

Regional Mobility of Irish Graduates



GRADUATE
OUTCOMES
WHERE TO NEXT?

Contents

Methodology	3
Findings	
Region of Study	4
Region of Employment	5
Stayers and Movers	6
Retention and Attraction	8
Mobility and Relevance of Course to Employment	9
Mobility and the Need for the Qualification obtained for Employment	10
Summary	11

Methodology

The Graduate Outcomes Survey is a national survey distributed to all graduates of HEA higher education institutions (HEIs), nine months after graduation.

Regional mobility describes whether graduates move for study, work or both from their region of origin.

This report analyses regional mobility patterns among Irish honours degree graduates using Graduate Outcomes Survey data from the Class of 2021. The sample size is 11,247.

Graduates, HEIs and counties of employment are grouped according to NUTS 3 regions.

What are NUTS 3 regions?

The Nomenclature of Territorial Units for Statistics (NUTS) were created by Eurostat in order to produce regional statistics across the European Union.

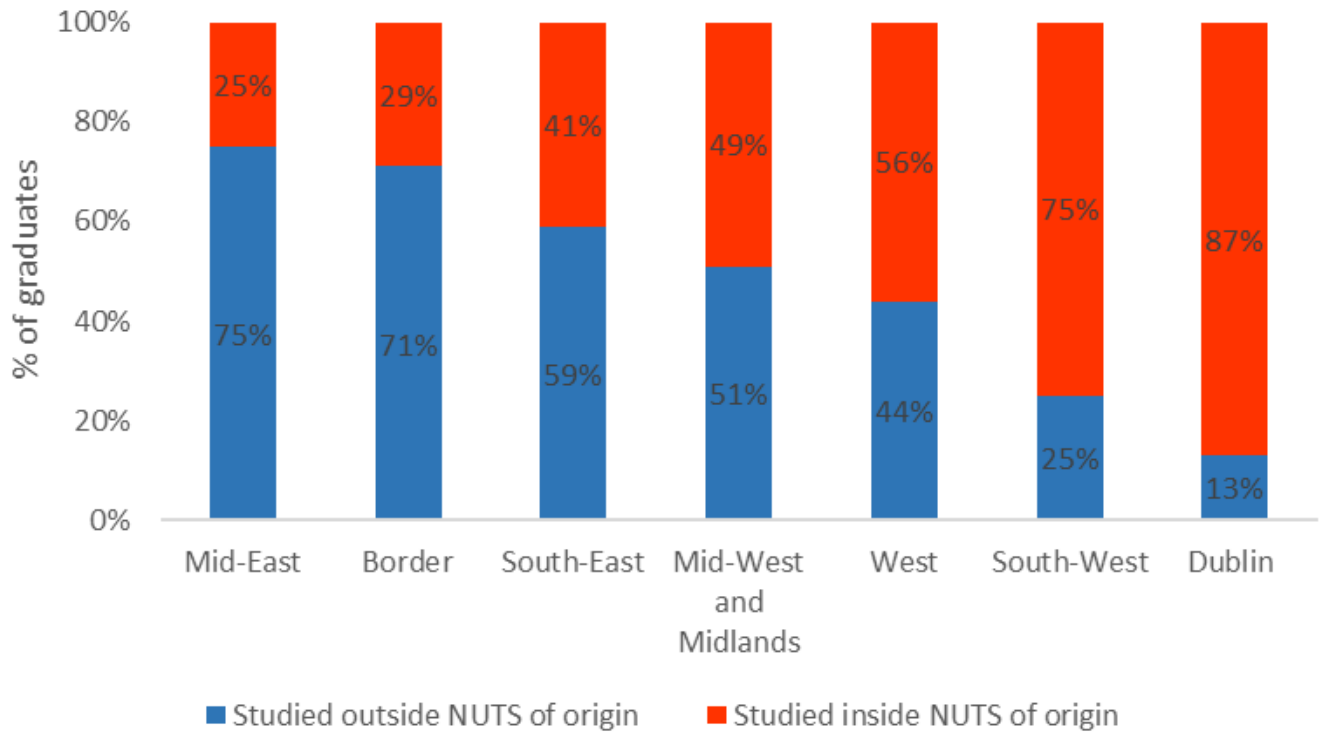
For example, NUTS 3 regions in Ireland include the Border, West, Mid-West, South-East, South-West, Dublin, Mid-East and the Midlands.

There is at least one HEI in every NUTS 3 region in Ireland. For the purposes of this report, Mid-West and Midlands are grouped as there is only one HEI in the midlands and it has merged with a HEI from the Mid-West.



Region of Study

Regional Breakdown of where graduates studied, relative to where they lived



- This chart shows that three quarters of graduates from the Mid-East region studied outside that region.
- 71% of graduates in the Border region studied outside that region.
- The Mid-West and Midlands is close to a 50-50 split of stayer and movers for their studies.
- 87% of graduates from Dublin studied in Dublin.

