

What do graduates do?

THE CLASS OF 2008



HEA

Higher Education Authority
An tÚdarás um Ard-Oideachas



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Foreword

This year marks the 28th edition of our graduate survey: *'What Do Graduates Do? The Class of 2008'*. Over the years it has reported on the experiences of our graduates nine months after graduation. It has been significant in guiding the decisions and direction of policy makers, academics, students and employment providers. Furthermore it underscores the critical importance of higher education to our society and economy as a whole. This has rarely been more evident than in our present economic climate where higher education brings an added significance as it is through a highly trained workforce that our future economic and social well being depends.

The Class of 2008 entered into one of the toughest economic times since the inception of this publication with high unemployment and emigration on the rise. Increases have been reported in the numbers of graduates seeking employment and working overseas. However, overall the numbers of graduates entering the workforce remains robust proving once again the importance of higher education qualifications.

The following report is a result of the efforts of all partners in the Irish higher education sector and was compiled by the HEA Statistics Section based on the findings of the First Destination of Awards recipients in Higher Education Survey (FDR) 2008. This survey was carried out by the careers officers at the seven universities, and colleges of education and HETAC, on behalf of the Institutes of Technology.

I would like to take this opportunity to thank those graduates for taking the time to respond to the survey. I would also like to thank the Careers Officers at all of our higher education providers and to (HETAC) for collating and returning this data to the Statistics section at the HEA who compiled the report. This publication would not be possible without your continued participation and support.

Michael Kelly

Chairman

Higher Education Authority

March 2010



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 2008"* provides an insight into the position of Irish graduates nine months after graduation. The report includes analysis of those in employment 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.

Data contained in this report is based on information provided by 2008 graduates nine months after they graduate. (surveyed in April 2009).

The report is presented as follows: Section 1 analyses the first destinations of level 8-10 graduates; 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 level 8-10 graduates. Key points include:

- The full effects of the recession are beginning to be reflected in this data as students were surveyed at the beginning of 2009.
- The proportion of Level 8 graduates in 2008 in employment is 50% while the proportion seeking work is 10%.
- The proportion of Higher Degree graduates in employment remained robust in 2008 with 63% 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 2008.

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, especially at postgraduate levels.
- The most common salary band for Level 8 Honours Bachelor Degree 2008 employed graduates (Ireland and abroad) was €21,000 - €24,999.
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €17,000 and €20,999. That was also the most common salary band for Level 8 graduates employed in Ireland.
- Females are more likely than males to earn lower initial salaries, what is particularly visible in the extreme salary brackets. Despite the fact that males still earn higher initial salaries the distance between genders in this regard is smaller.

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

- 2008 graduates of all award levels are disproportionately employed in the Dublin region.
- The South West remains a popular destination for employed 2008 graduates.
- The proportion of employed 2008 graduates from all levels gaining employment overseas increased from 2007 graduates who gained employment overseas.

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 2008 graduates were:
 - Agriculture, Forestry and Fisheries
 - Electricity, Gas and Water Supply
 - Transport, Storage and Communications
 - Building and Construction
 - Distribution
- The employment distribution of graduates by faculty across the labour market both in Ireland and overseas is almost the same.

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

- Dublin is the only county to employ more graduates than it produces while Galway and Limerick employ an equal number.
- Cork has an employed graduate population that is 90% of the size of its graduate population while at the opposite end of the scale the equivalent figure for Monaghan is only 30%.
- Dublin and Cork demonstrate high retention rates of employed graduates at 94% and 67% respectively.
- Nationally only 34% 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:

- 78% of surveyed graduates of Higher/Postgraduate Diplomas in Education are employed 9 months after graduation.
- 54% of such graduates obtained their primary degree from the faculty of Arts, Humanities and Social Science.
- 91% of surveyed Level 8 graduates of the Bachelor of Education are employed 9 months after graduation.
- 95.8% of Postgraduate Diploma in Primary Education graduates were employed in Ireland 9 months after graduation.

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Definition of Terms

FDR

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

Full-time

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

Part-time

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

Academic Year

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

Intra-mural

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

Graduate

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

Region

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

Faculty

Faculty represents a broad discipline a graduate completed a course in, such as Arts and 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), those Institutes of Technology with delegated authority from HETAC, and the Dublin Institute of Technology (DIT). They replace the former National Certificate awards and DIT Certificate awards.

Ordinary Bachelor Degree Awards (Level 7)

Ordinary Bachelor Degrees are courses approved by the Higher Education and Training Awards Council (HETAC), those Institutes of Technology with delegated authority from HETAC, and the Dublin Institute of Technology (DIT). 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, BSc. Hons) available prior to the introduction of the National Qualifications Framework.

Postgraduate Diplomas & Higher Diplomas

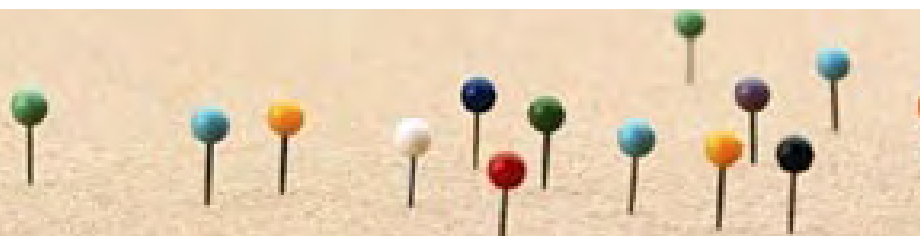
Postgraduate & Higher Diplomas are conversion courses, usually of one year's duration, aimed at Honour Bachelor Degree graduates. They are often vocational in nature (thereby providing students with training directly applicable to the labour market). They are a method of addressing skills shortages in 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 beginning to be reflected in this data as students were surveyed at the beginning of 2009.
- The proportion of Level 8 graduates in 2008 in employment is 50% while the proportion seeking work is 10%.
- The proportion of Higher Degree graduates in employment remained robust in 2008 with 63% 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 2008.



Section 1

First Destination of Graduates

1.1 First Destinations of Graduates 1987-2008

Tables 1.1 and 1.2 show the pattern of first destination of graduates from three different award levels over the period 1987 to 2008¹.

Table 1.1 First Destination of Graduates Level 8 Honours Bachelor Degree 1987-2008

Honours Bachelor Degree	1987 (%)	1992 (%)	1997 (%)	2002 (%)	2006 (%)	2007 (%)	2008 (%)
In Employment - Ireland	33%	32%	45%	50%	53%	51%	45%
In Employment - Overseas	23%	11%	13%	7%	5%	4%	5%
Further Studies/Training‡	36%	48%	37%	34%	33%	36%	34%
Work Experience Schemes	3%	1%	1%	†	†	†	†
Seeking Employment	4%	6%	2%	4%	2%	3%	10%
Unavailable for Work/Study	2%	1%	3%	6%	6%	6%	6%

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

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

Table 1.1 demonstrates a consistent increase in employment rates from 1987 to 2006 and while there was a suggestion of a slight decline from 2006 to 2007 this has become much more pronounced in 2008 reflecting a deepening 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 after a slight recovery in 2007 those numbers have once again dropped in 2008. The proportion of Level 8 graduates seeking employment in 2008 has increased dramatically to 10%. The proportion of respondents who were unavailable for work or study has remained constant over the last number of years. 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 1.2 First Destination of Graduates Level 9 Master's and Level 10 PhD Degrees 1987-2008

Higher Degrees Masters and PhD	1987 (%)	1992 (%)	1997 (%)	2002 (%)	2006 (%)	2007 (%)	2008 (%)
In Employment - Ireland	59%	58%	62%	62%	66%	65%	54%
In Employment - Overseas	26%	20%	18%	14%	9%	9%	9%
Further Studies/Training‡	9%	10%	12%	13%	15%	14%	16%
Work Experience Schemes	0%	1%	1%	†	†	†	†
Seeking Employment	4%	8%	3%	6%	4%	5%	12%
Unavailable for Work/Study	2%	2%	4%	5%	6%	7%	8%

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

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

¹ Calendar years refer to the year of graduation. Survey data presents the situation of graduates as of April of the following year.



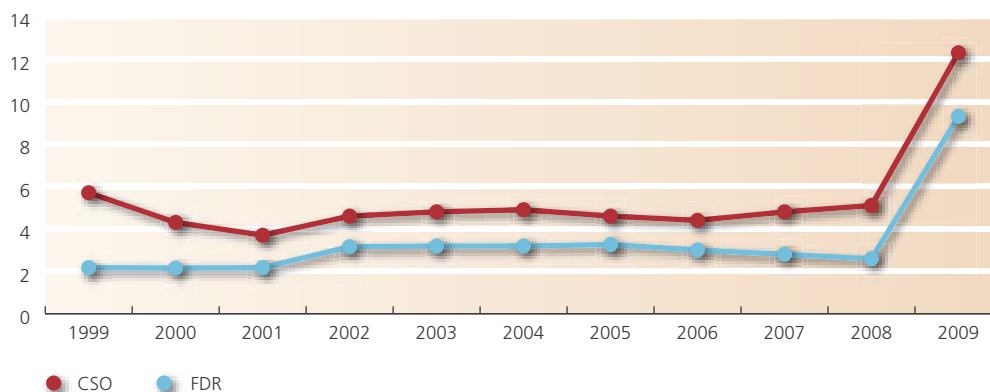
Table 1.2 shows a sharp drop in overall employment levels in 2008 reflecting the experiences of those graduating at level 8. Levels of further study over the time period show a slight increase. The rates of graduates seeking employment have also increased. The percentage of graduates unavailable for work or study has steadily risen, mirroring the trend for Level 8 graduates.

Both tables reveal similar experiences with regard to employment and seeking employment. These figures reflect the deepening of the recession in 2009 for graduates.

1.2 First Destination Report (FDR) Seeking Employment Rates versus Central Statistics Office (CSO) Unemployment Rates 1998-2009

Figure 1.1 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment² between 1999 and 2009.

Figure 1.1 FDR³ vs CSO⁴ Seeking Employment Rates 2009



Source: CSO Quarterly National Household Survey (QNHS)

Figure 1.1 shows that while third level graduates still enjoy somewhat higher rates of employment than the wider population those seeking employment have increased in tandem with the overall rise in unemployment levels. Applicants in possession of a third level qualification, while not immune from the economic downturn, still retain a clear advantage when seeking employment.

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

3 The 1999 figures refer to the situation of the class of 1998 as on the 30th of April 1999. This convention is followed for the remaining years.

4 CSO unemployment rates from 1999-2009 are from the second quarter figures published in the CSO's Quarterly National Household Survey (QNHS).

Section 1

First Destination of Graduates

1.3 First Destinations of Graduates by Level of Award

This section reviews the first destination of graduates by level of award⁵.

Figure 1.2 First Destination of Graduates at Level 8 to Level 10, 2008

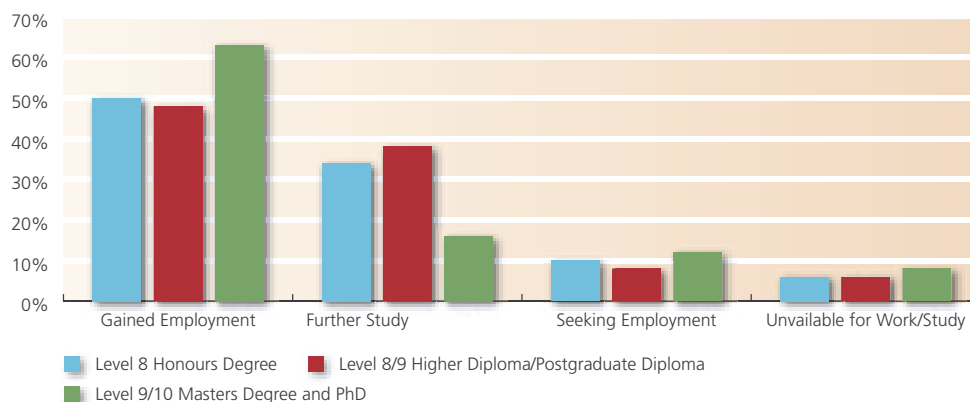
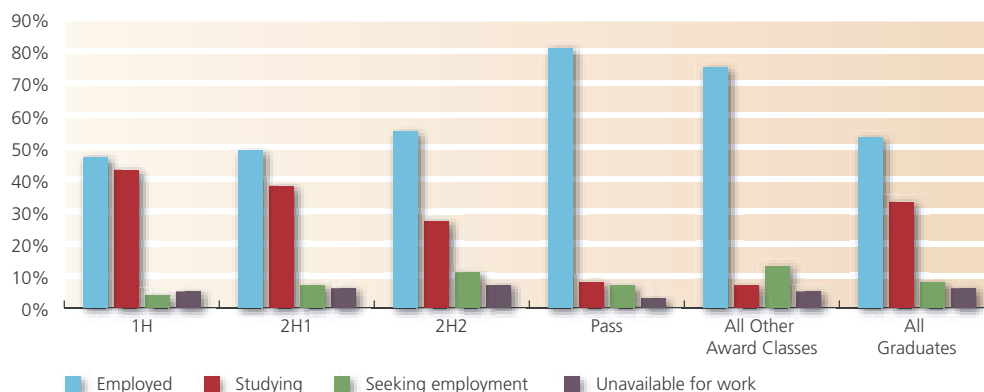


Figure 1.2 illustrates the contrasts in employment prospects and further study rates for all levels of award.

