

Destination Where?

Jobs For University and VET graduates

Mark Cully

General Manager, NCVET

Choosing a Vocation

An occupation out of harmony with the worker's aptitudes and capacities means inefficiency, unenthusiastic and perhaps distasteful labor, and low pay; while an occupation in harmony with the nature of the man means enthusiasm, love of work, and high economic values — superior product, efficient service, and good pay.

Frank Parsons (1909)

The issue

Expansion in knowledge work

Mass higher and further education

Puzzle: are the two in harmony?

Occupation, skill & education

Major Groups	Skill Level	Educational level required
Managers and administrators	I	Bachelor degree or higher
Professionals	I	
Associate Professionals	II	AQF diploma or advanced diploma
Tradespersons and related	III	
Advanced clerical and service	III	AQF Certificate III or IV
Intermediate clerical, sales and service	IV	
	IV	AQF Certificate II
Intermediate production and transport		
Elementary clerical, sales and service	V	
Labourers and related	V	Compulsory secondary education or an AQF Certificate I

Occupational change, 1986 to 2001

	Employment share 2001 %	Employment share 1986 %	Change in share %
Managers	9.5	8.9	0.5
Professionals	18.7	15.5	3.2
Associate professionals	12.0	11.1	1.0
Tradespersons	12.5	16.2	-3.7
Advanced service	4.2	5.2	-1.0
Intermediate service	16.7	13.8	2.9
Intermediate production	8.1	10.0	-1.9
Elementary service	9.5	8.9	0.6
Labourers	8.8	10.5	-1.6

Top 10 Occupations, 2001

	ASCO skill level	Total employment ('000s)
Sales Assistants	4	473.7
Secretaries & Personal Assistants	3	199.9
Cleaners	5	188.3
General Clerks	4	171.3
Shop Managers	2	165.5
Registered Nurses	1	144.8
Storepersons	4	129.9
Computing Professionals	1	128.8
Primary School Teachers	1	120.3
Truck Drivers	4	116.8

Top 10 Growing Occupations, 1986 to 2001

	ASCO skill level	Growth in employment (‘000s)	Growth in employment (%)
Sales Assistants	5	197.4	71.5
General Clerks	4	170.1	14162.5
Computing Professionals	1	88.2	216.6
Project & Program Administrators	2	68.2	285.7
Sales and Marketing Managers	1	61.0	151.5
General Managers	1	58.1	173.0
Child Care Workers	4	53.7	309.5
Accountants	1	50.7	86.2
Waiters	4	47.1	128.7
Special Care Workers	4	45.6	325.5

Professions in boom

Accountants
IT Specialists

up by 50,000 or more

Business analysts
Environmental scientists
Human resources
Marketing/advertising
Nurses
Primary school teachers
Social workers

up by 10,000 or more

Counsellors
Property specialists
Psychologists
Special education teachers

up by 5,000 or more

What's driving the changes?

Technology as complement to higher quality service delivery

Technology as substitute for craft skills

You're obsolete my baby

Productivity gains, your job losses

The product of affluence

Change in graduate numbers and employed, 1992 to 2002

	(000's)		% change
	1992	2002	
HE grads	1,003.2	2,085.4	108
VET grads	3,200.2	3,459.8	8
Total employed	6,047.8	7,406.0	22

