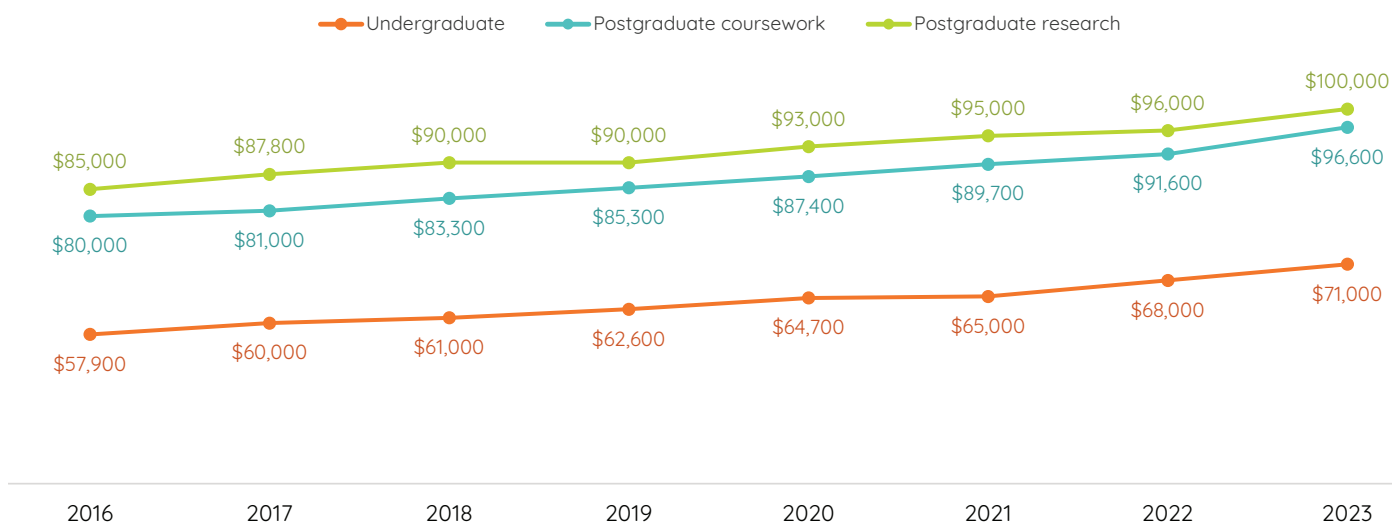
(Proportion of domestic undergraduates employed part-time seeking more hours)



Full-time median annual salary

Higher level qualifications generally lead to higher salary outcomes for graduates. Median salaries increased year on year across all study levels, up 4.4 per cent for undergraduates, 5.5 per cent for postgraduate coursework graduates and 4.2 per cent for postgraduate research graduates.

Full-time median annual salaries for graduates employed in Australia*

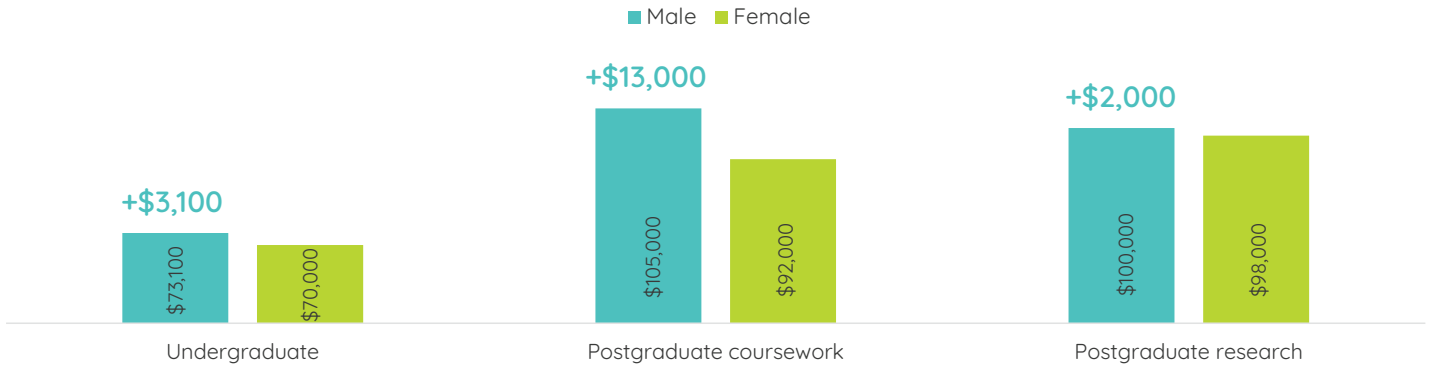


* Salaries are presented in nominal terms. This means the salary amounts reflect the actual values as they existed in the respective year (that is, the values are not adjusted for inflation).