Exactly half of Level 8 graduates found employment while 34% pursued further study. 10% of these graduates continue to seek employment. The distribution of Higher/Postgraduate Diploma graduates is very similar to those Honours Bachelor Degree graduates. With high levels of unemployment further study is a popular option. Masters and PhD graduates show the highest level of employment, however limited opportunities towards further study exist for these graduates as is reflected in the data.

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

Figure 1.3 First Destinations of Level 8 Honours Bachelor Degree Graduates by Award Class 2008



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

⁵ Graphs from previous reports omitted in this section are available in the appendices.



Figure 1.3 illustrates the continued 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 81% whereas those who received a first class (1H) degree had the lowest levels of employment at 47%. The opposite is true for rates of progression to further study. 8% of graduates who were awarded a pass degree continued with studies whereas 43% 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 also be seen in previous editions 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 which are relatively low at between 4% and 13%. This illustrates that employment or further study is obtainable for the majority of graduates regardless of grade. The highest rate of seeking employment was 13% for graduates with an All Other Awards degree.

Section 1

First Destination of Graduates

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

Table 1.3 First Destinations of Level 8 Honours Bachelor Degree Graduates by Faculty and Gender

	Arts, Social Science & Humanities		Science		Commerce & Business Studies		Medicine, Dentistry & Paramedical Studies		
	M	F	M	F	M	F	M	F	
Gained Employment %	29.9	38.5	36.1	47.8	46.2	52.8	91.3	89.4	
Seeking Employment %	11.1	7.4	11.9	6.8	8.5	4.6	2.3	2.7	
Further Study %	51.8	47.0	46.5	40.1	40.1	37.9	2.9	4.8	
Not Available %	7.1	7.1	5.5	5.2	5.3	4.7	3.5	3.1	

Table 1.3 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.



	Engineering		Law		Agriculture		Veterinary Medicine		Architecture		Food Science & Technology	
	M	F	M	F	M	F	M	F	M	F	M	F
	47.8	49.7	13.9	18.5	45.2	44.4	100.0	88.2	52.6	61.1	46.8	47.8
	17.1	12.3	9.8	8.1	9.7	5.6	0.0	0.0	18.5	19.5	9.3	4.3
	29.9	32.2	71.7	67.7	41.9	44.4	0.0	5.0	14.5	5.5	43.7	40.2
	5.2	5.8	4.6	5.6	3.2	5.6	0.0	5.9	14.5	13.8	0.0	7.6

Section 1

First Destination of Graduates

1.6 Further Study Choices of Level 8 Honours Bachelor Degree Graduates 2008

Fig 1.4 2008 Level 8 Honours Bachelor Degree Graduates Continuing to Further Study by Faculty of Origin

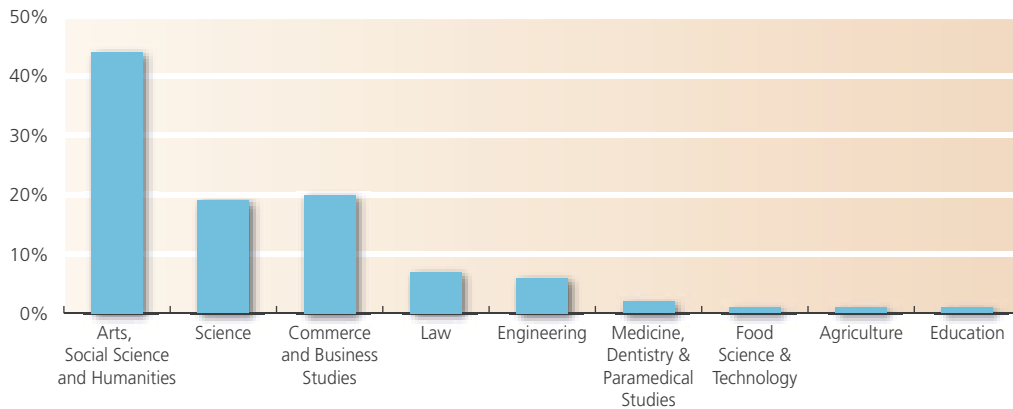


Figure 1.4 shows that at 44%, the largest proportions of graduates who continue to further study or education originate from the Arts, Social Science and Humanities faculty. This is significantly higher than graduates from any other discipline and may be due to the perception that this is the most general qualification and whilst this provides a stepping stone, pursuing a second more focused qualification improves their prospects in the employment market.



Fig 1.5 Faculties Chosen for Further Study by Level 8 Honours Bachelor Degree Graduates of Arts, Social Science and Humanities, Science and Commerce and Business Studies Faculties 2008

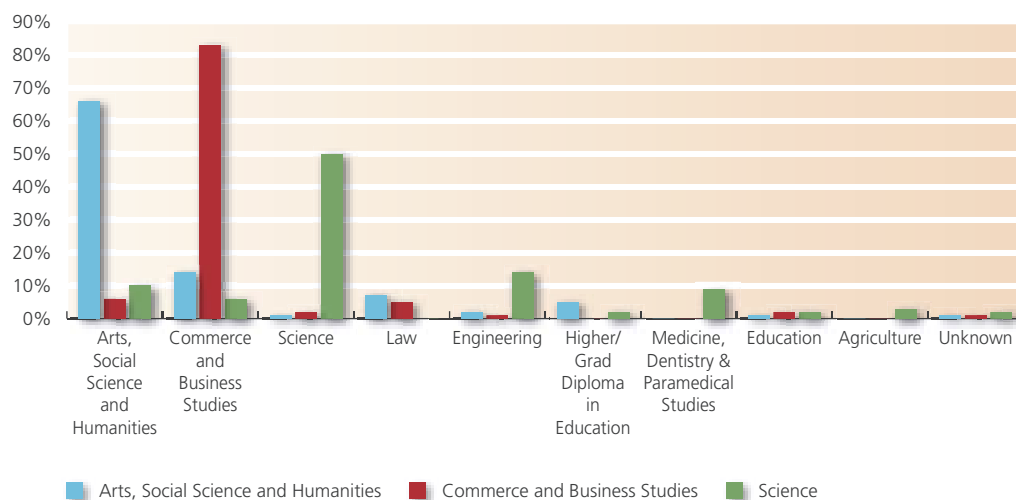


Fig 1.5 presents the faculties of choice for further education for 2008 graduates of the following faculties:

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

These faculties were chosen as Figure 1.4 indicates that these faculties once again supplied the vast majority of graduates continuing on to further study.

Honours Bachelor Degree holders from these faculties show a strong tendency to engage in further study in their original faculties but Science graduates are more likely to change discipline. However, as might be expected, movement into the other more specialised faculties such as Science or Engineering (where either a background qualification or conversion qualification may be required) is limited.

Section 2

Graduate Salaries



Key Points

- Graduates with higher qualifications continue to report higher initial salaries, especially at postgraduate levels.
- The most common salary band for Level 8 Honours Bachelor Degree 2008 employed graduates (Ireland and abroad) was €21,000 - €24,999.
- The most common salary of Level 8 Honours Bachelor Degree graduates working in Dublin was between €17,000 and €20,999. That was also the most common salary band for Level 8 graduates employed in Ireland.
- Females are more likely than males to earn lower initial salaries, what is particularly visible in the extreme salary brackets. Despite the fact that males still earn higher initial salaries the distance between genders in this regard is smaller.



Section 2

Graduate Salaries

2.1 Graduate Salaries

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

Undergraduate Qualifications

Figure 2.1 illustrates the reported salaries of those who graduated in 2008 with a Level 6 Higher/University Certificate, Level 7 Ordinary Bachelor Degree or Level 8 Honours Bachelor Degree.

The most common salary for graduates of Higher/University Certificates in 2008 fell in the €45,000+ band. The percentage of Higher/University Certificate graduates whose salaries fell within the higher brackets was significant with 69.8% of those earning more than €25,000 and 57.1% earning more than €33,000 (mainly due to the 23.8% in the highest band).

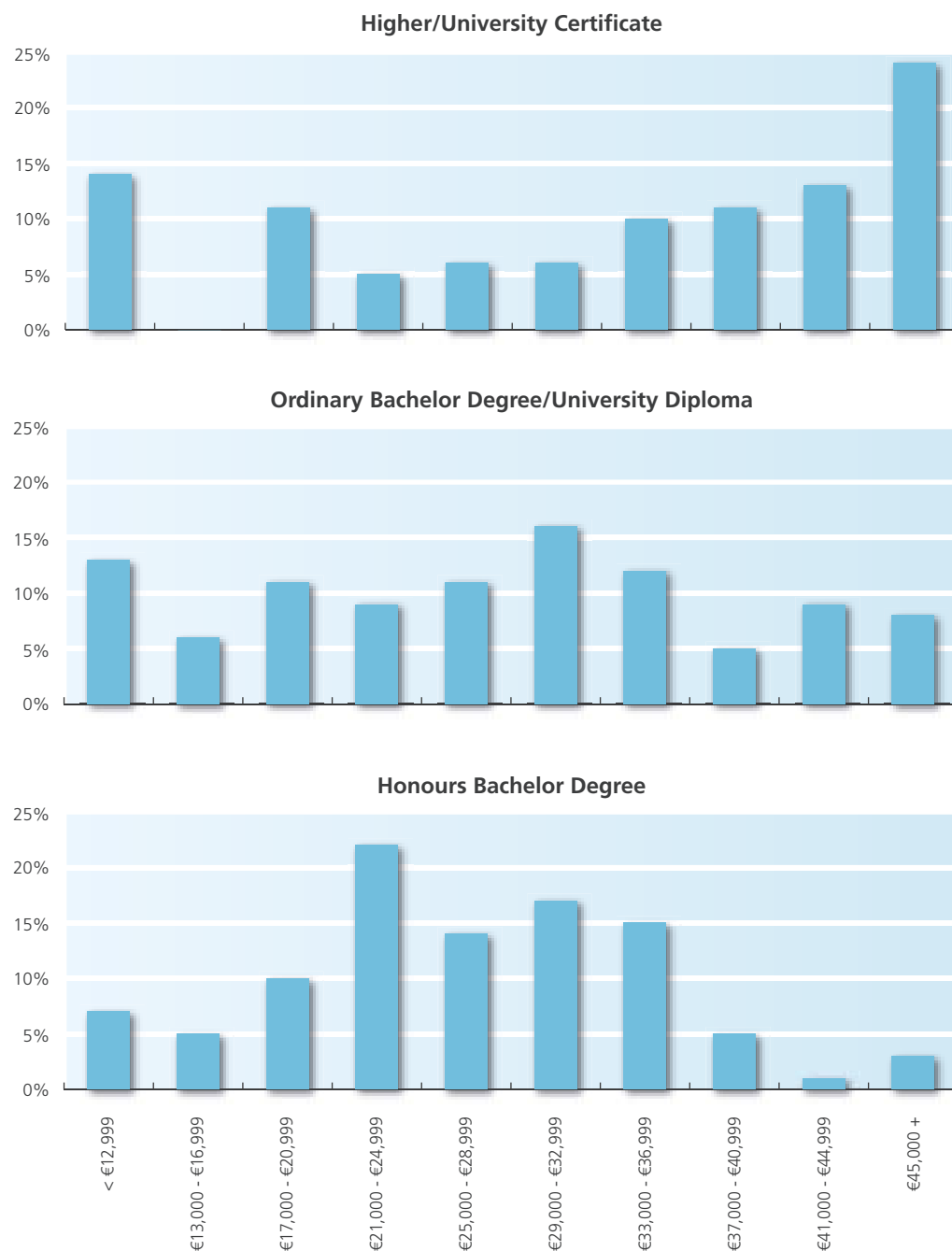
The most common salary band for graduates with an Ordinary Bachelor Degree in 2008 was €29,000 to €32,999 (15.8%). Almost 62% of those who graduated with an Ordinary Bachelor Degree in 2008 earned more than €25,000, while 35% earned more than €33,000.

The most common salary band for Honours Bachelor Degree 2008 graduates was the €21,000 – €24,999 bracket. 55.4% earned more than €25,000 upon graduation.

It could be expected that due to the economic recession a proportion of 2008 graduates may not be gaining employment relevant to their qualification and this may affect their salaries.



