

# WHAT DO GRADUATES DO?

**The Class of 2015**



An Analysis of the First Destination  
of University Graduates

A report by the Higher Education Authority | February 2017



# Acknowledgements

The Higher Education Authority wishes to thank the staff of the following higher education institutions who carried out the *First Destination Survey* on their graduate cohorts and provided comprehensive datasets for this report:

Dublin City University  
University of Limerick  
Trinity College Dublin  
University College Cork  
University College Dublin  
Maynooth University  
National University of Ireland Galway  
Dublin Institute of Technology  
St. Patrick's College, Drumcondra  
Mary Immaculate College, Limerick  
St. Angela's College Sligo  
Mater Dei Institute of Education

This document is also available to download from the publications section of the HEA website.

**ISBN 1-905135-54-8**

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## Foreword

This edition of What Do Graduates Do? The Class of 2015 – An Analysis of the First Destination of University Graduates, is the 35th survey of graduates. The results of this survey are an important guide to graduate outcomes and inform decisions of policy makers, academics, students and employers.

Over 18,500 students that graduated with level 8 – 10 qualifications in 2015 participated in this survey. Data was collected in March 2016 from these graduates to determine their situation around nine months post-graduation.

Employment rates are up, indicating more preferable labour market conditions for graduates and limiting the need to emigrate in order to find suitable employment. However, in most cases it is not a shift from seeking employment to employment that has seen employment rates rise but rather a shift from further studies or training into employment. As expected, higher qualifications are associated with better labour market outcomes, including earning potential. Graduates from vocationally oriented fields such as Education and Health & Welfare tend to fare best in terms of labour market outcomes although Education graduates are finding it difficult to secure permanent positions. Labour market outcomes for ICT graduates are also favourable, with higher rates of employment and higher average salaries than most other graduates. Arts & Humanities and Natural Sciences, Mathematics & Statistics graduates continue to face labour market challenges with lower rates of employment reported for level 8 graduates in these fields. However, employment prospects improve considerably for graduates in these fields who obtain level 9 and 10 qualifications. Health Services, Education and the Business, Finance and Insurance Services sectors are the most popular areas of employment for graduates, the former two illustrating the key role Public Service employment plays in the employment of graduates.

Specifically, 62% of Honours Bachelor Degree graduates are in employment, this compares to 58% of the 2014 class. The proportion of Honours Bachelor Degree graduates in further studies or training has fallen from 35% for the class of 2014 to 31% for the class of 2015. The proportion seeking employment has fallen from 5% to 4%. 78% of Higher and Postgraduate Diploma graduates are in employment, this compares to 76% of the class of 2014. 80% of Masters and Doctorate graduates are in employment, this compares to 78% of the class of 2014. In summary, for the different qualification levels, as expected, higher levels of qualification are associated with higher rates of employment and lower rates of further studies or training. In general, there has been an improvement in rates of employment for the class of 2015 compared to recent previous classes. A comparison to CSO labour market data also shows the benefits of obtaining a third level qualification. Based on 2016 Q2 CSO Quarterly National Household Survey data, the unemployment rate for those with higher education was 4.7%. The figure was 10.2% for those with an upper secondary education and 14.2% for those with a lower secondary education.

Finally, I would like to take this opportunity to thank our graduates for taking the time to respond to the survey. I would also like to thank the careers officers and their colleagues for collating and returning this data to the HEA. This publication would not be possible without your continued participation and support. We very much look forward to continuing to work together on the new graduate outcomes survey.



**Dr Anne Looney**

*Interim Chief Executive, Higher Education Authority*

# Key Points

The key points from each section of the report are summarised below:

## Section 1: First Destination of 2015 Graduates

### All Graduate Cohorts

- ▶ 18,526 (or 73% of) level 8-10 graduates responded to the survey.
- ▶ Overall, 68% are in employment, of which 57% are employed in Ireland and 11% are employed overseas.
- ▶ 6% of all graduates are seeking employment, nine months after graduation.

### Honours Bachelor Degree

- ▶ Nine months after graduation, 62% were in employment. This compares to 58% in 2014.
- ▶ The majority (85%) of those employed are working in Ireland.
- ▶ As a consequence of increased employment in Ireland, only one in ten graduates are going overseas for work.
- ▶ The UK is the most popular destination for graduates employed overseas.
- ▶ Graduates seeking employment dropped by one percentage point between 2014 (5%) and 2015 (4%).
- ▶ In terms of gender, a higher proportion of females are in employment and a higher proportion of males are in further studies/training.
- ▶ In terms of field of study, Education graduates have the highest level of employment.
- ▶ After Education, ICT has the highest proportion of graduates employed in Ireland at 70%. This reflects strong employment opportunities for ICT graduates in Ireland.
- ▶ Graduates awarded a pass degree demonstrate the highest levels of employment at 74%, whereas those who received a first class (1H) degree had the lowest levels of employment at 57%. The reverse is true for rates of progression into further study. While this is an unusual finding, it may be due to the quality of award that is required for entry into postgraduate study, with those who obtain a 1H more likely to go on to further study.

### Higher & Postgraduate Diploma

- ▶ Employment grew in 2015 – from 76% in 2014 to 78% in 2015. The proportion of graduates employed in Ireland also increased from 68% to 75% over the last year.
- ▶ As expected, this led to a decrease in graduates going overseas (from 8% in 2014 to 3% in 2015).
- ▶ Only 4% of this 2015 cohort are seeking employment, down from 9% in 2014.
- ▶ Of those surveyed, 82% of females were employed compared to 70% of males. Additionally, 67% of males are employed in Ireland compared to 80% of females.

## Masters/Doctorates

- ▶ 80% were in employment nine months after graduation, an improvement on the previous year (78%).
- ▶ 64% found work in Ireland compared to 62% of last year's cohort.
- ▶ 16% of graduates found employment overseas compared to 15% last year.
- ▶ The UK was the most popular destination for those employed overseas.
- ▶ There is a drop of 1 percentage point between 2014 and 2015 among those seeking employment (from 10% to 9%).
- ▶ There is little variation (between 0 and 1 percentage point) in the proportion of males and females in each first destination category.
- ▶ Business, Administration & Law graduates and Education graduates experienced high levels of employment, at 87% and 86%.

## Section 2: Relevance of Qualification

### Employed in Ireland

- ▶ 62% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant* or *most relevant* to their area of employment.
- ▶ Higher and Postgraduate Diploma graduates were more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant* or *most relevant* to their work, at 76%.
- ▶ 70% of Masters and Doctorate graduates rate the relevance of their qualification as *relevant* or *most relevant*, while 11% rate it as *irrelevant*/*most irrelevant*.

### Employed Overseas

- ▶ 62% of Honours Bachelor Degree graduates found their educational qualification *relevant*/*most relevant* to their employment, compared to 59% with a Masters/Doctorate.
- ▶ Higher & Postgraduate graduates have the lowest level of satisfaction with 53% reporting their qualification as *relevant*/*most relevant* to their employment.

### Employed in Ireland and Overseas

- ▶ Agriculture, Forestry, Fisheries & Veterinary, Health & Welfare and Education Honours Bachelor Degree graduates reported high levels of relevance of their education to their area of employment, at 86%, 84% and 82% respectively.
- ▶ At Higher and Postgraduate Diploma level, 86% of Health & Welfare and 85% of Education graduates consider their qualification to be *relevant*/*most relevant* to their area of employment.
- ▶ As expected, the majority of Masters/Doctorate graduates reported high levels of relevance of their education to their employment. Fields that rated their education as *relevant* include Health and Welfare (86%), Engineering, Manufacturing & Construction (82%) and Agriculture, Forestry, Fisheries & Veterinary (80%).
- ▶ High proportions of Arts and Humanities graduates rated their education as *irrelevant*/*most irrelevant* to their employment (51% of Honours Bachelor Degree, 26% of Higher & Postgraduate Diploma and 29% of Masters & Doctorate graduates).

### Section 3: Graduate Salaries

- ▶ 47% of 2015 Honours Bachelor Degree graduates commanded a salary of less than €25k (compared to 49% of last year's cohort).
- ▶ The highest proportion of those earning €37k or over were in the South East (10%) and Dublin (7%) regions (Honours Bachelor Degree graduates).
- ▶ As expected there is an apparent positive correlation between education and salary – as education increases so too does salary. Just less than half of Honours Bachelor Degree graduates (47%) earn under €25k but this drops to 15% for Doctorate graduates.
- ▶ Following on from this, 31% of Doctorate graduates report earning over €45k compared to 5% of Higher Diploma and 3% of Honours Bachelor Degree graduates.
- ▶ Arts and Humanities Honours Bachelor Degree graduates are the least well paid, with 21% earning less than €13k.
- ▶ The largest proportion of Honours Bachelor Degree ICT (31%), Health & Welfare (28%) and Engineering, Manufacturing & Construction (26%) graduates are earning between €29k and €33k.
- ▶ Overall, Agriculture, Forestry, Fisheries & Veterinary and ICT Honours Bachelor Degree graduates are the highest earners, with 29% and 27% of such graduates earning €33k or over respectively.

### Section 4: Regional Distribution of Employed Graduates

- ▶ Dublin is the region with the most employment opportunities, for all graduates.
- ▶ 29% of Honours Bachelor Degree, 29% of Higher Diploma and 36% of Postgraduate Diploma graduates found employment there.
- ▶ Moreover, Dublin employs 40% of Taught Masters, 25% of Doctorate and 19% of Research Masters graduates.
- ▶ The South-West was also a popular region for 12% of Honours Bachelor Degree, 13% of Higher Diploma, 18% of Postgraduate Diploma, 11% Taught Masters, 17% Research Masters and 17% of Doctorate graduates.

### Section 5: Sectoral Distribution of Employed Graduates

#### Employed in the Republic of Ireland

- ▶ The most common sector of employment for Honours Bachelor Degree graduates was the Non-Market Services sector at 34%, followed by Business, Finance and Insurance Services at 24%.
- ▶ Non-Market Services sector was also the most popular sector of employment for Higher Diploma (52%), Postgraduate Diploma (74%), Research Masters (43%) and Doctorate graduates (65%).
- ▶ 30% of Taught Masters graduates found employment in the Business, Finance and Insurance Services Sector.
- ▶ Generally, there appears to be a strong relationship between field of study and sector of employment, as expected.

### Employed Overseas

- ▶ The Non-Market sector was the most popular for the majority of overseas graduates, with 57% of Honours Bachelor degree, 44% of Higher Diploma, 40% of Research Masters and 67% of Doctorate graduates.
- ▶ With a few exceptions (Business, Engineering, ICT), the distribution of graduates by field of study shows that despite discipline, the majority of overseas graduates work predominantly in Non-Market services.

### Section 6: International Graduates

- ▶ Nine months after graduation, 67% of Honours Bachelor Degree international graduates were in employment, with 37% working in Ireland and 31% working overseas.
- ▶ Three quarters of Higher and Postgraduate Diploma international graduates were employed in 2015, 70% of which were working in Ireland and 6% overseas. One in twenty Higher and Postgraduate females were seeking employment, compared to more than one in ten males.
- ▶ 76% of Masters and Doctorate international graduates were employed (44% in Ireland; 32% overseas). 78% of males found employment compared to 74% of females.

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## Introduction

This year's report, *What Do Graduates Do? The Class of 2015. An Analysis of the First Destination of University Graduates* offers insights into the first destination of graduates in Ireland, nine months after graduation. Graduate surveys are increasingly becoming one of the main instruments used to measure higher education output. This is primarily because they provide concrete information that is useful for a wide variety of stakeholders, including policy makers, higher education institutions and prospective students. Furthermore, the results of graduate surveys can be used for benchmarking institutional performance over time and against other similar institutions<sup>1</sup>.

While graduate surveys have many positive attributes, the limitations of cross-sectional (or one point in time) approaches have been heavily criticised (e.g. Unger and Raggautz, 2011<sup>2</sup>). The move towards large-scale graduate studies (as conducted in the UK, Germany, Canada, USA, New Zealand and Australia) recognise the importance of revisiting the same graduates over time<sup>3</sup>. Longitudinal graduate surveys can provide evidence about the extent to which graduates are using the knowledge and skills acquired in their course of study, how employers require and utilise the increasingly highly-qualified pool of graduates available to them, and – at a wider level – how the expansion of higher education has changed the nature of employment opportunities. Methodologically, longitudinal data addresses problems with cross-sectional data analysis, in allowing for time order of cause and effect between variables<sup>4</sup>. Furthermore, the potential of longitudinal graduate surveys (in comparison to administrative or cross-sectional data) lies in the combination of objective and subjective data. In addition to the purely 'quantitative' criteria of professional success (income, employment, job title etc.), such surveys also collect information on an individual's level of satisfaction and motivation. Longitudinal graduate surveys trace individual study paths, motivation for study choices as well as the transition to work and their professional career, over time. As a consequence, graduates can retrospectively assess their course of study, which is not always possible upon initial completion of study. The inclusion of the 'graduate voice' therefore contributes to a more subjective and holistic picture of higher education, and ultimately allows for a longer-term and outcome-orientated assessment of the value and experience of higher education. This longer term view of graduate outcomes is particularly useful in Ireland given that the most recent iteration of the OECD's *Education at a Glance* report (2016), places Ireland joint top in the EU with the UK and Finland in terms of the proportion of the adult (25-64 year olds) population with tertiary education. At 43%, Ireland is well above the EU average of 32%.

For this reason, and given that the current survey has been in place since the 1980s, the HEA are currently in the process of revising how graduate outcomes are measured. Fundamentally, the HEA wishes to extend the participation of institutions not currently taking part in the survey (to include the Institutes of Technology and private colleges, should they wish to participate), and situate the survey data within a new relational database that will allow for greater data accuracy and linking of survey data across its systems. It is expected that the new survey will provide the following:

<sup>1</sup> Denise Frawley and Valerie Harvey. *Graduate Surveys: Review of International Practice* (Dublin: Higher Education Authority, 2015).

<sup>2</sup> Martin Unger and Andreas Raggautz, "Long-term career tracking of graduates using the social science security system", *Employability of Graduates & Higher Education Management Systems conference*, Dehems, Vienna 22/23.9.2011.

<sup>3</sup> For further information on international approaches to graduate surveys, see Denise Frawley and Valerie Harvey (2015).

<sup>4</sup> See Hans-Peter Blossfeld, "Methodological Advantages of Panel Studies: Designing the New National Educational Panel Study (NEPS) in Germany", *Journal for Educational Research Online*, 1, no. 1 (2009): 10-32.

- ▶ Data on graduate qualifications and employment both within Ireland and overseas,
- ▶ Relevance of employment to area of study,
- ▶ Data on graduate further study,
- ▶ Data on graduate unemployment and unavailability for work,
- ▶ Career progression of graduates through longitudinal data.

It is anticipated that the new annual survey (9 months after graduation) will be in place by 2018 and run on a pilot basis in 2017. While the longitudinal component is still in the early stages of development, it is anticipated that the first follow-up with graduates (after the initial annual survey) will occur three and eight years after graduation. Therefore, the first iteration of the longitudinal survey is expected to take place in 2020.

The first section of this report will report on findings from the seven Irish universities, with a particular focus on level 8-10 graduates. As can be seen from the National Framework of Qualifications chart below, level 8 refers to Undergraduate Honours Bachelor Degrees and Postgraduate Higher Diplomas; level 9 refers to Postgraduate Diplomas and Masters Degrees; while level 10 encapsulates those with a Doctoral Degree. Analysis has been carried out on whether graduates are in employment (in Ireland or overseas), seeking employment, involved in work experience schemes or in further study. Recent CSO data continues to provide evidence that labour market outcomes are better for those with higher levels of education. Unemployment is down to 7.3% across the whole labour force, based on November 2016 figures<sup>5</sup>. The seeking employment rate for level 8-10 graduates, based on FDR data, was down to 7.3% by 2013 and has been falling since. This gap was widest during the more challenging economic times in recent years. Outside of the traditional professions in education and health which record strong employment outcomes due to the vocational focus of such courses, employment prospects and salaries commanded are particularly strong in the ICT area, a key focus of the National Skills Strategy and a key course provision area for Springboard+<sup>6</sup>, Government funded courses designed to meet key demand areas in the labour market<sup>7</sup>. Section 2 looks at the question of how relevant graduates rated their qualification to the employment gained. The data is examined by discipline and level of qualification. Section 3 outlines self-reported salaries of employed graduates, nine months after graduation. A recent Morgan McKinley report on average earnings in Ireland by gender places the gender earnings gap at 20% after bonuses are taken into account (16% difference based on salary alone)<sup>8</sup>. The exclusion of hours worked from that analysis is less of an issue in the analysis presented here as most recent graduates in employment report working full time. Section 4 discusses the location of graduate employment by exploring regional distributions for qualification levels 8-10. Section 5 gives an overview of the employment sector of working graduates by level, employed in Ireland and overseas, nine months after graduation. Finally, Section 6 looks at the first destination of international graduates (levels 8-10).

