

Growing demand, widening participation and the skills agenda

HEA Forward-Look Forum, 31 May 2017

Claire Callender

Professor of Higher Education

UCL, Institute of Education and Birkbeck

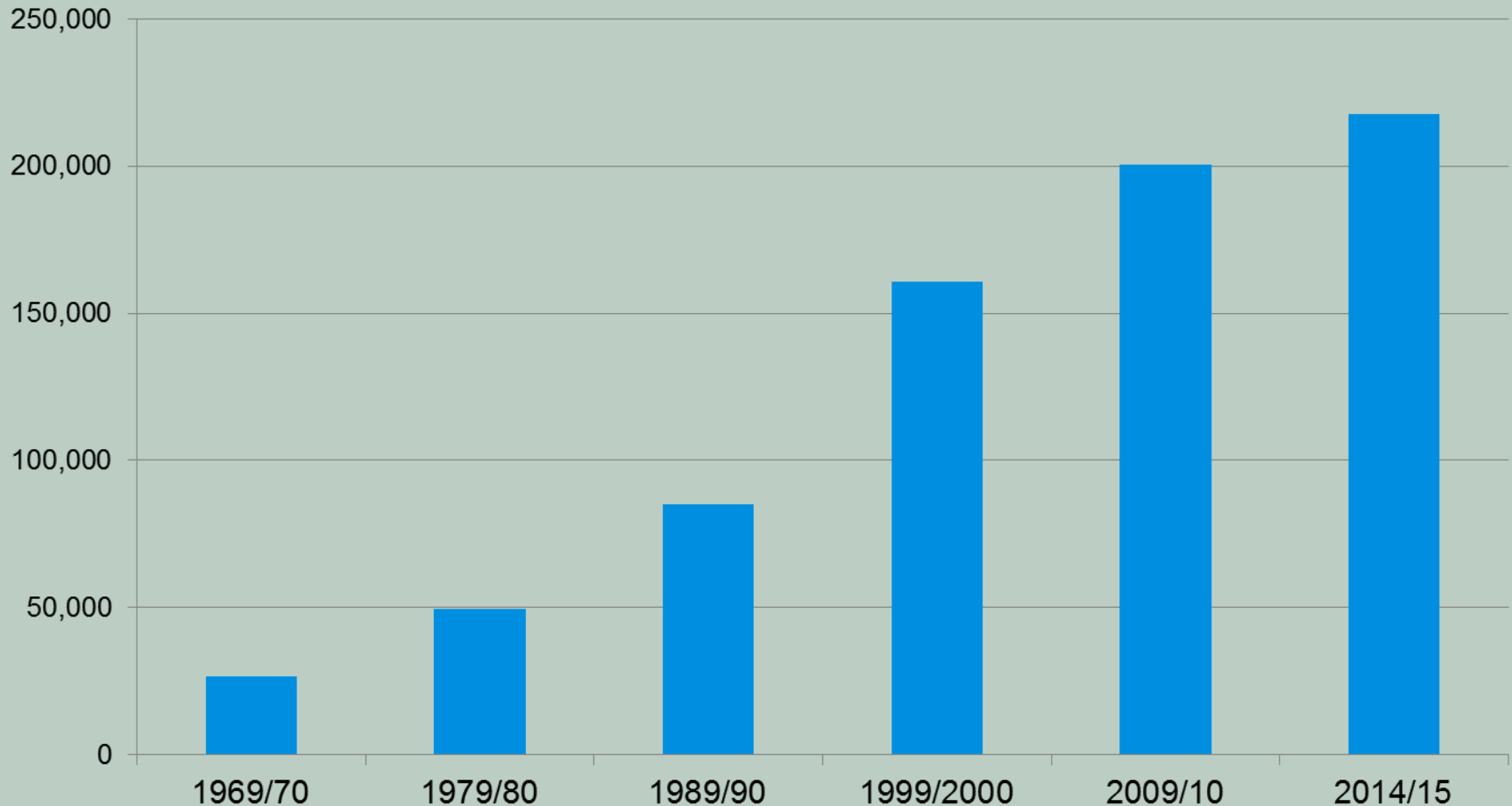
c.callender@bbk.ac.uk



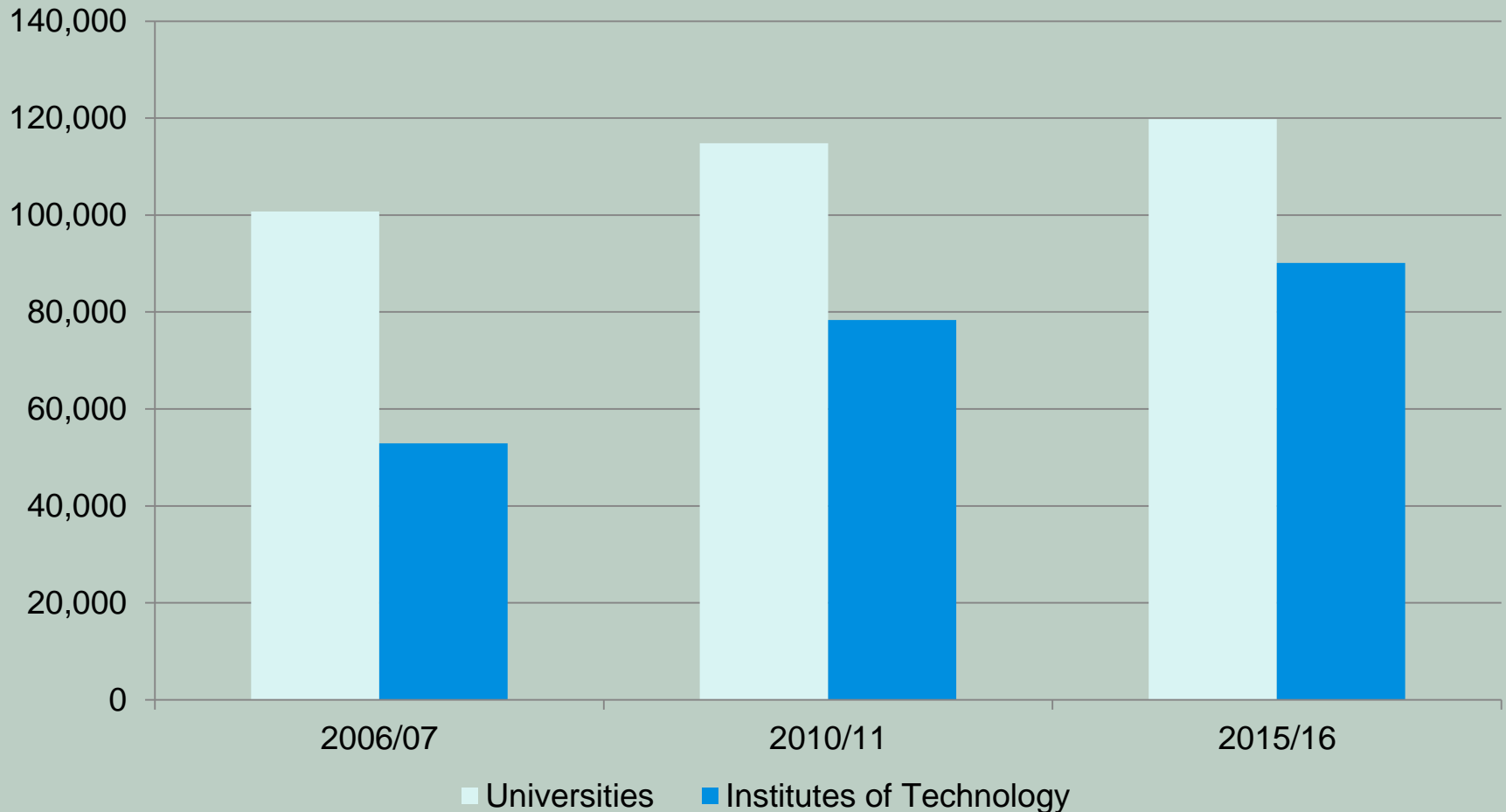
- **How has demand for Higher Education changed over time?**
- **What are the key factors impacting on student demand?**
 - Widening participation
 - Graduate labour market

