



# UL First Destinations Report 2016

## Irish World Academy of Music & Dance



### 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

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*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 nationwide 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.*

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# EXECUTIVE SUMMARY

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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

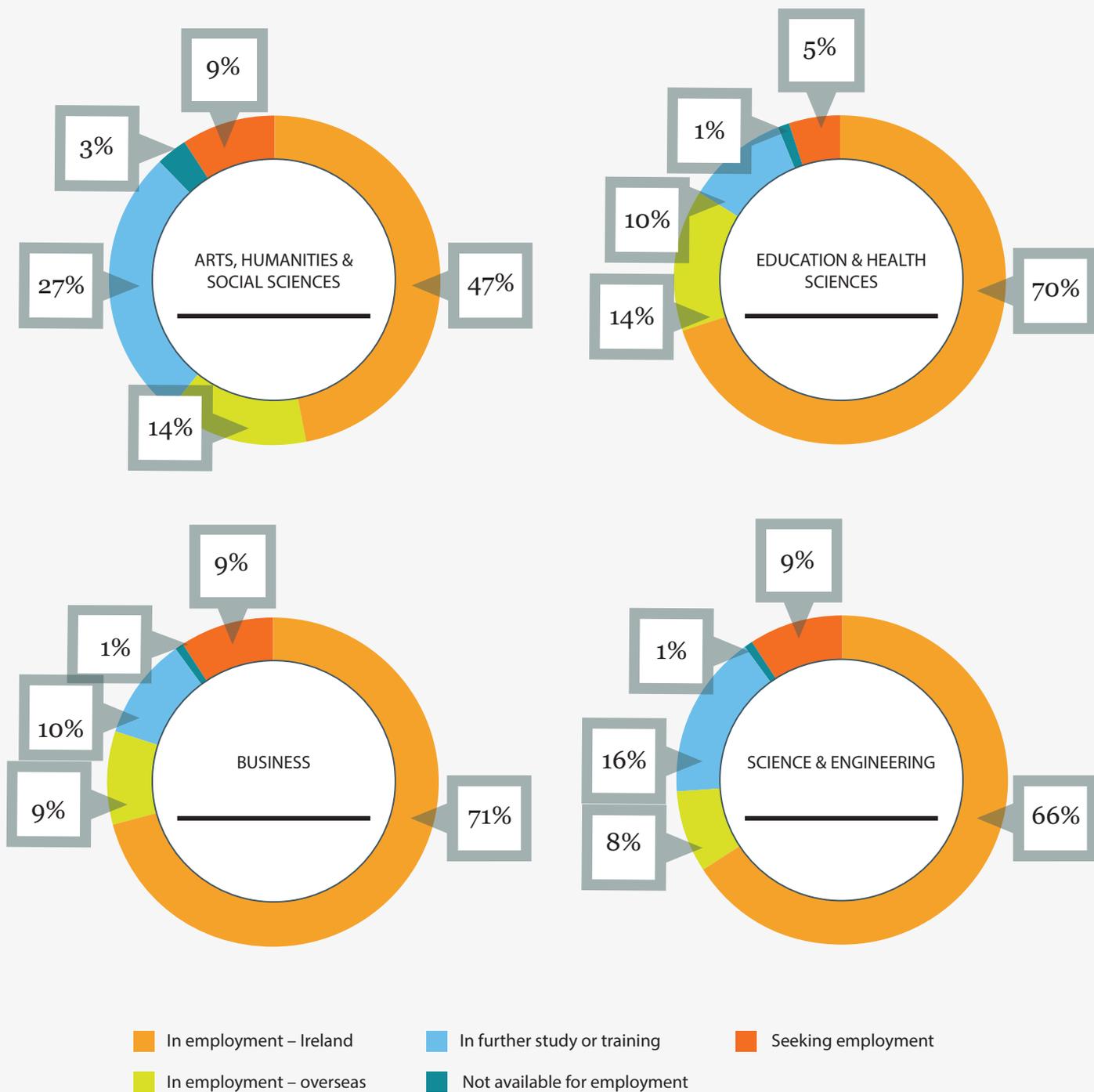
91%

Science & Engineering Graduates Employed or in Further Study

91%

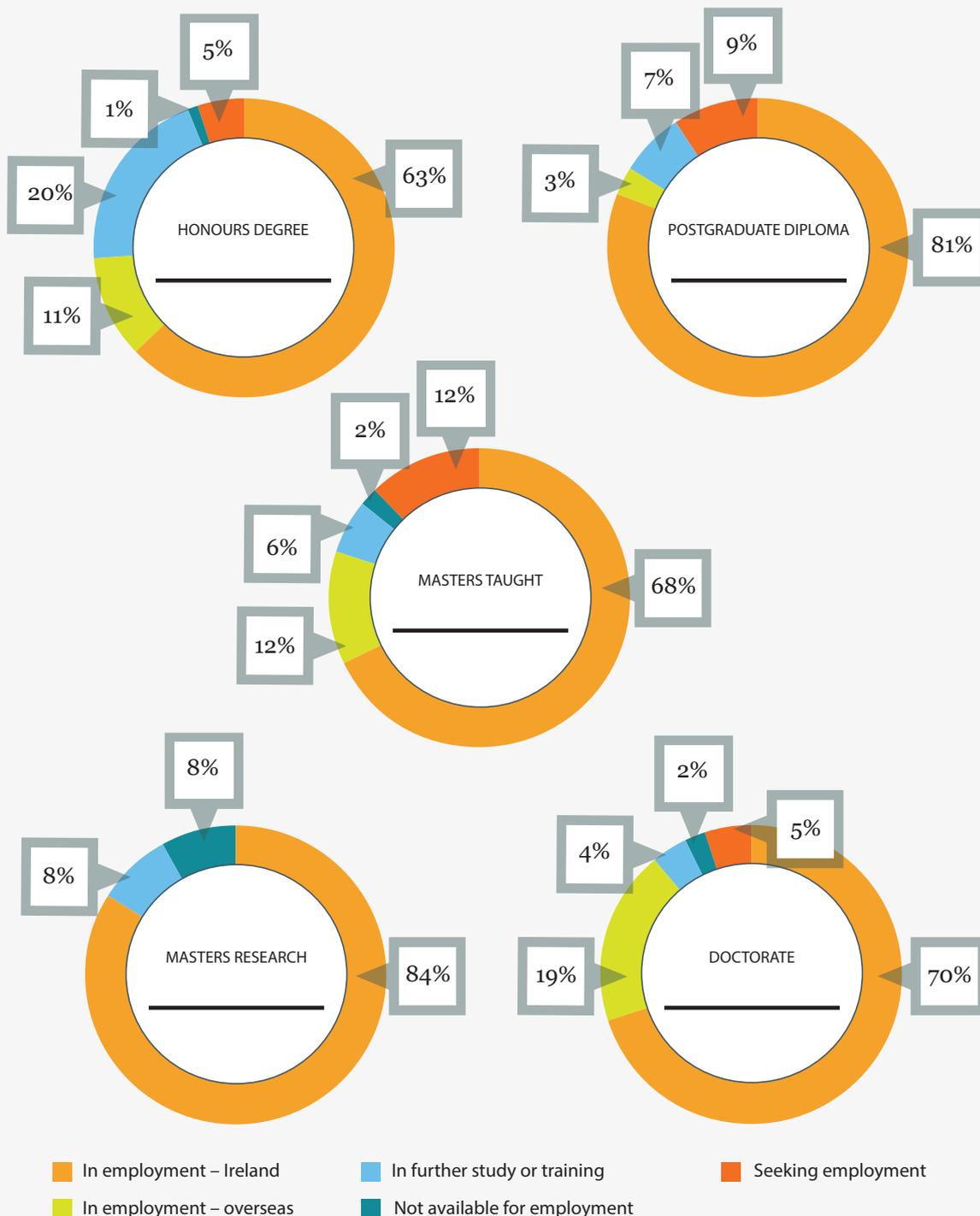
Arts, Humanities & Social Sciences Graduates Employed or in Further Study

EMPLOYMENT BY FACULTY: ALL AWARD LEVELS



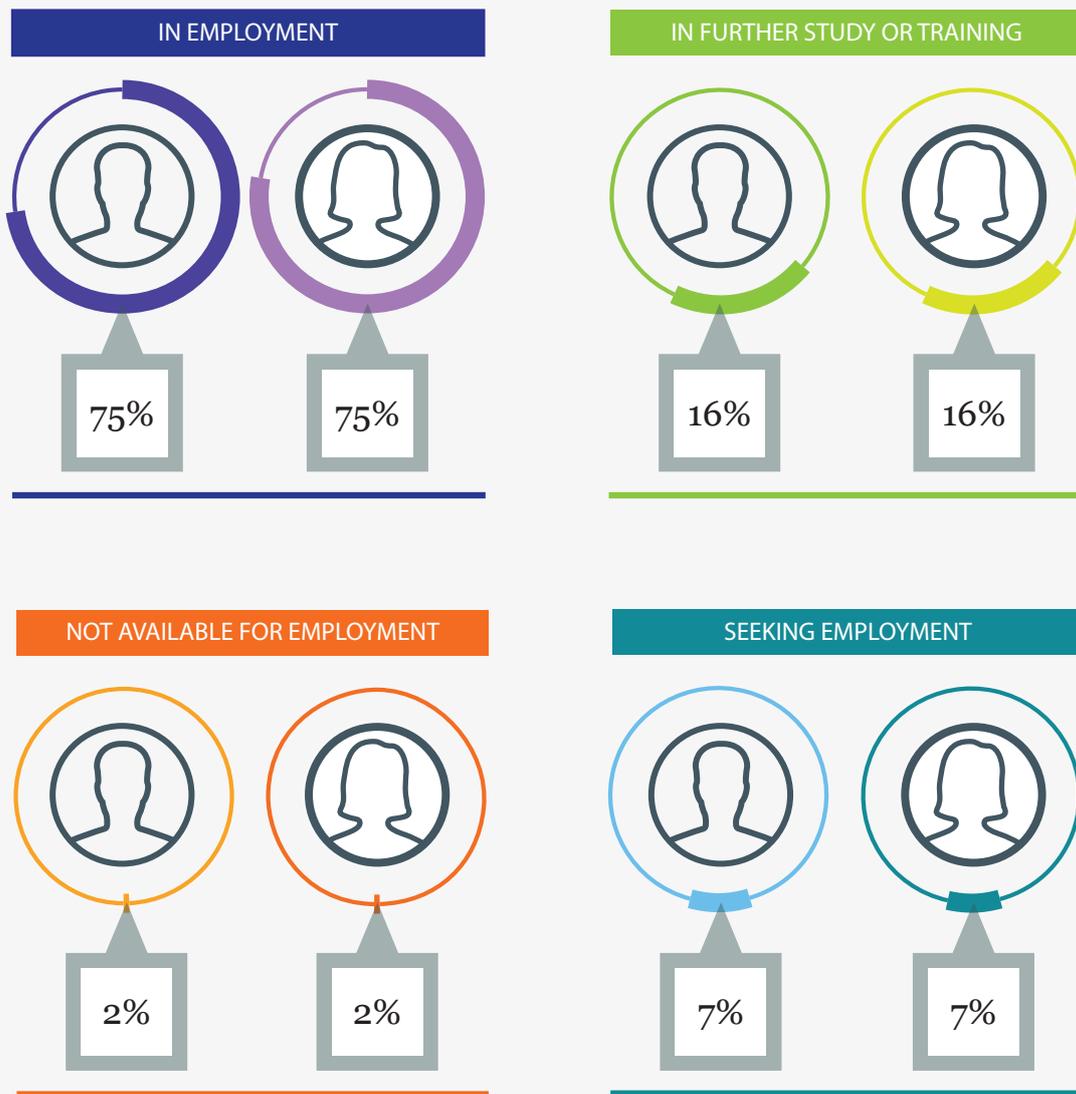
# 94% of primary degree graduates are in employment or further study

