

Graduate Outcomes Survey Graduates of 2020



Key Facts

95%

Undergraduate Honours Degree Graduates are in employment or further study 95%

Postgraduate Certificate & Diploma Graduates are in employment or further study 98%

Postgraduate Research Graduates are in employment or further study 84%

Taught Masters Graduates are in employment or further study 91%

Other Undergraduate Graduates are in employment or further study

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Faculty & Course information

 Faculty and Course specific information is available for download on our website <u>here</u>

Introduction



This report of the UL Class of 2020: Graduate Outcomes Survey presents the findings of the Cooperative Education & Careers survey of 4,334 graduates. The survey was undertaken ca. nine months after graduation and the results track our graduates' early career destinations. Supported by the Higher Education Authority, it forms part of a national review of graduate outcomes across the higher education sector. The 73% response rate provides us with robust data for all award categories viz., PhD and Research Masters; Taught Masters; Undergraduate Honours Degree; Postgraduate Certificates and Diplomas; Other Undergraduate Certificates and Diplomas. The dataset can be examined and cross-

referenced by a range of indicators including award, employment status, further study/training, gender, location, salary and sector.

The Class of 2020 graduated into a labour market that was dramatically disrupted by the global pandemic. Nationally, unemployment levels rose to over 26% and the sheer scale and volatility of the fallout meant that almost all graduate recruitment structures and processes were interrupted (and in some cases cancelled entirely). As is typical in recession, youth employment was disproportionately affected by the sudden economic contraction. Graduate employers' vulnerability to the consequences of the pandemic was unevenly distributed, with the lift-and-shift to remote provision proving easier for some sectors than others e.g. IT, financial services. For many of the Class of 2020 cohort, their early careers began in a context of churn and without the scaffolding of traditional on-boarding, induction and graduate development programmes. This made demands on their self-directed learning capabilities. At the same time, as graduates of a university with a pioneering ethos of Cooperative Education, they enjoyed the positional advantage of a well-developed sense of their professional identity and resilience.

In the context of a shared uncertainty, UL's longstanding and well-directed collaboration with graduate and Coop employers proved reassuringly hardy. Significant numbers of students secured graduate opportunities through their Cooperative Education employers. In addition, final year students' attendance at virtual careers fairs and their uptake of tailored, individualised careers services was very high. The West's FDI and indigenous industry base – in particular the financial services, IT, pharma and med-tech sectors – remained reasonably robust, with 63% of graduates securing employment in the Western corridor. This reinforces the importance of effective regional collaboration, supported by a fit-for-purpose graduate talent base. Overall, the positive employment outcomes for the Class of 2020 speak to UL graduates' ability to grapple with an unprecedented economic shift and an utterly changed employment landscape. It evidences an employability resilience at the level the individual student, the university and the region. Finally, it is to be welcomed that the past few months have seen an encouraging, if stuttering, rise in activity in the graduate recruitment market, a trend that bodes well for our next graduate cohort.

My thanks to Gavin Connell and Mark Robert for their work on this extensive survey and the data analysis. Based on the voices of 3,163 graduate respondents, I hope that you will find this report and its findings useful for programme planning, quality review, accreditation, rankings, marketing and strategic reporting.

Kind regards,

Patrice

Dr Patrice Twomey, Director

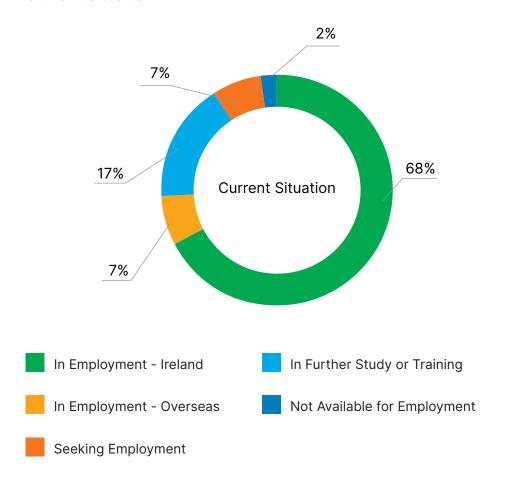
Cooperative Education & Careers Division

Executive Summary

- 4,334 graduates of the Class of 2020 were surveyed (an increase of 18% on last year), generating a response rate of 73%.
- 75% of the surveyed cohort went directly into employment.
- 7% of graduates were working globally. This is down from 12% and is likely attributable to travel restrictions and cautious behaviour around Covid-19.
- 17% of the class were engaged in further study or training.
- 7% of graduates were seeking employment, with 2% unavailable for employment (for reasons of e.g. health, family, gap year).
- The results suggest that higher educational attainment is positively linked to higher employment rates, with 96% of UL PhD/Research graduates and 80% of Taught Masters graduates in employment.
- The average graduate salary¹ was €34,987, with 59% of graduates earning in excess of €30,000.
- The results indicate that higher educational attainment is positively linked to higher salaries, with PhD/ Research Masters graduates earning an average salary of €51,250 and Taught Masters Graduates achieving an average salary of €37,934.
- The sectoral spread of the Class of 2020 employment is: Human Health and Social Work (19%), followed by Professional, Scientific and Technical sector at 15%, Financial, Insurance and Real Estate (14%) and Industry (13%). At 11%, Education remains a significant sector for graduate employment.
- In line with recent trends, the Western Corridor (West, Mid-West and South West) continues to be the preferred destination for UL graduates, accounting for almost two-thirds (63%) of graduate employment. This compares with 26% in the East. Globally, the most popular destinations were North America (29%), EU (25%) and the UK (23%).

