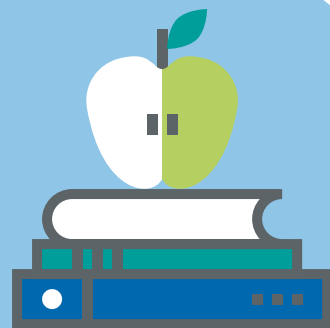
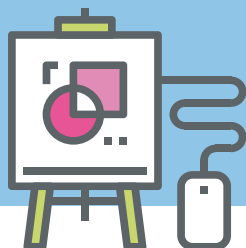
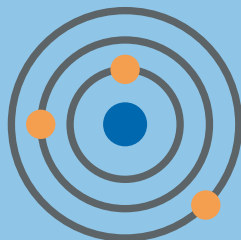


# WHAT DO GRADUATES DO?

## The Class of 2014

An Analysis of the First Destination of University and College of Education Graduates  
A report by the Higher Education Authority





# Acknowledgements

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

Dublin City University

University of Limerick

Trinity College Dublin

University College Cork

University College Dublin

Maynooth University

National University of Ireland Galway

Dublin Institute of Technology

St. Patrick's College, Drumcondra

Mary Immaculate College, Limerick

St. Angela's College Sligo

Mater Dei Institute of Education

Marino Institute of Education

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

**ISBN: 1-905135-50-5**

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# Foreword

This edition of *What Graduates Do? The Class of 2014. An Analysis of the First Destination of University and College of Education Graduates*, is the 34th survey of graduates. The results of this survey are an important guide to the graduate outcomes nine months after graduation. The report informs decisions of policy makers, academics, students and employment providers.

Ensuring successful outcomes for Irish graduates is at the forefront of national policy frameworks. In 2016, *Ireland's National Skills Strategy 2025* was launched, setting ambitious trajectories for the next ten years to ensure ongoing skill development in Ireland. Additionally, the *Fifth Action Plan for Jobs* was launched in early 2016 and has a strong focus on generating and attracting the skills needed to ensure economic prosperity. *Innovation 2020*, a new strategy for science and technology, emphasises the need for a culture of innovation, across all levels of education and training in Ireland. This strategy emphasises the importance of high quality graduate availability in order to maintain our attractiveness as a location for investment, to grow our reputation as a destination for a successful research career and encourage greater engagement in Research and Development by both Irish and foreign owned enterprises.

The HEA plays a key role in ensuring transparency of performance in our higher education institutions. The development of a *Strategy for Data Development and Knowledge Management in Irish Higher Education, 2015-2018* proposes a way to ensure that policy developments continue to be underpinned by appropriate datasets and informed by structured, evidence-based decision-making. The forthcoming amendments to the annual graduate survey (expected to be in place by March 2017), in including all higher education sectors in a relational database, is one such important evidence-base. Moreover, the introduction of a longitudinal element – in following the same cohort of graduates over time – will better inform policy about the long-term trajectories of Irish graduates, of which little is currently known.

The findings of this report highlight many positive employment outcomes for the 2014 graduate cohort, who were seeking employment at the end of 2014 and early 2015. Almost six in ten Honours Bachelor Degree graduates found employment in 2014 (compared to 51% in 2013) and the majority of which are staying in Ireland (48%) for work. Likewise, employment grew for Higher and Postgraduate Diploma graduates – from 73% in 2013 to 76% in 2014. As a consequence, the proportion of such graduates going overseas has reduced (from 10% in 2013 to 8% in 2014). Masters and Doctorate graduates also experience relatively high levels of employment, at 78% – an improvement of five percentage points on the previous year. In line with recent findings from the Quarterly National Household Survey (QNHS, Q3, 2015) regarding the positive correlation between higher education and employment opportunities, this report shows that only 5% of Honours Bachelor Degree graduates are 'seeking employment'. After a number of years when the resource per student has declined, we have to be alert to the risk that the quality of graduates too could decline, and so their employability. A sustainable long term approach to the funding of higher education is urgently needed. It is to be hoped that the report of the Expert Group on *Future Funding for Higher Education* will prompt the necessary action at government and broader political level.

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



**Tom Boland**  
Chief Executive, Higher Education Authority

# Key Points

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

## Section 1: First Destination of 2014 Graduates

### All Graduate Cohorts

- ▶ Almost 18,500 (or 69% of) level 8-10 graduates responded to the survey.
- ▶ Overall, 65% are in employment, of which 53% are employed in Ireland and 12% are employed overseas.
- ▶ 7% of all graduates are seeking employment, nine months after graduation.

### Honours Bachelor Degree

- ▶ Nine months after graduation, 58% are in employment. This compares to 51% in 2013.
- ▶ 35% of graduates are engaged in further study or training, compared to 40% in 2013.
- ▶ The majority (82%) of those employed are working in Ireland.
- ▶ As a consequence of increased employment in Ireland, only one in ten graduates are going overseas for work. This compares to 12% of the 2013 cohort.
- ▶ The UK is the most popular destination for graduates employed overseas.
- ▶ Graduates seeking employment dropped by one percentage point between 2013 (6%) and 2014 (5%).
- ▶ In terms of gender, the proportions of males and females in each first destination category are very similar.
- ▶ In terms of field of study, Education graduates have the highest level of employment.
- ▶ Computer Science and ICT has the highest proportion of graduates employed in Ireland at 66%, thus reflecting strong employment opportunities for Computer Science and ICT graduates in Ireland.
- ▶ Graduates awarded with a pass degree demonstrate the highest levels of employment at 76%, whereas those who received a first class (1H) degree had the lowest levels of employment at 54%. The reverse is true for rates of progression into further study. While this is an unusual finding, it may be due to the quality of award that is required for entry into postgraduate study, with those who obtain a 1H more likely to go on to further study.

### Higher & Postgraduate Diploma

- ▶ Employment grew in 2014 – from 73% in 2013 to 76% in 2014. The proportion of graduates employed in Ireland also increased from 63% to 68% over the last year.
- ▶ As expected, this led to a decrease in graduates going overseas (from 10% in 2013 to 8% in 2014).
- ▶ Less than one in 10 graduates (9%) are seeking employment and this remains unchanged from the previous year's cohort.
- ▶ Of those surveyed, 77% of females are employed compared to 74% of males. Additionally, 63% of males are employed in Ireland compared to 72% of females.

## Masters/Doctorates

- ▶ 78% are in employment nine months after graduation, an improvement on the previous year (73%).
- ▶ 62% found work in Ireland compared to 58% of last year's cohort.
- ▶ Similar to last year, 15% of graduates found employment overseas.
- ▶ The UK is the most popular destination for those employed overseas.
- ▶ There is a drop of 1 percentage point between 2013 and 2014 among those seeking employment (from 11% to 10%).
- ▶ There is little variation (between 1 and 2 percentage points) in the proportion of males and females in each first destination category.
- ▶ Education and Computer Science/ICT graduates experience high levels of employment, at 85% and 84%<sup>1</sup>.

## Section 2: Relevance of Qualification

### Employed in Ireland

- ▶ 53% of Honours Bachelor Degree graduates rate the relevance of their qualification as *relevant/most relevant* to their area of employment.
- ▶ Higher and Postgraduate Diploma graduates are more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant/most relevant* to their work, at 73%.
- ▶ 60% of Masters and Doctorate graduates rate the relevance of their qualification as *relevant/most relevant*, while 31% rate it as *irrelevant/most irrelevant*.

### Employed Overseas

- ▶ 56% of Honours Bachelor Degree graduates find their educational qualification *relevant/most relevant* to their employment, compared to 61% with a Masters/Doctorate.
- ▶ Higher & Postgraduate graduates have the highest level of satisfaction with 75% reporting their qualification as *relevant/most relevant* to their employment.

### Employed in Ireland and Overseas

- ▶ Education, Agriculture/Veterinary and Computer Science/ICT Honours Bachelor Degree graduates are most likely to consider their qualification to be very relevant to their area of study (at 79% and 78%).
- ▶ At Higher and Postgraduate Diploma level, 79% of Education graduates consider their qualification to be *relevant/most relevant* to their area of employment.
- ▶ As expected, the majority of Masters/Doctorate graduates report high levels of relevance between their education and employment. Fields that rate their education as relevant include Agriculture and Veterinary (100%), Education (85%), Engineering (70%) and Health and Welfare (66%).
- ▶ 24% of Arts and Humanities graduates rated their education as *irrelevant/most irrelevant* to their employment.

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<sup>1</sup> Service graduates had the highest level of employment at 88%, however, it is important to note that the numbers involved are relatively low.

### Section 3: Graduate Salaries

- ▶ 51% of 2014 Honours Bachelor Degree graduates command a salary of more than €25k (compared to 48% of last year's cohort).
- ▶ The highest proportion of those earning €37k or over are in the Dublin (8%) and Mid-East (7%) regions.
- ▶ As expected, there is an apparent correlation between education and salary – as education increases so too does salary. Almost half of Honours Bachelor Degree graduates (49%) earn under €25k and this drops to 9% among Doctorate graduates.
- ▶ 31% of Doctorate graduates report earning over €45k compared to 4% Higher Diploma and 2% of Honours Bachelor Degree graduates.
- ▶ Overall, Computer Science/ICT Honours Bachelor Degree graduates are the highest earners, with 62% of such graduates earning €29k or over.
- ▶ Arts and Humanities graduates are the least well paid, with 25% earning less than €13k.
- ▶ The largest proportion of Computer Science/ICT (25%) and Engineering (23%) graduates are earning between €29k and €33k.

### Section 4: Regional Distribution of Employed Graduates

- ▶ Dublin is the region with the most employment opportunities, for all graduates.
- ▶ 37% of Honours Bachelor Degree, 33% of Higher Diploma and 28% of Postgraduate Diploma graduates find employment there.
- ▶ Moreover, Dublin employs 49% of Taught Masters, 29% of Doctorate and 25% of Research Masters graduates.
- ▶ The South-West was also a popular region for 16% of Honours Bachelor Degree, 18% of Higher Diploma, 13% of Postgraduate Diploma, 11% Taught Masters, 22% Research Masters and 25% of Doctorate graduates.

### Section 5: Sectoral Distribution of Employed Graduates

#### Employed in the Republic of Ireland

- ▶ The most common sector of employment for Honours Bachelor Degree graduates is the Non-Market Services sector at 30%, followed by Business, Finance and Insurance Services at 24%.
- ▶ Non-Market Services sector was also the most popular sector of employment for Higher Diploma (67%), Postgraduate Diploma (77%), Research Masters (37%) and Doctorate graduates (63%).
- ▶ 30% of Taught Masters graduates find employment in the Business, Finance and Insurance Services Sector.
- ▶ Generally there appears to be a correlation between field of study and sector of employment.



## Employed Overseas

- ▶ Non-Market sector is the most popular for the majority of overseas graduates, with 44% of Honours Bachelor degree, 77% of Higher Diploma and 73% of Postgraduate Diploma, 50% of Research Masters, 57% of Doctorate and 28% of Taught Masters graduates.
- ▶ With a few exceptions, the distribution of graduates by field of study shows that despite discipline, the majority of overseas graduates work predominantly in Non-Market services.

## Section 6: Education

### Honours Bachelor Degree in Education (Primary Level)

- ▶ The majority of these graduates (78%) gain employment in temporary, substitute or part-time teaching in Ireland.
- ▶ 4% are in permanent, whole-time teaching in Ireland, nine months after graduation. A further 9% of graduates are teaching abroad, while only 2% were seeking employment.

### Honours Bachelor Degree in Education (Second Level)

- ▶ The majority of such graduates are in employment (84%), 9% are in further study or training and 1% are seeking employment.
- ▶ In terms of employment type, 77% are employed in Ireland, 28% are employed in temporary whole-time teaching while a further 26% are employed on a part-time basis in Ireland. Only 9% of such graduates are employed in permanent teaching in Ireland.

### Postgraduate Diploma (Primary Teaching)

- ▶ 83% of such graduates are employed as temporary, substitute or part-time teachers in Ireland.
- ▶ 7% of graduates gaining employment are engaged in permanent whole-time teaching in Ireland, with 13% of males and 5% of females, gaining permanent contracts.

### Professional Diploma in Education (Second Level)

- ▶ The findings show that the majority (81%) of such graduates are in employment, 80% of which are employed in Ireland. 23% are employed in temporary whole-time teaching and 32% are working on a part-time basis.
- ▶ Additionally, 18% of such graduates are working overseas, 9% of which are in permanent contracts.

## Section 7: International Graduates

- ▶ Nine months after graduation, more than half (56%) of Honours Bachelor Degree international graduates were in employment, with one third working in Ireland and 23% working overseas.
- ▶ Two thirds of Higher and Postgraduate Diploma international graduates are employed in 2014, 59% of which are working in Ireland and 7% overseas. One in ten Higher and Postgraduate females are seeking employment, compared to 4% of such males.
- ▶ 73% of Masters and Doctorate international graduates are employed (37% in Ireland; 36% overseas). A similar proportion of such males and females found employment.



# Table of Contents

<b>Acknowledgements</b>	<b>1</b>
<b>Foreword</b>	<b>3</b>
<b>Key Points</b>	<b>4</b>
<b>Introduction</b>	<b>13</b>
<b>Section 1: First Destination of 2014 Graduates</b>	<b>19</b>
1.1 Honours Bachelor Degree Graduates	22
1.2 Higher and Postgraduate Diploma Graduates	23
1.3 Masters and Doctorate Graduates	24
1.4 Overview of First Destination of Graduates by Level of Award	26
1.5 Comparing the First Destination Survey (FDR) and the Central Statistics Office (CSO) 'Seeking Employment' Rates 2011-2014	27
1.6 Where Overseas? The Top 5 Destinations for Honours Bachelor Degree, Masters and Doctorate Graduates	28
1.7 First Destination of Graduates by Field of Study	29
1.7.1 Honours Bachelor Degree Graduates	29
1.7.2 Masters and Doctorate Graduates	30
1.8 First Destination of Honours Bachelor Degree Graduates by Level of Award	30
<b>Section 2: Relevance of Qualification</b>	<b>33</b>
2.1 Relevance of Qualification	36
2.1.1 Relevance of Qualification to Employment for Graduates Employed in Ireland	36
2.1.2 Relevance of Qualification to Employment for Graduates in Employment Overseas	37
2.2 Relevance of Qualification by Field of Study, 2013 Graduates	38
<b>Section 3: Graduate Salaries</b>	<b>41</b>
3.1 Graduate Salaries by Level of Qualification	43
3.2 Salaries by Field of Study for Honours Bachelor Degree Graduates	44
3.3 Salaries by Grade of Honours Bachelor Degree Graduates	45
3.4 Salaries by Region of Employment of Honours Bachelor Degree Graduates	45
3.5 Salaries by Gender for Honours Bachelor Degree Graduates	49
<b>Section 4: Regional Distribution of Employed Graduates</b>	<b>53</b>
4.1 Regional Distribution of Employed Graduates	55

<b>Section 5: Sectoral Distribution of Employed Graduates</b>	<b>59</b>
5.1 Sector of Employment by Level of Qualification	61
5.2 Sector of Employment by Field of Study for Honours Bachelor Degree Graduates	63
<b>Section 6: Education</b>	<b>67</b>
6.1 Honours Bachelor Degree in Education (Primary Level)	70
6.2 Honours Bachelor Degree in Education (Second Level) Graduates	71
6.3 Postgraduate Diploma in Primary Teaching	72
6.4 Professional Diploma in Education (Second Level)	74
<b>Section 7: First Destination of International Graduates</b>	<b>77</b>
7.1 Honours Bachelor Degree International Graduates, 2014	79
7.2 Higher and Postgraduate Diploma International Graduates	80
7.3 Masters and Doctorate International Graduates	81
<b>Conclusion</b>	<b>82</b>
<b>Bibliography</b>	<b>83</b>
<b>Appendices</b>	<b>84</b>
Appendix A: Regional Authorities	84

## List of Tables

Table 1.1: First Destination of Honours Bachelor Degree Graduates, 2014 and 2013	22
Table 1.2: First Destination of Honours Bachelor Degree Graduates by Gender, 2014	22
Table 1.3: First Destinations of Honours Bachelor Degree Graduates 2009-2014 (7 Universities)	23
Table 1.4: First Destination of Higher & Postgraduate Diploma Graduates 2014 and 2013	24
Table 1.5: First Destination of Higher/Postgraduate Diploma Graduates by Gender, 2014	24
Table 1.6: First Destination of Masters and Doctorate Graduates, 2014 and 2013	25
Table 1.7: First Destination of Masters and Doctorate Graduates by Gender, 2014	25
Table 1.8: First Destination of Masters and Doctorate Graduates, 2009-2014	26
Table 1.9: The Top 5 Overseas Destinations for Graduates	28
Table 1.10: First Destination of Undergraduate Honours Bachelor Degree, 2014, by Field of Study	29
Table 1.11: First Destination of Master and Doctorate Graduates, 2014, by Field of Study	30
Table 2.1: Relevance of Qualification to Employment for Graduates in Employment Overseas	37
Table 2.2: Relevance of Qualification by Field of Study, 2014 Graduates	39
Table 3.1: 2014 Graduate Salaries by Level of Qualification Compared to 2013 Graduate Salaries	43
Table 3.2: Honours Bachelor Degree by Field of Study, 2014 Graduates	44
Table 3.3: Salaries by Gender and Field of Study for Honours Bachelor Degree Graduates	50
Table 5.1: Key Employment Sectors by Level of Qualification for Graduates Employed in the Republic of Ireland	61
Table 5.2: Key Employment Sectors by Level of Qualification for Graduates Employed Overseas	62
Table 5.3: Key Employment Sectors by Field of Study for Honours Bachelor Degree Graduates Employed in the Republic of Ireland	64
Table 5.4: Key Employment Sectors by Field of Study for Honours Bachelor Degree Graduates Employed Overseas	65
Table 6.1: First Destination of Honours Bachelor Degree in Education (Primary Level) Graduates by Gender, 2014	70
Table 6.2: First Destination of Honours Bachelor Degree in Education (Primary Level) Graduates, 2010-2014	71
Table 6.3: First Destination of Honours Bachelor Degree in Education (Second Level) Graduates, 2014	71
Table 6.4: Honours Bachelor Degree Education (Second Level) Graduates by Type of Employment, 2014	72
Table 6.5: First Destination of Postgraduate Diploma (Primary Level) Graduates by Gender, 2014	73
Table 6.6: First Destination of Postgraduate Diploma (Primary Level) Graduates, 2010-2014	73
Table 6.7: First Destination of Professional Diploma in Education (Second Level) Graduates, 2014	74

