



What Do Graduates Do?

The Class of 2013:

An Analysis of the Universities and
Colleges of Education First Destination
of Graduates Survey 2014

HEA, December 2014

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FOREWORD

This edition of *What Graduates Do? The Class of 2013, An Analysis of the Universities and Colleges of Education First Destination of Graduates Survey 2014* is the 33rd such survey of Irish graduates. The results of this survey are an important guide to the experience of our graduates nine months after graduation. The report informs decisions of policy makers, academics, students and employment providers. *The Class of 2013* faced many challenges in a country still in recession. However, for the first time since the economic downturn, 2013 witnessed a decrease in the national unemployment rate. Higher education responses under the *Action Plan for Jobs* such as the *Springboard* programme have contributed to this turn around. This is further reflected in some of the first destination results outlined in this report.

The results of this 2014 survey also report promising findings relating to starting salaries of our undergraduate Honours Bachelor Degree graduate cohort pointing to the signs of green shoots in the economy and the importance of a higher education qualification.

The following report is a result of the work of all partners in the Irish Universities and Colleges of Education, in particular those working in the careers offices. The report was compiled by the HEA based on the findings of the First Destination of Awards recipients in Higher Education Survey (FDR) 2014. This survey was overseen by the *careers officers* at the seven Universities and Colleges of Education.

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* and their staff for collating and returning this data to the HEA. This publication would not be possible without your continued participation and support.

Tom Boland
CEO
Higher Education Authority

INTRODUCTION

This year's report, *What do Graduates Do? The Class of 2013* offers insights into the first destination of graduates in Ireland, nine months after graduation. Given the ongoing changes in the labour market since the economic downturn and the early indications of declines in national employment rates concentrated in the higher education it is timely to consider the pathways and trajectories for our graduates. Conefrey and Smith¹ (2014) in their 2014 paper using HEA First Destination Survey Data (2004-2012) found a significant decline in starting salaries for new graduates between 2008 and 2012. This report indicates positive results for the initial starting salaries of our 2013 undergraduate cohort.

The first section of the report will focus on the results from the seven Irish Universities specifically on level 8-10 graduates. As can be seen from the National Framework of Qualifications chart overleaf, level 8 refers to undergraduate Honours Bachelor Degrees and postgraduate Higher Diplomas, level 9 refers to Postgraduate Diplomas and Masters Degrees while level 10 encapsulates those with a Doctoral Degree. Analysis has been carried out on whether graduates are in employment (in Ireland or overseas), seeking employment, involved in work experience schemes or in further study. Section 2 looks at the question of how relevant graduates rated their qualification to the employment gained. The data is examined by discipline and level of qualification. Section 3 outlines the reported salaries of employed graduates nine months after graduation. Salaries are self-reported by graduates. Section 4 discusses the location of graduate employment. Employment is outlined by regional distributions for all award levels from levels 8-10. Section 5 gives an overview of the employment sector of those graduates in employment by level, nine months after graduation. The employment sector is broken down into those employed in Ireland and those employed overseas. Finally, Section 6 examines the first destination of those graduates of teacher training colleges.

¹ Conefrey, T. and Smith, R. (2014) 'On the Slide? Salary Scales for New Graduates 2004-2012, Economic Letter, No. 1, available at: <http://www.centralbank.ie/publications/Documents/graduate%20salaries%20050314%20final.pdf>, accessed September 2014.

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

KEY POINTS

SECTION 1: FIRST DESTINATION OF 2013 GRADUATES

All Graduate Cohorts:

- The proportion of graduates seeking employment declined in 2013 from the 2012 cohort with more graduates finding employment and greater numbers continuing to further study.
- Although overall employment rates increased from 2012, a higher proportion of our graduates found employment overseas. However, it is unclear whether this is by choice or out of necessity.

Honours Bachelor Degree:

- The proportion of university graduates in employment 9 months after graduation was 51%, while the proportion seeking employment was 6%.
- The proportion of the graduate cohort employed in Ireland declined from 42% in 2012 to 39% in 2013 while the proportion employed overseas increased from 10% to 12%.
- Overall, since 2008 the proportion of the graduate cohort in employment has remained fairly stable (50% in 2008; 51% in 2013), while the proportion going overseas to work has more than doubled from 5% in 2008 to 12% in 2013.
- Of the 2013 graduate cohort more females than males were in employment, 52% compared to 49%. However more females were employed overseas, 13% compared to 11% for male graduates.
- The proportion of graduates continuing to further study increased from 37% of the 2012 cohort to 40% in 2013.
- Computer Science graduates have the highest level of employment with 77% of graduates employed nine months after graduation. This is followed by Education at 76% and Health and Welfare at 73%.

Higher & Postgraduate Diploma:

- The proportion of university graduates in employment 9 months after graduation was 73%, while the proportion seeking employment was 9%.
- Similarly to the Honours Bachelor Degree cohort, the proportion employed in Ireland declined, (66% in 2012 to 63% in 2013) while the proportion employed overseas increased (from 6% to 10%).
- More females than males were in employment at 77% compared to 65%. However, in comparison to the outcomes for Honours Bachelor's Degrees, more females were employed in Ireland than males, 68% compared to 54%.
- A higher proportion of males continued to further study following graduation with 18% of males compared to 13% of females.

Masters/Doctorates:

- The proportion of university graduates in employment 9 months after graduation was 73%, while the proportion seeking employment was 11%.
- As with other graduate cohorts, Masters and Doctorate graduates employed in Ireland declined (from 61% in 2012 to 58% in 2013) while the proportion employed overseas increased (from 11% to 15%).
- Since 2008 the proportions of the graduate cohort in employment increased from 63% to 73% and increased consistently over that time period. The proportions in employment in Ireland remained stable over the last four years while the proportions in employment overseas, following a decline in 2012, increased again for the 2013 cohort.
- In contrast to the other levels of graduates more males than females were in employment at 74% compared to 72%. Equal proportions of males and females were in employment overseas.
- A slightly higher proportion of males continued to further study following graduation with 12% of males compared to 11% of females.

SECTION 2: RELEVANCE OF QUALIFICATION

- Of those employed in Ireland, 63% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant or most relevant* to their area of employment.
- A total of 19% rated their qualification as *irrelevant/most irrelevant* and 18% were unsure.
- Of those employed overseas, 64% of those with an Honours Bachelor Degree found their educational qualification *relevant/most relevant* to their employment, compared to 62% with a Higher/Postgraduate Diploma. Masters and Doctorate graduates have the highest levels of satisfaction with 75% reporting their qualification as *relevant/most relevant* to their employment.
- Health and Welfare and Agriculture and Vet Honours Bachelor Degree graduates reported the highest relevance of their qualification to employment at 84% followed by Education at 83% and Computing at 74%. Arts and Humanities had the highest rate of *irrelevant/most irrelevant* at 49% down from 59% in 2012.
- Health and Welfare Masters and Doctorate graduates rated their qualification *relevant/most relevant* to their employment at 81%.

SECTION 3: GRADUATE SALARIES

- Graduates with higher qualifications continue to report higher initial salaries.
- Just over half (52%) of Honours Bachelor Degree graduates reported themselves as earning initial salaries of €25,000 or under compared to 56% in 2012, with 45% reported as earning €25,000 - €45,000 compared to 42% in 2012, showing an overall increase in the starting salaries of these graduates.
- Female Honours Bachelor Degree graduates are more likely than males to earn lower initial salaries.
- Most Higher/Postgraduate Diploma graduates were earning between €25,000 and €45,000, 56% and 50% respectively.
- A higher proportion of Masters Research graduates (50%) than Masters Taught graduates (47%) reported themselves as earning €25,000 - €45,000.
- Over 60% of Doctorate graduates reported themselves as earning over €45,000. This compares to 3% of Honours Bachelor Degree graduates.

SECTION 4: REGIONAL DISTRIBUTION OF EMPLOYED GRADUATES

- Dublin is the region with the most employment opportunities for graduates across all levels of qualification with 34% of Honours Bachelor Degree, 32% of Higher Diploma, 27% Graduate Diploma 43% Taught Masters, 37% Research Masters and 32% of Doctorates employed in this region. This is not surprising as one third of the Irish population live in Dublin.
- For those employed in Ireland, the South West region provides the next highest employment opportunities.

SECTION 5: SECTORAL DISTRIBUTION OF EMPLOYED GRADUATES

Employed in the Republic of Ireland

- Although the Non-Market Services sector, which includes all public sector employment such as education, civil servants and healthcare workers is still the biggest employer, proportions employed in that sector are down on figures from 2008 as result of the public sector employment embargo since 2009.
- Non-Market Services and Business, Finance & Insurance Services employed 54.3% of Honours Bachelor Degree graduates. This compares to 67.6%, 5 years ago. The Manufacturing Industries were the next largest employer at 10.2% up from 7.4% in 2008.
- At Higher and Postgraduate Diploma the overall majority, 72.9% and 83.9% respectively, were employed in the Non-Market Services sector mainly in Second Level Education and Healthcare Services.
- The majority of Taught Masters graduates were employed in Business, Finance and Insurance Services at 32.8% compared to 23.2% in 2008. High proportions were also employed across all sections of the Non-Market Services sector at 25.4% compared to 37.8% in 2008.

- The majority of Research Masters graduates were again employed in the Non-Market Services sector at 38.6% compared to 52.9% in 2008. The next highest proportion of graduates were employed in the Manufacturing sector at 22.7%, almost double that of 2008 which stood at 12.9%.
- A significant proportion of Doctorate graduates are reemployed in the Higher Education Sector at 39.9% down from 46.7% in 2008. A large number are also employed in the Manufacturing Services sector at 14.6% up from 12.7% in 2008.

Employed Overseas

- For all levels of qualification, the highest proportion of graduates are employed again in the Non-Market Services sector although to a higher degree than those employed in Ireland.

Employment by Faculty

- In general there is a strong correlation between the field of study and the employment sector across all levels of qualification.
- Almost half (49.6%) of Social Science, Business and Law graduates are employed in the Business, Finance and Insurance services.
- 41.3% of Computer Science graduates are employed in Computing and Software Applications.
- One third of Engineering graduates find employment in the Manufacturing industries.

SECTION 6: EDUCATION

Honours Bachelor Degree in Education

- The proportion of graduates in employment, whether on permanent or temporary contracts in Ireland, declined from 86% in 2012 to 68% in 2013. In the same period the proportion of those employed overseas increased from 6% to 16% in 2013.
- Of the Honours Bachelor Degree in Education 2013 graduate cohort, just 4% were employed on permanent contracts in Ireland 9 months after graduation down from 7% in 2012 and 17% in 2009.
- 64% were employed on temporary contracts in Ireland down from 79% in 2012 and 76% in 2009.

Professional Diploma in Education

- Of the 2013 Professional Diploma in Education graduate cohort, 78% were employed 9 months after graduation with a further 14% seeking employment.
- However, just 8% are employed on permanent contracts in Ireland with a further 57% employed on part-time or temporary whole contracts.
- A further 7% are in permanent teaching positions overseas and 11% in part-time or temporary whole contracts in Ireland.

Postgraduate Diploma in Primary Teaching

- Of the 2013 Postgraduate Diploma in Primary Teaching graduate cohort, just 6% were employed on permanent contracts in Ireland 9 months after graduation down from 19% in 2009.
- 80% were employed on temporary contracts in Ireland up from 74% in 2009.
- The proportions teaching overseas has remained relatively stable over the last 5 years and is currently at 6%.

Overall Education Graduates

- Across all qualifications, the proportion of graduates in employment 9 months after graduation remains very high. Over 80% of Honours Bachelor Degree graduates in Education and over 90% of Professional Diploma in Education and Postgraduate Diploma in Primary teaching 2013 graduates were in employment. These rates are all higher than those for other graduate cohorts outlined in this report.

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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, although the specific dates between institutions vary.

Graduate

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

Region

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

Field of Study

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

Occupation

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

Employment Sector

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

Honours Bachelor Degree Awards (Level 8)

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

Postgraduate Diplomas & Higher Diplomas

Postgraduate & Higher Diplomas are conversion courses, usually of one year's duration, aimed at 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.

Unavailable for work/further study


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

Award Class

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

SECTION 1

FIRST DESTINATIONS OF 2013 GRADUATES

An aerial, top-down view of a group of people walking on a light-colored surface. The people are small, dark figures, and their long, dark shadows are cast diagonally across the frame from the upper left towards the lower right. The shadows are significantly longer than the figures themselves, suggesting a low sun position. The overall scene is captured in a monochromatic, light blue-grey tone.

This section examines the first destinations of the 2013 graduate cohort by level of award. The section also looks at some trends in graduate destinations of graduates over the last year and over a six year period. Some graduate characteristics are also examined such as gender.

KEY POINTS

All Graduate Cohorts:

- The proportion of graduates seeking employment declined in 2013 from the 2012 cohort with more graduates finding employment and greater numbers continuing to further study.
- Although overall employment rates increased from 2012, a higher proportion of our graduates found employment overseas. However, it is unclear whether this is by choice or out of necessity.

Honours Bachelor Degree:

- The proportion of university graduates in employment 9 months after graduation was 51%, while the proportion seeking employment was 6%.
- The proportion of the graduate cohort employed in Ireland declined from 42% in 2012 to 39% in 2013 while the proportion employed overseas increased from 10% to 12%.
- Overall, since 2008 the proportion of the graduate cohort in employment has remained fairly stable (50% in 2008; 51% in 2013), while the proportion going overseas to work has more than doubled from 5% in 2008 to 12% in 2013.
- Of the 2013 graduate cohort more females than males were in employment, 52% compared to 49%. However more females were employed overseas, 13% compared to 11% for male graduates.
- The proportion of graduates continuing to further study increased from 37% of the 2012 cohort to 40% in 2013.
- Computer Science graduates have the highest level of employment with 77% of graduates employed nine months after graduation. This is followed by Education at 76% and Health and Welfare at 73%.

Higher & Postgraduate Diploma:

- The proportion of university graduates in employment 9 months after graduation was 73%, while the proportion seeking employment was 9%.
- Similarly to the Honours Bachelor Degree cohort the proportion employed in Ireland declined, (66% in 2012 to 63% in 2013) while the proportion employed overseas increased (from 6% to 10%).
- More females than males were in employment at 77% compared to 65%. However, in comparison to the outcomes for Honours Bachelor's Degrees more females were employed in Ireland than males, 68% compared to 54%.
- A higher proportion of males continued to further study following graduation with 18% of males compared to 13% of females.

Masters/Doctorates:

- The proportion of university graduates in employment 9 months after graduation was 73%, while the proportion seeking employment was 11%.
- As with other graduate cohorts, Masters and Doctorate graduates employed in Ireland declined (from 61% in 2012 to 58% in 2013) while the proportion employed overseas increased (from 11% to 15%).
- Since 2008, the proportions of this graduate cohort in employment increased from 63% to 73% and increased consistently over that time period. The proportions in employment in Ireland remained stable over the last four years while the proportions in employment overseas, following a decline in 2012, increased again for the 2013 cohort.
- In contrast to the other levels of graduates, more males than females were in employment at 74% compared to 72%. Equal proportions of males and females were in employment overseas.
- A slightly higher proportion of males continued to further study following graduation with 12% of males compared to 11% of females.

