

2025 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.

What is the Employer Satisfaction Survey (ESS)?

The Australian Government Department of Education has commissioned the Social Research Centre to run the Quality Indicators for Learning and Teaching (QILT) surveys every year.

The Employer Satisfaction Survey (ESS) asks questions about the satisfaction of employers of recent graduates in Australia. The ESS is the only national survey in Australia which links the experiences of recent graduates and their direct supervisor.

The ESS captures the views of employers of recent graduates

The ESS is the largest survey of its kind, gauging the views of **2,399 employers** in 2025 about the attributes of recent graduates from Australian higher education institutions, including universities and non-university higher education institutions.

Employer satisfaction with graduates remained high in 2025 at over 84%

Supervisors continued to rate graduates' Collaborative Skills and Employability Skills slightly lower than their Technical Skills and Foundation Skills (general literacy, numeracy and communication skills and the ability to investigate and integrate knowledge).



However, over the last 3 years, satisfaction across all 5 areas of skills assessment has been trending upwards. Supervisor satisfaction with graduates' Adaptive Skills (the ability to adapt and apply skills/knowledge and work independently) and Technical Skills is at its highest level since the survey started in 2016.

Employers more satisfied with collaboration skills of graduates under 30 years of age



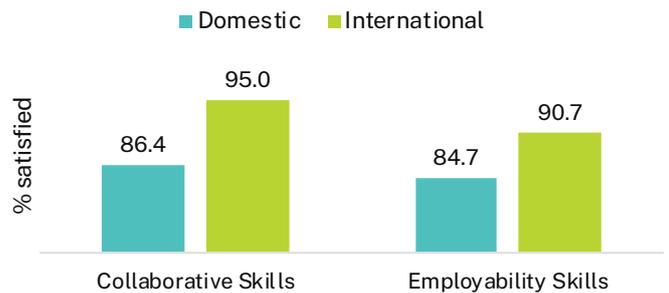
Graduates under 30 rated **6.2 percentage points higher** on their collaborative skills

Employers rated younger graduates higher on their Collaborative Skills, with graduates aged 30 or under rated 6.2 percentage points higher than their older counterparts. However, employers rated that they were equally likely to hire another graduate with the same qualifications from the same institution in both the over and under 30 age groups.

High employer satisfaction with international graduates

Supervisors rated graduates from non-English-speaking backgrounds higher than graduates from English-speaking backgrounds for most skills, particularly Collaborative Skills and Employability Skills. Similarly, international graduates also had notably higher ratings than their domestic peers for Collaborative Skills (by a margin of 8.6 percentage points) and Employability Skills (by 6.0 percentage points).

Employer satisfaction with graduate skills, by citizenship status, 2025



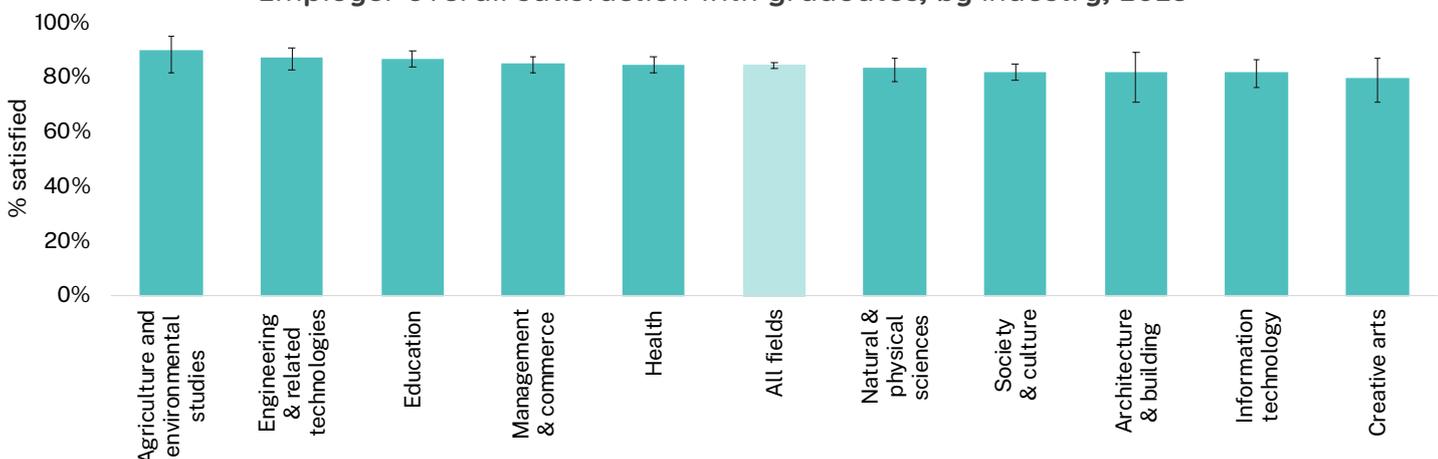
Mixed picture for employer satisfaction for graduates with disability

