

# 2024 Key Findings Graduate Outcomes Survey

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

**130**

Participating higher  
education institutions,  
including 42 universities

**117,794**

Valid online survey  
responses

**38.5%**

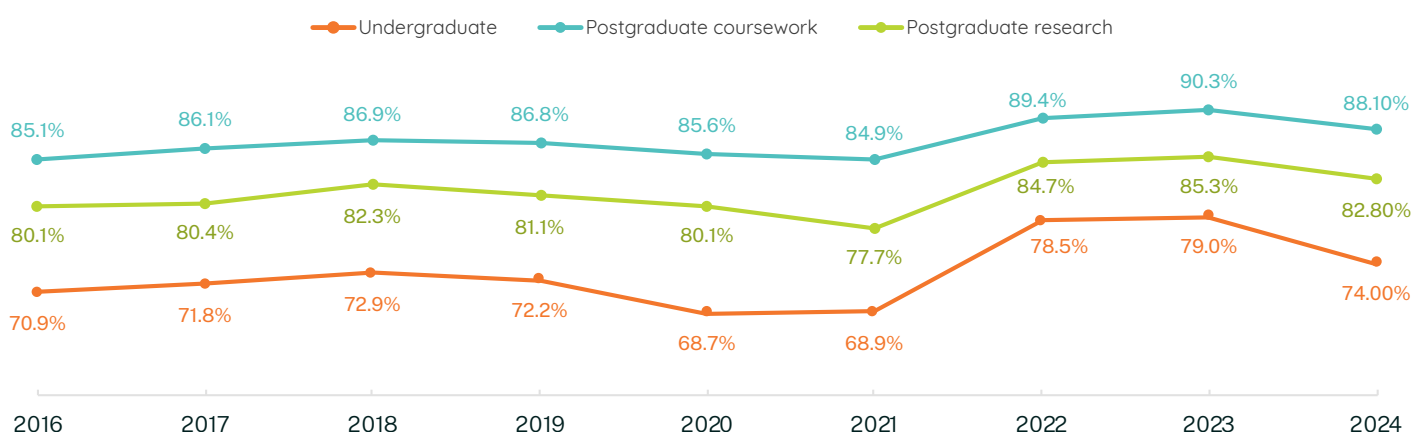
Response  
rate achieved

## Full-time employment

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

In 2024, the full-time employment rate for graduates declined across all study levels. The largest drop was among those with undergraduate degrees. The downward trend in 2024 is a reflection of the continued easing of the tight labour market conditions experienced in 2022 and 2023.

### 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

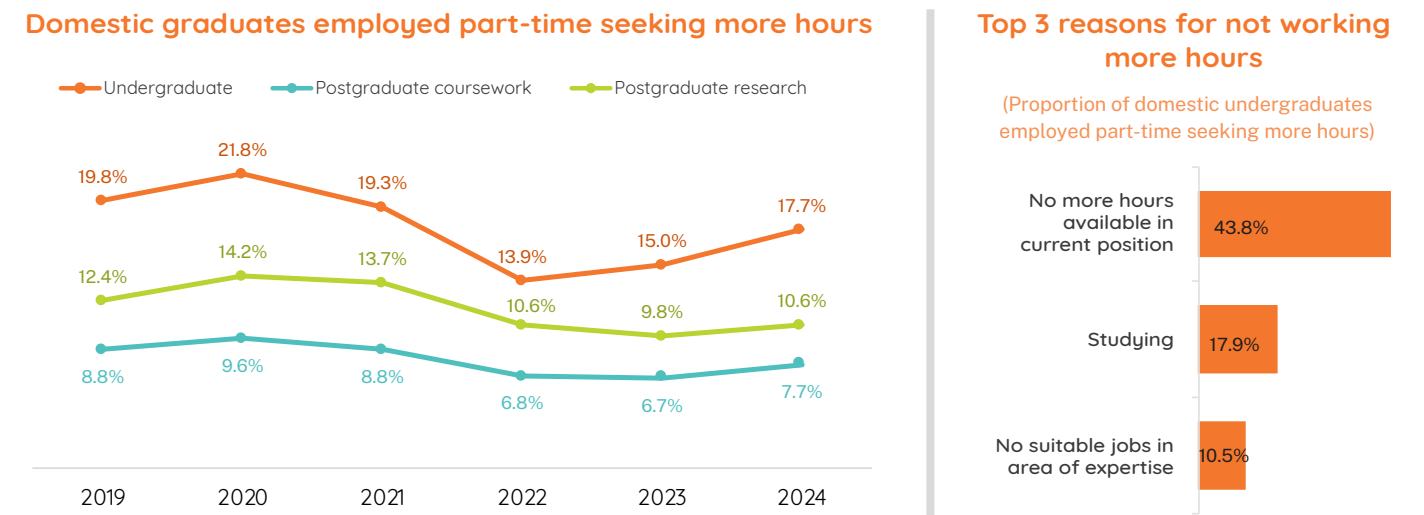
Undergraduate	Rehabilitation 94.9%	Pharmacy 91.4%	Medicine 90.4%
Postgraduate coursework	Medicine 96.7%	Veterinary 94.9%	Nursing 94.3%
Postgraduate research	Medicine 90.7%	Health 89.6%	Pharmacy 89.5%