¹ Based on responses where salary details were given

Current Situation



96%

Education & Health Science Graduates are in employment or in further study

93%

Business Graduates are in employment or in further study

Employment Trends

	2017	2018	2019	2020
Employed	81%	81%	N/A	75%
Further Study or Training	15%	14%	N/A	17%
Not Available	1%	2%	N/A	2%
Seeking Employment	2%	3%	N/A	7%

No Survey Completed in 2019

93%

Science & Engineering Graduates are in employment or in further study

86%

Arts, Humanities & Social Sciences Graduates are in employment or in further study

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Postgraduate Research, All Faculties

Results for this award level for 2020 graduates reveal that UL's Postgraduate Researchers are very much in demand, particularly in Ireland. Key outcomes for graduates include:

- Number of graduates and survey respondents A total of 57 graduates were surveyed, with a response rate of 74%.
- Further study or research 2%.
- Currently employed 96% of graduates. 79% of those graduates are employed in Ireland, and 17% are employed abroad.
- Seeking employment 2%.
- Not available for employment No respondents selected this option.
- Average salary €51,250.
- Key sectors Education 35%, Human Health and Social Work 28%, Professional, Scientific and Technical Activities 23%, and Public Administration & Defence 5%.
- Employed by region Mid-West 48%, East 24%, and West 9%. Outside of Ireland, European Union Countries had 57%, followed by Great Britain 29%, and North America 14%

Taught Master's Degrees, All Faculties

Results for this award level for 2020 graduates reveal that UL's Taught Postgraduates are in demand. The percentage of those seeking employment has increased due to the impact of Covid-19 on several sectors, and we expect these to return to normal next year. Key outcomes for graduates include

- Number of graduates and survey respondents 1,235 Taught Master's graduates surveyed with a response rate of 68%.
- Further study 4%.
- Currently employed 80% of graduates. 71% of those graduates are employed in Ireland, and 9% are employed abroad.
- Seeking employment 14%.
- Not available for employment 3%.
- Average salary €37,934.
- Key sectors Human Health and Social Work Activities at 18%, Education at 15%, Professional, Scientific
 and Technical Activities at 15%, Information & Communication 13%, Financial, Insurance & Real Estate
 12%, Education 10%, and Industry 9%
- Employed by region Mid-West 40%, East 34%, and South-West 12%. Of those outside of Ireland 30% went to EU Countries, 18% to Great Britain, and 18% to North America.

Undergraduate Honours Degree, All Faculties

Results for this award level for 2020 graduates reveal that UL's Undergraduate Honours Degree graduates employment levels are marginally down on the norm, with a corresponding increase in Further Study. Key outcomes for graduates include

- Number of graduates and survey respondents 2,556 graduates surveyed with a response rate of 79%.
- Further study 25%.
- Currently employed 70% of graduates. 64% of those graduates are employed in Ireland, and 6% are employed abroad.
- Seeking employment 4%.
- Not available for employment <1%.
- Average salary €31,852.
- Key sectors Human Health and Social Work Activities at 17%, Financial, Insurance & Real Estate 17%, Professional, Scientific & Technical 15%, Industry 14%, and Education 9%.
- Employed by region Mid-West 42%, East 24%, South-West 12% and West 8%. Of those employed outside of Ireland, 36% were in North America, Great Britain 26%, and EU Countries 20%.

Postgraduate Certificates & Diplomas, All Faculties

Key outcomes for graduates include:

- Number of graduates and survey respondents 269 graduates surveyed with a response rate of 51%.
- Further study <1%.
- Currently employed 94% of graduates. 89% of those graduates are employed in Ireland, and 5% are employed abroad.
- Seeking employment 2%.
- Not available for employment 1.5%.
- Average salary €45,034.
- Key sectors Education 27%, Human Health & Social Work 20%, Financial, Insurance & Real Estate 13%, Professional, Scientific & Technical 12%, and Industry 10%.
- Employed by region Mid-West 42%, East 26%, South-West 16% and West 6%. Overseas, 29% Middle East, 29% North America, and 14% each for Asia & Pacific, EU Countries, and Great Britain

Other Undergraduate, All Faculties

Key outcomes for graduates include:

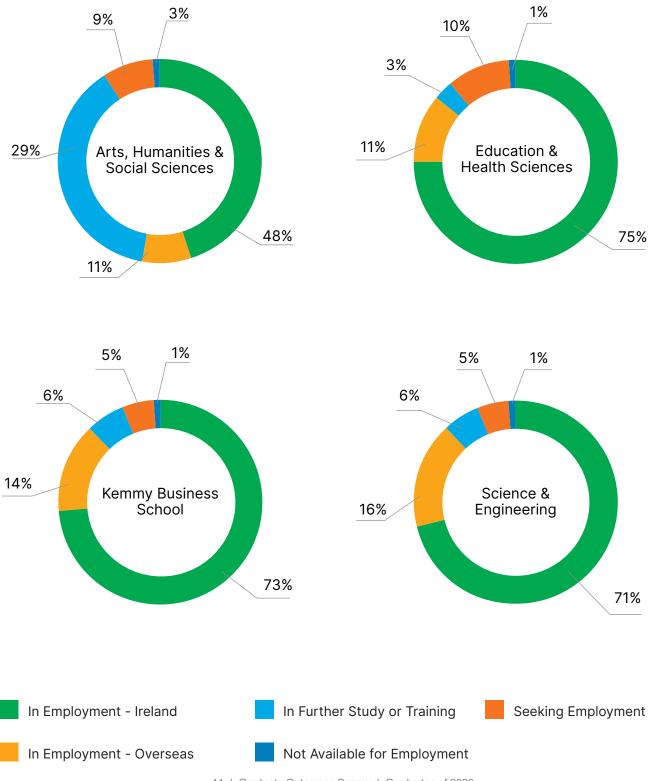
- Number of graduates and survey respondents 217 graduates surveyed with a response rate of 56%.
- Further study 10%.
- Currently employed 82% of graduates. 79% of those graduates are employed in Ireland, and 3% are employed abroad.
- Seeking employment 4%.
- Not available for employment 5%.
- Average salary €39,769.
- Key sectors Industry 25%, Human Health & Social Work 24%, Professional, Scientific & Technical, 15%, Other 11%, Information & Communication 8%, Education 4%, Administrative & Support Services 3%, Accommodation & Food Services, Agriculture Forestry & Fishing, and Wholesale & Retail Trade, all 2%
- Employed by region Mid-West 55%, South-West 19%, East 10%, West 9%. Overseas, European Countries, Great Britain and North America, all at 33%.



