



UNIVERSITY of LIMERICK
OLLSCOIL LUIMNIGH

UL First Destinations Report Graduates of 2016



Key Facts

94%

of primary degree graduates are in employment or further study

91%

of postgraduate diploma graduates are in employment or further study

86%

of taught masters and research masters graduates are in employment or further study

93 %

of PhD graduates are in employment or further study



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability

UL First Destinations Report Graduates of 2016

Table of Contents

Executive Summary.....	1
Graduate Employment Trends.....	3
Employment by Faculty.....	4
Employment by Award Level.....	5
Employment by Gender.....	6
Salary by Range.....	7
Primary Degree Survey Results.....	8
Jobs Analysis.....	12
Career Sector Spotlight.....	13
Our Careers Service.....	21

EXECUTIVE SUMMARY

The First Destinations survey is conducted annually by the Cooperative Education & Careers Division (CECD). The survey supported by the Higher Education Authority, forms part of a nation-wide review of the employment outcomes of Irish University Graduates.

This current survey was conducted nine months after graduation and focuses on the employment and further study patterns of the graduates of 2016. A total of 3,285 graduates were surveyed and a response rate of 77% was achieved.

The publication by the Higher Education Authority (HEA) of What Do Graduates Do? – allows for comparison of UL's statistics with those nationally.

COMMENTARY ON THE 2016 FIRST DESTINATION STATISTICS

Primary Degrees:

There were 2,033 Primary Degree graduates in 2016. Of these, 1,657 graduates responded to the survey, a response rate of 82%. The survey continues to reflect an increased confidence in the graduate employment market with 74% of UL graduates going directly into employment, 63% in Ireland and 11% overseas. This is a 2% increase in employment levels overall on the previous year, with a 3% increase in those securing employment within Ireland. It is not possible to make comparisons with the national employment level of graduates as that data is not yet available but the employment record of UL graduates has always been consistently higher than the national average.

- The survey shows that 20% of the class of 2016 went on to do some form of postgraduate study or research.
- The results record a decrease of 1% in the number of graduates seeking employment, which is now 5%. This is lower than the official labour market unemployment figure that is currently 6.2% (April 2017)
- There was a 1% decrease in the percentage who were 'not available' for employment or further study which is now at 1%. (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.)
- There has been an increase of €1,924 in the average salary levels for new graduates in the past year. The results record an average starting salary of approximately €27,434, with more than 26% of respondents earning salaries in excess of €29,000.
- Business, Finance and Insurance sectors between them accounted for 21% of graduates. The public sector has also featured as a significant sector, although Education dropped to 19% and Health remaining at 17%.
- The continued regional increase in employment is in the West (West, Mid and South) with 62% of UL graduates working within the region, followed by the East with 26%. The most popular overseas location was the UK at 40%, followed by the North America at 29%.
- The overall employment rate for Education graduates is 87%, which is strong, and 20% of these are teaching overseas.

Higher Degrees:

PhD

- There were 119 PhD graduates in 2016. Of these, 85 graduates responded to the survey, a response rate of 71%.
- Our doctorate students are also very much in demand, with 89% of last year's PhD graduates currently in employment: 70% in Ireland and 19% overseas.
- The survey shows that 4% of the class of 2016 went on to do some form of postgraduate study or research, 5% seeking employment, 2% 'not available' for employment or further study.
- The results record an average starting salary of €44,040

Masters (Research)

- There were 20 graduates of Research Masters in 2016. Of these, 13 graduates responded to the survey, a response rate of 65%.
- 84% of last year's Masters (Research) graduates currently in employment. All within Ireland.
- The survey shows that 8% of the class of 2016 went on to do some form of postgraduate study or research, 8% 'not available' for employment or further study.
- The results record an average starting salary of €39,200

Masters (Taught)

- There were 823 graduates of Taught Masters in 2016. Of these, 585 graduates responded to the survey, a response rate of 71%.
- 80% of last year's Masters (Taught) graduates currently in employment. 68% in Ireland and 12% overseas.
- The survey shows that 6% of the class of 2016 went on to do some form of postgraduate study or research, 12% seeking employment, 2% 'not available' for employment or further study.
- The results record an average starting salary of €29,589

Postgraduate Diplomas

- There were 179 postgraduate diploma graduates in 2016. Of these, 113 graduates responded to the survey, a response rate of 63%.
- 84% of last year's Higher Diplomas graduates currently in employment. 81% in Ireland and 3% overseas
- The survey shows that 7% of the class of 2016 went on to do some form of postgraduate study or research, 9% seeking employment.
- The results record an average starting salary of €35,413

The sectoral spread of UL graduate employment is significant and includes accountancy/professional services, financial services, agri-food, software, pharmachem, biomedical, engineering, law, construction, volunteering and retail.

Gavin Connell

Head of Careers, Cooperative Education & Careers Division

Graduate Employment Trends

In 2016 from a total of 3,285 graduates, 2,033 graduated with a primary degree. Of these, 1,657 responded to the survey, representing a response rate of 82%. Current economic indicators suggest a restoration of confidence in the Irish economy with the CSO reporting a national unemployment rate of 6.2% in April 2017. This is down from 8.4% for the same month in 2016. Behind these figures is a story of considerable economic turnaround, with higher levels of industrial output in general. On current trends, unemployment may fall below 6 per cent this year, which is close to full employment in Ireland.

There is a large demand for fresh talent coming out of our third-level institutions and the employment prospects for graduates is very positive. While there are jobs for graduates, it's still the case that employers want the best talent, and the jobs marketplace is very competitive.

The 2017 UL Careers Fair is booked to capacity with many employers enquiring about an additional Spring Fair. Demand for good graduate applicants is strong and recruiters realise that they need to attract, engage with and retain candidates early in the selection process.

EMPLOYMENT TRENDS (PRIMARY DEGREE, ALL FACULTIES)

	2012	2013	2014	2015	2016
Employed Ireland	50%	49%	56%	60%	63%
Employed Abroad	13%	21%	17%	12%	11%
Further Study/Training	24%	24%	19%	20%	20%
Not Available	5%	1%	1%	2%	1%
Seeking Employment	8%	5%	7%	6%	5%

However, there are labour market challenges ahead and uncertainties in the international and European backdrop. Building a national talent pool that is resilient, skill-appropriate and entrepreneurial in outlook, is core to the third level mission. In the context of UL, the Cooperative Education programme confers significant advantage on UL graduates. This is supported by substantial research on the benefits of work-based learning and is evidenced by the sustained high demand for UL graduates.

