

— gradaustralia —

TOP 100 GRADUATE EMPLOYERS

— 2020 —

THE AUSTRALIAN 

Key Insights
&
Methodology



Student Survey

Methodology

How was the survey conducted?

Overview

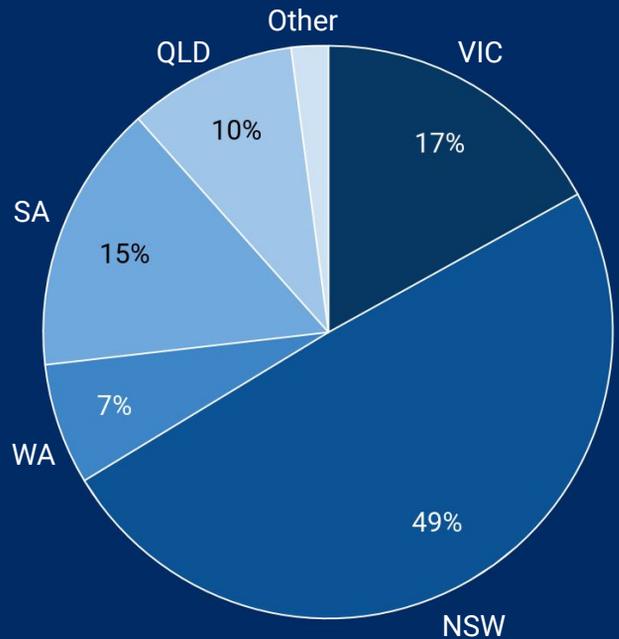
The GradAustralia Student Survey (a.k.a “Top 100 Survey”) is conducted annually to identify career expectations and attractive employers for Australian university students and recent graduates. In 2019, the survey was updated to collect new data on career and job search expectations.

In 2019, the Top 100 was compiled based on **2,684** responses from Australian students who took part in the survey over the prior two years. Responses are collected both online and on campus. The online survey is distributed to students via student societies, careers services, email and social media campaigns. The on campus responses are collected by our team during career fairs.

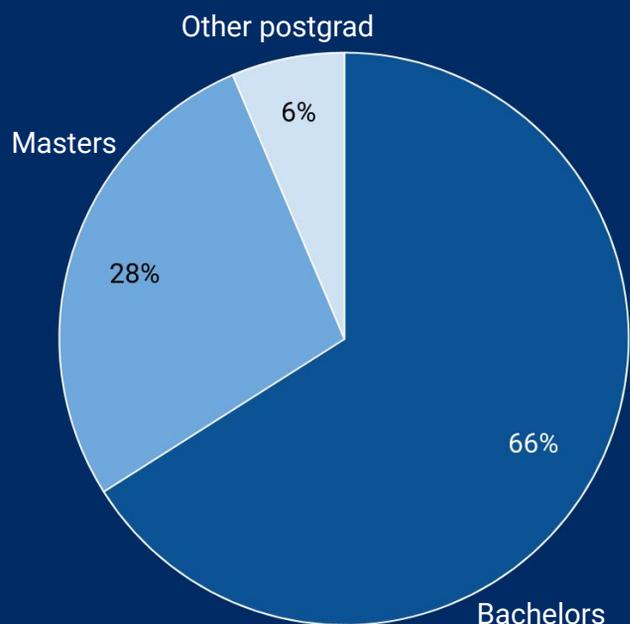
Every year the survey identifies the most attractive graduate employers in Australia. Students are asked to nominate the organisation(s) that have the most appeal as a graduate employer - the question being deliberately open-ended to allow students to take into account whichever factors are most important to them when choosing an employer.

The Top 100 employer rankings are based on student votes alone and are independent of any commercial relationship with GradAustralia. GradAustralia conducts a separate survey for graduate satisfaction on the job, which is published online on the GradAustralia website. Job satisfaction data is *not* taken into account in the Top 100 employer rankings.

Location of respondents



Level of study of respondents



Survey Respondents

Students and recent graduates took part in the survey

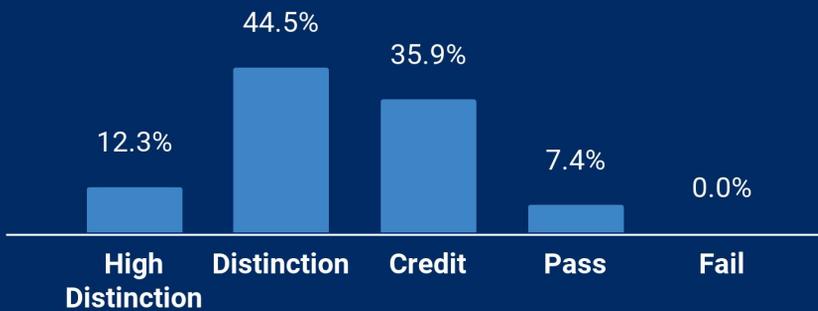
Study discipline of respondents

Q - Which one of the following best describes the main subject that you are studying?