Figure 2.1 Level 6 Higher and University Certificate, Level 7 Ordinary Bachelor Degree and Level 8 Honours Bachelor Degree 2008 Graduate Salaries



Section 2

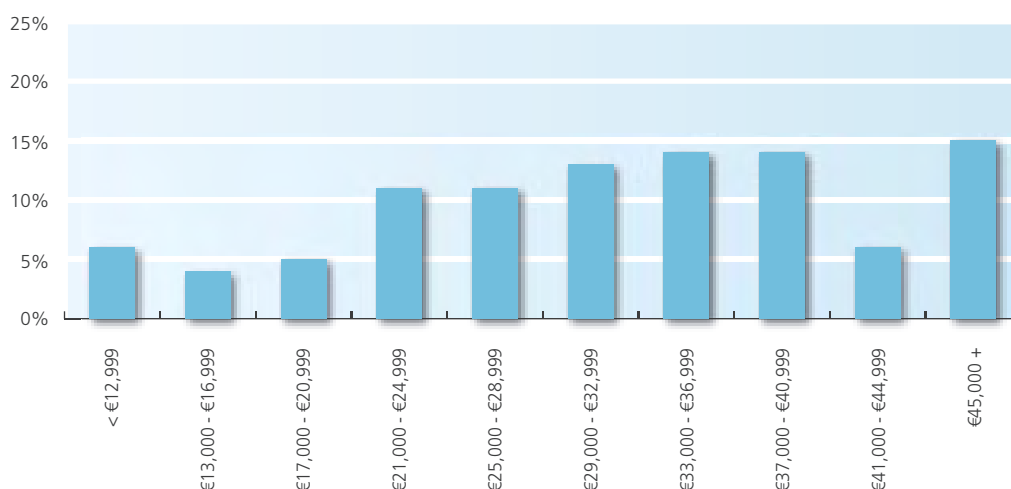
Graduate Salaries

	Higher/University Certificate	Ordinary Bachelor Degree	Honours Bachelor Degree
Total Respondents	63	183	3,002
Response Rate	2.6%	2.4%	14.1%

Conversion Qualifications

Figure 2.2 illustrates the salaries of those who graduated with the Higher Diploma and Postgraduate Diploma in 2008.

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



	Higher Diploma & Postgraduate Diploma
Total Respondents	538
Response Rate	20.4%

The most common reported starting salary bands for these graduates were the €33,000 – €36,999 and €37,000 – €40,999 bands (with a slight dominance of the second bracket). 73% of graduates earned over €25,000 and 50% earned over €33,000.

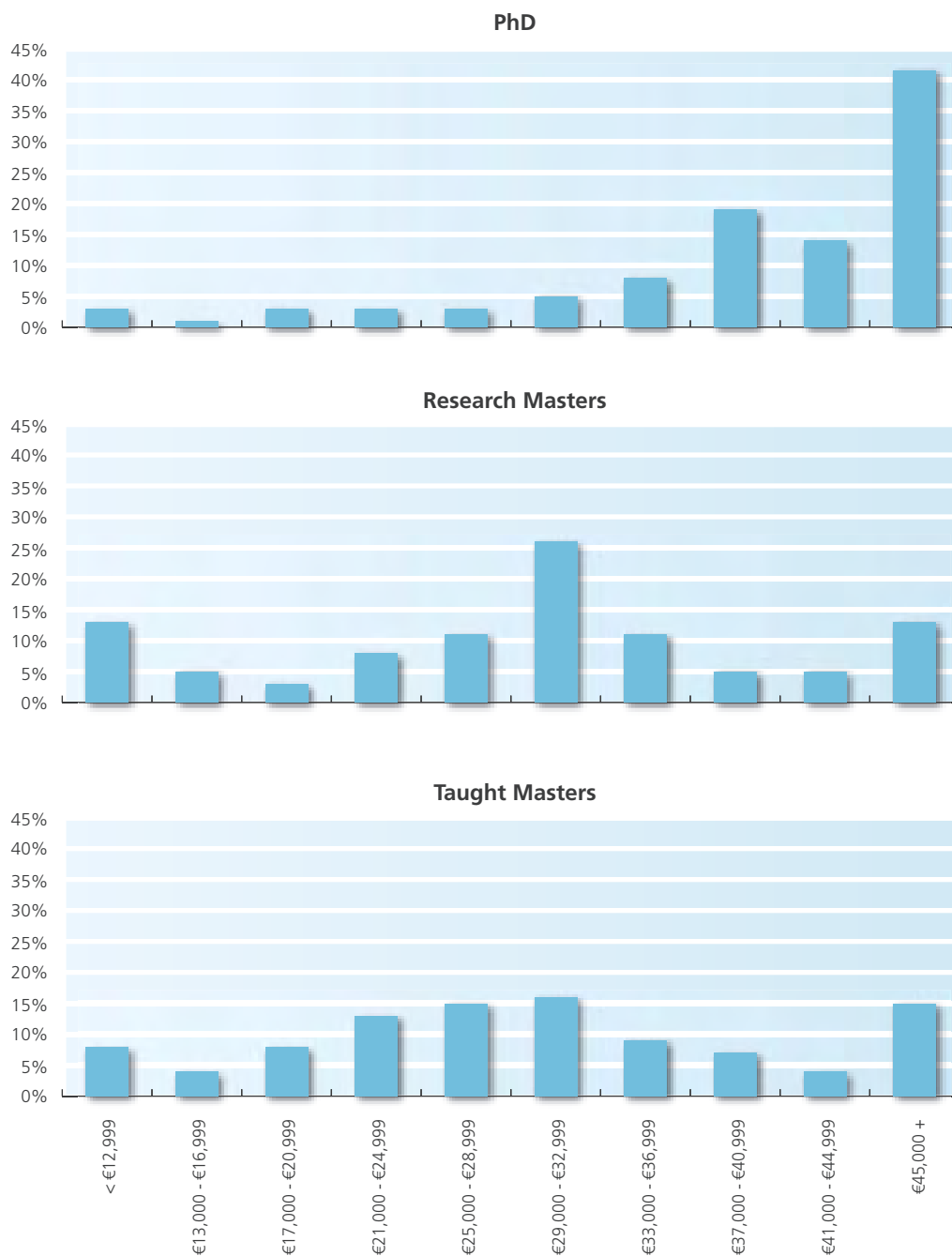
Detailed analysis of graduates holding a Higher or Postgraduate Diploma in Education can be found in Section 6.

Postgraduate Degrees

Figure 2.3 illustrates the salaries of those who graduated with Taught Masters, Research Masters and PhD degrees in 2008.



Figure 2.3 Level 9 Taught Masters, Research Masters and Level 10 PhD Graduate



Section 2

Graduate Salaries

	Taught Masters	Research Masters	PhD
Total Respondents	715	38	159
Response Rate	14.6%	11.5%	20.9%

In 2008, for Research Masters graduates, the most common reported salary band was the €29,000 – €32,999 band (26.3% of graduates of this award). 13.2% of Research Masters graduates reported their salary in the €45,000+ band and 34.2% earned over €33,000.

In the case of Taught Master graduates again the most popular bracket was €29,000 – €32,999. 83.6% of 2008 PhD graduates reported earning €33,000 or more, with 41.5% of these earning in excess of €45,000.

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 2008 graduates by faculty. Highlighted cells contain the most common initial salaries for that faculty. Salary data is reported in bands, not specific individual amounts.

Table 2.1 Level 8 Honours Bachelor Degree 2008 Graduate Salaries by Faculty

Salary Bands	Arts, Humanities & Social Science %	Science %	Commerce & Business Studies %	Medicine, Dentistry & Paramedical Studies %	Engineering %	Law %	Agriculture %	Veterinary %	Architecture %	Food & Science Technology %
<€12,999	16.3	8.7	4.2	1.4	2.4	0.0	7.1	0.0	0.0	22.2
€13,000 – €16,999	11.0	5.4	6.3	0.6	1.5	5.6	0.0	0.0	7.7	5.6
€17,000 – €20,999	18.3	7.5	13.1	2.5	6.3	16.7	7.1	6.7	23.1	16.7
€21,000 – €24,999	22.1	12.4	43.1	14.1	10.2	27.8	28.6	0.0	7.7	16.7
€25,000 – €28,999	12.5	19.0	19.4	5.9	19.5	16.7	28.6	0.0	15.4	16.7
€29,000 – €32,999	8.7	21.3	8.8	25.1	33.7	11.1	21.4	13.3	30.8	16.7
€33,000 – €36,999	4.5	18.7	2.6	34.4	16.6	11.1	7.1	26.7	7.7	5.6
€37,000 – €40,999	3.1	4.7	0.8	10.2	5.4	5.6	0.0	20.0	7.7	0.0
€41,000 – €44,999	0.8	0.9	0.5	1.0	2.0	0.0	0.0	6.7	0.0	0.0
€45,000+	2.8	1.4	1.2	4.8	2.4	5.6	0.0	26.7	0.0	0.0
Total	100	100	100	100	100	100	100	100	100	100
Total Respondents (excl. unknown)	738	427	648	786	205	18	14	15	13	18
% Response Rate	11%	13%	12%	36%	10%	3%	10%	22%	4%	11%



The most frequently reported initial salaries in 2008 were in the €21,000 – €24,999 and the €29,000 – €32,999 bands.

The most common reported salary band for those who graduated from Medicine, Dentistry and Paramedical Studies is €33,000 to €36,999. In addition, 50.4% of these graduates have stated that they earned in excess of €33,000.

For those who graduated in 2008 from Veterinary the most common equally reported salaries were in €33,000 – €36,999 and €45,000+ bands. The vast majority of Veterinary graduates fell into the higher bands with 80% reporting earnings in excess of €33,000 and 33.4% stating that they earned €41,000 and more. However, it should be noted that the response rate for this group is quite low (22%) and the small sample size (15 individuals) and population size makes analysis of trends in this area unreliable.

For those who graduated from Law in 2008 the most frequently reported salary fell into the €21,000 – €24,999 bracket (27.8% of Law graduates). 22.3% of graduates reported their salaries in the higher bands €33,000 or more but 66.8% reported a salary of less than €29,000. This may be because respondents at this salary level were in trainee positions associated with law or service positions totally unrelated to their qualification at the time of the survey.

The most common salary bands for Agriculture graduates are the €21,000 – €24,999 and €25,000 – €28,999. In 2008 only 7.1% of graduates reported that they earned €33,000 and over.

The most common reported salary bracket for Arts, Humanities & Social Science, Commerce and Business, Engineering and Architecture was the €21,000 – €24,000 category. In Food & Science Technology 22.2% of its graduates reported their salary in the €12,999 and below bracket. The most common salary level for graduates from Science was €29,000 – €32,999.

Section 2

Graduate Salaries

2.3 Salaries by Grade of 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 2008.

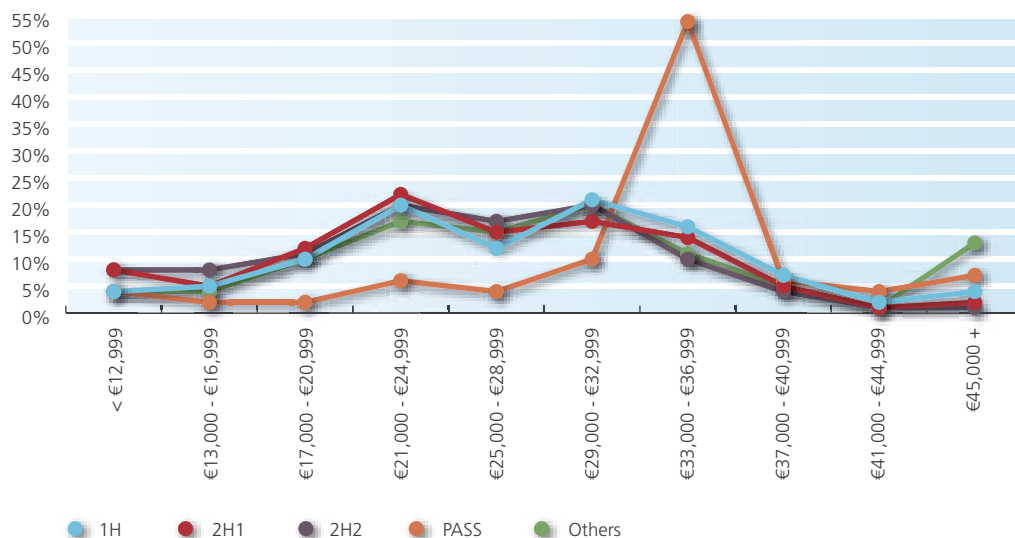


Figure 2.4 Salaries by Grade for Level 8 Honours Bachelor Degree Graduates

	Level 8 Honours Bachelor Degree
Total Respondents	2.248
Response Rate	10.6%

Salaries for graduates of first class honours peaked in the €29,000 – €32,999 salary bracket. Second class honours grade 1 and second class honours grade 2 peaked in the category €21,000 – €24,999 while graduates in the pass degree paradoxically mostly fell in the €33,000 – €36,999 (55% in 2008). 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.



