2023 GOS-L National Results

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Director of QILT Research and Strategy

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Acknowledgement of Country

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of participating institutions</td>
<td>84</td>
<td>104</td>
<td>114</td>
<td>116</td>
</tr>
<tr>
<td>Number of graduates approached</td>
<td>87,802</td>
<td>86,641</td>
<td>99,887</td>
<td>100,628</td>
</tr>
<tr>
<td>Final 'in-scope' sample</td>
<td>80,293</td>
<td>76,861</td>
<td>89,878</td>
<td>89,222</td>
</tr>
<tr>
<td>Number of completed surveys</td>
<td>40,153</td>
<td>37,650</td>
<td>43,999</td>
<td>40,177</td>
</tr>
<tr>
<td>Overall response rate (%)</td>
<td>50.0</td>
<td>49.0</td>
<td>49.0</td>
<td>45.0</td>
</tr>
</tbody>
</table>
Response rate from GOS to GOS-L (look at study area as well)

- Initial GOS sample: 100% (n=332,792)
- Final GOS sample: 94% (n=311,694)
- GOS completes: 40% (n=131,780)
- Initial GOS-L sample: 30% (n=100,628)
- Final GOS-L sample: 27% (n=89,222)
- GOS-L completes: 12% (n=40,177)
Relative proportion of graduates in each study area by study level

- Science and mathematics: UG (2,328), PGC (326), PGR (398)
- Computing and information: UG (642), PGC (278), PGR (26)
- Engineering: UG (1,095), PGC (219), PGR (143)
- Architecture and built environment: UG (364), PGC (170), PGR (31)
- Agriculture and related environment: UG (346), PGC (122), PGR (59)
- Health services and support: UG (199), PGC (388), PGR (121)
- Medicine: UG (1,770), PGC (1,055), PGR (143)
- Nursing: UG (109), PGC (50), PGR (31)
- Pharmacy: UG (76), PGC (42), PGR (16)
- Dentistry: UG (109), PGC (32), PGR (19)
- Veterinary science: UG (404), PGC (151), PGR (12)
- Rehabilitation: UG (1,907), PGC (1,940), PGR (154)
- Teacher education: UG (2,899), PGC (1,973), PGR (93)
- Business and management: UG (2,703), PGC (834), PGR (97)
- Humanities, culture and social science: UG (550), PGC (915), PGR (98)
- Social work: UG (978), PGC (572), PGR (29)
- Psychology: UG (980), PGC (663), PGR (98)
- Law and legal studies: UG (917), PGC (202), PGR (27)
- Creative arts: UG (48), PGC (17), PGR (4)

- UG: 60% (n=19,099)
- PGC: 35% (n=11,102)
- PGR: 6% (n=1,834)
Domestic labour market outcomes

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

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

Same graduate cohort
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)

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Short-term</th>
<th>Medium-term</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016 &amp; 2019</td>
<td>72.6%</td>
<td>90.1%</td>
</tr>
<tr>
<td>2017 &amp; 2020</td>
<td>73.0%</td>
<td>90.1%</td>
</tr>
<tr>
<td>2018 &amp; 2021</td>
<td>74.3%</td>
<td>88.9%</td>
</tr>
<tr>
<td>2019 &amp; 2022</td>
<td>73.6%</td>
<td>91.5%</td>
</tr>
<tr>
<td>2020 &amp; 2023</td>
<td>70.3%</td>
<td>91.7%</td>
</tr>
</tbody>
</table>

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

Domestic undergraduate full-time employment by study area (%)

Proportion employed full-time (%)
The pattern is similar at the PGC level but less pronounced

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

- Undergraduate:
  - Short-term, 2020: $65,000
  - Medium-term, 2023: $83,500 (29% increase)

- Postgraduate coursework:
  - Short-term: $88,700
  - Medium-term: $108,000 (22% increase)

