

HEA

Higher Education Authority
An tÚdarás um Ard-Oideachas



What Do Graduates Do?

THE CLASS OF 2005



What Do Graduates Do?

THE CLASS OF 2005

Acknowledgements

The Higher Education Authority wishes to acknowledge the following higher education institutions which provided the 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	

Further information is available from the Statistics Section of the Higher Education Authority.

This document is also available to download from the HEA website: www.heai.ie

ISBN – 1-905135-203

Statistics Section

Dr. Vivienne Patterson - Head of Statistics
 Mr. Oliver Mooney - Senior Executive Officer
 Mr. Adrian O'Donoghue
 Ms. Jennifer Maguire

Foreword


It gives the Authority great pleasure to present “*What Do Graduates Do? The Class of 2005*”. This report is based on the 2005 *First Destination of Award Recipients in Higher Education Survey*, an annual survey conducted by the Higher Education Training Awards Council (HETAC) and the Careers Officers of the universities, and compiled by the Statistics Section of the Higher Education Authority (HEA). This is the 24th of these surveys, which first began in 1982. This publication is designed to be a user-friendly interpretation of the dataset.

This report will be of particular benefit to all students, particularly those at second-level, career guidance counsellors, and teachers. It is also hoped that the report will inform policy makers and research organisations, as well as identifying areas for further research.

The response rates to the survey demonstrate the strength of the First Destinations Report as an indicator of students' situations nine months after graduation. Every graduate of publicly-funded third-level institutions (and of HETAC-approved courses in private institutions) is surveyed by post, with follow-up telephone interviews conducted by the university Careers Officers where necessary. The response rate is traditionally high for this survey. This is as a result of the dedication and hard work of the Careers Offices in participating institutions and the good will of those graduates returning completed questionnaires.

This year's report not only categorises awards by title but also includes the level within the National Framework of Qualifications where identifiable.

On behalf of the Authority I would like to thank all those involved in the various institutions and HETAC who worked on the survey. Their continuing co-operation is very much appreciated.



Michael Kelly,
 Chairman,
 Higher Education Authority
 May 2007

Executive Summary

“What Do Graduates Do? The Class of 2005” is a report produced annually by the Statistics Section of the Higher Education Authority on behalf of the participating higher education institutions. This report provides an important indication of the destination of graduates of Irish third-level institutions nine months following graduation. The survey also reviews the starting salaries, sector and region of employment of these graduates. All levels of graduates from Higher/University Certificate to PhD holders were surveyed.

The objective of the report is to help students make informed decisions about their future academic and career choices. The report will also be of significant interest to development agencies and Government ministers. It is intended to inform education and labour market policies.

This report presents an important tool in the analysis of year on year changes within the higher education system. It provides a record of graduate activity with a focus on the types of qualifications that graduates are bringing to the labour market.

Government and society look to the higher education and research system to deliver on important national policy goals relating to the social, economic and cultural development of Ireland. Higher education contributes to Ireland’s economic development and its continued high output of graduates attracts important inward investment. With the economic demand for graduates continuing to rise, maintaining and increasing the supply of graduates will be vital for Ireland’s continuing economic success.

This report represents a reference document; it does not present recommendations or comment on policy. It provides an overview of the situation of graduates nine months following graduation.

The main findings of the report are outlined below:

Section 1: First Destination of Graduates

- 89% of PhD graduates were employed nine months after graduation
- 79% of 2005 Higher/University Certificate graduates went on to further study
- 46% of Ordinary Bachelor Degree/University Diploma graduates continued with further study compared to 35% of Honours Degree graduates
- Graduates who attain a First Class Honours Bachelor Degree are least likely to be seeking employment and most likely to have continued on to further study
- 3% of the class of 2005 were seeking employment in April 2006
- 2% of Honours Bachelor Degree graduates were seeking employment in 2005 compared to 3% in 2004

Section 2: Graduate Salaries

- The most common initial salary for males was in the €25,000 – €28,999 bracket, while the most common initial salary for females was in the €21,000 – €24,999 bracket
- More male graduates than female graduates tend to earn salaries greater than €33,000
- 72% of Postgraduate Diploma graduates earned more than €25,000 upon graduation, representing a considerable rise on last year’s corresponding figure of 59%
- 86% of PhD graduates earned more than €33,000
- The most common salary of Honours Bachelor Degree graduates across all faculties in 2005 lay in the €21,000 - €24,999 band
- Those gaining employment in the Mid-East and the South-West commanded the highest initial salaries

Section 3: Regional Distribution of Employed Graduates

- The majority of graduates at all award levels gained employment in Dublin
- Employment rates abroad of Ordinary Bachelor Degree/University Diploma and Postgraduate Diploma graduates are relatively low
- Employment abroad is the second most popular destination for PhD graduates at 19% and Taught Masters graduates at 13%
- There has been a decrease in the proportion of graduates employed abroad compared to last year amongst those who have graduated with a postgraduate qualification
- Northern Ireland is the least common regional destination for all employed graduates at all levels

Section 4: Sectoral Distribution of Employed Graduates

- The highest proportion of Honours Bachelor Degree graduates in Ireland, were employed in the Business, Finance and Insurance Services sector at 29.9%
- 41.6% of Arts, Humanities and Social Science graduates found employment in the Non-Market Sector in Ireland
- The Non-Market Sector is the main employer of half the graduates from different faculties working overseas

Section 5: Migration

- Dublin continues to be the only county to employ more graduates than it produces, while Galway is the only county to employ as many graduates as it produces
- Cork and Dublin demonstrate high retention rates of employed graduates at 91% and 70% respectively
- Roscommon, Monaghan and Meath have a graduate retention rate of 20% compared to Dublin which employed 91% more graduates than it produced
- The average retention rate per county for graduates is 31%

Document Structure:

The document is structured as follows: **Section 1** outlines the first destinations of all levels of graduates; **Section 2** reports on the starting salaries of graduates; **Section 3** looks at the regional distribution of graduates; **Section 4** examines the sectoral distribution of employed graduates and finally **Section 5** examines the migration patterns of graduates in the Republic of Ireland.

Contents	Page
Foreword	1
Executive Summary	2
Definition of Terms	6
Section 1: First Destination of Graduates	9
1.1 Number of Graduates and Response Rates by Level of Study	10
1.2 First Destinations of Graduates 1995 – 2005	10
1.3 FDR Seeking Employment Rates versus Irish Labour Market Unemployment Rates 1996 – 2006	11
1.4 First Destinations of Graduates by Level of Award	12
1.4.1 Higher/University Certificate	12
1.4.2 Ordinary Bachelor Degree/University Diploma	13
1.4.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma	13
1.4.4 Honours Bachelor Degree	14
1.4.5 Postgraduate Diploma	14
1.4.6 Taught Masters	15
1.4.7 Research Masters	15
1.4.8 PhDs	16
1.4.9 Higher Degree Graduates	16
1.5 First Destinations of Honours Bachelor Degree Graduates by Award Class	17
Section 2: Graduate Salaries	19
2.1 Graduate Salaries	20
2.1.1 Higher/University Certificate Graduate Salaries	20
2.1.2 Ordinary Bachelor Degree/University Diploma Graduate Salaries	21
2.1.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma	21
2.1.4 Honours Bachelor Degree Graduate Salaries	22
2.1.5 Postgraduate Diploma Graduate Salaries	23
2.1.6 Taught Masters Graduate Salaries	24
2.1.7 Research Masters Graduate Salaries	24
2.1.8 PhD Graduate Salaries	25
2.1.9 Higher Degree Graduate Salaries	26
2.2 Honour Bachelor Degree Graduate Salaries by Faculty	27
2.3 Salaries by Award Class	28
2.4 Salaries by Region of Employment	29
2.5 Respondents by Region and Salary	30
2.6 Salaries by Gender	31
2.7 Salaries by Gender and Faculty	32
2.8 Average Salaries by Age	33
Section 3: Regional Distribution of Employed Graduates	35
3.1 Regional Distribution of Employed Graduates	36
Section 4: Sectoral Distribution of Employed Graduates	43
4.1 Sector of Employment by Level of Award	44
4.1.1 Sector of Employment by Level of Award for those Employed in the Republic of Ireland	44
4.1.2 Sector of Employment by Level of Award for those Employed Overseas	46
4.2 Employment Sector by Faculty for those Employed in Ireland and Overseas	48
4.2.1 Employment Sector by Faculty for those Employed in the Republic of Ireland	48
4.2.2 Employment Sector by Faculty for those Employed Overseas	50
Section 5: Migration	53
5.1 Migration	54

Appendices	
Appendix A – First Destination of Education Graduates	56
Appendix B – Regional Authorities	57

List of Tables

Table 1.1 Number of Graduates and Response Rates by Level of Study
Table 1.2 First Destinations of Graduates 1995 – 2005
Table 2.1 Honours Bachelor Degree Graduate Salaries by Faculty
Table 2.2 Salaries by Faculty and Gender Honours Bachelor Degree Graduates
Table 4.1 Key Employment Sectors by Level of Award for Those Employed in the Republic of Ireland
Table 4.2 Key Employment Sectors by Level of Award for Those Employed Overseas
Table 4.3 Key Employment Sectors by Faculty for Those Employed in the Republic of Ireland
Table 4.4 Key Employment Sectors by Faculty for those Employed Overseas
Table 5.1 County Retention Rates
Table A.1: Trends in Higher Diploma in Education Recipients
Table A.2: First Destination of Graduates of Higher Diploma Recipients
Table A.3: Trends in Honours Bachelor Degree in Education Recipients
Table A.4: First Destination of Honours Bachelor Degree in Education Recipients
Table A.5: First Destination of Recipients of Postgraduate Diploma in Teaching

List of Figures

Figure 1.1 FDR vs Irish Labour Market Unemployment Rates 1996 - 2006
Figure 1.2 First Destinations of Higher/University Certificate (Level 6) Graduates
Figure 1.3 First Destinations of Ordinary Bachelor Degree/University Diploma (Level 7) Graduates
Figure 1.4 First Destinations of Higher/University Certificate and Ordinary Bachelor Degree/University Diploma Graduates
Figure 1.5 First Destinations of Honours Bachelor Degree (Level 8) Graduates
Figure 1.6 First Destinations of Postgraduate Diploma (Level 9) Graduates
Figure 1.7 First Destinations of Taught Masters (Level 9) Graduates
Figure 1.8 First Destinations of Research Masters (Level 9) Graduates
Figure 1.9 First Destinations of PhD (Level 10) Graduates
Figure 1.10 First Destinations of Higher Degree Graduates
Figure 1.11 First Destinations of Honours Bachelor Degree Graduates by Award Class
Figure 2.1 Higher/University Certificate (Level 6) Graduate Salaries
Figure 2.2 Ordinary Bachelor Degree/University Diploma (Level 7) Graduate Salaries
Figure 2.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma Combined Graduate Salaries
Figure 2.4 Honours Bachelor Degree (Level 8) Graduate Salaries
Figure 2.5 Postgraduate Diploma (Level 9) Graduate Salaries
Figure 2.6 Taught Masters (Level 9) Graduate Salaries
Figure 2.7 Research Masters (Level 9) Graduate Salaries
Figure 2.8 PhD (Level 10) Graduate Salaries
Figure 2.9 Higher Degree Graduate Salaries
Figure 2.10 Salaries by Award Class Honours Bachelor Degree Graduates
Figure 2.11 Salaries by Region of Employment Honours Bachelor Degree Graduates
Figure 2.12 Region and Salary of Honours Bachelor Degree Graduates
Figure 2.13 Salaries by Gender of Honours Bachelor Degree Graduates
Figure 2.14 Average Salaries by Age Honours Bachelor Degree Graduates
Figure 3.1 Region of Employment of Ordinary Bachelor Degree/University Diploma (Level 7) Graduates
Figure 3.2 Region of Employment of Honours Bachelor Degree (Level 8) Graduates
Figure 3.3 Region of Employment of Postgraduate Diploma (Level 9) Graduates
Figure 3.4 Region of Employment of Taught Masters (Level 9) Graduates
Figure 3.5 Region of Employment of Research Masters (Level 9) Graduates
Figure 3.6 Region of Employment of PhD (Level 10) Graduates
Figure 5.1 Origin of Graduates by County vs. Employed Graduates by County

Definition of Terms

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 up county data to regional data. The regions match those used by the Central Statistics Office (CSO).

Faculty

Faculty represents a subject area 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

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

Higher Certificate Awards (Level 6)

Higher Certificates are full-time courses approved by the Higher Education and Training Awards Council (HETAC) and the Dublin Institute of Technology (DIT). They replace the former National Certificate awards and DIT Certificate awards.

Ordinary Bachelor Degree Awards (Level 7)

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

Honours Bachelor Degree Awards (Level 8)

Graduates of Honours Bachelor Degree awards are recipients from all participating institutions previously categorised under Primary Degree awards last year.

Postgraduate Diploma Awards

Postgraduate Diplomas are one-year courses aimed at Honour Bachelor Degree graduates, 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)

NFQ levels are being assigned to programmes of study by the institutions, but this process had not been completed by the census date of the survey. The NFQ levels of award have been assigned were identifiable.

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 1H (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

In previous First Destination Reports, graduates of Higher Diploma in Education courses, and Primary Degree in Education courses, were excluded from detailed analysis. To allow comparison of data between years this convention has been maintained in this report. The Education Graduates are included in Tables 1.1 and 1.2 as per previous years. In addition, as the FDR data supplied for these graduates is less detailed than for other graduates, it is not possible to perform the data analyses performed on other graduates on Education graduates. What detail can be presented is available in Appendix 1.

Section 1: First Destination of Graduates

Key Points

- > 89% of PhD graduates were employed nine months after graduation
- > 79% of 2005 Higher/University Certificate graduates went on to further study
- > 46% of Ordinary Bachelor Degree/University Diploma graduates continued with further study compared to 35% of Honours Degree graduates
- > Graduates who attain a First Class Honours Bachelor Degree are least likely to be seeking employment and most likely to have continued on to further study
- > 3% of the class of 2005 were seeking employment in April 2006
- > 2% of Honours Bachelor Degree graduates were seeking employment in 2005 compared to 3% in 2004

1.1 Number of Graduates and Response Rates by Level of Study

Table 1.1 outlines the total number of graduates in 2005 and the number of survey respondents for each category of award.

Table 1.1 Number of Graduates and Response Rates by Level of Study

	Level 6 Higher/ University Certificate	Level 7 Ordinary Degree/ University Diploma	Level 8 Honours Degree	Level 9 Postgraduate Diploma	Level 9 Taught Masters	Level 9 Research Masters	Level 10 PhD	Higher Diploma in Education	Primary Degree in Education	Postgraduate Diploma in Primary Education	Total
Number of Graduates	5,671	9,021	21,882	2,105	4,385	416	645	970	1,223	285	46,603
Number of Respondents	1,716	2,217	13,307	1,357	2,804	226	378	627	727	137	23,496
Response Rate	30%	25%	61%	64%	64%	54%	59%	65%	59%	48%	50%

1.2 First Destinations of Graduates 1995-2005

Table 1.2 outlines the pattern of first destinations of all graduates who responded to the survey between 1995 and 2005.

Table 1.2 First Destinations of Graduates 1995 – 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
	%	%	%	%	%	%	%	%	%	%	%
In Employment - Ireland	43	45	46	51	49	51	47	45	46	49	54
In Employment - Overseas	10	9	10	8	7	7	6	6	5	7	5
Further Studies/Training †	40	39	39	35	38	35	41	42	40	35	33
Work Experience Schemes	2	1	1	1	0	0	‡	‡	‡	‡	‡
Seeking Employment	4	4	2	2	2	2	3	3	3	3	3
Unavailable for Work/Study	2	2	2	3	4	4	4	4	5	6	5
TOTALS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Number of Respondents	19,101	20,160	20,160	24,095	24,103	23,276	28,054	27,046	27,331	26,465	23,496

†“ Ireland and Overseas combined
‡ Work Experience Schemes” no corresponding category from FDR 2001 onwards

Table 1.2 illustrates the strong demand for graduates with only 3% of those who graduated in 2005 seeking employment on the 30th of April 2006; this represents an increase compared to the 2000 figure of 2% and a drop from the 1995 figure of 4%.

