Australian Institute of Architects

Graduate Survey 2012

Membership Team

August

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Executive Summary

This survey, conducted by the Australian Institute of Architects (the Institute), was sent to architectural graduates from the last 10 years. The intention of the survey was to learn about the experiences of recent graduates in order to develop programs and initiatives to suit the specific needs of this demographic.

In total, 1279 respondents took part in the survey, of which 44.5% were female and 55.5% were male. This sample size is large enough to conduct research, but by no means represents the entire graduate cohort. The majority of participants completed their studies in New South Wales and notably the majority of respondents now reside in Victoria. The survey was not limited to members of the Institute.

The survey highlights that the majority of participants are actively employed, with an unemployment rate of 5.5% among the survey sample. Initially, the most recent graduates indicate the highest levels of unemployment; however, that rate decreases significantly after a one-year period from graduation. Most respondents are employed within architectural practices, however, a number of responses indicate that a major barrier to employment is a lack of architectural job opportunities. The findings however indicate that design work for graduates is common, yet may not be the main focus of their role. Most respondents indicate long working hours beyond their contractual obligations. This led to largely negative feedback regarding employment satisfaction, and also contributed to a lack of work-life balance.

With regards to the sample's salaries, there are a greater percentage of females in the lower salary spectrum, and conversely, a greater number of males in the higher salary spectrum. This is despite both genders exhibiting relatively similar results regarding the amount of hours worked. The average salary of respondents is shown to increase every subsequent year after completing their studies.

The majority of participants are not registered architects; however, this has been stated as a long-term goal for most. Current barriers include a lack of practical experience and time, and the high costs associated with registration. Registered architects on average earn more than non-registered graduates.

The survey asked whether the Institute could assist graduates in finding suitable employment. The most common answer from the written responses highlights the need for an online job portal; secondly, graduates would appreciate mentor and internship programs. The survey then asked how the Institute could further support graduates and emerging architects. The respondents expressed concern about award rates and employment conditions.

Additional responses were made to highlight anything the survey did not cover. A total of 29.6% of respondents raised concerns about low salaries within the profession. This was the most common written response.

1.0   Introduction

This survey, conducted by the Australian Institute of Architects (the Institute), reached out to recent architecture graduates to access a deeper understanding of their experiences within the architecture and related professions. A total of 1279 respondents completed this survey, providing the Institute with insightful data. The survey was sent to both members and non-members of the Institute.

By collating and analysing this data, we hope to shed some light on the working life of graduates in architectural and related professions; this will help to inform them of the profession from the onset of their career, while also allowing the Institute to develop products and initiatives that meet the needs of existing and potential members.

1.1   Aim

To gather data about individuals who have graduated from an architectural degree within the last 10 years in order to learn about the individual experiences within the architectural and related professions and to assist the Institute in developing programs and initiatives specific to the needs of this demographic.

1.2   Definitions

For the purposes of this report, we define 'graduate' as an individual who graduated from a two tier or Masters of Architecture degree within the last 10 years. They may or may not be registered architects.

1.3   Assumptions

An assumption has been made that the difference between the quantities of responses from males vs. females (670 male respondents to 528 females) is indicative of the ratio of males to females within the profession. A further assumption is made that those currently employed are working in the state they claim as their current residence.

1.4   Limitations

Although the sample size of 1279 is large enough to perform analysis and gain some understanding of the recent architecture graduate population, it is by no means representative of the entire graduate cohort. Furthermore, the balance between the

genders is skewed towards males. Comparison was based on percentages as this would allow us to make more reasonable inferences than raw numbers.

Completely accurate conclusions cannot be drawn from the extended response questions in the survey as each response was written. Approximations have been made to combine certain responses into themes in order to gain an overarching understanding. Please note that answers to these written response questions have been collated and reported as percentages. Since most respondents made reference to multiple factors in their answers, these percentages will often result in a yield greater than 100%.

Furthermore, it is acknowledged that the survey was not sent to all architectural graduates. The sample was procured from a population who currently are, or have been members of the Institute and who graduated within the last 10 years. This may have skewed the datasets and encouraged certain trends.

It is conceivable that members and past members of the Institute have a higher employment rate due to the rationale that individuals are more likely to take up membership when they are employed, or their employer may pay for them.

Finally, while the survey was distributed to those who graduated in the last 10 years, we received responses from those who seemed to have graduated beyond that period. These responses were included to accurately depict the data collected through the survey.

2.0   Demographics

The majority of the respondents were male, who represented 55.6% of the sample size. Females represented 44.4%. The most common birth year for respondents is 1985, which makes the mode age 27 for graduate and emerging architects. However, birth years spanned from 1960 to 1990 giving rise to a breadth of experience and diversity within the graduate sphere. Additionally, the most common year for graduating was 2010, however graduation years spanned from before 2002 to 2012.

FIgure 1: Gender of respondents

Females 44.5%

Males 55.5%
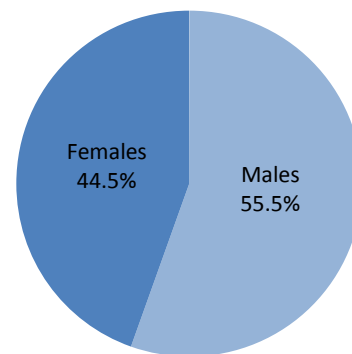
2.1   Geographic location

Figure 2: Place of study vs. Current place of residence
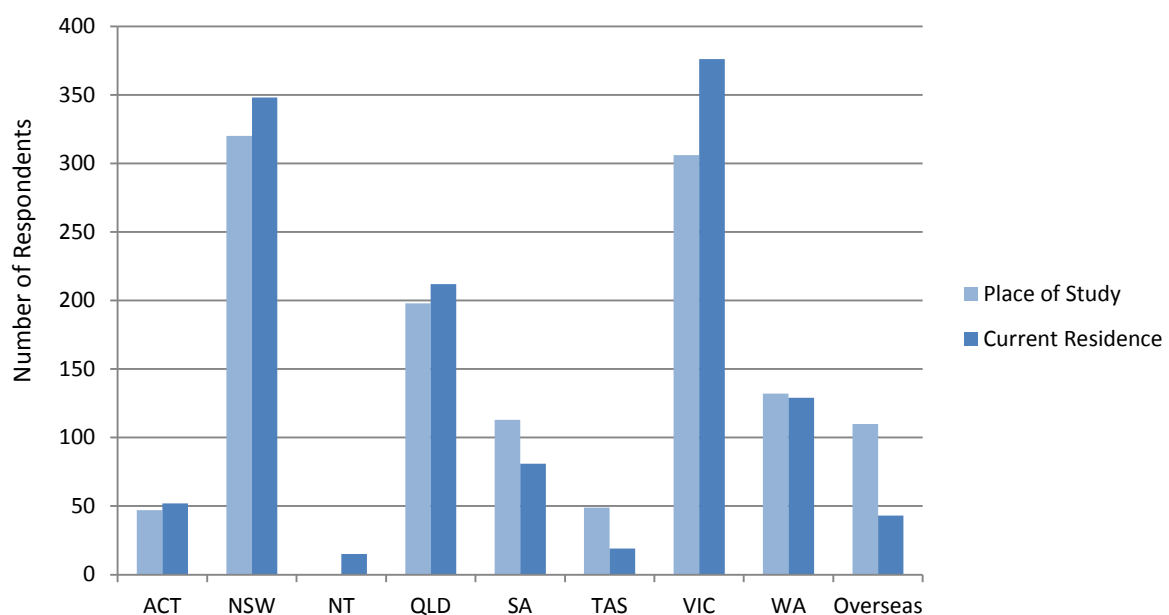
This graph highlights locations where respondents studied and where they now reside. New South Wales was the most common place for graduates to complete their study, and also demonstrated an 8.8% increase in the population of architecture graduates, as those from other states moved in (Appendix 10.2).

Victoria is the most popular place of residence for individuals after graduation with a total of 376 respondents, demonstrating a 22.9% growth in graduate numbers.

Completion of a masters or two tier architecture degree is not possible in the Northern Territory; however 15 respondents have moved there after graduating in other states.

Conversely, the states that did not retain their graduates as effectively are shown to be Tasmania, South Australian and, to a lesser extent, Western Australia. Tasmania lost 30 of its graduates to other states suffering negative growth equivalent to -61.2%. Additionally, most respondents who completed their studies overseas are now currently residing in Australia, with only a handful (43) still living abroad. This is a substantial decrease in numbers from the 110 that indicated studying abroad.

2.2   Gender distribution across graduation dates

The graph below shows the distribution of survey respondents, detailing gender and years since graduation. Notably, this data shows that female respondents graduated most frequently within the last few years, whilst male respondents were more evenly distributed over the sample graduation period. This may simply be a reflection of the individuals who responded to the survey, or it may imply that females are more likely to leave the profession earlier than their male counterparts.

Figure 3: Gender distribution across graduation dates
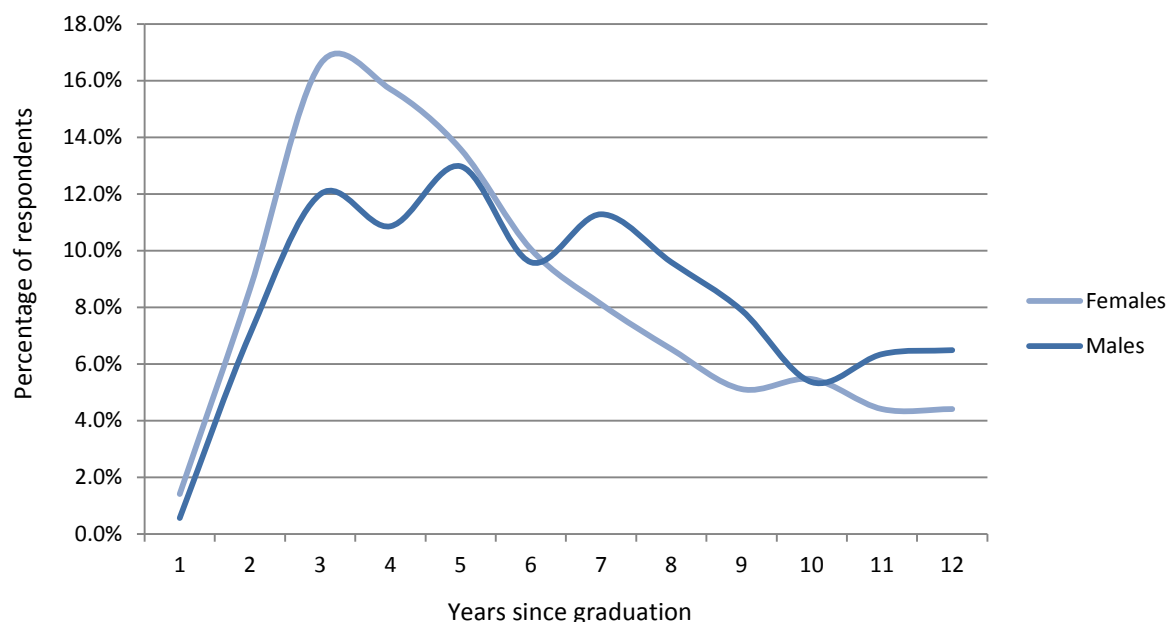
3.0   Employment

This section investigates the aspects pertaining to employment within the profession. Employment rates, hours worked, the differences between genders, and also the tasks that are required of graduates are presented below.