Table 6.8: Professional Diploma in Education (Second Level) Graduates by Type of Employment, 2014	74
Table 6.9: First Destination of Professional Diploma (Second Level) Graduates by Primary Field of Study, 2014	75
Table 7.1: First Destination of Honours Bachelor Degree Graduates, 2014	79
Table 7.2: First Destination of Honours Bachelor Degree International Graduates by Gender, 2014	79
Table 7.3: First Destination of Higher & Postgraduate Diploma International Graduates, 2014	80
Table 7.4: First Destination of Higher & Postgraduate Diploma International Graduates by Gender, 2014	80
Table 7.5: First Destination of Masters and Doctorate International Graduates, 2014	81
Table 7.6: First Destination of Masters and Doctorate International Graduates by Gender, 2014	81

## List of Figures

Figure 1.1: Overview of First Destination of Graduates by Level of Qualification	26
Figure 1.2: First Destination Survey (FDR) vs Central Statistics Office (CSO) Seeking Employment Rates 2011-2014	27
Figure 1.3: Unemployment Rate (%) in Ireland by Highest Level of Education, 2015	28
Figure 1.4: First Destination of Honours Bachelor Degree Graduates by Award Class, 2014	31
Figure 2.1: Relevance of Qualification to Employment, Honours Bachelor Degree and Higher & Postgraduate Diploma, 2014 Graduates in Employment in Ireland	36
Figure 2.2: Relevance of Qualification to Employment, Masters and Doctorate, 2014 Graduates	37
Figure 2.3: Relevance of Employment for those Employed in Ireland vs those Employed Overseas by Level of Graduate, 2014	38
Figure 3.1: Graduates in Employment – Salary Range and Qualification	43
Figure 3.2: Salaries by Grade, Level 8 Honours Bachelor Degree Graduates	45
Figure 3.3: Salaries by Region of Employment for Honours Bachelor Degree Graduates	46
Figure 3.4: Salaries by Gender for Honours Bachelor Degree Graduates	49
Figure 4.1: Region of Employment of Honours Bachelor Degree Graduates	55
Figure 4.2: Region of Employment of Higher & Postgraduate Diploma Graduates	55
Figure 4.3: Region of Employment of Taught Masters, Research Masters and Doctorate Graduates, 2013	56

# Introduction

This year's report, *What Graduates Do? The Class of 2014. An Analysis of the First Destination of University and College of Education Graduates* offers insights into the first destination of graduates in Ireland, nine months after graduation.

There is growing recognition, both nationally and internationally, of the importance of measuring the quality and output of higher education. As a consequence of increasing higher education participation worldwide, the employability of graduates and their entry into the labour market becomes an important criterion for assessing higher education provision. While the notion of employability has been the focus of education policy since the 1999 Bologna Declaration, it has received greater attention in times of economic downturn, with governments weighing up where best to invest scarcer public resources<sup>2</sup>.

Graduate surveys are increasingly becoming one of the main instruments used to measure higher education output. This is primarily because they provide concrete information that is useful for a wide variety of stakeholders, including policy makers, higher education institutions and prospective students. Furthermore, the results of graduate surveys can be used for benchmarking institutional performance over time and against other similar institutions<sup>3</sup>.

While graduate surveys have many positive attributes, the limitations of cross-sectional (or one point in time) approaches have been heavily criticised (e.g. Unger and Raggautz, 2011<sup>4</sup>). The move towards large-scale graduate studies (as conducted in the UK, Germany, Canada, USA, New Zealand and Australia) recognise the importance of revisiting the same graduates over time<sup>5</sup>. Longitudinal graduate surveys can provide evidence about the extent to which graduates are using the knowledge and skills acquired in their course of study, how employers require and utilise the increasingly highly-qualified pool of graduates available to them, and – at a wider level – how the expansion of higher education has changed the nature of employment opportunities. Methodologically, longitudinal data addresses problems with cross-sectional data analysis, in allowing for time order of cause and effect between variables<sup>6</sup>. Furthermore, the potential of longitudinal graduate surveys (in comparison to administrative or cross-sectional data) lies in the combination of objective and subjective data. In addition to the purely 'quantitative' criteria of professional success (income, employment, job title etc.), such surveys also collect information on an individual's level of satisfaction and motivation. Longitudinal graduate surveys trace individual study paths, motivation for study choices as well as the transition to work and their professional career, over time. As a consequence, graduates can retrospectively assess their course of study, which is not always possible upon initial completion of study. The inclusion of the 'graduate voice' therefore contributes to a more subjective and holistic picture of higher education, and ultimately allows for a longer-term and outcome-orientated assessment of the value and experience of higher education.

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

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<sup>2</sup> See Michael Gaebel, Kristina Hauschildt, Kai Mühleck, & Hanne Smidt, *Tracking Learners' and Graduates' Progression Paths: TRACKIT* (Brüssel, Belgien: European University Association, 2012).

<sup>3</sup> Denise Frawley and Valerie Harvey. *Graduate Surveys: Review of International Practice* (Dublin: Higher Education Authority, 2015).

<sup>4</sup> Martin Unger and Andreas Raggautz, "Long-term career tracking of graduates using the social science security system", *Employability of Graduates & Higher Education Management Systems conference*, Dehems, Vienna 22/23.9.2011.

<sup>5</sup> For further information on international approaches to graduate surveys, see Denise Frawley and Valerie Harvey (2015).

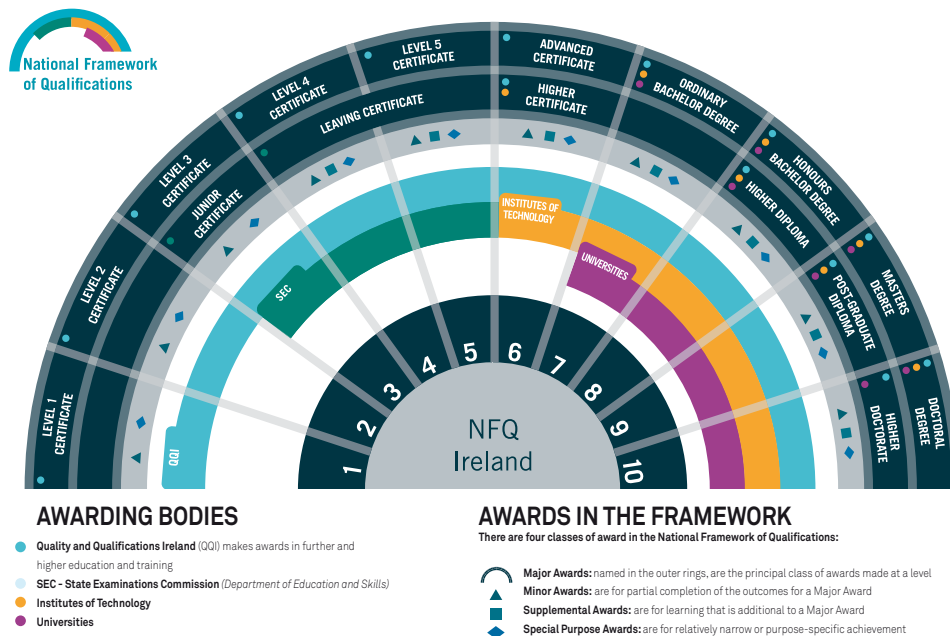
<sup>6</sup> See Hans-Peter Blossfeld, "Methodological Advantages of Panel Studies: Designing the New National Educational Panel Study (NEPS) in Germany", *Journal for Educational Research Online*, 1, no. 1 (2009): 10-32.

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

It is anticipated that the new annual survey (9 months after graduation) will be in place by March 2017. While the longitudinal component is still in the early stages of development, it is anticipated that the first follow-up with graduates (after the initial annual survey) will occur three and eight years after graduation. Therefore, the first iteration of the longitudinal survey is expected to take place in 2019.

The first section of this report will report on findings from the seven Irish universities, with a particular focus on level 8-10 graduates. As can be seen from the National Framework of Qualifications chart below, level 8 refers to Undergraduate Honours Bachelor Degrees and Postgraduate Higher Diplomas; level 9 refers to Postgraduate Diplomas and Masters Degrees; while level 10 encapsulates those with a Doctoral Degree. Analysis has been carried out on whether graduates are in employment (in Ireland or overseas), seeking employment, involved in work experience schemes or in further study. Section 2 looks at the question of how relevant graduates rated their qualification to the employment gained. The data is examined by discipline and level of qualification. Section 3 outlines self-reported salaries of employed graduates, nine months after graduation. Section 4 discusses the location of graduate employment by exploring regional distributions for qualification levels 8-10. Section 5 gives an overview of the employment sector of working graduates by level, employed in Ireland and overseas, nine months after graduation. Section 6 examines the first destination of graduates of teacher training courses. Finally, Section 7, a new addition to this year's report, looks at the first destination of international graduates (levels 8-10).

## National Framework of Qualifications



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

©QQI 2014

Source: QQI, 2014.



## Methodology

### Data

The data for this report was gathered from a survey of all graduates in the universities and teacher training colleges<sup>7</sup>. Fieldwork was conducted in March 2015 on behalf of 2014 graduates, approximately nine-months after their graduation.

The main graduate questionnaire contains questions on the following:

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

The teacher specific questionnaire contains questions on the following:

- ▶ Title of degree; present situation; teaching sector in Ireland; and nature of employment (if in non-teaching employment).

### Limitations

It is important to note the limitations of the current report. There were differences in how the institutions returned field of study data, with some using the old International Standard Classification of Education (ISCED)<sup>8</sup> system and others using the newer system. For the sake of comparison, the old and new ISCED disciplines were combined for the purposes of this report. The table below highlights the old ISCED disciplines, new ISCED disciplines and the combined ISCED disciplines, as used for this report. Due to the change in ISCED classification, the report cannot directly compare 2014 graduate 'field of study' data with previous years.

#### ISCED Classification (Field of Study)

OLD ISCED CLASSIFICATION	NEW ISCED CLASSIFICATION	COMBINATION ISCED CLASSIFICATION
General Programmes	General Programmes	General Programmes
Education	Education	Education
Humanities and Arts	Arts and Humanities	Arts and Humanities
Social Science, Business and Law	Social Sciences, Journalism and Information Business, Administration and Law	Social Sciences, Business, Law, Journalism, Information and Administration

<sup>7</sup> Data was also returned for one institution of technology (IoT). Due to the sectoral limitations of including only one IoT, analysis of this data is not included in this report.

<sup>8</sup> For more information on ISCEDs, see: <http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx>.

OLD ISCED CLASSIFICATION	NEW ISCED CLASSIFICATION	COMBINATION ISCED CLASSIFICATION
Science, Mathematics and Computing	Natural Sciences, Mathematics and Statistics	Science, Mathematics & Natural Sciences
	Information and Communication Technologies	Computer Science and ICT
Engineering, Manufacturing and Construction	Engineering, Manufacturing and Construction	Engineering
Agriculture and Veterinary	Agriculture, Forestry, Fisheries and Veterinary	Agriculture and Veterinary
Health and Welfare	Health and Welfare	Health and Welfare
Services	Services	Services

Due to the absence of a relational database and the individualised nature of how the graduate data is currently returned to the HEA, a more detailed analysis of the relationships between variables (including testing for statistical significance) has not been possible. This limitation will be addressed in the forthcoming amendments to the survey design and methodology, as outlined in the introduction section. In parts of the report, data is missing for certain institutions and therefore data analysis was conducted on a smaller sample. For this reason, certain sections will not match the first destination data outlined in section one. Furthermore, the response rates for certain sections of the report was relatively poor (salary data, for example). The issues around missing data and low response rates are further highlighted and explained in the body of the report. Lastly, totals presented in the tables and figures may not always equal 100% due to rounding.

## Definition of Terms

### FDR

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

### Full-time

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

### Part-time

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

### Academic Year

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

### Graduate

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

## Region

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

## Field of Study

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

## Honours Bachelor Degree Awards (Level 8)

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

## Postgraduate Diplomas & Higher Diplomas

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

## Higher Degree Awards

Recipients of Masters and PhD Level awards.

## Unavailable for Work/Further Study

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

## Award Class

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



# SECTION 1:

## FIRST DESTINATION OF 2014 GRADUATES

This section examines the first destination of 2014 graduates by level of award. First destination trends over the last six years are analysed, in addition to graduate characteristics, such as gender and level of award.

# Section 1:

# KEY POINTS

## First Destination of 2014 Graduates<sup>9</sup>

### ALL GRADUATE COHORTS:



Almost 18,500 (or 69% of) level 8-10 graduates responded to the survey

65%  
ARE IN EMPLOYMENT

53%  
ARE EMPLOYED IN IRELAND

12%  
ARE EMPLOYED OVERSEAS



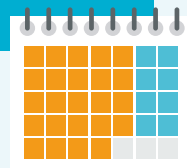
7%  
of all graduates are seeking employment, nine months after graduation.

### HONOURS BACHELOR DEGREE:

Nine months after graduation,

58%

were in employment. This compares to 51% in 2013.



35% of graduates are engaged in further study or training, compared to 40% in 2013



82% The majority of those employed are working in Ireland.

As a consequence of increased employment in Ireland, only one in ten graduates are going overseas for work.

This compares to 12% of last year's 2013 cohort. The UK was the most popular destination for graduates employed overseas.



Graduates seeking employment dropped by one percentage point between 2013 (6%) and 2014 (5%).

In terms of gender, the proportions of males and females in each first destination category are very similar.



In terms of field of study, **Education graduates** have the highest level of employment.

Computer & ICT has the highest proportion of graduates employed in Ireland at 66%



<sup>9</sup> This is based on graduate data returned from the seven universities.

## HIGHER & POSTGRADUATE DIPLOMA:

73%  76%  
2013 2014

Employment grew in 2014 – from 73% in 2013 to 76% in 2014. The proportion of graduates employed in Ireland also increased from 63% to 68% over the last year.



As expected, this led to a decrease of in graduates going overseas (from 10% in 2013 to 8% in 2014).



Less than one in 10 graduates (9%) are seeking employment and this remains unchanged from the previous year's cohort.



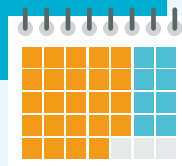
77%



74%

Of those surveyed, 77% of females were employed compared to 74% of males. Additionally, 63% of males are employed in Ireland compared to 72% of females.

## MASTERS/ DOCTORATES:



78%

were in employment nine months after graduation, an apparent improvement on the previous year (73%).



62%

found work in Ireland compared to 58% of last year's cohort.



15%

of graduates found employment overseas, similar to last year.

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

There is a drop of 1 percentage point between 2013 and 2014 among those seeking employment (from 11% to 10%).

There is little variation (between 1 and 2 percentage points) in the proportion of males and females in each first destination category.



### Education and Computer Science/ICT graduates

experienced high levels of employment, at 85% and 84%<sup>10</sup>.

<sup>10</sup> Service graduates had the highest level of employment at 88%, however, it is important to note that the numbers involved are relatively low.

## 1.1 Honours Bachelor Degree Graduates

The overall results of the first destination of undergraduate Honours Bachelor Degree graduates are outlined in Table 1.1. Of the 2014 university graduate cohort, 73% responded to the survey, compared to 70% of last year's graduate cohort.

**Table 1.1: First Destination of Honours Bachelor Degree Graduates, 2014 and 2013**

ALL 7 UNIVERSITIES	2014	2013
In employment	58%	51%
<i>In employment in Ireland</i>	48%	39%
<i>In employment overseas</i>	10%	12%
Further Studies/Training	35%	40%
Work Experience schemes	0%	0%
Seeking Employment	5%	6%
Unavailable for Work/Study	2%	3%

Nine months after graduation, 58% were in employment. This increased from 51% of the 2013 graduate cohort. There has also been an increase in the proportion of 2014 graduates employed in Ireland (48%) compared to 2013 (39%). As a consequence, only 10% of graduates reported being employed overseas, compared to 12% in 2013. A decrease in the proportion continuing to further study was reported, with 35% of graduates engaged in further studies or training, compared to 40% in 2013. The proportion of graduates seeking employment reduced slightly from 6% in 2013 to 5% 2014. Graduate proportions unavailable to work or study also reduced from 3% (in 2013) to 2% (in 2014).

**Table 1.2: First Destination of Honours Bachelor Degree Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	57%	59%
<i>In employment in Ireland</i>	48%	48%
<i>In employment overseas</i>	9%	11%
Further Studies/Training	35%	34%
Work Experience schemes	0%	0%
Seeking Employment	6%	5%
Unavailable for Work/Study	2%	2%

As evident in Table 1.2, 57% of males who responded to the survey, report being in employment. This compares to 59% of females, who responded to the survey. 48% of males are employed in Ireland, while 9% are employed abroad. Similarly, 48% of females are employed in Ireland and 11% are employed overseas. Just over one third of males (35%) and females (34%) are engaged in further study. Only 6% of males and 5% of females are seeking employment, while a mere 2% of both males and females are unavailable for work or study.



Table 1.3 shows the pattern of first destination of Honours Bachelor Degree graduates over the last six years, from 2009 to 2014<sup>11</sup>.

**Table 1.3: First Destinations of Honours Bachelor Degree Graduates 2009-2014 (7 Universities)**

HONOURS BACHELOR DEGREE	2009 (%)	2010 (%)	2011 (%)	2012 (%)	2013 (%)	2014 (%)
In Employment	45%	46%	48%	52%	51%	58%
<i>In Employment – Ireland</i>	37%	38%	39%	42%	39%	48%
<i>In Employment – Overseas</i>	8%	8%	9%	10%	12%	10%
Further Studies Training	44%	42%	41%	37%	40%	35%
Work Experience Schemes	†	†	0.2%	0%	0%	0%
Seeking Employment	7%	8%	7%	7%	6%	5%
Unavailable for Work or Study	4%	4%	4%	3%	3%	2%

† There was no 'work experience' category for these years.

