



What Do Graduates Do?

THE CLASS OF 2006

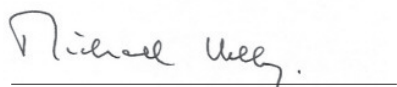
Foreword

In communicating the value of higher education to a variety of audiences, it is key that we have the facts and figures to show how it benefits the individual, their community, education and research generally and the country. Central to this is an understanding of where our graduates go and what they do when they finish their studies.

All research points to the facts that graduates have a better chance of gaining and maintaining employment and of earning higher salaries than non-graduates. In addition, Ireland's social and economic development continues to depend on the emergence of critical thinkers, opinion formers and investigators from quality higher education programmes. We should be proud of what we have achieved to date and actively engage in the challenge of ensuring that higher education is increasingly accessible to all sectors of society.

The First Destination of Award Recipients in Higher Education survey was first carried out in 1982 and this series of reports continue to benefit policy makers, students, guidance counsellors, teachers and all with an interest in education. Every graduate of a publicly funded higher education institution is surveyed nine months after graduation and the high response rate by graduates makes the resulting data much sought after.

A comprehensive annual study such as this one is only possible through the commitment and hard work of the careers office staff of the higher education institutions and the statistics section of the HEA and they deserve much thanks.



Michael Kelly
Chairman
Higher Education Authority
October 2008

Introduction

The First Destinations Report (FDR) “*What Do Graduates Do?*” provides a snapshot of the situation of Irish graduates nine months after graduation. It measures employment and unemployment rates along with levels of participation in further study and training. The survey also measures the salaries, region of employment, employment sector and migration patterns of graduates. Graduates of all higher education qualifications are surveyed, from Higher/University Certificates to PhDs. The FDR has been produced annually since 1983 by the Statistics Section of the Higher Education Authority, based on data from participating higher education institutions.

This edition of the FDR presents additional analyses on two topical areas: gender, and up-skilling. Traditionally, educational attainment between males and females has seen greater educational attainment by males. However, this trend has reversed in recent years; OECD¹ and previous HEA statistical reports² have shown females consistently out-performing males at both national and international level. Given this trend, this year’s report focuses on the different experiences of male and female Level 8 (Honours Bachelor Degree) graduates. The results show higher attainment in award class and employment rates by females. However, males continue to earn higher wages on average from their first job. Overall, however, in the context of an increasingly competitive jobs market, the report presents a clear demonstration of the value placed on Irish higher education qualifications by employers.

This year the report also examines PhD activity and further study patterns. This is becoming of increasing importance in the context of up-skilling the Irish workforce to meet the goals laid out in the National Development Plan and National Skills Strategy.

An outline of the contents and key points of each section follows.

1 OECD (2007) *Education at a Glance OECD Indicators – 2007* OECD: Paris

2 Higher Education Authority (2008) *Key Facts & Figures 2006/2007* Higher Education Authority: Dublin

Section 1 examines the first destinations of all levels of graduates. Key points include:

- The proportion of third level graduates seeking employment decreased despite an increase in unemployment in the general population
- From 1996 to 2006, graduates of NQAI Levels 6 & 7 have demonstrated declining rates of employment upon graduation, with correspondingly increasing rates of further study
- 4% of 2006 Taught Masters, Research Masters and PhD graduates were seeking employment compared to 2% of Certificates and Ordinary Bachelor Degrees and 2% of Honours Bachelor Degree graduates
- More female than male Level 8 Honours Bachelor Degree graduates gained employment nine months after graduation
- Female Level 8 Honours Bachelor Degree graduates generally achieve the highest award class (H1) in almost every faculty with the exception of Veterinary Medicine and Architecture

Section 2 describes the salaries of all levels of graduates nine months after graduation. Key points include:

- Graduates with higher qualifications report higher initial salaries
- The most common salary band for Level 8 Honours Bachelor Degree 2006 graduates was the €21,000 - €24,999 category, the same as for 2005 graduates
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €25,000 and €28,999
- Females are more likely than males to earn lower initial salaries

Section 3 reports on the regional distribution of graduates of all levels in Ireland. Key points include:

- Graduates of all award levels are disproportionately employed in the Dublin region
- Research Masters graduates have experienced decreasing rates of employment in Dublin from 2004 to 2006
- Percentages of PhDs travelling abroad to find employment have increased slightly since 2005

Section 4 deals with the sectoral distribution of employed graduates. Key points include:

- For most award levels Non-Market Services was the most popular employment sector
- The least populated sectors of employment for 2006 graduates were:
Agriculture, Forestry and Fisheries
Electricity, Gas and Water Supply
Transport, Storage and Communications
- Manufacturing Industries are predominant employers of graduates from the Science, Engineering and Food Technology faculties
- Law, Agriculture and Architecture graduates mainly obtain employment in the Business, Finance and Insurance Services sector
- In general, graduates' disciplines correlate closely to the sector in which they are employed

Section 5 demonstrates the migration trends of Level 8 Honours Bachelor Degree graduates. Key points include:

- Dublin and Galway are the only counties to employ more graduates than they produce
- Dublin and Cork demonstrate high retention rates of employed graduates at 93% and 68% respectively
- Roscommon, Leitrim and Meath have an employed graduate population that is only 20% of the size of their graduate population
- Nationally, only 31% of graduates find employment in their county of origin

Section 6 examines the trends in Level 8 Honours Bachelor Degree and Levels 8 & 9 Higher/Postgraduate diplomas in Education (i.e. newly qualified primary and secondary school teachers). Key points include:

- Over 75% of graduates of education courses are female
- 96% of surveyed graduates of Level 8 Honours Bachelors Degree in Education courses reported being in employment nine months after graduation
- Males were more likely than female graduates of the Postgraduate Degree in Primary Education to find permanent teaching positions in Ireland.

Acknowledgements

The Higher Education Authority thank the following higher education institutions which provided data for this report:

All Hallows College	Athlone Institute of Technology
Cork Institute of Technology	Crawford College of Art & Design, Cork
Dublin Business School	Dublin City University
Dublin Institute of Technology	Dun Laoghaire Institute of Art, Design & Technology
Dundalk Institute of Technology	FISC Ireland Ltd
Galway-Mayo Institute of Technology	Garda Siochana College, Templemore
Griffith College, Dublin	Holy Ghost College, Kimmage Manor
HSI Limerick Business School	Institute of Public Administration
Institute of Technology, Blanchardstown	Institute of Technology, Carlow
Institute of Technology, Sligo	Institute of Technology, Tallaght
Institute of Technology, Tralee	Irish Management Institute
Letterkenny Institute of Technology	Limerick Institute of Technology
Midwest Business Institute, Limerick	Military College, Curragh Camp
Milltown Institute of Theology and Philosophy	National College of Art & Design
National College of Ireland	National University of Ireland, Galway
National University of Ireland, Maynooth	Portobello College
Royal College of Surgeons, Ireland	Shannon College of Hotel Management
Skerry's College, Cork	St. Nicholas Montessori College Ireland
St. Patrick's College, Carlow	The American College, Dublin
The Open Training College	Tipperary Institute
Trinity College Dublin	University College Cork
University College Dublin	University of Limerick
Waterford Institute of Technology	St. Angela's College Sligo

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

ISBN – 1-905135-26-2

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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.

Intra-mural

Intra-mural courses are courses offered 'within the walls' of a third-level institution. Extra-mural courses include courses offered via distance learning and e-learning.

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).

Faculty

Faculty represents a broad discipline a graduate completed a course in, such as Arts & Social Science.

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.

Higher/University Certificate Awards (Level 6)

Higher/University Certificates are courses approved by the Higher Education and Training Awards Council (HETAC), the Institutes of Technology, the Dublin Institute of Technology (DIT) and Universities. They replace the former National Certificate awards and DIT Certificate awards.

Ordinary Bachelor Degree Awards (Level 7)

Ordinary Bachelor Degrees are courses approved by the Higher Education and Training Awards Council (HETAC), the Institutes of Technology, the Dublin Institute of Technology (DIT) and Universities. They replace the former National Diploma and DIT Diploma awards.

Honours Bachelor Degree Awards (Level 8)

These awards are the equivalent of Primary Degrees (e.g. B. A. Hons, B. Sc. 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 Honour 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.

National Framework of Qualifications (NFQ)

Third level courses are now included on the NFQ. The institutions are finalising allocating NFQ levels to each of their courses, and this is now reflected in the language used in this report.

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.

Education Graduates

Graduates of Postgraduate Diplomas in Primary Education and Primary Degrees in Education are excluded from detailed analysis in these reports as only basic information is available (the institutions offering these courses do not have the resources available to larger institutions). Education graduates are included in Table 1.1 and further details are presented in Section 6: Education.

Section 1:

First Destination of Graduates

Key Points

- The proportion of third level graduates seeking employment decreased despite an increase in unemployment in the general population
- From 1996 to 2006, graduates of NQAI Levels 6 & 7 have demonstrated declining rates of employment upon graduation, with correspondingly increasing rates of further study
- 4% of 2006 Taught Masters, Research Masters and PhD graduates were seeking employment compared to 2% of Certificates and Ordinary Bachelor Degrees and 2% of Honours Bachelor Degree graduates
- More female than male Level 8 Honours Bachelor Degree graduates gained employment nine months after graduation
- Female Level 8 Honours Bachelor Degree graduates generally achieve the highest award class (H1) in almost every faculty with the exception of Veterinary Medicine and Architecture

1.1 Number of Respondents and Response Rates by Level of Study

Table 1.1 shows the number of respondents and response rates by award level in 2006.

Table 1.1 Number of Respondents and Response Rates by Level of Study 2006

<i>Award Level</i>	<i>Number of Respondents</i>	<i>Response Rate</i>
<i>Level 6 Advanced & Higher Certificate</i>	1,281	25%
<i>Level 7 Ordinary Bachelor Degree</i>	1,972	25%
<i>Level 8 Honours Bachelor Degree</i>	14,462	59%
<i>Level 8 Higher Diploma</i>	1,249	61%
<i>Level 9 Postgraduate Diploma</i>	1,104	66%
<i>Level 9 Taught Masters</i>	2,834	62%
<i>Level 9 Research Masters</i>	178	40%
<i>Level 10 PhD</i>	486	59%
<i>Overall</i>	23,566	50%
<i>Honors Bachelor Degree in Education</i>	972	74%
<i>Honors Bachelor Degree Other Subjects</i>	13,490	58%
<i>Higher Diploma Education</i>	327	66%
<i>Higher Diploma Other Subjects</i>	922	59%
<i>Postgraduate Diploma Education (Secondary)</i>	429	55%
<i>Postgraduate Diploma Education (Primary)</i>	251	72%
<i>Postgraduate Diploma Other Subjects</i>	424	54%

The overall response rate for the 2006 First Destinations of Graduates Survey was 50%

1.2 First Destinations of Graduates 1986-2006

Tables 1.2, 1.3 and 1.4 show the pattern of first destination of graduates from five different award levels over the period 1986 to 2006³. The number of awards for each award level consistently grew from 1986 to 2004. This rise was followed by slight decreases in the number of graduate awards for all levels between 2004 and 2005, mirroring changing enrolment patterns. In 2006 this drop continued for the number of Certificate and Ordinary Bachelor Degrees, while Honours Bachelor Degree and Higher Degree award numbers began to increase once more. Response rates have also varied over this time period showing a continual drop in the response rates attained at each level. This drop is most stark for Certificates and Ordinary Bachelor Degrees. It is worth noting these changes in response rates when viewing the trends throughout this time frame.

Table 1.2 First Destination of Graduates Level 6 Higher & University Certificate and Level 7 Ordinary Bachelor Degree 1986 - 2006

<i>Certificate & Ordinary Bachelor Degree</i>	1986	1991	1996	2001	2004	2005	2006
	%	%	%	%	%	%	%
<i>In Employment - Ireland</i>	30	34	43	27	25	32	21
<i>In Employment - Overseas</i>	18	4	5	1	7	1	2
<i>Further Studies/Training ‡</i>	36	46	45	69	63	61	72
<i>Work Experience Schemes</i>	7	3	2	†	†	†	†
<i>Seeking Employment</i>	9	11	5	2	3	4	2
<i>Unavailable for Work/ Study</i>	2	2	1	2	2	2	2
TOTALS	100	100	100	100	100	100	100
<i>Number of Graduates</i>	4169	7657	10851	14864	16425	14692	12963
<i>Response Rate</i>	87	67	60	64	38	27	25

† There was no "Work Experience Schemes" category for these years

‡ Includes graduates engaging in Further Studies/Training overseas (in addition to Ireland)

³ Calender years refer to the year of graduation. Survey data presents the situation as of April of the following year

Since 1986 graduates of Certificates and Ordinary Bachelor degrees have seen declining rates of employment and corresponding increasing rates of further study with 48% of graduates working in Ireland or overseas in 1986 compared to 23% in 2006. Graduates pursuing further studies represented 36% of respondents in 1986 compared to 72% in 2006. The proportion of graduates seeking employment consistently declined between 1991 and 2001, increased slightly between 2004 and 2005, and dropped again in 2006. Percentages of respondents who were unavailable for work or study have remained fairly stable over this time period.

Table 1.3 First Destination of Graduates Level 8 Honours Bachelor Degree 1986 - 2006

<i>Honours Bachelor Degree</i>	1986	1991	1996	2001	2004	2005	2006
	%	%	%	%	%	%	%
<i>In Employment - Ireland</i>	34	35	44	51	49	52	53
<i>In Employment - Overseas</i>	17	13	11	7	7	5	5
<i>Further Studies/Training †</i>	39	43	38	32	33	35	33
<i>Work Experience Schemes</i>	4	1	1	†	†	†	†
<i>Seeking Employment</i>	6	7	3	4	3	2	2
<i>Unavailable for Work/Study</i>	2	1	3	5	8	6	6
TOTALS	100	100	100	100	100	100	100
<i>Number of Graduates</i>	6577	8184	13045	17438	22058	21882	23237
<i>Response Rate %</i>	86	84	80	75	61	61	58

† There was no "Work Experience Schemes" category for these years

‡ Includes graduates engaging in Further Studies/Training overseas (in addition to Ireland)

Table 1.3 demonstrates a consistent increase in employment rates from 1986 to 2001 for graduates of Honours Bachelor Degrees with levels of employment remaining roughly constant thereafter. High percentages of graduates pursued further studies between 1986 and 1991. These rates dropped from 1991 to 2001 and have remained relatively stable since. The proportions of Level 8 graduates seeking employment have dropped continuously since 1991 to the present day with 6.5% of respondents seeking employment in 1991 compared to 2% of the class of 2006. The proportion of respondents who were unavailable for work or study has steadily increased over the twenty year time frame. A possible explanation for this trend is the growing popularity of gap years taken by newly qualified graduates to travel, volunteer, or do both.

Table 1.4 First Destination of Graduates Level 9 Masters & Level 10 PhD 1986 - 2006

Higher Degree	1986	1991	1996	2001	2004	2005	2006
	%	%	%	%	%	%	%
<i>In Employment - Ireland</i>	61	62	61	65	64	68	66
<i>In Employment - Overseas</i>	20	17	20	13	12	11	9
<i>Further Studies/Training ‡</i>	11	12	11	12	13	13	15
<i>Work Experience Schemes</i>	1	1	0	†	†	†	†
<i>Seeking Employment</i>	5	7	4	5	5	2	4
<i>Unavailable for Work/Study</i>	3	2	4	4	6	6	6
TOTALS	100	100	100	100	100	100	100
<i>Number of graduates</i>	1099	1771	2845	3693	5707	5446	5844
<i>Response Rate %</i>	86	86	71	67	64	61	60

† There was no “Work Experience Schemes” category for these years

‡ Includes graduates engaging in Further Studies/Training overseas (in addition to Ireland)

Table 1.4 shows little change in overall employment levels and levels of further study over the time period shown. The rates of graduates seeking employment have gradually decreased over the twenty year period. The percentage of graduates unavailable for work or study has steadily risen, mirroring the trend for Level 8 graduates. The number of students pursuing further studies or training has shown a gradual increase over recent years. This may be as a result of increasing numbers of Masters graduates continuing to PhD level.

The three tables reveal different destination patterns of graduates across award levels. The percentages of Certificate and Ordinary Bachelor Degree graduates continuing on to further study have gradually risen over the twenty year period while employment levels have correspondingly declined. The proportion of Level 8 Honours Bachelor Degree graduates engaging in further study has declined while employment rates have risen. Postgraduate degree graduates have enjoyed increasing rates of employment and have the highest rates of employment of the three groups. The proportions of graduates seeking employment have dropped for all levels over this timeframe.

1.3 First Destination Report (FDR) Seeking Employment Rates versus Central Statistics Office (CSO) Unemployment Rates 1997-2007

Figure 1.1 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment⁴ between 1997 and 2007.