2.4 Salaries by Region of Employment of 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.⁶

The figure shows that the largest proportion of graduates earning between €37,000 and €40,000 were employed in the Midlands region (12.5%). The salaries of graduates employed in Dublin were most likely to fall into the €17,000 and €20,999 bracket.

At the national level the most common salary reported fell into the €17,000 – €20,999 bracket (19.4%).

This tendency has been recorded in three regions: Mid West, Dublin and South West. The highest proportion of graduates earning €45,000+ was in the West region. This area also has the highest common salary band compared with other regions; 26.7% of graduates fell into the €29,000 – €32,999 category.

The regions with the highest proportions of graduates earning less than €12,999 were the Midlands, South East and Borders (17.9%; 15.4% and 25.7% respectively). In contrast the largest proportions of graduates whose salaries fell within the higher brackets (€25,000+ and €33,000+) both were recorded in the Dublin region; 63% and 26% respectively.

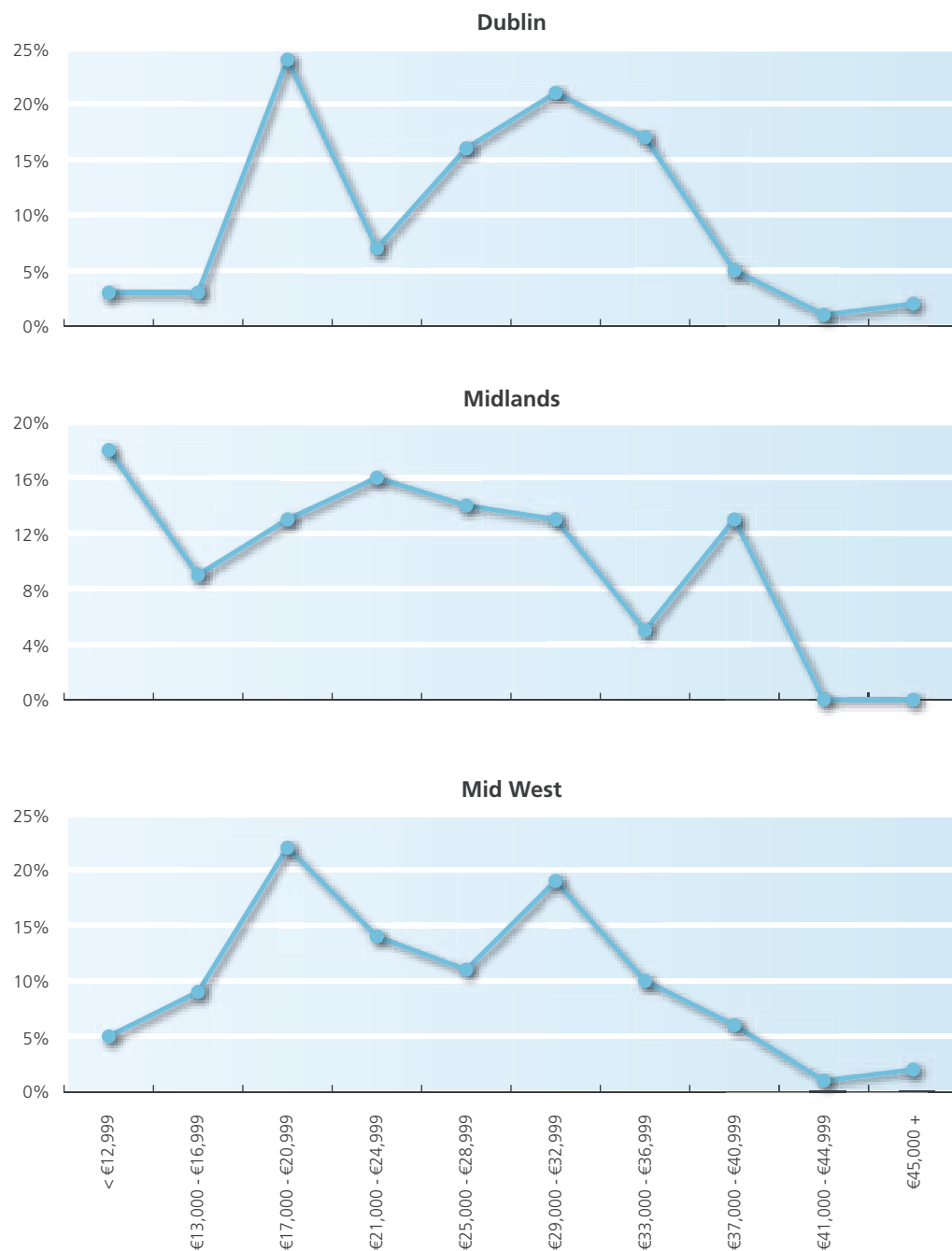
Level 8 Honours Bachelor Degree	
Total Respondents	3,017
Respondents Rate	14.2%

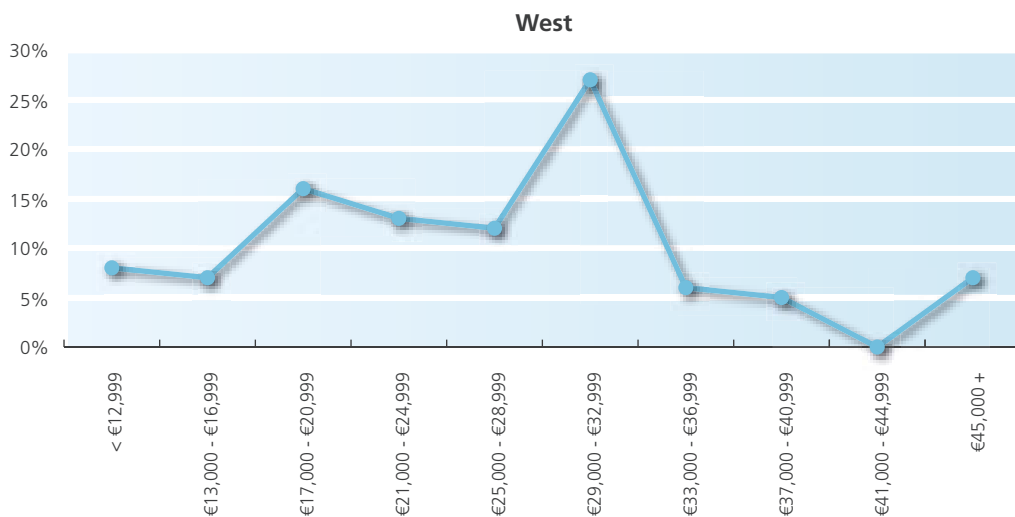
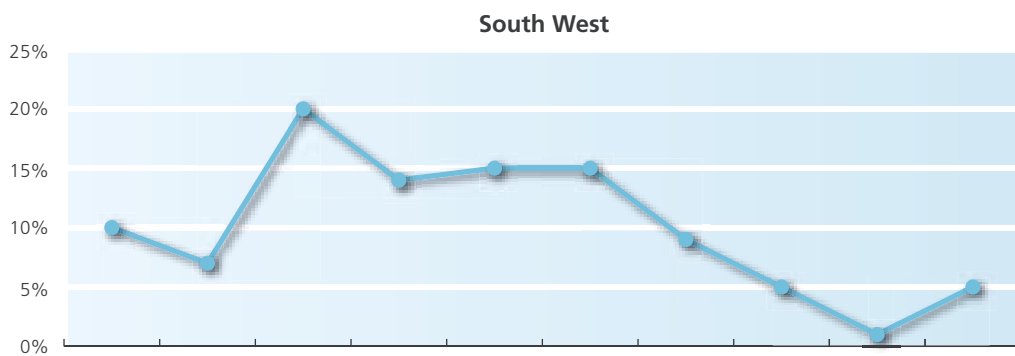
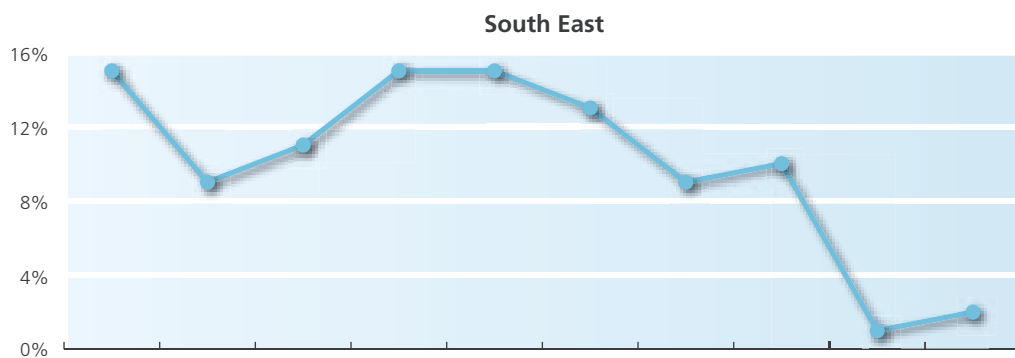
⁶ The counties contained in each region are contained in the Appendices. The regions have been chosen to match those presented by the CSO in their reports in order to facilitate further analysis.

Section 2

Graduate Salaries

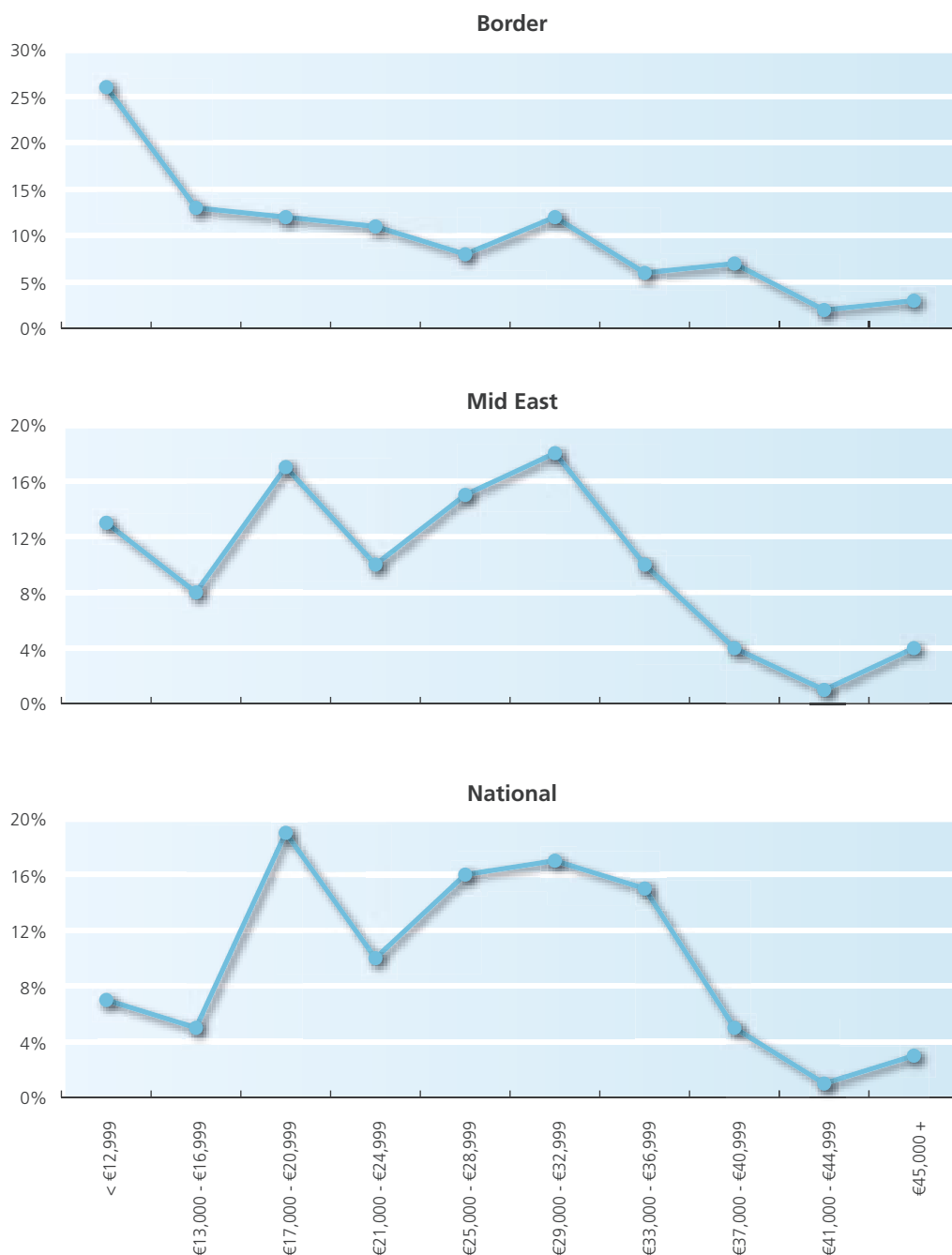
Figure 2.5 Salaries by Region of Employment for Level 8 Honours Bachelor Degree Graduates





Section 2

Graduate Salaries

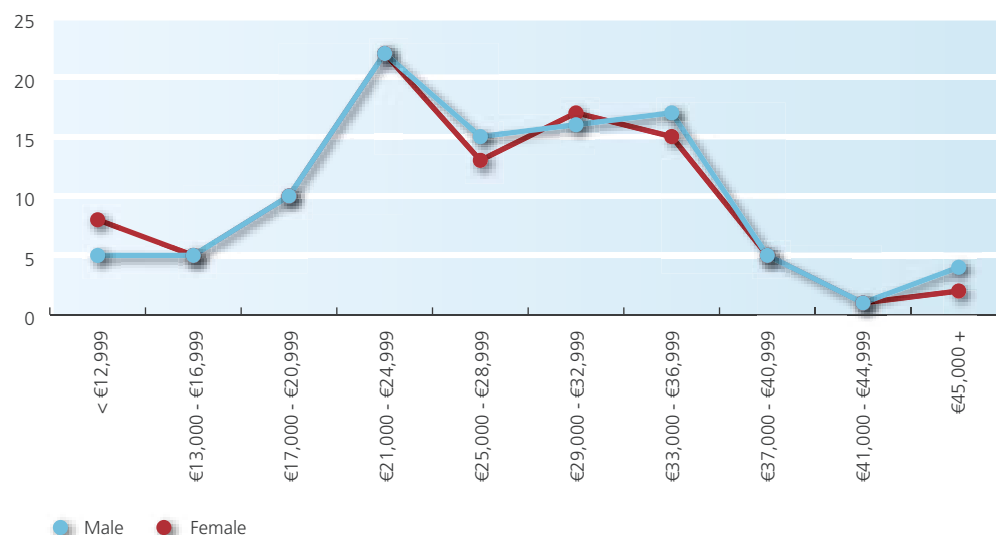




2.5 Salaries by Gender for Level 8 Honours Bachelor Degree Graduates

Figure 2.6 shows salary by gender for 2008 Honours Bachelor Degree graduates.