As can be seen from Table 1.3, employment prospects of Honours Bachelor Degree graduates gradually improved from 2009 to 2012 (45% to 52%) with a slight fall in those employed between 2012 and 2013 (52% to 51%). However, 2014 witnessed a further increase, with 58% of graduates reporting to be in employment. Interestingly, graduate employment levels are currently the highest they have been since 2006 (also 58%).

Of those employed, there has been a gradual increase between 2009 and 2013 in the proportions working overseas. While only 5% of 2008 graduates were employed overseas, this increased to 12% for 2013 graduates. However, 2014 witnessed a reduction to 2012 levels, with 10% employed overseas. Graduates gaining employment in Ireland increased slightly between 2009 and 2012, from 37% to 42% with a slight decline for 2013 graduates (39%). In line with the decline of graduates working abroad, there has been an increase in 2014 graduates employed in Ireland, with just under half of graduates (48%) reporting as such. Those seeking employment remained fairly consistent between 2009 and 2012, with a slight drop of 1 percentage point for 2013 graduates and a further drop of 1 percentage point in 2014, to 5%.

## 1.2 Higher and Postgraduate Diploma Graduates

Table 1.4 illustrates the first destination results for Higher & Postgraduate Diploma graduates, for 2014 and 2013. Similar to last year's report, the response rate was 64% for 2014 graduates. Employment grew in 2014 – from 73% in 2013 to 76% in 2014. In addition, the proportion of graduates employed in Ireland increased from 63% in 2013 to 68% in 2014. As expected, this led to a decrease in those employed overseas. One in ten Higher & Postgraduate Diploma graduates were employed overseas in 2013 and this reduced to 8% for the 2014 cohort. Those engaged in further studies has remained unchanged in the last year, at 14%. Likewise, there has been no change in the proportion of graduates seeking employment (9% among both 2014 and 2013 cohorts). There has been a slight drop in those unavailable for work or study – it reduced from 2% in 2013 to 1% in 2014.

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

**Table 1.4: First Destination of Higher & Postgraduate Diploma Graduates 2014 and 2013**

ALL 7 UNIVERSITIES	2014	2013 <sup>12</sup>
In employment	76%	73%
<i>In employment in Ireland</i>	68%	63%
<i>In employment overseas</i>	8%	10%
Further Studies/Training	14%	14%
Work Experience schemes	0%	0%
Seeking Employment	9%	9%
Unavailable for Work/Study	1%	2%

In terms of gender, Table 1.5 illustrates that 74% of males who responded to the survey are in employment, compared to 77% of female respondents with a Higher & Postgraduate Diploma. Additionally, 63% of males are employed in Ireland compared to 72% of females. Only 6% of females are employed overseas and this compares to 11% of males in the sample. 16% of males and 13% of females are in further study or training, while 10% of males and 8% of females are seeking employment. Only 1% of males are unavailable for work or study compared to 2% of females in this category.

**Table 1.5: First Destination of Higher/Postgraduate Diploma Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	74%	77%
<i>In employment in Ireland</i>	63%	71%
<i>In employment overseas</i>	11%	6%
Further Studies/Training	16%	13%
Work Experience schemes	0%	0%
Seeking Employment	10%	8%
Unavailable for Work/Study	1%	2%

### 1.3 Masters and Doctorate Graduates

The overall results of the 2014 *First Destination Survey* of Masters and Doctorate graduates are outlined in Table 1.6. The survey achieved a response rate of 63% among Masters and Doctorate graduates. A very high proportion, 78%, of this graduate cohort were in employment 9 months after graduation, an improvement on the previous year (73%). There has been no change in the proportion of those employed overseas – at 15% for both 2013 and 2014 graduates. The percentage of graduates who continued to further study reduced slightly for 2014 graduates (from 11% to 10%). Furthermore, there has been a small reduction in the proportion of graduates seeking employment, down from 11% in 2013 to 10% in 2014. Likewise, there has been a reduction in the proportion of those unavailable for work or study – from 4% in 2014 to 2% in 2013.

<sup>12</sup> 2013 data excludes Trinity College Dublin (TCD), as TCD did not report any Higher/Postgraduate 2013 graduates.

**Table 1.6: First Destination of Masters and Doctorate Graduates, 2014 and 2013**

ALL 7 UNIVERSITIES	2014	2013
In employment	78%	73%
<i>In employment in Ireland</i>	62%	58%
<i>In employment overseas</i>	15%	15%
Further Studies/Training	10%	11%
Work Experience schemes	0%	1%
Seeking Employment	10%	11%
Unavailable for Work/Study	2%	4%

In terms of gender, Table 1.7 shows that 78% of males and 77% of females are in employment nine months after graduation. 63% of males and 61% of females are employed in Ireland compared to 14% of males and 16% of females who are employed overseas. A similar proportion of males (10%) and females (9%) are engaged in further study. One in ten males are seeking employment, compared to 11% of women. Only a small proportion of males (2%) and females (3%) are unavailable for work or study.

**Table 1.7: First Destination of Masters and Doctorate Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	78%	77%
<i>In employment in Ireland</i>	63%	61%
<i>In employment overseas</i>	14%	16%
Further Studies/Training	10%	9%
Work Experience schemes	0%	0%
Seeking Employment	10%	11%
Unavailable for Work/Study	2%	3%

Table 1.8 shows the graduate destination trends from 2009 to 2014. The table shows a steady increase since 2009 in the proportions of graduates gaining employment, rising from 63% in 2009 to 78% in 2014. While there was also a notable increase in those employed in Ireland between the 2010 and 2012 graduate cohorts (rising from 57% to 61%), 2013 witnessed a drop to 58%. This has increased again, with 62% of this cohort employed in Ireland.

Additionally, there has been a gradual increase in the proportion of those with a Masters or Doctorate working overseas, increasing from 10% in 2009 to 15% in 2013 and 2014. There has been a drop for graduates partaking in further training, reducing from 17% in 2009 to 10% in 2014. While such graduates seeking employment increased between 2009 and 2010 (from 15% to 16%), and 2011 and 2012 (from 12% to 13%), it has reduced from 11% in 2013 to 10% for the 2014 cohort. Those unavailable for work or study has also reduced over the last six years, from 5% in 2009 to 2% in 2014. At a descriptive level, the data points to a general improvement in employment outcomes among this particular cohort of graduates.

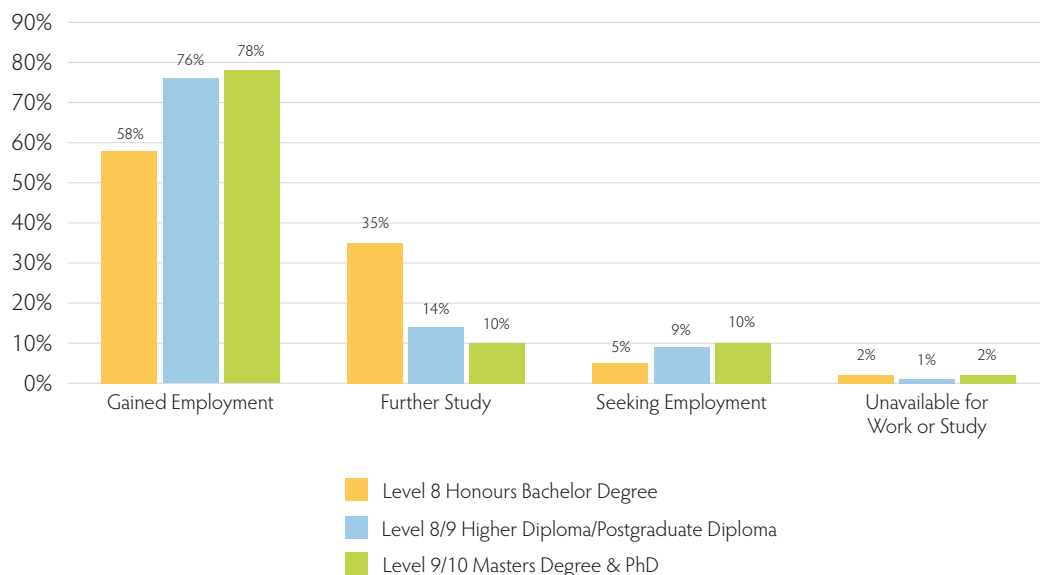
**Table 1.8: First Destination of Masters and Doctorate Graduates, 2009-2014**

	2009 (%)	2010 (%)	2011 (%)	2012 (%)	2013 (%)	2014 (%)
In Employment	63%	67%	71%	72%	73%	78%
<i>In Employment – Ireland</i>	53%	57%	58%	61%	58%	62%
<i>In Employment – Overseas</i>	10%	10%	13%	11%	15%	15%
Further Studies Training	17%	12%	13%	11%	11%	10%
Work Experience Schemes	†	1%	1%	1%	1%	0%
Seeking Employment	15%	16%	12%	13%	11%	10%
Unavailable for Work or Study	5%	5%	4%	4%	4%	2%

† There was no 'work experience' category for these years.

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

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

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

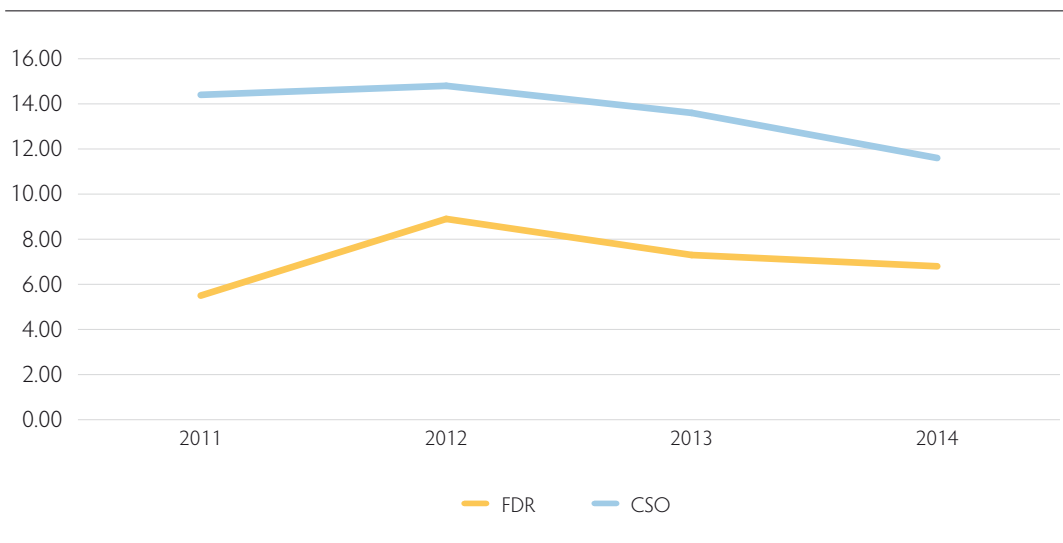
Graduates with postgraduate qualifications were more likely than those with Honours Bachelor Degrees to be in employment nine months after graduation. This reflects labour market demand for highly qualified graduates. Given that Masters Degree and Doctorate graduates are less likely to be engaged in further study, there are higher proportions of these graduates seeking employment (10%) than Honours Bachelor Degree students (9%) and Higher/Postgraduate Diploma graduates (5%). Similar proportions of graduates are unavailable for work or study regardless of level of qualification (between 1% and 2%).

## 1.5 Comparing the First Destination Survey (FDR) and the Central Statistics Office (CSO) 'Seeking Employment' Rates 2011-2014

Figure 1.2 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment<sup>13</sup> between 2010 and 2013.

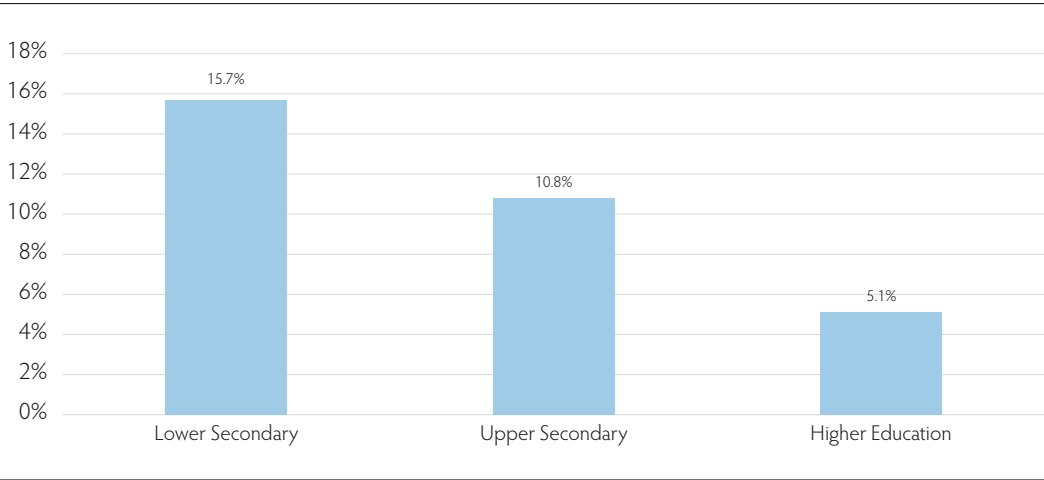
From 2011 to 2014, it can be seen that higher education graduates experienced similar fluctuation in unemployment rates to the general population. While the population's unemployment figures remained consistently high and ranged from 14.4% in 2011 to 14.8% in 2012, graduates also experienced an increase in unemployment between these years (from 5.5% to 8.9%). The 2013 graduate cohort experienced a decrease in the proportion of those seeking employment, reducing from 8.9% to 7.3%. This further decreased to 6.8% in 2014. Similarly, general unemployment also decreased in the last number of years, going from 13.6% in 2013 to 11.6% in 2014. These findings suggest that while general unemployment levels are decreasing, the lower levels of graduate unemployment point to the continued demand for higher education graduates in the Irish economy.

**Figure 1.2: First Destination Survey (FDR) vs Central Statistics Office (CSO<sup>14</sup>) Seeking Employment Rates 2011-2014**



<sup>13</sup> The seeking employment rate represents the percentage of total respondents (excluding those employed overseas) seeking employment for level 8, 9 and 10 university graduates.

<sup>14</sup> CSO unemployment rates from 2010-2014 are based on May's benchmark Quarterly National Household Survey (QNHS) calendar quarter estimates.

**Figure 1.3: Unemployment Rate (%) in Ireland by Highest Level of Education, 2015**

Source: Quarterly National Household Survey (Quarter 3, 2015)


Figure 1.3 illustrates unemployment rates by highest level of education, in Ireland, in 2015. It shows that only 5.1% of those with a higher education qualification are unemployed, compared to one in ten people with upper secondary education. Furthermore, almost 16% of those with a lower secondary qualification were unemployed in 2015 (Q3). This highlights the positive correlation between higher education levels and employment opportunities, at a national level.

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

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

**Table 1.9: The Top 5 Overseas Destinations for Graduates**

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



## 1.7 First Destination of Graduates by Field of Study

This section looks at the destination of Honours Bachelor Degree and Masters and Doctorate 2014 graduates by field of study.

### 1.7.1 Honours Bachelor Degree Graduates

Table 1.10 shows that Education graduates have the highest level of employment with 79% working nine months after graduation. This compares to 76% of 2013 Education graduates. This is followed by Computer Science and ICT and Health and Welfare, with 75% of graduates from each field of study in employment. Of the top three fields of study, Computer Science and ICT has the highest proportion of graduates employed in Ireland at 66% compared to 64% for Education and 58% for Health and Welfare graduates. This reflects strong employment opportunities for Computer Science and ICT graduates in Ireland. Arts and Humanities, Science, Maths and Natural Sciences have the lowest proportion of graduates in employment at 43% and 49% respectively. As expected, this is counteracted by the fact they have the highest proportion of graduates in further studies/training at 45% and 41%. Moreover, Computer Science & ICT have the highest proportion of graduates seeking employment, at 12%<sup>15</sup>, while only 13% of these graduates are engaged in further study or training.

**Table 1.10: First Destination of Undergraduate Honours Bachelor Degree, 2014, by Field of Study**

	Education	Arts & Humanities	Social Science, Business & Law, Journalism, Information & Administration	Science, Maths & Natural Sciences	Computer Science & ICT	Engineering	Agriculture & Veterinary	Health & Welfare	Services	All Graduates
Respondents	68%	72%	76%	76%	81%	79%	80%	66%	87%	73%
In employment	79%	43%	56%	49%	75%	68%	70%	75%	56%	58%
<i>In employment in Ireland</i>	64%	33%	49%	42%	66%	57%	54%	58%	49%	48%
<i>In employment overseas</i>	16%	10%	8%	7%	9%	11%	16%	16%	7%	11%
Further Studies/Training	12%	45%	37%	41%	13%	25%	25%	21%	37%	35%
Work Experience Schemes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	8%	6%	5%	6%	12%	4%	4%	3%	6%	5%
Unavailable for Work/Study	2%	5%	2%	3%	0%	3%	2%	2%	1%	2%

<sup>15</sup> This may be influenced by the re-categorisation of ISCEDs, as described in the methodology section. Since some institutions returned old and new ISCED codes, it was necessary to combine Computer Science courses from the old ISCED discipline 'Science, Mathematics and Computing' with courses from the new ISCED discipline 'Information and Communication Technologies' to create a working variable 'Computer Science and ICT', for the purposes of this report.

### 1.7.2 Masters and Doctorate Graduates

Table 1.11 below outlines the first destination of Masters and Doctorate graduates by field of study. Service graduates had the highest proportion of employment at 88%, with 68% employed in Ireland. However, it is important to note that the number of Service Masters and Doctorate graduates was relatively low<sup>16</sup>. Education and Computer Science & ICT graduates also experienced high levels of employment at 85% and 84%. Postgraduates from four fields of study experienced below average (i.e. 78%) employment: Arts and Humanities (62%), Science, Maths and Natural Sciences (67%), Agriculture and Veterinary (74%) and Engineering (77%). 15% of Arts and Humanities graduates are still 'seeking employment' nine months after graduation, followed closely by 13% of Science, Maths & Natural Science graduates.

