



Australian
National
University

Graduate Destination Report 2015

ANU College of Arts and Social Sciences

ANU College of Arts and Social Sciences

The report was compiled using data from the 2015 Australian Graduate Survey (AGS), which captures information on the destination of ANU College of Arts and Social Sciences graduates at The Australian National University, approximately four months after they have completed their program. This report can be used to give an indication of the numerous directions that graduates take after completing their degree. While the AGS obtains information about the start of graduates' career paths, it does not provide information on where they eventually find themselves in terms of life-long professions and objectives. Please note that completion of the AGS is voluntary and the statistics do not represent the entire body of students graduating for that year.

- A total of 477 graduates from the ANU College of Arts and Social Sciences (including combined programs) participated in the survey.
- 66% of undergraduates who were available for full-time work, were working full-time at the time of the survey.
- 76% of students completing postgraduate coursework, who were available for full-time work, were working full-time at the time of the survey.
- 86% of full-time employed graduates were employed in Australia. Of those employed overseas, the greatest proportions were working in New Zealand and United Kingdom.
- Within 4 months after graduation, more than half the graduates reported being employed in the public sector (55%) versus the private (37%) or not-for-profit (6%) sectors.
- Of those graduates working full-time, 70% were not seeking a new role, indicating good levels of job satisfaction.
- The average gross annual Australian starting salary for graduates of the college was \$56,119 for undergraduates (n = 28), \$54,600 for postgraduate coursework graduates (n = 5).
'n' indicates the number of responses
- Graduates relied on a broad range of methods to locate their employment including internet advertisement (26%), family or friends (13%), work contacts/networks (12%).
- 33% of students completing undergraduate programs, were enrolled in further full-time study.

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Introduction

This report was compiled using Australian National University data from the 2015 Australian Graduate Survey (AGS) which captured information on the destination of all 2014 ANU College of Arts & Social Sciences (CASS) graduates approximately four months after completing their program of study.

A total of 477 graduates from CASS participated in the survey. The following tables and charts provide more detailed information about the destinations of graduates from CASS.

Table 1: Respondents by level of study to the AGS, 2015

| Program Career | Respondents |
|------------------------|-------------|
| Undergraduate | 314 |
| Postgraduate | 128 |
| Higher Degree Research | 35 |
| Total | 477 |

Employment Rates

Sixty-nine percent (69%) of CASS graduates, who were available for full-time employment, were working full-time at the time of the survey. See table 2 and 2A below:

Table 2: Employment Rates of graduates available for full-time employment, 2015

| Employment Outcome (4 months after graduation) | Undergraduate | Postgraduate | Higher Degree Research | All Study Levels |
|---|---------------|--------------|------------------------------|------------------------|
| In Full-time Employment | 66% | 76% | 68% | 69% |
| Seeking Full-time Employment | 34% | 24% | 32% | 31% |
| Total | 100% | 100% | 100% | 100% |

Table 2A: Full-time Employment Rates by Residency Status and Level of Study, 2015

| Residency | Program Career | Full-time Employment | Seeking Full-time Employment | Total |
|-------------------------|------------------------|-------------------------|---------------------------------|-------------|
| Australian | Undergraduate | 68% | 32% | 100% |
| | Postgraduate | 83% | 17% | 100% |
| | Higher Degree Research | 56% | 44% | 100% |
| Australian Total | | 71% | 29% | 100% |
| Overseas | Undergraduate | 40% | 60% | 100% |
| | Postgraduate | 25% | 75% | 100% |
| | Higher Degree Research | 90% | 10% | 100% |
| Overseas Total | | 54% | 46% | 100% |
| Grand Total | | 69% | 31% | 100% |

Employment Location

Eighty-six percent (86%) of full-time employed CASS graduates were employed in Australia (Table 3). For details of countries of employment, see Table 4.

Table 3: Locations of full-time employment, by student residency status and level of study, 2015

| Residency | Program Career | No Details | Australian Employment | Overseas Employment | Total |
|--------------------|-------------------------|------------|-----------------------|---------------------|-------------|
| Australian | Undergraduate | 1% | 94% | 5% | 100% |
| | Postgraduate Coursework | 2% | 90% | 8% | 100% |
| | Higher Degree Research | 0% | 80% | 20% | 100% |
| Australian Total | | 1% | 92% | 7% | 100% |
| Overseas | Undergraduate | 0% | 50% | 50% | 100% |
| | Postgraduate Coursework | 0% | 0% | 100% | 100% |
| | Higher Degree Research | 0% | 22% | 78% | 100% |
| Overseas Total | | 0% | 27% | 73% | 100% |
| Grand Total | | 1% | 86% | 13% | 100% |