Figure 1.1 FDR⁵ vs CSO⁶ Seeking Employment Rates 2007

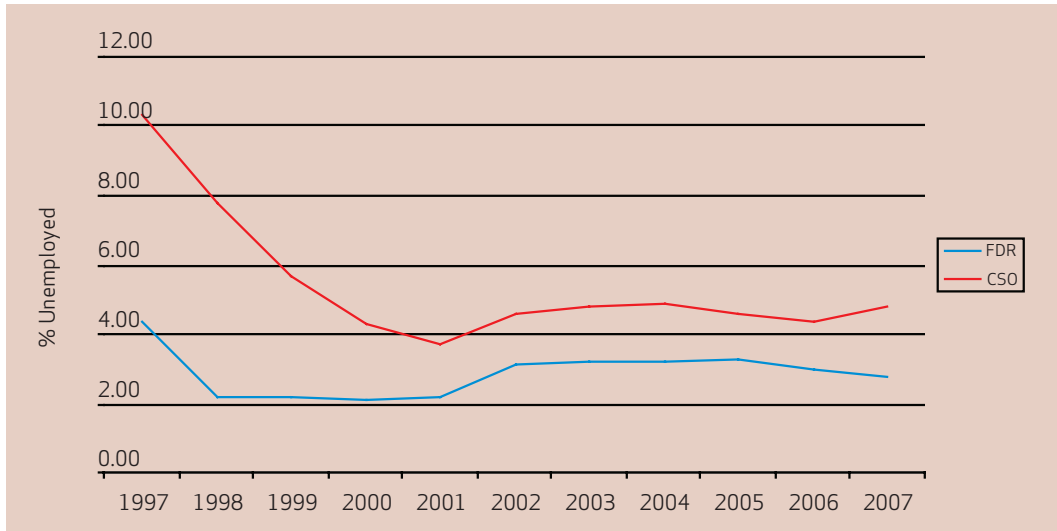


Figure 1.1 shows that third level graduates enjoy consistently higher rates of employment than the wider population. An ongoing downturn in unemployment rates for graduates since 2005 is visible, in contrast to a slight increase in unemployment in the general population in the second quarter of 2007. Applicants in possession of a third level qualification are clearly valued by employers, given the above trend.

4 The seeking employment rate represents the percentage of the total respondents (excluding those employed overseas) seeking employment.

5 The 1997 figures refer to the situation of the class of 1996 as on the 30th of April 1997. This convention is followed for the remaining years.

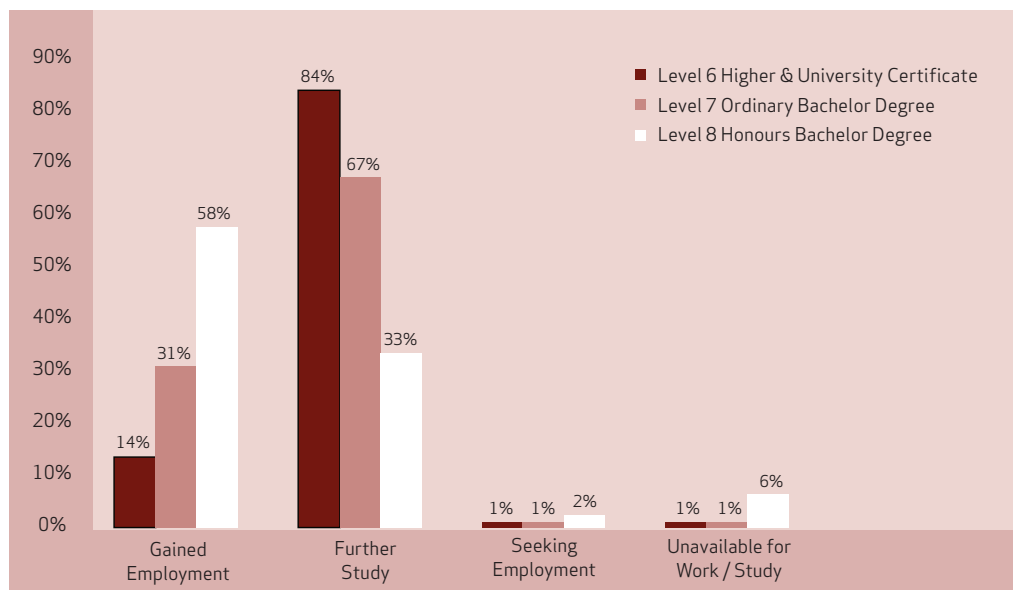
6 CSO unemployment rates up to and including 1997 are based on the Labour Force Survey which was carried out each year in April until 1997. The unemployment rates from 1998 – 2007 are from the second quarter figures published in the CSO's Quarterly National Household Survey (QNHS).

1.4 First Destinations of Graduates by Level of Award

This section reviews the first destination of graduates by level of award⁷. The award levels are grouped by level of award.

Undergraduate Qualifications

Figure 1.2 First Destination of Level 6 Higher & University Certificate, Level 7 Ordinary Bachelor Degree & Level 8 Honours Bachelor Degree Graduates 2006



	Higher/University Certificate	Ordinary Bachelor Degree	Honours Bachelor Degree
Total Respondents	1281	1972	13490
Response Rate	25%	25%	58%

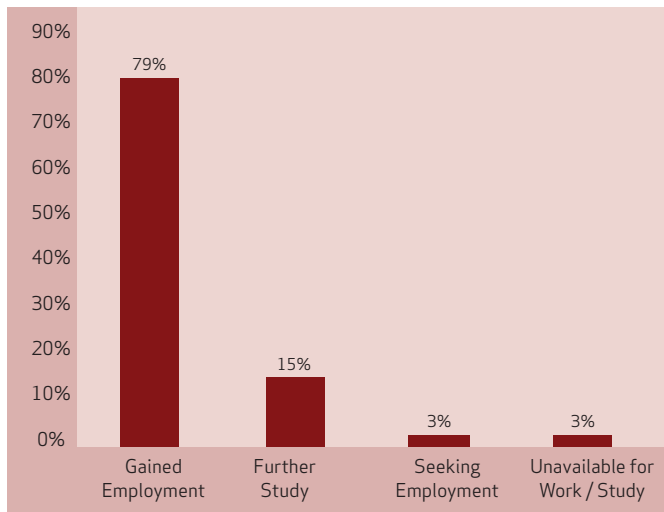
The majority of Level 6 Certificate awards in this survey are awarded by HETAC, the Institutes of Technology with a small number being awarded by Universities. The high percentage of graduates going on to further study demonstrates how certificate qualifications provide a pathway of progression to further qualifications. Level 7 Ordinary Bachelor Degrees are awarded mostly by HETAC, the Institutes of Technology and DIT, while a small number of these awards (known as University Diplomas) are awarded by the universities. A significant proportion of Level 7 graduates go directly into employment, but the majority continue to further study. Level 8 Honours Bachelor Degrees can be awarded by all awarding bodies. Further study options for Level 8 graduates are largely at the postgraduate level; however, the majority of Level 8 graduates go into employment.

⁷ Graphs from previous reports omitted in this section are available in the appendices.

Figure 1.2 illustrates the contrasts in employment prospects and further study rates for all levels of award. Graduates of Honours Bachelor Degrees have the highest rate of employment at 58% compared to 14% of Higher and University Certificate graduates. A very high percentage (84%) of Higher and University Certificate graduates progress to further education while the rate for Honours Bachelor Degree graduates is nearly three times lower. Ordinary Bachelor Degree graduates fall somewhere in between the two award levels for rates of employment and further study. Seeking employment rates are similar for all award levels at between 1% and 2%. The percentage of Honours Bachelor Degree graduates who were unavailable for work or study is higher than for the other two awards, and could indicate a propensity for these graduates to take time out from study or employment to enjoy a gap year.

Conversion Qualifications

Figure 1.3 First Destination of Level 8 Higher Diploma & Level 9 Postgraduate Diploma Graduates 2006



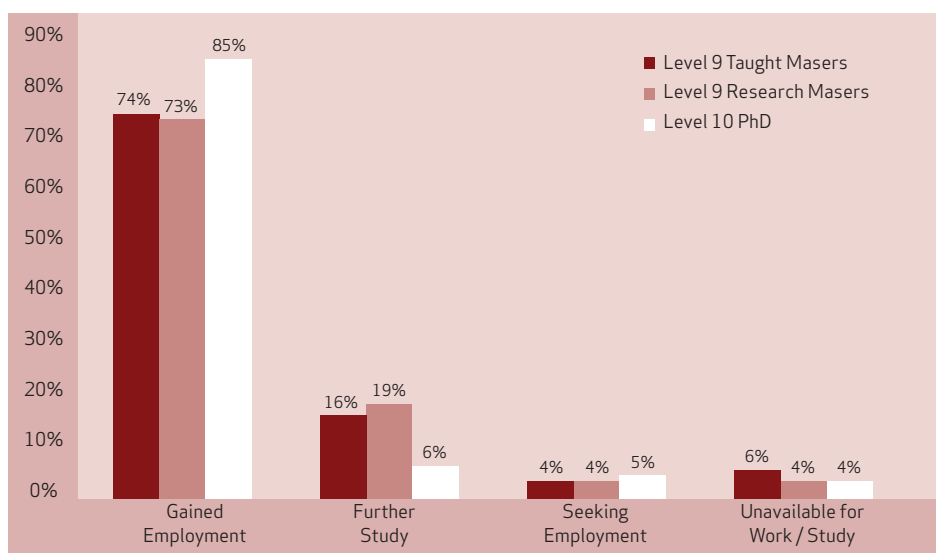
	Level 8 Higher Diploma	Level 9 Postgraduate Diploma
Total Respondents	1249	853
Response Rate	61%	65%

Figure 1.3 illustrates the first destinations of Higher Diploma and Postgraduate Diplomas⁸. These qualifications are conversion courses, usually of one year's duration (full-time), designed to prepare the graduate for employment or further training in a discipline other than their primary degree. They are mainly populated by graduates of Arts, Social Science & Humanities, Commerce & Business Studies and Medicine, Dentistry & Paramedical studies. The Higher Diploma and the Postgraduate Diploma in Education are postgraduate qualifications which prepare and qualify graduates to teach at second-level schools. The two types are treated equally in the marketplace.⁹

The employment rates for graduates of these qualifications are very high, as might be expected from their 'vocational' nature. Few graduates of these courses pursue further study.

Postgraduate Degrees

Figure 1.4 First Destinations of Level 9 Masters & Level 10 PhD Graduates 2006



	Level 9 Taught Masters	Level 9 Research Masters	Level 10 PhD
Total Respondents	2834	178	486
Response Rate	62%	40%	59%

⁸ See the National Framework of Qualifications to relate these qualifications to other third-level awards.

⁹ Chapter 6 contains more detailed analysis of Education qualifications.

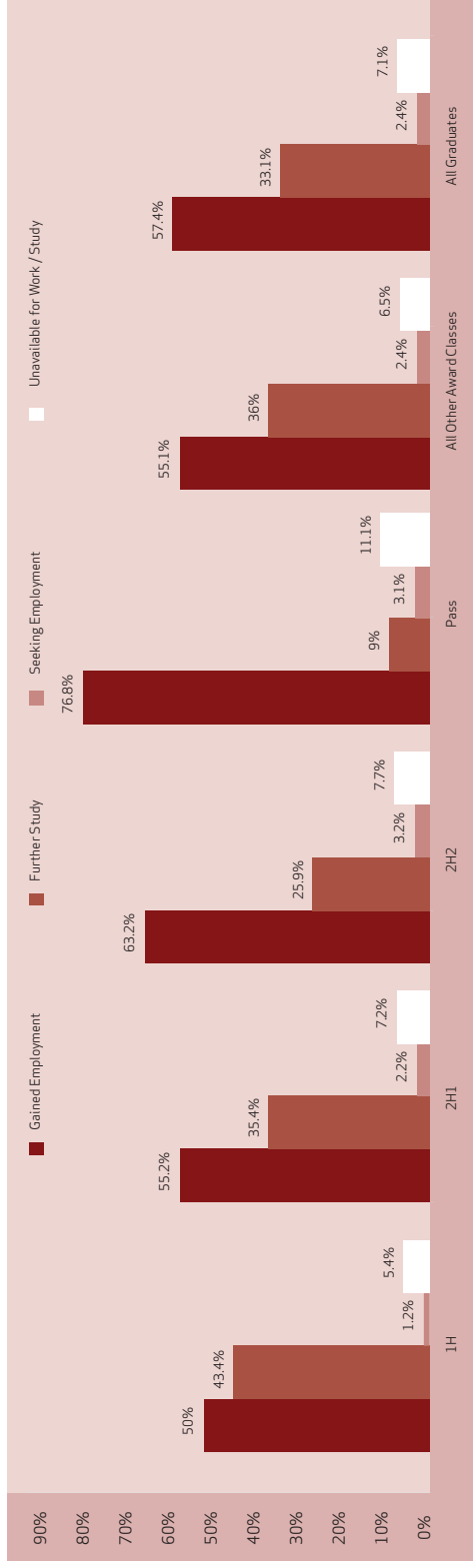
Figure 1.4 illustrates first destinations of graduates of Higher Degrees. These awards include Level 9 Taught and Research Masters and Level 10 PhDs. A Taught Masters is usually a year long taught course at postgraduate level. Examination is by written examinations and a minor thesis (in some instances the student can exit the course after completing the exams and gain a Postgraduate Diploma). The Research Masters takes the structure of a research degree and usually requires two years full-time study. Examination is mostly by thesis. A PhD is a three or four year (full-time) degree examined entirely by thesis. Many Research Masters graduates continue with one more year of study to complete a PhD degree, while some PhD students leave after two years by completing a thesis to Research Masters standard.

The percentage of PhD graduates who gained employment is the highest amongst Postgraduate Degree graduates (and indeed all graduates, given that opportunities for further study at higher levels have been largely exhausted for PhD students). Research Masters graduates have the highest rate of further study among Higher Degree graduates at 19%, indicative of the transfer between the PhD and Masters Research cohorts. All Higher Degree graduates enjoy high rates of employment, with Seeking Employment rates barely varying for these groups. The highest percentage of graduates who were unavailable for work or study is represented by Taught Masters graduates. The previous comments on gap years may explain this, given that many Honours Bachelor Degree students proceed directly into Taught Masters courses before leaving full-time education.

1.5 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class

Figure 1.5 illustrates the first destinations of Honours Bachelor Degree graduates by award class (grade).

Figure 1.5 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class 2006



All Other Award Classes refer to Merit, 3H, Unclassified, & Other Honours

Figure 1.5 illustrates the high levels of employment for all award levels of Honours Bachelor Degree graduates. Those graduates awarded a Pass degree demonstrate the highest levels of employment at 76.8% whereas those who received a first class (1H) degree had the lowest levels of employment at 50%. These opposites can also be seen in rates of progression to further study. 9% of graduates who were awarded a pass degree continued with studies whereas 43.4% of graduates with a 1H degree continued with studies. One factor influencing this trend is the high level of awards required to go on to postgraduate study (generally a 2.1 in a Level 8 degree, though this can vary depending on demand, alternative assessment methods and the level at which further study is pursued).

Similar contrasts can be also seen in the 2005 edition of this report which also showed that those graduates with a higher grade level are more likely to continue on with studies, while those obtaining Pass results are more likely to progress straight to the labour market.

A key point is that the rates of seeking employment for all grade levels were low at between 1.2% and 3.2%. This illustrates that employment or further study is obtainable for the majority of graduates regardless of grade. The highest rate of seeking employment was 3.2% for graduates with a 2H2 degree.

1.6 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender

Table 1.5 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender 2006

	Arts, Social Science & Humanities		Science		Commerce & Business Studies		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary Medicine		Architecture		Food Science & Technology		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Gained Employment %	38.4	45.4	51.0	58.5	60.8	63.9	95.9	93.0	68.7	73.6	22.1	24.6	50.8	59.2	85.7	92.3	90.9	98.0	64.7	67.1	
Seeking Employment %	3.8	2.5	4.1	1.6	1.4	1.6	1.7	1.5	4.2	3.5	2.9	2.0	3.0	2.0	0.0	0.0	1.8	0.0	0.0	1.9	
Further Study %	50.4	44.3	37.7	34.5	31.0	28.2	1.4	3.3	19.8	14.9	72.9	67.7	38.8	28.6	14.3	0.0	1.8	0.0	29.4	23.6	
Not Available %	7.3	7.8	7.2	5.4	6.8	6.3	1.1	2.2	7.3	8.0	2.1	5.7	7.5	10.2	0.0	7.7	5.5	2.0	5.9	7.5	
Totals	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Table 1.5¹⁰ shows that more females than males gained employment after graduation in the majority of faculties. Males, on the other hand, have higher rates of further study than females for almost all faculties, despite the tendency of females to do better academically than males (see Table 1.6, below). Seeking employment rates are generally higher for males than for females.