Region of Employment

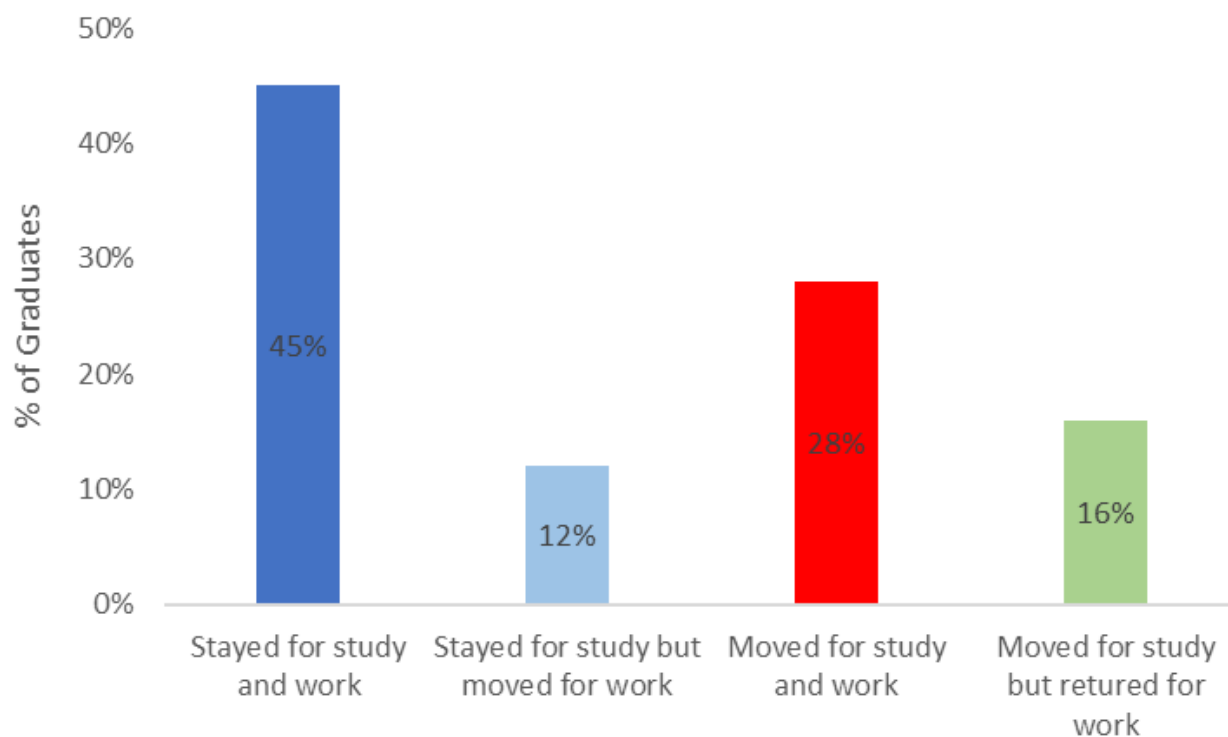
Regional Breakdown of where graduates were employed, relative to where they lived



- This chart shows that two thirds of graduates from the Mid-East worked outside that region.
- 59% of graduates from the Border region worked outside that region.
- The South-East and Mid-West and Midlands were close to a 50-50 split of graduates working inside and outside of their region of origin.
- In the South West 74% of graduates worked in that region.
- Only 10% of graduates from Dublin worked outside that region.

Stayers and Movers

Percentage of graduates nationally by mobility category



- The chart above displays the percentage of graduates in each of the following mobility categories -
 - 1. Stayed in their region for study and work;
 - 2. Stayed for study but moved for work;
 - 3. Moved for study and work;
 - 4. Moved for study but returned for work.
- Overall, 45% of graduates stayed in their region for study and work, albeit there are stark regional differences which are outlined on the next page.
- 12% stayed for study but moved for work.
- 28% of graduates moved for study and work.
- 16% moved for study but returned for work.

Stayers and Movers

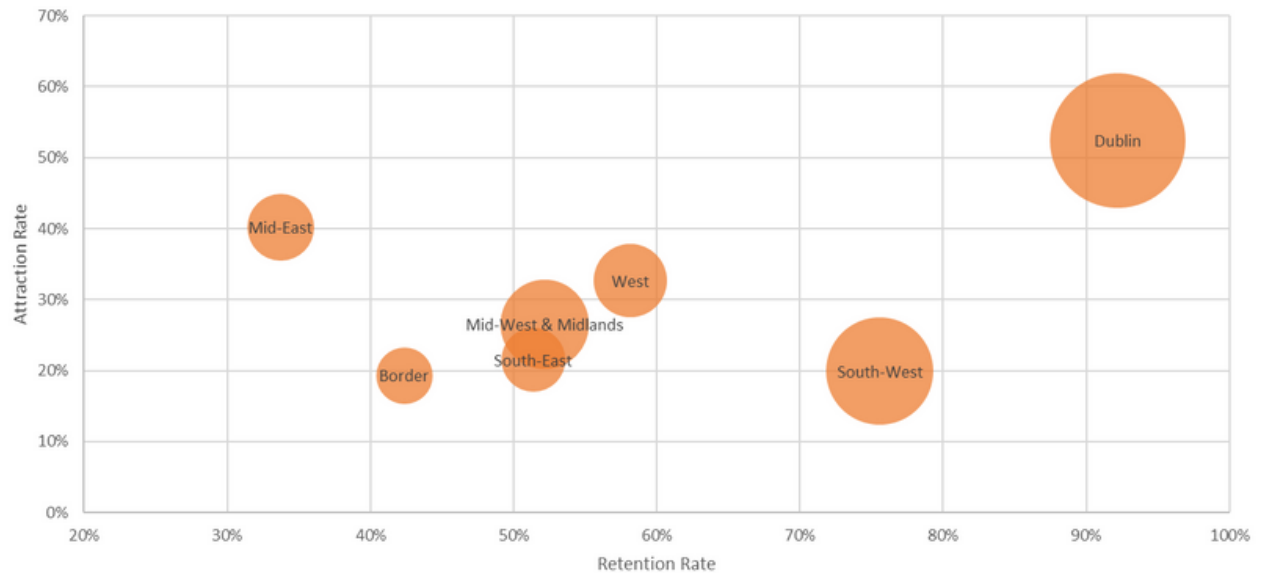
Percentage of graduates in each region by mobility category