3.1   Employment figures & characteristics

Figure 4: National employment rates

Gender	Employed	Unemployed	Total	% Employed	% Unemployed
Female	534	35	569	93.8%	6.2%
Male	674	35	709	95.1%	4.9%
Total	1208	70	1278	94.5%	5.5%

The table above highlights the employment and unemployment figures for both genders. There is a difference of 1.3% for the unemployment rate of females compared with males.

On the whole, the majority of respondents are actively employed with an employment rate of 94.5%; more specifically, 674 males and 534 females (a few respondents skipped the question). This is in line with the most recent labour force study conducted by the Australian Bureau of Statistics, which states that Australia has an unemployment rate of 5.1% (Australian Bureau of Statistics, 2012). The national unemployment rate is slightly lower than what our data indicates for our sample.

The highest rate of unemployment originates from overseas graduates, of which 12.5% of females and 15.4% of males are currently seeking work within the industry in Australia (Appendix 10.3). For those who graduated in Australia however, South Australia holds the highest unemployment rate for females at 11.1% and Tasmania for males who currently demonstrate an unemployment rate of 14.3% (Appendix 10.3). See the attached appendices for a full breakdown of employment figures per state and for overseas graduates.

3.1.1 Unemployment since graduation year

The following graph plots the unemployment rate of respondents against years since graduation.

Figure 5: Unemployment by years since graduation
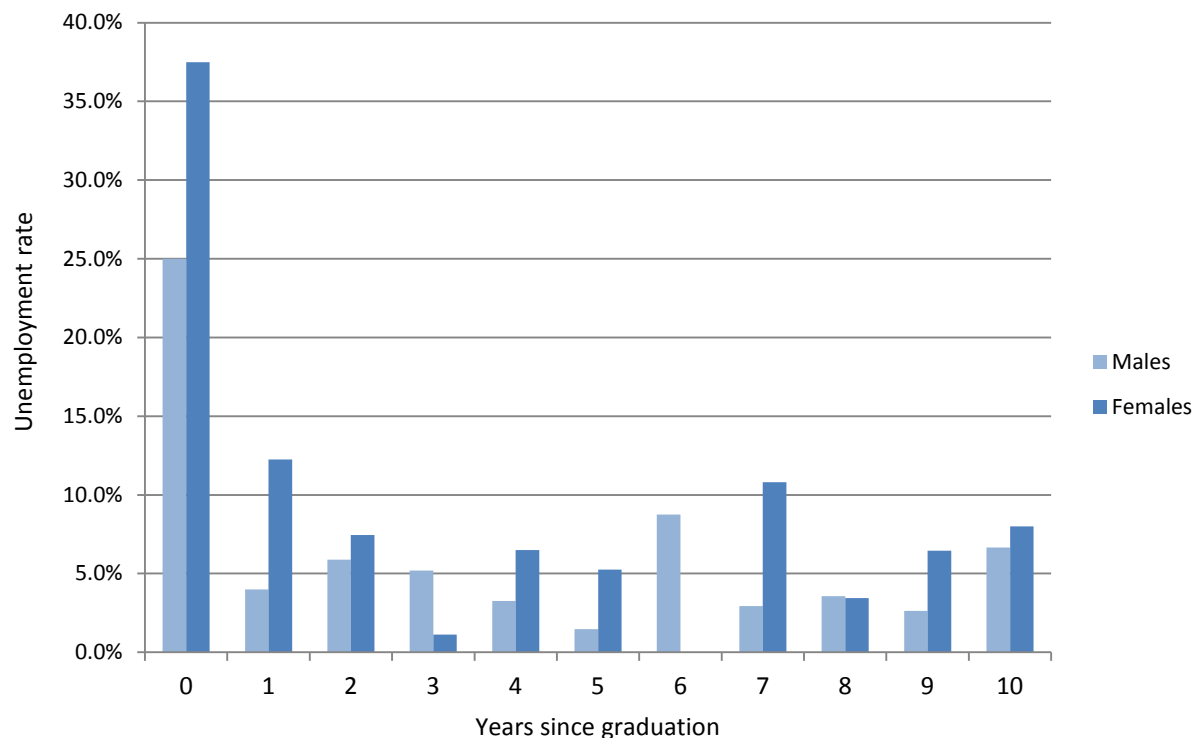
There is a significant outlier for the results indicated above. Those who graduated in 2012 (zero years since graduation) yield the highest unemployment rates. It is assumed that those who indicated their graduation year as 2012 completed their studies in 2011; however their graduation ceremony may have occurred in 2012 and are now currently seeking employment.

Additionally, females are approaching 40% and males approaching 25% unemployment. The data suggests that the first year since graduation may be tumultuous with regards to finding relevant work within the profession; however, the trend depicts a significant increase in employment over time.

The unemployment rate for females within the sample tends to be slightly higher than that of males. The most exaggerated result is seen for those who have just graduated, but also those who have worked for seven years since graduation. Notably, males were the only gender unemployed six years since graduation, but this could be due to an anomaly within the sample.

3.2   Barriers to employment

Question 16 (see appendix 10.1) asked respondents to show what they perceived to be the potential barriers in gaining architectural employment. Fifty-nine of the 70 that stated they were unemployed responded to this particular question; the question was only offered to those who indicated they were not employed. A total of 52.5% of respondents highlighted a lack of job opportunities in a weakening economy as the primary reason for not being able to obtain work within the profession. The second most common response indicated that a lack of experience was also a significant barrier. The results for this question are as follows:

Figure 6: Barriers to architectural employment

Barriers	Percentage
Lack of job opportunities/economy	52.5%
Insufficient experience	22.0%
Deterrence - long hours, pay, lack of desire	15.3%
Inflexible working situations	6.8%
Gap year	3.4%
Registration issues	1.7%

3.2.1 Continuing job applications

- There were 75 respondents in this section (those who indicated they were gainfully employed were not given access to this question).
    o 69.3% of the 75 who responded are still actively seeking work in an architectural capacity
    o The majority of respondents actively seeking alternative architectural employment opportunities have been looking for a period of one to six months (41.3%)
    o 22.7% have been looking for over a year

3.3   Place of work

A significant portion of respondents were currently working within architectural firms. There were 1205 respondents to this particular part of the survey.

The majority (83.1%) of respondents were working within architectural practices; a further 6.8% were self-employed and working within an architectural capacity; 5.7% hold positions related to architecture but not necessarily within an architectural firm; and the remainder decided to pursue alternative industries.

Furthermore, data has been graphed for each gender and is available in appendix 10.4. Major points of difference between genders were the slightly higher percentage of females employed in an architectural practice, 85.2% compared with 81.4% for males; and there is a greater percentage of males vs. female who are self-employed in an architectural capacity; 9.4% to 3.6% respectively.

Figure 7: Place of work
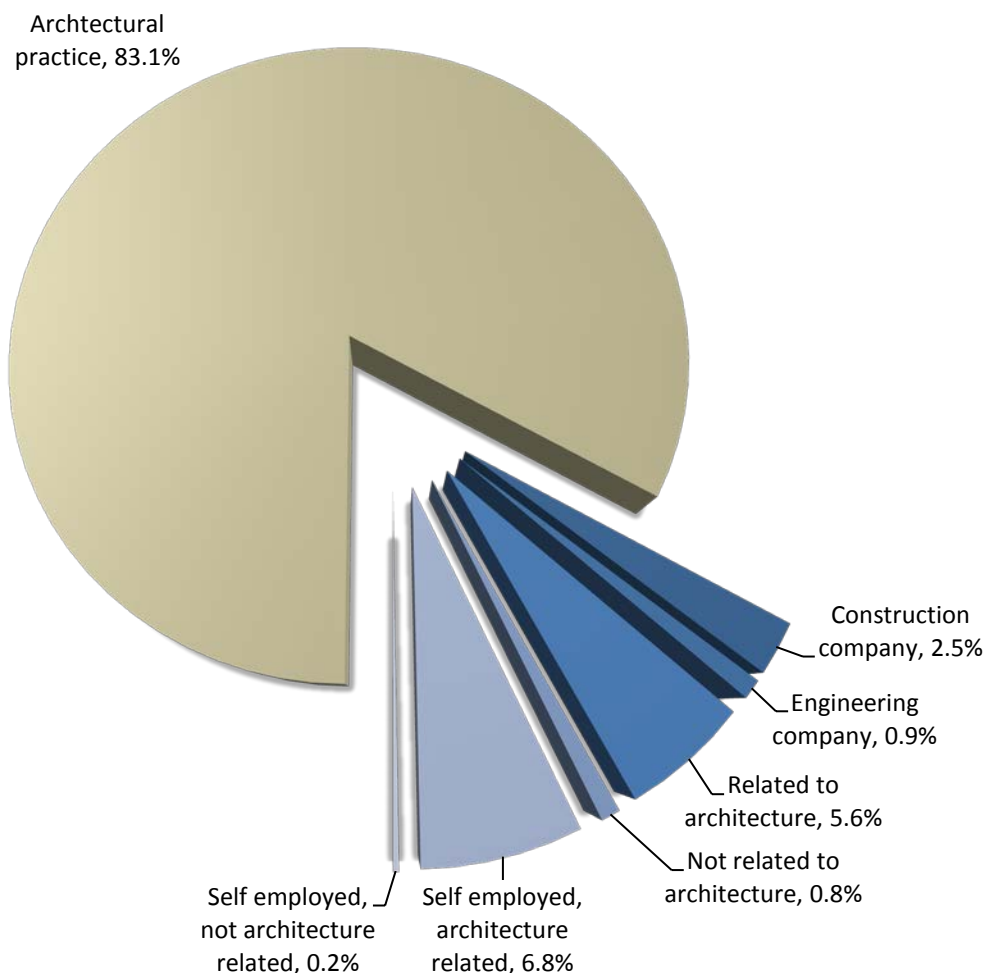
3.4   Tasks performed at work

Of the 1279 graduates who undertook the survey, 877 (68.6%) responded to this particular question. The question asked for written responses as to what tasks the individual is required to undertake whilst at work.