The high number of graduates employed after graduation demonstrates the further strengthening of the domestic economy. The figure of 54% in 2005 represents an increase on the equivalent figures for 2000 and 1995 which were 51% and 43% respectively.

The drop in numbers of those graduates continuing on to further study has continued this year. Since 1995 the number of graduates continuing with further study has gradually decreased from 35% in 2000 to 33% in 2005. This difference can be explained by the higher number of students taking up employment.

1.3 FDR Seeking Employment Rates versus Irish Labour Market Unemployment Rates 1996-2006

Figure 1.1 compares the rate of graduates seeking employment¹ against the national unemployment rate supplied by the Central Statistics Office (CSO) between 1996 and 2006.

Figure 1.1 FDR² vs Irish Labour Market³ Unemployment Rates 1996 - 2006

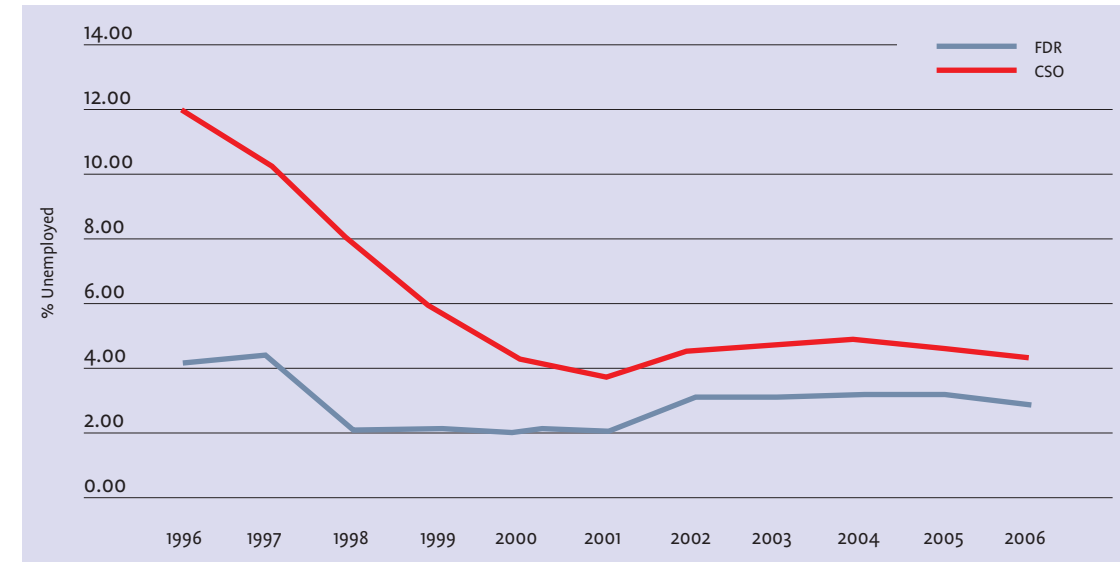


Figure 1.1 illustrates a sharp decrease in national unemployment rates and a gradual decline in unemployment rates for graduates. Between 2002 and 2005 the unemployment percentage for graduates reached a plateau and showed a slight decrease in the last year.

It is also worth noting how closely the percentage of graduates seeking employment has followed the pattern of the national economy, providing more evidence of the strength and reliability of this study over a period of ten years.

¹ The seeking employment rate represents the percentage of the total respondents (excluding those employed overseas) seeking employment.

² The 1996 figures refer to the 1995 report which represents the status of graduates on the 30th of April 1996, this format is followed for the remaining years.

³ CSO unemployment rates from 1996 – 1997 are based on the Labour Force Survey which was carried out each year in April up until 1997. The unemployment rates from 1998 – 2006 reflect 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 award. The ordering of levels follows the level of educational attainment required to graduate (i.e. Higher/University Certificates, Ordinary Bachelor Degrees/University Diplomas, Honours Bachelor Degrees, Postgraduate Diplomas, Taught Masters, Research Masters, and PhDs). The Certificate/Diploma category previously used in these reports is now separated into two new categories for review, these are Higher/University Certificate and Ordinary Bachelor Degree/University Diploma graduates. Separate charts for these two categories are displayed in addition to a commentary on these two categories combined. This section includes brief comparisons to figures from 1995, 2000 and 2004.

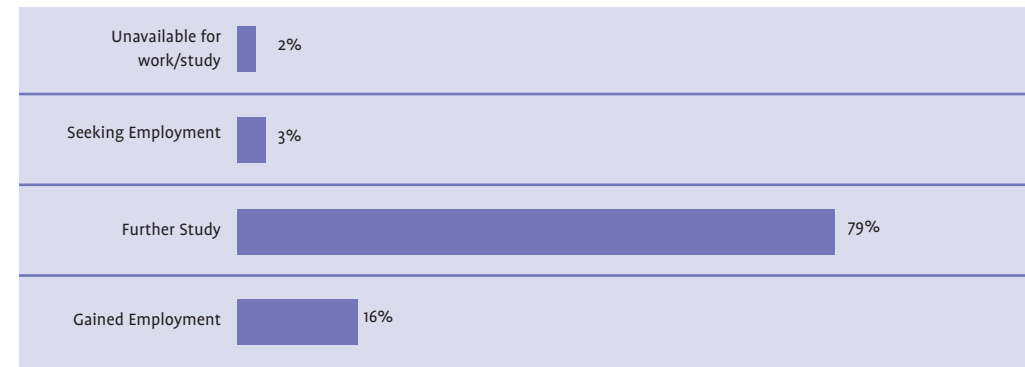
The report demonstrates that as students attain higher level awards the proportion going on to further study decreases. While 79% of Higher/University Certificate graduates continued with further study, a much smaller proportion of PhD graduates did the same at 4%.

The numbers gaining employment increase correspondingly, with 89% of PhDs gaining employment compared with 16% of Higher/University Certificate graduates.

1.4.1 Higher/University Certificate

Figure 1.2 illustrates the destination of those who graduated with a Higher/University Certificate in 2005.

Figure 1.2 First Destinations of Higher/University Certificate (Level 6) Graduates



Total Respondents: 1,716 Response Rate: 30%

These figures show that of those who graduated with a Higher/University Certificate in 2005, 16% gained employment upon completion of their course.

The percentage of graduates seeking employment is 3%.

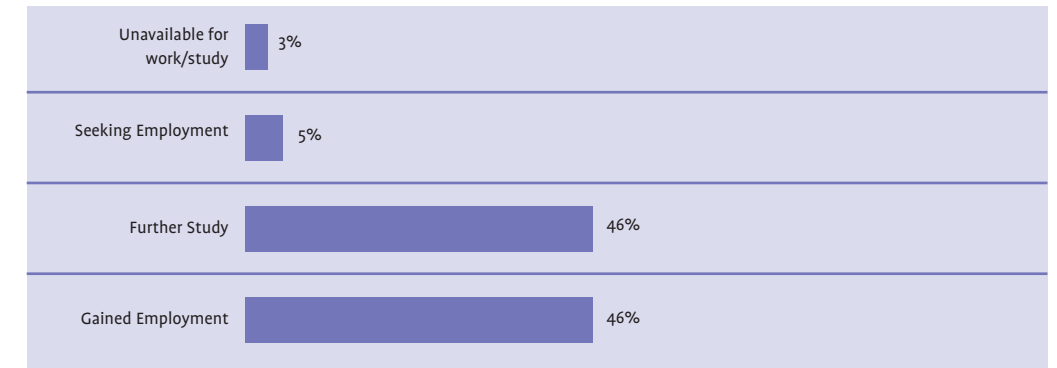
The Higher/University Certificate is a pathway to further study which is demonstrated by the high percentage (79%) of graduates in this category who continue with their studies.

Those who are unavailable for work and further study represent graduates who are travelling, or who are unable to gain employment or continue onto further study due to domestic circumstances or illness.

1.4.2 Ordinary Bachelor Degree/University Diploma

Figure 1.3 illustrates the destination of those who graduated with an Ordinary Bachelor Degree/University Diploma in 2005.

Figure 1.3 First Destinations of Ordinary Bachelor Degree/University Diploma (Level 7) Graduates



Total Respondents: 2,217 Response Rate: 25%

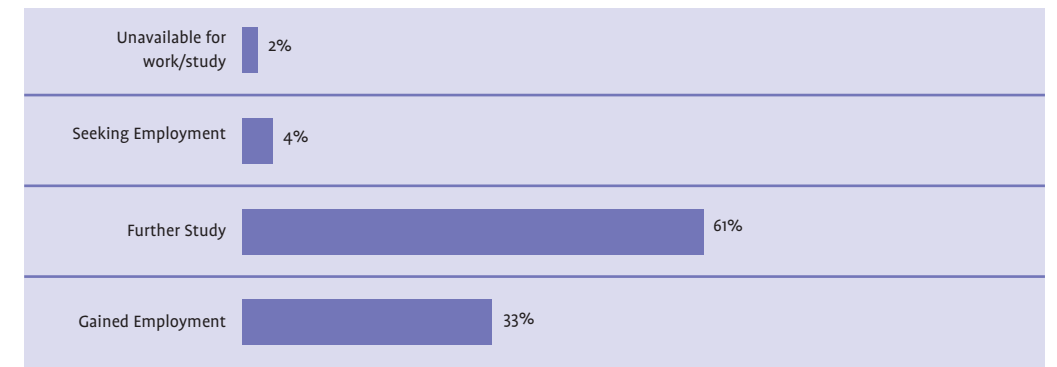
The figure shows that graduates gained employment and continued with further study in equal proportions at 46% for each group.

The percentage of graduates seeking employment is 5%.

1.4.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma

Figure 1.4 illustrates the combined destinations of those who graduated with a Higher/University Certificate and Ordinary Bachelor Degree/University Diploma in 2005.

Figure 1.4 First Destinations of Higher/University Certificate and Ordinary Bachelor Degree/University Diploma Graduates



Total Respondents: 3,933 Response Rate: 27%

The combined figures demonstrate that 61% of those who graduated with a Higher/University Certificate and Ordinary Bachelor Degree continued with their studies after graduation. This represents a decrease on last year's figure of 63%. The equivalent figure in 2000 was 61% and 53% in 1995.

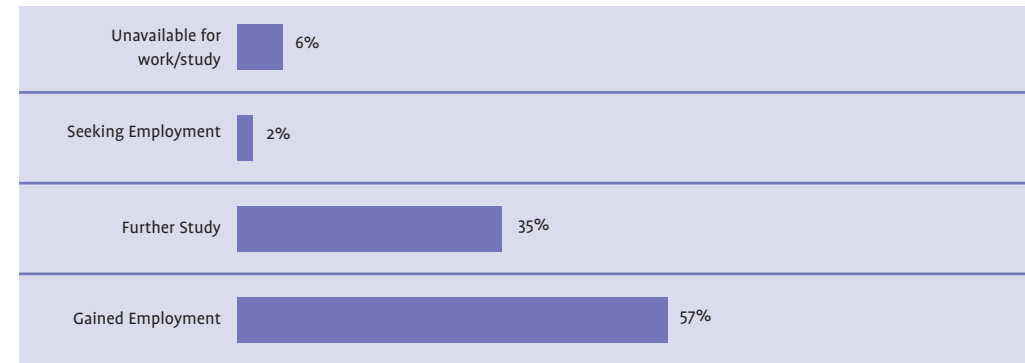
While 33% of these graduates gained employment in 2005, 32% found employment in 2004. This figure represents a decrease on the 2000 equivalent figure of 35% and on the 1995 figure of 37%.

The percentage of graduates seeking employment remains low at 4%, a slight rise on the 2004 figure of 3%. This represents a slight increase on the 2000 figure of 2% and a drop from 5% in 1995.

1.4.4 Honours Bachelor Degree

Figure 1.5 illustrates the destination of those who graduated with an Honours Bachelor Degree in 2005.

Figure 1.5 First Destinations of Honours Bachelor Degree (Level 8) Graduates



Total Respondents: 13,307 Response Rate: 61%

57% of Honours Bachelor Degree graduates went directly into employment in 2005 – a one percentage point increase on the equivalent figure for 2004. The figure for the class of 2000 was higher at 60% and 53% in 1995.

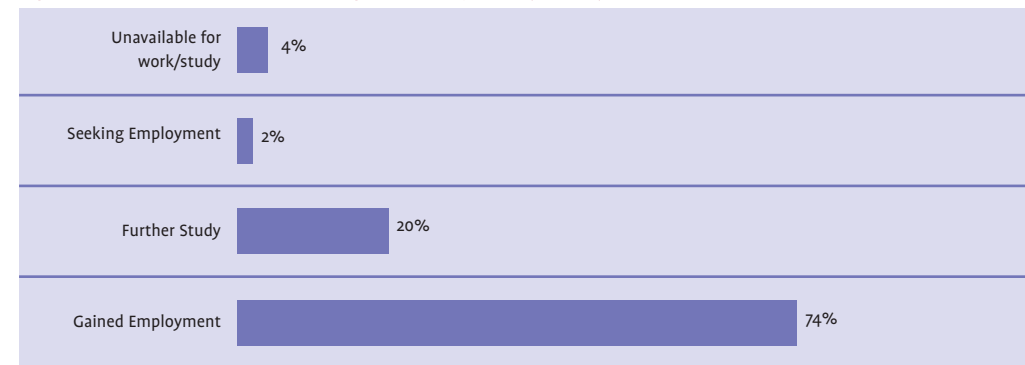
Only 2% of graduates were seeking employment. This corresponds to a percentage point drop when compared to the 2004 figure. The comparable figures for 2000 and 1995 graduates were 2% and 4% respectively.

35% of those who obtained an Honours Bachelor Degree went on to further study; this corresponds to a percentage point increase on the 2004 total. The figure for 2000 graduates stood at 20% and 25% in 1995.

1.4.5 Postgraduate Diploma

Figure 1.6 illustrates the destination of those who graduated with a Postgraduate Diploma in 2005.

Figure 1.6 First Destinations of Postgraduate Diploma (Level 9) Graduates



Total Respondents: 1,357 Response Rate: 64%

Almost three quarters (74%) of Postgraduate Diploma graduates gained employment, down from 76% in 2004 and 79% in 2000. Postgraduate Diploma graduates were first surveyed in 1998; therefore there is no data available for comparison for the year 1995.

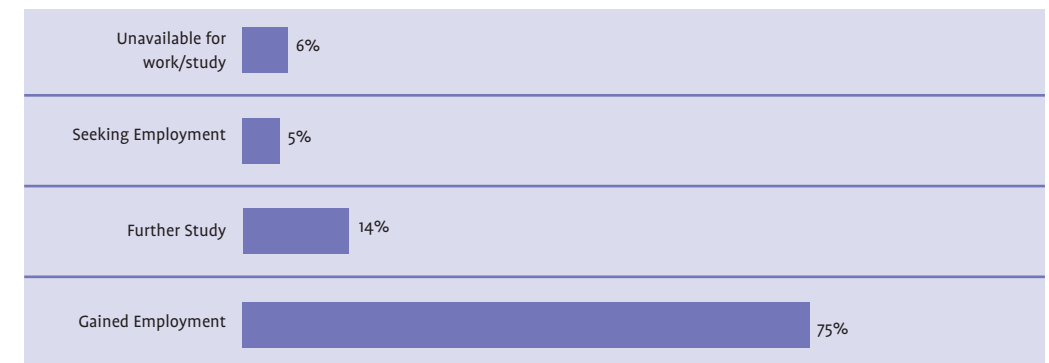
2% of graduates were seeking employment in 2005 which is a percentage point decrease on the 2004 and 2000 figures of 3%.

20% of graduates progressed to further study compared to 17% and 9%, in 2004 and 2000 respectively. This indicates that further study is becoming a more popular destination for Postgraduate Diploma graduates.

1.4.6 Taught Masters

Figure 1.7 illustrates the destination of those who graduated with a Taught Masters in 2005.