Changing Student Demand

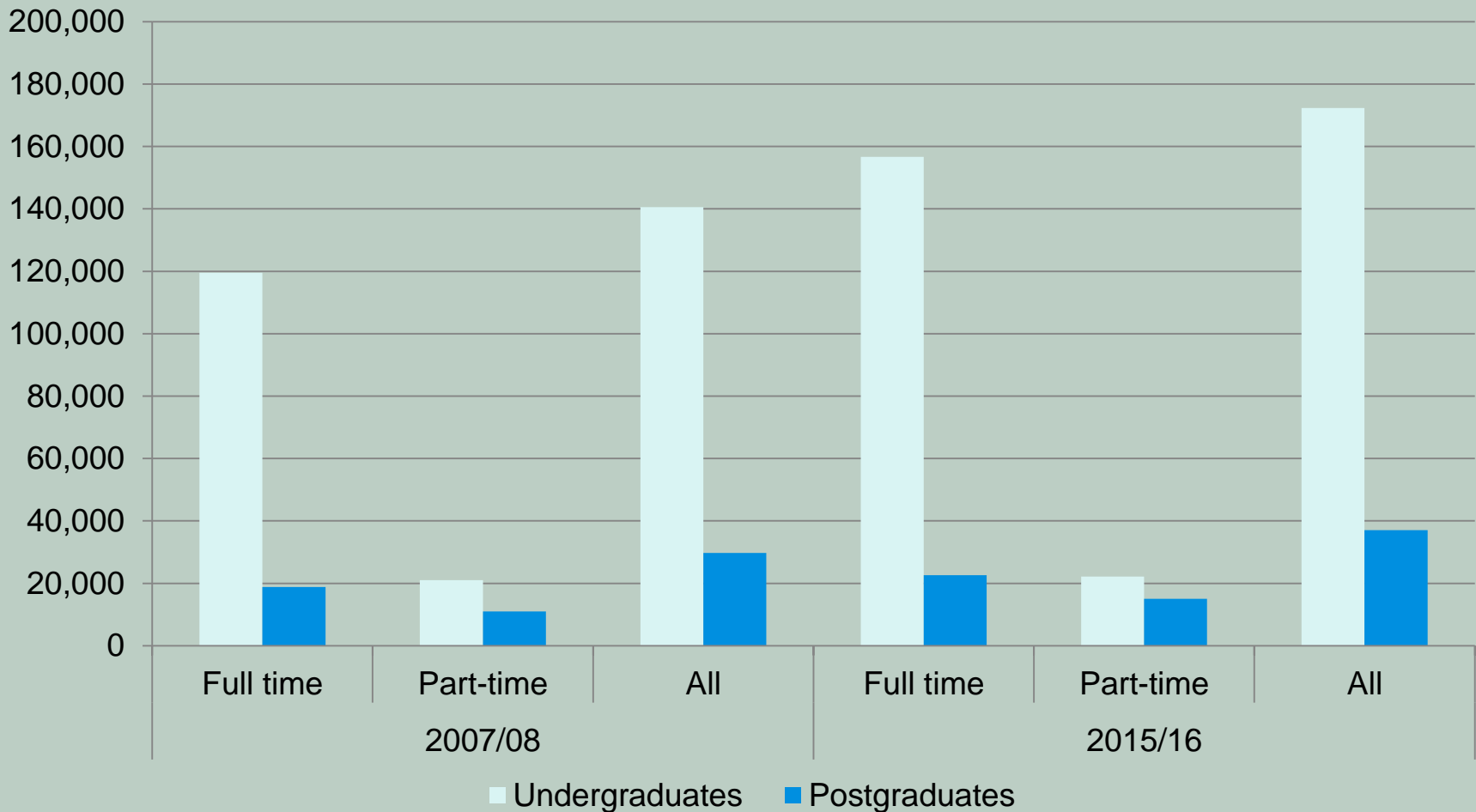
Growth of Higher Education in Ireland 1969/70 to 2014/15