Figure 8: Tasks performed at work

Task	Percentage
Design	56.2%
Documentation (general)	41.7%
Drafting/modelling/CAD	39.0%
Administration	37.3%
Project management/Related	30.8%
Contract administration	26.6%
Client liaising	16.0%
Planning	5.9%
Marketing	3.5%
Consulting	3.5%
Research	2.9%
Reporting	2.4%
Quality assurance	2.1%
Imaging - Photoshop/Illustrator	1.5%

The majority of respondents (56.2%) performed design work followed by design documentation (41.7%) and then drafting and CAD (39.0%). Contract administration is a common theme within the written responses. It was claimed by 26.6% of respondents that this area is a required task within the workforce; however, most comment that they received little to no exposure of this task at university.

It is important to note in this section that the responses are presented in the order of how frequently they were mentioned. This does not have any bearing on how often those tasks are performed. For example, the 56.2% who mentioned that design work was undertaken may only perform this particular task occasionally. Comments from other sections of the survey indicate that drafting or CAD is a major component of their role over design.

3.5   Hours worked

The following graphs compare the number of hours our respondents are employed to work, compared to the number of hours they actually work.

Figure 9: Employed hours vs. actual hours worked
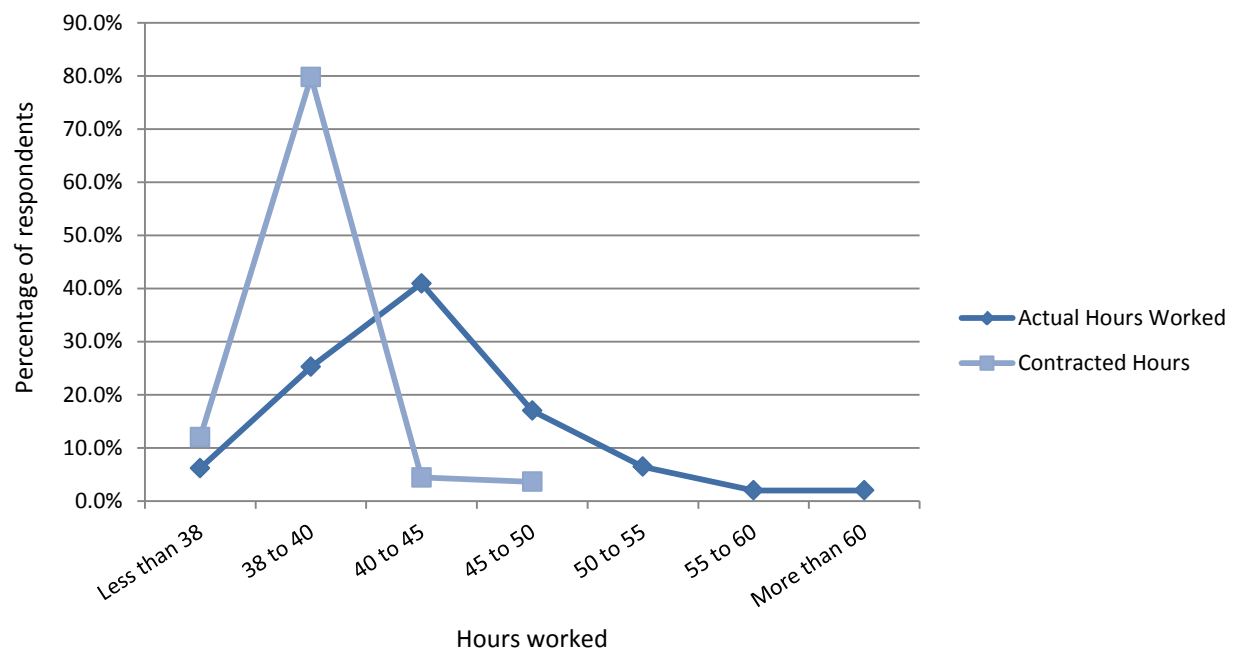
Respondents identified that they work beyond their contractual obligations with the majority 41.0% claiming 40 to 45 working hours per week. A further 27.6% of respondents indicated that they worked beyond 45 hours per week despite only 3.1% claiming they are contractually obliged to do so.

Based on the written responses throughout the survey, extended working hours seem to be the norm within the sample. This trend can be seen with the above graph indicating that most respondents work beyond their contractual obligations.

The following bar graph depicts the actual hours worked for both males and females within the industry.

Figure 10: Actual hours worked male vs. female
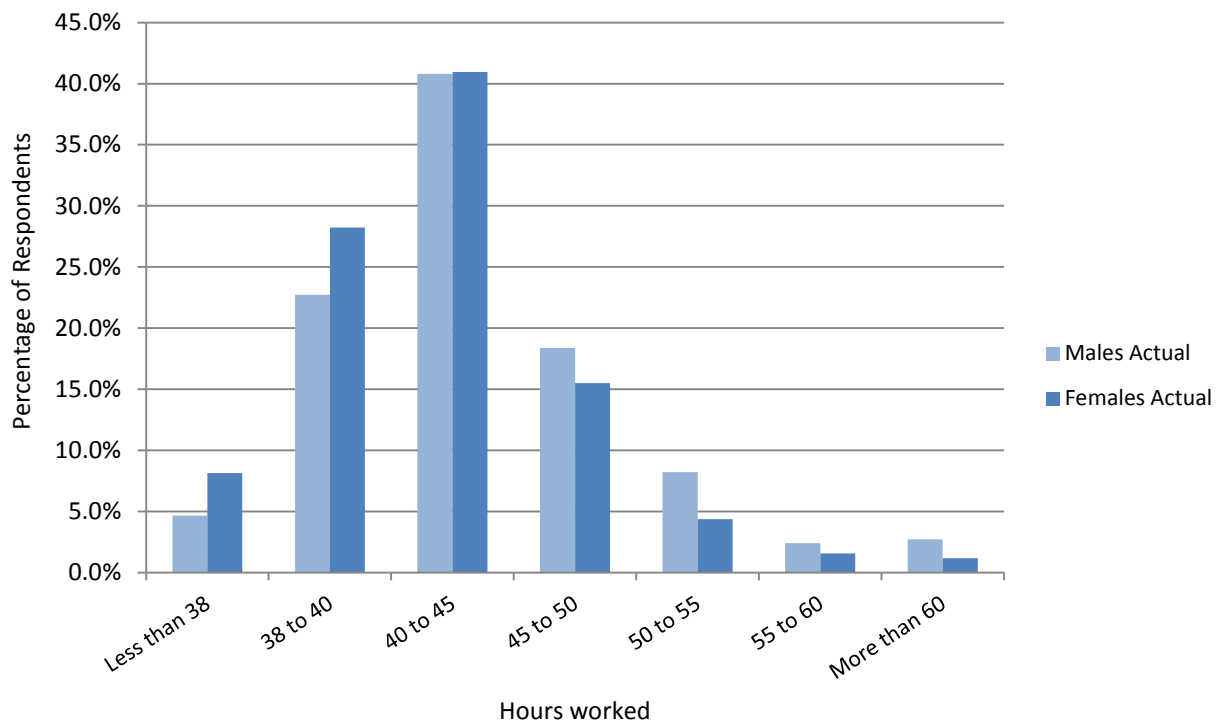
The distribution above comparing both males and females depict comparable working hours for both genders.

This particular distribution shows that there is a slightly higher percentage of females whose actual working hours reside within the 'Less than 38' and '38 to 40' brackets. The disparity in the data almost equalises in the '40 to 45' bracket for both genders; however, according to the data, there are a slightly higher percentage of males working longer hours than females.

This may be due to females being more likely to have parental obligations, which negatively skews the data slightly. Regardless, this data is particularly noteworthy when examined against the salaries for males and females, for whilst the hours worked for both genders are relatively similar, their respective salaries show more of a discrepancy. See section 5.0.

4.0   Employment satisfaction

This section examined the expectations graduates held about the workplace upon completing their studies compared to their experience of professional reality.

- There were 1125 responses, 150 skipped, 427 respondents provided additional written responses
- Although 59% of respondents believe that the expectations they held about architectural practice whilst at university have been met, this result is contrary to the written answers given by the respondents
- Feedback regarding graduates' expectations of the working environment is largely negative.
- Common themes throughout the written responses highlight:
    - Concerns with being underpaid
    - Excessively high workloads
    - A lack of job opportunities within the profession
    - A propensity to feel undervalued as an employee within the company and in dealing with subcontractors/other industry professionals
    - A lack of respect for architects industry wide
    - An unpreparedness for what is required within a corporate environment
        - Little practical experience from university
    - Stressful work
    - Some believe that their skillset is not being utilised
    - Positively, a small percentage felt that the working environment was more favourable than university

4.1   Feeling valued in the workplace

- There were 1126 respondents in this section
- The question was based on a 5 point scale that included the parameters:
    - Always
    - Usually
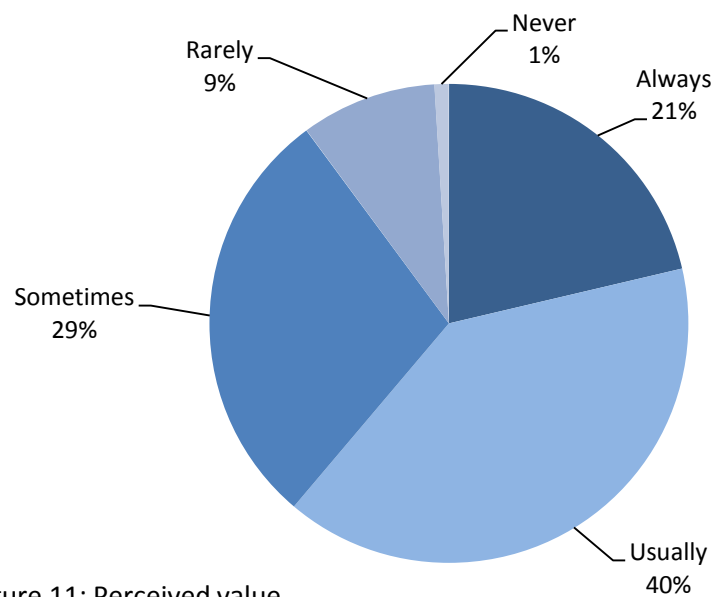   - Sometimes
    - Rarely
    - Never

Figure 11: Perceived value

4.2   Pressing challenges

Question 22 (see appendix 10.1) asked respondents to provide further insight into the greatest challenges faced by graduates within a professional environment. A total of 886 (69.3% of the sample size) respondents contributed written responses to this question and the results have been analysed to find common themes.