- Postgraduate research:
  - Short-term: $93,000
  - Medium-term: $110,000 (18% increase)
Further study
Proportions of graduates in further full-time study in the short and medium-term by study level

<table>
<thead>
<tr>
<th>Study Level</th>
<th>Short-term (2020)</th>
<th>Medium-term (2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>17.6%</td>
<td>13.4%</td>
</tr>
<tr>
<td>Postgraduate coursework</td>
<td>5.8%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Postgraduate research</td>
<td>6.1%</td>
<td>4.9%</td>
</tr>
</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>Study Status</th>
<th>Short-term</th>
<th>Medium-term</th>
</tr>
</thead>
<tbody>
<tr>
<td>In full-time study</td>
<td>72.2%</td>
<td>82.1%</td>
</tr>
<tr>
<td>Not in full-time study</td>
<td>51.5%</td>
<td>92.8%</td>
</tr>
</tbody>
</table>

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)

**Undergraduate**
- Short-term: 19.8%, 19.1%, 18.1%, 19.4%, 20.9%
- Medium-term: 7.9%, 7.9%, 7.7%, 6.2%, 6.5%

**Postgraduate coursework**
- Short-term: 10.0%, 10.0%, 9.5%, 9.1%, 9.9%
- Medium-term: 5.0%, 4.7%, 5.2%, 4.2%, 4.1%

**Postgraduate research**
- Short-term: 13.8%, 13.0%, 12.2%, 12.7%, 13.9%
- Medium-term: 6.2%, 6.4%, 6.1%, 5.4%, 5.4%

1. 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)

- Underemployed, 20.9%
  - 37.2% ‘No more hours available in current position’
  - 22.6% ‘Work has been reduced/shut down due to COVID-19’
  - 11.6% Studying
  - 28.6% (Other)

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

- Underemployed, 6.5%
  - 38.3% ‘No more hours available in current position’
  - 1.0% ‘Work has been reduced/shut down due to COVID-19’
  - 19.7% Studying
  - 41.0% (Other)
Gender pay gap
The gender pay gap starts early and widens over time

Full-time median annual salary study level and gender

<table>
<thead>
<tr>
<th>Study Level</th>
<th>Short-term (2020)</th>
<th>Medium-term (2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>Male: 66,600</td>
<td>Female: 65,000</td>
</tr>
<tr>
<td></td>
<td>Male: 89,000</td>
<td>Female: 81,000</td>
</tr>
<tr>
<td>Postgraduate coursework</td>
<td>Male: 95,000</td>
<td>Female: 85,000</td>
</tr>
<tr>
<td></td>
<td>Male: 119,500</td>
<td>Female: 104,000</td>
</tr>
<tr>
<td>Postgraduate research</td>
<td>Male: 95,500</td>
<td>Female: 91,200</td>
</tr>
<tr>
<td></td>
<td>Male: 114,000</td>
<td>Female: 109,300</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Study Area</th>
<th>Short-term (2020)</th>
<th>Medium-term (2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Psychology</td>
<td>$69,400</td>
<td>+$6,900</td>
</tr>
<tr>
<td>Business and management</td>
<td>$62,500</td>
<td>+$5,000</td>
</tr>
<tr>
<td>Law and paralegal studies</td>
<td>$65,000</td>
<td>+$5,000</td>
</tr>
<tr>
<td>Science and mathematics</td>
<td>$70,000</td>
<td>+$2,900</td>
</tr>
<tr>
<td>Medicine</td>
<td>$65,000</td>
<td></td>
</tr>
<tr>
<td>Architecture and built environment</td>
<td>$60,000</td>
<td></td>
</tr>
<tr>
<td>Law and paralegal studies</td>
<td>$65,000</td>
<td></td>
</tr>
</tbody>
</table>

Full-time median annual salaries are for graduates employed in Australia only.
Understanding the gender pay gap