Table 4: Countries of full-time employment, by student residency status and level of study, 2015

| Residency | Country of Employment | Undergraduate | Postgraduate | Higher Degree Research | Total |
|--------------------|---|---------------|--------------|------------------------|------------|
| Australian | Australia | 93 | 48 | 9 | 150 |
| | China (excludes SARs and Taiwan Province) | | 1 | | 1 |
| | Hong Kong (SAR of China) | 1 | | | 1 |
| | Indonesia | | 1 | | 1 |
| | Kenya | | 1 | | 1 |
| | New Zealand | 1 | | 1 | 2 |
| | United Kingdom, nfd | 2 | | | 2 |
| | United States of America | | 1 | | 1 |
| Australian Total | | 97 | 52 | 10 | 159 |
| Overseas | Australia | 2 | 1 | 2 | 5 |
| | Canada | | | 1 | 1 |
| | Fiji | | | 1 | 1 |
| | Indonesia | | | 1 | 1 |
| | Liberia | | 1 | | 1 |
| | Maldives | 1 | | | 1 |
| | Netherlands | | | 1 | 1 |
| | New Zealand | | | 1 | 1 |
| | Singapore | 1 | | 1 | 2 |
| | United Kingdom, nfd | | | 1 | 1 |
| Overseas Total | | 4 | 2 | 9 | 15 |
| Grand Total | | 101 | 54 | 19 | 174 |

Employment Sectors

Approximately four months after graduation, CASS graduates reported being employed in the public sector at fifty-five percent (55%), followed by the private sector at thirty-seven percent (37%). See Chart 1.

Chart 1: Employment sectors of full-time employed graduates, by level of study, 2015

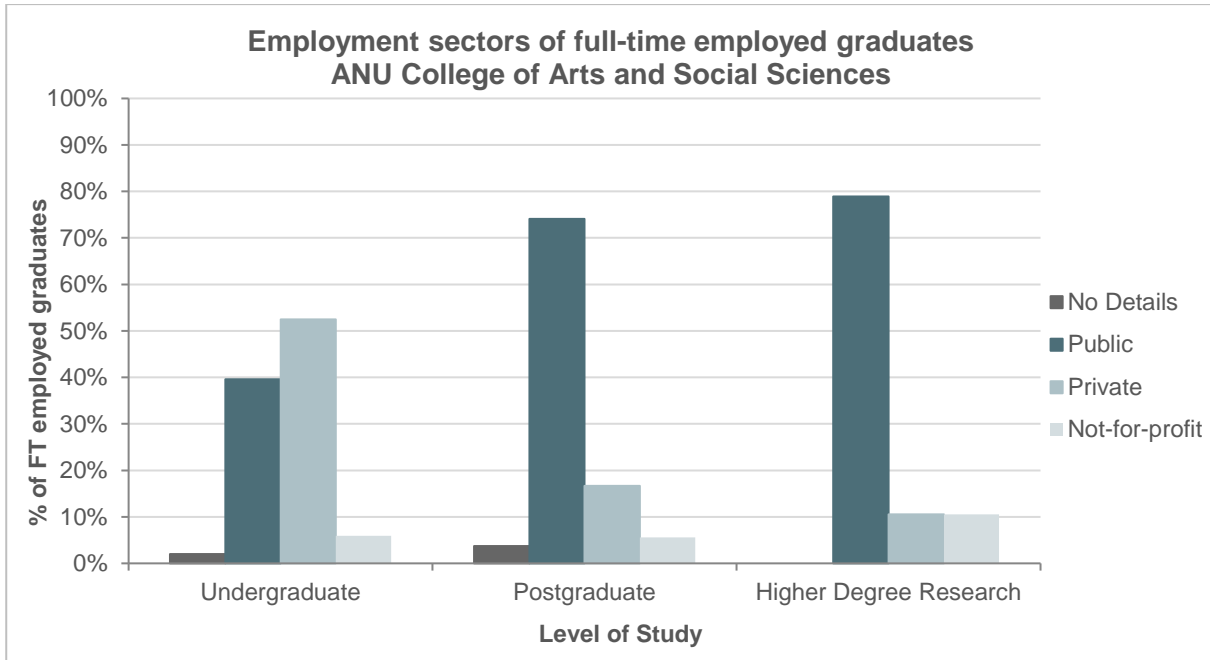


Chart 1a: Employment sectors of full-time employed domestic graduates, by level of study, 2015

