



# What Do Graduates Do?

THE CLASS OF 2007




## Foreword

The First Destination Report has been compiled annually by the Higher Education Authority since 1982. The facts and figures presented in the report have been instrumental in communicating the importance of higher education and helping to illustrate how education benefits the individual, society, research activity and the country in general. The surveys will be particularly pertinent in the coming years as we face an increasingly challenging economic climate and should assist and inform institutions and policy makers to address the changing needs of our economy and help to inform labour market policy.

The report is based on the First Destination of Award Recipients in Higher Education Survey (FDR), an annual survey conducted by the Higher Education Training Awards Council (HETAC) and the Careers Officers of the universities. The FDR surveys every graduate of publicly funded third level institutes (and HETAC-approved courses in private institutions) in order to portray their circumstances nine months after graduation. This report analyses the datasets produced by these agencies.

The report will continue to be of particular relevance to those in higher education including educators, Government departments, policy makers and research organisations. The findings will also be of interest to students, teachers and career guidance counsellors at second level in helping to inform future career choices.

On behalf of the Authority I would like to thank all those involved in the survey, particularly the Careers Officers in participating institutions, the graduates who gave their time to complete and return the survey, HETAC and the staff of our Statistics Section. This survey is made possible by your ongoing participation and goodwill.



---

Michael Kelly  
*Chairman*  
Higher Education Authority  
September 2009

## Introduction

The First Destinations Report (FDR) has been produced annually since 1982 by the Statistics Section of the Higher Education Authority, based on data from participating higher education institutions. This year's report, "What Do Graduates Do? The Class of 2007" provides an insight into the position of Irish graduates nine months after graduation. The report includes analysis of those employed and those seeking employment in addition to levels of participation in further study and training. The survey also measures the salaries, region of employment, employment sector and migration patterns of graduates. Graduates of all higher education qualifications are surveyed, from Higher/University Certificates to PhDs.

It is important to reiterate that the data contained in this report is based on information provided by graduates nine months after they graduate. Therefore, while the 2007 graduates (surveyed in April 2008) may have experienced some difficulty in obtaining employment in comparison to the graduates of 2006, we would expect the effect of the current economic downturn to be much more discernible in the data presented in next year's report, which is collected from graduates of the 2008 class.

The report is presented as follows: Section 1 analyses the first destinations of all levels of graduate; Section 2 examines the starting salaries of graduates; Section 3 reviews the regional distribution of graduates; Section 4 looks at the sectoral distribution of the respondents in employment; Section 5 explores the migration patterns of Level 8 Honours Bachelor Degree graduates and Section 6 examines the trends in newly qualified primary and secondary school teachers.

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

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

- The full effects of the recession are not yet reflected in this data as students were surveyed at the beginning of 2008.
- The proportion of Level 8 graduates in 2007 in employment declined slightly from 2006 from 58% to 55%. The proportion seeking work increased from 2% to 3%.
- The proportion of Higher Degree graduates in employment remained high in 2007 with 75% employed in Ireland or overseas.
- More female than male Level 8 Honours Bachelor Degree graduates gained employment nine months after graduation.
- Level 8 Arts and Humanities graduates were most likely to pursue some form of further study in 2007

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

- Graduates with higher qualifications continue to report higher initial salaries.
- The most common salary band for Level 8 Honours Bachelor Degree 2007 graduates was the €21,000 - €24,999 category which corresponds to the average initial salaries for this group in 2006.
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €25,000 and €28,999 compared to €21,000 - €24,999 for Level 8 graduates nationally.
- Females are more likely than males to earn lower initial salaries, and males are more likely than females to earn higher initial salaries, which corresponds to findings from 2006 data.

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

- Graduates of all award levels are disproportionately employed in the Dublin region.
- 2007 graduates from all levels with the exception of Higher Diploma/Postgraduate Diploma gaining employment in Dublin increased.
- The percentage of 2007 PhD graduates travelling abroad to find employment decreased from 2006 graduates.
- 2007 graduates finding employment in the Mid West region consistently fell for all levels of graduate.

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

- For most award levels Non-Market Services was the most popular employment sector.
- The least populated sectors of employment for 2007 graduates were:
  - Agriculture, Forestry and Fisheries
  - Electricity, Gas and Water Supply
  - Transport, Storage and Communications
- There has also been a drop in the number of graduates employed in the Building and Construction sector.

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

- Dublin, Sligo and Galway are the only counties to employ more graduates than they produce.
- Dublin and Cork demonstrate high retention rates of employed graduates at 84% and 61% respectively.
- Roscommon, Monaghan and Meath have an employed graduate population that is only 20% of the size of their graduate population.
- Nationally, only 27% of graduates find employment in their county of origin.

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

- 84% of surveyed graduates of Higher/Postgraduate Diplomas in Education are employed 9 months after graduation.
- 59% of such graduates obtained their Primary Degree from the faculty of Arts, Humanities and Social Science.
- 89% of surveyed Level 8 Bachelor of Education Graduates are employed 9 months after graduation.
- 89.9% of Postgraduate Diploma in Primary Education graduates were employed in Ireland 9 months after graduation.

## Acknowledgements

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

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

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

ISBN – 1-905135-29-7

### Statistics Section

Dr. Vivienne Patterson - Head of Statistics

Ms. Leonora Harty

Mr. Fergal Noone

Ms. Jenny Maguire

<b>Contents</b>	<b>Page</b>
Foreword	1
Introduction	2
Aknowledgements	5
Contents	6
Definition of Terms	9
<b>Section 1: First Destination of Graduates</b>	<b>11</b>
1.1 First Destinations of Graduates 1987 – 2007	12
1.2 FDR Seeking Employment Rates versus CSO Employment Rates 1997 – 2007	15
1.3 First Destinations of Graduates by Level of Award	16
1.4 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class	17
1.5 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender	18
1.6 Further Study Choices of Level 8 Honours Bachelor Degree Graduates 2007	19
<b>Section 2: Graduate Salaries</b>	<b>21</b>
2.1 Graduate Salaries	22
2.2 Salaries by Faculty for Level 8 Honours Bachelor Degree Graduates	26
2.3 Salaries by Award Class for Level 8 Honours Bachelor Degree Graduates	29
2.4 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates	30
2.5 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates	32
2.6 Salaries by Gender & Faculty for Level 8 Honours Bachelor Degree Graduates	33
2.7 Average Salaries by Age for Level 8 Honours Bachelor Degree Graduates	34
<b>Section 3: Regional Distribution of Employed Graduates</b>	<b>35</b>
3.1 Regional Distribution of Employed Graduates	36
<b>Section 4: Sectoral Distribution of Employed Graduates</b>	<b>41</b>
4.1 Sector of Employment by Level of Award	42
4.2 Sector of Employment by Faculty for Level 8 Honours Bachelor Degree Graduates	45
<b>Section 5: Migration</b>	<b>51</b>
5.1 Migration	52
<b>Section 6: Education</b>	<b>55</b>
6.1 Higher & Postgraduate Diplomas in Education	56
6.2 Level 8 Honours Bachelor Degree in Education	58
6.3 Postgraduate Diplomas in Primary Teaching	60



## Appendices

Appendix A – Regional Authorities

Appendix B – Figures for Comparative Purposes

### List of Tables

- Table 1.1 First Destinations of Graduates: Level 6 Higher & University Certificate & Level 7 Ordinary Bachelor Degree 1987 – 2007
- Table 1.2 First Destinations of Graduates: Level 8 Honours Bachelor Degree 1987 – 2007
- Table 1.3 First Destinations of Graduates: Level 9 Masters & Level 10 PhD Degrees 1987 – 2007
- Table 1.4 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender 2007
- Table 2.1 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty
- Table 2.2 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty & Gender
- Table 4.1 Key Employment Sectors by Level of Award for Graduates Employed in the Republic of Ireland
- Table 4.2 Key Employment Sectors by Level of Award for Graduates Employed Overseas
- Table 4.3 Key Employment Sectors by Faculty for Level 8 Honours Bachelor Degree Graduates Employed in the Republic of Ireland
- Table 4.4 Key Employment Sectors by Faculty for Level 8 Honours Bachelor Degree Graduates Employed Overseas
- Table 5.1 County Retention Rates
- Table 6.1 Graduates of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Recipients, 2003 - 2007
- Table 6.2 First Destinations of 2007 Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, by Discipline of Primary Degree
- Table 6.3 Graduates of Level 8 Honours Bachelor Degree in Education, 2001 - 2007
- Table 6.4 First Destination of Level 8 Honours Bachelor Degree in Education Graduates
- Table 6.5 First Destination of Level 8 Honours Bachelor Degree in Education Graduates 2001 - 2007
- Table 6.6 First Destination of Graduates of Postgraduate Diplomas in Primary Teaching

*\*Please note that in some tables, percentages have been rounded up to whole numbers; as a result, totals will not always equal 100%.*

## List of Figures

- Figure 1.1 First Destination Report Vs CSO Seeking Employment Rates 2007
- Figure 1.2 First Destination of Graduates at all Levels 2007
- Figure 1.3 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class 2007
- Figure 1.4 2007 Level 8 Honours Bachelor Degree Graduates Continuing to Further Study by Faculty of Origin
- Figure 1.5 Faculties Chosen for Further Study by Level 8 Honours Bachelor Degree Graduates of Arts, Social Science & Humanities, Science and Commerce & Business Studies Faculties 2007
- Figure 2.1 Level 6 Higher/University Certificate, Level 7 Ordinary Bachelor Degree & Level 8 Honours Bachelor Degree 2007 Graduate Salaries
- Figure 2.2 Level 8 Higher Diploma & Level 9 Postgraduate Diploma Graduate Salaries
- Figure 2.3 Level 9 Taught Masters, Research Masters & Level 10 PhD Graduate Salaries
- Figure 2.4 Salaries by Grade for Level 8 Honours Bachelor Degree Graduates
- Figure 2.5 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates
- Figure 2.6 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates
- Figure 2.7 Average Salaries by Age for Level 8 Honours Bachelor Degree Graduates
- Figure 3.1 Region of Employment of Level 7 Ordinary Bachelor Degree & Level 8 Honours Bachelor Degree Graduates
- Figure 3.2 Region of Employment of Level 8 Higher Diploma & Level 9 Postgraduate Diploma Graduates
- Figure 3.3 Region of Employment of Level 9 Taught Masters, Research Masters & Level 10 PhD Graduates
- Figure 5.1 Origin of Graduates by County vs. Employed Graduates by County for Level 8 Honours Bachelor Degree Graduates
- Figure 6.1 First Destinations of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates

## Definition of Terms

### FDR

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

### Full-time

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

### Part-time

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

### Academic Year

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

### Intra-mural

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

### Graduate

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

### Region

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

### Faculty

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

### Occupation

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

### Employment Sector

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

### Higher/University Certificate Awards (Level 6)

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

### Ordinary Bachelor Degree Awards (Level 7)

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

### Honours Bachelor Degree Awards (Level 8)

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

### Postgraduate Diplomas & Higher Diplomas

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

### Higher Degree Awards

Recipients of Masters and PhD level awards.

### National Framework of Qualifications (NFQ)

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

### Unavailable for work/further study

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

### Award Class

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

### Education Graduates

Graduates of Higher Diplomas in Education and Primary Degrees in Education are excluded from detailed analysis in these reports as only basic information is available (the institutions offering these courses do not have the resources available to larger institutions). Education graduates are included in Tables 1.1 and 1.2 as per previous years. Supplementary reports on these graduates based on what information is available are presented in Appendix 1.

# Section 1:

## *First Destination of Graduates*

### Key Points

- The full effects of the recession are not yet reflected in this data as students were surveyed at the beginning of 2008.
- The proportion of Level 8 graduates in 2007 in employment declined slightly from 2006 from 58% to 55%. The proportion seeking work increased from 2% to 3%.
- The proportion of Higher Degree graduates in employment remained high in 2007 with 75% employed in Ireland or overseas.
- More female than male Level 8 Honours Bachelor Degree graduates gained employment nine months after graduation.
- Level 8 Arts and Humanities graduates were most likely to pursue some form of further study in 2007.

## 1.1 First Destinations of Graduates 1987-2007

Tables 1.1, 1.2 and 1.3 show the pattern of first destination of graduates from five different award levels over the period 1987 to 2007<sup>1</sup>. According to graduate data collected through the Student Record System for 2007, Level 6/7/8 graduates declined slightly in 2007. Level 9/10 graduates continued to increase in that time period.

Table 1.1 First Destination of Graduates Level 6 Higher & University Certificate and Level 7 Ordinary Bachelor Degree 1987 - 2007

Certificate & Ordinary Bachelor Degree	1987	1992	1997	2002	2006	2007
	%	%	%	%	%	%
In Employment - Ireland	33%	35%	34%	19%	21%	22%
In Employment - Overseas	14%	3%	2%	1%	2%	1%
Further Studies/Training ‡	39%	47%	59%	77%	72%	73%
Work Experience Schemes	3%	3%	1%	†	†	†
Seeking Employment	8%	11%	2%	2%	2%	2%
Unavailable for Work/ Study	3%	1%	1%	1%	2%	2%
<b>TOTALS</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

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

Since 1987 graduates of Certificates and Ordinary Bachelor Degrees have seen declining rates of employment and corresponding increasing rates of further study with 47% of graduates working in Ireland or overseas in 1987 compared to 23% in 2007. Graduates reported pursuing further studies represented 39% of respondents in 1987 compared to 73% in 2007. The proportion of graduates seeking employment consistently declined between 1992 and 2002, increased slightly between 2002 and 2006, and remained at the same rate in 2007. Percentages of respondents who were unavailable for work or study have remained fairly stable over this time period.

<sup>1</sup> Calendar years refer to the year of graduation. Survey data presents the situation as of April of the following year

Table 1.2 First Destination of Graduates Level 8 Honours Bachelor Degree 1987 - 2007

<i>Honours Bachelor Degree</i>	1987	1992	1997	2002	2006	2007
	%	%	%	%	%	%
<i>In Employment - Ireland</i>	33%	32%	45%	50%	53%	51%
<i>In Employment - Overseas</i>	23%	11%	13%	7%	5%	4%
<i>Further Studies/Training †</i>	36%	48%	37%	34%	33%	36%
<i>Work Experience Schemes</i>	3%	1%	1%	0%	†	†
<i>Seeking Employment</i>	4%	6%	2%	4%	2%	3%
<i>Unavailable for Work/Study</i>	2%	1%	3%	6%	6%	6%
<b>TOTALS</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

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

Table 1.2 demonstrates a consistent increase in employment rates from 1987 to 2006 but a slight decline from 2006 to 2007 reflecting the start of the recession for graduates of Honours Bachelor Degrees. High percentages of graduates pursued further studies between 1987 and 1992. These rates dropped from 1992 to 2006 but recovered slightly in 2007. The proportions of Level 8 graduates seeking employment increased slightly in 2007 to 3%. The proportion of respondents who were unavailable for work or study has steadily increased over the twenty year time frame. A possible explanation for this trend is the growing popularity of gap years taken by newly qualified graduates to travel, volunteer, or do both.

