



MACQUARIE
University

2019 Macquarie University Graduate Destination Survey

Final Report

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Office of Business Intelligence and Reporting (BIR)

Executive Summary

- The Macquarie University Graduate Destination Survey (MQGDS) was initiated in 2016 to understand the labour force outcomes of recent graduates within one year of their course completion in accordance with the QS Employability Ranking criteria.
- In 2019, two rounds of fieldwork were conducted in May and November with a total population of 9,939 graduates.
- 2,161 usable responses were received, constituting an effective response rate of 21.7 per cent. The response rate in 2019 dropped by 4 percentage points from the 2018 MQGDS.¹
- Overall 89.6 per cent of graduates were active in the labour market (i.e. working full-time, working part-time/casual and/or seeking full-time or part-time, not working and seeking full-time or part-time employment); 7.5 per cent of the graduates were enrolled in further full-time study, and 2.7 per cent were not working and not seeking work, and 0.3 per cent of the respondents were unavailable for any work or study. Percent of graduates active in labour market increased by 10 percentage points compared to the 2018 MQGDS (79.6 per cent in 2018)².
- 93.6 per cent of the graduates were employed overall, either in full-time or part-time employment, close to one year after course completion (this excludes those graduates enrolled in further full-time study or not available for employment or study). The overall employment rate remained same as reported in the 2018 MQGDS.
- 82.7 per cent of the graduates, available for full-time employment (that is, working full-time and/or seeking full-time employment), were working full-time at the time of this survey. Full-time employment rate dropped slightly by 1 percentage point from the 2018 MQGDS (84 per cent in 2018)³.
- Overall, 72 per cent of the employed graduates were working as managers or professionals. Postgraduate research graduates were most likely to be working as managers or professionals (86 per cent), followed by the postgraduate coursework graduates (85 per cent), and undergraduates (52 per cent).

¹ The 2018 MQGDS report is available at: https://www.mq.edu.au/_data/assets/pdf_file/0011/749261/2018-MQGDS_Report-for-web-publication_V01-Final.pdf

² Differences in percent to graduates active in labour market, as reported in the 2018 and 2019 MQGDS, were found to be statistically significant at $p < 0.05$

³ This drop in full-time employment rate between 2018 and 2019 MQGDS was not statistically significant at $p < 0.05$

- The majority of the graduates who completed an undergraduate degree or postgraduate coursework award were found to be working in private sector (69 per cent and 66 per cent respectively), while the majority of graduates who completed a postgraduate research degree were working in the public sector (46 per cent).
- 95 per cent of graduates were found to be working for an employer and 91 per cent of graduates were working in Australia.
- A significant majority of employed undergraduates (54 per cent) and postgraduate coursework graduates (61 per cent) mentioned that their qualification was not a formal requirement of their job; while significantly more postgraduate research graduates (57 per cent), compared to undergraduates (46 per cent) and postgraduate coursework (39 per cent) graduates, expressed that their award was a formal requirement for their current employment.⁴
- When the graduates were asked how important their qualification was to do the current job, overall 72 per cent of the employed graduates expressed that their qualification was ‘fairly to very important’. Significantly, more postgraduate research and postgraduate coursework graduates (90 per cent and 77 per cent respectively) mentioned that their qualification was important for their current job/career, than undergraduates (65 per cent).
- Overall 51 per cent of the graduates agreed that their qualification was ‘fairly or very much’ related to their current employment, as against 38 per cent of graduates that mentioned their qualification was ‘little or not at all’ related to the current employment. The agreement was highest for the postgraduate coursework cohort at 59 per cent and lowest for the undergraduate cohort at 44.5 per cent.⁵

⁴ Significant at $p < 0.05$

⁵ This difference in agreement between undergraduate and postgraduate cohorts were found to be significantly (at $p < 0.05$).

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Introduction

The Macquarie University Graduate Destination Survey (MQGDS) was first administered in 2016. The MQGDS focuses on understanding the labour force outcomes of recent graduates within 12 months of their course completion in accordance with the [QS Employability Ranking criteria](#).⁶ The survey was implemented as a recommendation by the University Ranking Taskforce to address the gap in employability data collection for pilot QS Employability Rankings in 2015.

The objectives of this survey were to:

- collect information on graduate employment outcome and further study close to one year after course completion as required by the QS Employability Ranking.
- provide information to faculties, career advisors, and other stakeholders within the University on employment outcomes and further study, collected close to one year after course completion. The Graduate Outcome Survey (GOS) administered since 2016 under the [QILT](#)⁷ is scheduled four months after completion of a course, a very short time to find graduate employment in the current market scenario (see Ref 1 and 2). Moreover, the GOS follows the labour force model of the Australia Bureau of Statistics, where graduates enrolled in a further full-time study were included in the calculation of the employment rates.⁸ Following the QS employability criteria, MQGDS excludes graduates enrolled in further full-time study from the calculation of employment rates.

This report presents the employment and further study outcomes of the graduates as collected by the 2019 MQGDS.

2019 MQGDS Sample

The population of the 2019 MQGDS (that is, 9,939 graduates) were students who completed a course in 2018 within Australia (onshore) and had a valid email address at the time of course completion. 2019 MQGDS population frame was drawn from the 2018 Past Course Completion file submitted to Department of Education.

⁶ See details on the QS Employability Rankings in <http://www.iu.qs.com/university-rankings/indicator-graduate-employment/>

⁷ <https://www.qilt.edu.au/>

⁸ For details of the methodology of the Graduate Outcome Survey, see: [2019 Graduate Outcome Survey National Report](#)

Fieldwork

Two rounds of fieldwork were conducted with graduates eleven months after completion of their course. Round 1 was conducted between 1 and 30 May 2019, following a course completion between 1 January and 30 June 2018. Round 2 was conducted between 1 and 15 November 2019, following a course completion between 1 July and 30 December 2018. The data collection mode was online where four emails were sent to the graduates from the Office of Business Intelligence and Reporting in each round of the survey. A breakdown of collection per round is presented in Table 1 below.

Table 1. 2019 MQGDS collection summary

Survey elements	Round 1 May 2019	Round 2 November 2019	Total Collection
No. of in-scope graduates	1,629	8,310	9,939
No of completed Survey	969	1,306	2,275
Overall response rate	59.5%	15.7%	22.9%
No. of completed survey that can be useable	937	1,224	2,161
Effective response rate	57.5%	14.7%	21.7%
Data collection period	1 May - 30 May 2019	1 Nov - 30 Nov 2019	
Data collection mode	Online	Online	
Analytic unit	Graduate	Graduate	

Findings

Out of 2,275 responses received, 2,161 were usable, constituting a response rate of 21.7 per cent (Table 1 above). Representativeness of the response sample is presented in Table 2 below, where the response sample has been compared to the population with respect to some of the demographic and course related variables.

Table 2. Representativeness of the 2019 MQGDS response sample

Sub-Groups	Sample		Population		Proportion of Population
	n	%	N	%	
Broad Level of study					
UG	1,194*	55.3	6,370	64.1	19%
PG Coursework	726**	33.6	3,025	30.4	24%
PG Research	241***	11.2	544	5.5	44%
Citizenship					
Domestic	1,539	71.2	6,387	64.3	24%
International	622	28.8	3,552	35.7	18%
Gender					
Female	1,217	56.3	5,316	53.5	23%
Male	944	43.7	4,623	46.5	20%
Type of Attendance					
Full-time	1,304	60.3	6,079	61.2	21%
Part-time	857	39.7	3,860	38.8	22%
Mode of Attendance					
Internal	1,625	75.2	7,450	75.0	22%
External	235	10.9	806	8.1	29%
Mixed mode	301	13.9	1,683	16.9	18%
Grand Total	2,161****	100.0	9,939	100.0	21.7%

* the sample size is representative of the undergraduate population at $\pm 2.5\%$ Margin of Error at 95% confidence level,

** the sample size is representative of the postgraduate coursework population at $\pm 3.1\%$ Margin of Error at 95% confidence level,

*** the sample size is representative of the postgraduate research population at $\pm 5.0\%$ Margin of Error at 95% confidence level,

**** the overall sample size is representative of the population at $\pm 1.9\%$ Margin of Error at 95% confidence level

Table 2 shows that the proportion of sample and population was comparable for postgraduate coursework level of study, undergraduate level was slightly under represented, while postgraduate research level was over presented in the sample. Domestic graduates and internal graduates were also slightly over represented in the sample. Overall, it was found that the sample was representative of the population at a small margin of error ($\pm 1.9\%$ margin of error) at 95% confidence level. Moreover, except for the postgraduate research cohort, the samples for other cohorts were found to be representative of the population with a small margin of error.

Section A. Graduate Outcome

A.1. Destination of graduates by broad levels of award

This section examines the progress of graduates in their career, eleven months after their course completion by broad levels of award, comparing employment and further study outcomes. Detailed definitions of graduate outcome used in this study can be found in Appendix A. To understand the reliability of the data, this report presents confidence intervals (CI) of each result, either in parentheses in a table (with left number representing the lower CI, and right number the upper CI) or presented as “whisker” on a bar in a figure. The confidence interval is the interval within which the actual proportion for the population *is predicted* to fall. The smaller the whisker on a bar or the smaller the gap between upper and lower CI, the greater the confidence is that the information is *reliable*. Overall, the results shown in this section were found to be reliable as the confidence intervals were small for most of the proportions, except for some estimated values for the postgraduate research cohort.

A.1.1. Available for full-time employment and full-time employment rate

Table A.1.1 examines the full-time employment outcomes of the graduates by board levels of award. Outcomes (or destinations) include graduates available for full-time employment (that is, those in full-time employment⁹ as well as those seeking full-time employment), graduates in full-time study, graduates seeking only part-time or casual employment (whether in it, or looking for it), graduates not working and not seeking any, and those who are unavailable for full-time study or employment. Almost three quarters of Macquarie University graduates (73.4 per cent) were available for full-time employment at the time of survey, highest being the postgraduate coursework graduates (88.6 per cent), followed by those graduates who completed a postgraduate research award (72.2) and an undergraduate award (64.4 per cent).

⁹ ‘Full-time’ employment is defined as working in a job or in multiple jobs totalling to 35 hours or more per week; ‘part-time’ or ‘casual’ employment is defined as working less than 35 hours per week in a job or in multiple jobs.