PRIMARY DEGREE, BY FACULTY

96%

Education & Health
Sciences Graduates
Employed or in
Further Study

95%

Business Graduates
Employed or in
Further Study

91%

Science &
Engineering
Graduates Employed
or in Further
Study

91%

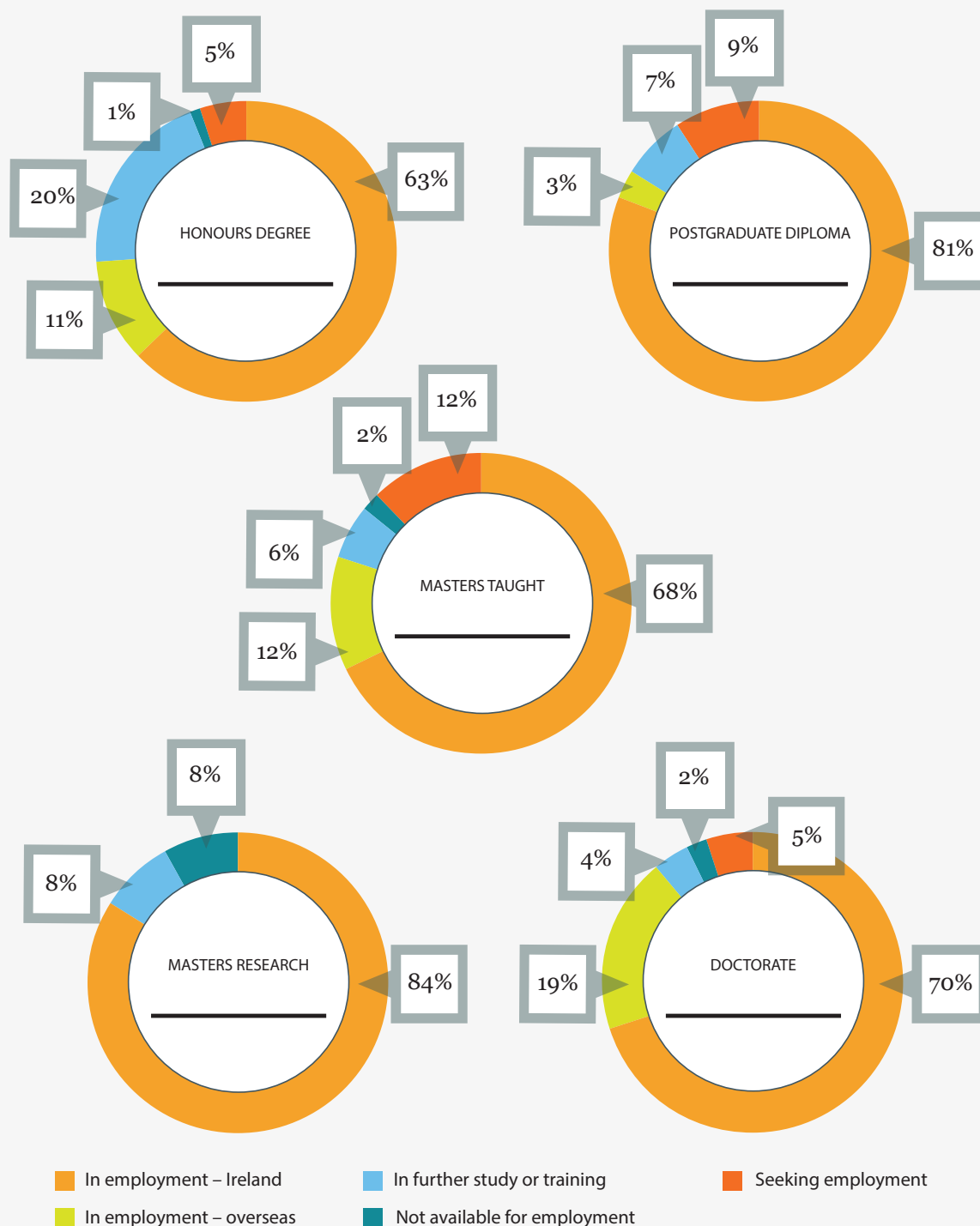
Arts, Humanities
& Social Sciences
Graduates Employed
or in Further
Study

EMPLOYMENT BY FACULTY: ALL AWARD LEVELS



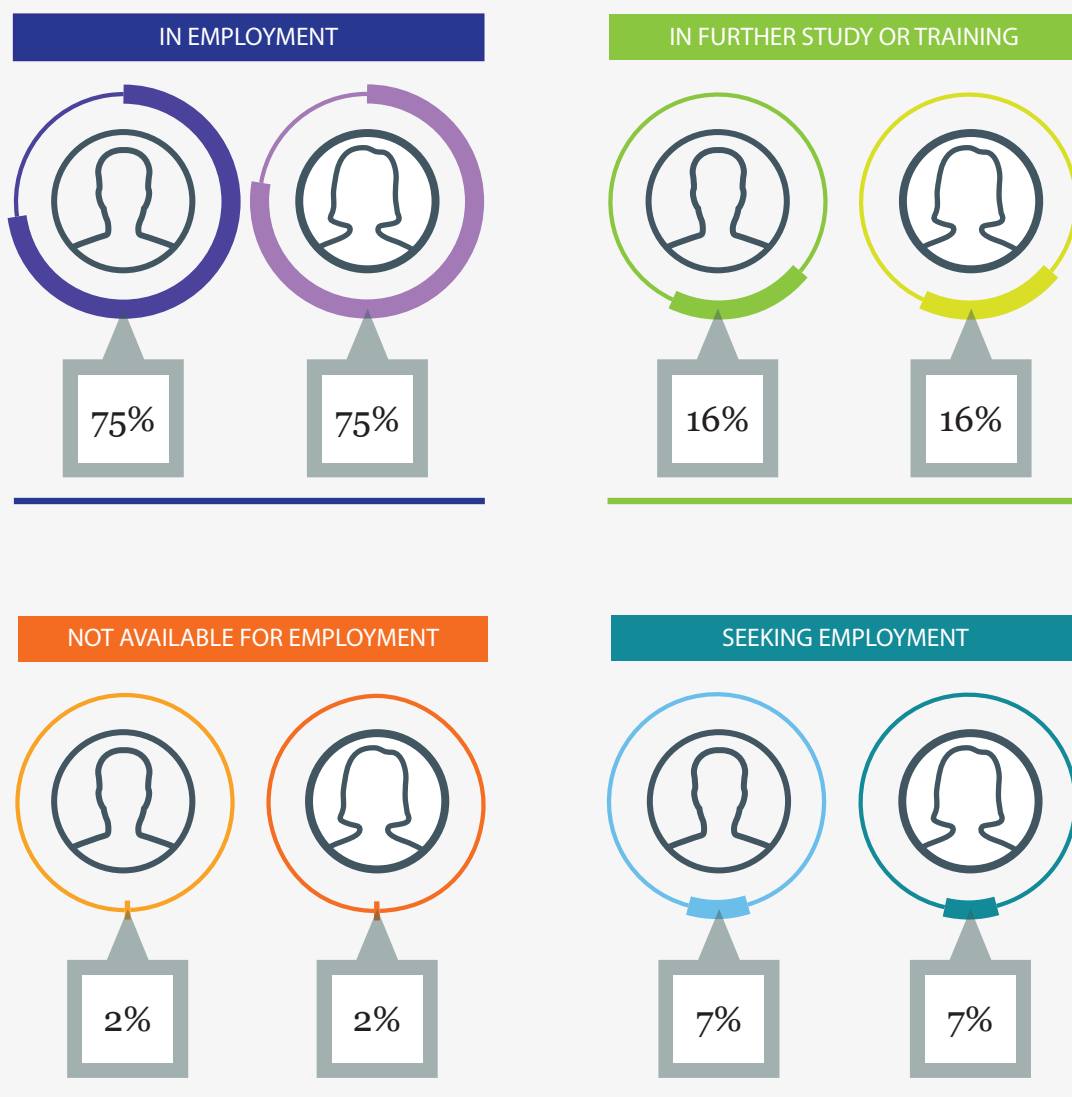
94% of primary degree graduates are in employment or further study