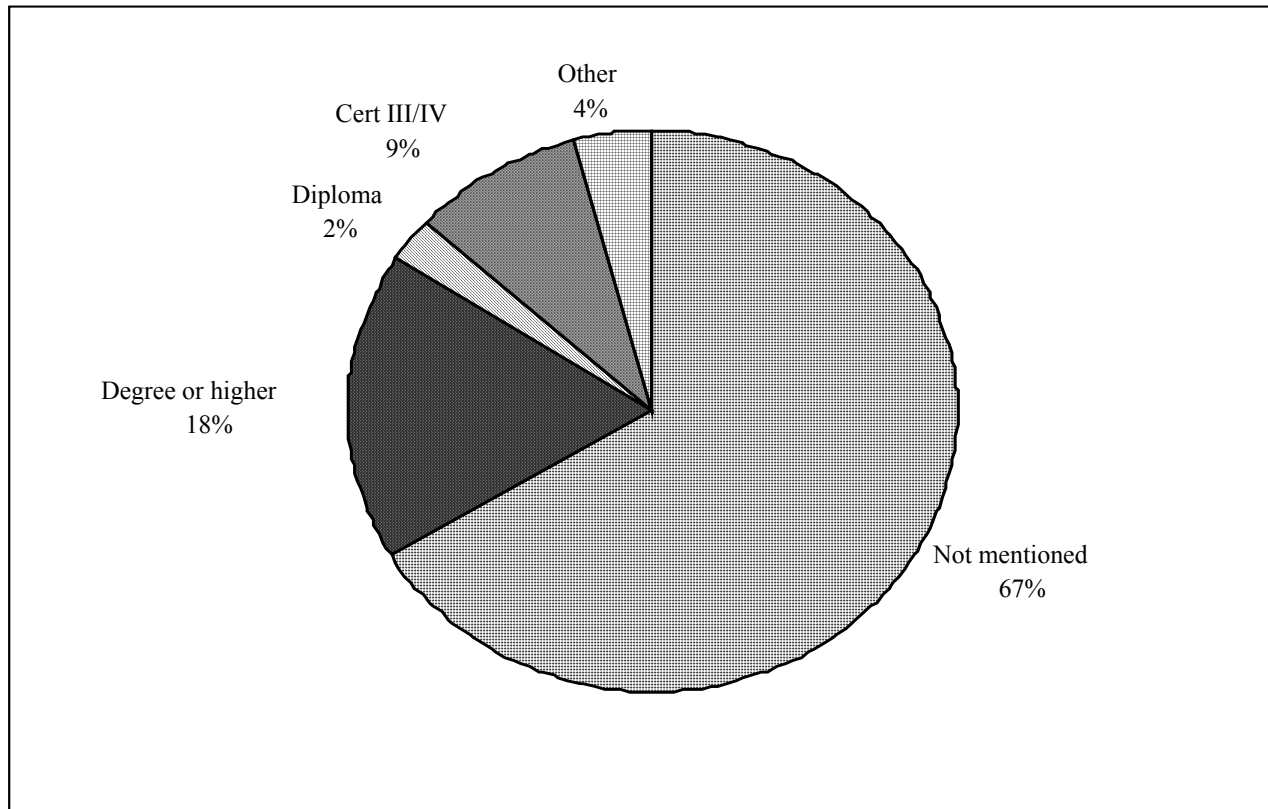
Employment status and working-time of graduates, 1992 and 2002

	HE quals		VET quals	
	1992	2002	1992	2002
Males				
Employed Full-time	85	84	78	79
Employed Part-time	6	7	5	7
Unemployed	4	3	8	4
Not in the labour force	5	7	9	10
All males	100	100	100	100
Females				
Employed Full-time	57	53	37	38
Employed Part-time	23	27	29	31
Unemployed	3	2	5	4
Not in the labour force	17	17	28	28
All females	100	100	100	100

Employment status and working-time of graduates, 2002

	Study leavers		25-64 year olds	
	<i>Uni grads</i>	<i>TAFE grads</i>	<i>HE quals</i>	<i>VET quals</i>
Males				
Employed Full-time	60	60	84	79
Employed Part-time	14	15	7	7
Unemployed	9	12	3	4
Not in the labour force	17	11	7	10
All males	100	100	100	100
Females				
Employed Full-time	56	32	53	38
Employed Part-time	23	36	27	31
Unemployed	7	14	2	4
Not in the labour force	14	16	17	28
All females	100	100	100	100

Type of qualifications essential or desirable for job



Requirements stipulated in advertisement, by occupation (% of vacancies)