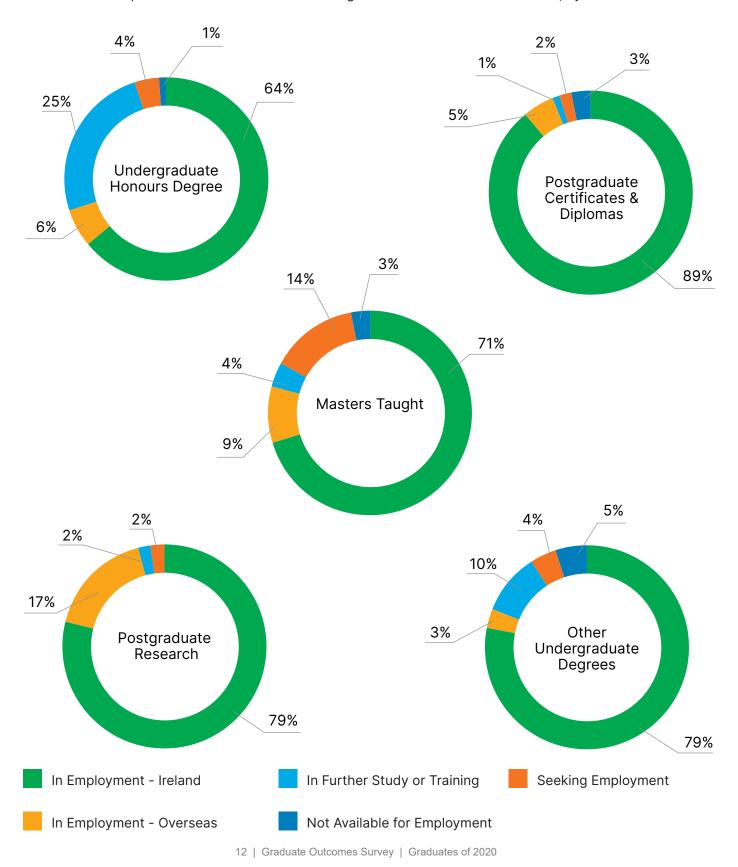


All Award Levels - Faculty Specific

The data below represents the current status of the graduates of 2020 for all award levels, at Faculty level. This includes Postgraduate Research, Taught Masters, Postgraduate Certificates & Diplomas, Undergraduate Honours Degrees, Other Undergraduate

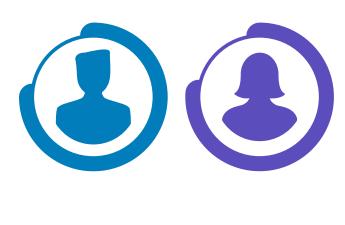


The data below represents the current status of the graduates of 2020 for all faculties, by award level.



In Employment

In Further Study or Training







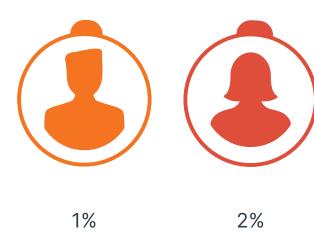
75% 72%

16%

18%

Not Available for Employment

Seeking Employment







7%

6%

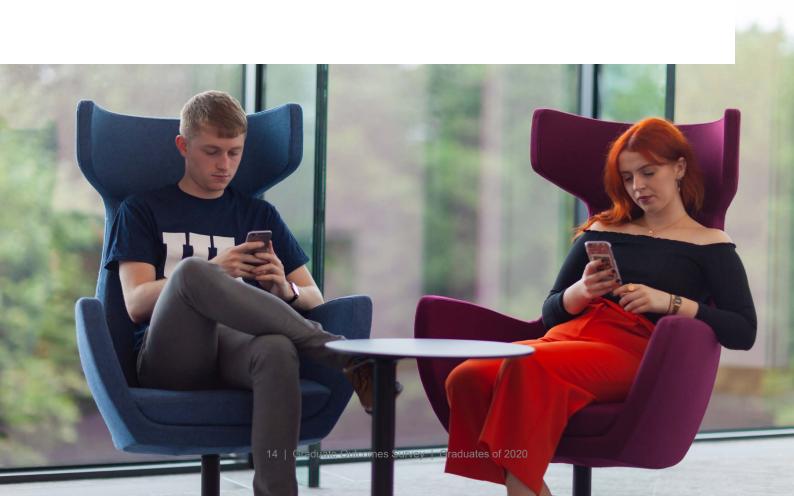
The data below represents the current average salary at each award level for UL graduates who completed the GOS and responded to the salary question. Some key factors continue to influence salary levels of UL graduates. They include award level, discipline, type of job, employment sector, and location of employment.