**Note:** The Education chapter has been excluded this year as the number of teacher training graduate responses was very low due to changes in the duration of teacher training courses over recent years (primary teacher training moved from 3 to 4 years duration and secondary teacher training moved from 1 to 2 years duration). The gap in graduates has, in many instances, fallen this year.

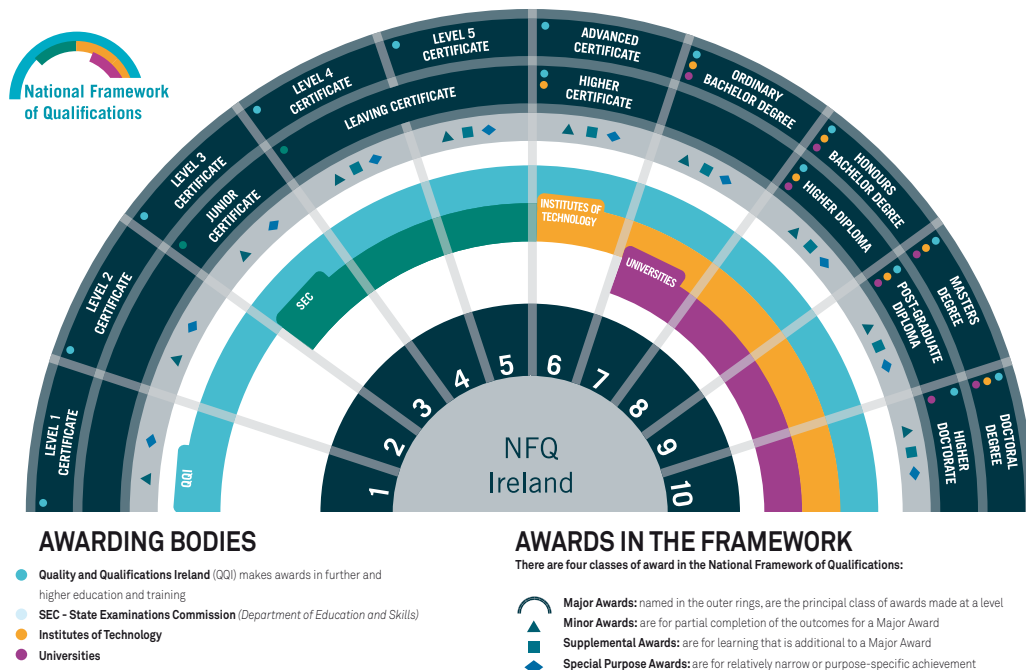
<sup>5</sup> CSO monthly unemployment statistical release, 29 November 2016.

<sup>6</sup> For more information, please see: <https://www.springboardcourses.ie>

<sup>7</sup> Department of Education & Skills. *Ireland's National Skills Strategy 2025* (Dublin: Department of Education, 2016).

<sup>8</sup> Please see: <https://www.morganmckinley.ie/article/irish-gender-pay-gap-stands-20-according-morgan-mckinley-study>

## National Framework of qualifications



For further Information consult: [www.nfq.ie](http://www.nfq.ie) [www.QQI.ie](http://www.QQI.ie)

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Source: QQI, 2014.

## Methodology

### Data

The data for this report was gathered from a survey of all graduates in the universities<sup>9</sup>. Fieldwork was conducted in March 2016 on behalf of 2015 graduates, approximately nine-months after their graduation.

The main graduate questionnaire contains questions on the following:

- ▶ Details of qualification. Questions relating to course title, level of study and current situation (in employment, in further study or training, seeking employment, not available for employment or study);
- ▶ Employment section (if applicable). Questions relate to employment type, salary, job title, location, sector and course attendance (i.e. full-time, part-time).
- ▶ Further study or training section (if applicable). This section asks about institute name/location, course title and level of award sought;
- ▶ Seeking employment section (if applicable). This section is used by institutions to gather information on supplementary local questions, such as 'relevance of qualification to employment'.

<sup>9</sup> Data was also returned for one institute of technology (IoT). Due to the sectoral limitations of including only one IoT, analysis of this data is not included in this report.

## Limitations

It is important to note the limitations of the current report. Although all institutions now return data using the new ISCED classifications, this is first year these classifications are used in the First Destinations Report. The table below highlights the old ISCED disciplines used pre-2014, new ISCED disciplines now used and the combined ISCED disciplines that were used as a temporary measure in 2014. Due to these changes in ISCED classification, this report cannot directly compare 2015 graduate 'field of study' data with previous years.

### ISCED classification (Field of Study)

OLD ISCED CLASSIFICATION (PRE-2014)	COMBINATION ISCED CLASSIFICATION (2014)	NEW ISCED CLASSIFICATION (2015)
General Programmes	General Programmes	General Programmes
Education	Education	Education
Humanities and Arts	Arts and Humanities	Arts and Humanities
Social Science, Business and Law	Social Sciences, Business, Law, Journalism, Information and Administration	Social Sciences, Journalism and Information
Science, Mathematics and Computing	Science, Mathematics & Natural Sciences	Business, Administration and Law
Engineering, Manufacturing and Construction	Computer Science and ICT	Natural Sciences, Mathematics and Statistics
Agriculture and Veterinary	Engineering	Information and Communication Technologies
Health and Welfare	Agriculture and Veterinary	Engineering, Manufacturing and Construction
Services	Health and Welfare	Agriculture, Forestry, Fisheries and Veterinary
	Services	Health and Welfare
		Services

In parts of the report, data is missing for certain institutions and therefore data analysis was conducted on a smaller sample. For this reason, certain sections will not match the first destination data outlined in section one. Furthermore, response rates for certain sections of the report were relatively poor (salary data, for example). Where applicable, the issues around missing data and low response rates are further highlighted and explained in the body of the report.

## Definition of Terms

### FDR

First Destinations Report: 'First Destination' is defined as the position of a graduate nine months after graduation.

### Full-time

A full-time student is defined as a student attending an intramural day course at a third-level institution extending over at least a full academic year and leading to a third-level (or higher) award, and devoting their entire working time to their academic studies so far as is known.

### Part-time

Part-time students include students (other than full-time students) attending intramural courses extending over at least a full academic year and leading to a third-level (or higher) award.

### Academic Year

The Academic Year generally extends from late autumn to early summer, though the specific dates between institutions vary.

### Graduate

A graduate is a former student who has successfully completed a course of study in the previous academic year (it includes students who have completed their final exams/thesis submission but who have yet to formally receive their parchment from their institution).

### Region

While graduates indicate their county of origin and (for employed graduates) their county of employment, in many cases a breakdown by county of results is misleading due to small populations in certain counties. To ameliorate this some tables and graphs aggregate county data to regional data. The regions match those used by the Central Statistics Office (CSO).

### Field of Study

Field of study represents a broad discipline a graduate completed a course in, such as Arts & Humanities.

### Occupation

Occupation describes the nature of the work an employed graduate performs, such as Teaching Professional or Business Professional.

### Employment Sector

Employment Sector describes which part of the labour market employed the graduate, such as Business, Finance & Insurance Services, or Personal & Recreational Services.

### Honours Bachelor Degree Awards (Level 8)

These awards are the equivalent of Primary Degrees (e.g. B.A. Hons, BSc. Hons) available prior to the introduction of the National Qualifications Framework.

### **Postgraduate Diplomas & Higher Diplomas**

Postgraduate & Higher Diplomas are conversion courses, usually of one year's duration, aimed at Honours Bachelor Degree graduates. They are often vocational in nature (thereby providing students with training directly applicable to the labour market). They are a method of addressing skills shortages in various employment sectors.

### **Higher Degree Awards**

Recipients of Masters and PhD level awards.

### **Unavailable for work/further study**

Graduates in the above category cannot pursue a career or further study due to taking a year (or longer) to travel, domestic circumstances, illness, etc.

### **Award Class**

Award Class refers to the quality of award earned by a student. Pass is the lowest award, followed by 2H2, 2H1, and H1 (when considering Primary Degrees). A small amount of other award classes exist; these have either been integrated into the above classes or excluded.









# FIRST DESTINATION OF 2015 GRADUATES

This section examines the first destination of 2015 graduates by level of award. First destination trends over the last six years are analysed, in addition to graduate characteristics, such as gender and level of award.

# SECTION 1:

## First Destination of 2015 Graduates<sup>10</sup>

# KEY POINTS

### ALL GRADUATE COHORTS



18,526 (or 73% of) level 8-10 graduates responded to the survey.

68%

ARE IN EMPLOYMENT

57%

ARE EMPLOYED IN IRELAND

11%

ARE EMPLOYED OVERSEAS



6%

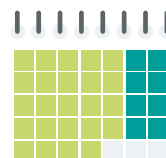
of all graduates are seeking employment, nine months after graduation.

### HONOURS BACHELOR DEGREE

Nine months after graduation,

62%

were in employment. This compares to 58% in 2014.



**85%** The majority of those employed are working in Ireland.

As a consequence of increased employment in Ireland, only one in ten graduates are going overseas for work. The UK is the most popular destination for graduates employed overseas.



Graduates seeking employment dropped by one percentage point between 2014 (5%) and 2015 (4%).



In terms of gender, a higher proportion of females are in employment and a higher proportion of males are in further studies/training.

<sup>10</sup> This is based on graduate data returned from the seven universities.

## HIGHER & POSTGRADUATE DIPLOMA

76%  78%

**2014** **2015**

Employment grew in 2015 – from 76% in 2014 to 78% in 2015. The proportion of graduates employed in Ireland also increased from 68% to 75% over the last year.



As expected, this led to a decrease in graduates going overseas (from 8% in 2014 to 3% in 2015).



Only 4% of this 2015 cohort are seeking employment, down from 9% in 2014.



**82%**



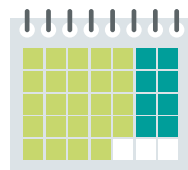
**70%**

Of those surveyed, 82% of females were employed compared to 70% of males. Additionally, 67% of males are employed in Ireland compared to 80% of females.

## MASTERS/ DOCTORATES

80%

were in employment nine months after graduation, an improvement on the previous year (78%).



**64%**

found work in Ireland compared to 62% of last year's cohort.



**16%**

of graduates found employment overseas compared to 15% last year.

The UK was the most popular destination for those employed overseas.

There is a drop of 1 percentage point between 2014 and 2015 among those seeking employment (from 10% to 9%).

There is little variation (between 0 and 1 percentage point) in the proportion of males and females in each first destination category.



**Business, Administration & Law graduates and Education graduates** experienced high levels of employment, at 87% and 86%.

## 1.1 Honours Bachelor Degree Graduates

The overall results of the first destination of undergraduate Honours Bachelor Degree graduates are outlined in Table 1.1. Of the 2015 university graduate cohort, 76% responded to the survey, compared to 73% of last year's graduate cohort.

**Table 1.1: First Destination of Honours Bachelor Degree Graduates, 2015 and 2014**

ALL 7 UNIVERSITIES	2015	2014
In Employment	62%	58%
<i>In employment in Ireland</i>	53%	48%
<i>In employment overseas</i>	10%	10%
Further Studies/Training	31%	35%
Work Experience Schemes	0%	0%
Seeking Employment	4%	5%
Unavailable for Work/Study	2%	2%

Nine months after graduation, 62% were in employment. This increased from 58% of the 2014 graduate cohort. There has also been an increase in the proportion of 2015 graduates employed in Ireland (53%) compared to 2014 (48%). As a consequence, only 10% of graduates reported being employed overseas. A decrease in the proportion continuing to further study was reported, with 31% of graduates engaged in further studies or training, compared to 35% in 2014. The proportion of graduates seeking employment reduced slightly from 5% in 2014 to 4% in 2015. Graduate proportions unavailable to work or study have remained steady at 2% in both 2014 and 2015.

**Table 1.2: First Destination of Honours Bachelor Degree Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	60%	64%
<i>In employment in Ireland</i>	51%	54%
<i>In employment overseas</i>	9%	10%
Further Studies/Training	33%	30%
Work Experience Schemes	0%	0%
Seeking Employment	5%	4%
Unavailable for Work/Study	2%	2%

As evident in Table 1.2, 60% of males who responded to the survey, report being in employment. This compares to 64% of females, who responded to the survey. 51% of males are employed in Ireland, while 9% are employed abroad. Similarly, 54% of females are employed in Ireland and 10% are employed overseas. Around one third of males (33%) and 30% of females are engaged in further study. Only 5% of males and 4% of females are seeking employment, while a mere 2% of both males and females are unavailable for work or study.



Table 1.3 shows the pattern of first destination of Honours Bachelor Degree graduates over the last six years, from 2010 to 2015<sup>11</sup>.

**Table 1.3: First Destinations of Honours Bachelor Degree Graduates, 2010-2015 (7 Universities)**

HONOURS BACHELOR DEGREE	2010	2011	2012	2013	2014	2015
In Employment	46%	48%	52%	51%	58%	62%
<i>In employment in Ireland</i>	38%	39%	42%	39%	48%	53%
<i>In employment overseas</i>	8%	9%	10%	12%	10%	10%
Further Studies/Training	42%	41%	37%	40%	35%	31%
Work Experience Schemes	0%	0.2%	0%	0%	0%	0%
Seeking Employment	8%	7%	7%	6%	5%	4%
Unavailable for Work/Study	4%	4%	3%	3%	2%	2%

As can be seen from Table 1.3, employment prospects of Honours Bachelor Degree graduates gradually improved from 2010 to 2012 (46% to 52%) with a slight fall in those employed between 2012 and 2013 (52% to 51%). However, 2014 witnessed a further increase, with 58% of graduates reporting to be in employment and this figure has risen again in 2015 to 62%, the highest employment proportion over the period.

Of those employed, there had been a gradual increase between 2010 and 2013 in the proportions working overseas. While only 8% of 2010 graduates were employed overseas, this increased to 12% for 2013 graduates. However, 2014 witnessed a reduction to 2012 levels, with 10% employed overseas, the same figure for 2015. Graduates gaining employment in Ireland increased between 2010 and 2012, from 38% to 42% with a slight decline for 2013 graduates (39%). In line with the decline of graduates working abroad, there has been an increase in 2014 graduates employed in Ireland, with just under half of graduates (48%) reporting as such. This figure has risen again in 2015 to 53% of graduates. Those seeking employment has fallen fairly consistently over the period from 8% in 2010 to 4% in 2015, with drops of one percentage point each year, except in 2012 which was level with 2011 at 7%.

## 1.2 Higher and Postgraduate Diploma Graduates

Table 1.4 illustrates the first destination results for Higher & Postgraduate Diploma graduates, for 2015 and 2014. The response rate was 66% for 2015 graduates, up from 64% in 2014. Employment grew in 2015 – from 76% in 2014 to 78% in 2015. In addition, the proportion of graduates employed in Ireland increased from 68% in 2014 to 75% in 2015. This has been driven by a large number of Health and Welfare graduates being employed in the Health Services in Ireland<sup>12</sup>. As expected, this led to a decrease in those employed overseas. 8% of Higher & Postgraduate Diploma graduates were employed overseas in 2014 and this reduced to 3% for the 2015 cohort. Those engaged in further studies has increased from 14% in 2014 to 16% in 2015. The proportion of graduates seeking employment has fallen from 9% in 2014 to 4% in 2015. There has been a slight increase in those unavailable for work or study – from 1% in 2014 to 2% in 2015.

<sup>11</sup> Calendar years refer to the year of graduation. Survey data presents the situation of graduates as of March 31st of the following year.

<sup>12</sup> Chapter 5 looks at sectors of employment in detail.

**Table 1.4: First Destination of Higher & Postgraduate Diploma Graduates, 2015 and 2014**

ALL 7 UNIVERSITIES	2015	2014
In Employment	78%	76%
<i>In employment in Ireland</i>	75%	68%
<i>In employment overseas</i>	3%	8%
Further Studies/Training	16%	14%
Work Experience Schemes	0%	0%
Seeking Employment	4%	9%
Unavailable for Work/Study	2%	1%

In terms of gender, Table 1.5 illustrates that 70% of males who responded to the survey are in employment, compared to 82% of female respondents with a Higher & Postgraduate Diploma. Additionally, 67% of males are employed in Ireland compared to 80% of females. Only 2% of females and 3% of males are employed overseas. 22% of males and 13% of females are in further study or training, while 7% of males and 3% of females are seeking employment. Only 1% of males are unavailable for work or study compared to 2% of females in this category.

