



Benchmark

- Better understand the market and your target audience.
- Gain a clearer picture of how your organisation's recruitment activities compare to others in the market.



Engagement

- Gain insight into the reasons behind candidate decisions.
- Understand the effectiveness of campaigns and enable consideration of enhancements.



Planning

- Keep abreast of key issues affecting the industry.
- Gain broader awareness of how recruitment activities and processes are utilised and perceived.



Impact

- Use market data to generate discussion amongst key stakeholders to drive support for program approaches.



Annual AAGE Research




A suite of research and reports into the behaviors and activities of program participants and those involved in the delivery of early careers programs.

The graduate recruitment landscape is constantly evolving. Leverage AAGE research to better inform organisational decisions.



Annual AAGE Research

A suite of research and reports into the behaviors and activities of program participants and those involved in the delivery of early careers programs

	1	2	3	4	5
AAGE Survey Overview	Intern Survey	Market Snapshot	Candidate Survey	Employer Survey	Graduate Survey
 Completed by	Students who completed internships* (paid or unpaid) with an AAGE member organisation in the past 12 months	AAGE employer members provide responses to a short questionnaire used to update the annual AAGE Employer Survey	Participants in the recruitment process who have accepted an offer to join an AAGE member organisation in the following year	AAGE employer members	Graduates approaching the end of their first year in an AAGE employer member's program
 Survey in market	6 weeks across December - January	1 week in late February to early March	6 weeks across August - September	4 weeks across September - October	4 weeks across November - December
 Insights into	<ul style="list-style-type: none"> Experiences in the intern program Job seeking habits Views on employer Market data on salaries <p>This survey informs the creation of the Top Intern Programs list.</p>	<ul style="list-style-type: none"> Expected vacancies Starting salaries Planned future marketing activities Experience with the management of the current graduate intake 	<ul style="list-style-type: none"> Demographics of successful candidates Sources used to research employers Factors considered when choosing employers 	<ul style="list-style-type: none"> Graduate vacancy and salary levels Go-to-market timing, selection processes, marketing activities and expenditure Composition of retention and development programs 	<p>Graduate experiences with, and perspectives on:</p> <ul style="list-style-type: none"> Training and development Expectations versus reality Mentors, buddies and managers Expected tenure <p>This survey informs the creation of the Top Graduate Employers list.</p>

* This includes vacation work, clerkship, practicum, industry placement and work integrated learning