## 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

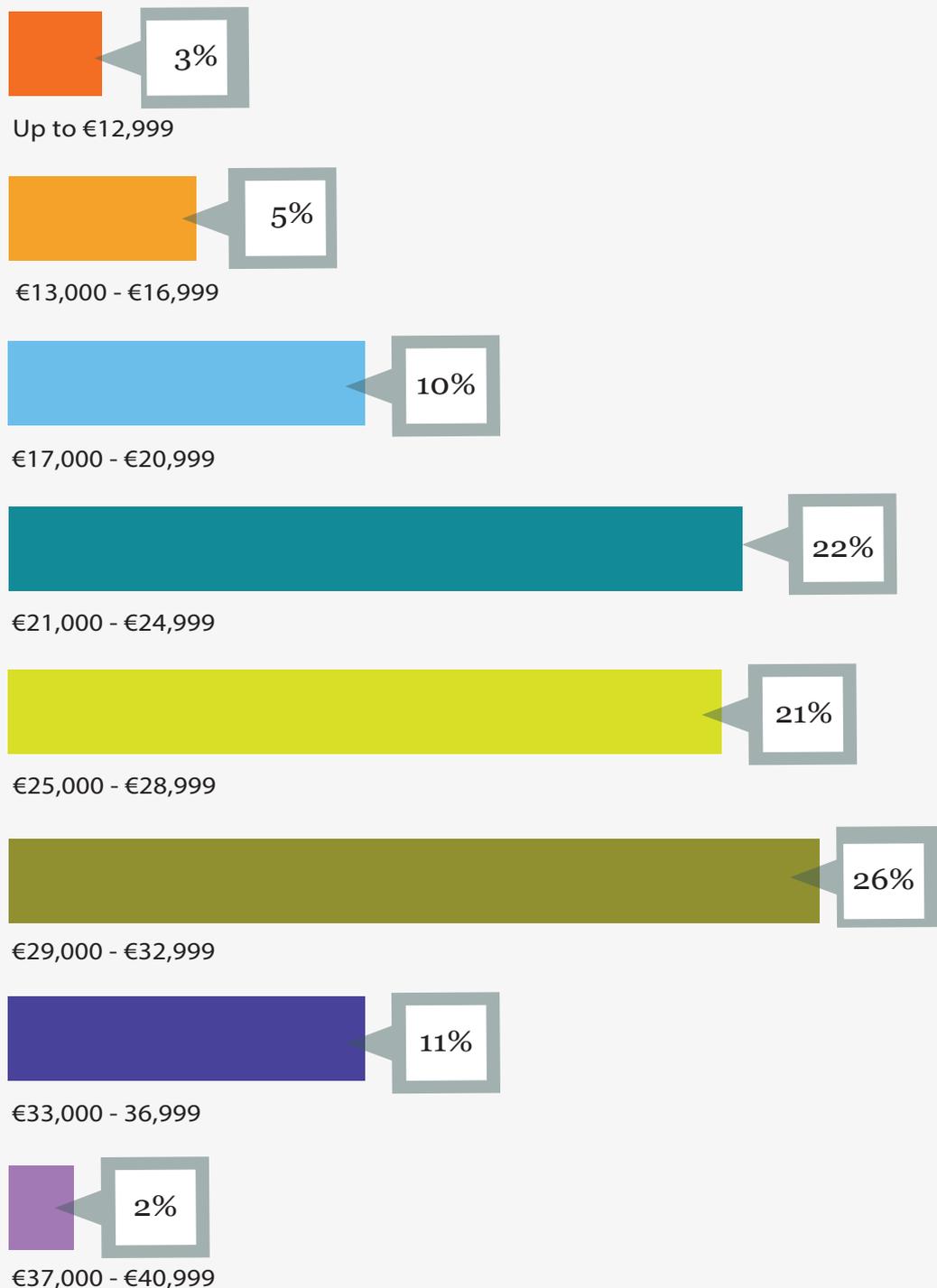
### Graduates of Research Masters

achieving an average salary of €39,200

### PhD Graduates

achieving an average salary of €44,040

#### SALARY BY RANGE: PRIMARY DEGREE, ALL FACULTIES



#### 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

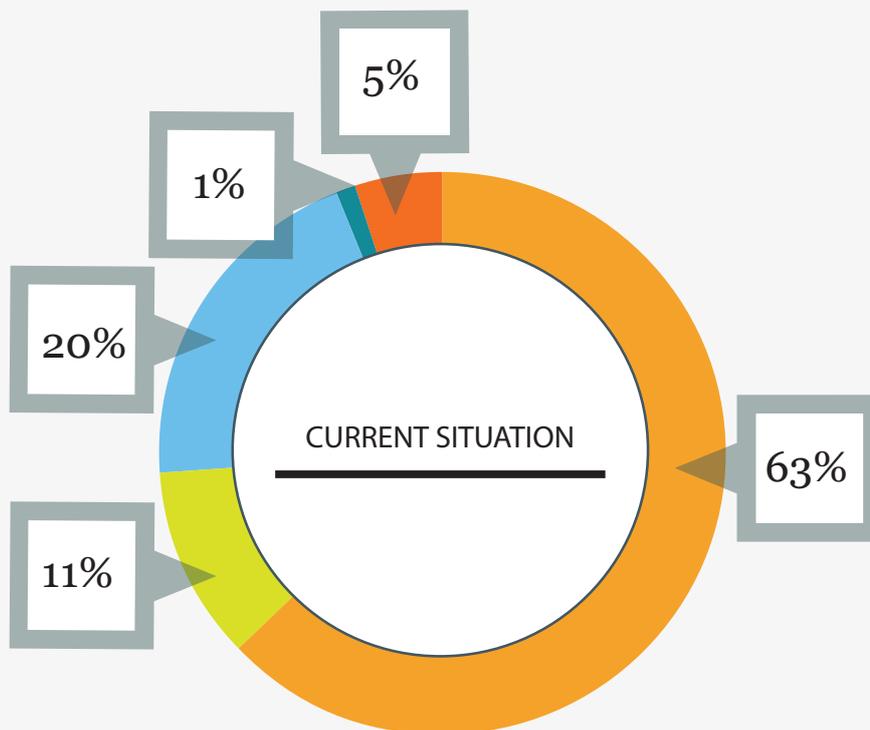
€29,261

Science & Engineering Graduates Average Salary

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.

# Overview of Survey Results: Primary Degree Graduates

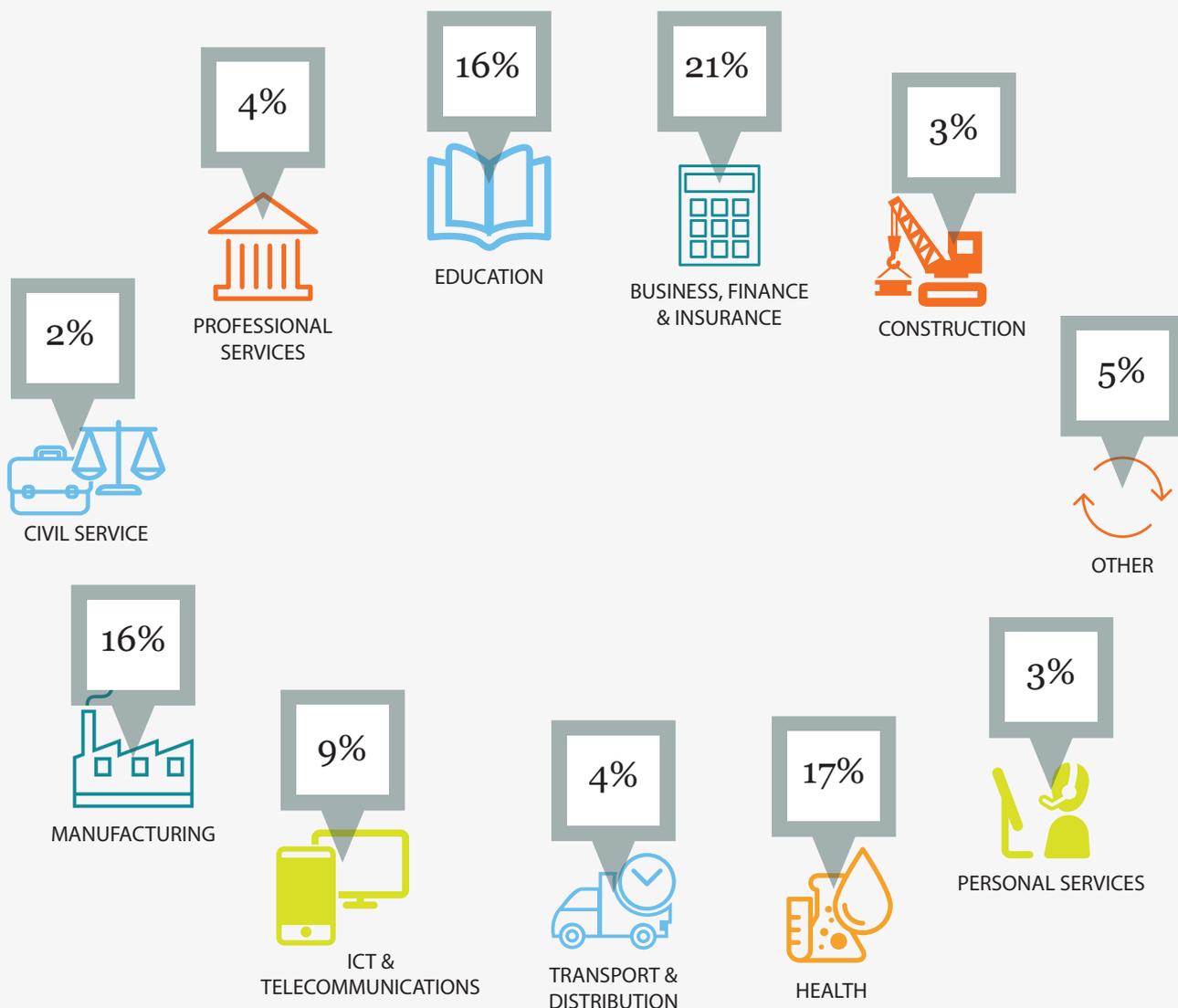
## OVERVIEW OF 2016 UL GRADUATES: PRIMARY DEGREE, ALL FACULTIES



- In employment – Ireland
- In further study or training
- Seeking employment
- In employment – overseas
- Not available for employment



**EMPLOYMENT SECTORS: PRIMARY DEGREE, ALL FACULTIES**

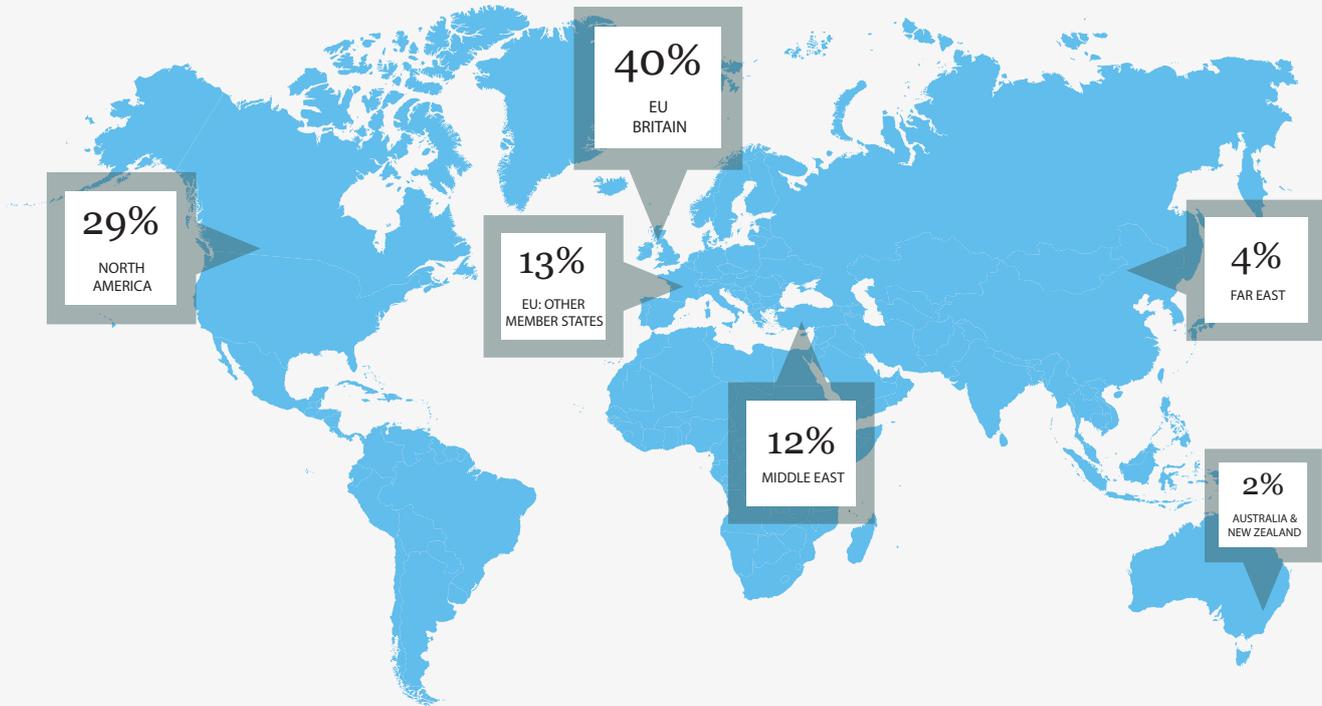


There has been a 3% increase in the number of graduates employed in Manufacturing, and a slight increase in ICT & Telecommunications, and in the Civil Service. The Business, Finance and Insurance sector saw a decline of 3%, as did the amount of graduates going into Education. The other sectors remain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