The following table highlights some of the challenges associated with professional life, listed from most commonly mentioned.

Figure 12: Challenges in professional life

Challenge	Rating:
Finding work-life balance, enjoying work	Most commonly mentioned
Obtaining relevant experience	
Obtaining project experience	
Time management	
Having salary reflect their workload	
Career development	
Contract administration experience	
Long hours	
Lack of confidence	
Successfully registering	
Managing stress	
Job security	
Gender equality/respect as a female	Commonly mentioned

The responses here demonstrated that a significant number of graduates expressed a concern about achieving a healthy work-life balance. Graduates also indicate the challenge in gaining relevant project experience or achieving a salary that reflects their workload. The findings also suggest that respondents desire to develop their careers, as the most significant challenges identified reflect this sentiment.

5.0   Salary

This section highlights the earning capacity of respondents in the profession. A number of graduates responded to this section of the survey; a total of 1127 comprising 503 females and 624 males. A graph has been formulated comparing the trend of salaries between males and females. The data used to create this graph can be viewed in Appendix 10.5.

5.1   Salary by gender

Figure 13: Salaries – males vs. females
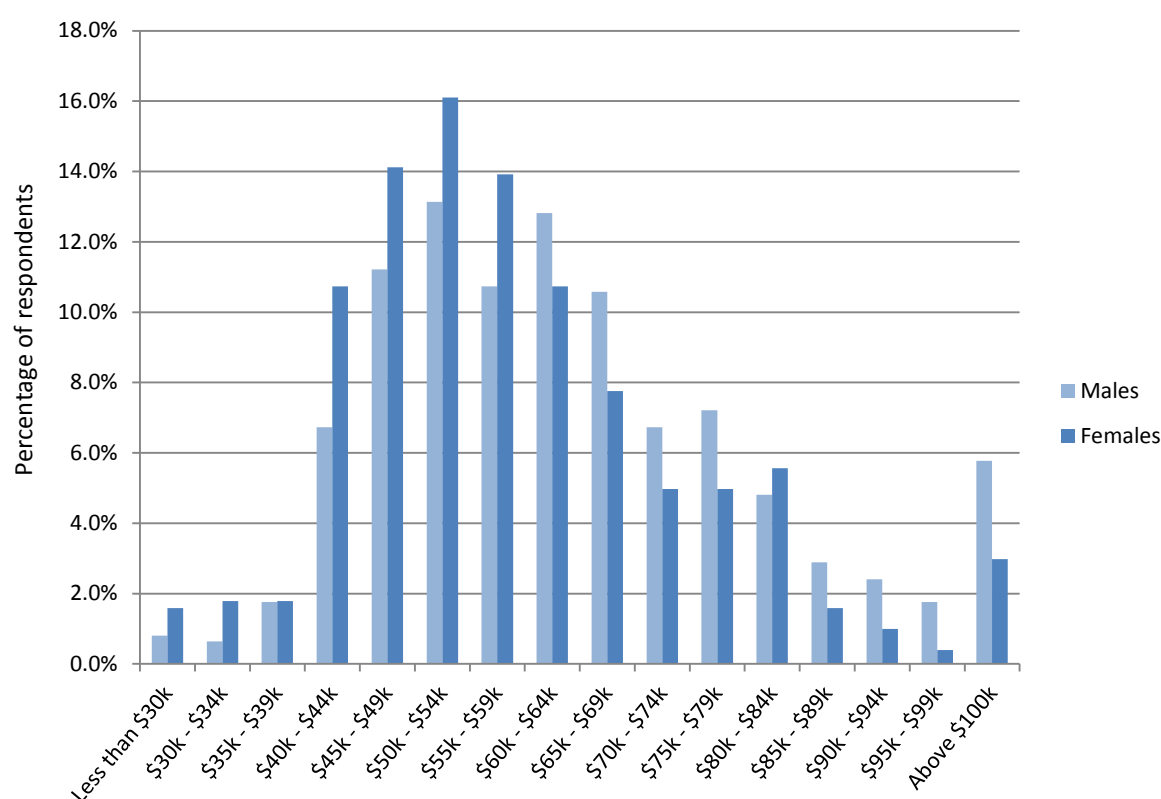
As mentioned previously in section 3.5, despite there being a very comparable relationship between the working hours stated by our respondents both male and female, there is a disparity in their respective salaries.

The most common salary bracket indicated by the responses was the '$50,000pa to $54,000pa' bracket highlighting:

- 16.2% of women earn between $50,000 and $54,000
- 13.2% of men earn between $50,000 and $54,000

Despite these figures, women's salaries tend to be skewed toward the lower end of the salary spectrum suggesting that there are more women in lower paid positions within the

profession. As the salary brackets increase, the percentage of women in those brackets tends to decrease comparably to men. This also suggests that there are fewer women in higher paid roles within the profession. This is shown by the following figures:

- Percentage of respondents earning over $54,000
  - Females: 53.9%
  - Males: 65.7%

5.1.1 Average salary

Figure 14: Average salary between genders
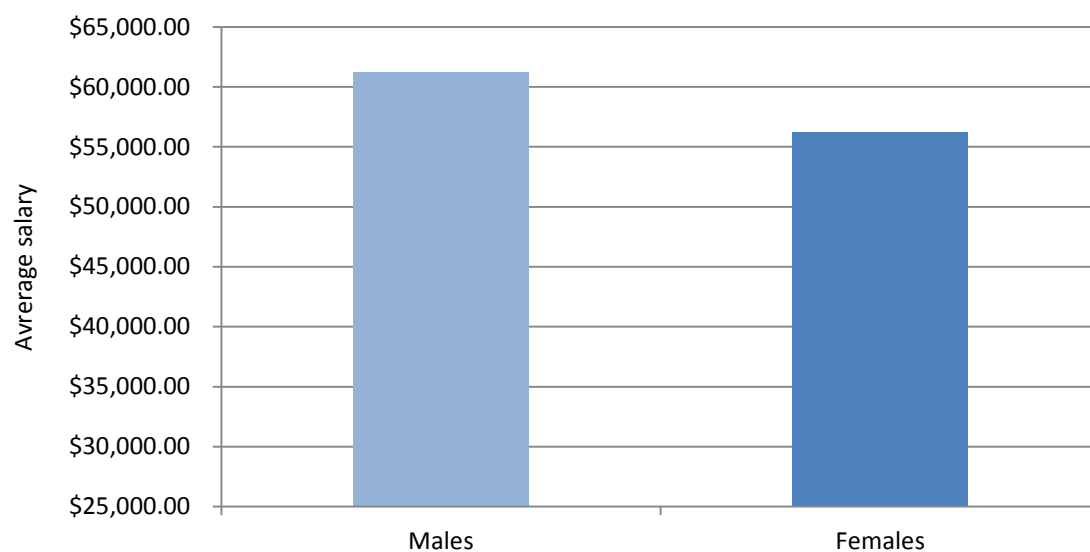
By calculating the weighted averages of responses, the average salaries of both male and female can be seen above. The average salary for men in our sample is $61,200. This is $5000 higher than that of females whose average salary is $56,200.

The graph below plots the average salary of an architecture graduate against years since graduation. The data helps to show expected salary growth for architects in the profession over time.

Figure 15: Average salary by years since graduation.
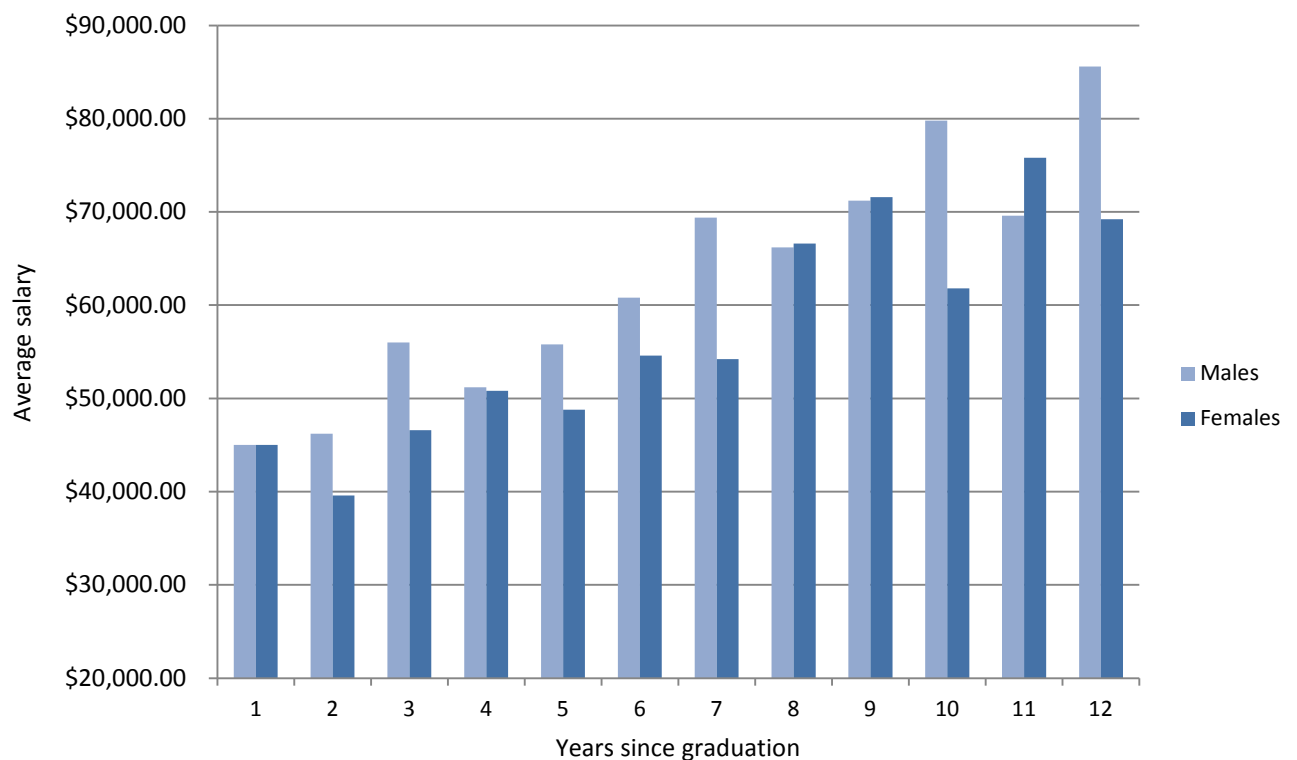
Calculating the average salaries of the respondents indicates positive growth in the subsequent years after graduation. The average salary for those who responded in their first year since graduation is approximately $45,000 per annum.

There is a disparity in the salaries between females and males in certain years post-graduation.