# 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).

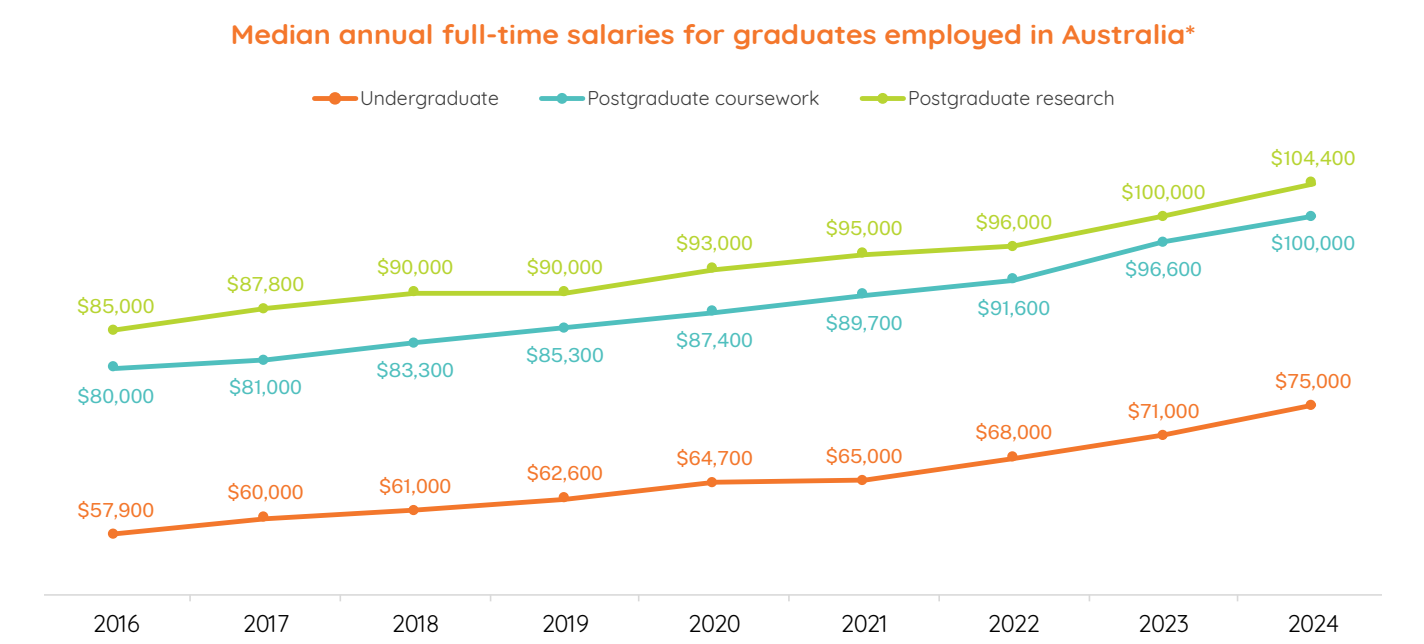
The proportion of graduates employed part-time but seeking more hours has risen in 2024, particularly at the undergraduate level. This increase in the underemployment rate corresponds with the decline in the full-time employment rate for this cohort.

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.