EMPLOYMENT BY AWARD LEVEL: ALL FACULTIES



A differential of 8% to 10% between Level 8 and Level 9 graduates going directly into employment is indicative of the value that employers attach to postgraduate study. In fact, the UK Commission for Employment and Skills predicts that roughly 15% of jobs (1 in 7) are likely to need a postgraduate degree by 2022. PhD graduates recorded an exceptionally high employment rate of 89% and this reflects sustained activities in R&D employment opportunities.

EMPLOYMENT BY GENDER: ALL AWARD LEVELS, ALL FACULTIES



Honours Degree Graduates

achieving an average salary of €27,434

Postgraduate Diploma Graduates

achieving an average salary of €35,413

Graduates of Taught Masters

achieving an average salary of €29,589

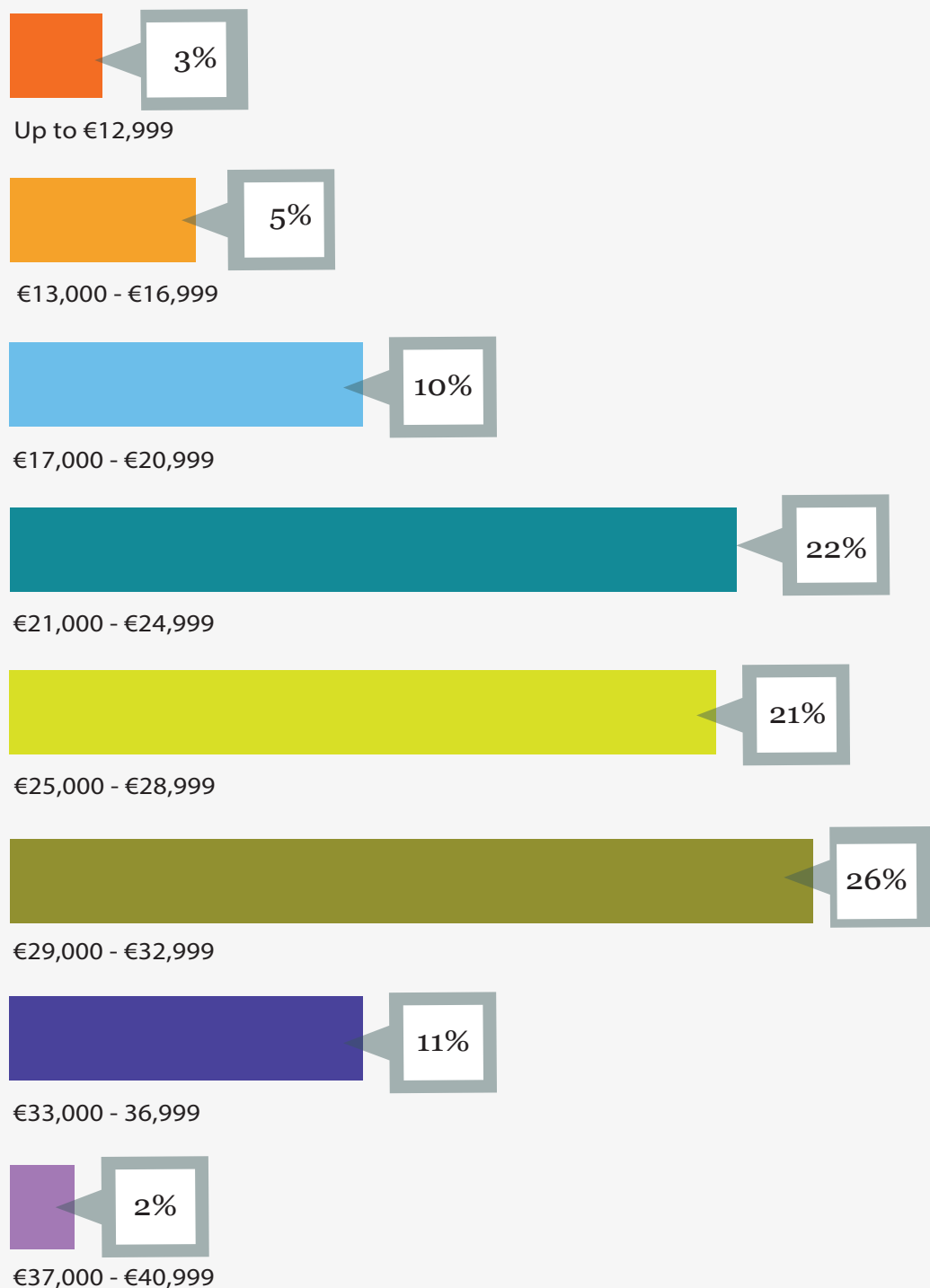
Graduates of Research Masters

achieving an average salary of €39,200

PhD Graduates

achieving an average salary of €44,040

SALARY BY RANGE: PRIMARY DEGREE, ALL FACULTIES



In 2016 the average starting salary for UL graduates was €27,434; marginally higher than the 2015 starting salary of €25,510. This is in line with the national average for graduates and indicates that graduate starting salaries are continuing to rise, which is consistent with the increase in graduate employment. There are no significant gender-based differences in average starting salaries. Salary levels continue to be influenced by factors such as degree discipline, type of job, sector of employment or location of employment.