Key findings from 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

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>30 years or less</th>
<th>Female</th>
<th>Male</th>
<th>Over 30 years</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$65,000</td>
<td></td>
<td>$62,600</td>
<td></td>
<td>$73,000</td>
<td>$69,400</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>30 years or less</th>
<th>Female</th>
<th>Male</th>
<th>Over 30 years</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$87,000</td>
<td></td>
<td>$60,000</td>
<td></td>
<td>$93,000</td>
<td>$64,500</td>
</tr>
</tbody>
</table>
Gender pay differences by age, postgraduate coursework

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>30 years or less</th>
<th>Female</th>
<th>Male</th>
<th>Over 30 years</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>$72,900</td>
<td>$70,000</td>
<td></td>
<td>$115,000</td>
<td></td>
<td>$93,000</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>30 years or less</th>
<th>Female</th>
<th>Male</th>
<th>Over 30 years</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>$100,000</td>
<td>$90,000</td>
<td></td>
<td>$125,000</td>
<td></td>
<td>$110,000</td>
</tr>
</tbody>
</table>
Gender pay differences by age, postgraduate research

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 years or less</td>
<td>$85,900</td>
<td>$85,000</td>
<td>$98,000</td>
<td>$92,400</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 years or less</td>
<td>$102,600</td>
<td>$100,000</td>
<td>$115,000</td>
<td>$110,000</td>
</tr>
</tbody>
</table>
Do differences in occupations explain the difference?

Medium-term undergraduate domestic occupations

Top occupations based on number of responses (filtered to n>100)

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

Females employed full-time
- Accountants
- Management and Organisation Analysts
- Audiologists and Speech Pathologists / Therapists
- Secondary School Teachers
- Psychologists
- Contract, Program and Project Administrators
- Ambulance Officers and Paramedics
- Registered Nurses
- Primary School Teachers
- Social Workers
- Physiotherapists
- Occupational Therapists
- Advertising and Marketing Professionals
- Human Resource Professionals
- Welfare Support Workers
- Solicitors
Domestic undergraduate short and medium-term full-time median annual salary by gender

Short-Term: UG | Domestic | Analysis: 21 study areas

<table>
<thead>
<tr>
<th>Study Area</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science and mathematics</td>
<td>$66,000</td>
<td>$63,100</td>
</tr>
<tr>
<td>Health services and support</td>
<td>$66,000</td>
<td>$65,700</td>
</tr>
<tr>
<td>Nursing</td>
<td>$66,100</td>
<td>$65,100</td>
</tr>
<tr>
<td>Teacher education</td>
<td>$70,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Business and management</td>
<td>$65,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Humanities, culture and</td>
<td>$65,000</td>
<td>$62,400</td>
</tr>
<tr>
<td>Social sciences</td>
<td>$69,400</td>
<td>$62,500</td>
</tr>
</tbody>
</table>

Medium-Term: UG | Domestic | Analysis: 21 study areas

<table>
<thead>
<tr>
<th>Study Area</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science and mathematics</td>
<td>$82,000</td>
<td>$78,000</td>
</tr>
<tr>
<td>Health services and support</td>
<td>$65,700</td>
<td>$63,500</td>
</tr>
<tr>
<td>Nursing</td>
<td>$90,100</td>
<td>$87,000</td>
</tr>
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</tr>
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</tr>
<tr>
<td>Humanities, culture and</td>
<td>$83,000</td>
<td>$80,000</td>
</tr>
<tr>
<td>Social sciences</td>
<td>$80,000</td>
<td>$80,000</td>
</tr>
</tbody>
</table>
Nursing study area example
Medium-term undergraduate domestic occupations

Registered Nurses

Males employed full-time

Females employed full-time
Equity Groups
Domestic undergraduate short and medium-term labour market outcomes by disability 2020-2023