# Median annual full-time salary

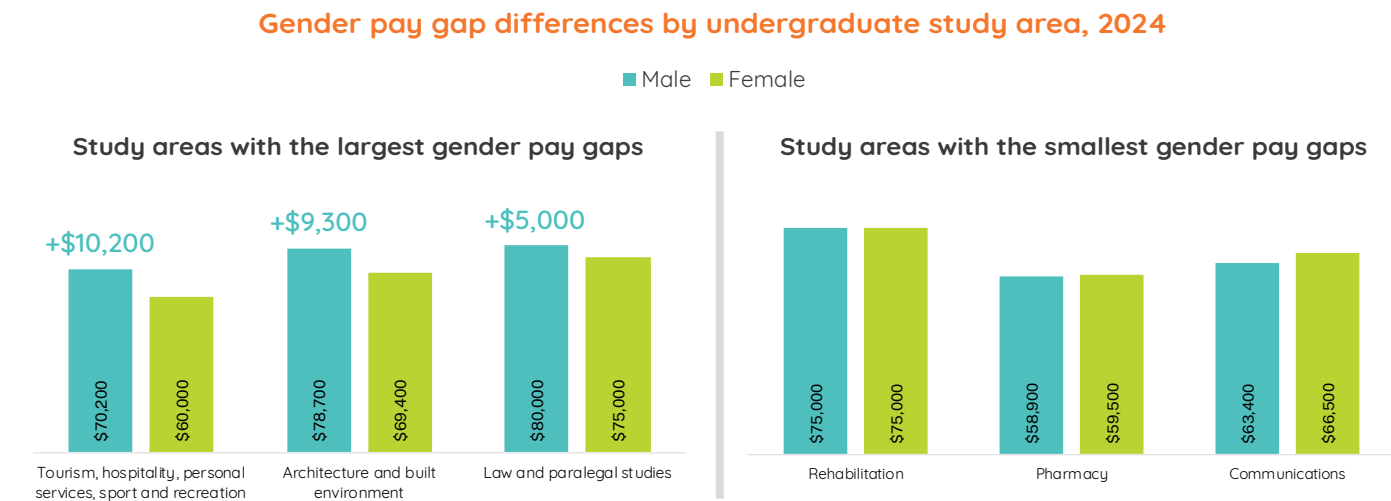
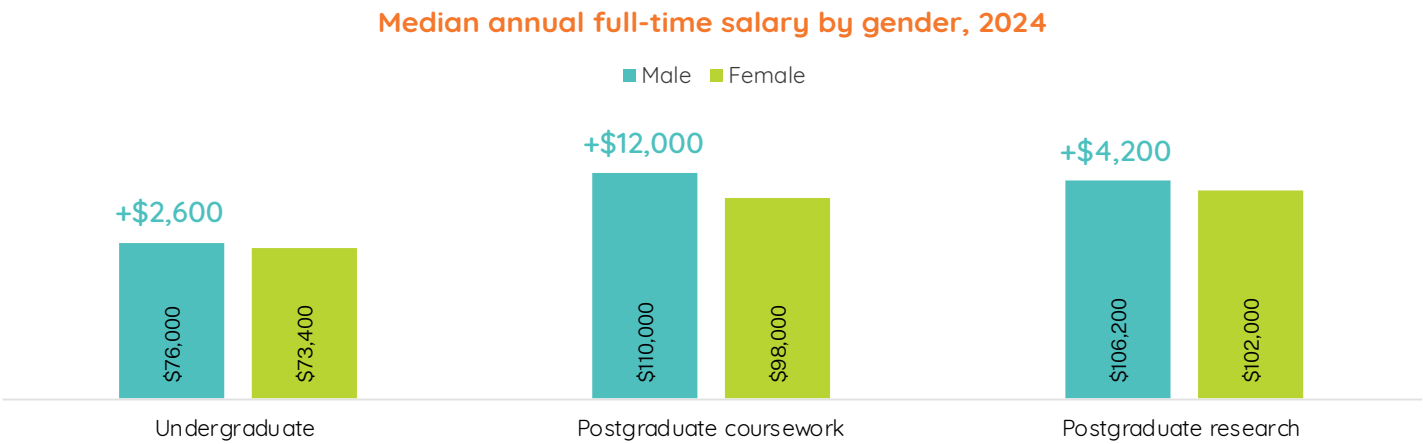
Median salaries increased year on year across all study levels, up 5.6 per cent for undergraduates, 3.5 per cent for postgraduate coursework graduates and 4.4 percent for postgraduate research graduates. Higher level qualifications generally lead to higher salary outcomes for graduates.



\* 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).