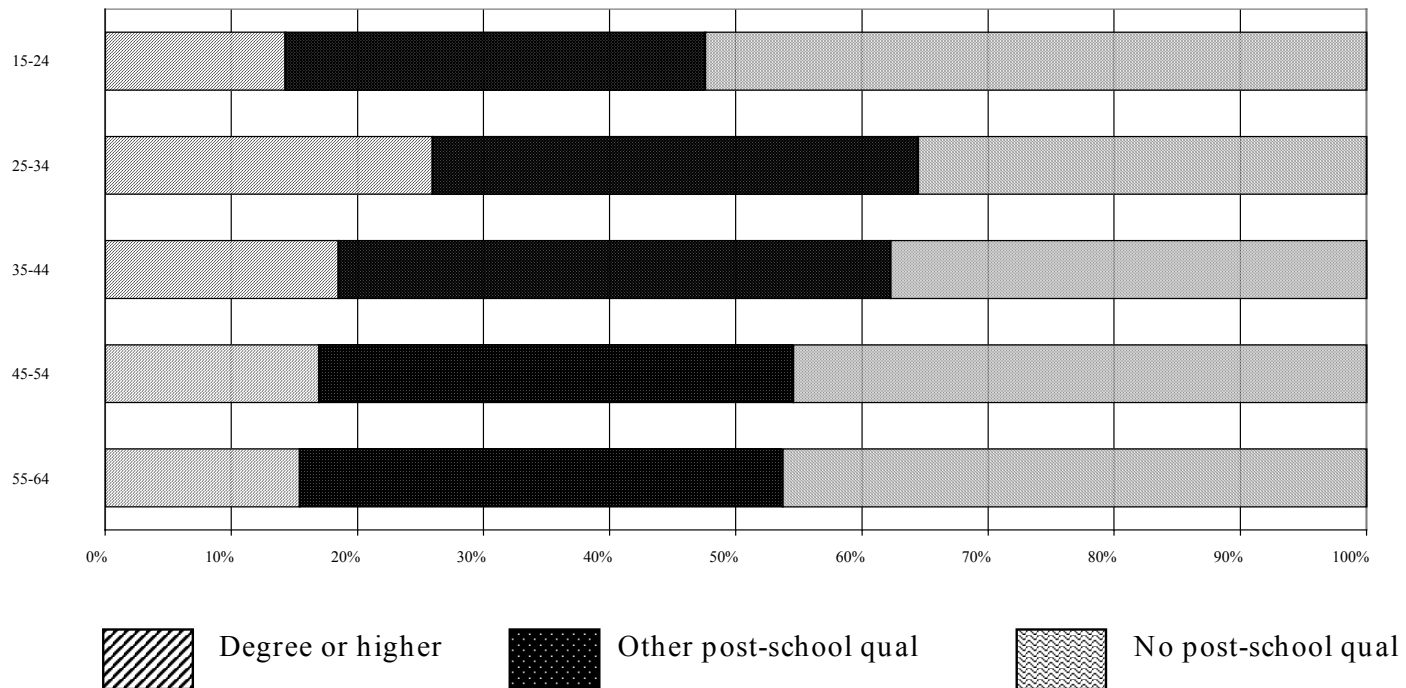
	<i>Experience</i>	<i>Quals</i>	<i>Specific skill set</i>	<i>Licence</i>
Managers	90	57	35	0
Professionals	81	55	34	2
Associate Professionals	82	46	29	4
Tradespersons	62	46	17	9
Advanced clerical/service	82	4	57	0
Inter clerical/sales	70	18	28	3
Production & transport	79	9	36	43
Elem clerical/sales	60	0	9	4
Labourers & related	57	2	7	4
Total	73	34	26	6

Employment status and occupational profile of graduates, 2002

	Study leavers		25-64 year olds	
	<i>Uni grads</i>	<i>TAFE grads</i>	<i>HE quals</i>	<i>VET quals</i>
Managers & Administrators	7	3	10	6
Professionals	43	9	52	10
Associate Professionals	10	7	10	12
Tradespersons and Related	0	16	1	19
Advanced Clerical and Service	2	2	2	4
Intermediate Clerical, Sales and Service	10*	17	7	13
Intermediate Production and Transport	1	3	1	6
Elementary Clerical, Sales and Service	*	8	2	4
Labourers and Related	-	5	1	5
Total employed	77	73	85	79