¹⁰ Table 1.5 is a new section in the FDR 2006.

1.7 Award Class of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender

Table 1.6 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class, Faculty & Gender 2006

	Arts, Social Science & Humanities		Science		Commerce & Business Studies		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary Medicine		Architecture		Food Science & Technology		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1H	7.9	9.4	190	21.5	12.2	17.4	3.2	6.4	17.2	30.6	9.4	12.0	0.0	33.3	16.7	7.4	9.4	6.4	6.3	12.8	
2H1	32.8	36.6	292	33.7	37.7	37.9	8.9	22.2	26.8	28.2	59.4	61.5	100.0	50.0	41.7	40.7	20.8	21.3	25.0	43.0	
2H2	17.6	18.0	205	16.9	24.5	23.0	12.1	16.0	24.4	16.1	13.2	13.5	0.0	8.3	33.3	40.7	28.3	31.9	41.7	22.1	
Pass	2.9	2.9	4.1	3.1	4.7	3.0	40.5	14.6	8.2	6.5	0.0	1.6	0.0	8.3	8.3	11.1	28.3	19.1	22.9	16.1	
All Other Awards %	38.8	33.1	27.2	24.8	20.9	18.8	35.3	40.8	23.3	18.5	17.9	11.5	0.0	0.0	0.0	0.0	13.2	21.3	4.2	6.0	
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Table 1.6¹¹ outlines award class (grade) broken down by faculty and gender. The table shows females generally achieve the highest award class (1H) in almost every faculty. The percentage of 2H1 and 2H2 awards is distributed more evenly between males and females. Slightly more males than females obtain higher percentages of Pass degrees. In the All Other Awards category males and females are dispersed fairly evenly.

Tables 1.5 and 1.6, when considered with Figure 1.5, indicate that academic achievement is not the only factor influencing a Level 8 graduate's decision on whether or not to go into further study. Females do better than males academically but females are more likely to seek employment than males after graduation.

¹¹ Table 1.6 is a new section in the FDR 2006.

1.8 Further Study Choices of Level 8 Honours Bachelor Degree Graduates 2006

Figure 1.6 Level 8 Honours Bachelor Degree Graduates Continuing to Further Study by Faculty of Origin 2006

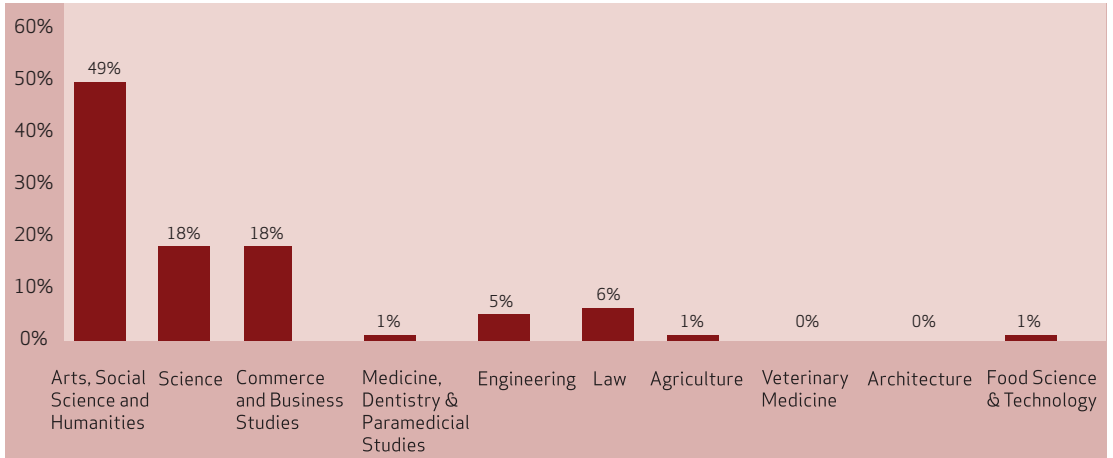


Figure 1.6 shows that at 49%, the largest proportion of graduates who continue to further study or education originate from the Arts, Social Science and Humanities faculty. These graduates could be considered to hold the most general qualification and whilst this provides a stepping stone, pursuing a second more focused qualification could improve their prospects in the employment market.

As qualifications become more specific and focused to a particular employment sector and occupation, the proportion of graduates continuing to further study immediately after graduation decreases. For example, no respondents from the Veterinary Medicine and Architecture faculties have indicated that they proceeded to further education.

Figure 1.7 Faculties Chosen for Further Study by Level 8 Honours Bachelor Degree Graduates of Arts, Social Science & Humanities, Science and Commerce & Business Studies Faculties 2006

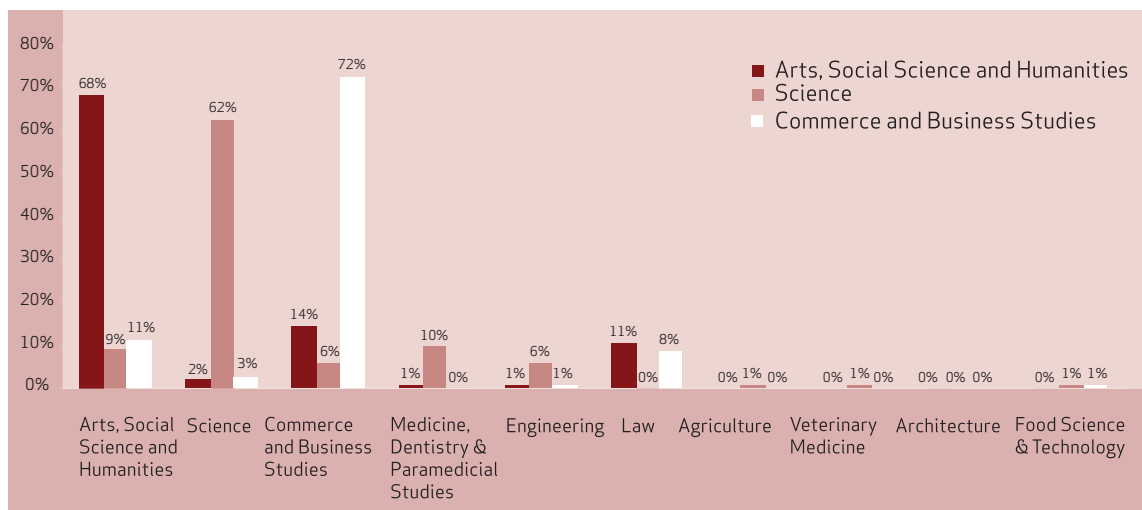


Figure 1.7 presents the faculties of choice for further education for 2006 graduates of the following faculties:

- Arts, Social Science & Humanities
- Science
- Commerce & Business Studies

These faculties were chosen since Figure 1.6 indicates these faculties supplied the vast majority of graduates going on to further study.

Honours Bachelor Degree graduates of these faculties show a strong tendency to engage in further study in their original faculties. Some transfer between the three faculties does take place however. As might be expected, movement into other more specialised faculties (where either a background qualification or conversion qualification may be required) is limited.

Country of further study

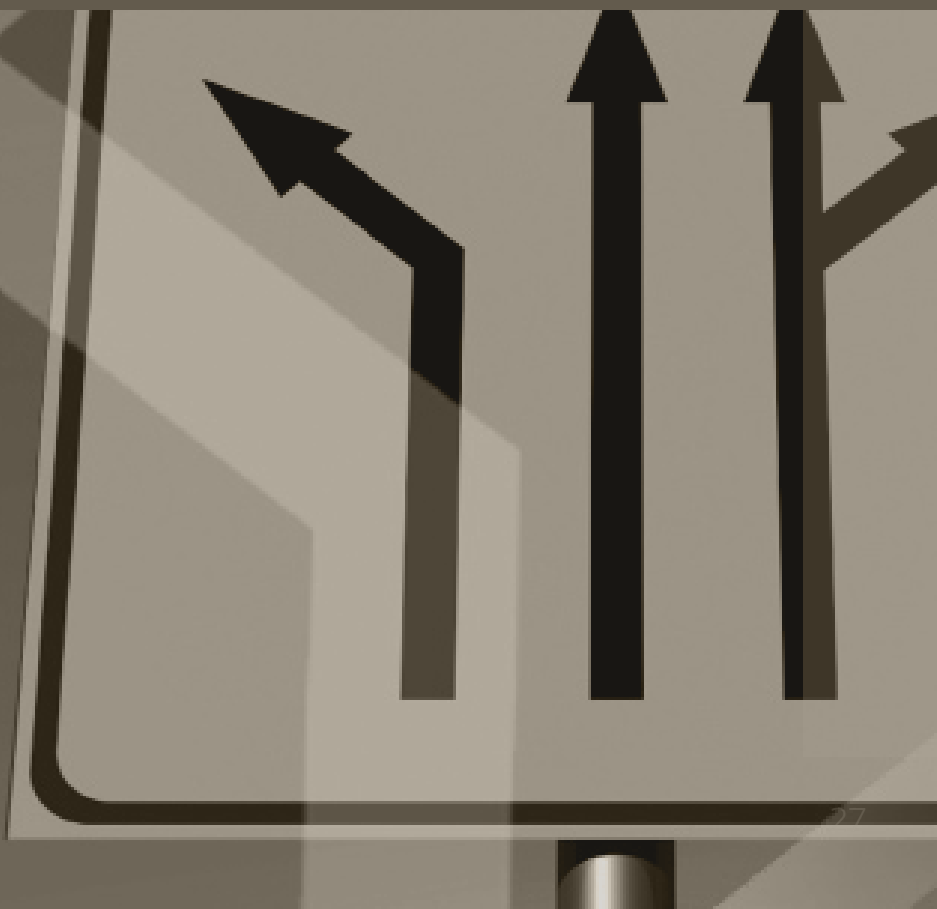
Level 8 graduates who continued to further education were also asked to indicate the country in which they chose to pursue the additional qualification. Of these respondents who originated from the Republic of Ireland, just under 90% remained within the Republic, while the most popular overseas destination was Great Britain (7.1% of respondents). Of the respondents originating from outside the Republic of Ireland and who proceeded to further education, 76.6% remained within the Republic.

Section 2:

Graduate Salaries

Key Points

- Graduates with higher qualifications report higher initial salaries
- The most common salary band for Level 8 Honours Bachelor Degree 2006 graduates was the €21,000 - €24,999 category, the same as for 2005 graduates
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €25,000 and €28,999
- Females are more likely than males to earn lower initial salaries



2.1 Graduate Salaries

This section outlines the reported salaries of employed graduates nine months after graduation, at all levels of award, for those employed in the Republic of Ireland. The salary data is that reported by graduates themselves in the course of completing the survey and is not measured or verified. Some caution should therefore be taken when interpreting the results.¹²

In previous years the highest salary band used in the survey was €33,000+. This year additional salary bands were used. €45,000+ is the highest salary band presented in this report. It is expected that the higher bands will become more prominent in future years as living costs continue to rise. To facilitate comparison to previous years, the proportion of graduates reporting salaries over €33,000 is still presented in the text.

Undergraduate Qualifications

Figure 2.1 illustrates the reported salaries of those who graduated with a Level 6 Higher/University Certificate, Level 7 Ordinary Bachelor Degree or Level 8 Honours Bachelor Degree in 2006.

The most common salary obtained by graduates of Higher/University Certificates in 2006 fell in the €21,000 - €24,999 bracket. This is a higher bracket than in 2005 where commonly earnings were between €17,000 and €20,999. 29% of those who graduated with a Higher/University Certificate in 2006 earned more than €25,000, while 16% earned more than €33,000.

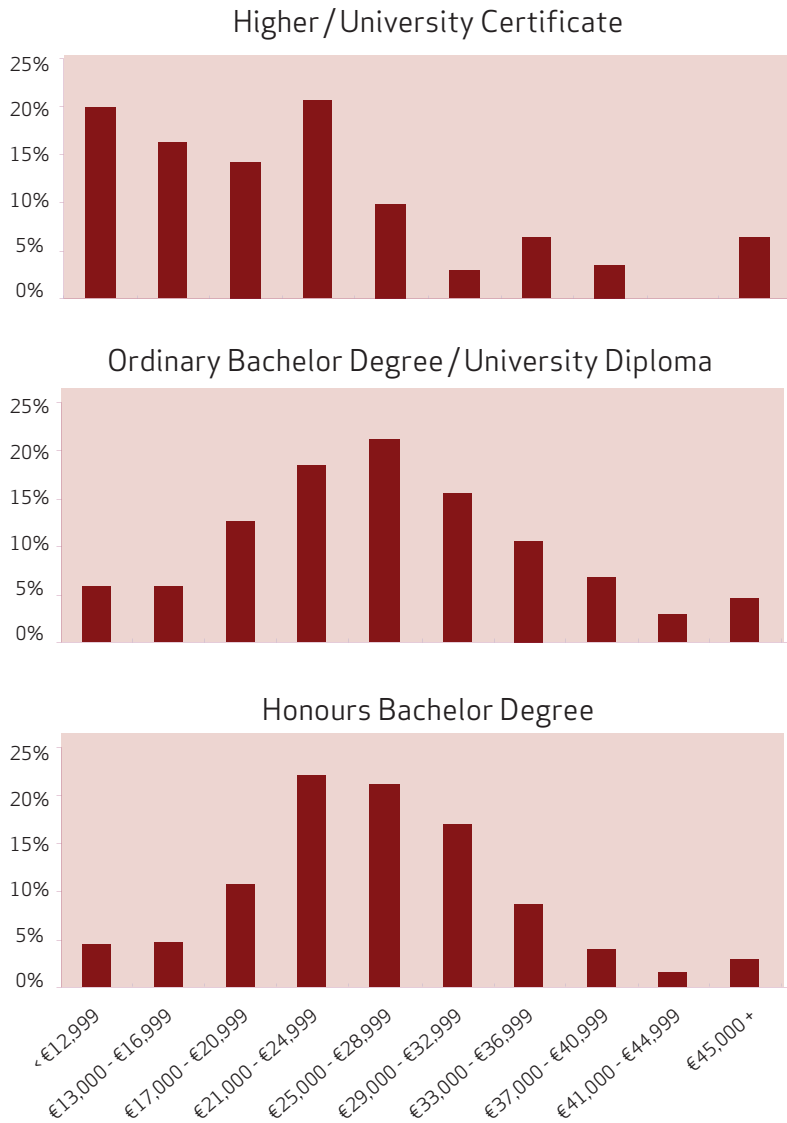
The most common salary band for graduates with an Ordinary Bachelor Degree in 2006 was €25,000 to €28,999, one band higher than in 2005. 59% of those who graduated with an Ordinary Bachelor Degree in 2006 earned more than €25,000, while 24% earned more than €33,000. This represents a substantial increase on the experiences of the class of 2005: 45% of graduates of that year earned more than €25,000 in April 2006, while 16% earned more than €33,000.

There was no increase in the most common salary band for Honours Bachelor Degree 2006 graduates. As in 2005 this was the €21,000 - €24,999 band. 58% earned more than €25,000 upon graduation, a slight increase on the 55% observed in 2005 in this category.

Overall level 6 and 7 graduates show a significant increase in the most common salaries reported between 2005 and 2006. However, the initial reported salaries of Level 6 graduates continue to appear largely within the lower salary brackets, while Level 7 and 8 graduates more commonly appear in the mid range brackets, with some appearances in the higher brackets.

¹² Graphs which were present in the previous two reports and which are not present in the 2006 report are available in the appendices

Figure 2.1 Level 6 Higher & University Certificate, Level 7 Ordinary Bachelor Degree & Level 8 Honours Bachelor Degree 2006 Graduate Salaries

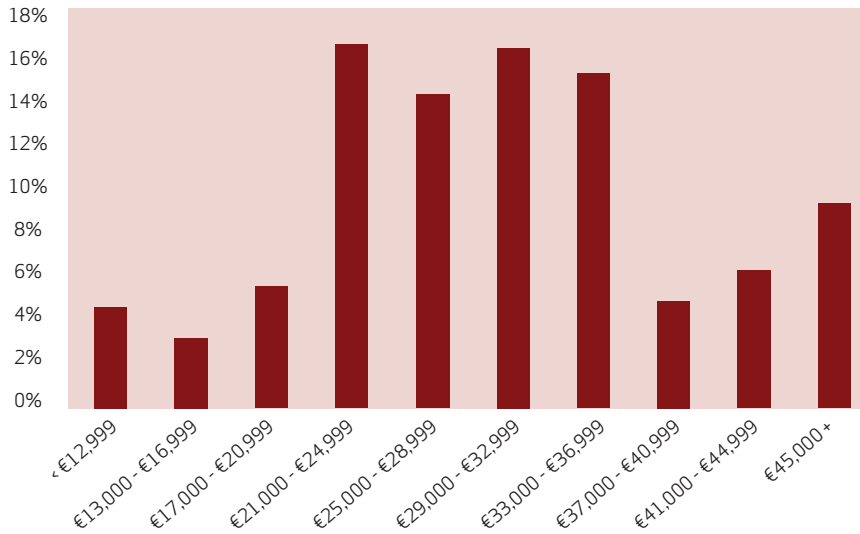


	Higher/University Certificate	Ordinary Bachelor Degree	Honours Bachelor Degree
Total Respondents	141	464	5066
Response Rate	21%	20%	38%

Conversion Qualifications

Figure 2.2 illustrates the salaries of those who graduated with the Higher Diploma and Postgraduate Diploma in 2006.

