



QILT

Quality Indicators for
Learning and Teaching

2023 GOS-L National Results

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Social
Research
Centre



Acknowledgement of Country



Artwork by Melbourne-based Gunnai and Waradjurie artist, Robert Michael Young.



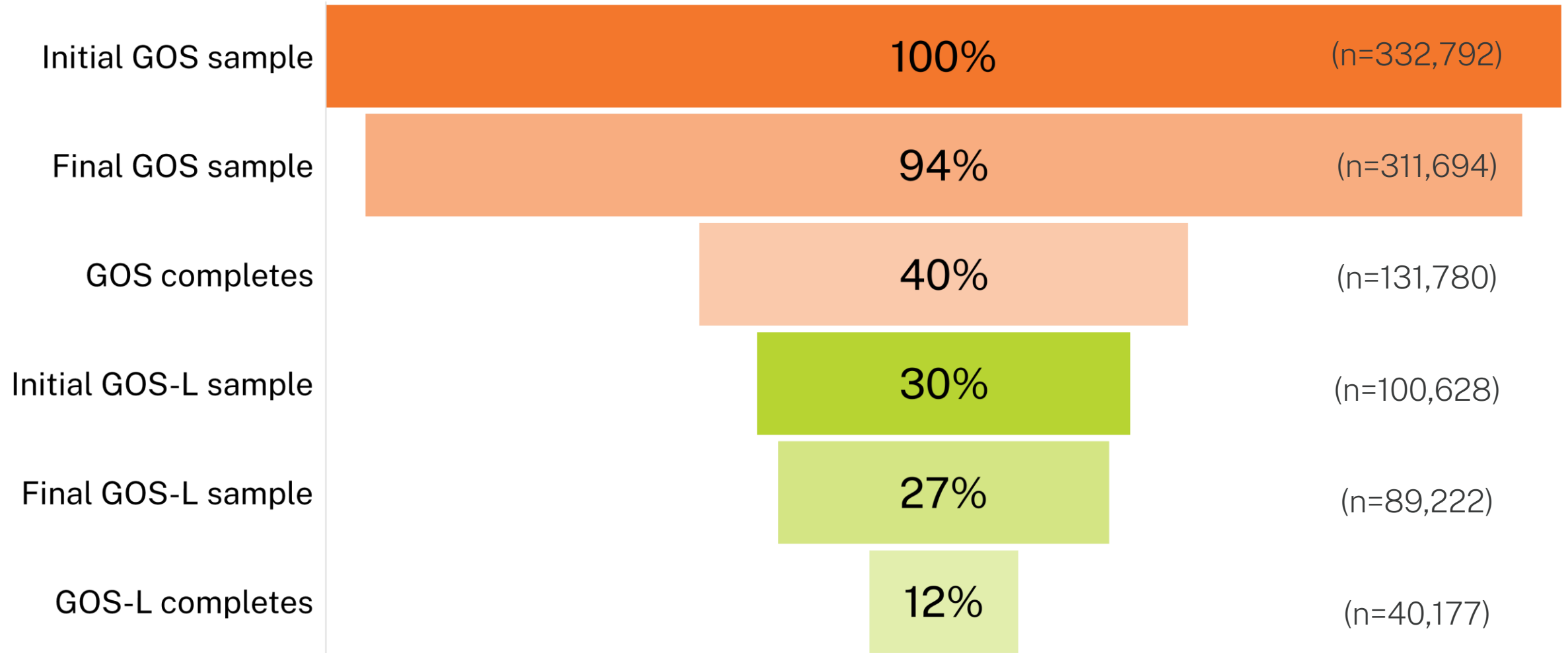
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Key project statistics

- **Data collection period:** mid-February to mid-March 2023
- **Scope:** All graduates who completed the 2020 GOS and did not decline further follow-up

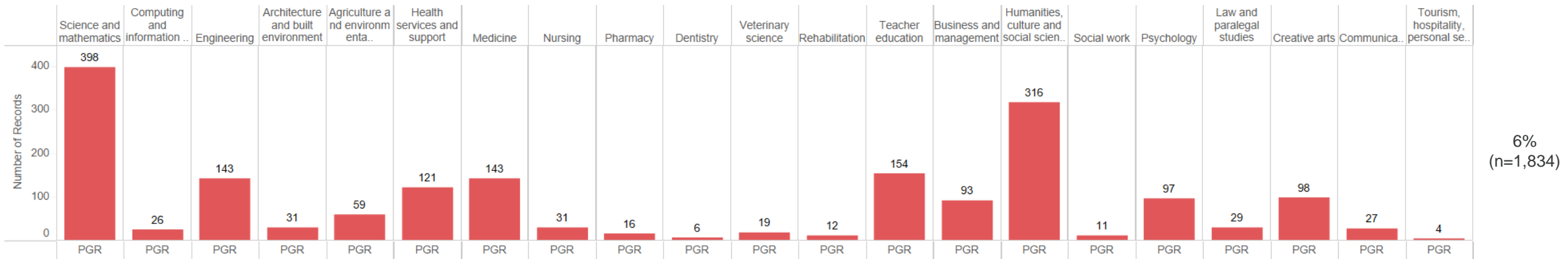
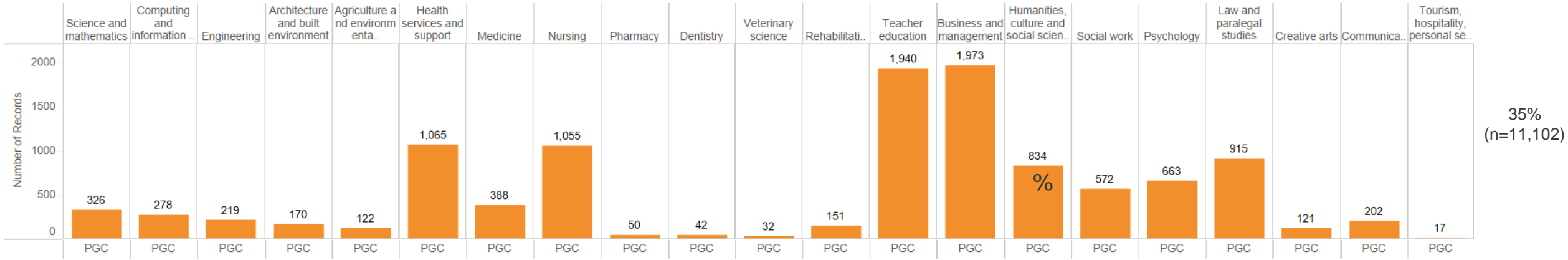
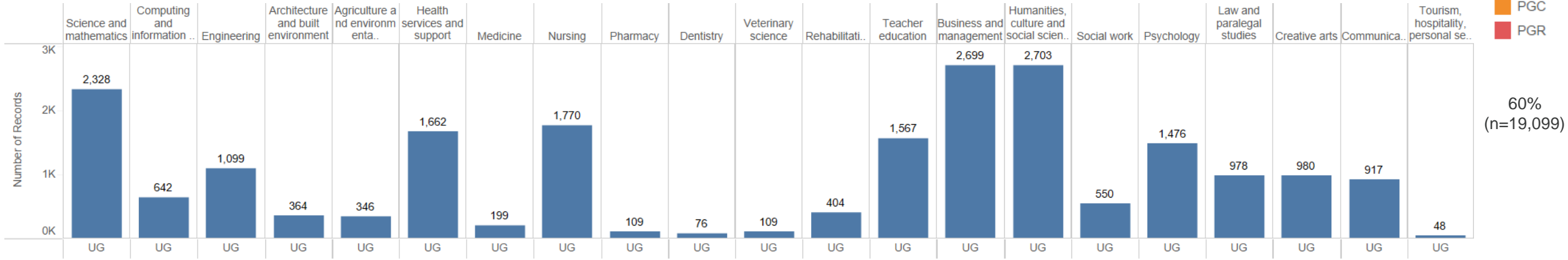
	2020	2021	2022	2023
Number of participating institutions	84	104	114	116
Number of graduates approached	87,802	86,641	99,887	100,628
Final 'in-scope' sample	80,293	76,861	89,878	89,222
Number of completed surveys	40,153	37,650	43,999	40,177
Overall response rate (%)	50.0	49.0	49.0	45.0

Response rate from GOS to GOS-L (look at study area as well)



Relative proportion of graduates in each study area by study level

Study Level
 UG
 PGC
 PGR



Domestic labour market outcomes

Short-term labour market outcomes
=
4 to 6 months after course completion

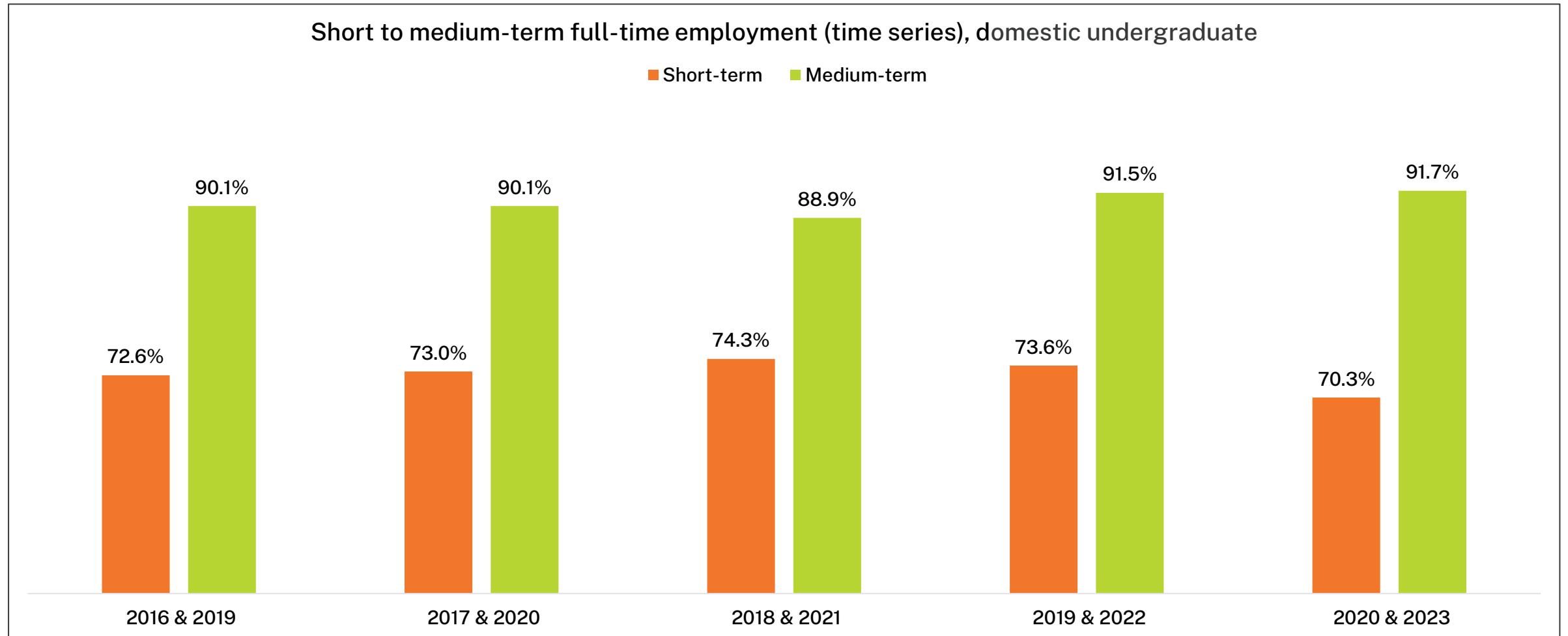


Same graduate cohort

Medium-term labour market outcomes
=
3 years after course completion

Medium-term full-time employment remained high in 2023 consistent with the strong labour market

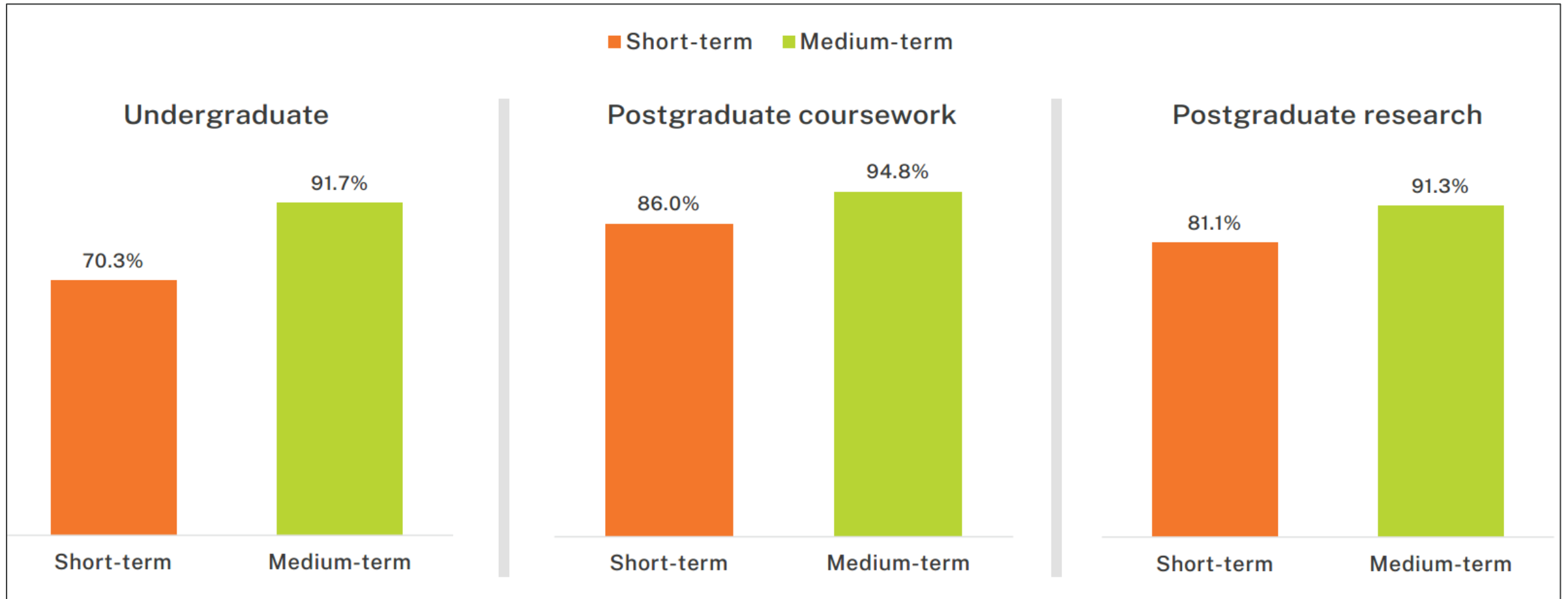
Full-time employment (as a proportion of those available for full-time work)



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.

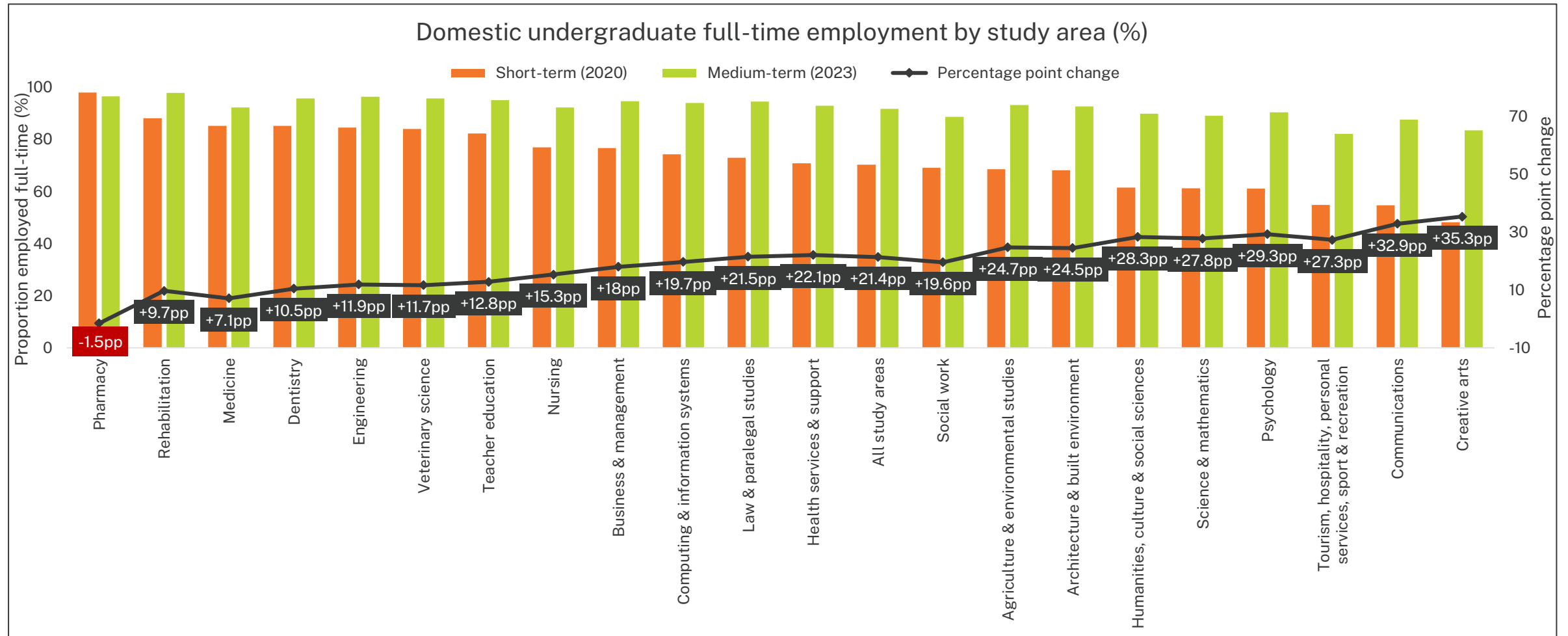
More than 90% of all graduates employed full-time three years later

Proportion of graduates employed full-time by study level in the short-term (2020) and medium-term (2023)



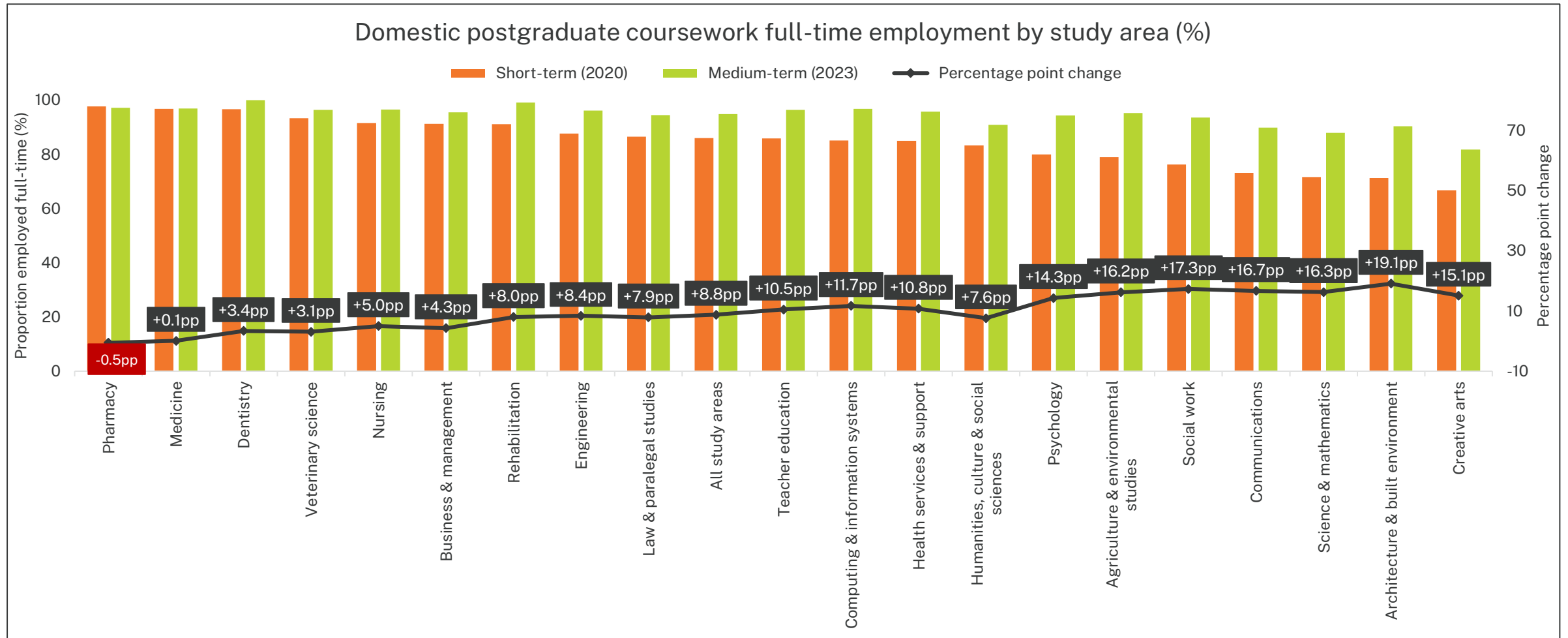
Study areas with lower rates of full-time employment in the short-term catch up over time

Short to medium-term full-time employment by study area



The pattern is similar at the PGC level but less pronounced

Short to medium-term full-time employment by study area



UG Labour Force Transitions 2020-2023 (all study areas)

From ST-MT and MT-ST

Labour force transitions of graduates, as a percentage of short-term labour market category (%) UG | Institution: - 2023 UA: All | IHEA: All | All group | HEPTYPE: All
Study Area: All | All | All

	Employed Full-Time (Medium-Term)	Employed Part-Time (Medium Term)	Unemployed (Medium-Term)	Not in the Labour Force (Medium-Term)	Grand Total
All	83.5%	9.9%	3.0%	3.6%	100.0%
Employed Full-Time (Short-Term)	57.9%	30.7%	4.8%	6.6%	100.0%
Employed Part-Time (Short-Term)	58.0%	21.1%	12.8%	8.2%	100.0%
Unemployed (Short-Term)	37.2%	22.3%	12.4%	28.1%	100.0%
Not in the Labour Force (Short-T..					