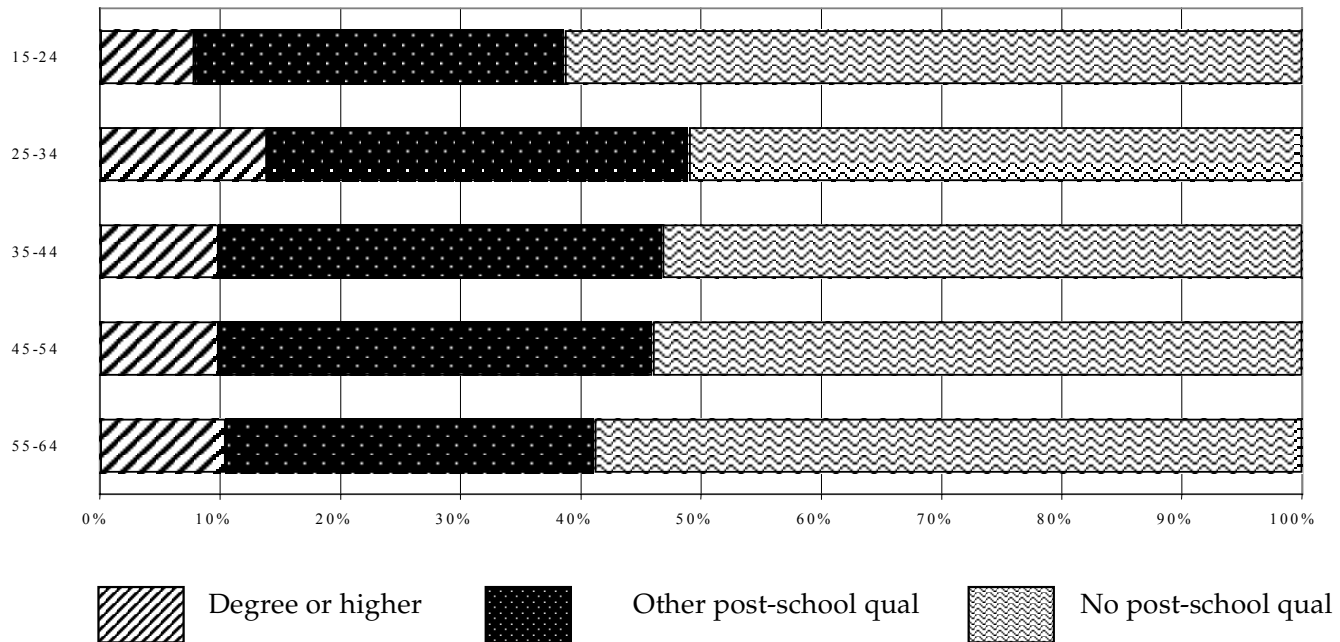
Qualifications held, by occupation and age, May 2001