Figure 2.2 Level 8 Higher Diploma and Level 9 Postgraduate Diploma Graduate Salaries



<i>Higher Diploma & Postgraduate Diploma</i>	
Total Respondents	922
Response Rate	35%

The most common reported starting salary bands for these graduates were the €21,000 - €24,999 and €29,000 - €32,999 bands.

The faculty of study for these graduates is as follows:

<i>Faculty</i>	<i>%</i>
<i>Arts, Humanities & Social Science</i>	56
<i>Science</i>	3
<i>Commerce & Business Studies</i>	20
<i>Medicine, Dentistry & Paramedical</i>	16
<i>Engineering</i>	3
<i>Law</i>	2
Total	100

The majority of these graduates originate from the Arts, Humanities & Social Science faculty. Within this faculty just under 70% have indicated secondary education as their employment sector. Secondary level teachers can find various types of employment, from pro-rata contracted teachers to fixed-term contracted teachers. As a result the salary bands reported by these graduates vary between the €21,000 - €24,999 bracket and the €37,000 - €44,999 bracket.

Detailed analysis of graduates holding a Higher or Postgraduate Diploma in Education can be found in Section 6.

Postgraduate Degrees

The reported earnings of Taught Masters graduates are evenly spread over the salary bands. While 38% of Taught Masters graduates reported earning over €33,000 in 2006, an increase from 31% in 2005, €21,000 to €24,999 is the most commonly reported initial salary for these graduates.

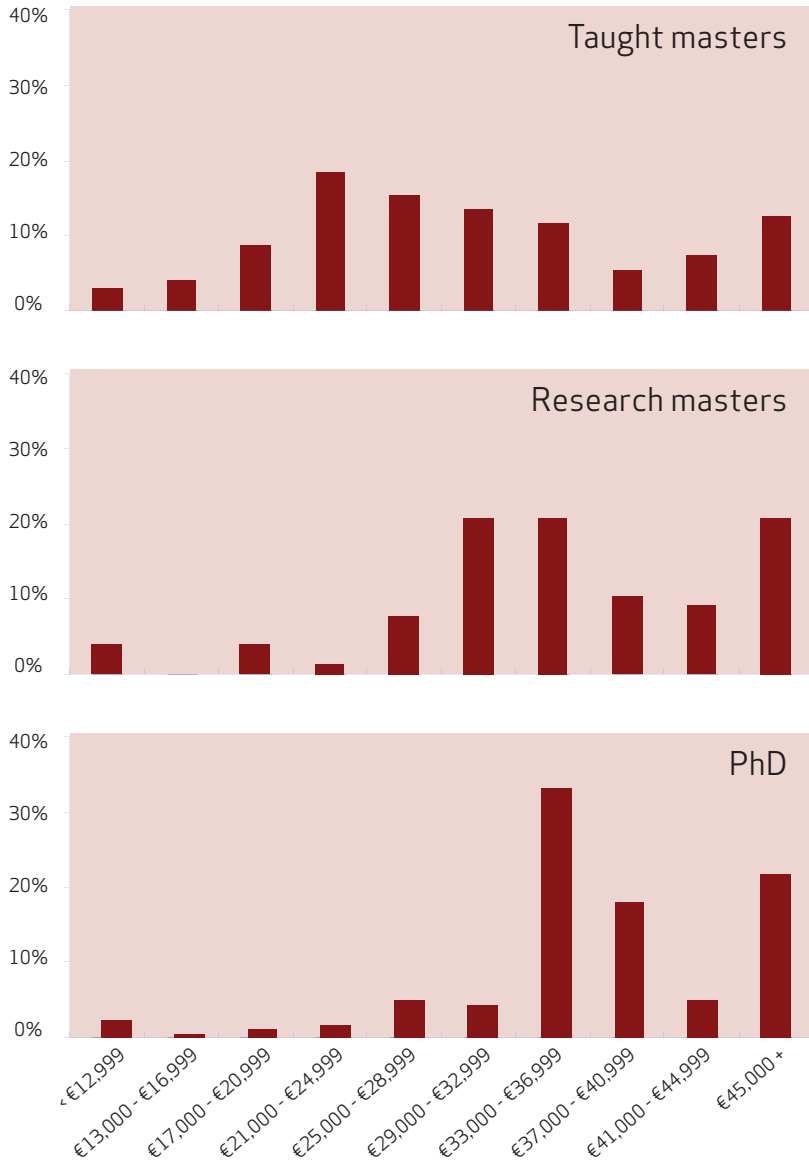
2006 Research Masters graduates are reportedly earning predominantly in excess of €29,000 as of April 2007. 62% of Research Masters graduates earned over €33,000, a substantial increase on the 36% reported by 2005 graduates.

Although the Taught and Research Masters are both at Level 9 on the National Framework of Qualifications, the research focus of the latter would seem to allow its graduates to obtain a higher salary. This pattern continues with the Level 10 PhD graduates who are reportedly earning predominantly in excess of €33,000.

As the level of qualification increases, so too do reported earnings. Clearly the reported salaries of graduates relate to the level of qualification on entry into the workforce. Employers value qualifications and reward such achievements by aligning their staff salaries to the level of qualification. Increased time spent in higher education not only benefits the employer and economy by increasing the skills and knowledge of the workforce, but also the individual by increasing their earnings and their potential for advancement and promotion. However, the individual must balance the benefits of years spent in full-time study against potential earnings gained through full-time employment during those same years. Increased earnings are of course not the only reason graduates engage in further study.

Figure 2.3 illustrates the salaries of those who graduated with Taught Masters, Research Masters & PhD degrees in 2006.

Figure 2.3 Level 9 Taught Masters & Research Masters & Level 10 PhD Graduate Salaries



	<i>Taught Masters</i>	<i>Research Masters</i>	<i>PhD</i>
Total Respondents	1040	76	170
Response Rate	31%	23%	24%

2.2 Salaries by Faculty for Level 8 Honours Bachelor Degree Graduates

Table 2.1 outlines the reported initial salaries of Level Honours Bachelor Degree 2006 graduates by faculty. Highlighted cells contain the most common initial salaries for that faculty. Salary data is reported in bands, not specific individual amounts.

Table 2.1 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty

SALARY BANDS	Arts Humanities and Social Science %	Science %	Commerce and Business Studies %	Medicine, Dentistry & Paramedical Studies %	Engineering %	Law %	Agriculture %	Veterinary %	Architecture %	Food & Science Technology %
<€12,999	11.3	2.8	3.6	0.7	1.0	28.6	0.0	0.0	0.0	4.1
€13,000 - €16,999	8.3	2.8	6.1	0.2	1.3	6.1	10.8	0.0	0.0	3.3
€17,000 - €20,999	16.2	6.4	15.2	0.4	3.7	4.1	5.4	0.0	2.4	26.4
€21,000 - €24,999	26.2	17.8	40.1	2.6	14.8	22.4	5.4	0.0	16.8	28.1
€25,000 - €28,999	17.9	27.8	21.8	16.2	27.7	16.3	24.3	7.7	39.2	31.4
€29,000 - €32,999	8.6	24.9	8.3	32.1	30.1	8.2	32.4	23.1	22.4	5.8
€33,000 - €36,999	4.3	10.9	2.1	30.0	14.8	6.1	13.5	15.4	8.8	0.0
€37,000 - €40,999	2.5	2.0	1.2	12.3	1.9	0.0	2.7	23.1	5.6	0.0
€41,000 - €44,999	1.6	1.9	0.7	1.9	2.1	2.0	0.0	0.0	2.4	0.0
€45,000 +	3.2	2.7	0.9	3.6	2.5	6.1	5.4	30.8	2.4	0.8
TOTAL	100	100	100	100	100	100	100	100	100	100
Total Respondents	1385	850	1163	804	519	49	37	13	125	121
Response Rate	37%	36%	37%	41%	40%	37%	38%	20%	54%	62%

The most common reported initial salaries in 2006 were in the €25,000 - €28,999 and €29,000 - €32,999 bands. In 2004 and 2005 the most common initial salaries fell between €21,000 and €24,999. However, during that timeframe, the number of faculties with graduates falling within this band decreased, with some faculties moving into higher bands. 2006 follows this pattern.

While the most common reported salary band for those who graduated from Medicine, Dentistry and Paramedical Studies is €29,000 to €32,999, 47.8% of graduates reported earning in excess of €33,000, a reduction compared to 2005 (66.8%) but an increase on 2004 (25.5%). However, in 2006 the respondents from this faculty were, in the main, nursing graduates. Nursing graduate salaries start at €32,564. In addition, the response rate for this faculty in 2006 (41%) was lower than that in 2005 (54%). These two factors hinder comparison between years for graduates of Medicine, Dentistry and Paramedical Studies.

The most common reported salary for Veterinary graduates in 2006 fell into the €45,000+ band. 69.2% of these graduates reported earning in excess of €33,000, a considerable increase on the equivalent percentage in 2005 (24.6%) but similar to that in 2004 (63.6%). The response rate is much lower in 2006 (20%) than in 2005 (42%) but the low number of responses (just 13 individuals) and population size makes analysis of trends in this area unreliable.

In 2006 39.2% of architecture graduates reported salaries within the €25,000 to €28,999 bracket. This is similar to the situation in 2004 where this was also the most common band (48% of respondents) although in 2005 the majority were grouped within the €33,000+ band.

This year 28.6% of the law graduates who responded, reported a salary of less than €12,999. This may be because the respondents at this salary level were in trainee positions associated with law or in service positions totally unrelated to their qualification at the time of the survey. It is also possible that these respondents were undertaking further training at the time and their reported salaries did not represent the entirety of their income. The €21,000 to €24,999 bracket, the most common bracket in 2004 and 2005, was the second most common band for these 2006 graduates (20.4%).

The most common salary band for agriculture graduates is €29,000 to €32,999, an increase on that of 2004 (€21,000 to €24,999) but a decrease on 2005 (€33,000+). The response rate in 2006 is higher than that in 2005 (22%) but nonetheless remains low, again complicating trend analysis.

There is no change between 2005 and 2006 in the most common reported salary bracket for Arts, Humanities & Social Science, Science and Commerce and Business, while that for the Engineering and Food & Science Technology have increased by one salary bracket.

2.3 Salaries by Award Class for Level 8 Honours Bachelor Degree Graduates

Figure 2.4 outlines the most common reported salary by grade of those who graduated with a Level 8 Honours Bachelor Degree in 2006.

Figure 2.4 Salaries by Grade for Level 8 Honours Bachelor Degree Graduates



Level 8 Honours Bachelor Degree	
Total Respondents	3088
Response Rate	23%

Salaries for graduates of all grades peaked in the categories between €21,000 - €24,999 and €29,000 - €32,999. The graph demonstrates that the most common reported salary for graduates with a pass degree was in the salary bracket €29,000 - €32,999, while for graduates with a first class honours degree and a second class grade two degree the starting salary bracket was €25,000 - €28,999. Graduates with a 2H1 degree fared worst with the most common reported starting salary in the €21,000 - €24,999.

7% of pass degree respondents enjoyed reported salaries of more than €45,000 compared to 4% of 1H and 2% of 2H1 degree recipients and 2H2 recipients respectively. Note that as has been shown in section 1, much higher proportions of graduates with passing grades participate in the labour market.

Educational attainment varies for All other Awards¹³ and roughly follows the same pattern as the other stated grades. It is clear from these results that the act of gaining a third level degree is of more importance to employers than the final grade received.

13 All Other Award Classes refer to Merit, 3H, Unclassified, & Other Honours

2.4 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates

Figure 2.5 presents the reported salaries of Honours Bachelor Degree graduates nine months after graduation in different regions throughout the Republic of Ireland.¹⁴

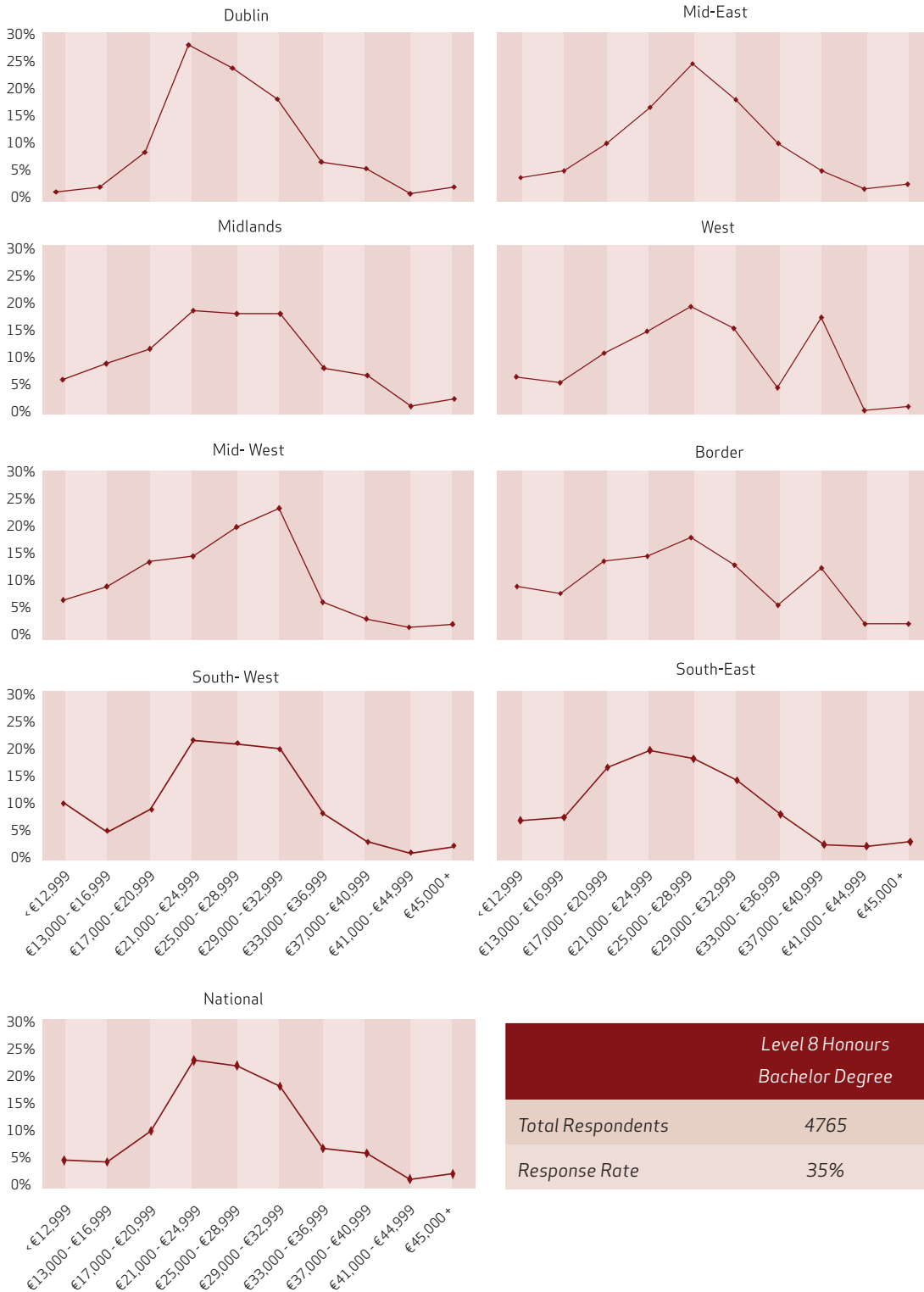
The figure shows that the largest proportion of graduates earning between €37,000 and €40,000 were employed in the west. Graduates employed in Dublin were most likely to earn a salary between €25,000 and €28,999.

3% of graduates employed respectively in Dublin, the Mid-East, the Midlands, the Border and the South East earned in excess of €45,000, while 2% of graduates in every other region earned in this salary bracket. In contrast, 10% of graduates employed in the South-West earned less than €12,999. This region has the highest proportion of graduates reporting earnings in the lowest salary bracket.

