

Professions Australia – Universities Australia

“Learning & Work”

Thursday 31 July 2008



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Chief Executive

**Australian Association of
Graduate Employers (AAGE)**



Agenda

- Who we are
- Market data
- Work experience: Win-Win-Win

AAGE - Who We Are



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Not-for-profit



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- Not-for-profit
- Peak industry body



AAGE - Who We Are

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- Members are employers



AAGE - Who We Are

- ❑ Not-for-profit
- ❑ Peak industry body
- ❑ Members are employers
- ❑ 238 members (and counting!)



AAGE Members



AAGE Members

ANZ Bank

Commonwealth Bank

Macquarie

NAB

Westpac

AAGE Members

- Accenture
- Google
- Hewlett Packard
- IBM
- Telstra

AAGE Members

Deloitte

Ernst & Young

KPMG

PricewaterhouseCoopers

AAGE Members

BHP Billiton

BP

Rio Tinto

Shell

Woodside

AAGE Members

- Cadbury Schweppes
- L'Oreal
- Mars
- Nestle
- Procter & Gamble
- Unilever

AAGE Members

- Boeing
- Ford
- Holden
- Qantas
- Toyota
- Virgin Blue

AAGE Members

ABS

ASIO

ATO

Defence

DEEWR

DFAT

AAGE Members

- ACT Government
- NSW Government
- QLD Government
- SA Government
- VIC Government
- WA Government

AAGE Members

- World Vision
- Victoria Legal Aid

But Not.....

Health

Teaching

But also Associate Members.....

- ❑ Most university careers services
- ❑ Some industry associations

Member representatives

- Graduate Recruitment Manager
- Graduate Development Manager

AAGE Members' Programs

Some or all of:

- Graduate
- Vacation/internship/clerkship
- Cadet/trainee/school leaver
- Co-op

Volumes

- ❑ As little as 5
- ❑ Typically 20
- ❑ As many as 500

Market Data: 2008 AAGE Employer Survey



2008 AAGE Employer Survey

- Annual survey
- 180 respondents
- 7th year

Growth in graduate vacancies

Year	Year on Year
2003	9.8%
2004	11.5%
2005	16.6%
2006	13.0%
2007	13.9%
2008	11.2%

Trend: More competition



Use of Work Experience Programs

Program	Percentage of Respondents
Vacation/internship/ clerkship	61%
Cadet/trainee	38%
Co-op/sandwich	33%

Trend: increasing

Work experience: Win-Win-Win

Employer

Student

University

Employer Wins

Employer Wins

Try before you buy

Employer Wins

- Try before you buy
- Real work = best assessment

Employer Wins

- Try before you buy
- Real work = best assessment
- Branding

Employer Wins

- Try before you buy
- Real work = best assessment
- Branding
- Source of labour

Employer Wins

- Try before you buy
- Real work = best assessment
- Branding
- Source of labour
- Relationships with universities

Student Wins

Student Wins

☐ “Dating without commitment”

Student Wins

- ❑ “Dating without commitment”
- ❑ Potential graduate employment

Student Wins

- “Dating without commitment”
- Potential graduate employment
- Builds resume

Student Wins

- “Dating without commitment”
- Potential graduate employment
- Builds resume
- Cash

Student Wins

- “Dating without commitment”
- Potential graduate employment
- Builds resume
- Cash
- Enhances study

University Wins



University Wins

- ☐ Students more employable

University Wins

- ❑ Students more employable
- ❑ Links with employers

University Wins

- Students more employable
- Links with employers
- Alumni

University Wins

- Students more employable
- Links with employers
- Alumni
- Practice complements theory

Work experience: Win-Win-Win

Perhaps every undergraduate course should include an element of (relevant) work experience?

For more information

visit **www.aage.com.au**