Table 1.3 First Destination of Graduates Level 9 Masters &amp; Level 10 PhD 1987 - 2007

Higher Degree	1987	1992	1997	2002	2006	2007
	%	%	%	%	%	%
In Employment - Ireland	59%	58%	62%	62%	66%	65%
In Employment - Overseas	26%	20%	18%	14%	9%	9%
Further Studies/Training †	9%	10%	12%	13%	15%	14%
Work Experience Schemes	0%	1%	1%	†	†	†
Seeking Employment	4%	8%	3%	6%	4%	5%
Unavailable for Work/Study	2%	2%	4%	5%	6%	7%
TOTALS	100%	100%	100%	100%	100%	100%

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

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

Table 1.3 shows little change in overall employment levels and levels of further study over the time period shown. The proportion of graduates seeking employment increased slightly in 2007 to 5%. The percentage of graduates unavailable for work or study has steadily risen, mirroring the trend for Level 8 graduates.

The three tables reveal different destination patterns of graduates across award levels. The percentages of Certificate and Ordinary Bachelor Degree graduates continuing on to further study have gradually risen over the twenty year period while employment levels have correspondingly declined. The proportion of Level 8 Honours Bachelor Degree graduates engaging in further study increased in 2007 from 2006 and those in employment declined in 2007. These figures reflect the start of the recession in early 2008. Postgraduate degree graduates have enjoyed strong rates of employment and have the highest rates of employment of the three groups.

Higher Diploma and Postgraduate Diplomas are in the majority conversion courses or Postgraduate Diplomas in Education. Most Postgraduate Diploma in Education graduates do not continue to further study and this is reflected in the figures with just 17% continuing to further study. However the employment figures show that 76% of these 2007 graduates gained employment and only 2% were seeking employment. The proportions unavailable for work were 5% of graduates.



## 1.2 First Destination Report (FDR) Seeking Employment Rates versus Central Statistics Office (CSO) Unemployment Rates 1998-2008

Figure 1.1 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment<sup>2</sup> between 1998 and 2008.

Figure 1.1 FDR<sup>3</sup> vs CSO<sup>4</sup> Seeking Employment Rates 2008

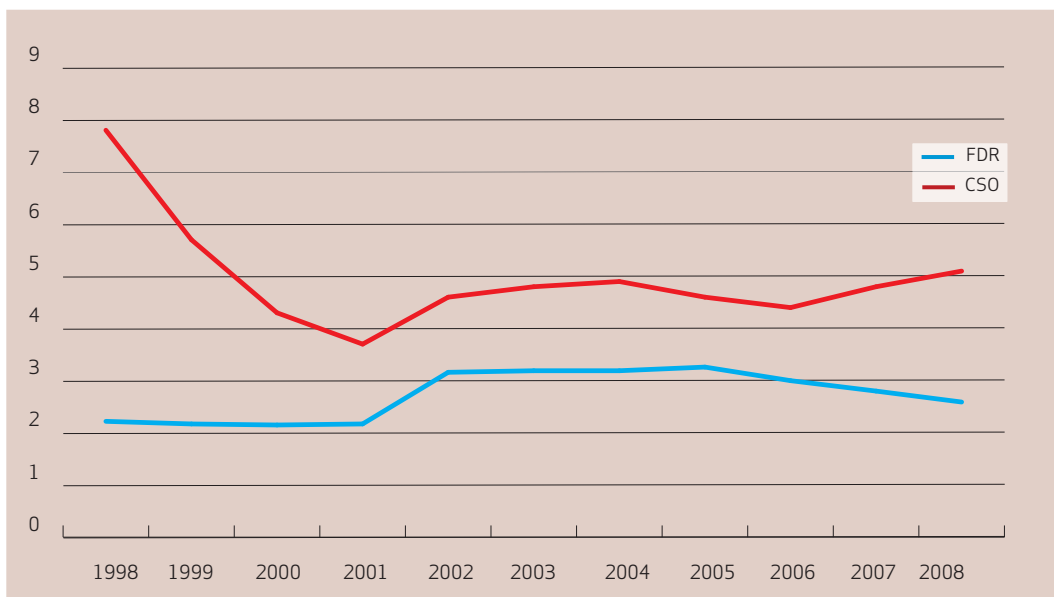


Figure 1.1 shows that third level graduates enjoy consistently higher rates of employment than the wider population. The ongoing downturn in unemployment rates for graduates since 2005 is visible, in contrast to a slight increase in unemployment in the general population in the second quarter of 2007. This graph does not reflect the increases in the numbers signing on the live register towards the end of 2008. Applicants in possession of a third level qualification are clearly valued by employers, given the above trend.

<sup>2</sup> The seeking employment rate represents the percentage of the total respondents (excluding those employed overseas) seeking employment.

<sup>3</sup> The 1997 figures refer to the situation of the class of 1996 as on the 30th of April 1997. This convention is followed for the remaining years.

<sup>4</sup> CSO unemployment rates up to and including 1997 are based on the Labour Force Survey which was carried out each year in April until 1997. The unemployment rates from 1998 – 2007 are from the second quarter figures published in the CSO's Quarterly National Household Survey (QNHS).

## 1.3 First Destinations of Graduates by Level of Award

This section reviews the first destination of graduates by level of award.

Figure 1.2 First Destination of Graduates at all Levels 2007

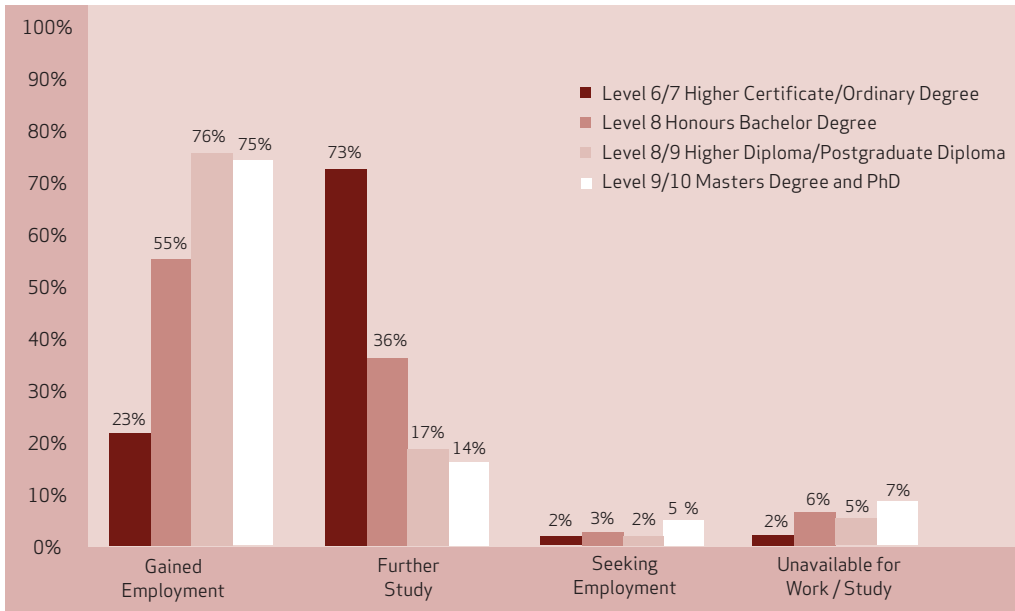
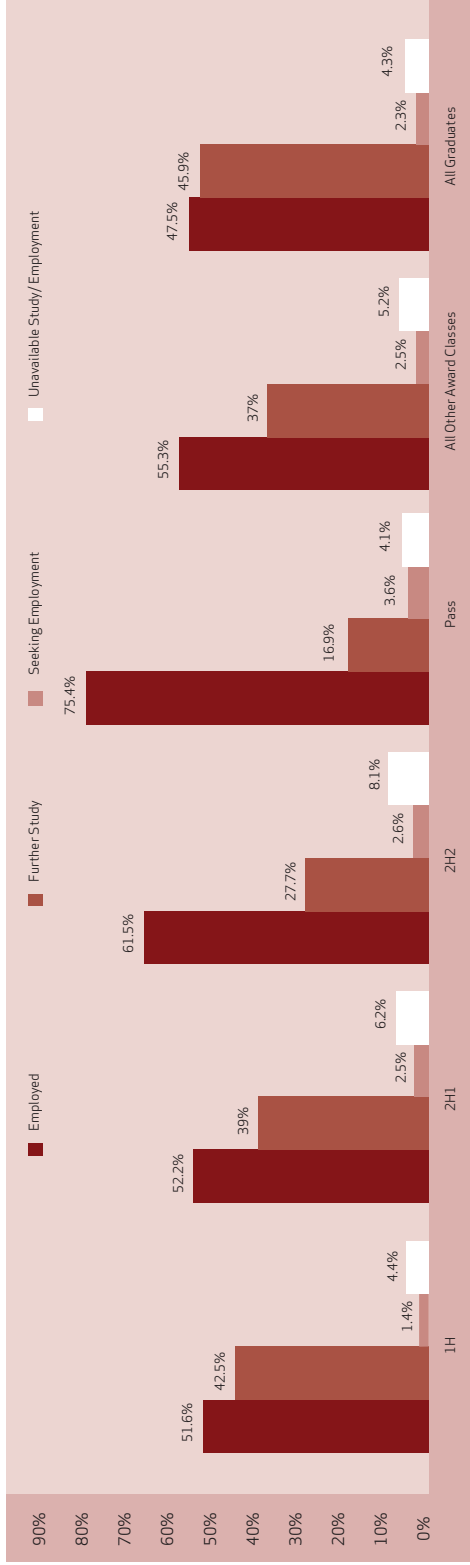


Figure 1.2 shows that the higher a graduate's qualification the more likely they are to enter the labour market and the less likely they are to continue to further study. Just over 20% of Level 6/7 graduates are employed while over 75% of all higher degree graduates were employed at the time of survey. Only 14% of Masters and PhD graduates continue to further study reflecting the fact that at PhD level you have reached the top of the qualifications framework.

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

Figure 1.2 illustrates the first destinations of Honours Bachelor Degree graduates by award class (grade).

Figure 1.3 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class 2007



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

Figure 1.3 illustrates the high levels of employment for all award levels of Honours Bachelor Degree graduates. Those graduates awarded a Pass degree demonstrate the highest levels of employment at 75.4% whereas those who received a first class (1H) degree had the lowest levels of employment at 51.6%. These opposites can also be seen in rates of progression to further study. 16.9% of graduates who were awarded a pass degree continued with studies whereas 42.5% of graduates with a 1H degree continued with studies. One factor influencing this trend is the high level of awards required to go on to postgraduate study (generally a 2.1 in a Level 8 degree, though this can vary depending on demand, alternative assessment methods and the level at which further study is pursued).

Similar contrasts can be also be seen in the 2006 edition of this report which also showed that those graduates with a higher grade level are more likely to continue on with studies, while those obtaining Pass results are more likely to progress straight to the labour market.

A key point is that the rates of seeking employment for all grade levels were low at between 1.4% and 3.6%. This illustrates that employment or further study is obtainable for the majority of graduates regardless of grade. The highest rate of seeking employment was 3.6% for graduates with a Pass degree.

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

Table 1.4 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty & Gender 2007

	Arts, Social Science & Humanities		Science		Commerce & Business Studies		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary Medicine		Architecture		Food Science & Technology		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Gained Employment %	39.1	46.6	48.2	46.9	56.8	60.0	91.9	92.0	65.4	67.9	16.5	26.8	57.6	42.9	100	96.6	100	100	44.0	53.4	
Seeking Employment %	3.0	2.7	2.6	2.6	2.3	1.2	2.2	2.2	4.8	4.2	2.8	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	4.2
Further Study %	51.7	43.8	42.2	43.7	35.0	33.0	3.3	2.1	23.4	23.2	77.8	65.1	33.3	39.3	0.0	0.0	0.0	0.0	44.0	29.7	
Not Available %	6.2	6.9	7.0	6.7	6.0	5.7	2.6	3.7	6.4	4.7	2.8	6.4	9.1	17.9	0.0	3.4	0.0	0.0	10.0	12.7	
Totals	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Table 1.4 shows that more females than males gained employment after graduation in the majority of faculties. Males, on the other hand, have higher rates of further study than females for almost all faculties; despite the tendency of females to do better academically than males. Seeking employment rates are generally higher for males than for females..

## 1.6 Further Study Choices of Level 8 Honours Bachelor Degree Graduates 2007

Fig 1.4 2007 Level 8 Honours Bachelor Degree Graduates Continuing to Further Study by Faculty of Origin

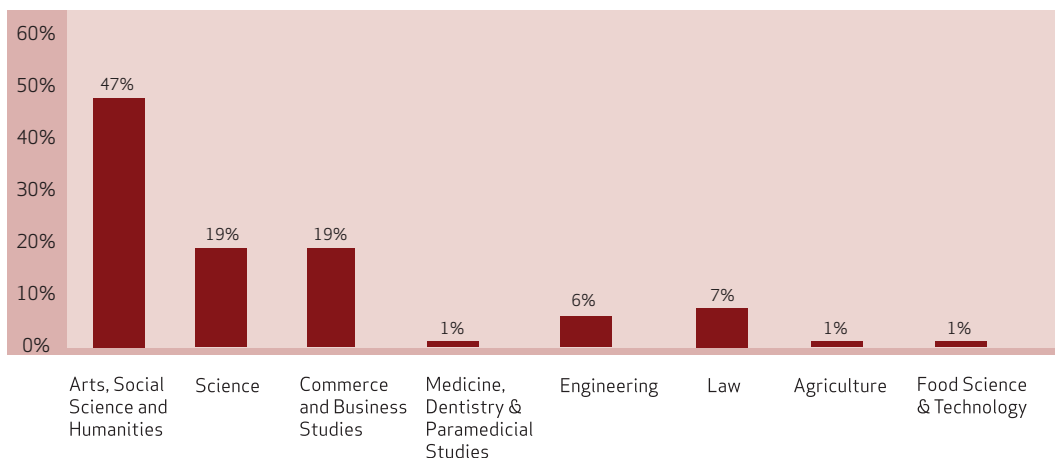


Figure 1.4 shows that at 47%, the largest proportions of graduates who continue to further study or education originate from the Arts, Social Science and Humanities faculty. These graduates could be considered to hold the most general qualification and whilst this provides a stepping stone, pursuing a second more focused qualification improves their prospects in the employment market.

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

Figure 1.5 Faculties Chosen for Further Study by Level 8 Honours Bachelor Degree Graduates of Arts, Social Science & Humanities, Science and Commerce & Business Studies Faculties 2007

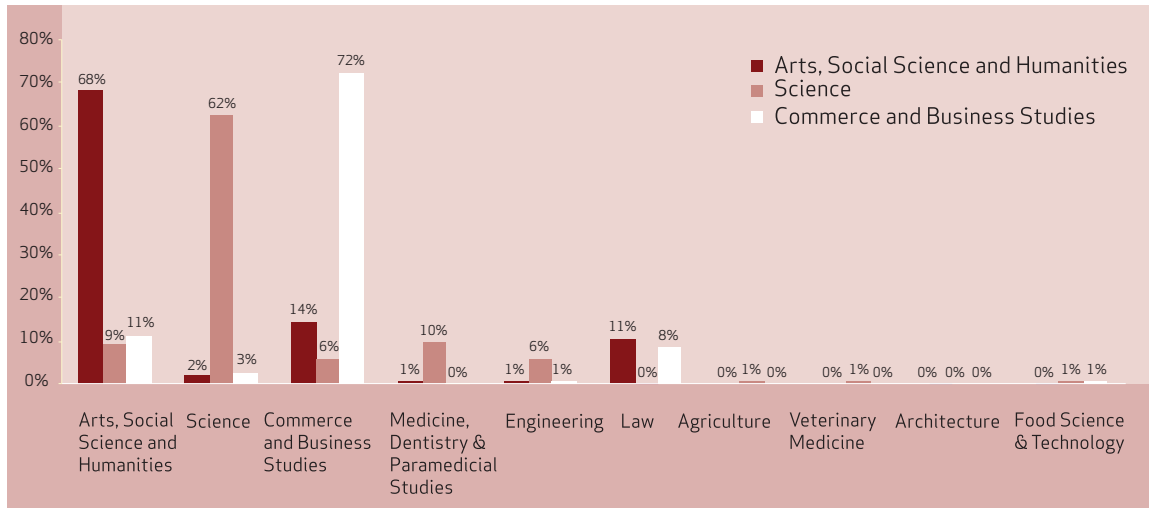


Figure 1.5 presents the faculties of choice for further education for 2007 graduates of the following faculties:

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

These faculties were chosen since Figure 1.4 indicates these faculties supplied the vast majority of graduates going on to further study.