€51,250
Postgraduate
Research

€37,934 Masters Taught €31,852 Undergraduate Honours Degree

€39,769
Other Undergraduate Degrees

€45,034
Postgraduate
Certificates & Diplomas





Human Health and Social Work Activities Graduates

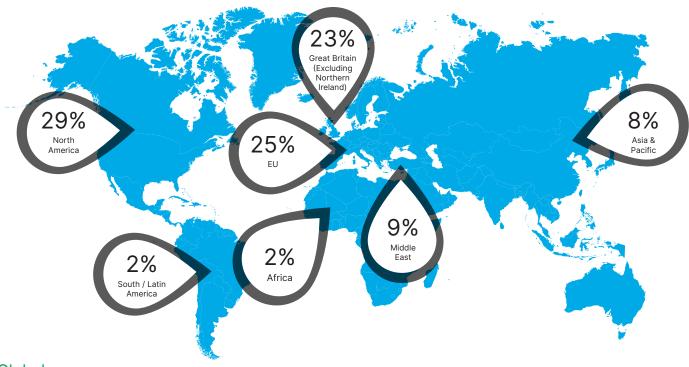
- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

Financial, Insurance & Real Estate

- Financial service activities, except insurance and
- Pension funding
- Insurance, reinsurance and pension funding, except compulsory social security
- Activities auxiliary to financial services and insurance activities

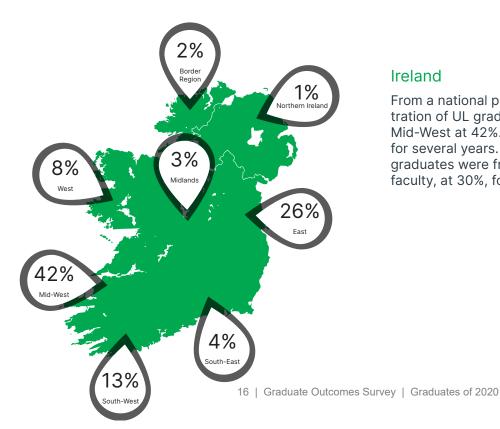
Professional, Scientific, and Technical Activities Graduates

- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- Scientific Research and Development
- Advertising and Market Research Industry
- Manufacture of Food & Beverages, Textiles & Clothing
- Manufacture of Computer, Electronic and Optical Products
- Manufacture of Chemicals, Pharmaceuticals, Rubber, Plastic and Mineral Products.



Global

From a global perspective, North America has the highest percentage of UL Graduates, with 29%. Of those, 50% were from the School of Medicine, with the remainder distributed amongst all faculties. The next largest percentage is the EU, with 25%. Of those, 20% would be from language focused programmes. Followed by GB, at 23%. The largest share of graduates there were in the School of Medicine. Of those, 24% were from the School of Medicine, with the remainder distributed amongst all faculties.



Ireland

From a national perspective, the highest concentration of UL graduates reported working in the Mid-West at 42%. This has been a consistent trend for several years. Of the 42%, the largest share of graduates were from the Science & Engineering faculty, at 30%, followed by KBS at 27%.



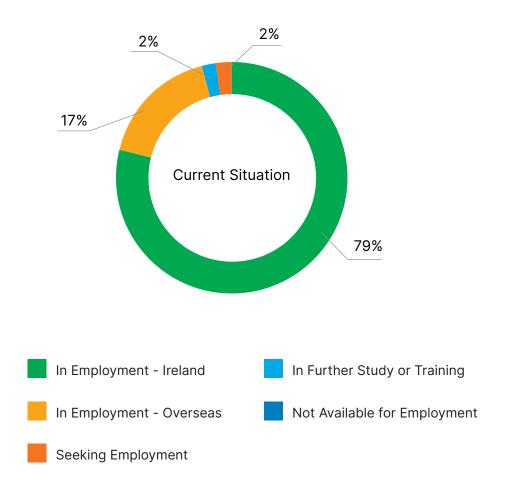


Graduate Outcomes Survey Graduates of 2020

Award Level Summary



Current Situation



The HEA have updated the award categorisations they use to report on graduates, and our reports have been updated to reflect this. Due to this, trending data from previous years is not available.