5.2   Earnings above 100k by place of work

A point of interest here was to assess the 'above $100,000 pa' bracket and determine whether these respondents were indeed employed in an architectural capacity. The analysis produced these results:

Figure 16: Earnings above 100k by place of work
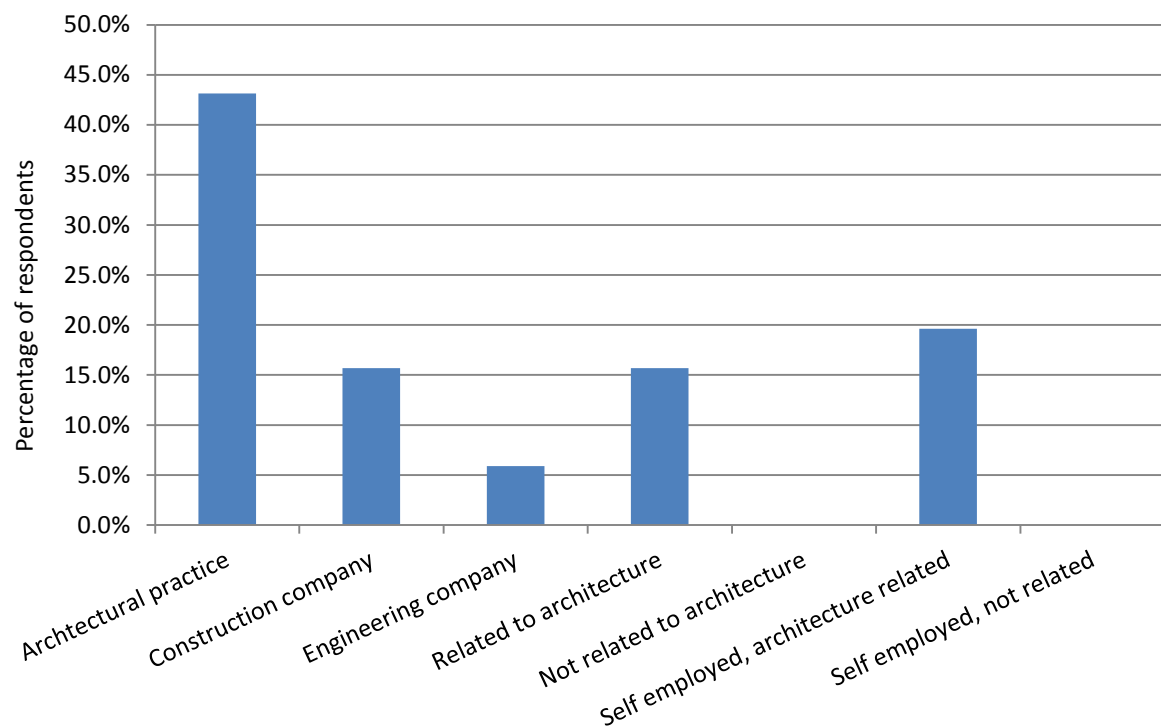
In this particular salary bracket, there were 51 respondents. Of those, 15 were female and 36 were male. This number difference could also be indicative of the disparity of salaries at the higher level.

The majority of respondents whose salary is over $100,000 pa are currently employed in an architecture related capacity. Furthermore, the most common place of work for this salary bracket is an architectural practice followed by self-employed architects, and those in an architecture related profession.

When comparing the place of work for those overall with those earning over $100,000 per annum, the data shows that these respondents have moved into professions other than architectural practices. See figure 16 below.

Figure 17: Place of work, general vs. above $100k
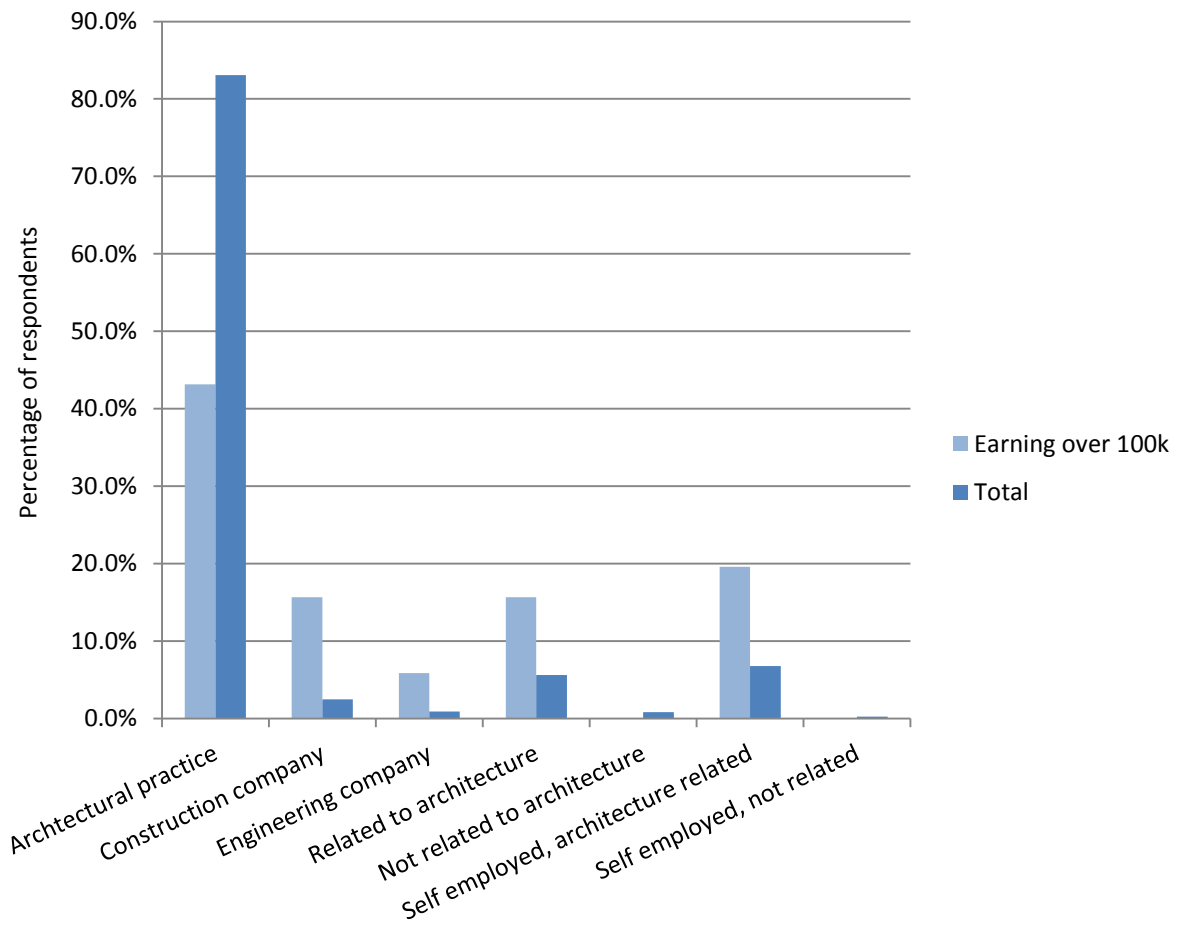
Compared to the total sample, there is a drastic increase in the percentage of those earning this salary working in construction companies, engineering companies, roles related to architecture, or self-employment. Although the highest percentage of participants in this salary bracket are working in architectural practices, the increase in the other professions is noteworthy.

6.0   Registration

This section focused on whether respondents were registered architects, what the average salary of a registered architect is (based on the responses) and a comparison between the salary curves of both registered architects and non-registered graduates. A total of 1200 respondents answered this particular section.

Figure 18: Registration by gender

Males

Females
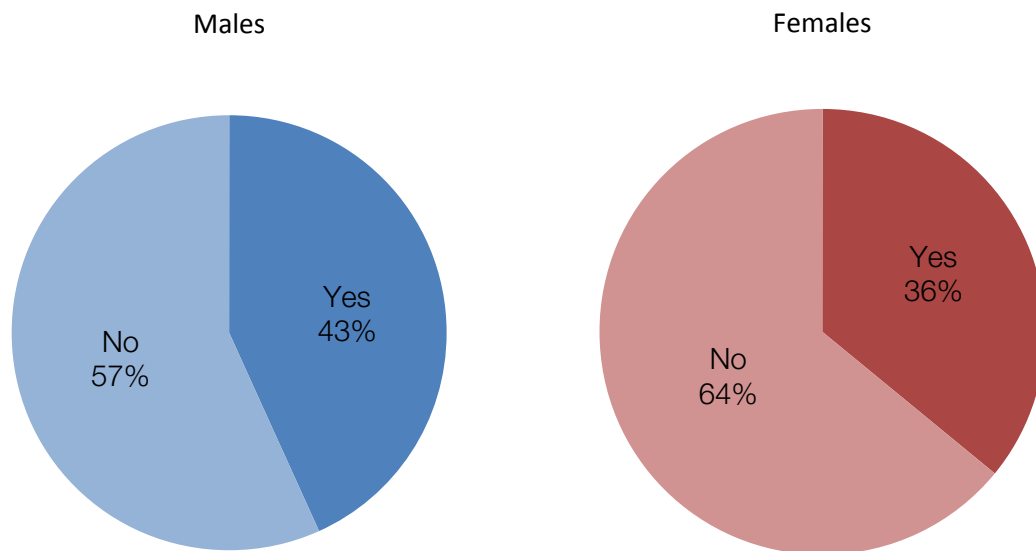
The majority of respondents indicated that they are not registered; the data showed that 60% were not registered. However, 90.4% of those who are not currently registered architects are considering registration in the near future. Conversely, 5.3% are undecided and 4.3% have no intention to register at this particular point in time.

The overwhelming response for those who want to register as architects suggests that the sample population values the registration proposition, but has not undergone this process due to a number of factors. These factors are identified in the written responses gathered from Question 21 (see appendix 10.1), which help to identify the factors preventing registration, and are shown in the following section.

6.1   Factors preventing registration

The survey helped to identify some key areas where graduates are experiencing difficulties with the registration process.

Figure 19: Factors affecting and preventing registration

Factors	Percentage
Lack of general practical experience	47.9%
Lack of time and money	38.5%
Lack of contract administration experience	10.9%
Meeting log book requirements	7.0%
The high cost/ineffectiveness of PALS	3.9%
Difficulty in passing the exam	3.1%
International equivalency/qualifications not valued	2.0%
Don't want to register/no benefit in registering	1.8%
Site experience	1.6%
Only recently graduated	1.6%
Living overseas	1.5%
Family commitments	1.3%
Low pay in industry	0.8%
Employment opportunities slim	0.8%
Unemployed	0.8%
Currently studying	0.7%

A considerable number of respondents state that a lack of practical experience within the field as the most significant barrier to registration (47.9%). A large portion (38.5%) found that the time and money required to complete the registration process is quite excessive, and therefore prohibitive, especially if one was to be unsuccessful in the process.

