graduatecareers council of australia

a non-profit company working to develop employment and career opportunities for graduates in association with the higher education sector, government and business

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Australian Senate Finance and Public Administration References Committee enquiry
Recruitment and Training in the Australian Public Service (APS)

Tabled submission: Public hearing Thursday 15 August 2002, Committee Room 2S1

The GCCA has previously lodged a submission to this enquiry, which is accessible via the Senate website. This tabled submission supports the previous document by amplifying the statistical data supplied, and the commentary regarding university Careers Advisory (CAS) experiences of APS recruitment practices.

Statistical data derived from the Graduate Destination Survey (GCCA)

Two tables are appended. The first is labeled *Employment Sector of Working Graduates 1991, 1996-2001*. This time-series table provides an indication of the employment destinations of Australian university (Bachelor degree) graduates across eight broad bands of employer type (e.g. Private, Commonwealth, Education). From this it can be seen that the Commonwealth/APS[1], which absorbed 9.2% of graduates in 1991, took 5.4% in 2001. The effect of the reduction is more emphasised among male graduates than female graduates.

The second table is labeled *Field of Study of Working Graduates (by employment sector) 2001*. These data are derived from the most recently published Graduate Destination Survey and relate to Bachelor graduates qualifying in the year to 31 December 2000, and "In Employment" at the time of the survey. From this table it is possible to view the pattern of distribution of graduates across the same eight bands of employer type as in the previous table, this time disaggregated into ten broad fields of study. For instance, we can compare the uptake of Science graduates in 2001 by the Commonwealth (18.7%) compared with the Private sector (16.1%).
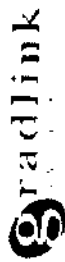
Additional feedback from universities

Following the initial GCCA submission to the review, further feedback was sought from the university Careers Advisory Services (CAS). The observations of those CAS which opted to respond are summarized below - it must be emphasized that they are anecdotal and have not been the subject of a formal GCCA review.

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[1] Includes a very small component of Defence Force recruitment.

- Communication and interaction with Departments has on the whole been useful/positive... but many Australian Public Service Departments recruit later in the year, putting them at a distinct disadvantage against employers who attend careers fairs at the beginning of the academic year.
- There is considerable scope for APS to improve its 'profile' on campuses by developing both its branding and its broader marketing strategies in targetting university students. In particular the advantages of working within the APS could be more strongly emphasized.

- When APS graduate recruitment was substantially coordinated from one office (RSA) it was easier for careers services to gain a sense of what was going on. Now it is not unknown for students to request information about a Public Service Department recruitment campaign which has not been specifically advised to the CAS.

- A common observation of the CAS is that APS graduate recruitment is "fragmented". Some departments only advertise their graduate vacancies in newspapers and do not contact universities at all; others appear to contact universities selectively. A few Departments use the nga.net on-line vacancy service and field applications through that medium. Some Departments use third-party recruitment consultants who do or don't contact universities – perhaps depending on the experience of the consultant.

- It is common for Departments to advertise that they will consider "all" or "a wide range of" disciplines, when experience shows that recruitment has been in a narrow band of disciplines. It is necessary for Departments to give clear and accurate information.

- Most university Careers Services now make extensive use of their websites and e-mail to communicate with students. While there is a role for hard-copy brochures and directories such as *Graduate Opportunities*, online communication is arguably the most effective means of reaching large numbers of students. NB see the UNSW submission, in the public domain via the Senate FPA website.

- The official website www.jobsearch.gov.au/graduatelinks is useful. However publicity for this service has been in the form of postcards: if print marketing materials are to be used, A4 posters are far more effective.

- Individual Departmental recruitment means a vastly increased amount of time taken up with completing applications; the previous coordinated first step in recruitment was much more student-friendly.