1.1 Honours Bachelor Degree Graduates

The overall results of the 2014 *First Destination Survey* of undergraduate Honours Bachelor Degree graduates are outlined in Table 1.1. Of the 2013 university graduate cohort, 70% responded to the survey, slightly less than the 72% of the 2012 graduate cohort that responded.

Table 1.1: First Destination of Honours Bachelor Degree Graduates, 2013 and 2012

All 7 Universities	2013	2012
In employment	51%	52%
<i>In employment in Ireland</i>	39%	42%
<i>In employment overseas</i>	12%	10%
Further Studies / Training	40%	37%
Work Experience schemes	0%	0%
Seeking Employment	6%	7%
Unavailable for Work/Study	3%	3%

Nine months after graduation, 51% were in employment. This figure dropped slightly from 52% of the 2012 graduate cohort. Slightly less graduates are in employment in Ireland (39%) compared to 2012 (42%). There was a slight increase in the proportion of graduates employed overseas at 12% compared to 10% in 2012. An increase in the proportions continuing to further study was reported at 40% compared to 37% in 2012. The proportion of graduates seeking employment reduced slightly to 6% from 7% of the 2012 cohort. Graduate proportions unavailable to work or study remained unchanged at 3% from the 2012 cohort.

Table 1.2: First Destination of Honours Bachelor Degree Graduates by Gender, 2013

All 7 Universities	Males	Females
In employment	49%	52%
<i>In employment in Ireland</i>	<i>38%</i>	<i>39%</i>
<i>In employment overseas</i>	<i>11%</i>	<i>13%</i>
Further Studies / Training	40%	40%
Work Experience schemes	1%	0%
Seeking Employment	7%	5%
Unavailable for Work/Study	3%	3%

As evident in Table 1.2, more females (52%) than males (49%) are in employment nine months after graduation. This is further reflected in those seeking employment, with 7% of males in this category compared to 5% of females. While there is little gender differences in terms of employment in Ireland (38% males; 39% females), there are more females working overseas than males – 13% compared to 11%. There are no gender differences in terms of the proportion unavailable for work or study, both at 3%.

Table 1.3 shows the pattern of first destination of Honours Bachelor Degree graduates over the last six years, from 2008 to 2013².

² Calendar years refer to the year of graduation. Survey data presents the situation of graduates as of April of the following year.

Table 1.3: First Destinations of Honours Bachelor Degree Graduates 2008-2013 (7 Universities)

Honours Bachelor Degree	2008 (%)	2009 (%)	2010 (%)	2011 (%)	2012 (%)	2013 (%)
In Employment	50%	45%	46%	48%	52%	51%
<i>In Employment -Ireland</i>	45%	37%	38%	39%	42%	39%
<i>In Employment - Overseas</i>	5%	8%	8%	9%	10%	12%
Further Studies Training	34%	44%	42%	41%	37%	40%
Work Experience Schemes	†	†	†	0.2%	0%	0%
Seeking Employment	10%	7%	8%	7%	7%	6%
Unavailable for Work or Study	6%	4%	4%	4%	3%	3%

As can be seen from Table 1.3, employment prospects of Honours Bachelor Degree graduates improved from 2009 to 2012 (45% to 52%) with a slight fall in those employed between 2012 and 2013. Of those employed, there has been a gradual increase in the proportions working overseas. While only 5% of 2008 graduates were employed overseas, this increased to 12% for 2013 graduates. Such a trend reflects the continued need for graduates to pursue opportunities overseas. Graduates gaining employment in Ireland increased slightly between 2009 and 2012, from 37% to 42% with a slight decline for 2013 graduates (39%). Those seeking employment has remained consistent between 2009 and 2012, with a slight drop of 1% for 2013 graduates. This reduction may reflect the recent CSO figures³ that show an overall decrease in unemployment in the latter quarter of 2013, a decrease which is especially pertinent for those with third-level qualifications.

³ Behan, J. et al. (2014) National Skills Bulletin 2014: A Report by the Skills and Labour Market Research Unit (SLMRU) in SOLAS for the Expert Group on Future Skills Needs. Dublin: SOLAS.

1.2 Higher and Postgraduate Diploma Graduates

Table 1.4 illustrates the first destination results for Higher & Postgraduate Diploma graduates for 2013 and 2012. The response rate was 64% for 2013 graduates, slightly less than the previous year, which stood at 65%. Employment grew slightly in 2013 - from 72% in 2012 to 73% in 2013. However, the proportions employed in Ireland declined from 66% in 2012 to 63% in 2013. As expected, this has led to an increase in those employed overseas. One in ten Higher & Postgraduate Diploma graduates are employed overseas compared to 6% of the 2012 graduate cohort. Those engaged in further studies has dropped slightly, from 15% in 2012 to 14% in 2013. Likewise, there has been a slight drop in those seeking employment. There has been no change in terms of those unavailable for work or study – it stands at 2% for the 2013 and 2012 cohorts.

Table 1.4: First Destination of Higher & Postgraduate Diploma Graduates 2013 and 2012

All Universities	2013 ⁴	2012
In employment	73%	72%
<i>In employment in Ireland</i>	<i>63%</i>	<i>66%</i>
<i>In employment overseas</i>	<i>10%</i>	<i>6%</i>
Further Studies / Training	14%	15%
Work Experience schemes	0%	1%
Seeking Employment	9%	10%
Unavailable for Work/Study	2%	2%

In terms of gender, Table 1.5 illustrates that 77% of females with a Higher & Postgraduate Diploma are in employment compared to 65% of males. As a consequence there are more males in further studies/training (18%) compared to 13% of females. Likewise, there is gender disparity in terms of seeking employment. There are more males seeking employment (14%) than females (8%), nine months after graduation.

⁴ This year's data excludes Trinity College Dublin (TCD), as TCD did not report any Higher/Postgraduate 2013 graduates.

Table 1.5: First Destination of Higher/Postgraduate Diploma Graduates by Gender, 2013

All 7 Universities	Males	Females
In employment	65%	77%
<i>In employment in Ireland</i>	<i>54%</i>	<i>68%</i>
<i>In employment overseas</i>	<i>11%</i>	<i>9%</i>
Further Studies / Training	18%	13%
Work Experience schemes	1%	0%
Seeking Employment	14%	8%
Unavailable for Work/Study	3%	3%

1.3 Masters and Doctorate Graduates

The overall results of the 2014 *First Destination Survey* of Masters and Doctorate graduates are outlined in Table 1.6. The survey achieved a response rate of 58%. A very high proportion, 73%, of graduate cohort were in employment 9 months after graduation, a slight improvement on the previous year. There has been a slight decrease in those working in Ireland, from 61% in 2012 to 58% in 2013. As a result, there has been an increase in graduates employed overseas. The percentage of graduates who continued to further study remained consistent over the last two years, at 11%. Similarly, there has been no change for those who are on work experience schemes (1%) and those unavailable for work or study (4%). The proportions seeking employment declined from 13% in 2012 to 11% in 2013. Given the overall reduction in level 8, 9, 10 graduates seeking employment between 2012 and 2013, these findings appear to support the recent CSO figures⁵ which show that – for the first time since the economic downturn – 2013 witnessed a decrease in the unemployment rate.

⁵ Behan, J. et al. (2014) National Skills Bulletin 2014: A Report by the Skills and Labour Market Research Unit (SLMRU) in SOLAS for the Expert Group on Future Skills Needs. Dublin: SOLAS.

Table 1.6: First Destination of Masters and Doctorate Graduates, 2013 and 2012

All 7 Universities	2013	2012
In employment	73%	72%
<i>In employment in Ireland</i>	<i>58%</i>	<i>61%</i>
<i>In employment overseas</i>	<i>15%</i>	<i>11%</i>
Further Studies / Training	11%	11%
Work Experience schemes	1%	1%
Seeking Employment	11%	13%
Unavailable for Work/Study	4%	4%

In terms of gender, Table 1.7 shows that there are more males (74%) than females in employment (72%) nine months after graduation. Of those in employment, there are more males working in Ireland than females, 59% compared to 57%. 12% of males are in further studies/training compared to 11% of females. Slightly more females are seeking employment (12%) when compared to their male counterparts (11%).

Table 1.7: First Destination of Masters and Doctorate Graduates by Gender, 2013

All 7 Universities	Males	Females
In employment	74%	72%
<i>In employment in Ireland</i>	<i>59%</i>	<i>57%</i>
<i>In employment overseas</i>	<i>15%</i>	<i>15%</i>
Further Studies / Training	12%	11%
Work Experience schemes	1%	0%
Seeking Employment	11%	12%
Unavailable for Work/Study	3%	4%

Table 1.8 shows the graduate destination trends from 2008 to 2013. The table shows a steady increase since 2008 in the proportions of graduates gaining employment, rising from 63% in 2008 to 73% in 2013. While there was also a notable increase in those employed in Ireland between the 2010 and 2012 graduate cohorts (rising from 57% to 61%), the last year has witnessed a drop to 58%. As expected, this has coincided with an increase in those employed overseas, increasing from 9% in 2008 to 15% in 2013. This suggests that while overall the employment rates are increasing, there is also an issue around migration for graduates, given the current economic climate. There has been a drop for graduates partaking in further training, from 16% in 2008 to 11% in 2013. While those graduates seeking employment increased between 2008 and 2010 (from 12% to 16%), and 2011 and 2012 (from 12% to 13%), it has reduced to 11% for the 2013 cohort. Those unavailable for work or study has remained at 4% for the last three years.

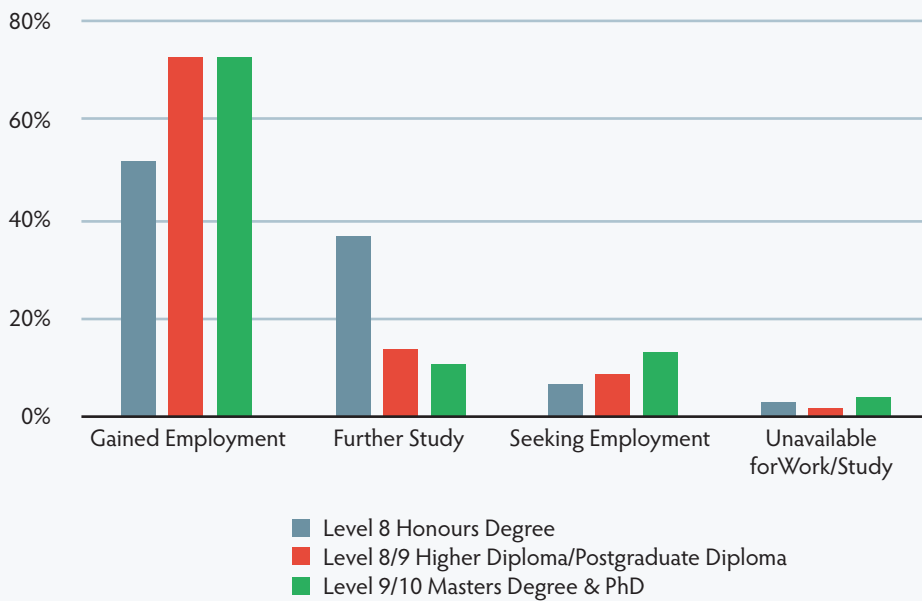
Table 1.8: First Destination of Masters and Doctorate Graduates, 2008-2013

	2008 (%)	2009 (%)	2010 (%)	2011 (%)	2012 (%)	2013 (%)
In Employment	63%	63%	67%	71%	72%	73%
<i>In Employment -Ireland</i>	54%	53%	57%	58%	61%	58%
<i>In Employment - Overseas</i>	9%	10%	10%	13%	11%	15%
Further Studies Training	16%	17%	12%	13%	11%	11%
Work Experience Schemes	†	†	1%	1%	1%	1%
Seeking Employment	12%	15%	16%	12%	13%	11%
Unavailable for Work or Study	8%	5%	5%	4%	4%	4%

1.4 Overview of First Destination of Graduates by Level of Award

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

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



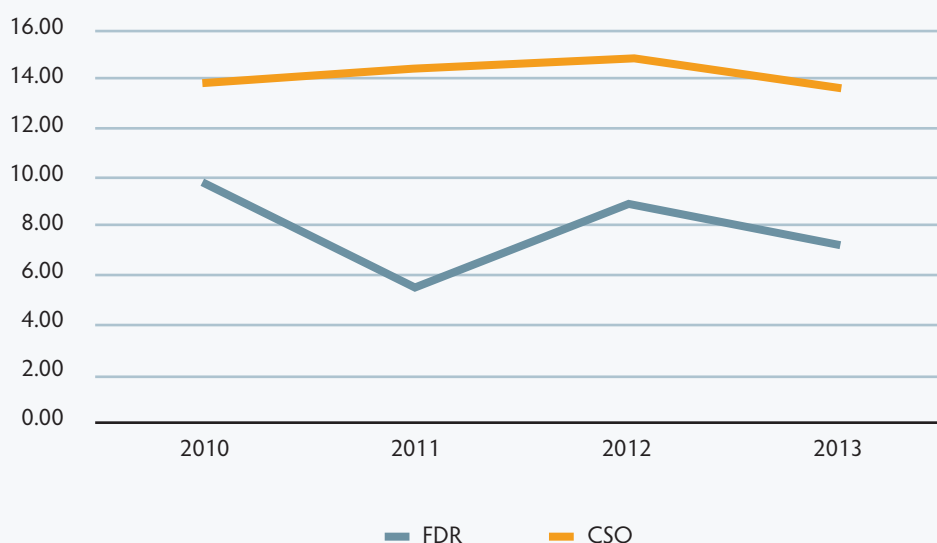
Graduates with postgraduate qualifications were more likely than those with Honours Bachelor Degrees to be in employment nine months after graduation. This reflects labour market demand for highly qualified graduates. Given that Masters Degree and Doctorate graduates are less likely to be engaged in further study, there are higher proportions of these graduates seeking employment (13%) than Honours Bachelor Degree students (7%) and Higher/Postgraduate Diploma graduates (9%).

1.5 Comparing the First Destination Survey (FDR) and the Central Statistics Office (CSO) 'Seeking Employment' Rates 2010-2013

Figure 1.2 demonstrates the national unemployment rate (CSO) compared to the rate of graduates seeking employment⁶ between 2010 and 2013.

From 2010 to 2013, it can be seen that higher education graduates experience more fluctuation in unemployment than the general population. While the population's employment figures remained consistently high and ranged from 13.8% to 14.8% in 2012, graduates experienced a sharp decrease in unemployment between 2010 and 2011 (from 9.7% to 5.5%) followed by a peak between 2011 and 2012 (from 5.5% to 8.9%). The 2013 graduate cohort experienced a decrease once again for those seeking employment, going from 8.9% to 7.3%. These findings suggest that since higher education graduates experienced lower rates of unemployment than the general population, employers are increasingly looking to employ those with higher qualifications.

Figure 1.2: First Destination Survey (FDR) vs Central Statistics Office (CSO)⁷ Seeking Employment Rates 2010-2013



⁶ The seeking employment rate represents the percentage of total respondents (excluding those employed overseas) seeking employment for level 8, 9 and 10 graduates of the university sector only.

⁷ CSO unemployment rates from 2010-2014 are based on May's benchmark Quarterly National Household Survey (QNHS) calendar quarter estimates.