Figure 1.7 First Destinations of Taught Masters (Level 9) Graduates



Total Respondents: 2,804 Response Rate: 64%

75% of those who completed a Taught Masters course went straight into employment which represents a slight increase on last year's figure of 74%.

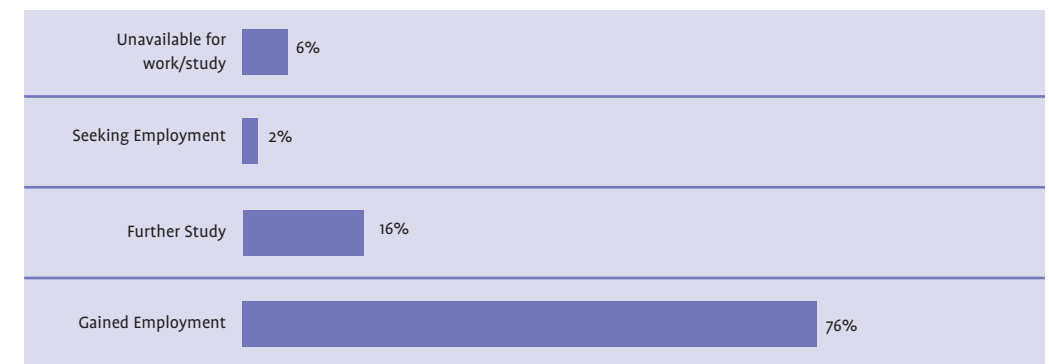
5% of graduates were seeking employment in 2005; this represents no change from the 2004 figure.

Of those who graduated with a Taught Masters Degree 14% engaged in further study, representing no change from the 2004 figure.

1.4.7 Research Masters

Figure 1.8 illustrates the destination of those who graduated with a Research Masters in 2005.

Figure 1.8 First Destinations of Research Masters (Level 9) Graduates



Total Respondents: 226 Response Rate: 54%

Just over three quarters (76%) of graduates of Research Masters entered employment upon graduation in 2005, a slight increase on the 2004 figure of 73%.

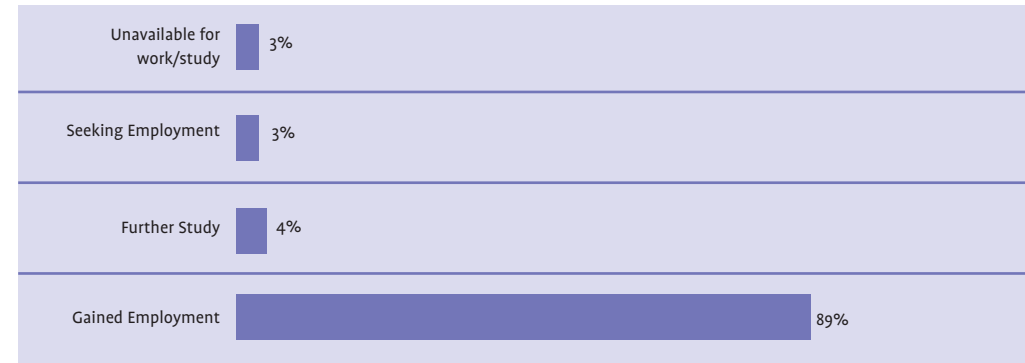
Research Masters graduates have the lowest percentage of graduates seeking employment amongst Higher Degree graduates at 2%. In 2004 5% of graduates were seeking employment.

The number of those who went on to further study from the 2005 class remained constant when compared to 2004 graduates at 16%.

1.4.8 PhDs

Figure 1.9 illustrates the destination of those who graduated with a PhD in 2005.

Figure 1.9 First Destinations of PhD (Level 10) Graduates



Total Respondents: 378 Response Rate: 59%

Predictably the vast majority (89%) of PhD graduates entered the workforce representing an increase on the 2004 figure of 86%. This demonstrates an increasing demand for PhD level graduates in the labour market.

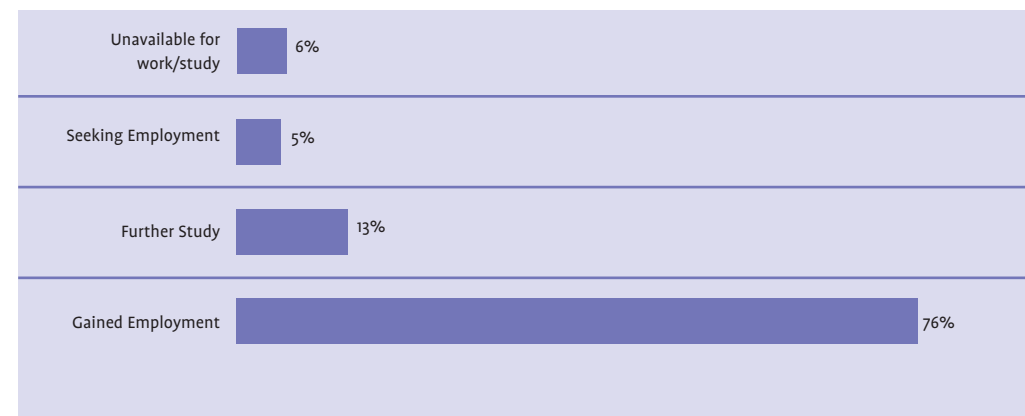
The percentage of PhD graduates seeking employment dropped as a result and stood at 3% for the class of 2005, down from 4% in 2004.

This also impacted on the number of PhD graduates going on to further study: with 4% pursuing further studies in 2005 compared to 5% of the class of 2004.

1.4.9 Higher Degree Graduates

Figure 1.10 illustrates the destination of those who graduated with a Higher Degree in 2005.

Figure 1.10 First Destinations of Higher Degree Graduates



Total Respondents: 5,446 Response Rate: 63%

The destinations of Higher Degree graduates in reports before 2004 were combined; therefore the figures from the 2005 survey are merged to compare against previous years.

The combined figure for 2005 graduates shows that 76% gained employment. This figure represents a slight decrease when compared to the 2000 figure of 82% and the 1995 figure of 78%.

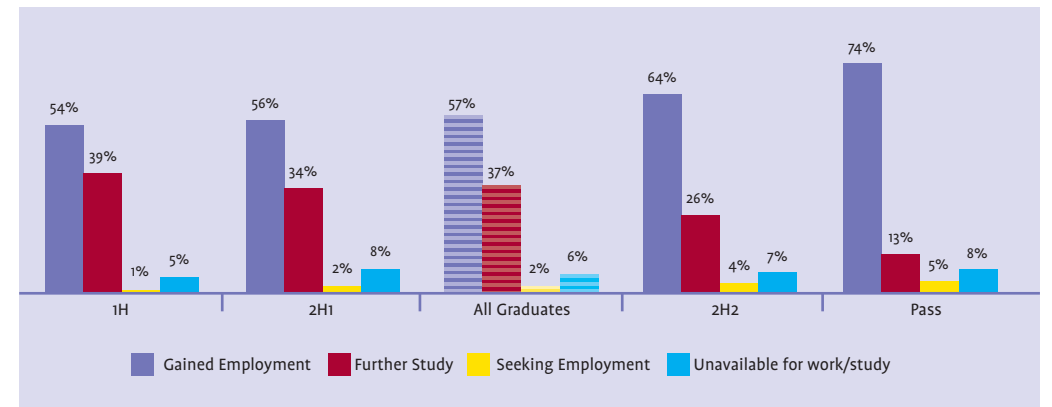
Overall 5% of Higher Degree graduates from the 2005 survey were seeking employment; this compares to 1995 levels which were also at 5% and represents an increase on the figure of 3% in 2000.

13% of Higher Degree graduates continued with further study. This figure represents an increase compared to those who graduated in 2000 and 1995 at 8% for both years.

1.5 First Destinations of Honours Bachelor Degree Graduates by Award Class

Figure 1.11 illustrates the destination of Honours Bachelor Degree graduates by award class

Figure 1.11 First Destinations of Honours Bachelor Degree Graduates by Award Class



This figure shows that graduates who attain a higher final mark i.e. First Class Honours (1H) and a Second Class Honours Grade 1 (2H1) are less likely to take up employment than those who obtain a Second Class Honours Grade 2 (2H2) or Pass Degree. Of those who graduate with a Pass Degree 74% go directly into employment compared to 54% of 1H award recipients. This difference can be explained by the increased likelihood of those attaining a 1H or 2H1 Honours Bachelor Degree pursuing further study.

39% of 1H recipients continue on to further study compared to just 13% of Pass Award recipients.

Graduates who attain a 1H are least likely to be seeking employment with only 1% of graduates seeking to enter the labour market. Graduates who obtain a Pass Honours Bachelor Degree represent the largest proportion of graduates who are actively seeking employment at 5%.

Section 2: Graduate Salaries

Key Points

- > The most common initial salary for males was in the €25,000 – €28,999 bracket, while the most common initial salary for females was in the €21,000 – €24,999 bracket
- > More male graduates than female graduates tend to earn salaries greater than €33,000
- > 72% of Postgraduate Diploma graduates earned more than €25,000 upon graduation, representing a considerable rise on last year's corresponding figure of 59%
- > 86% of PhD graduates earned more than €33,000
- > The most common salary of Honours Bachelor Degree graduates across all faculties in 2005 lay in the €21,000 - €24,999 band
- > Those gaining employment in the Mid-East and the South-West commanded the highest initial salaries

2.1 Graduate Salaries

This section outlines the initial starting salaries of graduates at all levels for those employed in the Republic of Ireland. The ordering of levels follows the level of educational attainment required to graduate (i.e. Higher/University Certificates, Ordinary Bachelor Degrees/University Diplomas, Honours Bachelor Degrees, Postgraduate Diplomas, Taught Masters, Research Masters, and PhDs).

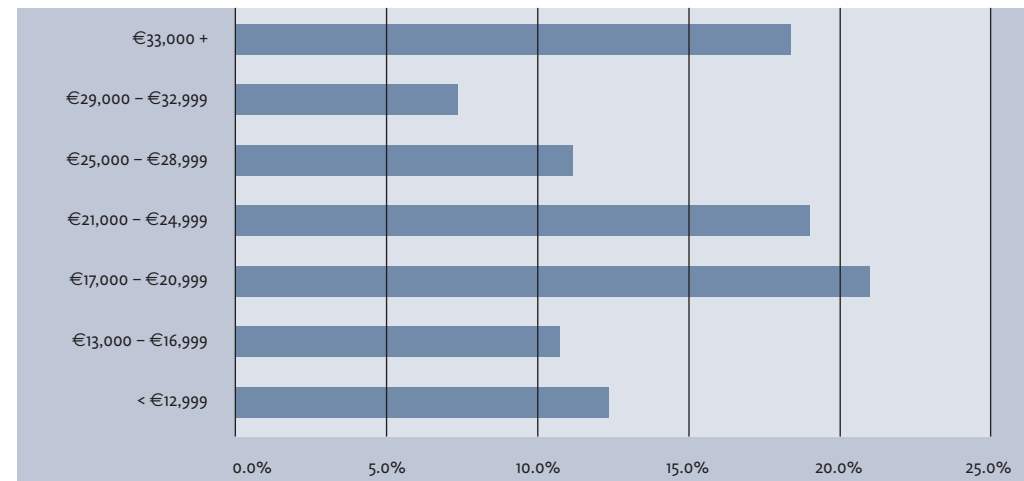
For the first time this section now presents separate results for Higher/University Certificates (level 6) and Ordinary Bachelor Degrees/University Diplomas (level 7). It also includes a chart with combined information for these two categories to demonstrate a comparison with previous years. The most common combined starting salary for this group lies in the €21,000 to €25,000 region. This figure is also the most common starting salary for both Honours Bachelor Degree and Ordinary Bachelor Degree/University Diploma graduates.

Among Higher Degree graduates PhD graduates are the principal earners of salaries more than €33,000. 85% of PhD graduates earned salaries in this band compared to 56% of Research Masters graduates, 31% of Taught Masters graduates and 42% of Postgraduate Diploma graduates. Only 6% of PhD graduates earned less than €25,000.

2.1.1 Higher/University Certificate Graduate Salaries

Figure 2.1 illustrates the salaries of those who graduated with a Higher/University Certificate in 2005.

Figure 2.1 Higher/University Certificate (Level 6) Graduate Salaries



Total Respondents: 250 Response Rate: 27%

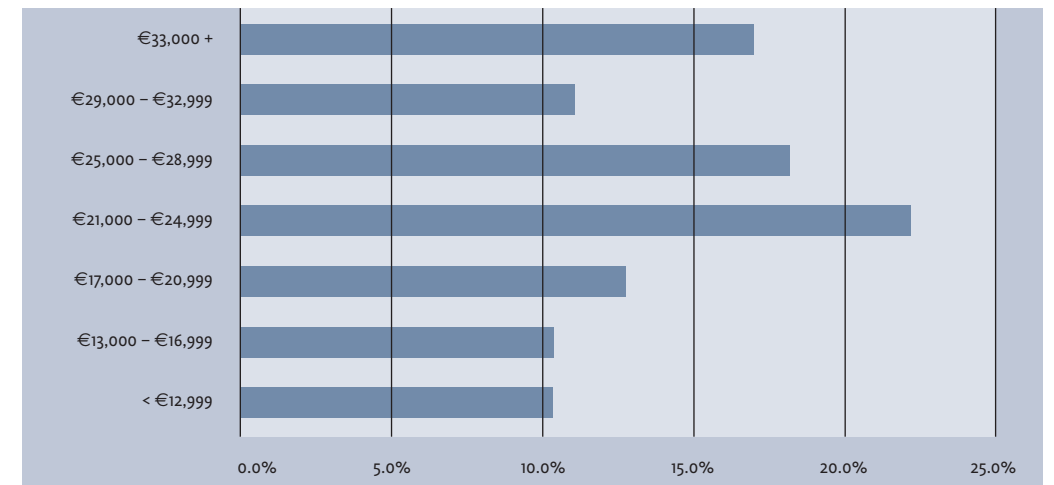
The most common starting salary band for graduates of Higher/University Certificates fell in the €17,000 - €20,999 bracket.

37% of those who graduated with a Higher/University Certificate in 2005 earned more than €25,000, while 18% earned over €33,000.

2.1.2 Ordinary Bachelor Degree/University Diploma Graduate Salaries

Figure 2.2 illustrates the salaries of those who graduated with an Ordinary Bachelor Degree/University Diploma in 2005.

Figure 2.2 Ordinary Bachelor Degree/University Diploma (Level 7) Graduate Salaries



Total Respondents: 892 Response Rate: 22%

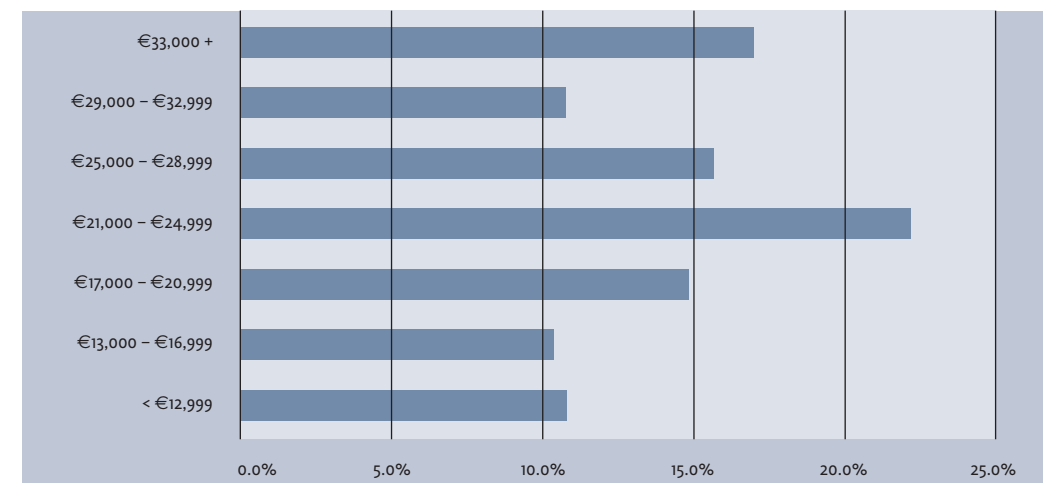
The most popular salary band for graduates in this group was €21,000 - €24,999 at 22%.