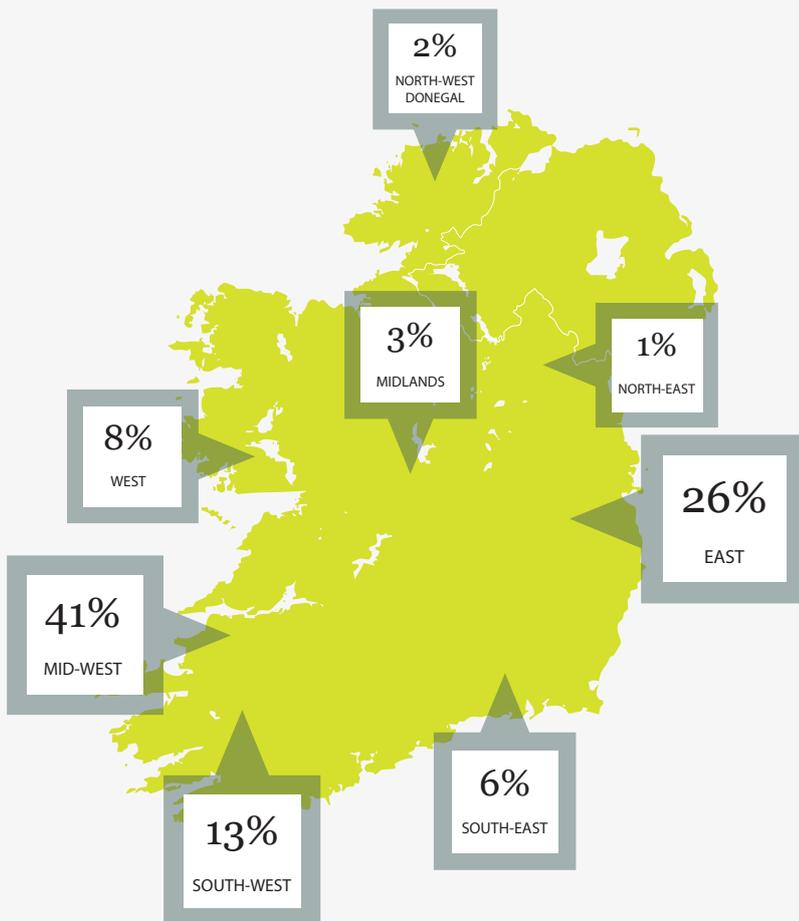
The overall trend for primary degree graduates by sector reflects wider issues of national skill shortages in areas like ICT.

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

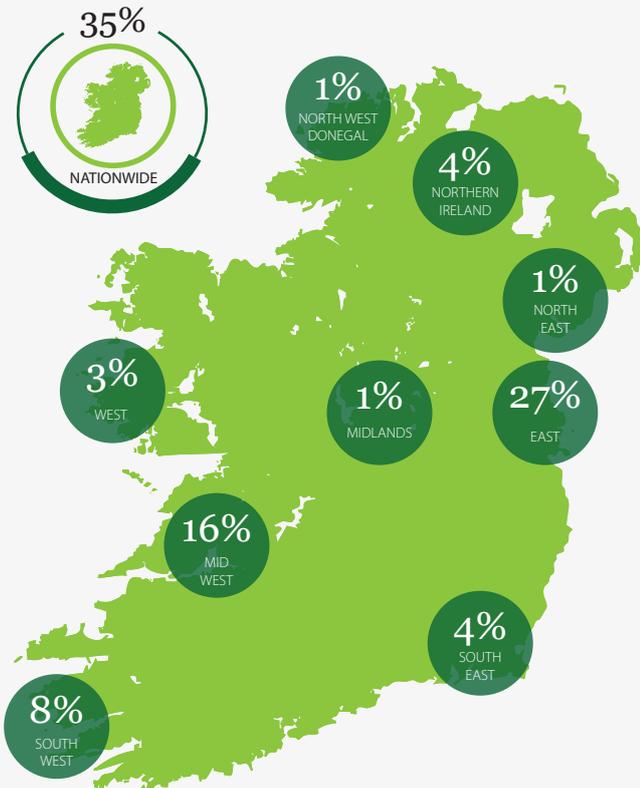
The UL Careers Service supports students in all aspects of career planning from accredited professional development offerings to individual consultations to a myriad of employer collaborations. In 2016, the service advertised 7,628 vacancies, delivered 200+ employer and career presentations attended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

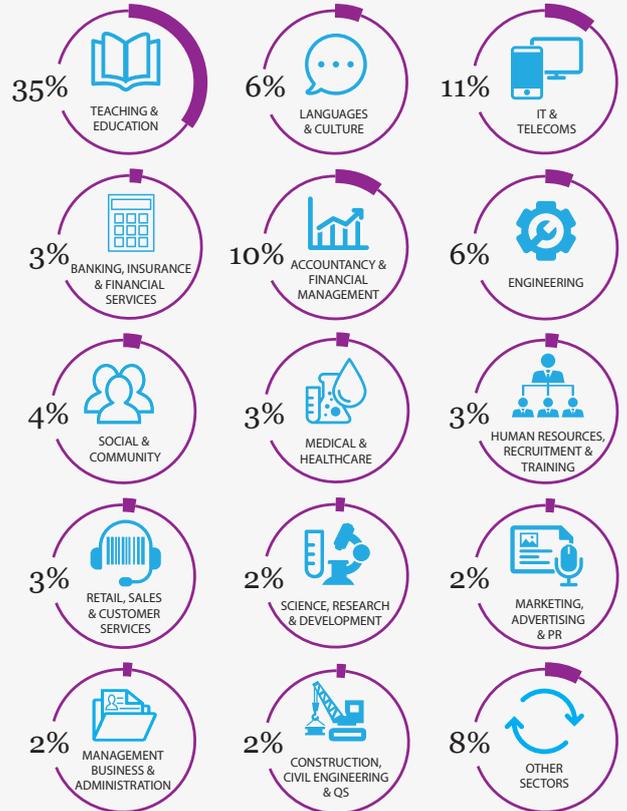
## IRELAND



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.

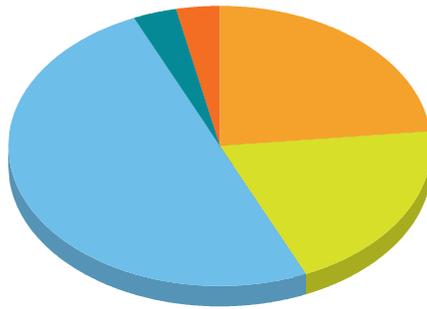
## **4 PRIMARY DEGREES - IRISH WORLD ACADEMY OF MUSIC AND DANCE**

This section provides a complete set of statistical charts for each degree program with the following information:

- Current Situation
- Sector of Employment
- Salaries (Ireland)
- Region of Employment (Ireland)
- Region of Employment (Overseas)

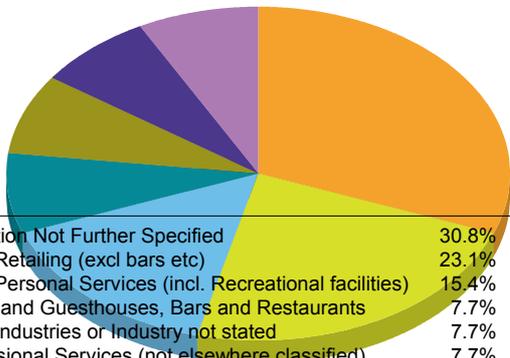
No. of Graduates	40
Total Respondents	30

**Current Situation**



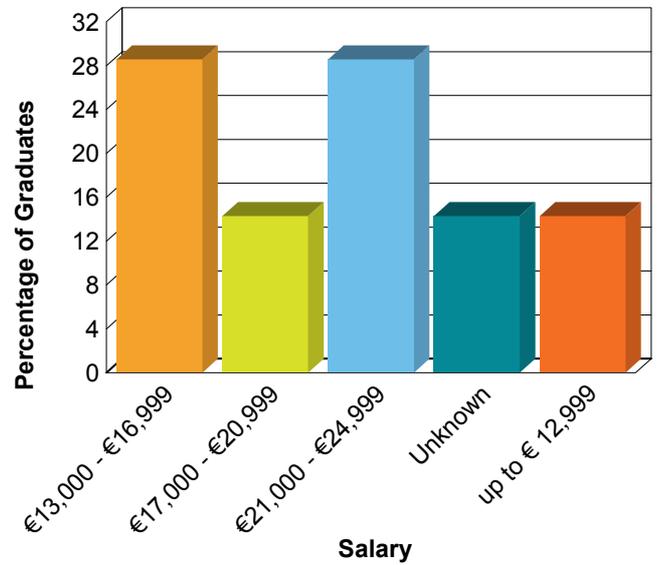
In Employment-Ireland	7	23.3%
In Employment-Overseas	6	20.0%
In Further Study or Training	15	50.0%
Not available for employment	1	3.3%
Seeking employment	1	3.3%
Total:	30	100.0%

**Sector of Employment**

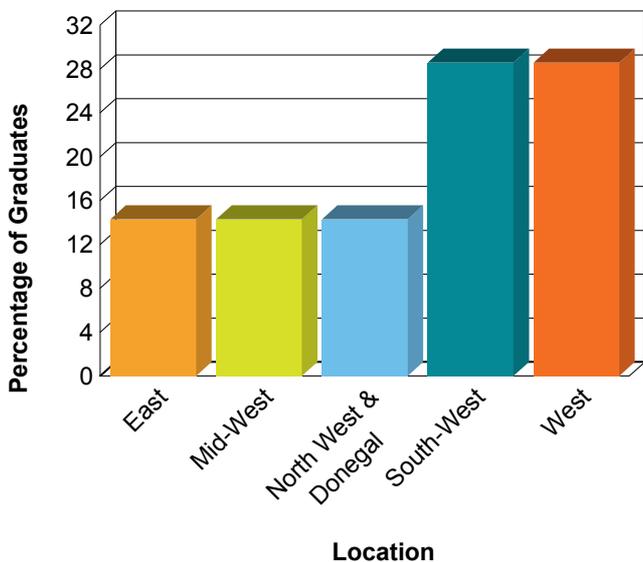


Education Not Further Specified	30.8%
Other Retailing (excl bars etc)	23.1%
Other Personal Services (incl. Recreational facilities)	15.4%
Hotels and Guesthouses, Bars and Restaurants	7.7%
Other Industries or Industry not stated	7.7%
Professional Services (not elsewhere classified)	7.7%
Secondary Education	7.7%
Total:	100.0%