The Institute offers a Practice of Architecture Learning Series (PALS) to assist with the registration process. The idea of PALS is to help consolidate the knowledge and skills in architectural practice, in order to provide a foundation for the successful completion of the registration process. Of those that responded to this question, 393 (56.0%) respondents indicated an interest in PALS, however 3.9% of respondents commented that the cost of PALS is too high and ultimately contributes to the significant financial burden of the registration process.

6.2   Salary by registration

Based on calculating the weighted averages of those who indicated their salary bracket, the average salary for registered architects and non-registered graduates was inferred. These calculations can be viewed in appendix 10.6.

- Average salary for registered architects
    - Between $65,000 and $69,000 per annum.
- Average salary for non-registered architects
    - Between $50,000 and $54,000 per annum.

The following graph shows the relationship between the average salary for non-registered graduates and registered architects.

Figure 20: Average salary by years since graduation
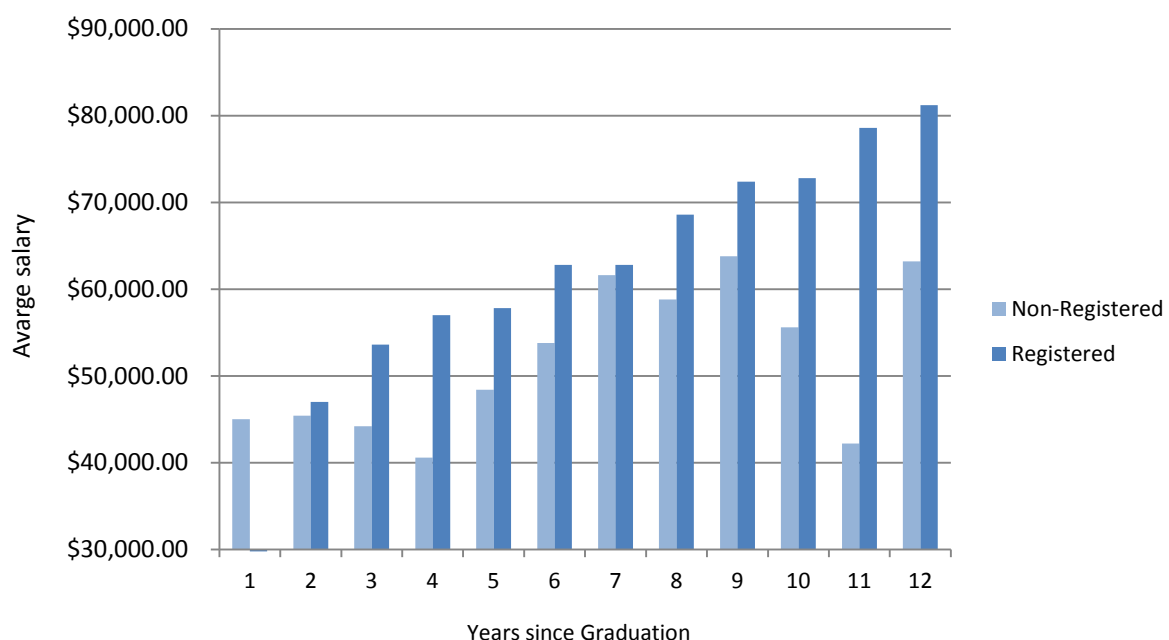
On the whole, the data suggests that a registered architect will on average, earn more per annum than a non-registered architectural graduate. This was also shown by Appendix 10.6 whereby the overall average salary for registered architects, is distinctly higher than those who are not.

There is also an upward trend for those who are registered, indicating a continual increase in salary as they progress through their careers. The data showed that the salary for non-registered graduates declined nine years since graduating. This may be an anomaly within the sample.

There were no registered architects in the survey data one year after graduation, which yielded a value of zero.

7.0 Lifestyle, aspirations & environment

This section will demonstrate the aspirations and lifestyle choices of the respondents. A total of 1164 (91.0% of the total sample size) respondents answered these questions which mostly required written responses.

7.1 Social media

Respondents were asked to identify which form of online social media products they used. Respondents were able to select more than one social media product.

Figure 21: Social Media Products Usage

Social Media	Percentage
Facebook	85.3%
LinkedIn	34.4%
Twitter	18.7%
None	9.8%
Other	3.1%

The most commonly used social media product was Facebook, where 85.3% selected this. The second most utilised social media product was LinkedIn, of which 34.4% of respondents selected.

7.2 Aspirations

Question 25 (see appendix 10.1) asked respondents to identify whether they had aspirations to begin their own architectural practice. The majority of respondents showed that they indeed planned to, and some had already begun; 59.6% showed they wanted to begin a practice, and 10.6% had already started their practice.

7.3 Issues for the built environment

The built environment landscape is constantly changing, presenting new challenges for graduates and emerging architects in the architectural profession. The survey asked respondents to indicate what they thought were the most pertinent issues within the built environment today. The following table shows the most common responses.

Figure 22: Common responses to issues

Issue	Percentage
Sustainability/ecologically sustainable development (ESD)	60.0%
Economy/achieving finance for projects	12.7%
Quality	8.7%
Cost cutting	6.6%
Affordable projects	5.3%
Architect salary	2.0%
Education	1.1%

The majority of responses indicated sustainability/ESD as the primary issue for the built environment at this stage; 60% of respondents specified this. The next most significant issue for the built environment as identified by respondents was the weakening economic climate and the subsequent inability to achieve finance to complete projects.

8.0   The Institute

This particular section was aimed at determining who of the respondents are current members of the Australian Institute of Architects, and what type of membership they hold. It also targeted members' understanding of the Institute's offerings and requested feedback on the member experience.

8.1   A+ Membership & benefits

Most people who commenced the survey responded to this particular section, a total of 1149 in fact. The respondents were asked if they were members of the institute as is stipulated by Question 29 (appendix 10.1).

On the whole, 68.5% of respondents to this particular question are members of the Institute. Specifically, 41.5% indicated that they were A+ members. Once a respondent was identified, they were then directed to question 30 (appendix 10.1), which asked members to reflect on which A+ benefits they have accessed.

- o   The most common response was Standards Australia at 62.8%
- o   Acumen was next common at 53.7%
- o   Discounts on CPD and events followed at 45.1%
- o   Environmental Design Guide was accessed by 18.8%
- o   16.5% of respondents didn't know what any of these benefits were

Respondents were also asked to comment (if they wished) as to whether the A+ membership benefits had been useful to them. The following table highlights the five most common responses to the written response section of Question 30.

Figure 23: Have you found the A+ Membership benefits to be useful?

Response	Percentage
Yes	39.4%
Standards Australia is Useful	16.2%
Acumen is useful	13.6%
Acumen is not useful	7.6%
No	7.0%

A large portion of the respondents indicated that they found the A+ Membership benefits to be useful. This portion represented 39.4% of written responses for this question. The respondents then singled out a couple of the Institute's offerings which also represented a sizeable portion of those who responded. There was much praise for the inclusion of

Standards Australia with the A+ Membership; however respondents alluded to the short access times and limitations with the documentation available.

Written responses also requested for the Institute to incorporate the Building Code of Australia (BCA) into their A+ Membership offering.

8.2   Assisting with employment

A series of questions asked respondents to comment on how the Institute might be able to support graduates and emerging architects, and what the Institute could do to assist respondents in finding suitable employment.

The first question in this series (Question 17, appendix 10.1) related to the assistance in finding suitable employment. Respondents were asked to complete a written response with what they believed the Institute could provide. The results were analysed and collated in the table as follows:

Figure 24: What support can the institute provide to find sustainable employment?

Suggestions	Percentage
Online job portal for employers and graduates	38.0%
Mentoring/internship/apprenticeship programs	16.0%
Networking events and affordable CPD/training	14.0%
Developing respect/awareness of architects	10.0%
Lobbying for government projects	8.0%
Help with folios	4.0%
Support in increasing wages/information on wages	4.0%
Gender equality	2.0%
Reduce membership fees	2.0%
Ensuring universities better prepare graduates for workplace	2.0%

Based on these results, 38% of respondents consider an online job portal to be of great importance in assisting with finding suitable employment. The written responses stated that graduates and emerging architects alike should be able to browse available job opportunities, mentorships or internships listed by employers. There was also a strong following (16%) for the Institute instigating mentoring programs and internships with employers, and also possibly an apprenticeship type program similar to the trade industries.

Respondents also acknowledged the need for architects and the profession as a whole to be marketed effectively, ultimately increasing the awareness of the services provided by architects.

8.3   Supporting graduates & emerging architects

In addition to the previous question focusing on employments, Question 31 (appendix 10.1) asked how the Institute might be able to provide support in general to graduates and emerging architects. The responses for this question required written answers, and have been collated in the table below.

Figure 25: What can the institute do to support graduates and emerging architects?

Suggestions	Percentage
Influence and promote fair pay/hours	21.5%
Industrial relations - higher award rates, employee conditions	11.4%
Advocating the benefits of using an architect	10.8%
Cheaper fees and programs	9.2%
Extended networking sessions/CPD targeting graduates	9.2%
Registration support/streamlining/PALS	7.8%
Internships/mentor programs/apprenticeships	6.8%
Job search/employer interaction and placements	6.6%
Advice and info about employee rights/conditions/wages	5.2%
Career guidance and general advice	4.4%
Ensuring universities better prepare graduates for workplace	3.9%
Forums for discussion	3.7%
Support in representation to Gov. lobbying for Gov. projects	3.3%
Ease of access to knowledge i.e. Acumen for everyone	3.3%
More graduate competitions	2.9%
Regional events	1.1%
Ensuring membership engagement about offerings	0.1%

The majority of respondents would like the Institute to promote fair pay in the profession and a further 11.4% have asked the Institute to change the award rate and ensure employee conditions are fair. Concerns such as these can be addressed to the profession's union APESMA (http://www.apesma.com.au/groups/architects/).

Similarly to the previous section, around 10% of respondents suggested that promoting architects within the public sphere would be an effective way to increase awareness of what an architect can offer. Respondents also requested more affordable membership fees and fees for programs such as Continuing Professional Development (CPD) as well as increasing the frequency of these programs and creating further networking opportunities.

9.0   Additional responses

The final question in the survey asked respondents to add any last comments or thoughts they may have, but were maybe not granted the opportunity to express within the survey itself. A total of 520 respondents highlighted a number of concerns about the industry and their education.