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

## Section 2:

# Graduate Salaries

### Key Points

- Graduates with higher qualifications report higher initial salaries.
- The most common salary band for Level 8 Honours Bachelor Degree 2006 graduates was the €21,000 - €24,999 category, which corresponds to the average initial salaries for this group in 2006.
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €25,000 and €28,999 compared to €21,000 - €24,999 for Level 8 graduates nationally.
- Females are more likely than males to earn lower initial salaries, and males are more likely than females to earn higher initial salaries, which corresponds to findings from 2006 data.

## 2.1 Graduate Salaries

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

### Undergraduate Qualifications

Figure 2.1 illustrates the reported salaries of those who graduated with a Level 6 Higher/University Certificate, Level 7 Ordinary Bachelor Degree or Level 8 Honours Bachelor Degree in 2007.

The most common salaries for graduates of Higher/University Certificates in 2007 fell in the €17,000 -€20,999 and the €21,000 - €24,999 bands. This corresponds somewhat to the 2006 report, where salaries for this group were predominantly in the €21,000 - €24,999 bracket. The percentage of Higher/University Certificate Graduates whose salaries fell within the higher brackets increased with 39.6% of those earning more than €25,000 and 22.3% earning more than €33,000.

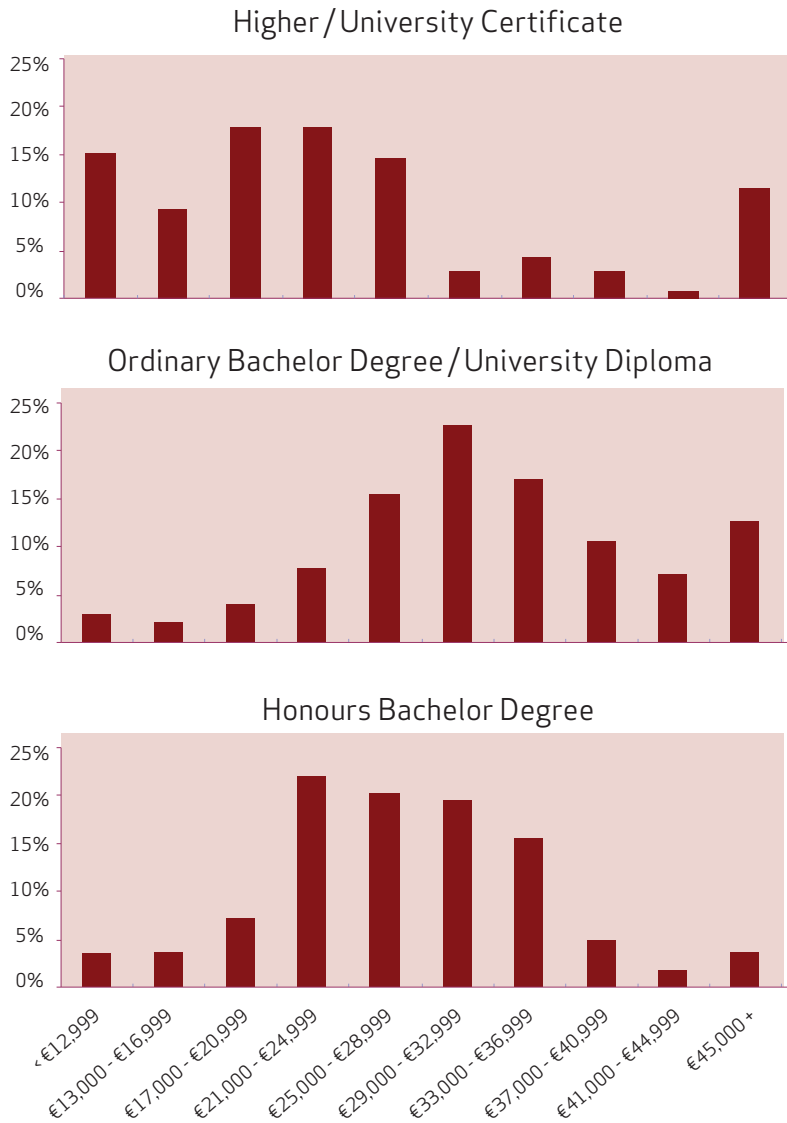
The most common salary band for graduates with an Ordinary Bachelor Degree in 2007 was €25,000 to €32,999, one band higher than in 2006. Almost 85% of those who graduated with an Ordinary Bachelor Degree in 2007 earned more than €25,000, while 47% earned more than €33,000. This represents a significant jump in salaries in comparison to the class of 2006. 59% of graduates of that year earned more than €25,000 in April 2007, while 24% earned more than €33,000.

There was no increase in the most common salary band for Honours Bachelor Degree 2007 graduates. As in 2006 this was the €21,000 - €24,999 band. 63.8% earned more than €25,000 upon graduation, a slight increase on the 58% observed in 2006 in this category.

While the common salary band of Ordinary Bachelor Degree graduates from 2007 increased, the overall salaries of Level 6 and 7 graduates generally correspond with common salaries from 2006. However, there has been a substantial increase in those reporting initial salaries in the higher brackets (above €33,000).



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

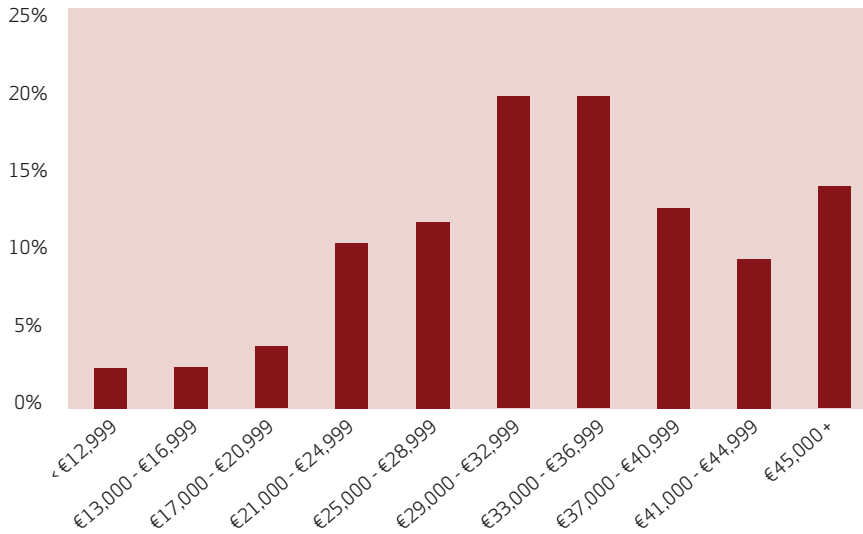


	Higher/University Certificate	Ordinary Bachelor Degree	Honours Bachelor Degree
Total Respondents	63	630	3,964
Response Rate	1.5%	7.4%	16.7%

## Conversion Qualifications

Figure 2.2 illustrates the salaries of those who graduated with the Higher Diploma and Postgraduate Diploma in 200.

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



Higher Diploma & Postgraduate Diploma	
Total Respondents	795
Response Rate	25%

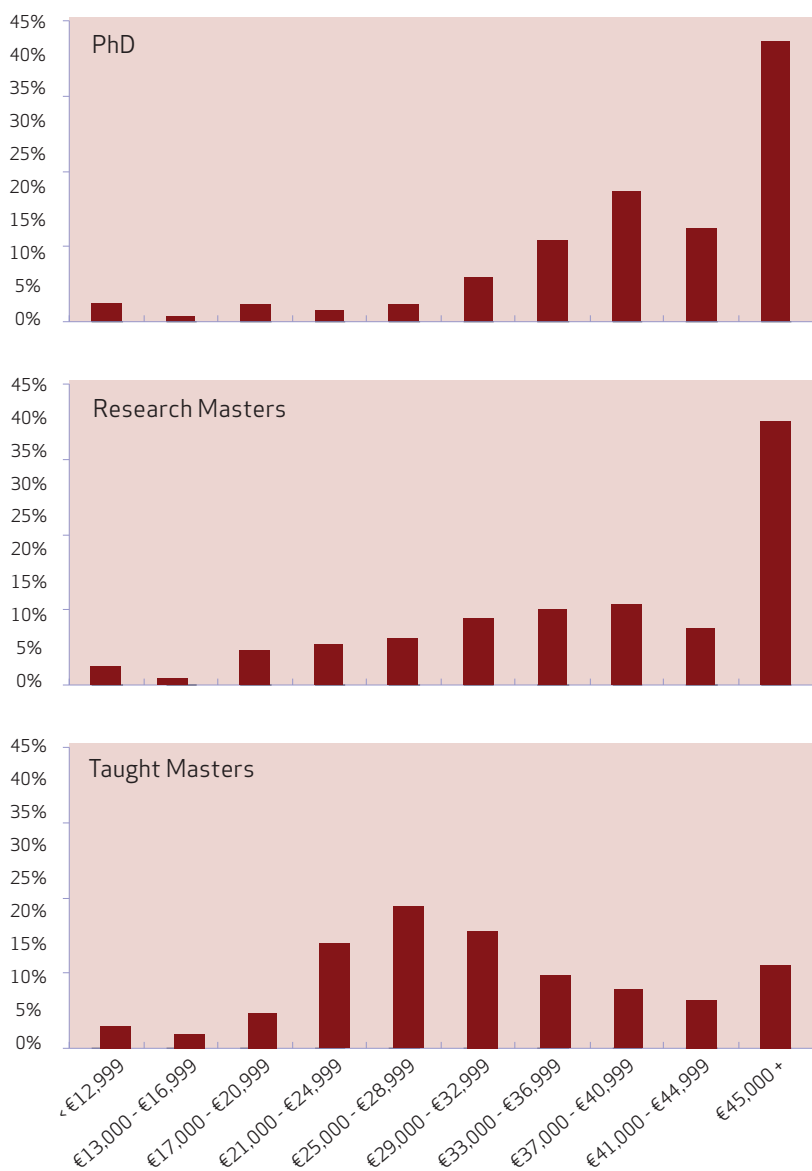
The most common reported starting salary bands for these graduates were the €29,000 - €32,999 and €33,000 - €36,999 bands. The vast majority of graduates fell into the mid to higher brackets with 83% earning over €25,000 and 72% earning over €33,000.

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

## Postgraduate Degrees

Figure 2.3 illustrates the salaries of those who graduated with Taught Masters, Research Masters & PhD degrees in 2007.

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



	Taught Masters	Research Masters	PhD
Total Respondents	585	55	221
Response Rate	11.6%	8.8%	22.7%

Figure 2.3 illustrates that in comparison to 2006, there is a greater variation across salary bands for Taught Masters graduates. Most graduates fell in the €25,000 - €28,999 bracket, which is one band higher than the common earnings reported in 2006. However, there was a slight drop in the higher earnings brackets, with 36.3% reporting earnings greater than €33,000, compared to 38% of the Taught Masters graduates who reported in April 2006.

2007 Research Masters graduates were reportedly earning predominantly in excess of €45,000 as of April 2008 with 38.6% falling into this band. This represents a substantial increase on the same graduates of 2006 where only 20% reported such earnings. In 2007, 72.3% of Research Masters graduates earned over €33,000, signifying a 10% increase on 2006 graduates.

Although the Taught and Research Masters are both at Level 9 on the National Framework of Qualifications, the research focus of the latter would seem to allow its graduates to obtain a higher salary. Figure 2.3 illustrates this point as only 10.9% of Taught Masters graduates report earnings over €45,000 in contrast to 38.6% of Research Masters graduates. This pattern continues with the Level 10 PhD graduates, where 40.7% earn €45,000 or more and 87% of which are reportedly earning in excess of €33,000.

## 2.2 Salaries by Faculty for Level 8 Honours Bachelor Degree Graduates

Table 2.1 outlines the reported initial salaries of Level 8 Honours Bachelor Degree 2007 graduates by faculty. Highlighted cells contain the most common initial salaries for that faculty. Salary data is reported in bands, not specific individual amounts.

The most frequently reported initial salaries in 2007 were in the €21,000 - €24,999 and €25,000 - €28,999 bands. In 2006 the most common initial salaries fell into the €25,000 - €28,999 and €29,000 - €32,999 brackets. While there has been a slight decrease in the most commonly reported salaries, the percentage of students reporting salaries in the higher bands, particularly the €45,000 bracket, has seen an increase on the previous year.

The most common reported salary band for those who graduated from Medicine, Dentistry and Paramedical Studies is €33,000 to €36,999. This is one band higher than the most common salary reported by this group in 2006. In addition, 55.5% of these graduates have stated that they earn in excess of €33,000 compared to 47.8% of graduates in 2006.

There has been no change in the most common reported salary for Veterinary graduates in 2007

Table 2.1 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty

SALARY BANDS	Arts Humanities and Social Science %	Science %	Commerce and Business Studies %	Medicine, Dentistry & Paramedical Studies %	Engineering %	Law %	Agriculture %	Veterinary %	Architecture %	Food & Science Technology %
<€12,999	9.0	3.0	2.2	0.7	0.5	4.5	0.0	0.0	0.0	1.5
€13,000 - €16,999	6.7	3.0	5.3	0.2	0.5	11.4	5.66	0.0	0.0	4.6
€17,000 - €20,999	11.6	5.7	8.9	2.0	1.7	4.5	0.0	0.0	2.4	6.2
€21,000 - €24,999	25.4	17.6	35.0	13.9	5.3	25.0	11.1	0.0	0.0	29.2
€25,000 - €28,999	19.3	28.5	24.3	5.7	21.8	22.7	27.8	0.0	0.0	38.5
€29,000 - €32,999	10.9	20.6	14.6	21.9	37.3	15.9	16.7	5.9	60.0	12.3
€33,000 - €36,999	6.2	11.7	4.5	41.9	19.6	2.3	16.7	11.8	20.0	3.1
€37,000 - €40,999	4.4	4.6	1.6	8.7	5.5	6.8	5.6	29.4	20.0	0.0
€41,000 - €44,999	2.6	3.0	1.1	0.9	4.5	4.5	11.1	5.9	0.0	1.5
€45,000 +	3.8	2.2	2.6	4.0	3.3	2.3	5.6	47.1	0.0	3.1
Total Respondents	1117	495	914	871	418	44	18	17	5	65
Response Rate	5%	2%	4%	4%	2%	0%	0%	0%	0%	0%

which, similar to 2006 fell into the €45,000+ band. The vast majority of veterinary graduates fall into the higher bands with over 94% reporting earnings in excess of €33,000 compared to 69.2% of these graduates in the previous year and 53% stating that they earn in excess of €41,000. However, it should be noted that the response rate for this group is quite low (20%) and the small sample size (17 individuals) and population size makes analysis of trends in this area unreliable.