Finance, Accounting, Economics & Business	31%
Engineering, Maths, IT & Computer Sciences	24%
Health & Medical Sciences	11%
Humanities, Arts & Social Sciences	11%
Sciences	11%
Law & Legal Studies	9%
Teaching, education & human welfare	2%
Property & Built Environment	2%

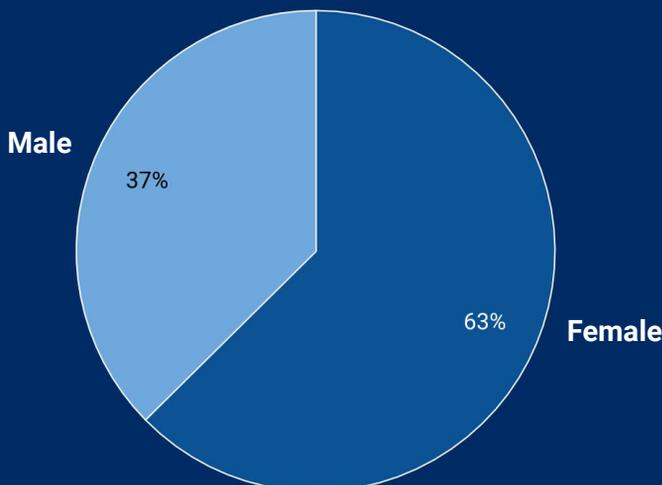
Approximately 66% of respondents come from a finance/ business or STEM background

Estimated or actual WAM



56.8% of respondents estimate that they will graduate with a distinction or high distinction average

Gender split of respondents



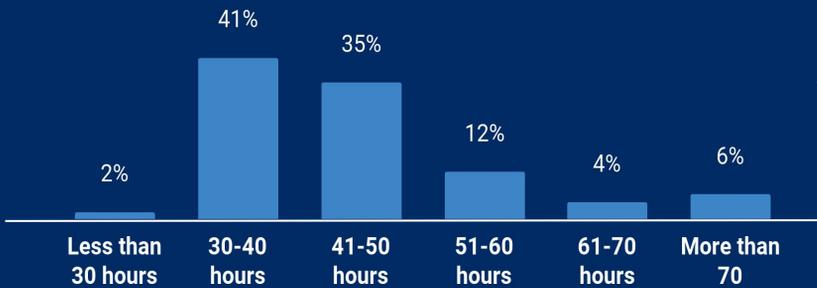
The survey was completed by more females than males, reflective of higher female graduation rates

Work and pay expectations

What do students expect when they start their first job?

Work hours expectations

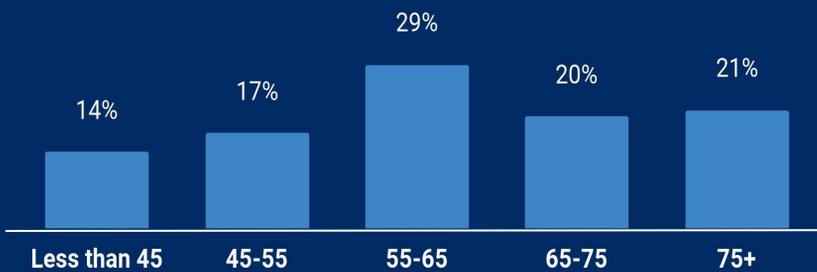
Q - How many hours per week are you prepared to work in your first professional job after graduation?



The average student is willing to work 45 hours per week in their first professional job after graduation

Salary expectations

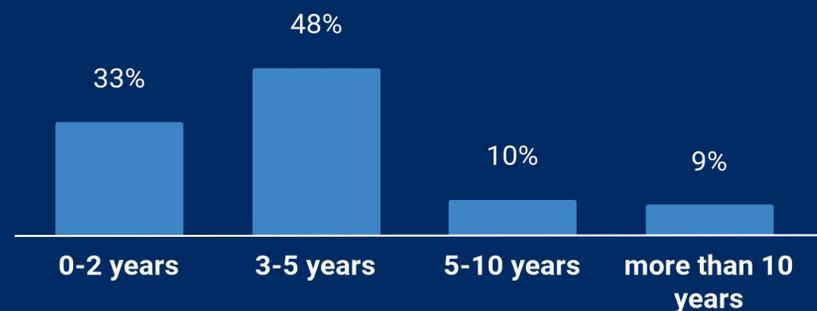
Q - How much do you expect to earn per year in this job?