PRIMARY DEGREE, BY FACULTY

€30,675

Education & Health Sciences Graduates Average Salary

€23,165

Arts, Humanities & Social Sciences Graduates Average Salary

€25,670

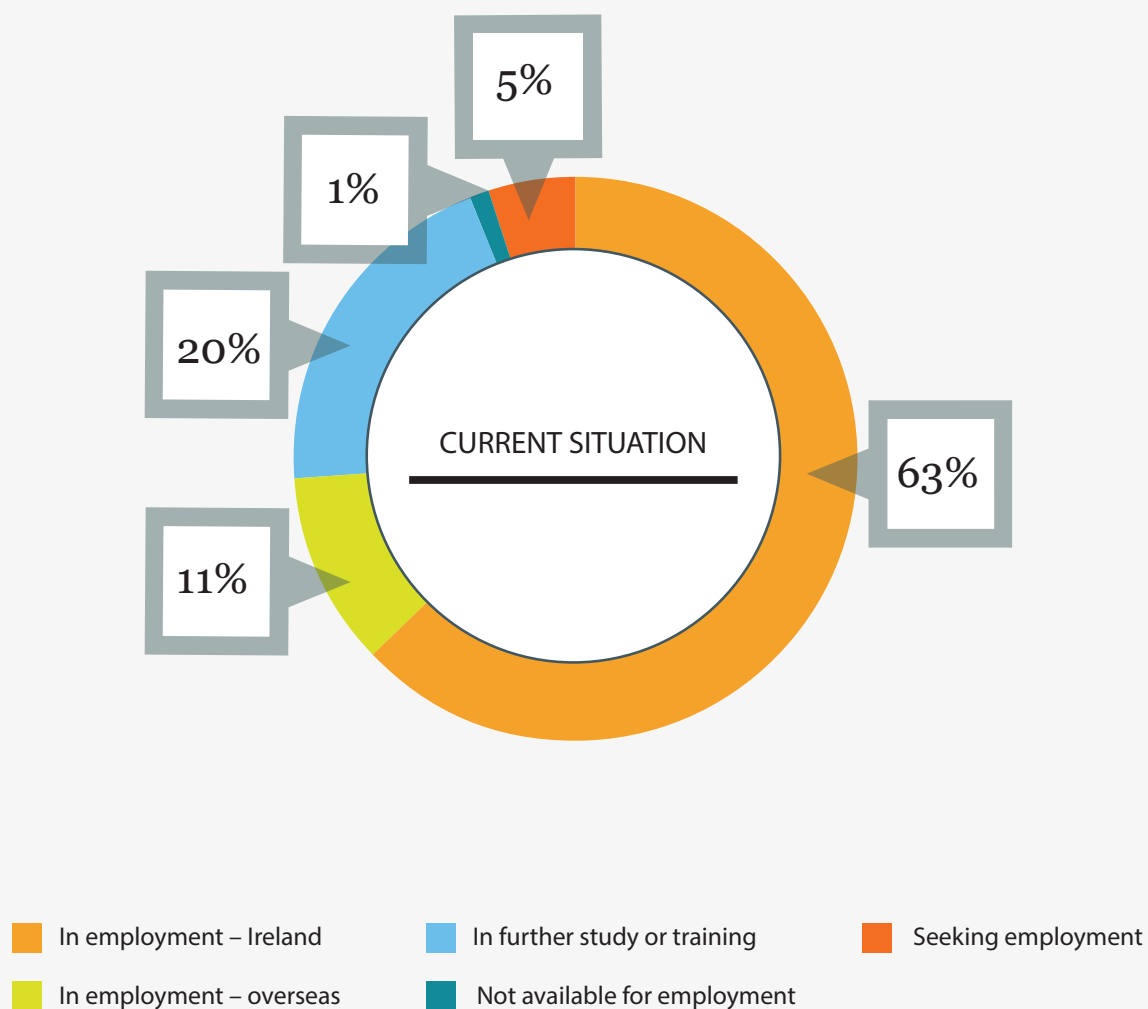
Business Graduates Average Salary

€29,261

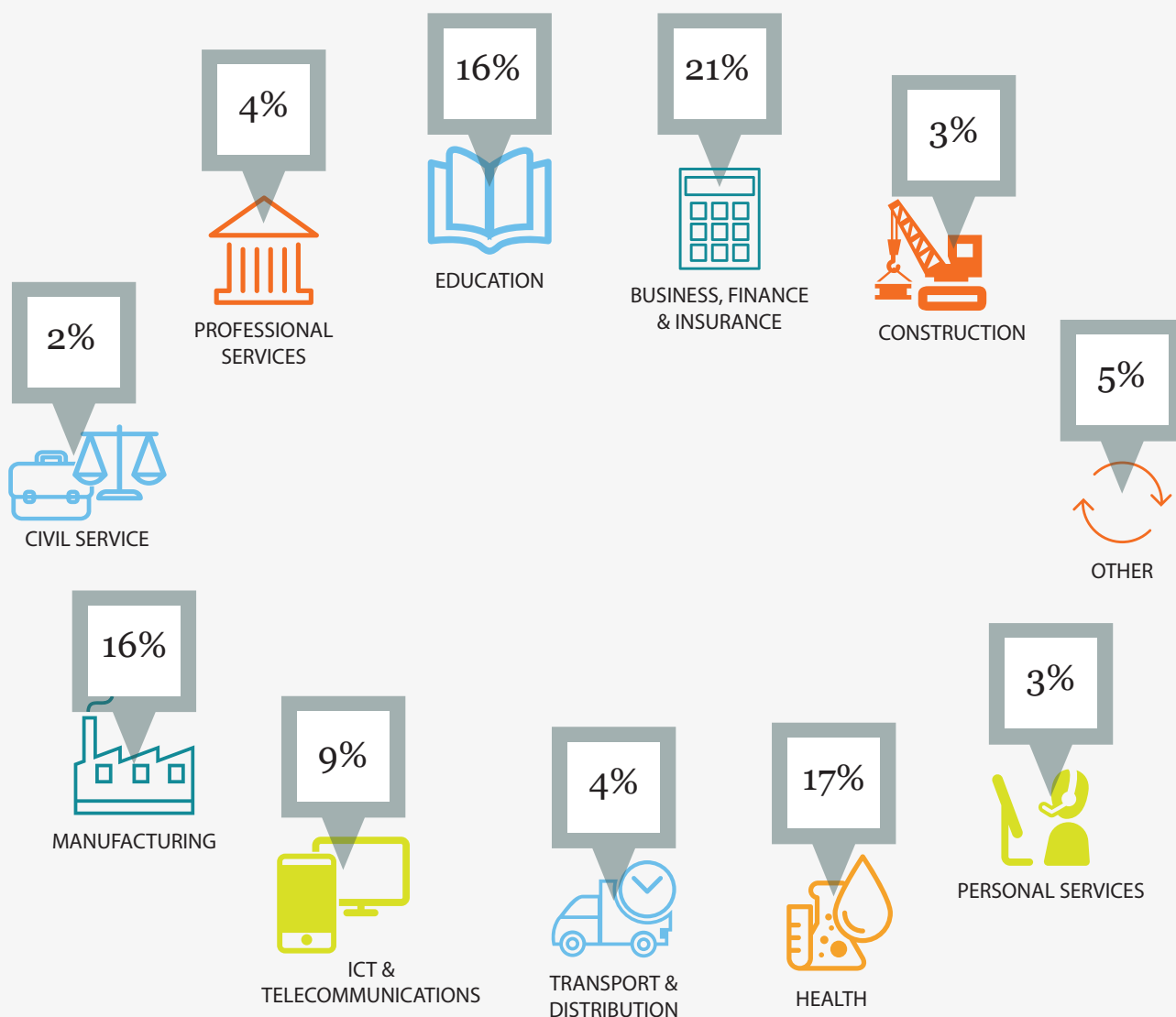
Science & Engineering Graduates Average Salary