1.6 Where overseas? The Top 5 Destinations for Honours Bachelor Degree, Masters & Doctorate Graduates

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

Table 1.9: The Top 5 Overseas Destinations for Graduates

	Honours Bachelor Degree	Masters & Doctorate
1.	United Kingdom	United Kingdom
2.	USA	USA
3.	Australia	China
4.	United Arab Emirates	Germany
5.	Germany	Australia

1.7 First Destination of Graduates by Field of Study

This section looks at the destination of Honours Bachelor Degree and Masters and Doctorate 2013 graduates by field of study.

1.7.1 Undergraduate Honours Bachelor Degree Graduates

Table 1.10 below outlines the first destination of those Honours Bachelor Degree graduates by field of study.

Table 1.10: First Destination of Undergraduate Honours Bachelor Degree, 2013, By Field of Study

	Education	Arts & Humanities	Social Science, Business & Law	Science & Maths	Computer Science	Engineering	Agriculture & Veterinary	Health & Welfare	Services	All Graduates
Respondents	58%	68%	69%	74%	81%	75%	72%	64%	63%	69%
In employment	76%	36%	47%	41%	77%	61%	65%	73%	50%	51%
<i>In employment in Ireland</i>	<i>51%</i>	<i>26%</i>	<i>38%</i>	<i>35%</i>	<i>66%</i>	<i>44%</i>	<i>52%</i>	<i>51%</i>	<i>40%</i>	<i>39%</i>
<i>In employment overseas</i>	<i>25%</i>	<i>10%</i>	<i>9%</i>	<i>7%</i>	<i>11%</i>	<i>17%</i>	<i>13%</i>	<i>21%</i>	<i>10%</i>	<i>12%</i>
Further Studies / Training	13%	50%	45%	48%	17%	29%	24%	23%	10%	40%
Work Experience Schemes	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Seeking Employment	6%	8%	4%	6%	5%	7%	10%	2%	10%	6%
Unavailable for Work/Study	3%	5%	3%	4%	1%	2%	2%	2%	30%	3%

Table 1.10 shows that Computer Science graduates have the highest level of employment with 77% of graduates employed nine months after graduation. This compares to 80% of 2012 graduates. This is followed by Education at 76% (compared to 70% of 2012 graduates) and Health and Welfare at 73% (compared to 69% of 2012 graduates). Of the top three fields of study, Computer Science has the highest proportion of graduates employed in Ireland at 66% compared to 51% for both Education and Health and Welfare graduates. This reflects strong employment opportunities for Computer Science graduates in Ireland. Arts and Humanities, Science and Maths, Social Science, Business and Law have the lowest proportion of graduates in employment at 36%, 41% and 47% respectively. As expected, this is counteracted by the fact they have the highest proportion of graduates in further

studies/training at 50%, 48% and 45% respectively. Education graduates have the highest proportion employed overseas at 25%, followed by Health and Welfare graduates at 21%. Service and Agriculture and Veterinary have the highest proportion of graduates seeking employment, both at 10%, and followed closely by Arts and Humanities graduates at 8%.

1.7.2 Masters and Doctorate Graduates

Table 1.11 below outlines the first destination of those Masters and Doctorate graduates by field of study.

Table 1.11: First Destination of Master and Doctorate Graduates, 2013, By Field of Study

	Education	Arts & Humanities	Social Science, Business & Law	Science & Maths	Computer Science	Engineering	Agriculture & Veterinary	Health & Welfare	Services	All Graduates
Respondents	53%	56%	60%	51%	57%	56%	56%	65%	63%	58%
In employment	80%	61%	78%	66%	78%	77%	66%	73%	63%	73%
<i>In employment in Ireland</i>	54%	46%	61%	53%	66%	61%	54%	62%	57%	58%
<i>In employment overseas</i>	26%	15%	16%	12%	12%	16%	12%	11%	7%	15%
Further Studies / Training	16%	17%	8%	16%	7%	11%	17%	15%	3%	11%
Work Experience Schemes	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%
Seeking Employment	2%	16%	9%	16%	11%	13%	15%	10%	17%	14%
Unavailable for Work/Study	1%	6%	4%	2%	3%	2%	2%	3%	10%	4%

Table 1.11 shows that Education graduates had the highest proportion of graduates in employment at 80%, with 54% employed in Ireland. Social Science, Business and Law and Computer Science graduates also experienced high Levels of employment at 78%. Postgraduates from four fields of study experienced below average employment (73%): Arts and Humanities (61%), Services (63%), Science and Maths

(66%) and Agriculture and Veterinary (66%). 17% of service graduates are still 'seeking employment' nine months after graduation, followed closely by 16% of Arts and Humanities graduates.

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

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

Figure 1.3: First Destination of Honours Bachelor Degree Graduates by Award Class 2013

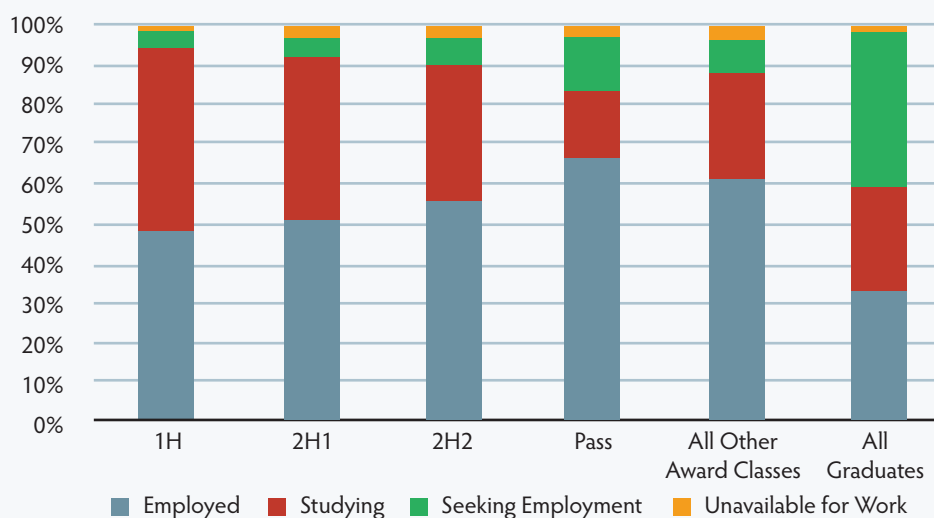
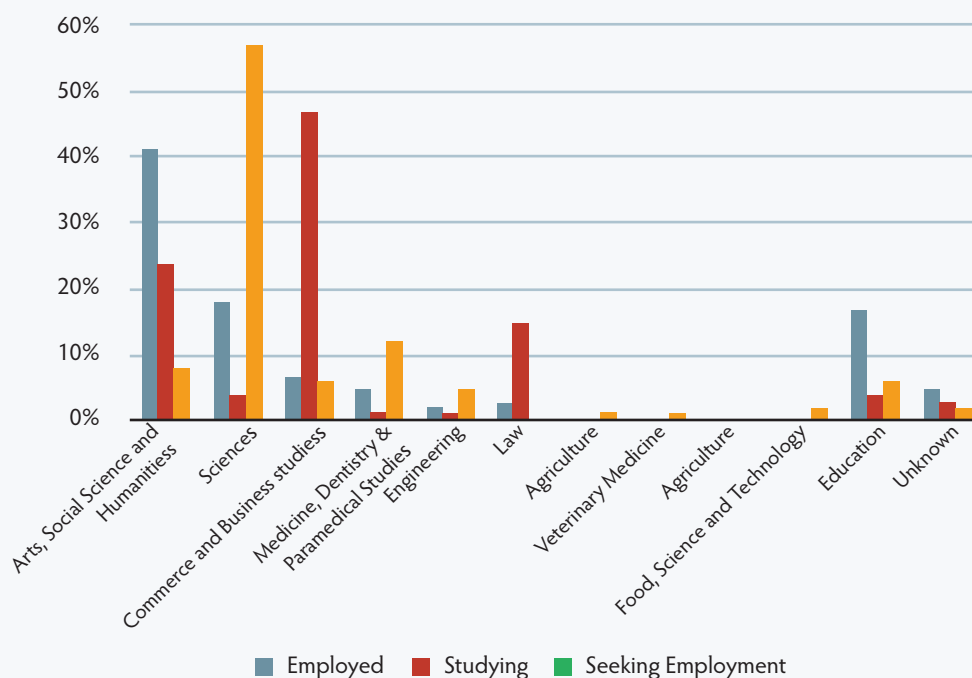


Figure 1.3 illustrates the continued high levels of employment for all award levels of Honours Bachelor Degree graduates. Those graduates awarded a pass degree demonstrate the highest levels of employment at 67% whereas those who received a first class (1H) degree had the lowest levels of employment at 48%. The opposite is true for rates of progression to further study, 48% of graduates with a 1H degree continue to further study, compared to 17% of those with a pass degree. An obvious factor influencing this trend is the quality of award that are required to go on to postgraduate study.

1.9 Faculties Chosen for Further Study by Honours Bachelor Degree Graduates, 2013

Figure 1.4 presents the faculties of choice for further education for graduates of the following faculties: Arts and Humanities, Social Science, Business and Law and Science and Maths for five universities⁸. These faculties were chosen as they supplied the vast majority of graduates continuing on to further study or training.

Figure 1.4: Faculties Chosen for further Study by Honours Bachelor Degree Graduates of Arts and Humanities, Social Science, Business and Law and Science and Maths Faculties



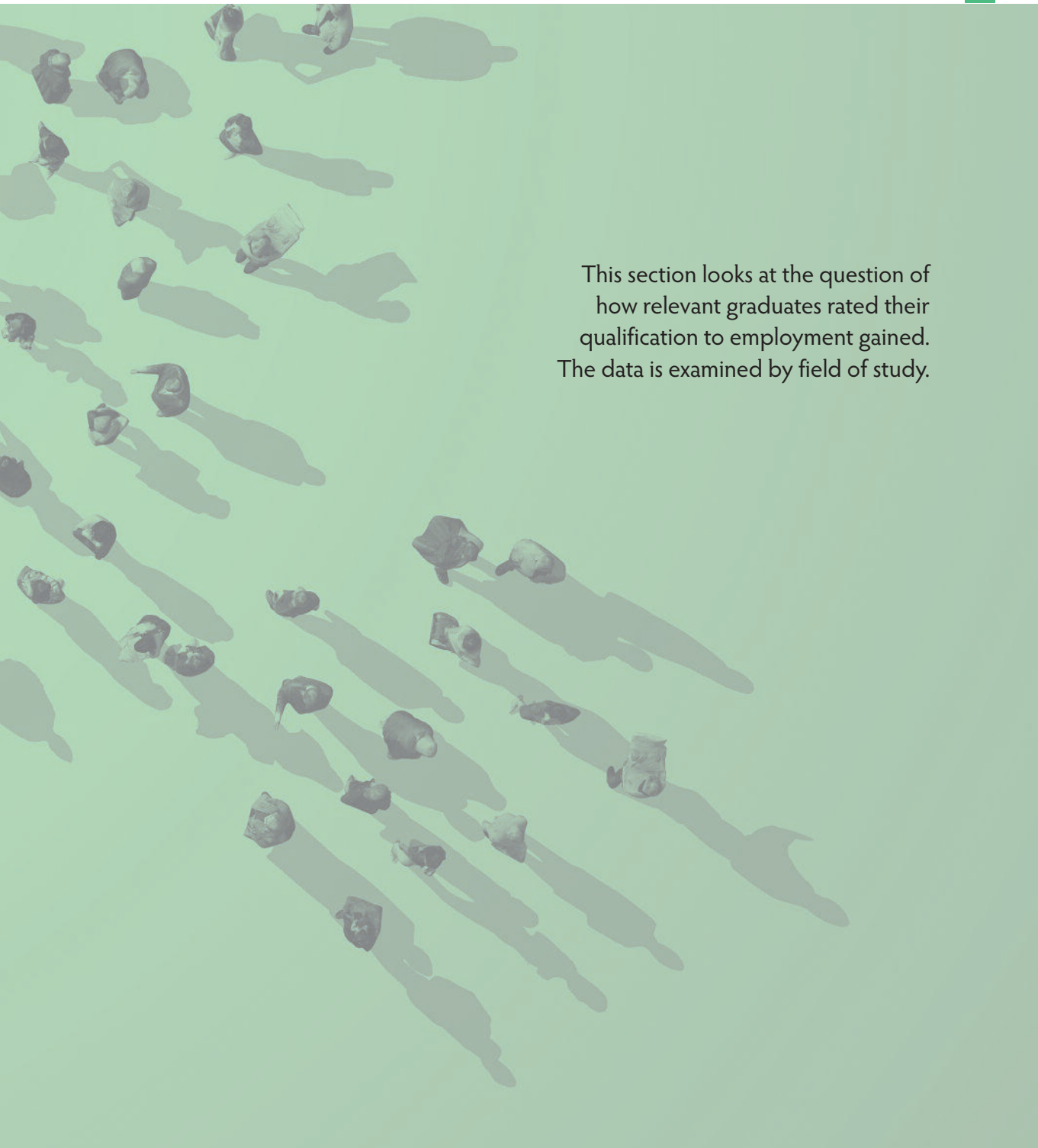
As can be seen from Figure 1.4, Honours Bachelor Degree holders from Arts and Humanities show a strong tendency to engage in further study in their faculties of origin, with 41% progressing into Arts, Social Science and Humanities. The second most popular choice for such graduates is Science (18%) followed closely by Education at 17%. Just under half of those who graduate with a Social Science, Business and Law Honours Degree proceed to Commerce and Business studies, while one quarter chose to study Arts, Social Science and Humanities. As one might expect, over half of graduates (57%) from science and maths faculties chose a science course for postgraduate study.

⁸ DCU and TCD are excluded from the analysis as no further faculty information was provided.

SECTION 2

RELEVANCE OF QUALIFICATION



An aerial, high-angle photograph of a large group of people walking on a light-colored surface. The people are seen from above, and their long, dark shadows are cast diagonally across the frame, suggesting a low sun position. The crowd is dispersed across the lower two-thirds of the page, with some individuals appearing to be in motion. The overall tone is muted, with a greenish-grey color palette.

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

Key Points:

- Of those employed in Ireland, 63% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant or most relevant* to their area of employment.
- A total of 19% rated their qualification as *irrelevant/most irrelevant* and 18% were unsure.
- Of those employed overseas, 64% of those with an Honours Bachelor Degree found their educational qualification *relevant/most relevant* to their employment, compared to 62% with a Higher/Postgraduate Diploma. Masters and Doctorate graduates have the highest levels of satisfaction with 75% reporting their qualification as *relevant/most relevant* to their employment.
- Health and Welfare and Agriculture and Vet Honours Bachelor Degree graduates reported the highest relevance of their qualification to employment at 84% followed by Education at 83% and Computing at 74%. Arts and Humanities had the highest rate of *irrelevant/most irrelevant* at 49% down from 59% in 2012.
- Health and Welfare Masters and Doctorate graduates rated their qualification *relevant/most relevant* to their employment at 81%.

2.1 Relevance of Qualification

Survey respondents⁹ who found employment were asked to rate the relevance of their educational qualification to their area of employment on 1-5 scale: 1. *Most Relevant*, 2. *Relevant*, 3. *Unsure*, 4. *Irrelevant*, 5. *Most Relevant*.