Although there has been an overall increase in the number of law graduates reporting salaries which fall into higher bands, 68.1% of graduates who responded reported a salary of less than €29,000. This may be because the respondents at this salary level were in trainee positions associated with Law or in Service positions totally unrelated to their qualification at the time of the survey. It is also possible that these respondents were undertaking further training at the time and their reported salaries did not represent the entirety of their income. The €21,000 to €24,999 bracket, the most common bracket in 2004 and 2005, was the most common band for these 2007 graduates (25%). This represents an increase on the most frequently reported salary in 2006, where 28.6% stated that they earned less than €12,999.

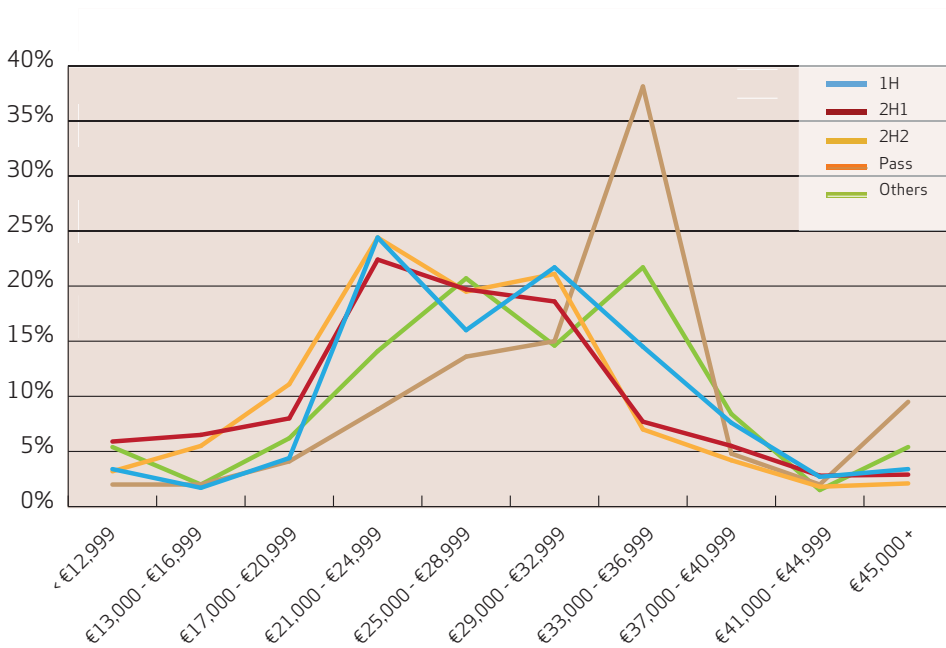
The most common salary band for Agriculture graduates is €25,000 to €28,999, a decrease on that of 2006 (€29,000 to €32,999). However, there has been an increase in the number of graduates reporting salaries over €33,000 in 2007 (39% compared to 21.6% in 2006).

There is no change between 2006 and 2007 in the most common reported salary bracket for Arts, Humanities & Social Science, Science, Commerce and Business, Engineering and Food & Science Technology.

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

Figure 2.4 outlines the most common reported salary by grade of those who graduated with a Level 8 Honours Bachelor Degree in 2007.

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



Level 8 Honours Bachelor Degree	
Total Respondents	2,718
Response Rate	23%

Salaries for graduates of first class honours, second class honours grade 1 and second class honours grade 2 peaked in the categories €21,000 - €24,999 while graduates in the pass degree and other grades paradoxically peaked in the €33,000 - €36,999 band. It is worth reiterating at this point that this is a sample and salary data is reported by graduates themselves in the course of completing the survey and is not measured or verified so some caution should be taken when interpreting the results.

The graph illustrates that, with the exception of graduates with pass grades, there is less variation in salaries across the grades compared to 2006.

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

Figure 2.5 presents the reported salaries of Honours Bachelor Degree graduates nine months after graduation in different regions throughout the Republic of Ireland.<sup>7</sup>

The figure shows that the largest proportion of graduates earning between €37,000 and €40,000 were employed in the Dublin region. In line with findings in 2006, the salaries of graduates employed in the capital were most likely to fall into the €25,000 and €28,999 band.

3% of graduates employed respectively in Dublin, the Border and the Midlands earned in excess of €45,000, compared to 4% of graduates employed in the Mid West and South West and 5% of graduates employed in the South East, Mid East and West who recorded salaries in this band.

In contrast, 3% of graduates in Dublin and the West and 4% of graduates employed in the Mid and South West earned less than €12,999. In comparison, 6% of those employed in the Border and Midlands earn salaries in the lowest bracket. The regions that have the highest proportion of graduates reporting earnings in this salary band are the Mid and South East (8% and 9% respectively).

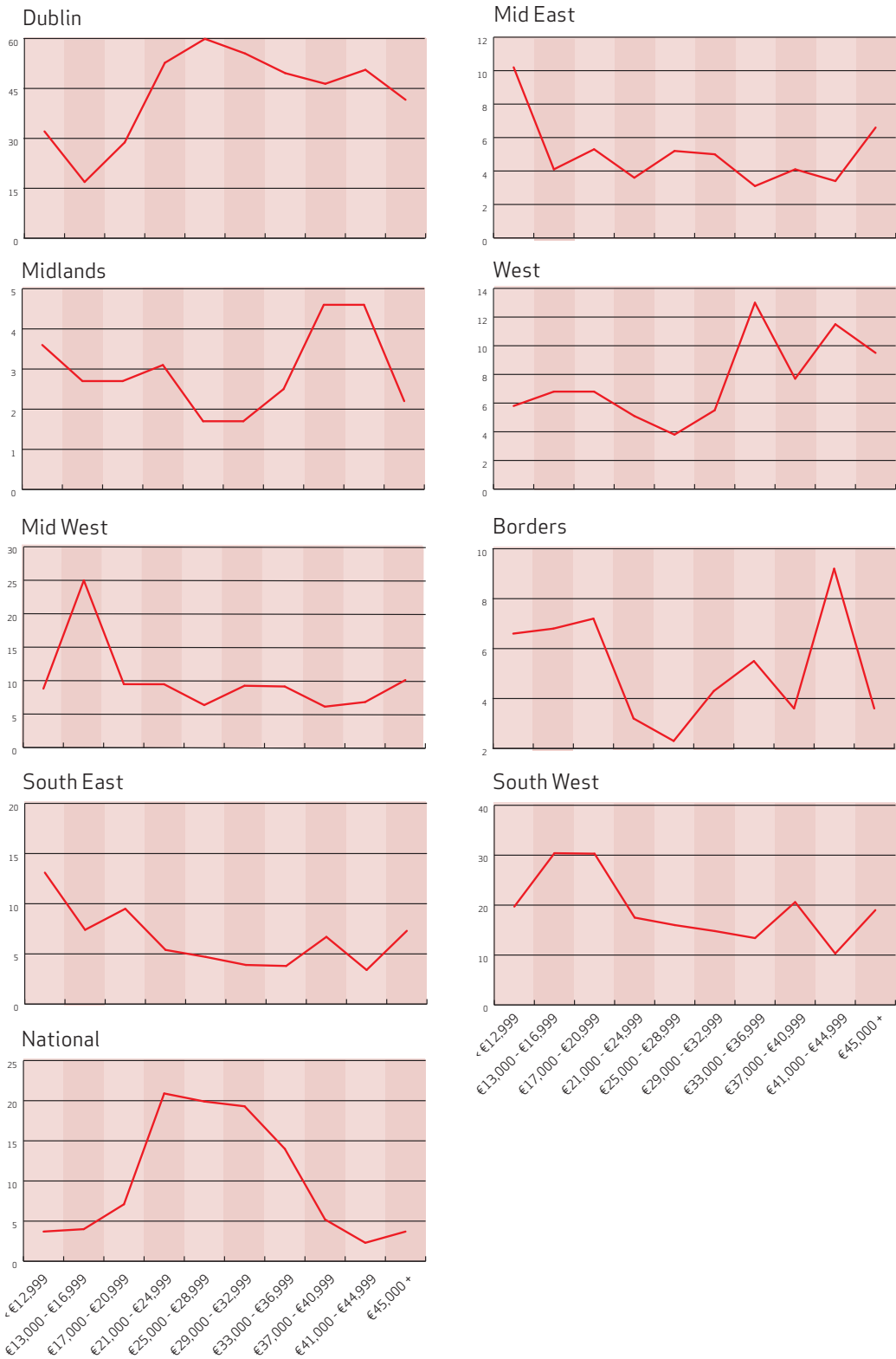
In line with reported salaries for graduates in 2006, the national rate of reported salaries demonstrates that overall salaries cluster in the three brackets between €21,000 and €32,999.

<i>Level 8 Honours Bachelor Degree</i>	
<i>Total Respondents</i>	<i>3,740</i>
<i>Response Rate</i>	<i>17%</i>

<sup>7</sup> The counties contained in each region are contained in the Appendices. The regions have been chosen to match those presented by the CSO in their reports in order to facilitate further analysis.



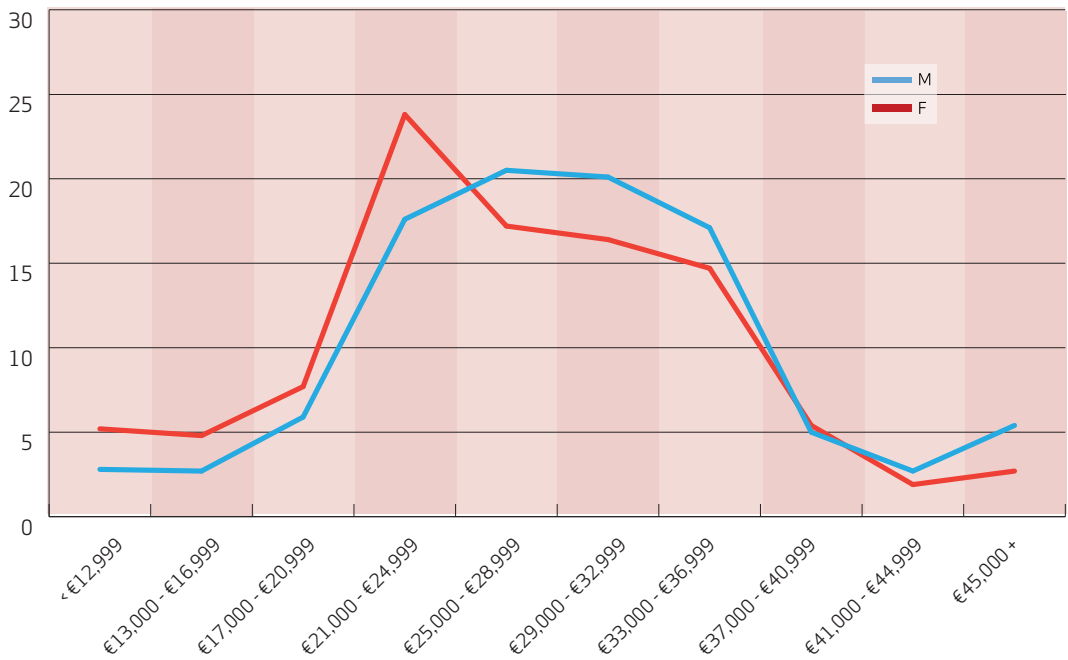
Figure 2.5 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates



## 2.5 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates

Figure 2.6 demonstrates the comparison for salaries by gender for those who graduated with an Honours Bachelor Degree in 2007.

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



Honours Bachelor Degree	
Total Respondents	4,222
Response Rate	19%

In line with reported salaries by gender for 2006, more females (5.3%) than males (2.8%) reported earning less than €12,999 nine months after graduation. Females dominate the lower salary brackets up to the €21,000 - €24,999 band and beyond this point, males begin to surpass females. Once again, at the higher end of the scale, twice as many males (5.5%) than females (2.8%) reported earning over €45,000. Reports in 2004, 2005 and 2006 also demonstrate these salary disparities by gender. Despite higher academic achievement by females entering the workplace, a gender bias in salary awards in favour of males persists.

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

Table 2.2 illustrates the initial salaries by gender and faculty of study for those who graduated with a Level 8 Honours Bachelor Degree in 2007.  
Table 2.2 Level 8 Honours Bachelor Degree Graduate Salaries by Faculty and Gender

Salary Bands	Arts		Humanities and Social Science		Science		Business		Medicine, Dentistry & Paramedical		Engineering		Law		Agriculture		Veterinary		Architecture		Food & Science Technology		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	%		%		%		%		%		%		%		%		%		%		%		%
<€12,999	8	9	1	5	1	3	0	1	1	0	0	6	0	0	0	0	0	0	0	0	0	0	2
€13,000 - €16,999	5	7	2	4	4	7	1	0	0	1	0	15	8	0	0	0	0	0	0	0	0	6	4
€17,000 - €2,0999	13	11	5	6	7	10	2	2	2	1	0	6	0	0	0	0	0	0	0	0	0	6	6
€21,000 - €24,999	17	28	14	21	36	34	13	14	4	9	18	27	0	0	0	0	0	0	0	0	0	18	33
€25,000 - €28,999	24	18	31	26	23	25	2	7	21	24	9	27	17	50	0	0	0	0	0	0	0	35	40
€29,000 - €32,999	15	9	23	19	16	13	8	26	38	34	27	12	17	17	0	16.7	0	16.7	0	75	0	12	13
€33,000 - €36,999	5	7	12	11	6	3	63	36	18	26	9	0	25	0	9	16.7	0	16.7	0	25	6	6	2
€37,000 - €40,999	3	5	4	5	3	1	5	10	7	0	18	3	8	0	18	50	100	0	0	0	0	0	0
€41,000 - €44,999	3	2	4	2	0	2	1	1	5	4	18	0	17	0	0	16.7	0	16.7	0	0	0	6	0
€45,000 +	6	3	3	2	3	2	7	3	4	0	0	3	8	0	73	0	0	0	0	0	12	0	0
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Respondents	293	824	243	252	420	494	197	6674	344	74	11	33	12	6	11	66	1	4	17	48	17	48	48
Response Rate	1%	4%	1%	1%	2%	2%	1%	3%	2%	0%	0%	0.5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

The most common initial salaries fall into the same bands for both males and females in approximately half of the faculties. The areas that reported disparities included Arts, Social Science & Humanities, Law, Agriculture and Veterinary. The largest disparities existed among Agriculture and Veterinary graduates where the average initial salary for male graduates was two bands higher than that of females (however, caution should be exercised in interpreting these results given the small sample size). In other faculties which demonstrated differences in initial salaries, males reported earnings falling one band higher than their female classmates

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

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

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

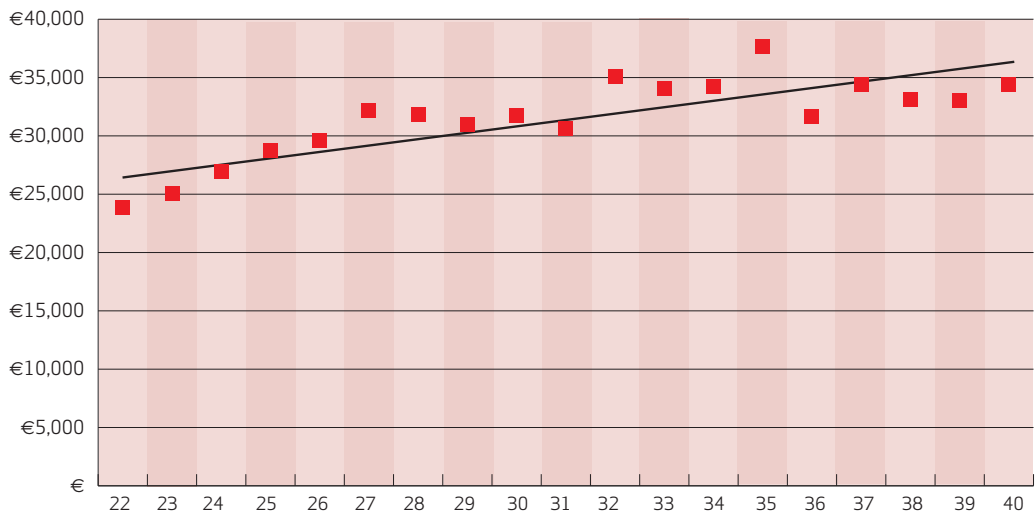


Figure 2.7 indicates that average salaries for 2007 correspond to those reported in 2006. Once again, the highest average salary for the 22 to 27 year olds, was just over €30,000. The graph illustrates that there was some variation in the average salaries for those graduates aged between 30 and 35 years (from €30,000 to €37,000) and, similar to last 2006, reported salaries rose significantly among graduates aged 35 years.