**Table 1.5: First Destination of Higher/Postgraduate Diploma Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	70%	82%
<i>In employment in Ireland</i>	67%	80%
<i>In employment overseas</i>	3%	2%
Further Studies/Training	22%	13%
Work Experience Schemes	0%	0%
Seeking Employment	7%	3%
Unavailable for Work/Study	1%	2%

### 1.3 Masters and Doctorate Graduates

The overall results of the 2015 *First Destination Survey* of Masters and Doctorate graduates are outlined in Table 1.6. The survey achieved a response rate of 68% among Masters and Doctorate graduates, up from 63% last year. A very high proportion, 80%, of this graduate cohort were in employment 9 months after graduation, an improvement on the previous year (78%). There has only been a slight change in the proportion of those employed overseas – at 15% in 2014 and 16% in 2015. These relatively large proportions of Masters and Doctorate graduates gaining employment overseas is to be expected – part of the career progression path, for research graduates in particular, involves gaining employment experience overseas. The percentage of graduates who continued to further study reduced for 2015 graduates (from 10% to 8%). Furthermore, there has been a small reduction in the proportion of graduates seeking employment, down from 10% in 2014 to 9% in 2015. The proportion of those unavailable for work or study has remained steady this year at 2%.



**Table 1.6: First Destination of Masters and Doctorate Graduates, 2015 and 2014**

ALL 7 UNIVERSITIES	2015	2014
In Employment	80%	78%
<i>In employment in Ireland</i>	64%	62%
<i>In employment overseas</i>	16%	15%
Further Studies/Training	8%	10%
Work Experience Schemes	0%	0%
Seeking Employment	9%	10%
Unavailable for Work/Study	2%	2%

In terms of gender, Table 1.7 shows that 80% of both males and females are in employment nine months after graduation. 65% of males and 64% of females are employed in Ireland compared to 16% of males and 16% of females who are employed overseas<sup>13</sup>. A similar proportion of males (9%) and females (8%) are engaged in further study. One in ten females are seeking employment, compared to 9% of males. Only a small proportion of males (2%) and females (2%) are unavailable for work or study.

**Table 1.7: First Destination of Masters and Doctorate Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	80%	80%
<i>In employment in Ireland</i>	65%	64%
<i>In employment overseas</i>	16%	16%
Further Studies/Training	9%	8%
Work Experience Schemes	0%	0%
Seeking Employment	9%	10%
Unavailable for Work/Study	2%	2%

Table 1.8 shows the graduate destination trends from 2010 to 2015. The table shows a steady increase since 2010 in the proportions of graduates gaining employment, rising from 67% in 2010 to 80% in 2015. While there was also a notable increase in those employed in Ireland between the 2010 and 2012 graduate cohorts (rising from 57% to 61%), 2013 witnessed a drop to 58%. This increased again, with 62% of the 2014 cohort and 64% of the 2015 cohort employed in Ireland.

Additionally, there has been a gradual increase in the proportion of those with a Masters or Doctorate working overseas, increasing from 10% in 2010 to 15% in 2014 and 16% in 2015. There has been a drop for graduates partaking in further training, reducing from 13% in 2011 to 8% in 2015. While such graduates seeking employment increased between 2011 and 2012 (from 12% to 13%), it has reduced from 11% in 2013 to 10% for the 2014 cohort and 9% for the 2015 cohort. Those unavailable for work or study has also reduced over the last six years, from 5% in 2010 to 2% in 2015. At a descriptive level, the data points to a general improvement in employment outcomes among this particular cohort of graduates.

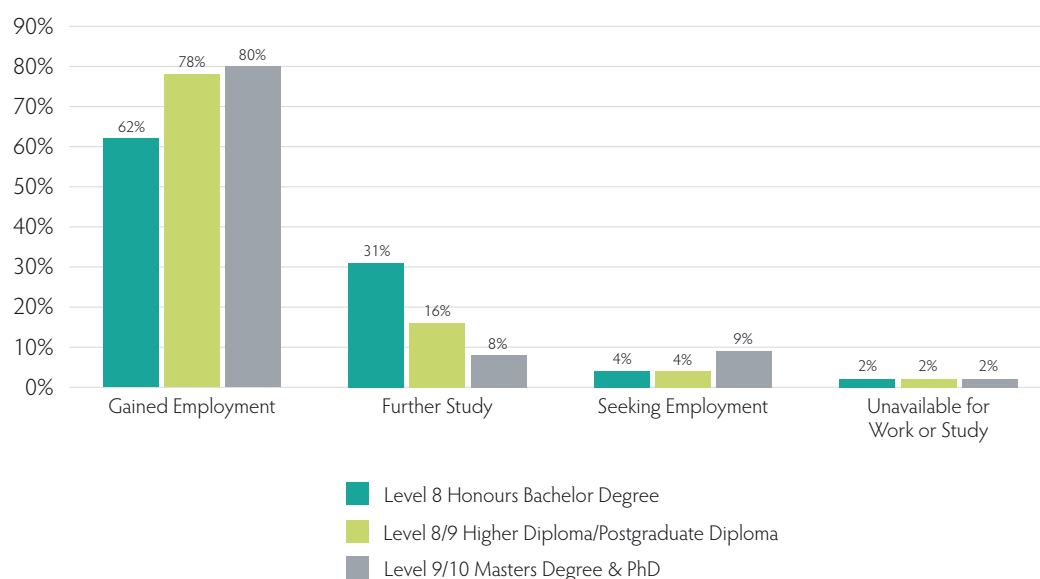
<sup>13</sup> Rounding accounts for sub-totals not equalling totals.

**Table 1.8: First Destination of Masters and Doctorate Graduates, 2010-2015**

MASTERS AND DOCTORATE	2010	2011	2012	2013	2014	2015
In Employment	67%	71%	72%	73%	78%	80%
<i>In employment in Ireland</i>	57%	58%	61%	58%	62%	64%
<i>In employment overseas</i>	10%	13%	11%	15%	15%	16%
Further Studies/Training	12%	13%	11%	11%	10%	8%
Work Experience Schemes	1%	1%	1%	1%	0%	0%
Seeking Employment	16%	12%	13%	11%	10%	9%
Unavailable for Work/Study	5%	4%	4%	4%	2%	2%

## 1.4 Overview of First Destination of Graduates by Level of Award

Figure 1.1 illustrates the differences in employment prospects and further study rates for all levels of qualification.

**Figure 1.1: Overview of First Destination of Graduates by Level of Qualification, 2015**

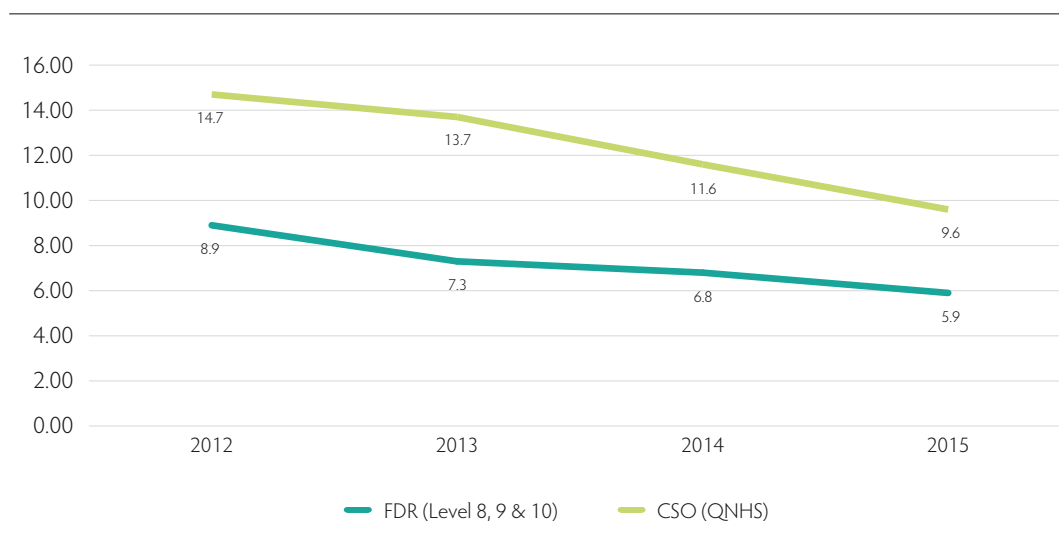
Graduates with postgraduate qualifications were more likely than those with Honours Bachelor Degrees to be in employment nine months after graduation. This reflects labour market demand for highly qualified graduates. Given that Masters Degree and Doctorate graduates are less likely to be engaged in further study, there are higher proportions of these graduates seeking employment (9%) than Honours Bachelor Degree students (4%) and Higher/Postgraduate Diploma graduates (4%). Similar proportions of graduates are unavailable for work or study regardless of level of qualification (all 2%).

## 1.5 Comparing the First Destination Survey (FDR) and the Central Statistics Office (CSO) 'Seeking Employment' Rates 2012-2015

Figure 1.2 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment<sup>14</sup> between 2012 and 2015.

From 2012 to 2015, it can be seen that higher education graduates experienced similar reductions in unemployment rates to the general labour force. However, the overall unemployment figures have fallen more sharply, having been at much higher rates back in 2012 and 2013 (14.7% and 13.7% respectively). The gap was widest in 2013 with only 7.3% of higher education graduates seeking employment. By 2015 the overall unemployment figures had fallen to 9.6% compared to 5.9% for higher education graduates. These findings suggest that while general unemployment levels are decreasing, the lower levels of graduate unemployment point to the continued demand for higher education graduates in the Irish economy. In particular, these trends show the value of having a third level qualification in times of significant labour market challenges (such as in 2012 and 2013). At the time of writing, the general unemployment rate has fallen to 7.3% (November 2016)<sup>15</sup>.

**Figure 1.2: First Destination Survey (FDR) vs Central Statistics Office (CSO<sup>16</sup>) Seeking Employment Rates, 2012-2015**

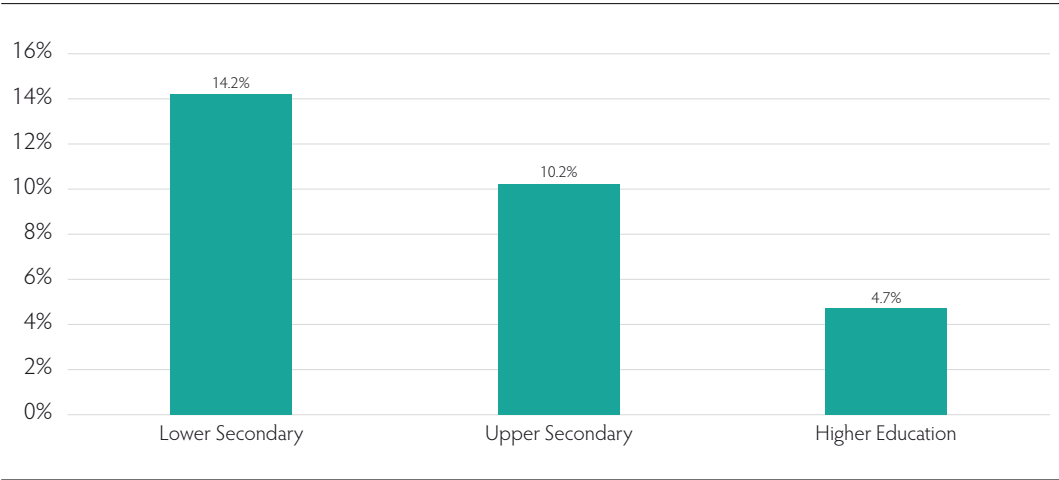


<sup>14</sup> The seeking employment rate represents the percentage of total respondents (excluding those employed overseas) seeking employment for level 8, 9 and 10 university graduates.

<sup>15</sup> CSO monthly unemployment statistical release, 29 November 2016.

<sup>16</sup> CSO unemployment rates from 2012-2015 are based on May's Quarterly National Household Survey (QNHS) estimates.

Figure 1.3: Unemployment Rate (%) in Ireland by Highest Level of Education, 2016



Source: Quarterly National Household Survey (Quarter 2, 2016)

Figure 1.3 illustrates unemployment rates by highest level of education, in Ireland, in 2016. It shows that only 4.7% of those with a higher education qualification are unemployed, compared to 10.2% of people with upper secondary education. Furthermore, 14.2% of those with a lower secondary qualification were unemployed in 2016 (Q2). This highlights the positive correlation between higher education levels and employment levels.

1.6 Where Overseas? The Top 5 Destinations for Honours Bachelor Degree, Masters and Doctorate Graduates

Table 1.9 illustrates the most popular destinations for graduates employed overseas. For both Honours Bachelor Degree and Masters and Doctorate graduates, the most popular country was the United Kingdom, followed by the USA. For Honours Bachelor Degree graduates, other common destinations included Singapore, the United Arab Emirates and Spain. For Masters and Doctorate graduates employed overseas, Germany, China and France were popular destinations for seeking employment.

Table 1.9: The Top 5 Overseas Destinations for Graduates, 2015

	HONOURS BACHELOR DEGREE	MASTERS & DOCTORATES
1	United Kingdom	United Kingdom
2	USA	USA
3	Singapore	Germany
4	United Arab Emirates	China
5	Spain	France



## 1.7 First Destination of Graduates by Field of Study

This section looks at the destination of Honours Bachelor Degree and Masters and Doctorate 2015 graduates by field of study.

### 1.7.1 Honours Bachelor Degree Graduates

Table 1.10 shows that Education graduates have the highest level of employment with 84% working nine months after graduation. This compares to 79% of 2014 Education graduates. This is followed by Health and Welfare, with 82% of graduates in employment and ICT with 77% of graduates in employment. Of the top three fields of study, Education has the highest proportion of graduates employed in Ireland at 72% compared to 70% for ICT and 67% for Health and Welfare graduates. This reflects strong employment opportunities for ICT graduates in Ireland. Arts and Humanities and Natural Sciences, Mathematics and Statistics have the lowest proportion of graduates in employment at 46% and 49% respectively. As expected, this is counteracted by the fact they have the highest proportion of graduates in further studies/training at 44% and 42%. Education has the highest proportion of graduates seeking employment, at 8%<sup>17</sup>. This is partly due to the low proportion of Education graduates engaged in further studies compared to other disciplines (only 7%).

**Table 1.10: First Destination of Undergraduate Honours Bachelor Degree Graduates by Field of Study, 2015**

	EDUCATION	ARTS & HUMANITIES	SOCIAL SCIENCES, JOURNALISM AND INFORMATION	BUSINESS, ADMINISTRATION AND LAW	NATURAL SCIENCES, MATHEMATICS AND STATISTICS	ICT	ENGINEERING, MANUFACTURING AND CONSTRUCTION	AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY	HEALTH AND WELFARE	SERVICES	ALL GRADUATES
Respondents	71%	72%	74%	76%	78%	84%	79%	79%	78%	83%	76%
In Employment	84%	46%	55%	63%	49%	77%	70%	76%	82%	57%	62%
<i>In employment in Ireland</i>	72%	37%	47%	57%	42%	70%	60%	51%	67%	48%	53%
<i>In employment Overseas</i>	12%	9%	8%	6%	7%	6%	10%	25%	15%	9%	10%
Further Studies/Training	7%	44%	38%	32%	42%	16%	23%	20%	16%	35%	31%
Work Experience Schemes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	8%	6%	5%	4%	6%	6%	6%	4%	2%	7%	4%
Unavailable for Work/Study	1%	4%	3%	1%	2%	1%	1%	0%	1%	0%	2%

<sup>17</sup> Please note that the number of respondents in the Services field is very low and also relatively low in the Agriculture, Forestry, Fisheries & Veterinary and Education fields.

### 1.7.2 Masters and Doctorate Graduates

Table 1.11 below outlines the first destination of Masters and Doctorate graduates by field of study. Business, Administration & Law graduates had the highest proportion of employment at 87%, with 65% employed in Ireland. Education and ICT graduates also experienced high levels of employment at 86% and 85%, with 78% employed in Ireland for both categories. Postgraduates from four fields of study experienced below average (i.e. 80%) employment: Arts and Humanities (67%), Natural Sciences, Mathematics and Statistics (69%), Agriculture, Forestry, Fisheries and Veterinary (77%) and Social Sciences, Journalism and Information (77%). 16% of Arts and Humanities graduates are still 'seeking employment' nine months after graduation. This figure is even higher (23%) for Agriculture, Forestry, Fisheries and Veterinary graduates in this category. However, it must be noted that there was a relatively low number of respondents in this cohort.