Table A.1.1. Main activity of all survey respondents by broad levels of award – Full-time employment

Broad level of Award	Available for full-time employment (see Table A.1.1a)		In further full-time study		In part-time or casual employment, other activities		Not working, seeking part-time employment		Not working, not seeking any		Unavailable /Unknown		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Undergraduate	769	64.4 (61.7, 67.1)	109	9.1 (7.6, 10.9)	257	21.5 (19.3, 23.9)	15	1.3 (0.7, 2.0)	40	3.4 (2.4, 4.5)	4	0.3 (0.1, 0.8)	1,194	100
Postgraduate Coursework	643	88.6* (86.1, 90.7)	16	2.2 (1.3, 3.5)	55	7.6 (5.8, 9.7)	1	0.1 (0.0, 0.6)	10	1.4 (0.7, 2.4)	1	0.1 (0.0, 0.6)	726	100
Postgraduate Research	174	72.2 (66.3, .6)	36	14.9** (10.9, 19.9)	21	8.7 (5.6, 12.8)	1	0.4 (0.0, 1.9)	8	3.3 (1.6, 6.2)	1	0.4 (0.0, 1.9)	241	100
Total	1,586	73.4 (71.5, 75.2)	161	7.5 (6.4, 8.6)	333	15.4 (13.9, 17.0)	17	0.8 (0.5, 1.2)	58	2.7 (2.1, 3.4)	6	0.3 (0.1, 0.6)	2,161	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level.

* Significantly higher than undergraduate and postgraduate research cohorts at $p < 0.05$; **Significantly higher than postgraduate coursework cohort at $p < 0.05$

Table A.1.1 also shows that of all respondents, 7.5 per cent went on to further full-time study. The graduates who completed a postgraduate research award were more likely to be enrolled in further full-time study (14.9 per cent), followed by those who completed undergraduate award (9.1 per cent)¹⁰. A slightly higher proportion of research graduates were enrolled in full-time study since one third of the postgraduate research respondents completed Masters of Research award and moved on to their doctoral study.

Table A.1.1a examines the group of graduates available for (that is, in or seeking to be in) full-time employment in more detail. Of those available for full-time employment, 82.7 per cent was working full-time by the time of the survey. A significant variation in full-time employment rate was found across the three levels of award – 91.6 per cent for the postgraduate coursework, 87.4 per cent for postgraduate research and 74.1 per cent for the undergraduate awards.

¹⁰ Differences in full-time study between the undergraduates and postgraduate coursework and between the postgraduate research and postgraduate coursework were found to be significant at $p < 0.05$ level

Of the remaining graduates who were available for full-time employment, a further 10.6 per cent were working part-time or casual while seeking full-time employment. The remaining 6.7 per cent of the graduates, available for full-time employment, were not working while seeking full-time work. This means, in total, about 17 per cent of the graduates were still seeking a full-time job eleven months after course completion. When this figure was further examined by broad levels of award, graduates who completed an undergraduate award were most likely to be seeking a full-time position (26 per cent), followed by postgraduate research (12.6 per cent) and graduates who completed a postgraduate coursework award (8.4 per cent). A further detail breakdown of graduates' destination is included in Appendix B.

Table A.1.1a. Graduates available for full-time employment, by broad levels of award

Broad level of Award	Working full-time		Working part-time, seeking full-time work		Not working, seeking full-time work		Total available for full-time employment	
	Count	%	Count	%	Count	%	Count	%
Undergraduate	570	74.1 (70.9, 77.1)	129	16.8 (14.3, 19.5)	70	9.1 (7.2, 11.3)	769	100
Postgraduate Coursework	589	91.6 * (89.3, 93.6)	28	4.4 (3.0, 6.1)	26	4.0 (2.7, 5.8)	643	100
Postgraduate Research	152	87.4 (81.8, 91.7)	11	6.3 (3.4, 10.7)	11	6.3 (3.4, 10.7)	174	100
Total	1,311	82.7 (80.7, 84.5)	168	10.6 (9.2, 12.2)	107	6.7 (5.6, 8.1)	1,586	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level.

* Significantly higher than undergraduate full-time employment rate at $p < 0.05$.

A few statistical tests were conducted to ensure the reliability of the full-time employment results as the response rate for the survey was as low as 21.7 per cent. Table A.1.1a and Figure A.1.1 present the confidence interval of the full-time employment rates at 95% confidence level. As shown in Table A.1.1a and Figure A.1.1, with a 95% chance that between 80.7 per cent and 84.5 per cent of graduates would work full-time within one year of their course completion. Thus, the estimate that, out of all graduates, 82.7 per cent were employed full-time was found to be reliable.

The results were found to be reliable across the other levels of award, except for the postgraduate research award, where the confidence interval was slightly larger than the other cohorts. This could be an impact of the smaller sample size of the postgraduate research cohort compared to the other cohorts in this study.

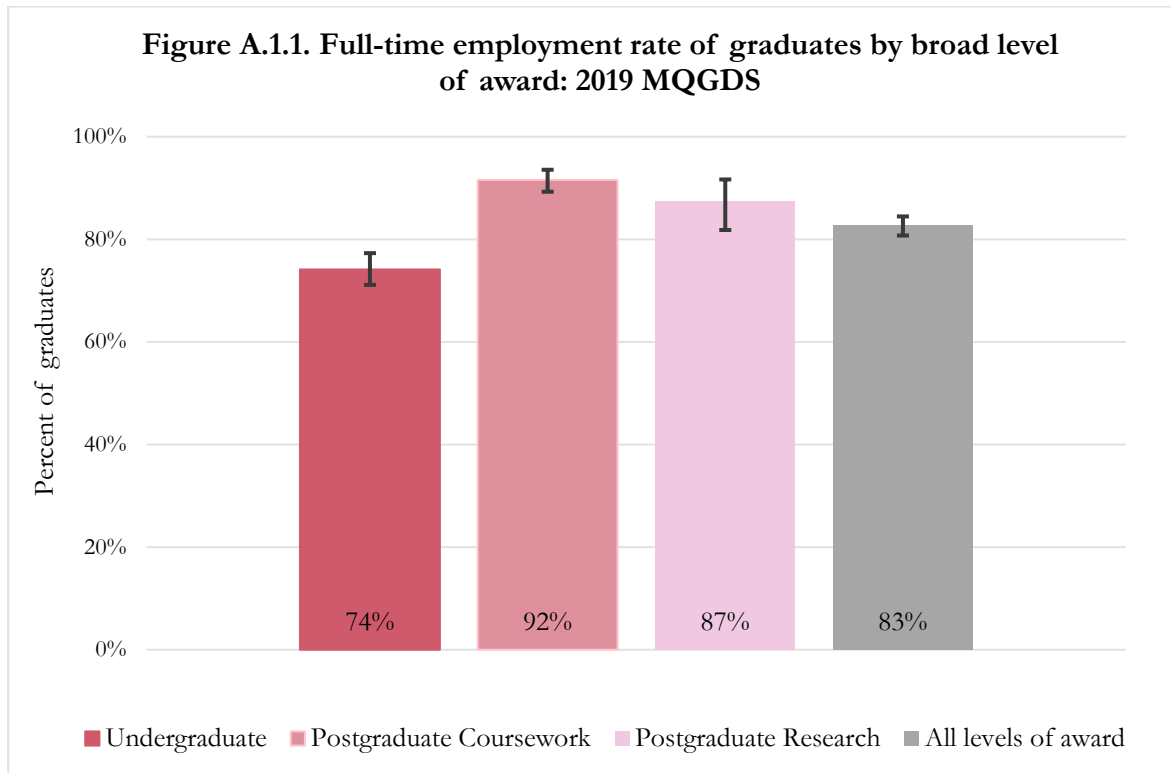
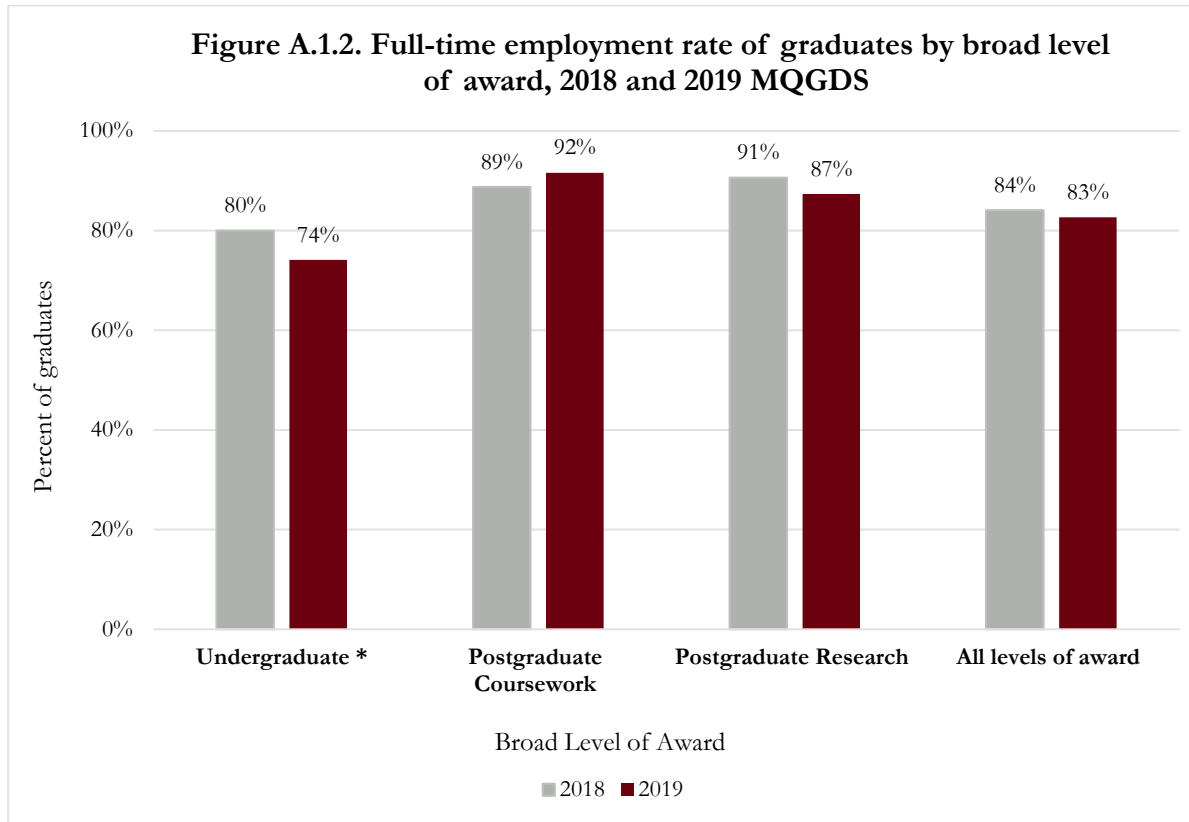


Figure A.1.2. compares the full-time employment rates reported in the 2018 and 2019 MQGDS. It is noted that the full-time employment rate dropped significantly for undergraduate cohort between the 2018 and 2019 cohorts (at $p < 0.05$). An increase of 3 percentage points was noted for the postgraduate coursework cohort (not found to be statistically significant). Moreover a slight drop was noted for all levels of study, however, not found to be statistically significant.