The national rate of reported salaries demonstrates that overall salaries cluster in the three brackets between €21,000 and €32,999.

¹⁴ The counties contained in each region are contained in the Appendices. The regions have been chosen to match those presented by the CSO in their reports in order to facilitate further analysis.

Figure 2.5 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates

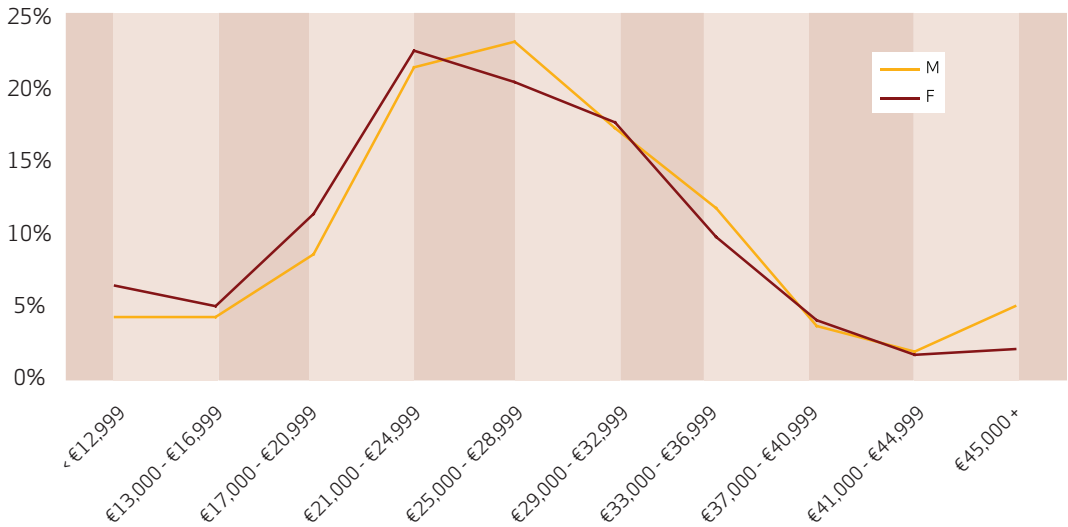


Level 8 Honours Bachelor Degree	
Total Respondents	4765
Response Rate	35%

2.5 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates

Figure 2.6 demonstrates the comparison for salaries by gender for those who graduated with an Honours Bachelor Degree in 2006.

Figure 2.6 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates



Honours Bachelor Degree	
Total Respondents	5379
Response Rate	40%

More females (6%) than males (4%) reported earning less than €12,999 nine months after graduation. At the other end of the scale, over twice as many males (5%) than females reported earning over €45,000. Reports in 2004, 2005 and 2006 also demonstrate these salary disparities by gender. This report has demonstrated in Section 1 that females with Honours Bachelor Degrees generally have higher rates of employment and obtain higher grade levels. Despite higher academic achievement by females entering the workplace, a gender bias in salary awards in favour of males persists.

Table 2.2 presents a more detailed analysis of salaries by gender by providing a breakdown of initial starting salaries by faculty of study.

2.6 Salaries by Gender and Faculty for Level 8 Honours Bachelor Degree Graduates

Table 2.2 illustrates the initial salaries by gender and faculty of study for those who graduated with a Level 8 Honours Bachelor Degree in 2006.
Table 2.2 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty and Gender

Salary Bands	Arts		Humanities and Social Science		Science		Business		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary		Architecture		Food & Science Technology		All Faculties		
	Science %		%		%		%		%		%		%		%		%		%		%		%		
	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	10	12	2	3	4	3	0	1	1	0	25	30	0	0	0	0	0	0	0	0	0	0	5	4	6
€13,000 - €16,999	7	9	2	3	7	5	0	0	2	0	0	9	11	11	0	0	0	0	0	0	0	4	4	5	
€17,000 - €2,0999	15	16	7	6	13	17	1	0	4	4	6	3	5	6	0	0	2	3	22	28	9	11			
€21,000 - €24,999	23	27	19	17	40	40	1	3	16	9	13	27	0	11	0	0	16	18	26	29	22	23			
€25,000 - €28,999	22	17	28	28	21	23	14	17	27	32	25	12	26	22	0	11	38	43	44	28	24	21			
€29,000 - €32,999	11	8	21	28	10	7	18	37	28	39	6	9	32	33	0	33	27	13	7	5	18	18			
€33,000 - €36,999	4	4	13	10	2	2	41	27	15	13	6	6	16	11	0	22	7	13	0	0	11	10			
€37,000 - €40,999	2	3	3	1	1	1	16	11	2	2	0	0	0	6	25	22	4	10	0	0	3	4			
€41,000 - €44,999	0	2	2	2	1	1	3	2	3	0	0	3	0	0	0	0	4	0	0	0	1	2			
€45,000+	6	2	5	1	1	1	8	2	3	1	19	0	11	0	75	11	2	3	0	1	4	2			
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
Total Respondents	357	1028	362	488	513	650	192	612	434	85	16	33	19	18	4	9	85	40	27	94	2009	3057			
Response Rate	34%	39%	32%	40%	37%	37%	42%	41%	40%	41%	36%	37%	36%	41%	18%	21%	52%	57%	60%	63%	36%	39%			

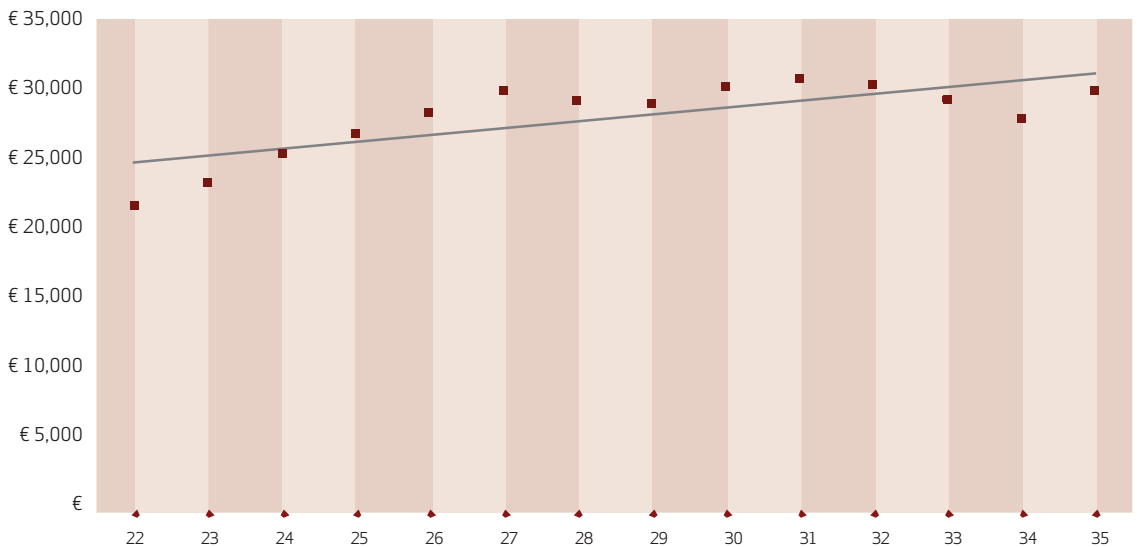
The most common reported salary bands for each faculty are highlighted.

The most common initial salaries generally fall into the same bands for both males and females. The exceptions to this are the Medicine, Dentistry & Paramedical faculty, the Veterinary Medicine faculty and the Food Science & Technology faculty. For the Medicine, Dentistry & Paramedical faculty and the Food Science & Technology faculty the most common salary band for males was one band higher than that for females. While Veterinary faculties had the largest disparity, the small sample sizes make this comparison vulnerable to just one or two over-stated salaries.

2.7 Average Salaries by Age for Level 8 Honours Bachelor Degree Graduates

Figure 2.7 shows the average salaries by age for those who graduated with an Honours Bachelor Degree.

Figure 2.7 Average Salaries by Age for Level 8 Honours Bachelor Degree Graduates



<i>Honours Bachelor Degree</i>	
<i>Total Respondents</i>	4913
<i>Response Rate</i>	37%

Figure 2.7 demonstrates a steady rise in the salary amount among 22 to 27 year olds, where the top average salary for this age group reached just over €30,000. Average salaries dipped and rose slightly for those graduates aged between 28 and 34 years with a sharp rise in average salaries for graduates aged 35 years.

Factors such as previous employment experience and other qualifications may impinge upon the different salary levels at different ages. However there is a clear trend of increasing salary amounts with increasing age.

Section 3:

Regional Distribution of Employed Graduates

Key Points

- Graduates of all award levels are disproportionately employed in the Dublin region
- Research Masters graduates have experienced decreasing rates of employment in Dublin from 2004 to 2006
- Percentages of PhDs travelling abroad to find employment have increased slightly since 2005

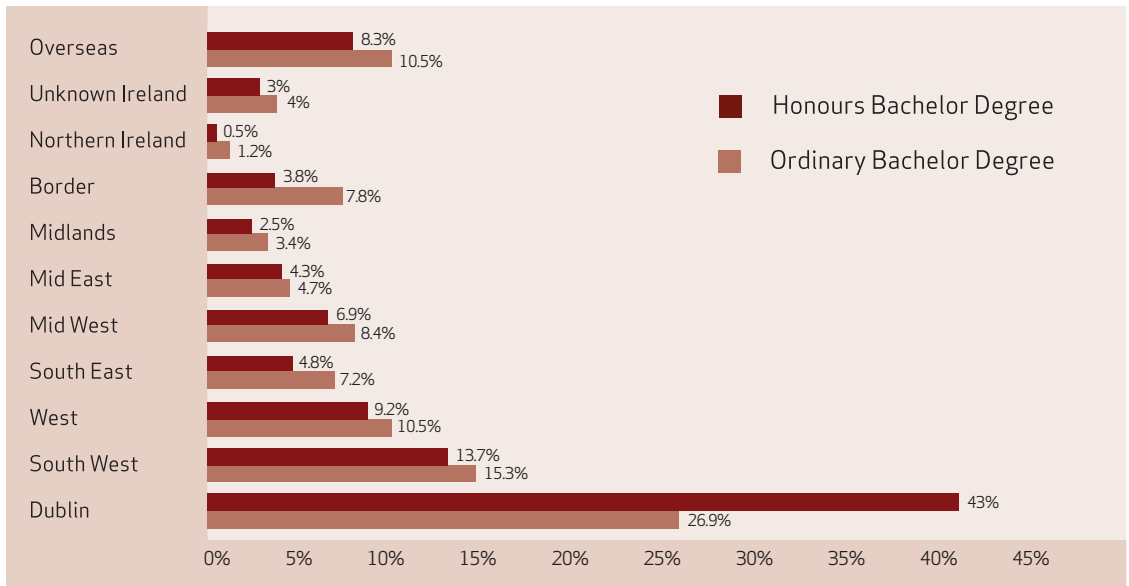


3.1 Regional Distribution of Employed Graduates

Section 3 discusses where graduates go to find employment. The first section presents regional distributions for all award levels. The second section focuses on the original faculties of study of PhDs employed abroad.

Figure 3.1 shows the areas where 2006 Level 7 Ordinary Bachelor Degree and Level 8 Honours Bachelor Degree graduates were employed as of April 2007.

Figure 3.1 Region of Employment of Level 7 Ordinary Bachelor Degree and Level 8 Honours Bachelor Degree Graduates



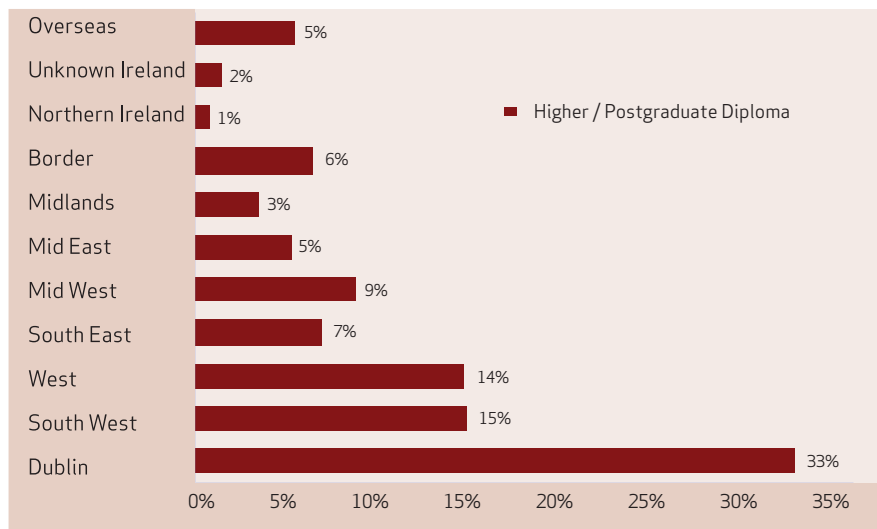
	Level 7 Ordinary Bachelor Degree	Level 8 Honours Bachelor Degree
Total Respondents	1972	13091
Response Rate	25%	57%

The majority of Ordinary Bachelor and Honours Bachelor Degree graduates obtained employment in the Dublin region, at 26.9% and 43% respectively. The South West proved to be the second most popular employment destination for both levels.

11% of 2006 graduates found employment overseas whereas only 2.9% of 2005 Ordinary Bachelor Degree graduates were employed overseas. In comparison, 8.3% of both 2006 and 2005 Honours Bachelor Degree graduates were employed overseas.

Northern Ireland was the least popular destination for both award levels of both graduation years.

Figure 3.2 Region of Employment of Level 8 Higher Diploma and Level 9 Postgraduate Diploma Graduates



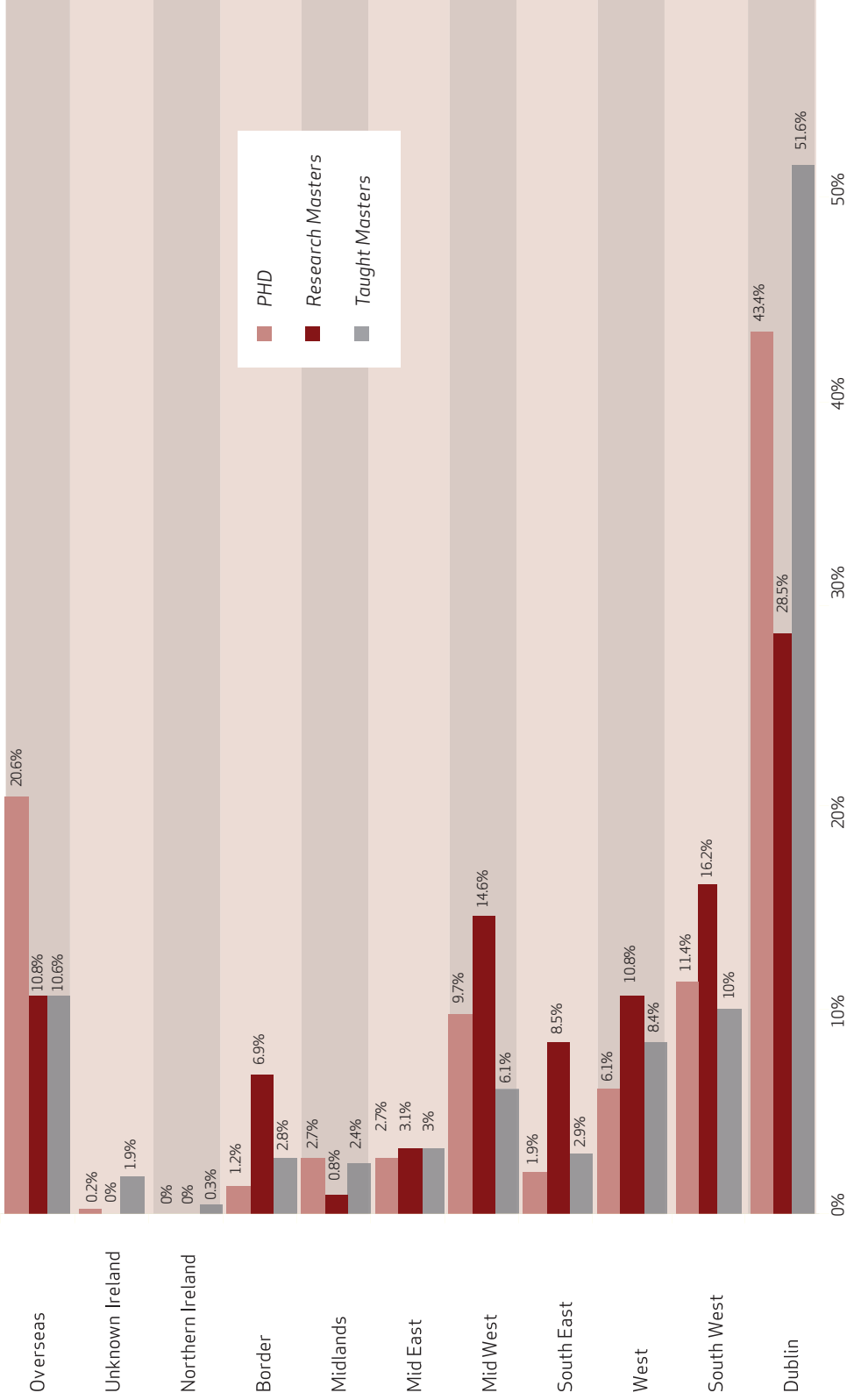
	Level 8 Higher Diploma	Level 9 Postgraduate Diploma
Total Respondents	1249	853
Response Rate	61%	65%

Figure 3.2 outlines the region of employment for those who graduated with a Level 8 Higher Diploma and a Level 9 Postgraduate Diploma in 2006.¹⁵

33% of graduates were employed in Dublin, the most popular regional destination for Higher/Postgraduate Diploma graduates. The West and the Southwest followed, with 15% and 14% of graduates employed in this area. 5% of graduates found employment overseas. This is the lowest percentage of any graduate cohort working abroad (as might be expected given how such conversion qualifications are specific to Ireland's labour market), though it is an increase on the 2005 figure of 0.7%.