2.1.1 Relevance of Qualification to Employment for Graduates Employed in Ireland

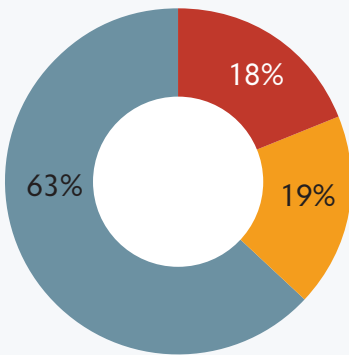
As previously noted, 39% of Honours Bachelor Degree, 63% of Higher & Postgraduate Diploma and 59% of Masters and Doctorate graduates found employment in Ireland. Figure 2.1 outlines the relevance of qualification to employment across all graduate levels.

Of those employed in Ireland and who responded to this section of the survey, 63% of Honours Bachelor Degree graduates rated the relevance of their qualification as *relevant* or *most relevant* to their area of employment. A total of 19% rated their qualification as *irrelevant/most irrelevant* and 18% were unsure. Perhaps not surprisingly, Higher & Postgraduate Diploma graduates were more likely than Honours Bachelor Degree graduates to rate their qualifications as *relevant* and *most relevant* to their work, with 86% of graduates in this category. Of these graduates, 8% rated their qualifications as *irrelevant/most irrelevant* while only 6% remain unsure.

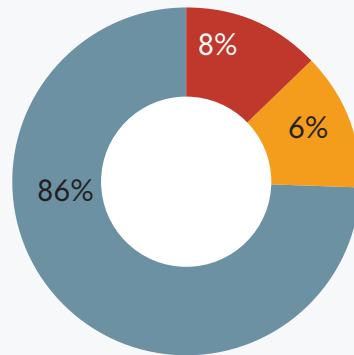
⁹ Data available for six universities only.

Figure 2.1: Relevance of Qualification to employment, Honours Bachelor Degree and Higher & Postgraduate Diploma, 2013 Graduates

**Honours Bachelor Degree -
Relevance of Qualification to
Employment Gained**



**Higher & Postgraduate Diploma
- Relevance of Qualification to
Employment Gained**

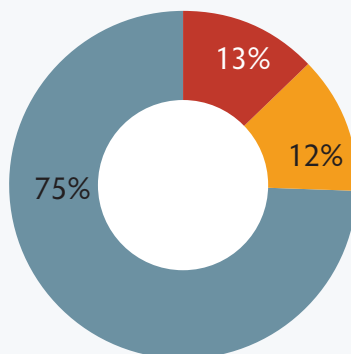


■ Relevant/Most Relevant ■ Irrelevant/Most Irrelevant ■ Unsure

Figure 2.2 outlines how Masters and Doctorate graduates rate the relevance of their qualification to employment. The majority of these graduates (75%) rate their qualification as *relevant* or *most relevant*, while 13% rate their educational qualification as *irrelevant/most irrelevant*. A total of 12% remain unsure.

Figure 2.2: Relevance of Qualification to employment, Masters and Doctorate, 2013 Graduates

Masters/Doctorate -Relevance of Qualification to Employment Gained



■ Relevant/Most Relevant ■ Irrelevant/Most Irrelevant ■ Unsure

More postgraduates reporting that their qualification is *relevant/most relevant* to their employment is not unexpected as a postgraduate qualification is more specialised in most cases. However, the difference is most pronounced between Honours Bachelor Degree and Higher/Postgraduate Diploma graduates, with 63% of Honours Bachelor Degree and 86% of Higher/Postgraduate Diploma graduates rating their employment as *relevant/most relevant*.

2.1.2 Relevance of Qualification to Employment for Graduates in Employment Overseas

This section looks at the relevance of qualification for those who found employment overseas¹⁰. As noted earlier, 12% of Honours Bachelor Degree, 10% of Higher & Postgraduate Diploma and 15% of Masters/Doctorate graduates found employment overseas.

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

	Honours Bachelor Degree	Higher & Postgraduate Diploma	Masters/ Doctorate
Total % In employment - Overseas ¹¹	12%	10%	15%
<i>Relevant/Most Relevant</i>	64%	62%	75%
<i>Irrelevant/Most Irrelevant</i>	10%	6%	4%
<i>Unsure</i>	26%	32%	21%

Of those employed overseas, 64% of those with an Honours Bachelor Degree found their educational qualification *relevant/most relevant* to their employment, compared to 62% with a Higher & Postgraduate Diploma. Masters and Doctorate graduates has the highest Levels of satisfaction with 75% reporting their qualification as *relevant/most relevant* to their employment.

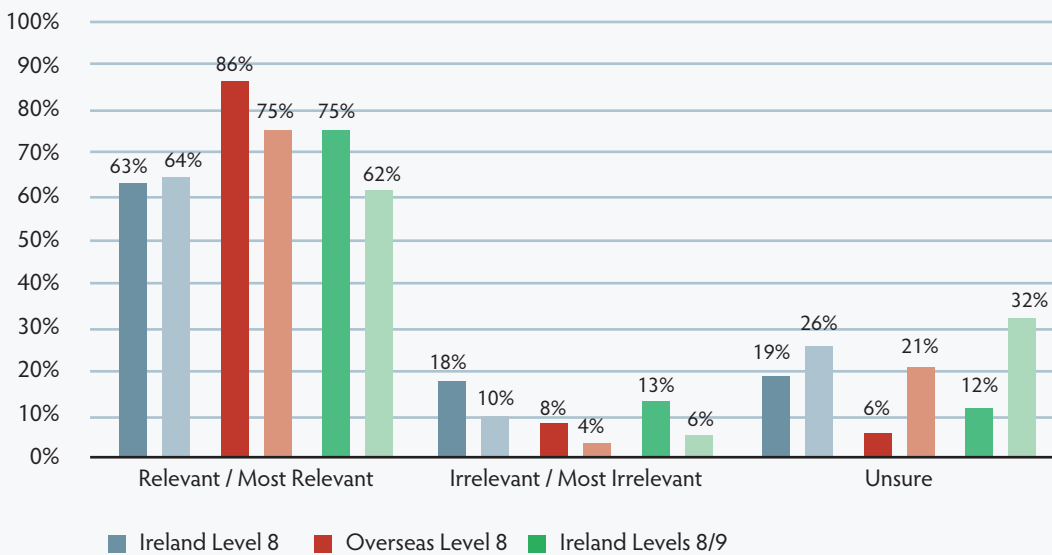
Figure 2.3 shows that for those who graduated in 2013 and gained employment a slightly higher proportion of those Honours Bachelor Degree graduates employed

¹⁰ Data available for six universities only

¹¹ This figure includes all seven universities

overseas felt that their qualification was *relevant* or *most relevant* to their job than those employed in Ireland. The reverse is true for postgraduates. Much higher proportions of Higher & Postgraduate Diploma graduates and Masters and Doctorate graduates employed in Ireland felt that their qualification was *relevant/most relevant* to their employment.

Figure 2.3: Relevance of Employment for those Employed in Ireland vs those Employed Overseas by Level of Graduate, 2013



2.2 Relevance of Qualification by Field of Study, 2013 Graduates

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

Agriculture and Veterinary and Health and Welfare Honours Bachelor Degree graduates were most likely to consider their qualification to be very relevant to their area of employment with 84% of both fields of study stating that their qualification was *relevant/most relevant* to their employment. Education Honours Bachelor Degree graduates had the second highest rate of relevance of qualification to employment with 83% stating that their qualification was *relevant/most relevant* to their area of

employment, while only 8% rated their qualification as *irrelevant/most irrelevant*.

Some fields of study had below average satisfaction levels, with 32% of Arts and Humanities graduates stating that their qualification was relevant to their current employment. Most fields of study had *relevant/most relevant* scores above average (60%) at Honours Bachelor Degree, with the exception of Arts and Humanities (32%), Social, Science, Business and Law (58%), Science and Maths (58%) and Services (60%).

At Higher & Postgraduate Diploma level, the data shows that Agriculture and Veterinary graduates rated the significance of their qualification to their employment highest with 100% stating that their qualification was *relevant/most relevant*, although the numbers responding were very low. Health and Welfare graduates came second for considering their qualification to be *relevant/most relevant* to their area of employment at 93%. Other discipline areas where Higher/Postgraduate Diploma graduates consider their qualification to be very relevant to their area of employment are Health and Welfare (93%), Education (87%) and Science and Maths (74%).

As expected, the majority of Masters/Doctorate graduates reported high levels of relevance between their education and employment. Health and Welfare graduates report the highest level of relevance among Masters and Doctorate students, with 81% of such graduates reporting their education as *relevant/most relevant* to their employment. Other fields of study that rated their education as relevant include Social Science, Business & Law (76%), Science & Maths (76%), Engineering (76%) and Education (68%). Interestingly, however, Service graduates report low levels of relevance at 25% and just over half of Arts and Humanities postgraduates rate their qualification as *relevant/most relevant*.

It is interesting to note the change in Science and Maths graduates results. The results show that Science graduates continuing to postgraduate level and gaining employment have a much higher relevance of qualification to their employment, from 58% at Honours Bachelor Degree to 74% at Higher & Postgraduate Diploma and 78% at Masters/Doctorate level. Arts and Humanities graduates also experience an increase in relevance as their education increases, increasing from 32% at Honours Bachelor Degree to 36% at Higher/Postgraduate Diploma and increasing further at Masters/Doctorate to 51%.

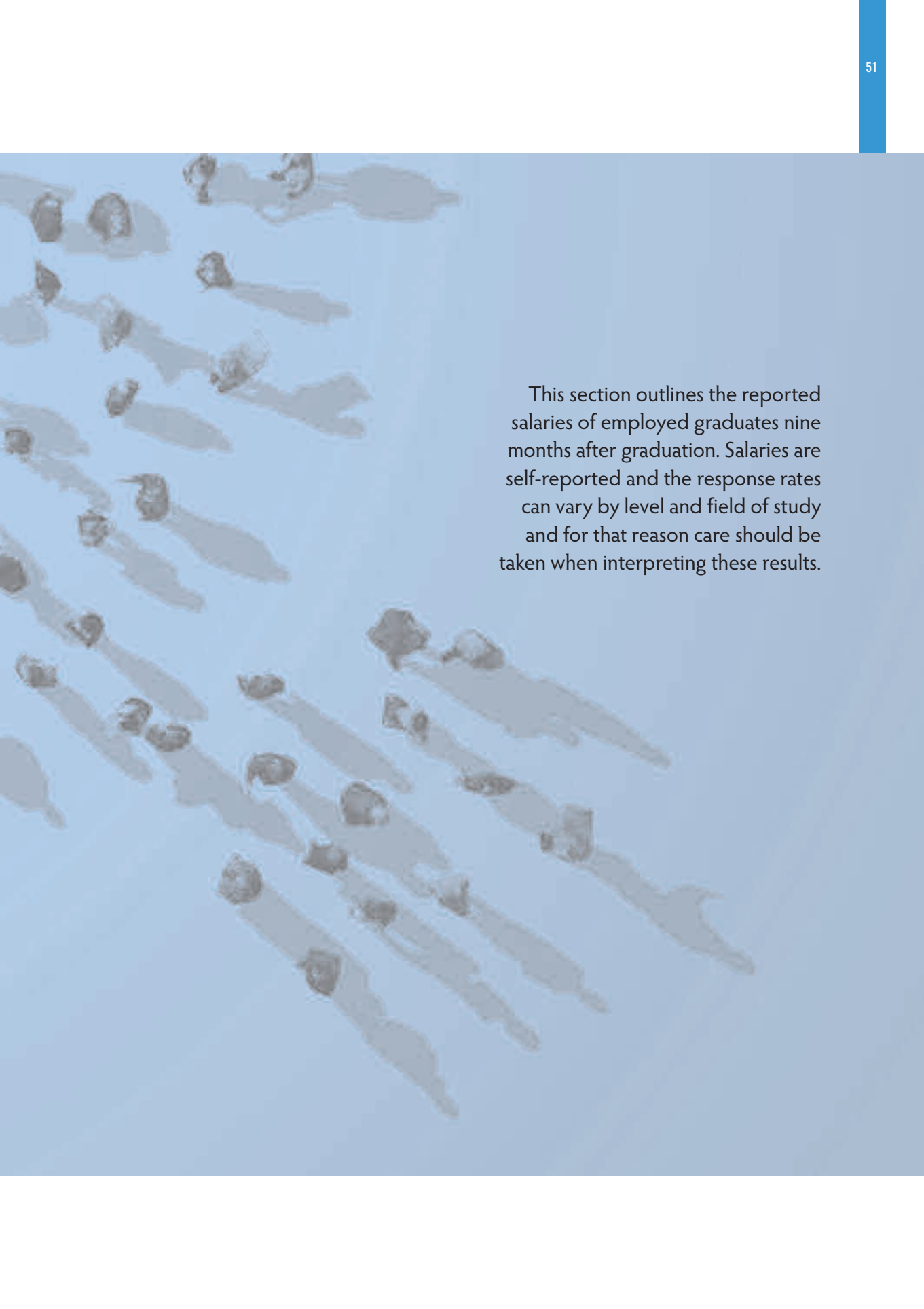
Table 2.2: Relevance of Qualification by Field of Study, 2013 Graduates

	Honours Bachelor Degree		Higher/Postgraduate Diploma		Masters/ Doctorates	
	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant	Relevant/ Most Relevant	Irrelevant/ Most Irrelevant
Education	83%	8%	87%	8%	68%	8%
Arts & Humanities	32%	49%	36%	55%	51%	26%
Social Science, Business & Law	58%	22%	53%	18%	76%	10%
Science & Maths	58%	30%	74%	19%	76%	6%
Computer Science	74%	7%	60%	4%	75%	7%
Engineering	69%	11%	58%	8%	76%	9%
Agriculture & Veterinary	84%	11%	100%	0%	78%	22%
Health & Welfare	84%	4%	93%	3%	81%	7%
Services	60%	20%	67%	0%	25%	6%
All Graduates	64%	20%	84%	8%	73%	12%



SECTION 3

GRADUATE SALARIES



This section outlines the reported salaries of employed graduates nine months after graduation. Salaries are self-reported and the response rates can vary by level and field of study and for that reason care should be taken when interpreting these results.

Key Points:

- Graduates with higher qualifications continue to report higher initial salaries.
- Just over half (52%) of Honours Bachelor Degree graduates reported themselves as earning initial salaries of €25,000 or under compared to 56% in 2012, with 45% reported as earning €25,000 - €45,000 compared to 42% in 2012, showing an overall increase in the starting salaries of these graduates.
- Female Honours Bachelor Degree graduates are more likely than males to earn lower initial salaries.
- Most Higher/Postgraduate Diploma graduates were earning between €25,000 and €45,000, 56% and 50% respectively.
- A higher proportion of Masters Research graduates (50%) than Masters Taught graduates (47%) reported themselves as earning €25,000 - €45,000.
- Over 60% of Doctorate graduates reported themselves as earning over €45,000, this compares to 3% of Honours Bachelor Degree graduates.

3.1 Graduate Salaries by Level of Qualification

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

Table 3.1 gives the salary range of those graduates in employment for whom salary information was returned, by qualification type, and compared to the 2012 graduate cohort, salaries are increasing.