* Difference was statistically significant at $p < 0.05$

A.1.2. Available for overall employment and overall employment rate

The overall employment rate includes the employed graduates (that is working in full-time, part-time or casual employment) as a proportion of those who are available for any employment (working in and/or seeking any employment). This excludes graduates who are enrolled in further full-time study.

Table A.1.2 presents the availability of graduates for overall employment by board levels of award. Overall employment outcomes include graduates available for overall employment (those employed as well as those seeking any employment), graduates in full-time study, those graduates not working and not seeking any (including studying part-time), and those who are unavailable for full-time study or any employment. 89.6 per cent of Macquarie University graduates were available for overall employment at the time of survey, highest being the postgraduate coursework graduates (96.3 per cent), followed by those graduates who completed an undergraduate award (87.2 per cent) and postgraduate research award (81.3 per cent).

Table A.1.2. Main activity of all survey respondents by broad levels of award – Overall employment

Broad level of Award	Available for overall employment (see Table A.1.2a)		In full-time study		Not working, not seeking any (including studying part-time)		Unavailable /Unknown		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
Undergraduate	1,041	87.2 (85.2, 89.0)	109	9.1 (7.6, 10.9)	40	3.4 (2.4, 4.5)	4	0.3 (0.1, 0.8)	1,194	100
Postgraduate Coursework	699	96.3* (94.7, 97.5)	16	2.2 (1.3, 3.5)	10	1.4 (0.7, 2.4)	1	0.1 (0.0, 0.6)	726	100
Postgraduate Research	196	81.3 (76.1, 85.9)	36	14.9 (10.9, 19.9)	8	3.3 (1.6, 6.2)	1	0.4 (0.0, 1.9)	241	100
Total	1,936	89.6 (88.2, 90.8)	161	7.5 (6.4, 8.6)	58	2.7 (2.1, 3.4)	6	0.3 (0.1, 0.6)	2,161	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level.

* Significantly higher than undergraduate and postgraduate research cohorts at $p < 0.05$

Table A.1.2a examines the number of graduates available for overall employment (that is, in or seeking to be in) in more detail. Out of those graduates available for overall employment, 93.6 per cent was working by the time of the survey. Of the remaining graduates who were available for overall employment, a further 6.4 per cent were working while seeking employment. The percentage of graduates in overall employment ranges between 96.1 per cent for postgraduate coursework, 93.9 per cent for postgraduate research, and 91.8 per cent for the undergraduate level of award.

Table A.1.2a. Graduates available for overall employment, by broad level of award

Broad level of Award	Overall employed		Seeking full-time or part-time employment		Total available for overall employment	
	Count	%	Count	%	Count	%
Undergraduate	956	91.8 (90.1, 93.4)	85	8.2 (6.6, 9.9)	1,041	100
Postgraduate Coursework	672	96.1* (94.5, 97.4)	27	3.9 (2.6, 5.5)	699	100
Postgraduate Research	184	93.9 (89.9, 96.6)	12	6.1 (3.4, 10.1)	196	100
Total	1,812	93.6 (92.4, 94.6)	124	6.4 (5.3, 7.6)	1,936	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level. * Significantly higher than undergraduate cohort at $p < 0.05$

Table A.1.2a and Figure A.1.3 present the confidence interval of the overall employment rates with a 95% confidence level. As shown in Table A.1.2a and Figure A.1.3, with a 95% chance, between 92.4 per cent and 94.6 per cent of graduates will be employed within one year of their course completion. Thus, the estimate that, out of all graduates, 93.6 per cent were employed was found to be reliable. The results were found to be reliable across the other levels of award, except for the postgraduate research award, where the confidence interval was slightly larger than the other cohorts. This could be an impact of the smaller sample size of the postgraduate research cohort compared to the other cohorts in this study.

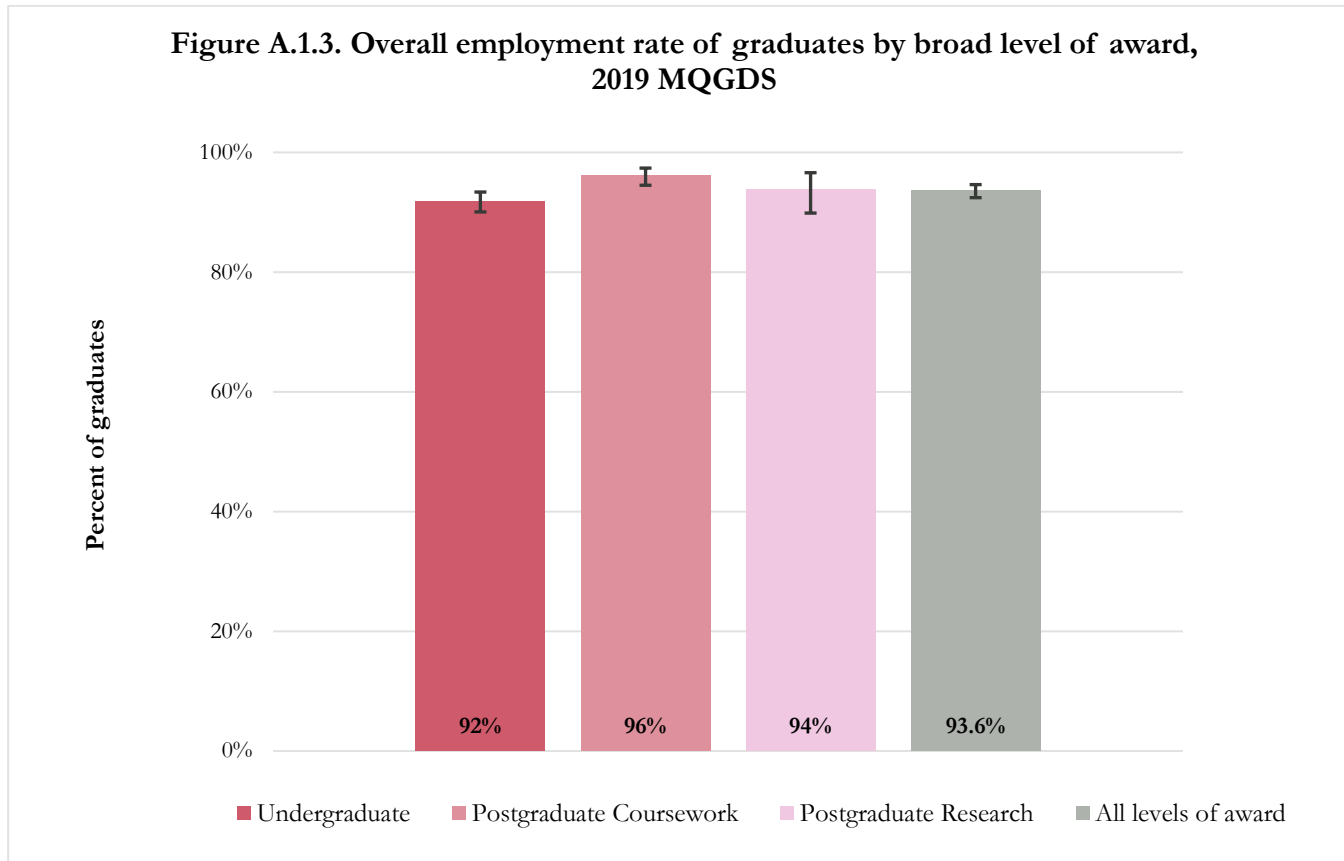
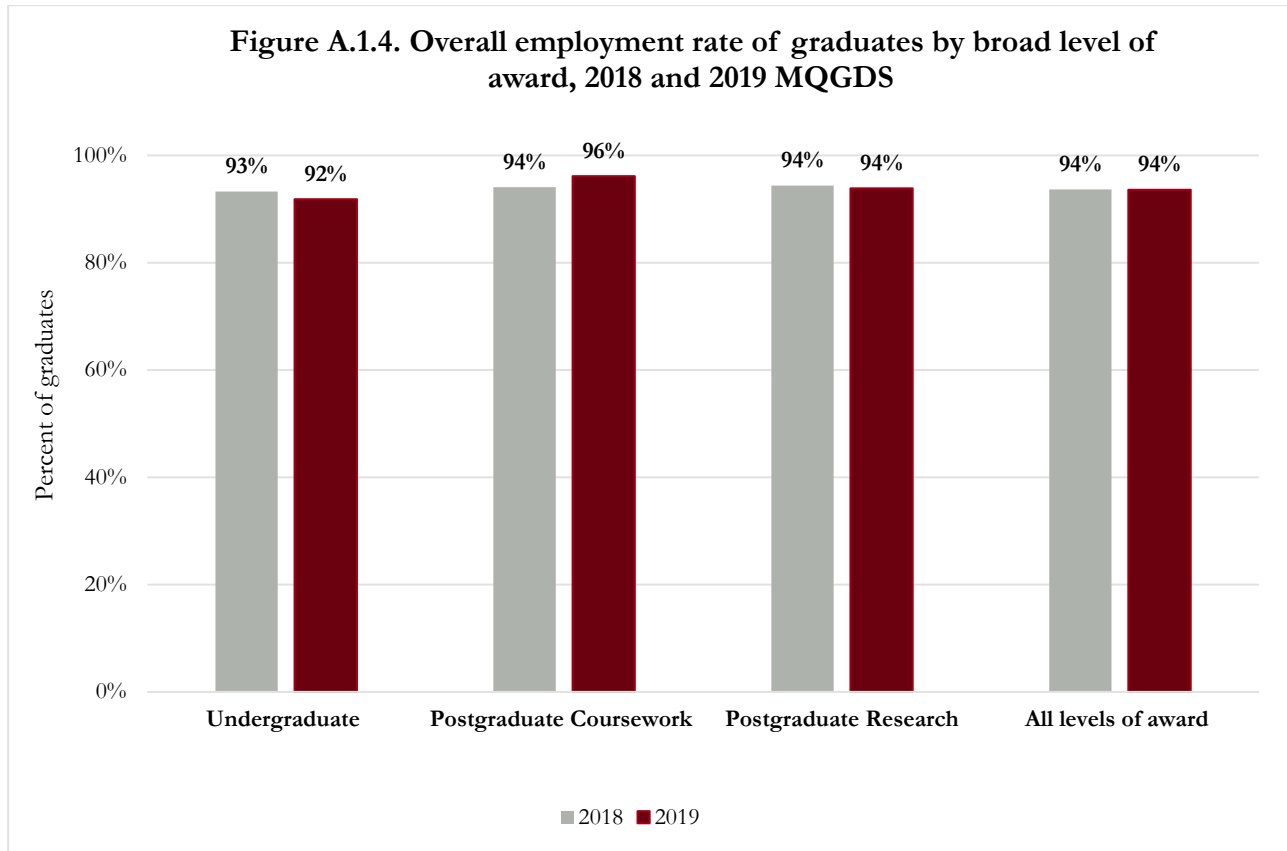


Figure A.1.4 compares the overall employment rates reported in 2018 and 2019 MQGDS. The overall employment rates were comparable between 2018 and 2019 MQGDS for all graduates, postgraduate coursework and postgraduate research awards. A small drop in the overall employment rate was noticed for the undergraduate cohorts, however, was not statistically significant at 95% confidence level.



