



Media Release

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Aussie students choose a good boss over a fat pay cheque

Survey reveals career development also a top priority

80% still expect a promotion or pay rise within the first year

Australian tertiary students rate career development and a good boss as most important when looking for their first fulltime job, according to a CareerOne.com.au survey.

Other 'must have' items for grads were working in a job they were passionate about (86 per cent) and a boss they can work well with (82 per cent).

Conducted by CoreData in partnership with CareerOne.com.au, the survey of 482 tertiary students also found:

- While level of salary is less of a priority (77 per cent), 80 per cent of tertiary students do expect to get their first promotion or pay rise within one year or less in the job.
- Opportunity for career development rated as most important for tertiary students (88 per cent) when entering their first fulltime job.
- Students are looking to move up the professional ladder quickly, with close to a third (30 per cent) choosing rapid career advancement as the most attractive offer a potential employer could make.
- However this was split, with female respondents (25 per cent) opting for flexible working hours compared to over one third of males (36 per cent) choosing career progression.
- 51 per cent of students feel apprehensive about entering the workforce nominating not finding the job they want as their greatest concern.
- Over half (56 per cent) of students said their main career goal three years after graduation was to buy a house or property

"This survey gives a strong signal to organisations that 'people issues' are not just a feel good item for companies," CareerOne.com.au editor, Kate Southam said.

"The skills shortage is not going anywhere so companies have an opportunity to deliver on items like training and development that will not only help them attract and retain the next generation of workers but improve life for their existing workforce and their bottom line."

"However, the survey delivers a warning too – 'manage expectations'. I was not surprised to see 80 per cent of respondents want a pay rise or promotion within the first year of working."

"These are mostly people who do not understand how the world of work operates so its vital employers use inductions and a good review process to keep it real for their new recruits about pay and promotion while still fostering their ambition. That means tying promotion to outcomes not time served."

The survey is part of a CareerOne.com.au graduate campaign which includes video interviews with tertiary students about entering the workforce. The Campus Confessionals series features students telling us about their ambitions and expectations. The first videos of the series can be seen on the home page of www.careerone.com.au now.

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For more information, please contact:

Jonathan Abbott – CareerOne.com.au
Ph: 02 9288-7504
Mob: 0415 138 203
jonathan.abbott@newsdigitalmedia.com.au