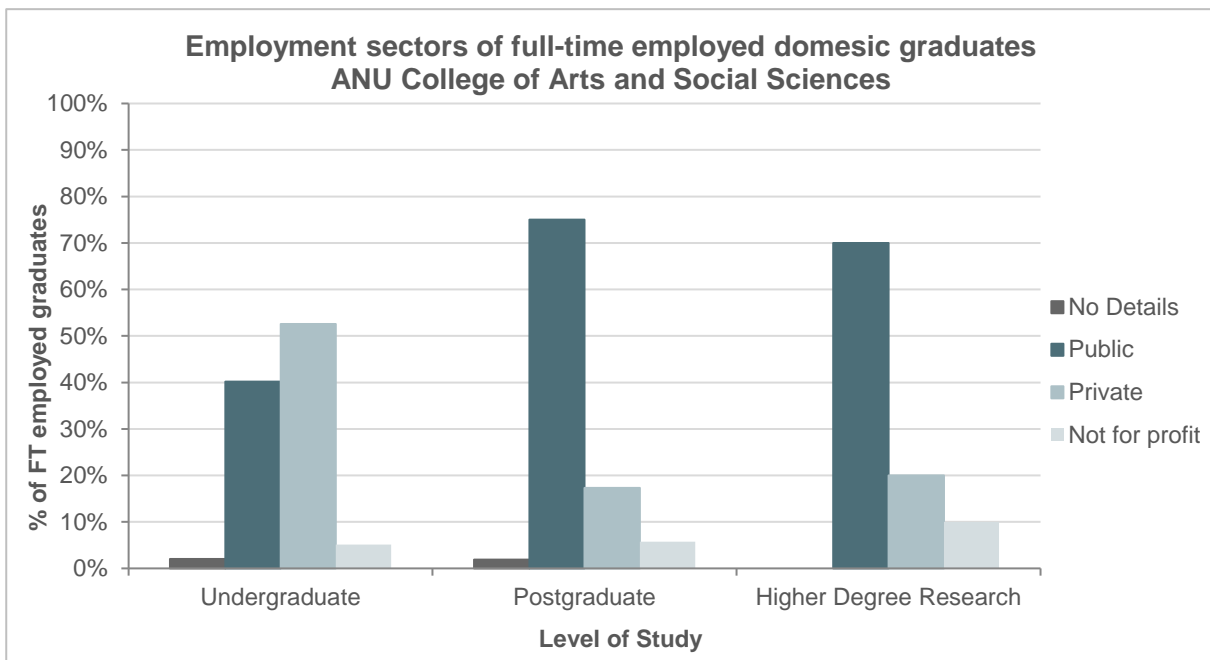
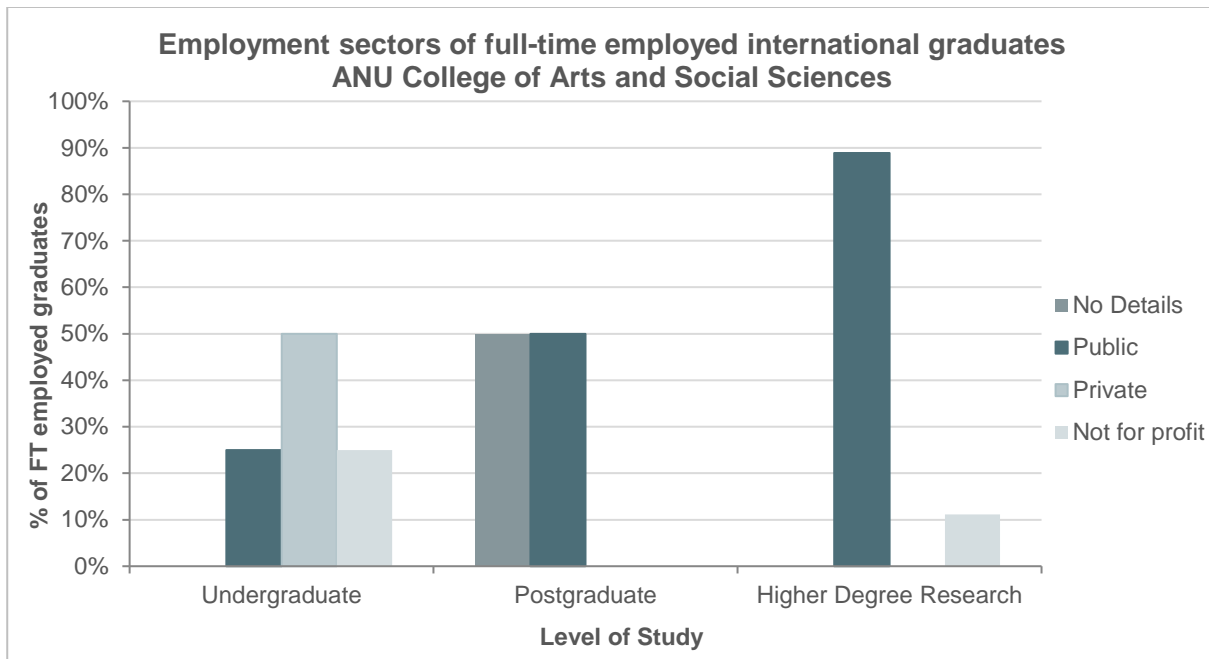


Chart 1b: Employment sectors of full-time employed international graduates, by level of study, 2015



Job Satisfaction

When full-time employed CASS graduates were asked if they were seeking a new job, seventy percent (70%) responded they were not, which may indicate good levels of job satisfaction. See table 5:

Table 5: CASS graduates in full-time employment seeking a new job, 2015

| Seeking a new job | Undergraduate | Postgraduate | Higher Degree Research | Total |
|--------------------|---------------|--------------|------------------------|-------------|
| Yes | 29% | 31% | 37% | 30% |
| No | 71% | 69% | 63% | 70% |
| Grand Total | 100% | 100% | 100% | 100% |

Graduate Salaries

Respondents working full-time in Australia were asked to provide their gross salary details. Thirty-three (33) respondents reported being in their first full-time job, with an average salary of \$56,119 for undergraduates, and \$54,600 for postgraduates (only 5 respondents). Salaries for employment overseas have not been included, as currencies and wage scales and cost of living are not comparable between countries. See table 6 below:

Table 6: CASS graduate salaries, full-time employment in Australia, 2015

| Job History | Data | Undergraduate | Postgraduate | Higher Degree Research | Total |
|--------------------------------|--------------------|-----------------|-----------------|------------------------|-----------------|
| First Full-time Job | No. of Respondents | 28 | 5 | NA | 33 |
| | Average Salary | \$56,119 | \$54,600 | NA | \$55,889 |
| Not First Full-time Job | No. of Respondents | 21 | 20 | 10 | 51 |
| | Average Salary | \$49,520 | \$110,532 | \$103,616 | \$84,053 |
| Total Respondents | | 49 | 25 | 10 | 84 |
| Total Average of Salary | | \$53,291 | \$99,346 | \$103,616 | \$72,989 |

Job Search Methods

Twenty-six percent (26%) of CASS graduates in full-time employment found their current job via internet advertisements. The next most successful job method was family or friends. See Chart 2 and Table 7:

Chart 2: Successful job search methods of CASS graduates, 2015

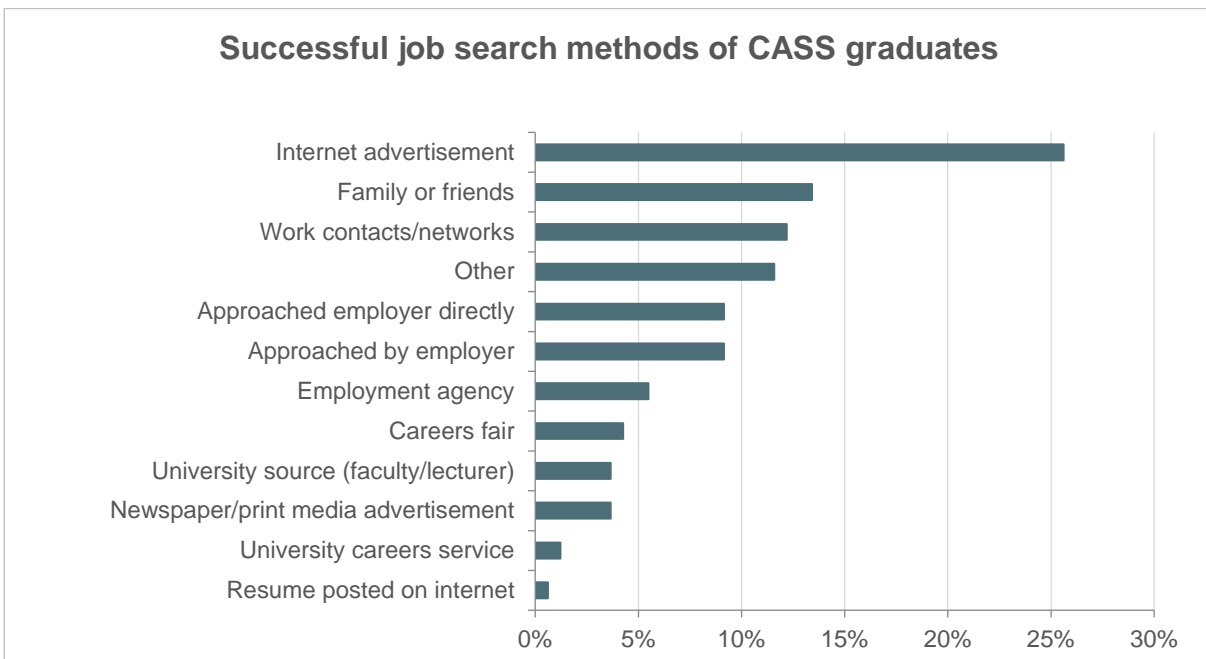


Table 7: Successful job search methods of CASS graduates, 2015

| Successful Job Search Methods | Undergraduate | Postgraduate | Higher Degree Research | All study Levels |
|--------------------------------------|---------------|--------------|------------------------|------------------|
| Internet advertisement | 26% | 23% | 33% | 26% |
| Family or friends | 17% | 12% | 0% | 13% |
| Work contacts/networks | 4% | 23% | 22% | 12% |
| Other | 12% | 13% | 6% | 12% |
| Approached by employer | 7% | 8% | 22% | 9% |
| Approached employer directly | 9% | 10% | 11% | 9% |
| Employment agency | 9% | 2% | 0% | 5% |
| Careers fair | 6% | 2% | 0% | 4% |
| Newspaper/print media advertisement | 4% | 4% | 0% | 4% |
| University source (faculty/lecturer) | 3% | 4% | 6% | 4% |
| University careers service | 2% | 0% | 0% | 1% |
| Resume posted on internet | 1% | 0% | 0% | 1% |
| Grand Total | 100% | 100% | 100% | 100% |

Industries

The top employment industries for CASS full-time employed graduates are indicated in Chart 3 and Table 8 following. Table 8a shows domestic graduates and table 8b shows international graduates top employment industries.