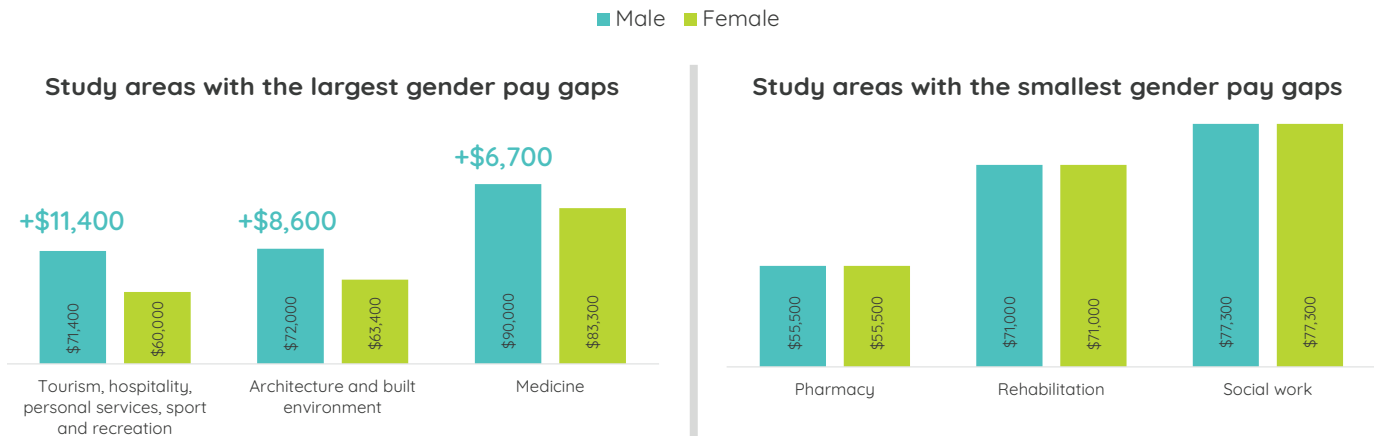
Gender pay gap

Female full-time annual salaries were lower than male salaries across all study levels in 2023, however, the gap has narrowed over time. The gender pay gap is most pronounced at the postgraduate coursework level where domestic graduates tend to be older and often already established in their careers by the time they complete their qualification.

Median full-time annual salary by gender, 2023



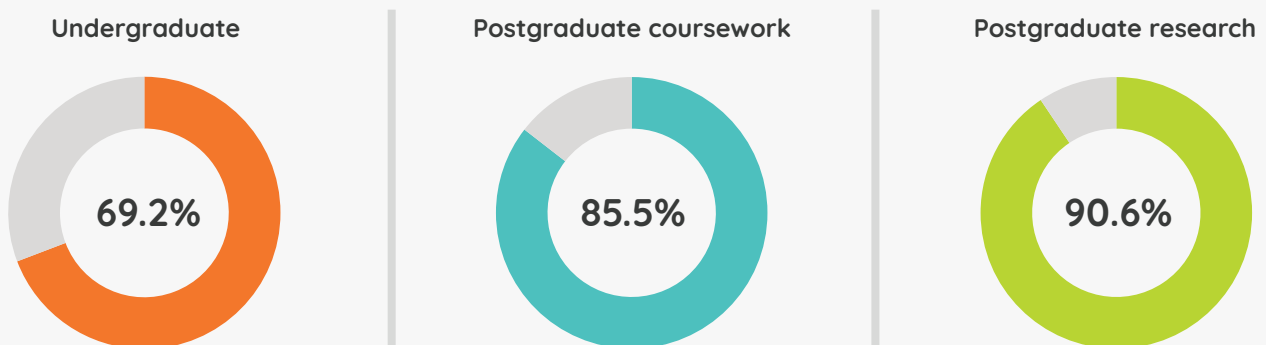
Gender pay gap differences by undergraduate study area, 2023



Skills utilisation

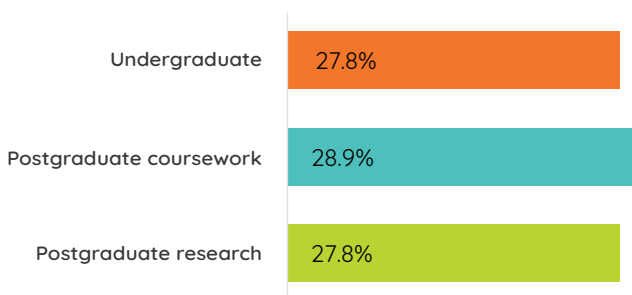
There are a number of measures that can be used to indicate the “quality” of graduate jobs and skills utilisation, such as the proportion of graduates employed in managerial and professional occupations, the proportion of graduates indicating that they are not fully utilising their skills and education in their current job and how well the qualification prepared the graduate for their current job.