### Short-Term: UG | Domestic | Study Area: All

<table>
<thead>
<tr>
<th></th>
<th>In Full-Time Employment (Short-Term)</th>
<th>In Part-Time Employment (Short-Term)</th>
<th>Overall Employed (Short-Term) %</th>
<th>Labour Force Participation Rate (Short-Term)</th>
<th>In Full-Time Study (short-term)</th>
<th>Median Full-Time Salary (Short-Term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Disability</td>
<td>71.3%</td>
<td>34.5%</td>
<td>87.0%</td>
<td>92.6%</td>
<td>17.2%</td>
<td>$65,000</td>
</tr>
<tr>
<td>Reported Disability</td>
<td>59.6%</td>
<td>38.1%</td>
<td>78.9%</td>
<td>21.6%</td>
<td>21.6%</td>
<td>$65,200</td>
</tr>
</tbody>
</table>

### Medium-Term: UG | Domestic | Study Area: All

<table>
<thead>
<tr>
<th></th>
<th>In Full-Time Employment (Medium-Term)</th>
<th>In Part-Time Employment (Medium-Term)</th>
<th>Overall Employed (Medium-Term) %</th>
<th>Labour Force Participation Rate (Med.)</th>
<th>In Full-Time Study (medium-term)</th>
<th>Median Full-Time Salary (Medium-Term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Disability</td>
<td>92.1%</td>
<td>23.9%</td>
<td>94.2%</td>
<td>93.1%</td>
<td>13.1%</td>
<td>$83,500</td>
</tr>
<tr>
<td>Reported Disability</td>
<td>87.2%</td>
<td>18.9%</td>
<td>90.0%</td>
<td>88.8%</td>
<td>16.2%</td>
<td>$81,200</td>
</tr>
</tbody>
</table>
Domestic undergraduate short and medium-term labour market outcomes by Aboriginal and Torres Strait Islander, 2020-2023

### Short-Term: None | Domestic | Study Area: None

<table>
<thead>
<tr>
<th>Year</th>
<th>In Full-Time Employment (Short-Term)</th>
<th>In Part-Time Employment (Short-Term)</th>
<th>Overall Employed (Short-Term) %</th>
<th>Labour Force Participation Rate (Short-Term)</th>
<th>In Full-Time Study (short-term)</th>
<th>Median Full-Time Salary (Short-Term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>76.9%</td>
<td>29.5%</td>
<td>80.7%</td>
<td>93.8%</td>
<td>12.7%</td>
<td>$72,000</td>
</tr>
<tr>
<td>2023</td>
<td>84.1%</td>
<td>25.4%</td>
<td>90.2%</td>
<td>92.4%</td>
<td>19.7%</td>
<td>$75,000</td>
</tr>
</tbody>
</table>

### Medium-Term: UG | Domestic | Study Area: All

<table>
<thead>
<tr>
<th>Year</th>
<th>In Full-Time Employment (Medium-Term)</th>
<th>In Part-Time Employment (Medium-Term)</th>
<th>Overall Employed (Medium-Term) %</th>
<th>Labour Force Participation Rate (Medium-Term)</th>
<th>In Full-Time Study (medium-term)</th>
<th>Median Full-Time Salary (Medium-Term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>91.7%</td>
<td>19.4%</td>
<td>93.8%</td>
<td>92.7%</td>
<td>13.3%</td>
<td>$83,500</td>
</tr>
<tr>
<td>2023</td>
<td>91.9%</td>
<td>15.4%</td>
<td>93.7%</td>
<td>90.9%</td>
<td>15.6%</td>
<td>$90,000</td>
</tr>
</tbody>
</table>
Domestic undergraduate short and medium-term labour market outcomes by Main language spoken at home 2020-2023

Short-Term: None | Domestic | Study Area: None

<table>
<thead>
<tr>
<th>Year</th>
<th>In Full-Time Employment (Short-Term) English</th>
<th>In Part-Time Employment (Short-Term) English</th>
<th>Overall Employed (Short-Term) % English</th>
<th>Labour Force Participation Rate (Short-Term) English</th>
<th>In Full-Time Study (short-term) English</th>
<th>Median Full-Time Salary (Short-Term) English</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>77.1%</td>
<td>66.0%</td>
<td>89.0%</td>
<td>92.8%</td>
<td>12.7%</td>
<td>$72,000</td>
</tr>
<tr>
<td>2023</td>
<td>12.9%</td>
<td>29.6%</td>
<td>77.1%</td>
<td>91.9%</td>
<td>15.7%</td>
<td>$77,000</td>
</tr>
</tbody>
</table>