Of those who graduated with an Ordinary Bachelor Degree/University Diploma, 45% earned more than €25,000 in 2005, while 16% earned more than €33,000.

2.1.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma Graduate Salaries

Figure 2.3 illustrates the salaries of those who graduated with a Higher/University Certificate and Ordinary Bachelor Degree/University Diploma in 2005.

Figure 2.3 Higher/University Certificate and Ordinary Bachelor Degree/University Diploma Combined Graduate Salaries



Total Respondents: 1,142 Response Rate: 24%

The most common salary for these graduates lies in the €21,000 - €24,999 salary band, unchanged from 2004.

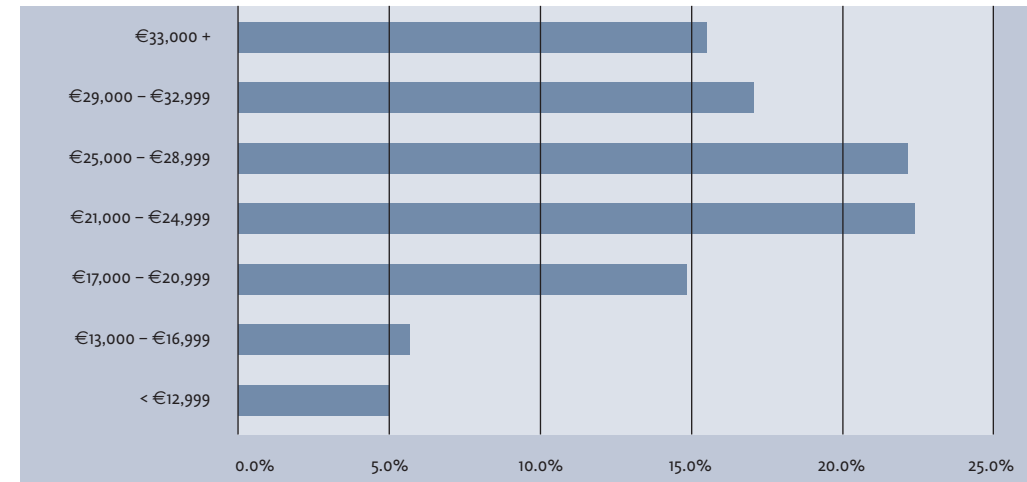
The most common salary band was €19,050 - €21,589 in 2000 and €11,430 - €13,969 in 1995.⁴

While 44% of graduates earned more than €25,000 in 2004 this figure dropped to 43% in 2005.

2.1.4 Honours Bachelor Degree Graduate Salaries

Figure 2.4 illustrates the salaries of those who graduated with an Honours Bachelor Degree in 2005.

Figure 2.4 Honours Bachelor Degree (Level 8) Graduate Salaries



Total Respondents: 4,501 Response Rate: 36%

The largest cohort of Honours Bachelor Degree graduates earned between €21,000 and €24,999. 55% of Honours Bachelor Degree graduates earned more than €25,000 upon graduation; this represents no change on the 2004 figure. The most common starting salary for graduates of the class of 2000 was greater than €24,130 and in 1995 lay between €16,510 and €19,049⁵.

55% of graduates earned more than €25,000 in 2005 compared to 44% in 2004.

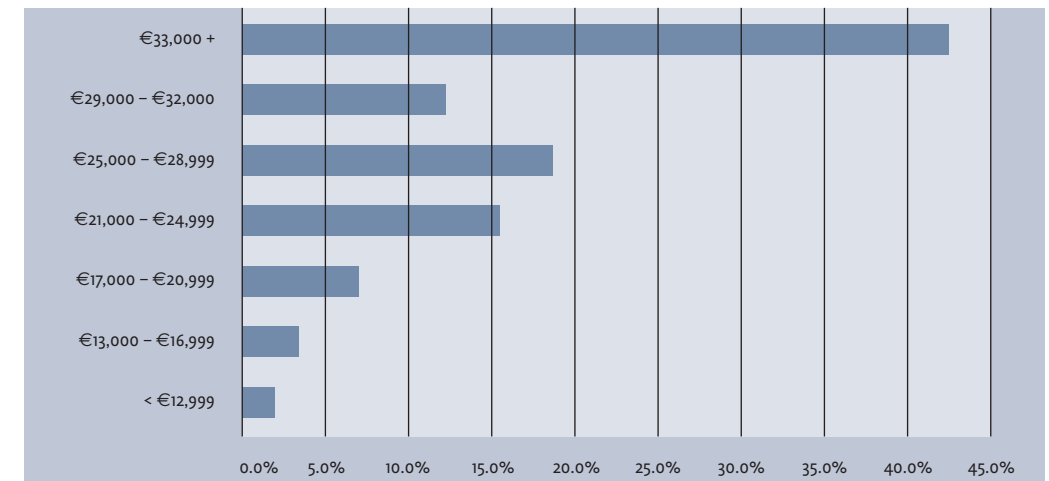
⁴ Salary data from 1995 and 2000 have been converted from IR£ to Euro at the rate of IR£1.00:€1.27

⁵ See footnote 4.

2.1.5 Postgraduate Diploma Graduate Salaries

Figure 2.5 illustrates the salaries of those who graduated with a Postgraduate Diploma in 2005.

Figure 2.5 Postgraduate Diploma (Level 9) Graduate Salaries



Total Respondents: 502 Response Rate: 32 %

This figure shows that 42% of Postgraduate Diploma graduates earned more than €33,000 in 2005, this represents an increase on the 2004 figure of 31%.

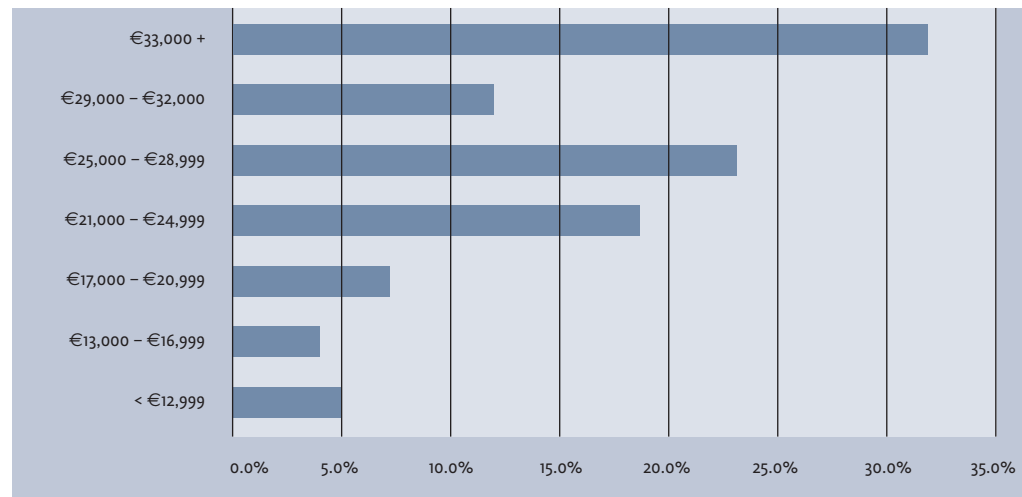
72% of graduates earned more than €25,000 in 2005. The equivalent figures in 2004 and 2000⁶ were 59% and 55% (27%) respectively. These figures illustrate a continuing rise in the salaries commanded by Postgraduate Diploma graduates.

⁶ The largest salary band category in 2000 was for salaries greater than IR£19,000 (+ €24,100)

2.1.6 Taught Masters Graduate Salaries

Figure 2.6 illustrates the salaries of those who graduated with a Taught Masters in 2005.

Figure 2.6 Taught Masters (Level 9) Graduates Salaries



Total Respondents: 966 Response Rate: 30%

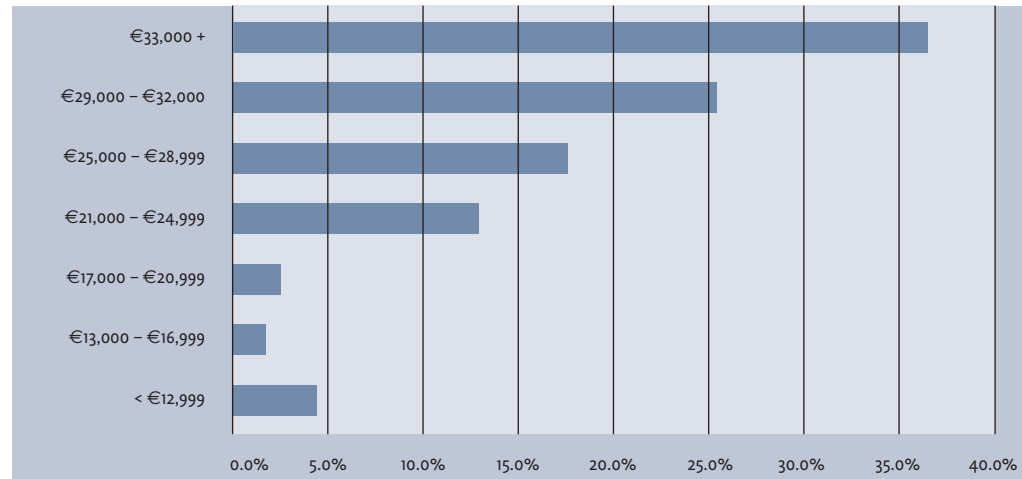
31% of Taught Masters graduates earned over €33,000 in 2005 compared to 26% in 2004.

66% of graduates earned over €25,000 within nine months of graduation, representing an increase when compared to the equivalent earning bracket of 59% in 2004.

2.1.7 Research Masters Graduate Salaries

Figure 2.7 illustrates the salaries of those who graduated with a Research Masters Degree in 2005.

Figure 2.7 Research Masters (Level 9) Graduate Salaries



Total Respondents: 59 Response Rates: 19%

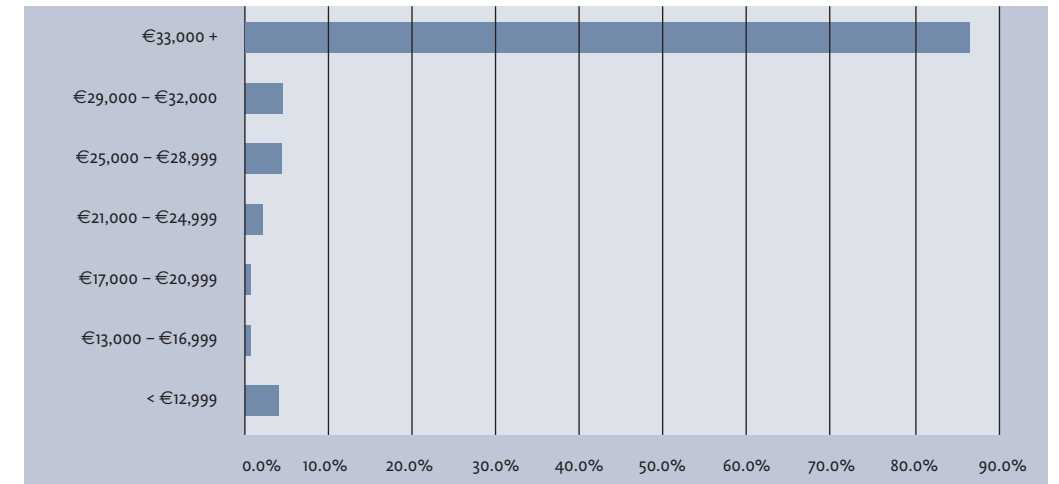
36% of Research Masters graduates earned more than €33,000 showing it to be the most common salary band for this group while €29,000 – €32,999 was the second most common salary band.

79% of graduates earned more than €25,000 in 2005 compared to 75% in 2004.

2.1.8 PhD Graduate Salaries

Figure 2.8 illustrates the salaries of those who graduated with a PhD in 2005.

Figure 2.8 PhD (Level 10) Graduate Salaries



Total Respondents: 140 Response Rates: 24%

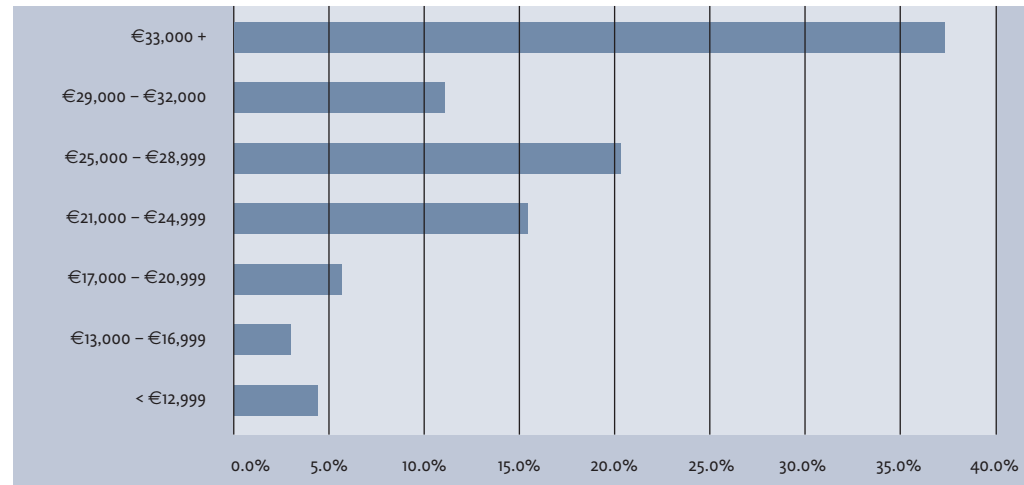
Of the 2005 class of PhD graduates 86% earned more than €33,000 upon graduation while only 6% of graduates earned less than €25,000.

93% of graduates earned more than €25,000 in 2005; this percentage equalled the figure for those who graduated in 2004.

2.1.9 Higher Degree Graduate Salaries

Figure 2.9 outlines the salaries of those who graduated with a Higher Degree in 2005.

Figure 2.9 Higher Degree Graduate Salaries



Total Respondents: 1,165 Response Rates: 28%

70% of those who graduated with a Higher Degree in 2005 earned more than €25,000, an increase from 64% in 2004. This year 38% of Higher Degree graduates earned more than €33,000. In 1995 and 2000 14% and 30% respectively earned more than €24,130⁷ which was the highest salary band for these years. This maintains the trend of increasing salaries for Higher Degree graduates.

⁷ Salary bands for 1995 and 2000 have been converted from IR£ into € at the rate of €1.27 per IR£1.00

2.2 Honours Bachelor Degree Graduate Salaries by Faculty

Table 2.1 outlines the initial Honours Bachelor Degree graduate salaries by faculty. Highlighted cells are the most common initial salaries for that faculty.

Table 2.1 Honours Bachelor Degree Graduate Salaries by Faculty

SALARY BANDS	Arts, Humanities and Social Science	Science	Commerce & Business Studies	Medicine, Dentistry & Paramedical Studies	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food & Science Technology
< €12,999	13.4%	2.1%	3.9%	0.3%	2.3%	9.5%	0.0%	1.8%	0.0%	0.0%
€13,000 - €16,999	9.0%	3.1%	8.4%	0.0%	2.2%	21.4%	4.1%	5.3%	1.1%	0.0%
€17,000 - €20,999	17.4%	10.1%	16.5%	1.1%	5.4%	16.7%	6.1%	7.0%	0.0%	20.8%
€21,000 - €24,999	27.9%	23.7%	32.9%	1.4%	14.6%	28.6%	16.3%	24.6%	3.2%	43.4%
€25,000 - €28,999	14.7%	29.6%	26.0%	5.4%	37.8%	14.3%	16.3%	28.1%	24.5%	28.3%
€29,000 - €32,999	7.8%	16.0%	6.4%	25.0%	21.2%	6.0%	18.4%	8.8%	28.7%	1.9%
€33,000 +	9.7%	15.4%	5.8%	66.8%	16.5%	3.6%	38.8%	24.6%	42.6%	5.7%
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total Respondents	1,021	612	1,245	635	650	84	49	57	94	53
Response Rate	37%	30%	31%	54%	37%	42%	22%	42%	57%	64%

The most common salary band across all faculties in 2005 was the €21,000 - €24,999 category. In 2004 this was the most common salary band for six of ten faculties; this year it was the most common salary band for only four faculties. The largest proportion of those who graduate from the faculties of Medicine, Dentistry and Paramedical Studies, Agriculture and Architecture now earn more than €33,000.