**Table 1.11: First Destination of Master and Doctorate Graduates by Field of Study, 2015**

	EDUCATION	ARTS & HUMANITIES	SOCIAL SCIENCES, JOURNALISM AND INFORMATION	BUSINESS, ADMINISTRATION AND LAW	NATURAL SCIENCES, MATHEMATICS AND STATISTICS	ICT	ENGINEERING, MANUFACTURING AND CONSTRUCTION	AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY	HEALTH AND WELFARE	SERVICES	ALL GRADUATES
Respondents	62%	65%	68%	71%	68%	74%	63%	76%	66%	70%	68%
In Employment	86%	67%	77%	87%	69%	85%	81%	77%	83%	84%	80%
<i>In employment in Ireland</i>	78%	51%	60%	65%	57%	78%	71%	38%	72%	62%	64%
<i>In employment Overseas</i>	8%	15%	17%	22%	12%	8%	9%	38%	11%	22%	16%
Further Studies/Training	3%	14%	9%	4%	17%	5%	11%	0%	9%	2%	8%
Work Experience Schemes	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	8%	16%	11%	7%	11%	9%	7%	23%	6%	13%	9%
Unavailable for Work/Study	4%	3%	2%	1%	3%	1%	1%	0%	1%	0%	2%

## 1.8 First Destination of Honours Bachelor Degree Graduates by Level of Award

This section reviews the first destination of graduates by level of award for six universities<sup>18</sup>. Figure 1.4 illustrates relatively high levels of employment for all award levels of Honours Bachelor Degree graduates. Those graduates awarded with a pass degree demonstrate the highest levels of employment at 74% whereas those who received a first class (1H) degree had the lowest levels of employment at 57%. The reverse is true for rates of progression into further study; 37% of graduates with a 1H degree continue to further study, compared to 20% of those with a pass degree. One potential factor influencing this trend is the quality of award that is required to gain entry into postgraduate study.

<sup>18</sup> This analysis does not include NUIG, as such data was not provided. There was also a very low response rate to this question in the TCD data.

**Figure 1.4: First Destination of Honours Bachelor Degree Graduates by Award Class, 2015**









# RELEVANCE OF QUALIFICATION

This section looks at the question of how relevant graduates rated their qualification to employment gained. The data is examined by field of study.

## SECTION 2: Relevance of Qualification

# KEY POINTS

### EMPLOYED IN IRELAND



62%

of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant* or *most relevant* to their area of employment.

Higher and Postgraduate Diploma graduates were more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant* or *most relevant* to their work, at



76%



70%

of Masters and Doctorate graduates rate the relevance of their qualification as *relevant* or *most relevant*, while

11%

rate it as *irrelevant*/*most irrelevant*.

### EMPLOYED OVERSEAS

62%

of Honours Bachelor Degree graduates found their educational qualification *relevant*/*most relevant* to their employment, compared to



59% with a Masters/Doctorate.



Higher & Postgraduate graduates have the lowest level of satisfaction with

53%

reporting their qualification as *relevant*/*most relevant* to their employment.

## EMPLOYED IN IRELAND AND OVERSEAS

**Agriculture, Forestry, Fisheries & Veterinary, Health & Welfare and Education Honours Bachelor Degree graduates** reported high levels of relevance of their education to their area of employment, at 86%, 84% and 82% respectively.



**86%** Agriculture, Forestry, Fisheries & Veterinary



**84%** Health & Welfare



**82%** Education



At Higher and Postgraduate Diploma level,

**86%**

of Health & Welfare and 85% of Education graduates consider their qualification to be *relevant/most relevant* to their area of employment.



**86%**

Health and Welfare



**82%**

Engineering, Manufacturing & Construction



**80%**

Agriculture, Forestry, Fisheries & Veterinary.

As expected, the majority of Masters/Doctorate graduates reported high levels of relevance of their education to their employment. Fields that rated their education as relevant include Health and Welfare (86%), Engineering, Manufacturing & Construction (82%) and Agriculture, Forestry, Fisheries & Veterinary (80%).

High proportions of Arts and Humanities graduates rated their education as *irrelevant/most irrelevant* to their employment (51% of Honours Bachelor Degree, 26% of Higher & Postgraduate Diploma and 29% of Masters & Doctorate graduates).



## 2.1 Relevance of Qualification

Survey respondents<sup>19</sup> who found employment were asked to rate the relevance of their educational qualification to their area of employment on 1-5 scale: 1. *Most Relevant*, 2. *Relevant*, 3. *Unsure*, 4. *Irrelevant*, 5. *Most Irrelevant*. Relevance data was returned on behalf of six universities only. Therefore, it is important to note that the employment data in this section does not correspond to section one.

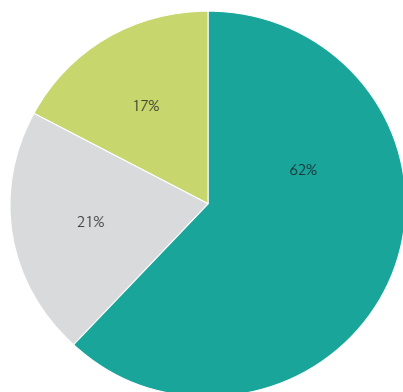
### 2.1.1 Relevance of Qualification to Employment for Graduates Employed in Ireland

In analysing the available data, 53% of Honours Bachelor Degree, 75% of Higher & Postgraduate Diploma and 68% of Masters and Doctorate graduates found employment in Ireland.

Figure 2.1 outlines the relevance of qualification to employment across all graduate levels.

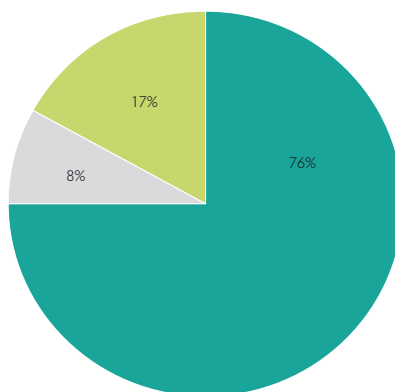
**Figure 2.1: Relevance of Qualification to Employment, Honours Bachelor Degree and Higher & Postgraduate Diploma Graduates in Employment in Ireland, 2015**

#### Honours Bachelor Degree – Relevance of Qualification to Employment Gained



- Relevant/Most Relevant
- Irrelevant/Most Irrelevant
- Unsure

#### Higher and Postgraduate Diploma – Relevance of Qualification to Employment Gained



- Relevant/Most Relevant
- Irrelevant/Most Irrelevant
- Unsure

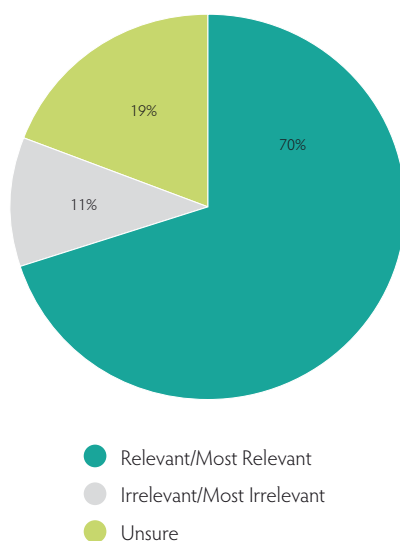
Of those employed in Ireland, 62% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant* or *most relevant* to their area of employment. A total of 21% rated their qualification as *irrelevant/most irrelevant* and 17% were unsure. Perhaps not surprisingly, Higher & Postgraduate Diploma graduates were more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant* and *most relevant* to their work, with 76% of graduates in this category. In addition, 8% rated their qualifications as *irrelevant/most irrelevant* while 17% remain unsure.

Figure 2.2 outlines how Masters and Doctorate graduates (employed in Ireland) rate the relevance of their qualification to employment. 70% of such graduates rate their qualification as *relevant* or *most relevant*, while 11% rate their educational qualification as *irrelevant/most irrelevant*. A further 19% remain unsure as to the relevance of their qualification.

<sup>19</sup> Data available for six universities only (excluding TCD).

**Figure 2.2: Relevance of Qualification to Employment, Masters and Doctorate Graduates in Employment in Ireland, 2015**

### Masters & Doctorate – Relevance of Qualification to Employment Gained



The finding that postgraduates are more likely than graduates to consider their qualification *relevant/most relevant* to their employment is not unexpected, given that postgraduate qualifications are more specialised in most cases. Such differences are most pronounced between Honours Bachelor Degree and Higher/Postgraduate Diploma graduates, with a higher proportion of Higher/Postgraduate (76%) rating their employment as *relevant/most relevant*, when compared to Honours Bachelor Degree graduates (62%).

### 2.1.2 Relevance of Qualification to Employment for Graduates in Employment Overseas

This section looks at the relevance of qualification for those who found employment overseas<sup>20</sup>. In analysing available data, 8% of Honours Bachelor Degree, 3% of Higher & Postgraduate Diploma and 14% of Masters/Doctorate graduates found employment overseas.

**Table 2.1: Relevance of Qualification to Employment for Graduates in Employment Overseas, 2015**

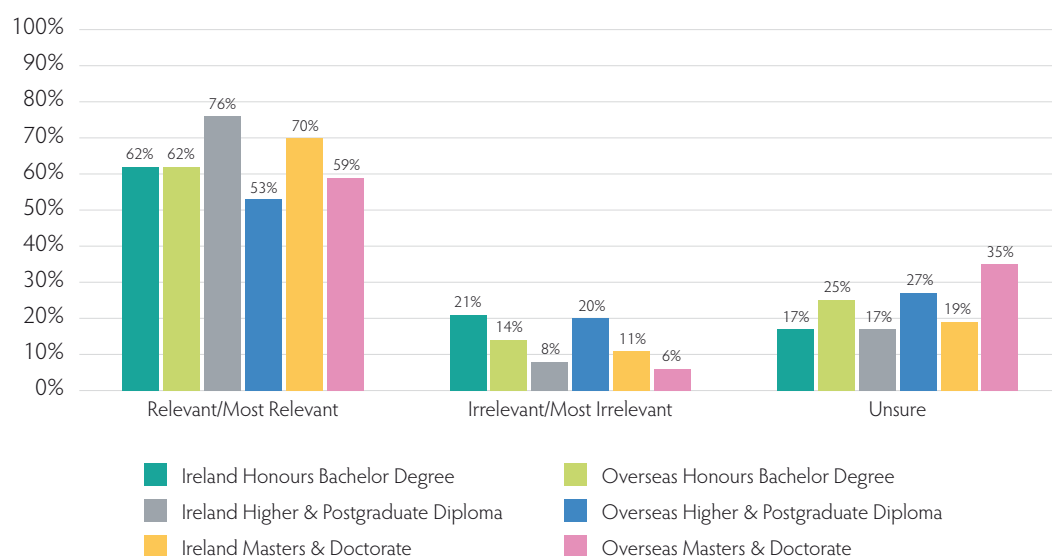
	HONOURS BACHELOR DEGREE	HIGHER & POSTGRADUATE DIPLOMA	MASTERS/ DOCTORATE
Total % in Employment – Overseas	8%	3%	14%
<i>Relevant/Most Relevant</i>	62%	53%	59%
<i>Irrelevant/Most Irrelevant</i>	14%	20%	6%
<i>Unsure</i>	25%	27%	35%

<sup>20</sup> Data based on six universities only (excluding TCD).

Of those employed overseas, 62% of Honours Bachelor Degree graduates found their educational qualification *relevant/most relevant* to their employment, compared to 59% with a Masters/Doctorate. Higher & Postgraduate Diploma graduates have the lowest levels of satisfaction with 53% reporting their qualification as *relevant/most relevant* to their employment. This is in contrast to those employed in Ireland, where this cohort has the highest relevance levels. However, it should be noted that the number of respondents in this group is very low.

Figure 2.3 shows that the proportion of Honours Bachelor Degree graduates working overseas that felt their qualification was *relevant* or *most relevant* to their job is the same as graduates working in Ireland (62%). For both Higher & Postgraduate Diploma graduates and Masters & Doctorate graduates, those employed in Ireland report higher levels of relevance than those employed overseas – 76% v 53% for Diploma graduates and 70% v 59% for Masters & Doctorate graduates. The highest reported levels of irrelevance are for Honours Bachelor Degree graduates working in Ireland (21%).

**Figure 2.3: Relevance of Employment for those Employed in Ireland vs those Employed Overseas by Level of Graduate, 2015**



## 2.2 Relevance of Qualification by Field of Study

Table 2.2 looks at the relevance of qualification by field of study. The table gives the percentage of respondents who indicated that their qualification was *relevant/most relevant* or *irrelevant/most irrelevant* to their area of employment, for graduates working in Ireland and overseas.

Agriculture, Forestry, Fisheries & Veterinary, Health & Welfare and Education Honours Bachelor Degree graduates were most likely to consider their qualification to be very *relevant* to their area of employment (86%, 84% and 82% respectively). Arts & Humanities and Social Sciences, Journalism and Information Honours Bachelor Degree graduates report the lowest levels of relevance at 29% and 34% respectively. These fields of study also show the highest reported levels of irrelevance at 51% and 41% respectively.

At Higher & Postgraduate Diploma level, Health & Welfare graduates and Education graduates report the highest levels of relevance at 86% and 85% respectively. Arts & Humanities graduates report the lowest levels of relevance at 37%. 26% of Arts & Humanities graduates report that their qualification is irrelevant to their employment.

As expected, the majority of Masters/Doctorate graduates reported high levels of relevance between their education and employment. Health & Welfare graduates report the highest level of relevance among Masters and Doctorate students, with 86% of such graduates reporting their education as *relevant*/most *relevant* to their employment. Other fields of study that rated their education as *relevant* include Engineering, Manufacturing & Construction graduates (82%) and Agriculture, Forestry, Fisheries & Veterinary graduates (80%). Only 47% of Arts and Humanities graduates report *relevant*, with 29% reporting *irrelevant*.

**Table 2.2: Relevance of Qualification by Field of Study, 2015**

	HONOURS BACHELOR DEGREE		HIGHER & POSTGRADUATE DIPLOMA		MASTER & DOCTORATE	
	RELEVANT/ MOST RELEVANT	IRRELEVANT/ MOST IRRELEVANT	RELEVANT/ MOST RELEVANT	IRRELEVANT/ MOST IRRELEVANT	RELEVANT/ MOST RELEVANT	IRRELEVANT/ MOST IRRELEVANT
Education	82%	11%	85%	5%	78%	6%
Arts & Humanities	29%	51%	37%	26%	47%	29%
Social Sciences, Journ. and Info.	34%	41%	59%	15%	63%	17%
Business, Admin. and Law	64%	13%	59%	24%	65%	7%
Natural Sciences, Math. & Stat.	59%	23%	71%	7%	71%	15%
ICT	59%	15%	59%	10%	74%	3%
Engin., Manufact. and Const.	67%	12%	68%	5%	82%	5%
Agri., Forestry, Fish. and Vet.	86%	10%	N/A	N/A	80%	10%
Health and Welfare	84%	6%	86%	3%	86%	7%
Services	52%	16%	67%	0%	74%	5%
All Graduates	62%	20%	75%	8%	68%	10%







# GRADUATE SALARIES

This section outlines the reported salaries of employed graduates nine months after graduation. Salaries are self-reported and the response rates vary by level and field of study. As a consequence, caution should be shown when interpreting the findings.

## SECTION 3: Graduate Salaries

# KEY POINTS



# 47%

of 2015 Honours Bachelor Degree graduates commanded a salary of less than

# €25k

(compared to 49% of last year's cohort).

The highest proportion of those earning

# €37k

or over were in the South East (10%) and Dublin (7%) regions (Honours Bachelor Degree graduates).



As expected there is an apparent positive correlation between education and salary – as education increases so too does salary. **Just less than half of Honours Bachelor Degree graduates (47%) earn under**

# €25k

**but this drops to 15% for Doctorate graduates.**

The opposite is also true. **31% of Doctorate graduates report earning over**

# €45k

compared to 5% of Higher Diploma and 3% of Honours Bachelor Degree graduates.



Arts and Humanities Honours Bachelor Degree graduates are the least well paid, with 21% earning less than

# €13k.

The largest proportion of Honours Bachelor Degree ICT (31%), Health & Welfare (28%) and Engineering, Manufacturing & Construction (26%) graduates are earning between

# €29k & €33k.



Overall, Agriculture, Forestry, Fisheries & Veterinary and ICT Honours Bachelor Degree graduates are the highest earners, with 29% and 27% of such graduates earning

# €33k

 or over respectively.