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



	Honours Bachelor Degree
Total Respondents	2,980
Response Rate	14.0%

More females (8.3%) than males (4.9%) reported earning less than €12,999 nine months after graduation. Both genders have the same most common salary band: €21,000 – €24,000. Generally males dominate the higher salary brackets starting at the €25,000 – €28,999 band with two exceptions in the €29,000 – €32,999 and €37,000 – €40,999 where females surpass males. At the higher end of the scale, twice as many males (4.2%) than females (2.0%) reported earning over €45,000. Despite higher academic achievement by females entering the workplace, a gender bias in salary awards in favour of males persists.

Section 2

Graduate Salaries

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 2008.

Table 2.2 Salaries by Faculty and Gender, Level 8 Honours Bachelor Degree Graduates

Salary Bands	Arts, Humanities & Social Science %		Science %		Commerce & Business Studies %		Medicine, Dentistry & Paramedical Studies %		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
<€12,999	10	19	8	9	3	5	1	1	3	0	0	0	0	14	0	0	0	0	33	20
€13,000 – €16,999	12	11	7	4	5	7	1	1	2	0	20	0	0	0	0	0	11	0	0	7
€17,000 – €20,999	15	19	8	7	13	13	2	3	6	6	0	23	14	0	20	0	11	50	33	13
€21,000 – €24,999	23	22	10	14	43	43	13	15	9	14	40	23	29	29	0	0	0	25	0	20
€25,000 – €28,999	12	13	18	20	18	21	6	6	18	26	0	23	14	43	0	0	22	0	0	20
€29,000 – €32,999	12	7	25	19	9	8	9	30	33	37	0	15	43	0	0	20	33	25	33	13
€33,000 – €36,999	6	4	14	21	5	1	53	29	17	14	20	8	0	14	20	30	11	0	0	7
€37,000 – €40,999	3	3	8	3	1	1	7	11	6	3	0	8	0	0	0	30	11	0	0	0
€41,000 – €44,999	0	1	2	0	1	0	1	1	2	0	0	0	0	0	0	10	0	0	0	0
€45,000+	6	1	1	1	2	1	9	4	3	0	20	0	0	0	60	10	0	0	0	0
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Respondents (excl. unknown)	204	534	157	270	283	365	176	610	170	35	5	13	7	7	5	10	9	4	3	15
% Response Rate	9%	11%	11%	14%	12%	13%	39%	35%	11%	10%	2%	4%	8%	15%	25%	20%	4%	5%	6%	14%

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



The most common initial salaries fell into the same bands for both males and females in four of the faculties, however in Food and Science Technology they are spread evenly between more than one salary bracket. The areas that reported disparities included Science; Medicine, Dentistry & Paramedical Studies; Agriculture; Veterinary and Architecture. The largest disparities existed among Veterinary and Architecture graduates where the average initial salary for male graduates was two or even three bands higher than that of females (however, caution should be exercised in interpreting these results given the small sample size). Science is the only one faculty where the most common salary band was higher for females than for males.

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 Level 8 Honours Bachelor Degree Graduates

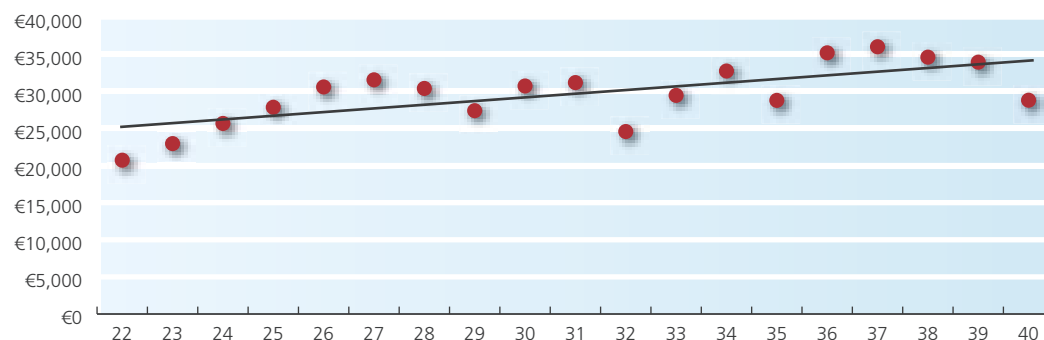


Figure 2.7 indicates the highest average salary for the 22 to 27 year olds, was just over €31,000. The graph illustrates that there was some variation in the average salaries for those graduates aged between 30 and 35 years (from €24,000 to €32,000) and reported salaries rose significantly among graduates aged 35 years.

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

- 2008 graduates of all award levels are disproportionately employed in the Dublin region.
- The South West remains a popular destination for employed 2008 graduates.
- The proportion of employed 2008 graduates from all levels gaining employment overseas increased from 2007 graduates who gained employment overseas.



Section 3

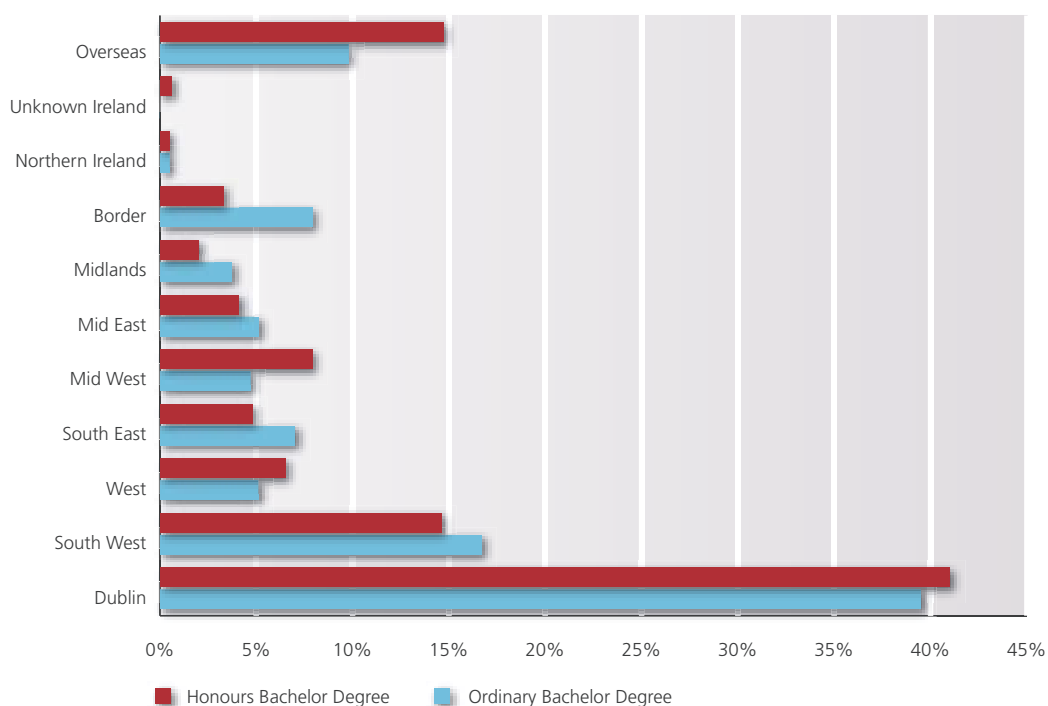
Regional Distribution of Employed Graduates

3.1 Regional Distribution of Employed Graduates

Section 3 discusses the location of graduate employment. Employment is outlined by regional distributions for all award levels from Level 7 to Level 10.

Figure 3.1 shows the regions of employment of employed 2008 Level 7 Ordinary Bachelor Degree and Level 8 Honours Bachelor Degree graduates as of April 2009.

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	224	5,627
Response Rate	3.0%	26.3%

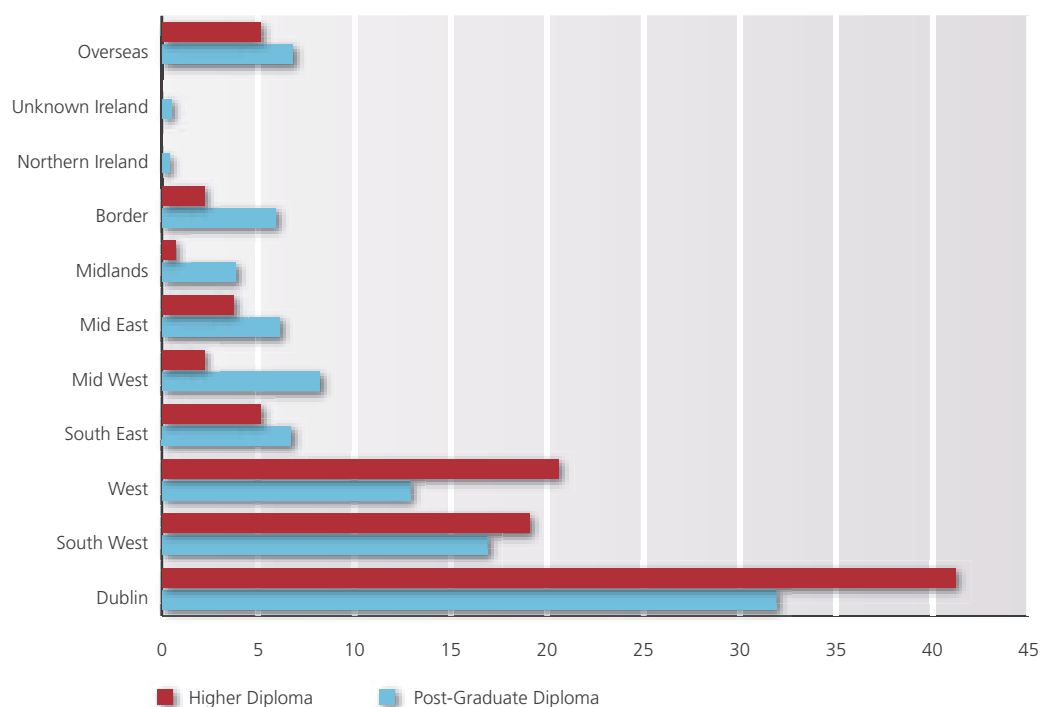
The majority of Ordinary Bachelor and Honours Bachelor Degree graduates gained employment in the Dublin region in 2009, at 39.5% and 41.0% respectively. The South West proved to be the second most popular employment destination with respondents of both levels (16.7% and 14.6% respectively).



Overseas graduate employment for Honours Bachelor Degree graduates is 14.7% and for Ordinary Bachelor Degree graduates is 9.8%. These relatively high levels are undoubtedly a consequence of the recession.