In line with 2006, there is a clear trend of increasing salary levels with increasing age and it is possible that employment experience and other qualifications may affect different salary levels.

## Section 3:

# *Regional Distribution of Employed Graduates*

### Key Points

- Graduates of all award levels are disproportionately employed in the Dublin region.
- 2007 graduates from all levels with the exception of Higher Diploma/Postgraduate Diploma gaining employment in Dublin increased.
- The percentage of 2007 PhD graduates travelling abroad to find employment decreased from 2006 graduates.
- 2007 graduates finding employment in the Mid West region consistently fell for all levels of graduate.

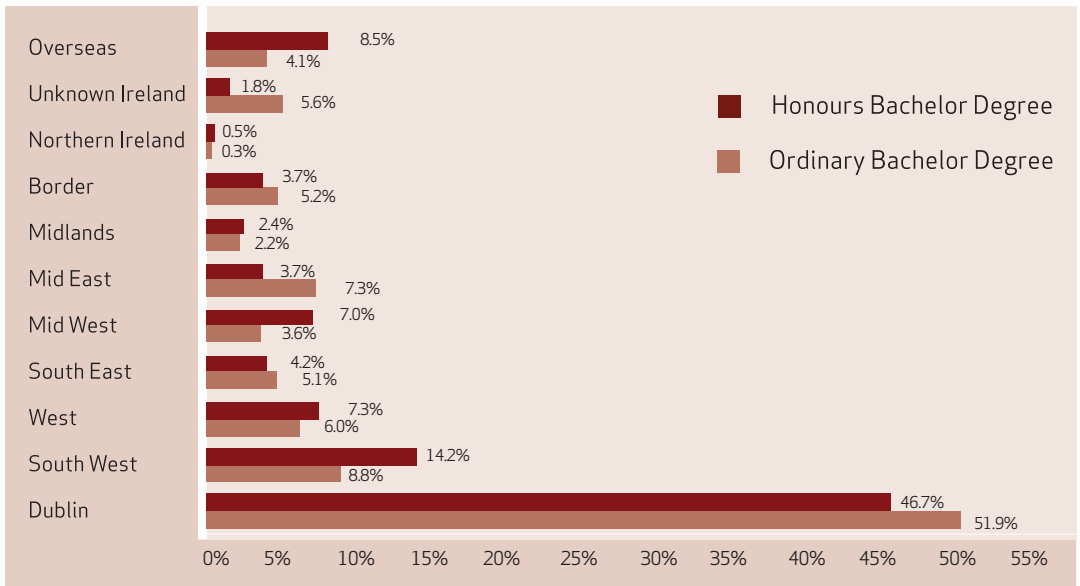


### 3.1 Regional Distribution of Employed Graduates

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

Figure 3.1 shows the areas where 2007 Level 7 Ordinary Bachelor Degree and Level 8 Honours Bachelor Degree graduates were employed as of April 2008.

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



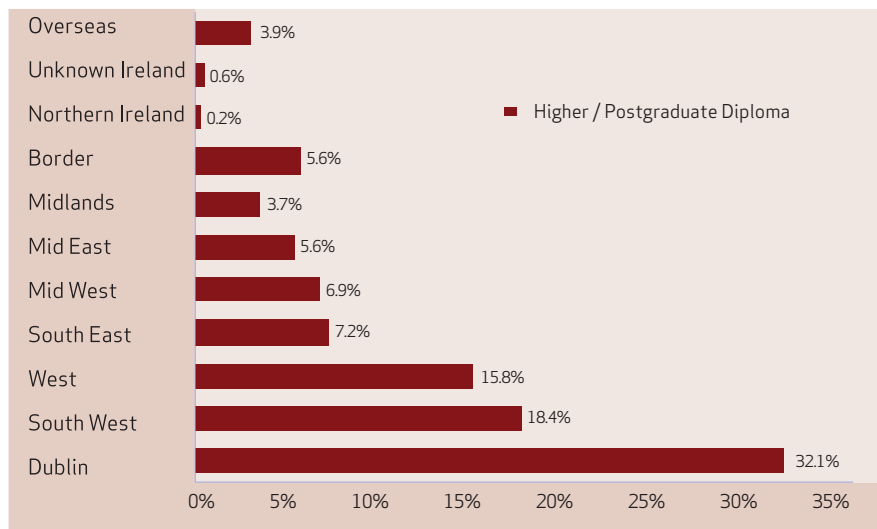
	Level 7 Ordinary Bachelor Degree	Level 8 Honours Bachelor Degree
Total Respondents	730	7,389
Response Rate	8.5%	32.7%

The majority of Ordinary Bachelor and Honours Bachelor Degree graduates gained employment in the Dublin region, at 51.9% and 46.7% respectively. The proportion of Ordinary Degree respondents in employment in Dublin doubled from the 2006 graduate cohort which stood at 26.9%. The South West proved to be the second most popular employment destination with respondents of both levels.

8.5% of 2007 Level 8 Honours Bachelor Degree graduates found employment overseas whereas only 4.1% of 2006 Ordinary Bachelor Degree graduates were employed overseas.

Northern Ireland was the least popular destination for 2007 graduates from both award levels.

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

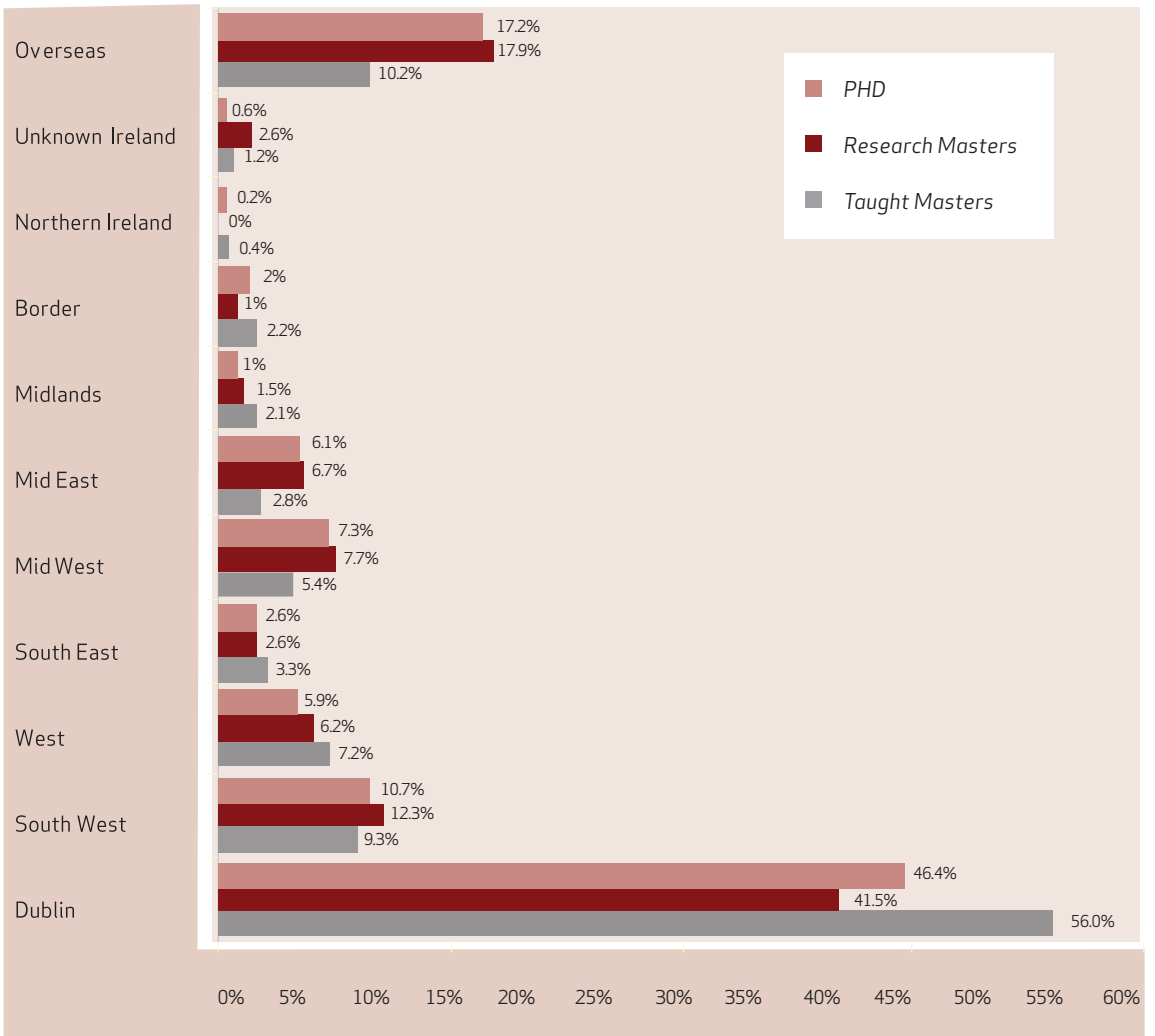


	Level 8 Higher Diploma	Level 9 Postgraduate Diploma
Total Respondents	456	966
Response Rate	36.8%	51.4%

Figure 3.2 outlines the region of employment for those who graduated with a Level 8 Higher Diploma and a Level 9 Postgraduate Diploma in 2007.

32.1% of graduates were employed in Dublin, the most popular regional destination for Higher/ Postgraduate Diploma graduates. The South-West and the West followed, with 18.4% and 15.8% of graduates employed in this area. 4% of graduates found employment overseas. This is the lowest percentage of any graduate cohort working abroad (as might be expected given how such conversion qualifications are specific to Ireland's labour market).

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



	Level 9 Taught Masters	Level 9 Research Masters	Level 10 PhD
Total Respondents	2,143	195	506
Response Rate	42.6%	31.3%	52.1%



Figure 3.3 displays the region of employment for those who graduated with a Taught Masters, Research Masters and a PhD in 2007.

The percentage of Taught Masters, Research Masters and PhD graduates working in Dublin ranges between 41.5% and 56.0%. The percentages of Taught Masters, Research Masters and PhD graduates employed in Dublin have increased since 2005. Conversely the percentage of these employed graduates declined in the Mid-West, South West and Border and increased in the Mid East.

Overseas employment destinations are generally higher for postgraduate degrees than for undergraduates. However figures for overseas destinations of PhD graduates declined to 17.2% in 2007 from 20.6% in 2006. The proportion of Taught and in particular Research Masters graduates increased in 2007.



## Section 4:

# *Sectoral Distribution of Employed Graduates*

### Key Points

- For most award levels Non-Market Services was the most popular employment sector.
- The least populated sectors of employment for 2007 graduates were:
  - Agriculture, Forestry and Fisheries
  - Electricity, Gas and Water Supply
  - Transport, Storage and Communications
- There has also been a drop in the number of graduates employed in the Building and Construction sector.



## 4.1 Sector of Employment by Level of Award

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

Employment Sector Ireland	Level 6 Advanced Higher/ University Certificate	Level 7 Ordinary Bachelor Degree/ University Diploma	Level 8 Honours Bachelor Degree	Level 8 Higher Diploma	Level 9 Postgraduate Diploma	Level 9 Masters Taught	Level 9 Masters Research	Level 10 PhD
AGRICULTURE, FORESTRY AND FISHERIES	5.7	1.0	0.6	0.2	0.0	0.4	1.9	1.7
MANUFACTURING INDUSTRIES	2.9	4.7	8.8	7.5	1.5	7.3	17.5	11.9
Food and Drink Industries	0.0	0.0	1.3	1.8	0.1	1.7	1.9	1.0
Pharmaceuticals & other Chemical Products	1.4	3.1	3.7	2.5	0.5	1.9	3.8	4.3
Metals, Metal Products, Mechanical and Electrical Engineering	0.0	0.0	1.0	0.7	0.2	0.5	3.1	2.4
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.0	1.4	1.6	2.3	0.4	1.9	7.5	3.1
Other Industries (incl mining etc.)	1.4	0.1	1.2	0.2	0.2	1.4	1.3	1.2
ELECTRICITY, GAS AND WATER SUPPLY	1.4	1.7	0.5	1.1	0.0	0.4	1.9	0.5
BUILDING AND CONSTRUCTION	10.0	12.1	2.7	0.5	0.3	0.9	0.6	0.5
DISTRIBUTION	5.7	2.9	4.6	2.5	0.5	2.7	2.5	0.0
BUSINESS, FINANCE AND INSURANCE SERVICES	20.0	10.1	27.2	20.3	7.4	32.2	8.1	6.0
Banking, Finance and Insurance	12.9	3.0	12.9	11.2	2.1	13.3	0.6	2.1
Accountancy and Legal Services	2.9	0.3	9.0	5.9	4.8	12.8	2.5	0.5
Consultant Engineering and Architectural Services	0.0	5.3	2.9	1.1	0.0	1.4	2.5	1.9
Call Centres and Shared Services Facilities	1.4	0.4	0.4	0.5	0.0	0.5	0.0	0.2
Other Business Services (incl Mgmt and IT Consulting)	2.9	1.1	2.0	1.6	0.7	4.2	2.5	1.2
COMPUTING AND SOFTWARE APPLICATIONS	5.7	1.7	2.2	3.0	0.9	2.5	5.6	2.6
TRANSPORT, STORAGE AND COMMUNICATIONS	0.0	2.7	1.9	1.4	0.2	2.0	3.8	0.7
NON MARKET SERVICES	15.7	40.7	38.4	52.6	86.4	35.6	43.1	70.2
Defence Forces, Gardai	1.4	10.7	0.6	0.0	0.0	0.2	1.9	0.2
Civil Service, Local Authorities (other than Building and Construction)	10.0	1.7	2.0	5.9	0.3	3.9	1.9	3.1
Primary Education	0.0	0.1	2.2	1.4	4.6	1.5	0.6	1.4
Secondary Education	0.0	0.4	3.0	4.3	53.5	4.3	3.8	1.4
Third Level Education	0.0	0.1	1.5	1.8	1.4	4.9	16.9	46.3
Other Education (incl Language Schools)	0.0	1.9	2.0	3.6	2.4	2.2	3.8	1.0
Health Services	2.9	13.7	23.2	28.9	23.1	11.0	8.8	9.1
Other Non Market Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Research, Planning, Art Galleries etc.	0.0	3.7	1.0	0.5	0.2	4.1	3.1	6.9
Social and Charitable Services	1.4	8.3	3.1	6.2	0.9	3.6	2.5	0.7
Non-Market Services n.f.s.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONAL AND RECREATIONAL SERVICES	10.0	5.7	3.4	1.3	0.5	3.4	1.3	0.2
PROFESSIONAL SERVICES n.e.c.	0.0	1.3	3.4	3.4	0.5	5.7	1.3	2.6
OTHER INDUSTRIES OR INDUSTRY NOT STATED	22.9	15.3	6.3	6.2	1.6	6.9	12.5	3.1
<b>Discipline Totals</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 4.1 presents employment sectors for 2007 graduates employed in the Republic of Ireland, by level of award. The highlighted cells are the most common initial sector of graduate employment for each level of award.