Labour force transitions of graduates, as a percentage of short-term labour market category (%) UG | Institution: - 2023 UA: All | IHEA: All | All group | HEPTYPE: All
Study Area: All | All | All

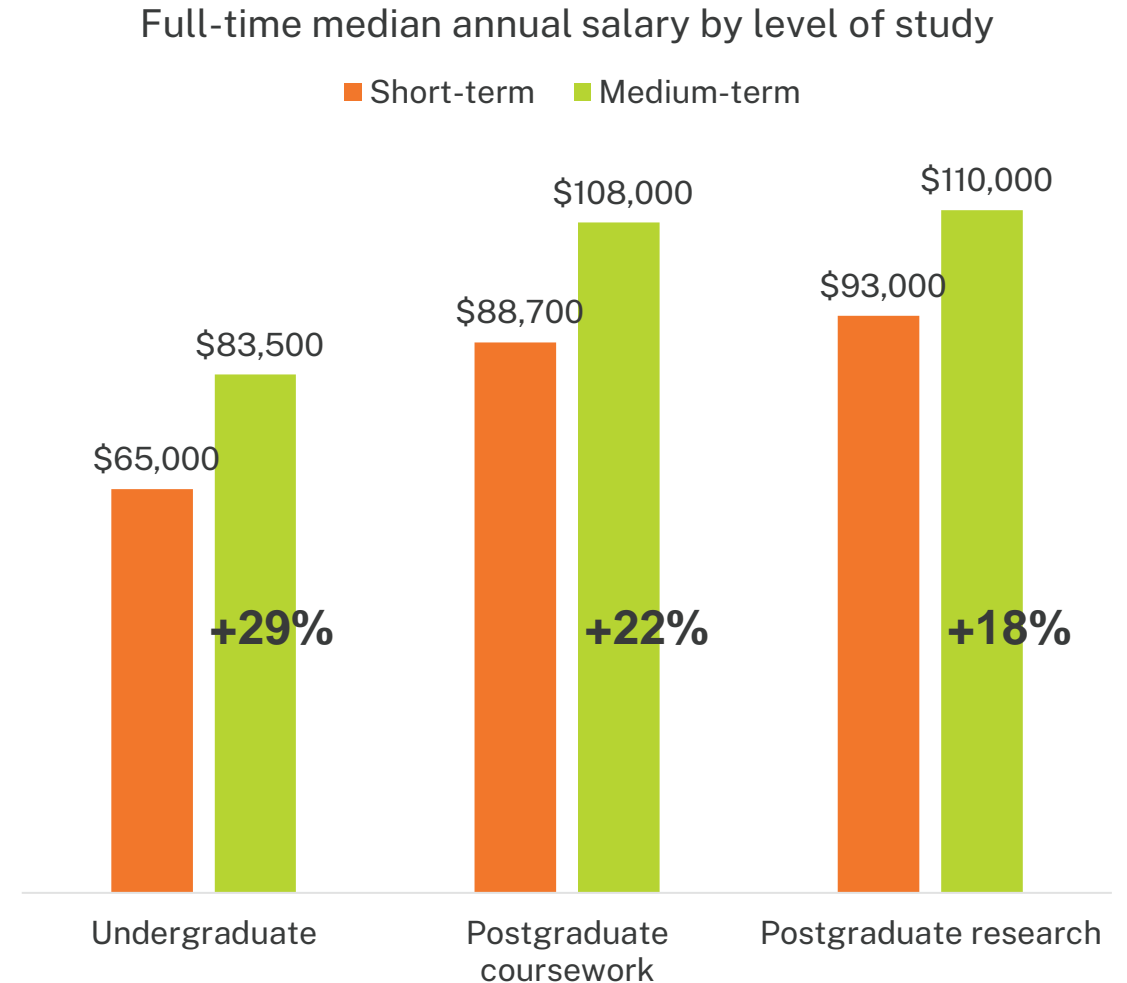
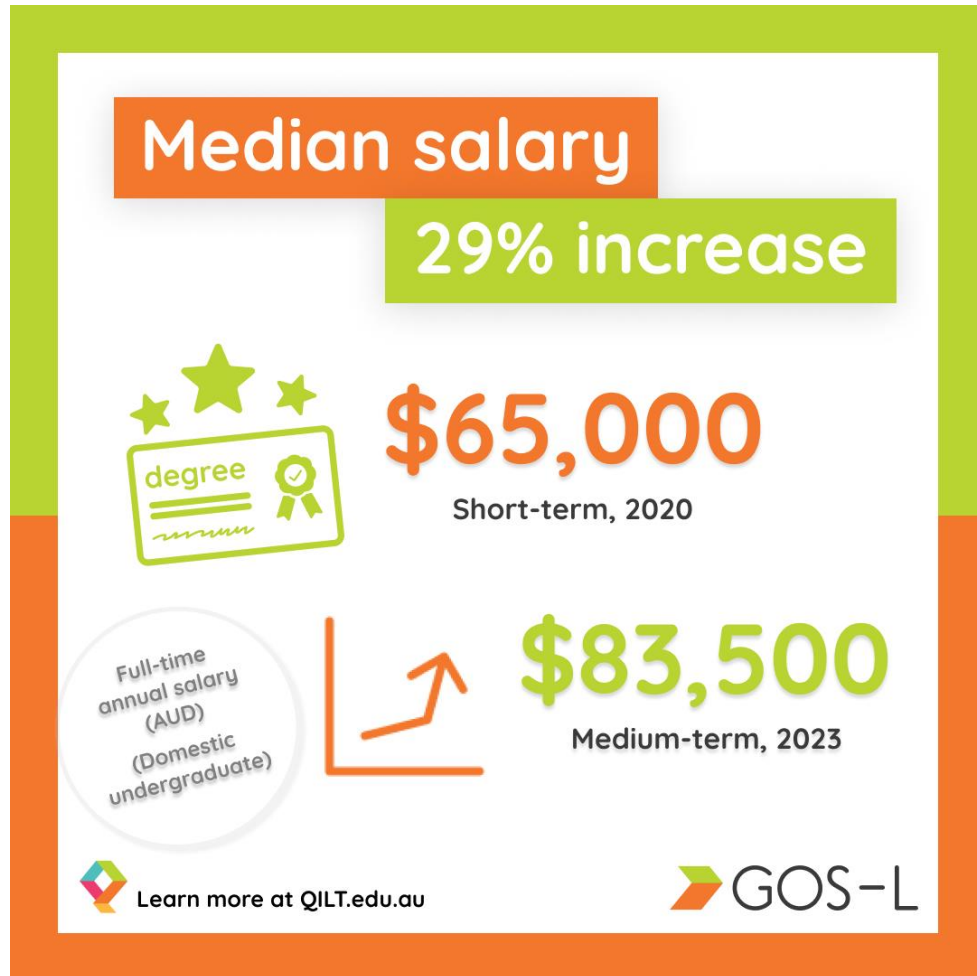
	Employed Full-Time (Medium-Term)	Employed Part-Time (Medium Term)	Unemployed (Medium-Term)	Not in the Labour Force (Medium-Term)	Grand Total
All	59.0%	25.6%	26.6%	25.4%	
Employed Full-Time (Short-Term)	26.5%	51.6%	27.5%	30.0%	
Employed Part-Time (Short-Term)	10.5%	14.0%	29.0%	14.6%	
Unemployed (Short-Term)	4.0%	8.8%	16.8%	30.0%	
Not in the Labour Force (Short-T..					
Grand Total	100.0%	100.0%	100.0%	100.0%	

Of those who were employed full-time in 2020, 83.5 per cent remained in full-time employment 3 years later. Of those who were employed part-time in 2020, 57.9 per cent had moved to full-time employment by 2023. Of those who were unemployed, 58 per cent had moved to full-time employment and 37.2 per cent of those not in the labour market were now in Full-time employment by 2023. Of those who were unemployed, 79.1 per cent had moved into some form of employment by 2023.

Of those who were employed full-time in 2023, 59 per cent had also been employed full-time in 2020, 26.5 per cent had been employed part-time, 10.5 per cent had been unemployed and 4 per cent were not in the labour force. Of those not in the labour force in 2023, 55.4 per cent had been in employment in 2020.

Undergraduate salaries had the highest growth over the three years

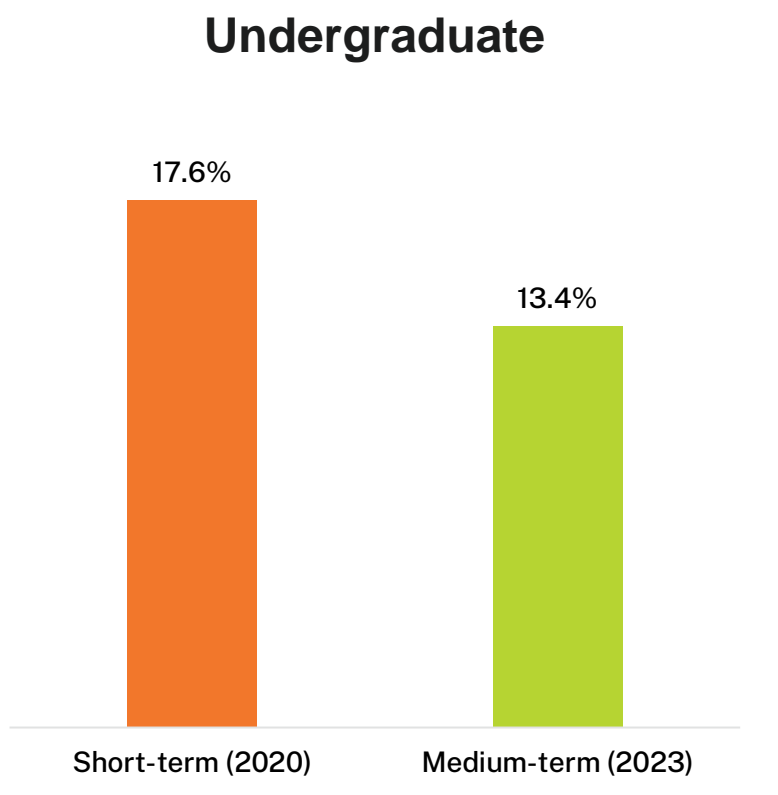
Full-time median annual salaries for graduates employed in Australia



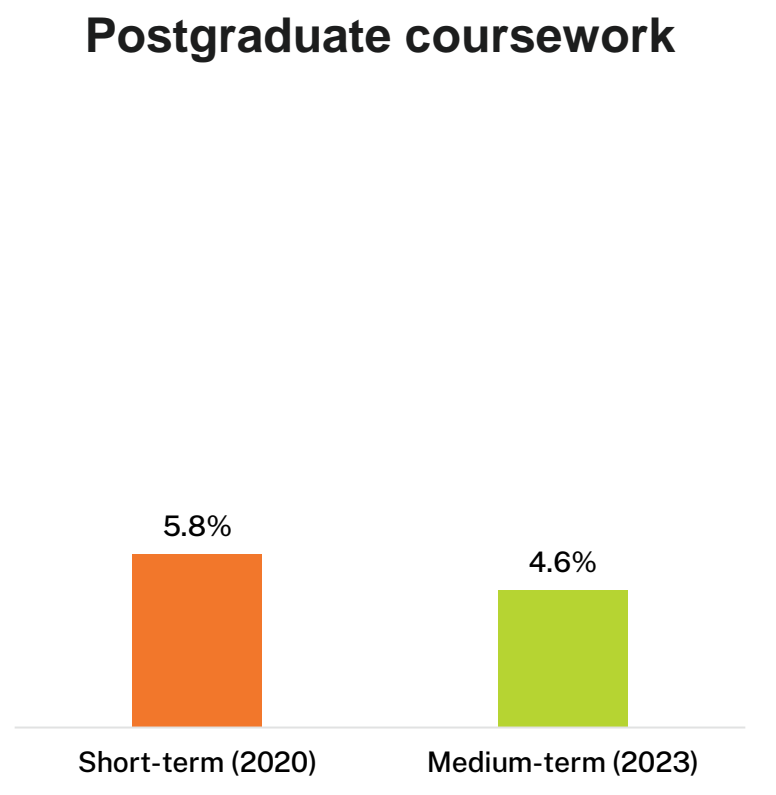
Further study

Proportions of graduates in further full-time study in the short and medium-term by study level

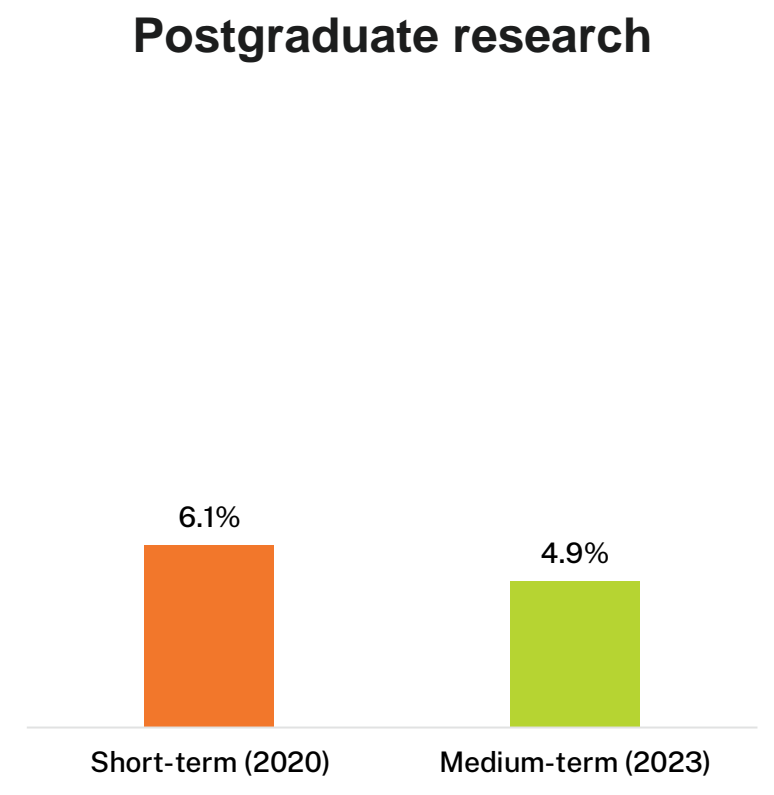
Undergraduate



Postgraduate coursework



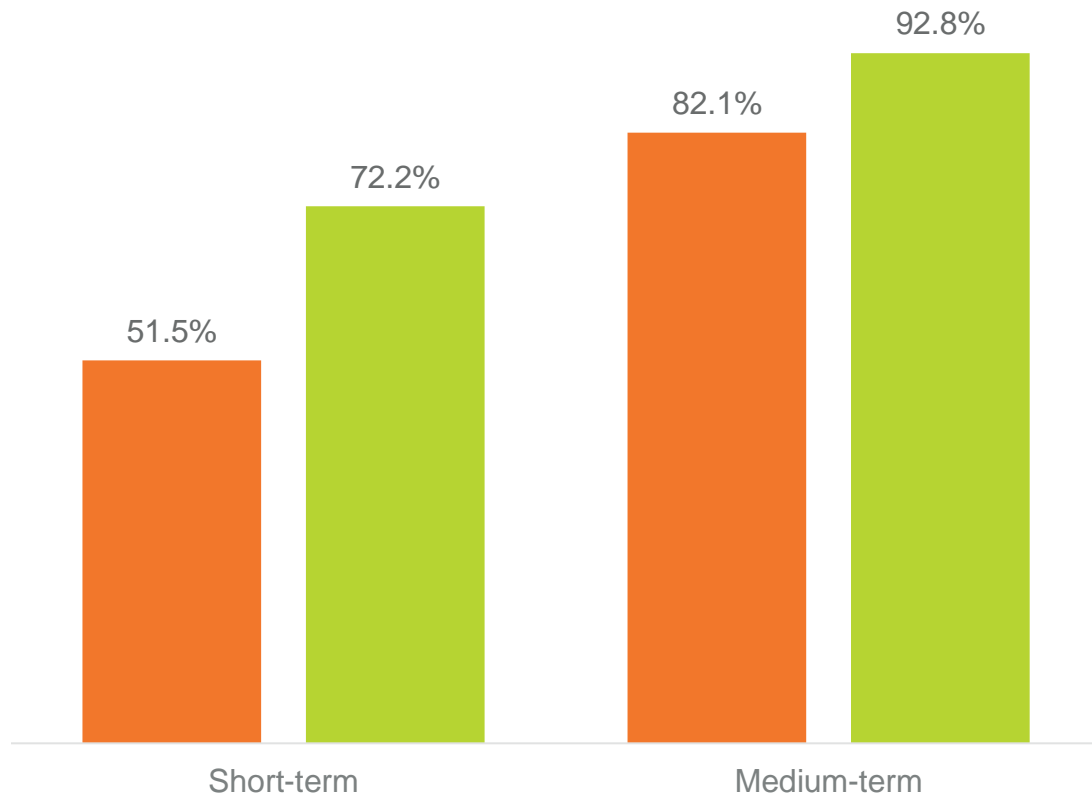
Postgraduate research



Many graduates are in further full-time study after completing their undergraduate qualification which impacts full-time employment rates