Northern Ireland was the least popular destination for 2008 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	136	1,054
Response Rate	21.5%	52.6%

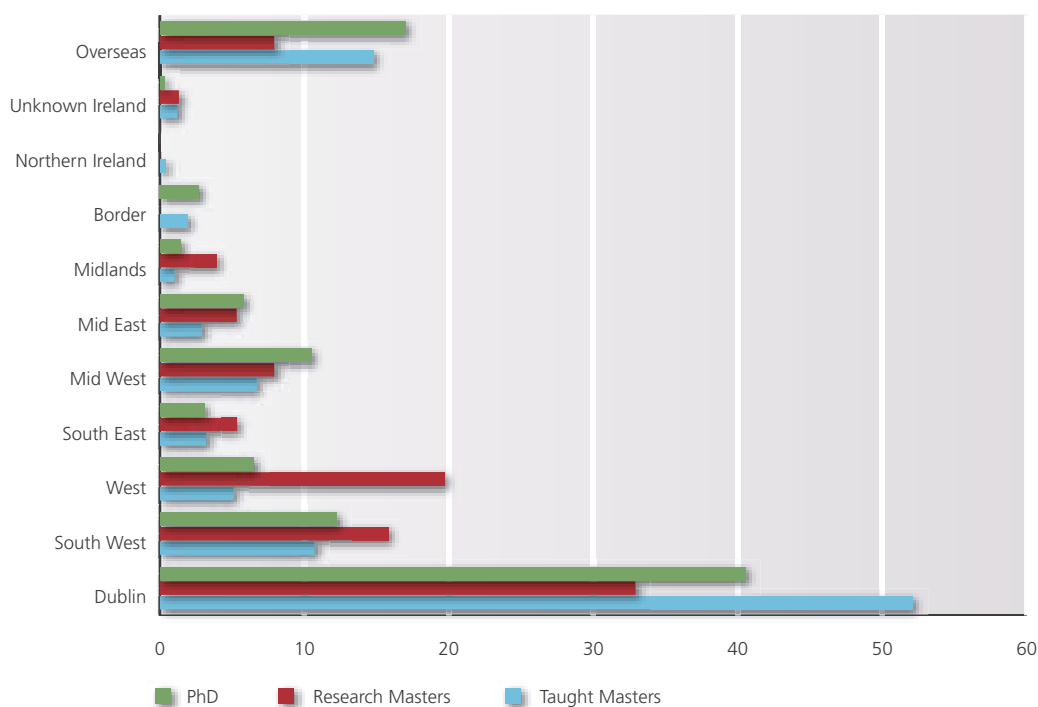
Figure 3.2 outlines the region of employment for those who graduated with a Level 8 Higher Diploma and a Level 9 Postgraduate Diploma in 2008.

Section 3

Regional Distribution of Employed Graduates

31.9% and 41.2% of Higher Diploma and Postgraduate Diploma graduates respectively were employed in Dublin, the most popular regional destination. In the case of Higher Diploma graduates this was followed by the West with 20% of graduates employed in this area. While for the Postgraduate Diploma graduates the South-West was the most popular destination after Dublin (16.9%). 5.1% of Higher Diploma and 6.8% Postgraduate Diploma 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 and Level 10 PhD Graduates



	Level 9 Taught Masters	Level 9 Research Masters	Level 10 PhD
Total Respondents	1,652	76	294
Response Rate	33.7%	23.0%	38.5%

Figure 3.3 displays the region of employment for those who graduated with a Taught Masters, Research Masters and a PhD in 2008.



The percentage of Taught Masters, Research Masters and PhD graduates working in Dublin ranges between 32.9% and 52.1%. After Dublin the highest proportion of PhD and Masters Taught graduates employed in Ireland are in the South West, while the highest proportion of Masters Research graduates are in the West.

Overseas employment destinations are generally higher for postgraduate degrees than for undergraduates. Figures for overseas destinations of 2008 PhD graduates was 17.0%. The proportion of Taught and in particular Research Masters graduates gaining employment overseas was 14.8% and 7.9% respectively.

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 2008 graduates were:
 - Agriculture, Forestry and Fisheries
 - Electricity, Gas and Water Supply
 - Transport, Storage and Communications
 - Building and Construction
 - Distribution
- The employment distribution of graduates by faculty across the labour market both in Ireland and overseas is almost the same.



Section 4

Sectoral Distribution of Employed Graduates

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

	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 IRELAND	%	%	%	%	%	%	%	%
AGRICULTURE, FORESTRY AND FISHERIES	1.5	2.1	0.7	0.8	0.0	0.5	1.4	0.4
MANUFACTURING INDUSTRIES	1.5	2.1	7.4	4.7	2.2	6.5	12.9	12.7
Food and Drink Industries	0.0	0.5	1.4	0.8	0.2	1.6	0.0	0.0
Chemical, Rubber and Plastic Products	1.5	0.5	3.0	2.3	1.4	1.9	5.7	6.6
Metals, Metal Products, Mechanical and Electrical Engineering	0.0	0.5	0.8	0.0	0.1	0.1	2.9	3.3
Computer and Electronic Manufacturing	0.0	0.5	1.4	1.6	0.3	2.2	4.3	1.6
Other Industries (incl mining etc.)	0.0	0.0	0.7	0.0	0.2	0.8	0.0	1.2
ELECTRICITY, GAS AND WATER SUPPLY	0.0	1.0	0.7	0.8	0.2	1.1	1.4	0.0
BUILDING AND CONSTRUCTION	0.0	5.2	1.4	0.0	0.2	0.4	0.0	0.0
DISTRIBUTION	0.0	0.5	7.3	4.7	1.0	5.3	2.9	0.4
BUSINESS, FINANCE AND INSURANCE SERVICES	7.6	5.2	22.3	13.2	3.2	23.2	5.7	3.3
Business, Finance and Insurance Services	6.1	2.6	9.0	7.0	0.5	9.6	5.7	1.2
Accountancy and Legal Services	0.0	1.0	9.7	5.4	2.4	9.1	0.0	0.0
Consultant Engineering and Architectural Services	0.0	0.0	1.2	0.0	0.0	0.8	0.0	1.6
Call Centres and Shared Services Facilities	1.5	0.5	0.7	0.0	0.0	0.7	0.0	0.0
Other Business Services (incl Mgmt and IT Consulting)	0.0	1.0	1.8	0.8	0.2	3.1	0.0	0.4
COMPUTING AND SOFTWARE APPLICATIONS	0.0	2.6	2.0	3.1	0.6	3.1	2.9	1.2
TRANSPORT, STORAGE AND COMMUNICATIONS	1.5	1.0	1.4	1.6	0.3	2.4	1.4	1.2
NON-MARKET SERVICES	59.1	51.0	45.3	56.6	89.3	37.8	52.9	75.8
Defence Forces, Gardai	12.1	24.2	0.6	0.0	0.1	0.4	0.0	0.0
Civil Service, Local Authorities (other than Building and Construction)	1.5	1.0	1.2	2.3	0.3	3.1	4.3	3.7
Primary Education	0.0	1.6	2.4	0.8	4.4	1.0	0.0	0.0
Secondary Education	0.0	1.0	5.5	3.1	52.1	4.1	4.3	2.1
Third Level Education	1.5	0.5	1.8	2.3	1.8	7.1	22.9	46.7
Other Education (incl Language Schools)	0.0	2.1	1.9	0.8	1.6	2.6	0.0	2.5
Health Services (both Health Board and Other)	39.4	9.3	29.0	42.6	26.5	12.7	12.9	15.6
Research, Planning, Art Galleries etc.	0.0	0.5	0.5	0.0	0.2	2.5	7.1	3.3
Social and Charitable Services	4.6	10.8	3.0	4.7	2.2	4.3	1.4	2.1
PERSONAL AND RECREATIONAL SERVICES	3.0	1.6	3.0	0.0	1.1	3.6	1.4	1.6
PROFESSIONAL SERVICES n.e.c.	0.0	1.0	3.9	6.2	0.9	10.4	4.3	0.0
OTHER INDUSTRIES OR INDUSTRY NOT STATED	25.8	26.8	4.7	8.5	0.9	5.5	12.9	3.3
Total	100	100	100	100	100	100	100	100



Table 4.1 presents employment sectors for 2008 graduates employed in the Republic of Ireland, by level of award. The highlighted cells are the most common employment destination of graduate for each level of award.

The most common initial employment sector for holders of all awards was Non-Market Services, especially for Level 9 Postgraduate Diploma (89.3% with more than half employed in the Secondary Education). Nearly 76% of PhD graduates were employed in this sector with 46.7% employed in the Third Level Education area. Graduates of Taught Masters also mostly found employment in this area (37.8%) followed closely by Business Finance and Insurance Services (23.2%).

Table 4.2 presents employment sectors for 2008 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.

Section 4

Sectoral Distribution of Employed Graduates

Table 4.2 Key Employment Sectors by Level of Award for Graduates Employed Overseas⁷

	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	0.4	0.0	0.0	0.0	0.0	0.0
MANUFACTURING INDUSTRIES	9.5	6.8	0.0	4.2	16.7	6.1	10.0
Food and Drink Industries	0.0	2.4	0.0	0.0	0.0	1.6	0.0
Chemical, Rubber and Plastic Products	0.0	1.3	0.0	1.4	0.0	2.5	4.0
Metals, Metal Products, Mechanical and Electrical Engineering	9.5	1.5	0.0	0.0	16.7	0.8	0.0
Computer and Electronic Manufacturing	0.0	0.5	0.0	1.4	0.0	0.8	0.0
Other Industries (incl mining etc.)	0.0	1.2	0.0	1.4	0.0	0.4	6.0
ELECTRICITY, GAS AND WATER SUPPLY	0.0	0.4	0.0	0.0	0.0	0.0	2.0
BUILDING AND CONSTRUCTION	14.3	4.7	0.0	1.4	0.0	0.8	2.0
DISTRIBUTION	9.5	2.8	0.0	0.0	0.0	2.5	2.0
BUSINESS, FINANCE AND INSURANCE SERVICES	9.5	16.4	14.3	11.1	0.0	17.1	2.0
Business, Finance and Insurance Services	0.0	7.2	14.3	2.8	0.0	6.9	2.0
Accountancy and Legal Services	4.8	2.8	0.0	6.9	0.0	2.5	0.0
Consultant Engineering and Architectural Services	0.0	4.0	0.0	0.0	0.0	0.4	0.0
Call Centres and Shared Services Facilities	4.8	0.0	0.0	0.0	0.0	0.8	0.0
Other Business Services (incl Mgmt and IT Consulting)	0.0	2.4	0.0	1.4	0.0	6.5	0.0
COMPUTING AND SOFTWARE APPLICATIONS	9.5	1.6	0.0	4.2	0.0	3.7	2.0
TRANSPORT, STORAGE AND COMMUNICATIONS	4.8	1.8	0.0	2.8	0.0	2.0	2.0
NON-MARKET SERVICES	14.3	45.4	57.1	63.9	66.7	45.7	68.0
Defence Forces, Gardai	4.8	0.5	0.0	0.0	0.0	0.0	0.0
Civil Service, Local Authorities (other than Building and Construction)	0.0	1.2	14.3	0.0	0.0	5.7	4.0
Primary Education	0.0	1.3	0.0	1.4	0.0	0.4	0.0
Secondary Education	0.0	2.0	14.3	41.7	0.0	0.8	0.0
Third Level Education	0.0	4.6	0.0	2.8	0.0	6.1	34.0
Other Education (incl Language Schools)	4.8	9.8	14.3	11.1	50.0	10.2	6.0
Health Services (both Health Board and Other)	4.8	24.8	0.0	5.6	16.7	7.8	12.0
Research, Planning, Art Galleries etc.	0.0	0.5	0.0	0.0	0.0	2.5	8.0
Social and Charitable Services	0.0	1.3	14.3	1.4	0.0	12.2	4.0
PERSONAL AND RECREATIONAL SERVICES	4.8	2.9	0.0	5.6	0.0	4.9	0.0
PROFESSIONAL SERVICES n.e.c.	0.0	7.6	0.0	2.8	16.7	3.7	0.0
OTHER INDUSTRIES OR INDUSTRY NOT STATED	23.8	9.2	28.6	4.2	0.0	13.5	10.0
Total	100	100	100	100	100	100.0	100

⁷ 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. The vast majority of Level 10 PhD graduates (68%) overseas fell into this category with Third Level Education the main employer.

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 Bachelor Degree/ University Diploma	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Masters Taught	Masters Research	PhD
Total Respondents	67	224	5,627	136	1,054	1,652	76	294
Response Rate	2.8%	2.9%	26.4%	21.5%	52.6%	33.7%	23.0%	38.6%

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 2008 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. Generally, quite a strong correlation can be observed between the Faculty and the most relevant employment sector.

The variation in the distribution of graduates from different faculties in the labour market in 2008 shows a dominance of Business, Finance & Insurance Services and Non-Market Services as employment destination.

Arts, Science and Humanities graduates are predominantly employed in Non-Market Services, with the majority of these employed in the Secondary Education subsector. In addition, 91.6% of Medicine, Dentistry & Paramedical graduates found employment in the Health Services. The same pattern is repeated by Science graduates; however the proportions are much lower.