RBB 15.8.02

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1991, 1996 - 2001
Employment Sector of Working Graduates

	1991*		1996		1997		1998		1999		2000		2001	
Males														
Private	21.9	5344	22.7	8108	23.8	7485	25.8	8428	24.6	7750	22.7	7051	22.6	7273
C'wealth Govt	5.2	1263	3.5	1266	3.2	1008	2.7	892	3.1	983	3.2	1000	2.7	875
State Govt	7.7	1863	3.2	1143	3.6	1137	3.4	1120	3.7	1159	3.4	1060	3.2	1026
Local Govt	0.9	214	0.9	313	0.8	237	0.8	260	0.9	292	0.9	269	0.8	248
Health Public	0.0		3.7	1334	3.5	1092	3.6	1176	2.8	891	2.4	756	2.7	876
Health Private	0.0		0.8	293	0.8	258	1.0	339	1.2	378	1.2	361	1.2	396
Education	6.9	1689	5.6	2000	3.8	1200	3.6	1184	3.8	1190	4.0	1240	4.4	1404
Other	0.9	227	0.6	213	1.9	612	1.1	348	1.1	361	2.6	803	1.7	541
Females														
Private	18.1	4397	19.4	6926	20.3	6382	22.0	7193	22.9	7220	22.2	6900	23.0	7407
C'wealth Govt	4.0	971	2.8	1015	2.6	811	2.3	762	2.4	742	2.8	874	2.7	854
State Govt	15.2	3699	3.4	1203	3.4	1079	3.7	1207	3.8	1204	3.8	1174	3.8	1218
Local Govt	1.0	244	1.0	357	1.0	309	0.9	296	1.0	325	1.0	325	1.0	311
Health Public	0.0		12.9	4619	12.1	3820	11.9	3902	9.9	3126	9.0	2791	9.1	2919
Health Private	0.0		3.5	1260	3.4	1084	4.2	1373	4.7	1496	4.4	1376	5.0	1604
Education	17.0	4135	15.0	5360	11.6	3666	10.9	3570	11.8	3714	12.9	4013	13.4	4300
Other	1.3	306	0.8	301	4.1	1292	1.9	629	2.1	665	3.4	1041	2.9	918
Total														
Private	40.0	9741	42.1	15034	44.1	13867	47.8	15631	47.6	14980	45.0	13965	45.8	14725
C'wealth Govt	9.2	2234	6.4	2281	5.8	1819	5.1	1656	5.5	1726	6.1	1878	5.4	1733
State Govt	22.8	5562	6.6	2346	7.0	2216	7.1	2329	7.5	2364	7.2	2235	7.0	2260
Local Govt	1.9	458	1.9	670	1.7	546	1.7	556	2.0	617	1.9	594	1.7	559
Health Public	0.0		16.7	5953	15.6	4912	15.6	5083	12.8	4019	11.4	3548	11.8	3799
Health Private	0.0		4.3	1553	4.3	1342	5.2	1712	6.0	1875	5.6	1738	6.2	2003
Education	23.9	5824	20.6	7360	15.5	4866	14.6	4755	15.6	4904	16.9	5254	17.8	5717
Other	2.2	533	1.4	514	6.0	1904	3.0	977	3.3	1028	6.0	1847	4.5	1463
TOTAL	100.0	24352	100.0	35711	100.0	31472	100.0	32679	100.0	31496	100.0	31034	100.0	32170

* In 1991, 'health' was included under both State Govt and Private sector.

