

2023 Domestic Graduate Key Findings

Graduate Outcomes Survey – Longitudinal

Higher education domestic graduate outcomes in the short-term (2020) four to six months after course completion and medium-term (2023) three years after course completion

116 Participating higher education institutions, including all 42 universities

40,177 Valid online survey responses

45.0% Response rate achieved

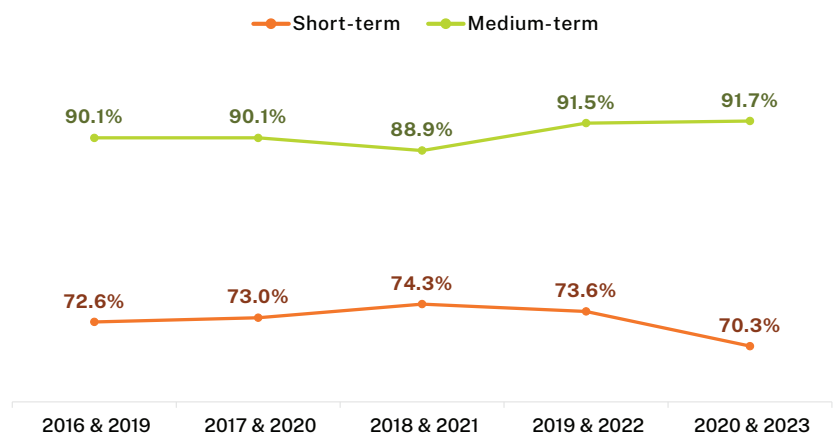
Full-time employment

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

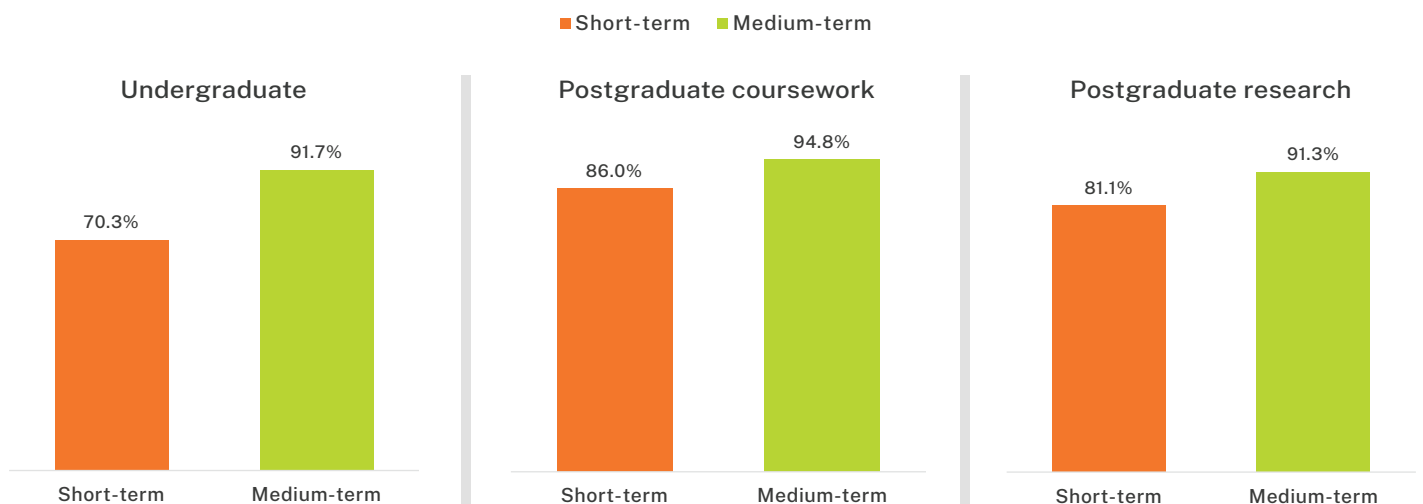
The 2023 GOS-L examines graduates many of whom completed the Graduate Outcomes Survey during the first year of the pandemic in 2020, and again three years after completing their studies.

In the short-term, full-time employment rates dropped in 2020 as a result of a downturn in the labour market, made worse by the onset of the COVID-19 pandemic. The improvement in medium-term outcomes in 2022 and 2023 is consistent with the strong labour market following the removal of COVID-19 related restrictions. As a result of these year-on-year short-term and medium-term changes, the gap from 2020 to 2023 was wider than in previous periods.