**Table 1.11: First Destination of Master and Doctorate Graduates, 2014, by Field of Study**

	Education	Arts & Humanities	Social Science, Business & Law, Journalism, Information & Administration	Science, Maths & Natural Sciences	Computer Science & ICT	Engineering	Agriculture & Veterinary	Health & Welfare	Services	All Graduates
Respondents	55%	61%	63%	62%	64%	66%	73%	65%	81%	63%
In employment	85%	62%	82%	67%	84%	77%	74%	79%	88%	78%
<i>In employment in Ireland</i>	72%	47%	64%	54%	73%	64%	68%	66%	68%	62%
<i>In employment overseas</i>	13%	15%	18%	14%	11%	14%	5%	13%	21%	15%
Further Studies/Training	4%	16%	6%	19%	5%	10%	11%	13%	6%	10%
Work Experience Schemes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	10%	15%	10%	13%	9%	10%	11%	6%	6%	10%
Unavailable for Work/Study	1%	7%	2%	1%	1%	3%	5%	2%	0%	2%

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

This section reviews the first destination of graduates by level of award for six universities<sup>17</sup>.

Figure 1.3 illustrates relatively high levels of employment for all award levels of Honours Bachelor Degree graduates. Those graduates awarded with a pass degree demonstrate the highest levels of employment at 76% whereas those who received a first class (1H) degree had the lowest levels of employment at 54%. The reverse is true for rates of progression into further study; 41% of graduates with a 1H degree continue to further study, compared to 15% of those with a pass degree. One potential factor influencing this trend is the quality of award that is required to gain entry into postgraduate study.

<sup>16</sup> In this case, the 88% relates to 30 Service graduates in employment out of 34 Service respondents.

<sup>17</sup> This analysis does not include NUIG, as such data was not provided.



**Figure 1.4: First Destination of Honours Bachelor Degree Graduates by Award Class, 2014**





# SECTION 2:

## RELEVANCE OF QUALIFICATION

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

# Section 2: Relevance of Qualification

# KEY POINTS

## EMPLOYED IN IRELAND:



53%

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

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



73%.



60%

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

31% rate it as *irrelevant/most irrelevant*.

## EMPLOYED OVERSEAS:



56%

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

61% with a Masters/Doctorate.



Higher & Postgraduate graduates have the highest level of satisfaction with

75%

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

## EMPLOYED IN IRELAND AND OVERSEAS:

79%  78% 

Education, Agriculture/Veterinary and Computer Science/ICT Honours Bachelor Degree graduates reported high levels of relevance between their education and area of employment, at 79% and 78% respectively.



At Higher and Postgraduate Diploma level,

79%

of Education graduates consider their qualification to be *relevant/most relevant* to their area of employment.



100% Agriculture and Veterinary



85% Education



70% Engineering



66% Health and Welfare.

As expected, the majority of Masters/Doctorate graduates reported high levels of relevance between their education and employment. Fields that rated their education as *relevant/most relevant* include Agriculture and Veterinary (100%), Education (85%), Engineering (70%) and Health and Welfare (66%).



24%

of Arts and Humanities graduates rated their education as *irrelevant/most irrelevant* to their employment.

## 2.1 Relevance of Qualification

Survey respondents<sup>18</sup> who found employment were asked to rate the relevance of their educational qualification to their area of employment on 1-5 scale: 1. *Most Relevant*, 2. *Relevant*, 3. *Unsure*, 4. *Irrelevant*, 5. *Most Irrelevant*. Relevance data was returned on behalf of five universities only. Therefore, it is important to note that the employment data in this section does not correspond to section one.

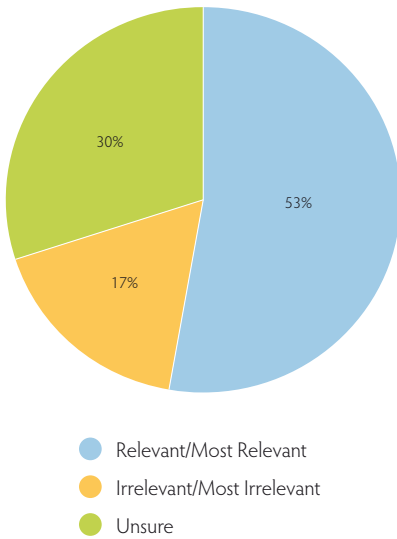
### 2.1.1 Relevance of Qualification to Employment for Graduates Employed in Ireland

In analysing the available data, 46% of Honours Bachelor Degree, 68% of Higher & Postgraduate Diploma and 65% of Masters and Doctorate graduates found employment in Ireland.

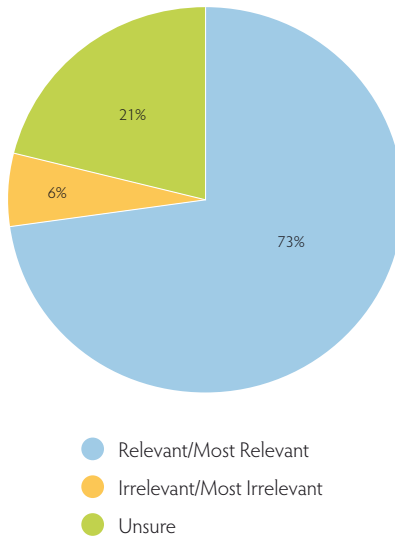
Figure 2.1 outlines the relevance of qualification to employment across all graduate levels.

**Figure 2.1: Relevance of Qualification to Employment, Honours Bachelor Degree and Higher & Postgraduate Diploma, 2014 Graduates in Employment in Ireland**

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



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



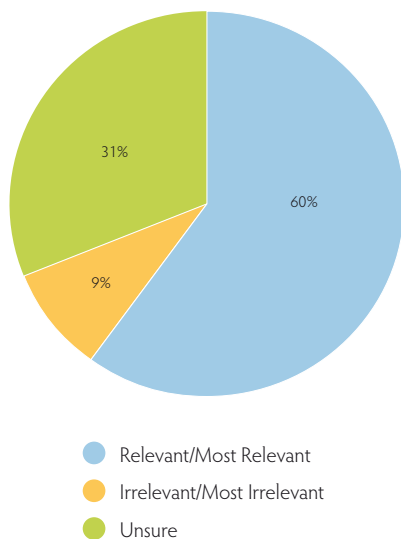
Of those employed in Ireland, 53% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant/most relevant* to their area of employment. A total of 17% rated their qualification as *irrelevant/most irrelevant* and 30% were *unsure*. Perhaps not surprisingly, Higher & Postgraduate Diploma graduates were more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant/most relevant* to their work, with 73% of graduates in this category. In addition, 6% rated their qualifications as *irrelevant/most irrelevant* while only 21% remain *unsure*.

Figure 2.2 outlines how Masters and Doctorate graduates (employed in Ireland) rate the relevance of their qualification to employment. 60% of such graduates rate their qualification as *relevant/most relevant*, while 31% rate their educational qualification as *irrelevant/most irrelevant*. A further 9% remain *unsure* as to the relevance of their qualification.

<sup>18</sup> Data available for five universities only (excluding TCD and UL)

Figure 2.2: Relevance of Qualification to Employment, Masters and Doctorate, 2014 Graduates

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



The finding that postgraduates are more likely than graduates to consider their qualification *relevant/most relevant* to their employment is not unexpected, given that postgraduate qualifications are more specialised in most cases. Such differences are most pronounced between Honours Bachelor Degree and Higher/Postgraduate Diploma graduates, with much higher proportions of Higher/Postgraduate (73%) rating their employment as *relevant/most relevant*, when compared to Honours Bachelor Degree graduates (53%).

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

This section looks at the relevance of qualification for those who found employment overseas<sup>19</sup>. In analysing available data, 8% of Honours Bachelor Degree, 7% of Higher & Postgraduate Diploma and 12% of Masters/Doctorate graduates found employment overseas.

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

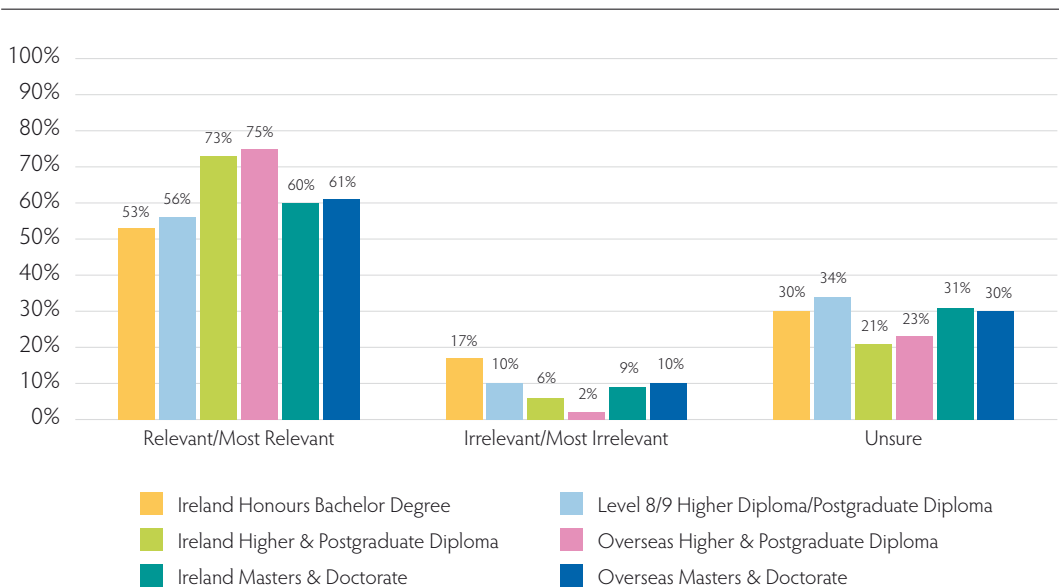
	HONOURS BACHELOR DEGREE	HIGHER & POSTGRADUATE DIPLOMA	MASTERS/ DOCTORATE
Total % in Employment – Overseas	8%	7%	12%
<i>Relevant/Most Relevant</i>	56%	75%	61%
<i>Irrelevant/Most Irrelevant</i>	10%	2%	10%
<i>Unsure</i>	34%	23%	30%

<sup>19</sup> Data based on five universities only (excluding TCD and UL)

Of those employed overseas, 56% of Honours Bachelor Degree graduates found their educational qualification *relevant/most relevant* to their employment, compared to 61% with a Masters/Doctorate. Higher & Postgraduate Diploma graduates have the highest levels of satisfaction with 75% reporting their qualification as *relevant/most relevant* to their employment.

Figure 2.3 shows that a slightly higher proportion of Honours Bachelor Degree graduates working overseas (56%) felt their qualification was *relevant/most relevant* to their job, when compared to such graduates working in Ireland (53%). The same is true for Higher and Postgraduate Diploma graduates (73% and 75%). Moreover, only 2% of these graduates working overseas felt their qualification was *irrelevant/most irrelevant*, compared to 6% of those working in Ireland.

**Figure 2.3: Relevance of Employment for those Employed in Ireland vs those Employed Overseas by Level of Graduate, 2014**



## 2.2 Relevance of Qualification by Field of Study, 2013 Graduates

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

Education and Agriculture & Veterinary Honours Bachelor Degree graduates were most likely to consider their qualification to be very relevant to their area of employment (79%). Computer Science and ICT had the second highest rate of relevance of qualification to employment with 78% stating that their qualification was *relevant/most relevant* to their area of employment, while only 4% rated their qualification as *irrelevant/most irrelevant*.

At Higher & Postgraduate Diploma level, the data shows that all Engineering graduates rated the significance of their qualification as *relevant/most relevant* to their employment. However, it must be noted that the numbers in this category are very small. Education graduates came second for considering their qualification to be *relevant/most relevant* to their area of employment at 79%.



As expected, the majority of Masters/Doctorate graduates reported high levels of relevance between their education and employment. Agriculture and Veterinary graduates report the highest level of relevance among Masters and Doctorate students, with 100% of such graduates reporting their education as *relevant/most relevant* to their employment. Other fields of study that rated their education as relevant include Education (85%), Engineering (70%) and Health and Welfare (66%). Interestingly, however, Service graduates report the lowest levels of relevance at 25%, followed closely by 24% of Arts and Humanities postgraduates.

**Table 2.2: Relevance of Qualification by Field of Study, 2014 Graduates**

	HONOURS BACHELOR DEGREE		HIGHER/ POSTGRADUATE DIPLOMA		MASTERS/ DOCTORATES	
	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant
Education	79%	5%	79%	3%	85%	7%
Arts & Humanities	23%	34%	18%	36%	34%	24%
Social Sciences, Business, Law, Journalism, Information & Administration	53%	17%	68%	11%	64%	9%
Science, Mathematics & Natural Sciences	46%	22%	59%	29%	56%	14%
Computer Science & ICT	78%	4%	75%	5%	52%	5%
Engineering	67%	11%	100%	0%	70%	5%
Agriculture & Veterinary	79%	5%	N/A	N/A	100%	0%
Health & Welfare	72%	5%	77%	4%	66%	3%
Services	38%	0%	N/A	N/A	0%	25%
All Graduates	54%	16%	73%	5%	60%	9%



# SECTION 3:

## GRADUATE SALARIES

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

# Section 3: Graduate Salaries

# KEY POINTS



## 51%

of 2014 Honours Bachelor Degree graduates commanded a salary of more than

## €25k

(compared to 48% of last year's cohort)

The highest proportion of those earning

## €37,000

or over were in the Dublin (8%) and Mid-East (7%) regions.



As expected there is an apparent correlation between education and salary – as education increases so too does salary. **Almost half of Honours Bachelor Degree graduates (49%)** earn under

## €25,000

and this drops to 9% among Doctorate graduates.

31% of Doctorate graduates report earning over

## €45,000

compared to 4% Higher Diploma and 2% of Honours Bachelor Degree graduates.



Arts and Humanities Honours Bachelor Degree graduates are the least well paid, with 25% earning less than

## €13,000

The largest proportion of Computer Science/ICT (25%) and Engineering (23%) Honours Bachelor Degree graduates are earning between

## €29,000 & €32,999



Overall, Computer Science/ICT Honours Bachelor Degree graduates are the highest earners, with 62% of such graduates earning

## €29k or over

### 3.1 Graduate Salaries by Level of Qualification

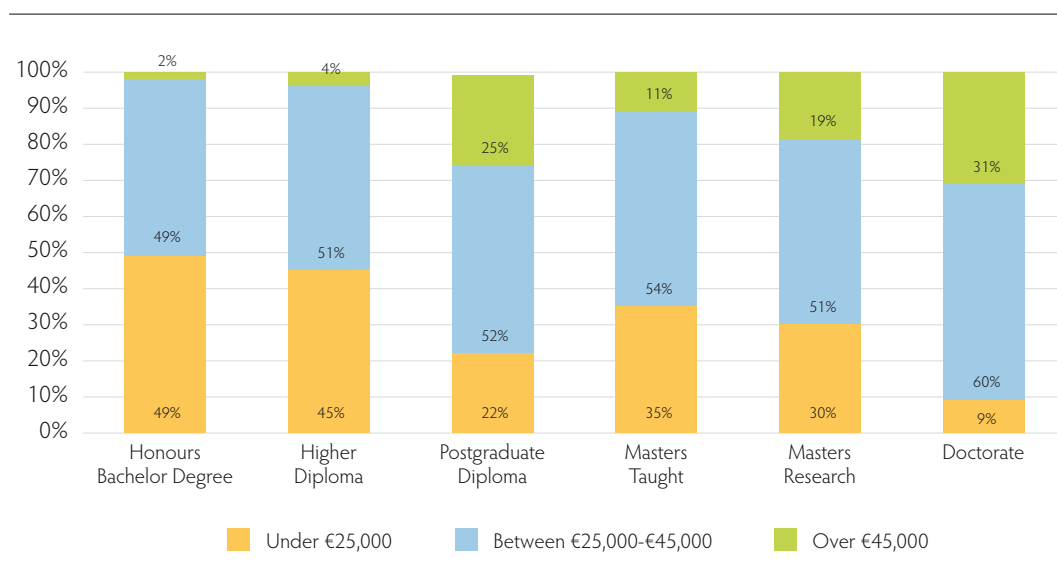
This section outlines the reported salaries of employed graduates, nine months after graduation. The salary data is reported by graduates themselves and it is important to note that the response rates for this section of the graduate survey are low.

Table 3.1 gives the salary range of 2014 and 2013 graduates in employment by qualification type. There has been an increase in salary for Honours Bachelor Degree graduates in 2014. 48% of 2013 Honours Bachelor Degree graduates commanded an initial salary of more than €25,000, compared to 51% for the 2014 cohort. Likewise, a higher proportion (49%) are earning between €25,000 and €45,000, when compared to the previous year (45%). The proportions gaining initial salaries between €25,000 and €45,000 has also increased for Postgraduate Diploma, Taught Masters and Research Masters 2014 graduates.

**Table 3.1: 2014 Graduate Salaries by Level of Qualification Compared to 2013 Graduate Salaries**

LEVEL OF QUALIFICATION	SALARY BANDS					
	< €25,000		€25,000-€45,000		> €45,000	
	2014	2013	2014	2013	2014	2013
Honours Bachelor Degree	49%	52%	49%	45%	2%	3%
Higher Diploma	45%	41%	51%	56%	4%	3%
Postgraduate Diploma	22%	22%	52%	50%	25%	22%
Taught Masters	35%	41%	54%	47%	11%	12%
Research Masters	30%	28%	51%	50%	19%	22%
Doctorate	9%	11%	60%	61%	31%	28%

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



As one would expect, figure 3.1 shows an apparent correlation between education and salary – as education increases so too does salary. Almost half of Honours Bachelor Degree graduates (49%) earn under €25,000 and this drops to 9% among Doctorate graduates. The opposite is also true. 31% of Doctorate graduates report earning over €45,000 compared to 4% of Higher Diploma and 2% of Honours Bachelor Degree graduates.