Chart 3: Top five Industries employing CASS graduates, 2015

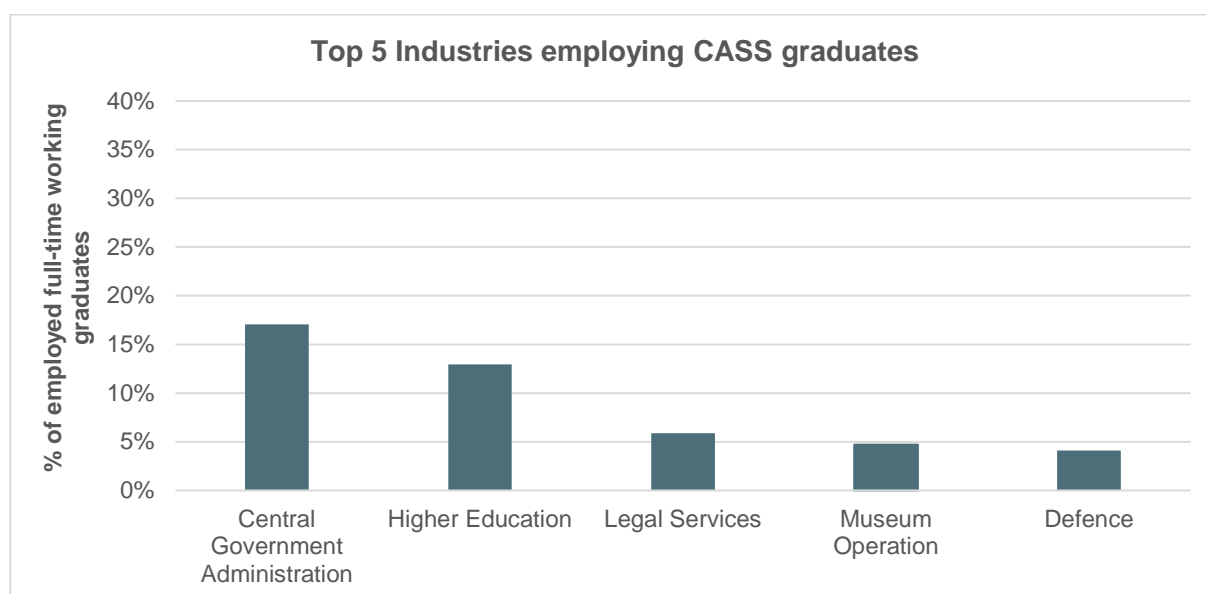


Table 8: Full-time employment industries for CASS graduates, 2015

| Industry Description | % |
|---|-----|
| Central Government Administration (i.e. Federal Government) | 17% |
| Higher Education | 13% |
| Legal Services | 6% |
| Museum Operation | 5% |
| Defence | 4% |
| Civic, Professional and Other Interest Group Services | 4% |
| Sports and Physical Recreation Activities | 2% |
| State Government Administration | 2% |
| Cafes, Restaurants and Takeaway Food Services | 2% |
| Accounting Services | 2% |
| Libraries and Archives | 2% |
| Recreational Goods Retailing | 2% |
| Secondary Education | 2% |
| Regulatory Services | 2% |
| Depository Financial Intermediation | 2% |
| Superannuation Funds | 2% |
| Public Administration | 2% |
| Allied Health Services | 2% |
| Other Professional, Scientific and Technical Services | 1% |
| Supermarket and Grocery Stores | 1% |
| Pharmaceutical and Other Store-Based Retailing | 1% |
| Government Representation | 1% |
| Television Broadcasting | 1% |
| Heritage Activities | 1% |
| Other Social Assistance Services | 1% |
| Management and Related Consulting Services | 1% |
| Specialised Food Retailing | 1% |
| Auxiliary Finance and Investment Services | 1% |
| Basic Ferrous Metal Product Manufacturing | 1% |
| Central Banking | 1% |
| Local Government Administration | 1% |
| Health and General Insurance | 1% |
| Creative and Performing Arts Activities | 1% |
| Market Research and Statistical Services | 1% |
| Road Passenger Transport | 1% |
| Medical Services | 1% |
| Advertising Services | 1% |
| Food and Beverage Services | 1% |
| Postal and Courier Pick-Up and Delivery Services | 1% |
| Clothing, Footwear and Personal Accessory Retailing | 1% |
| Real Estate Services | 1% |
| Building Completion Services | 1% |
| Department Stores | 1% |

| Industry Description | % |
|---|----|
| Hospitals | 1% |
| Computer System Design and Related Services | 1% |
| Other Manufacturing | 1% |
| Justice | 1% |
| Water Freight Transport | 1% |
| Electricity Supply | 1% |
| Combined Primary and Secondary Education | 1% |
| Telecommunications Services | 1% |
| On Selling Electricity and Electricity Market Operation | 1% |
| Employment Services | 1% |
| Other Health Care Services | 1% |
| Newspaper, Periodical, Book and Directory Publishing | 1% |

Table 8a: Top 10 full-time employment industries for CASS domestic graduates, 2015