¹⁵ See the National Framework of Qualifications for definitions of these levels.

Figure 3.3 Region of Employment of Level 9 Taught Masters, Research Masters & Level 10 PhD Graduates



	<i>Level 9 Taught Masters</i>	<i>Level 9 Research Masters</i>	<i>Level 10 PhD</i>
<i>Total Respondents</i>	2834	178	486
<i>Response Rate</i>	62%	40%	56%

Figure 3.3 displays the region of employment for those who graduated with a Taught Masters, Research Masters and a PhD in 2006.

The percentage of Taught Masters, Research Masters and PhD graduates working in Dublin ranges between 28.5% and 51.6%. The percentages of Taught Masters and PhD graduates employed in Dublin have increased since 2005 while the proportion of Research Masters Graduates has fallen in the last three years (from 35.2% in 2004 to 30.8% in 2005 to 28.5% in 2006). Conversely the percentage of these employed graduates has increased in the South-East, the Border regions and the Mid-West.

Overseas employment destinations are generally higher for postgraduate degrees than for undergraduates. However figures for overseas destinations of Taught and Research Masters graduates have decreased from 2005. Percentages of PhDs travelling abroad to find employment have increased slightly since 2005.

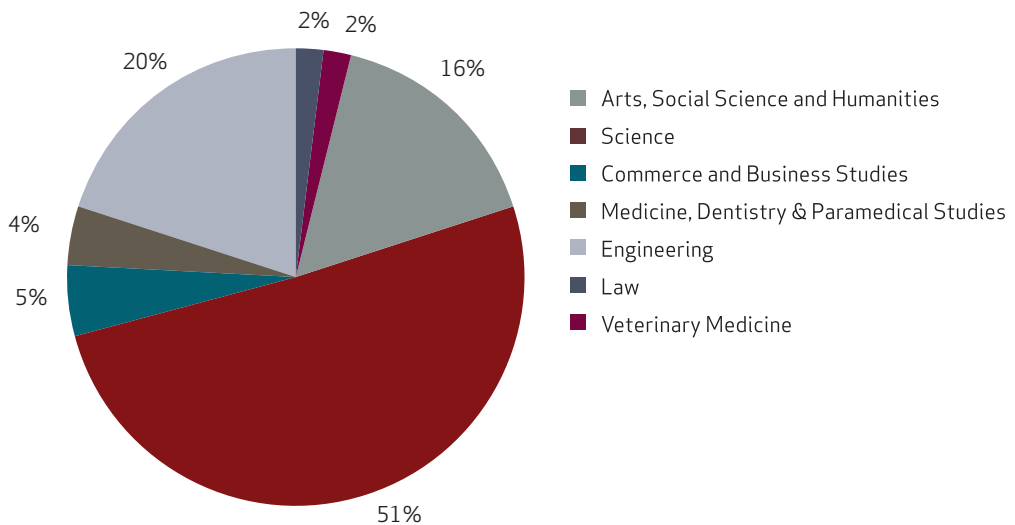
Northern Ireland was the least popular destination for all these graduates, as it was at undergraduate level. Similarly, and as in previous years, Dublin is the most popular destination across all levels.

3.2 Faculty of Study of 2006 PhDs Employed Overseas

PhD graduates are the cohort with the largest percentage leaving Ireland to work overseas (20.6%). This figure demonstrates the importance of international mobility in a researcher's career. Close working contact with researchers abroad contributes to the professional development of Irish PhD graduates and widens their potential career prospects. It is a key means of enhancing scientific knowledge through the development and transfer of research competencies, and the promotion of excellence in research. As such, initial employment abroad does not indicate a loss to the Irish research system, but rather the natural progression of a successful researcher's career. Attracting the best researchers back to Ireland after they have gained international experience ensures that the Irish system will remain competitive internationally.

Figure 3.4 illustrates the breakdown by faculty of this 20% who were working abroad at the time of survey. The highest proportion of these PhD graduates originate from the science faculties (51%), followed by engineering faculties at 20%. Within science the largest proportions come from the biological and physical sciences, both at 33%.

Figure 3.4 Breakdown by Faculty of Level 10 PhD Graduates Employed Overseas



Section 4:

Sectoral Distribution of Employed Graduates

Key Points

- For most award levels Non-Market Services was the most popular employment sector
- The least populated sectors of employment for 2006 graduates were:
Agriculture, Forestry and Fisheries
Electricity, Gas and Water Supply
Transport, Storage and Communications
- Manufacturing Industries are predominant employers of graduates from the Science, Engineering and Food Technology faculties
- Law, Agriculture and Architecture graduates mainly obtain employment in the Business, Finance and Insurance Services sector
- In general, graduates' disciplines correlate closely to the sector in which they are employed

4.1 Sector of Employment by Level of Award

Table 4.1 presents employment sectors for 2006 graduates employed in the Republic of Ireland, by level of award. The highlighted cells are the most common initial sector of graduate employment for each level of award.

Table 4.1 Key Employment Sectors by Level of Award for Graduates Employed in the Republic of Ireland

Employment Sector Ireland	Level 6 Advanced Higher/ University Certificate	Level 7 Ordinary Bachelor Degree/ University Diploma	Level 8 Honours Bachelor Degree	Level 8 Higher Diploma	Level 9 Postgraduate Diploma	Level 9 Masters Taught	Level 9 Masters Research	Level 10 PhD
AGRICULTURE, FORESTRY & FISHERIES	6.0	2.1	0.8	0.9	0.2	0.4	0.9	0.9
MANUFACTURING INDUSTRIES	10.2	9.3	10.9	4.6	6.0	8.0	20.7	15.9
Food and Drink Industries	0.0	0.8	1.5	0.6	0.5	1.3	2.6	0.6
Pharmaceuticals & other Chemical Products	3.0	4.0	4.9	1.6	1.6	2.7	7.8	10.7
Metals, Metal Products, Mechanical and Electrical Engineering	1.2	1.1	0.9	0.0	0.8	0.5	4.3	0.6
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.0	1.7	2.5	1.7	2.7	2.8	4.3	3.4
Other Industries (incl mining etc)	4.2	1.7	1.2	0.6	0.5	0.7	1.7	0.6
ELECTRICITY, GAS & WATER SUPPLY	0.6	1.3	0.5	0.3	0.0	0.5	0.0	0.3
BUILDING & CONSTRUCTION	10.2	18.7	4.3	1.5	0.5	1.8	1.7	0.3
DISTRIBUTION	11.4	5.3	4.6	1.4	1.3	2.8	0.9	0.0
BUSINESS, FINANCE & INSURANCE SERVICES	12.6	11.0	26.8	11.8	16.4	33.8	12.1	6.1
Banking, Finance and Insurance	11.4	4.9	12.3	6.1	5.5	11.2	3.4	1.5
Accountancy and Legal Services	0.6	1.1	7.7	3.1	8.5	14.3	0.9	0.3
Consultant Engineering and Architectural Services	0.0	3.8	3.4	0.4	0.2	1.8	6.0	1.2
Call Centres and Shared Services Facilities	0.0	0.4	0.3	0.1	0.5	0.3	0.0	0.0
Other Business Services (incl Mgmt and IT Consulting)	0.6	0.8	3.1	2.1	1.7	6.3	1.7	3.1
COMPUTING & SOFTWARE APPLICATIONS	3.0	1.5	2.4	1.6	0.5	2.8	6.9	0.9
TRANSPORT, STORAGE & COMMUNICATIONS	1.8	2.1	1.7	1.0	1.1	2.1	1.7	0.6
NON MARKET SERVICES	22.2	29.5	33.4	70.2	70.5	33.4	42.2	69.1
Defence Forces, Gardai	3.0	11.2	0.7	0.1	0.2	0.5	0.0	0.0
Civil Service, Local Authorities (other than Building and Construction)	4.2	3.6	1.7	2.4	1.6	3.5	3.4	3.4
Primary Education	0.0	0.6	1.9	3.2	2.4	1.6	0.0	0.9
Secondary Education	0.6	0.0	2.0	30.5	48.4	3.7	5.2	1.2
Third Level Education	1.2	0.4	1.0	2.0	1.4	5.4	14.7	48.0
Other Education (incl Language Schools)	0.0	2.1	1.5	2.3	2.2	1.9	6.0	1.8
Health Services	7.8	5.9	22.1	26.3	13.1	12.2	9.5	10.4
Research, Planning, Art Galleries etc.	0.0	0.0	0.4	1.3	0.0	1.2	0.9	2.1
Social and Charitable Services	4.2	5.7	2.2	2.0	1.3	3.3	2.6	1.2
PERSONAL & RECREATIONAL SERVICES	9.0	3.4	3.6	0.6	0.5	2.2	1.7	0.0
PROFESSIONAL SERVICES (not classified elsewhere)	2.4	1.7	3.2	0.4	1.4	3.8	2.6	2.4
OTHER INDUSTRIES OR INDUSTRY NOT STATED	10.8	14.3	7.6	5.7	1.7	8.5	8.6	3.4
Discipline Totals	100	100	100	100	100	100	100	100

Award Level	Advanced Higher/ University Certificate	Ordinary Bachelor Degree/ University Diploma	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Masters Taught	Masters Research	PhD
Total Respondents	167	526	7090	940	634	1879	116	327
Response Rate	24%	22%	53%	58%	61%	55%	35%	47%

The employment sectoral distribution of graduates in 2006 follows a similar pattern to the distribution in 2005. Table 4.1 shows that for all award levels (except for Level 9 Taught Masters) non-market services were the most popular employment destination. 70.2% of Higher Diploma graduates were employed in this sector, which is the highest proportion of any one award level, including 30.5% in secondary education and 26.3% in Health Services.

Graduates of Taught Masters mainly found employment in the Business, Finance and Insurance Services at 33.8% with Non-Market Services practically as popular a choice at 33.4%.

Agriculture, Forestry and Fisheries, Electricity, Gas and Water Supply and Transport, Storage and Communications were the least populated sectors of employment for 2006 graduates.

Table 4.2 presents employment sectors for 2006 graduates who obtained employment overseas, by level of award. The highlighted cells are the most common initial sector of graduate employment for each level of award.

Table 4.2 Key Employment Sectors by Level of Award for Graduates Employed Overseas¹⁶

	Level 7 Ordinary Degree/ University Diploma	Level 8 Honours Bachelor Degree	Level 8 Higher Diploma	Level 9 Postgraduate Diploma	Level 9 Masters Taught	Level 9 Masters Research	Level 10 PhD
Employment Sector Overseas	%	%	%	%	%	%	%
AGRICULTURE, FORESTRY & FISHERIES	1.6	1.4	0.0	0.0	0.0	0.0	1.2
MANUFACTURING INDUSTRIES	3.2	8.5	4.1	5.1	4.0	14.3	12.9
Food and Drink Industries	1.6	1.7	2.0	0.0	0.4	0.0	0.0
Pharmaceuticals & other Chemical Products	0.0	1.3	2.0	0.0	0.0	0.0	7.1
Metals, Metal Products, Mechanical and Electrical Engineering	0.0	2.1	0.0	0.0	0.4	7.1	2.4
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	1.6	0.7	0.0	5.1	2.2	7.1	2.4
Other Industries (incl mining etc)	0.0	2.7	0.0	0.0	0.9	0.0	1.2
ELECTRICITY, GAS & WATER SUPPLY	1.6	1.1	0.0	2.6	0.9	7.1	0.0
BUILDING & CONSTRUCTION	8.1	2.3	2.0	0.0	1.3	7.1	0.0
DISTRIBUTION	3.2	0.7	0.0	0.0	1.3	0.0	0.0
BUSINESS, FINANCE & INSURANCE SERVICES	3.2	18.7	14.3	5.1	28.7	42.9	7.1
Banking, Finance and Insurance	3.2	10.3	6.1	2.6	12.6	14.3	0.0
Accountancy and Legal Services	0.0	2.0	0.0	0.0	5.8	0.0	0.0
Consultant Engineering and Architectural Services	0.0	2.3	0.0	0.0	1.8	14.3	4.7
Call Centres and Shared Services Facilities	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Other Business Services (incl Mgmt and IT Consulting)	0.0	4.0	8.2	2.6	8.5	14.3	2.4
COMPUTING & SOFTWARE APPLICATIONS	3.2	1.7	0.0	0.0	2.7	0.0	0.0
TRANSPORT, STORAGE & COMMUNICATIONS	1.6	1.0	0.0	2.6	1.8	0.0	1.2
NON MARKET SERVICES	64.5	51.4	63.3	82.1	43.0	28.6	70.6
Defence Forces, Gardai	0.0	0.1	0.0	2.6	0.0	0.0	0.0
Civil Service, Local Authorities (other than Building and Construction)	1.6	0.8	2.0	0.0	5.4	0.0	1.2
Primary Education	0.0	4.7	6.1	20.5	2.2	7.1	0.0
Secondary Education	0.0	5.2	28.6	48.7	2.2	0.0	0.0
Third Level Education	56.5	11.5	22.4	0.0	9.4	21.4	60.0
Other Education (incl Language Schools)	3.2	5.4	0.0	10.3	5.8	0.0	0.0
Health Services	3.2	22.1	4.1	0.0	5.4	0.0	3.5
Research, Planning, Art Galleries etc.	0.0	0.3	0.0	0.0	2.7	0.0	5.9
Social and Charitable Services	0.0	1.3	0.0	0.0	9.9	0.0	0.0
PERSONAL & RECREATIONAL SERVICES	4.8	3.5	0.0	0.0	6.3	0.0	1.2
PROFESSIONAL SERVICES (not classified elsewhere)	0.0	3.4	2.0	0.0	3.1	0.0	3.5
OTHER INDUSTRIES OR INDUSTRY NOT STATED	4.8	6.2	14.3	2.6	6.7	0.0	2.4
Discipline Totals	100	100	100	100	100	100	100

¹⁶ Graduates of Level 6 Higher/University Certificates employed overseas are excluded from this table due to the low number of respondents.

Award Level	Ordinary Bachelor Degree/ University Diploma	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Masters Taught	Masters Research	PhD
Total Respondents	62	706	49	1101	223	14	85
Response Rate	20%	38%	28%	44%	31%	23%	24%

Table 4.2 shows that the Non-Market sector was the most popular employment sector for the majority of graduates overseas. Of note, Research Masters graduates were predominantly employed in the Business, Finance and Insurance Services with an equal distribution of graduates in Banking Finance and Insurance, Consultant Engineering and Architectural Services and Other Business Services. Irish graduates of all award levels are finding employment overseas emphasising the value of Irish qualifications abroad. This is particularly true in the non-market services sector which includes education and health services.

4.2 Sector of Employment by Faculty for Level 8 Honours Bachelor Degree Graduates

Table 4.3 shows the employment sectors of Level 8 Honours Bachelor Degree 2006 graduates employed in the Republic of Ireland by faculty of origin. The highlighted cells are the most common initial sector of graduate employment for each faculty.