100%

Education & Health Science Graduates are in employment

100%

Business Graduates in employment

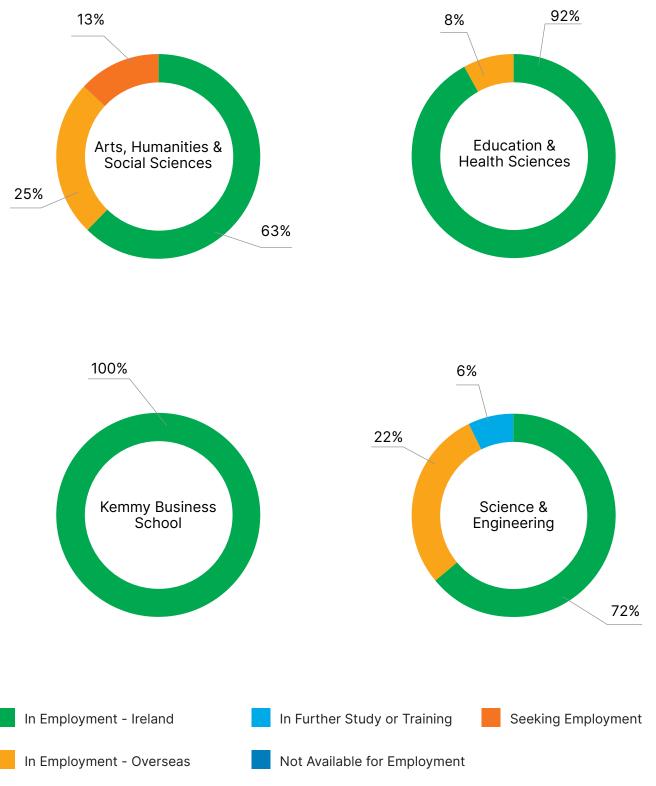
94%

Science & Engineering Graduates are in employment or in further study

88%

Arts, Humanities & Social Sciences Graduates are in employment or in further study

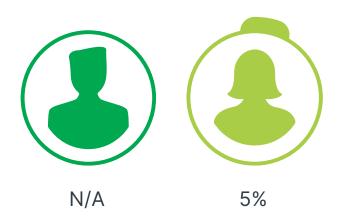
The data below represents the current status of the graduates of 2020 for Postgraduate Research, all Faculties. Postgraduate Research - PhD and Research Masters.



In Employment

In Further Study or Training

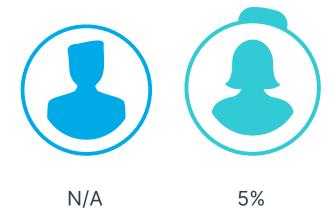




Not Available for Employment

Seeking Employment







€51,250
Postgraduate
Research

The average starting salary for UL Postgraduate Research graduates is €51,250.

The figure represents the current average based on those who completed the GOS and responded to the salary question. Some key factors continue to influence salary levels of UL graduates. They include discipline, type of job, employment sector, and location of employment.

€37,934
Masters Taught

€31,852

Undergraduate Honours Degrees €39,769

Other Undergraduate Degrees

€45,034

Postgraduate Certificates & Diplomas



35%



Education

28%



Human Health & Social Work

23%



Professional, Scientific & Technical

5%
Public Administration & Defence

3%



Agriculture, Forestry & Fishing

3%



Financial, Insurance & Real Estate

3%



Industry

3%



Other

Education

- Pre-primary education
- Primary education
- Secondary education
- Higher education
- Other education
- Educational support activities

Human Health and Social Work Activities Graduates

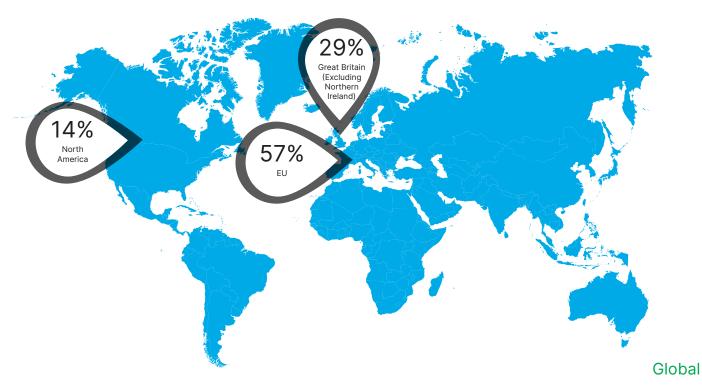
- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

Professional, Scientific, and Technical Activities Graduates

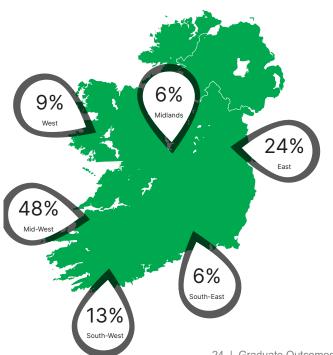
- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- Scientific Research and Development
- Advertising and Market Research

Public Administration & Defence

- Administration of the State and the economic and social policy of the community.
- Provision of services to the community as a whole
- Compulsory social security activities



From a global perspective, The EU has the highest percentage of UL Graduates, with 57%. Of those, 75% were from Science & Engineering, with the remainder from Arts, Humanities & Social Sciences. The next largest percentage is Great Britain, with 29%. These are split evenly between Science & Engineering, and Arts, Humanities & Social Sciences. Following this is North America, at 14%, all from the Kemmy Business School.

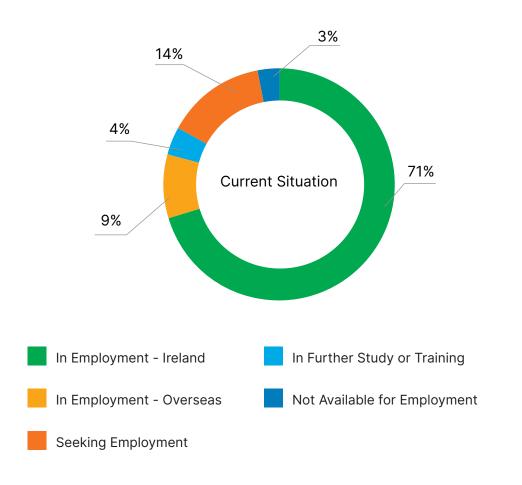


Ireland

From a national perspective, the highest concentration of UL graduates reported working in the Mid West at 48%. Of the 42%, the largest share of graduates were from the Science & Engineering faculty, at 69%, followed by Education & Health Sciences at 25%, and Arts, Humanities & Social Sciences at 6%.