### 3.1 Graduate Salaries by Level of Qualification

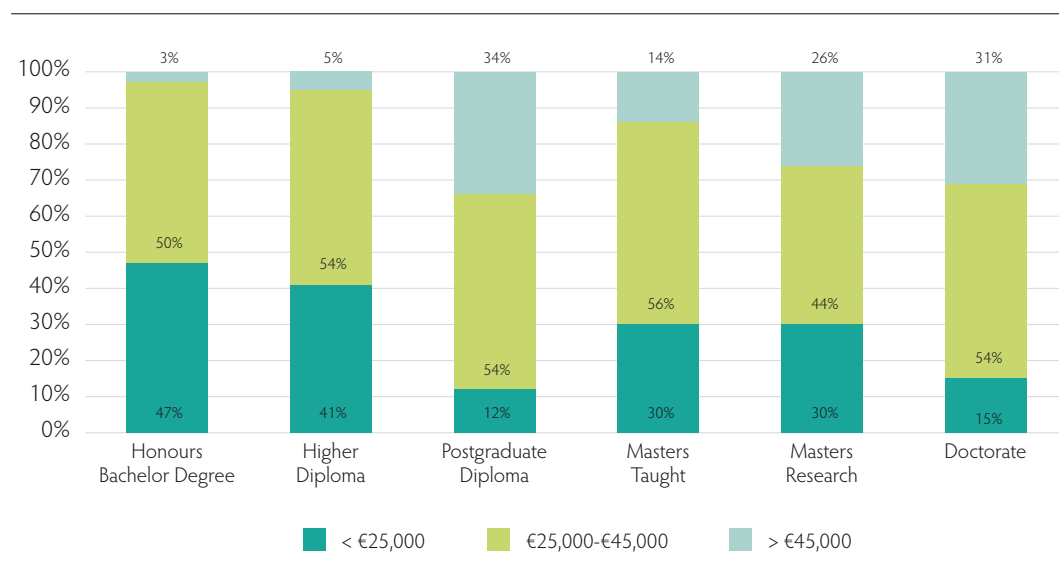
This section outlines the reported salaries of employed graduates, nine months after graduation. The salary data is reported by graduates themselves and it is important to note that the response rates for this section of the graduate survey are low.

Table 3.1 gives the salary range of 2015 and 2014 graduates in employment by qualification type. There has been an increase in salary for Honours Bachelor Degree graduates in 2015. 49% of 2014 Honours Bachelor Degree graduates commanded an initial salary of less than €25,000, compared to 47% for the 2015 cohort. Likewise, a higher proportion (50%) are earning between €25,000 and €45,000, when compared to the previous year (49%). The proportions gaining initial salaries between €25,000 and €45,000 have also increased for Higher Diploma, Postgraduate Diploma and Taught Masters 2015 graduates.

**Table 3.1: 2015 Graduate Salaries by Level of Qualification Compared to 2014 Graduate Salaries**

LEVEL OF QUALIFICATION	SALARY BANDS					
	< €25,000		€25,000–€45,000		> €45,000	
	2015	2014	2015	2014	2015	2014
Honours Bachelor Degree	47%	49%	50%	49%	3%	2%
Higher Diploma	41%	45%	54%	51%	5%	4%
Postgraduate Diploma	12%	22%	54%	52%	34%	25%
Masters Taught	30%	35%	56%	54%	14%	11%
Masters Research	30%	30%	44%	51%	26%	19%
Doctorate	15%	9%	54%	60%	31%	31%

**Figure 3.1: Graduates in Employment – Salary Range and Qualification, 2015**



As one would expect, Figure 3.1 shows an apparent correlation between education and salary – as education increases so too does salary. Just less than half of Honours Bachelor Degree graduates (47%) earn under €25,000 but this drops to 15% for Doctorate graduates. The opposite is also true. 31% of Doctorate graduates report earning over €45,000 compared to 5% of Higher Diploma and 3% of Honours Bachelor Degree graduates.

### 3.2 Salaries by Field of Study for Honours Bachelor Degree Graduates

Table 3.2 highlights the most commonly reported initial salaries of Honours Bachelor Degree graduates by field of study. The most common salary band for those who graduated from Education is €21,000–€24,999, with 26% of graduates indicating this salary bracket. Arts and Humanities graduates are the least well paid, with 21% earning less than €12,999. For those who graduated in 2015 from Social Sciences, Journalism & Information, the most common salary is between €21,000 and €24,999 (29%) but 16% of this cohort also earn less than €12,999. €21,000–€24,999 is also the most common salary bracket for Business, Administration & Law graduates and Natural Sciences, Mathematics and Statistics graduates.

The most common reported earnings were higher for ICT graduates with 31% of graduates earning between €29,000 and €32,999. Furthermore, this salary bracket was also most commonly reported by Engineering, Manufacturing & Construction graduates (26%) and Health & Welfare graduates (28%). For Agriculture, Forestry, Fisheries & Veterinary 2015 graduates, the most common reported salary was between €25,000 and €28,999 (29%), nine months after graduation. Overall, Agriculture, Forestry, Fisheries & Veterinary and ICT Honours Bachelor Degree graduates are the highest earners, with 29% and 27% of such graduates earning €33k or over respectively.

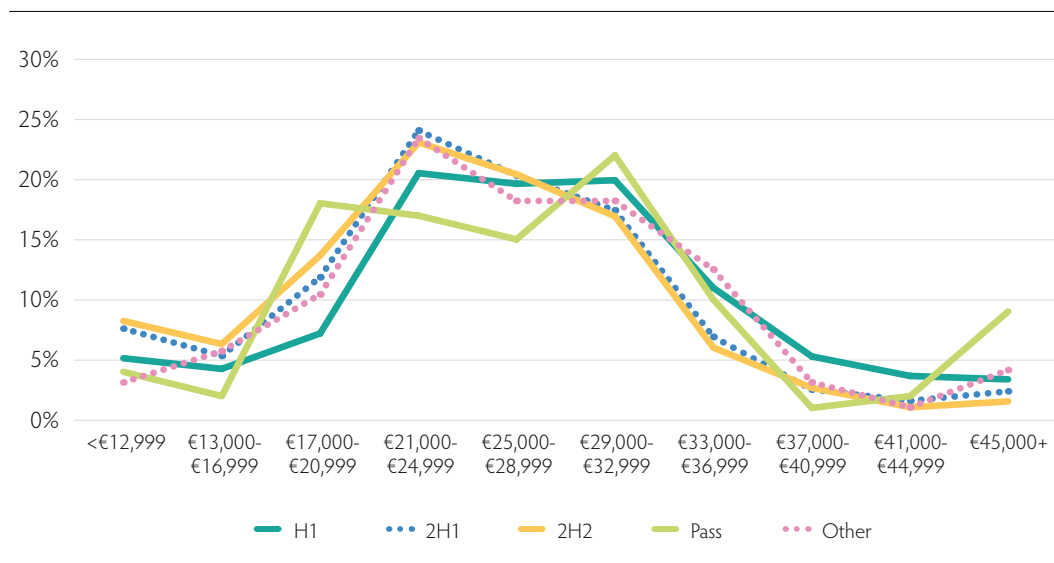
**Table 3.2: Salaries for Honours Bachelor Degree Graduates by Field of Study, 2015**

SALARY BANDS	EDUCATION	ARTS & HUMANITIES	SOCIAL SCIENCES, JOURNALISM AND INFORMATION	BUSINESS, ADMINISTRATION AND LAW	NATURAL SCIENCES, MATHEMATICS AND STATISTICS	INFORMATION AND COMMUNICATION TECHNOLOGIES (ICTS)	ENGINEERING, MANUFACTURING AND CONSTRUCTION	AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY	HEALTH AND WELFARE	SERVICES
<€12,999	6%	21%	16%	4%	5%	4%	5%	4%	4%	0%
€13,000–€16,999	12%	11%	6%	3%	6%	5%	3%	1%	3%	60%
€17,000–€20,999	13%	17%	18%	8%	11%	7%	9%	6%	12%	0%
€21,000–€24,999	26%	25%	29%	35%	20%	9%	15%	13%	14%	30%
€25,000–€28,999	19%	16%	18%	24%	18%	17%	17%	29%	21%	10%
€29,000–€32,999	20%	5%	8%	13%	18%	31%	26%	17%	28%	0%
€33,000–€36,999	1%	2%	2%	5%	12%	15%	11%	12%	11%	0%
€37,000–€40,999	2%	1%	0%	3%	5%	4%	6%	7%	3%	0%
€41,000–€44,999	1%	0%	1%	1%	4%	3%	5%	3%	1%	0%
€45,000+	0%	2%	2%	3%	2%	4%	2%	8%	2%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Respondents (excl. unknown)	185	540	397	1,102	488	210	374	164	976	10
Total Graduates	394	3,236	1,682	3,325	2,145	479	1,059	365	3,206	65
% Response Rate	47%	17%	24%	33%	23%	44%	35%	45%	30%	15%

### 3.3 Salaries by Grade of Honours Bachelor Degree Graduates

Figure 3.2 outlines the most common reported salary by grade for Honours Bachelor Degree graduates, who are employed nine months after graduation. The data<sup>21</sup> shows salaries for graduates with first class honours peaked in the €21,000 to €24,999 salary bracket. Similarly, those graduates with second class honours grade one and two also peaked in this salary bracket. In addition, the data shows that 16% of graduates with a first class honours degree are earning between €33,000 and €40,999.

**Figure 3.2: Honours Bachelor Degree Graduate Salaries by Grade, 2015**



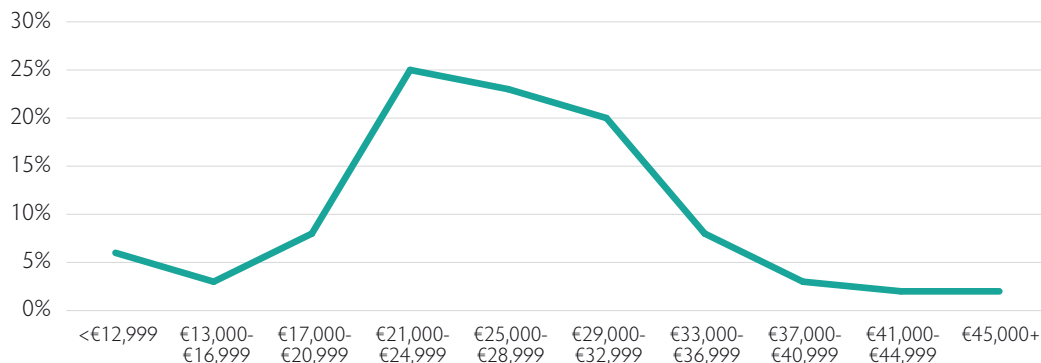
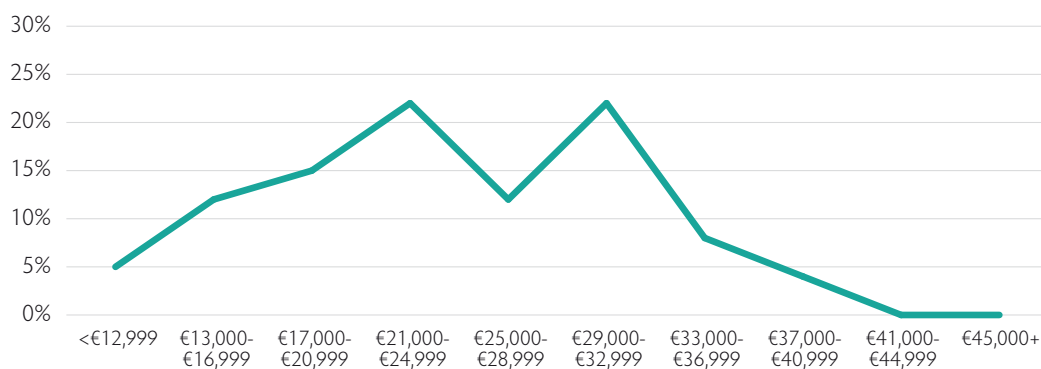
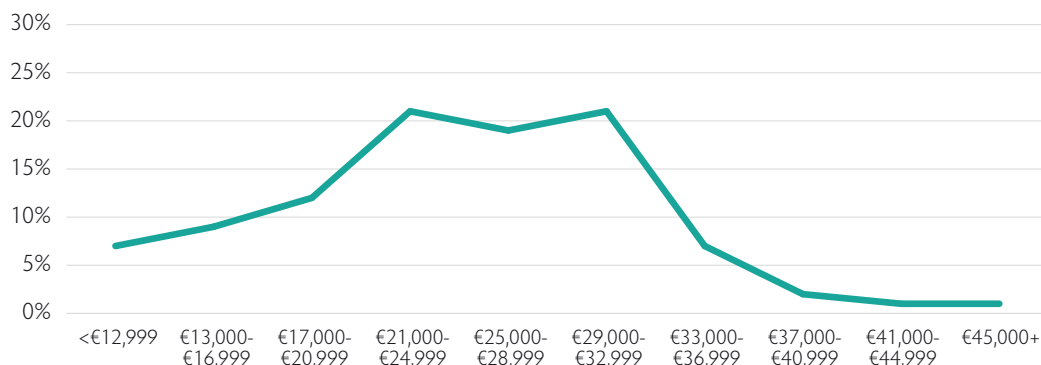
### 3.4 Salaries by Region of Employment of Honours Bachelor Degree Graduates

Figure 3.3 presents the reported salaries of Honours Bachelor Degree graduates, nine months after graduation, in different regions throughout the Republic of Ireland<sup>22</sup>. At national level (based on all responses where region data is returned), 24% reported earning between €21,000 and €24,999, while a further 21% reported earning between €25,000 and €28,999. The figures show that the largest proportion of graduates earning between €21,000 and €24,999 were employed in the Dublin and South West regions (both 25%). The salaries of graduates employed in Dublin were most likely to fall into the €21,000-€24,999 (25%) and €25,000-€28,999 (23%) brackets. The highest proportion of those earning €37,000 or over were in the South East (10%) and Dublin (7%) regions. The Mid-East region had the highest proportion of graduates earning less than €12,999 (16%).

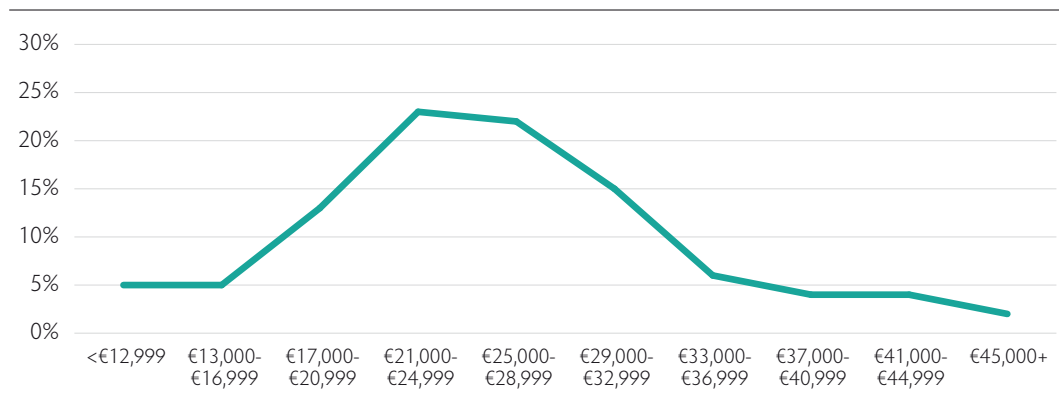
<sup>21</sup> This analysis does not include NUIG, as such data was not provided. There was also a very low response rate to this question in the TCD data.

<sup>22</sup> This analysis does not include TCD, as such data was not provided. There was also a very low response rate to this question in the Maynooth University data.