These figures only represent those who responded to the questionnaire and therefore must be interpreted in the context of response rates.

2.3 Salaries By Award Class

Figure 2.10 outlines the most common initial salary achieved by award class of those who graduated with an Honours Bachelor Degree in 2005.

Figure 2.10 Salaries by Award Class of Honours Bachelor Degree Graduates



Respondents: 3,289 Response rate: 27%
(employed Honours Bachelor Degree graduates)

For a category of award to do well in this chart it should be lower than other categories on the left hand side, and higher on the right hand side. For example, the most common initial salary for 1H recipients is in the €25,000 - €28,999 bracket, this is also the case for graduates with a 2H1 and for those graduates with a pass degree. In 2004, this data illustrated that only those graduates with a 1H degree predominated this salary bracket.

Recipients of 1H, 2H1 and Pass degree awards were equally well represented in the €33,000+ bracket, suggesting that in 2006 employers considered successful completion of a degree programme to be more significant than the final award received. This may not be the case in a labour market where the demand for graduates is lower than the present demand. Recipients of 1H awards are still more likely than 2H1 and 2H2 award recipients to have initial salaries in the €25,000 - €28,999 bracket or higher.

The data applies to Honours Bachelor Degree recipients only, for all modes of study. Recipients of 'Unclassified' awards were treated as non-respondents, as their educational attainment can range across other award classes.

2.4 Salaries by Region of Employment

Figure 2.11 outlines the initial salaries of those working in the Republic of Ireland for those who graduated with an Honours Bachelor Degree in 2005⁸.

Figure 2.11 Salaries by Region of Employment of Honours Bachelor Degree Graduates



Respondents: 4,215 Response rate: 37%
(of Honours Bachelor Degree graduates working in the Republic)

Figure 2.11 shows that graduates employed in the Mid-East represented the largest proportion who earned more than €25,000 at 61%. 59% of graduates employed in Dublin earned more than €25,000 while 39% of graduates in the Mid-West earned more than €25,000 which is the lowest percentage in this salary range. Graduates employed in the South-East, the West and the Border regions are more likely to earn salaries in the €33,000+ bracket than graduates working in other regions.

All regions show a sharp increase in the number of graduates earning more than €33,000. Future reports will see the €33,000+ band broken down further, which should result in regions continuing the downward slope past this point.

Regions with higher initial salaries on average will be lower than other regions on the left hand side, and higher on the right hand side. The West, Mid-West, Border and South-West all represent the highest percentage of graduates in the lowest salary band, however the West is also one of the regions representing the highest percentage in the highest salary band.

The most common initial salary for graduates working in Dublin is €21,000 to €24,999, and these graduates also perform well in higher salary bands in comparison with other regions.

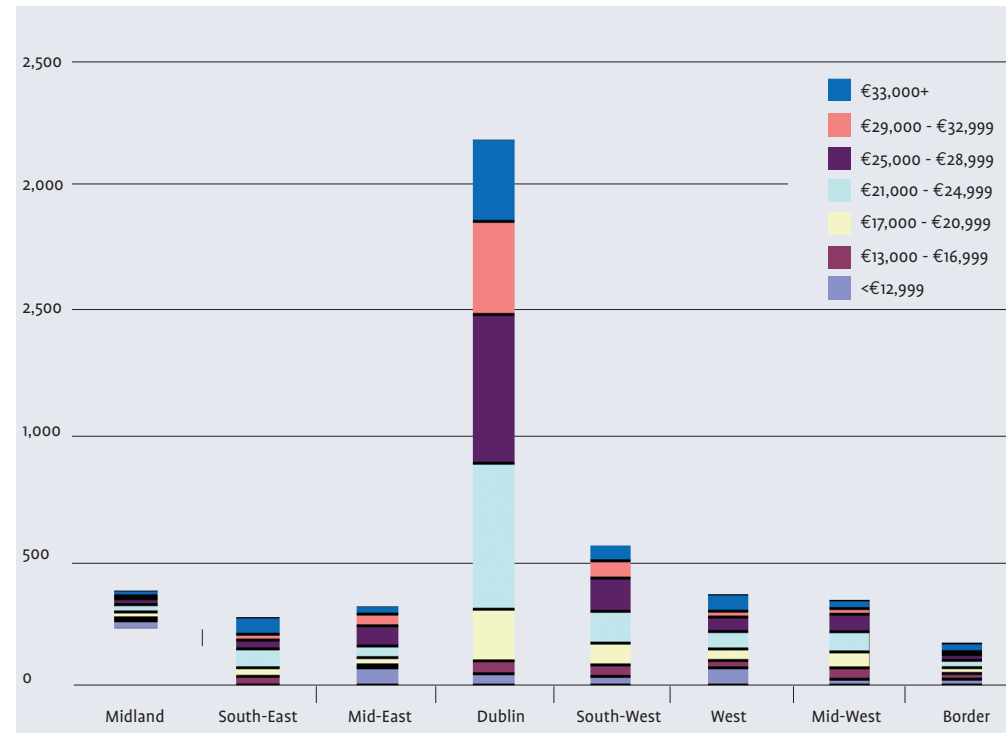
When reviewing this chart it is useful to compare it to Figure 2.12 in the following section. Figure 2.12 demonstrates the disparity between regions in terms of graduates' initial region of employment.

⁸ The counties 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.

2.5 Respondents by Region and Salary

Figure 2.12 outlines the initial salaries of those working in the Republic of Ireland who graduated with an Honours Bachelor Degree in 2005.

Figure 2.12 Region and Salary of Honours Bachelor Degree Graduates



Respondents: 4,215 Response rate: 37% (of Honours Bachelor Degree graduates working in the Republic)

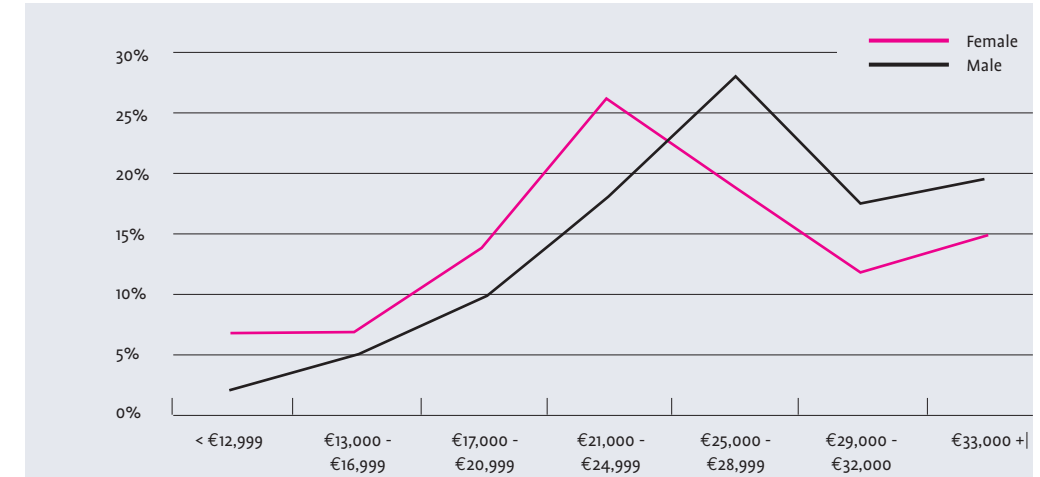
Figure 2.12 demonstrates that the majority of Honours Bachelor Degree graduates found employment in Dublin. This corresponds to the 2004 figure when almost 50% of respondents were also employed in Dublin.

The number of employed graduates per region is illustrated by the height of each bar. Each individual bar is further broken down by the initial salary earned by graduates in each region. This demonstrates the data presented in Figure 2.11 but in a different format. The regional disparity is examined further in Section 3, Regional Distribution of Graduates, and in Section 5, Migration.

2.6 Salaries by Gender

Figure 2.13 outlines the initial salaries by gender for those who graduated with an Honours Bachelor Degree in 2005.

Figure 2.13 Salaries by Gender of Honours Bachelor Degree Graduates



Respondents: 4,601 Response rate: 37% (employed Honours Bachelor Degree graduates)

Figure 2.13 demonstrates an ongoing trend where males are earning a higher initial salary than females. Compared to 2004, this figure shows that there has been an increased representation of both males and females earning more than €33,000. This number increased from 13% in 2004 to 19% in 2005 for males and from 9% to 15% for females.

There is still a definite gender bias in levels of initial salaries attained by graduates. Figure 2.13 illustrates that the gender bias in salary levels begins from a graduate's initial participation in the workforce. The most common initial salary for males was €25,000 – €28,999 (28% of male employed respondents), while the most common initial salary for females was €21,000 – €24,999 (26% of female employed respondents).

The data applies to Honours Bachelor Degree recipients of all modes of study. Overview salary tables elsewhere in the report only include full-time graduates, as reliable data for other modes of study is not available across all levels of award.

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

2.7 Salaries by Gender and Faculty

Table 2.2 illustrates the initial salaries by gender and broken down by faculty of study for those who graduated with an Honours Bachelor Degree in 2005.

Table 2.2 Salaries by Faculty and Gender Honours Bachelor Degree Graduates

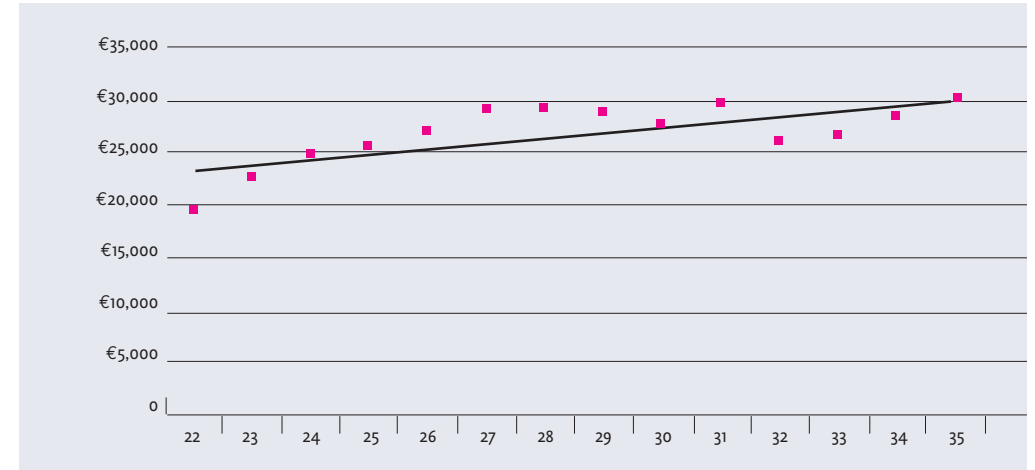
Salary Bands	Arts Humanities & Social Science		Science		Commerce & Business Studies		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary Medicine		Architecture		Food & Science Technology	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
< €12,999	7%	15%	1%	3%	3%	4%	0%	0%	2%	5%	17%	5%	0%	0%	0%	3%	0%	0%	0%	0%
€13,000 - €16,999	7%	10%	4%	3%	9%	8%	0%	0%	2%	3%	10%	27%	8%	0%	10%	3%	0%	0%	0%	0%
€17,000 - €20,999	16%	18%	10%	10%	16%	17%	0%	2%	5%	7%	14%	18%	8%	4%	0%	11%	0%	0%	0%	27%
€21,000 - €24,999	29%	28%	20%	27%	28%	35%	1%	2%	12%	24%	28%	29%	12%	21%	20%	27%	3%	5%	25%	49%
€25,000 - €28,999	18%	13%	32%	27%	27%	26%	9%	2%	40%	32%	17%	13%	24%	8%	35%	24%	25%	21%	50%	22%
€29,000 - €32,999	9%	8%	19%	13%	8%	5%	22%	28%	22%	17%	7%	5%	16%	21%	5%	11%	25%	42%	8%	0%
€33,000 +	14%	8%	13%	18%	9%	4%	68%	66%	18%	11%	7%	2%	32%	46%	30%	22%	47%	26%	17%	2%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Respondents	257	764	311	301	446	799	268	367	501	149	29	55	25	24	20	37	75	19	12	41
Response Rate	51%	56%	31%	30%	30%	32%	65%	48%	37%	37%	46%	41%	24%	21%	43%	42%	63%	44%	63%	65%

This figure shows that within faculties, more male graduates than female graduates tended to earn salaries in the €33,000+ band. The highlighted cells demonstrate where male graduates predominated in the €33,000+ salary band. This is the case for 8 out of the 10 faculties illustrated above. This figure refers to full-time Honours Bachelor Degree graduates only.

2.8 Average Salaries by Age

Figure 2.14 illustrates the initial average salaries by age of those who graduated with an Honours Bachelor Degree in 2005.

Figure 2.14 Average Salaries by Age Honours Bachelor Degree Graduates



Respondents: 3,655 Response rate: 29%

This figure indicates that older graduates are more likely to receive higher initial salaries than younger graduates. This is a trend reflected in the 2004 FDR findings.

There are a variety of factors which could affect this trend. Older graduates may have previous work experience, more knowledge of the labour market than younger graduates and/or an associated pay rise on completion of a degree in an existing job. However, these factors are speculative only and do not represent the result of analysis.

This data refers to those who studied full-time only:

'A typical full-time student is on average 22 years of age, pursuing a primary degree (67%), single (88%), has no children and has entered higher education after the completion of the Leaving Certificate⁹.

⁹ Darmody, Merike; Smyth, Emer; O'Connell, Philip; Williams, James and Ryan, Bernadette (2005) Eurostudent Survey II: Irish Report on the Social and Living Conditions of Higher Education Students 2003/04, Higher Education Authority, p 8.

Section 3: Regional Distribution of Employed Graduates

Key Points

- > The majority of graduates at all award levels gained employment in Dublin
- > Employment rates abroad of Ordinary Bachelor Degree/University Diploma and Postgraduate Diploma graduates are relatively low
- > Employment abroad is the second most popular destination for PhD graduates at 19% and Taught Masters graduates at 13%
- > There has been a decrease in the proportion of graduates employed abroad compared to last year amongst those who have graduated with a postgraduate qualification
- > Northern Ireland is the least common regional destination for all employed graduates at all levels

3.1 Regional Distribution of Employed Graduates

This section traces the destination regions of graduates. Each figure presents a separate graduate cohort, by level of award. The ordering of cohorts follows the level of educational attainment required (i.e. Ordinary Bachelor Degree/University Diploma, Honours Bachelor Degrees, Postgraduate Diplomas, Taught Masters, Research Masters, and PhDs).

Figures 3.1 to 3.6 identify the employment destination regions of graduates by award level.