Medium-Term: UG | Domestic | Study Area: All

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>91.1%</td>
<td>84.1%</td>
<td>93.9%</td>
<td>92.7%</td>
<td>13.2%</td>
<td>$83,500</td>
</tr>
<tr>
<td>2023</td>
<td>19.4%</td>
<td>17.5%</td>
<td>87.2%</td>
<td>92.2%</td>
<td>21.4%</td>
<td>$83,000</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Study Level</th>
<th>Short-term (2020)</th>
<th>Medium-term (2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>70.9%</td>
<td>78.8%</td>
</tr>
<tr>
<td>Postgraduate coursework</td>
<td>85.7%</td>
<td>89.5%</td>
</tr>
<tr>
<td>Postgraduate research</td>
<td>93.6%</td>
<td>93.0%</td>
</tr>
</tbody>
</table>
Study areas with the highest proportions of undergraduates employed in managerial or professional occupations three years after course completion in 2023

<table>
<thead>
<tr>
<th>Field</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rehabilitation</td>
<td>98.6%</td>
</tr>
<tr>
<td>Teacher education</td>
<td>94.8%</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>92.3%</td>
</tr>
<tr>
<td>Nursing</td>
<td>92.0%</td>
</tr>
<tr>
<td>Computing and information systems</td>
<td>91.0%</td>
</tr>
</tbody>
</table>
Perceived underutilisation of skills and education of graduates employed full-time

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

- **Tourism, hospitality, personal services, sport and recreation**: 41.9%
- **Creative arts**: 32.9%
- **Communications & Humanities, culture and social science**: 29.6%
- **Rehabilitation**: 5.8%
- **Dentistry**: 4.9%
- **Medicine**: 4.1%

**Top 3**

**Bottom 3**
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%)

* Domestic only
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**

[Bar charts showing GAS scores by study level for both short-term and medium-term periods.]
Graduate Attributes Scale (GAS) UG by Study Mode

Short-term

Medium-term

GAS-L(F) Foundation Scale Score | GAS-G(A) Adaptive Scale Score | GAS-L(C) Collaboration Scale Score
---|---|---
Short-term: 87.7 | 84.3 | 85.6
Internal/Multim. | External/OUA | Internal/Multim. | External/OUA | Internal/Multim. | External/OUA

GAS-L(F) Foundation Scale Score (Medium-Term) | GAS-G(A) Adaptive Scale Score (Medium-Term) | GAS-L(C) Collaboration Scale Score (Medium-Term)
---|---|---
Medium-term: 85.6 | 83.9 | 83.4
Internal/Multim. | External/OUA | Internal/Multim. | External/OUA | Internal/Multim. | External/OUA

Values: 1,480

GAS-UU by Study Mode

GAS-L(F) Foundation Scale Score | GAS-G(A) Adaptive Scale Score | GAS-L(C) Collaboration Scale Score
---|---|---
UG by Study Mode: 7.563 | 1,480 | 7.563
Internal/Multim. | External/OUA | Internal/Multim. | External/OUA | Internal/Multim. | External/OUA

GAS-UU by Study Mode (Medium-Term)

GAS-L(F) Foundation Scale Score (Medium-Term) | GAS-G(A) Adaptive Scale Score (Medium-Term) | GAS-L(C) Collaboration Scale Score (Medium-Term)
---|---|---
UG by Study Mode (Medium-Term): 11,116 | 11,116 | 11,116
Internal/Multim. | External/OUA | Internal/Multim. | External/OUA | Internal/Multim. | External/OUA