Full-time employment rate for domestic undergraduates over time



Proportion of graduates employed full-time*

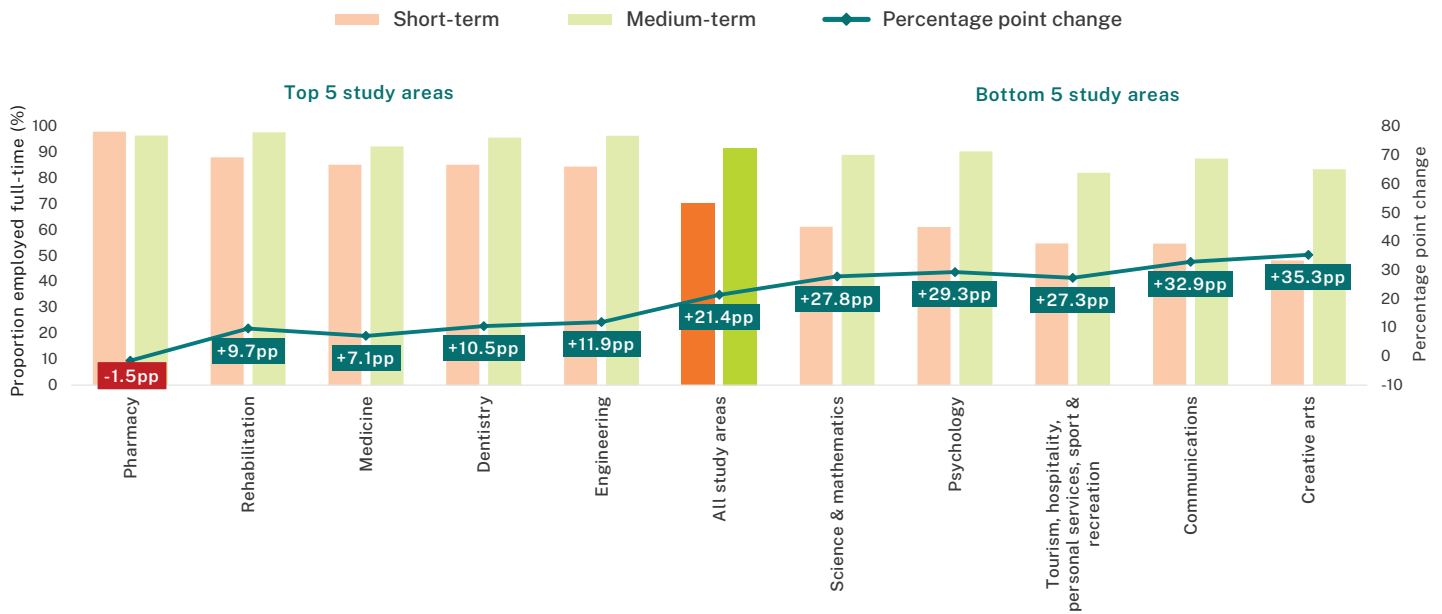


* The full-time employment rate is defined as the proportion of graduates actually working, or usually working, at least 35 hours per week as a proportion of those available for full-time work.

Full-time employment by study area

Full-time employment rates vary greatly by study area in the short-term. Vocational study areas tend to have higher short-term employment outcomes than more generalist study areas but this gap narrows substantially over-time.

Undergraduate full-time employment in the short-term and medium-term by study area*