The average student expects to earn \$64k p.a. in their first professional job after graduation

Employer loyalty

Q - How many years do you intend to work in your first professional position?



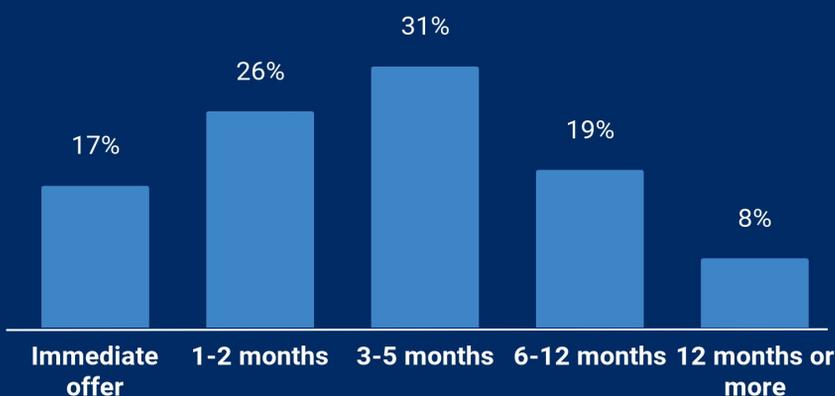
81% of students intend to spend less than 5 years with their first employer

Job search expectations

How easily do students expect to find a graduate job?

Time to find a graduate job

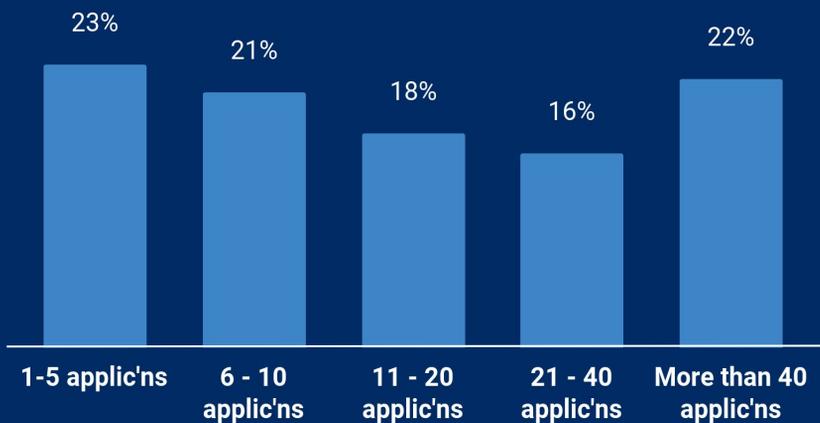
Q - How many months after graduating do you think it will take to find your first professional job?



Over 58% of students expect to be still searching for a job more than three months after they graduate

Number of applications

Q - How many applications do you expect to make to get your first professional job?



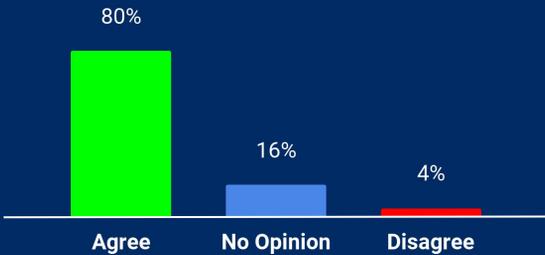
On average, students expect to make 19 applications before they will be offered a graduate job