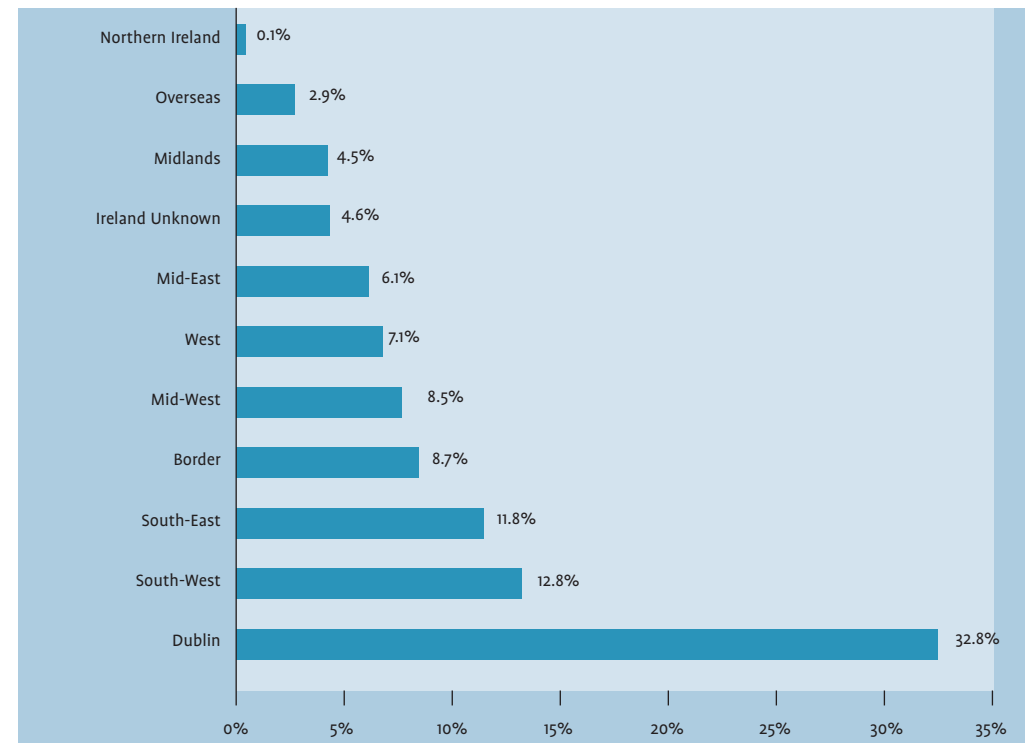
The findings indicate that Dublin is the principle employment destination for graduates across all cohorts. Taught Masters Degree graduates represent the highest proportion of graduates at all levels employed in Dublin at 47.7%.

Employment abroad of Ordinary Bachelor Degree/University Diploma and Postgraduate Diploma graduates is relatively low, indicating that jobs are available in the Republic of Ireland for graduates of these levels. Postgraduate Diploma courses are designed to satisfy current skills shortages in the labour market, therefore this would explain the low levels of overseas employment in this cohort.

Overseas employment is still the second most popular destination for PhD graduates and interestingly, also for Taught Masters graduates. However, emigration levels of Postgraduate Diploma, Taught Masters, Research Masters and PhD graduates have all decreased from last year. Overseas destinations for Postgraduate Diplomas dropped from 6.6% in 2004 to 3.5% in 2005 and for PhD graduates the figures decreased from 22.4% in 2004 to 19.2% in 2005.

Figure 3.1 outlines the region of employment for those who graduated with an Ordinary Bachelor Degree/University Diploma in 2005.

Figure 3.1 Region of Employment of Ordinary Bachelor Degree/University Diploma (Level 7) Graduates

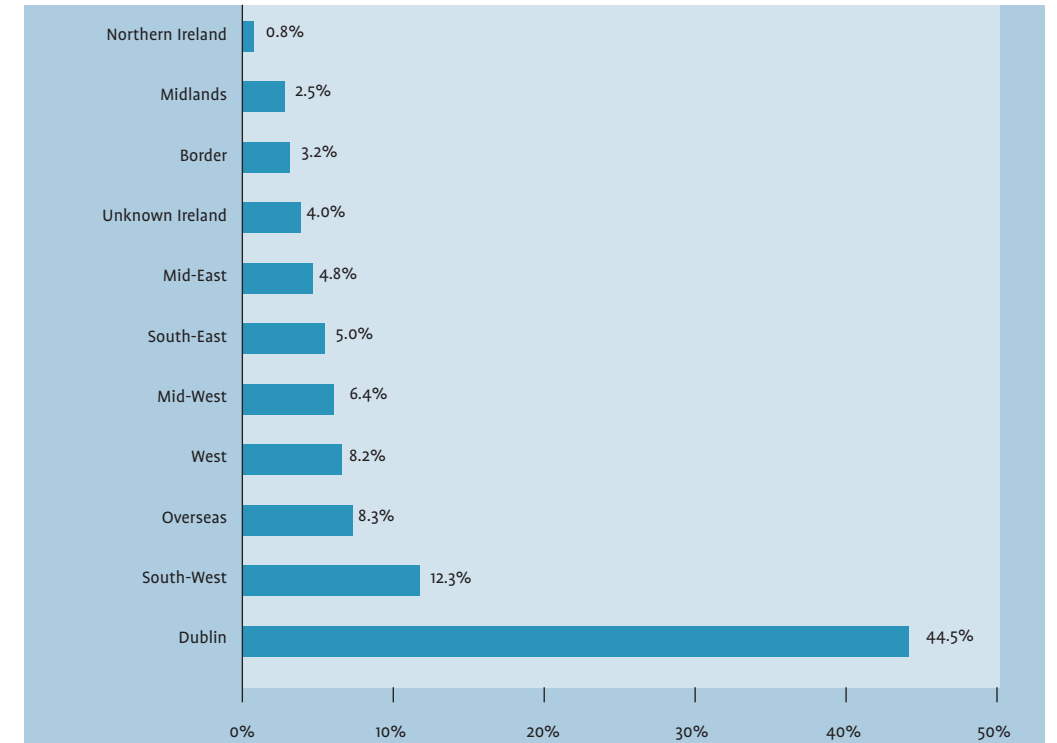


Total Respondents: 1,011 Response Rates: 25%

This figure demonstrates that the majority of graduates found employment in the Dublin (32.8%) area. 2.9% of graduates found employment overseas.

Figure 3.2 outlines the region of employment for those who graduated with an Honours Bachelor Degree in 2005.

Figure 3.2 Region of Employment of Honours Bachelor Degree (Level 8) Graduates



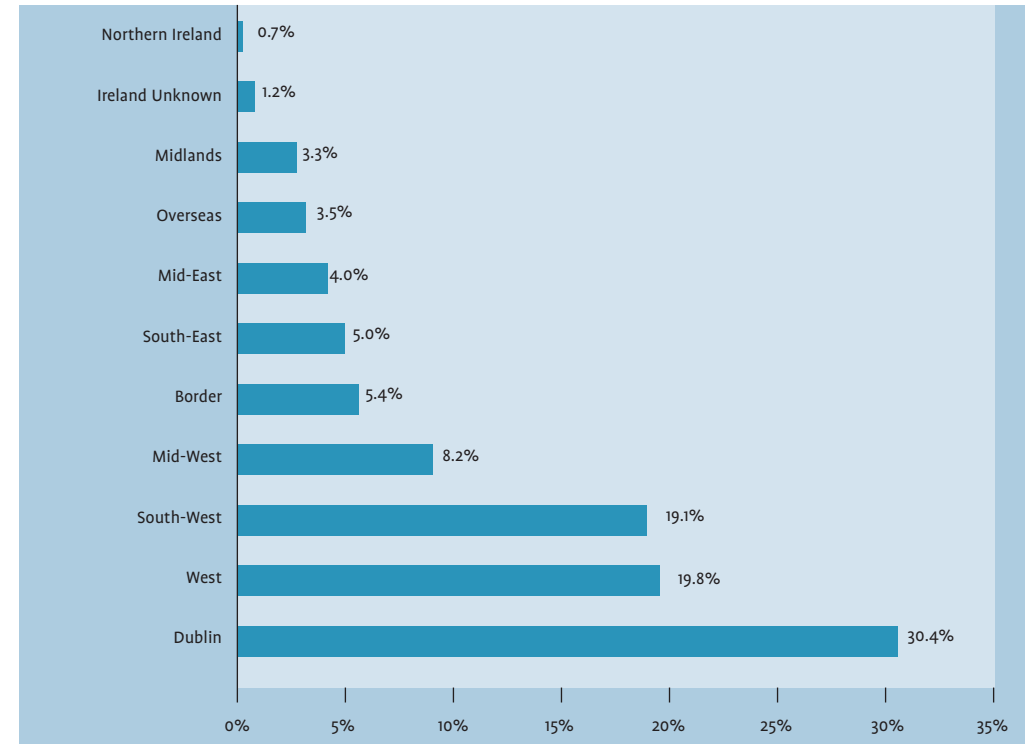
Total Respondents: 7,290 Response Rates: 59%

This figure again shows the overwhelming percentage of graduates who found employment in Dublin at 44.5% demonstrating a slight increase on the 2004 figure of 43.0%.

8.3% of graduates were employed overseas in 2005 this represents a drop of almost four percentage points when compared to the 2004 figure of 12.2%.

Figure 3.3 outlines the region of employment for those who graduated with a Postgraduate Diploma in 2005.

Figure 3.3 Region of Employment of Postgraduate Diploma (Level 9) Graduates



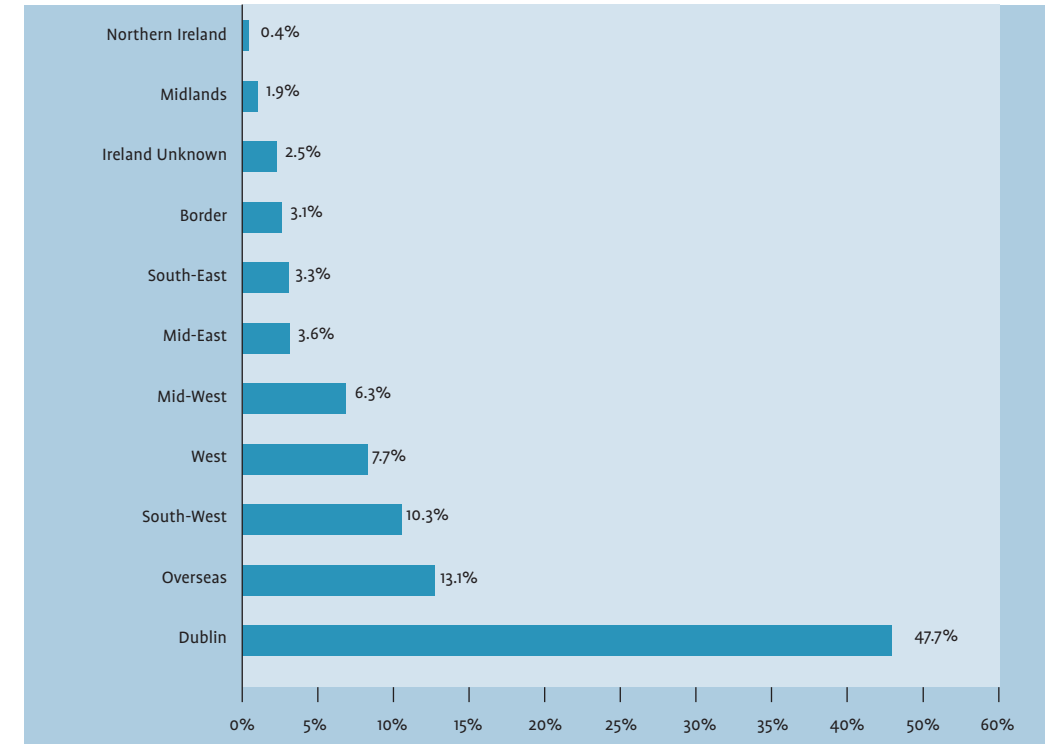
Total Respondents: 1,009 Response Rates: 64%

The figure shows that 30.4% of graduates found employment in Dublin demonstrating a decrease on the 2004 figure of 35.9%. After Dublin, the West (19.8%) and South-West (19.1%) were the next most popular employment destinations.

Last year 6.6% of graduates found employment overseas whereas this year the figure dropped to 3.5%.

Figure 3.4 outlines the region of employment for those who graduated with a Taught Masters in 2005.

Figure 3.4 Region of Employment of Taught Masters (Level 9) Graduates



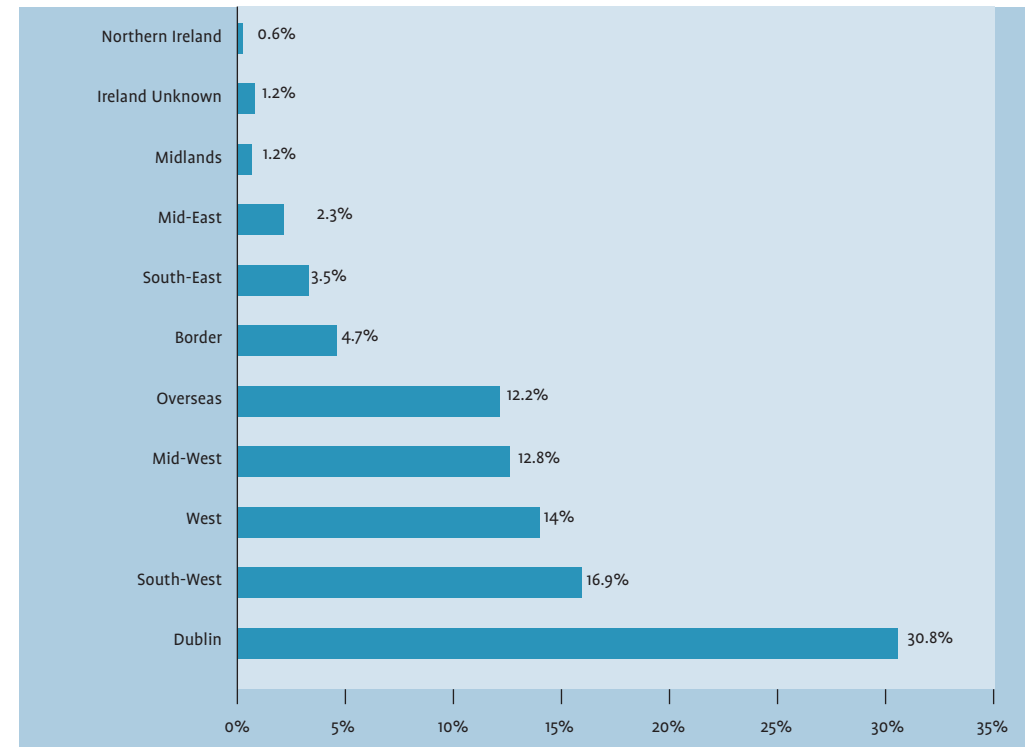
Total Respondents: 2,092 Response Rates: 64%

The figure illustrates that 47.7% of Taught Masters graduates found employment in Dublin which is a decrease from last year's figure of 51.5%.

Overseas employment dropped from 14.4% in 2004 to 13.1% in 2005.

Figure 3.5 outlines the region of employment for those who graduated with a Research Masters in 2005.

Figure 3.5 Region of Employment of Research Masters (Level 9) Graduates



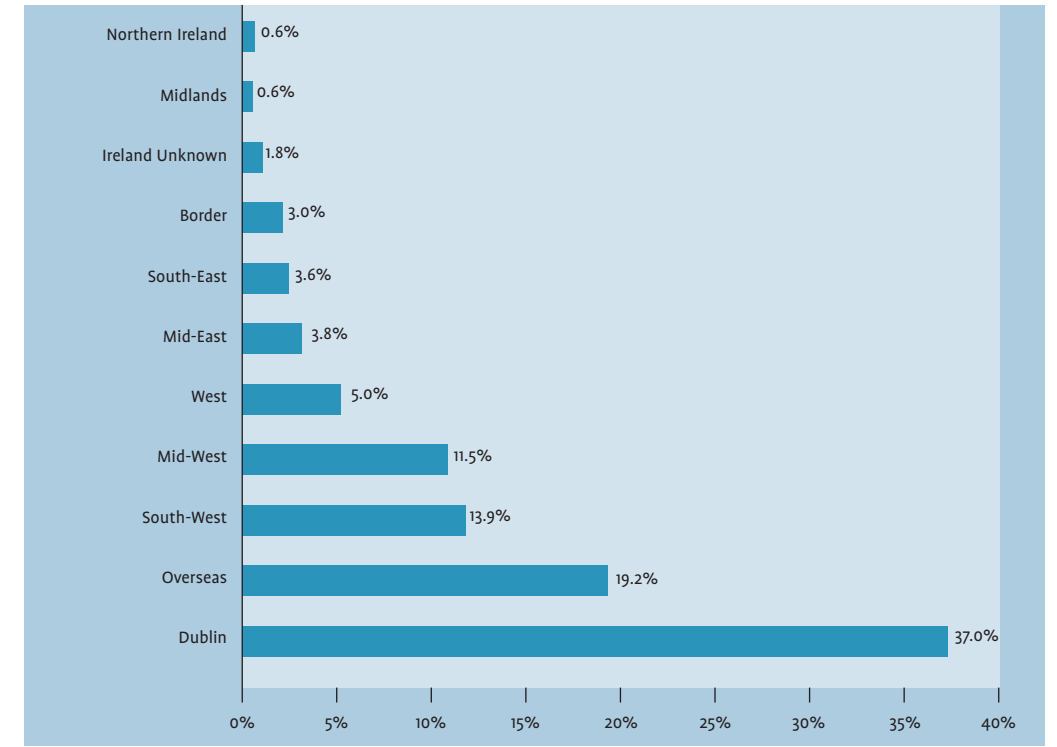
Total Respondents: 172 Response Rates: 54%

The figure shows that 30.8% of Research Masters graduates found employment in Dublin, whereas in 2004 this figure was at 35.2%.