Undergraduate full-time employment by full-time study status

■ In full-time study ■ Not in full-time study



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



Health



Society and culture

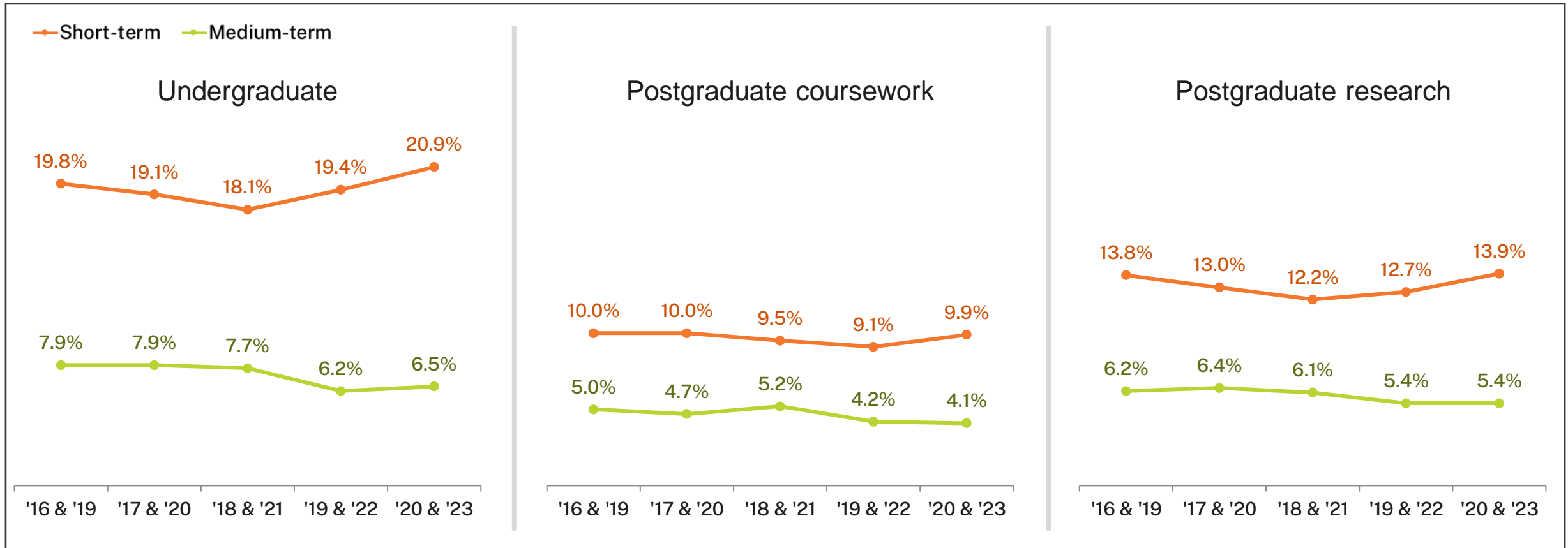


Natural and physical sciences

Underemployment

UG Underemployment peaked for the 2020 cohort but remained low in the medium-term

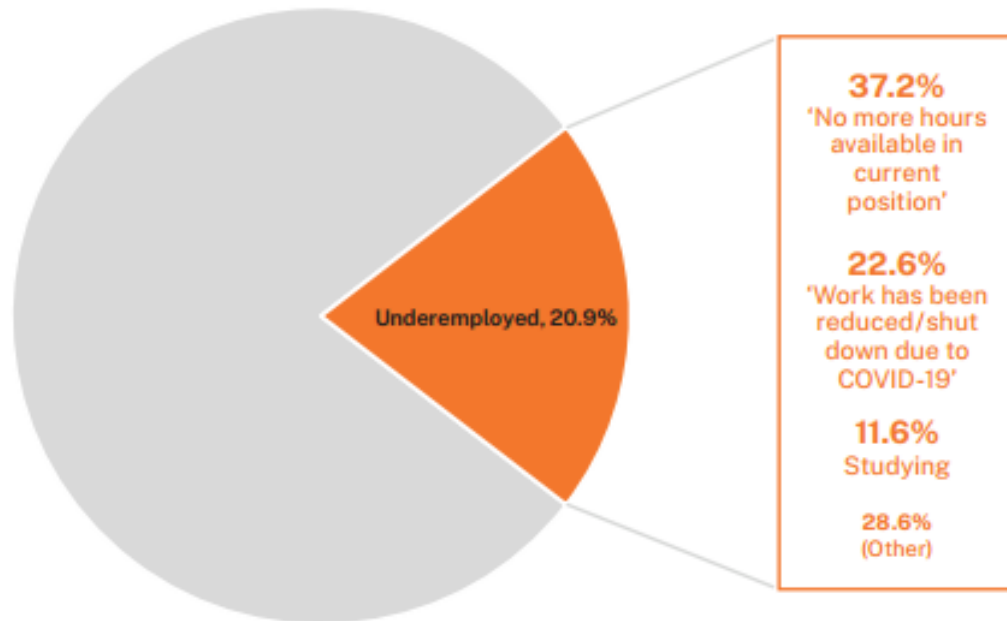
Proportion of domestic graduates employed part-time seeking more hours (% of those employed)



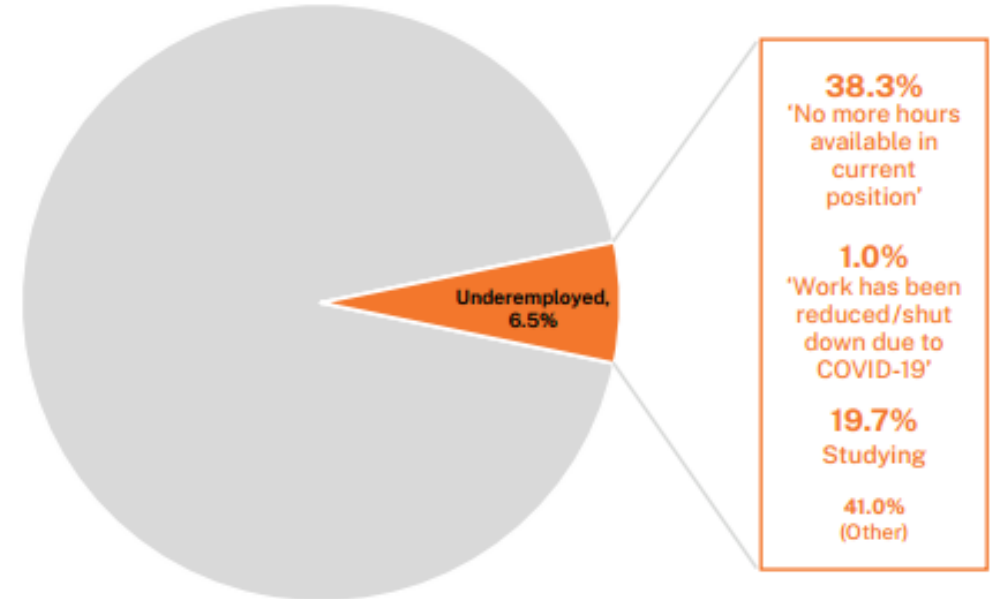
Underemployment
= Proportion of graduates employed **part-time seeking more hours**

Possible reason for the increased proportions of graduates underemployed in 2020

Reasons employed part-time seeking more hours, short-term (2020)



Reasons employed part-time seeking more hours, medium-term (2023)



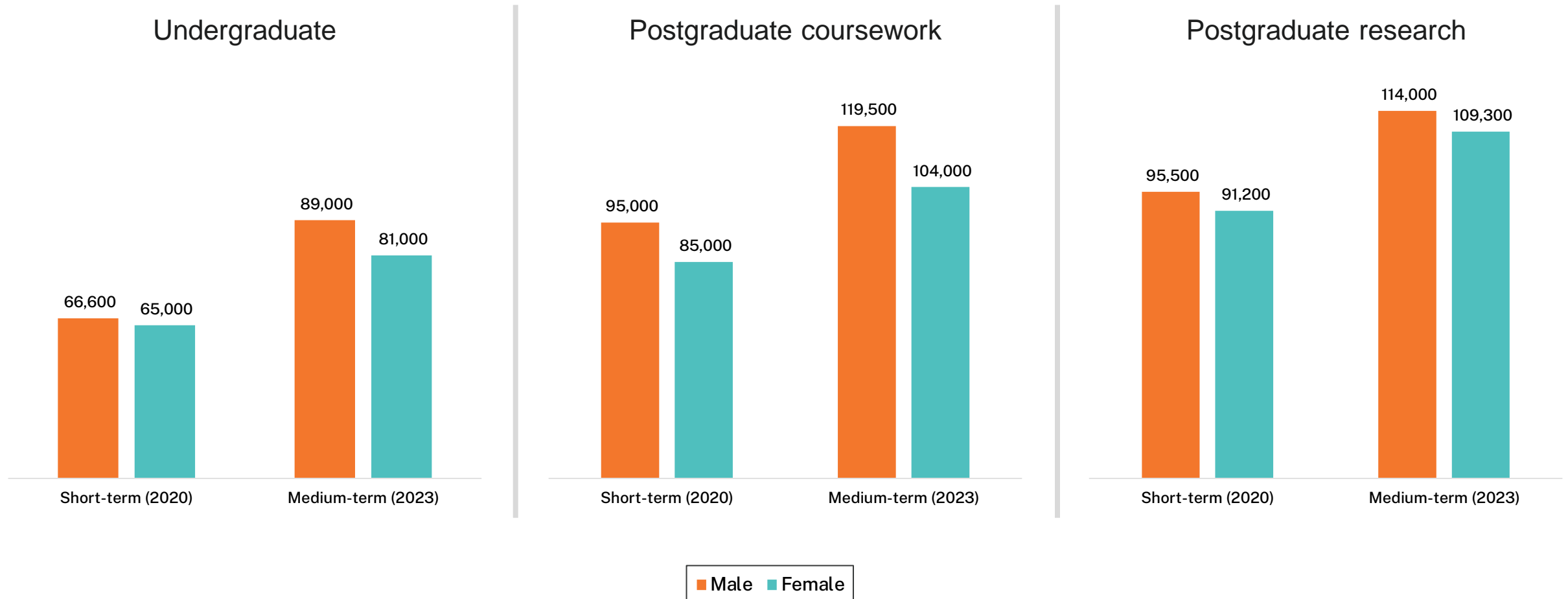
A large orange female symbol (a circle with a vertical line and a horizontal crossbar) is positioned on the left side of the image. A dark blue horizontal bar is overlaid on the top part of the symbol.

MIND THE GAP

Gender pay gap

The gender pay gap starts early and widens over time

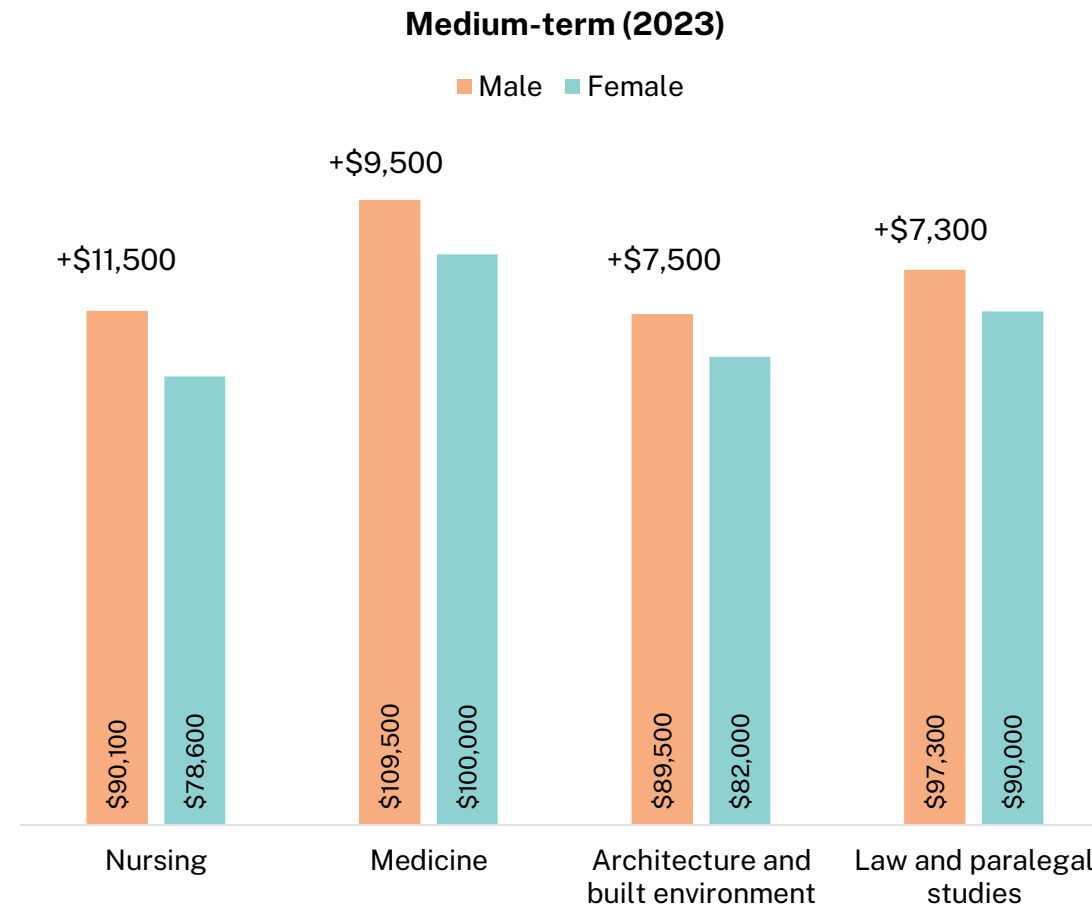
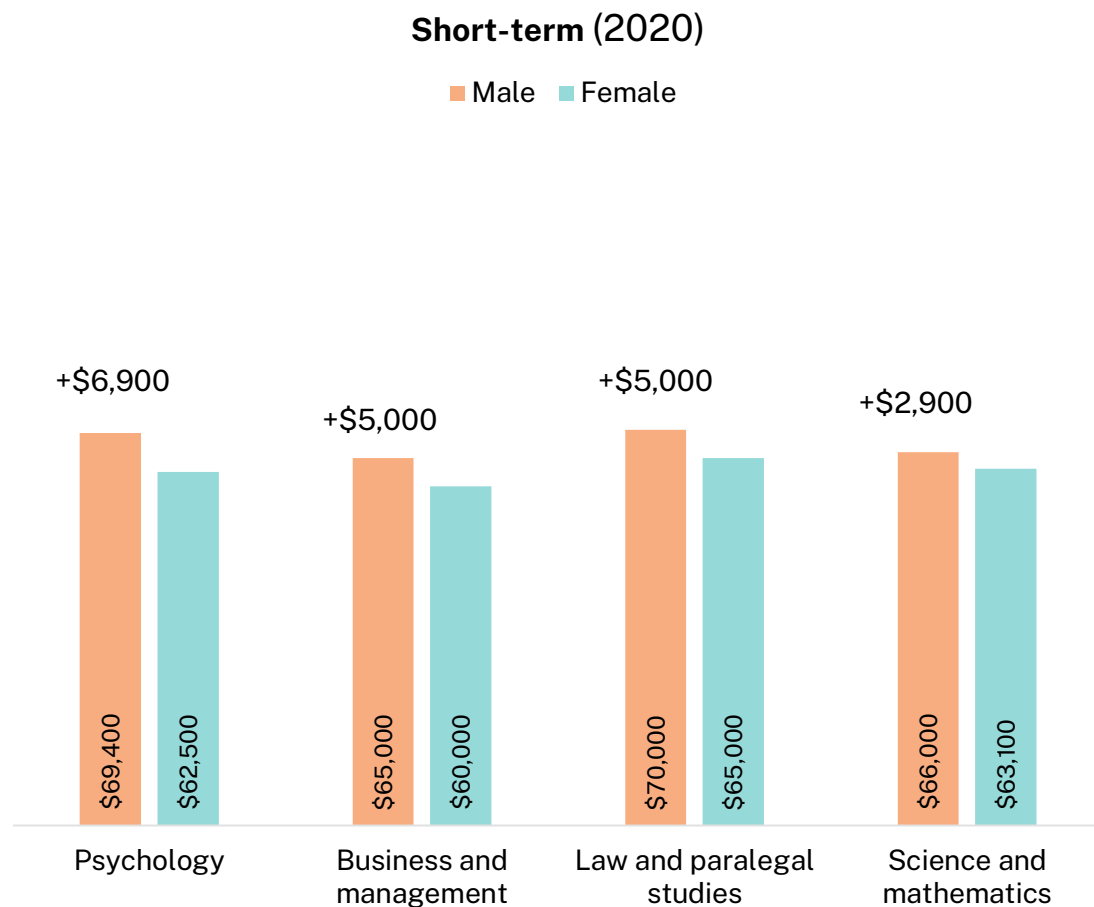
Full-time median annual salary study level and gender



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

Study areas with the largest gender pay gaps in the short and medium-term

Undergraduate full-time median annual salary by gender and study area



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

Understanding the gender pay gap



Key findings from the the Workplace Gender Equality Agency (WGEA):

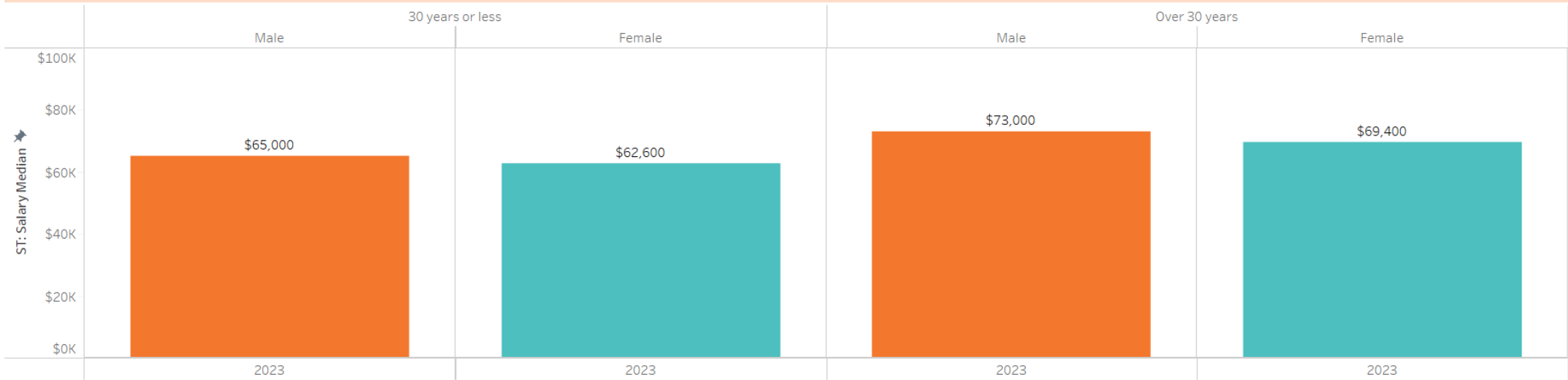
- Gender pay gaps favouring men exist in every age group. WGEA data shows that the gender pay gap is 2.5% for employees under 24 years old, and it increases at a constant rate before peaking at over 30%, an earnings difference of over \$40,000 per year, for employees ages 45-64.
- Although women complete higher education and enter the labour market at a higher proportion than men, they are still substantially less likely to work full-time across all age groups and less likely to reach the highest earning levels.