Career priorities

Insights into the millennial career mindset

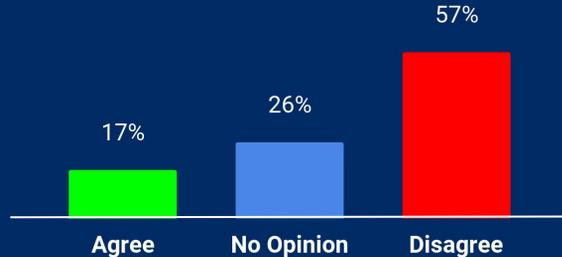
Diversity

It's important for me to join an employer that has a diverse workforce



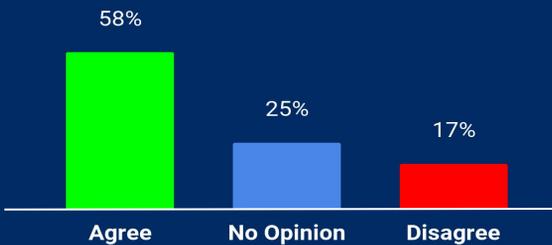
Salary vs. Image

If the salary was right, I would work for a company with a bad image



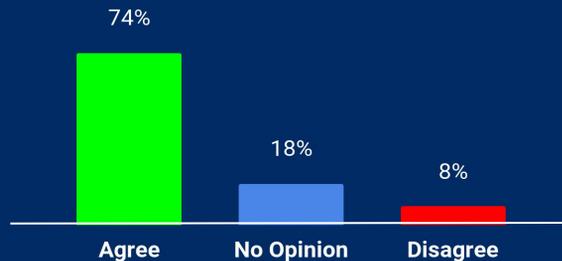
Sacrifices for career

After studying I will make sacrifices in my personal life in order to develop my career



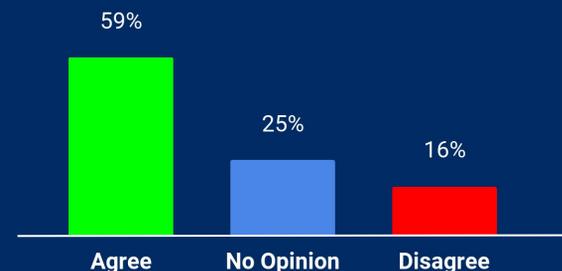
Fulfilment vs. Money

It's more important for me to feel fulfilled at work than to earn lots of money



Course preparation

My course provides me with the skills necessary for the labour market

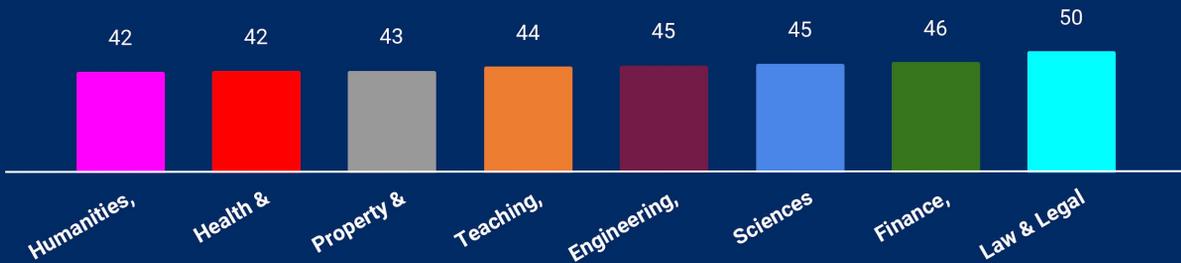


Job expectations by discipline

Do work expectations differ by discipline?

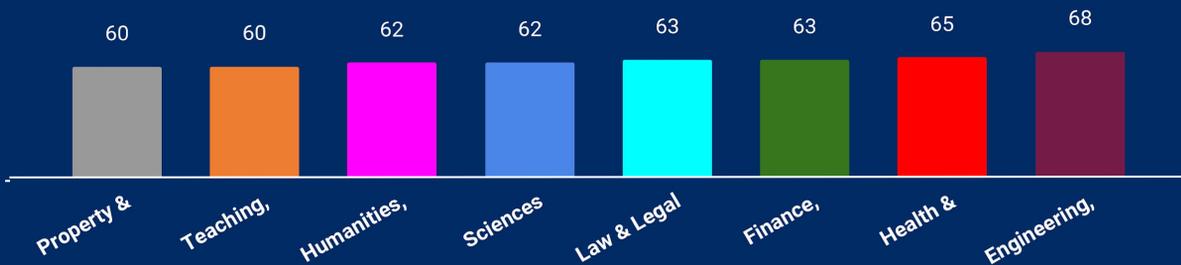
Work hours expectations by discipline

Q - How many hours per week are you prepared to work in your first professional job after graduation?