Table 3.1: 2013 Graduate Salaries by Level of Qualification Compared to 2012 Graduate Salaries

Level of Qualification	Salary Band					
	<€25,000		€25,000 - €45,000		>€45,000	
	2013	2012	2013	2012	2013	2012
Honours Bachelor Degree	52%	56%	45%	42%	3%	2%
Higher Diploma	41%	† ¹²	56%	†	3%	†
Postgraduate Diploma	22%	†	50%	†	22%	†
Masters Taught	41%	42%	47%	47%	12%	11%
Masters Research	28%	22%	50%	59%	22%	19%
Doctorate	11%	11%	61%	59%	28%	30%

The table shows that following a period of declining graduate salaries, there has been an increase in salary for Honours Bachelor Degree graduates in 2013.

56% of 2012 Honours Bachelor Degree graduates commanded an initial salary of less than €25,000, compared to 52% for the 2013 cohort. While the proportions of graduates with initial salaries in the lower band is declining, however, it still remains as the most common salary bracket for Honours Bachelor Degree graduates. The proportions gaining initial salaries between €25,000 and €45,000 has also increased for the 2013 graduate cohort. Moderate changes in salaries are seen for the Postgraduate levels. Graduate salaries for the Masters Research graduate cohort however, are showing that a higher proportion are earning less than €25,000 than in 2012, 28% compared to 22%, while a higher proportion are earning the top salary band of €45,000 or more at 22% compared to 19% in 2012.

¹² † This data has not been analysed for 2012

Figure 3.1: Graduates in Employment – Salary Range and Qualification



As one would expect, the data in Figure 3.1 shows a correlation between education and salary, as education increases so too does salary. Over half of Honours Bachelor Degree graduates (52%) earn under €25,000 and this drops to 11% among Doctorate graduates. The opposite is also true. 28% of Doctorate graduates report earning over €45,000 compared to only 3% of Honours Bachelor Degree graduates and Higher Diploma graduates. Likewise, Doctorate graduates are most likely to earn between €25,000 and €45,000 at 61%, followed by Higher Diploma graduates whereby 56% of these graduates are in this salary bracket. Half of Research Masters graduates and half of Postgraduate Diploma graduates also earn between €25,000 and €45,000. This drops to 47% among Taught Masters students and 45% among Honours Degree graduates.

3.2 Salaries by Field of Study for Honours Bachelor Degree Graduates

Table 3.2 outlines the reported initial salaries of Honours Bachelor Degree graduates by field of study. The most common salary band for those who graduated from Education is between €21,000 and €24,999, with 24% of graduates indicating this salary bracket. The findings show that Arts and Humanities graduates are the least well paid, with 27% of such graduates earning less than €12,999. For those who graduated in 2013 from Social Science, Business and Law the most common salary is between €21,000 and €32,999 (33%), followed by €37,00-40,999 (22%). Of the Science and Maths graduates that reported salary data, 19% are in the €21,000-€24,999 salary bracket, followed by 18% in the €25,000-€28,999 salary bracket. The most common reported earnings were higher for Computer Science graduates with 38% of graduates reporting to earn between €29,000 and €32,999. The €29,000 - €32,999 salary bracket was most commonly reported by Engineering graduates while for Agriculture and Veterinary 2013 graduates, the most common reported salary was between €25,000 and €28,999, nine months after graduation. The three most popular salary brackets for Health and Welfare graduates are: €21,000 - €24,999 (22%), €25,000 - €28,999 (22%) and €29,000 - €32,999 (22%).

Table 3.2: Honours Bachelor Degree by Field of Study, Graduates 2013

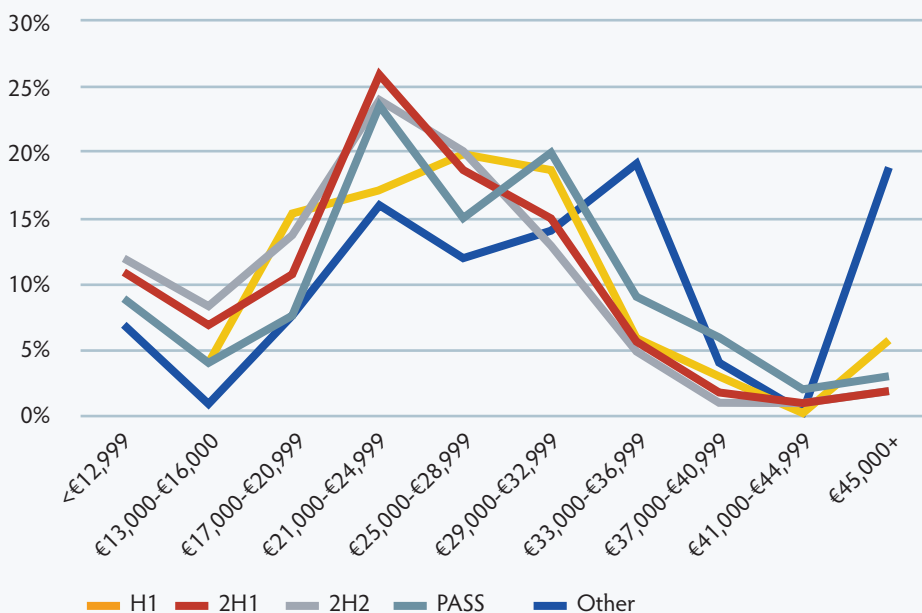
Salary Bands	Education	Arts & Humanities	Social Science, Business & Law	Science & Maths	Computer Science	Engineering	Agriculture & Veterinary	Health & Welfare	Services
<€12,999	5%	27%	10%	15%	3%	7%	8%	6%	0%
€13,000 - €16,999	5%	13%	7%	8%	1%	2%	9%	3%	0%
€17,000 - €20,999	14%	22%	13%	11%	5%	5%	11%	6%	0%
€21,000 - €24,999	24%	20%	33%	19%	14%	18%	18%	22%	0%
€25,000 - €28,999	17%	8%	18%	18%	17%	25%	29%	22%	0%
€29,000 - €32,999	21%	4%	10%	12%	38%	26%	14%	22%	33%
€33,000 - €36,999	5%	3%	5%	8%	12%	10%	6%	10%	67%
€37,000 - €40,999	3%	1%	22%	4%	8%	3%	1%	2%	0%
€41,000 - €44,999	1%	0%	1%	2%	2%	1%	0%	1%	0%
€45,000+	4%	1%	2%	2%	3%	3%	3%	7%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>Total Respondents (excl. unknown)</i>	76	406	948	395	184	288	143	646	3
Total Graduates	320	3,923	4,816	2,209	420	1,060	376	2,835	16
% Response Rate	24%	10%	20%	18%	44%	27%	38%	23%	19%

Salary Bands : Education Arts & Humanities Social Science, Business & Law

3.3 Salaries by Grade of Honours Bachelor Degree Graduates

Figure 3.2 outlines the most common reported salary by grade for Honours Bachelor Degree graduates who are employed nine months after graduation. The data¹³ shows salaries for graduates with first class honours peaked in the €21,000 to €24,999 salary bracket. Similarly, those graduates with second class honours grade one and two also peaked in this salary bracket. Those graduates in the 'other' category (including third class honours, certificate/diploma with distinction and unclassified) peaked in the €41,000 to €44,999 salary bracket. It is worthwhile to reiterate that this is a sample, with response rates of between 19% and 28%, and reported by the graduates only. Therefore, some caution must be shown when interpreting the results.

Figure 3.2 Salaries by Grade of Level 8 Honours Bachelor Degree Graduates



3.4 Salaries by Region of Employment of Honours Bachelor Degree Graduates

Figure 3.3 presents the reported salaries of Honours Bachelor Degree graduates nine months after graduation in different regions throughout the Republic of Ireland¹⁴.

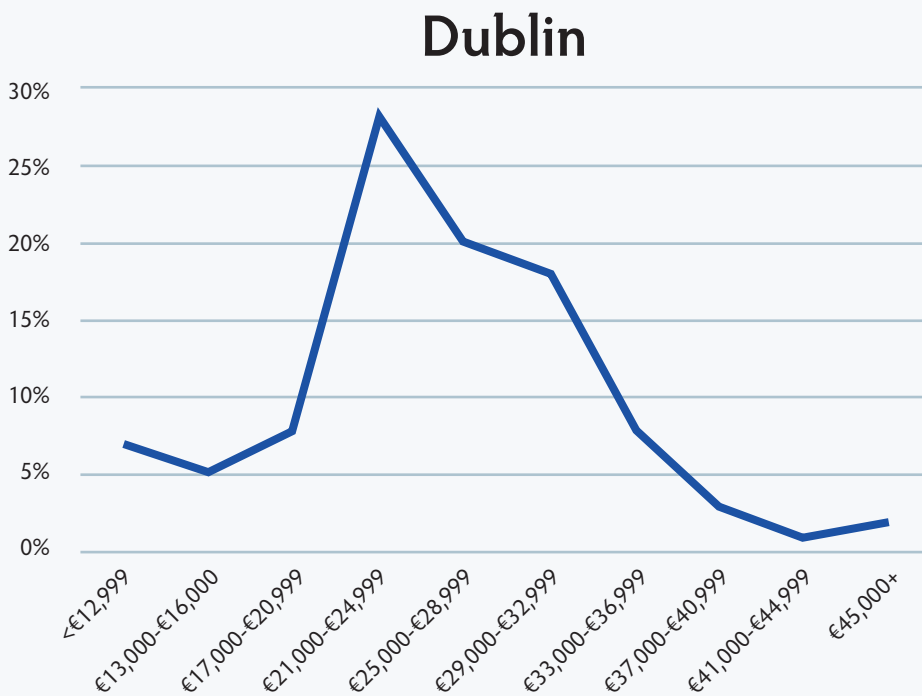
¹³ Data is available for 6 universities only

¹⁴ Data is available for 6 universities only

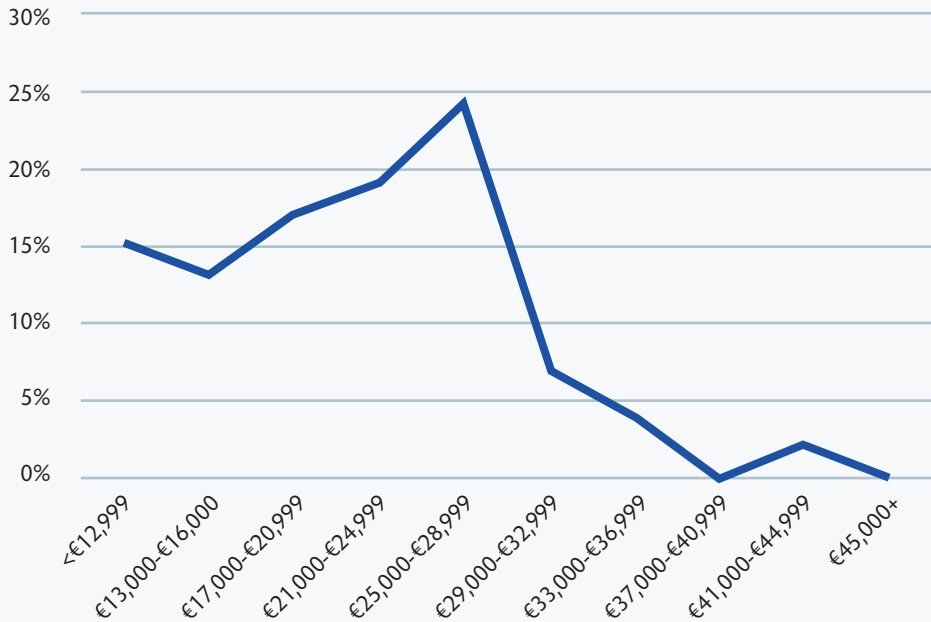
The figure shows that the largest proportion of graduates earning between €29,000 and €32,999 were employed in the Mid-East region (21%). The salaries of graduates employed in Dublin were most likely to fall into the €21,000-€24,999 bracket.

At the national level, the most common salary reported also fell into the €21,000-€24,999 bracket (24%). The highest proportion of those earning over €45,000 was in the South West region (6%). The regions with the highest proportions of graduates earning less than €12,999 were on the border (24%), West (18%), South West (17%) and Midlands (15%) regions.

