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GCCA Director Kate Gemmell



Kate Gemmell (pictured) joined the GCCA Board in 2004. "Having worked in the Careers Sector for over 20 years now, I am looking forward to the challenge of being an alternative Director on the GCCA Board – I have been associated with a few boards over the years, but the GCCA should be a particularly interesting experience."

"I feel really fortunate to have been associated with the Careers industry for so long, as I really enjoy it. I got my first "real job" in the Commonwealth Employment Service in

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Graduates in High Employment

A new report just released by the Graduate Careers Council of Australia, the *Graduate Destination Survey (GDS) 2003*, suggests that new bachelor degree graduates in the fields of veterinary science, education, and health, medicine and dentistry were very likely to have been in professional employment and working in the field for which they trained.

The GDS tracks the activities of new university graduates who completed their qualifications in the previous calendar year. Information from over 107,000 new graduates was gathered four months after they completed their qualifications, and analysed for this new report.

High Level Employment Found

The detailed report now released indicates that most new bachelor degree graduates in full-time employment at the time of the GDS had found high level employment. Across all fields, 65.4 per cent were working in a professional level position, with 15.5 per cent employed as para-professionals and 5.1 per cent in management.

Of recent university graduates who were in full-time employment at the time of the GDS, 97.0 per cent of veterinary science graduates were employed at a professional level and 94.9 per cent were working as veterinarians. Graduates in the wider field of health, medicine and dentistry (90.8 per cent) were also highly likely to have been categorised as working at a professional level. For many of the smaller fields that make up health, medicine and dentistry, over ninety per cent were working in fields for which they trained.

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SA Graduate Careers Network



Careers and employer representatives network

Responding to a perceived need for the various parties in the graduate employment sector to be able to meet in an informal forum, the Graduate Careers Council of Australia (GCCA) has developed a new initiative in 2004 – the Graduate Careers Network. This event has been designed to provide networking opportunities for graduate employers, careers staff and other parties involved in the graduate employment/recruitment process, and following on from the successful first event in Melbourne earlier in the year, a second event was held on 24 June in South Australia.



Networking gets underway in Adelaide

Again as earlier, the Graduate Careers Network followed a relaxed, intimate format, with attendees present hailing from several of the larger SA

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GCCA Director Profile: Kate Gemmel (cont.)

Newcastle, a good preparation for life, the universe and everything, as I was interviewing clients and dealing with employers from day one. Given that Newcastle was at the time witnessing the first real signs of the demise of the local steel industry, it was quite an experience to see the social cost of labour market change first-hand."

"From there I took my first job in Higher Education, and have since worked as a careers educator and practitioner in a diverse range of organisations, including the University of Canberra, Ernst & Young and here at ANU. Whatever the setting, I think that it's still a privilege to share peoples stories and to help others to realise their potential."

"I look forward to helping the GCCA to promote the value of university education to the broader community, and to continue to develop its ties with those who have an interest in the graduate labour market."

"On a personal note, I guess after ten years I'm almost a Canberran, but I do miss Newcastle beaches and pubs, (not to mention Oak milkshakes!)"

Kate Gemmell is Head of the Careers Service at the Australian National University in Canberra.

Farewell to Linda and Kylie

In September this year we bade farewell to two members of our research team – Linda Bencic (Research Coordinator) and Kylie Twigg (Research Officer/Data Analyst).

We'd like to express our appreciation for the significant contributions both Linda and Kylie have made to the GCCA, and we wish them both the very best as they move on to exciting new roles.

US Labour Market – NACE Salary Survey

The latest survey of salaries in the United States, conducted by the National Association of Colleges and Employers (NACE) has been completed, and a report issued in mid-2004. Among the most important aspects of this report is that the country's continuing improvement in economic performance is being reflected in both job rates, and in a marked increase in overall starting salaries.

NACE Summer Salary Survey

The NACE *Summer Salary Survey* shows an increased likelihood of higher salaries for some two thirds of disciplines studied, and suggests that many graduates in the coming year will find getting a job a little easier than their predecessors. Among the high-performing disciplines in terms of employment uptake rates was business, including fields of study such as business administration; almost all of these fields showed an increase in average starting salaries.

Other disciplines to feel the benefit of the rallying American economy included accounting graduates, who experienced a 1.4% gain on the previous year's results, and graduates in economics and finance (with a rise of 2.1%) and marketing/marketing management (2% up on the previous year).