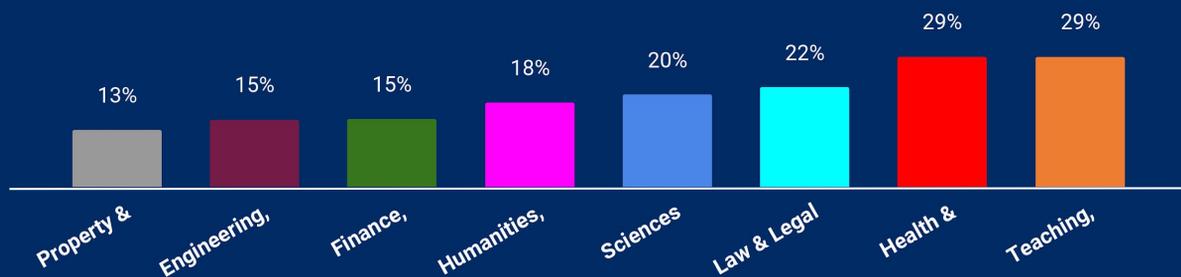
Salary expectations by discipline

Q - How much do you expect to earn per year in this job? (AU\$ '000)



How many years do you intend to work in your first professional position?

% of respondents who intend to remain with their first employer **5 years or more**



Job search expectations by discipline

Do job search expectations differ by discipline?

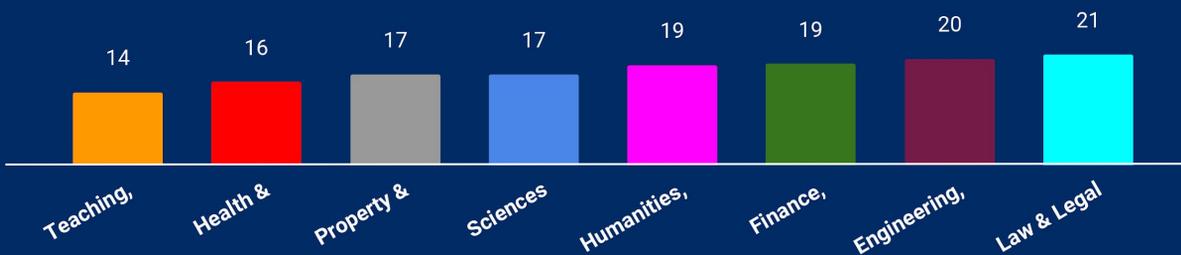
Time to find a graduate job, by discipline

% who expect to have a graduate job immediately upon graduation



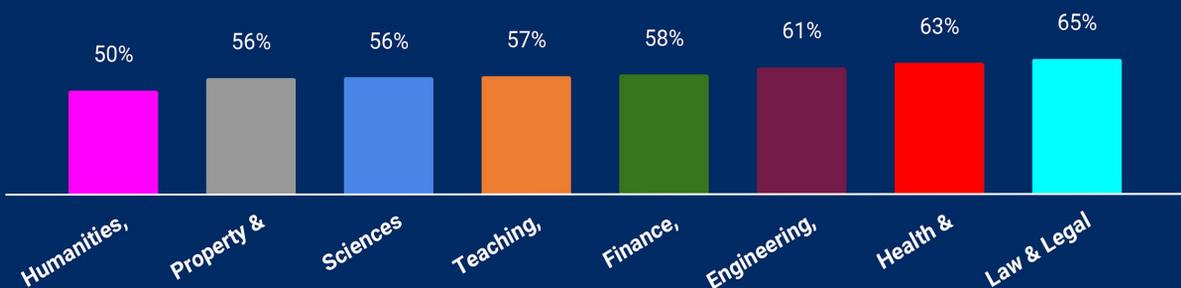
Number of applications, by discipline

Average number of job applications that respondents expect to make to get their first professional job offer



My course provides me with the skills necessary for the labour market

% of respondents who agree with statement

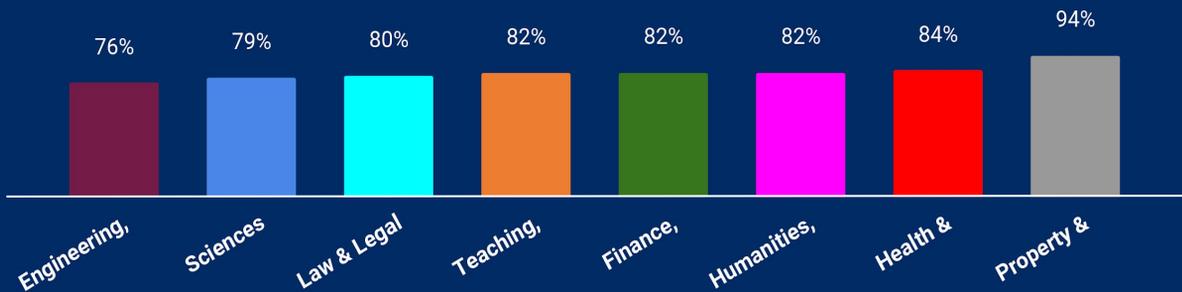


Career priorities by discipline (1 of 2)

Do career priorities differ by discipline?