Overview of Survey Results: Primary Degree Graduates

OVERVIEW OF 2016 UL GRADUATES: PRIMARY DEGREE, ALL FACULTIES



EMPLOYMENT SECTORS: PRIMARY DEGREE, ALL FACULTIES

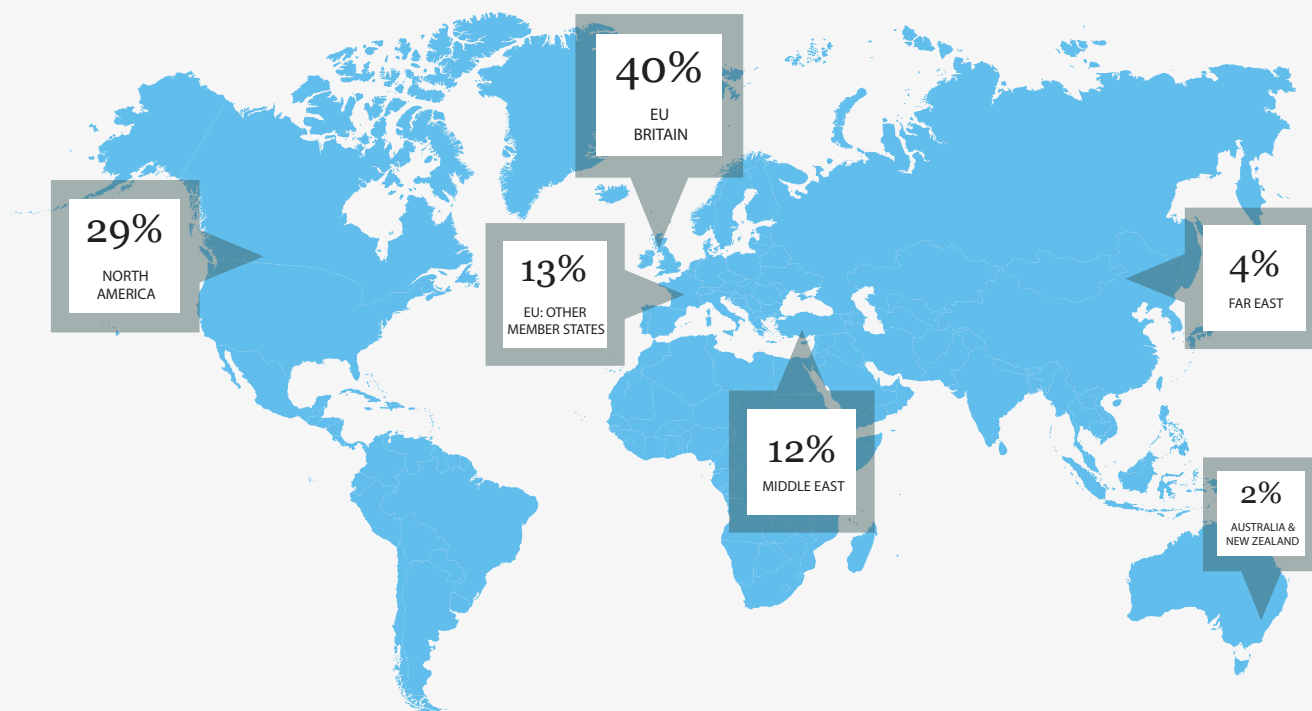


There has been a 3% increase in the number of graduates employed in Manufacturing, and a slight increase in ICT & Telecommunications, and in the Civil Service. The Business, Finance and Insurance sector saw a decline of 3%, as did the amount of graduates going into Education. The other sectors remain constant with 2015.

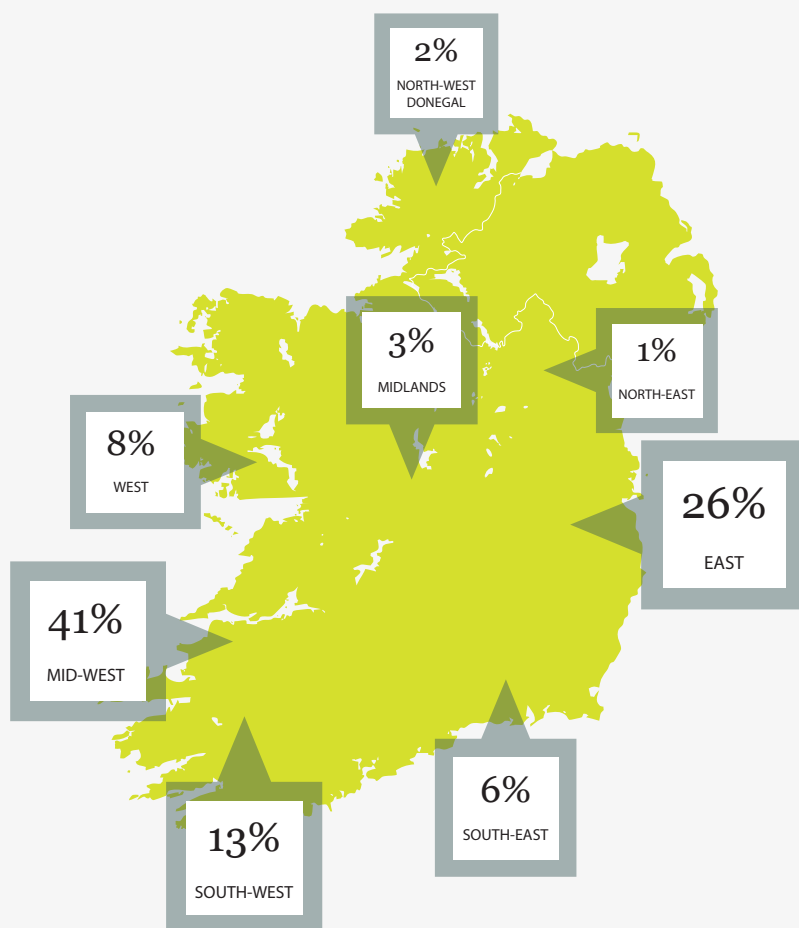
The overall trend for primary degree graduates by sector reflects wider issues of national skill shortages in areas like ICT.