Management information systems graduates experienced a marked 2.9% increase on the previous year, while computer science and information science/systems graduates also experienced rises; the former 4.8% on average, the latter a significant 8.2% rise indicating the healthy state of the ICT industry in the US in mid-2004.

Other Disciplines Rise

Engineering graduates also posted modest gains in their overall starting salaries compared with the previous year, as did liberal arts graduates; individual liberal arts disciplines to particularly benefit included political science/government graduates (whose salaries rose 3.9% on average) and English language graduates, who registered an overall increase of 3.4%. Psychology graduates too experienced a rise of 1.2% during this period.

For more information about the NACE Salary Surveys, visit their website at www.naceweb.org

Dugald McNaughtan
Communications Coordinator, GCCA

2004 NAGCAS Employer Visits – ACT



The Australian Institute of Sport, Canberra

In late June 2004, the next instalment in the NAGCAS (National Association of Graduate Careers Advisory Services) Employer Workplace Visits was held over three days in the Australian Capital Territory. Having perused the program I was very much looking forward to this event, as it would take in a diverse range of workplaces, all of which had something interesting to offer and many of which were quite unique. Canberra is an unusual city with a purpose-built feel and a kind of “remoteness”, perhaps because much of what occurs has national rather than local implications, but balanced against this is a sense of importance and purpose which is rather exciting.



Launching A Degree of Certainty

Highlights of the three days were many for me, not the least of which was the opportunity to catch up with old friends and acquaintances, as well as meeting some careers staff whom I had spoken to but not met in person. Attendees came from all around the country: from WA, Tasmania and the Eastern Coast, as well as from New Zealand. Personally I found this particular collection of workplaces among the most interesting I have yet visited during these exercises, and although quite specialised in what they offer graduates, visiting these organisations gave many valuable insights into the likely experiences of graduates after their job-search/recruitment process is over.

The Australian Institute of Sport (AIS) was one particularly fascinating experience as we were able

to watch Olympic athletes in training – their speed and agility was quite incredible. The AIS is also apparently planning to extend their Careers Counselling for Elite Athletes courses, held in conjunction with Victoria University, to be used for other “elites” in music, dance and so on (more about this in an article to be featured in a future edition of *ergo*).



Questacon combines science and fun!

A very enjoyable visit to Questacon, a large-scale version of Melbourne’s Scienceworks, also stands out for a number of reasons; one of these is their “Science Circus” program – a science “roadshow” which employs graduates for a year to travel around the country giving science lessons to schools in many remote and regional areas (including the Kimberley region). Another reason is the “hands-on” component of Questacon, which included exercises designed to teach about the affects of fear and adrenalin on the body – a number of NAGCAS attendees dared the vertical drop to experience weightlessness and the simulated guillotine (which was about my limit).



NAGCAS members at Questacon

Other employer presentations of note included a spiel on the ASIS/ASIO recruiting drive which is happening (albeit in fairly covert manner) at the moment. For the uninitiated (as indeed I was), ASIS stands for Australia Secret Intelligence Service, and is an integral part of the intelligence community in Australia; this also comprises the ONA (Office of National Assessments) and the

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Employer Visits (cont.)

Australian Security Intelligence Organisation (ASIO).



The Australian War Memorial, Canberra

In a busy schedule we also managed to visit the Australian War Memorial, where we were shown a massive (in scale) “sound and light” show recreating the experiences of bomber pilots during the First World War. The Department of Foreign Affairs and Trade, another department of government often in the news of late, was also represented during the visits, as was the Australian Competition and Consumer Commission (ACCC).

On the last night of the event, the twenty-five or so attendees of the visits gathered at the careers centre at ANU (Australian National University), for some pre-dinner drinks and also to launch the new postgraduate careers book *A Degree of Certainty* – written by the careers teams at ANU and Flinders, and edited, published and distributed by the Graduate Careers Council of Australia. Many thanks to Kate, Janelle, Kim and Carole at the ANU careers centre, for what was a fascinating and thoroughly enjoyable three days (despite the lack of snow!) – I look forward to visiting Canberra again in the near future.

Dugald McNaughtan
Communications Coordinator, GCCA



Networking in time-honoured style...