Growth in HE enrolments by sector 2006/07 and 2015/16



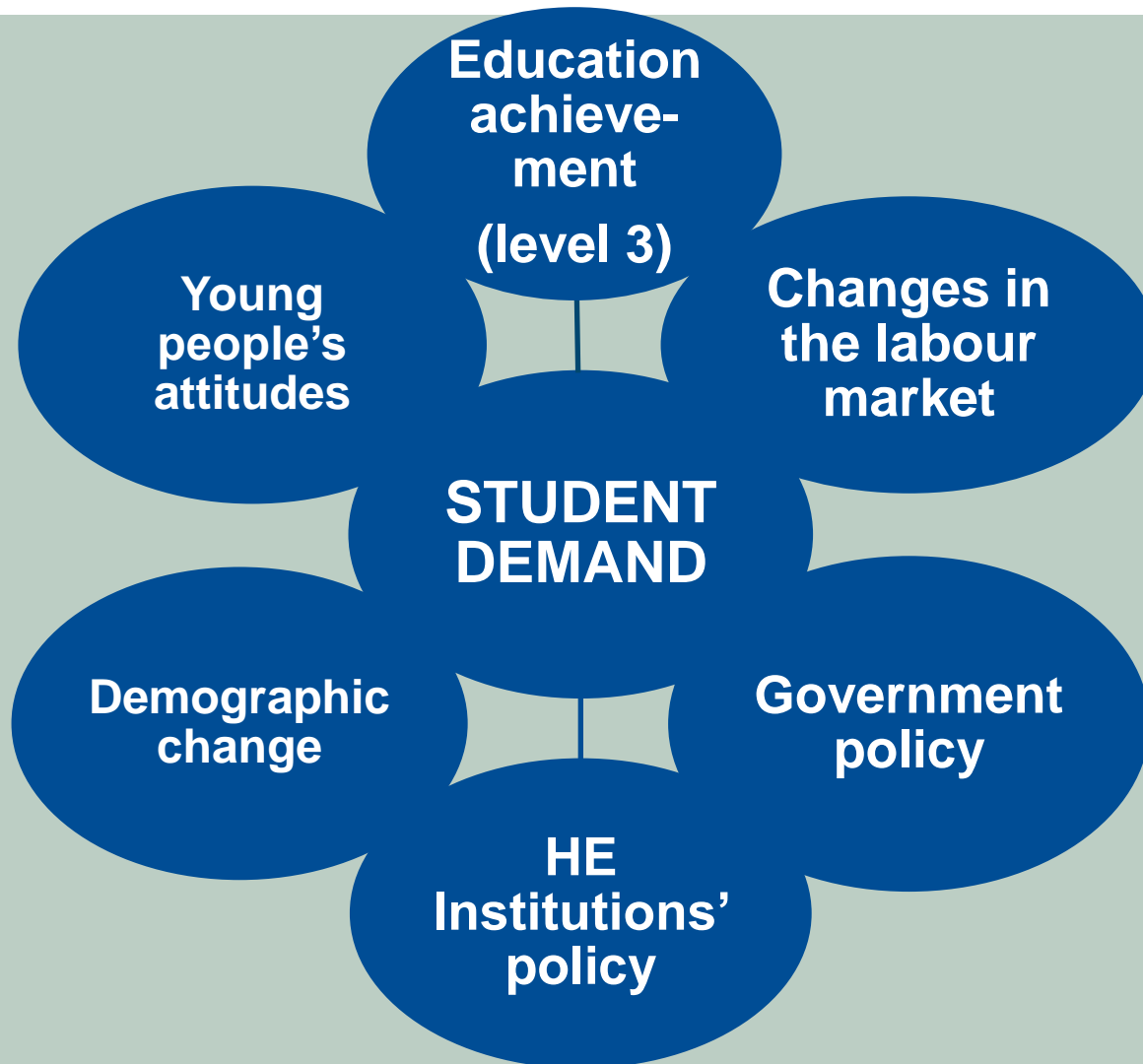
Growth in HE enrolments by mode and level of study, 2007/8 and 2015/16



Source: Derived from HEA various years

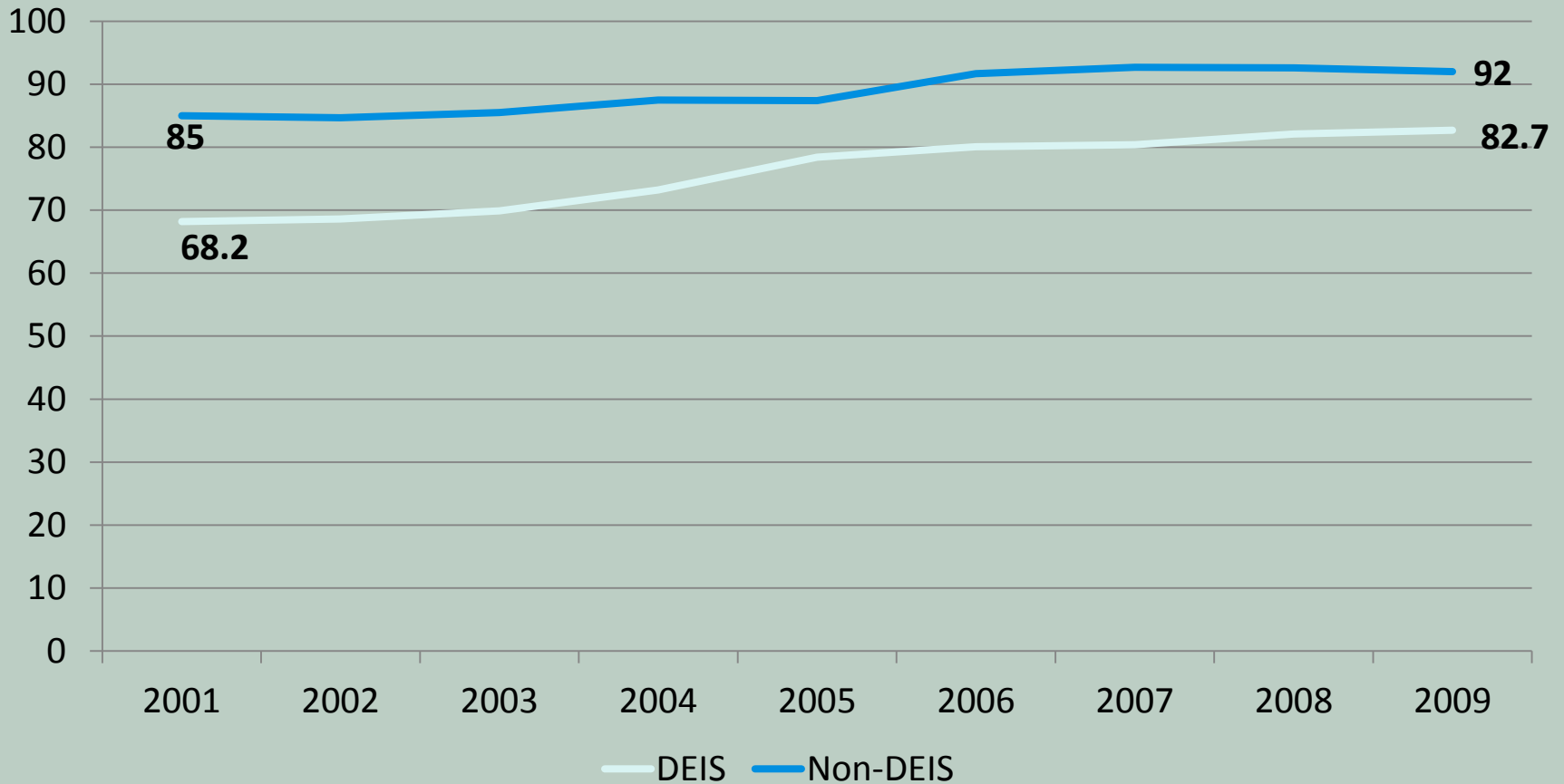
Factors impacting on demand

Factors impacting on student demand



Educational attainment

National Leaving Certificate Retention Rate by DEIS Designation 2001 to 2009 (%)