Table 4.3 Key Employment Sectors by Faculty for Level 8 Honours Bachelor Degree Graduates Employed in the Republic of Ireland

Employment Sector Ireland	Arts, Social Science, Humanities	Science	Commerce & Business Studies
	%	%	%
AGRICULTURE, FORESTRY & FISHERIES	0.7	1.9	0.3
MANUFACTURING INDUSTRIES	4.8	26.0	4.2
Food and Drink Industries	1.0	1.2	1.2
Pharmaceuticals & other Chemical Products	0.9	18.6	1.0
Metals, Metal Products, Mechanical and Electrical Engineering	1.8	4.0	0.4
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.0	0.0	1.2
Other Industries (incl mining etc)	1.1	2.2	0.1
ELECTRICITY, GAS & WATER SUPPLY	0.2	0.5	0.1
BUILDING & CONSTRUCTION	1.8	7.0	2.4
Local Authority Building & Construction (incl. OPW)	0.2	0.0	0.1
Other (private) Building & Construction	1.1	2.4	1.5
Building & Construction n.f.s	0.6	4.6	0.8
DISTRIBUTION	7.6	4.5	6.5
BUSINESS, FINANCE & INSURANCE SERVICES	21.9	12.0	65.1
Banking, Finance and Insurance	13.8	6.5	31.2
Accountancy and Legal Services	4.3	0.6	28.0
Consultant Engineering and Architectural Services	0.3	0.4	0.2
Call Centres and Shared Services Facilities	0.6	0.4	0.4
Other Business Services (incl Mgmt and IT Consulting)	3.0	4.0	5.4
COMPUTING & SOFTWARE APPLICATIONS	1.5	6.7	1.6
TRANSPORT, STORAGE & COMMUNICATIONS	2.4	1.2	1.6
NON MARKET SERVICES	37.1	24.0	4.6
Defence Forces, Gardai	1.1	0.9	0.5
Civil Service, Local Authorities (other than Building and Construction)	2.6	1.8	1.5
Primary Education	6.3	0.4	0.2
Secondary Education	6.2	1.5	0.4
Third Level Education	2.2	1.6	0.3
Other Education (incl Language Schools)	4.3	0.7	0.7
Health Services	6.9	15.9	0.8
Research, Planning, Art Galleries etc.	0.9	0.3	0.1
Social and Charitable Services	6.6	1.0	0.1
PERSONAL & RECREATIONAL SERVICES	6.2	2.2	2.9
PROFESSIONAL SERVICES (not classified elsewhere)	3.6	4.5	3.4
OTHER INDUSTRIES OR INDUSTRY NOT STATED	12.1	9.3	7.3
Discipline Totals	100	100	100

The distribution of graduates from different faculties in the labour market follows the 2005 graduate figures very closely. Arts, Science and Humanities graduates are unsurprisingly predominantly employed in Non-Market Services, with the majority of these employed in the education sector. 96.9% of employed Medicine, Dentistry & Paramedical graduates found employment in the Health Services. Graduates of Science, Engineering and Food Technology faculties found employment mostly in the Manufacturing

Overseas Award Level	Honours Bachelor Degree
Total Respondents	7090
Response Rate	59%

Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
%	%	%	%	%	%	%
0.1	0.4	1.2	22.0	0.0	0.7	0.0
1.1	31.1	3.5	20.3	0.0	0.7	38.2
0.1	1.2	1.2	13.6	0.0	0.0	25.0
1.0	8.7	1.2	3.4	0.0	0.0	11.8
0.0	6.6	0.0	0.0	0.0	0.0	0.0
0.0	10.8	1.2	0.0	0.0	0.0	0.7
0.0	3.9	0.0	3.4	0.0	0.7	0.7
0.0	2.7	0.0	0.0	0.0	0.0	0.0
0.1	13.9	1.2	3.4	0.0	27.7	0.7
0.0	1.6	0.0	3.4	0.0	4.7	0.0
0.1	10.2	0.0	0.0	0.0	23.0	0.7
0.0	2.1	1.2	0.0	0.0	0.0	0.0
0.2	1.4	4.7	1.7	0.0	0.0	11.0
0.2	26.2	40.7	27.1	0.0	58.1	4.4
0.0	5.1	11.6	1.7	0.0	0.0	3.7
0.0	0.8	23.3	1.7	0.0	0.0	0.0
0.0	18.2	0.0	8.5	0.0	58.1	0.0
0.1	0.0	5.8	0.0	0.0	0.0	0.0
0.1	2.2	0.0	15.3	0.0	0.0	0.7
0.0	5.6	0.0	0.0	0.0	0.7	0.0
0.1	4.2	4.7	0.0	0.0	0.0	0.7
96.9	4.2	17.4	23.7	0.0	5.4	3.7
0.0	1.4	3.5	0.0	0.0	0.0	0.0
0.2	1.6	5.8	1.7	0.0	2.7	0.0
0.0	0.0	1.2	1.7	0.0	0.7	0.0
0.0	0.1	0.0	1.7	0.0	0.0	0.0
0.1	0.3	1.2	3.4	0.0	0.0	0.7
0.0	0.3	1.2	0.0	0.0	0.0	0.0
96.2	0.3	2.3	0.0	0.0	1.4	2.2
0.0	0.1	1.2	5.1	0.0	0.7	0.0
0.5	0.1	1.2	10.2	0.0	0.0	0.7
0.3	0.6	10.5	1.7	0.0	0.0	34.6
0.5	1.2	10.5	0.0	100	2.7	1.5
0.5	8.6	5.8	0.0	0.0	4.1	5.1
100	100	100	100	100	100	100

Industries. Law, Agriculture and Architecture graduates demonstrate high rates of employment in Business, Finance and Insurance Services, while all employed veterinary graduates classified their employment as Professional Services. The close correlation between the discipline in which the graduates were awarded a degree and the sector in which they are employed is one measure of the relevance of qualifications to employers' requirements.

Table 4.4 shows the employment sectors of Level 8 Honours Bachelor Degree 2006 graduates employed overseas, by original faculty of study. The highlighted cells are the most common initial sector of graduate employment for each faculty.

Table 4.4 Key Employment Sectors by Faculty for Level 8 Honours Bachelor Degree Graduates Employed Overseas

Employment Sector Ireland	Arts, Social Science, Humanities	Science	Commerce & Business Studies
	%	%	%
AGRICULTURE, FORESTRY & FISHERIES	1.2	4.3	0.7
MANUFACTURING INDUSTRIES	3.5	20.4	6.3
Food and Drink Industries	1.2	2.2	2.1
Pharmaceuticals & other Chemical Products	0.6	4.3	0.7
Metals, Metal Products, Mechanical and Electrical Engineering	0.6	3.2	1.4
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.0	2.2	0.7
Other Industries (incl mining etc)	1.2	8.6	1.4
ELECTRICITY, GAS & WATER SUPPLY	0.6	3.2	0.7
BUILDING & CONSTRUCTION	1.2	6.5	1.4
Local Authority Building & Construction (incl. OPW)	0.0	0.0	0.0
Other (private) Building & Construction	1.2	2.2	0.0
Building & Construction n.f.s	0.0	4.3	1.4
DISTRIBUTION	2.3	0.0	0.0
BUSINESS, FINANCE & INSURANCE SERVICES	11.0	14.0	53.8
Banking, Finance and Insurance	6.4	10.8	31.5
Accountancy and Legal Services	0.0	1.1	8.4
Consultant Engineering and Architectural Services	0.0	0.0	0.7
Call Centres and Shared Services Facilities	0.0	0.0	0.7
Other Business Services (incl Mgmt and IT Consulting)	4.6	2.2	12.6
COMPUTING & SOFTWARE APPLICATIONS	0.6	5.4	0.7
TRANSPORT, STORAGE & COMMUNICATIONS	2.9	1.1	0.7
NON MARKET SERVICES	54.9	31.2	21.7
Defence Forces, Gardai	0.0	0.0	0.7
Civil Service, Local Authorities (other than Building and Construction)	0.0	1.1	2.8
Primary Education	6.9	9.7	6.3
Secondary Education	15.0	5.4	3.5
Third Level Education	11.6	5.4	1.4
Other Education (incl Language Schools)	15.0	4.3	4.9
Health Services	2.3	3.2	1.4
Research, Planning, Art Galleries etc.	1.2	0.0	0.0
Social and Charitable Services	2.9	2.2	0.7
PERSONAL & RECREATIONAL SERVICES	8.1	3.2	2.8
PROFESSIONAL SERVICES (not classified elsewhere)	4.6	2.2	1.4
OTHER INDUSTRIES OR INDUSTRY NOT STATED	9.2	8.6	9.8
Discipline Totals	100	100	100

Overseas Award Level	Honours Bachelor Degree
Total Respondents	707
Response Rate	59%

Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
%	%	%	%	%	%	%
0.0	2.9	0.0	25.0	0.0	0.0	0.0
0.0	25.7	33.3	50.0	0.0	0.0	80.0
0.0	1.4	0.0	25.0	0.0	0.0	60.0
0.0	1.4	16.7	25.0	0.0	0.0	0.0
0.0	11.4	16.7	0.0	0.0	0.0	0.0
0.0	2.9	0.0	0.0	0.0	0.0	0.0
0.0	8.6	0.0	0.0	0.0	0.0	20.0
0.0	2.9	0.0	0.0	0.0	0.0	20.0
0.0	8.6	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	7.1	0.0	0.0	0.0	0.0	0.0
0.0	1.4	0.0	0.0	0.0	0.0	0.0
0.0	1.4	0.0	0.0	0.0	0.0	0.0
0.0	31.4	0.0	25.0	0.0	0.0	0.0
0.0	10.0	0.0	0.0	0.0	0.0	0.0
0.0	1.4	0.0	0.0	0.0	0.0	0.0
0.0	20.0	0.0	25.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	7.1	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
100.0	8.6	33.3	0.0	7.7	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	1.4	0.0	0.0	0.0	0.0	0.0
0.0	2.9	16.7	0.0	0.0	0.0	0.0
0.0	0.0	16.7	0.0	0.0	0.0	0.0
25.6	2.9	0.0	0.0	7.7	0.0	0.0
0.5	0.0	0.0	0.0	0.0	0.0	0.0
73.4	1.4	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.5	0.0	0.0	0.0	0.0	0.0	0.0
0.0	2.9	33.3	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	92.3	0.0	0.0
0.0	8.6	0.0	0.0	0.0	0.0	0.0
100	100	100	100	100	100	100

The profile of those employed from different faculties changes in some areas when they gain employment overseas. The biggest employment sector of Arts, Humanities and Social Services graduates, Science graduates, and Medicine, Dentistry and Paramedical subject graduates is in Non-Market Services. Business graduates mostly found employment in the Business, Finance and Insurance Services, as did Engineering graduates.

Agriculture graduates were most likely to find employment in the Manufacturing Industries, as were graduates of the Food Science and Technology faculty. No Architecture graduates indicated employment overseas.

Section 5:

Migration

Key Points

- Dublin and Galway are the only counties to employ more graduates than they produce
- Dublin and Cork demonstrate high retention rates of employed graduates at 93% and 68% respectively
- Roscommon, Leitrim and Meath have an employed graduate population that is only 20% of the size of their graduate population
- Nationally, only 31% of graduates find employment in their county of origin



5.1 Migration

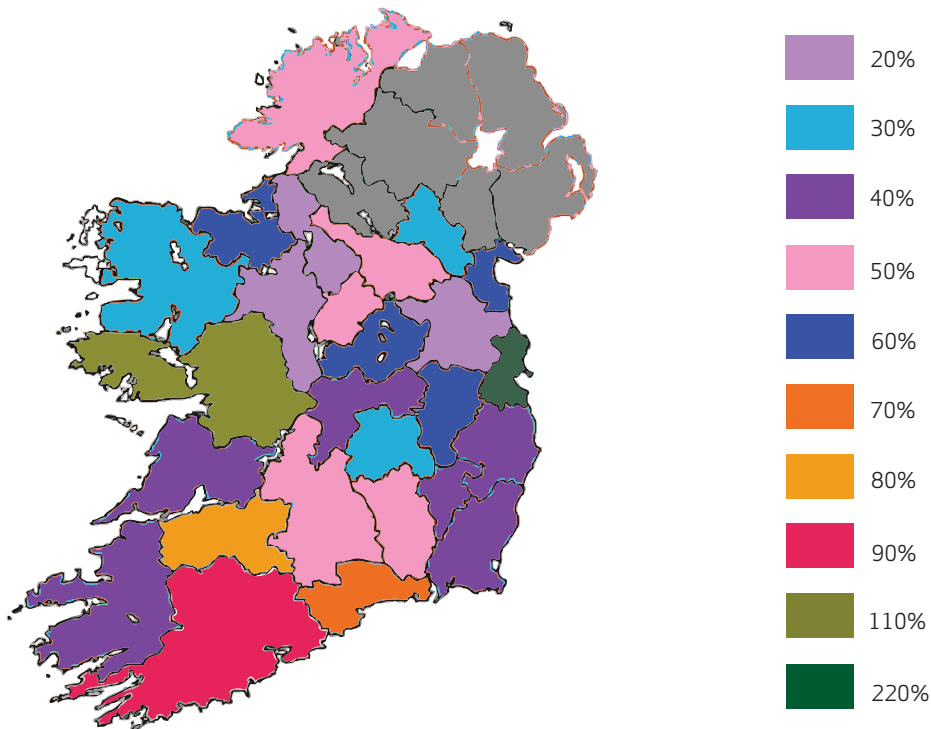
Section 5 examines the migration patterns of Level 8 Honours Bachelor Degree graduates. Figure 5.1 shows the net employment rates of graduates by county.

The map compares graduate population by county with graduate employment by county. If a county in the diagram is not coloured green, this indicates that it employs fewer graduates than it produces. Those employing more graduates than they produce appear as green.

As in 2005, Dublin and Galway are the only counties to employ more graduates than they produce.

The number of 2006 graduates finding employment in Roscommon, Leitrim and Meath was just 20% of the numbers of graduates those counties produced. This is in stark contrast to Dublin which employed 120% more graduates than it produced. Galway employed 10% more graduates than it produced. Both the Dublin and Galway percentages have increased compared to the 2005 report. Other counties vary widely. Cork, Limerick and Waterford have employed graduate populations that are 90%, 80% and 70% of the size of their graduate populations, respectively. Counties who fall somewhere in the middle include Kilkenny, Cavan, Donegal, Longford and Tipperary at 50%.

Figure 5.1 Origin of Graduates by County vs. Employed Graduates by County Level 8 Honours Bachelor Degree



Response rate: 49% (6,096 of 12,354 Honours Bachelor Degree graduates from the Republic, working in the Republic)

Graduates of Northern Ireland institutions are not included in this analysis. This will affect border counties' performances, since many Irish students from those counties attend Northern Irish institutions.

These data reflect graduates' situation nine months after graduation, not final employment destinations. Note also that Irish graduates gaining employment outside the 26 counties are excluded, as are all respondents not originally from the 26 counties.

Table 5.1 shows the rate of employment within individual counties of graduates originally from that county. Unlike Figure 5.1 it does not take account of migration of employed graduates between counties; it is purely a measure of how many graduates successfully found employment in their home counties.

Table 5.1 County Retention Rates

<i>County of Origin</i>	<i>Retention rate %</i>
Dublin	93
Cork	68
Galway	63
Limerick	43
Donegal	41
Waterford	36
Wexford	35
Sligo	35
Louth	34
Kerry	33
Clare	32
Kilkenny	29
Carlow	29
Mayo	27
Westmeath	27
Cavan	25
Offaly	24
Kildare	23
Longford	22
Monaghan	21
Wicklow	20
Laois	19
Roscommon	17
Meath	17
Leitrim	13
Tipperary	11

Graduates originating from County Dublin generally find employment in County Dublin (93%). Cork also demonstrates high rates of retention of employed graduates at 68%, as does Galway with 63%. As these counties contain major urban centres this would be expected. Graduates from other counties do not commonly find employment in their home county. The average retention rate is 31%.

These figures are not directly comparable to the 2005 figures; data has not been normalised against the population of graduate age of each county, and response rates by county vary from year to year. A county gaining or losing one or two percentage points in comparison to the 2005 data is not statistically significant.

Section 6: *Education*

Key Points

- Over 75% of graduates of education courses are female
- 96% of surveyed graduates of Level 8 Honours Bachelors Degree in Education courses reported being in employment nine months after graduation
- Males were more likely than female graduates of the Postgraduate Degree in Primary Education to find permanent teaching positions in Ireland.