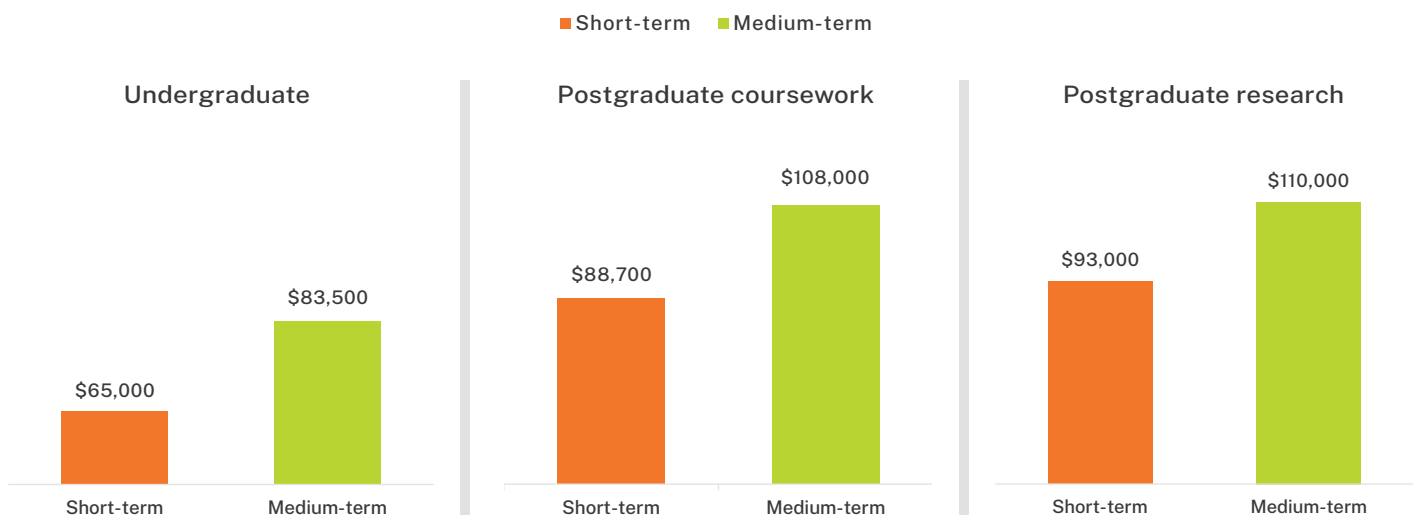
* Only the top 5 and bottom 5 study areas ranked on largest to smallest full-time employment rate in the short-term are included in this chart. Refer to the 2023 GOS-L National Tables on the QILT website for data on all 21 study areas.

Full-time median annual salary

In 2020, the full-time median annual salary of an undergraduate was \$65,000. Three years later in 2023, this had risen to \$83,500. The median annual salary of graduates with postgraduate qualifications was more than \$100,000 three years after course completion.

Unlike the gap in full-time employment rates between study levels which narrows over time, the differences in salaries does not.

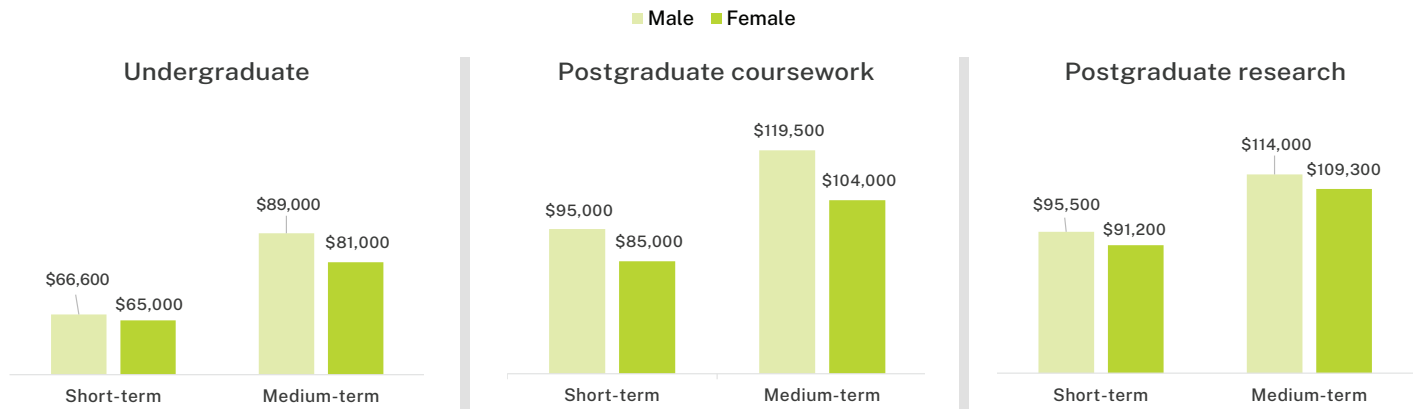
Full-time median annual salaries for graduates employed in Australia (AUD)



Gender pay gap

In the short-term, female graduates earn less than their male counterparts across all study levels and this pay gap widens over the three years. The gender pay gap is widest at the postgraduate coursework level. In 2020, postgraduate coursework male graduates were paid \$10,000 or 10.5 per cent more than females. This gap increased to \$15,500 or 13 per cent three years later in 2023.