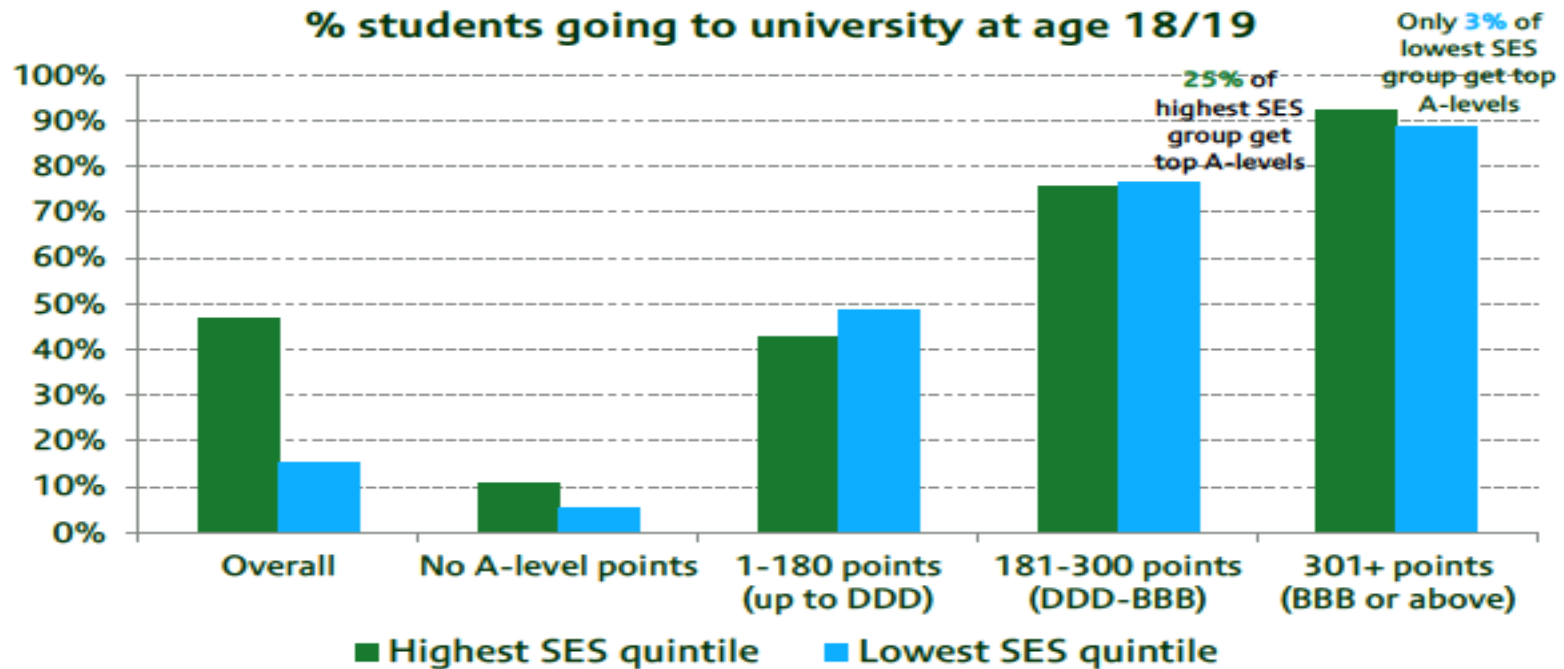


Source: Department for Education and Skills, 2015

Socio-economic background of new entrants to higher education in 2011 (18–20 year olds)

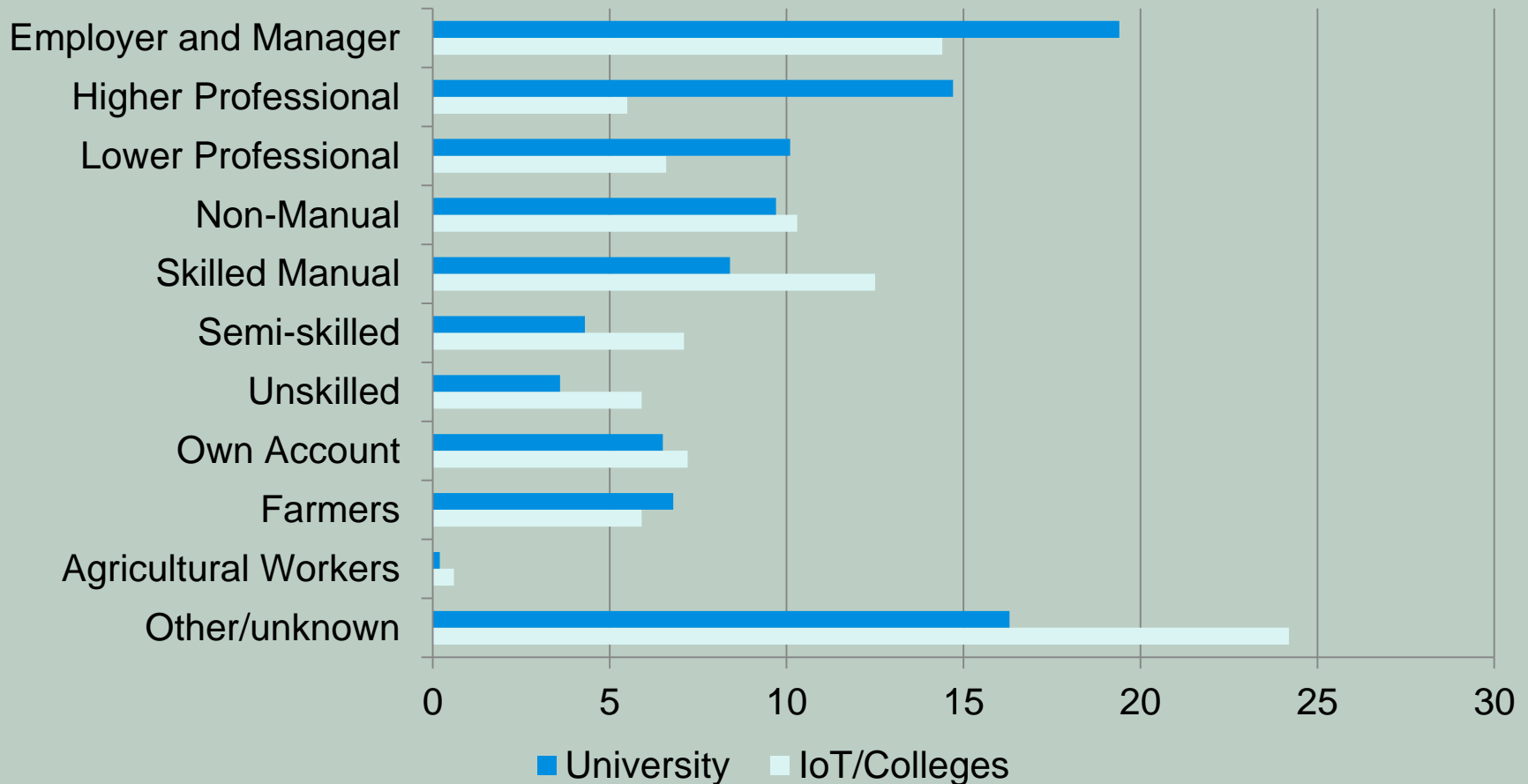
Socio-economic group	General population aged 17-19 number and %	New entrants, aged 18-20 number and %	Estimated participation rate
Employers and managers	10,531 (19%)	6,617 (23%)	64%
Higher professional	3,222 (6%)	3,842 (13%)	119%
Lower professional	6,790 (12%)	3,229 (11%)	48%
Non-manual workers	13,976 (25%)	3,154 (11%)	23%
Manual skilled workers	7,429 (13%)	3,800 (13%)	51%
Semi-skilled workers	7,531 (13%)	1,840 (6%)	24%
Unskilled workers	3,064 (5%)	751 (3%)	25%
Own account workers	1,963 (3%)	2,860 (10%)	146%
Farmers	1,620 (3%)	2,692 (9%)	166%
Agricultural workers	470 (1%)	280 (1%)	60%
Total	56,596 (100%)	29,164 (100%)	52%

Participation in higher education by socio-economic status and prior academic attainment, 2009



Source: based on work in Chowdry, Crawford, Dearden, Goodman & Vignoles (2010), Widening participation in higher education: analysis using linked administrative data, IFS Working Paper No. W10/04.