Associate Professionals



Qualifications held, by occupation and age, May 2001

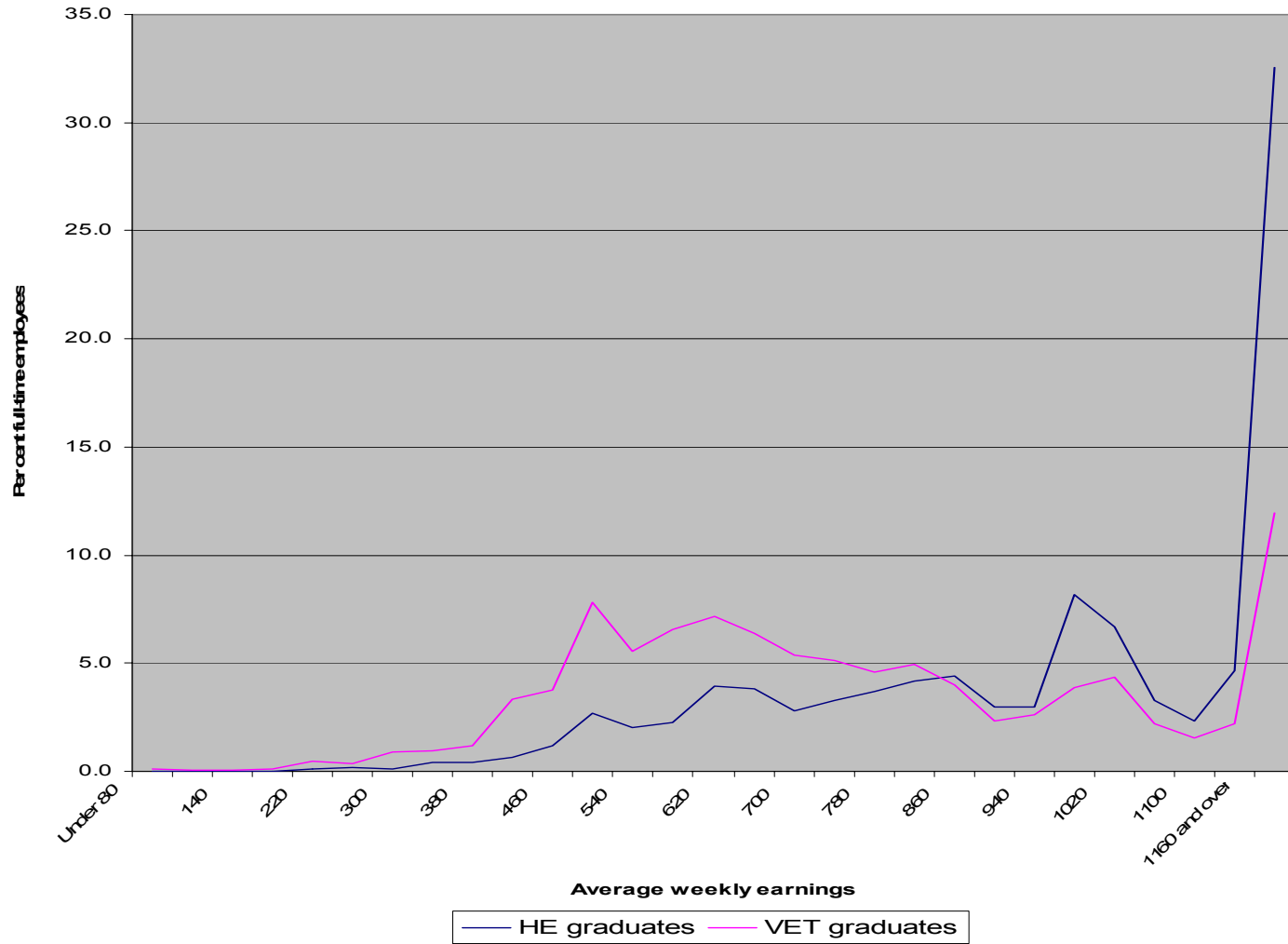
Intermediate Clerical, Sales & Service Workers



Where graduates employed, 1997 and 2002

	1997	2002	% change
HE grads at Skill level I	935	1,289	38
HE grads not (exc. not in LF)	383	540	41
VET grads at Skill level I-III	1,534	1,764	15
VET grads not (exc. not in LF)	832	1,090	31

Earnings of graduates, 2001



Growth in earnings, 1993 - 2001

	Average Weekly Earnings	
	<i>HE Graduates</i>	<i>VET Graduates</i>
Median 1993	740	540
Median 2001	980	700
% Growth	32	30

Variation in earnings, 1993 - 2001

	Average Weekly Earnings	
	<i>HE Graduates</i>	<i>VET Graduates</i>
Middle Third Range 1993	660 – 860	500 – 660
Middle Third Range 2001	860 – 1140	620 - 860