Proportion of graduates employed full-time in managerial and professional occupations, 2023

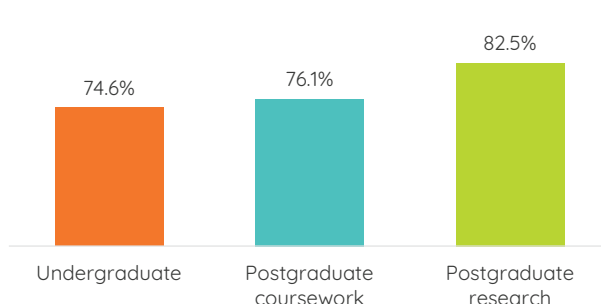


27.8% of undergraduates employed full-time who reported not fully utilising their skills and education stated the main reason was because they were currently in an entry level / career stepping stone position.

Proportion of graduates that indicated they were working in a job that did not fully utilise their skills or education, 2023



Proportion of graduates that indicated their qualification prepared them well or very well for their current job, 2023



Further full-time study

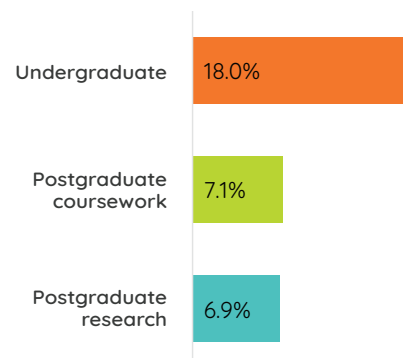
(As a proportion of all responses)

In 2023, 18.0 per cent of undergraduates were engaged in further full-time study four to six months after course completion, which was a slight decrease from 2022 and the lowest rate since the survey commenced in 2016. This lower rate of further full-time study for undergraduates corresponds with the high rates of graduates entering into employment in 2023.

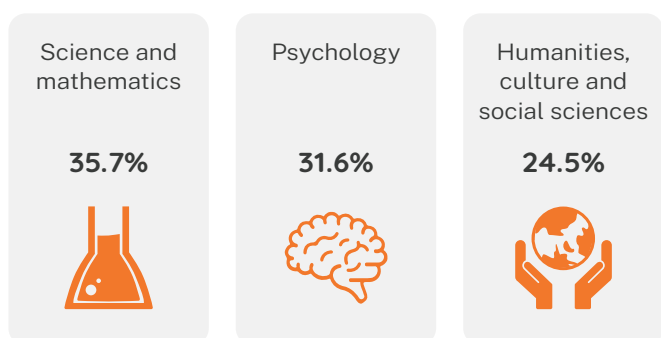
The proportions of postgraduate coursework and postgraduate research graduates in further full-time study in 2023 remained consistent with the ranges seen in previous years.

Graduates from more generalist study areas were more likely to continue with further full-time study than graduates that completed undergraduate qualifications in more vocational study areas such as Nursing and Teaching.

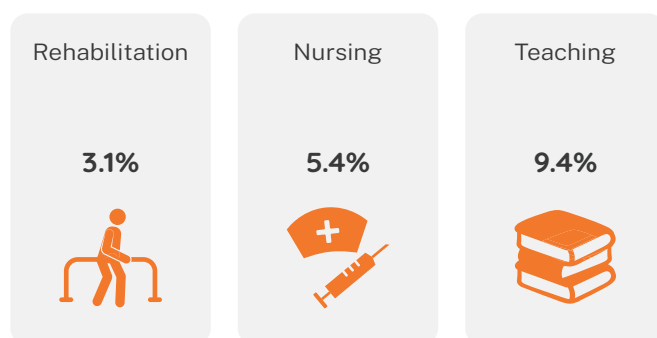
Proportion of domestic graduates in further full-time study, 2023



Top 3 study areas with undergraduates proceeding to further full-time study



Bottom 3 study areas with undergraduates proceeding to further full-time study



Top 3 undergraduate broad field of education destinations

Society and culture
28.2%



Health
24.4%



Nature and physical sciences
15.0%