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



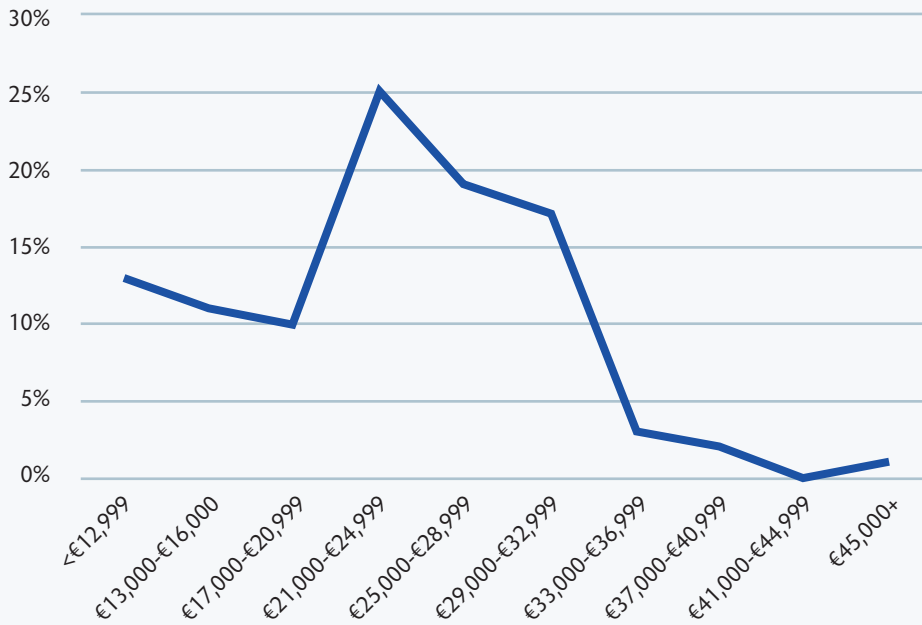
Midlands



Mid West



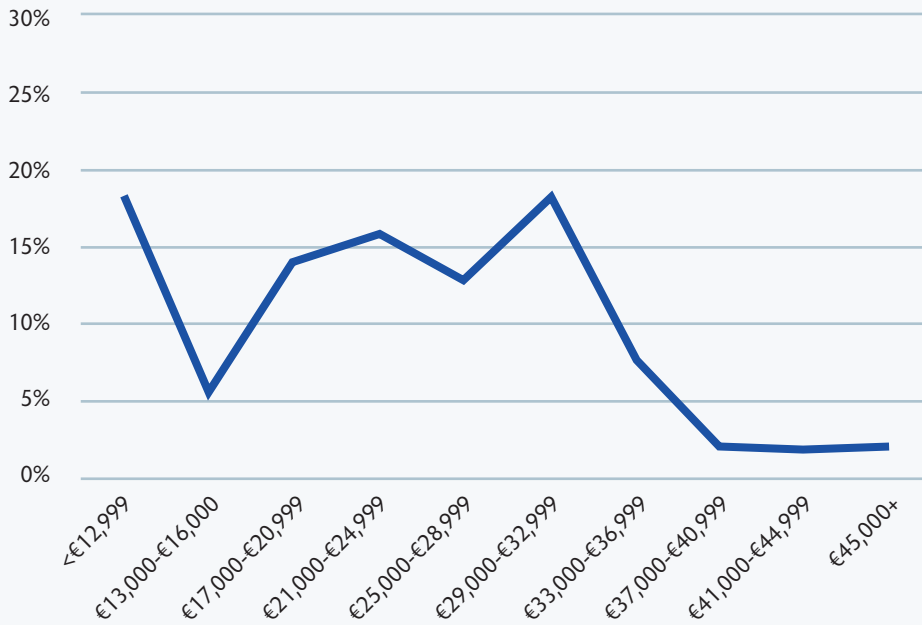
South East



South West



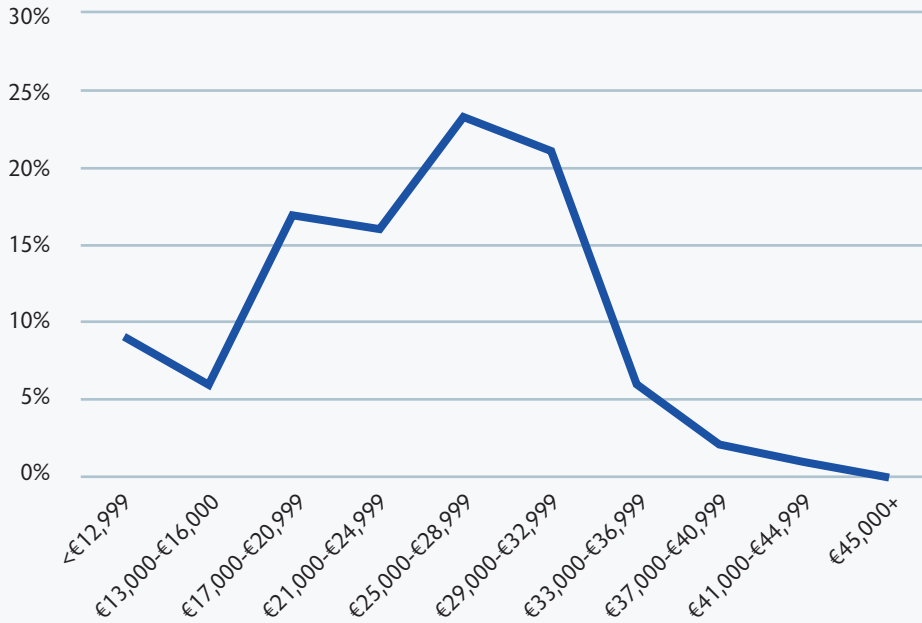
West



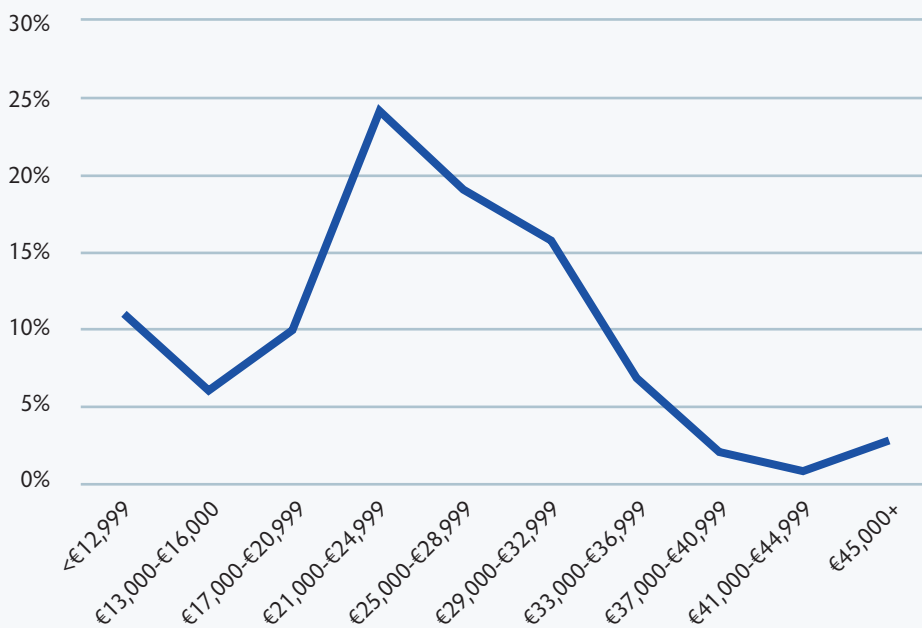
Border



Mid East



National



3.5 Salaries by gender for Honours Bachelor Degree graduates

Figure 3.4 shows salary by gender for 2013 Honours Bachelor Degree graduates. More females (13%) than males (9%) reported earning less than €12,999 nine months after graduation. Additionally, more females than males reported earning: €13,000 and €16,999 (7% compared to 5% of males), €17,000-€20,999 (12% compared to 10% of males), and €21,000-€24,999 (25% compared to 21% of males). Conversely, males reported earning higher salaries than females for all the other salary brackets. 19% of males reported earning between €25,000 and €28,999 (compared to 18% of females). Additionally, the same percentage of males reported earning between €29,000 and €32,999, compared to 13% of females. While there were no females with a reported salary of between €41,000 and €44,000, 1% of males are in this salary bracket. In a similar vein, while 5% of males reported earning €45,000 and more, only 2% of females reported being in this salary bracket. Despite higher academic achievement by females entering the workforce, a gender bias in favour of males appears to persist even nine months after graduation.

Figure 3.4 Salaries by Gender for Honours Bachelor Degree Graduates



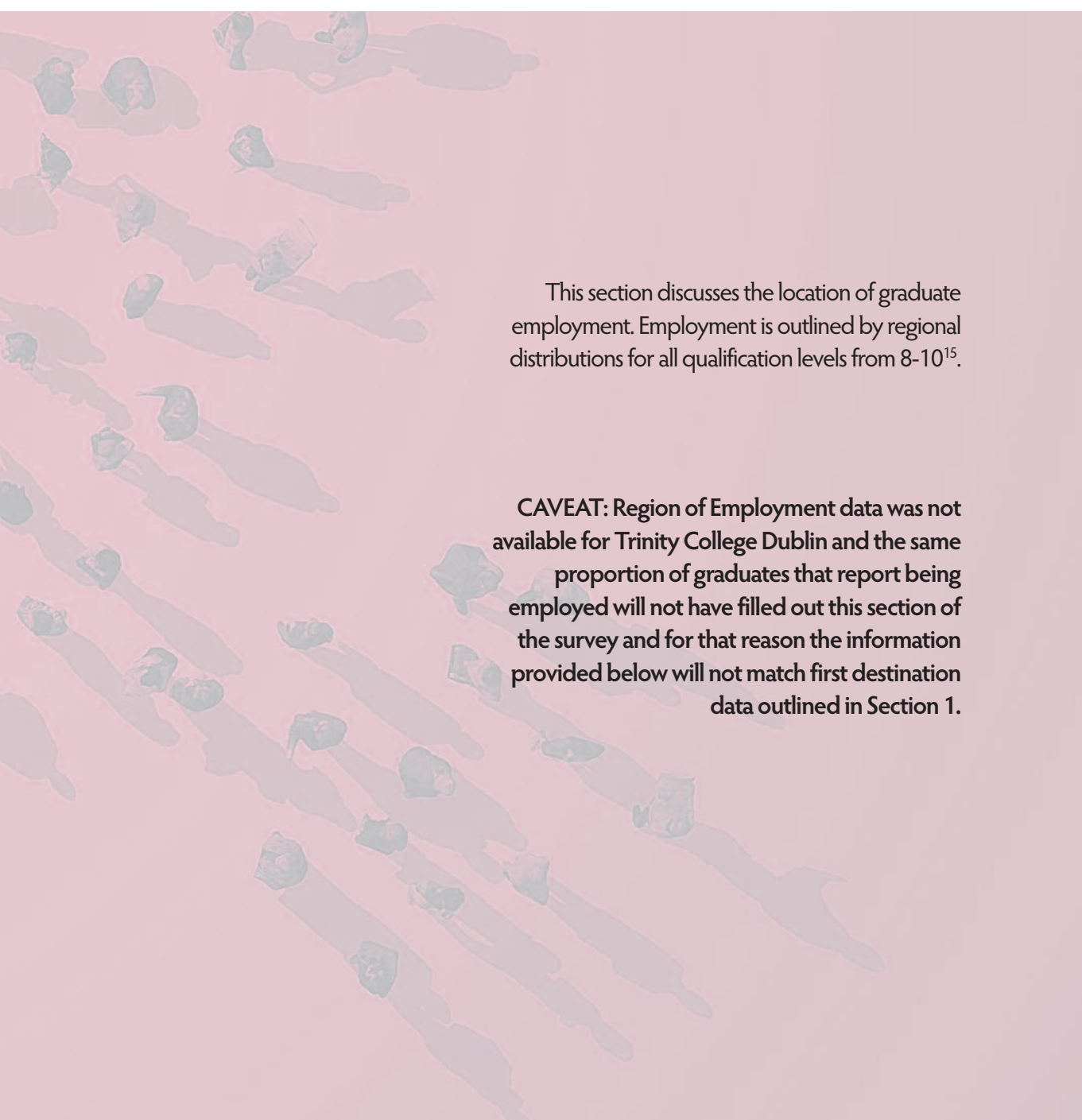
The most common reported salary bands for each field of study are highlighted in Table 3.3. The most common initial salaries fell into the same bands for both males and females in five of the faculties: Education, Arts and Humanities, Social Science, Business and Law, Science and Maths and Computer Science. Female graduates of Engineering were most likely to report earning between €29,000 and €32,999 (33%), compared to males of the same field of study who more commonly reported earning slightly less (26% reported earning €25,000 - €28,000). Moreover, a similar pattern emerged for female graduates of Agriculture and Veterinary. However, the reverse gender pattern is true for Health and Welfare graduates - with males most commonly reporting earnings of between €29,000 and €32,999, while females are most likely to report earning between €25,000 and €28,999. Females in the Service industry are reporting higher salaries than their male counterparts. However, caution must be shown due to the low response rate for these graduates.

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

Salary Bands	Education		Arts & Humanities		Social Science, Business & Law		Science & Maths		Computer Science		Engineering		Agriculture & Veterinary		Health & Welfare		Services	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<€12,999	4%	8%	32%	25%	7%	13%	9%	20%	2%	6%	6%	9%	8%	8%	5%	6%	0%	0%
€13,000 - €16,999	4%	8%	11%	14%	7%	6%	5%	10%	1%	0%	2%	1%	8%	9%	1%	4%	0%	0%
€17,000 - €20,999	16%	12%	20%	24%	13%	13%	12%	10%	5%	3%	5%	4%	13%	11%	2%	7%	0%	0%
€21,000 - €24,999	22%	27%	21%	20%	31%	34%	21%	19%	14%	16%	18%	17%	23%	18%	11%	24%	0%	0%
€25,000 - €28,999	18%	15%	8%	8%	17%	18%	21%	17%	17%	16%	26%	24%	18%	29%	11%	25%	0%	0%
€29,000 - €32,999	22%	19%	4%	5%	12%	8%	14%	11%	37%	44%	24%	33%	18%	14%	34%	19%	100%	0%
€33,000 - €36,999	4%	8%	4%	3%	5%	5%	9%	8%	13%	6%	10%	9%	5%	6%	14%	9%	0%	100%
€37,000 - €40,999	4%	0%	0%	1%	3%	1%	4%	4%	7%	6%	3%	1%	2%	1%	6%	2%	0%	0%
€41,000 - €44,999	2%	0%	0%	0%	1%	1%	3%	0%	2%	0%	1%	0%	0%	0%	1%	0%	0%	0%
€45,000+	4%	4%	0.0%	1%	4%	1%	3%	1%	3%	3%	5%	0%	3%	3%	15%	4%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Respondents (excl. unknown)	50	26	133	273	428	520	185	210	152	32	213	75	83	60	142	504	1	2
Total Graduates	191	129	1,541	2,382	2,260	2,556	1,048	1,161	341	79	825	235	186	190	683	2,152	9	7
% Response Rate	26%	20%	9%	11%	19%	20%	18%	18%	45%	41%	26%	32%	45%	32%	21%	23%	11%	29%

SECTION 4

REGIONAL DISTRIBUTION OF EMPLOYED GRADUATES

A background illustration of a crowd of people walking, rendered in a light, semi-transparent style. The figures are shown from the side, walking in various directions, creating a sense of movement and a busy environment. The colors are muted, blending with the overall pinkish background.

This section discusses the location of graduate employment. Employment is outlined by regional distributions for all qualification levels from 8-10¹⁵.

CAVEAT: Region of Employment data was not available for Trinity College Dublin and the same proportion of graduates that report being employed will not have filled out this section of the survey and for that reason the information provided below will not match first destination data outlined in Section 1.

¹⁵ Data is available for six universities only.

Key Points:

- Dublin is the region with the most employment opportunities for graduates across all levels of qualification with 34% of Honours Bachelor Degree, 32% of Higher Diploma, 27% Graduate Diploma 43% Taught Masters, 37% Research Masters and 32% of Doctorates employed in this region. This is not surprising as one third of the Irish population live in Dublin.
- For those employed in Ireland, the South West region provides the next highest employment opportunities.

4.1 Regional Distribution of Employed Graduates

This section discusses the location of graduate employment. Employment is outlined by regional distributions for all qualification levels from Honours Bachelor Degree to Doctorate¹⁶.

Figure 4.1 shows the regions of employment of the Honours Bachelor Degree graduate cohort nine months after graduation. For Honours Bachelor Degree graduates, Dublin is the region with the most employment opportunities, with 34% of employed graduates employed there. A further 20% chose to gain employment overseas, followed by 17% employed in the South West. The region with the lowest proportion of employed graduates was Northern Ireland, with only 1% of Honours Bachelor Degree employed graduates choosing this destination for employment.