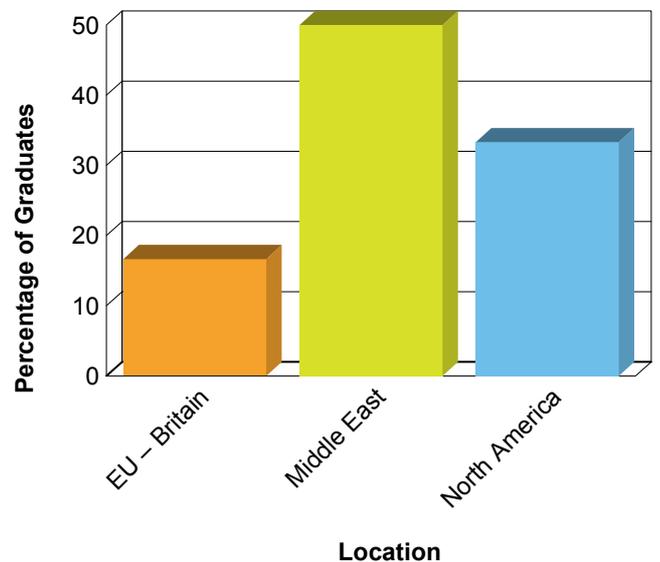
**Salaries (Ireland)**



**Region of Employment (Ireland)**

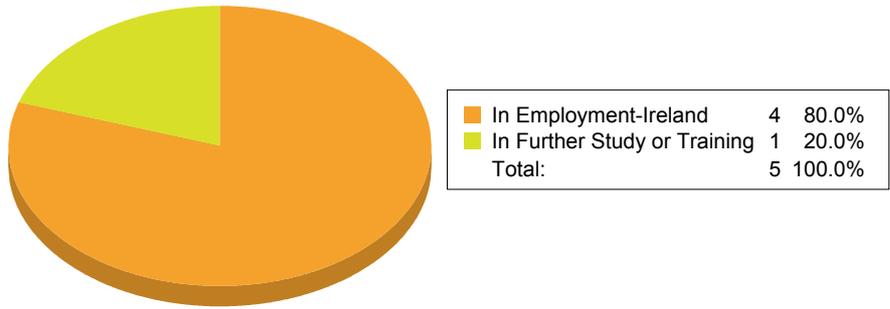


**Region of Employment (Overseas)**

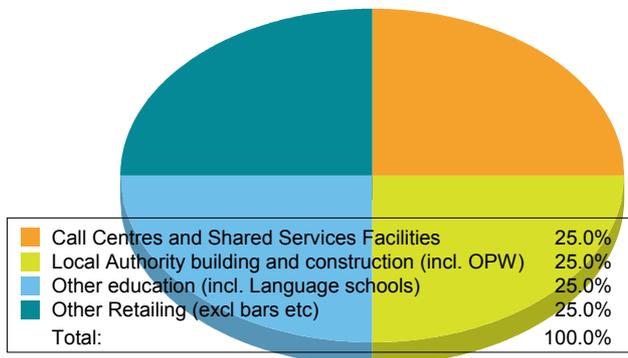


No. of Graduates	7
Total Respondents	5

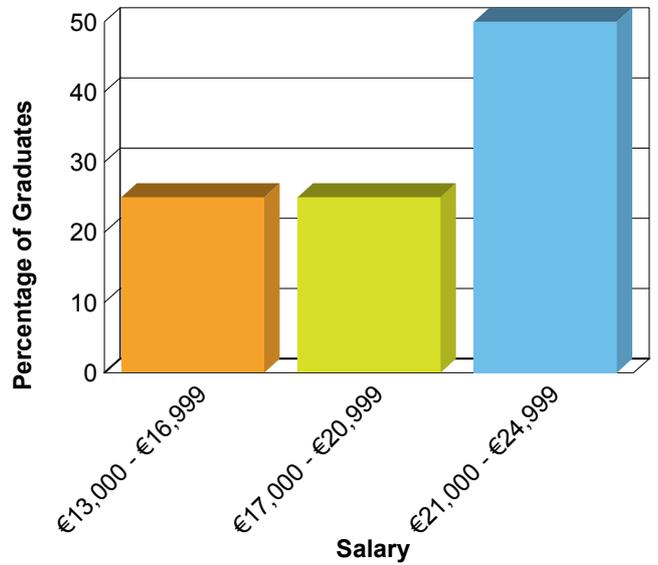
**Current Situation**



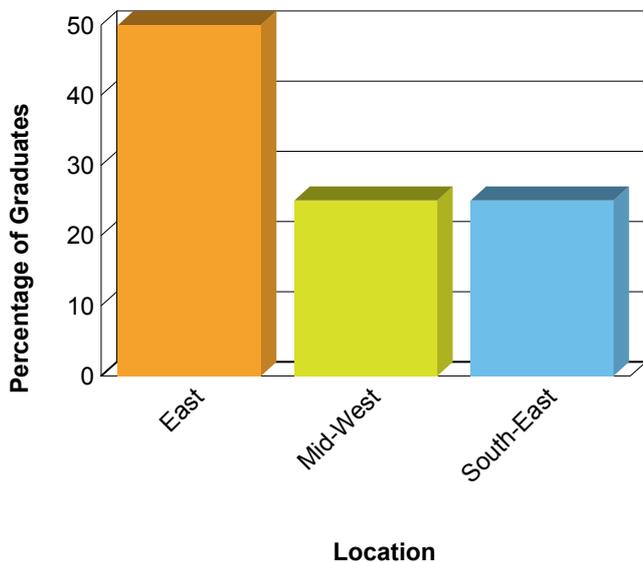
**Sector of Employment**



**Salaries (Ireland)**



**Region of Employment (Ireland)**



## **5 MASTERS TAUGHT - IRISH WORLD ACADEMY OF MUSIC AND DANCE**

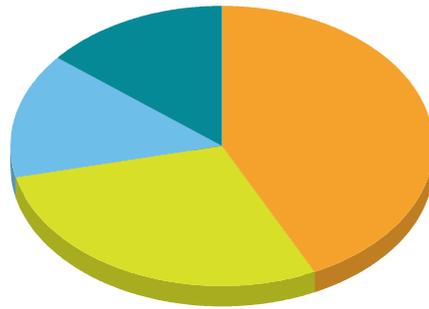
This section provides a complete set of statistical charts for each degree program with the following information:

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- Region of Employment (Ireland)
- Region of Employment (Overseas)

Master of Arts in Community Music

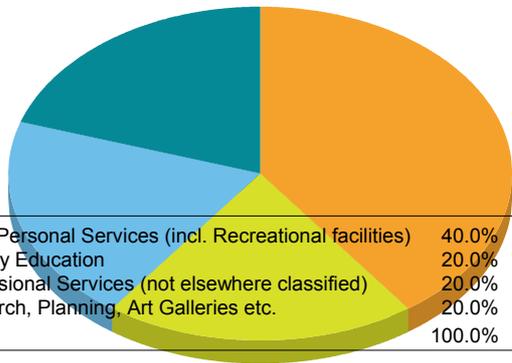
No. of Graduates	7
Total Respondents	7

Current Situation



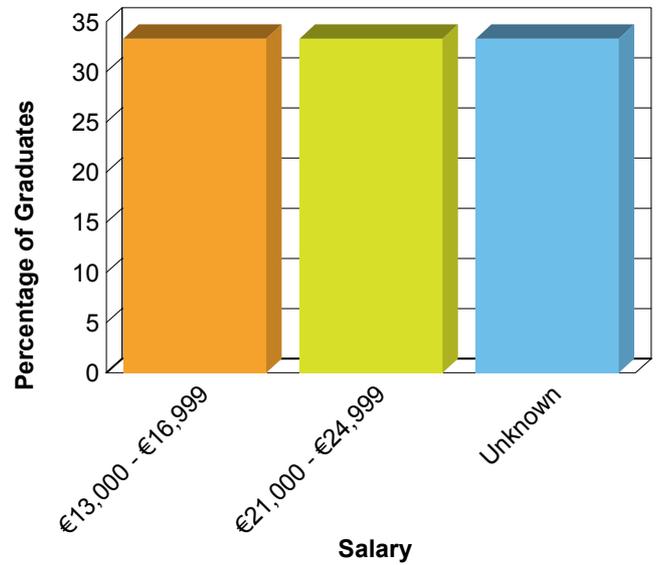
In Employment-Ireland	3	42.9%
In Employment-Overseas	2	28.6%
In Further Study or Training	1	14.3%
Seeking employment	1	14.3%
Total:	7	100.0%

Sector of Employment

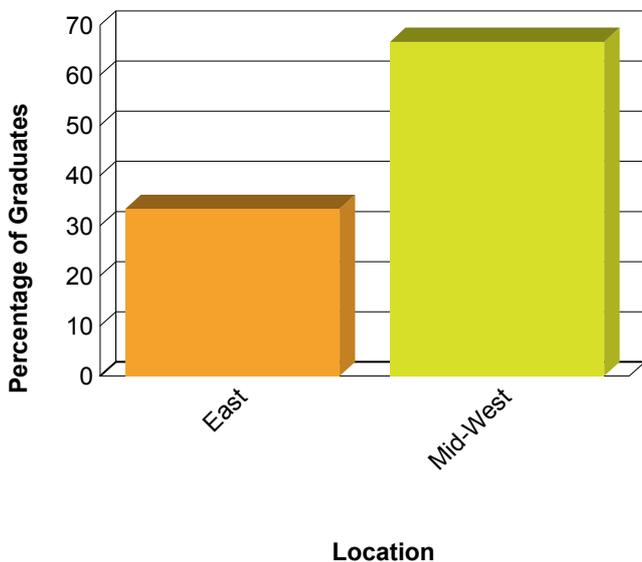


Other Personal Services (incl. Recreational facilities)	40.0%
Primary Education	20.0%
Professional Services (not elsewhere classified)	20.0%
Research, Planning, Art Galleries etc.	20.0%
Total:	100.0%

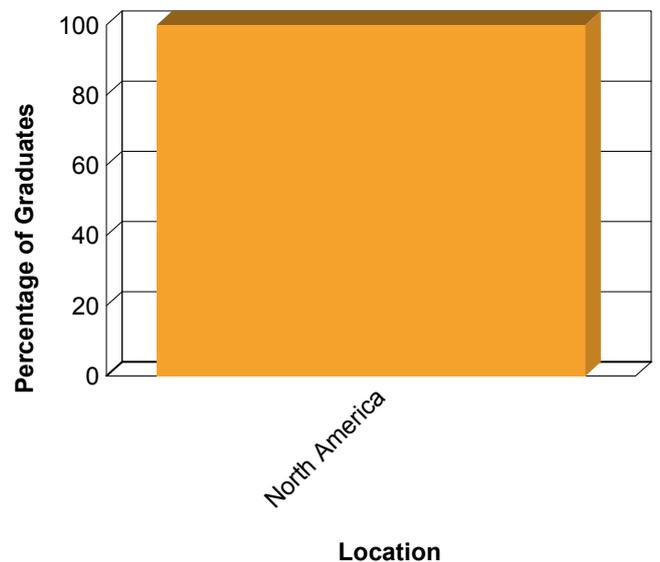
Salaries (Ireland)



Region of Employment (Ireland)



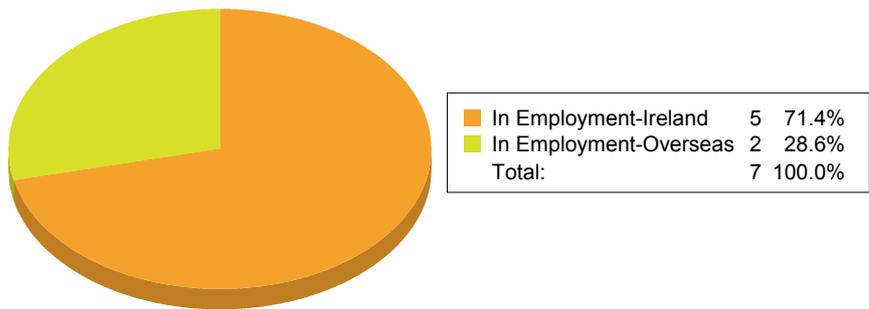
Region of Employment (Overseas)



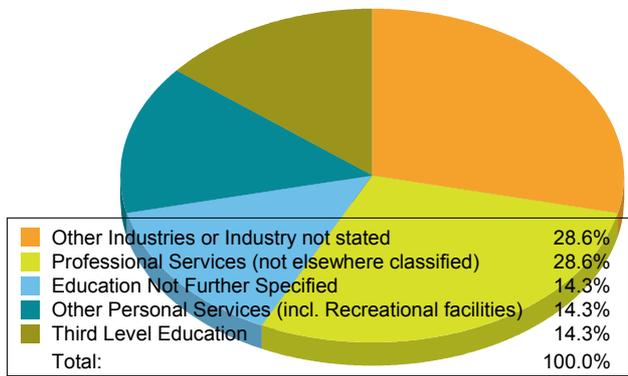
Master of Arts in Dance Performance

No. of Graduates	11
Total Respondents	7

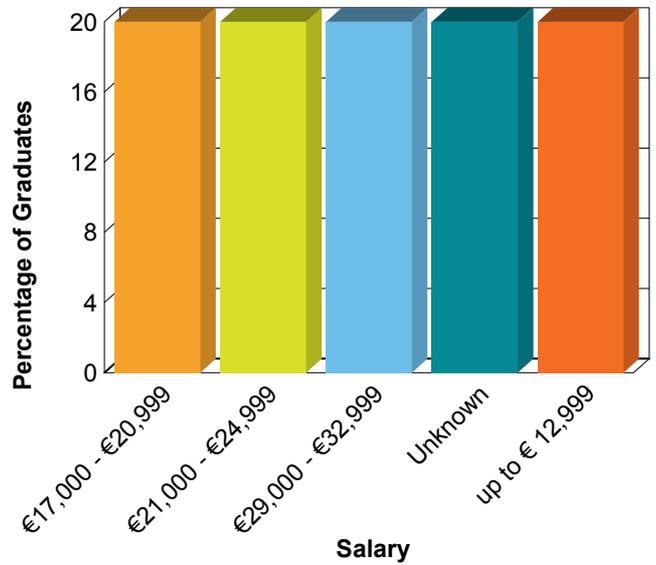
Current Situation



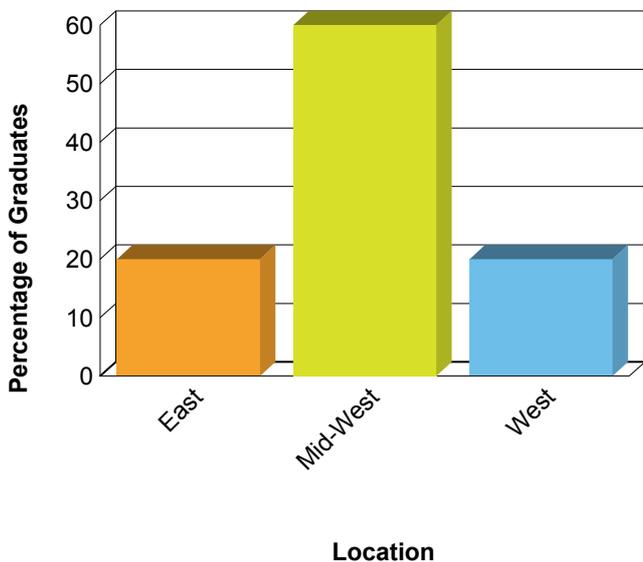
Sector of Employment



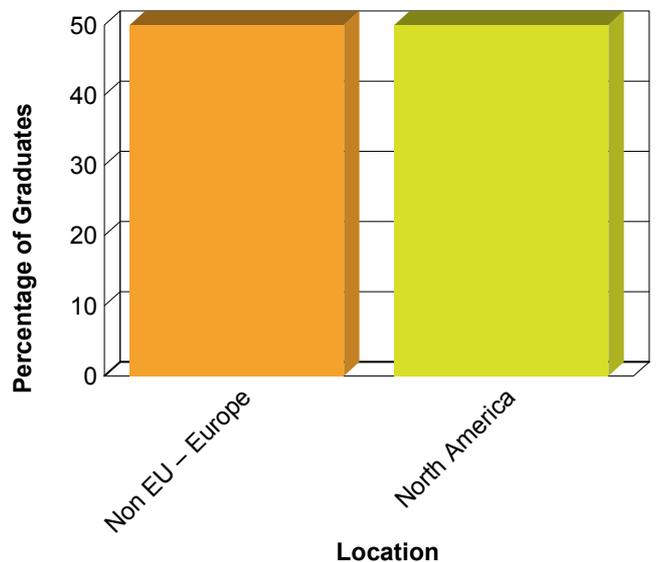
Salaries (Ireland)