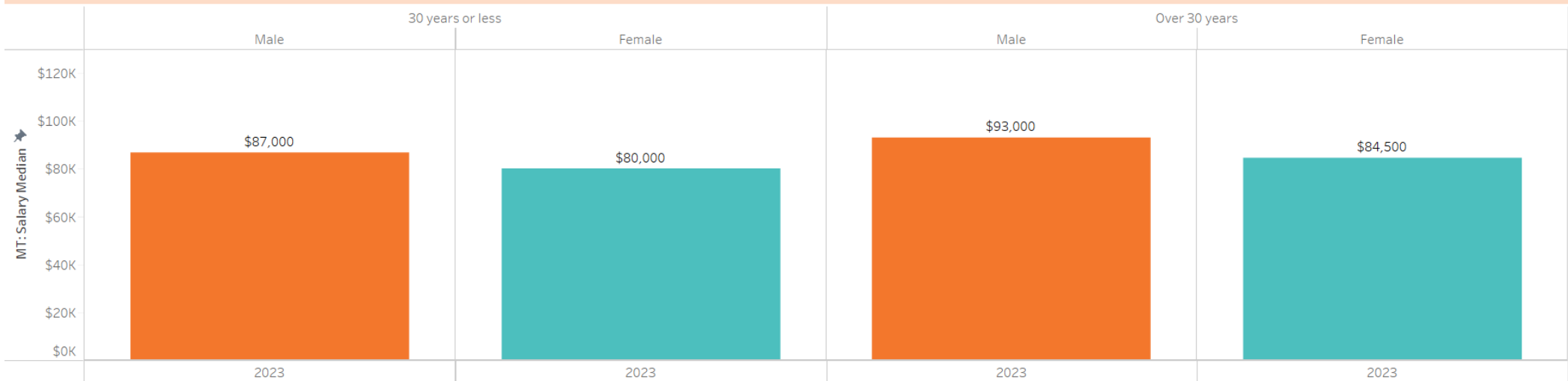
Gender pay differences by age, undergraduate

Gender 2
Male
Female

Short-Term: UG | Domestic | Analysis: Single count



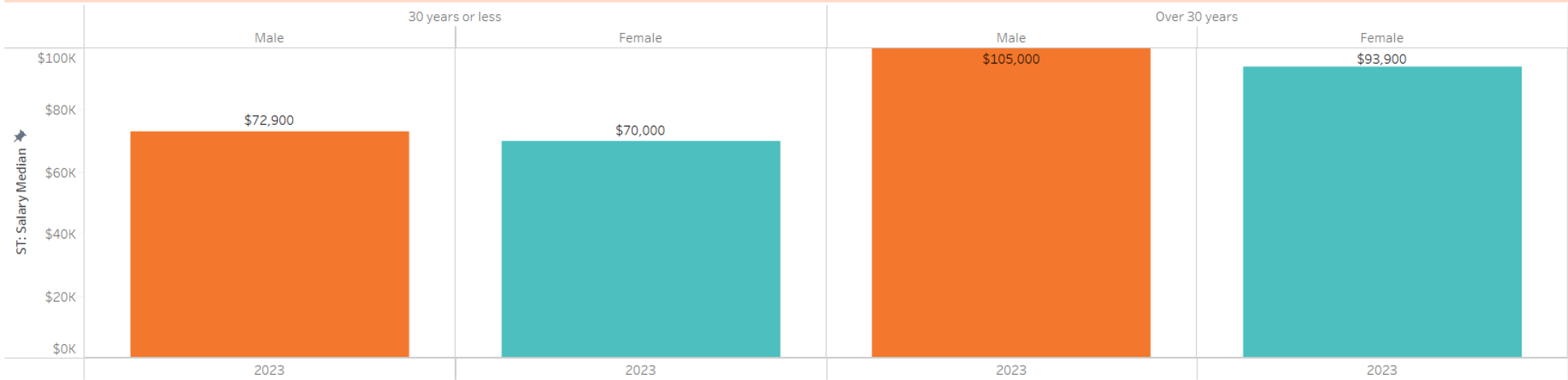
Medium-Term: UG | Domestic | Analysis: Single count



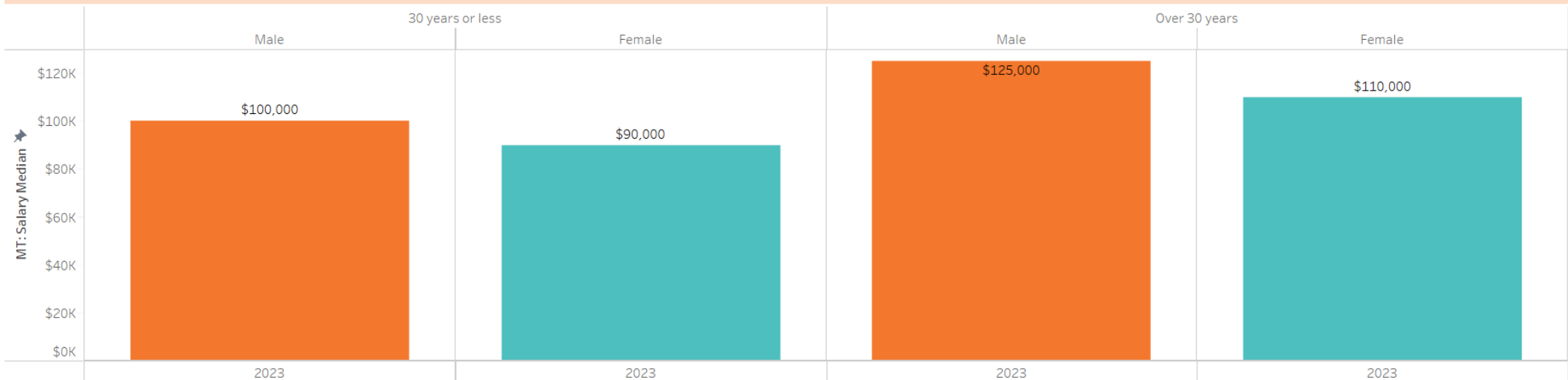
Gender pay differences by age, postgraduate coursework

Gender 2
Male
Female

Short-Term: PGC | Domestic | Analysis: Single count

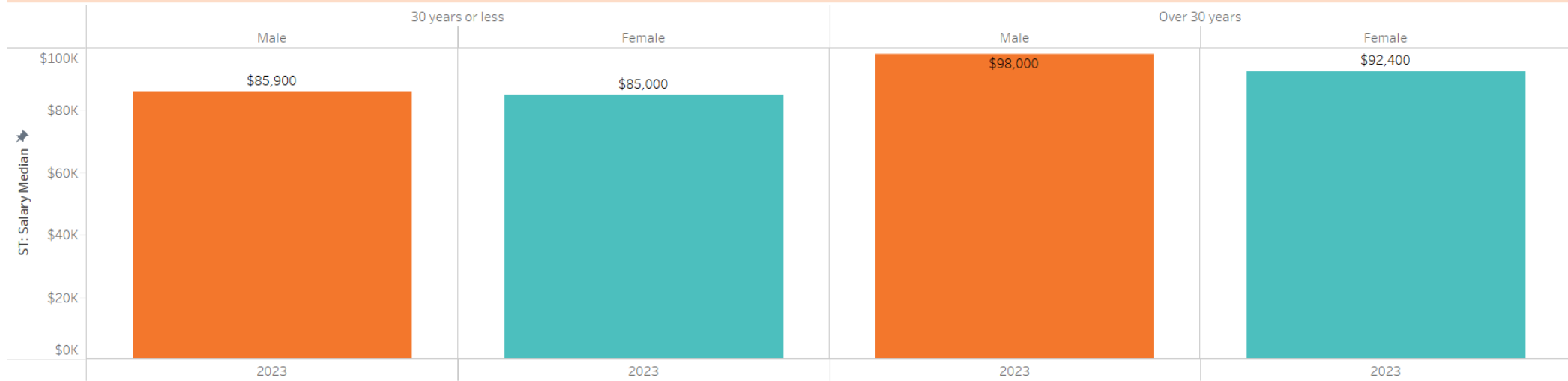


Medium-Term: PGC | Domestic | Analysis: Single count

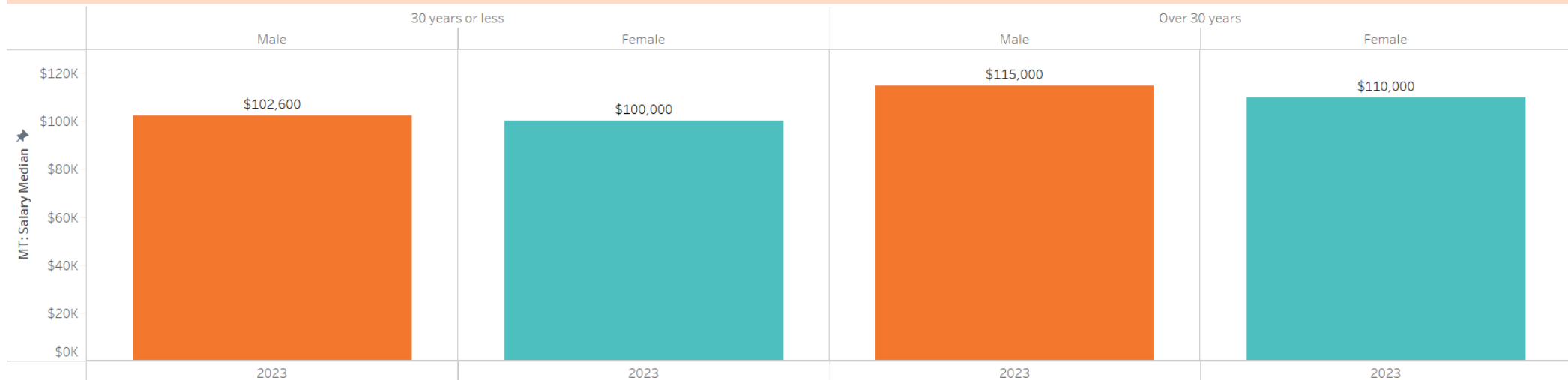


Gender pay differences by age, postgraduate research

Short-Term: PGR | Domestic | Analysis: Single count



Medium-Term: PGR | Domestic | Analysis: Single count



Do differences in occupations explain the difference?

Medium-term undergraduate domestic occupations

Males
employed
full-time

Accountants
Civil Engineering Professionals
Contract, Program and Project Administrators
Software and Applications Programmers
Professionals nfd
Management and Organisation Analysts
Secondary School Teachers
Solicitors

Top occupations
based on number of
responses

(filtered to n>100)

Females
employed
full-time

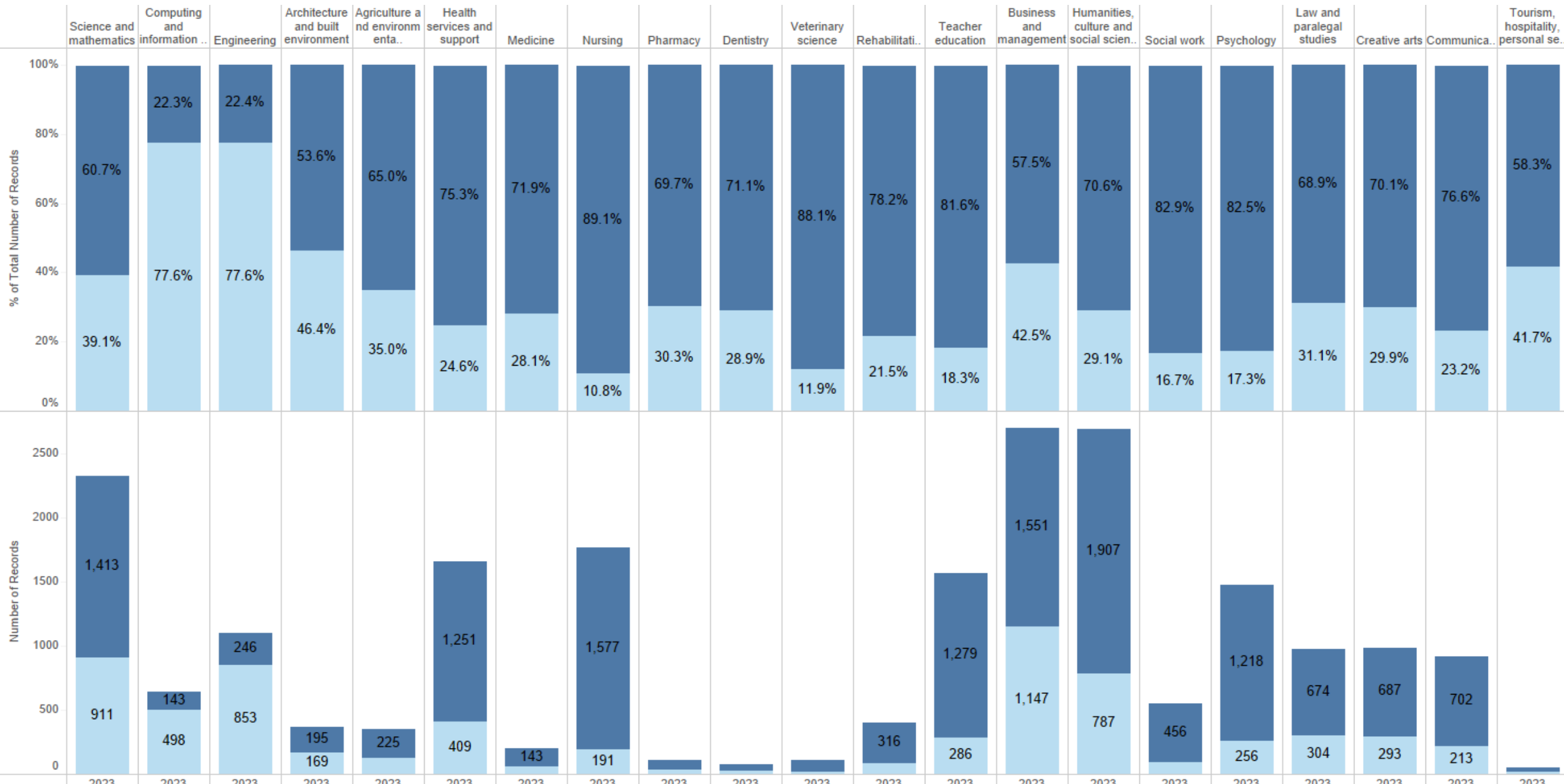
Accountants
Professionals nfd
Management and Organisation Analysts
Audiologists and Speech Pathologists / Therapists
Secondary School Teachers
Psychologists
Contract, Program and Project Administrators
Occupational Therapists
Advertising and Marketing Professionals
Intelligence and Policy Analysts
Human Resource Professionals
Welfare Support Workers
Registered Nurses
Ambulance Officers and Paramedics
Physiotherapists
Primary School Teachers
Social Workers
Solicitors

Domestic Undergraduate Gender Profile by study area

Demographics Values

Female

Male



Domestic undergraduate short and medium-term full-time median annual salary by gender

Gender 2
■ Male
■ Female



Nursing study area example

Medium-term undergraduate domestic occupations

Males
employed
full-time

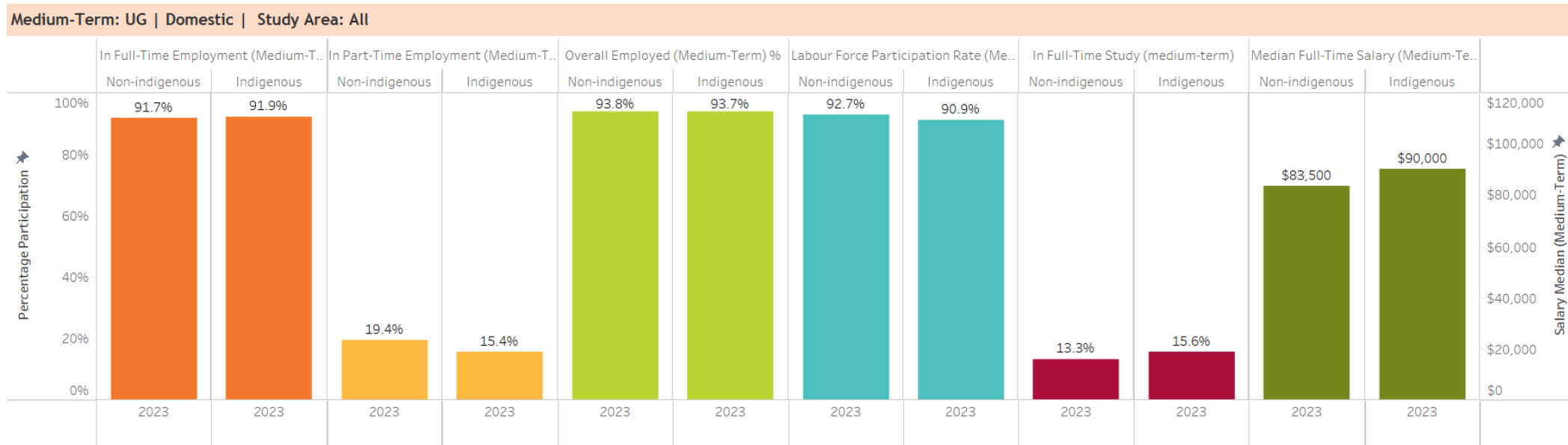
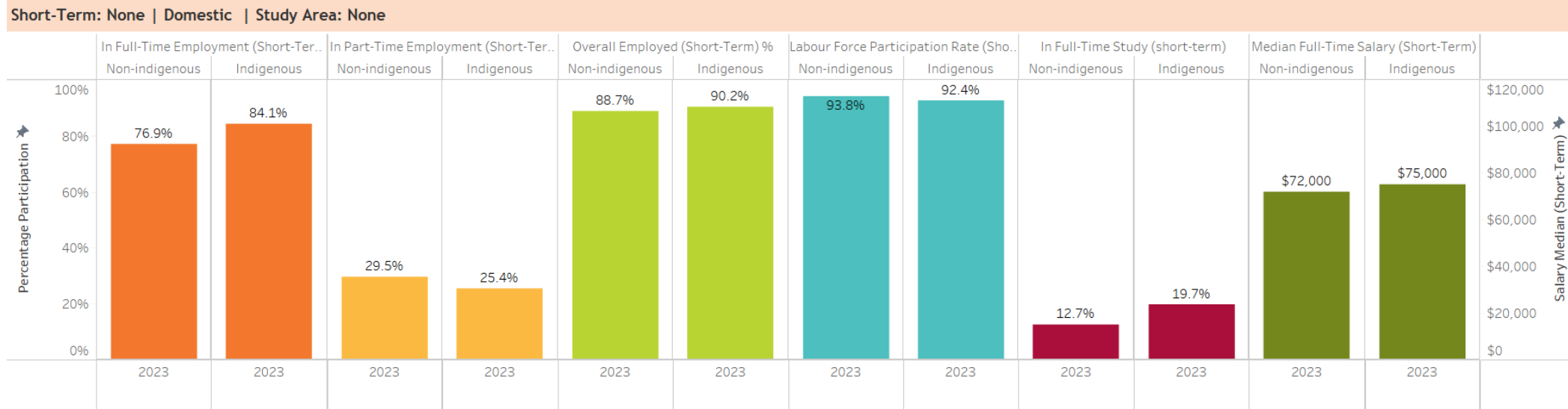


Females
employed
full-time



Equity Groups

Domestic undergraduate short and medium-term labour market outcomes by Aboriginal and Torres Strait Islander, 2020-2023