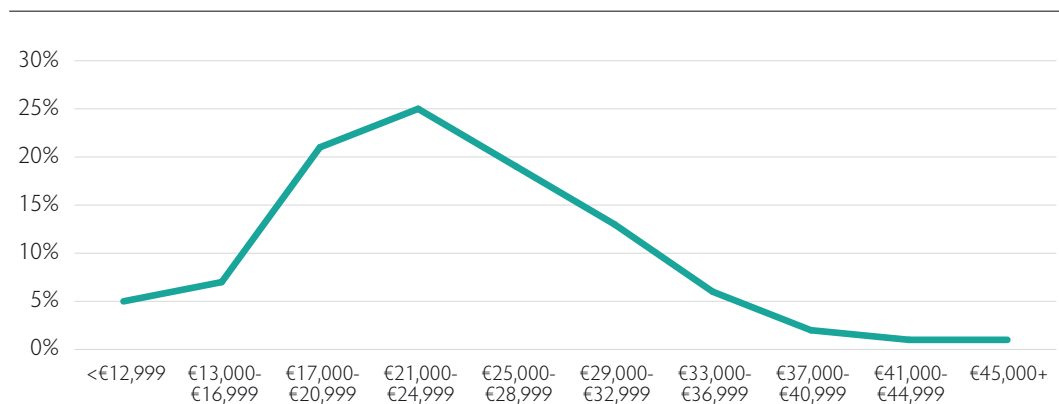
Figure 3.3. Salaries by Region of Employment for Honours Bachelor Degree Graduates, 2015

**Dublin****Midlands****Mid West**

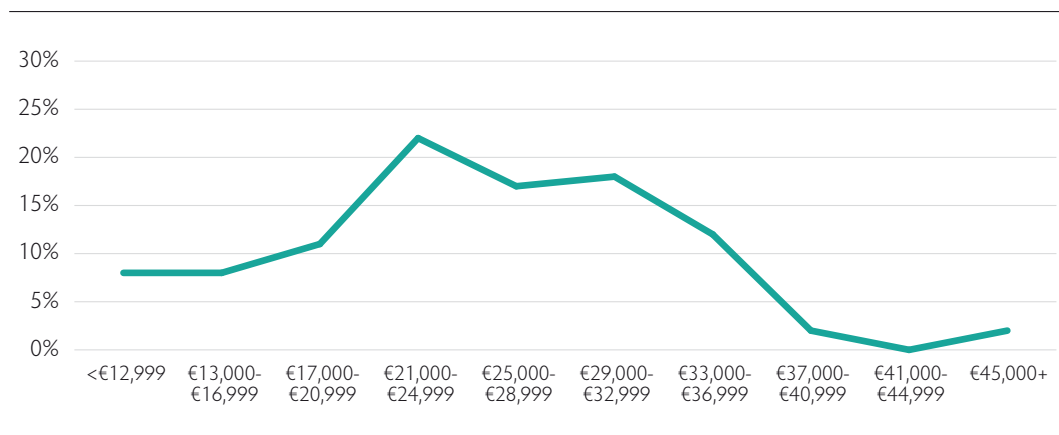
## South East

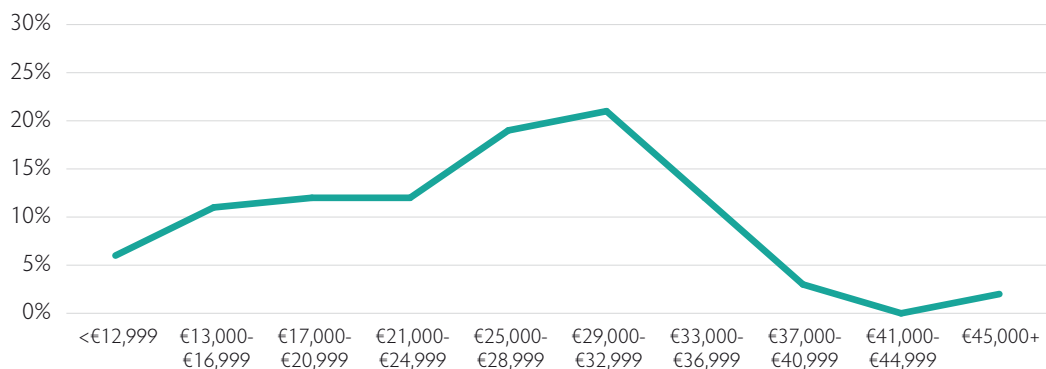
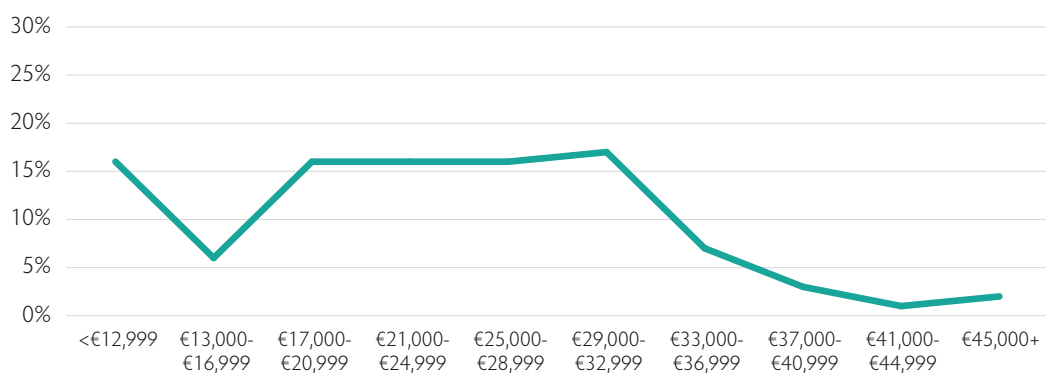
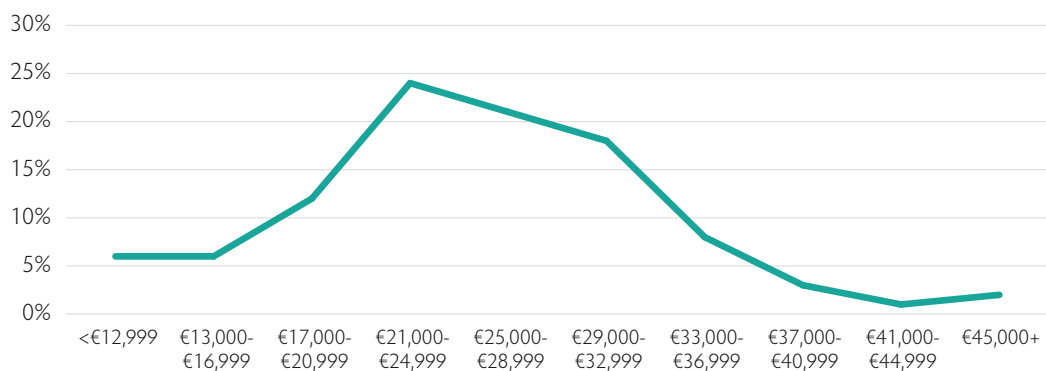


## South West



## West



**Border****Mid East****National**



### 3.5 Salaries by Gender for Honours Bachelor Degree Graduates

Figure 3.4 shows salary by gender for 2015 Honours Bachelor Degree graduates. 8% of females who responded to the salary question reported earning less than €12,999, compared to 6% of males. Both males and females were most likely to report earning between €21,000 and €24,999. Interestingly, 6% of males earn over €41,000, compared to just 3% of female respondents.<sup>23</sup>

**Figure 3.4: Salaries by Gender for Honours Bachelor Degree Graduates, 2015**



The most common reported salary bands for each field of study are highlighted in Table 3.3. The most common initial salaries fell into the same bands for both males and females in eight of the ten faculties – the exceptions being Education and Engineering, Manufacturing & Construction. Female graduates of Arts & Humanities were most likely to earn less than €12,999 (21%) compared to 20% of such males. Over a quarter (27%) of male ICT graduates reported earning €29,000–€32,999, compared to 45% of their female counterparts. Male ICT graduates are more likely than females to earn more than €33,000. Caution must be shown when interpreting the results due to the varying, and often low, response rates for certain fields of study.

<sup>23</sup> A 2016 Morgan McKinley report on average earnings in Ireland by gender places the gender earnings gap at 20% after bonuses are taken into account (16% difference based on salary alone). However, it appears the report fails to take hours worked into account. This is less of an issue with new graduate salary analysis in this report as most respondents report being employed full time. CSO data shows that in the wider labour force, a far higher proportion of female employees work part time (QNHS, 2016 Q3 data – usual hours worked by gender).

Table 3.3: Salaries for Honours Bachelor Degree Graduates by Gender and Field of Study, 2015

SALARY BANDS	EDUCATION				ARTS & HUMANITIES				SOCIAL SCIENCES, JOURNALISM AND INFORMATION				BUSINESS, ADMINISTRATION AND LAW				NATURAL SCIENCES, MATHEMATICS AND STATISTICS				INFORMATION AND COMMUNICATION TECHNOLOGIES (ICTS)				ENGINEERING, MANUFACTURING AND CONSTRUCTION				AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY				HEALTH AND WELFARE				SERVICES			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
<€12,999	6%	7%	20%	21%	13%	18%	4%	5%	6%	4%	4%	7%	3%	12%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€13,000–€16,999	11%	13%	9%	12%	4%	8%	2%	5%	5%	8%	5%	7%	3%	4%	0%	2%	2%	4%	75%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€17,000–€20,999	11%	15%	13%	20%	18%	18%	8%	8%	8%	13%	7%	9%	9%	11%	7%	6%	10%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€21,000–€24,999	23%	29%	26%	24%	27%	31%	33%	37%	20%	20%	8%	11%	14%	19%	15%	11%	8%	16%	25%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€25,000–€28,999	24%	14%	16%	15%	21%	15%	24%	23%	19%	17%	19%	9%	18%	14%	31%	28%	11%	24%	0%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€29,000–€32,999	20%	20%	7%	4%	10%	6%	13%	12%	17%	19%	27%	45%	29%	17%	23%	12%	42%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€33,000–€36,999	1%	1%	2%	2%	4%	0%	7%	4%	11%	13%	19%	2%	11%	12%	5%	17%	16%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€37,000–€40,999	2%	1%	1%	1%	0%	0%	2%	3%	7%	4%	5%	2%	6%	4%	8%	6%	3%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€41,000–€44,999	2%	0%	0%	0%	1%	1%	2%	1%	5%	3%	4%	0%	4%	7%	3%	3%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
€45,000+	0%	0%	4%	1%	2%	2%	5%	1%	4%	0%	4%	7%	3%	0%	4%	11%	4%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			
Total Respondents (excl. unknown)	93	92	202	338	158	239	548	554	218	270	166	44	293	81	74	90	212	764	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Total Graduates	194	200	1,247	1,989	711	971	1,721	1,604	1,004	1,141	376	103	844	215	167	198	868	2,338	39	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
% Response Rate	48%	46%	16%	17%	22%	25%	32%	35%	22%	24%	44%	43%	35%	38%	44%	45%	24%	33%	10%	23%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			







# REGIONAL DISTRIBUTION OF EMPLOYED GRADUATES

This section analyses the location of graduate employment for qualification levels 8–10<sup>24</sup>. As regional distribution data is not available for TCD, the information provided in this section will not match the first destination data outlined in Section 1.

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<sup>24</sup> This analysis does not include TCD, as such data was not provided. There was also a very low response rate to this question in the Maynooth University data.

## SECTION 4: Regional Distribution of Employed Graduates

# KEY POINTS

**Dublin** is the region with the most employment opportunities, for all graduates.

**29%**

of Honours Bachelor Degree

**29%**

of Higher Diploma

**36%**

of Postgraduate Diploma graduates found employment there.



The **South-West** was also a popular region for

**12%**

of Honours Bachelor Degree

**13%**

of Higher Diploma

**18%**

of Postgraduate Diploma

**11%**

Taught Masters

**17%**

Research Masters

**17%**

of Doctorate graduates.



Moreover, **Dublin** employs

**40%**

of Taught Masters

**25%**

of Doctorate

**19%**

of Research Masters graduates.

## 4.1 Regional Distribution of Employed Graduates

Figure 4.1 shows the regions of employment for Honours Bachelor Degree graduates, nine months after graduation. Dublin is the region with the most employment opportunities, with 29% of graduates employed there. Overseas (15%) and the South West (12%) were also popular destinations for employed graduates<sup>25</sup>.

**Figure 4.1: Region of Employment of Honours Bachelor Degree Graduates, 2015**

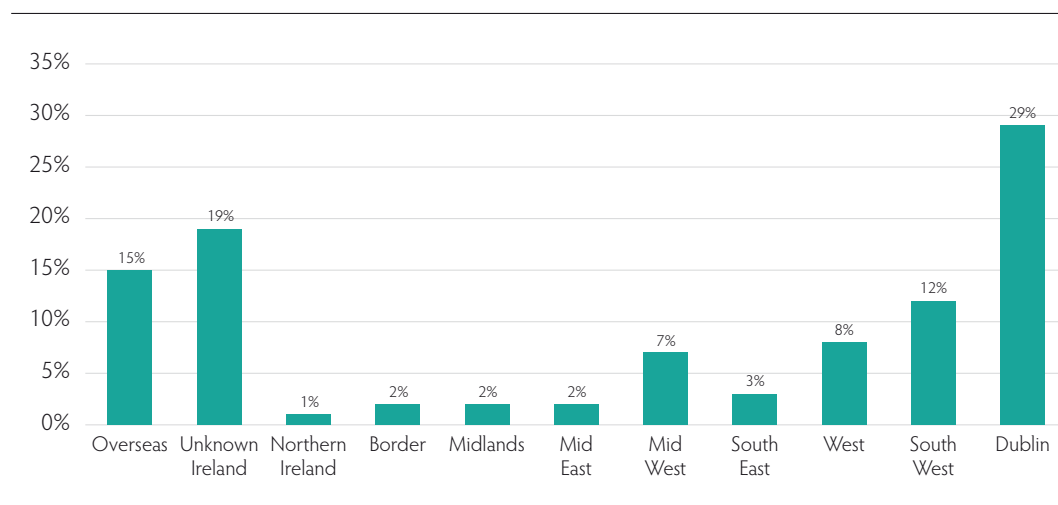


Figure 4.2 outlines the region of employment for those who graduated with a Higher & Postgraduate Diploma in 2015. The most common destination of Higher Diploma and Postgraduate Diploma graduates was Dublin, with 29% and 36% of such graduates finding employment in this region. 15% of Higher Diploma graduates found employment in the West region, while 13% are employed in the South West region<sup>26</sup>. Three popular destinations for Postgraduate Diploma graduates were the South West (18%), the Mid-West (16%) and the West (10%) regions.

<sup>25</sup> The relatively large proportion of 'unknown Ireland' is due to returns from one Institution in particular identifying Ireland as the Country of employment but not specifying the region.

<sup>26</sup> Again, the relatively large proportion of 'unknown Ireland' is due to returns from one Institution in particular identifying Ireland as the Country of employment but not specifying the region.

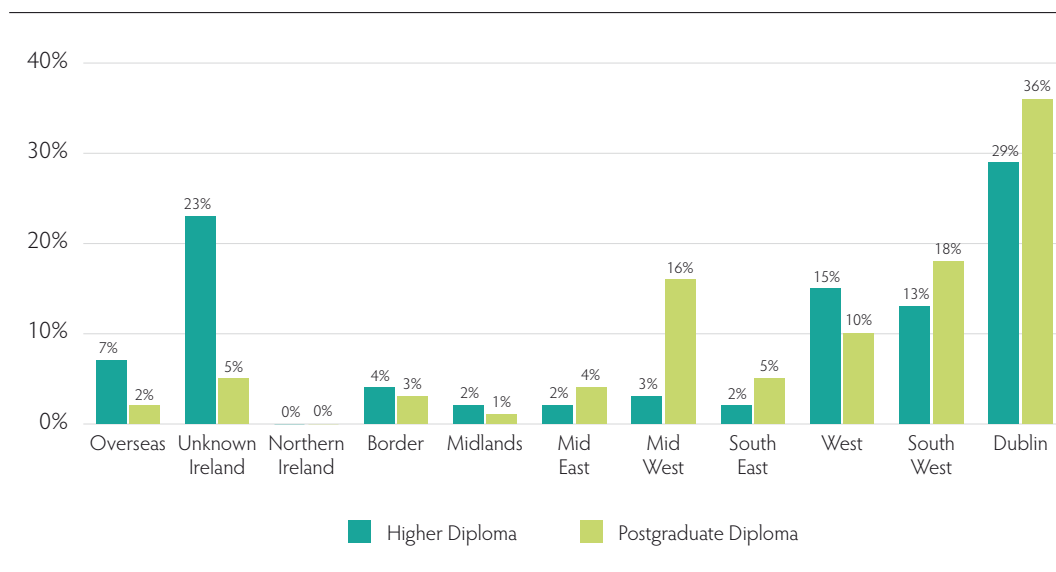
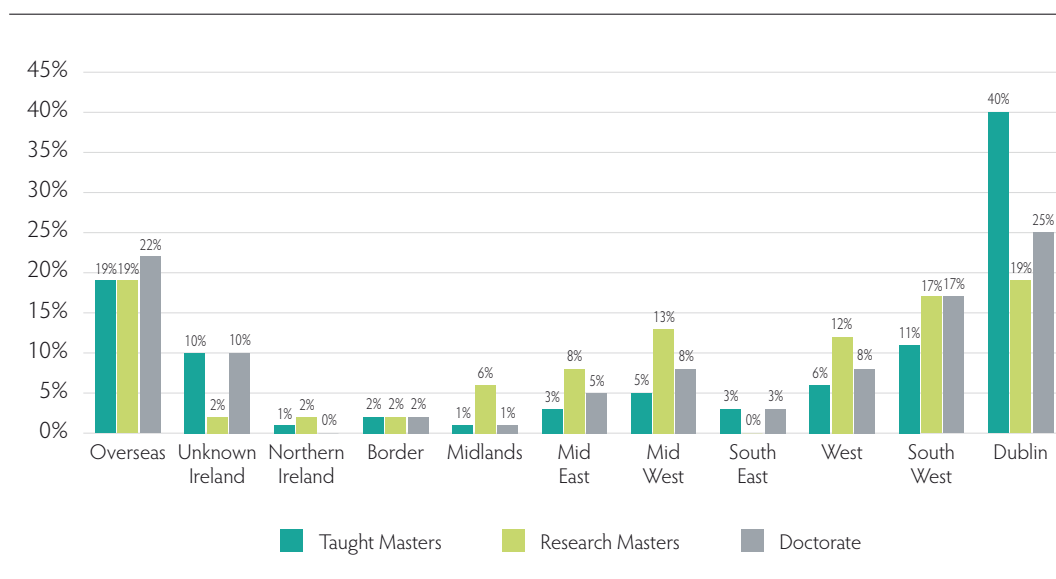
**Figure 4.2: Region of Employment of Higher & Postgraduate Diploma Graduates, 2015**

Figure 4.3 displays the region of employment for those who graduated with a Taught Masters, Research Masters and a Doctorate in 2015. It is clear that Dublin offers the most employment opportunities for all three graduate cohorts, with 40% of Taught Masters, 25% of Doctorate graduates and 19% of Research Masters employed there (19% of Research Masters graduates also report being in employment overseas).