A.2. Destination of graduates by citizenship

Tables A.2 and A.2a present the main activities and full-time employment rates of the domestic and international graduates.

Main activities of the domestic graduates

72.7 per cent of the domestic graduates were available for full-time work, 6 per cent were enrolled in full-time study, about 18 per cent were involved in part-time or casual work but not looking for any full-time work, about 0.4 per cent of graduates were not working and seeking part-time employment, and

about 2.2 per cent were not working and not seeking any job. Among those who were available for full-time employment, 84.7 per cent were working full-time and about 15 per cent were seeking full-time work (see Table A.2).

Table A.2. Main activity of survey respondents by citizenship

Graduates' citizenship	Available for full-time employment (see Table A.2a)		In further full-time study		In part-time or casual employment, other activities		Not working, seeking part-time employment		Not working, not seeking any		Unavailable /Unknown		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Domestic	1,119	72.7 (70.4, 74.9)	93	6.0 (4.9, 7.3)	282	18.3 (16.5, 20.3)	6	0.4 (0.2, 0.8)	34	2.2 (1.6, 3.0)	5	0.3 (0.1, 0.7)	1,539	100
International	467	75.1 (71.6, 78.4)	68	10.9 (8.7, 13.6)	51	8.2 (6.2, 10.6)	11	1.8 (0.9, 3.0)	24	3.9 (2.6, 5.6)	1	0.2 (0.0, 0.7)	622	100
Total	1,586	73.4 (71.5, 75.2)	161	7.5 (6.4, 8.6)	333	15.4 (13.9, 17.00)	17	0.8 (0.5, 1.2)	58	2.7 (2.1, 3.4)	6	0.3 (0.1, 0.6)	2,161	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level. ** Significantly higher than the domestic graduates

Table A.2a. Graduates available for full-time employment by citizenship

Graduates' citizenship	Working full-time		Working part-time, seeking full-time work		Not working, seeking full-time work		Total available for full-time employment	
	Count	%	Count	%	Count	%	Count	%
Domestic	948	84.7* (82.5, 86.7)	120	10.7 (9.0, 12.6)	51	4.6 (3.5, 5.9)	1,119	100
International	363	77.7 (73.8, 81.3)	48	10.3 (7.8, 13.3)	56	12.0 (9.3, 15.2)	467	100
Total	1,311	82.7 (80.7, 84.5)	168	10.6 (9.2, 12.2)	107	6.7 (5.6, 8.1)	1,586	100

Note: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level. * Significantly higher than the international graduates,

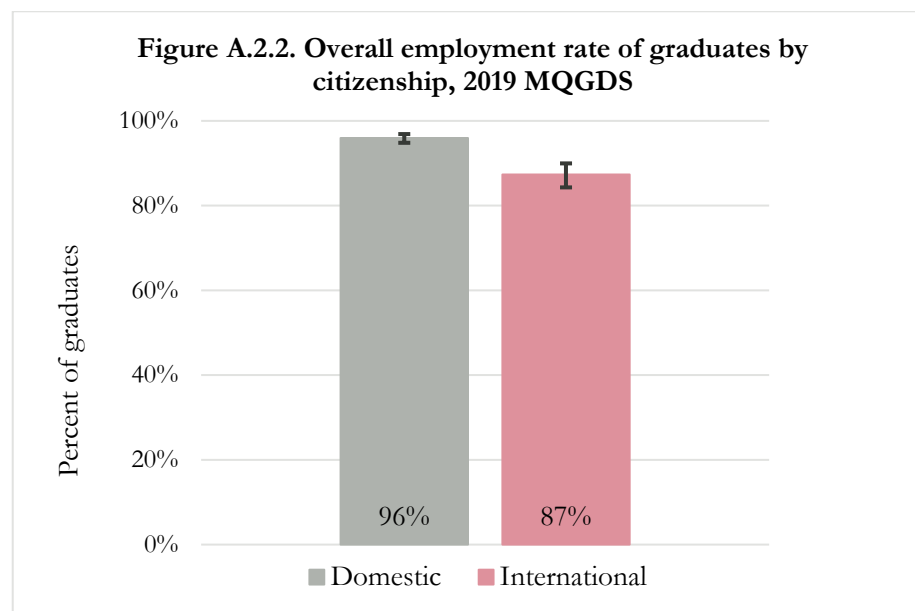
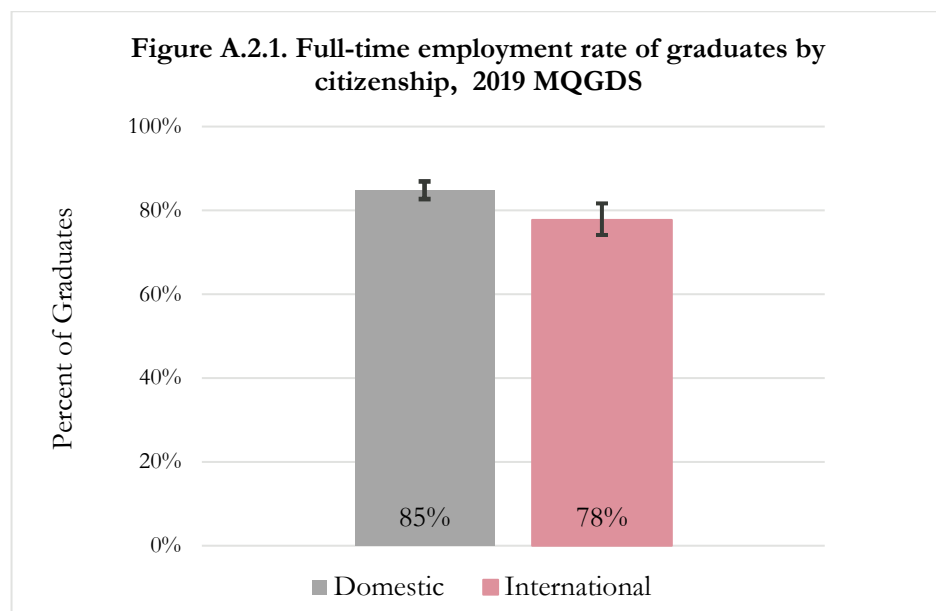
Main activities of the international graduates

At the time of this survey, 75 per cent of the international graduates were available for full-time work, about 11 per cent were enrolled in full-time study, about 8 per cent were involved in part-time or casual work, but not looking for any full-time work, 1.8 per cent of the graduates were not working and

seeking part-time employment, and about 4 per cent were not working and not seeking any job. Among those who were available for full-time employment, 78 per cent were working full-time and only 22 per cent were seeking full-time work.

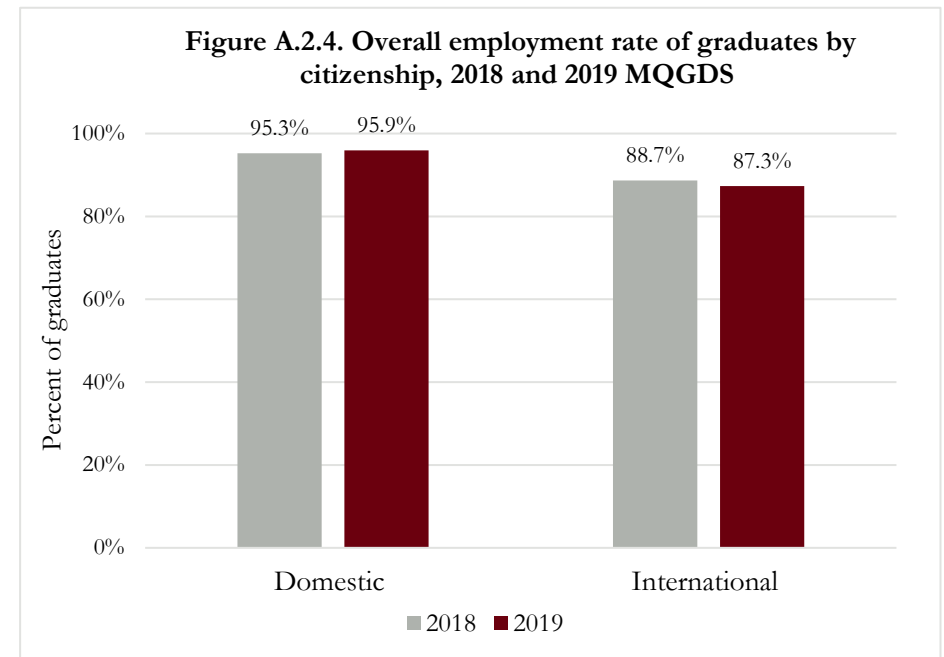
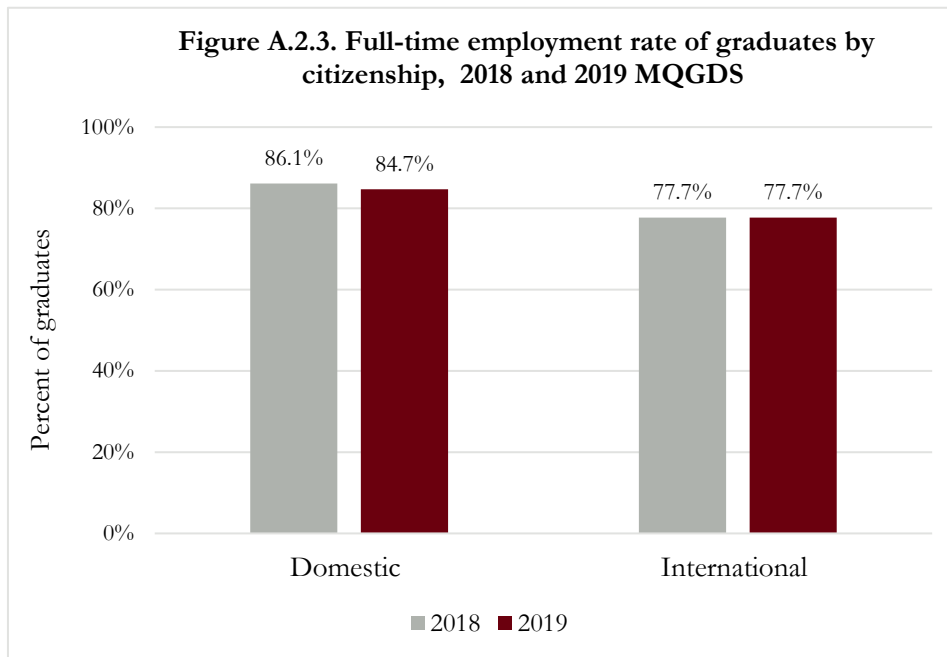
From Table A.2a it was noted that significantly higher proportion of domestic graduates were employed full-time than international graduates eleven months after their course completion. As the contrary, a higher proportion of international graduates were found to be enrolled in further full time study than the domestic graduates.