Full-time median annual salaries by gender*



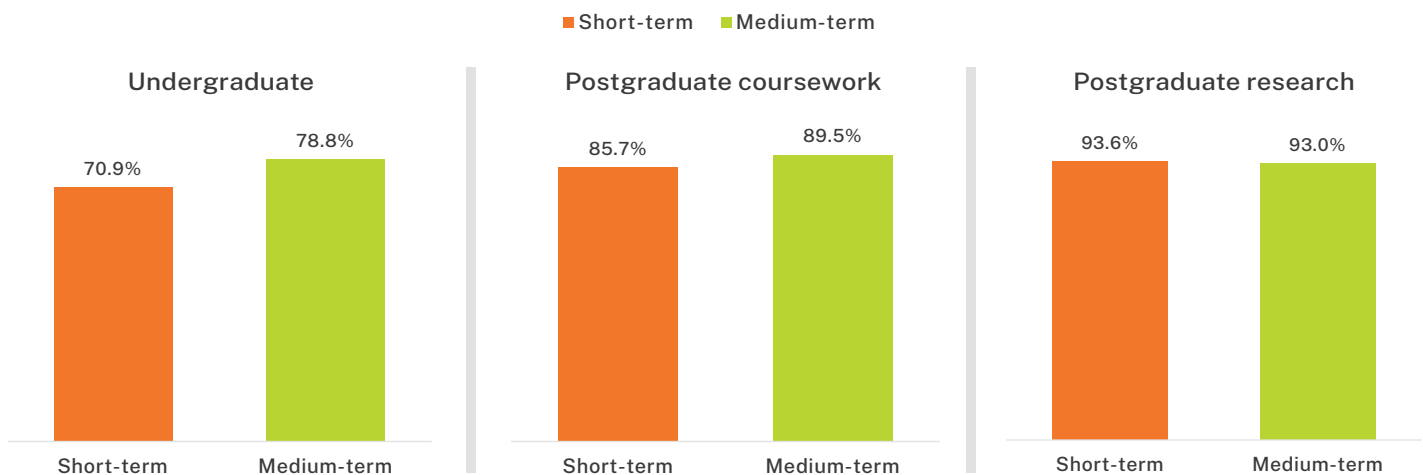
* Full-time median annual salaries are for graduates employed in Australia only.

Skills utilisation

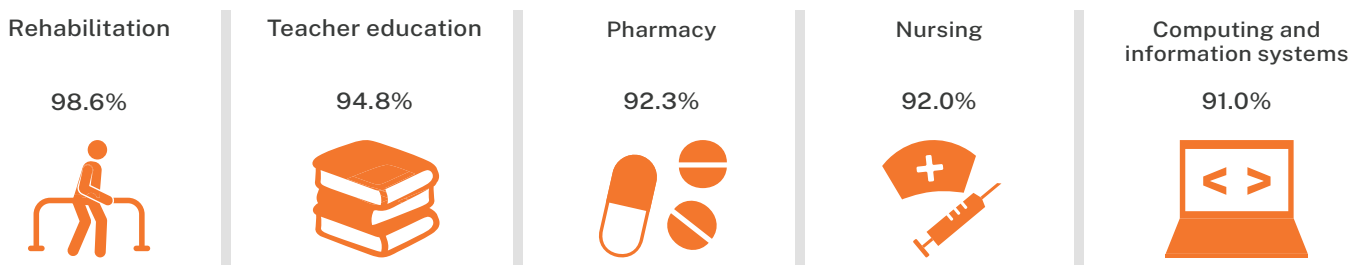
(As a proportion of those employed full-time)

Postgraduate coursework and postgraduate research graduates are much more likely to be working in managerial or professional occupations immediately following course completion than undergraduates. Despite the increase in the proportion of undergraduates in these occupations three years post-course completion, a substantial gap still exists.