Graduates of Commerce and Business, Law and Architecture found employment mostly in the Business, Finance and Insurance Services. Almost all employed Veterinary graduates (88.2%) classified their employment as Professional Services. To name a few; Engineering graduates displayed the higher rates in Manufacturing Industries, graduates from Agriculture found the employment mainly in the Agriculture, Forestry and Fisheries, for those holding grade in Food and Science Technology the most popular employment destination was in Food and Drink Industries subsector.

Section 4

Sectoral Distribution of Employed Graduates

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

Employment Sector Ireland	Arts, Social Science, Humanities	Science	Commerce & Business Studies	
	%	%	%	
AGRICULTURE, FORESTRY AND FISHERIES	0.3%	0.8%	0.6%	
MANUFACTURING INDUSTRIES	4.2%	15.0%	4.2%	
Food and Drink Industries	0.8%	1.7%	1.8%	
Pharmaceuticals & Other Chemical Products	1.4%	9.9%	1.0%	
Metals, Metal Products, Mechanical and Electrical Engineering	0.5%	1.0%	0.3%	
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	1.1%	2.1%	0.6%	
Other Industries (incl mining etc)	0.4%	0.4%	0.4%	
ELECTRICITY, GAS AND WATER SUPPLY	0.2%	0.4%	0.5%	
BUILDING AND CONSTRUCTION	0.7%	0.4%	0.6%	
Local Authority Building and Construction (incl. OPW)	0.1%	0.1%	0.1%	
Other (private) Building and Construction	0.2%	0.1%	0.4%	
Building and Construction n.f.s.	0.4%	0.1%	0.1%	
DISTRIBUTION	14.6%	5.4%	4.6%	
BUSINESS, FINANCE AND INSURANCE SERVICES	16.7%	16.7%	66.8%	
Banking, Finance and Insurance	8.3%	12.1%	22.6%	
Accountancy and Legal Services	4.9%	1.3%	39.4%	
Consultant Engineering and Architectural Services	0.1%	0.4%	0.1%	
Call Centres and Shared Services Facilities	1.4%	0.6%	0.3%	
Other Business Services (incl Mgmt and IT Consulting)	2.0%	2.4%	3.4%	
COMPUTING AND SOFTWARE APPLICATIONS	1.4%	4.0%	1.5%	
TRANSPORT, STORAGE AND COMMUNICATIONS	2.6%	1.4%	1.1%	
NON-MARKET SERVICES	42.0%	40.3%	7.8%	
Defence Forces, Gardai	1.4%	0.3%	0.4%	
Civil Service, Local Authorities (other than Building and Construction)	1.9%	1.3%	1.6%	
Primary Education	7.3%	1.3%	0.6%	
Secondary Education	8.1%	2.9%	1.1%	
Third Level Education	2.7%	3.2%	1.4%	
Other Education (incl Language Schools)	5.0%	1.0%	0.5%	
Health Services (both Health Board and Other)	6.4%	28.9%	0.9%	
Research, Planning, Art Galleries etc.	1.3%	0.7%	0.2%	
Social and Charitable Services	7.9%	0.8%	1.1%	
PROFESSIONAL SERVICES n.e.c.	4.0%	2.1%	3.0%	
PERSONAL AND RECREATIONAL SERVICES	7.4%	6.8%	2.5%	
OTHER INDUSTRIES OR INDUSTRY NOT STATED	5.8%	6.5%	6.7%	
Total	100.0%	100.0%	100.0%	



	Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
	%	%	%	%	%	%	%
	0.0%	0.3%	0.0%	40.0%	0.0%	0.0%	0.0%
	2.4%	30.5%	7.4%	17.5%	0.0%	0.0%	33.3%
	0.1%	2.7%	5.6%	15.0%	0.0%	0.0%	20.0%
	2.3%	4.8%	0.0%	2.5%	0.0%	0.0%	6.7%
	0.0%	10.6%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	9.4%	1.9%	0.0%	0.0%	0.0%	0.0%
	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	3.3%
	0.0%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	12.1%	0.0%	2.5%	0.0%	25.9%	0.0%
	0.0%	1.5%	0.0%	0.0%	0.0%	3.7%	0.0%
	0.0%	8.8%	0.0%	2.5%	0.0%	18.5%	0.0%
	0.0%	1.8%	0.0%	0.0%	0.0%	3.7%	0.0%
	4.0%	3.3%	14.8%	2.5%	0.0%	3.7%	26.7%
	0.2%	18.7%	38.9%	2.5%	0.0%	44.4%	10.0%
	0.2%	2.4%	5.6%	2.5%	0.0%	0.0%	0.0%
	0.0%	0.9%	29.6%	0.0%	0.0%	3.7%	0.0%
	0.1%	11.5%	1.9%	0.0%	0.0%	40.7%	0.0%
	0.0%	0.9%	1.9%	0.0%	0.0%	0.0%	10.0%
	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	9.1%	1.9%	0.0%	0.0%	0.0%	3.3%
	0.0%	3.6%	0.0%	2.5%	0.0%	0.0%	0.0%
	91.6%	4.8%	16.7%	15.0%	11.8%	0.0%	6.7%
	0.1%	0.9%	1.9%	0.0%	0.0%	0.0%	3.3%
	0.2%	0.6%	3.7%	7.5%	0.0%	0.0%	0.0%
	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.1%	0.9%	1.9%	2.5%	0.0%	0.0%	0.0%
	0.6%	0.3%	1.9%	0.0%	0.0%	0.0%	3.3%
	0.1%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%
	88.5%	2.1%	3.7%	0.0%	11.8%	0.0%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	2.0%	0.0%	1.9%	5.0%	0.0%	0.0%	0.0%
	1.5%	2.1%	13.0%	7.5%	88.2%	0.0%	0.0%
	0.1%	2.4%	0.0%	5.0%	0.0%	0.0%	13.3%
	0.2%	6.3%	7.4%	5.0%	0.0%	25.9%	6.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Section 4

Sectoral Distribution of Employed Graduates

Table 4.4 shows the employment sectors of Level 8 Honours Bachelor Degree 2008 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	0.0%	1.2%	0.0%	
MANUFACTURING INDUSTRIES	3.2%	16.0%	5.5%	
Food and Drink Industries	1.1%	2.5%	3.7%	
Pharmaceuticals & Other Chemical Products	0.0%	6.2%	1.8%	
Metals, Metal Products, Mechanical and Electrical Engineering	1.6%	3.7%	0.0%	
Computer and Electronic Office Equipment, Office Machinery, Instrument Eng	0.5%	2.5%	0.0%	
Other Industries (incl mining etc)	0.0%	1.2%	0.0%	
ELECTRICITY, GAS AND WATER SUPPLY	0.0%	2.5%	0.0%	
BUILDING AND CONSTRUCTION	0.0%	0.0%	1.8%	
Local Authority Building and Construction (incl. OPW)	0.0%	0.0%	0.0%	
Other (private) Building and Construction	0.0%	0.0%	1.8%	
Building and Construction n.f.s.	0.0%	0.0%	0.0%	
DISTRIBUTION	2.1%	0.0%	9.8%	
BUSINESS, FINANCE AND INSURANCE SERVICES	11.6%	16.0%	36.2%	
Banking, Finance and Insurance	5.3%	11.1%	22.1%	
Accountancy and Legal Services	2.1%	1.2%	11.0%	
Consultant Engineering and Architectural Services	0.0%	0.0%	0.0%	
Call Centres and Shared Services Facilities	0.0%	0.0%	0.0%	
Other Business Services (incl Mgmt and IT Consulting)	4.2%	3.7%	3.1%	
COMPUTING AND SOFTWARE APPLICATIONS	0.0%	11.1%	1.2%	
TRANSPORT, STORAGE AND COMMUNICATIONS	2.1%	0.0%	3.1%	
NON-MARKET SERVICES	61.1%	33.3%	12.3%	
Defence Forces, Gardai	0.0%	1.2%	0.0%	
Civil Service, Local Authorities (other than Building and Construction)	1.6%	1.2%	3.1%	
Primary Education	2.6%	1.2%	0.0%	
Secondary Education	5.3%	0.0%	1.2%	
Third Level Education	11.6%	13.6%	2.5%	
Other Education (incl Language Schools)	32.6%	8.6%	4.3%	
Health Services (both Health Board and Other)	3.2%	4.9%	0.6%	
Research, Planning, Art Galleries etc.	0.0%	1.2%	0.6%	
Social and Charitable Services	4.2%	1.2%	0.0%	
PROFESSIONAL SERVICES n.e.c.	2.1%	4.9%	3.7%	
PERSONAL AND RECREATIONAL SERVICES	6.3%	1.2%	12.3%	
OTHER INDUSTRIES OR INDUSTRY NOT STATED	11.6%	13.6%	14.1%	
Total	100.0%	100.0%	100.0%	



	Medicine, Dentistry, Paramedical	Engineering	Law	Agriculture	Veterinary Medicine	Architecture	Food Science & Technology
	%	%	%	%	%	%	%
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
	0.9%	21.1%	0.0%	0.0%	0.0%	0.0%	13.8%
	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	13.8%
	0.5%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.5%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.5%	24.6%	0.0%	0.0%	0.0%	22.9%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	0.0%
	0.0%	23.7%	0.0%	0.0%	0.0%	14.3%	0.0%
	0.5%	0.9%	0.0%	0.0%	0.0%	2.9%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	10.3%
	1.4%	21.9%	6.3%	25.0%	0.0%	40.0%	3.4%
	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	3.4%
	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%
	0.0%	16.7%	0.0%	25.0%	0.0%	40.0%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	1.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	3.4%
	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%
	91.6%	7.9%	68.8%	0.0%	0.0%	5.7%	13.8%
	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	3.4%
	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.0%	12.5%	0.0%	0.0%	2.9%	3.4%
	0.0%	0.9%	12.5%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	3.4%
	0.0%	1.8%	18.8%	0.0%	0.0%	2.9%	0.0%
	91.6%	1.8%	6.3%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	3.4%
	0.0%	0.9%	6.3%	0.0%	0.0%	0.0%	0.0%
	1.9%	2.6%	12.5%	0.0%	100.0%	0.0%	0.0%
	2.8%	4.4%	12.5%	25.0%	0.0%	8.6%	48.3%
	0.9%	9.6%	0.0%	0.0%	0.0%	20.0%	6.9%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Section 4

Sectoral Distribution of Employed Graduates

With a few exceptions the distribution of graduates by faculty across the employment sectors overseas is quite similar to the pattern in Ireland. Most graduates employed overseas were in either the Non-Market Services sector (Arts and Humanities; Science; Medicine and Law) or the Business, Finance and Insurance Services area (Commerce and Architecture graduates). However; the Law graduates who found employment overseas mostly worked in the Other Education subarea unlike those working in Ireland commonly in Accountancy and Legal Services.

The largest employment sector of Engineering graduates was Building and Construction. For half of Agriculture graduates the most popular sector was Agriculture, Forestry and Fisheries, while the other 50% were split evenly between the Business, Finance and Insurance Services and the Personal and Recreational categories. All Veterinary graduates fell in the Professional Services area.

Response Rate for Level 8 Honours Degree Graduates 2008 by Employment Sector

Award Level	Honours Bachelor Degree
Total Respondents	5,627
Response Rate	26.4%



Section 5

Migration



Key Points

- Dublin is the only county to employ more graduates than it produces while Galway and Limerick employ an equal number.
- Cork has an employed graduate population that is 90% of the size of its graduate population while at the opposite end of the scale the equivalent figure for Monaghan is only 30%.
- Dublin and Cork demonstrate high retention rates of employed graduates at 94% and 67% respectively.
- Nationally only 34% of graduates find employment in their county of origin.



Section 5

Migration

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 and those employing equal numbers appear as white.

Several counties including Carlow, Laois and Leitrim have an employed graduate population that is only up to 40% of the size of their graduate population. This is in stark contrast to Dublin which employed 115% more graduates than it produced. Galway and Limerick employed as many graduates as they produced. Other counties vary widely. Cork, Westmeath and Sligo have employed graduate populations of 90%, 80% and 70% respectively of their graduate population while counties who fall somewhere in the middle are Clare, Kerry and Wicklow at 50%.

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

Response rate: 40% (4,326 of 10,842 Honours Bachelor Degree graduates from the Republic, working in the Republic)

Graduates of Northern Ireland institutions are not included in this survey and may contain significant proportion of border counties' populations.

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 respondents not originally from the 26 counties.