Figures A.2.1 and A.2.2 present the indicative confidence intervals (whiskers on the bar) for the full-time and overall employment estimates for domestic and international graduates. Confidence intervals reflect the accuracy and reliability of the estimates and the confidence we can have in those estimates. The confidence intervals for the two cohorts does not overlap, indicating that there was a significant difference between the domestic and international graduates for the full-time employment and overall employment rates. Further Z test shows that significantly higher proportion of domestic graduates were in full-time or overall employment than the international graduates (*at $p < 0.05$*) at the time of this survey¹¹.



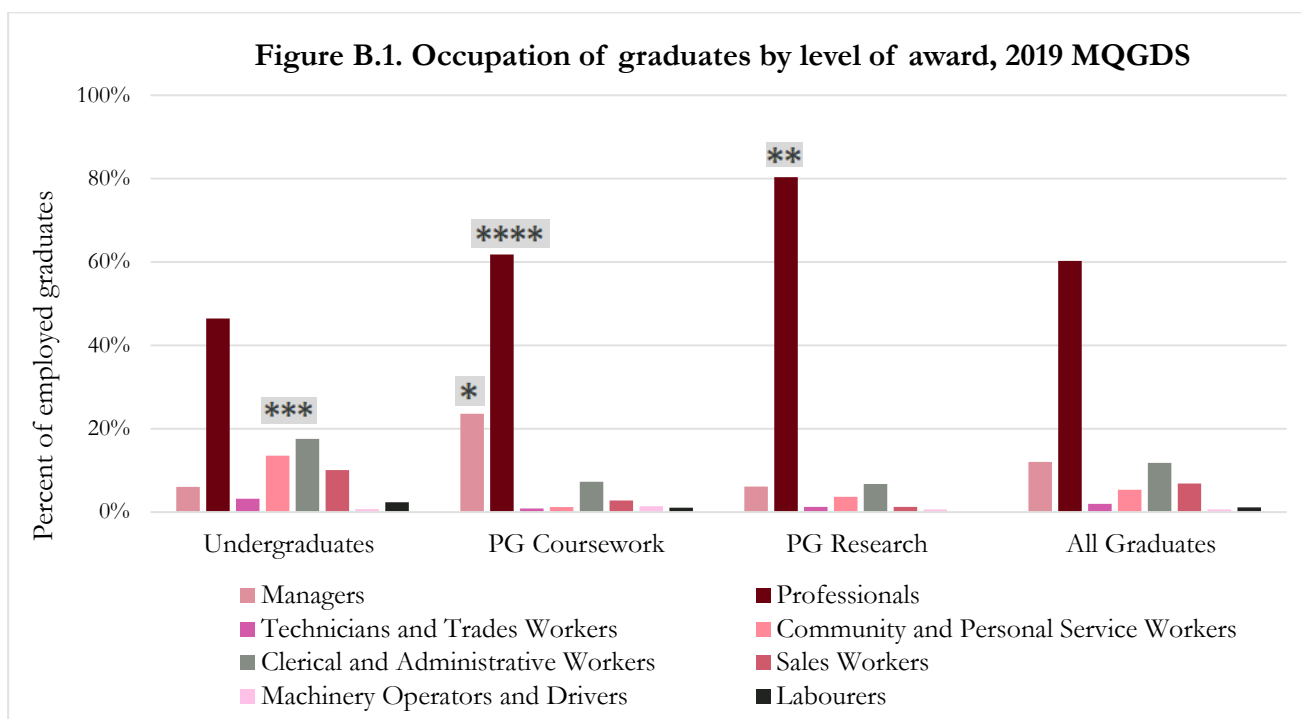
¹¹ Comparison of domestic and international graduates' full time employment rate - $Z = 2.9$, $p = 0.039$, statistically significant at 95% confidence level
 Comparison of domestic and international graduates' overall employment rate - $Z = 6.6$, $p < 0.0001$, statistically significant at 95% confidence level

Figures A.2.3 and A.2.4 present the full-time and overall employment rates by the graduates' citizenship reported in the 2018 and 2019 MQGDS. It is noted that for the domestic graduates, the full-time employment rate dropped slightly, while the overall employment rate increased slightly in 2019. For the international graduates, the full-time employment rate remained same, while the overall employment rate increased slightly between 2018 and 2019. However, all these changes in full-time and overall employment rate were not statistically significant.



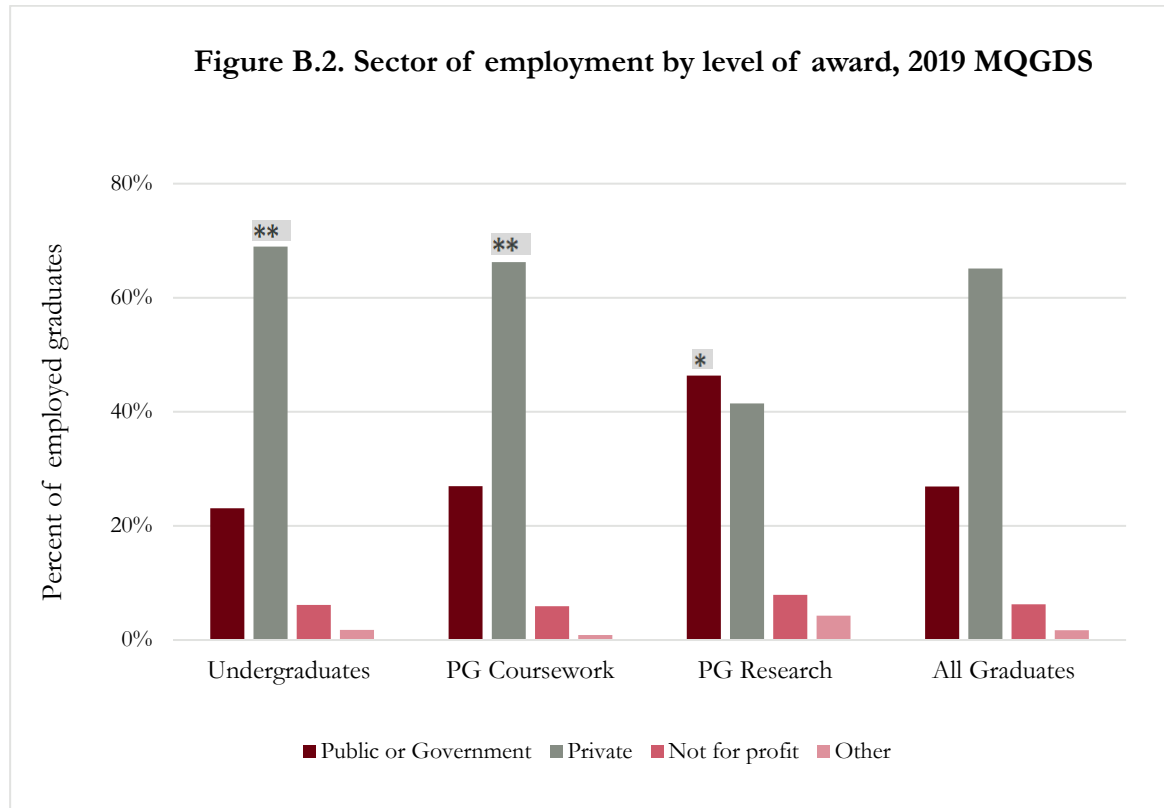
Section B. Occupation of the Graduates, Sector and Location of Employment, Job Search Methods

Figure B.1 presents the main occupation of the respondents by their broad levels of award. Overall, majority of the graduates were working as professionals, followed by managers, clerical and administrative workers, sales workers and community and personal service workers. A significantly higher proportion of postgraduate coursework graduates were found to be working as managers than the postgraduate research or undergraduate programs. A significantly higher proportion of postgraduate research graduates were working as professionals than postgraduate coursework or undergraduates. Significantly more undergraduates were found to be working as clerical and administrative workers, sales workers and community workers than postgraduate coursework or research graduates (significant at $p < 0.05$).



* Significantly higher than undergraduate and postgraduate research cohorts at $p < 0.05$, ** significantly higher than the undergraduate and postgraduate coursework cohorts at 95% confidence level, *** significantly higher than the postgraduate coursework and postgraduate research cohorts at 95% confidence level, **** significantly higher than undergraduate cohort at 95% confidence level.

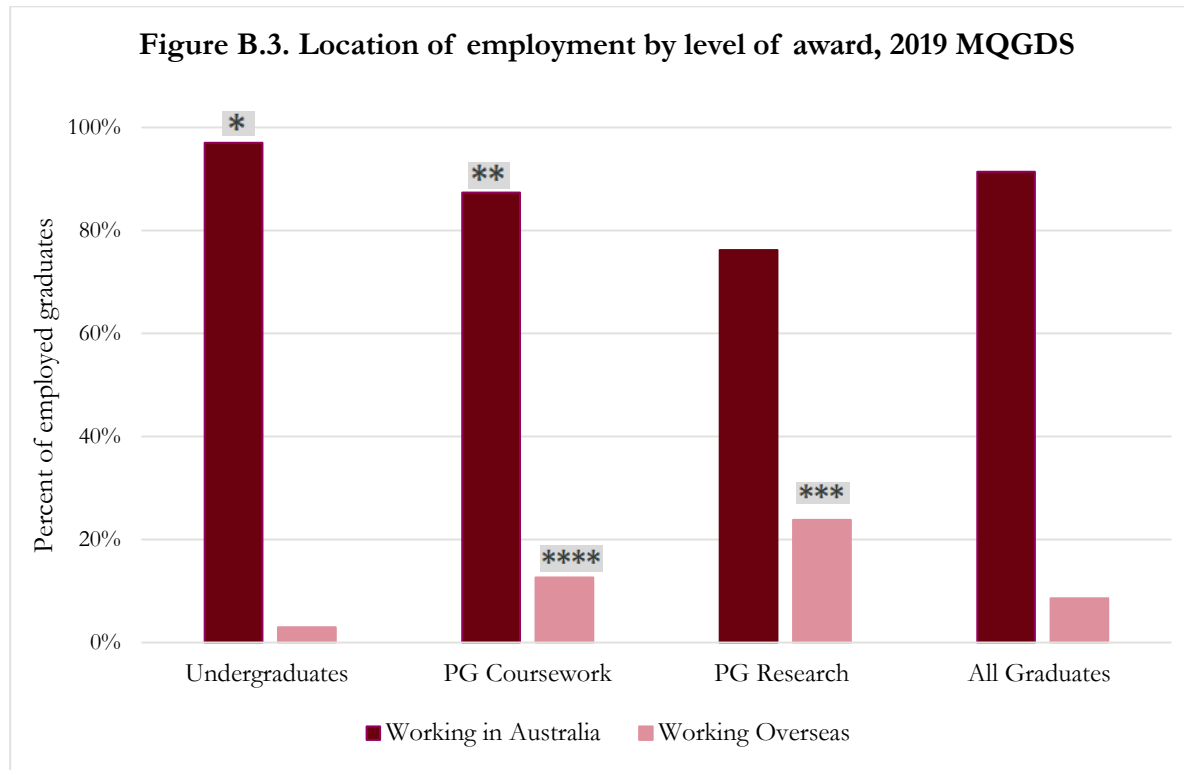
Figure B.2 shows the sector of employment of the respondents by their broad level of award. Overall, the majority of graduates completed undergraduate or postgraduate coursework programs were employed in the private sector. On the contrary, the majority of postgraduate research graduates were found to be working in the public sector.