Composition of full-time undergraduate population by socio-economic group and sector, 2015/16 (%)



Socio-economic groups and selected undergraduate subjects, 2013/14

Socio-economic group	Selected subjects					All subjects
	<i>Medicine / Dentistry</i>	<i>Pharmacy</i>	<i>Veterinary Medicine</i>	<i>Law</i>	<i>Teacher Training</i>	
Employers and managers	18%	14%	26%	28%	27%	21%
Higher professional	44%	25%	19%	23%	8%	13%
Lower professional	13%	10%	10%	11%	15%	11%
Non-manual workers	7%	10%	7%	11%	8%	12%
Manual skilled workers	3%	8%	4%	8%	10%	13%
Semi/unskilled and agricultural workers	4%	6%	6%	8%	9%	13%
Own account workers	5%	11%	1%	6%	9%	9%
Farmers	7%	14%	25%	5%	16%	8%
	100%	100%	100%	100%	100%	100%

Summary: The demand for HE in Ireland and widening participation

- Demand for HE and pace of growth varies considerably by sector, level and mode of study - there are very different HE 'markets'
- Demand driven by rising educational attainment in schools.
- Demand will continue
- HE participation varies massively by socio-economic background and much of this gap can be explained by prior attainment
- Social selectivity complemented by further selectivity by sector, qualification aim, and field of study.
- Educational expansion and differentiation has both reduced socio-economic inequality and magnified inequalities.
- Only achieve equality in access to HE when demand amongst the highest social classes has been saturated, only then - with the continued expansion of HE - will we see greater equality and widening participation.

Questions

- **Do these inequalities in HE access matter?**
- **Is changing them a priority to?**

Questions

- **What are the levers for change and who pulls them?**



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Changes in the graduate labour market

Green, F. and G. Henseke (2016). "The Changing Graduate Labour Market: Analysis Using a New Indicator of Graduate Jobs". *IZA Journal of Labor Policy*, 5:14.

Green, F. and G. Henseke (2017 - forthcoming). "Graduates and 'Graduate Jobs' in Europe: A Picture of Growth and Diversification". Discussion Paper, Centre for Global Higher Education, UCL Institute of Education (<http://www.researchcghe.org/>).

The high skills supply and demand race - Optimists



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- Focus on what has been happening to the earnings premiums or returns to HE associated with achieving a higher education qualification
- the sustained high earnings premiums reflect implicit high growth in demand for graduate skills
- strong contributions to economic growth

The high skills supply and demand race -Pessimists



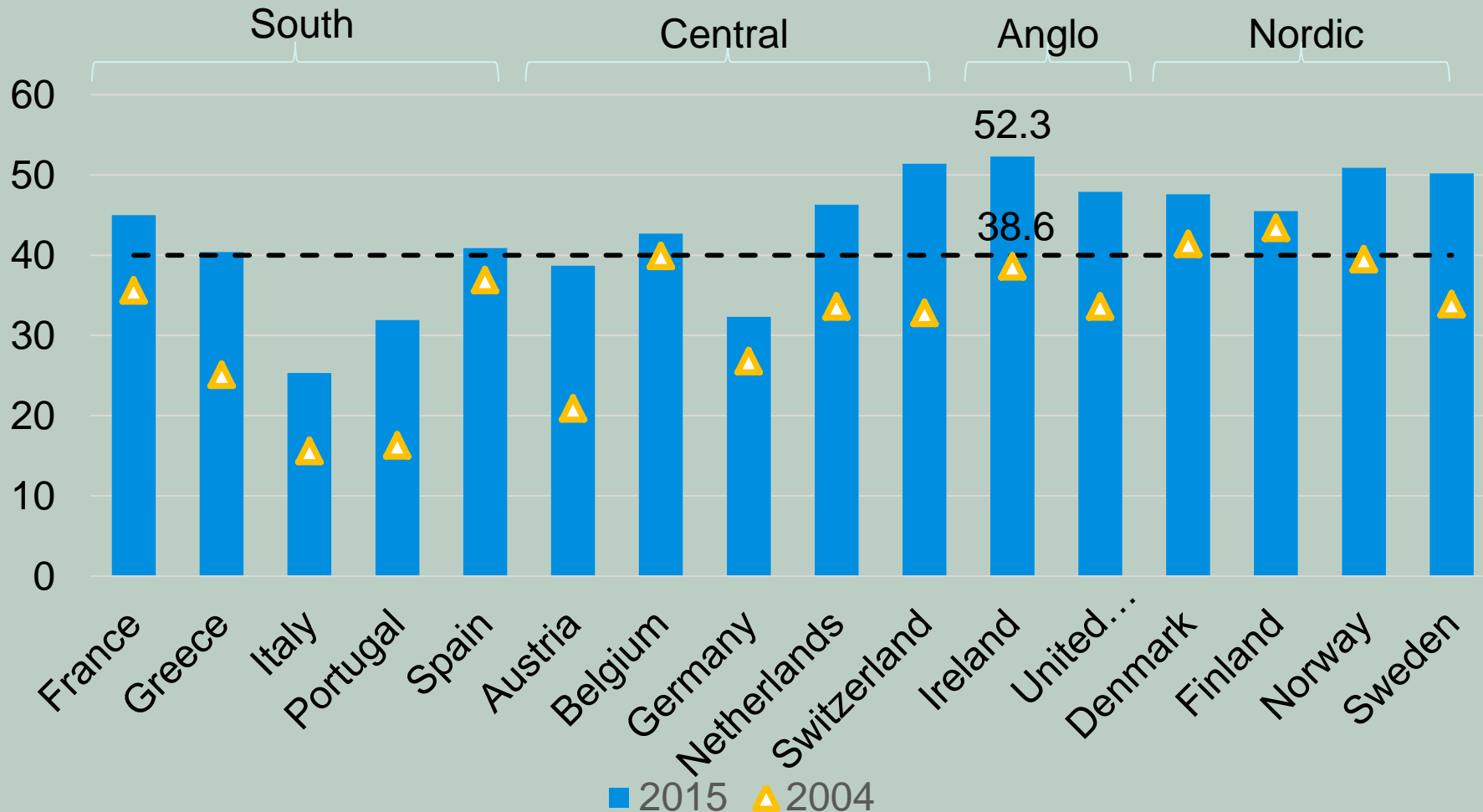
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- Focuses on indicators of the demand for skills
- Questions if modern technology really does require increasing and higher level skills
- High-skills demand determined more by employer strategies than the supply of high skills
- IT has encouraged “digital Taylorism”
- Some high-skills demand need not be fulfilled graduates
- Rising underutilisation of graduates’ skills in the workplace – more graduates working in ‘non-graduate’ jobs
- Stable graduate earnings premiums are no guarantee that graduates are not underutilising their skills