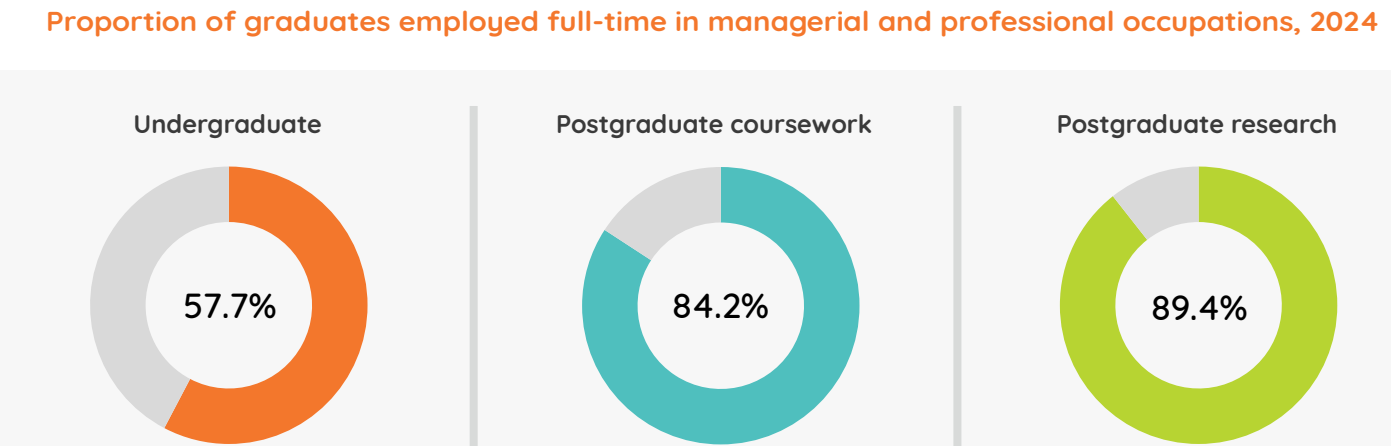
# Gender pay gap

Females at the undergraduate level had lower median salaries than their male counterparts, despite recording higher rates of employment. 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.



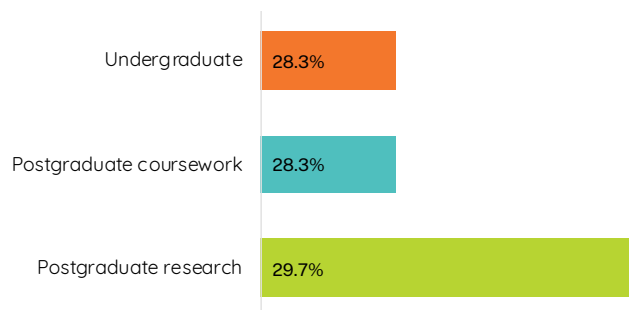
# Skills utilisation

There are a number of measures in the GOS 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.

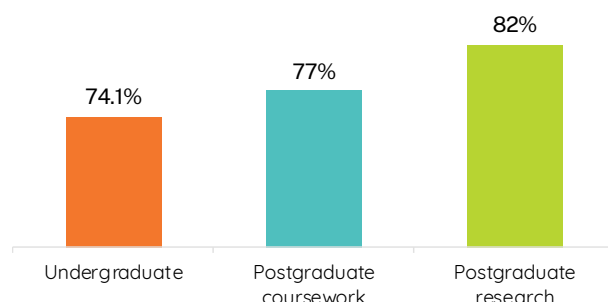


Among undergraduates employed full-time who reported not fully utilising their skills and education, **24.0%** stated the main reason was being in an entry-level or career stepping stone position. Another **14.0%** cited satisfaction with their current job as the main reason.

### Proportion of full-time employed graduates that indicated they were working in a job that did not fully utilise their skills or education, 2024



### Proportion of full-time employed graduates that indicated their qualification prepared them well or very well for their current job, 2024



## Further full-time study

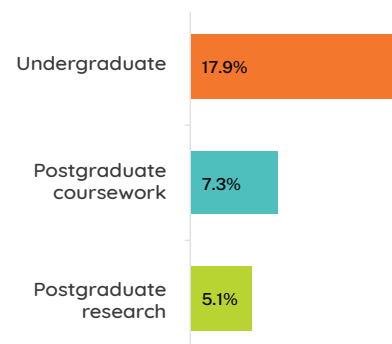
(As a proportion of all responses)

In 2024, the proportion of undergraduates engaged in further full-time study was similar to 2023 (17.9 per cent versus 18.0 per cent).

The proportion of postgraduate research graduates engaged in further full-time study fell 1.8 percentage points to 5.1 per cent, while the rate for postgraduate coursework graduates remained relatively steady, changing by 0.2 percentage points.

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 Teaching, Nursing and Rehabilitation.

### Proportion of domestic graduates in further full-time study, 2024



### Top 3 original broad fields of education of undergraduates pursuing further full-time study

Nature and physical sciences

**35.5%**



Society & culture

**23.3%**



Architecture & building

**16.3%**



### Top 3 broad field of education destinations for undergraduates undertaking further full-time studies

Society & culture

**26.3%**



Health

**22.7%**



Nature and physical sciences

**15.6%**