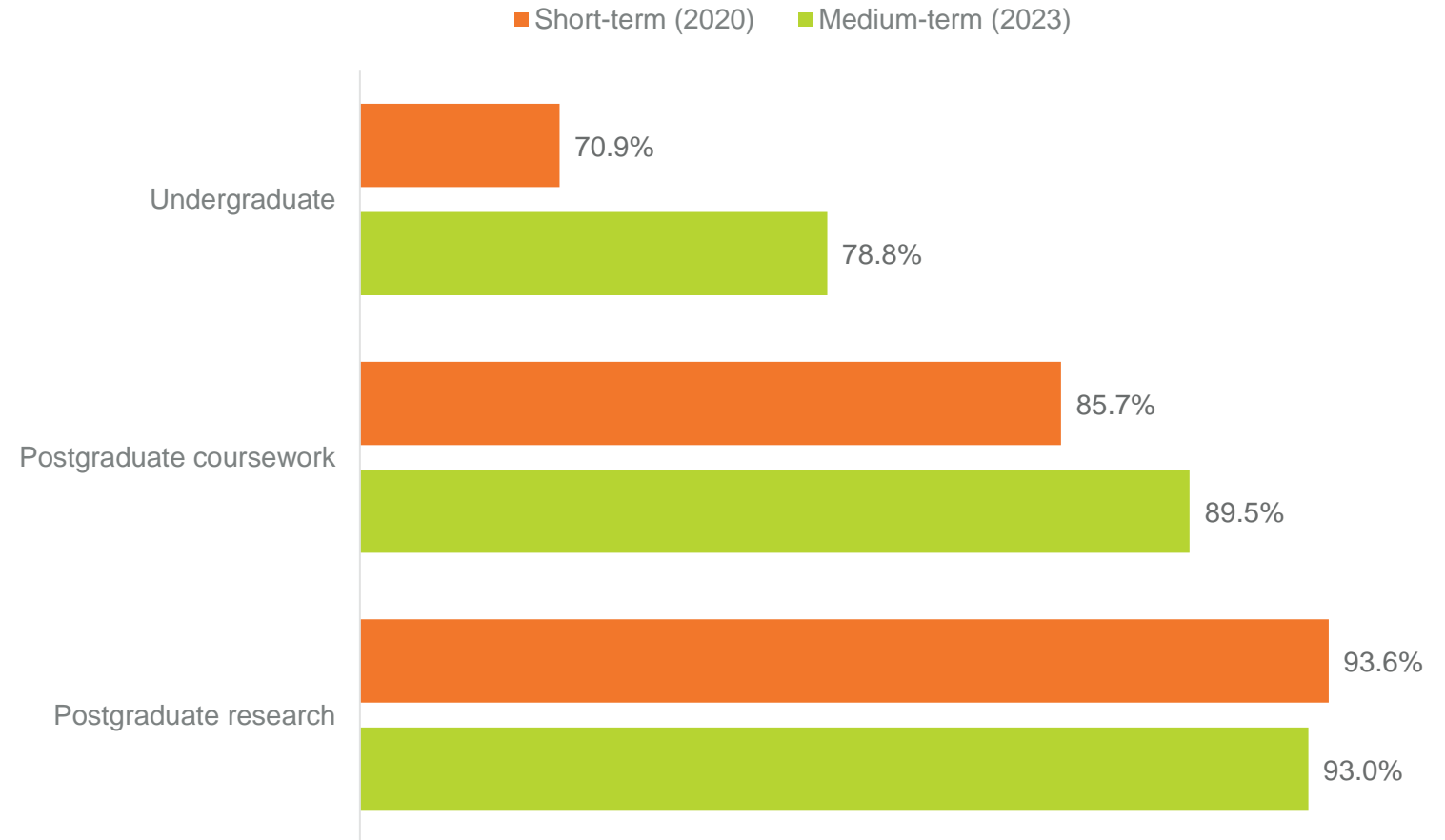


Skills utilisation



Graduates employed **full-time** that completed postgraduate courses are much more likely to be employed as managers or professionals than undergraduates

Graduates in managerial and 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

Rehabilitation

98.6%



Teacher education

94.8%



Pharmacy

92.3%



Nursing

92.0%

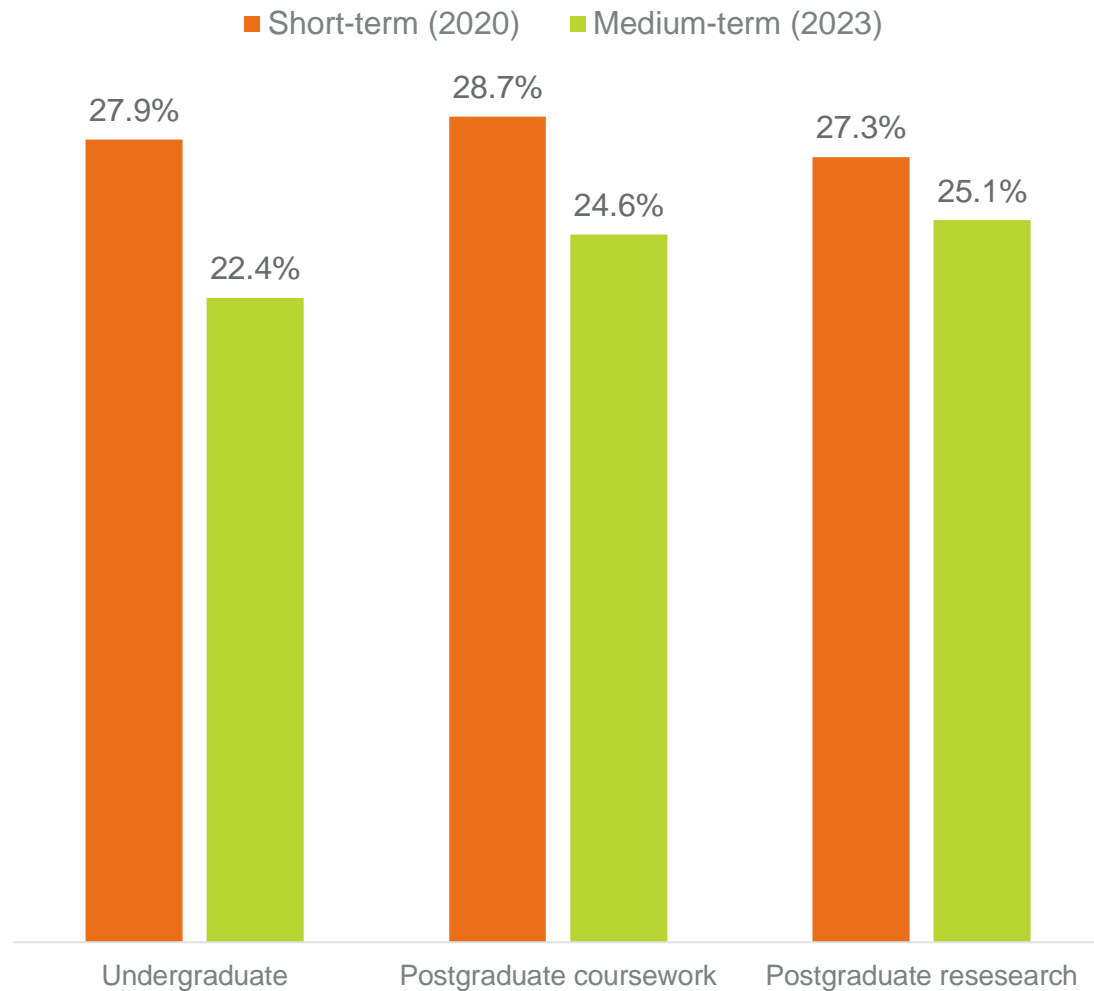


Computing and information systems

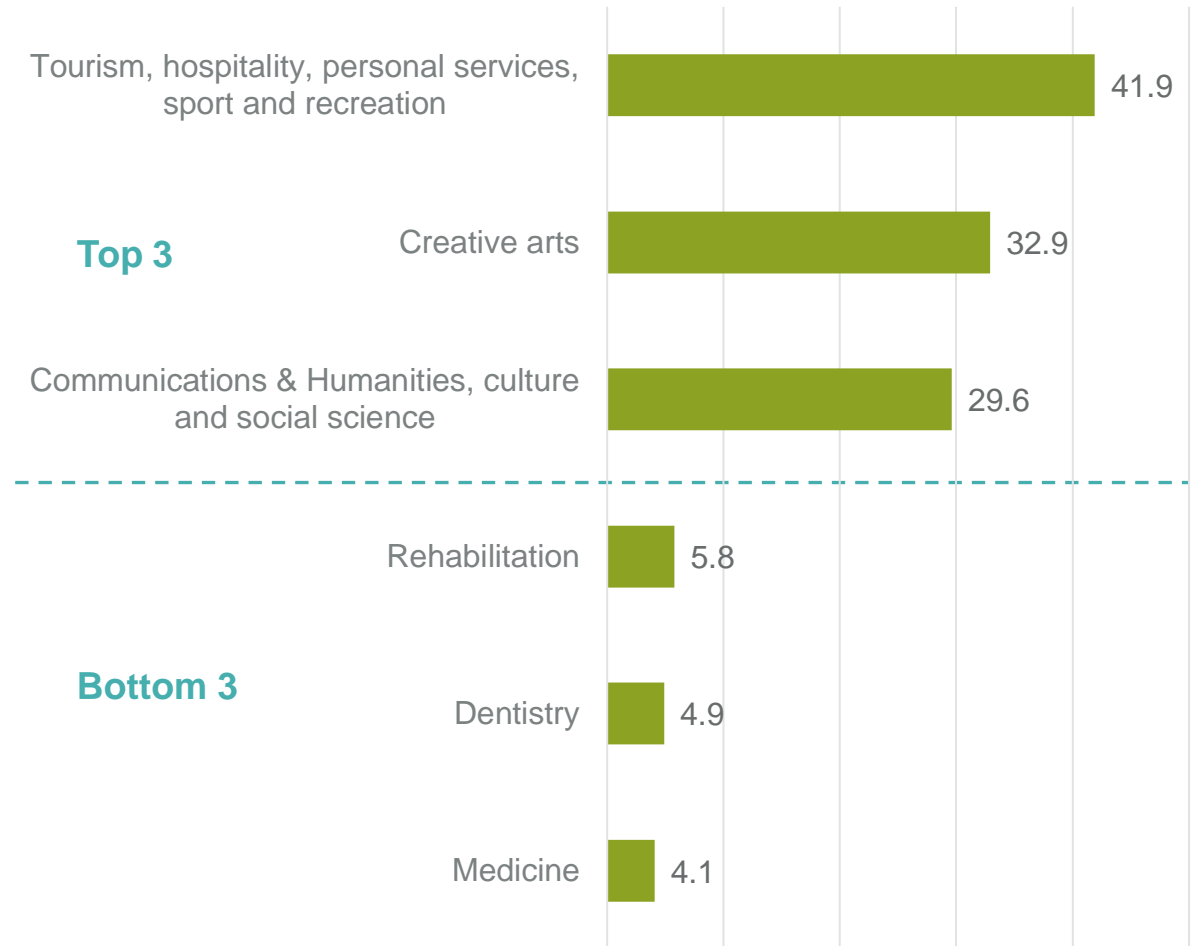
91.0%



Perceived underutilisation of skills and education of graduates employed full-time



Underutilisation of skills by study area, undergraduate, medium-term (%)



Underutilisation of skills and education (working full-time) 2023

Top 3 reasons cited by undergraduates in the medium-term (2023):

1. I'm satisfied with my current job (27.3%)
2. Not enough work experience (18.0%)
3. No suitable jobs in my area of expertise (10.6%)

Graduate skills and attributes (GAS)

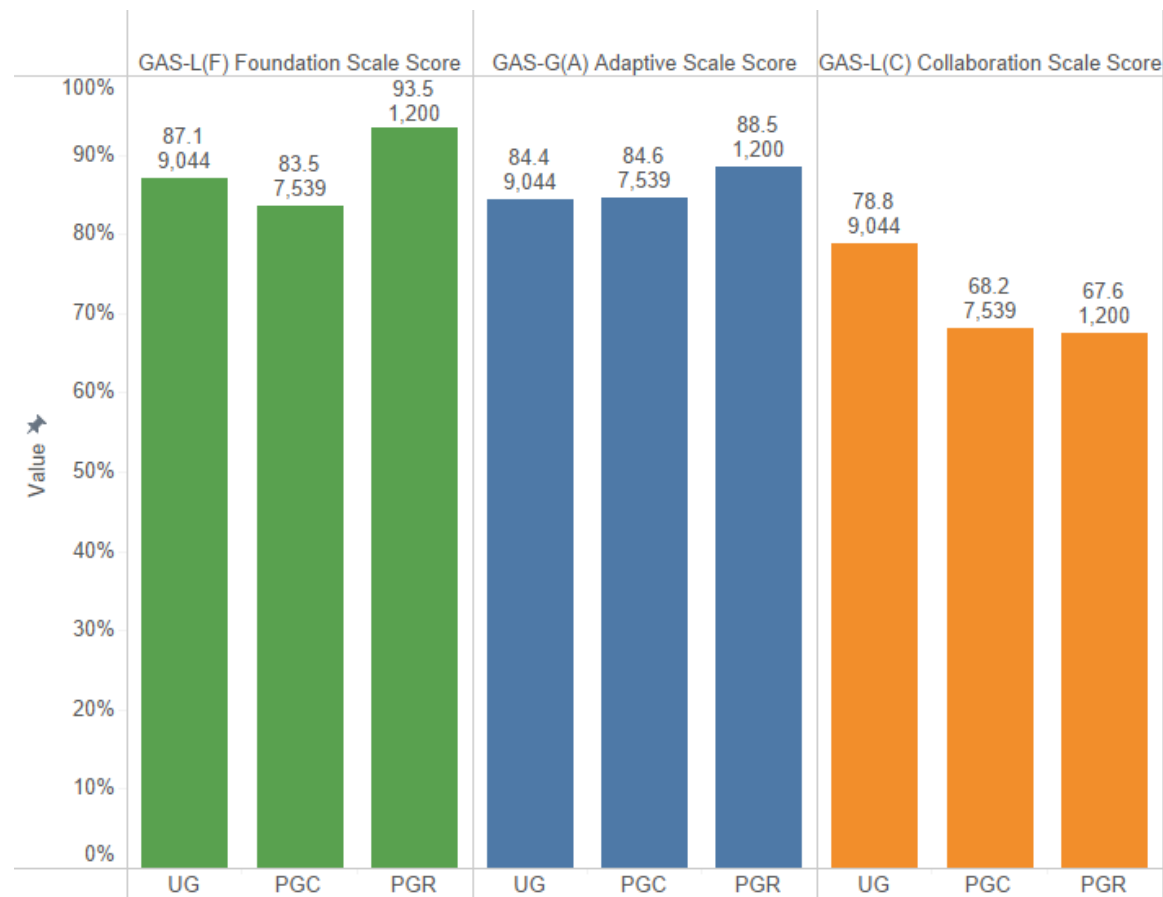


This is the last year that we will have GOS (Short-term) comparisons from the GOS (unless your institution has chosen to keep them in).

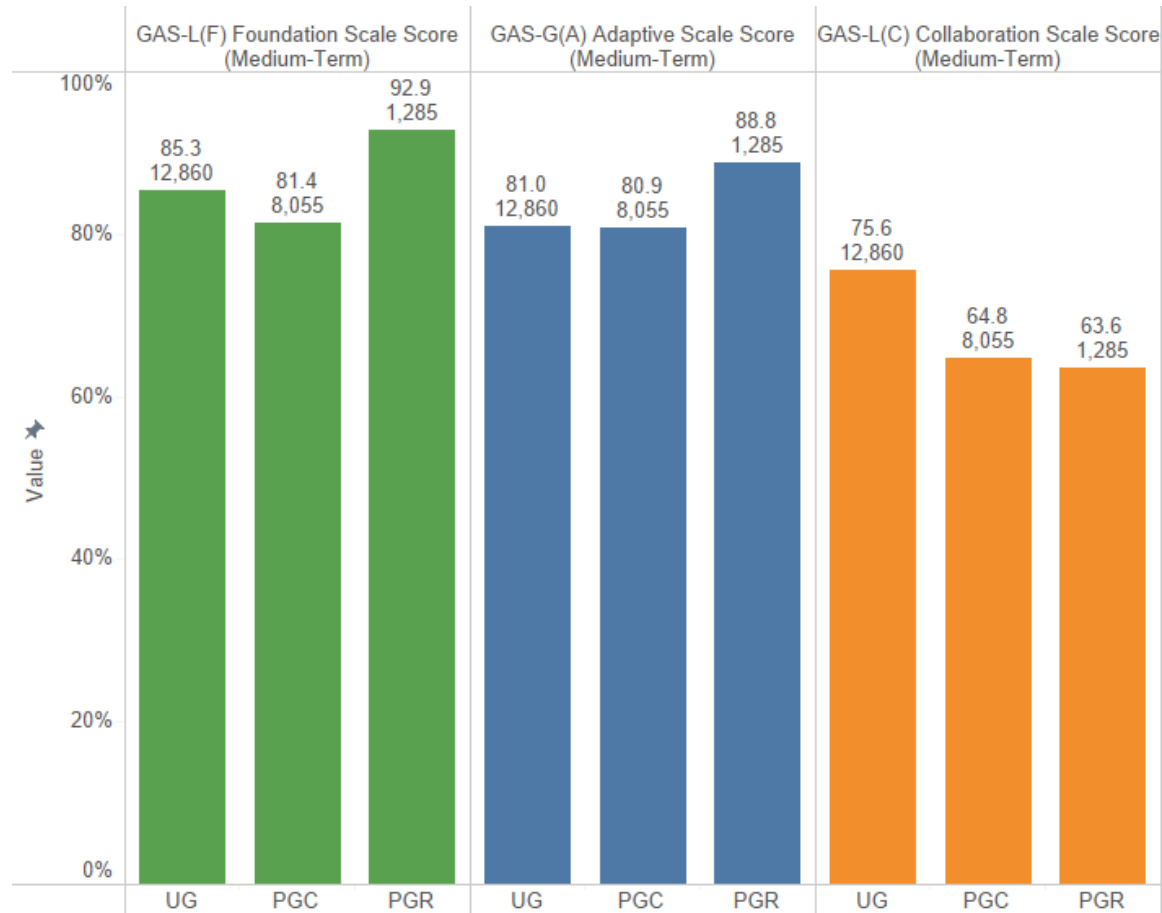
In the 2024 GOS-L we have permission to retain the items for the medium-term figures.