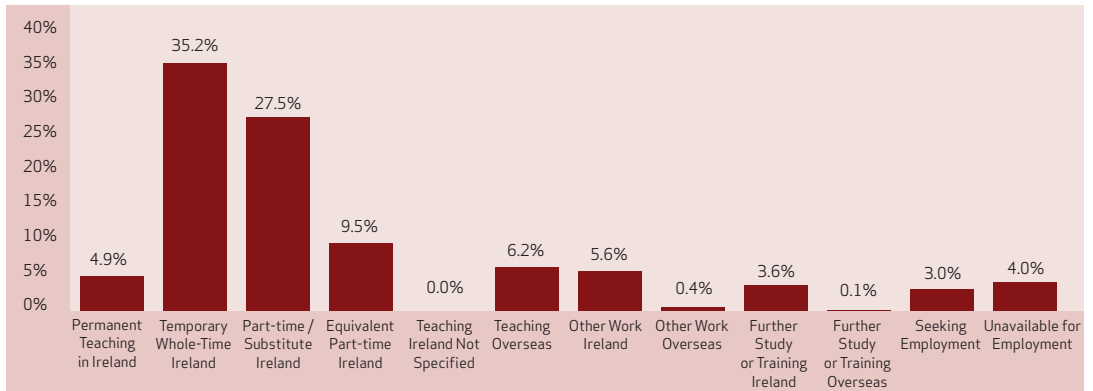
6.1 Higher & Postgraduate Diplomas in Education

Table 6.1 Graduates of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, 2002 - 2006

Trends in Number of Higher & Postgraduate Diploma in Education Graduates			
Year	Total Graduating	No. of Respondents	Response Rates
2006	1249	756	60.5%
2005	970	627	64.6%
2004	994	681	68.5%
2003	1006	714	71.8%
2002	931	641	64.5%

This table shows a considerable increase in graduates of the Higher & Postgraduate Diploma in Education. In previous reports some graduates of Postgraduate Diplomas in Education were not included in the Higher Diploma in Education tables. As the two qualifications are equivalent, all Higher & Postgraduate Diploma in Education graduates will be reported together in this and future editions of the First Destinations Report. As a result, education FDR figures are not comparable to those reported in previous editions. The above table should be used to examine trends.

Figure 6.1 First Destinations of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates



Graduates of the Higher & Postgraduate Diploma in Education are principally employed in temporary whole-time and part-time substitute teaching positions in Ireland (62.7%). A further 20.6% are employed in other teaching positions both in Ireland and abroad. Further Study/Training and Seeking Employment rates are relatively low at 3.7% and 3%, respectively, demonstrating the current strong demand for holders of these qualifications. The overall rate of employment for 2006 graduates of Higher/Postgraduate Diploma in Education is 93% when all employment is considered (i.e. including graduates not employed in teaching).

Table 6.2 First Destinations of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, by Discipline of Primary Degree 2006

% First Destinations of the Higher / Postgraduate Diploma in Education Recipients - 2006															
Degree Type	Arts			Science			Commerce			Others ¹⁷			Totals		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
First Destination															
Permanent teaching in Ireland	1	3	4	0	0	0	0	0	0	0	0	1	1	3	5
Temporary Whole-Time Ireland	5	15	19	1	2	3	1	3	4	3	6	9	10	26	35
Part-time /Substitute-Ireland	5	5	7	0	1	2	1	3	5	1	3	5	8	20	28
Equivalent Part-Time-Ireland	1	5	7	0	0	0	0	2	2	0	1	1	2	8	10
Teaching Ireland Not Specified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Teaching Overseas	1	2	3	0	0	1	0	0	0	1	1	2	2	4	6
Other Work - Ireland	1	2	3	0	0	0	0	1	1	0	1	1	1	4	6
Other Work - Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Further Study or Training - Ireland	1	1	1	0	0	0	0	0	0	1	2	2	1	2	4
Further Study or Training - Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seeking Employment	0	1	1	0	0	0	0	0	0	0	1	2	1	2	3
Not Available for Employment	0	2	2	0	0	0	0	1	1	0	1	1	0	4	4
Totals	15	42	57	2	4	6	3	11	14	7	16	23	26	74	100

Table 6.2 describes the faculty of origin of the original primary degrees for graduates of Higher & Postgraduate Diplomas in Education. The majority (57%) of such graduates obtained their primary degree from the faculty of Arts, Humanities and Social Science.

¹⁷ The category 'others' contains the faculties Medicine, Dentistry, Paramedical, engineering, Law, Agriculture, Veterinary Medicine, Architecture and Food Science Technology

6.2 Level 8 Honours Bachelor Degree in Education

Table 6.3 Graduates of Level 8 Honours Bachelor Degree in Education, 2002 - 2006

Year	Total Graduating	No. of Respondents	Response Rate
2006	1316	971	73.8%
2005	1226	757	61.7%
2004	1207	687	56.9%
2003	1302	706	54.2%
2002	1247	615	49.3%

Table 6.3 shows that the number of graduates of Honours Bachelor Degree in Education has been rising steadily since 2002. Table 6.4 below describes the respondents' first destinations after graduation.

Table 6.4 First Destination of 2006 Level 8 Honours Bachelor Degree of Education Graduates

First Destination	M	F	T	%
Permanent Whole-Time Teaching in Ireland	65	272	337	34.7%
Temporary, Substitute or Part-Time Teaching in Ireland	99	472	571	58.8%
Teaching Abroad	2	4	6	0.6%
Other Work - IRL	6	9	15	1.5%
Other Work - OS	1	3	4	0.4%
Further Study or Training	9	13	22	2.3%
Not Available for Employment	2	2	4	0.4%
Seeking Employment	7	5	12	1.2%
Total	192	781	971	100.0%

Graduates of Level 8 education qualifications are overwhelmingly female (80%), as they are for other education qualifications. Seeking employment rates and further study or training rates are lower than they were for graduates of higher/postgraduate diploma graduates, indicating very strong demand for these qualifications. 95% of Honours Bachelor Degree in Education graduates gained employment in Ireland, compared to 55% of other Honours Bachelor Degrees (the large difference is mainly due to much higher levels of engagement in further study by other Level 8 graduates).

Table 6.5 First Destination of Level 8 Honours Bachelor Degree in Education Graduates 2002 - 2006

Year	Permanent Whole-Time Teaching in Ireland	Temporary, Substitute or Part-Time Teaching in Ireland	Teaching Abroad	Other Work - Ireland	Other Work - Overseas	Further Study or Training	Not Available for Employment	Seeking Employment
	%	%	%	%	%	%	%	%
2006	34.7	58.8	0.6	1.5	0.4	2.3	0.4	1.2
2005	28.2	62.0	1.5	1.2	1.0	4.3	0.7	1.1
2004	29.7	58.8	2.3	3.8	1.2	1.7	1.3	1.2
2003	62.3	36.4	0.6	0	0	0	0	0.6
2002	43.1	41.6	2.3	6.2	1	3.9	1.0	1.0

Table 6.5 shows that employment rates for Honours Bachelor Degree in Education graduates have been very high over the past five years. Almost 99% of 2003 graduates found employment teaching in Ireland, for example.

6.3 Postgraduate Diplomas in Primary Teaching

Table 6.6 First Destination of Graduates of Postgraduate Diplomas in Primary Teaching

First Destination	M	F	T	%
Permanent Whole-Time Teaching in Ireland	22	69	91	38.4%
Temporary, Substitute or Part-Time Teaching in Ireland	15	113	128	54.0%
Teaching Abroad	0	1	1	0.4%
Other Work - IRL	3	7	10	4.2%
Other Work - OS	0	0	0	0.0%
Further Study or Training	1	3	4	1.7%
Not Available for Employment	0	3	3	1.3%
Seeking Employment	0	0	0	0.0%
Total	41	196	237	100.0%

Very high levels of employment are again reported by primary education graduates nine months after employment. All graduates seeking employment were employed nine months after graduation. Only 3% reported being unavailable for employment or engaging in further study or training, leaving an employment rate of 97%.

80% of total graduates with a Postgraduate Degree in Primary Teaching are female, on a par with graduates of other education qualifications. There are some variations in the type of teaching employment found between males and females. Males are more likely to be employed in permanent positions (54% of males were employed in such positions, compared to 35% of females). However, females still represent 76% of graduates gaining permanent teaching employment in Ireland.

Appendices

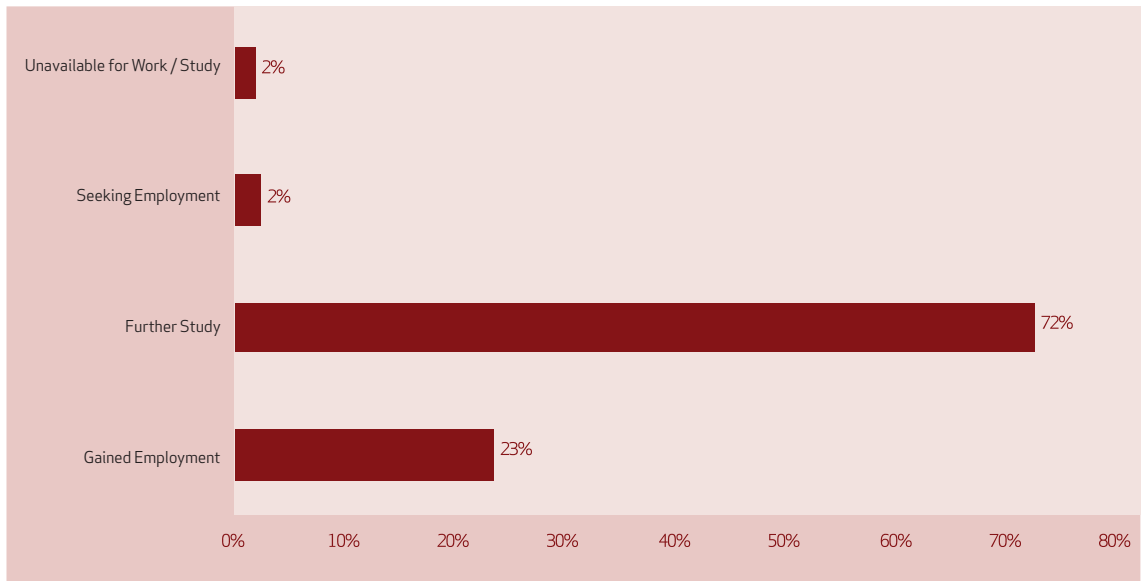


Appendix A

Figures to Aid Comparison with Previous First Destination Reports

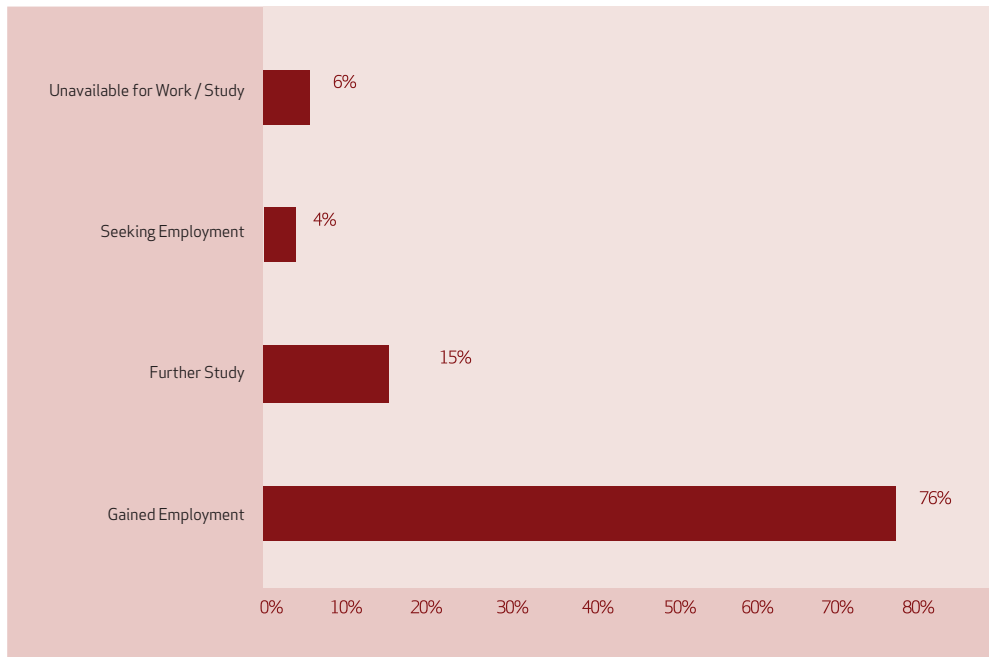
A number of figures presented in previous reports have been combined in this edition of the FDR to ease comparison across categories. Some of these figures are presented below to allow for comparison with previous years. Appendix A contained data on graduates of education courses in previous years. This data is now presented in extended form in Section 6, above.

Figure A.1 First Destinations of Level 6 (Advanced/Higher Certificate & University Certificate and Level 7 (Ordinary Bachelor Degree/University Diploma) Graduates



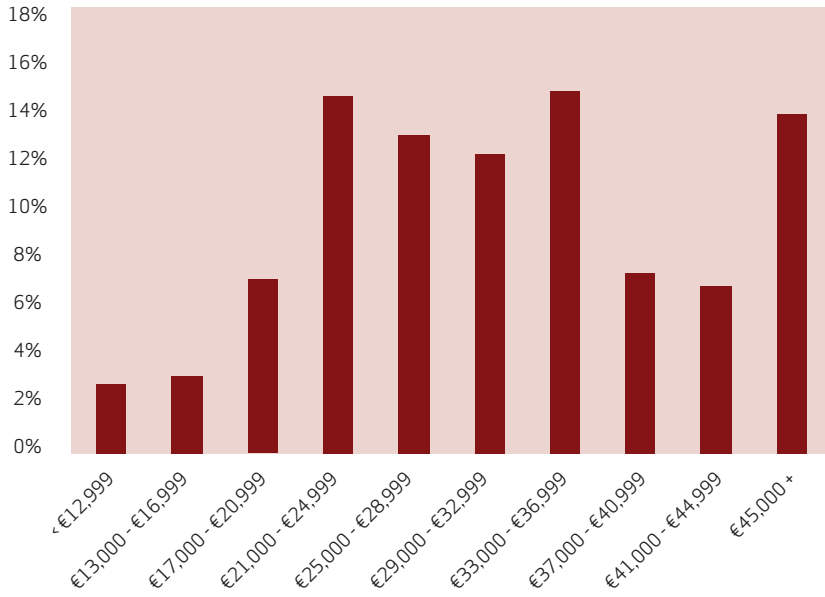
Total Respondents: 3,253 Response Rate: 60%

Figure A.2 First Destinations of Level 9 & 10 Higher Degree Graduates



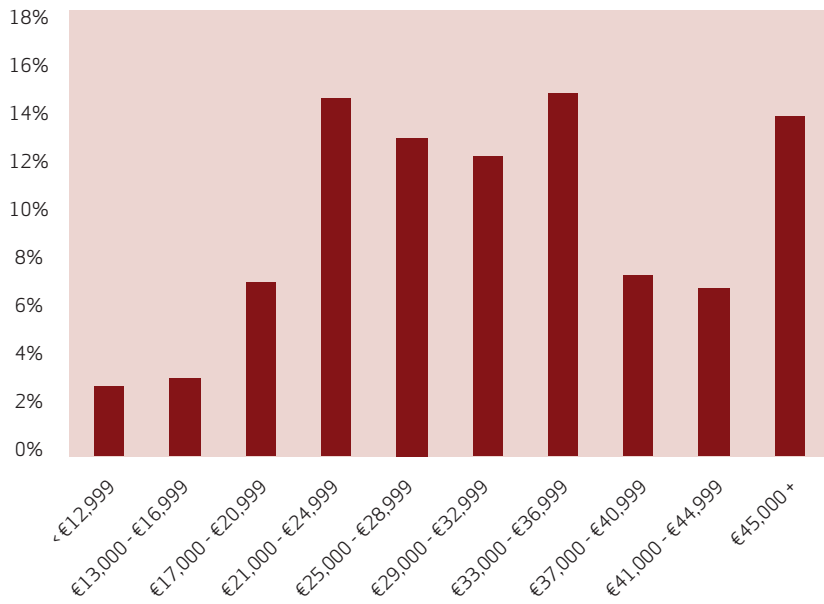
Total Respondents: 3,498 Response Rate: 60%

Figure A.3 Combined Higher/University Certificate (Level 6) and Ordinary Bachelor Degree/University Diploma (Level 7) Graduate Salaries



Total Respondents: 605 Response Rate: 20%

Figure A.4 Combined Higher Degree (Level 9 & 10) Graduate Salaries



Total Respondents: 1,286 Response Rate: 29%

Appendix B

Regional Authorities

	Border	Midlands	West
Border Midlands & Western	Cavan	Laois	Galway
	Donegal	Offaly	Mayo
	Leitrim	Westmeath	Roscommon
	Louth	Longford	
	Monaghan		
	Sligo		

	Dublin	Mid East	Mid-West	South-East	South West
Southern and Eastern	Dublin	Kildare	Clare	Carlow	Cork
		Meath	Limerick	Kilkenny	Kerry
		Wicklow	North Tipperary	South Tipperary	
				Waterford	
				Wexford	

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