Graduates in managerial or professional occupations by study level



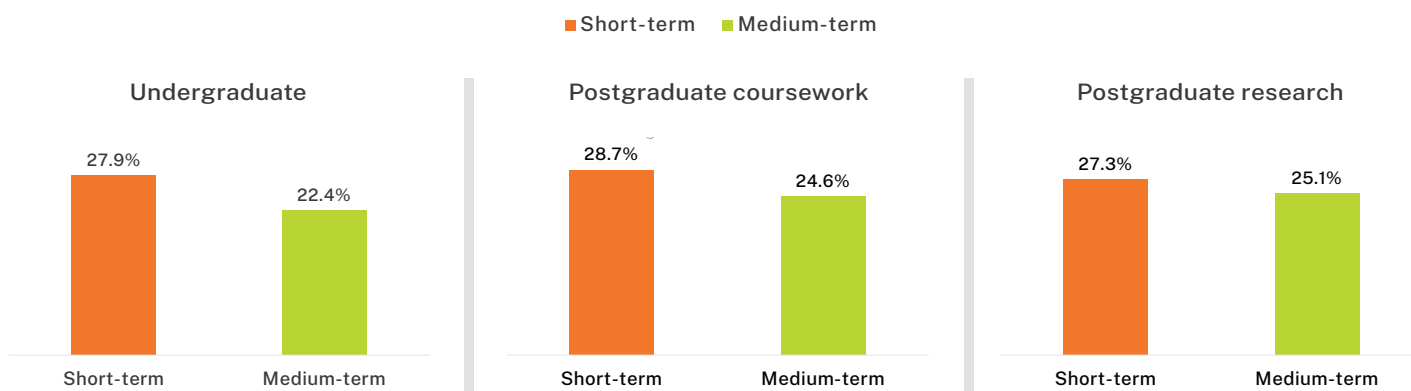
Study areas with the highest proportions of undergraduates employed in managerial or professional occupations three years after course completion in 2023



Underutilisation of skills and education

In the short-term, a relatively high number of graduates employed full-time across all study levels reported that their skills and qualifications were not fully utilised in their job. This does drop in the medium-term but still equates to at least a fifth of graduates from each level of study. The top reason cited by graduates in the medium-term for not fully utilising their skills or qualifications was because they were satisfied with their current job.

Proportion employed full-time that reported their skills and qualifications were not fully utilised in the their job

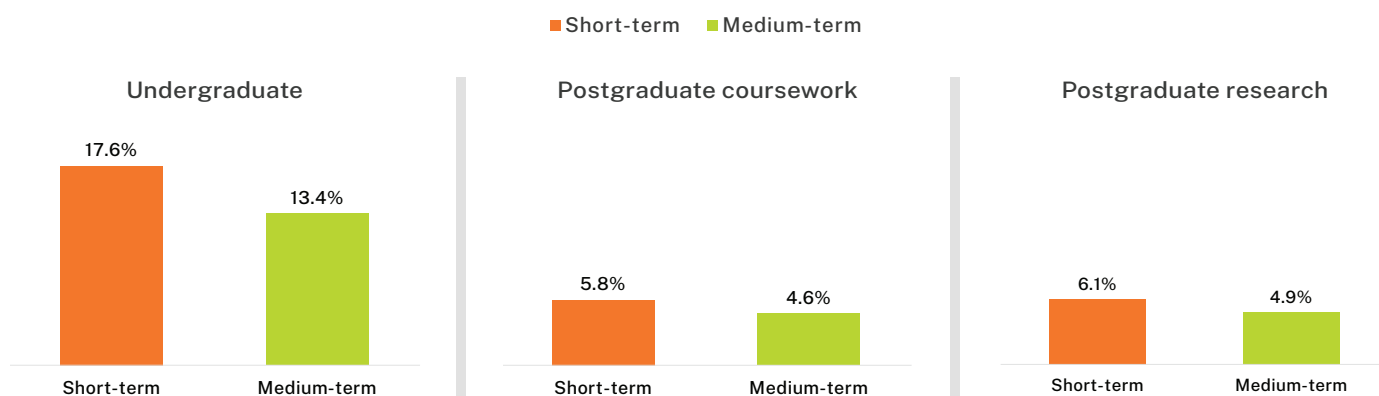


Further full-time study

(As a proportion of all responses)

Three years post-course completion, 13.4 per cent of undergraduates were in further full-time study. Only around five per cent of both postgraduate coursework and research graduates were in further full-time study shortly after completing their course, and this remained about the same three years later.

Proportion of graduates in further full-time study



Top 3 study destinations for undergraduates in both the short-term and medium-term were:

Health
30.4% (ST), 33.9% (MT)



Society & culture
23.1% (ST), 22.6% (MT)



Natural & physical sciences
15.3% (ST), 16.7% (MT)



(ST = short-term, MT = medium-term)