The European Commission estimates that Europe could face an 800,000 person ICT skills shortage by 2020. Ireland is experiencing unprecedented demand for graduates with programming ability, web developers and software developers for operating platforms especially UNIX/Linux; In 2016, graduate employment in the ICT&T sector showed a modest increase of 1%. In real terms, that represents a 4% increase since 2010.

REGION OF EMPLOYMENT (GLOBAL): PRIMARY DEGREE, ALL FACULTIES



REGION OF EMPLOYMENT (IRELAND): PRIMARY DEGREE, ALL FACULTIES



The number of graduates undertaking employment in the west, mid and south-west continues to increase, with 62% of UL graduates working within the region. The period 2010-2016 has seen a shift of 10% in the number of graduates securing employment in the mid-west/west. The high concentration of graduates in the mid-west will continue to be significant in attracting foreign direct investment to the region and will be fundamental to the development of the western corridor. The regionalisation of financial services is and will continue to be, particularly significant. Growth in areas like fund administration and payment solutions complements historic regional expertise in high-end leasing. This aspect of the employment pattern of UL graduates indicates that the University is well positioned at the heart of an emerging ecosystem that co-locates finance, technology and business.



Empowering through Employability

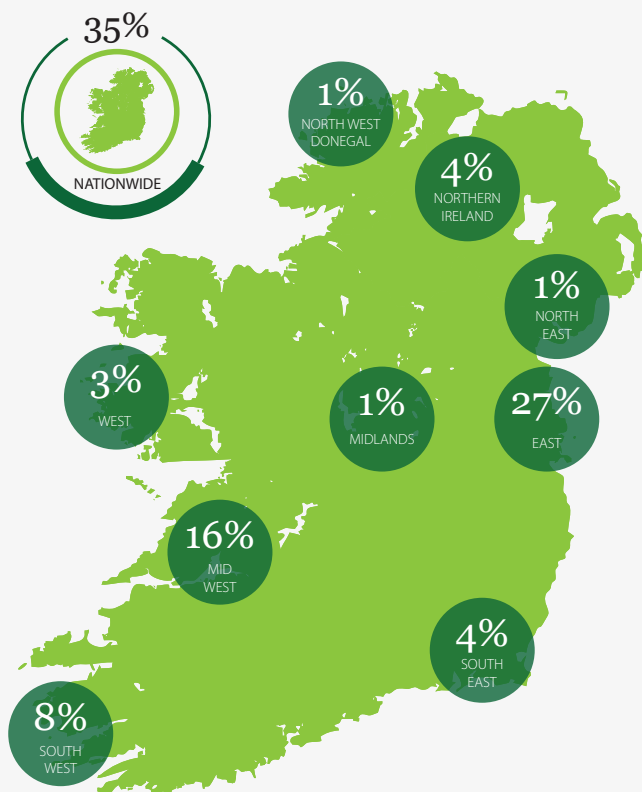
The UL Careers Service supports students in all aspects of career planning from accredited professional development offerings to individual consultations to a myriad of employer collaborations. In 2016, the service advertised 7,628 vacancies, delivered 200+ employer and career presentations attended by over 4000 students and hosted 150 exhibitors in the largest national careers fair.

"Research supports the view that by strengthening links with employers and investing more heavily in career-support functions, universities and other third level institutions can play an important role in matching graduates with jobs. Higher education institutions can also play an important role in terms of educating students in the job search methods to undertake and avoid."

"Improving the employment prospects of Graduates: What can Universities Do?"
ERSI Research Bulletin January 2017

Jobs Analysis

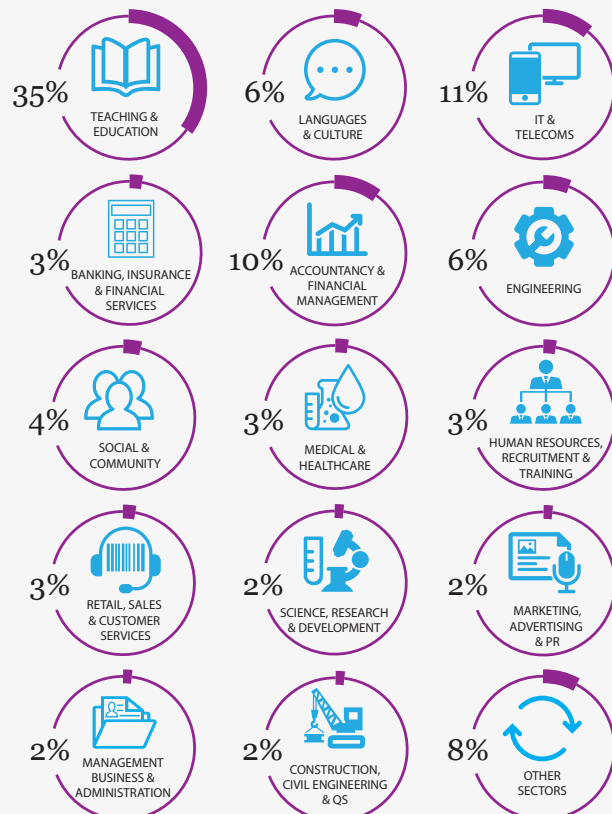
IRELAND



3,433 job opportunities in Ireland.

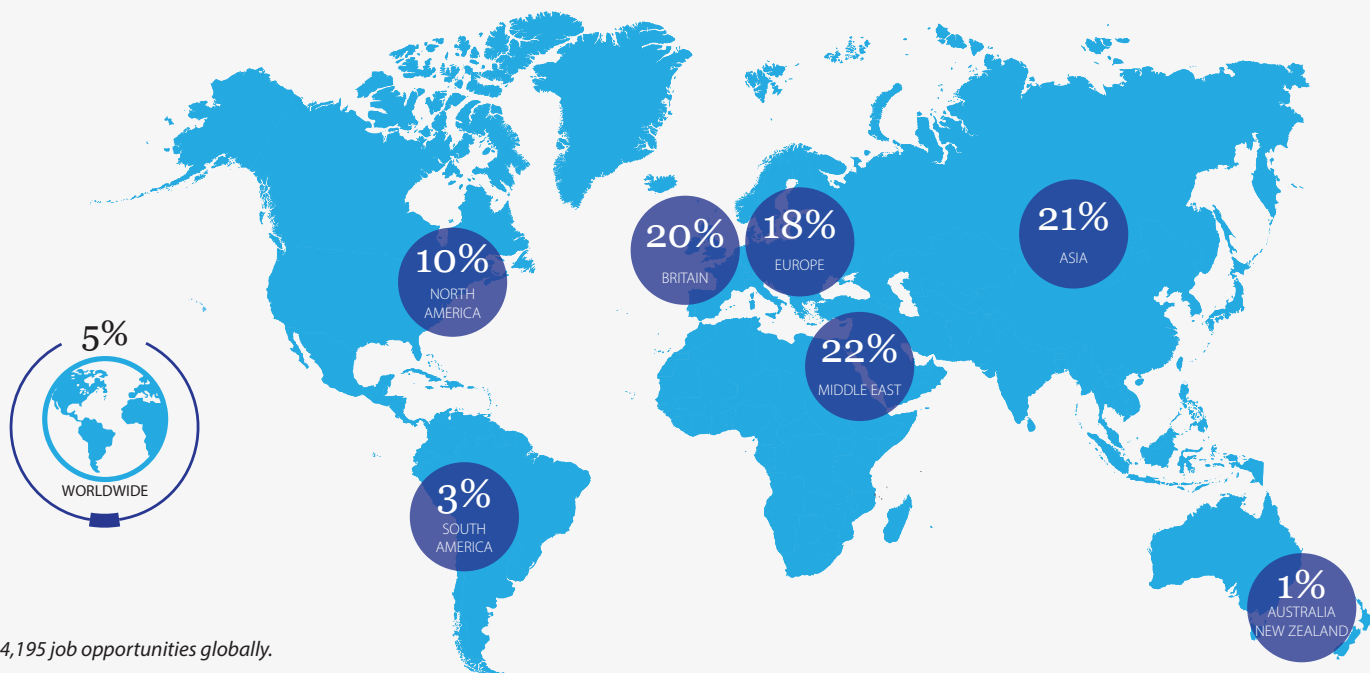
The % of job opportunities in specific regions around Ireland.