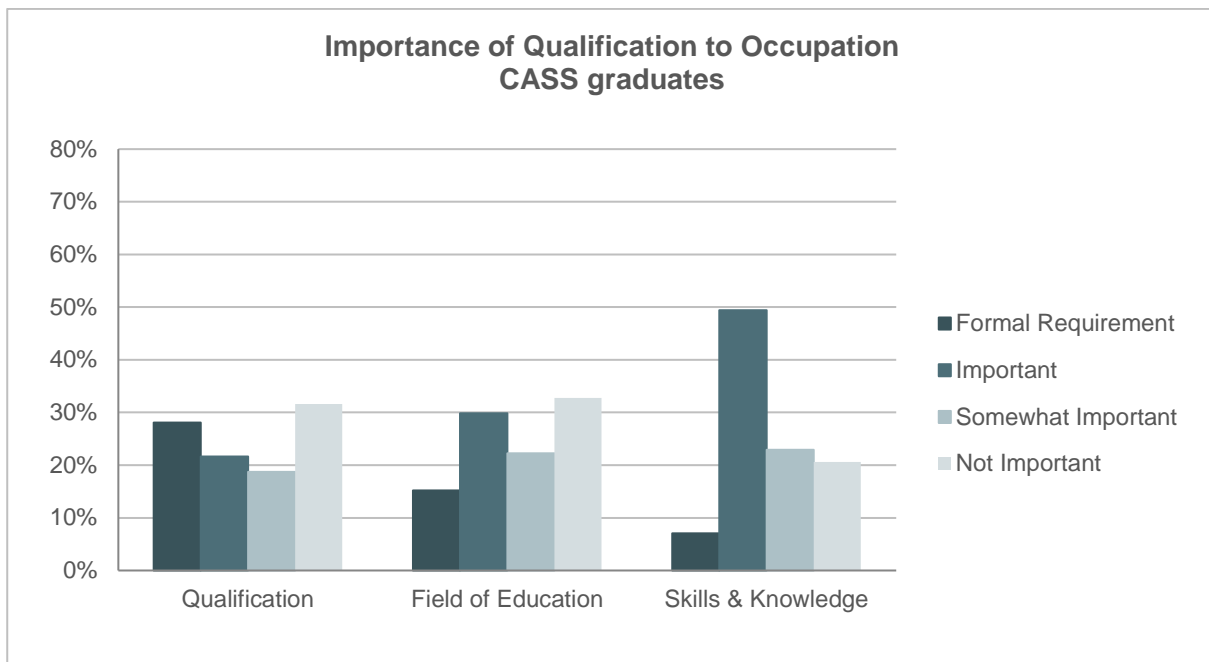
| Industry Description | Total |
|---|-------|
| Central Government Administration (i.e. Federal Government) | 18% |
| Higher Education | 9% |
| Legal Services | 6% |
| Museum Operation | 5% |
| Defence | 5% |
| Civic, Professional and Other Interest Group Services | 3% |
| Cafes, Restaurants and Takeaway Food Services | 3% |
| Sports and Physical Recreation Activities | 3% |
| State Government Administration | 3% |
| Libraries and Archives | 3% |

Table 8b: Top full-time employment industries for CASS international graduates, 2015

| Industry Description | Total |
|---|-------|
| Higher Education | 53% |
| Specialised Food Retailing | 7% |
| Government Representation | 7% |
| Auxiliary Finance and Investment Services | 7% |
| Management and Related Consulting Services | 7% |
| Central Government Administration (i.e. Federal Government) | 7% |
| Accounting Services | 7% |
| Civic, Professional and Other Interest Group Services | 7% |

The chart below indicates the importance CASS graduates thought of their qualification once in full-time employment. Fifty-six percent (56%) of graduates thought their skills and knowledge were either important or a formal requirement for their employment.

Chart 4: Importance of qualification, field and skills in full-time employment, 2015



Employers

In Table 9 following are the employers of CASS graduates by level of study, compiled from the 2015 survey.

Table 9: Main Employers of CASS full-time employed graduates, 2015

| Program Career | Employer | |
|--|--------------------------------|------------------|
| Undergraduate | ANU | |
| | ComSuper | |
| | Dept. of Defence | |
| | Dept. of Agriculture | |
| | Minter Ellison Lawyers | |
| | Attorney-General's Department | |
| | Australian Government | |
| | Dept. of Health | |
| | Postgraduate | Dept. of Defence |
| | | DFAT |
| Dept. of Immigration and Border Protection | | |
| ANU | | |
| Higher Degree Research | Self Employed | |
| | National Archives of Australia | |
| | ANU | |

Many ANU graduates complete combined degrees; hence the wide range of first listed majors, that may or may not be associated with this college. To preserve anonymity of individuals some majors with limited employers have been aggregated to the Other category.