Figure 26: Further comments that may add value to findings

Final Comments	Percentage
Low salary/requests for salary information	29.6%
Experience gap from university/the desire for networking and placements	15.0%
Lack of employment opportunities/seeking opportunities in other industries	8.9%
Long hours - little work-life balance	6.7%
Feeling undervalued/depressed	6.2%
Realising the need for advocating the value of graduate architects/engaging with the public	3.3%
Gender inequality	3.1%
More discussion contact/seminars/CPD/having a voice	2.7%
Industrial relations related, employee conditions	2.3%
Encouragement to persist and work hard	2.3%
Fees are too high for membership/registration	1.9%
Registration issues/registration not useful	1.9%
Appreciative of survey	1.4%
Looking for a creative outlet elsewhere	1.4%
Assistance in formal training/bridging the gap	1.2%
Encouragement to travel	0.6%
Communication of the Institute's services/general advice and guidance	0.6%
More design competitions	0.4%
Recognition of PALS being helpful	0.2%
Support for international architects	0.2%

The most common response indicated above was proclaiming that the salary for graduates and emerging graduates is too low within the profession. Respondents also requested that the Institute provide them with potential salary information in order to have an understanding of what is to be expected when joining the workforce.

The second most common comment made by respondents was the realisation that there is a distinct gap between what is taught at university, and what is required by employers. Approximately 15.0% of those who responded highlighted this as an issue and emphasised the desire for networking events and potential internships or placements at practices while completing their studies.

Significant emphasis was also placed on the lack of employment opportunities within the industry and respondents also expressed that they have been searching for work in other industries, and that other graduates should do the same.

Although this only represents a small percentage of the responses (3.1%), gender inequality was raised as a major concern for those respondents. Responses highlighted gender salary inequality, which was also evidenced to some degree in section 5.

Furthermore:

- A consensus of low pay for the amount of work that they perform (29.6%)
- A frustration for long working hours and little to no work-life balance (6.7%)
- Some stated the membership fees for the Institute were too high (1.9%)

10.0 Appendix

10.1 Graduate Survey: Questions

1. What year were you born?
2. Are you male or female?
3. What year did you complete your Masters of Architecture or two tier Bachelor of Architecture? Please note: if you have not completed either of these courses you are not required to complete the survey
4. Where did you complete the majority of your architectural studies?
5. Where do you live now?
6. Are you currently employed?
7. In what capacity are you employed? We recognise that some of you have multiple jobs, please select one option that best describes your primary employment
8. What is your current annual salary? Do not include superannuation. If you are a part time employee, please select the full time equivalent salary.
9. Do you feel valued at work?
10. How many hours are you employed to work each week?
11. How many hours do you actually work per week on average? Don't count lunch breaks. Eg. 9am - 5:30pm with one hour for lunch equals a 7.5 hour day, which over 5 days equals 37.5 hours
12. What tasks do you perform at work?
13. Has your professional experience met the expectations you held whilst at uni?
14. Are you actively seeking work in an architectural capacity?
15. If so, how long have you been looking for architectural work?
16. In your opinion, what is the biggest barrier to obtaining architectural work?
17. Can you think of any support the Institute could provide that would assist you to find suitable employment? Please describe.
18. Are you a registered architect?
19. Are you considering registration?
20. If so, are you intending to complete the Institute's Practice of Architecture Learning Series (PALS) in preparation for registration?
21. What is the most significant factor preventing you from being registered already?
22. What is the biggest challenge for you in your professional life?
23. What are the top 5 expenses in your life?
24. Which social media products do you use?
25. Do you have aspirations to start your own architectural practice?
26. Do you volunteer for any organisations?
27. Do you donate to charity?
28. What do you believe is the most significant issue for the built environment at this point in time?

29.   Are you a current member of the Australian Institute of Architects?

30.   As an A+ member you are eligible for exclusive member benefits. Please tick the benefits you have accessed.

31.   What do you believe is the most important thing the Institute of Architects can do to support graduates and emerging architects?

32.   Do you have anything else to say that you think might add value to a report on graduates of architecture?

10.2 Demographics

10.2.1 Percentage growth by state

State	Number Completed Studies	Number now live	Increase / Decrease
ACT	47	52	10.6%
NSW	320	348	8.7%
NT	0	15	N/A
QLD	198	212	7.1%
SA	113	81	-28.3%
TAS	49	19	-61.2%
VIC	306	376	22.9%
WA	132	129	-2.3%
Overseas	110	43	-60.9%

10.2.2 Place of study vs. place of residence

Current place of residence

		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	OS	Total
Location of graduation	ACT	33	10	0	1	0	0	2	1	0	47
	NSW	11	270	4	5	0	0	12	2	16	320
	NT	0	0	0	0	0	0	0	0	0	0
	QLD	1	6	1	165	2	0	13	1	9	198
	SA	0	10	5	8	77	0	9	2	2	113
	TAS	2	3	2	4	0	17	18	1	2	49
	VIC	3	12	3	12	0	2	265	1	8	306
	WA	0	4	0	0	0	0	15	110	3	132
	OS	2	33	0	17	2	0	42	11	3	110
	Total	52	348	15	212	81	19	376	129	43	1275

10.3 Employment by state

ACT

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	20	2	22	90.9%	9.1%
Male	30	0	30	100.0%	0.0%
Total	50	2	52	96.2%	3.8%

NSW

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	160	9	169	94.7%	5.3%
Male	168	11	179	93.9%	6.1%
Total	328	20	348	94.3%	5.7%

NT

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	9	0	9	100.0%	0.0%
Male	9	0	9	100.0%	0.0%
Total	18	0	18	100.0%	0.0%

QLD

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	77	5	82	93.9%	6.1%
Male	124	6	130	95.4%	4.6%
Total	201	11	212	94.8%	5.2%

SA

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	24	3	27	88.9%	11.1%
Male	50	4	54	92.6%	7.4%
Total	74	7	81	91.4%	8.6%

TAS

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	11	1	12	91.7%	8.3%
Male	6	1	7	85.7%	14.3%
Total	17	2	19	89.5%	10.5%

VIC

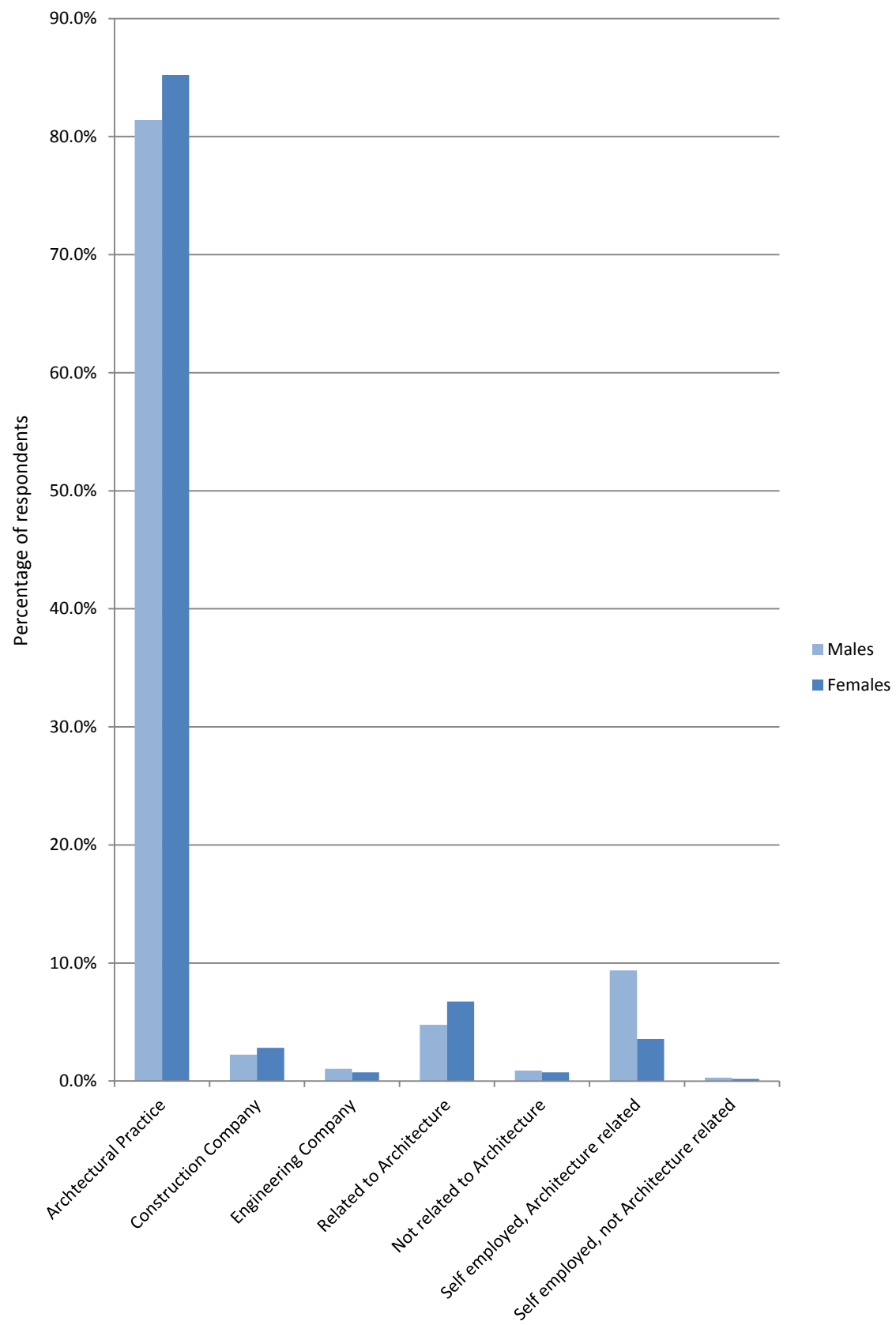|	Employed	Unemployed	Total	% Employed	% Unemployed
Female	165	9	174	94.8%	5.2%
Male	194	8	202	96.0%	4.0%
Total	359	17	376	95.5%	4.5%

WA

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	53	4	57	93.0%	7.0%
Male	71	1	72	98.6%	1.4%
Total	124	5	129	96.1%	3.9%