Overseas employment destinations for graduates dropped from 15.5% in 2004 to 12.2% in 2005.

Figure 3.6 outlines the region of employment for those who graduated with a PhD in 2005.

Figure 3.6 Region of Employment of PhD (Level 10) Graduates



Total Respondents: 338 Response Rates: 59%

The number of graduates employed in Dublin remained the same as in 2004 at 37.0%.

The figure shows that the number of PhD graduates who found employment overseas decreased from 22.4% last year to 19.2% in 2005.

Section 4: Sectoral Distribution of Employed Graduates

Key Points

- > The highest proportion of Honours Bachelor Degree graduates in Ireland, were employed in the Business, Finance and Insurance Services Sector at 29.9%
- > 41.6% of Arts, Humanities and Social Science graduates found employment in the Non-Market Sector in Ireland
- > The Non-Market Sector is the main employer of half the graduates from different faculties working overseas

4.1 Sector of Employment by Level of Award

4.1.1 Sector of Employment by Level of Award for those Employed in the Republic of Ireland

Table 4.1 outlines the proportion of those who obtained employment in the Republic of Ireland for those who graduated in 2005. This is broken down by sector of employment and level of graduate 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 Those Employed in the Republic of Ireland

Employment Sector	Level 6 Higher/ University Certificate	Level 7 Ordinary Degree/ University Diploma	Level 8 Honours Degree	Level 9 Postgraduate Diploma	Level 9 Masters Taught	Level 9 Masters Research	Level 10 PhD
AGRICULTURE, FORESTRY & FISHERIES	3.9%	1.9%	0.8%	0.6%	0.6%	2.0%	0.7%
MANUFACTURING INDUSTRIES	14.5%	9.2%	12.7%	8.3%	8.5%	17.9%	12.8%
Food and Drink Industries	2.0%	0.9%	2.2%	0.9%	1.2%	2.6%	0.4%
Pharmaceuticals & other Chemical Products	2.0%	2.5%	4.0%	2.3%	2.0%	4.6%	5.9%
Metals, Metal Products, Mechanical and Electrical Engineering	3.1%	2.0%	1.7%	0.4%	1.0%	2.0%	1.1%
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	5.1%	2.4%	3.8%	4.2%	3.6%	7.9%	5.5%
Other Industries (incl mining etc)	2.4%	1.3%	1.0%	0.4%	0.7%	0.7%	0.0%
ELECTRICITY, GAS & WATER SUPPLY	0.8%	0.1%	0.7%	0.0%	0.5%	1.3%	0.7%
BUILDING & CONSTRUCTION	8.2%	6.8%	4.0%	1.2%	1.0%	2.0%	0.4%
DISTRIBUTION	11.4%	8.9%	5.9%	2.4%	2.9%	1.3%	1.1%
BUSINESS, FINANCE & INSURANCE SERVICES	11.8%	14.9%	29.9%	17.6%	31.0%	12.6%	4.0%
Banking, Finance and Insurance	5.1%	5.2%	13.8%	8.0%	11.1%	3.3%	1.5%
Accountancy and Legal Services	2.4%	3.0%	8.6%	4.9%	13.1%	1.3%	0.7%
Consultant Engineering and Architectural Services	2.0%	4.9%	3.5%	0.8%	2.0%	4.0%	0.7%
Call Centres and Shared Services Facilities	0.4%	0.3%	0.3%	0.2%	0.2%	0.0%	0.0%
Other Business Services (incl Mgmt and IT Consulting)	2.0%	1.5%	3.7%	3.6%	4.5%	4.0%	1.1%
COMPUTING & SOFTWARE APPLICATIONS	2.7%	1.8%	3.6%	2.7%	5.7%	11.9%	1.5%
TRANSPORT, STORAGE & COMMUNICATIONS	7.8%	2.6%	3.2%	3.8%	2.4%	2.0%	0.0%
NON MARKET SERVICES	22.0%	37.1%	29.4%	55.2%	32.0%	41.1%	73.3%
Defence Forces, Gardaí	10.2%	9.5%	0.5%	0.2%	0.4%	0.7%	0.0%
Civil Service, Local Authorities (other than Building and Construction)	1.6%	1.4%	1.9%	3.2%	3.5%	3.3%	2.6%
Primary Education		0.8%	1.8%	3.6%	1.9%	1.3%	0.4%
Secondary Education	1.2%	1.2%	2.6%	11.7%	4.1%	5.3%	3.7%
Third-Level Education	1.6%	1.0%	1.6%	2.2%	6.0%	20.5%	49.5%
Other Education (incl Language Schools)	0.4%	0.6%	1.2%	1.0%	1.8%	2.0%	0.7%
Health Services	3.5%	13.8%	16.7%	30.6%	9.5%	5.3%	11.7%
Research, Planning, Art Galleries etc.	0.4%	0.3%	0.3%	0.4%	1.0%	0.7%	4.0%
Social and Charitable Services	3.1%	8.4%	2.6%	2.4%	3.8%	2.0%	0.7%
PERSONAL & RECREATIONAL SERVICES	9.4%	8.7%	4.2%	2.0%	3.0%	0.7%	0.0%
PROFESSIONAL SERVICES (not classified elsewhere)	1.6%	3.1%	3.3%	0.8%	4.2%	2.0%	2.6%
OTHER INDUSTRIES OR INDUSTRY NOT STATED	5.9%	4.9%	5.4%	5.5%	8.3%	5.3%	2.9%
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Total Respondents: 11,623 Response Rate: 46%

Table 4.1 shows that the highest proportion of graduates with Higher/University Certificate qualifications were employed in the Non Market Services sector at 22.0% and within this sector the greatest proportion found employment in the Defence Forces/Gardaí. Ordinary Bachelor Degree/University Diploma graduates were also principally employed in the Non Market Services at 37.1% with the greatest proportion working in the Health Services (13.8%). The highest proportion of Honours Bachelor Degree graduates were employed in the Business, Finance and Insurance Services Sector at 29.9%. Within this sector the highest proportion, 13.8%, worked in Banking, Finance and Insurance.

Over half (55.2%) of Postgraduate Diploma graduates found employment in the Non-Market Services with the majority (30.6%) of these graduates working in the Health Services sector. The highest proportion of Higher Degree graduates were also employed in Non-Market Services with 73.3% of PhD graduates in employment in this sector. The highest proportion of these graduates found employment in third-level education (49.5%). In addition, 6.0% of Taught Masters graduates and 20.5% of Research Masters graduates also found employment in this area.

Corresponding to last year's figures, the employment sectors of those graduating with a Higher/University Certificate, an Ordinary Bachelor Degree or an Honours Bachelor Degree are more varied than that of Higher Degree graduates.

4.1.2 Sector of Employment by Level of Award for those Employed Overseas

Table 4.2 outlines the proportion of those who obtained employment overseas for those who graduated in 2005. This is broken down by sector of employment and level of graduate 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 Those Employed Overseas

	Level 7 Ordinary Degree/ University Diploma	Level 8 Honours Degree	Level 9 Postgraduate Diploma	Level 9 Masters Taught	Level 9 Masters Research	Level 10 PhD
Employment Sector	%	%	%	%	%	%
AGRICULTURE, FORESTRY & FISHERIES	0.0%	0.1%	0.0%	0.4%	0.0%	0.0%
MANUFACTURING INDUSTRIES	0.0%	9.5%	8.6%	9.5%	28.6%	13.8%
Food & Drink Industries	0.0%	1.8%	2.9%	1.1%	4.8%	1.5%
Pharmaceuticals & other Chemical Products	0.0%	1.9%	0.0%	3.7%	0.0%	3.1%
Metals, Metal Products, Mechanical & Electrical Engineering	0.0%	2.1%	0.0%	2.2%	9.5%	6.2%
Computer and Electronic Office Equipment,						
Office Machinery, Instrument Eng	0.0%	2.2%	2.9%	2.6%	4.8%	3.1%
Other Industries (incl mining etc)	0.0%	1.5%	2.9%	0.0%	9.5%	0.0%
ELECTRICITY, GAS & WATER SUPPLY	0.0%	0.6%	0.0%	0.7%	0.0%	0.0%
BUILDING & CONSTRUCTION	17.2%	3.0%	2.9%	0.4%	0.0%	0.0%
DISTRIBUTION	6.9%	0.7%	2.9%	0.7%	4.8%	0.0%
BUSINESS, FINANCE & INSURANCE SERVICES	6.9%	22.5%	28.6%	29.6%	19.0%	1.5%
Banking, Finance & Insurance	6.9%	8.4%	20.0%	13.5%	4.8%	1.5%
Accountancy & Legal Services	0.0%	2.5%	0.0%	6.2%	0.0%	0.0%
Consultant Engineering & Architectural Services	0.0%	2.7%	0.0%	2.2%	9.5%	0.0%
Call Centres & Shared Services Facilities	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%
Other Business Services (incl Mgmt & IT Consulting)	0.0%	8.8%	8.6%	7.3%	4.8%	0.0%
COMPUTING & SOFTWARE APPLICATIONS	3.4%	2.8%	8.6%	7.7%	9.5%	4.6%
TRANSPORT, STORAGE & COMMUNICATIONS	13.8%	2.5%	0.0%	2.2%	9.5%	0.0%
NON MARKET SERVICES	37.9%	40.6%	42.9%	34.3%	19.0%	69.2%
Defence Forces, Gardaí	3.4%	0.7%	0.0%	0.4%	0.0%	0.0%
Civil Service, Local Authorities						
(other than Building & Construction)	0.0%	1.3%	0.0%	4.0%	0.0%	0.0%
Primary Education	3.4%	4.6%	5.7%	2.9%	0.0%	0.0%
Secondary Education	6.9%	5.4%	5.7%	3.6%	4.8%	4.6%
Third-Level Education	0.0%	3.3%	2.9%	6.9%	0.0%	43.1%
Other Education (incl Language Schools)	13.8%	10.5%	5.7%	5.8%	9.5%	0.0%
Health Services	3.4%	13.9%	11.4%	2.9%	0.0%	13.8%
Research, Planning, Art Galleries etc.	0.0%	0.3%	2.9%	2.6%	4.8%	7.7%
Social & Charitable Services	6.9%	0.4%	8.6%	5.1%	0.0%	0.0%
PERSONAL & RECREATIONAL SERVICES	13.8%	2.8%	0.0%	4.4%	4.8%	1.5%
PROFESSIONAL SERVICES (not classified elsewhere)	0.0%	6.6%	0.0%	2.9%	4.8%	1.5%
OTHER INDUSTRIES OR INDUSTRY NOT STATED	0.0%	8.1%	5.7%	7.3%	0.0%	7.7%
Totals	100.0%	100.0%	100.0%	100.1%	100.0%	100.0%

Total Respondents: 1,127 Response Rate: 48%

Table 4.2 shows that the Non-Market sector was the most popular employment sector for the majority of graduates overseas. The highest proportion of all graduates found employment in the Non-Market services reflecting similarities with graduates employed in Ireland.

4.2 Employment Sector by Faculty for those Employed in Ireland and Overseas

4.2.1 Employment Sector by Faculty for those Employed in the Republic of Ireland

Table 4.3 outlines the proportion of those who graduated with an Honours Bachelor Degree in 2005 and obtained employment in the Republic of Ireland. This is broken down by sector of employment and faculty of study. The highlighted cells are the most common initial sector of graduate employment for each faculty.

Table 4.3. Key Employment Sectors by Faculty for Those Employed in the Republic of Ireland

Employment Sector	Arts, Social Science, Humanities	Science	Commerce & Business Studies	Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
AGRICULTURE, FORESTRY & FISHERIES	0.2%	2.1%	0.2%	0.0%	0.9%	0.0%	7.2%	1.0%	0.0%	0.0%
MANUFACTURING INDUSTRIES	4.2%	30.6%	5.6%	2.4%	28.1%	0.7%	10.3%	24.5%	2.5%	9.3%
Food & Drink Industries	1.1%	2.2%	1.9%	0.2%	2.5%	0.7%	9.7%	20.4%	0.0%	9.3%
Pharmaceuticals & Other Chemical Products	0.6%	14.8%	0.8%	1.0%	7.3%	0.0%	0.5%	4.1%	0.0%	0.0%
Metals, Metal Products, Mechanical & Electrical Engineering	0.5%	1.7%	0.7%	0.4%	6.3%	0.0%	0.0%	0.0%	2.5%	0.0%
Computer & Electronic Office Equipment, Office Machinery, Instrument Eng	1.1%	9.9%	1.6%	0.9%	9.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Industries (incl mining etc)	0.8%	2.0%	0.7%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ELECTRICITY, GAS & WATER SUPPLY	0.2%	0.9%	0.2%	0.6%	2.4%	0.0%	0.0%	0.0%	0.8%	0.0%
BUILDING & CONSTRUCTION	0.9%	1.9%	1.8%	2.4%	12.1%	1.5%	2.6%	2.0%	36.4%	0.0%
Local Authority Building & Construction (incl. OPW)	0.2%	0.4%	0.1%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Other (private) Building & Construction	0.7%	1.5%	1.6%	1.8%	11.6%	1.5%	2.6%	2.0%	36.4%	0.0%
Building & Construction n.f.s.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DISTRIBUTION	9.9%	4.7%	6.7%	0.4%	3.3%	4.4%	1.5%	11.2%	0.0%	14.8%
BUSINESS, FINANCE & INSURANCE SERVICES	21.0%	18.7%	61.4%	3.9%	18.9%	65.4%	8.2%	7.1%	50.0%	5.6%
Banking, Finance & Insurance	13.5%	11.2%	29.9%	0.4%	3.8%	13.2%	1.5%	4.1%	0.0%	5.6%
Accountancy & Legal Services	2.5%	1.5%	25.1%	0.1%	1.4%	50.0%	0.5%	1.0%	0.0%	0.0%
Consultant Engineering & Architectural Services	0.8%	1.4%	0.2%	3.3%	10.4%	0.7%	3.6%	0.0%	49.2%	0.0%
Call Centres & Shared Services Facilities	0.5%	0.4%	0.4%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Business, Finance, Insurance Services n.f.s.	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Business Services (incl Mgmt & IT Consulting)	3.7%	4.2%	5.9%	0.1%	3.0%	1.5%	2.6%	2.0%	0.8%	0.0%
COMPUTING & SOFTWARE APPLICATIONS	1.5%	8.3%	2.2%	0.6%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%
TRANSPORT, STORAGE & COMMUNICATIONS	3.2%	3.1%	3.7%	0.0%	5.2%	2.2%	0.0%	1.0%	3.4%	1.9%
NON MARKET SERVICES	41.6%	21.0%	6.3%	85.3%	7.7%	12.5%	68.2%	7.1%	0.8%	9.3%
Defence Forces, Gardai	0.5%	0.5%	0.6%	0.1%	0.9%	0.0%	0.5%	0.0%	0.0%	0.0%
Civil Service, Local Authorities (other than Building & Construction)	3.2%	1.4%	1.6%	1.5%	0.7%	4.4%	2.1%	0.0%	0.8%	0.0%
Primary Education	6.3%	0.3%	0.5%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	1.9%
Secondary Education	8.2%	2.2%	0.5%	0.0%	0.7%	0.0%	0.5%	0.0%	0.0%	0.0%
Third Level Education	2.5%	2.9%	0.8%	0.0%	1.3%	3.7%	0.0%	0.0%	0.0%	3.7%
Other Education (incl Language Schools)	3.8%	0.6%	0.2%	0.0%	0.4%	1.5%	0.0%	0.0%	0.0%	0.0%
Health Services (both Health Board & Other)	7.5%	12.6%	1.3%	82.6%	3.4%	1.5%	64.1%	6.1%	0.0%	1.9%
Research, Planning, Art Galleries etc.	0.6%	0.0%	0.1%	0.2%	0.1%	0.0%	1.0%	1.0%	0.0%	1.9%
Social & Charitable Services	9.0%	0.5%	0.6%	0.9%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
PERSONAL & RECREATIONAL SERVICES	6.7%	2.8%	4.0%	0.6%	2.1%	7.4%	1.0%	2.0%	0.0%	48.1%
PROFESSIONAL SERVICES (not classified elsewhere)	4.3%	2.0%	1.9%	2.2%	2.5%	0.7%	1.0%	42.9%	1.7%	1.9%
OTHER INDUSTRIES OR INDUSTRY NOT STATED	6.2%	3.7%	6.1%	1.5%	8.1%	5.1%	0.0%	1.0%	4.2%	9.3%
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Total Respondents: 6,888 Response Rate: 61%

41.6% of Arts, Humanities and Social Science graduates found employment in the non-market sector. Similarly, as in previous years these graduates were fairly evenly distributed over different employment areas in that sector. The highest proportion of Science and Engineering graduates gained employment in the Manufacturing Industries at 30.6% and 28.1% respectively. Within Manufacturing Industries, the highest proportion of Science graduates found employment in the Pharmaceuticals and other Chemical Products Industries (14.8%). Engineering graduates were mostly employed in Computer & Electronic Office Equipment,

Office Machinery, Instrument Engineering companies (9.9%). Over 60% (61.4%) of Business graduates gained employment in Business, Finance and Insurance Services with 29.9% employed in Banking, Legal and Accountancy companies. Medicine, Dentistry and Paramedical graduates were unsurprisingly employed within the Non Market Services and specifically within the Health Services.