Table 10: Full-time employer by first major (field of education), listed by each graduate on their returned survey, for CASS graduates, 2015

| First Major | Employer |
|---------------------------------|--|
| Behavioural Science | Dymocks Bookshop Marist Youth Care PsychSessions The Pharmacy Guild of Australia |
| Biological Sciences | Canberra Sleep Clinic Dept. of Agriculture Dept. of Defence Ministry for the Environment |
| Communication And Media Studies | Dept. of Immigration and Border Protection Eye Candy Animation National University of Singapore |
| Economics And Econometrics | Australian Securities & Investments Commission BBY Limited Dept. of Agriculture The Treasury |
| Language And Literature | ANU Australian Academy of Science Australian Army B.I.C Services Bradley Allen Love Lawyers Canberra Grammar School ComSuper Dept. of Defence Dept. of Health Dept. of Immigration and Border Protection Dept. of Industry and Science DFAT Esprit Exetel King & Wood Mallesons Minter Ellison Lawyers Paperchain Bookstore Pro Metalwok Rebel Sport Reserve Bank of Australia Sebelas Maret University University of Melbourne |
| Law | Allens Linklaters Australian Government Dept. of Education Federation of Ethnic Communities' Councils of Aust Jackson Frames |

| First Major | Employer |
|---|--|
| | Kamy Saeedi Lawyers KPMG Linklaters Strategy& The Sr Group-Taylor Root |
| Librarianship, Information Management And Curatorial Studies | ANU Australian Maritime Safety Authority Australian War Memorial Dept. of Immigration and Border Protection Flinders University Museum of Australian Democracy National Archives of Australia National Capital Ballet School National Garllery of Art National Library of Australia National Museum of Australia |
| Performing Arts | East Orange Post Office HCS Recruitment International Institute for Asian Studies Lava Espresso Bars Parliament House Health and Recreation Centre |
| Philosophy And Religious Studies | Attorney-General's Department Calgary university Dept. of the Treasury University of Manchester |
| Political Science And Policy Studies | ANU Aldi Australian Energy Market Commission Australian Fisheries Management Authority Australian Research Council ComSuper Conflict Resolution Service Credit Union Australia Dept. of Defence Dept. of Environment, Land, Water and Planning Dept. of Health Dept. of Immigration and Border Protection DFAT Embassy of Uruguay Ernst & Young Hebert Smith Freehills Jim Murphys Louise Staley MP Me and Mrs Jones |

| First Major | Employer |
|--------------------------|---|
| | Merrill Corporation Australia National Australia Bank NewsLifeMedia Pacific Basin Shipping Rork Projects Senator Hanson-Young Spring Singapore University of the South Pacific |
| Studies In Human Society | ANU Aboriginal Affairs Aboriginal Areas Protection Authority ABS ACT Historic Places Action Buses Attorney-General's Department AusAID Australia Government Solicitor Australian Catholic University Australian Cultural Heritage Management Australian Federal Government Calvary Health Care ACT Commonwealth Government Dept. of Agriculture Dept. of Defence Dept. of Parliamentary Services Dept. of Prime Minister and Cabinet Dept. of Social Services Dept. of the Environment DFAT Eckersleys Art and Craft Federal Golf Club Heritage Insight James Cook University Liquorland Vintage Cellars Australia Pty Ltd Marie Stopes International Australia National Gallery of Australia National Portrait Gallery of Australia NZ Department of Corrections Power and Water Corporatation Prime Media Group Queanbeyan City Council River Bistro, Evans Head RMIT University Self Employed Target |

| First Major | Employer |
|--------------------------------------|--|
| | Teach for Australia |
| | Terra Rosa Consulting |
| | The Civil Service Agency of Liberia |
| | Ultrasound Care |
| | Unicef |
| | Woolworths |
| | YCIS Shanghai |
| Visual Arts And Crafts | Alliance Catering |
| | APMGlobal Health |
| | Auckland Art Gallery |
| | Dept. of Employment |
| | National Library of Australia |
| | Self Employed |
| Other, including: | Australian Information Industry Association |
| -Banking, Finance And Related Fields | Charles Sturt University |
| -Business And Management | Deloitte |
| -Earth Sciences | Dept. of Health |
| -Environmental Studies | Dept. of Infrastructure and Regional Development |
| -Natural And Physical Sciences | Elders Insurance Canberra |
| - Society and Culture | International union for Conservation of Nature |
| - Sales And Marketing | Marymead |
| - Teacher Education | Threesides Marketing |
| | Westpac Banking Corporation |

Table 11a: Full-time occupation by field of education (First Major listed by each graduate on their returned survey), for CASS domestic graduates, 2015

| First Major | Occupation |
|-------------------------------------|--------------------------------------|
| Banking, Finance And Related Fields | Tax Analyst |
| Behavioural Science | Caseworker |
| | Receptionist |
| | Research & Policy Officer |
| | Retail Assistant |
| Biological Sciences | Research Officer |
| | Sleep Technician |
| | Technical Officer |
| Business And Management | Manager |
| | Transformation And Delivery Graduate |
| Communication And Media Studies | Information Officer |
| | Visual Effects Artist |
| Earth Sciences | Member Communications |
| Economics And Econometrics | Policy Analyst |
| Environmental Studies | Team Member |

| First Major | Occupation |
|--|---|
| Language And Literature | Administration Assistant Analyst Archives Assistant Army Officer Assistant Director Client Service Officer Communications Manager Customer Information Representative Desk Officer Educator Graduate Lawyer Law Graduate Lawyer National Committees Officer Personal Assistant Research Associate Retail Assistant Sales Assistant Store Manager Teacher |
| Law | Community Manager Consultant Graduate Legal Officer Lawyer Policy Adviser Senior Policy Officer Solicitor |
| Librarianship, Information Management And Curatorial Studies | Academic Services Officer Assistant Curator Collections Officer Dance Teacher Deputy Agency Security Advisor Heritage And Collections Officer Heritage Research Officer International Admissions Officer Policy Officer Research Associate Researcher |
| Other Natural And Physical Sciences | Policy Officer |
| Other Society and Culture | Disability Support Worker |
| Performing Arts | Food & Beverage Attendant Gym Instructor Postdoctoral Research Fellow |
| Philosophy And Religious Studies | Founding Director Manager |