SECTORS FOR JOB OPPORTUNITIES (ALL COUNTRIES)



The highest sector is Teaching and Education at 35%, driven by the UK seeking Irish teachers.

GLOBAL



4,195 job opportunities globally.

The % of job opportunities globally.

Data sourced from UL CareersConnect website.

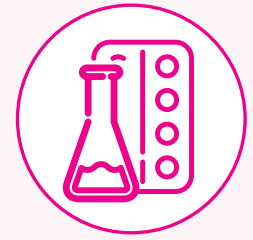


Career Sector Spotlight

Cooperative Education & Careers Division

Biopharma

Biopharma



Ireland is one of the leading locations for biopharma in Europe. For a country of just 4.7 million people Ireland punches well above its weight and is undoubtedly a world player in this sector with 10 out of the top 10 global pharmaceutical companies having an established presence here.

Biopharma covers both chemically synthesised drugs (small molecule manufacturing) and large molecule manufacturing or biologics where therapies are manufactured in living organisms such as plant or animal cells. Biologics is a growing subsector within biopharma, and Irish industry analysts expect a 75% increase in biologics manufacturing over the next five years. Indeed, according to the Expert Group on Future Skills Needs (EGFSN) the biopharma sector will create more than 8,500 jobs over this time frame, bringing the total number employed in the sector to almost 40,000.

The global biopharma sector faces key challenges characterised by changing economic and political landscapes, pressure from cash-strapped healthcare systems and the trend toward personalised healthcare products. Ireland is addressing these challenges by facilitating constituent stakeholders including government, industry and academia to identify ways to harness the required current and future skills for the Irish biopharma sector. Recommendations from the EGFSN include the need to increase structured work place training for third level students as well as increase graduate entry programmes within the sector. In addition, the establishment of the National Institute for Bioprocessing Research and Training (NIBRT) will complement increased graduate opportunities via continuing professional development of the current workforce.

Biopharma manufacturing is knowledge-intensive and requires a highly skilled workforce. This will create a diverse range of roles in Biopharma requiring specific science, engineering, technology, and business skills. All staff must have knowledge of contamination, sterile processing and cleanroom operations, while data analytics is a key emerging skill requirement. In addition, skills including communications, team working, problem solving, and influencing are essential for all Biopharma roles. Of the 800-strong graduate cohort recruited in 2014, for example, 50% came from maths and science, 24% from engineering, 12% from health and the remaining 14% from a combination of different disciplines.

Expert Group on Future Skills Needs (EGFSN), IDA, National Institute for Bioprocessing Research and Training (NIBRT), PWC

Quick Facts

50%

of the total goods exported from Ireland are Pharma-chemical products.

8,400

potential job openings are anticipated for the Pharma Sector in the period up to 2020.

\$8 billion

in new investment in facilities in the last 10 years, close to the biggest investment in new facilities anywhere in the world.

10 of top 10

world's pharmaceutical companies have operations in Ireland.

25%

of all PhD holders in Ireland are employed in the pharma sector.

28,000

people directly and another 25,000 indirectly are employed in Pharma.

75+

pharmaceutical companies operate in Ireland.



Career Sector Spotlight

Cooperative Education & Careers Division

Financial Services

Financial Services



Financial Services sectors include Funds, Investment and Asset Management, Banking and Payments, Insurance and Reinsurance, Aircraft Leasing and Financing, FinTech & Business Process Outsourcing.

In 1989, the Irish Financial Services Industry comprised of three companies and supported less than 75 jobs. In 2017 the industry now represents in excess of 38,000 highly skilled jobs in over 400 companies, 200 of which are Irish owned. While initially, the sector was heavily Dublin based, 33% of the workforce are now located outside Dublin.

In today's fast-paced and rapidly changing environment, the financial services industry is challenged to find innovative ways to reach strategic growth objectives, further reduce compliance costs, and ensure effective management of regulatory change. As the industry transitions from eight years spent focusing on cost containment, remediation, and new regulations in a low interest rate environment, firms are now putting greater emphasis on their growth agenda. This includes acquisitions, new product development, cross-selling products and services, and improving customer service, which have all re-emerged under a digital technology lens as the industry's highest priority. Regulators and central banks are also seeking ways to leverage new technologies to meet public policy objectives and complex supervisory requirements. For many organizations, leveraging technology is the answer. While Financial Technology (FinTech) is an expanding sector in its own right, the focus is now shifting to Regulatory Technology (RegTech) solutions.

Changes in the political and European environment will bring uncertainty, however Ireland may benefit from some of the uncertainty associated with Brexit, as Ireland will emerge as the sole English speaking country in the EU with many financial institutions looking to relocate or expand in Ireland. The IDA have recently confirmed that there have been significant investments in the Financial Services sector, in the first half of 2017, with more than 15 Financial Institutions announcing plans to set-up in Ireland, or expand existing operations.

So what does this mean for Graduates?

The additional regulatory and legislative changes will create opportunities across all Financial Services sectors. In addition to the long established activities within the Financial Services, there will be a need for skilled graduates with high end IT skills as well as graduates who are commercially minded, who can perform the traditional roles but would excel in customer facing opportunities which include multilingual financial professionals; credit controllers, account payable/ receivable, fund accounting and transfer price specialists.