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

Table 3.2 highlights the most commonly reported initial salaries of Honours Bachelor Degree graduates by field of study. The most common salary band for those who graduated from Education is €21,000-€24,999, with 25% of graduates indicating this salary bracket. Arts and Humanities graduates are the least well paid, with 25% earning less than €12,999. For those who graduated in 2014 from Social Science, Business, Law, Journalism, Information & Administration, the most common salary is between €21,000 and €32,999 (34%). Of the Science and Maths graduates that reported salary data, 22% are in the €25,000-€28,999 salary bracket, followed by 18% in the €21,000-€24,999 salary bracket.

The most common reported earnings were higher for Computer Science and ICT graduates with 25% of graduates earning between €29,000 and €32,999. Furthermore, this salary bracket was also most commonly reported by Engineering graduates (23%). For Agriculture and Veterinary and Health and Welfare 2014 graduates, the most common reported salary was between €25,000 and €28,999, nine months after graduation. Overall, Computer Science/ICT graduates are the highest earners, with 37% of such graduates earning €33,000 or over.

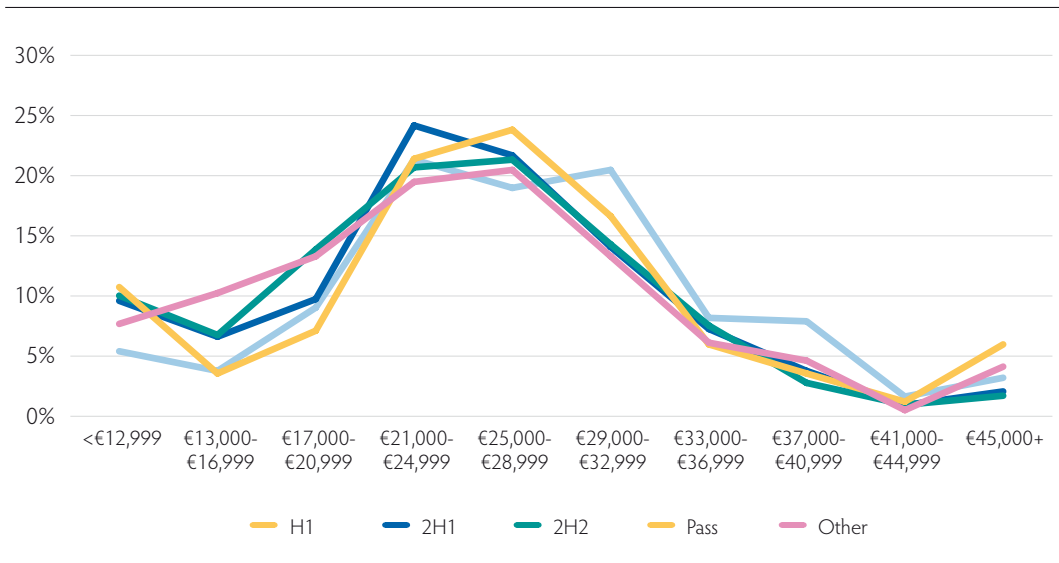
**Table 3.2: Honours Bachelor Degree by Field of Study, 2014 Graduates**

SALARY BANDS	Education	Arts & Humanities	Social Sciences, Business, Law, Journalism, Information & Administration	Science, Mathematics & Natural Sciences	Computer Science and ICT	Engineering	Agriculture & Veterinary	Health & Welfare	Services
<€12,999	7%	25%	8%	9%	5%	6%	0%	4%	1%
€13,000-€16,999	10%	15%	6%	7%	2%	4%	2%	3%	0%
€17,000-€20,999	10%	19%	13%	13%	4%	6%	6%	4%	0%
€21,000-€24,999	25%	19%	34%	18%	11%	14%	15%	14%	1%
€25,000-€28,999	20%	12%	20%	22%	17%	21%	28%	29%	1%
€29,000-€32,999	24%	4%	10%	13%	25%	23%	24%	25%	0%
€33,000-€36,999	3%	2%	3%	8%	16%	13%	14%	13%	0%
€37,000-€40,999	1%	1%	3%	7%	10%	6%	7%	4%	0%
€41,000-€44,999	0%	0%	1%	1%	3%	2%	1%	1%	0%
€45,000+	0%	1%	2%	2%	8%	3%	5%	3%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>4%</b>
Total Respondents (excl. unknown)	204	590	1,341	590	181	370	199	750	29
Total Graduates	445	3,735	4,813	2,308	386	1,051	482	2,892	82
<b>% Response Rate</b>	<b>46%</b>	<b>16%</b>	<b>28%</b>	<b>26%</b>	<b>47%</b>	<b>35%</b>	<b>41%</b>	<b>26%</b>	<b>35%</b>

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

Figure 3.2 outlines the most common reported salary by grade for Honours Bachelor Degree graduates, who are employed nine months after graduation. The data<sup>20</sup> shows salaries for graduates with first class honours peaked in the €21,000 to €24,999 salary bracket. Similarly, those graduates with second class honours grade one and two also peaked in this salary bracket. In addition, the data shows that 16% of graduates with a first class honours degree are earning between €33,000 and €40,999.

**Figure 3.2: Salaries by Grade, Level 8 Honours Bachelor Degree Graduates**



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

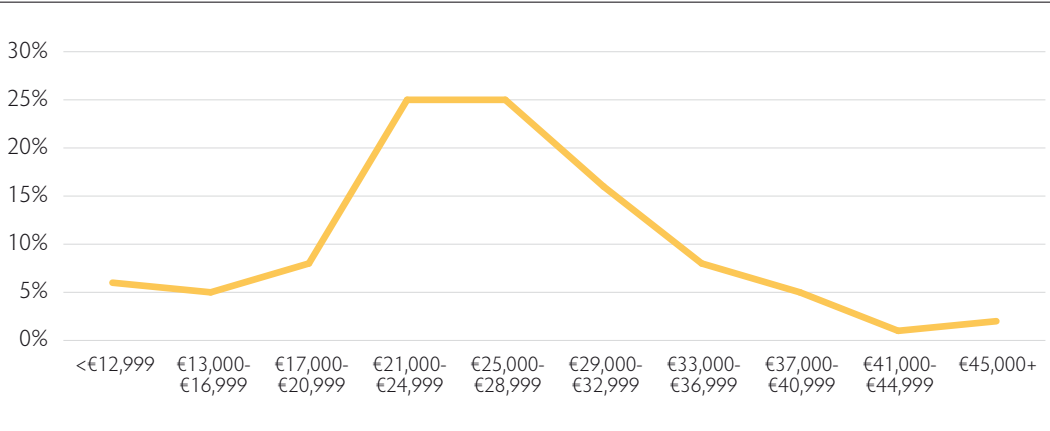
Figure 3.3 presents the reported salaries of Honours Bachelor Degree graduates, nine months after graduation, in different regions throughout the Republic of Ireland<sup>21</sup>. At national level, 24% reported earning between €21,000 and €24,999, while a further 22% reported earning between €25,000 and €28,999. The figures show that the largest proportion of graduates earning between €21,000 and €24,999 were employed in the Mid-West region (27%). The salaries of graduates employed in Dublin were most likely to fall into the €21,000-€24,999 (25%) and €25,000 and €28,999 (25%) brackets. The highest proportion of those earning €37,000 or over were in the Dublin (8%) and Mid-East (7%) regions. The Midlands region had the highest proportion of graduates earning less than €12,999 (15%).

<sup>20</sup> Data is available for 6 universities only (excluding NUIG).

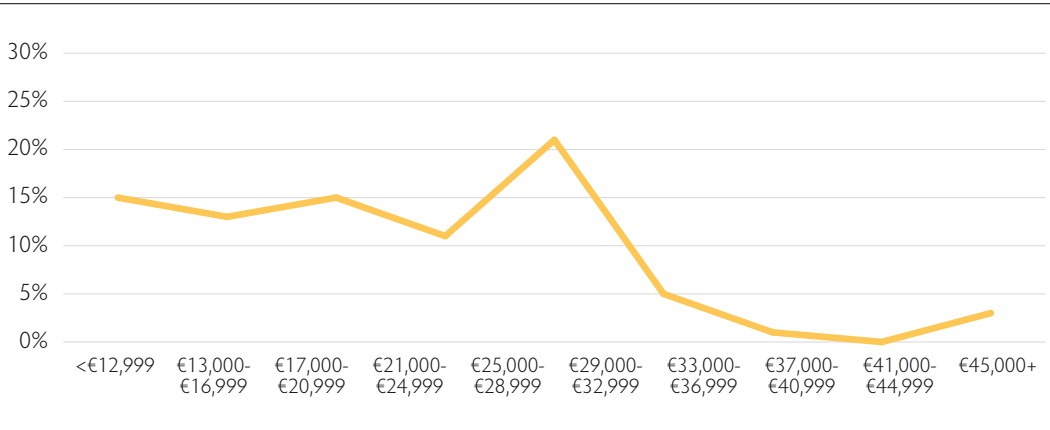
<sup>21</sup> Data is available for 6 universities only (excluding NUIG).

Figure 3.3: Salaries by Region of Employment for Honours Bachelor Degree Graduates

## Dublin



## Midlands



## Mid West





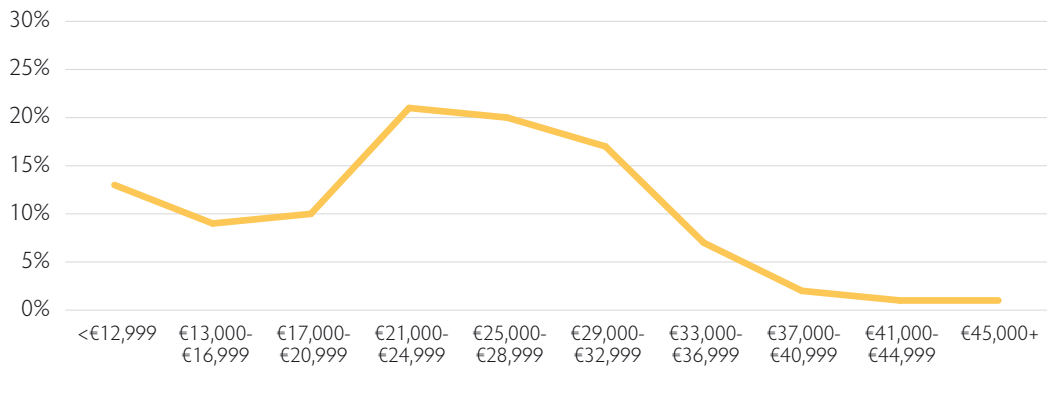
### South East



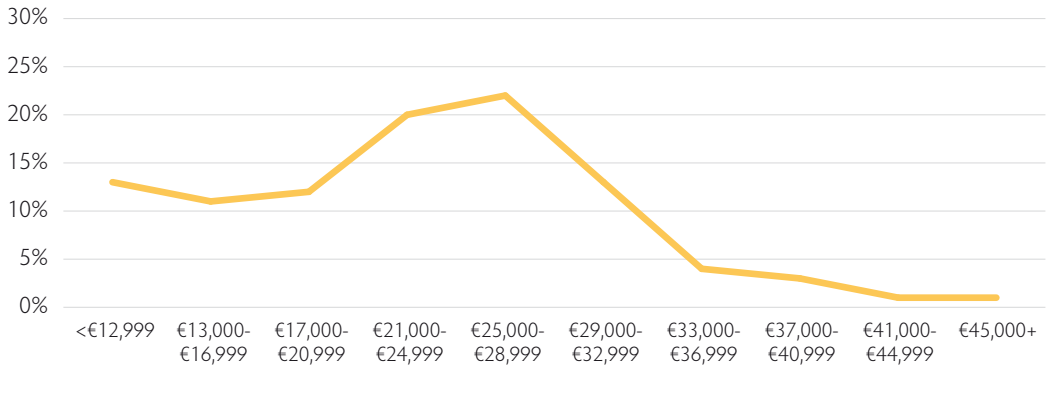
### South West



### West



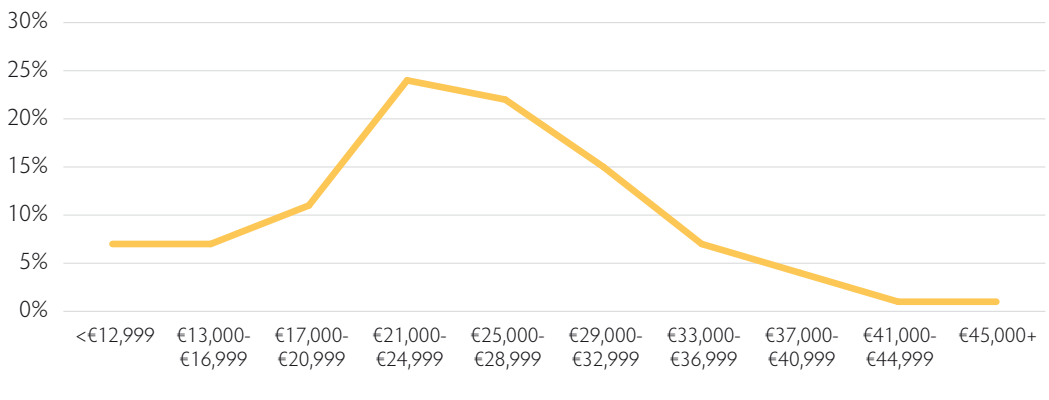
## Border



## Mid East



## National



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

Figure 3.4 shows salary by gender for 2014 Honours Bachelor Degree graduates. 11% of females who responded to the salary question reported earning less than €12,999, compared to 7% of males. Both males and females were most likely to report earning between €21,000 and €24,999. Interestingly, 5% of males earn over €41,000, compared to just 2% of females surveyed.

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



The most common reported salary bands for each field of study are highlighted in Table 3.3. The most common initial salaries fell into the same bands for both males and females in five of the faculties: Social Sciences, Business, Law, Journalism, and Information & Administration; Computer Science & ICT; Engineering, Agriculture & Veterinary and Services. Female graduates of Arts & Humanities were most likely to earn less than €12,999 (30%) compared to 18% of such males. A quarter of male Science, Mathematics and Natural Science graduates reported earning €25,000-€28,000, compared to 19% of their female counterparts. Caution must be shown when interpreting the results due to the varying, and often low, response rates for certain fields of study.

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

SALARY BANDS	Education		Arts & Humanities		Social Sciences, Business, Law, Journalism, Information & Administration		Science, Mathematics & Natural Sciences		Computer Science and ICT		Engineering		Agriculture & Veterinary		Health & Welfare		Services	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<€12,999	8%	7%	18%	30%	5%	10%	5%	13%	6%	0%	6%	5%	0%	0%	5%	4%	17%	0%
€13,000-€16,999	10%	10%	16%	14%	5%	7%	7%	7%	1%	5%	4%	6%	2%	2%	3%	3%	4%	40%
€17,000-€20,999	13%	7%	20%	19%	13%	13%	10%	16%	4%	5%	6%	9%	3%	9%	4%	4%	13%	0%
€21,000-€24,999	19%	30%	17%	21%	34%	34%	17%	20%	12%	5%	13%	19%	15%	14%	7%	16%	38%	40%
€25,000-€28,999	25%	14%	15%	11%	19%	21%	24%	19%	17%	10%	20%	22%	35%	22%	19%	32%	17%	0%
€29,000-€32,999	21%	27%	6%	3%	12%	9%	15%	11%	24%	35%	23%	22%	25%	22%	32%	22%	4%	20%
€33,000-€36,999	3%	4%	5%	1%	4%	2%	8%	9%	16%	15%	14%	12%	12%	16%	16%	12%	8%	0%
€37,000-€40,999	1%	1%	1%	1%	5%	2%	9%	5%	9%	15%	8%	3%	4%	9%	6%	3%	0%	0%
€41,000-€44,999	0%	0%	0%	0%	1%	1%	2%	0%	2%	5%	3%	0%	0%	1%	2%	1%	0%	0%
€45,000+	0%	1%	2%	0%	3%	1%	2%	1%	8%	5%	4%	1%	4%	5%	6%	2%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total Respondents (excl. unknown)	103	101	225	365	642	699	288	302	161	20	293	77	95	104	171	579	24	5
Total Graduates	213	232	1,447	2,288	2,384	2,429	1,135	1,173	339	47	813	238	229	253	778	2,114	59	23
<b>% Response Rate</b>	<b>48%</b>	<b>44%</b>	<b>16%</b>	<b>16%</b>	<b>27%</b>	<b>29%</b>	<b>25%</b>	<b>26%</b>	<b>47%</b>	<b>43%</b>	<b>36%</b>	<b>32%</b>	<b>41%</b>	<b>41%</b>	<b>22%</b>	<b>27%</b>	<b>41%</b>	<b>22%</b>





# SECTION 4:

## REGIONAL DISTRIBUTION OF EMPLOYED GRADUATES

This section analyses the location of graduate employment for qualification levels 8-10<sup>22</sup>. As regional distribution data is not available for TCD, the information provided in this section will not correlate with the first destination data outlined in Section 1.

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<sup>22</sup> Data is available for six universities only

## Section 4:

# Regional Distribution of Employed Graduates

## KEY POINTS

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



**37%**  
of Honours Bachelor Degree,

**33%**  
of Higher Diploma and

**28%**  
of Postgraduate Diploma graduates found employment there.

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

**16%** of Honours Bachelor Degree,

**18%** of Higher Diploma,

**13%** of Postgraduate Diploma,

**11%** Taught Masters,

**22%** Research Masters and

**25%** of Doctorate graduates.



Moreover, **Dublin** employs

**49%** of Taught Masters,

**29%** of Doctorate and

**25%** of Research Masters graduates.



## 4.1 Regional Distribution of Employed Graduates

Figure 4.1 shows the regions of employment for Honours Bachelor Degree graduates, nine months after graduation. Dublin is the region with the most employment opportunities, with 37% of graduates employed there. The South West (16%) and Overseas (16%) were also most popular destinations for employed graduates.