* Significantly higher than undergraduate and postgraduate coursework cohorts at $p < 0.05$,

** Significantly higher than the postgraduate research cohort at $p < 0.05$,

Figure B.3 shows that overall 91 per cent of all respondents were working in Australia. It was also noticed that of all three levels of award, a significantly higher proportion of postgraduate research graduates were working overseas.



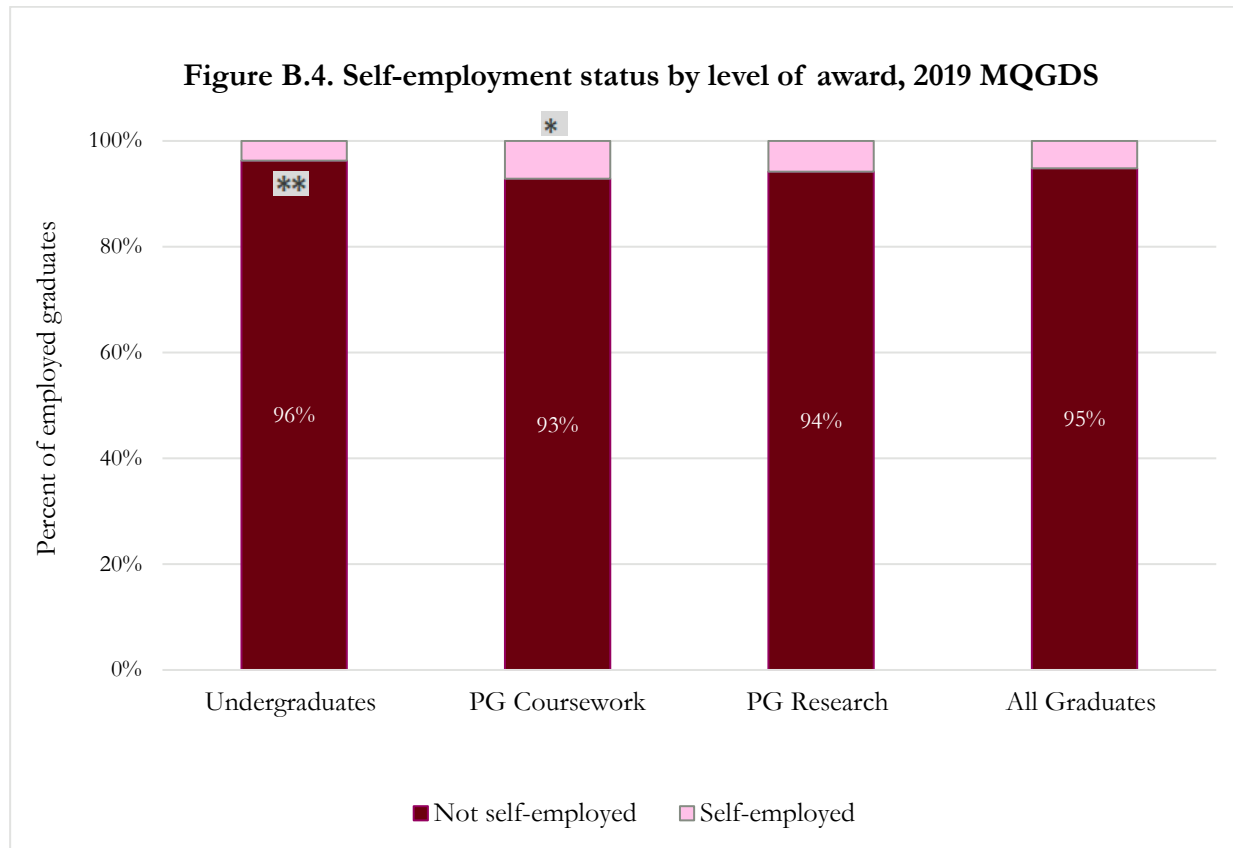
* Significantly higher than the postgraduate coursework and postgraduate research cohorts at $p < 0.05$,

** Significantly higher than the postgraduate research cohort at $p < 0.05$

*** Significantly higher than the undergraduate and postgraduate coursework cohort at $p < 0.05$,

**** Significantly higher than the undergraduate cohort at $p < 0.05$

Figure B.4 shows that across all the levels of awards a significantly higher proportion of graduates were working for an employer than were self-employed (significant at $p < 0.05$). Moreover, proportion of self-employed graduates were significantly higher for postgraduate coursework cohort than undergraduates.

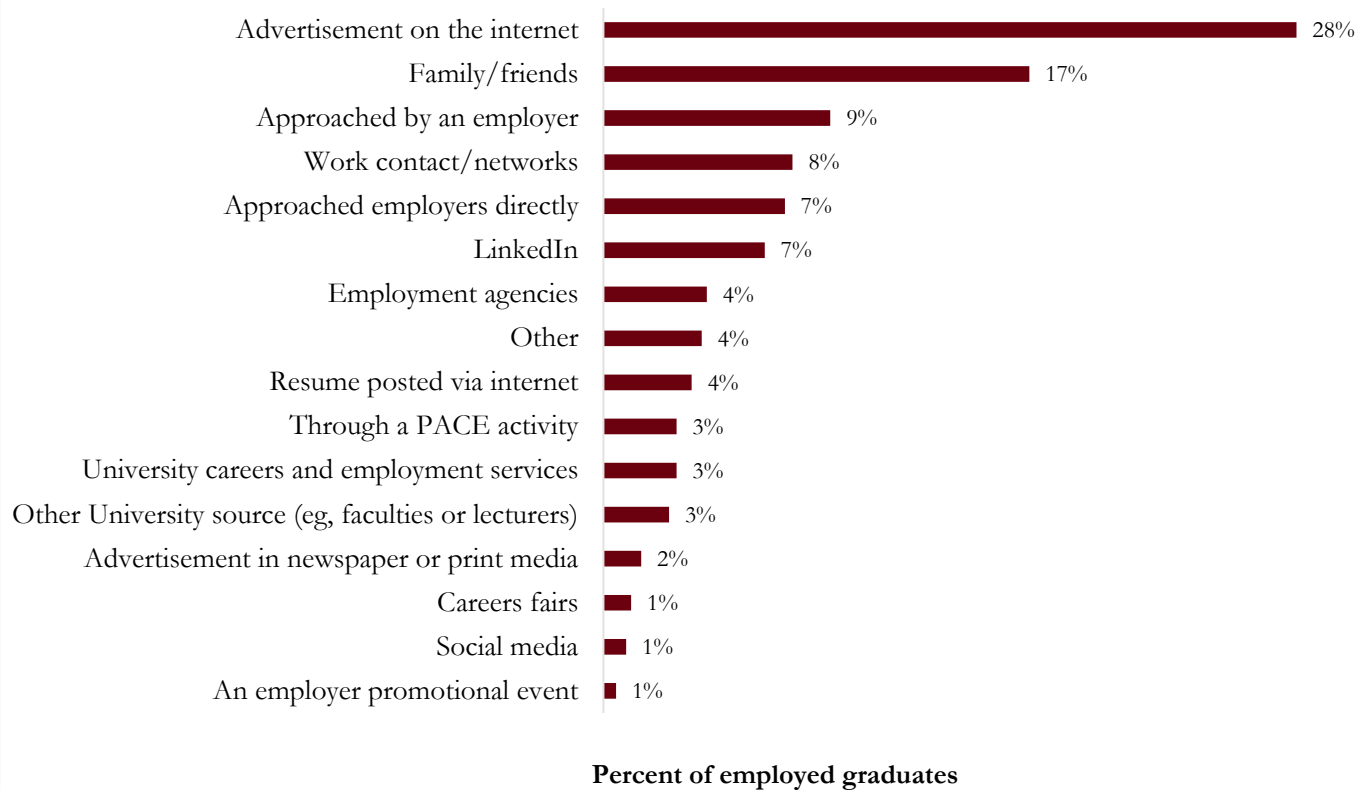


* Significantly higher than the undergraduate cohort at $p < 0.05$,

** Significantly higher than the postgraduate coursework and postgraduate research cohorts at $p < 0.05$

When asked about the job search method for their current job, five most common methods reported by graduates were, ‘advertisement on the internet’ (28 per cent) , ‘friends or family’ (17 per cent), ‘approached by an employer’ (9 per cent), ‘work contacts/networks (8 per cent) and ‘approached employer directly’ (7 per cent) (see Figure B.5). The job search method by level of award is included in Appendix C.

Figure B.5. Job search method used for the current job: all graduates, 2019 MQGDS



Section C. Graduate preparedness

The survey also asked the employed graduates how well their course equipped them with the necessary skills to perform in their current job(s). Tables C.1 to C.3 show the relevance and requirement of the qualification of the employed graduates by their broad levels of award. As Table C.1 shows, overall a significantly higher proportion of graduates mentioned that their qualification was not formal requirement (55.6 per cent) than those mentioned that it was a formal requirement (44.4 per cent) for their current employment. A variation by levels of award was noticed, where significantly more undergraduates and postgraduate coursework graduates expressed that their qualification *was* a not formal requirement of their job than the postgraduate research cohorts.