Law graduates predominantly gained employment in the accounting and legal services with 50% employed in that sector. Agricultural graduates mainly found employment in the Non-Market Services at 68.2%. Food Science and Technology graduates were mainly employed in Personal and Recreational Services at 48.1%

4.2.2 Employment Sector by Faculty for those Employed Overseas

Table 4.4 outlines the proportion of those who obtained employment overseas for those who graduated with an Honours Bachelor Degree in 2005. This is broken down by sector of employment and 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 those Employed Overseas

Employment Sector	Arts, Social Science, Humanities	Science	Commerce & Business Studies	Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
AGRICULTURE, FORESTRY & FISHERIES	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANUFACTURING INDUSTRIES	5.2%	15.9%	8.2%	1.1%	25.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Food & Drink Industries	2.3%	1.6%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pharmaceuticals & Other Chemical Products	0.0%	7.9%	0.0%	0.0%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Metals, Metal Products, Mechanical & Electrical Engineering	0.6%	0.0%	0.6%	0.0%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer & Electronic Office Equipment, Office Machinery, Instrument Eng	0.6%	1.6%	3.5%	1.1%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Industries (incl mining etc)	1.7%	4.8%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%
ELECTRICITY, GAS & WATER SUPPLY	0.0%	0.0%	0.0%	3.2%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
BUILDING & CONSTRUCTION	0.6%	1.6%	1.2%	0.0%	13.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Local Authority Building & Construction (incl. OPW)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other (private) Building & Construction	0.6%	1.6%	1.2%	0.0%	13.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Building & Construction n.f.s.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DISTRIBUTION	1.2%	1.6%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BUSINESS, FINANCE & INSURANCE SERVICES	10.5%	6.3%	48.8%	8.6%	24.1%	15.0%	14.3%	0.0%	100.0%	0.0%
Banking, Finance & Insurance	2.9%	3.2%	24.7%	0.0%	5.2%	5.0%	0.0%	0.0%	0.0%	0.0%
Accountancy & Legal Services	2.3%	1.6%	4.7%	0.0%	1.7%	10.0%	0.0%	0.0%	0.0%	0.0%
Consultant Engineering & Architectural Services	0.0%	0.0%	0.0%	5.4%	6.9%	0.0%	0.0%	0.0%	100.0%	0.0%
Call Centres & Shared Services Facilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Business, Finance, Insurance Services n.f.s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Business Services (incl Mgmt & IT Consulting)	5.2%	1.6%	19.4%	3.2%	10.3%	0.0%	14.3%	0.0%	0.0%	0.0%
COMPUTING & SOFTWARE APPLICATIONS	2.3%	12.7%	1.2%	0.0%	3.4%	5.0%	0.0%	0.0%	0.0%	0.0%
TRANSPORT, STORAGE & COMMUNICATIONS	1.2%	4.8%	3.5%	1.1%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%
NON MARKET SERVICES	60.5%	39.7%	17.1%	82.8%	13.8%	60.0%	85.7%	15.4%	0.0%	0.0%
Defence Forces, Gardai	0.0%	4.8%	0.6%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Civil Service, Local Authorities (other than Building & Construction)	1.2%	1.6%	0.6%	1.1%	0.9%	15.0%	0.0%	0.0%	0.0%	0.0%
Primary Education	7.0%	9.5%	4.7%	0.0%	1.7%	15.0%	0.0%	0.0%	0.0%	0.0%
Secondary Education	11.6%	14.3%	2.4%	0.0%	0.9%	5.0%	0.0%	7.7%	0.0%	0.0%
Third-Level Education	9.3%	0.0%	1.2%	1.1%	1.7%	0.0%	0.0%	7.7%	0.0%	0.0%
Other Education (incl Language Schools)	26.2%	7.9%	6.5%	0.0%	3.4%	25.0%	0.0%	0.0%	0.0%	0.0%
Health Services (both Health Board & Other)	3.5%	1.6%	1.2%	80.6%	2.6%	0.0%	85.7%	0.0%	0.0%	0.0%
Research, Planning, Art Galleries etc.	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Social & Charitable Services	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PERSONAL & RECREATIONAL SERVICES	11.0%	7.9%	3.5%	0.0%	3.4%	5.0%	0.0%	0.0%	0.0%	100.0%
PROFESSIONAL SERVICES (not classified elsewhere)	0.6%	1.6%	2.4%	1.1%	0.0%	5.0%	0.0%	84.6%	0.0%	0.0%
OTHER INDUSTRIES OR INDUSTRY NOT STATED	6.4%	7.9%	12.9%	2.2%	10.3%	10.0%	0.0%	0.0%	0.0%	0.0%
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Total Respondents: 587 Response Rate: 54%

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 and Science faculty graduates is in the Non-Market Services. Business graduates mostly found employment in the Business, Finance and Insurance Services while graduates of Medicine, Dentistry and Paramedical subjects found the

majority of employment in the Health Services. Engineering graduates were mainly employed in the Manufacturing Industries while Law and Agriculture graduates found the majority of employment in the Non Market Services. Architecture graduates found 100% employment in the Consultant Engineering & Architectural Services while 100% of Food Science and Technology graduates were employed in the Personal and Recreational Services.

Section 5: Migration

Key Points

- > Dublin continues to be the only county to employ more graduates than it produces, while Galway is the only county to employ as many graduates as it produces
- > Cork and Dublin demonstrate high retention rates of employed graduates at 91% and 70% respectively
- > Roscommon, Monaghan and Meath have a graduate retention rate of 20% compared to Dublin which employed 91% more graduates than it produced
- > The average retention rate per county for graduates is 31%

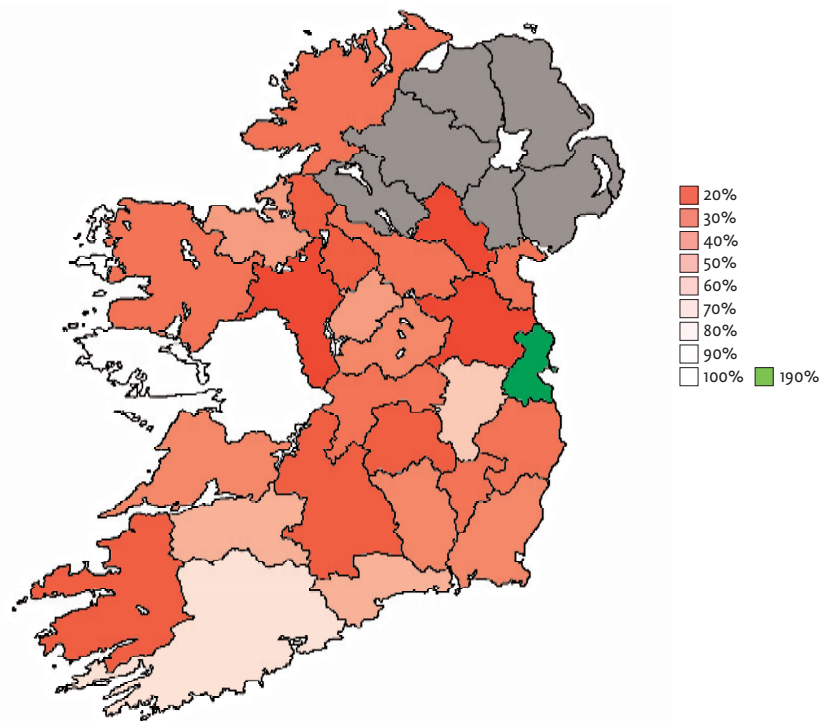
5.1 Migration

This section reviews migration patterns of graduates. The data applies to Honours Bachelor Degree recipients only. Figure 5.1 shows net employment of graduates by county. County Dublin is the only county to employ more graduates than it produces.

The map compares graduate population by county with graduate employment by county. If a county in the diagram is red, this indicates that it employs fewer graduates than it produces. Those producing as many graduates as they employ appear as white (only Galway in this figure). Those employing more graduates than they produce appear as green (only Dublin in this figure). The vividness of the colour indicates the disparity between these two figures.

Roscommon, Monaghan, and Meath have an employed graduate population that is only 20% of the size of their graduate population. At the other end of the scale, Dublin county employs 90% more graduates than it produces. Galway is the only county that employs as many graduates as it produces (as was the case in the 2004 report). Other counties vary widely.

Figure 5.1 Origin of Graduates by County vs. Employed Graduates by County



Response rate: 54% (6,122 of 11,329 Honours Bachelor Degree graduates from the Republic of Ireland, working in the Republic of Ireland)

A significant proportion of border counties' populations attend third-level colleges in Northern Ireland. Graduates of these institutions are not included in this survey. It is not clear how the first destinations of these graduates would affect the performance of these counties in the above figure.

This data reflects graduates' situation nine months after graduation, and is not an indicator of final employment destinations. Furthermore, the data only refers to graduates that gained employment after nine months; graduates pursuing further studies are not included. Note also that Irish graduates gaining employment outside the 26 counties are excluded, as are respondents not originally from the 26 counties.

Graduates face three choices when seeking employment in Ireland: unemployment, employment in their native county, or employment in another county. Table 5.1 shows the rate of employment within individual counties of graduates originally from that county. It differs from Figure 5.1 above, in that the net gain or loss of graduates in employment in each county is not considered; it is purely an indicator of the ability of graduates to find employment in their county of origin.

Table 5.1 County Retention Rates

County	Retention rate
DUBLIN	91%
CORK	70%
GALWAY	58%
WATERFORD	50%
LIMERICK	42%
WEXFORD	39%
DONEGAL	35%
SLIGO	32%
KILKENNY	32%
CLARE	31%
KERRY	31%
KILDARE	31%
MAYO	28%
CARLOW	26%
OFFALY	26%
WESTMEATH	24%
LOUTH	24%
TIPPERARY	22%
CAVAN	20%
MONAGHAN	18%
MEATH	16%
WICKLOW	15%
LAOIS	15%
LONGFORD	14%
ROSCOMMON	13%
LEITRIM	7%

County Dublin graduates are most likely to find employment in their county of origin with a considerable 91% of graduates originating from Dublin and finding employment there too; Cork also demonstrates a high retention rate of employed graduates at 70%. Graduates of most other counties are far more likely to find employment outside of their county of origin. The average retention rate for each county is 31%. These figures are not directly comparable to the 2004 figures. Given that this data has not been normalised against the population of graduate age of each county, and that response rates by county vary from year to year, a county gaining or losing one or two percentage points in comparison to the 2004 data is not statistically significant.

Appendix A: First Destination of Education Graduates

Table A.1: Trends in Higher Diploma in Education Recipients

Year	Total Graduating	No. of Respondents	Response Rates%
2005	970	627	63.1%
2004	994	679	68.3%
2003	1,006	714	71.8%
2002	931	641	64.5%
2001	936	670	67.4%

Table A.2: First Destination of Graduates of Higher Diploma Recipients

Degree Type	Arts			Science			Commerce			Others			Totals			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	%
Permanent teaching in Ireland	3	10	13	0	6	6	2	1	3	2	4	6	7	21	28	4%
Temporary Whole-Time Ireland	19	50	69	4	11	15	4	13	17	7	22	29	34	96	130	21%
Part-time / Substitute-Ireland	12	55	67	3	17	20	6	36	42	22	75	97	43	183	226	36%
Equivalent Part-Time-Ireland	6	29	35	0	3	3	2	10	12	3	10	13	11	52	63	10%
Teaching Ireland Not Specified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Teaching Overseas	5	8	13	1	2	3	3	2	5	5	6	11	14	18	32	5%
Other Work - Ireland	4	12	16	0	5	5	2	9	11	7	28	35	13	54	67	11%
Other Work - Overseas	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3	0%
Further Study or Training - Ireland	2	4	6	1	1	2	0	3	3	3	5	8	6	13	19	3%
Further Study or Training - Overseas	0	1	1	0	0	0	0	0	0	3	6	9	3	7	10	2%
Seeking Employment	0	2	2	1	1	2	1	1	2	4	17	21	6	21	27	4%
Not Available for Employment	0	5	5	1	1	2	0	1	1	2	12	14	3	19	22	4%
Totals	51	176	227	11	47	58	20	76	96	58	188	246	140	487	627	100%

Table A.3: Trends in Honours Bachelor Degree in Education Recipients

Year	Total Graduating	No. of Respondents	Response Rate%
2005	1,226	757	61.7%
2004	1,207	687	56.9%
2003	1,302	706	54.2%
2002	1,247	615	49.3%
2001	1,025	590	57.6%

Table A.4: First Destination of Honours Bachelor Degree in Education Recipients

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
	%	%	%	%	%	%	%	%
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
2001	46.4	42.4	1.7	3.4	0.2	4.9	0.5	0.5

Table A.5: First Destination of Recipients of Postgraduate Diploma in Teaching

First Destination	M	F	T	%
Permanent Whole-Time Teaching in Ireland	14	51	65	50.0%
Temporary, Substitute or Part-Time Teaching in Ireland	7	91	98	49.0%
Teaching Abroad	0	2	2	1.0%
Other Work - IRL	0	0	0	0.0%
Other Work - OS	0	0	0	0.0%
Further Study or Training	0	0	0	0.0%
Not Available for Employment	0	0	0	0.0%
Seeking Employment	0	0	0	0.0%
Total	21	144	165	100.0%

Appendix B Regional Authorities

Border, Midland & Western

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

Southern and Eastern

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

HEA

Higher Education Authority
An tÚdarás um Ard-Oideachas

The Higher Education Authority
Brooklawn House,
Shelbourne Road, Dublin 4

Tel: +353 1 231 7100
Fax: +353 1 231 7172
Lo-Call: 1890 200 637
e-mail: info@hea.ie
website: www.hea.ie

An tÚdarás um Ard-Oideachas
Teach Plasóg an tSrutháin,
Bothar Siol mBrain, Baile Átha Cliath 4

Guthán: +353 1 231 7100
Faics: +353 1 231 7172
Lóghla: 1890 200 637
ríomhphoist: info@hea.ie
gréasán: ww.hea.ie