Values: 1,743
Graduate Attributes Scale (GAS) PGC by Study Mode

Short-term

Medium-term
GAS UG by study mode

Foundation Skills
GAS PGC by study mode

Foundation Skills
GAS UG by study mode

Collaborative Skills
GAS PGC by study mode

Collaborative Skills
Graduate Attributes Scale (GAS) UG by Age

Short-term

Medium-term
Graduate Attributes Scale (GAS) PGC by Age

**Short-term**

<table>
<thead>
<tr>
<th>GAS-L(F) Foundation Scale Score</th>
<th>GAS-G(A) Adaptive Scale Score</th>
<th>GAS-L(C) Collaboration Scale Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>64.3 (1.858)</td>
<td>83.3 (5.689)</td>
<td>77.9 (1.858)</td>
</tr>
</tbody>
</table>

**Medium-term**

<table>
<thead>
<tr>
<th>GAS-L(F) Foundation Scale Score (Medium-Term)</th>
<th>GAS-G(A) Adaptive Scale Score (Medium-Term)</th>
<th>GAS-L(C) Collaboration Scale Score (Medium-Term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>80.5 (2.103)</td>
<td>81.7 (5.951)</td>
<td>71.1 (2.103)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value %</th>
<th>Value %</th>
<th>Value %</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>90%</td>
<td>90%</td>
<td>90%</td>
</tr>
<tr>
<td>80%</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>70%</td>
<td>70%</td>
<td>70%</td>
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<tr>
<td>60%</td>
<td>60%</td>
<td>60%</td>
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<tr>
<td>50%</td>
<td>50%</td>
<td>50%</td>
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<tr>
<td>40%</td>
<td>40%</td>
<td>40%</td>
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<tr>
<td>30%</td>
<td>30%</td>
<td>30%</td>
</tr>
<tr>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
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)

<table>
<thead>
<tr>
<th>UG</th>
<th>Domestic</th>
<th>2023</th>
<th>Study Area: All</th>
<th>All</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>Same institution</td>
<td>The same qualification at the same institution</td>
<td></td>
<td></td>
<td>60.0%</td>
</tr>
<tr>
<td></td>
<td>The same subject area(s) at the same institution</td>
<td></td>
<td>9.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Something completely different at the same institution</td>
<td></td>
<td>10.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Different institution</td>
<td>The same qualification at a different institution</td>
<td></td>
<td>7.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The same subject area(s) at a different institution</td>
<td></td>
<td>3.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Something completely different at a different institution</td>
<td></td>
<td>6.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>I wouldn’t study at all</td>
<td>I wouldn’t study at all</td>
<td></td>
<td>2.7%</td>
<td></td>
</tr>
<tr>
<td>Study Area: All</td>
<td>UG All</td>
<td>PGC All</td>
<td>PGR All</td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>--------</td>
<td>---------</td>
<td>---------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Same institution</td>
<td>The same qualification at the same institution</td>
<td>60.0%</td>
<td>70.9%</td>
<td>88.8%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The same subject area(s) at the same institution</td>
<td>9.0%</td>
<td>5.5%</td>
<td>4.1%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Something completely different at the same institution</td>
<td>10.1%</td>
<td>6.2%</td>
<td>5.4%</td>
<td></td>
</tr>
<tr>
<td>Different institution</td>
<td>The same qualification at a different institution</td>
<td>7.7%</td>
<td>6.5%</td>
<td>10.9%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The same subject area(s) at a different institution</td>
<td>3.1%</td>
<td>1.9%</td>
<td>2.4%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Something completely different at a different institution</td>
<td>6.6%</td>
<td>4.8%</td>
<td>4.0%</td>
<td></td>
</tr>
<tr>
<td>I wouldn't study at all</td>
<td>I wouldn't study at all</td>
<td>2.7%</td>
<td>4.1%</td>
<td>4.4%</td>
<td></td>
</tr>
</tbody>
</table>
**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