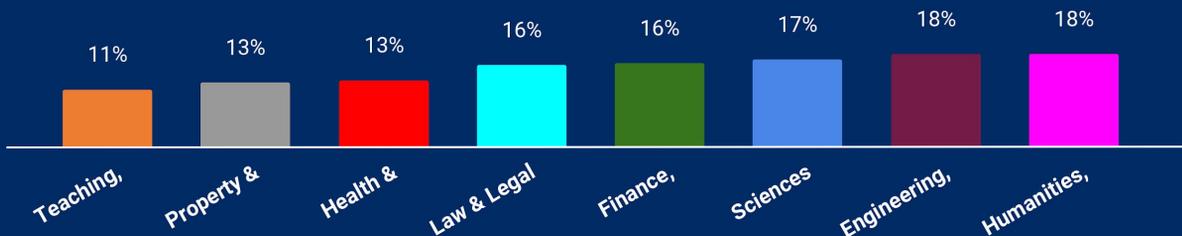
It's important for me to join an employer that has a diverse workforce

% of respondents who agree with statement



If the salary was right, I would work for a company with a bad image

% of respondents who agree with statement

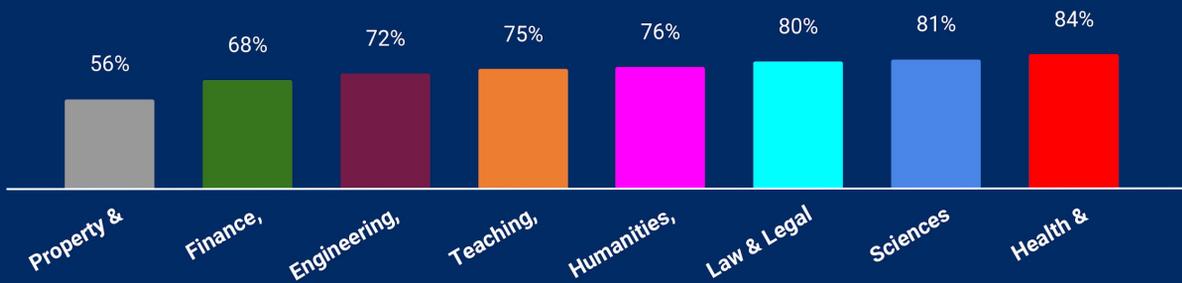


Career priorities by discipline (2 of 2)

Do career priorities differ by discipline?

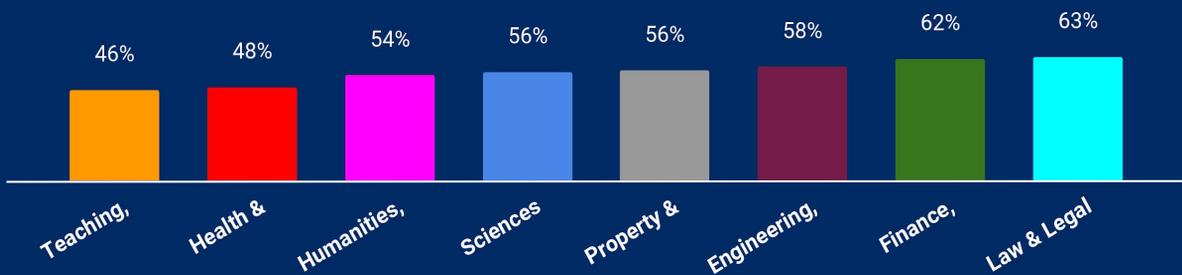
It's more important for me to feel fulfilled at work than to earn lots of money

% of respondents who agree with statement



After studying I will make sacrifices in my personal life in order to develop my career

% of respondents who agree with statement

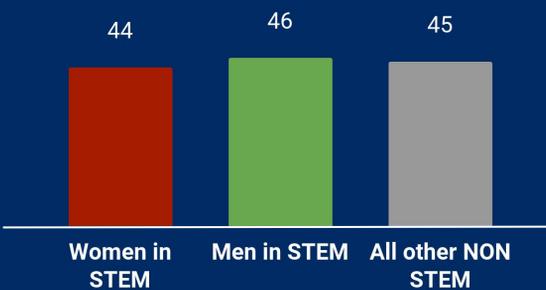


Women in STEM – job expectations

How do job expectations for women in STEM differ?