Table C.1. Qualification a formal requirement

Qualification a formal requirement	Undergraduate*		Postgraduate Coursework*		Postgraduate Research		All Graduates*	
	Count	%	Count	%	Count	%	Count	%
Qualification formal requirement	344	45.7 (42.1, 49.3)	204	39.1 (35.0, 43.3)	85	56.7 (48.7, 64.4)	633	44.4 (41.9, 47.0)
Qualification not formal requirement	409	54.3 (50.7, 57.9)	318	60.9 (56.7, 65.0)	65	43.3 (35.6, 51.3)	792	55.6 (53.0, 58.1)
Total	753	100	522	100	150	100	1,425	100

NOTE: Numbers in parentheses are lower and upper confidence intervals at 95% confidence level

* Significant difference is found between qualification being formal requirement or not formal requirement, for all levels of award, undergraduate, postgraduate cohorts at $p < 0.05$

Table C.2 shows that 50.6 per cent of the employed graduates agreed that their qualification was *'fairly'* or *'very much'* related to their current employment¹². The agreement was highest for the postgraduate coursework cohort at 59.2 per cent, while about 50.7 per cent of the postgraduate coursework graduates and 44.5 per cent of undergraduates agreed that their qualification was related to their employment. A significantly higher proportion of undergraduate cohort (44.8 per cent) mentioned that their employment was *'little'* or *'not at all related'* to their qualification as against the postgraduate coursework and postgraduate research cohorts (31 per cent and 30 per cent respectively).

¹² The differences between *'fairly'* or *'very much'* and *'little'* or *'not at all related'* were statistically significant all graduates, and for postgraduate coursework and postgraduate research cohorts at $p < 0.05$

Table C.2. Employment related to qualification by levels of award

Employment related to qualification	Undergraduate		Postgraduate Coursework		Postgraduate Research		All Graduates	
	Count	%	Count	%	Count	%	Count	%
Not at all	182	24.1 (21.2, 27.3) *	71	13.6 (10.8, 16.7)	19	12.7 (8.1, 18.7)	272	19.1 (17.1, 21.2)
A Little	156	20.7 (17.9, 23.7)	92	17.6 (14.5, 21.0)	22	14.7 (9.7, 21.0)	270	18.9 (17.0, 21.0)
Fairly	154	20.4 (17.7, 23.4)	132	25.2 (21.7, 29.1)	13	8.7 (4.9, 14.0)	299	21.0 (18.9, 23.1)
Very much	182	24.1 (21.2, 27.3)	178	34.0 (30.1, 38.2) **	63	42.0 (34.3, 50.0) **	423	29.6 (27.3, 32.1)
Unsure	80	10.6 (8.6, 13.0)	50	9.6 (7.3, 12.3)	33	22.0 (15.39, 29.1)	163	11.4 (9.9, 13.2)
Total	754	100	523	100	150	100	1427	100.00

Note: Numbers in parentheses are lower and upper confidence intervals at $p < 0.05$

* Significantly higher than postgraduate coursework and postgraduate research cohorts at $p < 0.05$

** Significantly higher than undergraduate cohort at $p < 0.05$

When the employed graduates were asked how important their qualification was to do the job (Table C.3), overall about 72 per cent of the graduates mentioned that their qualification was fairly to very important. Significantly more postgraduate research and postgraduate coursework graduates (90 per cent and 77 per cent respectively) mentioned that their qualification was important for current job than the undergraduate cohort (65 per cent)¹³. Similarly, significantly more undergraduates (35 per cent) mentioned that their qualification was not at all important or not that important for their current job than the postgraduate research or postgraduate coursework cohorts (10 per cent and 23 per cent respectively)¹⁴.

¹³ Significant at $p < 0.05$

¹⁴ Significant at $p < 0.05$

Table C.3. Importance of the qualification to be able to do your job

To what extent was it important for you to have the qualification to be able to do your job?	Undergraduate		Postgraduate Coursework *		Postgraduate Research		All Graduates	
	Count	%	Count	%	Count	%	Count	%
Not at all important	59	20.4 * (16.1, 25.3)	20	9.0 (6.0, 13.9)	4	6.8 (2.3, 15.3)	83	14.8 (12.0, 17.9)
Not that important	42	14.5 (10.8, 18.9)	30	14.1 (9.9, 19.2)	2	3.4 (0.7, 10.4)	74	13.2 (10.6, 16.2)
Fairly important	53	18.3 (14.2, 23.1)	52	24.4 (19.0, 30.5)	6	10.2 (4.4, 19.8)	111	19.8 (16.6, 23.2)
Important	65	22.5 (18.0, 27.6)	62	29.1 (23.3, 35.5)	23	39.0 (27.3, 51.7)	150	26.7 (23.2, 30.5)
Very important	70	24.2 (19.6, 29.4)	49	23.0 (17.7, 29.0)	24	40.7 ** (28.8, 53.4)	143	25.5 (22.0, 29.2)
Total	289	100	213	100	59	100	561	100

Note: Numbers in parentheses are lower and upper confidence intervals at $p < 0.05$,

* Significantly higher than the postgraduate research cohort at $p < 0.05$,

** Significantly higher than the postgraduate coursework cohort at $p < 0.05$,

Limitations of the study

The overall response rate of this survey was 21.7 per cent (2,161 usable responses). This was limited to the fact that the survey was conducted online without any text or telephone reminders. Further investigation revealed that fewer responses were received on the 2019 MQGDS than the Federal Government's 2019 Graduate Outcome Survey (GOS), mainly due to the time lag as the MQGDS was conducted eleven months after course completion while the GOS was conducted four months after course completion. Moreover, this may be due to survey fatigue as the MQGDS was sent to the same population six months after the GOS fieldwork.

Some issues were found with email addresses, for example, about 5 per cent of the population had university student email addresses instead of their personal addresses. Past research has shown that graduates seldom use their university student email once they leave the University. Furthermore, more than sixty percent emails used for this survey were collected at the time of enrolment, which may not be up-to-date emails. Moreover, instead of the personal email agents' email addresses were found in the student system for some of the international students.

Conclusion and Recommendations

94 per cent of survey graduates were either in full-time or part-time employment close to one year after graduation¹⁵. Moreover, 83 per cent of graduates, available for full-time employment, were working full-time at the time of this survey. The full-time employment rate was highest for the postgraduate coursework graduates (92 per cent), followed by postgraduate research graduates (87 per cent) and undergraduates (74 per cent).

Overall, 72 per cent of the employed graduates were working as managers or professionals. Postgraduate research graduates were most likely to be working as managers or professionals (86 per cent), followed by the postgraduate coursework graduates (85 per cent), and undergraduates (52 per cent). The majority of the graduates who completed an undergraduate degree or postgraduate coursework award (69 per cent and 66 per cent respectively) were found to be working in private sector, while the majority of graduates who completed a postgraduate research degree were working in the public sector (46 per cent).

The majority of graduates, across three levels of award, were found to be working in Australia and were working for an employer. While the majority of undergraduates and postgraduate research graduates agreed that their qualification was a formal requirement of their job, for postgraduate coursework graduates the award they completed was not a formal requirement.

¹⁵ This excludes those graduates enrolled in further full-time study or not available for employment or further study.

The evidence from this study brings forth the following recommendations:

- The results from the past three years of the MQGDS (2017, 2018 and 2019)¹⁶ provide evidence of improvement in the full-time and overall employment rate of the graduates when compared with the results from the Graduate Outcome Survey 2017, 2018 and 2019. Thus, it is recommended that the overall employment data from this survey be submitted to the QS Employability Ranking with a caveat that this survey was conducted internally.
- It is also recommended that this survey be conducted on a regular basis to capture the graduate outcomes close to eleven months after course completion for future submissions to the QS Employability Ranking and for ongoing strategic use of this information by stakeholders at Macquarie University.
- It is also recommended that the telephone follow-up of survey be introduced to increase the response rate for robust sub-group analysis.

¹⁶ See: https://www.mq.edu.au/_data/assets/pdf_file/0011/749261/2018-MQGDS_Report-for-web-publication_V01-Final.pdf

Appendix A: Definitions of graduate outcome used in the MQGDS

Measures	Definitions
Full-time Employed %	This includes graduates who were in paid employment for at least 35 hours per week (in one job or in multiple jobs), at the reference date of the survey as a proportion of those who were <i>available for full-time work</i> . This excludes graduates who are in full-time.
Base - full-time Employed	Graduates who were available for full-time employment , i.e., working at least 35 hours (in one job or in multiple jobs) and/or looking for full-time work, excluding those who are in full-time study.
Overall Employed %	This includes employed graduates (including in full-time, part-time or casual employment), as a proportion of those <i>who are available for employment</i> . This also excludes graduates who are in full-time study.
Base - Overall Employment	Graduates who were available for any employment - graduates including employed full-time, employed part-time , unemployed and seeking full-time work and unemployed and seeking part-time work
Further FT Study %	Includes graduates in full-time study as a proportion of all graduates responded
Base - Further FT Study	All graduates responded

Appendix B: Frequency distribution of destination of graduates responded to the 2019 MQGDS

Detailed destination of graduates	Count
Available for Full-time employment (working Full-time, Seeking Full-time, excluding studying Full-time)	
Working FT, not seeking any	995
Working FT, seeking FT	198
Working FT, seeking FT or PT	94
Working FT, seeking PT	24
Not working, seeking FT, studying PT	3
Not working, seeking FT or PT	45
Not working, seeking FT or PT, studying PT	2
Not working, seeking FT	57
Working PT, seeking FT	71
Working PT, seeking FT or PT	97
<i>Available for full-time employment total</i>	<i>1,586</i>
In Further full-time study	
Not working, not seeking any, studying FT	54
Not working, seeking PT, studying FT	18
Not working, seeking FT or PT, studying FT	9
Not working, seeking FT, studying FT	24
Working PT, not seeking, studying FT	39
Working PT, seeking PT, studying FT	2
Working PT, seeking FT, Studying FT	9
Working PT, seeking FT or PT, studying FT	6
<i>Full-time study total</i>	<i>161</i>
In Part-time/casual employment, not seeking full-time employment	



Working PT, not seeking any	267
Working PT, seeking PT, studying PT or other	14
Working PT, seeking PT	52
<i>Part-time/casual employment total</i>	<i>333</i>
Not working, seeking part-time or casual employment only	
Not working, seeking PT, studying PT	2
Not working, seeking PT	15
<i>Not working seeking part-time total</i>	<i>17</i>
Not working, not seeking any	
Not working, not seeking any	48
Not working, not seeking any, studying PT	10
<i>Not working, not seeking total</i>	<i>58</i>
Unknown/unavailable for full-time study, for any employment	6
Grand Total	2,161