A number of Level 8 Higher Diplomas were re categorised as Level 9 Postgraduate Diplomas in 2007 therefore the percentage of those employed in second level education declined from 30.5% in 2006 to 4.3% in 2007.

While there has been some variation in the employment sectoral distribution of graduates in 2007, it predominantly follows a similar pattern to the distribution in 2006. Table 4.1 shows that holders of awards at Level 8 Higher Diploma, Level 9 Postgraduate Diploma and Level 10 PhD, non-market services were the most popular employment destination. 70.2% of PhD graduates were employed in this sector with 46.3% employed in the Third Level Education area. Graduates of Taught Masters also found employment in this area (35.6%) followed closely by Business Finance and Insurance Services (32.2%).

Similar to the returns from the class of 2006, Agriculture, Forestry and Fisheries, Electricity, Gas and Water Supply and Personal and Recreational Services were the least populated sectors of employment for 2007 graduates. There has also been a significant drop in the numbers employed in the Building and Construction category, possibly indicating the first signs of recession.

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

Table 4.2 Key Employment Sectors by Level of Award for Graduates Employed Overseas<sup>16</sup>

	LEVEL 6 Advanced Higher / University Certificate	LEVEL 7 Ordinary Bachelor Degree / University Diploma	LEVEL 8 Honours Bachelor Degree	LEVEL 8 Higher Diploma	LEVEL 9 Postgraduate Diploma	LEVEL 9 Masters Taught	LEVEL 9 Masters Research	LEVEL 10 PhD
Employment Sector Overseas	%	%	%	%	%	%	%	
AGRICULTURE, FORESTRY AND FISHERIES	0.0	0.0	0.6	0.0	2.6	0.5	0.0	0.0
MANUFACTURING INDUSTRIES	0.0	13.3	8.6	5.9	10.3	6.4	20.0	10.3
Food and Drink Industries	0.0	0.0	0.8	5.9	2.6	0.5	5.7	1.2
Pharmaceuticals & other Chemical Products	0.0	0.0	1.7	0.0	7.7	1.8	5.7	5.8
Metals, Metal Products, Mechanical and Electrical Engineering	0.0	10.0	2.9	0.0	0.0	0.9	0.0	2.3
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.0	0.0	0.8	0.0	0.0	1.8	8.6	1.2
Other Industries (incl mining etc.)	0.0	3.3	2.6	0.0	0.0	1.4	0.0	0.0
ELECTRICITY, GAS AND WATER SUPPLY	0.0	0.0	0.6	0.0	0.0	0.9	0.0	1.2
BUILDING AND CONSTRUCTION	0.0	10.0	5.3	0.0	0.0	1.4	0.0	0.0
DISTRIBUTION	0.0	0.0	1.1	11.8	0.0	1.4	0.0	0.0
BUSINESS, FINANCE AND INSURANCE SERVICES	0.0	16.7		23.5	0.0	23.2	11.4	9.2
Banking, Finance and Insurance	0.0	6.7	10.3	17.7	0.0	9.6	5.7	4.6
Accountancy and Legal Services	0.0	3.3	2.1	5.9	0.0	3.2	0.0	0.0
Consultant Engineering and Architectural Services	0.0	0.0	3.5	0.0	0.0	0.9	2.9	3.5
Call Centres and Shared Services Facilities	0.0	6.7	0.3	0.0	0.0	0.5	0.0	0.0
Other Business Services (incl Mgmt and IT Consulting)	0.0	0.0	2.6	0.0	0.0	9.1	2.9	1.2
COMPUTING AND SOFTWARE APPLICATIONS	100.0	13.3	1.2	0.0	2.6	2.7	2.9	2.3
TRANSPORT, STORAGE AND COMMUNICATIONS	0.0	3.3	1.4	0.0	2.6	1.8	5.7	0.0
NON MARKET SERVICES	0.0	20.0	48.8	47.1	76.9	47.7	22.9	63.2
Defence Forces, Gardai	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0
Civil Service, Local Authorities (other than Building and Construction)	0.0	0.0	1.1	5.9	0.0	5.0	2.9	1.2
Primary Education	0.0	3.3	1.7	0.0	0.0	0.5	0.0	1.2
Secondary Education	0.0	0.0	4.2	0.0	46.2	2.7	0.0	2.3
Third Level Education	0.0	3.3	3.3	0.0	2.6	8.6	20.0	50.6
Other Education (incl Language Schools)	0.0	0.0	10.5	5.9	15.4	9.5	0.0	1.2
Health Services	0.0	10.0	26.5	23.5	5.1	4.6	0.0	5.8
Other Non Market Services			0.0					
Research, Planning, Art Galleries etc.	0.0	0.0	0.3	5.9	5.1	8.6	0.0	1.2
Social and Charitable Services	0.0	0.0	1.2	5.9	2.6	8.2	0.0	0.0
Non-Market Services n.f.s.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONAL AND RECREATIONAL SERVICES	0.0	0.0	2.7	0.0	0.0	1.8	0.0	1.2
PROFESSIONAL SERVICES n.e.c.	0.0	0.0	5.6	0.0	2.6	2.3	5.7	3.5
OTHER INDUSTRIES OR INDUSTRY NOT STATED	0.0	23.3	5.3	11.8	2.6	10.0	31.4	9.2
Discipline Totals	100	100	100	100	100	100	100	100

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

As with graduates employed in Ireland, the sectoral distribution of graduates overseas shows that the Non-Market sector was the most popular employment sector for the majority of graduates. Of note, the vast majority of Level 9 Postgraduate Diploma (76.9%) and Level 10 PhD graduates (63.2%) overseas fell into this category with secondary education being the most popular among the former and third level education the main employer of the latter.

Research Masters graduates were predominantly employed in the other industries or industries not stated category. The other exception being graduates holding level 7 Ordinary Degree/ University Diploma who were predominantly employed in the Other Industries or Industry not Stated group.

Irish graduates of all award levels are finding employment overseas emphasising the value of Irish qualifications abroad. This is particularly true in the non-market services sector which includes education and health services.

### Response Rates For Sector of Employment by Level

Award Level	Higher/ University Certificate	Ordinary Degree/ University Diploma	Honours Degree	Higher Diploma	Post- graduate Diploma	Masters Taught	Masters Research	PhD
Total Respondents	71	730	6,932	456	9666	2,143	195	506
Response Rate	1.7%	8.5%	31.0%	36.8%	51.4%	42.6%	31.3%	52.1%

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

Table 4.3 shows the employment sectors of Level 8 Honours Bachelor Degree 2007 graduates employed in the Republic of Ireland by faculty of origin. The highlighted cells are the most common initial sector of graduate employment for each faculty.

In comparison to responses for the 2006 report, there appears to be greater variation in the distribution of graduates from different faculties in the labour market between 2006 – 2007. While graduates from most faculties have followed the pattern displayed in 2006, graduates from the Engineering, Agriculture and Food Science & Technology cohorts have moved into different employment areas.

Similar to 2006, Arts, Science and Humanities graduates are predominantly employed in Non-Market Services, with the majority of these employed in the social and charitable services sector. In addition, 95.3% of Medicine, Dentistry & Paramedical graduates found employment in the Health Services. .

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

<i>Employment Sector Ireland</i>	<i>Arts, Social Science, Humanities</i>	<i>Science</i>	<i>Commerce &amp; Business Studies</i>
	<i>%</i>	<i>%</i>	<i>%</i>
AGRICULTURE, FORESTRY AND FISHERIES	0.4	1.2	0.2
MANUFACTURING INDUSTRIES	2.6	29.5	3.1
Food and Drink Industries	0.9	2.3	1.1
Pharmaceuticals & Other Chemical Products	0.7	17.6	0.5
Metals, Metal Products, Mechanical and Electrical Engineering	0.1	0.8	0.1
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.4	5.7	0.8
Other Industries (incl mining etc)	0.5	3.1	0.5
ELECTRICITY, GAS AND WATER SUPPLY	0.1	0.7	0.0
BUILDING AND CONSTRUCTION	0.8	1.1	0.7
Local Authority Building and Construction (incl. OPW)	0.2	0.0	0.0
Other (private) Building and Construction	0.4	0.8	0.4
Building and Construction n.f.s.	0.1	0.2	0.3
DISTRIBUTION	8.3	3.5	4.6
BUSINESS, FINANCE AND INSURANCE SERVICES	20.7	21.4	69.1
Banking, Finance and Insurance	13.8	15.3	30.4
Accountancy and Legal Services	3.6	2.2	34.2
Consultant Engineering and Architectural Services	0.4	1.2	0.2
Call Centres and Shared Services Facilities	0.9	0.4	0.3
Other Business Services (incl Mgmt and IT Consulting)	2.0	2.4	4.0
COMPUTING AND SOFTWARE APPLICATIONS	1.4	7.9	1.7
TRANSPORT, STORAGE AND COMMUNICATIONS	2.4	1.3	1.1
NON MARKET SERVICES	45.5	20.0	6.5
Defence Forces, Gardai	1.4	0.7	0.3
Civil Service, Local Authorities (other than Building and Construction)	3.6	1.2	1.5
Primary Education	6.7	1.1	0.3
Secondary Education	8.2	2.4	0.8
Third Level Education	2.2	3.0	0.5
Other Education (incl Language Schools)	5.8	1.6	0.2
Health Services (both Health Board and Other)	6.8	8.2	2.1
Research, Planning, Art Galleries etc.	2.8	0.5	0.2
Social and Charitable Services	8.0	1.3	0.6
PERSONAL AND RECREATIONAL SERVICES	4.5	4.8	2.7
PROFESSIONAL SERVICES (not classified elsewhere)	4.3	1.6	3.0
OTHER INDUSTRIES OR INDUSTRY NOT STATED	9.2	7.0	7.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Graduates of Commerce and Business, Engineering, Law and Architecture found employment mostly in the Business, Finance and Insurance industries. There has been some change in the destination of Agriculture graduates demonstrate with the majority moving into the Agriculture, Forestry and Fishing area unlike 2006 graduates that were mainly employed in the Non-market



	Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
	%	%	%	%	%	%	%
	0.1	0.3	0.0	29.2	2.6	0.0	0.0
	2.0	24.7	2.4	25.3	0.0	0.0	18.8
	0.0	1.4	1.2	18.8	0.0	0.0	15.3
	1.9	5.3	0.0	4.2	0.0	0.0	3.5
	0.0	7.8	0.0	0.0	0.0	0.0	0.0
	0.1	5.4	0.0	0.0	0.0	0.0	0.0
	0.0	4.8	1.2	2.3	0.0	0.0	0.0
	0.0	3.5	0.0	0.0	0.0	0.0	1.2
	0.1	19.7	2.4	8.3	0.0	0.0	1.2
	0.1	2.3	1.2	2.1	0.0	0.0	0.0
	0.1	14.9	0.0	6.2	0.0	0.0	1.2
	0.0	2.6	1.2	0.0	0.0	0.0	0.0
	1.6	0.9	4.8	6.2	0.0	0.0	11.8
	0.1	25.5	41.7	18.7	0.0	100.0	8.2
	0.1	3.0	6.0	8.3	0.0	0.0	2.4
	0.0	0.6	34.5	0.0	0.0	0.0	3.5
	0.0	19.6	0.0	4.2	1.0	0.0	0.0
	0.0	0.3	0.0	0.0	0.0	0.0	1.2
	0.0	2.0	1.2	6.2	0.0	0.0	1.2
	0.0	3.5	0.0	0.0	0.0	0.0	0.0
	0.0	6.8	2.4	4.1	0.0	0.0	1.2
	95.3	2.9	26.2	8.3	0.0	0.0	7.1
	0.1	0.3	1.2	0.0	0.0	0.0	0.0
	1.1	0.8	7.1	0.0	0.0	0.0	1.2
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.3	3.6	0.0	0.0	0.0	2.4
	0.5	0.8	8.3	2.1	0.0	0.0	0.0
	0.1	0.2	1.2	2.1	0.0	0.0	1.2
	91.7	0.3	3.6	0.0	0.0	0.0	2.4
	0.0	0.2	0.0	4.1	0.0	0.0	0.0
	1.9	0.2	1.2	0.0	0.0	0.0	0.0
	0.0	1.7	4.8	0.0	0.0	0.0	1.2
	0.1	2.4	8.3	0.0	94.7	0.0	43.5
	0.5	8.3	7.1	0.0	2.6	0.0	5.9
	100	100	100	100	100	100	100

Services area. Once again, Science graduates displayed high rates of employment in Manufacturing Industries, while almost all employed Veterinary graduates classified their employment as Professional Services. However, Food Science and Technology graduates bucked the trend and moved from the Manufacturing Industry to the Professional Services area.

Table 4.4 shows the employment sectors of Level 8 Honours Bachelor Degree 2007 graduates employed overseas, by original faculty of study. The highlighted cells are the most common initial sector of graduate employment for each faculty.