Region of Employment (Ireland)

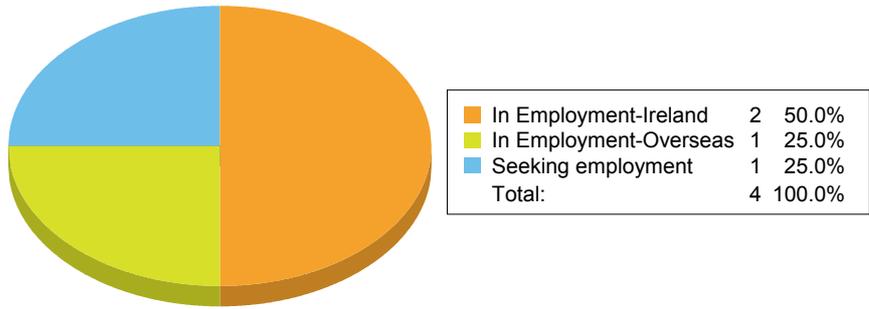


Region of Employment (Overseas)

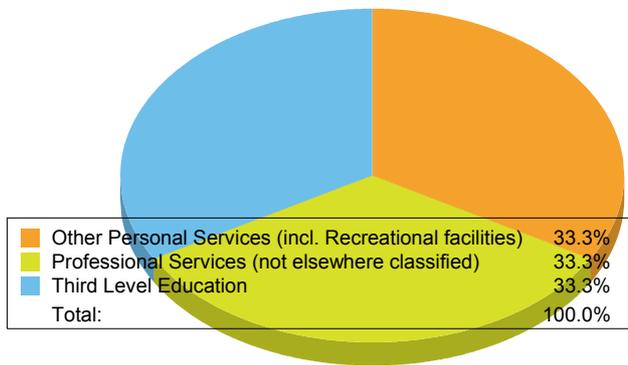


No. of Graduates	4
Total Respondents	4

**Current Situation**



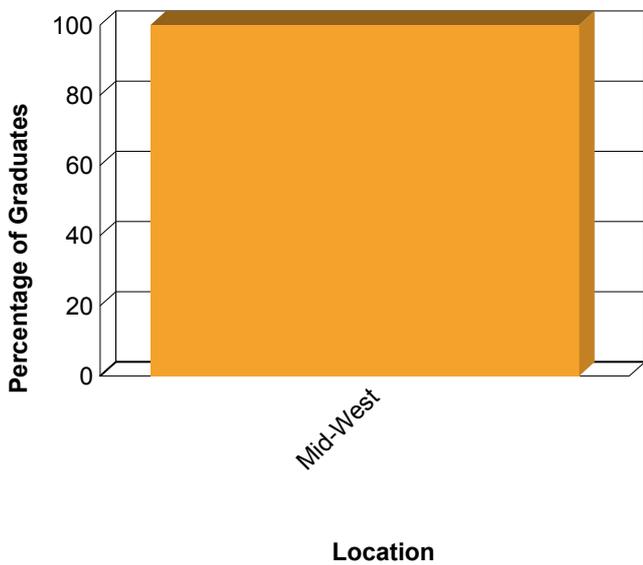
**Sector of Employment**



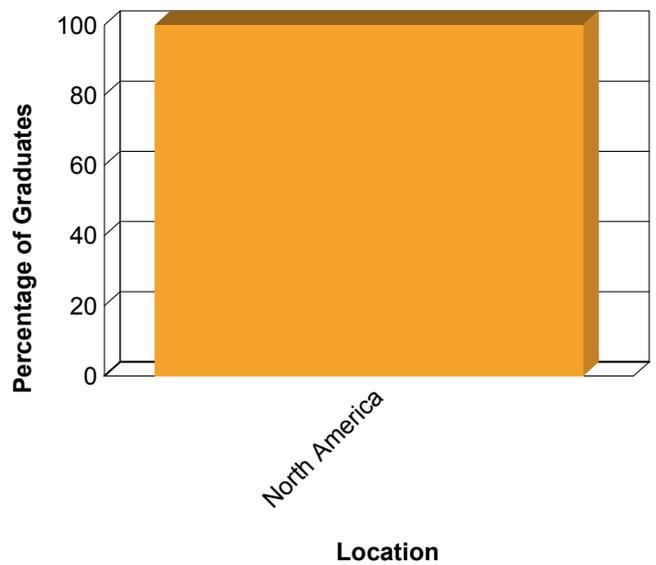
**Salaries (Ireland)**



**Region of Employment (Ireland)**

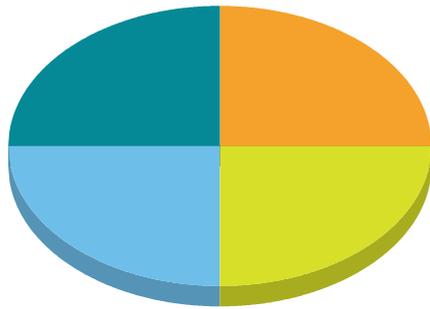


**Region of Employment (Overseas)**



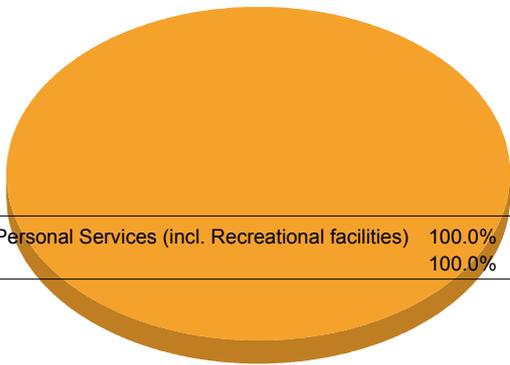
No. of Graduates	6
Total Respondents	4

**Current Situation**



In Employment-Ireland	1	25.0%
In Employment-Overseas	1	25.0%
In Further Study or Training	1	25.0%
Seeking employment	1	25.0%
Total:	4	100.0%