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

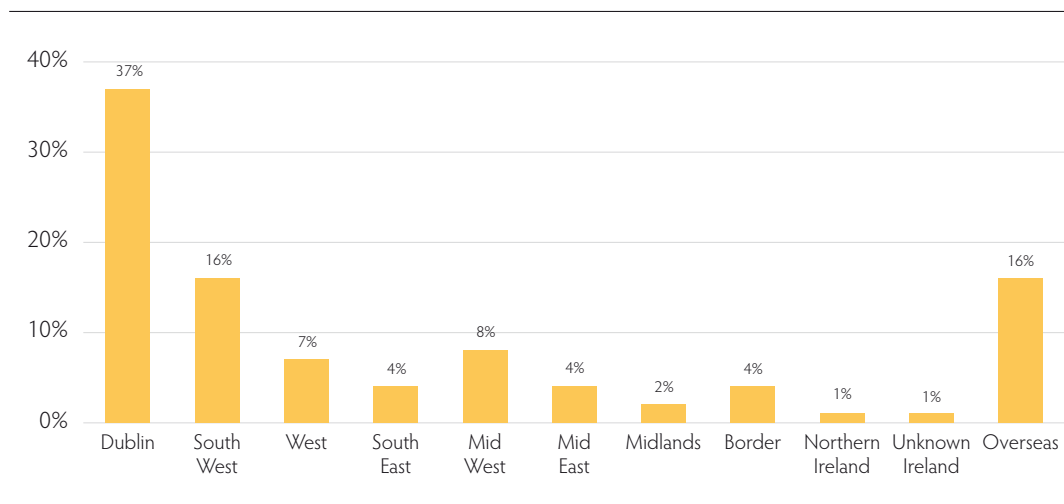


Figure 4.2 outlines the region of employment for those who graduated with a Higher & Postgraduate Diploma in 2014. The most common destinations of Higher Diploma and Postgraduate Diploma graduates was Dublin, with 33% and 28% of such graduates finding employment in this region. 18% of Higher Diploma graduates found employment in the South West region, while 13% are employed in both the Mid-East region and Overseas. Three popular destinations for Postgraduate Diploma graduates were the Mid-West (13%), West (13%) and South-West (13%) regions.

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

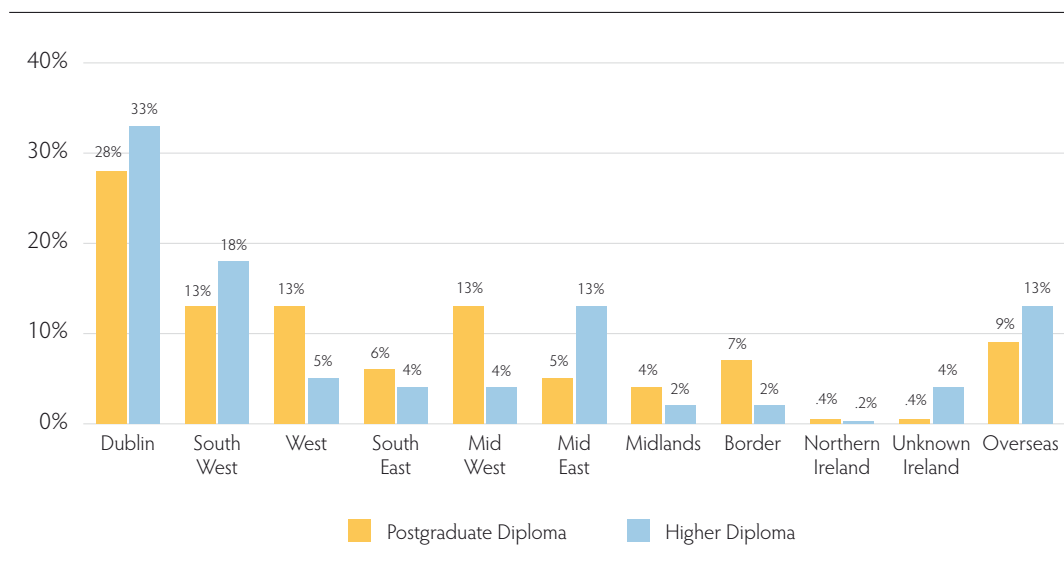
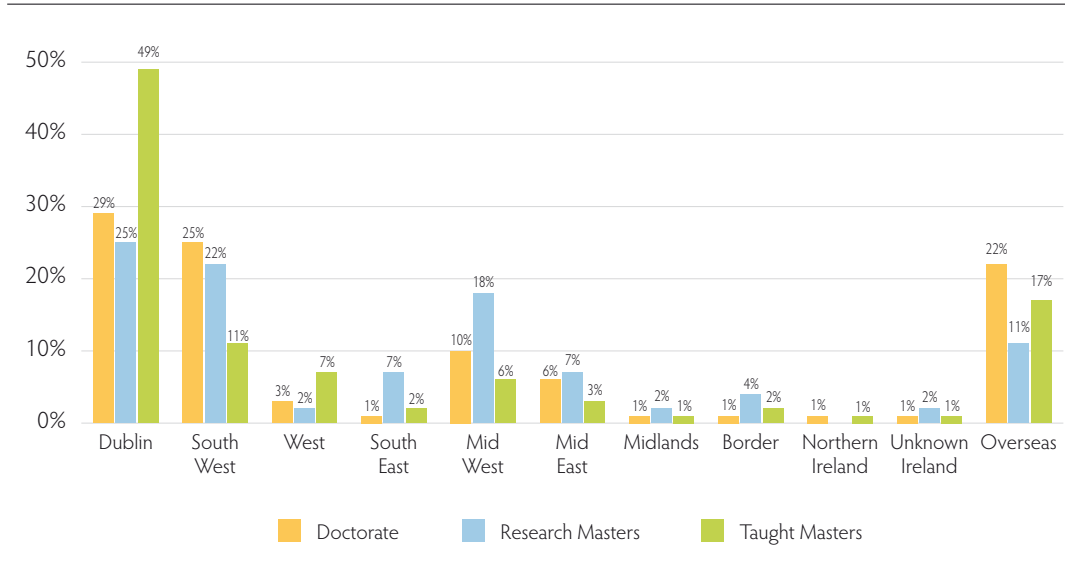


Figure 4.3 displays the region of employment for those who graduated with a Taught Masters, Research Masters and a Doctorate in 2014. It is clear that Dublin offers the most employment opportunities for all three graduate cohorts, with 49% of Taught Masters, 29% of Doctorate graduates and 25% of Research Masters employed there.

The South West was the second most popular region of employment for Research Masters and Doctorate graduates (22% and 25% respectively). Moreover, overseas was a popular choice for 17% of Taught Master graduates and 22% of Doctorate graduates. This compares to 11% of Research Master graduates who opted to work overseas.

**Figure 4.3: Region of Employment of Taught Masters, Research Masters and Doctorate Graduates, 2013**







# SECTION 5:

## SECTORAL DISTRIBUTION OF EMPLOYED GRADUATES

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

# Section 5:

## Sectoral Distribution of Employed Graduates

# KEY POINTS

### EMPLOYED IN THE REPUBLIC OF IRELAND:

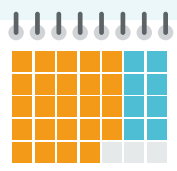
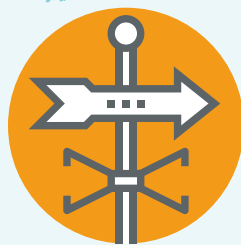


The most common sector of employment for Honours Bachelor Degree graduates was the Non-Market Services sector at

**30%**

followed by Business, Finance and Insurance Services at

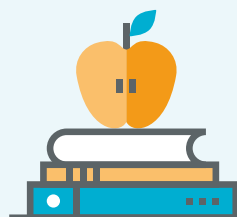
**24%**



**Non-Market Services** sector was also the most popular sector of employment for Higher Diploma (**67%**), Postgraduate Diploma (**77%**), Research Masters (**37%**) and Doctorate graduates (**63%**).

**30%** of Taught

Masters graduates found employment in the Business, Finance and Insurance Services sector.



Generally there appears to be a correlation between **field of study** and **sector of employment**.

### EMPLOYED OVERSEAS:



Non-Market sector was the most popular for the majority of overseas graduates, with **44%** of Honours Bachelor degree, **77%** of Higher Diploma and **73%** of Postgraduate Diploma, **50%** of Research Masters, **57%** of Doctorate and **28%** of Taught Masters graduates.



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

## 5.1 Sector of Employment by Level of Qualification

Table 5.1 presents employment sectors for 2014 graduates employed in the Republic of Ireland, by level of qualification. The highlighted cells illustrate the most common employment destination of graduates for each level of award. The most common sector of employment for Honours Bachelor Degree graduates (working in the Republic of Ireland) was the Non-Market Services sector at 30%, followed by Business, Finance and Insurance Services at 24%. The Non-Market Services sector was also the most popular sector of employment for Higher Diploma graduates (67%), Postgraduate Diploma (77%), Research Masters (37%) and Doctorate graduates (63%). 37% of Taught Masters graduates found employment, in Ireland, in the Business, Finance & Insurance Services sector.

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

	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Taught Masters	Research Masters	Doctorate
EMPLOYMENT SECTOR IRELAND	%	%	%	%	%	%
Agriculture, forestry & fisheries	1.3%	0.2%	0.0%	1.0%	14.3%	3.2%
Manufacturing Industries	10.3%	3.2%	2.8%	9.1%	16.3%	15.0%
<i>Food &amp; Drink Industries</i>	2.9%	1.5%	0.5%	2.4%	0.0%	1.2%
<i>Chemical, Rubber &amp; Plastic Products</i>	2.9%	0.2%	1.1%	3.0%	6.1%	8.0%
<i>Metals, Metal Products, Mechanical &amp; Electrical Engineering</i>	1.2%	0.4%	0.3%	0.9%	0.0%	1.5%
<i>Computer &amp; Electronic Manufacturing</i>	2.0%	0.4%	0.8%	2.1%	4.1%	2.1%
<i>Other Industries (incl mining etc.)</i>	1.4%	0.6%	0.2%	0.7%	6.1%	2.4%
Electricity, Gas & Water Supply	0.5%	0.2%	0.5%	1.1%	0.0%	0.6%
Building & Construction	1.1%	0.6%	0.0%	1.0%	6.1%	0.0%
Distribution	8.7%	2.9%	1.6%	4.4%	2.0%	0.3%
Business, Finance & Insurance Services	24.2%	11.3%	6.9%	30.2%	8.2%	5.3%
<i>Business, Finance &amp; Insurance Services</i>	8.6%	3.4%	2.7%	9.5%	0.0%	1.5%
<i>Accountancy &amp; Legal Services</i>	8.8%	3.4%	2.5%	11.4%	4.1%	0.6%
<i>Consultant Engineering &amp; Architectural Services</i>	1.0%	0.8%	0.3%	2.0%	0.0%	1.8%
<i>Call Centres &amp; Shared Services Facilities</i>	1.2%	0.8%	0.2%	0.7%	0.0%	0.3%
<i>Other Business Services (incl Mgmt &amp; IT Consulting)</i>	4.6%	2.9%	1.3%	6.6%	4.1%	1.2%
Computing & Software Applications	5.5%	6.5%	5.2%	9.7%	10.2%	5.0%
Transport, Storage & Communications	2.0%	1.1%	0.6%	2.7%	0.0%	0.0%
Non-Market Services	29.8%	66.6%	77.1%	25.7%	36.7%	62.8%
<i>Defence Forces, Gardaí</i>	0.2%	2.5%	0.0%	0.4%	2.0%	0.0%
<i>Civil Service, Local Authorities (other than Building &amp; Construction)</i>	1.1%	20.4%	2.7%	3.7%	2.0%	2.1%
<i>Primary Education</i>	1.0%	2.5%	0.8%	0.4%	0.0%	0.0%
<i>Secondary Education</i>	2.8%	22.7%	22.1%	2.3%	6.1%	0.9%
<i>Higher Education</i>	1.2%	1.3%	0.6%	3.5%	14.3%	38.6%
<i>Other Education (incl Language Schools)</i>	2.3%	8.0%	5.2%	2.1%	2.0%	4.1%
<i>Health Services (both health Board &amp; Other)</i>	18.9%	6.5%	44.8%	8.2%	10.2%	9.7%
<i>Research, Planning, Art Galleries etc.</i>	0.7%	0.0%	0.0%	1.1%	0.0%	6.5%
<i>Social &amp; Charitable Services</i>	1.6%	2.7%	0.9%	4.0%	0.0%	0.9%
Professional Services n.e.c.	3.2%	0.8%	0.5%	6.0%	4.1%	2.4%
Personal & Recreational Services	6.0%	2.1%	0.6%	3.6%	0.0%	0.0%
Other Industries or industry not stated	7.5%	4.4%	4.1%	5.6%	2.0%	5.3%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Table 5.2 presents employment sectors for 2014 graduates who obtained employment overseas, by level of qualification. The highlighted cells are the most common initial sector of graduate employment for each level of qualification.

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

	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Taught Masters	Research Masters	Doctorate
EMPLOYMENT SECTOR IRELAND	%	%	%	%	%	%
Agriculture, forestry & fisheries	1.6%	0.0%	0.0%	0.6%	0.0%	0.0%
Manufacturing Industries	5.5%	0.0%	1.6%	9.2%	16.7%	13.0%
<i>Food &amp; Drink Industries</i>	1.3%	0.0%	0.0%	2.1%	16.7%	1.1%
<i>Chemical, Rubber &amp; Plastic Products</i>	0.8%	0.0%	0.0%	2.5%	0.0%	5.4%
<i>Metals, Metal Products, Mechanical &amp; Electrical Engineering</i>	1.0%	0.0%	0.0%	1.3%	0.0%	0.0%
<i>Computer &amp; Electronic Manufacturing</i>	0.4%	0.0%	1.6%	1.3%	0.0%	3.3%
<i>Other Industries (incl mining etc.)</i>	1.9%	0.0%	0.0%	1.9%	0.0%	3.3%
Electricity, Gas & Water Supply	0.5%	0.0%	1.6%	0.9%	0.0%	2.2%
Building & Construction	3.1%	1.4%	0.0%	2.1%	0.0%	1.1%
Distribution	2.6%	0.0%	0.0%	3.3%	0.0%	0.0%
Business, Finance & Insurance Services	12.7%	2.9%	8.1%	25.3%	0.0%	2.2%
<i>Business, Finance &amp; Insurance Services</i>	4.5%	1.4%	0.0%	8.6%	0.0%	0.0%
<i>Accountancy &amp; Legal Services</i>	1.9%	1.4%	0.0%	3.9%	0.0%	1.1%
<i>Consultant Engineering &amp; Architectural Services</i>	1.7%	0.0%	3.2%	3.0%	0.0%	0.0%
<i>Call Centres &amp; Shared Services Facilities</i>	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%
<i>Other Business Services (incl Mgmt &amp; IT Consulting)</i>	4.5%	0.0%	4.8%	9.7%	0.0%	1.1%
Computing & Software Applications	3.3%	2.9%	4.8%	6.0%	33.3%	6.5%
Transport, Storage & Communications	2.3%	0.0%	0.0%	2.4%	0.0%	0.0%
Non-Market Services	44.1%	76.8%	72.6%	27.5%	50.0%	56.5%
<i>Defence Forces, Gardaí</i>	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%
<i>Civil Service, Local Authorities (other than Building &amp; Construction)</i>	1.0%	2.9%	0.0%	3.3%	0.0%	0.0%
<i>Primary Education</i>	1.9%	0.0%	1.6%	0.7%	0.0%	0.0%
<i>Secondary Education</i>	5.1%	53.6%	41.9%	2.5%	0.0%	1.1%
<i>Higher Education</i>	1.3%	0.0%	1.6%	4.9%	0.0%	40.2%
<i>Other Education (incl Language Schools)</i>	9.7%	17.4%	21.0%	5.2%	0.0%	3.3%
<i>Health Services (both health Board &amp; Other)</i>	23.0%	2.9%	6.5%	4.2%	33.3%	3.3%
<i>Research, Planning, Art Galleries etc.</i>	0.8%	0.0%	0.0%	1.3%	16.7%	6.5%
<i>Social &amp; Charitable Services</i>	1.0%	0.0%	0.0%	5.1%	0.0%	2.2%
Professional Services n.e.c.	3.1%	1.4%	0.0%	5.8%	0.0%	0.0%
Personal & Recreational Services	5.0%	1.4%	0.0%	2.2%	0.0%	1.1%
Other Industries or industry not stated	16.3%	13.0%	11.3%	14.7%	0.0%	17.4%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



As with graduates employed in Ireland, the sectoral distribution of overseas graduates shows that the Non-Market sector was the most popular employment sector for the majority of all graduates, with 44% of Honours Bachelor Degree leavers employed in this sector. The vast majority of Higher Diploma Graduates (77%) and Postgraduate Diploma (73%) fell into this category of employment. Additionally, 50% of Research Masters, 57% of Doctorate and 28% of Taught Masters graduates are employed in this sector. This finding that Irish graduates, of all award levels, are finding employment overseas in the Non-Market Services sector (which includes Education and Health Services) emphasises the value of Irish qualifications abroad.

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

Table 5.3 overleaf shows the employment sectors of Honours Bachelor Degree graduates employed in the Republic of Ireland by field of study of origin. The highlighted cells are the most common initial sector of graduate employment, for each field of study. Generally, there appears to be a strong correlation between the field of study and the employment sector. Education graduates are predominantly employed in Non-Market Services (88.5%), with the majority of these in the Primary and Second Level Education subsector. Likewise, the majority of Health and Welfare and Service graduates are finding employment in relevant employment sectors. Almost half (49.9%) of Social Science, Business, Law, Journalism, Information & Administration graduates are employed in Business, Finance and Insurance services. 58.2% of Computer Science & ICT graduates are employed in Computing and Software Applications. Furthermore, just over one third of Engineering graduates find employment in Manufacturing Industries, nine months after graduation.

There is more variation for Arts and Humanities and Science, Mathematics and Natural Science graduates, with 19.6% of Arts and Humanities graduates employed in the distribution sector and 17.4% employed in Business, Finance and Insurance Services. 24.7% of Science, Mathematics and Natural Science graduates are employed in the Manufacturing Industries while 21.2% are employed in Business, Finance and Insurance Services, nine months after graduation.