Sources KPMG, RegTech Innovation, March 2017, IDA 2017, IFS 2020

Quick Facts

400+

IFS companies in Ireland, including 200 Irish owned.

4th largest

exporter of Financial Services in the EU.

€1.8 trillion

of funds are administered from Ireland.

Up to 7,000

new jobs could be created by 2020.

250

of the world's leading financial firms have operations in Ireland.

60%

of world's leased commercial aircraft owned or managed from Ireland.

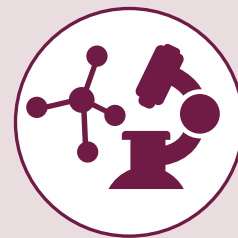


Career Sector Spotlight

Cooperative Education & Careers Division

MedTech

MedTech



The European MedTech market represents 31% of the world market and is the second largest after the US. Ireland supplies 95 of the world's top 100 countries (ranked by GDP). Over 25% of the world's population that have diabetes rely on injection devices made in Ireland. An impressive 50% of ventilators in acute hospitals worldwide are manufactured in Ireland, while 33% of the global supply of contact lenses are made here. While some sectors suffered, Irish MedTech grew with exports quadrupling in the past ten years to €12.6 billion, representing 10% of Irish exports. However Ireland remains under threat from the low cost geographies as they are very cost competitive and are starting to build up real capability and infrastructure in medical device manufacturing. So how does a small island off the coast of Europe stand out and compete?

Ireland's pro-business environment and competitive corporate tax rate at 12.5% which historically was a bigger factor, today whilst critical is a consideration but not the main driver of investment. This is significant as other global powers such as the United States is set to review its own corporate tax rate. The challenge is to continue to develop the sector's strategic competencies and enable Ireland to compete as a mature, high-value added economy with innovation at its core. 60% of MedTech companies in Ireland are engaging in research and development activities and this continues to grow.

The MedTech sector in Ireland however is at the cusp of transformational change which will support a new era in healthcare. The new healthcare marketplace rewards companies that work with hospitals to cut costs and improve patient outcomes. Digital health-enabled technologies are becoming a value driver in the care pathway. Sensors and communications functionality is being added to medical devices to transport data to healthcare providers. Ireland is uniquely placed to become a leader in connected health, with not only a global medtech hub, but also nine of the top 10 biopharma companies and 10 of the top 10 ICT companies. The convergence of different technologies with medical device products means that there is a demand for expertise in the areas of nanotechnology, software, ICT, maths, statistics, informatics and bioprocessing, and material science.

This transition will no doubt require better qualified, and more highly skilled, employees. The increase in STEM graduates will provide the talent needed to support this transition and provide a technical base to drive the industry forward. Engineering skills will continue to lead in skills requirements for the Irish MedTech sector; process engineers, automation engineers, lean six sigma engineers, validation engineers, quality engineers, NPD engineers, and polymer engineers are all sought after. There is also an increased demand for biotechnology and pharmaceutical related skills. Qualifications in the biological sciences, chemistry and pharmacology are also becoming more important for MedTech. The outlook for the medical device industry in Ireland is positive. It has the capability to expand with growth not necessarily by footprint but through operational excellence and presents excellent career opportunities for qualified graduates.

IMDA Report: 'MedTech Rising' 2016, www.irishmedtechassoc.ie, Labour Market Review / Medical Technologies, CollinsMcNicholas Report 2016

Quick Facts

29,000+

people employed in the sector, which makes Ireland, per capita, the biggest MedTech employer in the EU.

13

of the world's top 15 MedTech companies have a base in Ireland and 60% of the 450 MedTech companies based here are indigenous.

MedTech Exporter

Ireland is the 2nd largest exporter of MedTech products in Europe.

Ireland Leads

in the skills race with a higher percentage of 3rd Level Graduates than the UK, the US and OECD averages.

4,000+ Jobs

to be added in Ireland by 2020.

€12.6 billion

in exported products annually, accounting for 10% of Irish exports.



Career Sector Spotlight

Cooperative Education and Careers Division

FinTech

FinTech



FinTech can be defined as technology companies that compete and collaborate with financial institutions through innovations and technologies that are radically changing the traditional financial services sector.

FinTech companies are driving disruption with solutions that can better address customer needs by offering enhanced accessibility, convenience and tailored products. Digital solutions will see financial products and services go mobile. The impact will transform and disrupt every aspect of the financial services sector from payments and transactions to risk and compliance to trading and commodities.

Whether it turns out to be disrupter or enabler, FinTech will be all about the 21st century customer. So what will graduate opportunities look like when FinTech does for financial services what the internet did for media?

Domain analytical and technical skills will be important but in this fast paced sector the ability to effectively communicate complex information across multiple platforms will be paramount. Opportunities will exist across and beyond traditional areas of financial services including : peer to peer lending & crowdfunding; digital and crypto-currencies (i.e. Bitcoin) and robo advisory services and insurance.

Recruitment will occur across a diverse talent pool, mathematical and programming skills will support AI, developers and digital designers will transform customer experience, technologists and software engineers will deploy new technologies like quantum technologies and blockchain.

Changes in the international and European environment will bring further disruption, and related regulatory and legislative changes will create opportunities across the entire professional services eco-system. In addition to domain specific skills, graduates will need to keep up to speed with industry developments and demonstrate and evidence a “think on your feet” mentality.

PwC (2016) Report - Blurred lines: How FinTech is shaping financial services (A view from Ireland)

Quick Facts

8,800 approx

people employed in FinTech in Ireland at the end of 2015, 40% up on 2008.

up to 5,000

new jobs could be created in the Irish FinTech sector by 2020.

69%

of Irish financial services organisations say they are ‘putting FinTech at the heart of their strategy’.

25% approx

of established financial services providers expect to lose over one fifth of their business to FinTech rivals by 2020.

61%

of financial institutions expect that two thirds of their clients will access their services via mobile by 2020.

67%

of respondents identified cost reductions as a key driver of FinTech in financial services.

Our Careers Service 2016–2017



Facebook



2,492

followers

21k+

Unique Careers
Service visitors

Careers
activity

114

Career seminars with **3,529**
students in attendance

85

Employer presentations with
940 students in attendance



119 mock
interviews



Twitter

2180

followers

337,485

tweet
impressions



1076

new tweets

667

Individual career consultations

Jobs

702

organisations
advertised

7,628

vacancies



4

Careers Fairs

on campus with **243**
exhibitors and **2,368**
students in attendance

906

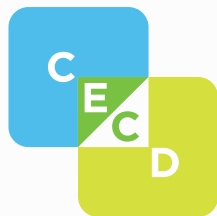
Drop-in CV Reviews



Linkedin 1,601



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability

Careers Service
Cooperative Education & Careers Division
www.ul.ie/careers



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability



UNIVERSITY of LIMERICK
OLLSCOIL LUIMNIGH