**Sector of Employment**

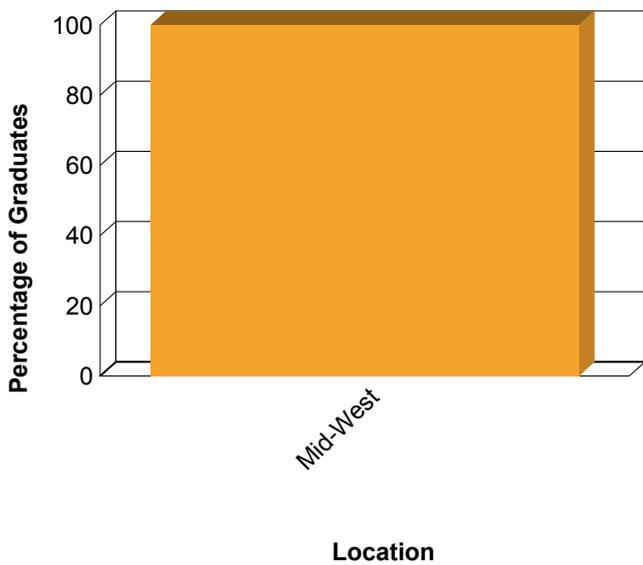


Other Personal Services (incl. Recreational facilities)	100.0%
Total:	100.0%

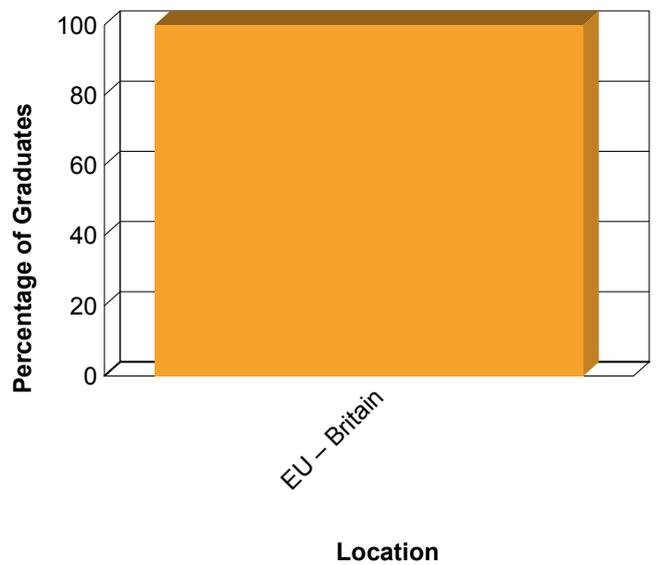
**Salaries (Ireland)**



**Region of Employment (Ireland)**



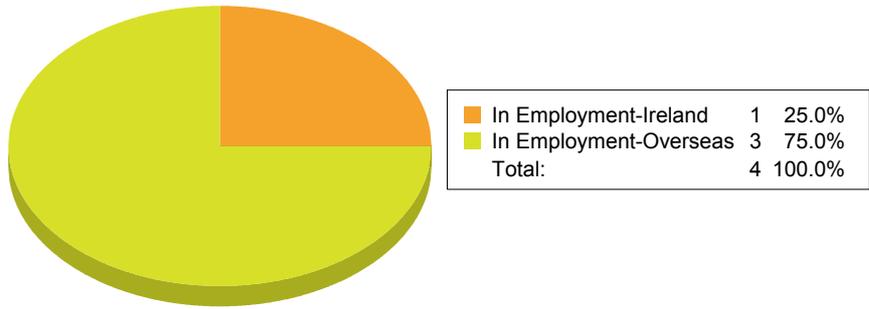
**Region of Employment (Overseas)**



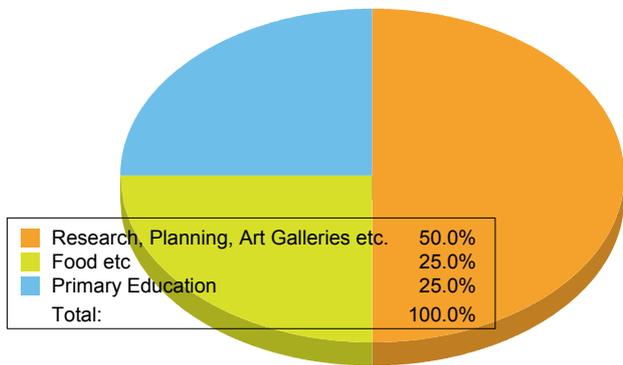
Master of Arts in Festive Arts

No. of Graduates	8
Total Respondents	4

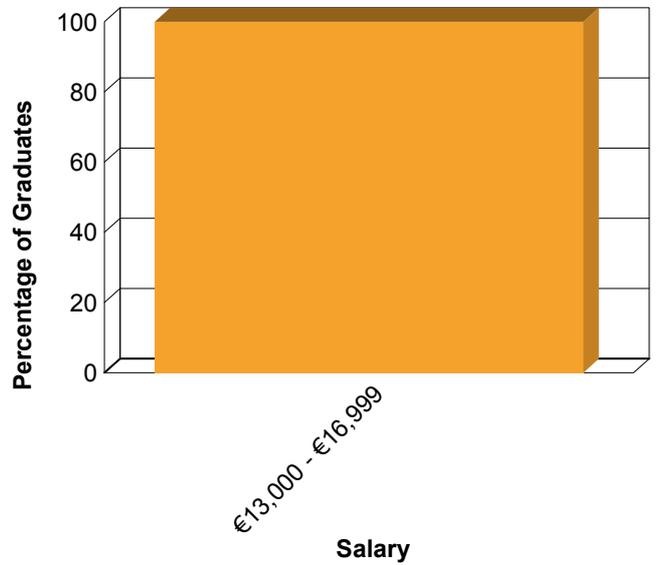
Current Situation



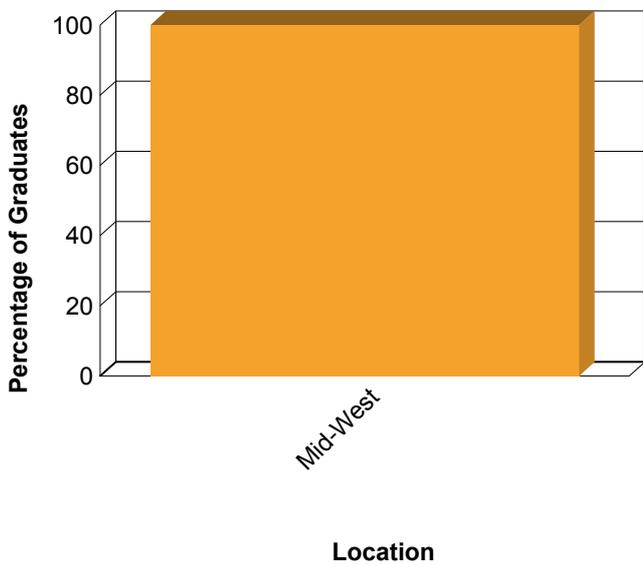
Sector of Employment



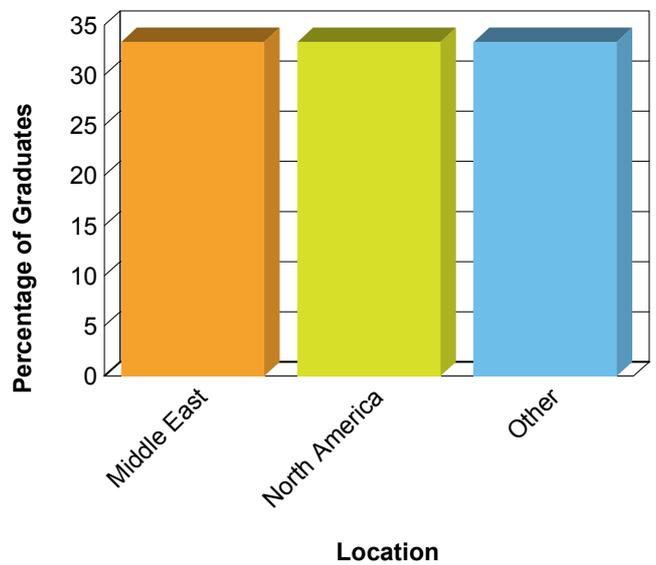
Salaries (Ireland)



Region of Employment (Ireland)



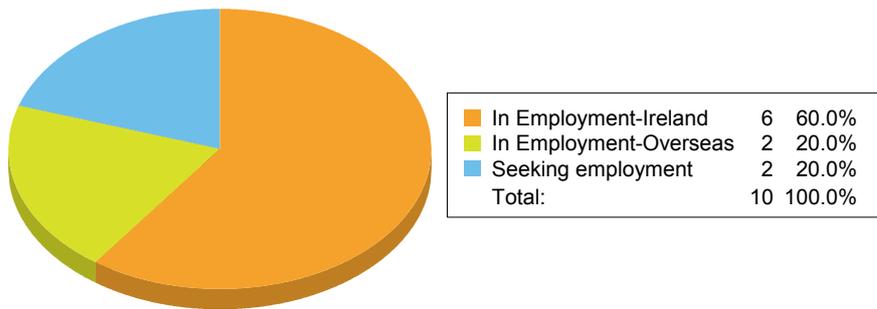
Region of Employment (Overseas)



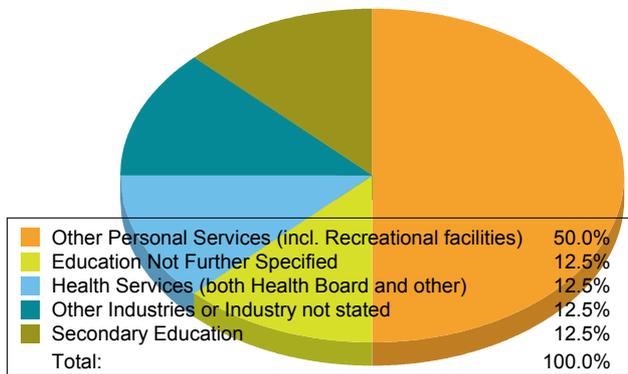
Master of Arts in Irish Traditional Music Performance

No. of Graduates	17
Total Respondents	10

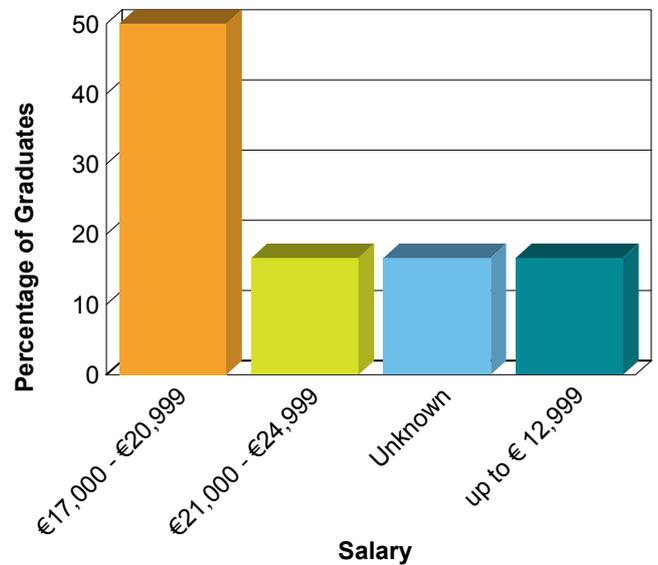
Current Situation



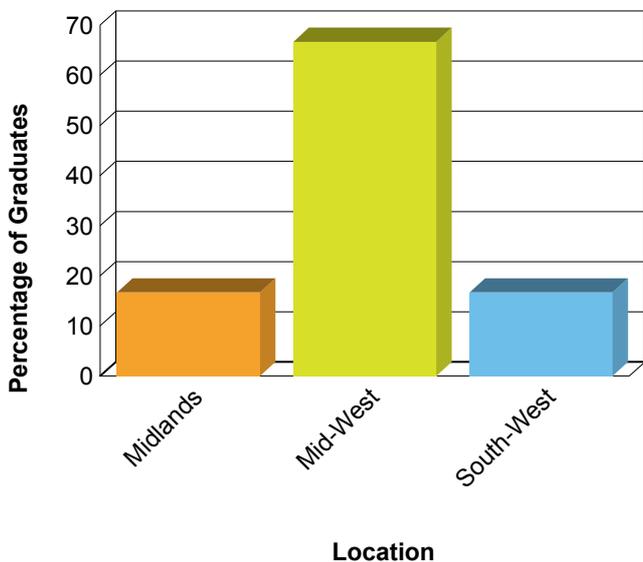
Sector of Employment



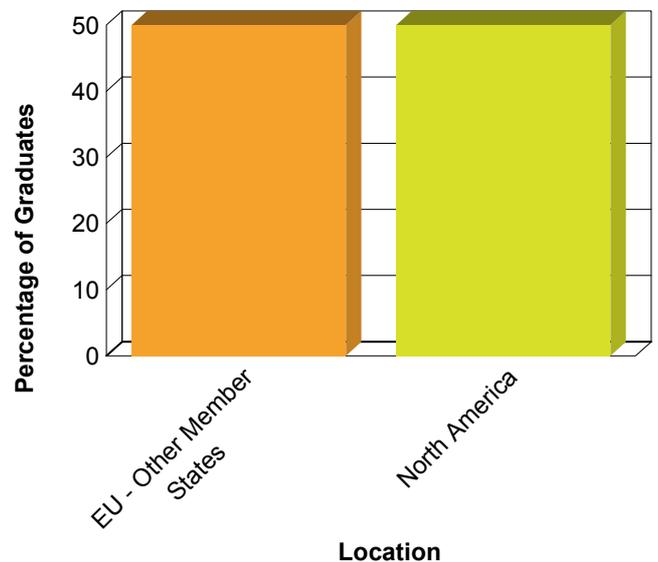
Salaries (Ireland)



Region of Employment (Ireland)

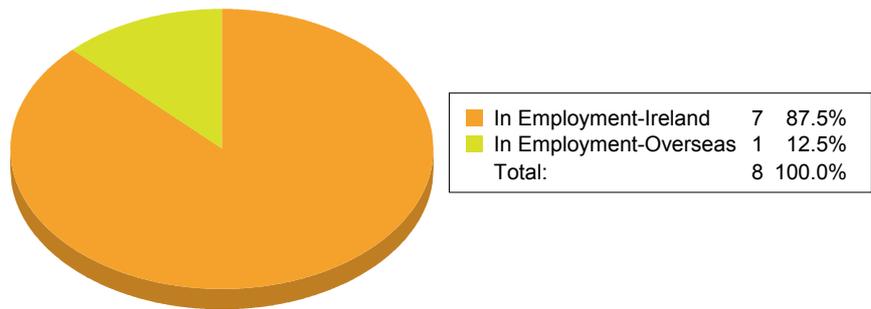


Region of Employment (Overseas)