Table 5.4 on page 65 shows the employment sectors of Honours Bachelor Degree 2014 graduates employed overseas, by original field of study. The highlighted cells are the most common initial sector of graduate employment for each field of study.

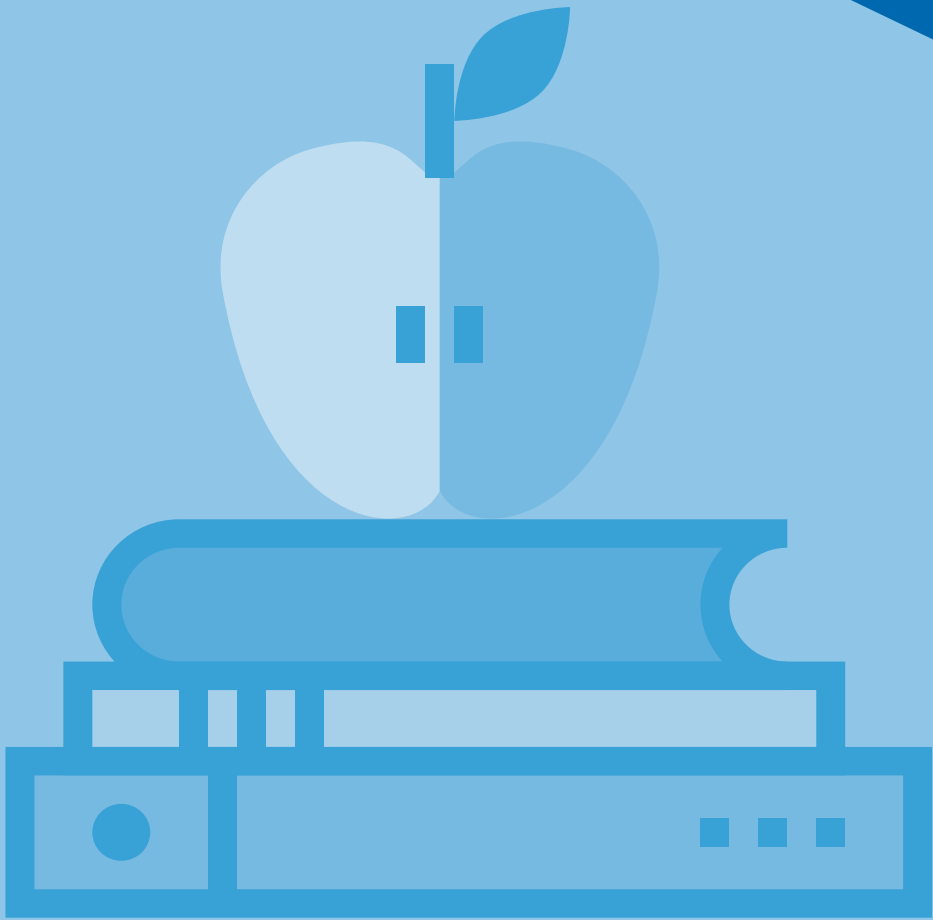
With a few exceptions, the distribution of graduates by field of study across the employment sectors overseas is quite different to the pattern in Ireland. Most graduates employed overseas were in Non-Market Services (Education, Arts and Humanities, Science, Mathematics and Natural Sciences, Agriculture and Veterinary and Health and Welfare). In a similar vein to graduates working in Ireland, 30.9% of Social Science, Business, Law, Journalism, Information & Administration graduates employed overseas are employed in Business, Finance and Insurance Services. 30.9% of Computer Science and ICT graduates gained employment in a relevant employment sector to their field of study, nine months after graduation.

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

	Education	Arts & Humanities	Social Science, Business, Law, Journalism, Information & Administration	Science & Mathematics & Natural Sciences	Computer Science & ICT	Engineering	Agriculture & Veterinary	Health & Welfare	Services
<b>EMPLOYMENT SECTOR IRELAND</b>	%	%	%	%	%	%	%	%	%
Agriculture, forestry & fisheries	0.5%	0.2%	1.0%	1.6%	0.0%	1.7%	17%	0.0%	0.0%
Manufacturing Industries	1.6%	6.1%	5.5%	24.7%	7%	33.7%	17.9%	2.6%	11.4%
Food & Drink Industries	0.0%	3.0%	2.6%	3.1%	1.9%	4.5%	16%	0.7%	5.7%
Chemical, Rubber & Plastic Products	1.0%	0.7%	0.7%	13.4%	0.0%	5.5%	0%	1.4%	0.0%
Metals, Metal Products, Mechanical & Electrical Engineering	0.0%	0.3%	0.2%	1.6%	0.5%	9.0%	1%	0.2%	0.0%
Computer & Electronic Manufacturing	0.0%	1.4%	1.1%	3.1%	3.8%	9.6%	0%	0.2%	0.0%
Other Industries (incl mining etc.)	0.5%	0.7%	0.9%	3.5%	1.0%	5.1%	0%	0.2%	5.7%
Electricity, Gas & Water Supply	0.0%	0.3%	0.6%	0.3%	0.0%	2.8%	0%	0.0%	2.9%
Building & Construction	0.5%	0.7%	0.4%	0.9%	0.0%	7.5%	0%	0.2%	8.6%
Distribution	1.6%	19.6%	10.2%	9.7%	2.9%	5.8%	2%	1.6%	5.7%
Business, Finance & Insurance Services	0.5%	17.4%	49.9%	21.2%	16%	15.8%	13.5%	2.0%	5.7%
Business, Finance & Insurance Services	0.5%	7.6%	17.2%	9.6%	5.8%	1.5%	4%	0.8%	2.9%
Accountancy & Legal Services	0.0%	1.6%	24.1%	5.8%	0.5%	0.9%	1%	0.2%	0.0%
Consultant Engineering & Architectural Services	0.0%	0.1%	0.1%	0.5%	0.0%	9.8%	0%	0.4%	0.0%
Call Centres & Shared Services Facilities	0.0%	3.6%	1.0%	1.2%	1.4%	0.2%	1%	0.3%	0.0%
Other Business Services (incl Mgmt & IT Consulting)	0.0%	4.6%	7.5%	4.1%	8.7%	3.4%	7%	0.4%	2.9%
Computing & Software Applications	0.0%	3.3%	4.3%	3.0%	58.2%	8.7%	9%	0.2%	0.0%
Transport, Storage & Communications	0.0%	3.5%	2.9%	0.9%	2.4%	2.1%	2%	0.2%	0.0%
Non-Market Services	88.5%	16.7%	8.3%	18.8%	5%	9.4%	21.7%	87.4%	20.0%
Defence Forces, Gardaí	0.0%	0.2%	0.3%	0.3%	0.0%	0.0%	0%	0.0%	5.7%
Civil Service, Local Authorities (other than Building & Construction)	0.5%	1.8%	1.7%	0.8%	0.5%	0.2%	0%	0.5%	2.9%
Primary Education	20.8%	1.2%	0.1%	0.0%	0.0%	0.0%	0%	0.2%	0.0%
Secondary Education	52.6%	0.7%	0.1%	5.8%	0.5%	0.9%	0%	0.0%	0.0%
Higher Education	1.0%	1.0%	1.0%	3.2%	0.5%	2.1%	1%	0.4%	0.0%
Other Education (incl Language Schools)	13.0%	6.7%	1.1%	0.3%	0.5%	3.6%	0%	0.6%	0.0%
Health Services (both health Board & Other)	0.5%	2.0%	1.7%	6.9%	1.4%	1.7%	19%	82.2%	11.4%
Research, Planning, Art Galleries etc.	0.0%	1.7%	0.4%	1.1%	0.5%	0.6%	0%	0.4%	0.0%
Social & Charitable Services	0.0%	1.4%	2.0%	0.4%	1.0%	0.2%	1%	3.2%	0.0%
Professional Services n.e.c.	0.0%	4.1%	4.1%	5.4%	1.4%	1.7%	5%	0.5%	5.7%
Personal & Recreational Services	1.0%	15.2%	5.5%	6.4%	1.0%	2.6%	4%	1.7%	37.1%
Other Industries or industry not stated	5.7%	12.8%	7.4%	7.0%	5.8%	8.3%	9%	3.6%	2.9%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Education	Arts & Humanities	Social Science, Business, Law, Journalism, Information & Administration	Science & Mathematics & Natural Sciences	Computer Science & ICT	Engineering	Agriculture & Veterinary	Health & Welfare	Services
EMPLOYMENT SECTOR IRELAND	%	%	%	%	%	%	%	%	%
Agriculture, forestry & fisheries	0.0%	0.4%	1.1%	5.6%	0.0%	1.1%	11.3%	0.0%	0.0%
Manufacturing Industries	0.0%	4.5%	4.0%	10.5%	0.0%	27.2%	4.8%	0.6%	0.0%
<i>Food &amp; Drink Industries</i>	0.0%	0.7%	2.2%	1.6%	0.0%	3.3%	4.8%	0.0%	0.0%
<i>Chemical, Rubber &amp; Plastic Products</i>	0.0%	0.0%	0.7%	5.6%	0.0%	1.1%	0.0%	0.0%	0.0%
<i>Metals, Metal Products, Mechanical &amp; Electrical Engineering</i>	0.0%	0.4%	0.4%	1.6%	0.0%	8.7%	0.0%	0.0%	0.0%
<i>Computer &amp; Electronic Manufacturing</i>	0.0%	0.0%	0.0%	0.8%	0.0%	3.3%	0.0%	0.3%	0.0%
<i>Other Industries (incl mining etc.)</i>	0.0%	3.4%	0.7%	0.8%	0.0%	10.9%	0.0%	0.3%	0.0%
Electricity, Gas & Water Supply	0.0%	1.1%	0.4%	0.8%	0.0%	1.1%	0.0%	0.0%	0.0%
Building & Construction	2.1%	1.1%	1.8%	4.0%	0.0%	20.7%	0.0%	1.0%	40.0%
Distribution	0.0%	2.6%	4.7%	4.8%	3.6%	1.1%	0.0%	1.0%	0.0%
Business, Finance & Insurance Services	0.0%	8.2%	30.9%	9.7%	10.7%	22.8%	9.7%	1.6%	0.0%
<i>Business, Finance &amp; Insurance Services</i>	0.0%	3.0%	10.9%	4.8%	3.6%	4.3%	8.1%	0.3%	0.0%
<i>Accountancy &amp; Legal Services</i>	0.0%	1.1%	6.5%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%
<i>Consultant Engineering &amp; Architectural Services</i>	0.0%	0.4%	0.4%	0.8%	0.0%	15.2%	0.0%	1.0%	0.0%
<i>Call Centres &amp; Shared Services Facilities</i>	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<i>Other Business Services (incl Mgmt &amp; IT Consulting)</i>	0.0%	3.4%	12.7%	4.0%	7.1%	1.1%	1.6%	0.3%	0.0%
Computing & Software Applications	0.0%	1.1%	6.5%	2.4%	42.9%	2.2%	1.6%	0.3%	0.0%
Transport, Storage & Communications	0.0%	4.1%	3.3%	3.2%	3.6%	3.3%	0.0%	0.0%	0.0%
Non-Market Services	80.9%	44.4%	16.0%	33.1%	7.1%	5.4%	46.8%	82.2%	40.0%
<i>Defence Forces, Gardaí</i>	0.0%	0.4%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%
<i>Civil Service, Local Authorities (other than Building &amp; Construction)</i>	2.1%	1.1%	2.2%	0.8%	0.0%	0.0%	0.0%	0.3%	0.0%
<i>Primary Education</i>	6.4%	5.2%	1.5%	0.8%	0.0%	1.1%	0.0%	0.0%	0.0%
<i>Secondary Education</i>	44.7%	6.0%	1.1%	16.1%	0.0%	2.2%	0.0%	0.0%	0.0%
<i>Higher Education</i>	0.0%	2.2%	1.1%	3.2%	0.0%	0.0%	0.0%	1.0%	0.0%
<i>Other Education (incl Language Schools)</i>	27.7%	25.0%	6.5%	7.3%	7.1%	0.0%	1.6%	2.3%	20.0%
<i>Health Services (both health Board &amp; Other)</i>	0.0%	0.0%	1.5%	4.0%	0.0%	0.0%	45.2%	78.0%	20.0%
<i>Research, Planning, Art Galleries etc.</i>	0.0%	2.2%	0.7%	0.8%	0.0%	1.1%	0.0%	0.0%	0.0%
<i>Social &amp; Charitable Services</i>	0.0%	2.2%	1.5%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%
Professional Services n.e.c.	0.0%	6.0%	2.9%	2.4%	3.6%	1.1%	8.1%	1.0%	0.0%
Personal & Recreational Services	0.0%	7.5%	8.0%	6.5%	14.3%	3.3%	1.6%	0.6%	20.0%
Other Industries or industry not stated	17.0%	19.0%	20.4%	16.9%	14.3%	10.9%	16.1%	11.7%	0.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



# SECTION 6: EDUCATION

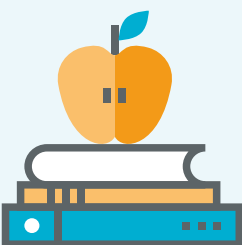
This section relates directly to those graduating from qualifications specifically designed for the teaching profession. It examines 1. Honours Bachelor Degree graduates in Education (qualified to teach at primary level); 2. Honours Bachelor Degree graduates in Education (qualified to teach at second level); 3. Professional Diploma in Education graduates (qualified to teach at second level); and 4. Postgraduate Diploma in Primary Teaching graduates (qualified for teaching at primary level, following the completion of an Honours Bachelor's Degree in various disciplines). The data for this section has been gathered from a number of sources. Four Colleges of Education returned data on primary level training graduates, while the seven universities provided data on second level training graduates.

## HONOURS BACHELOR DEGREE IN EDUCATION (PRIMARY LEVEL):

The majority of these graduates

**78%**

gained employment in temporary, substitute or part-time teaching in Ireland.



**4%**

are in permanent, whole-time teaching in Ireland, nine months after graduation. A further

**9%**

of graduates were teaching abroad, while only

**2%**

were seeking employment.

## HONOURS BACHELOR DEGREE IN EDUCATION (SECOND LEVEL):

The majority of such graduates are in employment

**84%**

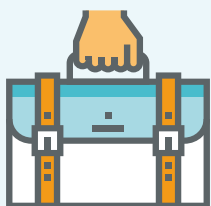
**9%** are in further study or training and

**1%** are seeking employment.



In terms of employment type, **77%** are employed in Ireland, **28%** are employed in temporary whole-time teaching while a further **26%** are employed on a part-time basis in Ireland. Only **9%** of such graduates are employed in permanent teaching in Ireland.

## POSTGRADUATE DIPLOMA (PRIMARY TEACHING):



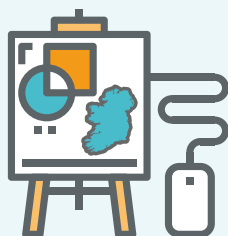
**83%** of such graduates were employed as temporary, substitute or part-time teachers in Ireland.

**7%**

of graduates in employment were engaged in permanent whole-time teaching in Ireland, with

**13%** of males and

**5%** of females gaining permanent contracts.



## PROFESSIONAL DIPLOMA IN EDUCATION (SECOND LEVEL):



The findings show that the majority (**81%**) of such graduates are in employment, **80%** of which are employed in Ireland. **23%** are employed in temporary whole-time teaching and **32%** are working on a part-time basis.

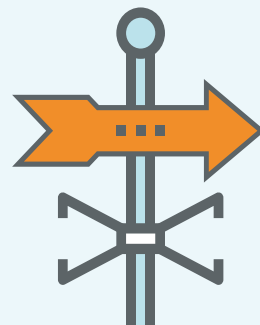
Additionally,

**18%**

of such graduates are working overseas,

**9%**

of which are in permanent contracts.



## 6.1 Honours Bachelor Degree in Education (Primary Level)

This section examines the first destinations of Honours Bachelor Degree graduates in Education, for Primary Level teaching<sup>23</sup>. Table 6.1 illustrates the first destination of this 2014 graduate cohort. The response rate for this graduate cohort stood at 57%. The table shows that only 4% of graduates gaining employment were engaged in permanent whole time teaching in Ireland, with the same proportion of males (4%) and females (4%) gaining permanent contracts.

Those employed as temporary, substitute or part-time teachers in Ireland stood much higher, at 78%. A further 9% of graduates were teaching abroad. 1% were engaged in other work in Ireland, while 6% were engaged in further study or training. Furthermore, 2% of such graduates are seeking employment.

**Table 6.1: First Destination of Honours Bachelor Degree in Education (Primary Level) Graduates by Gender, 2014**

	MALE	FEMALE	TOTAL
Permanent Whole-Time Teaching in Ireland	4%	4%	4%
Temporary, Substitute or Part-Time Teaching in Ireland	79%	78%	78%
Teaching Abroad	8%	9%	9%
Other Work – IRL	0%	1%	1%
Other Work – OS	0%	0%	0%
Further Study or Training	7%	6%	6%
Not Available for Employment	1%	1%	1%
Seeking Employment	2%	2%	2%
<b>Total Respondents</b>	<b>113</b>	<b>490</b>	<b>603</b>
<b>Total Graduates</b>	<b>229</b>	<b>820</b>	<b>1049</b>
<b>Response Rate</b>	<b>49%</b>	<b>60%</b>	<b>57%</b>

Table 6.2 examines trends over the last 5 years for Honours Bachelor Degree in Education (Primary Level) graduates. The data shows a gradual decline in the proportion of graduates obtaining a permanent whole time teaching qualification in Ireland, declining from 8% in 2010 to 4% in 2013, and remaining stable in 2014. The proportion went as low as 1% in 2011. While the proportion gaining temporary, substitute or part-time teaching contracts in Ireland remained relatively high over the last 5 years amid the public sector hiring moratorium, it has declined to 64% in 2013 from 79% in 2012. This has increased again among the 2014 cohort and currently 78% of such graduates are in temporary, substitute or part-time teaching in Ireland. The proportion teaching abroad also saw a significant increase in 2013 increasing from 6% in 2012 to 16%. However, this declined to 9% among 2014 graduates. Those seeking employment also decreased from 6% in 2013 to 2% in 2014.