| First Major | Occupation |
|--------------------------------------|---|
| Political Science And Policy Studies | Analyst Associate Case Officer Consultant Cultural Attache Customer Information Representative Electoral Officer Executive Officer Fisheries Management Officer IT Technician Marketing Executive Paralegal Policy Adviser Policy Officer Postdoctoral Research Fellow Program Officer Project Officer Regulatory Manager Sales Assistant Store Manager Student Administrative Assistant Trainee Transcription Officer Waitstaff |
| Sales And Marketing | Marketing And Office Support |
| Studies In Human Society | Biological Anthropologist And Archaeologist Bus Operator Communications Manager Customer Service Assistant Customer Services Defence Graduate Director Donor Relations And Reporting Officer Enterprise Architect Executive Officer Foundations And Grants Manager Guide And Education Presenter Junior Medical Officer Lead Consultant Lecturer Manager Planning Advisor Policy Officer Postdoctoral Research Fellow |

| First Major | Occupation |
|------------------------|------------------------------|
| | Program Manager |
| | Program Officer |
| | Project Archaeologist |
| | Project Officer |
| | Public Servant |
| | Receptionist |
| | Research Assistant |
| | Sales Assistant |
| | Senior Executive Officer |
| | Senior General Counsel |
| | Senior Heritage Officer |
| | Senior Lecturer |
| | Senior Project Officer |
| | Student Administrator |
| | Sustainability Consultant |
| | Teacher |
| | Technical Archaeologist |
| | Technology Officer |
| Teacher Education | Senior Lecturer |
| Visual Arts And Crafts | Artist |
| | Chef |
| | Collection Material Rehouser |
| | Director |
| | Principal Curator |
| | Public Servant |

Table 11b: Full-time occupation by field of education (First Major listed by each graduate on their returned survey), for CASS international graduates, 2015

| First Major | Occupation |
|--------------------------------------|------------------------------|
| Biological Sciences | Analyst |
| Communication And Media Studies | Research Assistant |
| Economics And Econometrics | Research Analyst |
| Environmental Studies | Community Engagement Liaison |
| Language And Literature | Lecturer |
| Performing Arts | Associate Fellow |
| Philosophy And Religious Studies | Postdoctoral Research Fellow |
| | Research Associate |
| Political Science And Policy Studies | Lecturer |
| | Postdoctoral Research Fellow |
| | Senior Officer |
| Studies In Human Society | Deputy Director |
| | Sales Assistant |
| | Senior Research Officer |

Further Study

Thirty-three percent (33%) of CASS undergraduates have continued with further full-time study. See tables 12,12A & 13.

Table 12: Further study activities by completed level of study, 2015

| Further Study Activities | Level of Completed Study | | |
|--------------------------|--------------------------|--------------|------------------------|
| | Undergraduate | Postgraduate | Higher Degree Research |
| Further Full-time Study | 33% | 30% | 0% |
| Further Part-time Study | 8% | 4% | 0% |
| Not in Study/No Details | 58% | 66% | 100% |
| Grand Total | 100% | 100% | 100% |

Table 12A: Further study activities by residency status and level of completed study, 2015

| Residency Status | Level of Completed Study | Further Full-time Study | Further Part-time Study | Not in Study/No Details | Total |
|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------|
| Australian | Undergraduate | 34% | 8% | 58% | 100% |
| | Postgraduate | 22% | 5% | 72% | 100% |
| | Higher Degree Research | 0% | 0% | 100% | 100% |
| Australian Total | | 30% | 7% | 63% | 100% |
| Overseas | Undergraduate | 21% | 7% | 71% | 100% |
| | Postgraduate | 53% | 0% | 47% | 100% |
| | Higher Degree Research | 0% | 0% | 100% | 100% |
| Overseas Total | | 34% | 2% | 64% | 100% |
| Grand Total | | 30% | 7% | 63% | 100% |

Table 13: Level of further full-time study, 2015

| Further Study Activities | Further Study Level | Level of Completed Study | | | Total |
|---|------------------------|--------------------------|--------------|------------------------|-------------|
| | | Undergraduate | Postgraduate | Higher Degree Research | |
| In further full-time study | Undergraduate | 19% | 0% | 0% | 12% |
| | Postgraduate | 12% | 18% | 0% | 13% |
| | Higher Degree Research | 2% | 12% | 0% | 4% |
| | Other | 1% | 0% | 0% | 1% |
| In further full-time study Total | | 33% | 30% | 0% | 30% |
| In further part-time study | | 8% | 4% | 0% | 6% |
| Not in Study/No Details | | 58% | 66% | 100% | 64% |
| Grand Total | | 100% | 100% | 100% | 100% |

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