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

Employment Sector Ireland	Arts, Social Science, Humanities	Science	Commerce & Business Studies
	%	%	%
AGRICULTURE, FORESTRY AND FISHERIES	0.4	1.2	0.2
MANUFACTURING INDUSTRIES	2.6	29.5	3.1
Food and Drink Industries	0.9	2.3	1.1
Pharmaceuticals & Other Chemical Products	0.7	17.6	0.5
Metals, Metal Products, Mechanical and Electrical Engineering	0.1	0.8	0.1
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.4	5.7	0.8
Other Industries (incl mining etc)	0.5	3.1	0.5
ELECTRICITY, GAS AND WATER SUPPLY	0.1	0.7	0.0
BUILDING AND CONSTRUCTION	0.8	1.1	0.7
Local Authority Building and Construction (incl. OPW)	0.2	0.0	0.0
Other (private) Building and Construction	0.4	0.8	0.4
Building and Construction n.f.s.	0.1	0.2	0.3
DISTRIBUTION	8.3	3.5	4.6
BUSINESS, FINANCE AND INSURANCE SERVICES	20.7	21.4	69.1
Banking, Finance and Insurance	13.8	15.3	30.4
Accountancy and Legal Services	3.6	2.2	34.2
Consultant Engineering and Architectural Services	0.4	1.2	0.2
Call Centres and Shared Services Facilities	0.9	0.4	0.3
Other Business Services (incl Mgmt and IT Consulting)	2.0	2.4	4.0
COMPUTING AND SOFTWARE APPLICATIONS	1.4	7.9	1.7
TRANSPORT, STORAGE AND COMMUNICATIONS	2.4	1.3	1.1
NON MARKET SERVICES	45.5	20.0	6.5
Defence Forces, Gardai	1.4	0.7	0.3
Civil Service, Local Authorities (other than Building and Construction)	3.6	1.2	1.5
Primary Education	6.7	1.1	0.3
Secondary Education	8.2	2.4	0.8
Third Level Education	2.2	3.0	0.5
Other Education (incl Language Schools)	5.8	1.6	0.2
Health Services (both Health Board and Other)	6.8	8.2	2.1
Research, Planning, Art Galleries etc.	2.8	0.5	0.2
Social and Charitable Services	8.0	1.3	0.6
PERSONAL AND RECREATIONAL SERVICES	4.5	4.8	2.7
PROFESSIONAL SERVICES (not classified elsewhere)	4.3	1.6	3.0
OTHER INDUSTRIES OR INDUSTRY NOT STATED	9.2	7.0	7.4
Discipline Totals	100	100	100

Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
%	%	%	%	%	%	%
0.1	0.3	0.0	29.2	2.6	0.0	0.0
2.0	24.7	2.4	25.2	0.0	0.0	18.8
0.0	1.4	1.2	18.7	0.0	0.0	15.3
1.9	5.3	0.0	4.2	0.0	0.0	3.5
0.0	7.8	0.0	0.0	0.0	0.0	0.0
0.1	5.4	0.0	0.0	0.0	0.0	0.0
0.0	4.8	1.2	2.3	0.0	0.0	0.0
0.0	3.5	0.0	0.0	0.0	0.0	1.2
0.1	19.7	2.4	8.3	0.0	0.0	1.2
0.1	2.3	1.2	2.1	0.0	0.0	0.0
0.1	14.9	0.0	6.2	0.0	0.0	1.2
0.0	2.6	1.2	0.0	0.0	0.0	0.0
1.6	0.9	4.8	6.3	0.0	0.0	11.8
0.1	25.5	41.7	18.6	0.0	100.0	8.2
0.1	3.0	6.0	8.3	0.0	0.0	2.4
0.0	0.6	34.5	0.0	0.0	0.0	3.5
0.0	19.6	0.0	4.2	0.0	100.0	0.0
0.0	0.3	0.0	0.0	0.0	0.0	1.2
0.0	2.0	1.2	6.1	0.0	0.0	1.2
0.0	3.5	0.0	0.0	0.0	0.0	0.0
0.0	6.8	2.4	4.2	0.0	0.0	1.2
95.3	2.9	26.2	8.3	0.0	0.0	7.1
0.1	0.3	1.2	0.0	0.0	0.0	0.0
1.1	0.8	7.1	0.0	0.0	0.0	1.2
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.3	3.6	0.0	0.0	0.0	2.4
0.5	0.8	8.3	2.1	0.0	0.0	0.0
0.1	0.2	1.2	2.1	0.0	0.0	1.2
91.7	0.3	3.6	0.0	0.0	0.0	2.4
0.0	0.2	0.0	4.2	0.0	0.0	0.0
1.9	0.2	1.2	0.0	0.0	0.0	0.0
0.0	1.7	4.8	0.0	0.0	0.0	1.2
0.1	2.4	8.3	0.0	94.7	0.0	43.5
0.5	8.3	7.1	0.0	2.6	0.0	5.9
100	100	100	100	100	100	100

Most graduates employed overseas were in either the Business, Finance and Insurance Services area (Commerce, Law and Architecture graduates) or the Non-Market Services sector (Arts, Humanities and Social Services, Medicine, Dentistry and Paramedical and Law graduates). In addition, 25% of Science graduates were in the former while a further 25% were employed in the latter area.

The biggest employment sector of Engineering graduates was Building and Construction. Agriculture graduates were split evenly between the Agriculture, Forestry & Fisheries and the Personal & Recreational categories. Similar to 2006, Veterinary graduates were predominantly employed in the Professional Services area.

No Food Science and Technology graduates indicated employment overseas.

#### **Response Rate for Level 8 Honours Degree Graduates 2007 by Employment Sector**

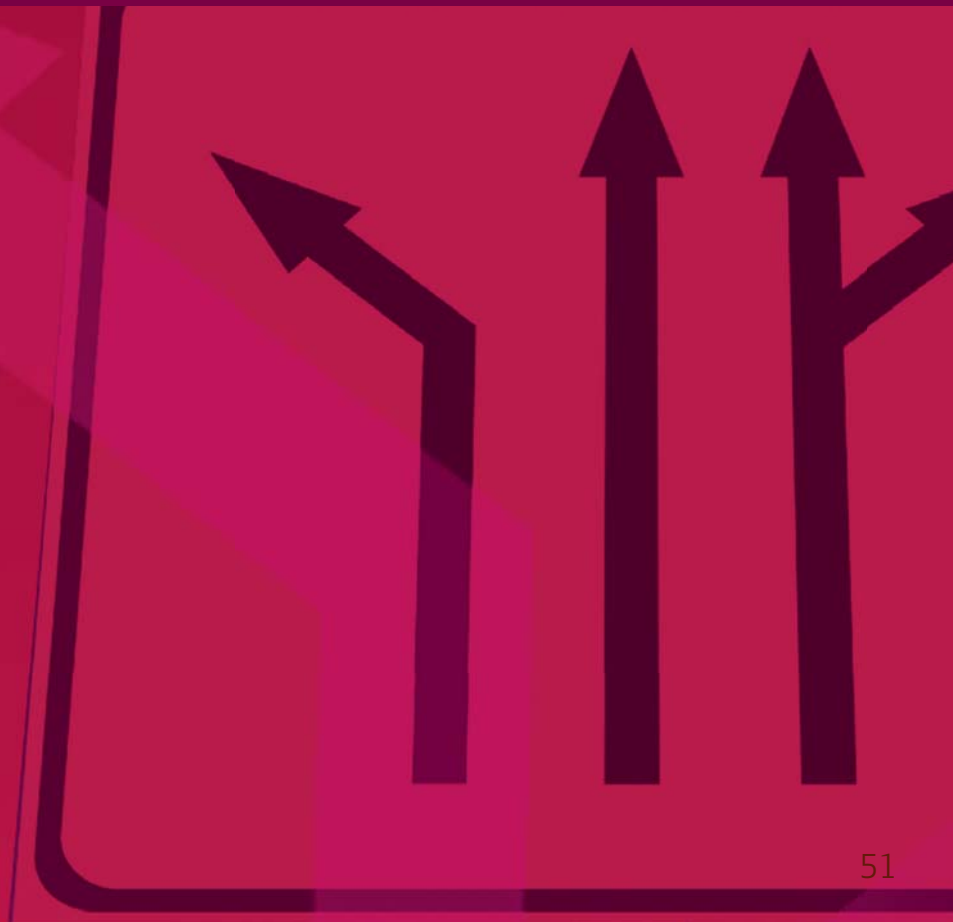
<i>Award Level</i>	<i>Honours Bachelor Degree</i>
<i>Total Respondents</i>	6,932
<i>Response Rate</i>	31%

# Section 5:

## Migration

### Key Points

- Dublin, Sligo and Galway are the only counties to employ more graduates than they produce.
- Dublin and Cork demonstrate high retention rates of employed graduates at 84% and 61% respectively.
- Roscommon, Monaghan and Meath have an employed graduate population that is only 20% of the size of their graduate population.
- Nationally, only 27% of graduates find employment in their county of origin.



## 5.1 Migration

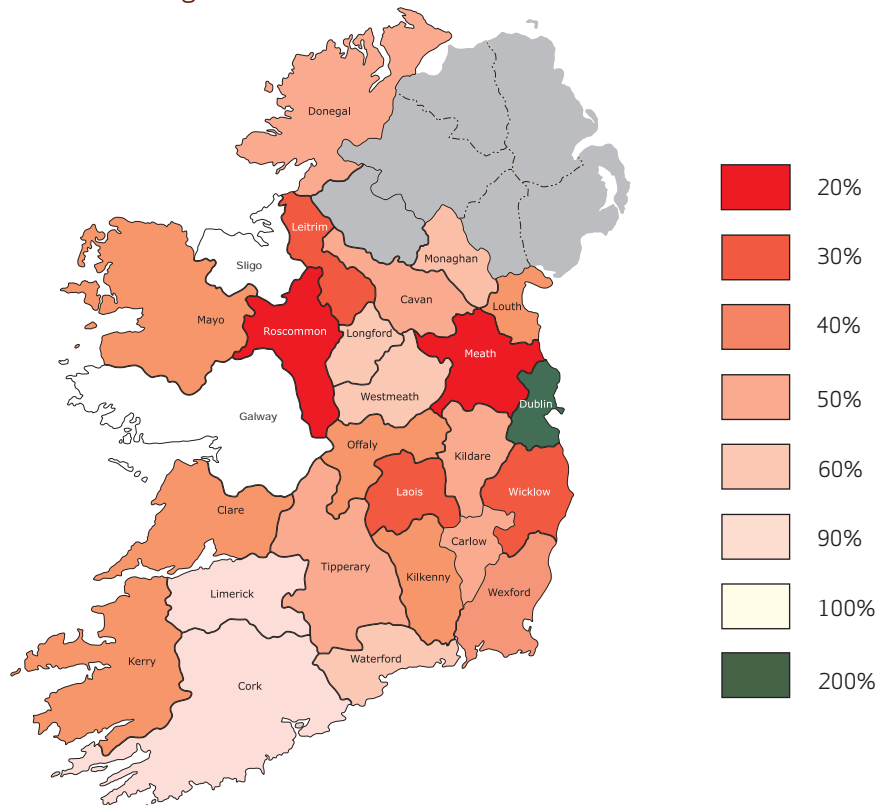
Section 5 examines the migration patterns of Level 8 Honours Bachelor Degree graduates. Figure 5.1 shows the net employment rates of graduates by county.

The map compares graduate population by county with graduate employment by county. If a county in the diagram is red, this indicates that it employs fewer graduates than it produces. Those employing more graduates than they produce appear as green or white.

As in previous years, Dublin employs more graduates than it produces. This is the first year it is joined by Sligo.

The number of 2007 graduates finding employment in Roscommon, Monaghan and Meath remained at just 20% of the numbers of graduates those counties produced. This is in stark contrast to Dublin which employed 98% more graduates than it produced, although this is down on figures from the previous year. Sligo employed 14% more graduates than it produced compared with a deficit of 40% on last years figures. Other counties vary widely. Galway, Limerick and Cork have employed graduate populations that are 90% and 80% of the size of their graduate populations, respectively. Counties who fall somewhere in the middle include Kildare, Cavan, Donegal, Carlow and Tipperary at 50%.

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



Response rate: 53% (6,659 of 12,487 Honours Bachelor Degree graduates from the Republic, working in the Republic)

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

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

Table 5.1 shows the rate of employment within individual counties of graduates originally from that county. Unlike Figure 5.1 it does take account of migration of employed graduates between counties; it is purely a measure of how many graduates successfully found employment in their home counties.

Table 5.1 County Retention Rates

<i>County of Origin</i>	<i>Retention rate %</i>
Dublin	84
Cork	61
Galway	51
Sligo	47
Limerick	41
Waterford	31
Westmeath	30
Donegal	28
Louth	28
Mayo	26
Wexford	25
Clare	25
Kildare	23
Kerry	22
Cavan	21
Carlow	21
Offaly	21
Kilkenny	18
Laois	18
Leitrim	17
Longford	15
Monaghan	14
Wicklow	13
Tipperary	11
Meath	11
Roscommon	9

Cork also demonstrates high rates of retention of employed graduates at 61%, as does Galway with 51%. As these counties contain major urban centres this would be expected. Graduates from other counties do not commonly find employment in their home county. The average retention rate is 27%.

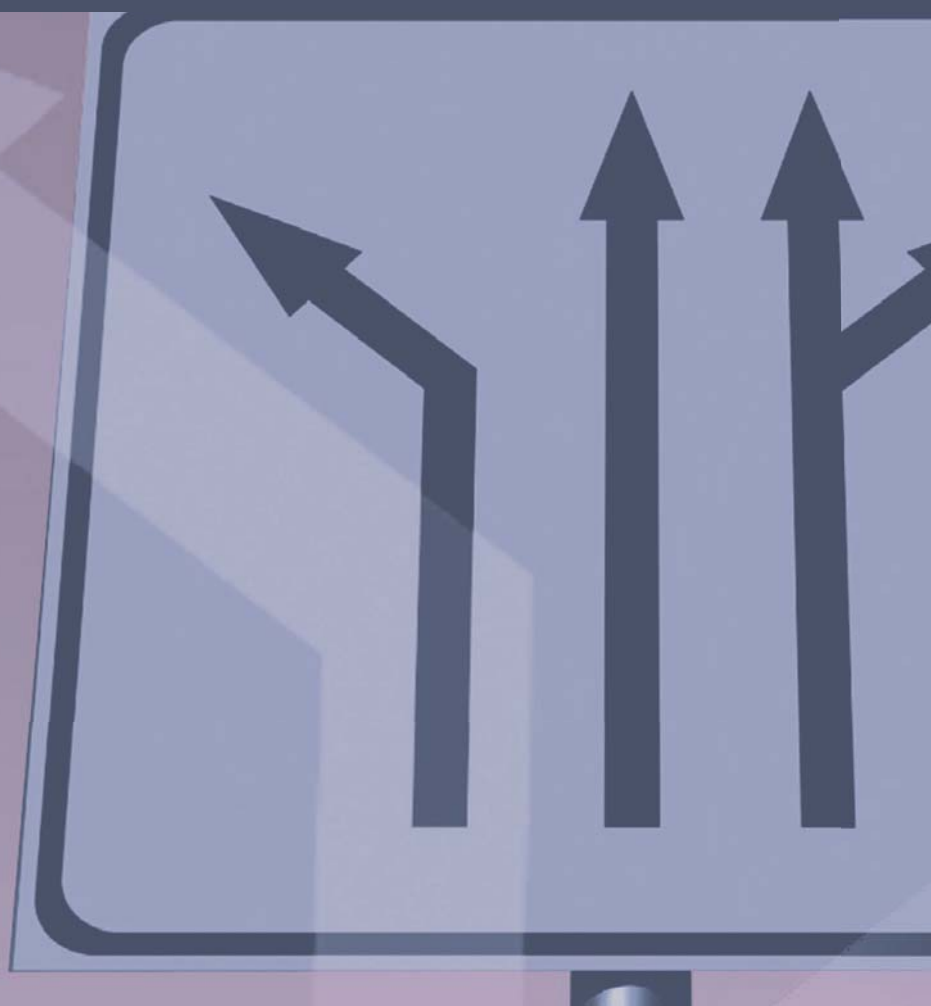
These figures are not directly comparable to the 2006 figures; data has not been normalised against the population of graduate age of each county, and response rates by county vary from year to year. A county gaining or losing one or two percentage points in comparison to the 2006 data is not statistically significant.



## Section 6: *Education*

### Key Points

- 84% of surveyed graduates of Higher/Postgraduate Diplomas in Education are employed 9 months after graduation.
- 59% of such graduates obtained their Primary Degree from the faculty of Arts, Humanities and Social Science.
- 89% of surveyed Level 8 graduates of Bachelor of Education are employed 9 months after graduation.
- 89.9% of Postgraduate Diploma in Primary Education graduates were employed in Ireland 9 months after graduation.