Level of tertiary educational attainment 2004 & 2015 (30-34 years)



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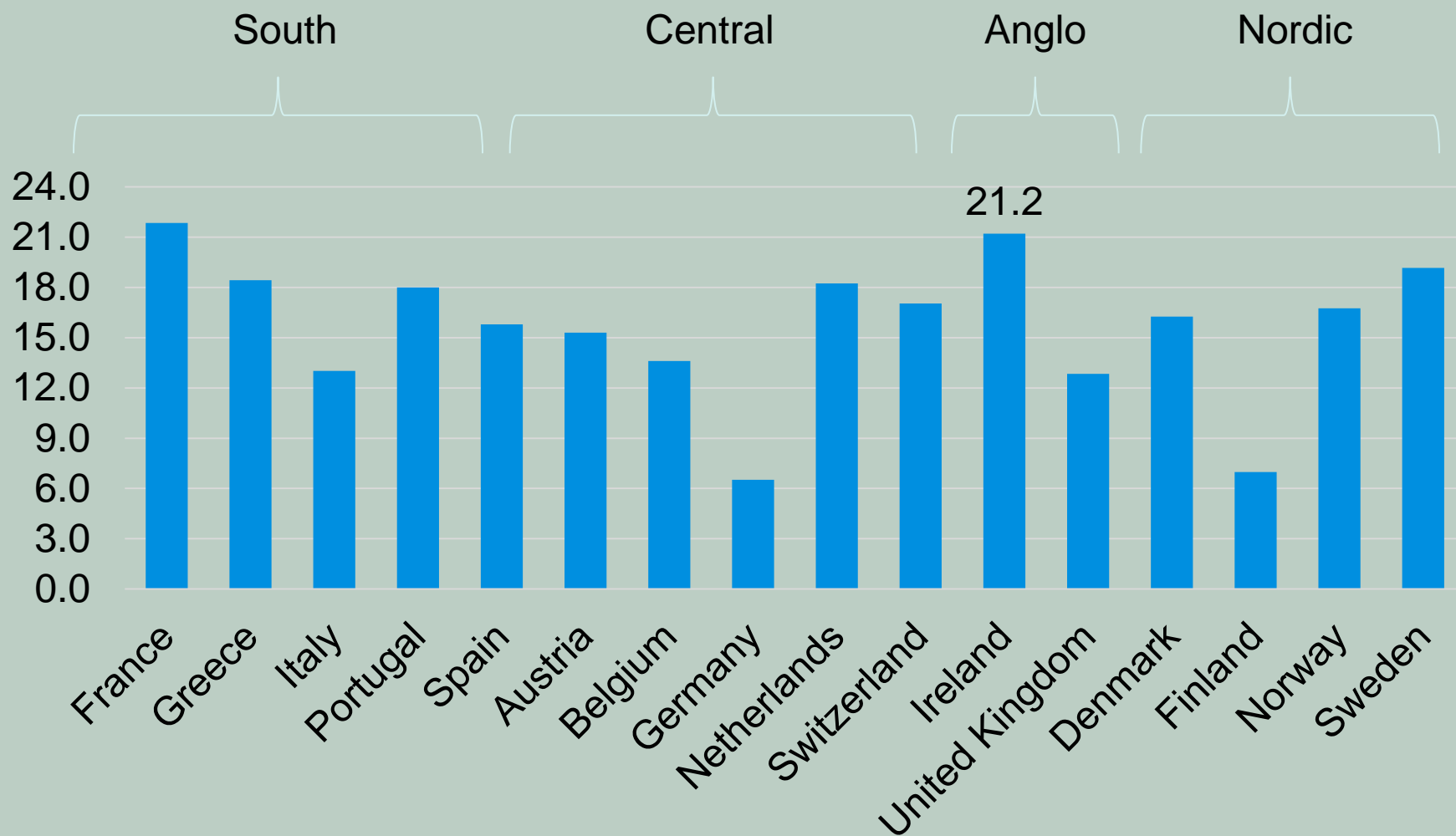


Source: EU-LFS. Eurostat figures, Green and Henseke, 2017

Gap in tertiary education between 30-34 and 50-64 years olds, 2015



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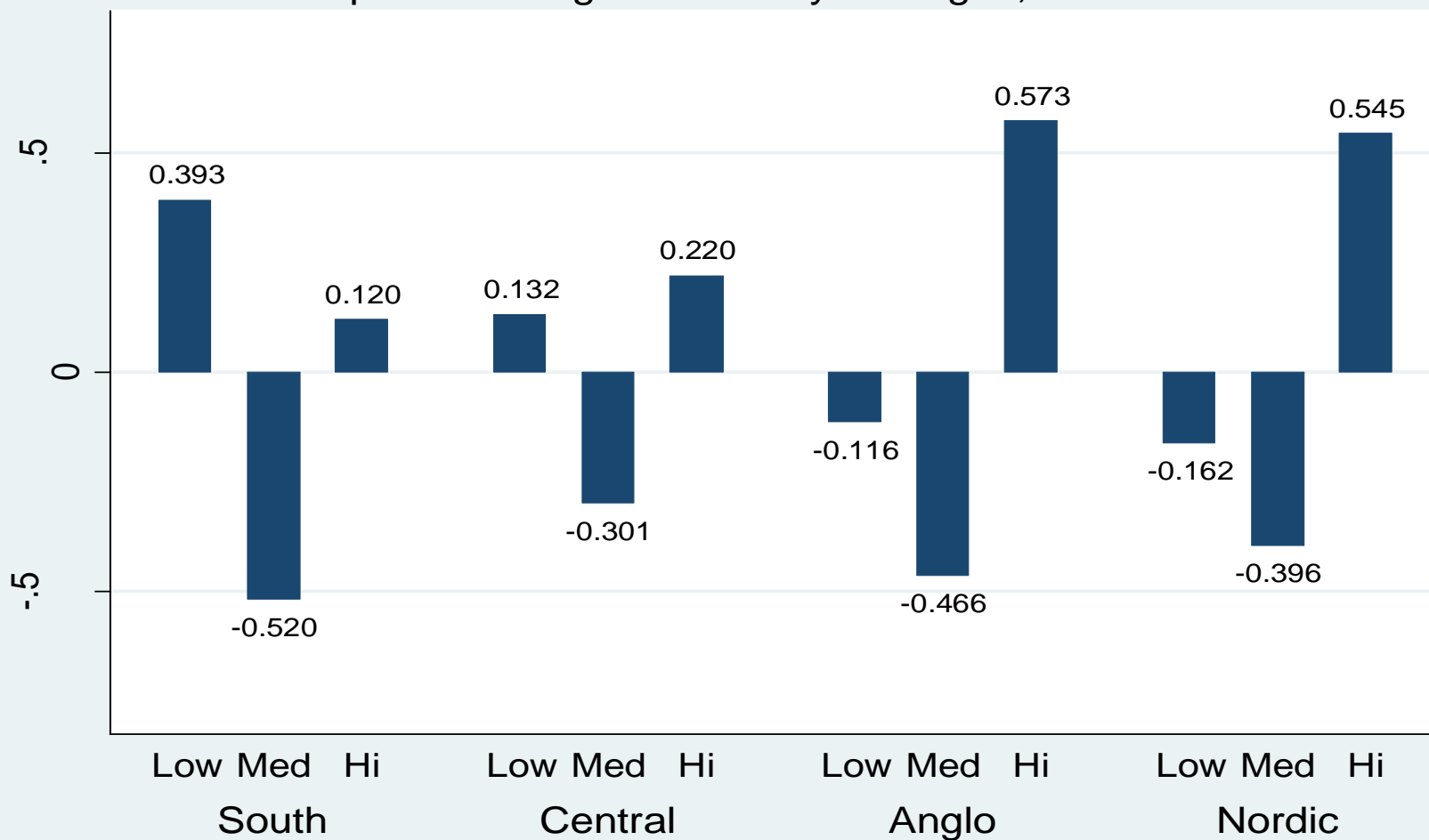
Source: EU-LFS. Eurostat figures, Green and Henseke, 2017