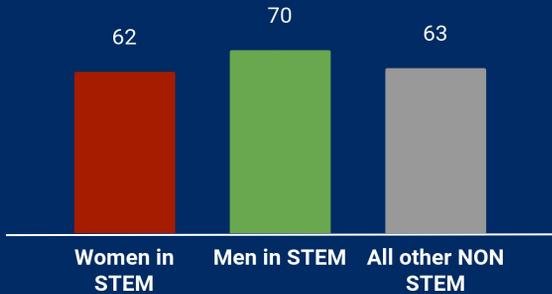
Average Hours Expectations

Q - How many hours per week are you prepared to work in your first professional job after graduation?



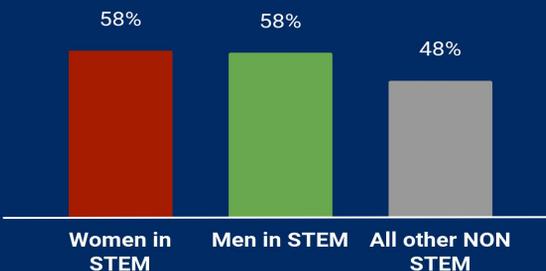
Average Salary Expectations

Q - How much do you expect to earn per year in this job? (AU\$ '000)



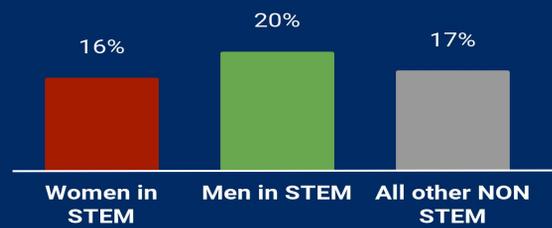
Expected Grades

% of respondents who expect to graduate with a Distinction or High Distinction grade average



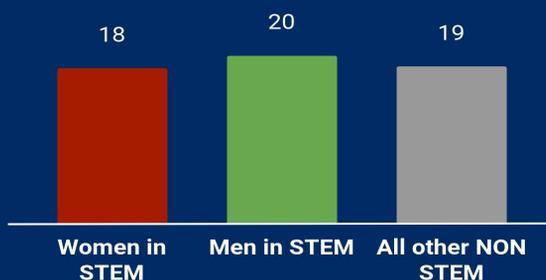
Time to find job

% who expect to have a graduate job immediately upon graduation



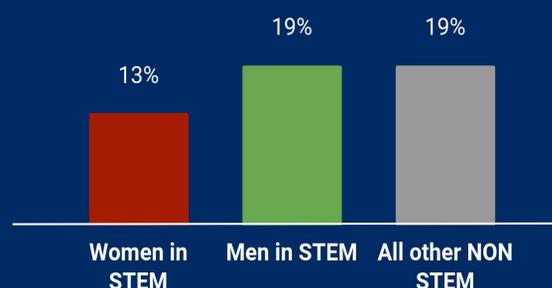
Number of applications

Average number of job applications that respondents expect to make to get their first professional job offer



Time with first employer

% of respondents who intend to remain with their first employer 5 years or more

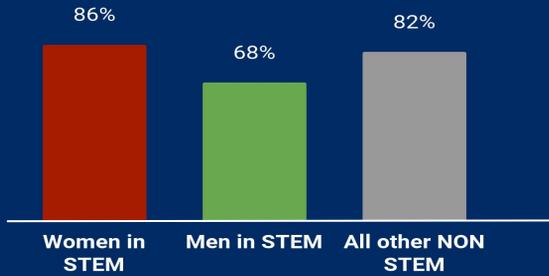


Women in STEM – career priorities

How do career priorities for women in STEM differ?