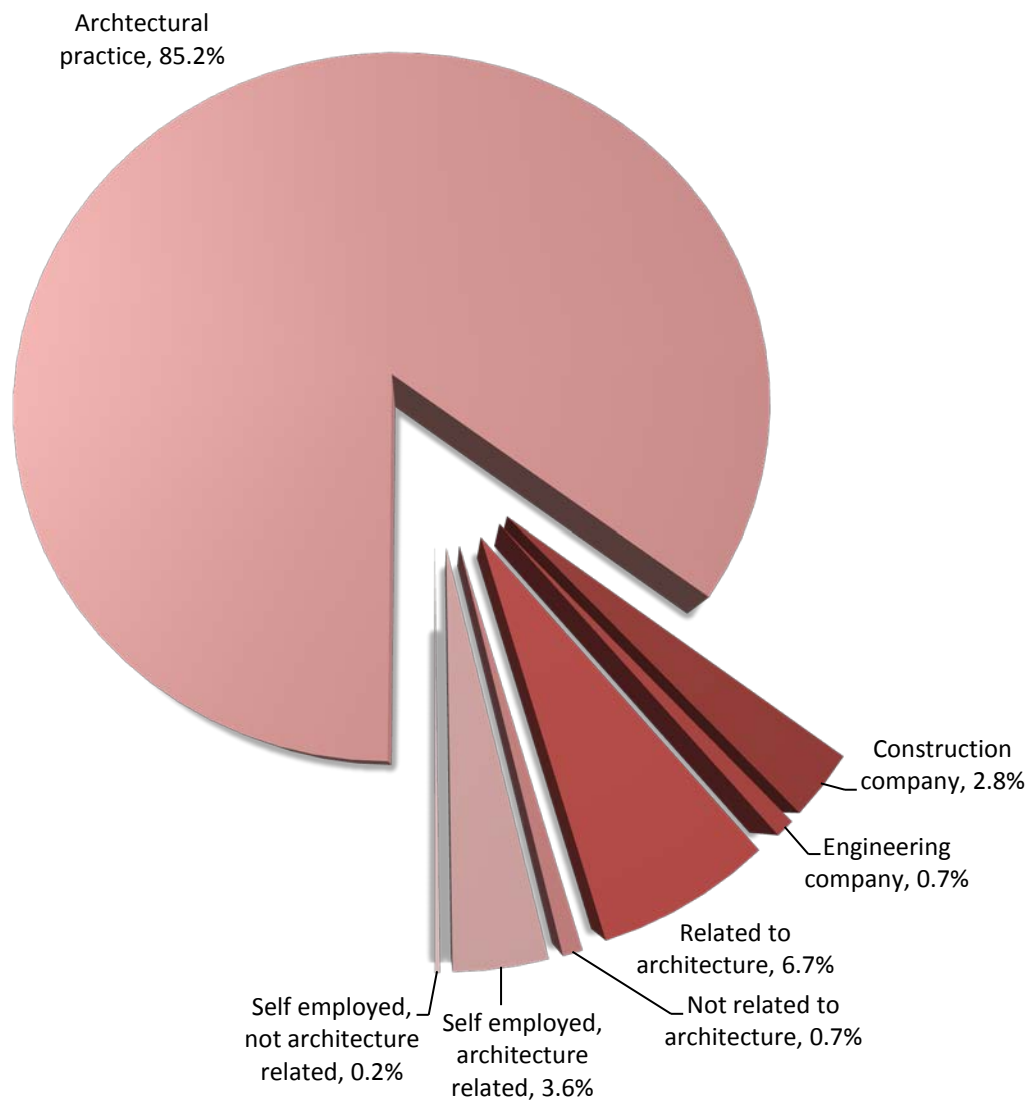Overseas

	Employed	Unemployed	Total	% Employed	% Unemployed
Female	15	2	17	88.2%	11.8%
Male	22	4	26	84.6%	15.4%
Total	37	6	43	86.0%	14.0%

10.4   Employment Distribution by Gender

Percentage of respondents

- Males
- Females

Categories:
- Archtectural Practice
- Construction Company
- Engineering Company
- Related to Architecture
- Not related to Architecture
- Self employed, Architecture related
- Self employed, not Architecture related

10.4.1   Employment Distribution Females

Archtectural practice, 85.2%

Construction company, 2.8%

Engineering company, 0.7%

Related to architecture, 6.7%

Not related to architecture, 0.7%

Self employed, architecture related, 3.6%

Self employed, not architecture related, 0.2%

10.4.2   Employment Distribution Males

Archtectural
practice, 81.4%

Construction
company, 2.2%

Engineering
company, 1.0%

Related to
architecture, 4.8%

Not related to
architecture, 0.9%

Self employed, not
architecture related,
0.3%

Self employed,
architecture related,
9.4%
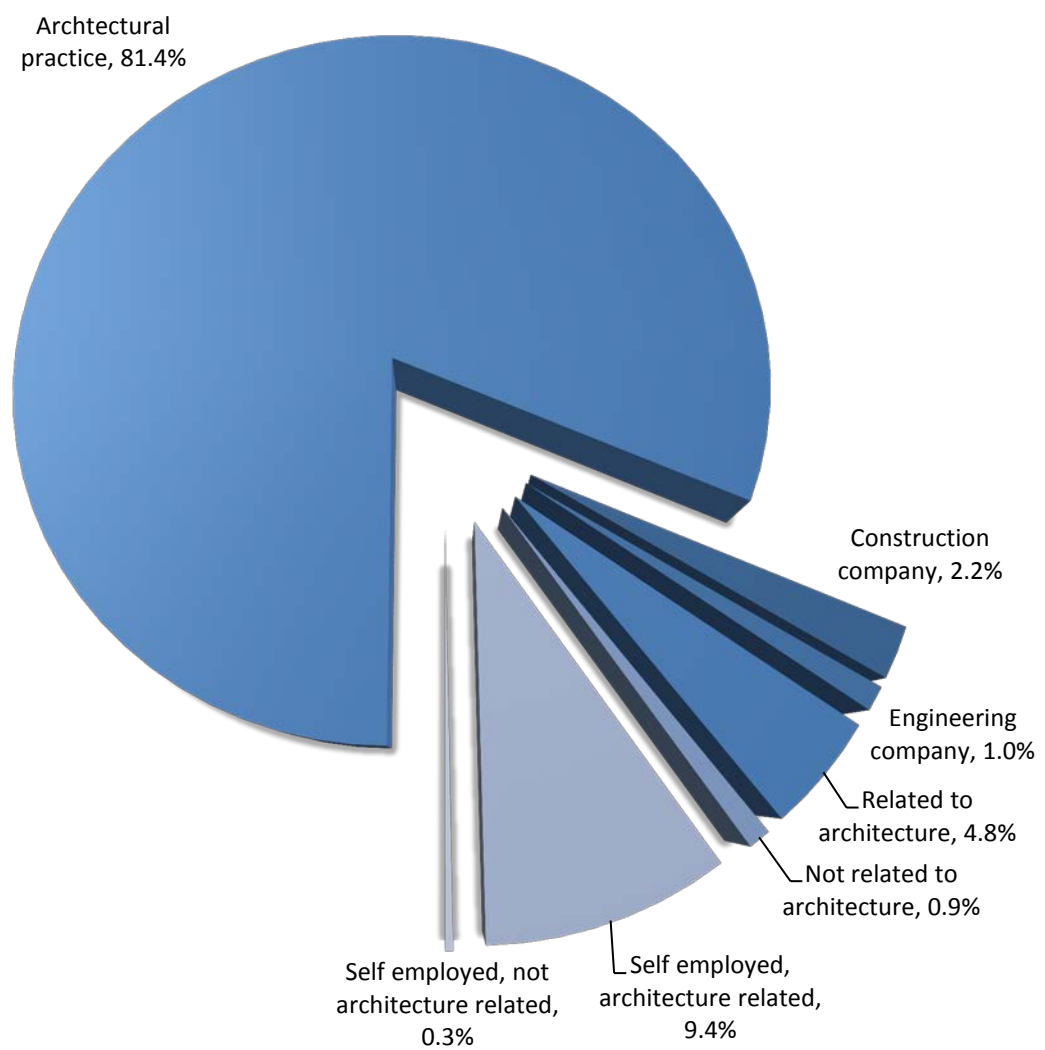
10.5 Salary

10.5.1 Current Annual Salary – Females

Answer Options	Response Percentage	Response Count
Less than $30,000pa	1.6%	8
$30,000pa - $34,000pa	1.8%	9
$35,000pa - $39,000pa	1.8%	9
$40,000pa - $44,000pa	10.7%	54
$45,000pa - $49,000pa	14.1%	71
$50,000pa - $54,000pa	16.1%	81
$55,000pa - $59,000pa	13.9%	70
$60,000pa - $64,000pa	10.7%	54
$65,000pa - $69,000pa	7.8%	39
$70,000pa - $74,000pa	5.0%	25
$75,000pa - $79,000pa	5.0%	25
$80,000pa - $84,000pa	5.6%	28
$85,000pa - $89,000pa	1.6%	8
$90,000pa - $94,000pa	1.0%	5
$95,000pa - $99,000pa	0.4%	2
Above $100,000pa	3.0%	15

10.5.2 Current Annual Salary - Males

Answer Options	Response Percentage	Response Count
Less than $30,000pa	0.8%	5
$30,000pa - $34,000pa	0.6%	4
$35,000pa - $39,000pa	1.8%	11
$40,000pa - $44,000pa	6.7%	42
$45,000pa - $49,000pa	11.2%	70
$50,000pa - $54,000pa	13.1%	82
$55,000pa - $59,000pa	10.7%	67
$60,000pa - $64,000pa	12.8%	80
$65,000pa - $69,000pa	10.6%	66
$70,000pa - $74,000pa	6.7%	42
$75,000pa - $79,000pa	7.2%	45
$80,000pa - $84,000pa	4.8%	30
$85,000pa - $89,000pa	2.9%	18
$90,000pa - $94,000pa	2.4%	15
$95,000pa - $99,000pa	1.8%	11
Above $100,000pa	5.8%	36

10.6 Average salary registered vs. not registered

Salary Bracket	Assignment	Registered Response Count	Not Registered Response Count
Less than $30,000pa	1	4	9
$30,000pa - $34,000pa	2	3	10
$35,000pa - $39,000pa	3	2	18
$40,000pa - $44,000pa	4	9	87
$45,000pa - $49,000pa	5	19	122
$50,000pa - $54,000pa	6	49	114
$55,000pa - $59,000pa	7	44	93
$60,000pa - $64,000pa	8	50	84
$65,000pa - $69,000pa	9	60	46
$70,000pa - $74,000pa	10	38	29
$75,000pa - $79,000pa	11	54	16
$80,000pa - $84,000pa	12	46	12
$85,000pa - $89,000pa	13	18	8
$90,000pa - $94,000pa	14	17	3
$95,000pa - $99,000pa	15	8	5
Above $100,000pa	16	40	11
Number answered	Total	461	667
Weighted Average		9.6	6.7

11.0   References

Australian Bureau of Statistics, 2012 "Labour Force, Australia, May 2012", 6202.0,

Accessed via: http://abs.gov.au/ausstats/abs@.nsf/mf/6202.0