Graduates with no disability recorded higher Overall Satisfaction ratings (84.7 per cent) compared with those with disability (79.7 per cent). However, graduates with disability were rated higher than graduates with no disability in Foundation Skills (95.1 per cent and 93.1 per cent) and Technical Skills (94.5 per cent and 93.9 per cent).

Agriculture and environmental graduate employers most satisfied industries

In 2025, employers reported the highest levels of Overall Satisfaction with Agriculture and environmental studies graduates at 90.0 per cent. Employers also reported high levels of satisfaction with Engineering and related technologies at 87.1 per cent and Education graduates at 86.6 per cent. Employer satisfaction, while still relatively high, appears lower for Creative arts graduates, at 79.7 per cent.

Employer overall satisfaction with graduates, by industry, 2025



Employers rated Architecture and building graduates highly for Foundation Skills (100 per cent) and Technical Skills (98.3 per cent). Creative arts graduates received the lowest employer ratings for Employability Skills (81.7 per cent) and Foundation Skills (90.5 per cent).

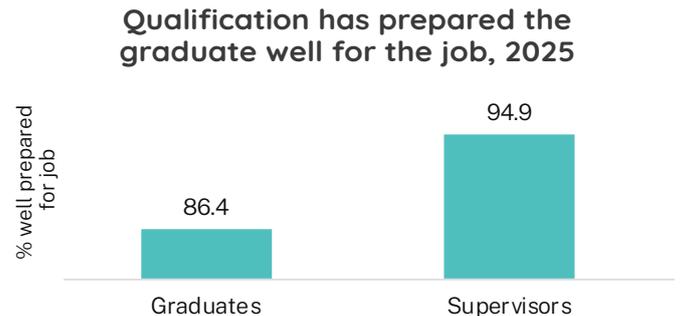
Greater differences in employer satisfaction by study mode than institution type

There was little difference in the Overall Satisfaction of employers whose graduates completed courses from universities (84.2 per cent) and those from non-university higher education institutions (NUHEIs) (84.4 per cent).

However, supervisors of graduates who studied on-campus rated their Collaboration skills 6.3 percentage points higher than graduates who studied off-campus.

Employers happier than their graduates with how well prepared they are for the job

Employers were more likely than their graduate employees to say that their qualification had prepared them 'well' or 'very well' for the job. In total, 86.4 per cent of graduates rated that they felt well prepared for their job, compared to 94.9 per cent of their employers.



There were significant gaps between graduate and employer perceptions of how well degrees prepared graduates for their jobs in certain fields. In the Natural and physical sciences field, 77.2 per cent of graduates reported that they were prepared 'well' or 'very well', compared to 94.0 per cent of employers. In Information technology, the gap was even wider, at 73.9 per cent for graduates and 93.2 per cent for employer.

Supervisors were also more likely to view the completed qualification as important for their current employment than their graduates did. 61.3 per cent of supervisors said that their graduate's qualification was 'very important' or 'important' to their current job, compared to only 52.5 per cent of graduates.

Asked how graduates could be better prepared, many employers cited 'Employability and enterprise skills', as well as 'Technical and professional skills' and 'Domain-specific skills and knowledge.'



For more insights, see the full [Employer Satisfaction Survey results for 2025 here.](#)