Patterns of job polarisation, 2004-2015



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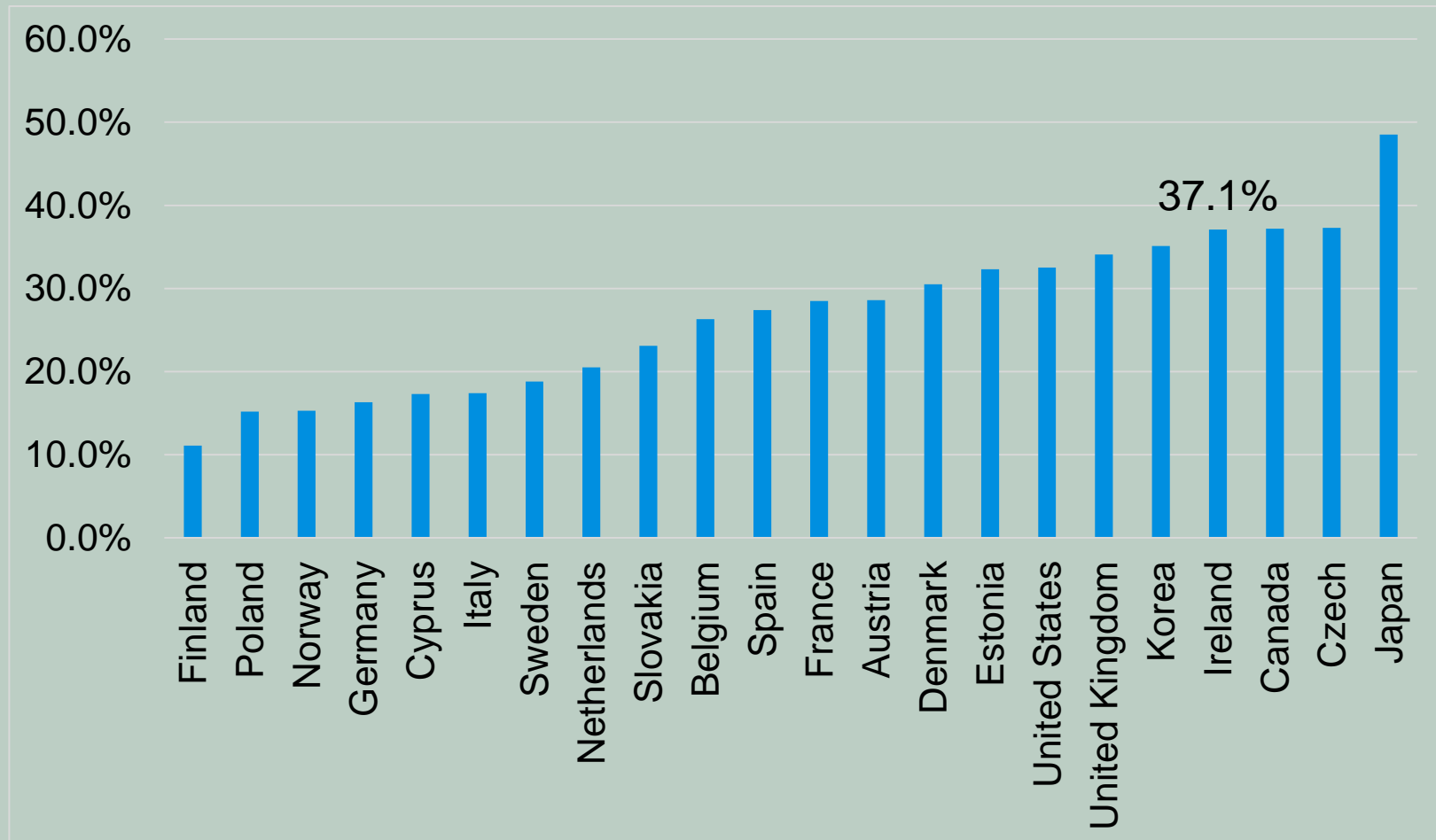
Population weighted country averages, 2004-2015