Postgraduate Careers Advisor Alan McAlpine



Alan McAlpine has been working for the last three months as one of the first postgraduate careers advisors dedicated to the support of research postgraduate students at the University of Auckland. Some of you may remember Alan, having been a regular attendee at the NAGCAS conferences for the past four years. He has successfully made the transition from being a consultant with Trevor-Roberts Associates (a career consultancy) in Brisbane to the University world.

Tony Crane presented back at the Melbourne NAGCAS conference (2002) on the need and the likelihood of this new position and it has now finally come to fruition. Alan is extremely privileged to be able to take on this exciting new position, and has spent the past three months doing a number of things to find out what the needs and desires of his target population are. His aim is to offer a service to the postgraduate population (specifically research masters and PhD students) of the University, over and above that already offered by the Careers and Employment Office. “There seems little point in duplicating services that are already widely available” says Alan.

Providing New Support

After three months in the job, Alan now feels he can find his way around the University, and has a better idea of what is needed, though there is still a long way to go. Alan has been looking overseas to see what other Universities are doing in respect of offering support for their postgraduate students and has been picking up a few ideas along the way. He has also been networking extensively around the University to find out what both staff and students want. “It seems clear that both students and staff in this area have felt somewhat neglected in the past” said Alan, “this gives us an ideal opportunity to start providing small activities to encourage the students to start interacting with the new support that is available. I have also been

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Careers Services in the UK and Australia: A View from the Outside

In the last edition of *ergo*, we featured the story of Eleanor Berry from the University of Warwick, UK who swapped jobs, houses and cars for six months with Rosemary Sainty from the University of Sydney in Australia. Part Two of this feature is from Rosemary, who left Australia in mid-Semester One, 2004.



Rosemary Sainty and family

Rosemary's Story

On the sixteenth of February Eleanor Berry and I began our six-month exchanges at our respective universities. The following is my brief collection of observations and experiences from the University Warwick thus far...

Biggest Adjustment

A keyboard with a £ sign which means that approximately ten other key strokes are in different places!

Differences, Similarities and Learning Opportunities

The big surprise for me has been the number of differences in the systems within graduate recruitment and careers services between the two countries/universities, for example:

Graduate Recruitment: in the UK employers are very interested in students of all disciplines, so that for instance a classics or generalist graduate can work in a law firm and do a law conversion course to eventually become a lawyer, or work in an accountancy firm and train to become an accountant.

Academic systems: in nomenclature and degree structure eg. the English norm with honours degrees is a 3 year degree with a very good result, and masters years are more like our honours – confused? Degrees at Warwick usually focus on only one or two disciplines as opposed to the Australian

system of often four disciplines in first year, reducing to a double “major” in final year.

Career Guidance Practices: at Warwick the guidance sessions have a fundamentally different approach to Sydney University. Based on a person centred model, sessions are characterised by the development of lifelong career management skills in the student, whereas at Sydney sessions are more information focussed. Sitting behind this difference is a government-driven agenda on education and employability, with nationwide initiatives such as “personal development profiles” for all students in England.



University of Warwick students with Rosemary at Schloss Dauhn, Germany

The size of the service: Warwick is significantly larger than Sydney (and indeed many other services in the UK) and this means greater opportunities for more programs and activities on campus. At Warwick there are three teams within the Careers service – the Employer Connect team, the Careers Advisers team and the Information team. Advisers have their own portfolios of departmental and occupational responsibilities, and are very proactive in their work within these departments. For example, my responsibilities include all Modern Languages, Business Studies, IT, Psychology, mature age students. There are also Staff Student Liaison Committees at Warwick, which help facilitate this process.

Scope of role: I was used to working with employers and students as well as being involved in some information-based work. What I may have lost in the “all-rounder” approach at Sydney I have gained in the more focused role at Warwick.

Style: both universities are prominent, research-led and have reputations for excellence. There is a noticeable difference is style though – Sydney is Australia's first established university and is therefore steeped in a traditional inheritance, whereas Warwick is much younger (established in

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Rosemary's Story (cont.)

the 1960s) with a keen energy to emerge as one of Britain's finest. Both therefore attract some incredibly talented students.

It follows then that both institutions attract the attention of the major graduate recruiters, and both Sydney's and Warwick's Careers Service running costs are significantly covered by income generated from providing services to these employers.

Highlights

A particular highlight was working with the Year Abroad German Studies students at their Residential School weekend, in a castle in Germany! My role involved delivering a careers presentation – with a surfing theme to add the Australian touch (!) and one-to-one sessions for the students. A memorable time was had with the staff, students and local population, exploring the castle and "wanderung" around the village.