Overseas was the second most popular location of employment for Taught Masters and Doctorate graduates (19% and 22% respectively). The South West was also a popular choice for 11% of Taught Master graduates, 17% of Research Masters and 17% of Doctorate graduates.

**Figure 4.3: Region of Employment of Taught Masters, Research Masters and Doctorate Graduates, 2015**









# SECTORAL DISTRIBUTION OF EMPLOYED GRADUATES

This section examines the employment sector of those graduates in employment by level of qualification nine months after graduation. The analysis is broken down by those employed in Ireland and those employed overseas.

# SECTION 5: Sectoral Distribution of Employed Graduates

## KEY POINTS

### EMPLOYED IN THE REPUBLIC OF IRELAND

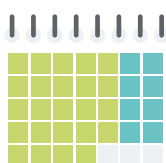
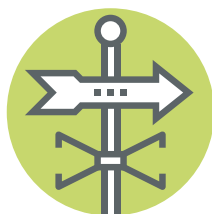


The most common sector of employment for Honours Bachelor Degree graduates was the Non-Market Services sector at

**34%**

followed by Business, Finance and Insurance Services at

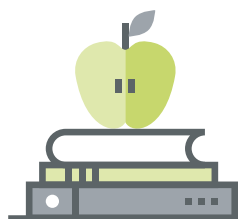
**24%**



Non-Market Services sector was also the most popular sector of employment for Higher Diploma (52%), Postgraduate Diploma (74%), Research Masters (43%) and Doctorate graduates (65%).

**30%**

of Taught Masters graduates found employment in the Business, Finance and Insurance Services Sector.



Generally, there appears to be a strong relationship between **field of study** and **sector of employment**, as expected.

### EMPLOYED OVERSEAS

The Non-Market sector was the most popular for the majority of overseas graduates, with **57%** of Honours Bachelor degree, **44%** of Higher Diploma, **40%** of Research Masters and **67%** of Doctorate graduates.



With a few exceptions (Business, Engineering, ICT), the distribution of graduates by field of study shows that despite discipline, the majority of overseas graduates work predominantly in Non-Market services.

## 5.1 Sector of Employment by Level of Qualification

Table 5.1 presents employment sectors for 2015 graduates employed in the Republic of Ireland, by level of qualification. The highlighted cells illustrate the most common employment destination of graduates for each level of award. The most common sector of employment for Honours Bachelor Degree graduates (working in the Republic of Ireland) was the Non-Market Services sector at 34%, followed by Business, Finance and Insurance Services at 24%. The Non-Market Services sector was also the most popular sector of employment for Higher Diploma graduates (52%), Postgraduate Diploma (74%), Research Masters (43%) and Doctorate graduates (65%). 30% of Taught Masters graduates found employment, in Ireland, in the Business, Finance & Insurance Services sector.

**Table 5.1: Key Employment Sectors by Level of Qualification for Graduates Employed in the Republic of Ireland, 2015**

EMPLOYMENT SECTOR	HONOURS BACHELOR DEGREE	HIGHER DIPLOMA	POSTGRADUATE DIPLOMA	TAUGHT MASTERS	RESEARCH MASTERS	DOCTORATE
Agriculture, Forestry and Fishing	1.5%	0.9%	0.2%	0.6%	4.8%	2.6%
Building & Construction	1.2%	0.6%	0.4%	1.6%	4.8%	0.3%
Business, Finance & Insurance Services	24.4%	19.9%	6.9%	29.5%	7.1%	3.8%
Accountancy & Legal Services	8.4%	9.0%	2.6%	8.6%	0.0%	0.9%
Banking, Finance & Insurance	7.5%	6.2%	1.6%	9.0%	0.0%	1.5%
Call Centres & Shared Services Facilities	1.5%	1.2%	0.0%	0.9%	0.0%	0.0%
Consultant Engineering & Architectural Services	1.2%	0.3%	0.2%	1.4%	7.1%	0.6%
Other Business Services (incl Mgmt & IT Consulting)	5.8%	3.1%	2.6%	9.6%	0.0%	0.9%
Computing & Software Applications	4.8%	10.0%	9.1%	10.0%	7.1%	4.1%
Distribution	8.1%	4.4%	0.4%	4.6%	2.4%	0.9%
Electricity, Gas & Water Supply	0.5%	0.0%	0.0%	0.8%	0.0%	1.2%
Manufacturing Industries	10.9%	4.4%	5.5%	10.9%	19.0%	14.1%
Chemical, Rubber & Plastic Products	4.0%	0.6%	2.8%	4.2%	4.8%	7.9%
Computer & Electronic Manufacturing	2.1%	1.6%	1.0%	2.3%	7.1%	0.9%
Food & Drink Industries	2.6%	1.2%	0.2%	2.6%	0.0%	2.1%
Metals, Metal Products, Mechanical and Electrical Engineering	1.0%	0.9%	0.2%	1.0%	2.4%	1.2%
Other Industries (incl mining etc.)	1.3%	0.0%	1.4%	0.8%	4.8%	2.1%
Non-Market Services	33.5%	52.3%	74.0%	25.5%	42.9%	64.8%
Civil Service, Local Authorities (other than Building & Construction)	1.1%	0.6%	0.8%	2.0%	4.8%	1.8%
Defence Forces, Gardaí	0.2%	1.9%	0.4%	0.2%	0.0%	0.0%
Health Services (both Health Board & Other)	22.5%	18.7%	64.0%	9.1%	19.0%	11.1%
Higher Education	1.5%	2.5%	1.2%	3.9%	19.0%	39.6%
Other Education (incl Language Schools)	1.6%	4.0%	0.6%	1.9%	0.0%	2.3%
Primary Education	1.2%	6.2%	4.7%	0.6%	0.0%	0.9%
Research, Planning, Art Galleries etc.	0.6%	0.0%	0.0%	1.6%	0.0%	6.2%
Secondary Education	2.9%	16.5%	1.4%	1.8%	0.0%	1.5%
Social & Charitable Services	1.8%	1.9%	1.0%	4.4%	0.0%	1.5%
Other Industries or Industry not stated	5.7%	2.2%	1.8%	6.4%	0.0%	5.3%
Personal & Recreational Services	5.2%	3.7%	1.0%	3.6%	2.4%	0.6%
Professional Services n.e.c.	2.6%	0.6%	0.6%	4.7%	7.1%	1.5%
Transport, Storage & Communications	1.5%	0.9%	0.2%	1.7%	2.4%	0.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Table 5.2 presents employment sectors for 2015 graduates who obtained employment overseas, by level of qualification. The highlighted cells are the most common initial sector of graduate employment for each level of qualification.

**Table 5.2: Key Employment Sectors by Level of Qualification for Graduates Employed Overseas, 2015**

EMPLOYMENT SECTOR	HONOURS BACHELOR DEGREE	HIGHER DIPLOMA	POSTGRADUATE DIPLOMA	TAUGHT MASTERS	RESEARCH MASTERS	DOCTORATE
Agriculture, Forestry and Fishing	2.1%	0.0%	0.0%	3.4%	0.0%	2.0%
Building & Construction	2.7%	0.0%	0.0%	3.1%	0.0%	0.0%
Business, Finance & Insurance Services	12.6%	26.1%	42.9%	29.2%	10.0%	5.1%
Accountancy & Legal Services	1.0%	8.7%	0.0%	11.8%	0.0%	0.0%
Banking, Finance & Insurance	4.2%	4.3%	14.3%	5.9%	0.0%	3.0%
Call Centres & Shared Services Facilities	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%
Consultant Engineering & Architectural Services	1.1%	0.0%	14.3%	1.2%	0.0%	1.0%
Other Business Services (incl Mgmt & IT Consulting)	5.8%	13.0%	14.3%	10.1%	10.0%	1.0%
Computing & Software Applications	2.0%	4.3%	14.3%	4.5%	10.0%	2.0%
Distribution	1.9%	0.0%	14.3%	2.3%	0.0%	0.0%
Electricity, Gas & Water Supply	0.1%	0.0%	0.0%	0.3%	0.0%	1.0%
Manufacturing Industries	4.6%	4.3%	0.0%	7.2%	30.0%	10.1%
Chemical, Rubber & Plastic Products	1.4%	0.0%	0.0%	1.6%	10.0%	3.0%
Computer & Electronic Manufacturing	0.5%	0.0%	0.0%	0.7%	10.0%	1.0%
Food & Drink Industries	1.5%	0.0%	0.0%	2.6%	0.0%	1.0%
Metals, Metal Products, Mechanical and Electrical Engineering	0.4%	4.3%	0.0%	0.9%	10.0%	3.0%
Other Industries (incl mining etc.)	0.7%	0.0%	0.0%	1.4%	0.0%	2.0%
Non-Market Services	57.0%	43.5%	14.3%	27.3%	40.0%	66.7%
Civil Service, Local Authorities (other than Building & Construction)	1.1%	0.0%	0.0%	2.3%	0.0%	1.0%
Defence Forces, Gardaí	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%
Health Services (both Health Board & Other)	32.1%	13.0%	14.3%	4.6%	20.0%	3.0%
Higher Education	2.1%	0.0%	0.0%	4.6%	10.0%	51.5%
Other Education (incl Language Schools)	10.1%	4.3%	0.0%	5.0%	10.0%	4.0%
Primary Education	3.5%	0.0%	0.0%	0.8%	0.0%	0.0%
Research, Planning, Art Galleries etc.	0.7%	0.0%	0.0%	3.4%	0.0%	6.1%
Secondary Education	6.4%	26.1%	0.0%	1.1%	0.0%	1.0%
Social & Charitable Services	0.9%	0.0%	0.0%	5.1%	0.0%	0.0%
Other Industries or Industry not stated	9.4%	8.7%	14.3%	13.2%	0.0%	8.1%
Personal & Recreational Services	2.9%	8.7%	0.0%	3.2%	0.0%	0.0%
Professional Services n.e.c.	3.0%	0.0%	0.0%	4.1%	0.0%	3.0%
Transport, Storage & Communications	1.8%	4.3%	0.0%	2.3%	10.0%	2.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

As with graduates employed in Ireland, the sectoral distribution of overseas graduates shows that the Non-Market sector was the most popular employment sector for the majority of all graduates, with 57% of Honours Bachelor Degree leavers employed in this sector. The Non-Market sector was also popular with Higher Diploma graduates (44%). Additionally, 40% of Research Masters and 67% of Doctorate graduates are employed in this sector. The Business, Finance & Insurance Services sector was the most popular for Postgraduate Diploma (43%) and Taught Masters (29%) graduates. This finding that Irish graduates, of all award levels, are finding employment overseas in the Non-Market Services sector (which includes Education and Health Services) emphasises the value of Irish qualifications abroad.

## 5.2 Sector of Employment by Field of Study for Honours Bachelor Degree Graduates

Table 5.3 shows the employment sectors of Honours Bachelor Degree graduates employed in the Republic of Ireland by field of study. The highlighted cells are the most common initial sector of graduate employment, for each field of study. Generally, there appears to be a strong relationship between the field of study and the employment sector. Education graduates are predominantly employed in Non-Market Services (88%), with the majority of these in the Primary and Second Level Education subsector. Likewise, the majority of Health and Welfare graduates are finding employment in relevant employment sectors (with 80% employed in Health Services). 59% of Business, Administration & Law graduates and 34% of Social Sciences, Journalism and Information graduates are employed in Business, Finance and Insurance Services. 42% of ICT graduates are employed in Computing and Software Applications. A further 31% of ICT graduates are employed in the Business, Finance and Insurance Services sector, thus providing evidence of the demand for ICT graduates across various sectors. Furthermore, 37% of Engineering graduates find employment in Manufacturing Industries, nine months after graduation.

There is more variation for Arts and Humanities and Natural Sciences, Mathematics and Statistics graduates, with 21% of Arts and Humanities graduates employed in the Distribution sector and 20% employed in Business, Finance and Insurance Services. 32% of Natural Sciences, Mathematics and Statistics graduates are employed in the Manufacturing Industries while 20% are employed in Non-Market Services, nine months after graduation.

Table 5.4 shows the employment sectors of Honours Bachelor Degree 2015 graduates employed overseas, by original field of study. The highlighted cells are the most common initial sector of graduate employment for each field of study.

With a few exceptions, the distribution of graduates by field of study across the employment sectors overseas is quite different to the pattern in Ireland. Most graduates employed overseas were in Non-Market Services (the majority of Agriculture, Forestry, Fisheries & Veterinary, Arts & Humanities, Education and Health & Welfare graduates and a large proportion of Natural Sciences, Mathematics and Statistics and Social Sciences, Journalism and Information graduates). In a similar vein to graduates working in Ireland, 29% of Business, Administration & Law graduates employed overseas are employed in Business, Finance and Insurance Services. 54% of ICT graduates also gained employment in this sector, nine months after graduation. 24% of Engineering, Manufacturing & Construction graduates found employment in the Building & Construction sector.