Graduate underemployment across the OECD, 2011

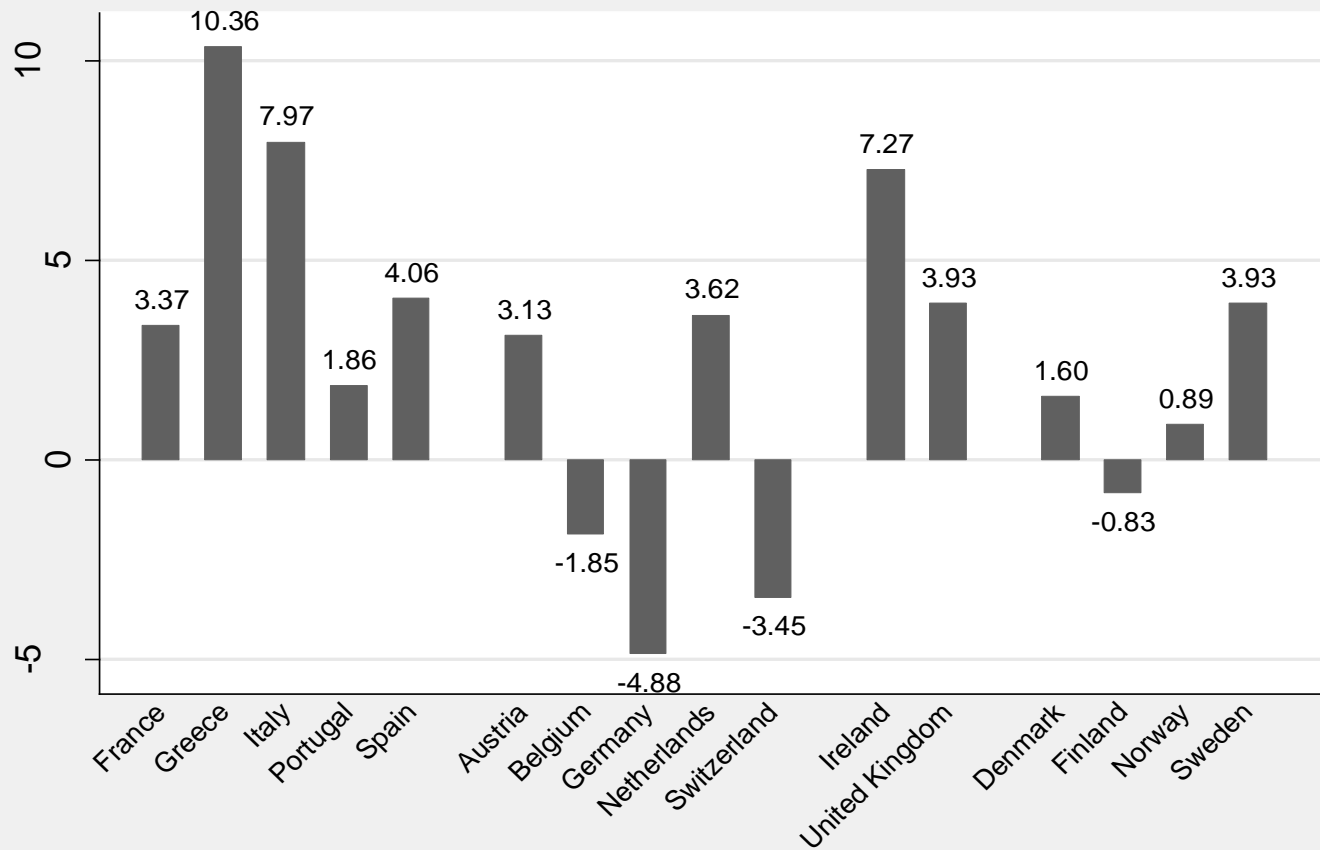


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Source: Adapted from Green and Henseke (2016).

Change in the proportion of employed graduates in medium-skilled or low-skilled jobs, (25-29 year olds), 2004-2015



South

Continent

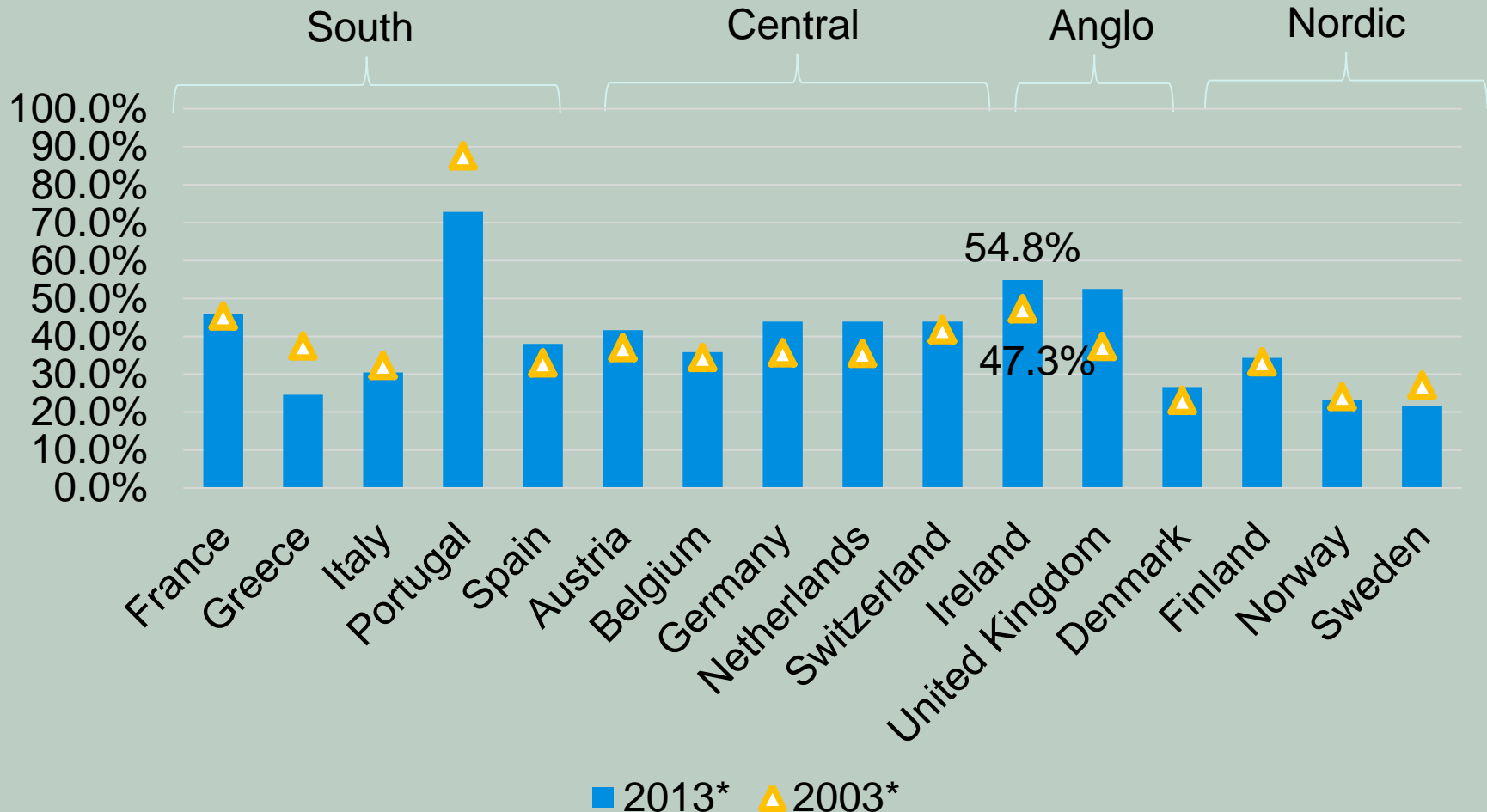
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Nordic

Wage differential between tertiary and (upper-) secondary education, 2003 and 2013



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The change in real gross earnings of graduates in high-skills employment, 2003-2013



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Summary: The graduate labour market in Ireland



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- **By 2015, Ireland had the highest proportion of tertiary educated workers in its labour force and this supply will continue to grow**
- **Employment in both low skilled and high skilled occupations has grown, especially high skilled.**
- **Employment in intermediate skilled jobs - classic middle class jobs - has shrunk.**
- **Ireland evolving into an hour glass economy**
- **Underemployment of graduates is rising**
- **The graduate earning premium is considerable and is holding up**

Questions



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- **Are you an optimist or pessimist in terms of the future growth in demand for graduates?**
- **What are the implications of your decision for the HE sector?**