¹⁶ Data is available for six universities only

Figure 4.1 Region of employment of Honours Bachelor Degree Graduates

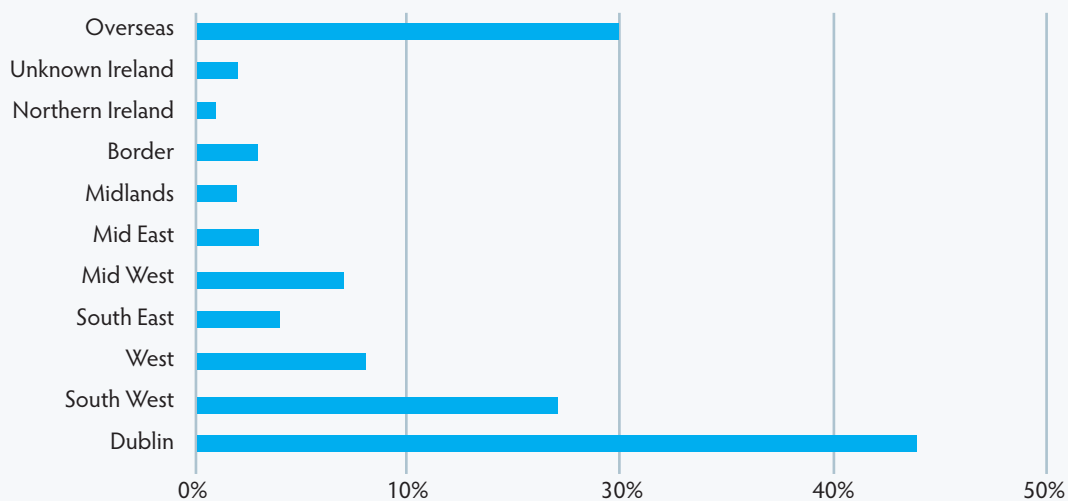


Figure 4.2: Region of Employment of Higher & Postgraduate Diploma Graduates

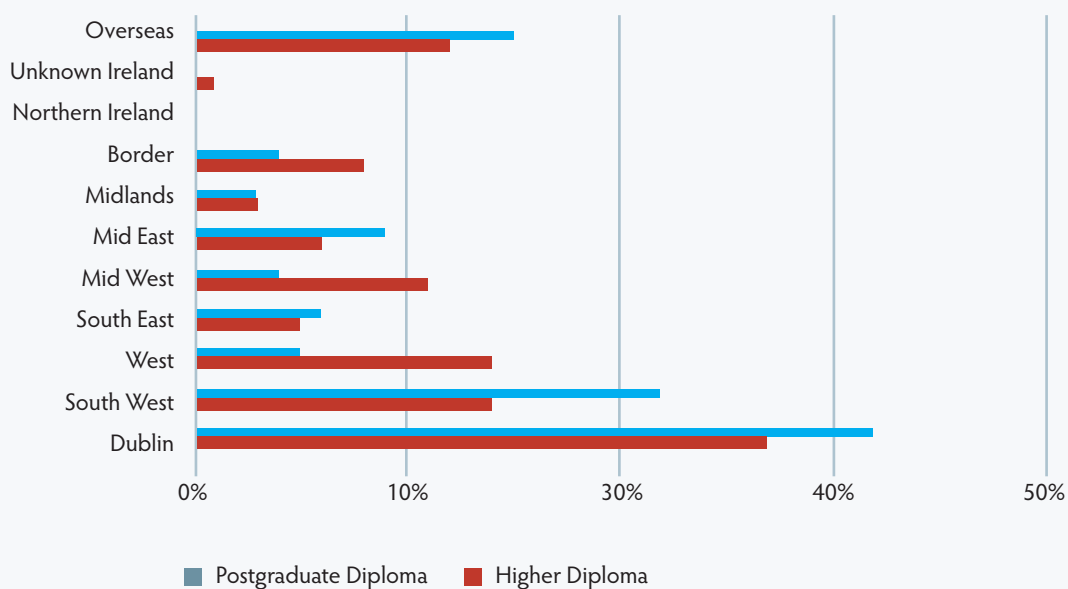
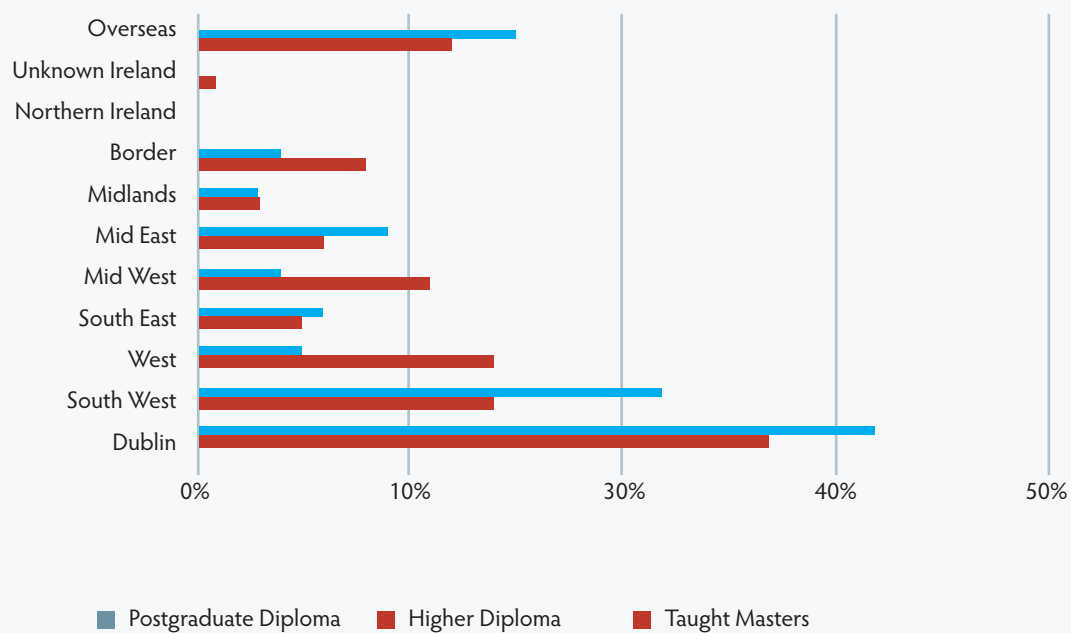


Figure 4.2 outlines the region of employment for those who graduated with a Higher & Postgraduate Diploma in 2013. The majority of Higher Diploma (32%) and Postgraduate Diploma (27%) graduates were employed in Dublin. The South West region was the second most common provider of employment for both Higher Diploma (22%) and Postgraduate Diploma (14%) graduates. The Midlands are least likely to offer employment opportunities for Higher Diploma and Postgraduate Diploma graduates, at 3%.


Figure 4.3 displays the region of employment for those who graduate with a Taught Masters, Research Masters and a Doctorate in 2013. It is clear that Dublin offers the most employment opportunities for all three, with 43% Taught Masters, 37% Research Masters and 32% of Doctorate graduates employed in this region. After Dublin, the highest proportion of Research Masters and Doctorate graduates employed in Ireland are in the South West (16% and 21% respectively). Overseas is a popular choice for all three, with 17% of Taught Masters, 12% of Research Masters and 17% of Doctorate graduates opting to work overseas.

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



SECTION 5

SECTORAL DISTRIBUTION OF EMPLOYED GRADUATES



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

Key Points:

Employed in the Republic of Ireland

- Although the Non-Market Services sector which includes all public sector employment such as education, civil servants and healthcare workers is still the biggest employer, proportions employed in that sector are down on figures from 2008 as result of the public sector employment embargo since 2009.
- Non-Market Services and Business, Finance & Insurance Services employed 54.3% of Honours Bachelor Degree graduates. This compares to 67.6%, 5 years ago. The Manufacturing Industries were the next largest employer at 10.2% up from 7.4% in 2008.
- At Higher and Postgraduate Diploma the overall majority, 72.9% and 83.9% respectively, were employed in the Non-Market Services sector mainly in Second Level Education and Healthcare Services.
- The majority of Taught Masters graduates were employed in Business, Finance and Insurance Services at 32.8% compared to 23.2% in 2008. High proportions were also employed across all sections of the Non-Market Services sector at 25.4% compared to 37.8% in 2008.
- The majority of Research Masters graduates were again employed in the Non-Market Services sector at 38.6% compared to 52.9% in 2008. The next highest proportion of graduates were employed in the Manufacturing sector at 22.7% almost double that of 2008 which stood at 12.9%.
- A significant proportion of Doctorate graduates are reemployed in the Higher Education Sector at 39.9% down from 46.7% in 2008. A large number are also employed in the Manufacturing Services sector at 14.6% up from 12.7% in 2008.

Employed Overseas

- For all levels of qualification, the highest proportion of graduates are employed again in the Non-Market Services sector although to a higher degree than those employed in Ireland.

Employment by Field of Study

- In general, there is a strong correlation between the field of study and the employment sector across all levels of qualification.
- Almost half (49.6%) of Social Science, Business and Law graduates are employed in the Business, Finance and Insurance services.
- 41.3% of Computer Science graduates are employed in Computing and Software Applications.
- One third of Engineering graduates find employment in the Manufacturing industries.

5.1 Sector of Employment by Level of Qualification

Table 5.1 presents employment sectors for 2014 graduates employed in the Republic of Ireland, by level of qualification.

The highlighted cells illustrate the most common employment destination of graduates for each level of award. The most common sector of employment for Honours Bachelor Degree graduates working in the Republic of Ireland was the Non-Market Services sector at 31% followed by Business, Finance and Insurance services at 24%. One third of Taught Master graduates were most likely to be employed in Business, Finance and Insurance services.

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

EMPLOYMENT SECTOR IRELAND

Agriculture, forestry & fisheries

Manufacturing Industries

Food & Drink Industries

Chemical, Rubber & Plastic Products

Metals, Metal Products, Mechanical & Electrical Engineering

Computer & Electronic Manufacturing

Other Industries (incl mining etc.)

Electricity, Gas & Water Supply

Building & Construction

Distribution

Business, Finance & Insurance Services

Business, Finance & Insurance Services

Accountancy & Legal Services

Consultant Engineering & Architectural Services

Call Centres & Shared Services Facilities

Other Business Services (inc Mgmt & IT Consulting)

Computing & Software Applications

Transport, Storage & Communications

Non-Market Services

Defence Forces, Gardai

Civil Service, Local Authorities (other than Building & Construction)

Primary Education

Secondary Education

Higher Education

Other Education (incl Language Schools)

Health Services (both health Board & Other)

Research, Planning, Art Galleries etc.

Social & Charitable Services

Professional Services n.e.c.

Personal & Recreational Services

Other Industries or industry not stated

Total

	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Masters Taught	Masters Research	Doctorate
	%	%	%	%	%	%
	2.1%	0.0%	0.2%	0.5%	2.3%	1.9%
	10.2%	3.1%	3.2%	9.1%	22.7%	14.6%
	2.9%	0.7%	0.2%	2.0%	2.3%	1.9%
	3.2%	0.5%	1.4%	2.6%	6.8%	6.2%
	0.7%	0.7%	0.5%	0.7%	2.3%	0.6%
	2.1%	0.7%	0.9%	2.9%	4.5%	3.6%
	1.3%	0.5%	0.2%	0.9%	6.8%	2.3%
	0.6%	0.2%	0.0%	1.3%	0.0%	0.6%
	1.8%	0.0%	0.5%	1.6%	0.0%	0.0%
	9.7%	3.6%	0.9%	5.7%	6.8%	1.0%
	23.7%	8.2%	5.9%	32.8%	11.3%	5.0%
	7.1%	1.8%	3.2%	9.7%	6.8%	0.6%
	9.0%	3.6%	1.8%	12.5%	4.5%	0.6%
	1.6%	0.5%	0.2%	1.7%	0.0%	1.9%
	1.3%	1.4%	0.0%	1.1%	0.0%	0.0%
	4.7%	0.9%	0.7%	7.8%	0.0%	1.9%
	4.5%	4.3%	0.9%	7.1%	9.1%	3.2%
	1.6%	0.2%	0.2%	2.2%	0.0%	0.6%
	30.6%	72.9%	83.9%	25.4%	38.6%	67.7%
	0.2%	0.2%	0.0%	0.2%	0.0%	0.3%
	1.1%	3.4%	0.9%	2.5%	6.8%	1.0%
	0.4%	4.3%	4.2%	0.6%	4.5%	1.3%
	3.1%	45.2%	29.2%	1.3%	11.4%	1.6%
	1.2%	1.6%	1.6%	4.9%	6.8%	39.9%
	1.6%	2.5%	0.9%	1.7%	2.3%	1.9%
	20.7%	13.9%	45.8%	8.3%	4.5%	12.3%
	0.6%	0.0%	0.4%	1.6%	2.3%	7.8%
	1.7%	1.8%	0.9%	4.3%	0.0%	1.6%
	2.1%	1.8%	0.7%	4.8%	0.0%	1.0%
	7.8%	3.4%	1.8%	4.4%	2.3%	0.3%
	5.6%	2.3%	2.1%	5.2%	6.8%	3.6%
	100%	100%	100%	100%	100%	100%

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

EMPLOYMENT SECTOR IRELAND
Agriculture, forestry & fisheries
Manufacturing Industries
<i>Food & Drink Industries</i>
<i>Chemical, Rubber & Plastic Products</i>
<i>Metals, Metal Products, Mechanical & Electrical Engineering</i>
<i>Computer & Electronic Manufacturing</i>
<i>Other Industries (incl mining etc.)</i>
Electricity, Gas & Water Supply
Building & Construction
Distribution
Business, Finance & Insurance Services
<i>Business, Finance & Insurance Services</i>
<i>Accountancy & Legal Services</i>
<i>Consultant Engineering & Architectural Services</i>
<i>Call Centres & Shared Services Facilities</i>
<i>Other Business Services (inc Mgmt & IT Consulting)</i>
Computing & Software Applications
Transport, Storage & Communications
Non-Market Services
<i>Defence Forces, Gardai</i>
<i>Civil Service, Local Authorities (other than Building & Construction)</i>
<i>Primary Education</i>
<i>Secondary Education</i>
<i>Higher Education</i>
<i>Other Education (incl Language Schools)</i>
<i>Health Services (both health Board & Other)</i>
<i>Research, Planning, Art Galleries etc.</i>
<i>Social & Charitable Services</i>
Professional Services n.e.c.
Personal & Recreational Services
Other Industries or industry not stated
Total

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

	Honours Bachelor Degree	Higher Diploma	Postgraduate Diploma	Masters Taught	Masters Research	Doctorate
	%	%	%	%	%	%
	6.6%	0.0%	0.0%	1.2%	12.5%	1.4%
	6.6%	1.3%	2.4%	9.1%	12.5%	9.8%
	1.9%	0.0%	1.2%	2.5%	0.0%	0.0%
	1.3%	0.0%	1.2%	1.5%	12.5%	4.2%
	0.9%	1.3%	0.0%	2.2%	0.0%	1.4%
	0.8%	0.0%	0.0%	1.7%	0.0%	0.0%
	1.7%	0.0%	0.0%	1.2%	0.0%	4.2%
	0.4%	0.0%	0.0%	1.5%	0.0%	1.4%
	3.2%	1.3%	3.6%	3.4%	0.0%	0.0%
	3.3%	0.0%	1.2%	3.2%	0.0%	0.0%
	14.2%	1.3%	2.4%	22.0%	0.0%	2.8%
	5.1%	0.0%	1.2%	7.9%	0.0%	1.4%
	3.3%	1.3%	0.0%	1.7%	0.0%	0.0%
	1.3%	0.0%	0.0%	1.8%	0.0%	0.0%
	0.5%	0.0%	0.0%	0.3%	0.0%	0.0%
	4.0%	0.0%	1.2%	10.3%	0.0%	1.4%
	1.9%	1.3%	1.2%	5.9%	12.5%	2.8%
	1.6%	0.0%	1.2%	2.2%	0.0%	0.0%
	43.3%	88.2%	66.2%	26.7%	50.0%	73.3%
	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%
	1.0%	1.3%	0.0%	3.0%	0.0%	2.8%
	1.0%	2.6%	0.0%	0.8%	0.0%	0.0%
	6.0%	72.4%	45.8%	2.9%	0.0%	8.5%
	2.3%	1.3%	1.2%	4.2%	12.5%	33.8%
	9.5%	5.3%	9.6%	3.9%	12.5%	8.5%
	21.6%	5.3%	6.0%	5.7%	25.0%	2.8%
	0.4%	0.0%	1.2%	1.0%	0.0%	16.9%
	1.4%	0.0%	2.4%	5.0%	0.0%	0.0%
	4.0%	1.3%	3.6%	8.4%	0.0%	2.8%
	4.8%	0.0%	1.2%	3.4%	12.5%	0.0%
	9.9%	5.3%	16.9%	13.4%	0.0%	5.6%
	100%	100%	100%	100%	100%	100%

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 Higher Diploma Graduates (87%) and Doctorate graduates (73%) fell into this category with second and higher education the main employers.