- The chart above breaks down the mobility categories by NUTS region.
- Dublin had the largest group staying for study and work at nearly 80%, followed by the South-West at 61%.
- The Mid-East and the Border regions had the largest groups moving for study and work at 54% and 51%, respectively.

Retention and Attraction Rates

Retention and Attraction Rates: Region of Origin of Graduate and Employment Region



- The **regional retention rate** is calculated by dividing the number of graduates from a region still working there by the total number of graduates from that region working throughout all NUTS regions.
- The **regional attraction rate** is calculated by dividing the number of graduates from other regions who have relocated to that particular NUTS region.
- The size of each bubble reflects the population size of each bubble i.e. Dublin has the largest number of graduates.
- Dublin has the highest attraction rate for graduates from outside the region at 52% and the highest retention rate of 92%.
- The NUTS regions with the lowest retention rate are two regions here - the Mid-East and Mid-West & Midlands retaining four out of every ten of graduates that originate there.
- The Border and the South-West regions have the lowest attraction rates for graduates at 19% and 20%, respectively.
- The South-West has high retention of graduates (76%) but low attraction rates (20%).

Mobility and Relevance of Course to Employment

- We asked graduates how relevant their course was to their current job, on a five point scale.
- The table below looks at the relevance of course studied to the graduate's job broken down by the mobility category of the graduate.
- Those who moved for study but stayed for work rated their course's relevance lower than other graduates at 59% (responded either relevant or very relevant). This compares with 69% for those graduates who stayed for study but moved for work.
- A total of 17% of the graduates who moved for study but stayed for work rated their course as very irrelevant, compared to 8% of those who stayed for study but moved for work.
- Those graduates who moved for work found their courses more relevant to their jobs than those who stayed for work.

Relevance of course to job

Mobility Category → Relevance ↓	Stayed for study and work	Stayed for study but moved for work	Moved for study but stayed for work	Moved for study and work
Very Relevant	41%	43%	40%	46%
Relevant	21%	26%	19%	22%
Somewhat relevant	15%	16%	16%	16%
Irrelevant	9%	6%	9%	8%
Very Irrelevant	14%	8%	17%	9%

Mobility and the Need for the Qualification obtained for Employment

- We asked graduates was the qualification they obtained a formal requirement for their job, on a five point scale.
- The table below looks at the need for the qualification obtained broken down by the mobility category of the graduate.
- The need for a qualification among graduates who moved for study but stayed for work was lower than every other group, at 11%. For those who moved for study and work, this figure was 4%.
- A higher percentage of those who moved for work regarded their qualification as a formal requirement of the job.

Need for qualification

Mobility Category → Need for qualification ↓	Stayed for study and work	Stayed for study but moved for work	Moved for study but stayed for work	Moved for study and work
Yes: The qualification was a formal requirement	54%	64%	50%	63%
Yes: while not a requirement it gave me an advantage	22%	22%	19%	22%
No: the qualification was not needed	17%	10%	19%	10%
No: I was already in the job	7%	4%	11%	4%

Summary

- Regional mobility describes whether graduates move for study, work or both from their region of origin.
- Graduates, HEIs and counties of employment were grouped according to NUTS 3 regions.
- This report has found that in terms of regional attraction and retention Dublin ranks highest in both categories.
- The regions with the lowest attraction rates for employment were the Border and South-West regions.
- However, the South-West had a high retention rate of graduates with 76% remaining in their region.
- Another key finding from this report may suggest that for graduates moving back to their NUTS region of origin that the job they're moving into may not be the one they studied for initially.
- Graduates who moved for work found their courses more relevant to their jobs than those who stayed for work.
- A higher percentage of graduates who moved for work regarded their qualification as a formal requirement of the job.

For further information:



www.graduateoutcomes.ie



[HEA Graduate Outcomes](#)



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If you have any further queries, suggestions or ideas for future Info-Byte topics, please contact graduatesurvey@hea.ie.

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