**Table 5.3: Key Employment Sectors by Field of Study for Honours Bachelor Degree Graduates Employed in the Republic of Ireland, 2015**

EMPLOYMENT SECTOR	AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY	ARTS AND HUMANITIES	BUSINESS, ADMINISTRATION AND LAW	EDUCATION	ENGINEERING, MANUFACTURING AND CONSTRUCTION	HEALTH AND WELFARE	INFORMATION AND COMMUNICATION TECHNOLOGIES (ICTS)	NATURAL SCIENCES, MATHEMATICS AND STATISTICS	SERVICES	SOCIAL SCIENCES, JOURNALISM AND INFORMATION
Agriculture, Forestry and Fishing	39.0%	0.1%	0.7%	0.0%	1.4%	0.2%	0.0%	2.4%	0.0%	0.2%
Building & Construction	0.0%	0.6%	0.8%	1.0%	8.5%	0.1%	1.1%	0.7%	11.5%	0.7%
Business, Finance & Insurance Services	2.7%	19.7%	58.7%	3.0%	22.0%	1.7%	31.3%	17.3%	7.7%	34.1%
Accountancy & Legal Services	0.7%	2.5%	30.4%	0.5%	1.4%	0.4%	7.4%	2.4%	3.8%	5.2%
Banking, Finance & Insurance	0.7%	6.9%	15.1%	1.5%	2.4%	0.6%	8.8%	8.9%	0.0%	16.2%
Call Centres & Shared Services Facilities	0.0%	3.6%	1.7%	0.5%	0.8%	0.3%	2.1%	1.0%	0.0%	3.3%
Consultant Engineering & Architectural Services	0.0%	0.0%	0.1%	0.0%	12.9%	0.0%	0.7%	1.0%	0.0%	0.0%
Other Business Services (incl Mgmt & IT Consulting)	1.4%	6.7%	11.3%	0.5%	4.6%	0.4%	12.3%	4.0%	3.8%	9.4%
Computing & Software Applications	0.0%	3.7%	6.2%	0.0%	5.6%	0.1%	42.3%	2.1%	0.0%	4.0%
Distribution	3.4%	20.6%	7.6%	5.1%	3.4%	2.8%	2.8%	9.3%	3.8%	13.8%
Electricity, Gas & Water Supply	0.0%	0.6%	0.4%	0.0%	2.6%	0.1%	0.4%	0.6%	3.8%	0.3%
Manufacturing Industries	20.5%	6.0%	6.0%	0.5%	37.3%	3.4%	9.2%	32.3%	15.4%	4.5%
Chemical, Rubber & Plastic Products	2.7%	0.6%	1.0%	0.0%	7.5%	2.6%	0.0%	20.5%	3.8%	0.9%
Computer & Electronic Manufacturing	0.0%	2.1%	1.3%	0.0%	9.1%	0.0%	4.6%	4.5%	7.7%	1.0%
Food & Drink Industries	17.8%	2.1%	2.9%	0.0%	5.8%	0.7%	2.5%	2.7%	3.8%	1.7%
Metals, Metal Products, Mechanical and Electrical Engineering	0.0%	0.3%	0.1%	0.0%	9.5%	0.0%	1.1%	1.0%	0.0%	0.2%
Other Industries (incl mining etc.)	0.0%	0.9%	0.8%	0.5%	5.4%	0.1%	1.1%	3.5%	0.0%	0.7%
Non-Market Services	13.7%	18.2%	3.9%	87.9%	6.9%	87.3%	3.2%	19.5%	26.9%	14.6%
Civil Service, Local Authorities (other than Building & Construction)	0.0%	3.1%	1.1%	0.0%	0.6%	0.0%	0.0%	1.4%	3.8%	2.4%
Defence Forces, Gardaí	0.0%	0.5%	0.1%	1.5%	0.8%	0.1%	0.0%	0.0%	0.0%	0.2%
Health Services (both Health Board & Other)	11.0%	1.8%	0.6%	1.5%	0.4%	80.0%	0.4%	5.1%	19.2%	2.8%
Higher Education	1.4%	2.5%	0.6%	0.5%	1.4%	0.7%	1.8%	4.0%	3.8%	1.2%
Other Education (incl Language Schools)	0.7%	5.2%	0.5%	3.5%	0.0%	1.5%	0.4%	0.8%	0.0%	1.4%
Primary Education	0.0%	1.3%	0.1%	21.7%	0.2%	1.1%	0.0%	0.0%	0.0%	0.2%
Research, Planning, Art Galleries etc.	0.0%	1.3%	0.3%	0.5%	0.2%	0.4%	0.4%	1.7%	0.0%	0.9%
Secondary Education	0.0%	1.2%	0.0%	58.6%	3.4%	0.2%	0.0%	5.8%	0.0%	0.2%
Social & Charitable Services	0.7%	1.4%	0.6%	0.0%	0.0%	3.4%	0.4%	0.7%	0.0%	5.4%
Other Industries or Industry not stated	8.2%	7.0%	6.7%	1.5%	6.7%	1.4%	3.5%	7.1%	3.8%	13.2%
Personal & Recreational Services	1.4%	15.9%	3.4%	1.0%	2.4%	1.9%	2.8%	5.5%	15.4%	8.5%
Professional Services n.e.c.	10.3%	4.3%	3.0%	0.0%	2.0%	0.8%	0.7%	2.7%	7.7%	4.2%
Transport, Storage & Communications	0.7%	3.3%	2.5%	0.0%	1.2%	0.2%	2.8%	0.4%	3.8%	1.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



**Table 5.4: Key Employment Sectors by Field of Study for Honours Bachelor Degree Graduates Employed Overseas, 2015**

EMPLOYMENT SECTOR	AGRICULTURE, FORESTRY, FISHERIES AND VETERINARY	ARTS AND HUMANITIES	BUSINESS, ADMINISTRATION AND LAW	EDUCATION	ENGINEERING, MANUFACTURING AND CONSTRUCTION	HEALTH AND WELFARE	INFORMATION AND COMMUNICATION TECHNOLOGIES (ICTS)	NATURAL SCIENCES, MATHEMATICS AND STATISTICS	SERVICES	SOCIAL SCIENCES, JOURNALISM AND INFORMATION
Agriculture, Forestry and Fishing	5.5%	3.5%	1.9%	0.0%	0.0%	1.4%	0.0%	4.3%	0.0%	1.0%
Building & Construction	1.4%	2.0%	0.0%	0.0%	23.8%	0.3%	0.0%	1.7%	60.0%	1.0%
Business, Finance & Insurance Services	1.4%	15.8%	29.0%	0.0%	21.3%	1.1%	53.8%	11.1%	0.0%	17.8%
Accountancy & Legal Services	0.0%	0.5%	6.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banking, Finance & Insurance	0.0%	5.0%	12.3%	0.0%	0.0%	0.3%	23.1%	5.1%	0.0%	5.9%
Call Centres & Shared Services Facilities	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%
Consultant Engineering & Architectural Services	0.0%	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Other Business Services (incl Mgmt & IT Consulting)	1.4%	9.4%	9.9%	0.0%	6.3%	0.8%	30.8%	4.3%	0.0%	10.9%
Computing & Software Applications	0.0%	2.0%	4.9%	0.0%	6.3%	0.0%	15.4%	0.9%	0.0%	1.0%
Distribution	0.0%	3.5%	4.3%	0.0%	0.0%	0.3%	0.0%	1.7%	0.0%	5.0%
Electricity, Gas & Water Supply	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%
Manufacturing Industries	1.4%	2.0%	9.3%	0.0%	15.0%	0.8%	0.0%	12.8%	0.0%	3.0%
Chemical, Rubber & Plastic Products	1.4%	0.0%	0.0%	0.0%	3.8%	0.6%	0.0%	7.7%	0.0%	1.0%
Computer & Electronic Manufacturing	0.0%	0.5%	1.2%	0.0%	1.3%	0.0%	0.0%	1.7%	0.0%	0.0%
Food & Drink Industries	0.0%	1.5%	6.2%	0.0%	2.5%	0.3%	0.0%	0.9%	0.0%	1.0%
Metals, Metal Products, Mechanical and Electrical Engineering	0.0%	0.0%	1.2%	0.0%	2.5%	0.0%	0.0%	0.9%	0.0%	0.0%
Other Industries (incl mining etc.)	0.0%	0.0%	0.6%	0.0%	5.0%	0.0%	0.0%	1.7%	0.0%	1.0%
Non-Market Services	56.2%	56.9%	19.8%	97.1%	13.8%	91.2%	3.8%	48.7%	20.0%	40.6%
Civil Service, Local Authorities (other than Building & Construction)	1.4%	3.5%	1.2%	0.0%	0.0%	0.6%	0.0%	0.9%	0.0%	0.0%
Defence Forces, Gardaí	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.9%	0.0%	0.0%
Health Services (both Health Board & Other)	54.8%	0.5%	1.2%	0.0%	0.0%	86.5%	0.0%	12.0%	20.0%	1.0%
Higher Education	0.0%	5.0%	2.5%	0.0%	0.0%	0.3%	0.0%	4.3%	0.0%	4.0%
Other Education (incl Language Schools)	0.0%	26.7%	12.3%	5.9%	2.5%	2.5%	0.0%	10.3%	0.0%	18.8%
Primary Education	0.0%	12.4%	0.6%	5.9%	2.5%	0.3%	3.8%	3.4%	0.0%	5.0%
Research, Planning, Art Galleries etc.	0.0%	1.0%	0.0%	0.0%	0.0%	0.3%	0.0%	4.3%	0.0%	0.0%
Secondary Education	0.0%	7.4%	1.9%	85.3%	7.5%	0.3%	0.0%	12.8%	0.0%	5.0%
Social & Charitable Services	0.0%	0.5%	0.0%	0.0%	1.3%	0.3%	0.0%	0.0%	0.0%	6.9%
Other Industries or Industry not stated	9.6%	7.9%	19.8%	0.0%	11.3%	3.0%	11.5%	12.0%	0.0%	16.8%
Personal & Recreational Services	1.4%	3.0%	2.5%	2.9%	3.8%	0.6%	7.7%	3.4%	20.0%	9.9%
Professional Services n.e.c.	21.9%	2.0%	1.9%	0.0%	1.3%	1.4%	7.7%	1.7%	0.0%	2.0%
Transport, Storage & Communications	1.4%	1.5%	6.8%	0.0%	3.8%	0.0%	0.0%	0.9%	0.0%	2.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>





# FIRST DESTINATION OF INTERNATIONAL GRADUATES

This section examines the first destination  
of 2015 international graduates.

# SECTION 6:

## First Destination of International Graduates

### KEY POINTS

Nine months after graduation

67%



of Honours Bachelor Degree international graduates were in employment, with

37%

working in Ireland and

31%

working overseas.

76%

of Masters and Doctorate international graduates were employed (44% in Ireland; 32% overseas). 78% of males found employment compared to 74% of females.



### Three quarters

of Higher and Postgraduate Diploma international graduates were employed in 2015, **70%** of which were working in Ireland and **6%** overseas. **One in twenty** Higher and Postgraduate females were seeking employment, compared to **more than one in ten** males.



## 6.1 Honours Bachelor Degree International Graduates

The overall first destinations of undergraduate Honours Bachelor Degree international graduates are outlined in Table 6.1. Of the 2015 international university graduate cohort, 50% responded to the survey.

**Table 6.1: First Destination of Honours Bachelor Degree International Graduates, 2015**

ALL 7 UNIVERSITIES	2015
In Employment	67%
<i>In employment in Ireland</i>	37%
<i>In employment overseas</i>	31%
Further Studies/Training	27%
Work Experience Schemes	0%
Seeking Employment	5%
Unavailable for Work/Study	1%

Nine months after graduation, 67% of international Honours Bachelor Degree graduates were in employment, with 37% working in Ireland and 31% working overseas. A further 27% of graduates went on to further studies/training. The proportion of international graduates seeking employment is 1 percentage point higher than the figure for the general population (4% – outlined in section one).

**Table 6.2: First Destination of Honours Bachelor Degree International Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	66%	68%
<i>In employment in Ireland</i>	37%	36%
<i>In employment overseas</i>	30%	31%
Further Studies/Training	27%	27%
Work Experience Schemes	0%	0%
Seeking Employment	6%	4%
Unavailable for Work/Study	1%	1%

As evident in Table 6.2, 66% of international males who responded to the survey report being in employment. This compares to 68% of international females who responded to the survey. 37% of international males are employed in Ireland, while 30% are employed abroad. Similarly, 36% of international females are employed in Ireland and 31% are employed overseas. 27% of both international males and females are engaged in further study. Only 6% of international males and 4% of such females are seeking employment, while only 1% of males and 1% of females are unavailable for work or study.

## 6.2 Higher and Postgraduate Diploma International Graduates

Table 6.3 illustrates the first destination results for Higher & Postgraduate Diploma international graduates, for 2015. The response rate was 28% for international 2015 graduates.

Three quarters of Higher & Postgraduate Diploma international graduates were employed in 2015, 70% of which were employed in Ireland and 6% overseas. 18% of these international graduates are in further study and 7% are seeking employment.

**Table 6.3: First Destination of Higher & Postgraduate Diploma International Graduates, 2015**

ALL 7 UNIVERSITIES	2015
In Employment	75%
<i>In employment in Ireland</i>	70%
<i>In employment overseas</i>	6%
Further Studies/Training	18%
Work Experience Schemes	0%
Seeking Employment	7%
Unavailable for Work/Study	0%

In terms of gender, Table 6.4 illustrates that 63% of international males who responded to the survey are in employment, compared to 81% of international female respondents with a Higher & Postgraduate Diploma. Additionally, 52% of males are employed in Ireland compared to 77% of females. Only 3% of females are employed overseas and this compares to 11% of males in the sample. Furthermore, 26% of males and 15% of females are in further study or training, while one in twenty international females and over one in ten of such males are seeking employment.

**Table 6.4: First Destination of Higher & Postgraduate Diploma International Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	63%	81%
<i>In employment in Ireland</i>	52%	77%
<i>In employment overseas</i>	11%	3%
Further Studies/Training	26%	15%
Work Experience Schemes	0%	0%
Seeking Employment	11%	5%
Unavailable for Work/Study	0%	0%

## 6.3 Masters and Doctorate International Graduates

The overall results of the 2015 *First Destination Survey* of Masters and Doctorate international graduates are outlined in Table 6.5. The survey achieved a response rate of 53% among Masters and Doctorate international graduates. A very high proportion, 76%, of this graduate cohort were in employment 9 months after graduation, 44% of which were employed in Ireland and 32% employed overseas. A further 10% of international postgraduates were in further study, 12% are seeking employment and 1% are unavailable for work or study.

**Table 6.5: First Destination of Masters and Doctorate International Graduates, 2015**

ALL 7 UNIVERSITIES	2015
In Employment	76%
<i>In employment in Ireland</i>	44%
<i>In employment overseas</i>	32%
Further Studies/Training	10%
Work Experience Schemes	0%
Seeking Employment	12%
Unavailable for Work/Study	1%

In terms of gender, Table 6.6 shows that 78% of international postgraduate males and 74% of females are in employment, nine months after graduation. Of international postgraduates in employment, 48% of males and 41% of females are employed in Ireland, compared to 30% of males and 33% of females employed overseas. A similar proportion of males (10%) and females (11%) are engaged in further study. A further 11% of males are seeking employment, compared to 13% of females. Only a small proportion of international postgraduate males (1%) and females (2%) are unavailable for work or study.

**Table 6.6: First Destination of Masters and Doctorate International Graduates by Gender, 2015**

ALL 7 UNIVERSITIES	MALE	FEMALE
In Employment	78%	74%
<i>In employment in Ireland</i>	48%	41%
<i>In employment overseas</i>	30%	33%
Further Studies/Training	10%	11%
Work Experience Schemes	0%	1%
Seeking Employment	11%	13%
Unavailable for Work/Study	1%	2%

## Conclusion

This year's report, *What Do Graduates Do? The Class of 2015. An Analysis of the First Destination of University Graduates*, has illustrated the first destination of 2015 university graduates, nine months after graduation. More than 18,500, or 73%, of level 8-10 graduates responded to the survey.

The findings of this report highlight many positive employment outcomes for the 2015 graduate cohort, who were seeking employment at the end of 2015 and early 2016. 62% of Honours Bachelor Degree graduates found employment in 2015 (compared to 58% in 2014) and the majority of which are staying in Ireland (53%) for work. Likewise, employment grew for Higher and Postgraduate Diploma graduates – from 76% in 2014 to 78% in 2015. The proportion of such graduates going overseas for employment has reduced (from 8% in 2014 to 3% in 2015). Masters and Doctorate graduates also experience relatively high levels of employment, at 80% – an improvement of two percentage points on the previous year. In addition to percentage increases, it is also interesting to note that the number of respondents in each of these levels also increased this year. Overall, employment levels and employment in Ireland in particular, has improved from last year.

The survey asks graduates to indicate how relevant his/her education is to his/her current area of employment. As expected, there is a relationship between education level and relevance – as education levels increase, reported relevance tends to increase, with highest relevance levels reported by Higher and Postgraduate Diploma graduates. Another notable finding is in terms of salary. As expected, as education levels rise so too does salary. 47% of Honours Bachelor Degree graduates earn under €25,000 but this drops to 15% of Doctorate graduates. Furthermore, 31% of Doctorate graduates reported earning over €45,000.

Similar to last year's report, Dublin is still the region with the most employment opportunities for graduates, followed by the South-West region. The report also highlights that the most common sector of employment for Honours Bachelor Degree graduates (employed both in Ireland and overseas) was the Non-Market Services sector.

Lastly, this report examined the first destination of international graduates. Interestingly, of those employed – across all levels – larger proportions of such graduates are choosing to stay in Ireland rather than move overseas, nine months after graduation. By retaining international graduates, the evidence suggests that Ireland continues to be a popular destination of employment.

In line with growing recognition of the importance of measuring the quality and output of higher education, the forthcoming changes to the *First Destination Survey* will ensure a more holistic view of graduate outcomes. By tracking the same cohort over time in a longitudinal study, the data will allow for a longer-term and outcome-orientated assessment of the value and experience of higher education.



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## Appendices

### Appendix A: Classification of Regions used for Statistical Reporting in the Republic of Ireland (NUTS 3 Regions)

BORDER		MIDLANDS		WEST	
Cavan		Laois		Galway	
Donegal		Offaly		Mayo	
Leitrim		Westmeath		Roscommon	
Louth		Longford			
Monaghan					
Sligo					

DUBLIN	MID-EAST	MID-WEST	SOUTH-EAST	SOUTH-WEST
Dublin	Kildare	Clare	Carlow	Cork
	Meath	Limerick	Kilkenny	Kerry
	Wicklow	North Tipperary	South Tipperary	
			Waterford	
			Wexford	





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