Castle and village, Schloss Dauhn

We have had lots of comments such as "well you've drawn the short straw 'aven't you?" – ie. coming to live and work in the UK and leaving Australia behind. I suspect that this is mostly due to the weather. We love the history, the proximity to the rest of Europe, the humour: irony is everywhere – from the bus driver to the staff room! The children have been warmly accepted into their new school, The Head Teacher has taken us under his wing – his eldest daughter now babysits for us and my partner coaches the school soccer team.

Challenges

As a family we have had to function as a close-knit team, without the usual support of extended family and friends, familiar goods and services (eg. family doctor) and initially the settling in/adjustment can be stressful. Six months on reflection is probably not long enough – twelve would be better but family commitments in Australia meant this was the most suitable time for us.

Ingredients For a Successful Exchange

- 1 A good working relationship with your exchangee – and easy access to email!
- 2 Perseverance! There has been a lot of detail and organisation involved in swapping jobs, homes, cars. Add to this visa requirements, partners' and children's needs, packing up etc. and it's easy to see how vital perseverance is.
- 3 The support of both managers and institutions. We have been well supported by our managers Inta Heimanis (Sydney) and both Gill Frigerio and Kate Dodd (Warwick).



The Careers Service team at Warwick University

Finally

I would thoroughly recommend an exchange, both to interested individuals and participating institutions. I'm sure that the respective services will benefit – every day there are opportunities for reciprocal learning.

Rosemary Sainty

**Assistant Manager, Careers Centre,
University of Sydney**

Getting That Grad in WA

The GCCA's employer recruitment training day, *Getting That Grad*, provides an overview of the graduate market, and covers working with university careers services, strategies for retaining and motivating the graduates, and insights into what graduates look for in employment.

Getting That Grad will be offered free as part of the 2004 NAGCAS National Conference; alternatively, Day Registrations are available at AUS\$242 (AAGE, GCCA or CCI members) or AUS\$275 (Non-members)

For more information please contact Julie Howell from Edith Cowan University by phone: (08) 9370 6642 or email: j.howell@ecu.edu.au

Graduates in High Employment (cont.)

Education graduates (93.4 per cent) were highly likely to have been employed at a professional level, with 87.7 per cent employed as teachers. Graduates in some fields found work in professional or para-professional positions. Para-professional work can be related to professional positions and can represent a required or desirable stepping stone to professional employment. Examples of this situation are graduates in the fields of engineering and surveying (81.5 per cent professional, 8.5 per cent para-professional), architecture and building (66.0 per cent professional, 17.0 per cent para-professional) and science (59.5 per cent professional, 18.8 per cent para-professional).

Law Graduates in Legal Work

Graduates in law and legal studies (30.1 per cent) were least likely to have been employed at a professional level, but this reflects the requirements for registration that see many of them employed as para-professionals (54.1 per cent). Graduates in legal studies were very likely to have been working in the field for which they trained.

Graduates in the broad fields arts, humanities and social sciences are usually considered generalists, not being trained for a particular type of work. Half (50.4 per cent) of these graduates were employed professionally, with 16.9 per cent working in a para-professional position and 6.4 per cent working in management. Examples of professional level employment for these graduates included graduates working as business professionals, journalists, teachers, public relations officers, and librarians.

Business Similar Profile To Arts

Business and economics graduates have a similar destination profile to that for arts, humanities and social sciences. Half (50.4 per cent) were employed in professional level positions, with 16.0 per cent working in a para-professional position and 9.9 per cent working in management. More than one-in-five (22.7 per cent) were working in a clerical, sales or service position.

The GCCA has also released two other new reports, the *2003 Graduate Starting Salaries* report and the *2003 Course Experience Questionnaire* report.

You can find the full GDS/CEQ/GSS media release on the gradlink website at www.gradlink.edu.au/content/view/full/1731

Postgraduate Careers Advisor (cont.)

impressed with the pockets of things that are happening around the two main campuses here, and am keen to provide the central link and theme for those activities.”

Students Enthusiastic About Service

Alan has also been impressed with the enthusiasm that the students have shown towards the new service. “I have already been involved with a careers evening run by the Engineering Postgraduate Society with my support. The evening involved six employers who spoke about their experiences as postgraduates, and about the type of work a postgraduate could expect to encounter within those organisations.” Alan is currently working closely with the student association from the Faculty of Medical and Health Sciences, who want to run an employability skills workshop for all their research student members.