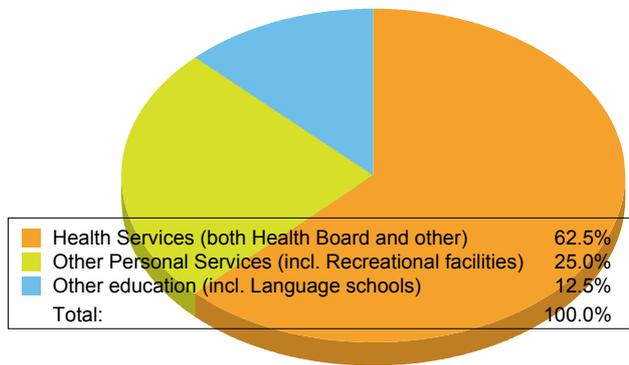


No. of Graduates	11
Total Respondents	8

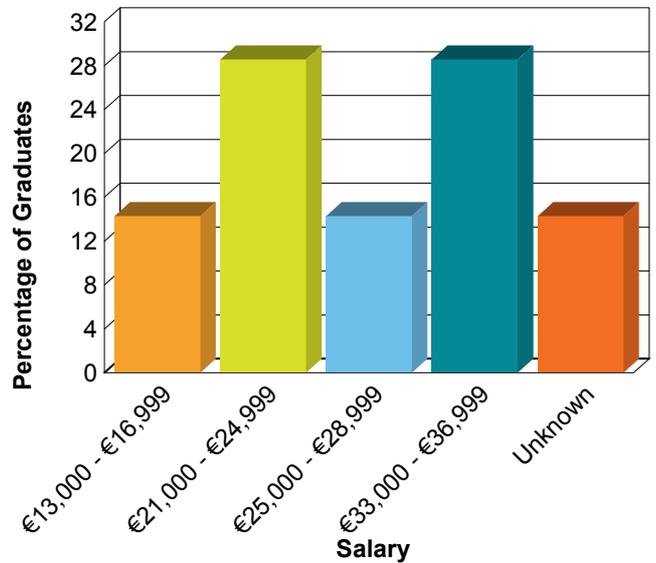
**Current Situation**



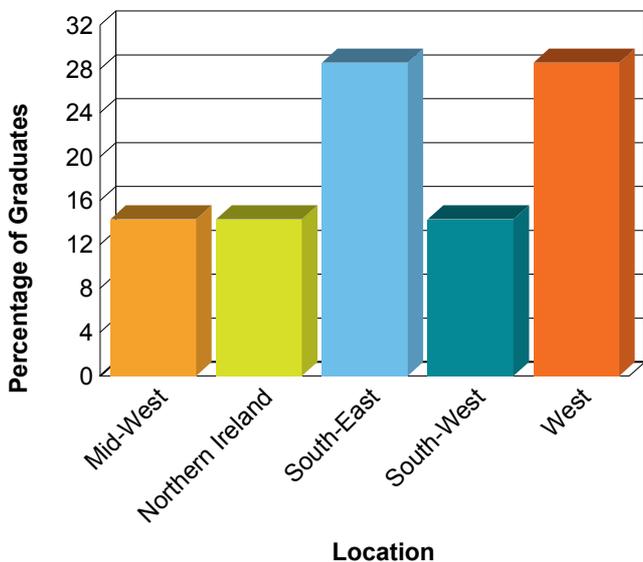
**Sector of Employment**



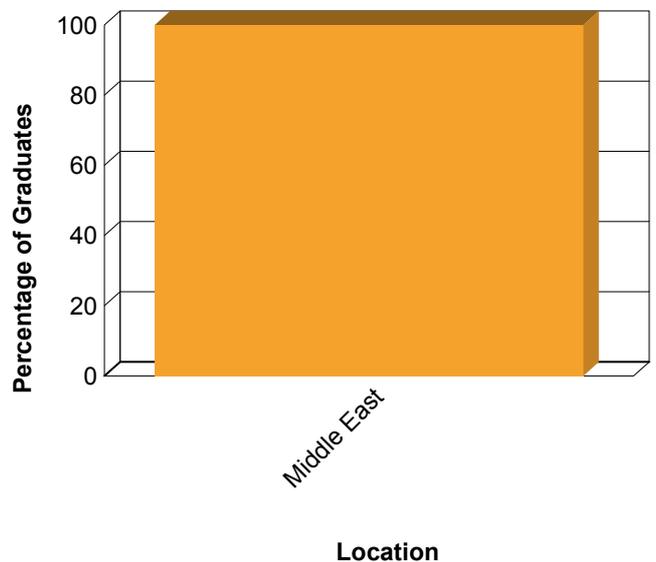
**Salaries (Ireland)**



**Region of Employment (Ireland)**



**Region of Employment (Overseas)**



## Other Masters Taught courses\*

### Master of Arts in Classical String Performance

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	0	0	1	0	0	1	2

### Master of Arts in Irish Dance Studies

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	1	0	1	0	0	2	2

### Master of Arts in Ritual Chant and Song

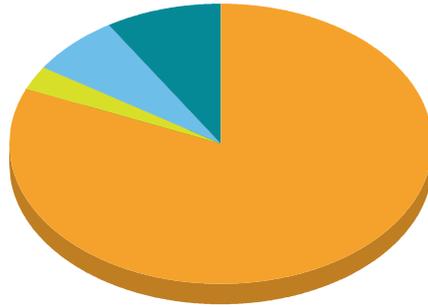
Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	1	0	0	0	0	1	2

\*Courses with fewer than 3 respondents

# 6 All Faculties - Postgraduate Diplomas

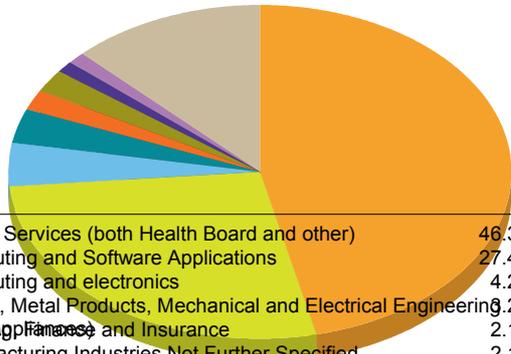
No. of Graduates	178
Total Respondents	113

## Current Situation



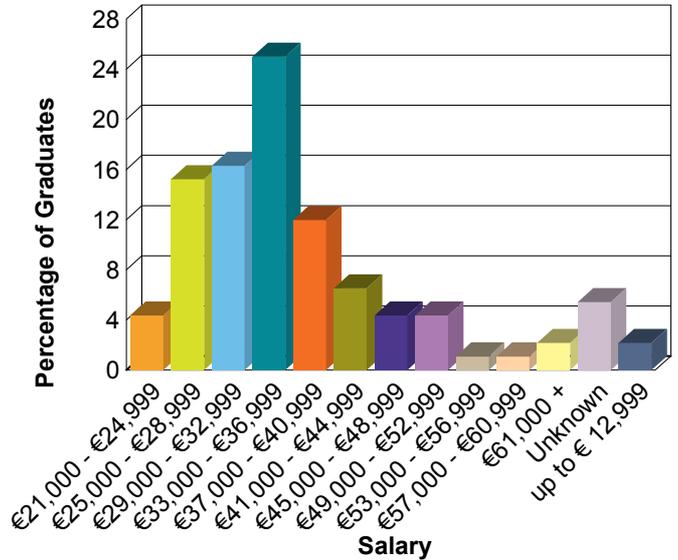
In Employment-Ireland	92	81.4%
In Employment-Overseas	3	2.7%
In Further Study or Training	8	7.1%
Seeking employment	10	8.8%
Total:	113	100.0%

## Sector of Employment

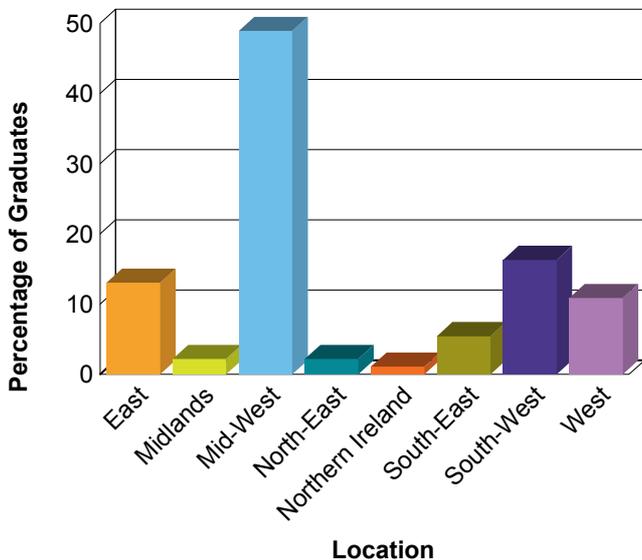


Health Services (both Health Board and other)	46.3%
Computing and Software Applications	27.4%
Computing and electronics	4.2%
Metals, Metal Products, Mechanical and Electrical Engineering	4.2%
Banking, Finance and Insurance	2.1%
Manufacturing Industries Not Further Specified	2.1%
Agriculture, Forestry and Fishing	1.1%
Business, Finance and Insurance servs Not Further Specified	1.1%
Others	12.6%
Total:	100.0%

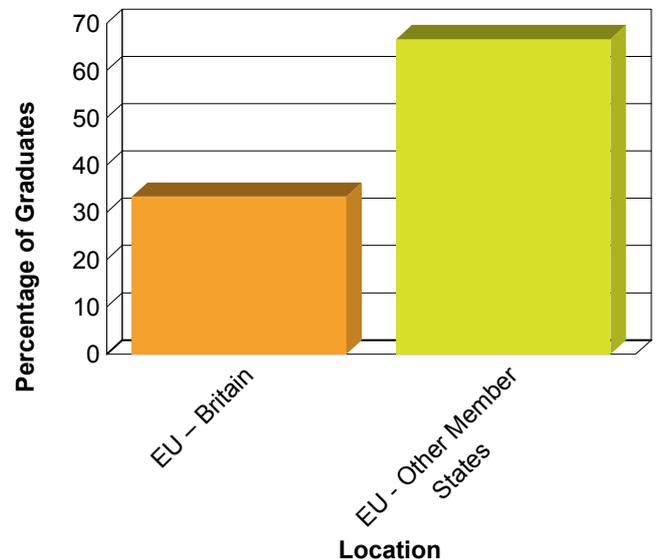
## Salaries (Ireland)



## Region of Employment (Ireland)

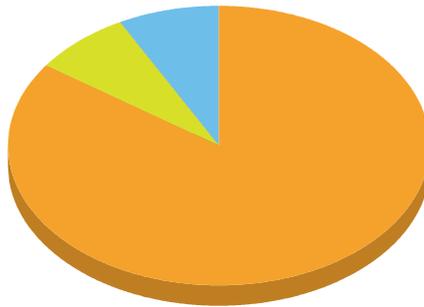


## Region of Employment (Overseas)



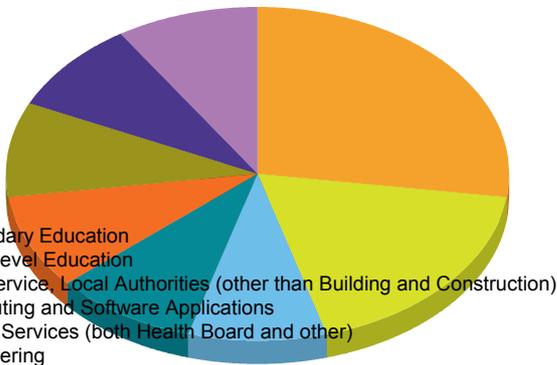
No. of Graduates	20
Total Respondents	13

**Current Situation**



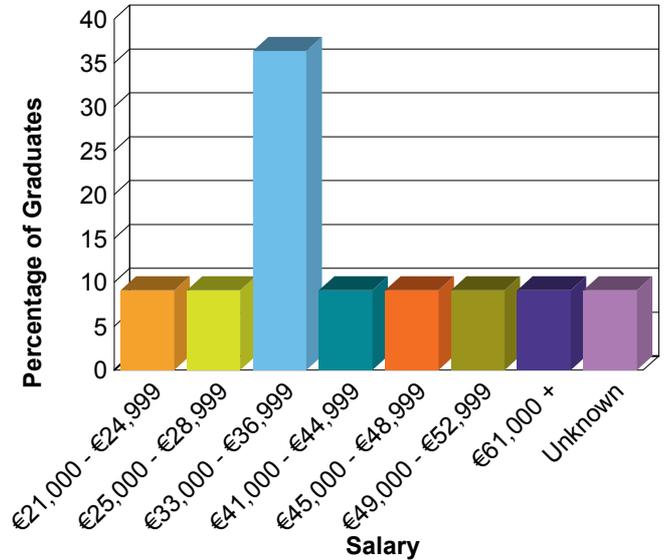
In Employment-Ireland	11	84.6%
In Further Study or Training	1	7.7%
Not available for employment	1	7.7%
Total:	13	100.0%

**Sector of Employment**

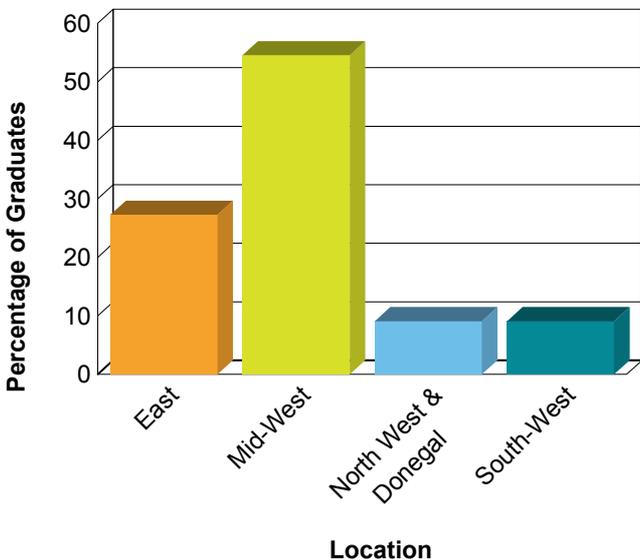


- Secondary Education
  - Third Level Education
  - Civil Service, Local Authorities (other than Building and Construction)
  - Computing and Software Applications
  - Health Services (both Health Board and other)
  - Engineering
  - Pharmaceuticals, perfumery and toilet preparations
  - Research, Planning, Art Galleries etc.
- Total:

**Salaries (Ireland)**

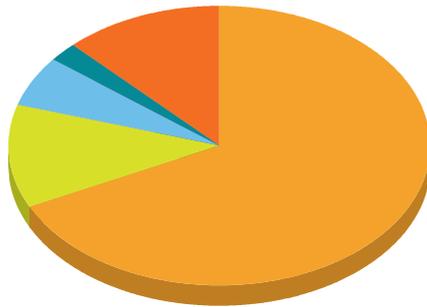


**Region of Employment (Ireland)**



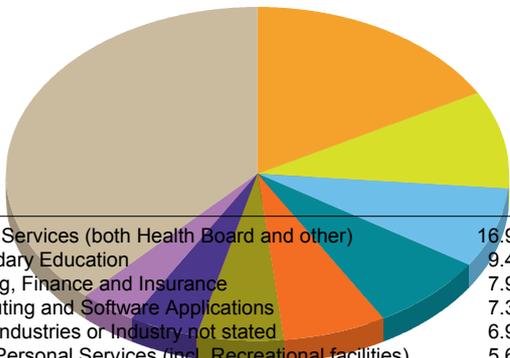
No. of Graduates	823
Total Respondents	585