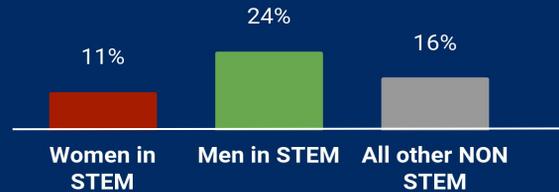
Diversity

It's important for me to join an employer that has a diverse workforce - % who agree



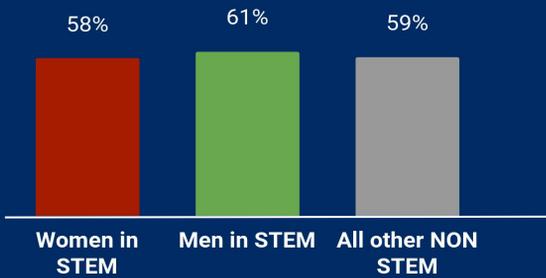
Salary vs. Image

If the salary was right, I would work for a company with a bad image - % who agree



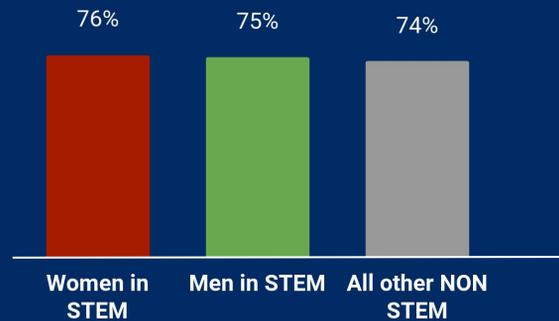
Job market preparation

My course provides me with the skills necessary for the labour market - % who agree



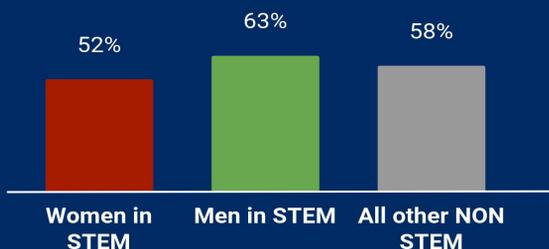
Fulfilment vs. Money

It's more important for me to feel fulfilled at work than to earn lots of money - % who agree



Sacrifices for career

After studying I will make sacrifices in my personal life in order to develop my career - % who agree



Top 100 Graduate Employers

Which employers most appeal to students and graduates?

1	Google	51	Teach for Australia
2	Apple	52	Reserve Bank of Australia (RBA)
3	PwC	53	Clayton Utz
4	EY	54	Nestle
5	KPMG	55	Coles
6	Deloitte	56	King & Wood Mallesons
7	Microsoft	57	Atlassian
8	Commonwealth Bank	58	Bain & Company
9	CSIRO	59	Aurecon
10	ANZ	60	Arup
11	Department of Foreign Affairs and Trade (DFAT)	61	Mars
12	Accenture	62	Bureau of Meteorology
13	IBM	63	Monash Health
14	NAB	64	Bloomberg
15	Telstra	65	Cochlear
16	L'Oreal	66	Department of Health
17	Australian Security Intelligence Organization (ASIO)	67	Uber
18	Australian Secret Intelligence Service (ASIS)	68	Ashurst
19	Goldman Sachs	69	Optus
20	Department of Education	70	Morgan Stanley
21	J. P. Morgan	71	Ford
22	Boeing	72	Coca-Cola Amatil
23	Australian Defence Force (ADF)	73	DHL
24	Department of Defence	74	Australian Taxation Office (ATO)
25	Westpac	75	ABC
26	McKinsey & Company	76	Grant Thornton
27	Shell	77	GlaxoSmithKline
28	Qantas	78	Jacobs
29	Airbus	79	CSL
30	Cisco	80	Citigroup
31	Rio Tinto	81	Linfox
32	Allens	82	ANSTO
33	Woodside	83	Lockheed Martin
34	Macquarie Group	84	Department of Agriculture
35	BHP	85	Schneider Electric
36	AECOM	86	Corrs Chambers Westgarth
37	Unilever	87	Credit Suisse
38	Herbert Smith Freehills	88	BDO
39	Australian Federal Police (AFP)	89	Caltex
40	Lendlease	90	Deutsche Bank
41	GHD	91	Chevron
42	Aldi	92	Suncorp
43	Minter Ellison	93	Gilbert & Tobin
44	Department of the Prime Minister and Cabinet (PMC)	94	Vodafone
45	Boston Consulting Group	95	KordaMentha
46	Woolworths	96	Carlton & United Breweries (CUB)
47	Australia Post	97	IMC Financial Markets
48	BP	98	BAE Systems
49	Department of Social Services	99	UBS
50	Australian Bureau of Statistics (ABS)	100	Glencore