Irish graduates of all award levels are finding employment overseas emphasising the value of Irish qualifications abroad. This is particularly the case for the Non-Market Services Sector which includes Education and Health Services.

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

Table 5.3 shows the employment sectors of Honours Bachelor Degree graduates employed in the Republic of Ireland by field of study of origin. The highlighted cells are the most common initial sector of graduate employment of each field of study. Generally, there is a strong correlation between the field of study and the employment sector. Education graduates are predominantly employed in Non-Market Services, with the majority of these in the Secondary Education subsector. Likewise, the majority of Health and Welfare and Service graduates are finding employment in relevant employment sectors. Almost half (49.6%) of Social Science, Business and Law graduates are employed in the Business, Finance and Insurance services. 41.3% of Computer Science graduates are employed in Computing and Software Applications. Furthermore, one third of Engineering graduates find employment in Manufacturing Industries, nine months after graduation.

There is more variation for Arts and Humanities and Science and Maths graduates, with 22.7% of Arts and Humanities graduates employed in the distribution sector and 17.6% employed in Business, Finance and Insurance Services. 21.5% of Science and Maths graduates are employed in the Manufacturing Industries while 20.7% are employed in Business, Finance and Insurance Services, nine months after graduation.

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

EMPLOYMENT SECTOR IRELAND
Agriculture, forestry & fisheries
Manufacturing Industries
<i>Food & Drink Industries</i>
<i>Chemical, Rubber & Plastic Products</i>
<i>Metals, Metal Products, Mechanical & Electrical Engineering</i>
<i>Computer & Electronic Manufacturing</i>
<i>Other Industries (incl mining etc.)</i>
Electricity, Gas & Water Supply
Building & Construction
Distribution
Business, Finance & Insurance Services
<i>Business, Finance & Insurance Services</i>
<i>Accountancy & Legal Services</i>
<i>Consultant Engineering & Architectural Services</i>
<i>Call Centres & Shared Services Facilities</i>
<i>Other Business Services (inc Mgmt & IT Consulting)</i>
Computing & Software Applications
Transport, Storage & Communications
Non-Market Services
<i>Defence Forces, Gardai</i>
<i>Civil Service, Local Authorities (other than Building & Construction)</i>
<i>Primary Education</i>
<i>Secondary Education</i>
<i>Higher Education</i>
<i>Other Education (incl Language Schools)</i>
<i>Health Services (both health Board & Other)</i>
<i>Research, Planning, Art Galleries etc.</i>
<i>Social & Charitable Services</i>
Professional Services n.e.c.
Personal & Recreational Services
Other Industries or industry not stated
Total

[illegible]

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

EMPLOYMENT SECTOR IRELAND
Agriculture, forestry & fisheries
Manufacturing Industries
<i>Food & Drink Industries</i>
<i>Chemical, Rubber & Plastic Products</i>
<i>Metals, Metal Products, Mechanical & Electrical Engineering</i>
<i>Computer & Electronic Manufacturing</i>
<i>Other Industries (incl mining etc.)</i>
Electricity, Gas & Water Supply
Building & Construction
Distribution
Business, Finance & Insurance Services
<i>Business, Finance & Insurance Services</i>
<i>Accountancy & Legal Services</i>
<i>Consultant Engineering & Architectural Services</i>
<i>Call Centres & Shared Services Facilities</i>
<i>Other Business Services (inc Mgmt & IT Consulting)</i>
Computing & Software Applications
Transport, Storage & Communications
Non-Market Services
<i>Defence Forces, Gardai</i>
<i>Civil Service, Local Authorities (other than Building & Construction)</i>
<i>Primary Education</i>
<i>Secondary Education</i>
<i>Higher Education</i>
<i>Other Education (incl Language Schools)</i>
<i>Health Services (both health Board & Other)</i>
<i>Research, Planning, Art Galleries etc.</i>
<i>Social & Charitable Services</i>
Professional Services n.e.c.
Personal & Recreational Services
Other Industries or industry not stated
Total

[illegible]

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

With a few exceptions the distribution of graduates by field of study across the employment sectors overseas is quite different to the pattern in Ireland. Most graduates employed overseas were in Non-Market Services (Education, Arts and Humanities, Science and Maths, Agriculture and Veterinary and Health and Welfare). In a similar vein to graduates working in Ireland, 36.8% of Social Science, Business and Law graduates employed overseas are employed in Business, Finance and Insurance Services. Computer Science and Engineering graduates were most likely to gain employment in a relevant employment sector to their field of study, nine months after graduation.



SECTION 6

EDUCATION

This section relates directly to those graduating from qualifications specifically designed for the teaching professions. The section examines those graduating with an Honours Bachelor Degree in Education qualifying to teach at primary level, a Professional Diploma in Education qualifying them to teach at secondary level, and a Postgraduate Diploma in Primary Teaching qualifying for teaching at primary level following the completion of an Honours Bachelor's Degree in various disciplines.

Key Points

Honours Bachelor Degree in Education

- The proportion of graduates in employment, whether on permanent or temporary contracts in Ireland, declined from 86% in 2012 to 68% in 2013. In the same period, the proportion of those employed overseas increased from 6% to 16% in 2013.
- Of the Honours Bachelor Degree in Education 2013 graduate cohort, just 4% were employed on permanent contracts in Ireland 9 months after graduation down from 7% in 2012 and 17% in 2009.
- 64% were employed on temporary contracts in Ireland down from 79% in 2012 and 76% in 2009.

Professional Diploma in Education

- Of the 2013 Professional Diploma in Education graduate cohort, 78% were employed 9 months after graduation with a further 14% seeking employment.
- However, just 8% are employed on permanent contracts in Ireland with a further 57% employed on part-time or temporary whole contracts.
- A further 7% are in permanent teaching positions overseas and 11% in part-time or temporary whole contracts in Ireland.

Postgraduate Diploma in Primary Teaching

- Of the 2013 Postgraduate Diploma in Primary Teaching graduate cohort, just 6% were employed on permanent contracts in Ireland 9 months after graduation down from 19% in 2009.
- 80% were employed on temporary contracts in Ireland up from 74% in 2009.
- The proportions teaching overseas has remained relatively stable over the last 5 years currently at 6%.

Overall Education Graduates

- Across all qualifications, the proportion of graduates in employment 9 months after graduation remains very high. Over 80% of Honours Bachelor Degree graduates in Education and over 90% of Professional Diploma in Education and Postgraduate Diploma in Primary teaching 2013 graduates were in employment. These rates are all higher than those for other graduate cohorts outlined in this report.

6.1 Honours Bachelor Degree of Education

This section examines the first destinations of graduates of the Honours Bachelor Degree in Education. Graduates of this course commonly work in primary education teaching. This course will enable graduates to register as primary teachers with the Teaching Council of Ireland.

Table 6.1 shows the teaching destinations of those gaining employment and other destinations of the 2013 graduate cohort.

Table 6.1 First Destination of 2013 Honours Bachelor Degree of Education Graduates

Honours Bachelor Degree Education	M	F	T
Permanent Whole-Time Teaching in Ireland	6%	4%	4%
Temporary, Substitute or Part-Time Teaching in Ireland	60%	64%	64%
Teaching Abroad	8%	19%	16%
Other Work - IRL	4%	3%	3%
Other Work - OS	2%	1%	1%
Further Study or Training	6%	5%	5%
Not Available for Employment	0%	0%	0%
Seeking Employment	8%	5%	6%
Total Respondents	124	486	610
Total Graduates	242	825	1,067
Response Rate	51%	59%	57%

The table shows that only 4% of graduates gaining employment were engaged in permanent whole time teaching in Ireland, with more males than females gaining permanent contracts. Those employed as temporary, substitute or part-time teachers in Ireland stood much higher at 64%. 16% of graduates were teaching abroad while a further 4% were in employment but not in the teaching profession.

Table 6.2 looks at the trends over the last 5 years for those graduating from an Honours Bachelor Degree in Education. The table shows a sharp decline in the proportion obtaining a permanent whole time teaching qualification in Ireland declining from 17% in 2009 to 4% in 2013. The proportion went as low as 1% in 2011. While the proportion gaining temporary, substitute or part-time teaching contracts in Ireland remained relatively high over the last 4 years, amid the public sector hiring moratorium, it has declined to 64% in 2013 from 79% in 2012. The proportion teaching abroad also saw a significant increase in 2013 increasing from 6% in 2012 to 16%. Those seeking employment also increased in 2013 to 6% of graduates that responded to the survey.

Table 6.2 First Destination of Honours Bachelor Degree in Education Graduates 2009- 2013

Honours Bachelor Degree in Primary Education	2009	2010	2011	2012	2013
Permanent Whole-Time Teaching in Ireland	17%	8%	1%	7%	4%
Temporary, Substitute or Part-Time Teaching in Ireland	76%	84%	91%	79%	64%
Teaching Abroad	1%	2%	3%	6%	16%
Other Work - IRL	1%	2%	1%	2%	3%
Other Work - Overseas	0%	1%	0%	0%	1%
Further Study or Training	2%	1%	0%	4%	5%
Not Available for Employment	0%	1%	0%	0%	0%
Seeking Employment	4%	2%	4%	2%	6%
Number of Respondents	553	386	342	456	610
Response rate	64%	67%	60%	63%	57%

6.2 Professional Diploma in Education

This section examines the first destination of graduates of the Professional Diploma in Education. Graduates of this postgraduate courses are qualified to teach at second level. Almost 70% of graduates responded to this survey.

Table 6.3 First Destination of Graduates from the Professional Diploma in Education, 2013

Professional Diploma in Education	2013
Employed	78%
Further Study or Training	6%
Seeking Employment	14%
Not available for Work	2%
Other	0%
Total Respondents	683
Total Graduates	997
Response Rate	69%

The table shows that 78% of those graduating from the Professional Diploma in Education in 2013 gained employment while 14% were seeking employment. As you expect as this is a postgraduate qualification, a low percentage, just 6% continued to further study.

Table 6.4 shows the type of teaching employment gained by those gaining employment.

Table 6.4 First Destinations of those In Employment 9 months after graduation from the Professional Diploma in Education

In Employment Professional Diploma in Education	2013
Permanent Teaching in Ireland	8%
Permanent Teaching Aboard	7%
Temporary Whole Time Ireland	23%
Temporary Whole Time Abroad	9%
Part-Time Ireland	34%
Part-Time Abroad	2%
Eligible Part-Time	2%
Teaching Not Specified Ireland	8%
Teaching Not Specified Abroad	1%
Employed Other	4%
Respondents	534

The data shows that of those gaining employment just 15% held permanent teaching contracts with 8% employed in Ireland and 7% employed abroad. A higher proportion, 32% held temporary whole time contracts following graduation with the majority employed in Ireland at 23%. A higher proportion again were working part-time at 36% with almost all working in Ireland.

Table 6.5 describes the field of study of origin of the original primary degrees for graduates of Professional Diploma in Education. Of those where data was available, 76% held an Arts and Humanities Degree with 14% gaining permanent teaching contracts in Ireland and 25% gaining temporary whole time contracts in Ireland. The data shows that for those with a primary degree in Science, just 7% gained permanent contracts in Ireland and double that were on permanent contracts abroad.

Table 6.5: Graduate of the Professional Diploma in Education in Employment 9 months after Graduation by Primary Field of Study

In Employment Professional Diploma in Education	Arts	Science	Commerce	Other
Permanent Teaching in Ireland	14%	7%	14%	13%
Permanent Teaching Aboard	8%	15%	0%	0%
Temporary Whole Time Ireland	25%	24%	24%	13%
Temporary Whole Time Abroad	7%	2%	10%	6%
Part-Time Ireland	35%	32%	33%	44%
Part-Time Abroad	2%	0%	0%	0%
Eligible Part-Time	1%	7%	0%	0%
Teaching Not Specified Ireland	9%	12%	19%	25%
Teaching Not Specified Abroad	0%	0%	0%	0%
Respondents	253	41	21	16

No data available for Trinity College Dublin, Maynooth University and University of Limerick

6.3 Postgraduate Diploma in Education (Primary Teaching)

This section examines the destinations of those graduating from a Postgraduate Diploma in Primary Education in 2013. The Postgraduate Diploma in Education (Primary Teaching) is a professional course that is intended to provide for the academic and professional requirements of primary school.

Table 6.6 shows the graduate destination of those graduating from the Postgraduate Diploma in Primary Education in 2013, by gender.

Table 6.6 First Destination of 2013 Graduates of Postgraduate Diplomas in Primary Teaching by Gender

Postgraduate Diploma in Primary Education	M	F	T
Permanent Whole-Time Teaching in Ireland	8%	6%	6%
Temporary, Substitute or Part-Time Teaching in Ireland	92%	77%	80%
Teaching Abroad	0%	8%	6%
Other Work - IRL	0%	0%	0%
Other Work - OS	0%	0%	0%
Further Study or Training	0%	4%	3%
Not Available for Employment	0%	0%	0%
Seeking Employment	0%	6%	5%
Total Respondents	13	53	66
Response Rate	31%	34%	33%

Table 6.6 shows a very high level of employment being reported by graduates of Postgraduate Degree in Primary Education with 86% teaching in Ireland. However, 6% of these graduates obtained a permanent whole time teaching contract and 80% are working on temporary, substitute or part-time contracts. A further 6% of graduates are teaching abroad.

Table 6.7 examines at the trends over the last 5 years for those graduating from a Postgraduate Degree in Primary Education.

Table 6.7 First Destination of Graduates of the Postgraduate Diploma in Primary Teaching, 2009- 2013

Postgraduate Diploma in Primary Education	2009	2010	2011	2012	2013
Permanent Whole-Time Teaching in Ireland	19%	11%	7%	7%	6%
Temporary, Substitute or Part-Time Teaching in Ireland	74%	81%	87%	74%	80%
Teaching Abroad	3%	5%	1%	5%	6%
Other Work - IRL	1%	1%	1%	2%	0%
Other Work - Overseas	0%	0%	0%	1%	0%
Further Study or Training	0%	0%	0%	2%	3%
Not Available for Employment	1%	2%	0%	0%	0%
Seeking Employment	2%	0%	4%	10%	5%
Number of Respondents	247	206	89	283	66
Response rate	65%	61%	56%	51%	33%

The data shows that there has been a very significant decline in the proportions gaining permanent whole time teaching contracts in Ireland declining from 19% in 2009 to just 6% in 2013. This has coincided with an increase in those working on temporary, substitute or part-time teaching contracts increasing from 74% in 2009 to 80% in 2013 but this went as high as 87% in 2011. The proportions teaching overseas has remained relatively stable in the five year period, currently at 6%. The proportions seeking employment halved from 10% in 2012 to 5% in 2013.

APPENDICES

Appendix A: Regional Authorities

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

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



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