Current Situation



91%

Education & Health Science Graduates are in employment or in further study

85%

Business Graduates are in employment or in further study

Employment Trends

	2016	2017	2018	2019	2020
Employed Ireland	68%	74%	77%	NA	71%
Employed Abroad	12%	16%	13%	NA	9%
Further Study/Training	6%	6%	4%	NA	4%
Not Available	2%	1%	2%	NA	3%
Seeking Employment	12%	3%	4%	NA	14%

No Survey Completed in 2019

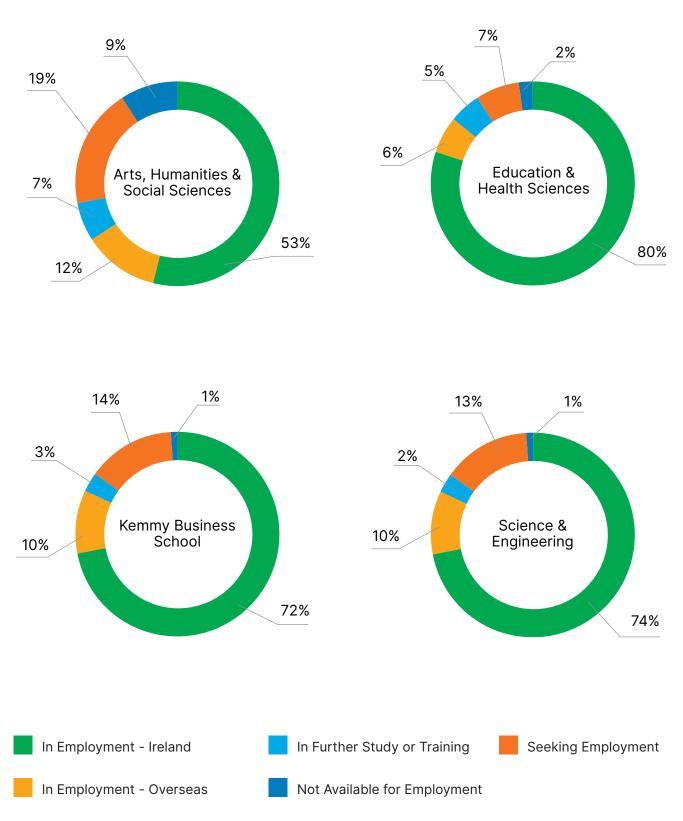
86%

Science & Engineering Graduates are in employment or in further study

72%

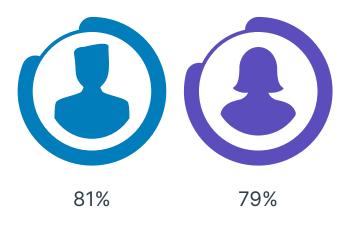
Arts, Humanities & Social Sciences Graduates are in employment or in further study

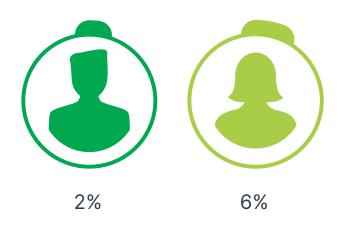
The data below represents the current status of the graduates of 2020 for Taught Masters, all Faculties.



In Employment

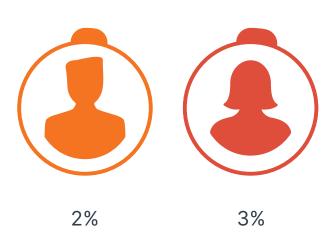
In Further Study or Training

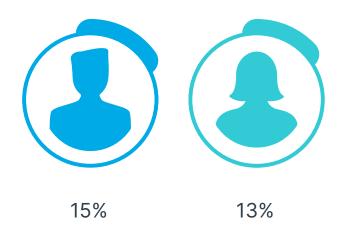




Not Available for Employment

Seeking Employment







€37,934
Masters Taught

The average starting salary for UL Taught Masters graduates is €37,934.

The figure represents the current average based on those who completed the GOS and responded to the salary question. Some key factors continue to influence salary levels of UL graduates. They include discipline, type of job, employment sector, and location of employment.

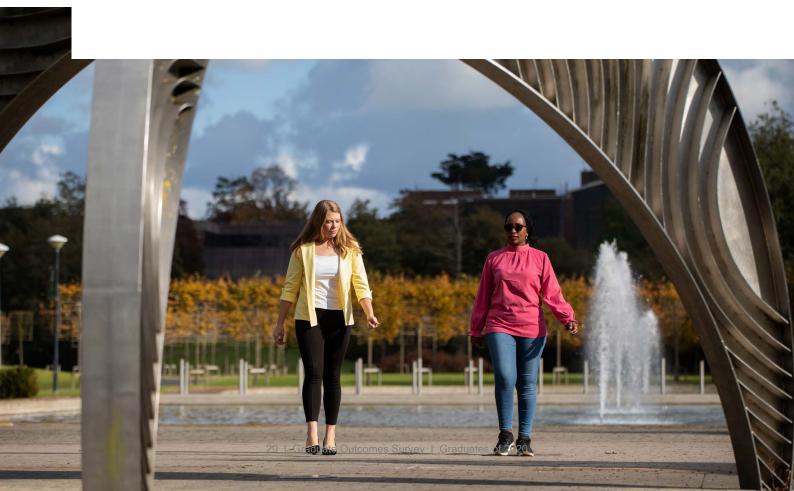
€51,250
Postgraduate
Research

€31,852
Undergraduate
Honours Degrees

€39,769
Other Undergraduate Degrees

€45,034

Postgraduate
Certificates & Diploma:





Human Health & Social Work

15%



Professional, Scientific & Technical

12%



Information & Communication

12%



Financial, Insurance & Real Estate

10%



Education

9%



Industry

5%



Administrative & Support Services

4%



Wholesale & Retail

3%



Other

3%



Public Administration & Defence

3%



Construction

Human Health and Social Work Activities Graduates

- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

Professional, Scientific, and Technical Activities Graduates

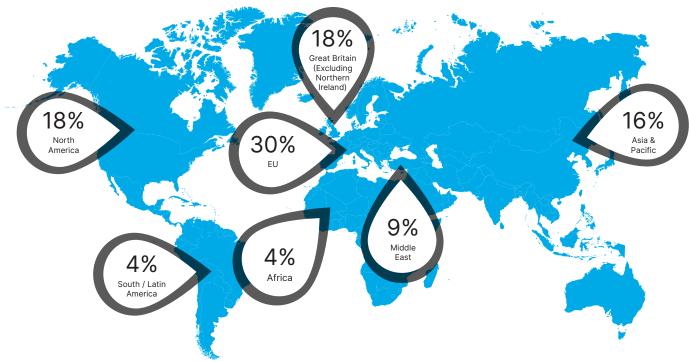
- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- Scientific Research and Development
- Advertising and Market Research

Information & Communication

- Software Publishing
- Motion picture, video and television programme production, sound recording and music publishing activities
- Telecommunications
- Computer programming, consultancy and related activities
- Information service activities

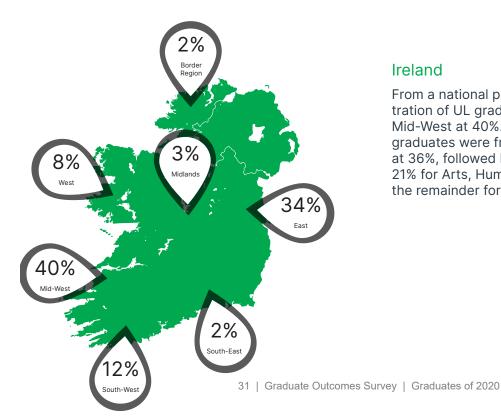
Financial, Insurance & Real Estate

- Financial service activities, except insurance and pension funding
- Insurance, reinsurance and pension funding, except compulsory social security
- Activities auxiliary to financial services and insurance activities



Global

From a global perspective, The European Union has the highest percentage of UL Graduates, with 30%. Of those, 32% were from the Kemmy Business School, 27% from Science & Engineering, 23% from Arts, Humanities & Social Sciences, and the remainder from Education & Health Sciences. The next largest percentage is Great Britain, with 10%. 46% of those were from Science & Engineering, 31% from Education & Health Sciences, 15% from Arts, Humanities & Social Sciences, and 8% from Kemmy Business School.

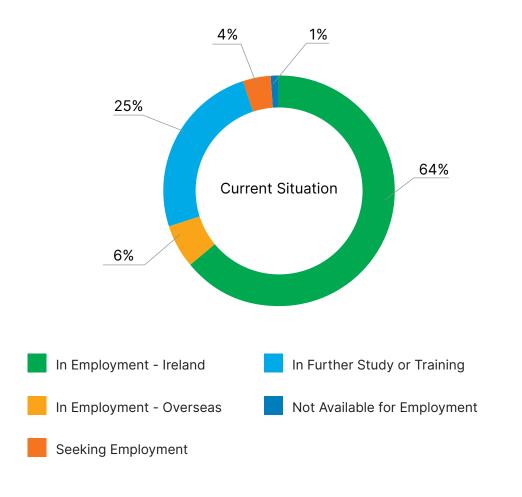


Ireland

From a national perspective, the highest concentration of UL graduates reported working in the Mid-West at 40%. Of those, the largest share of graduates were from the Kemmy Business School, at 36%, followed by Science & Engineering at 24%, 21% for Arts, Humanities, & Social Sciences, and the remainder for Education & Health Sciences.



Current Situation



96%

Education & Health Science Graduates are in employment or in further study

96%

Business Graduates are in employment or in further study

Employment Trends

	2016	2017	2018	2019	2020
Employed Ireland	63%	67%	67%	N/A	64%
Employed Abroad	11%	12%	12%	N/A	6%
Further Study/Training	20%	18%	17%	N/A	25%
Not Available	1%	1%	1%	N/A	1%
Seeking Employment	5%	2%	3%	N/A	4%

