2023 Key Findings Employer Satisfaction Survey

The ESS measures how well graduates from Australian higher education institutions meet employer needs, by asking supervisors to provide feedback on the work readiness of graduates.

**94** Higher education institutions, had supervisor responses

2,992 Valid online survey responses

45.0% Supervisor response rate achieved

Employer satisfaction

The overall satisfaction metric reports the proportion of supervisors who responded 'Very likely to consider' or 'Likely to consider' when asked: 'Based on your experience with this graduate, how likely are you to consider hiring another graduate from the same course and institution, if you had a relevant vacancy?'. Results suggest that employers continue to be highly satisfied with the overall quality and skills of graduates from Australia's higher education system.

Employer satisfaction with graduates across the five graduate attribute domains

83.7%
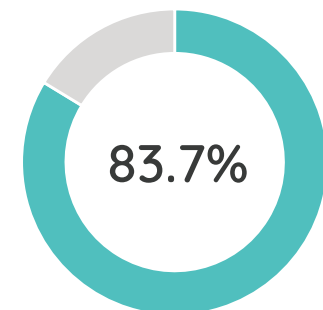
Overall employer satisfaction with graduates

91.2% Foundation skills

88.7% Adaptive skills

86.0% Collaborative skills

92.2% Technical skills

84.1% Employability skills

Employer satisfaction by broad field of education, 2023

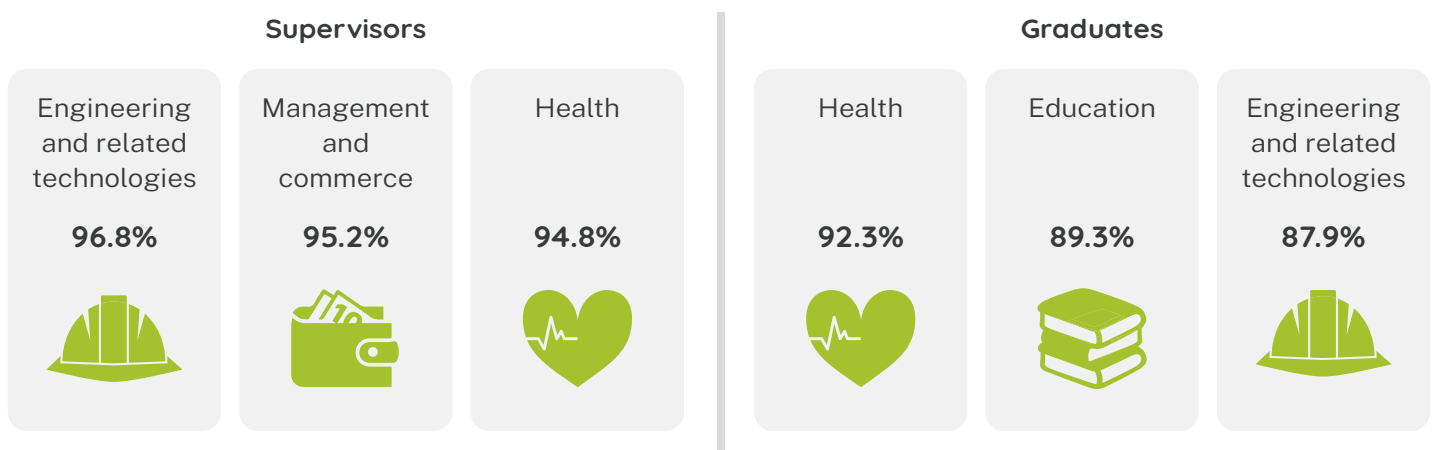| Field	Satisfaction
Agriculture and environmental studies	90.8%
Engineering and Related Technologies	88.8%
Education	87.4%
Health	85.8%
Architecture and building	85.3%
Natural and physical sciences	84.8%
Society and culture	82.4%
Information Technology	80.8%
Management and commerce	78.7%
Creative arts	75.4%

Skills relevance and utilisation

Overall, graduates and supervisors thought the qualification prepared the graduate well or very well for their current employment. Supervisors tend to rate the preparedness of their graduate employees more highly than the graduate rates themselves, 94.0 per cent and 86.9 per cent respectively.

Extent to which qualification prepared graduate for current employment, 2023

■ Very well ■ Well ■ Not well ■ Not at all

	Very well	Well	Not well	Not at all
Supervisors	52.6%	41.4%	3.2%	2.8%
Graduates	41.3%	45.6%	8.0%	5.1%
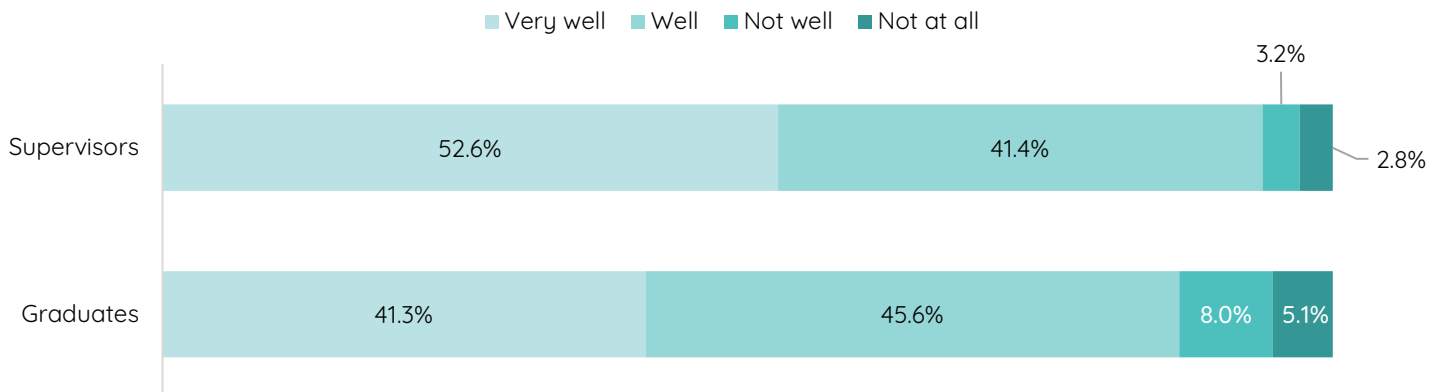
Top 3 fields of education supervisors and graduates thought that the qualification prepared the graduate 'well' or 'very well' for current employment, 2023*

Supervisors

Engineering and related technologies	Management and commerce	Health
96.8%	**95.2%**	**94.8%**

Graduates

Health	Education	Engineering and related technologies
92.3%	**89.3%**	**87.9%**

* Only the top 3 fields of education for supervisors and graduates are presented here. Refer to the 2023 ESS National Tables on the QILT website for data on all fields of education.

Main ways the qualification could have better prepared the graduate for employment, 2023

Supervisors were asked about the ways in which the qualification could have better prepared the graduate for employment. From an analysis of over 1,500 comments received in 2023, Domain-specific skills and knowledge and Employability and enterprise skills were the most common areas identified.

Domain specific skills and knowledge	38.4%
Employability and entreprise skills	36.3%
Technical and professional skills	27.7%
Institutional and course attributes	27.5%
Foundation skills	9.6%
Teamwork and interpersonal skills	8.1%

To explore results from the 2023 ESS, visit qilt.edu.au/surveys/employer-satisfaction-survey-(ess)