<sup>23</sup> Data is based on the following teacher training colleges: Mater Dei, Mary Immaculate College, Marino and St Patrick's College.



**Table 6.2: First Destination of Honours Bachelor Degree in Education (Primary Level) Graduates, 2010-2014**

	2010 (%)	2011 (%)	2012 (%)	2013 (%)	2014 (%)
Permanent Whole-Time Teaching in Ireland	8%	1%	7%	4%	4%
Temporary, Substitute or Part-Time Teaching in Ireland	84%	91%	79%	64%	78%
Teaching Abroad	2%	3%	6%	16%	9%
Other Work – IRL	2%	1%	2%	3%	1%
Other Work – Overseas	1%	0%	0%	1%	0%
Further Study or Training	1%	0%	4%	5%	6%
Not Available for Employment	1%	0%	0%	0%	1%
Seeking Employment	2%	4%	2%	6%	2%
<b>Number of Respondents</b>	<b>386</b>	<b>342</b>	<b>456</b>	<b>610</b>	<b>603</b>
<b>Response Rate</b>	<b>67%</b>	<b>60%</b>	<b>63%</b>	<b>57%</b>	<b>57%</b>

## 6.2 Honours Bachelor Degree in Education (Second Level) Graduates

This section examines the first destinations of Honours Bachelor Degree graduates in Education, for Second Level teaching<sup>24</sup>. Table 6.3 shows the first destination of this 2014 graduate cohort. The response rate for this graduate cohort stood at 75%. The table shows that the majority of such graduates (84%) are in employment. A further 9% went on to further study or training and only 1% are seeking employment.

**Table 6.3: First Destination of Honours Bachelor Degree in Education (Second Level) Graduates, 2014**

	TOTAL
Employed	84%
Further Study or Training	9%
Seeking Employment	1%
Not Available for Work	0%
<b>Total Respondents</b>	<b>269</b>
<b>Total Graduates</b>	<b>360</b>
<b>Response Rate</b>	<b>75%</b>

<sup>24</sup> Data is based on six universities (excluding UCD).

Table 6.4 illustrates the employment destinations of Honours Bachelor Degree Education (Second Level) 2014 Graduates. The data shows that of those gaining employment, 77% are employed in Ireland. However, almost three in ten (28%) are employed in temporary whole-time teaching, while a further 26% are employed on a part-time basis in Ireland. 9% of such graduates are employed in permanent teaching in Ireland. Moreover, 21% of employed graduates are working overseas, 9% of which are in permanent employment.

**Table 6.4: Honours Bachelor Degree Education (Second Level) Graduates by Type of Employment, 2014**

	TOTAL
Permanent Teaching in Ireland	9%
Permanent Teaching Abroad	9%
Temporary Whole Time Ireland	28%
Temporary Whole Time Abroad	3%
Part-Time Ireland	26%
Part-Time Abroad	1%
Eligible Part-Time	2%
Teaching Not Specified Ireland	14%
Teaching Not Specified Abroad	8%
<b>Total Respondents</b>	<b>225</b>

### 6.3 Postgraduate Diploma in Primary Teaching

This section examines the first destinations of Postgraduate Diploma in Primary Teaching graduates, nine months after graduation<sup>25</sup>.

Table 6.5 shows the first destination of such 2014 graduates. The response rate for this graduate cohort was relatively low compared to other graduate cohorts, at 38%. The findings show that only 7% of graduates gaining employment were engaged in permanent whole time teaching in Ireland, with 14% of males and 5% of females gaining permanent contracts.

Those employed as temporary, substitute or part-time teachers in Ireland stood much higher, at 83%. A further 4% of such graduates were teaching abroad (comprising 6% of males and 4% of females). Only 1% were engaged in other work in Ireland, while a further 1% were engaged in other work overseas. Furthermore, very small proportions of this graduate cohort are seeking employment (1%), comprising 2% of females and no males.

<sup>25</sup> Data is based on the following teacher training colleges: Mater Dei, Mary Immaculate College, Marino and St Patrick's College.

**Table 6.5: First Destination of Postgraduate Diploma (Primary Level) Graduates by Gender, 2014**

	MALE	FEMALE	TOTAL
Permanent Whole-Time Teaching in Ireland	13%	5%	7%
Temporary, Substitute or Part-Time Teaching in Ireland	81%	84%	83%
Teaching Abroad	6%	4%	4%
Other Work – IRL	0%	2%	1%
Other Work – OS	0%	2%	1%
Further Study or Training	0%	2%	1%
Not Available for Employment	0%	0%	0%
Seeking Employment	0%	2%	1%
<b>Total Respondents</b>	<b>16</b>	<b>56</b>	<b>72</b>
<b>Total Graduates</b>	<b>46</b>	<b>143</b>	<b>189</b>
<b>Response Rate</b>	<b>35%</b>	<b>39%</b>	<b>38%</b>

Table 6.6 examines first destination trends over the last 5 years for Postgraduate Diploma (Primary Level) graduates. The data shows a gradual decline in the proportion of graduates obtaining a permanent whole-time teaching job in Ireland, declining from 11% in 2010 to lows of 6% in 2013, before increasing to 2011 and 2012 levels (of 7%) in 2014. The proportion of graduates gaining temporary, substitute or part-time continues to be high, increasing from 80% in 2013 to 83% in 2014. This coincides with a reduction in the proportion of graduates teaching abroad, dropping from 6% last year to 4% in 2014.

**Table 6.6: First Destination of Postgraduate Diploma (Primary Level) Graduates, 2010-2014**

	2010 (%)	2011 (%)	2012 (%)	2013 (%)	2014 (%)
Permanent Whole-Time Teaching in Ireland	11%	7%	7%	6%	7%
Temporary, Substitute or Part-Time Teaching in Ireland	81%	87%	74%	80%	83%
Teaching Abroad	5%	1%	5%	6%	4%
Other Work – IRL	1%	1%	2%	0%	1%
Other Work – Overseas	0%	0%	1%	0%	1%
Further Study or Training	0%	0%	2%	3%	1%
Not Available for Employment	2%	0%	0%	0%	0%
Seeking Employment	0%	4%	10%	5%	1%
<b>Number of Respondents</b>	<b>206</b>	<b>89</b>	<b>283</b>	<b>66</b>	<b>72</b>
<b>Response Rate</b>	<b>61%</b>	<b>56%</b>	<b>51%</b>	<b>33%</b>	<b>38%</b>

## 6.4 Professional Diploma in Education (Second Level)

This section examines the first destination of graduates of the Professional Diploma in Education<sup>26</sup>. Graduates of this postgraduate course are qualified to teach at second level. Almost 70% of such graduates responded to the survey. Table 6.7 shows the first destination of this 2014 graduate cohort. The data shows that the majority of such graduates (81%) are in employment. A further 12% are seeking employment, while 5% went on to further study or training. Only 1% of such graduates, who responded to the survey, are unavailable for work or study.

**Table 6.7: First Destination of Professional Diploma in Education (Second Level) Graduates, 2014**

	TOTAL
Employed	81%
Further Study or Training	5%
Seeking Employment	12%
Not Available for Work	1%
<b>Total Respondents</b>	<b>723</b>
<b>Total Graduates</b>	<b>1066</b>
<b>Response Rate</b>	<b>68%</b>

Table 6.8 illustrates the employment destinations of Professional Diploma in Education (Second Level) graduates, nine months after graduation. The data shows that of those gaining employment, almost 80% are employed in Ireland. However, less than a quarter (23%) are employed in temporary whole-time teaching, while a further 32% are employed on a part-time basis in Ireland. 9% of such graduates are employed in permanent teaching in Ireland. Moreover, 18% of employed graduates are working overseas, 9% of which are in permanent employment.

**Table 6.8: Professional Diploma in Education (Second Level) Graduates by Type of Employment, 2014**

	TOTAL
Permanent Teaching in Ireland	9%
Permanent Teaching Abroad	9%
Temporary Whole Time Ireland	23%
Temporary Whole Time Abroad	7%
Part-Time Ireland	32%
Part-Time Abroad	1%
Eligible Part-Time	2%
Teaching Not Specified Ireland	15%
Teaching Not Specified Abroad	1%
<b>Total Respondents</b>	<b>585</b>

<sup>26</sup> Data is based on six universities, excluding TCD.

Table 6.9 outlines the original field of study of employed Professional Diploma in Education graduates. Of those employed and where data was available<sup>27</sup>, 69% held an Arts, Social Science and Humanities Degree with 7% gaining permanent teaching contracts in Ireland and 26% gaining temporary whole time contracts in Ireland. Science graduates comprise 9% of this sample, 35% of which are employed in part-time employment in Ireland. 23% of Science graduates with a Postgraduate Diploma are in temporary whole time teaching (in Ireland) and only 5% are permanent (in Ireland). A further 9% of this graduate cohort held Commerce and Business Studies primary degrees. Similar to the other primary fields of study, over one third of such graduates are employed part-time in Ireland. However, a larger proportion, 13%, are in permanent teaching positions. Lastly, graduates from all other fields of study account for 14% of Professional Diploma graduates who responded to the survey. Of this other group, 43% are in teaching positions not specified in Ireland. A further 16% are in temporary whole time teaching (in Ireland).

**Table 6.9: First Destination of Professional Diploma (Second Level) Graduates by Primary Field of Study, 2014**

	ARTS, SOCIAL SCIENCE & HUMANITIES	SCIENCE	COMMERCE & BUSINESS STUDIES	OTHER
Permanent Teaching in Ireland	7%	5%	13%	6%
Permanent Teaching Abroad	7%	15%	15%	6%
Temporary Whole Time Ireland	26%	23%	5%	16%
Temporary Whole Time Abroad	7%	5%	15%	8%
Part-Time Ireland	42%	35%	35%	17%
Part-Time Abroad	1%	3%	0%	2%
Eligible Part-Time	3%	3%	5%	0%
Teaching Not Specified Ireland	7%	10%	10%	43%
Teaching Not Specified Abroad	0%	3%	3%	2%
<b>Total Respondents</b>	<b>312</b>	<b>40</b>	<b>40</b>	<b>63</b>
<b>% of Graduates</b>	<b>69%</b>	<b>9%</b>	<b>9%</b>	<b>14%</b>

<sup>27</sup> Data is based on five universities, excluding TCD and UCC.



# SECTION 7:

## FIRST DESTINATION OF INTERNATIONAL GRADUATES

This section examines the first destination of 2014 International graduates.

## Section 7:

# First Destination of International Graduates

## KEY POINTS



Nine months after graduation, more than half

# 56%

of Honours Bachelor Degree international graduates were in employment, with one third working in Ireland and

# 23%

working overseas.

**73%** of Masters and Doctorate international graduates were employed (**37% in Ireland; 36% overseas**). A similar proportion of such males and females found employment.



### Two thirds

of Higher and Postgraduate Diploma international graduates were employed in 2014, **59%** of which were working in Ireland and **7%** overseas. One in ten Higher and Postgraduate females were seeking employment, compared to **4%** of such males.





## 7.1 Honours Bachelor Degree International Graduates, 2014

The overall first destination of undergraduate Honours Bachelor Degree International graduates are outlined in Table 7.1. Of the 2014 international university graduate cohort, 57% responded to the survey.

**Table 7.1: First Destination of Honours Bachelor Degree Graduates, 2014**

ALL 7 UNIVERSITIES	2014
In employment	56%
<i>In employment in Ireland</i>	33%
<i>In employment overseas</i>	23%
Further Studies/Training	37%
Work Experience schemes	0%
Seeking Employment	5%
Unavailable for Work/Study	2%

Nine months after graduation, 56% of international graduates were in employment, with one third working in Ireland and 23% working overseas. A further 37% of graduates went on to further studies/training. The proportion of international graduates seeking employment and those unavailable for work/study is the same as for the general population (outlined in section one), at 5% and 2%.

**Table 7.2: First Destination of Honours Bachelor Degree International Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	54%	58%
<i>In employment in Ireland</i>	32%	35%
<i>In employment overseas</i>	23%	23%
Further Studies/Training	37%	36%
Work Experience schemes	0%	0%
Seeking Employment	6%	4%
Unavailable for Work/Study	3%	2%

As evident in Table 7.2, 54% of international males who responded to the survey report being in employment. This compares to 58% of international females who responded to the survey. 32% of international males are employed in Ireland, while 23% are employed abroad. Similarly, 35% of international females are employed in Ireland and 23% are employed overseas. Over one third of international males (37%) and females (36%) are engaged in further study. Only 6% of international males and 4% of such females are seeking employment, while a mere 3% of males and 2% of females are unavailable for work or study.

## 7.2 Higher and Postgraduate Diploma International Graduates

Table 7.3 illustrates the first destination results for Higher & Postgraduate Diploma international graduates, for 2014. The response rate was 65% for international 2014 graduates.

Two thirds of Higher & Postgraduate Diploma international graduates were employed in 2014, 59% of which were employed in Ireland and 7% overseas. One quarter of these international graduates are in further study, 8% are seeking employment and only 1% are unavailable for work or study.

**Table 7.3: First Destination of Higher & Postgraduate Diploma International Graduates, 2014**

ALL UNIVERSITIES	2014
In employment	66%
<i>In employment in Ireland</i>	59%
<i>In employment overseas</i>	7%
Further Studies/Training	24%
Work Experience schemes	0%
Seeking Employment	8%
Unavailable for Work/Study	1%

In terms of gender, Table 7.4 illustrates that 68% of international males who responded to the survey are in employment, compared to 66% of international female respondents with a Higher & Postgraduate Diploma. Additionally, 56% of males are employed in Ireland compared to 60% of females. Only 5% of females are employed overseas and this compares to 12% of males in the sample. Furthermore, 28% of males and 22% of females are in further study or training, while one in ten international females and 4% of such males are seeking employment. There are no international males unavailable for work/study compared to 2% of international females in this category.

**Table 7.4: First Destination of Higher & Postgraduate Diploma International Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	68%	66%
<i>In employment in Ireland</i>	56%	60%
<i>In employment overseas</i>	12%	5%
Further Studies/Training	28%	22%
Work Experience schemes	0%	0%
Seeking Employment	4%	10%
Unavailable for Work/Study	0%	2%

## 7.3 Masters and Doctorate International Graduates

The overall results of the 2014 *First Destination Survey* of Masters and Doctorate international graduates are outlined in Table 7.5. The survey achieved a response rate of 48% among Masters and Doctorate international graduates. A very high proportion, 73%, of this graduate cohort were in employment 9 months after graduation, 37% of which were employed in Ireland and 36% employed overseas. A further 12% of international postgraduates were in further study, while only 2% were unavailable for work or study.

**Table 7.5: First Destination of Masters and Doctorate International Graduates, 2014**

ALL 7 UNIVERSITIES	2014
In employment	73%
<i>In employment in Ireland</i>	37%
<i>In employment overseas</i>	36%
Further Studies/Training	12%
Work Experience schemes	0%
Seeking Employment	12%
Unavailable for Work/Study	2%

In terms of gender, Table 7.6 shows that the same proportion (73%) of both international postgraduate males and females are in employment, nine months after graduation. Of international postgraduates in employment, 41% of males and one third of females are employed in Ireland, compared to 32% of males and 40% of females employed overseas. A similar proportion of males (13%) and females (12%) are engaged in further study. A further 11% of males are seeking employment, compared to 13% of women. Only a small proportion of international postgraduate males (2%) and females (3%) are unavailable for work or study.

**Table 7.6: First Destination of Masters and Doctorate International Graduates by Gender, 2014**

ALL 7 UNIVERSITIES	MALES	FEMALES
In employment	73%	73%
<i>In employment in Ireland</i>	41%	33%
<i>In employment overseas</i>	32%	40%
Further Studies/Training	13%	12%
Work Experience schemes	0%	1%
Seeking Employment	11%	13%
Unavailable for Work/Study	2%	3%

# Conclusion

This year's report, *What Graduates Do? The Class of 2014. An Analysis of the First Destination of University and College of Education Graduates*, has illustrated the first destination of 2014 university and teacher training college graduates, nine months after graduation. Almost 18,500, or 69%, of level 8-10 graduates responded to the survey.

The findings of this report highlight many positive employment outcomes for the 2014 graduate cohort, who were seeking employment at the end of 2014 and early 2015. Almost six in ten Honours Bachelor Degree graduates found employment in 2014 (compared to 51% in 2013) and the majority of which are staying in Ireland (48%) for work. Likewise, employment grew for Higher and Postgraduate Diploma graduates – from 73% in 2013 to 76% in 2014. As a consequence, the proportion of such graduates going overseas for employment has reduced (from 10% in 2013 to 8% in 2014). Masters and Doctorate graduates also experience relatively high levels of employment, at 78% – an improvement of five percentage points on the previous year. In addition to percentage increases, it is also interesting to note that the number of respondents in each of these levels also increased this year. Overall, employment levels and employment in Ireland in particular, has improved from last year.

The survey asks graduates to indicate how relevant his/her education is to his/her current area of employment. As expected, there is an apparent positive correlation between education and relevance, with highest relevance levels reported by Higher and Postgraduate Diploma graduates. Another notable finding is in terms of salary. As expected, as education levels rise so too does salary. Almost half of Honours Bachelor Degree graduates earn under €25,000 and this drops to 9% among Doctorate graduates. Furthermore, 31% of Doctorate graduates reported earning over €45,000.

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

Moreover, in line with last year's findings, the report highlights that, despite relatively high levels of employment, education graduates are predominantly engaged in temporary, substitute or part-time teaching in Ireland. Honours Bachelor Degree (Primary Level) graduates were the least likely to be employed on a permanent basis (at 4% in 2014 and 2013), compared to 7% (or 6% in 2013) with a Postgraduate Diploma in primary teaching, 9% (or 8% in 2013) with a Professional Diploma in second level education and 9% with a Honours Bachelor Degree (Second Level) in 2014.

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

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

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# Appendices

## Appendix A: Regional Authorities

	BORDER	MIDLANDS	WEST
Border Midland and 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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