Source: Graduate Careers Council of Australia

Gradlink 2001

Field of Study Working Graduates by Employment Sector

	C'wealth		State		Local		Private		Health Public		Health Private		Education		Other		Total
Males																	
Agriculture	0.8	14	3.1	69	2.5	14	1.7	244	0.1	4	0.0	0	0.4	23	0.7	10	378
Architecture	0.3	5	0.8	19	6.3	35	2.7	391	0.1	3	0.1	3	0.1	6	1.4	20	482
Humanities,Arts	13.5	234	4.9	110	6.1	34	4.2	614	1.2	45	2.5	51	3.0	169	9.1	133	1390
Business, Administration, Economics	10.0	174	8.9	201	7.2	40	17.7	2610	0.7	27	1.2	25	1.8	105	12.1	177	3359
Education	1.4	24	1.1	25	0.0	0	0.3	44	0.3	11	0.3	7	13.3	758	0.9	13	882
Engineering, Surveying	9.6	166	6.7	152	11.1	62	9.1	1341	0.2	6	0.0	0	0.6	33	3.1	46	1806
Health	1.0	18	2.0	45	2.7	15	1.0	154	19.6	743	13.4	269	1.6	104	1.4	20	1368
Law	2.5	44	0.8	10	0.4	2	2.5	381	0.1	5	0.0	1	0.2	14	2.2	32	704
Science	11.3	196	7.1	160	8.2	46	10.0	1472	0.8	32	1.9	39	3.3	190	6.2	80	2225
Vet Science	0.0	0	0.0	0	0.0	0	0.3	42	0.0	0	0.0	1	0.0	2	0.0	0	45
	50.5	875	45.4	1026	44.4	248	49.4	7273	23.1	876	19.8	396	24.6	1404	37.0	541	12639
Females																	
Agriculture	0.9	15	2.6	59	1.8	10	0.9	135	0.1	3	0.1	3	0.2	13	1.6	24	262
Architecture	0.1	1	0.6	14	5.4	30	1.4	204	0.0	1	0.1	3	0.1	5	0.5	8	266
Humanities,Arts	18.0	312	15.0	338	16.8	94	11.7	1720	7.2	274	13.6	273	1.5	655	21.7	317	3983
Business, Administration, Economics	13.7	237	11.3	256	12.7	71	21.2	3125	1.6	62	2.2	45	3.0	169	18.7	273	4238
Education	1.3	22	1.6	36	3.6	20	0.9	131	1.1	42	4.3	86	51.5	2945	6.1	89	3371
Engineering, Surveying	1.4	25	1.5	33	1.4	8	1.8	260	0.0	0	0.0	0	0.1	7	0.3	4	337
Health	2.3	40	5.0	114	4.1	23	2.1	313	64.9	2464	55.1	1103	4.4	253	5.3	78	4388
Law	4.2	72	9.6	216	0.4	2	3.7	544	0.2	7	0.0	1	0.5	30	2.5	37	909
Science	7.4	128	6.7	151	9.5	53	6.1	891	1.7	66	4.5	90	3.9	223	6.0	88	1690
Vet Science	0.1	2	0.0	1	0.0	0	0.6	84	0.0	0	0.0	0	0.0	0	0.0	0	87
	49.3	854	53.9	1218	55.6	311	50.3	7407	76.8	2919	80.1	1604	75.2	4300	62.7	918	19531
Total																	
Agriculture	1.7	29	5.7	128	4.3	24	2.6	379	0.2	7	0.0	3	0.6	36	2.3	34	640
Architecture	0.3	5	1.5	34	11.6	65	4.0	595	0.1	4	0.3	6	0.2	11	1.9	28	749
Humanities,Arts	31.5	546	19.9	450	22.9	128	15.9	2343	8.4	321	16.2	325	14.5	829	31.0	454	5395
Business, Administration, Economics	23.9	414	20.4	461	19.9	111	39.1	5751	2.3	89	3.5	71	4.8	276	30.8	450	7623
Education	2.7	46	2.7	61	3.6	20	1.2	175	1.4	53	4.6	93	64.9	3708	7.0	102	4256
Engineering, Surveying	11.0	191	8.2	185	12.5	70	10.9	1807	0.2	6	0.0	0	0.7	40	3.4	50	2149
Health	3.3	58	7.1	160	6.8	38	3.2	467	84.4	3207	68.5	1373	6.3	358	6.7	98	5759
Law	6.7	116	20.5	463	0.7	4	6.2	913	0.3	12	0.1	2	0.8	44	4.7	69	1623
Science	18.7	324	14.0	317	17.7	99	16.1	2369	2.6	100	6.4	129	7.2	413	12.2	178	3929
Vet Science	0.2	3	0.0	1	0.0	0	0.9	126	0.0	0	0.0	1	0.0	2	0.0	0	133
	100.0	1733	100.0	2260	100.0	559	100.0	14725	100.0	3799	100.0	2003	100.0	5717	100.0	1463	32259
Males + Females		1729		2244		559		14680		3795		2000		5704		1459	32170