**Current Situation**



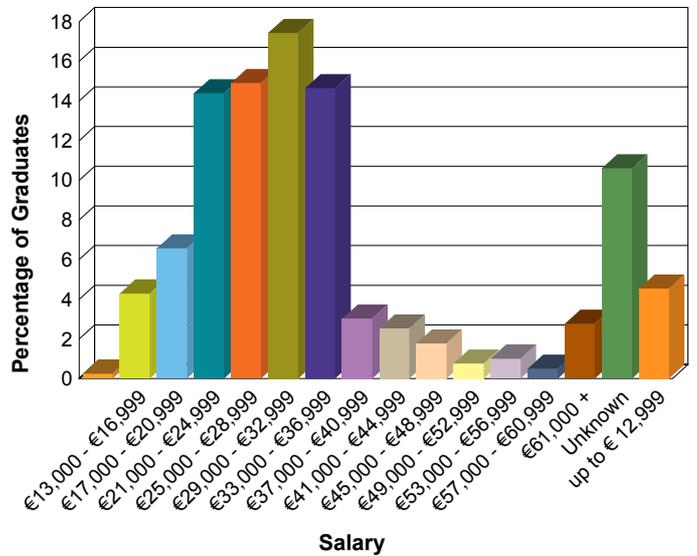
In Employment-Ireland	396	67.7%
In Employment-Overseas	71	12.1%
In Further Study or Training	34	5.8%
Not available for employment	12	2.1%
Seeking employment	72	12.3%
Total:	585	100.0%

**Sector of Employment**

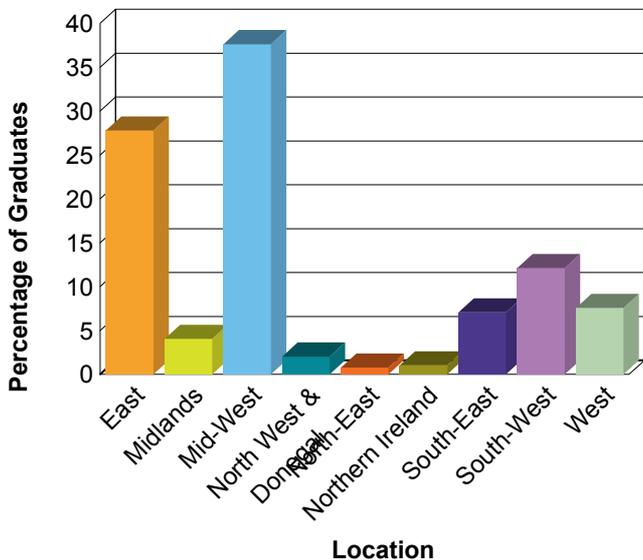


Health Services (both Health Board and other)	16.9%
Secondary Education	9.4%
Banking, Finance and Insurance	7.9%
Computing and Software Applications	7.3%
Other Industries or Industry not stated	6.9%
Other Personal Services (incl. Recreational facilities)	5.6%
Professional Services (not elsewhere classified)	4.3%
Business, Finance and Insurance servs Not Further Specified	3.6%
Others	38.1%
Total:	100.0%

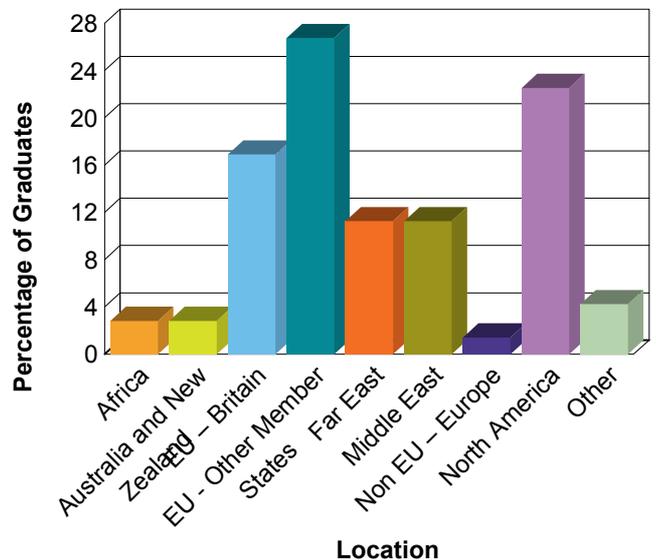
**Salaries (Ireland)**



**Region of Employment (Ireland)**

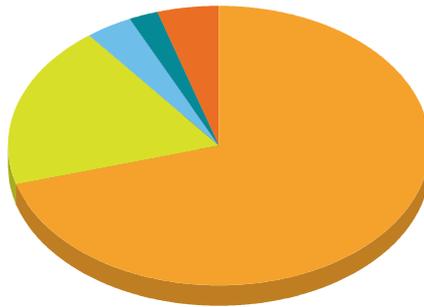


**Region of Employment (Overseas)**



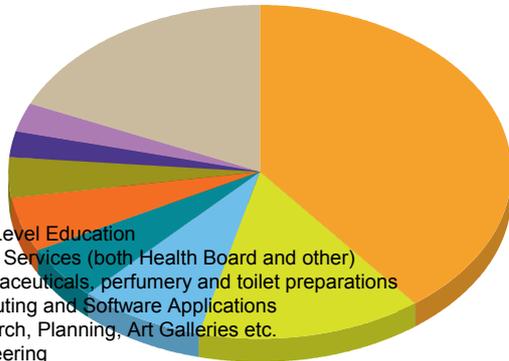
No. of Graduates	117
Total Respondents	85

### Current Situation



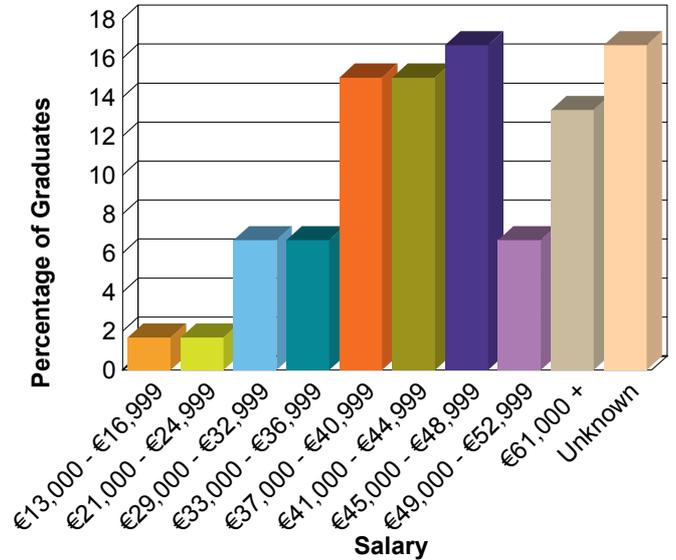
In Employment-Ireland	60	70.6%
In Employment-Overseas	16	18.8%
In Further Study or Training	3	3.5%
Not available for employment	2	2.4%
Seeking employment	4	4.7%
Total:	85	100.0%

### Sector of Employment

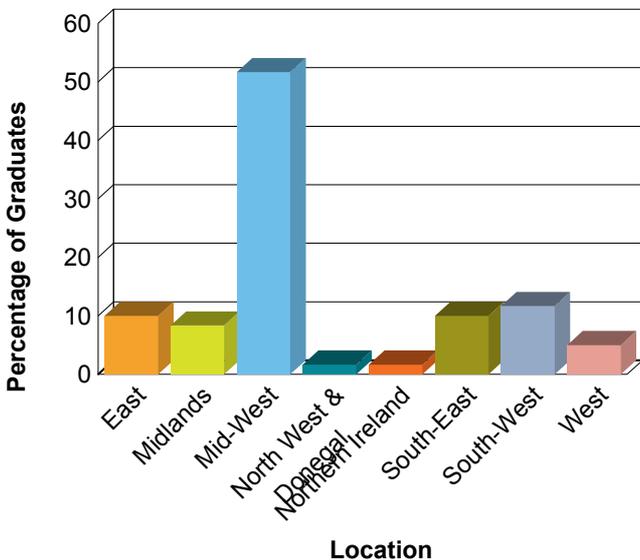


Third Level Education
Health Services (both Health Board and other)
Pharmaceuticals, perfumery and toilet preparations
Computing and Software Applications
Research, Planning, Art Galleries etc.
Engineering
Civil Service, Local Authorities (other than Building and Construction)
Professional Services (not elsewhere classified)
Others
Total:

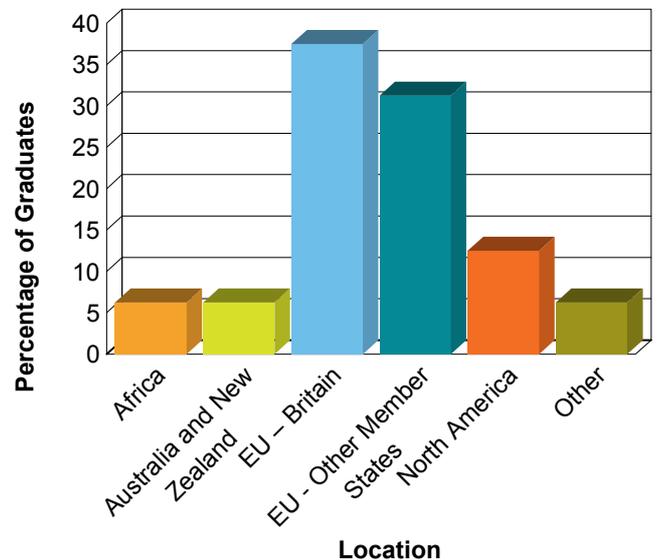
### Salaries (Ireland)



### Region of Employment (Ireland)

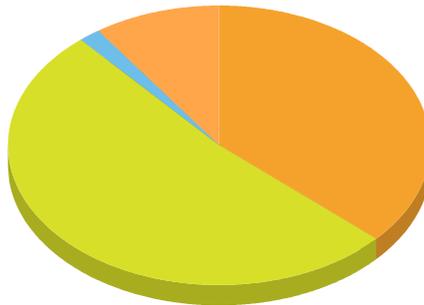


### Region of Employment (Overseas)



No. of Graduates	111
Total Respondents	71

**Current Situation**

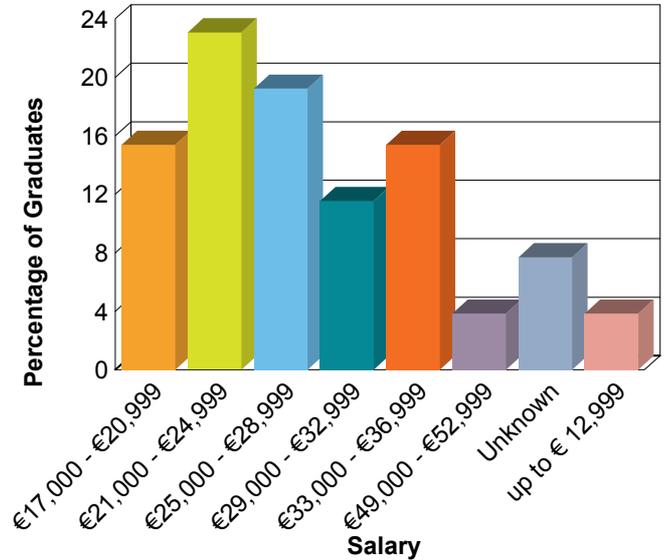


In Employment-Ireland	26	36.6%
In Further Study or Training	37	52.1%
Not available for employment	1	1.4%
Seeking employment	7	9.9%
Total:	71	100.0%

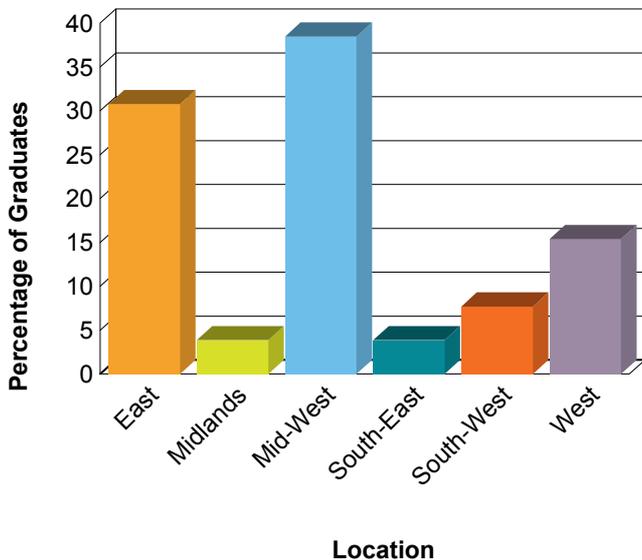
**Sector of Employment**



**Salaries (Ireland)**



**Region of Employment (Ireland)**



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667

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vacancies



4

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