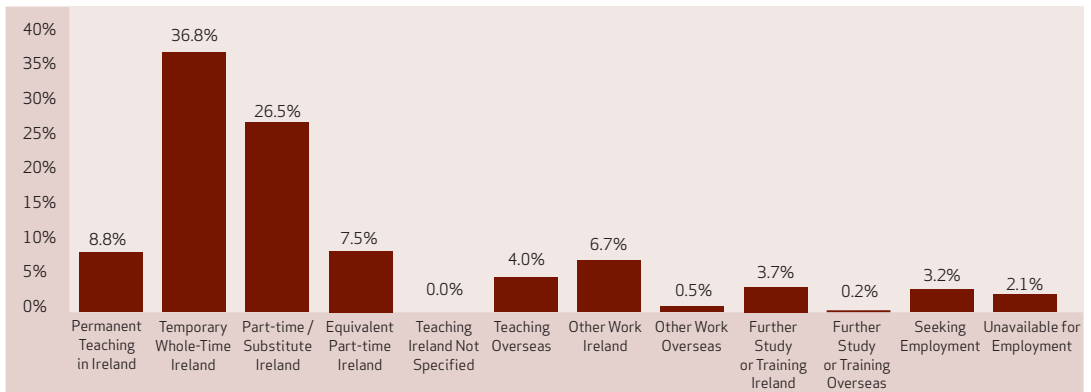
## 6.1 Higher & Postgraduate Diplomas in Education

Table 6.1 Graduates of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, 2002 - 2007

Trends in Number of Higher & Postgraduate Diploma in Education Recipients			
Year	Total Graduating	No. of Respondents	Response Rates
2007	967	623	64.4%
2006	1249	756	60.5%
2005	970	627	64.6%
2004	994	681	68.5%
2003	1006	714	71.8%
2002	931	641	64.5%

Reversing the gains made last year the numbers graduating in the Higher & Postgraduate Diploma in Education are down approximately 22%.

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



Graduates of the Higher & Postgraduate Diploma in Education are principally employed in temporary whole-time and part-time substitute teaching posts in Ireland (63.3%). A further 20.4% are employed in teaching positions both in Ireland and abroad. 3.9% of respondents undertook further study or training either in Ireland or abroad with the relatively small number of 3.2% still seeking employment. Overall 92.9% of graduates of Higher/ Postgraduate Diploma in Education are employed in some capacity reflecting the continuing demand for graduates of this qualification.

Table 6.2 First Destinations of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, by Discipline of Primary Degree 2007

<b>% First Destinations of the Higher / Postgraduate Diploma in Education Recipients - 2007</b>															
Degree Type	Arts			Science			Commerce			Others <sup>17</sup>			Totals		
First Destination	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Permanent teaching in Ireland	2%	4%	6%	0%	0%	0%	0%	1%	1%	1%	1%	1%	3%	6%	9%
Temporary Whole-Time Ireland	6%	18%	24%	0%	5%	6%	1%	2%	3%	2%	2%	4%	9%	28%	37%
Part-time / Substitute-Ireland	3%	11%	15%	1%	3%	4%	1%	3%	4%	1%	3%	4%	7%	20%	26%
Eligible Part-Time-Ireland	0%	2%	3%	0%	0%	0%	0%	0%	0%	1%	4%	4%	1%	6%	8%
Teaching Ireland Not Specified	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Teaching Overseas	1%	2%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	2%	4%
Other Work - Ireland	1%	2%	3%	1%	1%	1%	0%	2%	2%	1%	0%	1%	2%	4%	7%
Other Work - Overseas	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Further Study or Training - Ireland	1%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%	1%	2%	2%	4%
Further Study or Training - Overseas	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	3%	3%
Not Available for Employment	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	2%
<b>Total %</b>	<b>15</b>	<b>44</b>	<b>59</b>	<b>3</b>	<b>10</b>	<b>12</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>6</b>	<b>11</b>	<b>17</b>	<b>27</b>	<b>73</b>	<b>100</b>

Table 6.2 describes the faculty of origin of the original primary degrees for graduates of Higher & Postgraduate Diploma in Education. The majority (59%) of such graduates obtained their primary degree from the faculty of Arts, humanities and Social Science.

## 6.2 Level 8 Honours Bachelor Degree in Education

Table 6.3 Graduates of Level 8 Honours Bachelor Degree in Education, 2001 - 2007

Year	Total Graduating	No. of Respondents	Response Rate
2007	1334	877	65.7%
2006	1316	971	73.8%
2005	1226	757	61.7%
2004	1207	687	56.9%
2003	1302	706	54.2%
2002	1247	615	49.3%
2001	1025	590	57.6%

The numbers of Honours Bachelor Degree in Education graduates has continued to rise over the last number of years.

Table 6.4 First Destination of 2007 Level 8 Honours Bachelor Degree of Education Graduates

Honours Bachelor Degree Education	M	F	T
Permanent Whole-Time Teaching in Ireland	4%	24%	28%
Temporary, Substitute or Part-Time Teaching in Ireland	13%	47%	61%
Teaching Abroad	1%	1%	2%
Other Work - IRL	1%	1%	2%
Other Work - OS	0%	0%	0%
Further Study or Training	1%	3%	4%
Not Available for Employment	0%	1%	1%
Seeking Employment	1%	1%	2%
<b>Total Respondents</b>	194	683	877
<b>Total Graduates</b>	272	1062	1334
<b>Response Rate</b>	71%	64%	66%

Table 6.4 shows the number of graduates of the Honours Bachelor Degree in Education and respondents. As in previous years the gender breakdown of graduates heavily favours females at nearly 80% of the total cohort. Overall 91% of respondents are employed teaching either in Ireland or abroad with a further 2% working in other areas. A relatively small percentage (4%) have opted for further education or training with only 2% reported to be seeking employment.

Table 6.5 First Destination of Level 8 Honours Bachelor Degree in Education Graduates 2001 - 2007

Year	Permanent Whole-Time Teaching in Ireland		Temporary, Substitute or Part-Time Teaching in Ireland		Teaching Abroad		Other Work - Ireland		Other Work - Overseas		Further Study or Training		Not Available for Employment		Seeking Employment	
	%		%		%		%		%		%		%		%	
2007	28.2		60.5		2.1		1.9		0.3		4.1		0.9		1.9	
2006	34.7		58.8		0.6		1.5		0.4		2.3		0.4		1.2	
2005	28.2		62.0		1.5		1.2		1.0		4.3		0.7		1.1	
2004	29.7		58.8		2.3		3.8		1.2		1.7		1.3		1.2	
2003	62.3		36.4		0.6		0		0		0		0		0.6	
2002	43.1		41.6		2.3		6.2		1		3.9		1.0		1.0	
2001	46.4		42.4		1.7		3.4		0.2		4.9		0.5		0.5	

Table 6.5 shows that employment rates for Honours Bachelor Degree in Education graduates have been very high over the last number of years. However, employment levels for 2007 record a modest drop of 3.3% over 2006

## 6.3 Postgraduate Diplomas in Primary Teaching

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

Postgraduate Diploma in Primary Education	M	F	T	%
Permanent Whole-Time Teaching in Ireland	17	55	72	31.6%
Temporary, Substitute or Part-Time Teaching in Ireland	24	109	133	58.3%
Teaching Abroad	0	0	0	0.0%
Other Work - IRL	2	11	13	5.7%
Other Work - OS	3	0	3	1.3%
Further Study or Training	1	0	1	0.4%
Not Available for Employment	0	1	1	0.4%
Seeking Employment	0	5	5	2.2%
<b>Total</b>	<b>47</b>	<b>181</b>	<b>228</b>	<b>100.0%</b>

Table 6.5 shows a very high level of employment being reported by graduates of Postgraduate Degree in Primary Education with 89.9% teaching in Ireland. A further 7% found other employment either in Ireland (5.7%) or abroad (1.3%). A mere 0.4% opted for further study or training while only 2.2 stated that they were seeking employment.

# Appendices



# Appendix A

## Regional Authorities

	<b>Border</b>	<b>Midlands</b>	<b>West</b>
<b>Border Midlands &amp; Western</b>	Cavan	Laois	Galway
	Donegal	Offaly	Mayo
	Leitrim	Westmeath	Roscommon
	Louth	Longford	
	Monaghan		
	Sligo		

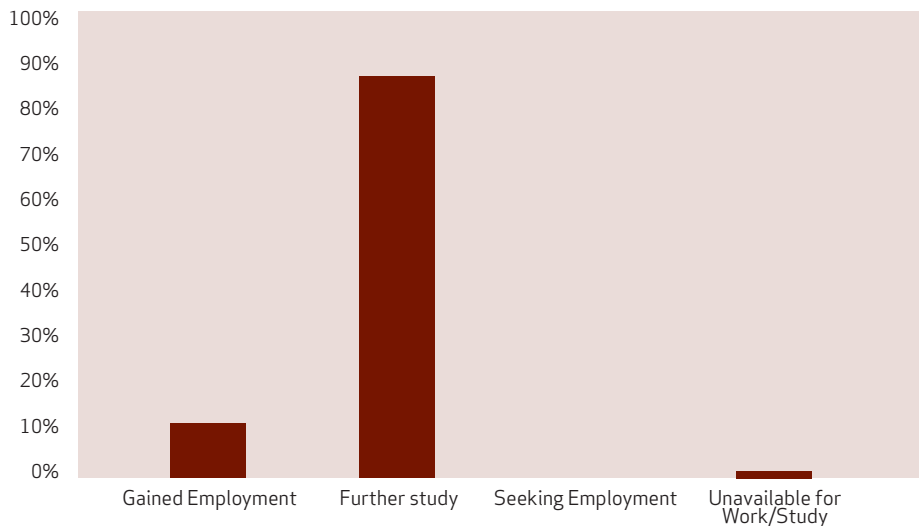
	<b>Dublin</b>	<b>Mid East</b>	<b>Mid-West</b>	<b>South-East</b>	<b>South West</b>
<b>Southern and Eastern</b>	Dublin	Kildare	Clare	Carlow	Cork
		Meath	Limerick	Kilkenny	Kerry
		Wicklow	North Tipperary	South Tipperary	
				Waterford	
				Wexford	



## Appendix B

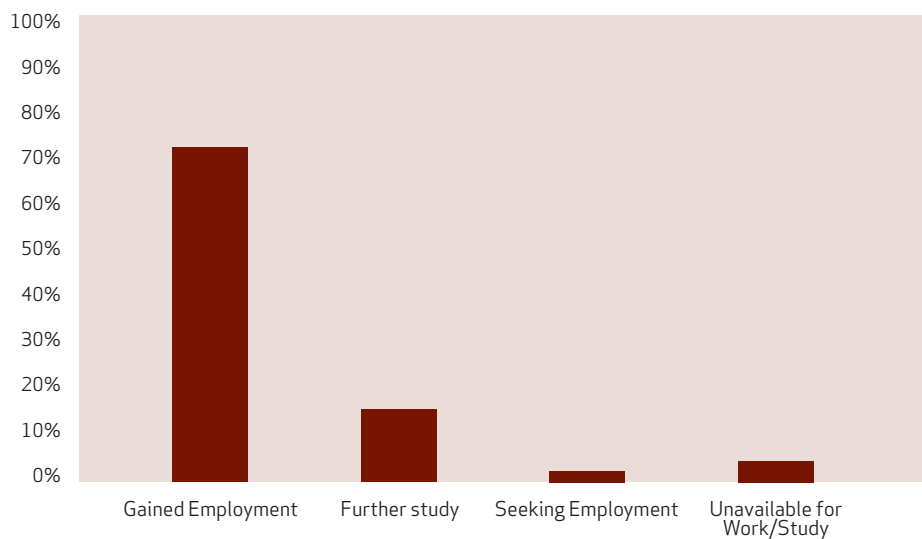
### Figures for Comparative Purposes

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



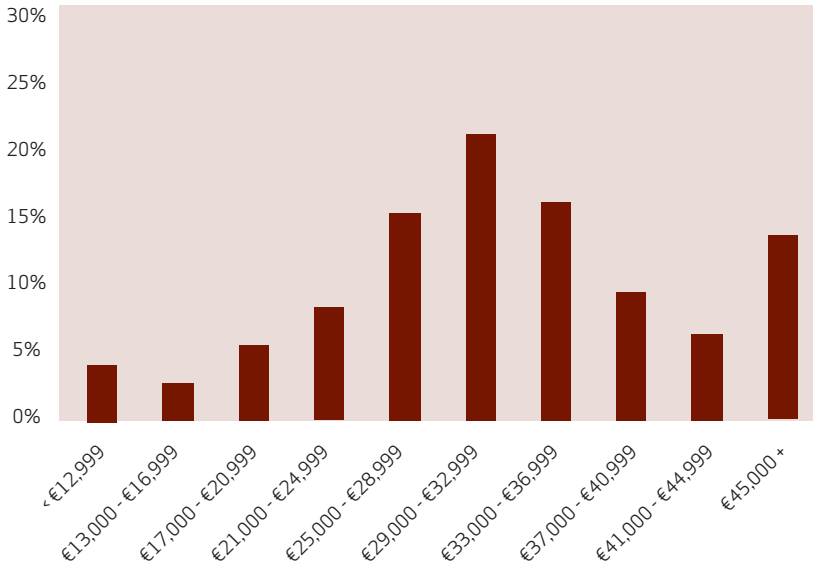
Total Respondents: 4,859 Response Rate: 65%

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



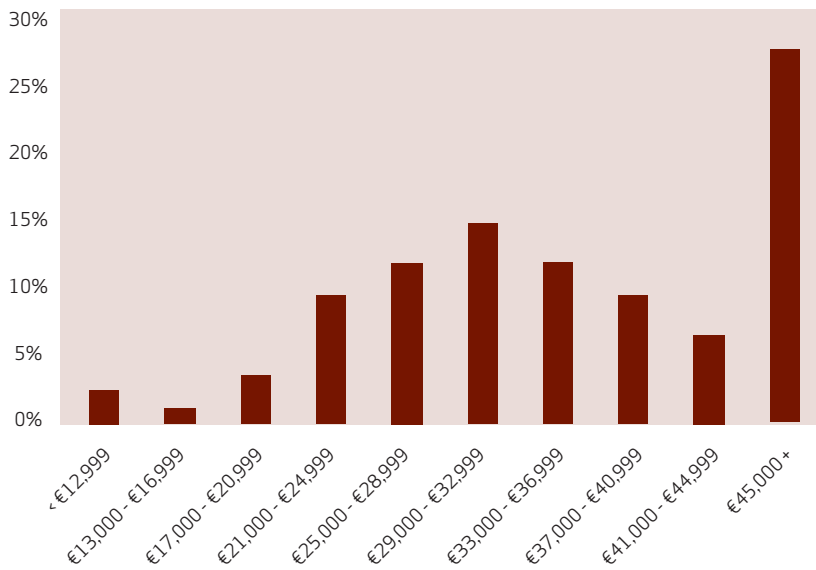
Total Respondents: 5,680 Response Rate: 58%

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



Total Respondents: 693

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



Total Respondents: 2,405





# HEA

**Higher Education Authority**  
**An tÚdarás um Ard-Oideachas**

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

Tel: +323 1 231 7100  
Fax: +353 1 231 7172  
Lo-Call: 1890 200 637  
e-mail: [info@hea.ie](mailto:info@hea.ie)  
website: [www.heai.ie](http://www.heai.ie)

**An tÚdarás um Ard-Oideachas**  
Teach Plásóg an tSruatháin,  
Bóthar Síol mBroin, Baile Átha Cliath 4

Guthán: +323 1 231 7100  
Faics: +353 1 231 7172  
Lóghlo: 1890 200 637  
ríomhphost: [info@hea.ie](mailto:info@hea.ie)  
gréasáin: [www.heai.ie](http://www.heai.ie)