Graduate Attributes Scale (GAS) by study level

Short-term

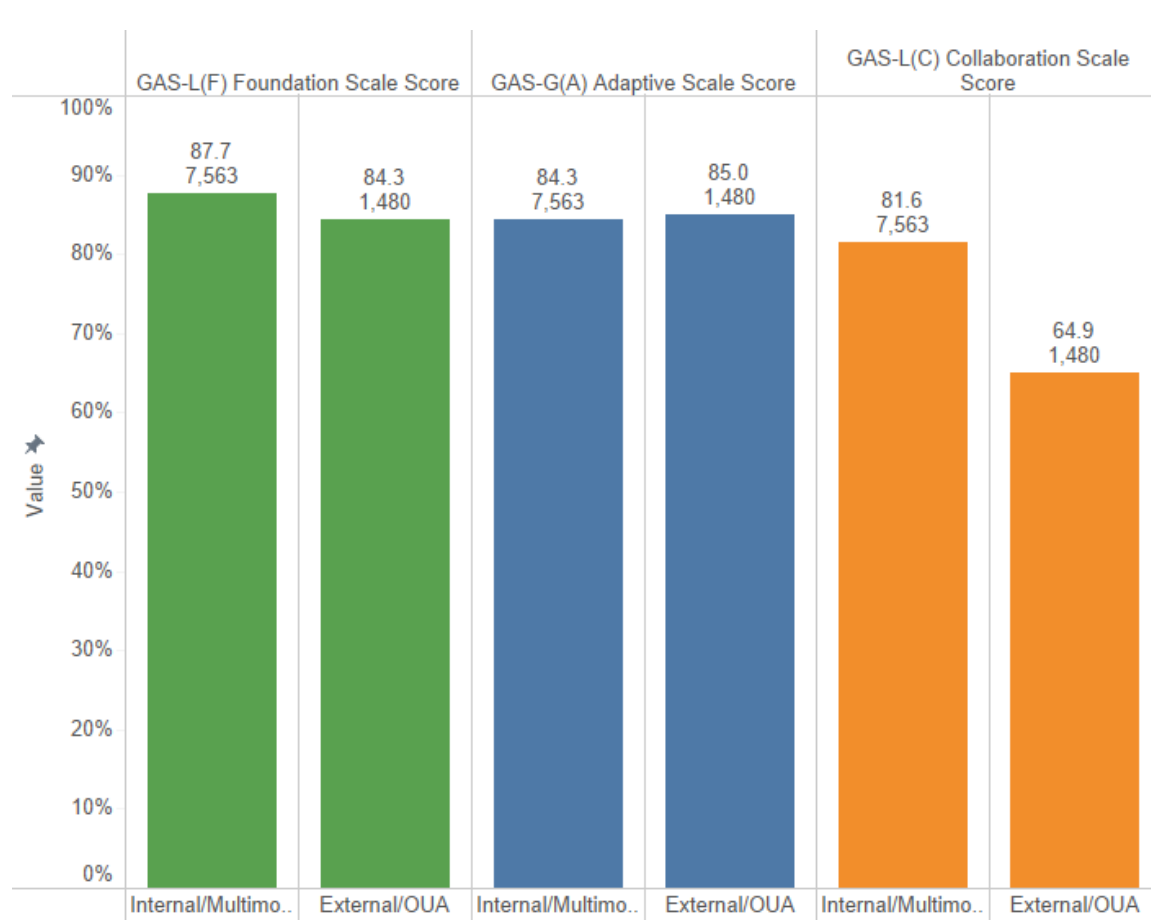


Medium-term

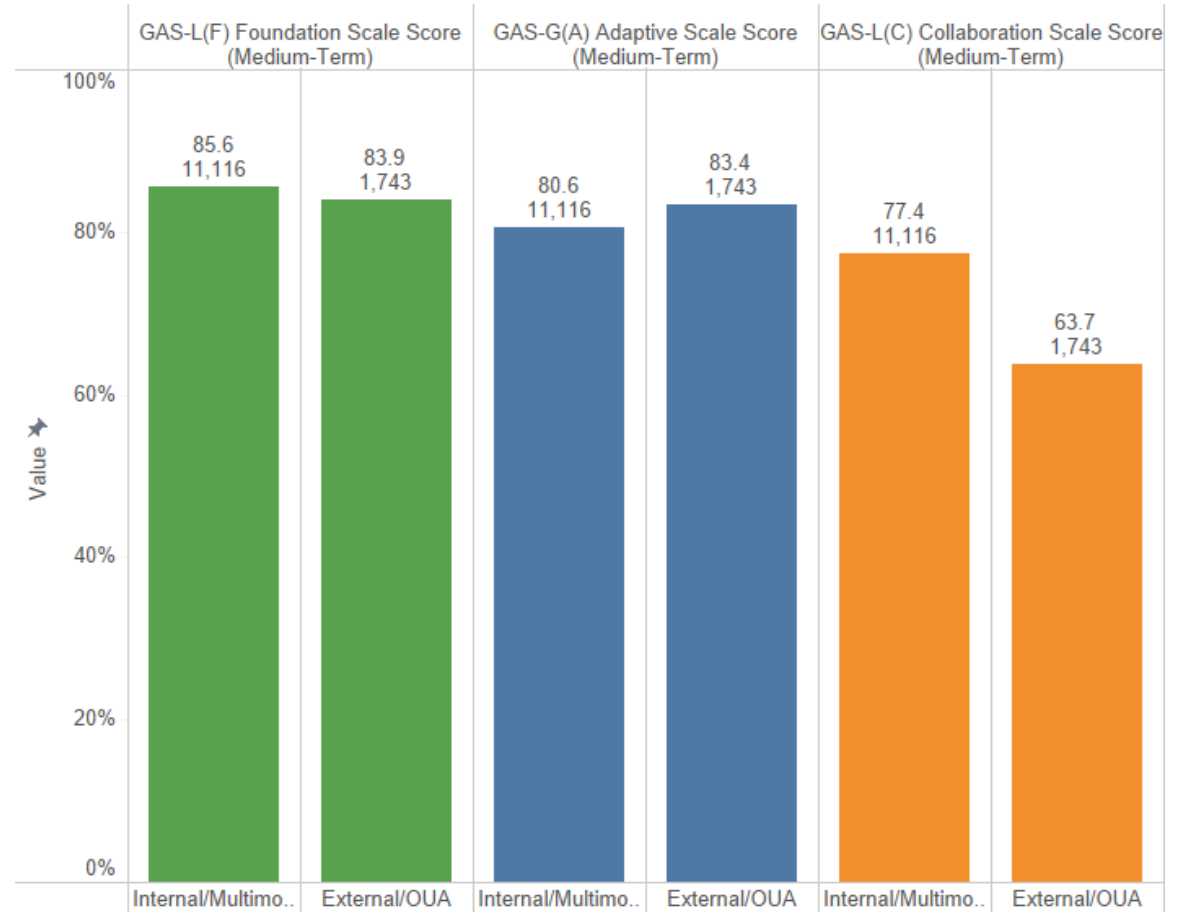


Graduate Attributes Scale (GAS) UG by Study Mode

Short-term

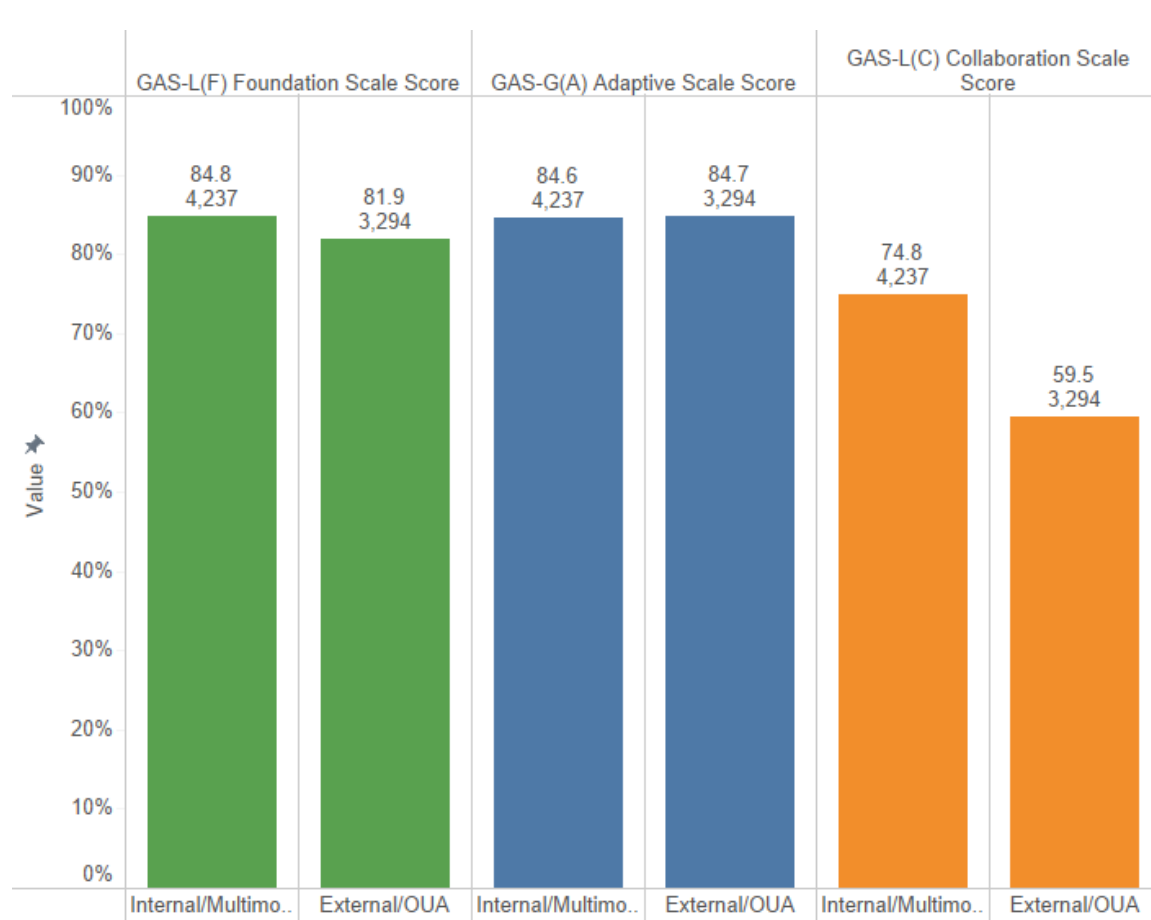


Medium-term

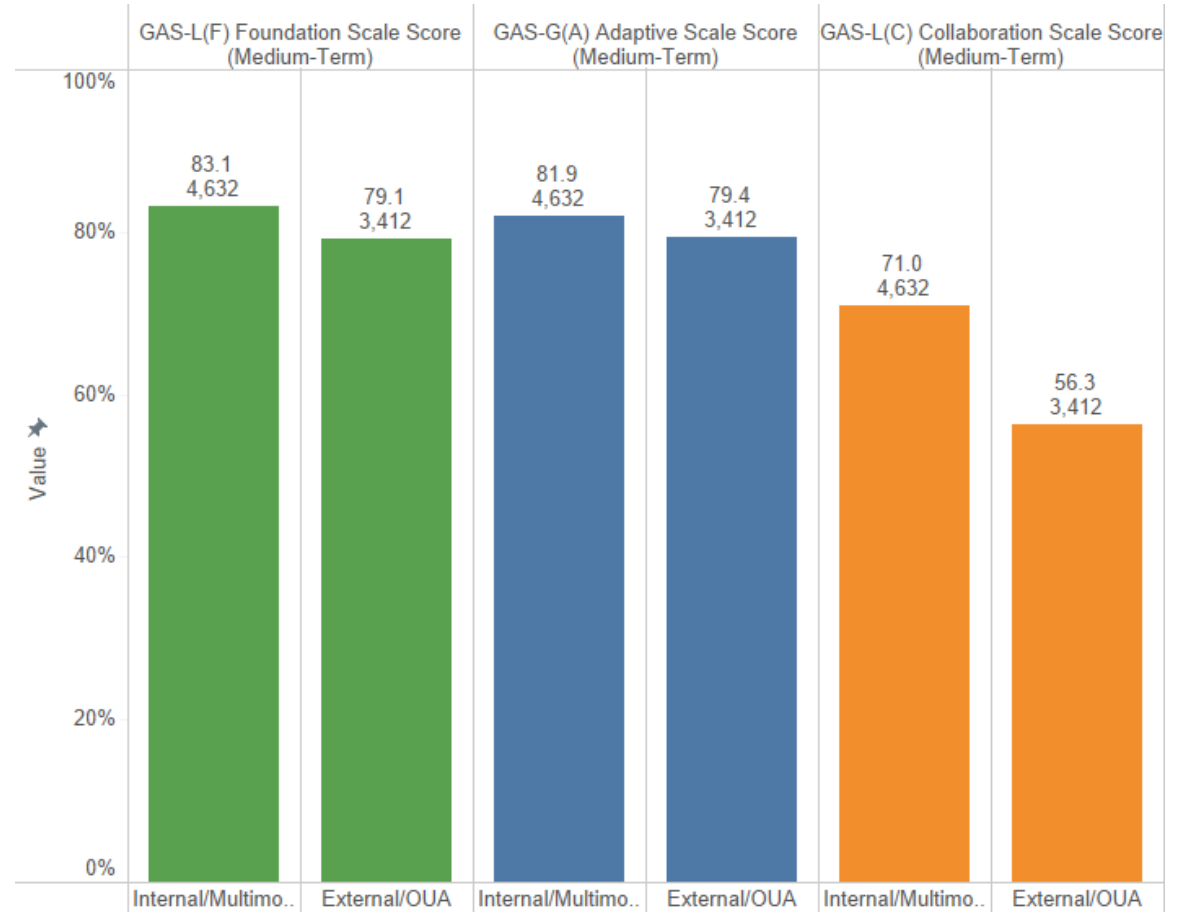


Graduate Attributes Scale (GAS) PGC by Study Mode

Short-term



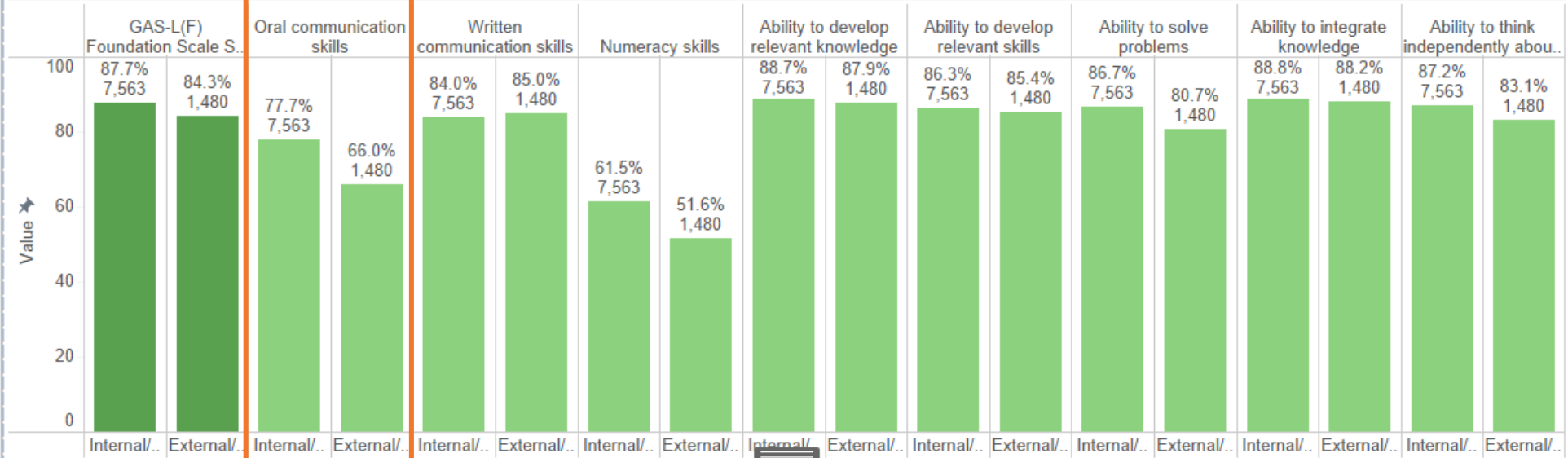
Medium-term



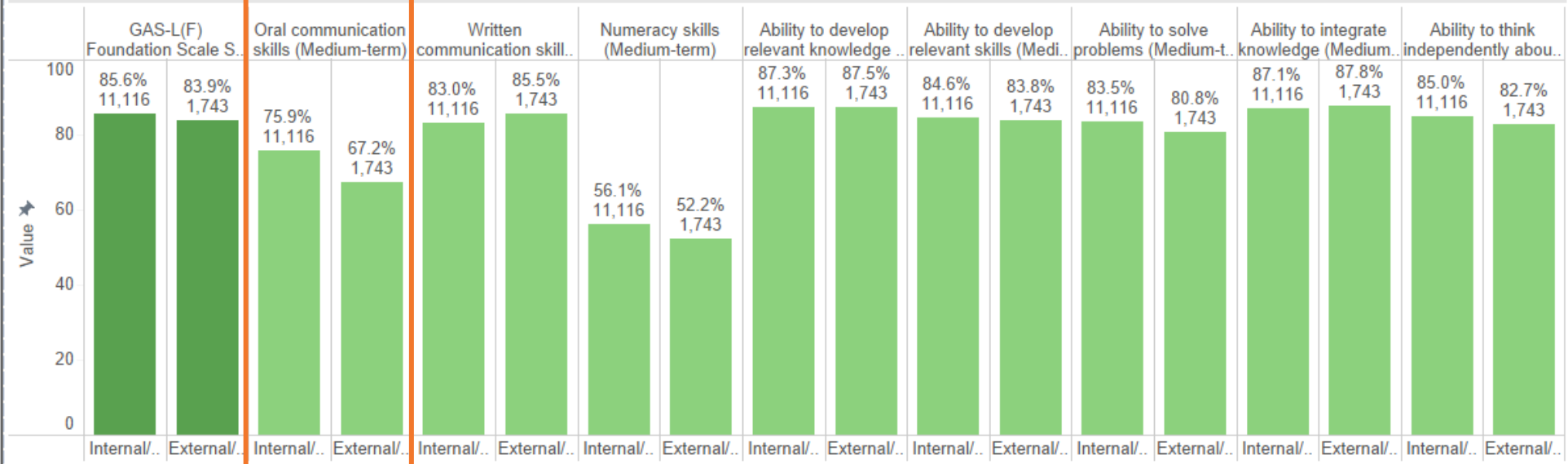
GAS UG by study mode

Foundation Skills

Short-term GAS (Foundation Scale): Full-time Employed
 UG: None - 2023
 Study Area: All | All | All



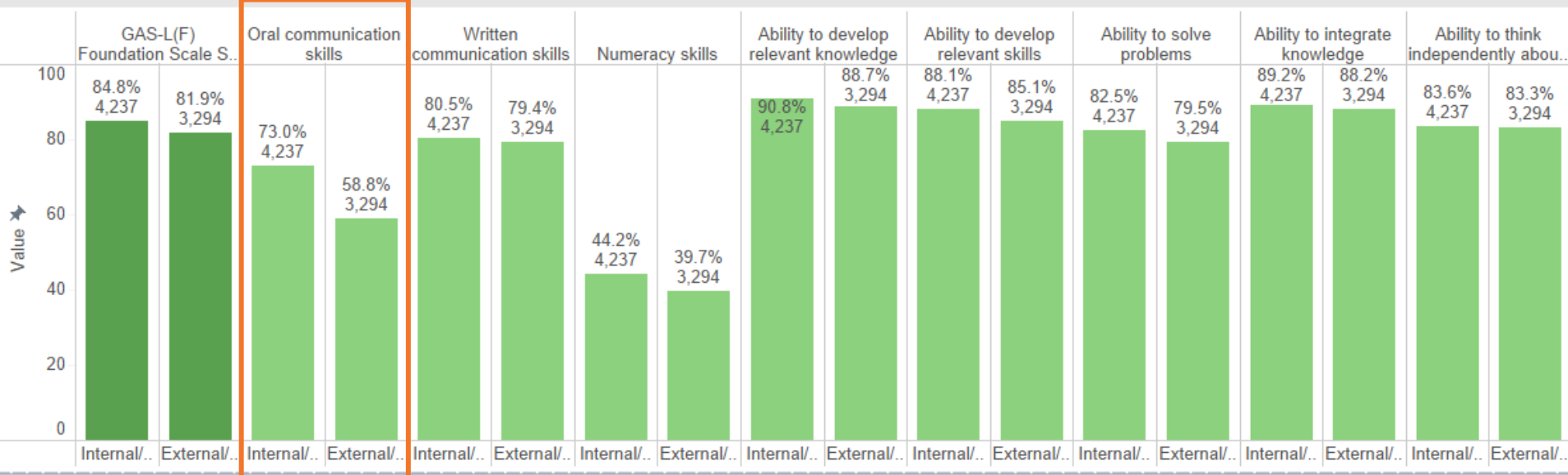
Medium-term GAS (Foundation Scale): Full-time Employed
 UG: None - 2023
 Study Area: All | All | All



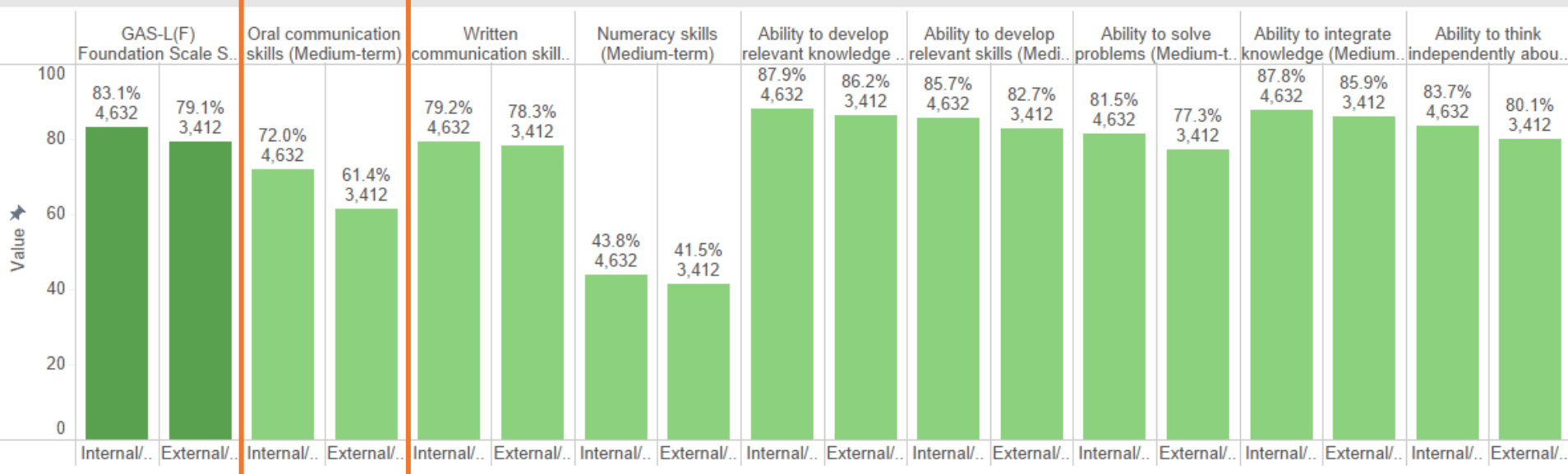
GAS PGC by study mode

Foundation Skills

Short-term GAS (Foundation Scale): Full-time Employed
 PGC: None - 2023
 Study Area: All | All | All