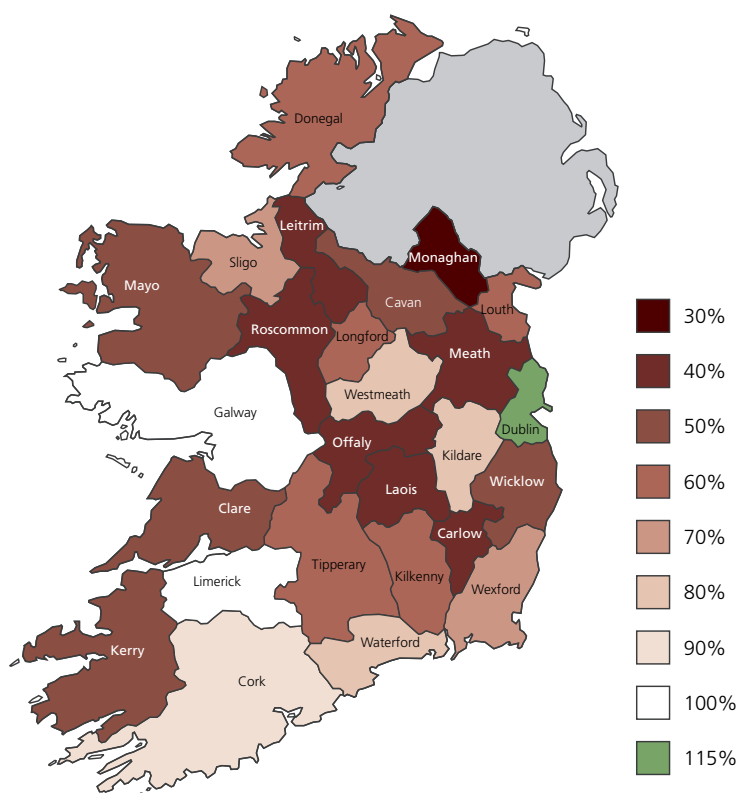




Table 5.1 shows the rate of employment within individual counties of graduates originally from that county. Unlike figure 5.1 it does take account of net gain or loss of graduates in employment in each county.

Table 5.1 County Retention Rates

County of Origin	Retention rate %
DUBLIN	94%
CORK	67%
GALWAY	57%
LIMERICK	53%
DONEGAL	41%
WATERFORD	39%
WESTMEATH	38%
WEXFORD	38%
KERRY	37%
LOUTH	36%
LONGFORD	35%
CLARE	35%
SLIGO	35%
CAVAN	32%
TIPPERARY	28%
KILDARE	27%
KILKENNY	27%
LAOIS	26%
LEITRIM	24%
OFFALY	24%
MONAGHAN	24%
CARLOW	23%
WICKLOW	19%
ROSCOMMON	16%
MEATH	15%
MAYO	2%

Graduates originating from County Dublin generally find employment in this county (94%) as can be seen in the above table; Cork also demonstrates high rates of retention of employed graduates at 67% as does Galway with 57%. As these counties contain major urban centres this would be expected. Graduates who originate from other counties do not commonly find employment in their home county. The average retention rate for each county is 34%.

Section 6

Education



Key Points

- 78% of surveyed graduates of Higher/Postgraduate Diplomas in Education are employed 9 months after graduation.
- 54% of such graduates obtained their primary degree from the faculty of Arts, Humanities and Social Science.
- 91% of surveyed Level 8 graduates of Bachelor of Education are employed 9 months after graduation.
- 95.8% of Postgraduate Diploma in Primary Education graduates were employed in Ireland 9 months after graduation.



Section 6

Education

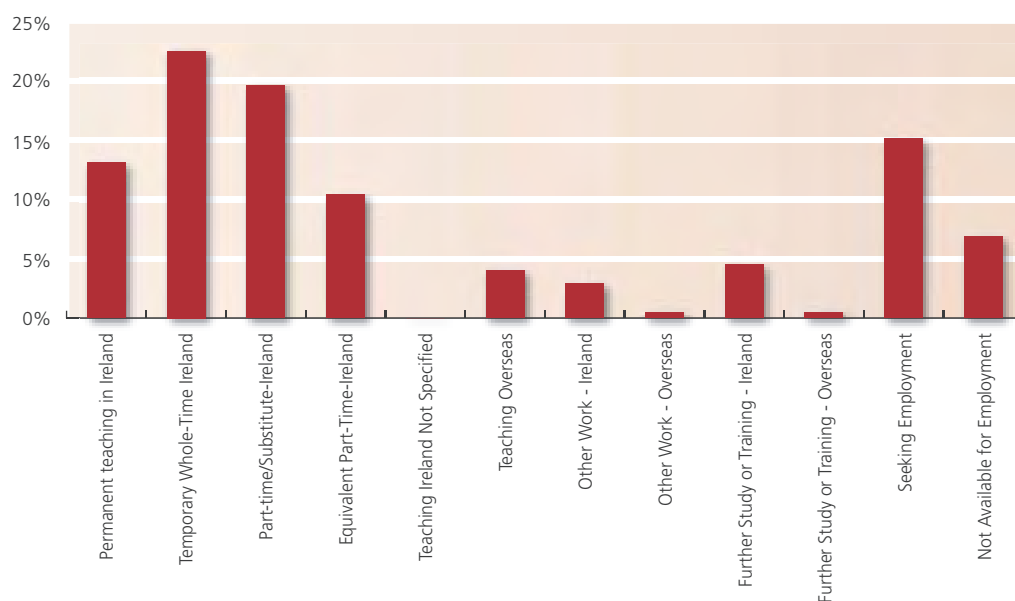
6.1 Higher and Postgraduate Diplomas in Education

Table 6.1 Graduates of Level 8 Higher Diploma and Level 9 Postgraduate Diploma in Education Graduates, 2002-2008

Trends in Number of Higher & Postgraduate Diploma in Education Recipients			
Year	Total Graduating	No. of Respondents	Response Rates%
2008	894	578	64.7%
2007	967	623	64.4%
2006	1,249	756	60.5%
2005	970	627	64.6%
2004	994	681	68.5%
2003	1,006	714	71.8%
2002	931	641	64.5%

There is little change from 2007 in the numbers graduating in the Higher & Postgraduate Diploma in Education.

Figure 6.1 First Destination 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 (42.1%). A further 27.5 % are employed in teaching positions both in Ireland and abroad. 5.0% of respondents undertook further study or training either in Ireland or abroad with the relatively large number, 15.1% still seeking employment. Overall 78.0% 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 2008

First Destinations of the Higher Diploma in Education Recipients - 2008															
Degree Type	Arts			Science			Commerce			Others			Totals		
First Destination	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Permanent teaching in Ireland	1%	2%	3%	0%	1%	1%	0%	0%	0%	3%	6%	9%	5%	8%	13%
Temporary Whole-Time Ireland	3%	7%	10%	1%	2%	3%	1%	2%	2%	2%	5%	7%	6%	16%	22%
Part-time / Substitute-Ireland	3%	9%	12%	1%	2%	2%	0%	2%	2%	1%	3%	4%	4%	15%	20%
Eligible Part-Time-Ireland	2%	5%	7%	0%	1%	1%	0%	1%	1%	1%	1%	2%	3%	8%	10%
Teaching Ireland Not Specified	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Teaching Overseas	1%	1%	2%	1%	0%	1%	0%	0%	0%	0%	1%	1%	2%	2%	4%
Other Work - Ireland	0%	1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	1%	1%	2%	3%
Other Work - Overseas	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Further Study or Training - Ireland	1%	2%	3%	0%	0%	0%	0%	0%	0%	1%	1%	2%	2%	2%	4%
Further Study or Training - Overseas	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
Seeking Employment	3%	8%	11%	0%	1%	1%	0%	1%	1%	1%	1%	2%	4%	11%	15%
Not Available for Employment	1%	4%	5%	0%	1%	1%	0%	0%	0%	1%	0%	1%	2%	5%	7%
Totals	15%	39%	54%	3%	8%	11%	2%	5%	7%	10%	18%	28%	29%	71%	100%

Section 6

Education

Table 6.2 describes the faculty of origin of the original primary degrees for graduates of Higher & Postgraduate Diploma in Education. The majority (54%) 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, 2001-2008

Year	Total Graduating	No. of Respondents	Response Rate %
2008	1405	877	62.4%
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 2008 Level 8 Honours Bachelor Degree in Education Graduates

Honours Bachelor Degree Education	M	F	T
Permanent Whole-Time Teaching in Ireland	3.0%	19.6%	22.6%
Temporary, Substitute or Part-Time Teaching in Ireland	14.9%	53.1%	68.1%
Teaching Abroad	0.2%	0.3%	0.6%
Other Work – IRL	0.0%	0.1%	0.1%
Other Work – OS	0.0%	0.1%	0.1%
Further Study or Training	1.5%	3.2%	4.7%
Not Available for Employment	0.1%	1.4%	1.5%
Seeking Employment	0.2%	2.2%	2.4%
Total Respondents	175	702	877
Total Graduates	290	1,115	1,405
Response Rate	60%	63%	62%

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 80% of the total cohort. Overall 91% of respondents are employed teaching either in Ireland or abroad. Only 0.2% is working in other areas, with 4.7% of respondents opting for further education or training. Only 2.4% are reported to be seeking employment.



Table 6.5 First Destination of Level 8 Honours Bachelor Degree in Education Graduates 2001-2008

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 %
2008	22.6	68.1	0.6	0.1	0.1	4.7	1.5	2.4
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.

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	20	84	104	44.1%
Temporary, Substitute or Part-Time Teaching in Ireland	14	94	108	45.8%
Teaching Abroad	0	0	0	0.0%
Other Work – IRL	2	5	7	3.0%
Other Work – OS	5	2	7	3.0%
Further Study or Training	0	6	6	2.5%
Not Available for Employment	0	1	1	0.4%
Seeking Employment	1	2	3	1.3%
Total Respondents	42	194	236	100.0%

Table 6.6 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 6.0% found other employment either in Ireland (3.0%) or abroad (3.0%). 2.5% opted for further study or training while only 1.3% stated that they were seeking employment.

Appendices

Appendix A

Regional Authorities

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

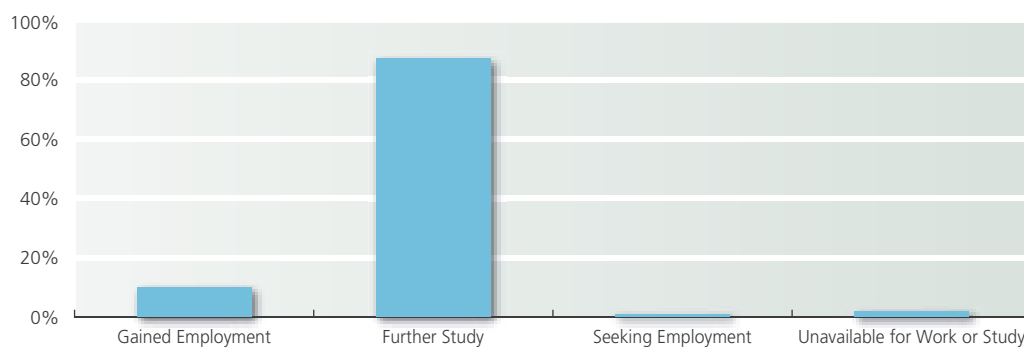


Southern and Eastern	Dublin	Mid East	Mid-West	South-East	South West
	Dublin	Kildare	Clare	Carlow	Cork
		Meath	Limerick	Kilkenny	Kerry
		Wicklow	North Tipperary	South Tipperary	
				Waterford	
				Wexford	

Appendix B

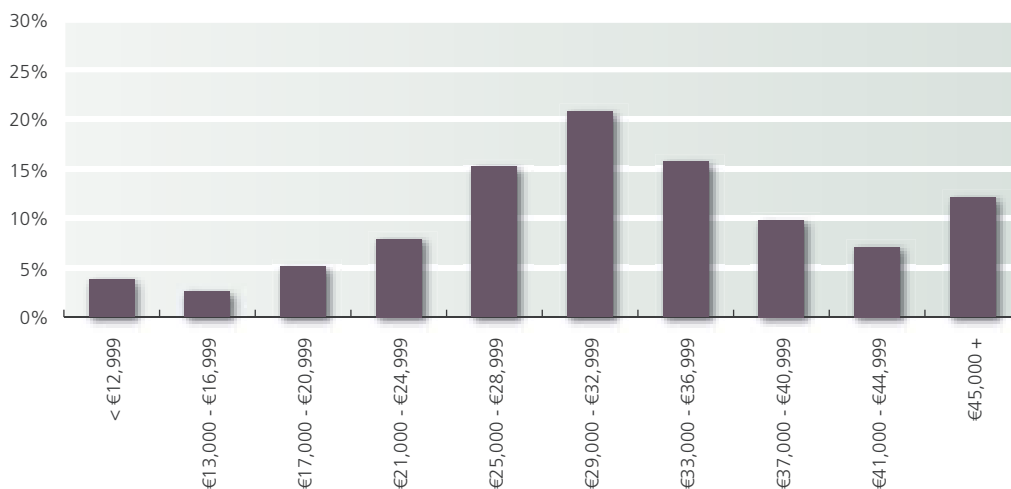
Figures for Comparative Purposes

Figure B.1 First Destinations of Level 9 & 10 Higher Degree Graduates



Total Respondents: 5,680 Response Rate: 58%

Figure B.2 Combined Higher Degree (Level 9 & 10) Graduate Salaries



Total Respondents: 2,405

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