Appendix C: Job search method used for the current job by level of award

Job search methods	Level of Award															
	Undergraduate				Postgraduate Coursework				Postgraduate Research				Total			
	Count	%	95.0% Lower CL (%)	95.0% Upper CL (%)	Count	%	95.0% Lower CL (%)	95.0% Upper CL (%)	Count	%	95.0% Lower CL (%)	95.0% Upper CL (%)	Count	%	95.0% Lower CL (%)	95.0% Upper CL (%)
University careers and employment services	11	2.1%	1.1%	3.6%	10	2.8%	1.5%	5.0%	8	7.8%	3.7%	14.1%	29	2.9%	2.0%	4.1%
Careers fairs	8	1.5%	0.7%	2.8%	2	0.6%	0.1%	1.8%	1	1.0%	0.1%	4.4%	11	1.1%	0.6%	1.9%
Through a PACE activity	24	4.5%	3.0%	6.6%	5	1.4%	0.5%	3.1%	0	0.0%			29	2.9%	2.0%	4.1%
Other University source (eg, faculties or lecturers)	11	2.1%	1.1%	3.6%	6	1.7%	0.7%	3.5%	9	8.7%	4.4%	15.3%	26	2.6%	1.8%	3.8%
LinkedIn	35	6.6%	4.7%	9.0%	25	7.1%	4.8%	10.1%	4	3.9%	1.3%	9.0%	64	6.5%	5.1%	8.2%
Advertisement in newspaper or print media	4	0.8%	0.3%	1.8%	9	2.6%	1.3%	4.6%	2	1.9%	0.4%	6.1%	15	1.5%	0.9%	2.4%
Advertisement on the internet	171	32.3%	28.4%	36.4%	84	23.9%	19.6%	28.5%	20	19.4%	12.7%	27.8%	275	27.9%	25.2%	30.8%
Resume posted via internet	14	2.6%	1.5%	4.3%	17	4.8%	2.9%	7.4%	4	3.9%	1.3%	9.0%	35	3.6%	2.5%	4.9%
Family/friends	105	19.8%	16.6%	23.4%	53	15.1%	11.6%	19.1%	11	10.7%	5.8%	17.7%	169	17.2%	14.9%	19.6%
Approached employers directly	35	6.6%	4.7%	9.0%	25	7.1%	4.8%	10.1%	12	11.7%	6.5%	18.9%	72	7.3%	5.8%	9.1%
Approached by an employer	39	7.4%	5.4%	9.8%	36	10.2%	7.4%	13.7%	15	14.6%	8.8%	22.3%	90	9.1%	7.5%	11.1%
An employer promotional event	0	0.0%			5	1.4%	0.5%	3.1%	0	0.0%			5	0.5%	0.2%	1.1%
Employment agencies	19	3.6%	2.3%	5.4%	21	6.0%	3.8%	8.8%	1	1.0%	0.1%	4.4%	41	4.2%	3.0%	5.6%
Social media	6	1.1%	0.5%	2.3%	2	0.6%	0.1%	1.8%	1	1.0%	0.1%	4.4%	9	0.9%	0.5%	1.7%
Work contact/networks	28	5.3%	3.6%	7.4%	34	9.7%	6.9%	13.1%	13	12.6%	7.3%	20.0%	75	7.6%	6.1%	9.4%
Other	19	3.6%	2.3%	5.4%	18	5.1%	3.2%	7.8%	2	1.9%	0.4%	6.1%	39	4.0%	2.9%	5.3%
Total	529	100.0%			352	100.0%			103	100.0%			984	100.0%		

Appendix D: 2019 Macquarie University Graduate Destination Survey (MQGDS) Questionnaire

Dear << First name >>>,

You are invited to participate in the Macquarie University Graduate Destination survey. This is an important survey conducted by your University to measure graduate employment outcomes or further studies /activities that you are involved in close to one year of your graduation. Most people take less than 10 minutes to complete all the questions.

If you need to take a break, you can come back and continue from where you left off.

Please do not use the browser BACK button to go back to a previous question.

Please press the 'Next' button below to continue

--

Your paid work status *on ref date*

1. Were you in paid work (including permanent, contract, casual and self-employment) *on ref date*?

- a. In full-time work, or had accepted an offer of full-time work
(i.e. working 35 hours a week or more)
- b. In part-time work, or had accepted an offer of full-time work
(i.e. working less than 35 hours a week)
- c. Not working in paid job, e.g. volunteering

2. Were you seeking work *on ref date*?

- a. Yes
- b. No

3. If seeking work, what kind of work were you seeking?

(Mark both if both apply)

- a. Full-time work
- b. Part-time work

Your main paid work on Ref Date

Please go to the next section 'your study' if you were not working on ref date

4. Tell us about the job in which you were working the most paid hours

About your employer

	What was your employer's business name in full?	What is your employer's main business? (e.g., Medical Hospital , Primary Education, Accounting)	How many hours per week were you working in this job?	Sector (e.g., Public/Government, Private, non-profit organisation)
Employer 1:				
Employer 2: (if you are working for two employers)				
Employer 3: (if you are working for three employers)				

5. Were you working in Australia?

- a. Yes
- b. No

If no, in what country was your employment based?

6. Were you self-employed?

- a. Yes
- b. No

7. What was the full-title of your occupation?

8. In what month and year did you start this job?

(For example, write March 2015 as "03/2015")

<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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9. What were the main tasks or duties in this work?

10. What was your gross pre-tax annual salary in Australian dollars on *ref date*?

AUSTRALIAN DOLLARS \$

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	,	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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 .00

11. If you were working full-time (more than 35 hours a week) on *ref date*, was this your first full-time job?

- a. Yes
- b. No
- c. Not working full-time

12. How did you first find out about this job?

- a. University careers and employment services
- b. Careers fairs
- c. Through a PACE activity
- d. Other University source (e.g., faculties or lecturers)



- e. LinkedIn
- f. Advertisement in newspaper or print media
- g. Advertisement on the internet
- h. Resume posted via internet
- i. Family/friends
- j. Approached employers directly
- k. Approached by an employer
- l. An employer promotional event
- m. Employment agencies
- n. Social media
- o. Work contact/networks
- p. Other : _____

Graduate Preparation

13. Is your <Degree Name> a formal requirement for you to do your current job?

- a. Yes
- b. No

14. To what extent is your current employment related to your qualification <degree name>?

- a. Not at all
- b. A Little
- c. Fairly
- d. Very much
- e. Unsure

15. To what extent is it important for you to have a qualification to be able to do your job?

- a. Not at all important
- b. Not that important
- c. Fairly important
- d. Important
- e. Very important

16. Did you complete a PACE unit as part of your degree?

- a. Yes (if yes, go to Q16a, *(for programmer use)*)
- b. No (go to Q17, *(for programmer use)*)
- c. Unsure (go to Q17, *(for programmer use)*)

16a. (If 'yes' to Q16, *(for programmer use)*) What type of activity did you participate in as part of that unit? (Mark all that apply)

- a. Internship
- b. Community/industry panel with project mentoring
- c. Professional experience and/or practicum
- d. Community development project
- e. Service provision
- f. Research project
- g. Evaluation project
- h. Peer-assisted learning and/or mentoring
- i. Fieldwork with a partnership component
- j. Other [Please describe]

16b. (If 'yes' to Q16, *(for programmer use)*) Did the PACE experience:

16b.1. help you in planning or making decisions about your career?	No	A little	Moderately	A lot	Unsure
16b.2. help you feel more confident seeking work?	No	A little	Moderately	A lot	Unsure
16b.3. contribute to your ability to get a satisfying job in an area that interests you?	No	A little	Moderately	A lot	Unsure
16b.4. encourage you to be more engaged in the community?	No	A little	Moderately	A lot	Unsure



16c. (If 'yes' to Q16, (for programmer use)) Are you currently employed, volunteering or otherwise engaged with the organisation with whom you undertook your PACE activity, or a similar organisation?

- a. Employed
- b. Volunteering
- c. Other form of engagement, please specify _____
- d. None of the above

17. Did you access / participate in any of the following Careers services during your degree?

(Mark all that apply)

a. Resume writing	Yes	No	Unsure
b. Workshops	Yes	No	Unsure
c. Careers fairs	Yes	No	Unsure
d. One on one consultation sessions	Yes	No	Unsure
e. Other services	Yes	No	Unsure

17a. (if 'Yes' to any of choices in Q17, (for programmer use)) Did those activities -

17a.1. help you in planning or making decisions about your career?	No	A little	Moderately	A lot	Unsure
17a.2. help you feel more confident seeking work?	No	A little	Moderately	A lot	Unsure
17a.3. contribute to your ability to get a satisfying job in an area that interests you?	No	A little	Moderately	A lot	Unsure

18. Overall, how well did your < Degree Name > prepare you for your job?

- a. Not at all
- b. Not well
- c. Well
- d. Very well
- e. Don't know / Unsure

19. What are the main ways that your < Degree Name > prepared you for employment in your organisation? (best aspect)

20. What are the main ways that your < Degree Name> could have better prepared you for employment in your organisation? *(Needs improvement)*

Further study

21. Are you currently a full-time or part-time student at a university, TAFE, or other educational institution?

- a. Yes – full-time
- b. Yes – part-time
- c. No

22. What is the full title of the qualification you are currently studying?

23. What is your major field of education for this qualification?

- a. Natural and Physical Sciences
- b. Information Technology
- c. Engineering and Related Technologies
- d. Architecture and Building
- e. Agriculture Environmental and Related Studies
- f. Health
- g. Education
- h. Management and Commerce
- i. Society and Culture
- j. Creative Arts
- k. Food, Hospitality and Personal Services
- l. Mixed field qualification
- m. Other (please specify_____)

24. What is the level of this qualification?

- a. Doctorate



MACQUARIE
University

- b. Master's degree by research
- c. Master's degree by coursework
- d. Other postgraduate degree
- e. Graduate diploma
- f. Graduate certificate
- g. Bachelor degree
- h. Advanced diploma or Associate degree
- i. Diploma
- j. Certificate
- k. Unsure

25. What is the name of the institution where you are currently studying?

26. As a valued Alumni of Macquarie University, would you like to be contacted by the University for career development events, benefits and services discounts, University and Alumni news?

- a. Yes
- b. No

If Yes (for programmer use), Please provide your contact details:

a. *email: (mandatory)*

b. Telephone number:

c. Postal address:

*Thank you for your time in completing the survey. Your responses will be kept **in confidence**. Reports based on this survey will contain only de-identified summary information*

Reference:

1. Trounson, A., (2015, July 24). Grim jobs outlook for new graduates, *The Australian*, retrieved from <http://www.theaustralian.com.au/higher-education/grim-jobs-outlook-for-new-graduates/news-story/3d6a774ebb995dc9ba3f178c721d50d5>, on 30 June 2016.
2. Healy, J., (2015, July 29). Graduating into a weak job market: why so many grads can't find work, *The Conversation*, retrieved from <http://theconversation.com/graduating-into-a-weak-job-market-why-so-many-grads-cant-find-work-45222>, on 30 June 2016.