Medium-term GAS (Foundation Scale): Full-time Employed
 PGC: None - 2023
 Study Area: All | All | All



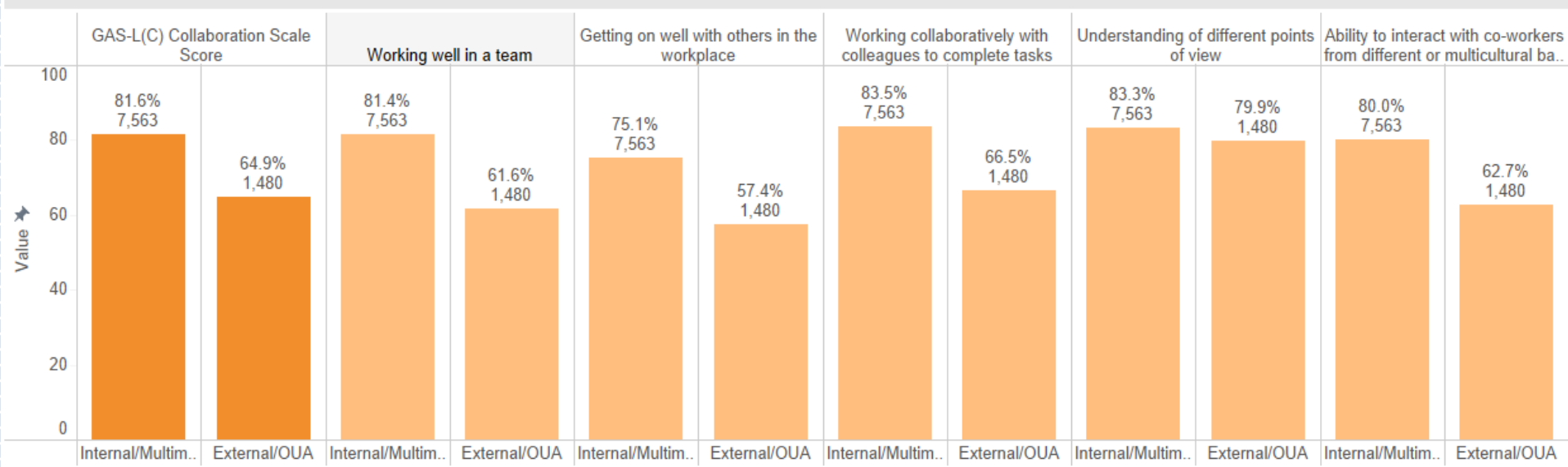
GAS UG by study mode

Collaborative Skills

Short-term GAS (Collaboration Scale): Full-time Employed

UG: None - 2023

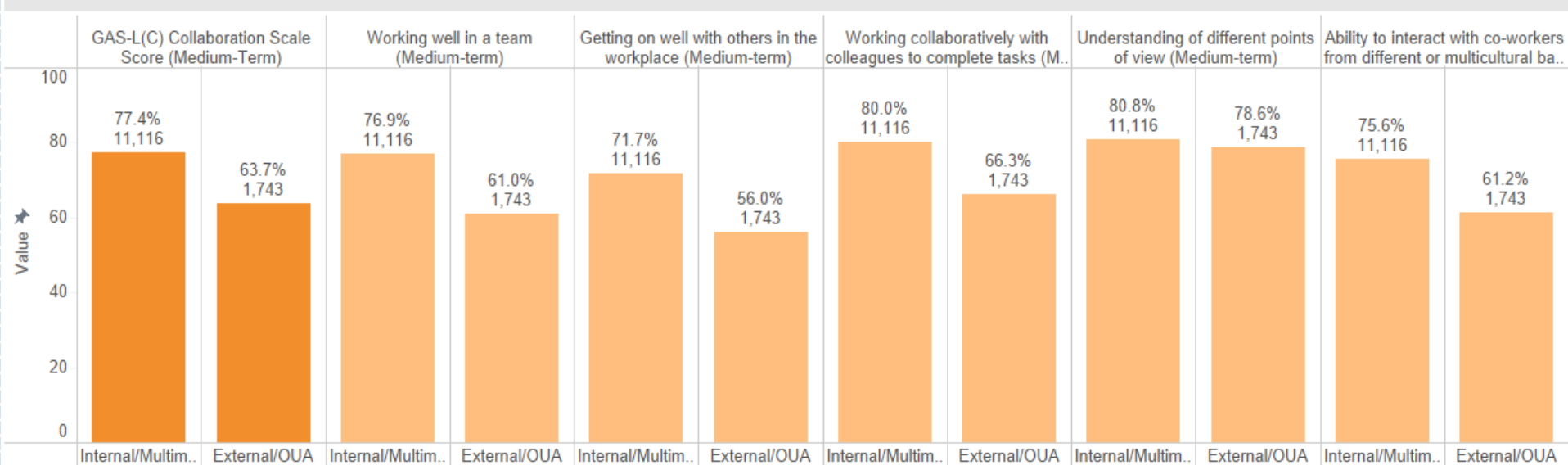
Study Area: All | All | All



Medium-term GAS (Collaboration Scale): Full-time Employed

UG: None - 2023

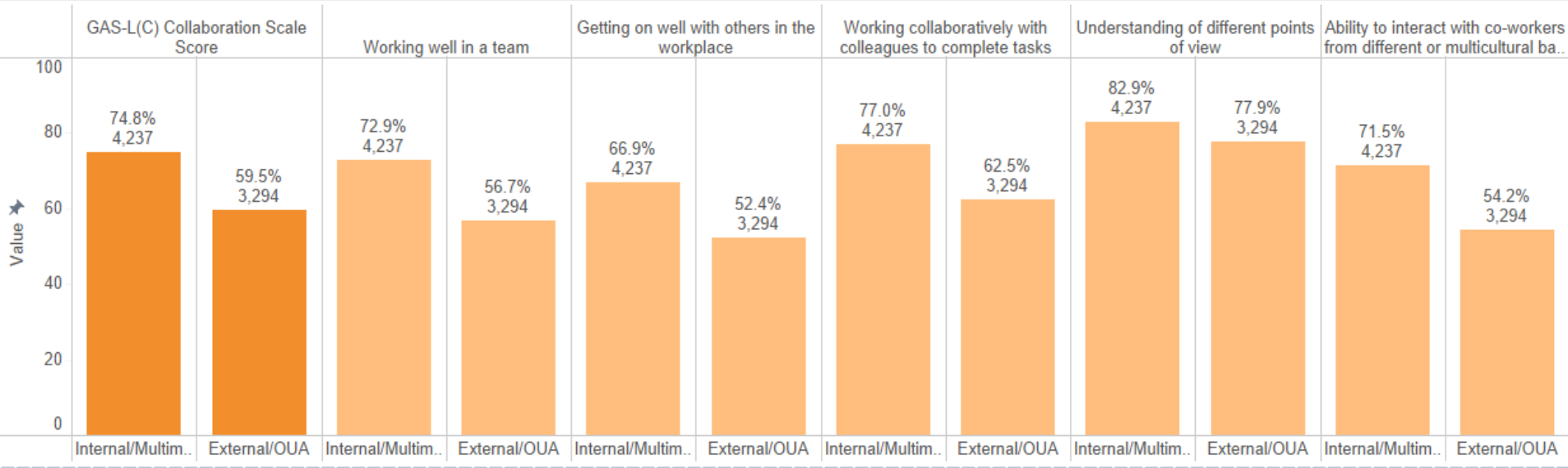
Study Area: All | All | All



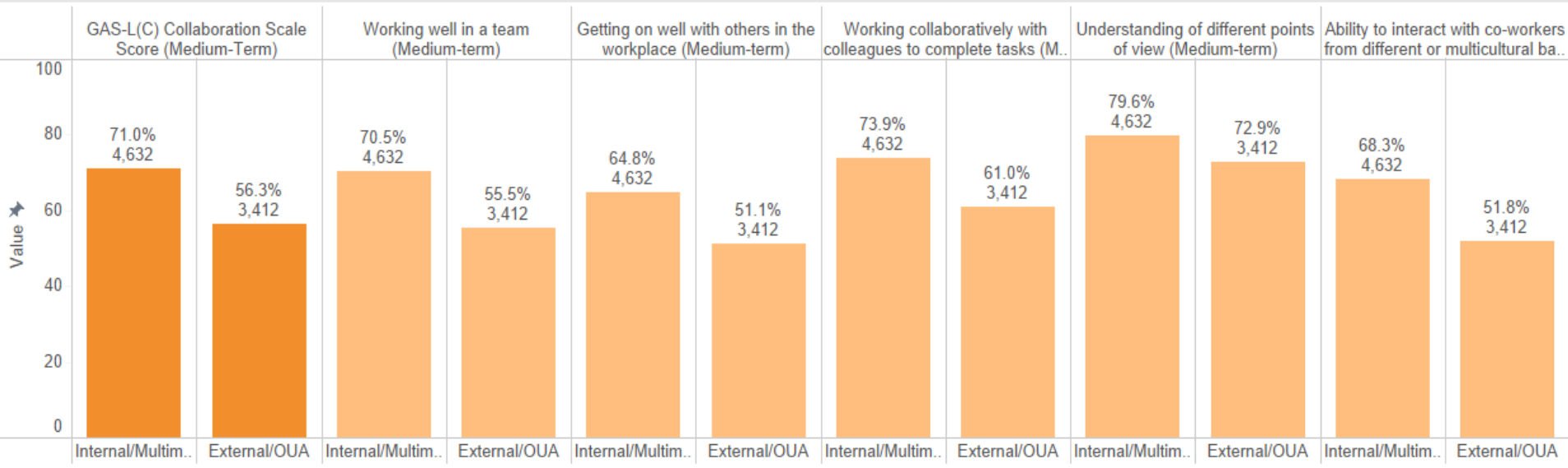
GAS PGC by study mode

Collaborative Skills

Short-term GAS (Collaboration Scale): Full-time Employed
 PGC: None - 2023
 Study Area: All | All | All

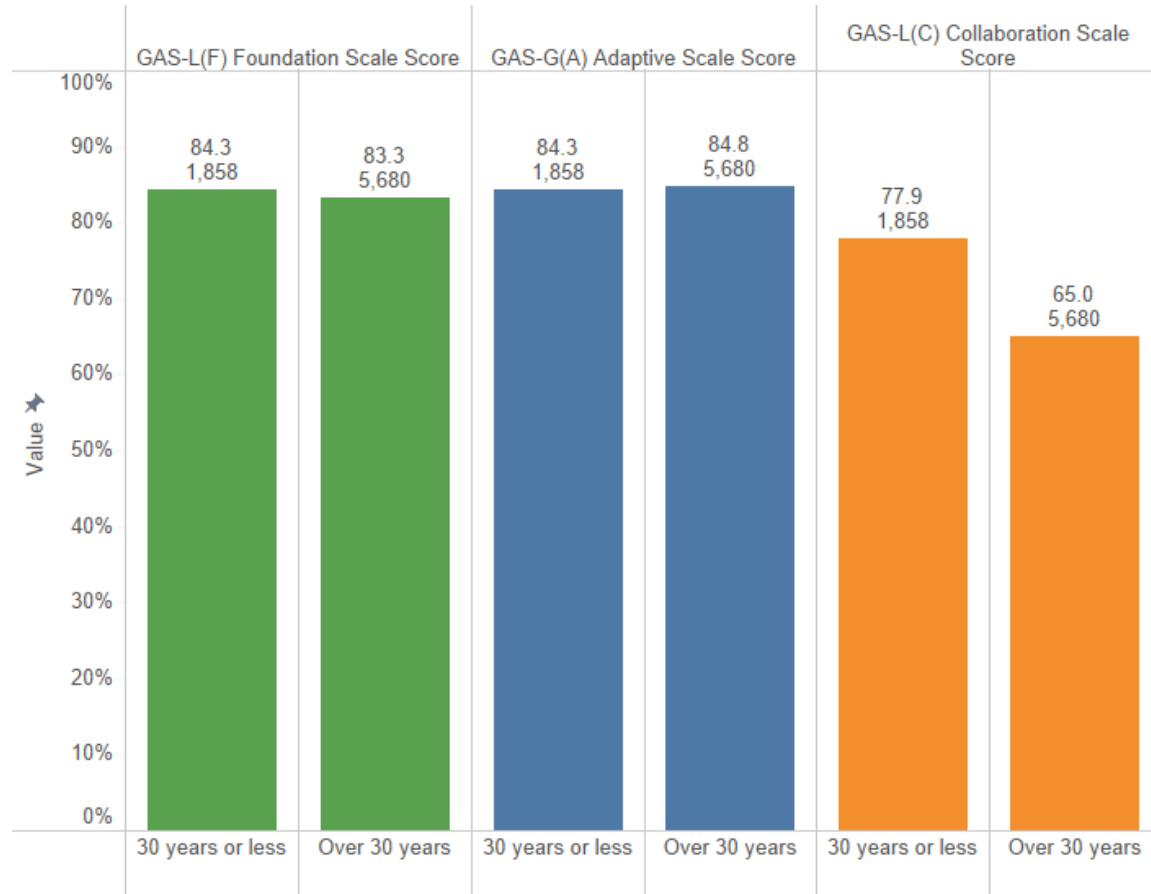


Medium-term GAS (Collaboration Scale): Full-time Employed
 PGC: None - 2023
 Study Area: All | All | All