It seems that an exciting and busy time will be ahead. Alan is keen to keep in touch with all those he has met over the past few years, as well as make new contacts with anyone interested in discussing postgraduate student development. He can be contacted on a.mcalpine@auckland.ac.nz.

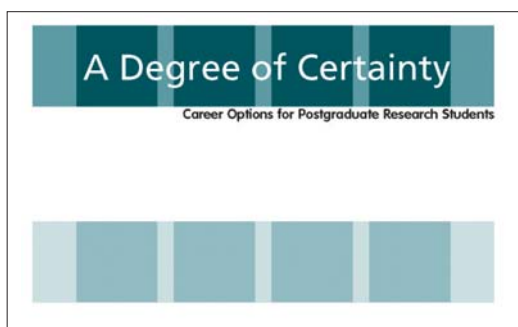
2003 GDS and CEQ Reports Released



The latest reports derived from the *Graduate Destination Survey – Graduate Starting Salaries* (GSS), *Graduate Destination Survey* (GDS) and *Course Experience Questionnaire* (CEQ) – are available now. The *Graduate Destination Survey* analyses the activities of university graduates four months after graduation including employment outcomes, further study and salaries, while the CEQ surveys graduates about their experiences with tertiary education.

Order the reports now (rrp AUS\$33.00 inc GST) by contacting the gradlink Helpdesk at info@gradlink.edu.au, or go to www.gradlink.edu.au and hit the “shop” button.

A Degree of Certainty – SA Graduate Careers Postgraduate Careers Network (cont.)



A *Degree of Certainty* is a new title published by the GCCA, which is designed to assist postgraduate research students with their career planning and to make the best use of their degrees upon completion.

A Degree of Certainty was written by careers service professionals from The Australian National University and Flinders University, and made possible via an innovation grant from the National Association for Graduate Careers Advisory Services (NAGCAS). Chapters include:

- Career Planning
- Maximising Your Opportunities
- Postgraduate Employment Options by Sector
- How to Market Yourself in Writing and at Interview

The publication also contains numerous profiles from professionals, detailing how their postgraduate research degrees have helped them in their respective careers and industries.

You can purchase a copy of this invaluable resource now. *A Degree of Certainty* is available via the online shop (www.gradlink.edu.au/content/view/full/821) on the *gradlink* website.

Graduate Futures Out Now!

Graduate Futures 2005 is the companion publication to the GCCA's *Graduate Opportunities 2004* employer directory. *Graduate Futures* is an important tool designed to help penultimate-year students look for vacation work, work experience, cadetships, internships and scholarships. Copies are available now (rrp AUS\$22.00 – includes GST) by contacting info@gradlink.edu.au. An order form can be found at www.gradlink.edu.au – hit the “shop” button on the front page and fax to (03) 9347 7298

organisations employing graduates, as well as representatives from the three main universities in the state. The early evening event was held in the plush surrounds of the recently-built National Wine Centre in Adelaide. Proceedings kicked off with addresses from Brenton Schulze from the University of Adelaide, Joanne Tyler (National President of NAGCAS), Cindy Tilbrook (Executive Director of the GCCA) and Lyn Robinson, representing the Australian Association of Graduate Employers (AAGE).

A networking exercise followed, with each participant given half of a well-known proverb and requested to find other attendees with the corresponding other half. The resultant groups were then asked to discuss how their proverb could be applied to their work, extending the conversation to include the biggest current issue they faced in the graduate employment/recruitment area. Discussion was so lively that participants were reluctant to even break for drinks and nibbles.

Feedback from the event has been highly positive, and the GCCA will continue to offer this opportunity to employers and careers staff around the country in the coming months. The next event is scheduled to be held in Queensland on Thursday 23 September, at Customs House in the Brisbane CBD, and it is hoped this will prove just as effective and illuminating for those in attendance.



l-r: NAGCAS National President & GCCA Director Joanne Tyler; University of Adelaide's Brenton Schulze; GCCA Executive Director Cindy Tilbrook.

The Christmas edition of ergo, number 97, will be distributed in December. As always, contributions from ergo readers on topics of interest to the graduate employment sector are welcome – please submit them to info@gradlink.edu.au. Advertising and insert opportunities are also available – for more information please contact me as above.

Dugald McNaughtan, ergo Editor