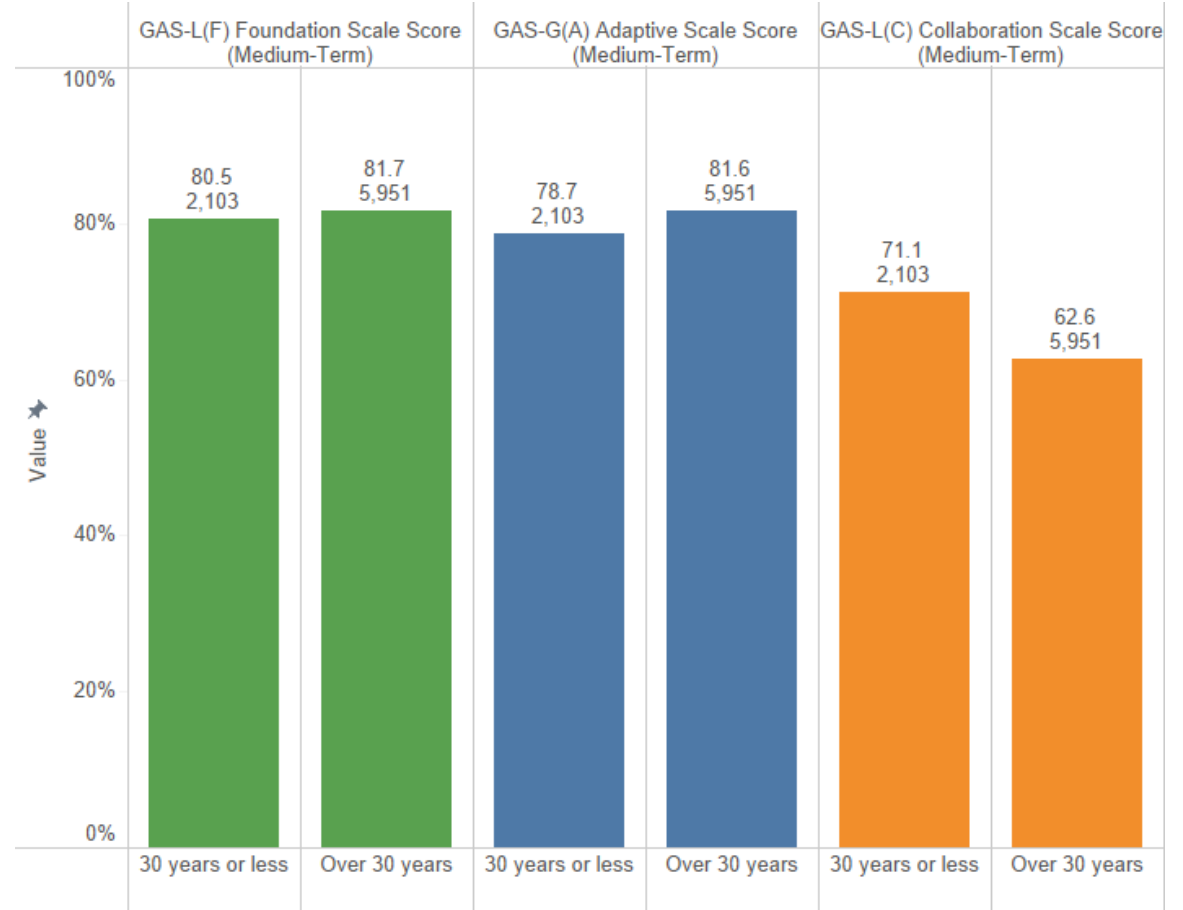


Graduate Attributes Scale (GAS) UG by Age

Short-term

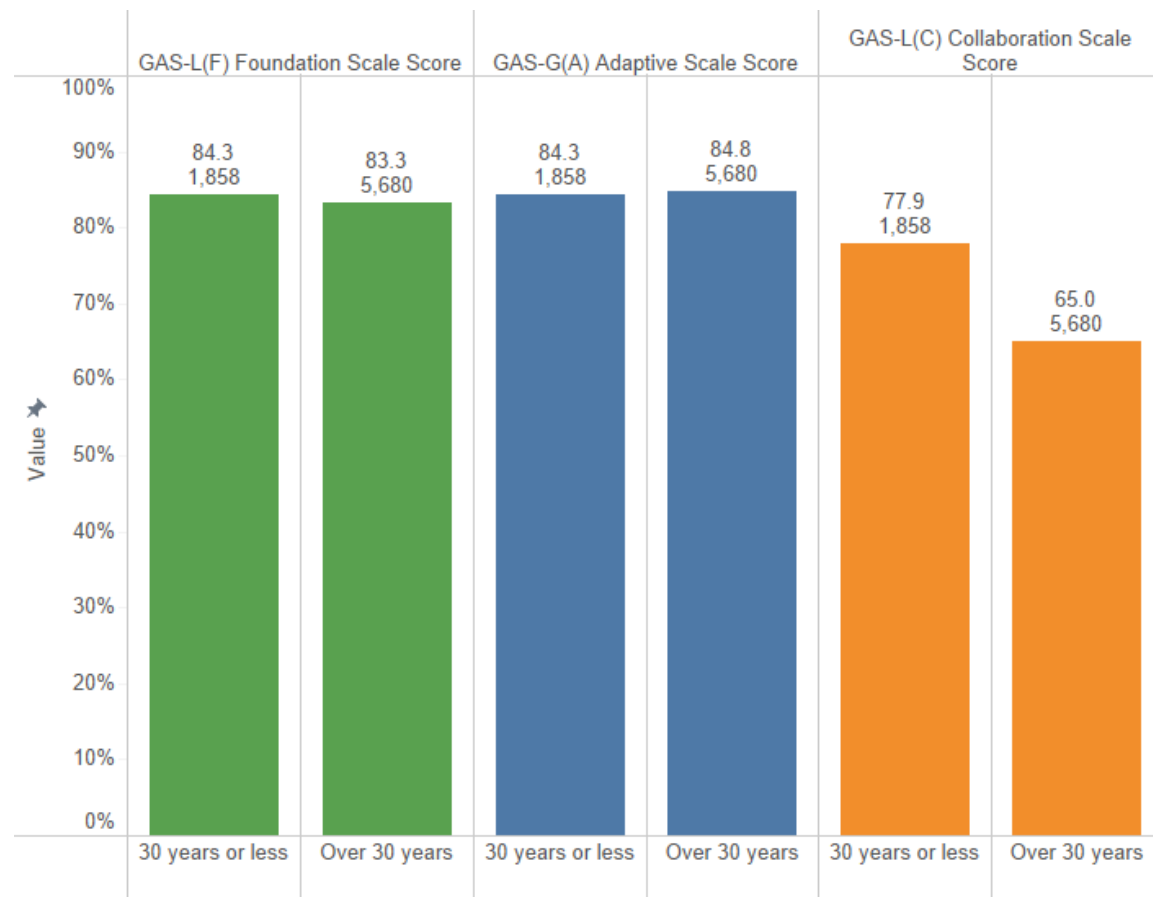


Medium-term

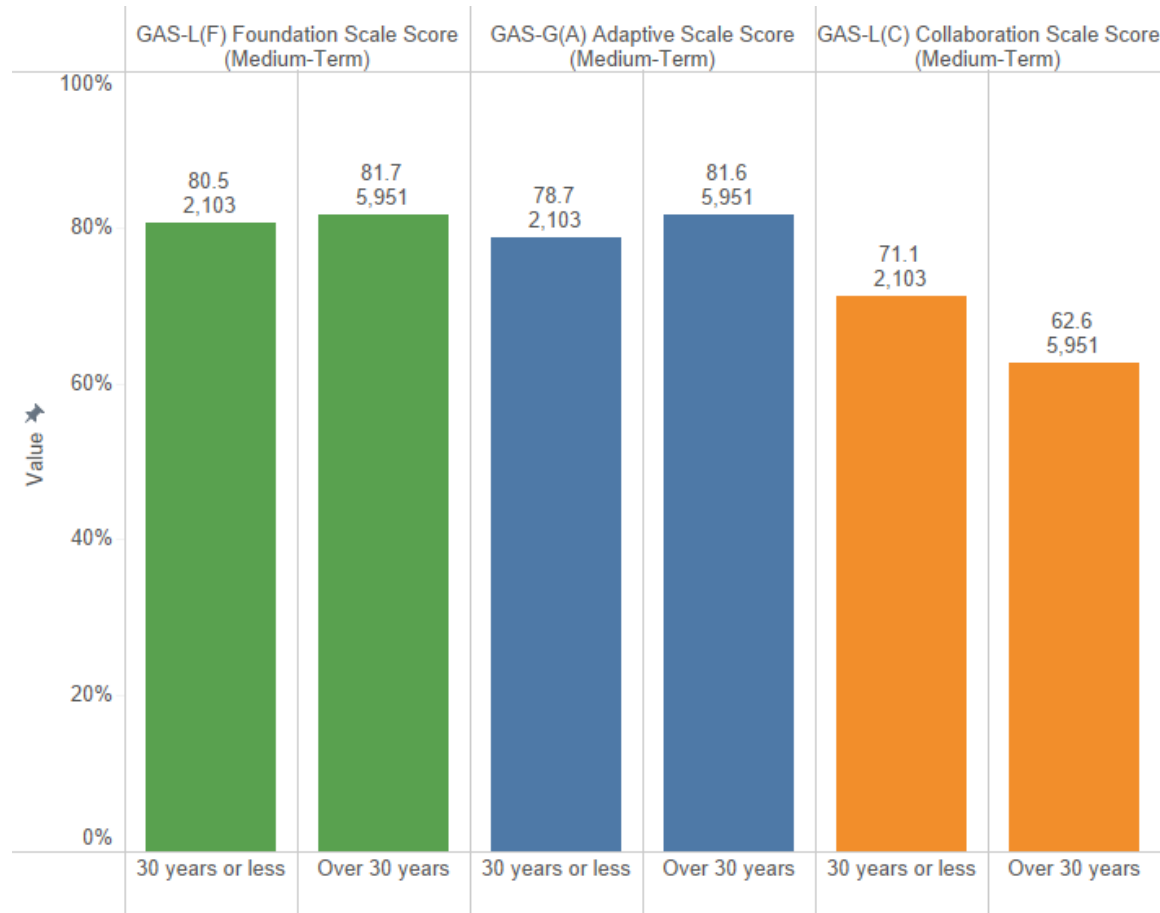



Graduate Attributes Scale (GAS) PGC by Age

Short-term



Medium-term



A woman with brown hair tied back is shown in profile, looking upwards and to the right with a thoughtful expression. Her hand is near her chin. Above her head is a large, faint thought bubble containing several interlocking gears of various colors (orange, green, blue, pink). The background is a soft, light green.

**What would
graduates do if
they had their
time again?**

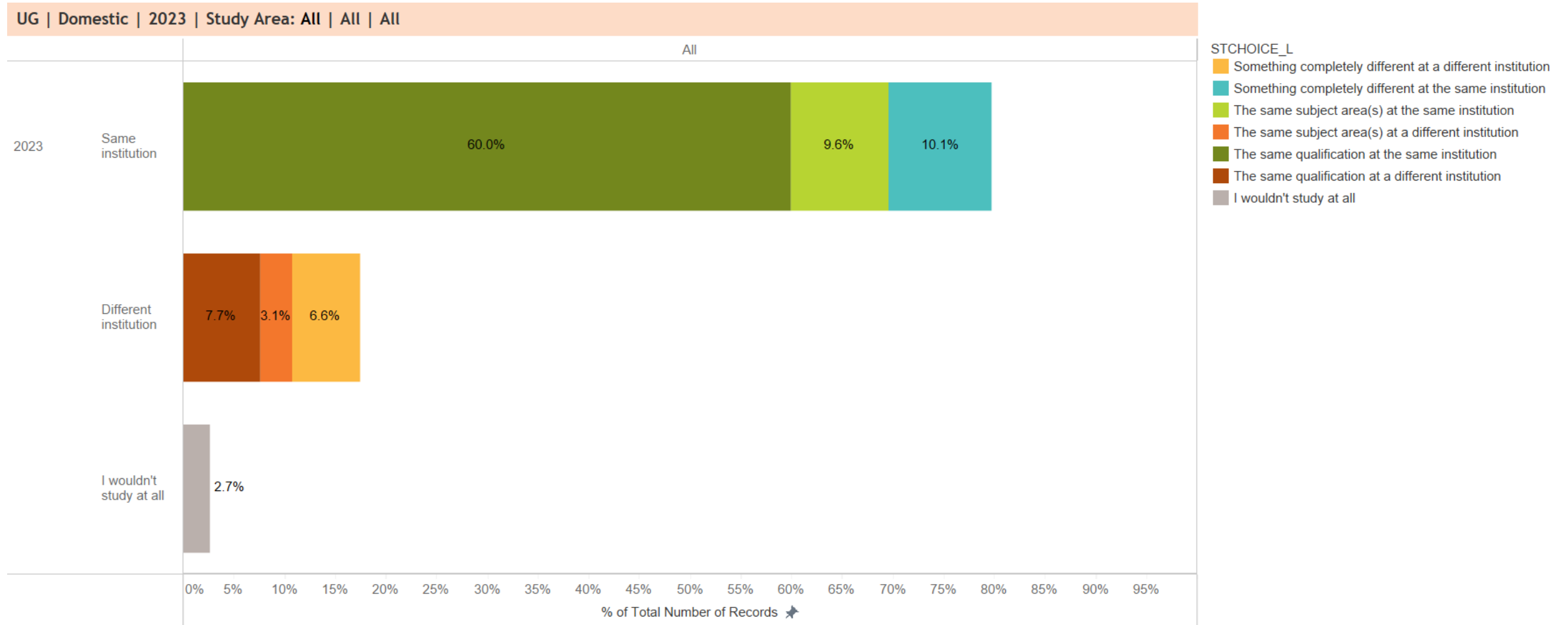


Thinking about your original decision to complete your qualification, if you had to make this choice again, would you study...

1. The same qualification at the same institution
2. The same qualification at a different institution
3. The same subject area(s) at the same institution
4. The same subject area(s) at a different institution
5. Something completely different at the same institution
6. Something completely different at a different institution
7. I wouldn't study at all

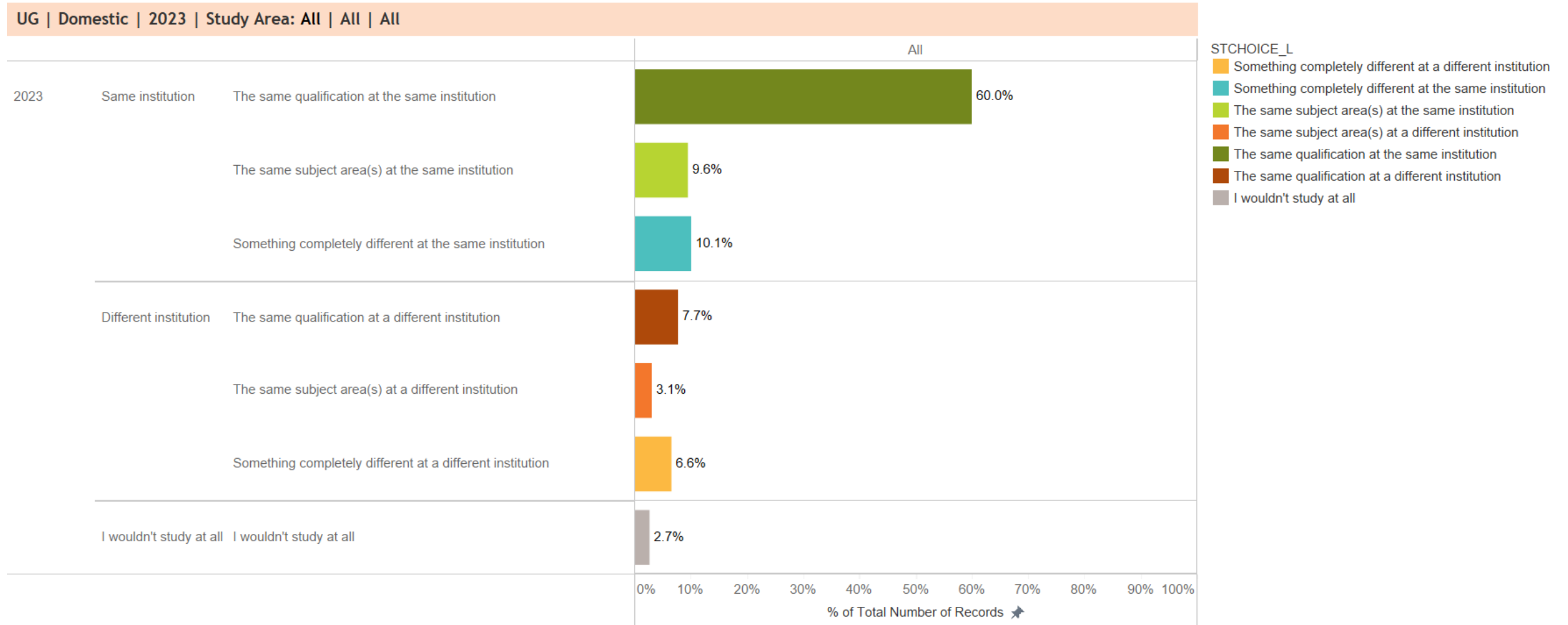
New dashboard in the 2023 GOS-L Tableau reports

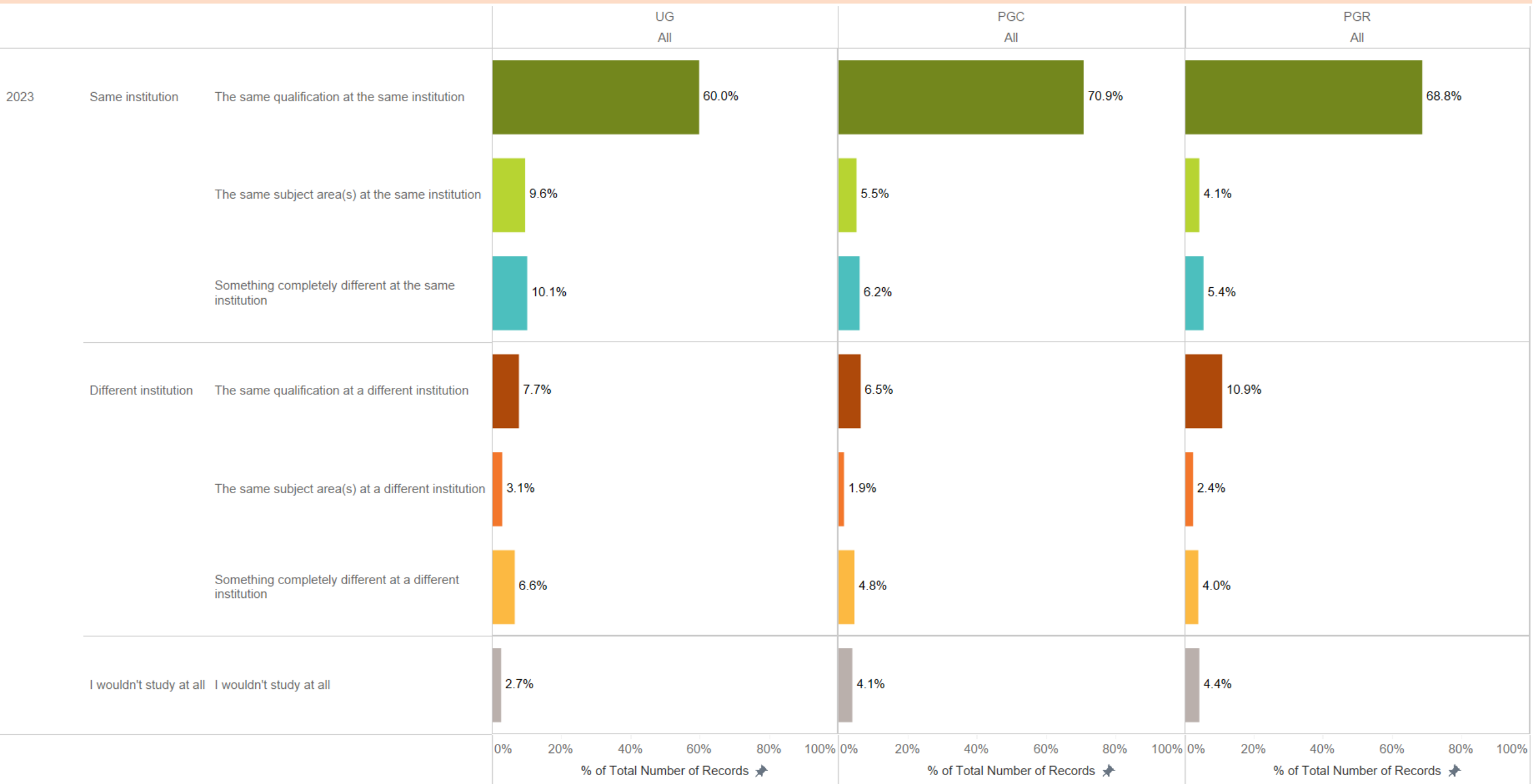
Tableau dashboard: STCHOICE (aggregated view)



New dashboard in the 2023 GOS-L Tableau reports

Tableau dashboard: STCHOICE (disaggregated view)





Why would graduates not do the same qualification at the same institution?

Something completely different at same institution:

“I didn't know what I wanted when I started uni, so I did law. I know what I want now, so I wouldn't do law again.”

(UG, Bachelor of Laws (Honours))

“No jobs in the field and too specialised.”

(UG, Bachelor of Bachelor of Medical and Radiation Physics)

Same qualification at different institution:

“Lack of active research labs at institution at which I studied.”

(PGR, Doctor of Philosophy)

“In retrospect I would have sought out a project with supervisors who had more experience in the field.”

(PGR, Doctor of Philosophy)

“Would have gone to a more prestigious uni. The better university name would be worth more than the degree.”

(PGR, Doctor Philosophy (Physics))

I wouldn't study at all:

“Industry certifications were far more valuable in my current role.”

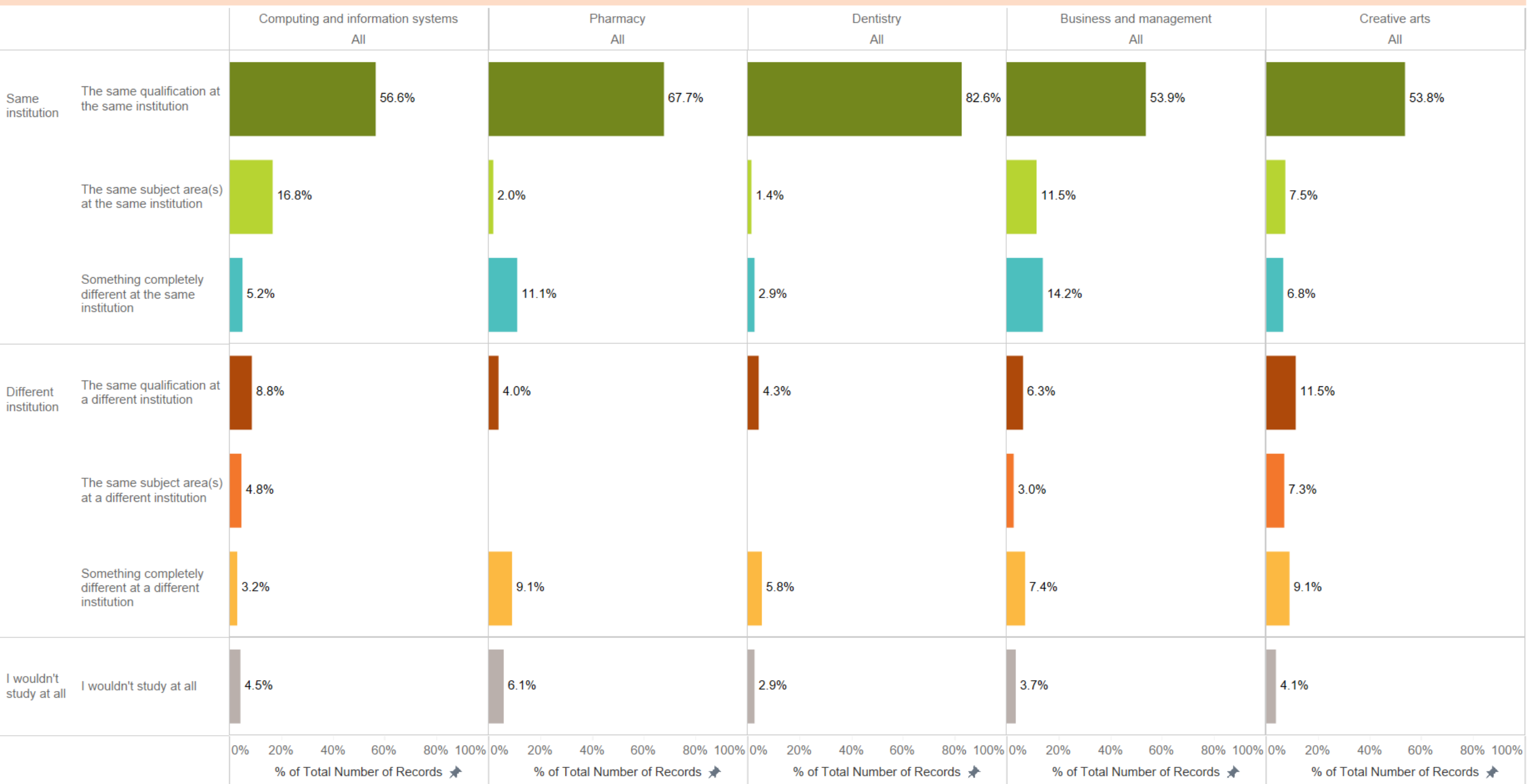
(PGC, Graduate Certificate in Cyber Security)

“It was very expensive and time consuming to the detriment of my personal life and health as I was trying to balance work and study. I have not directly applied this course at work since leaving and it has not been influential in the types of roles I applied for.”

(PGC, Master of Business Administration)

“Work experience has greater value as do certifications in this industry. It's a nice to have but never at any point has any employer really cared about my tertiary background.”

(PGC, Master of Information Technology (With Specialisations))



Thank you

Please contact qilt@srcentre.com.au
for further enquiries