No Survey Completed in 2019

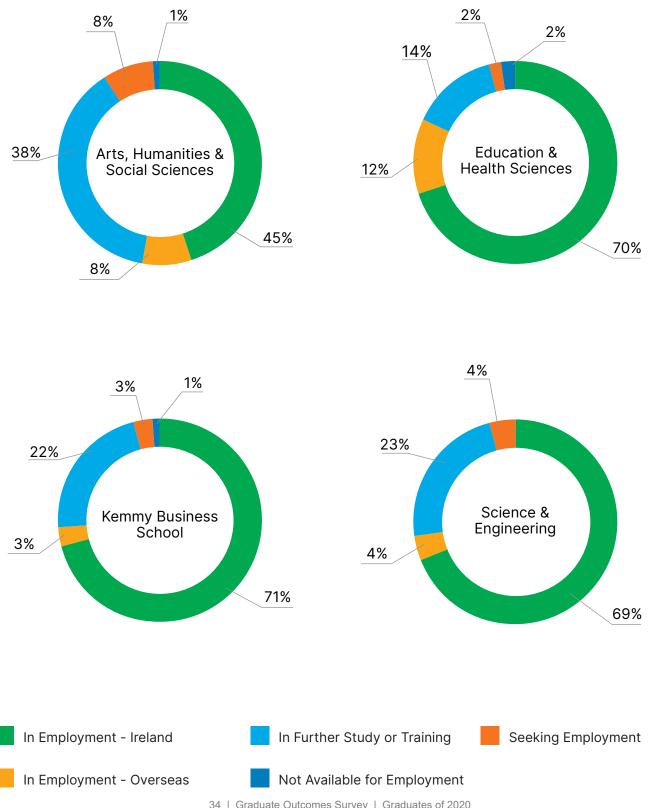
95%

Science & Engineering Graduates are in employment or in further study

91%

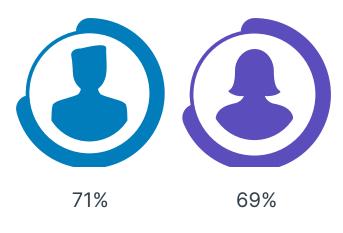
Arts, Humanities & Social Sciences Graduates are in employment or in further study

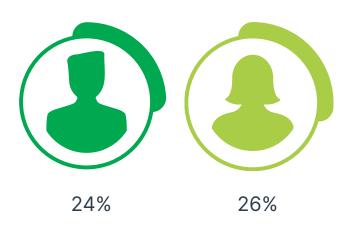
The data below represents the current status of the graduates of 2020 for Undergraduate Honours Degree, all faculties.



In Employment

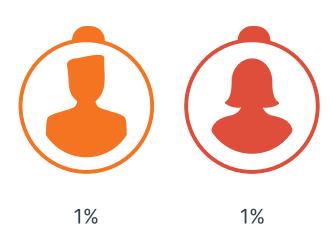
In Further Study or Training

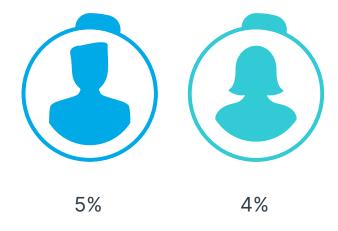




Not Available for Employment

Seeking Employment







€31,852
Undergraduate
Honours Degrees

The average starting salary for UL Undergraduate Honours Degrees graduates is €31,852.

The figure represents the current average based on those who completed the GOS and responded to the salary question. Some key factors continue to influence salary levels of UL graduates. They include discipline, type of job, employment sector, and location of employment.

€37,934 Masters Taught €51,250
Postgraduate
Research

€39,769
Other Undergraduate
Degrees

€45,034

Postgraduate
Certificates & Diplomas



Undergraduate Honours Degrees - All Faculties



Human Health & Social Work

17%



Financial, Insurance & Real Estate

15%



Professional, Scientific & Technical

14%



Industry

9%



Education

5%



Information & Communication

5%



Wholesale & Retail

4%



Construction

3%



Other

2%



Administrative & Support Services

2%



Accommodation & Food Services

1%



Public Administration & Defence

Human Health and Social Work Activities Graduates

- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

Financial, Insurance & Real Estate

- Financial service activities, except insurance and pension funding
- Insurance, reinsurance and pension funding, except compulsory social security
- Activities auxiliary to financial services and insurance activities

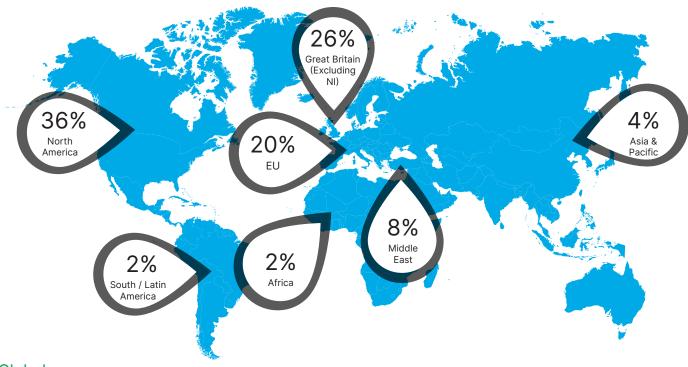
Professional, Scientific, and Technical Activities Graduates

- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- Scientific Research and Development
- · Advertising and Market Research

Industry

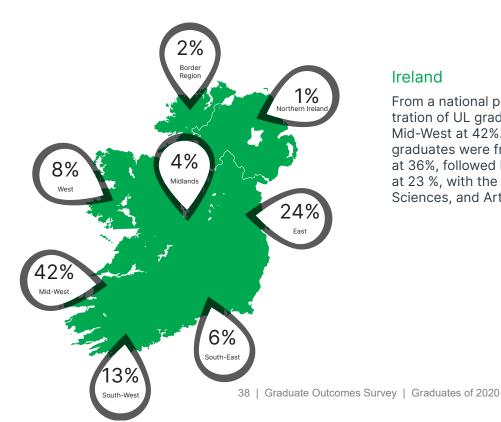
- Manufacture of Food & Beverages, Textiles & Clothing
- Manufacture of Computer, Electronic and Optical Products
- Manufacture of Chemicals, Pharmaceuticals, Rubber, Plastic and Mineral Products.
- Manufacture of Motor Vehicles, Trailers and other transport equipment

Undergraduate Honours Degrees - All Faculties



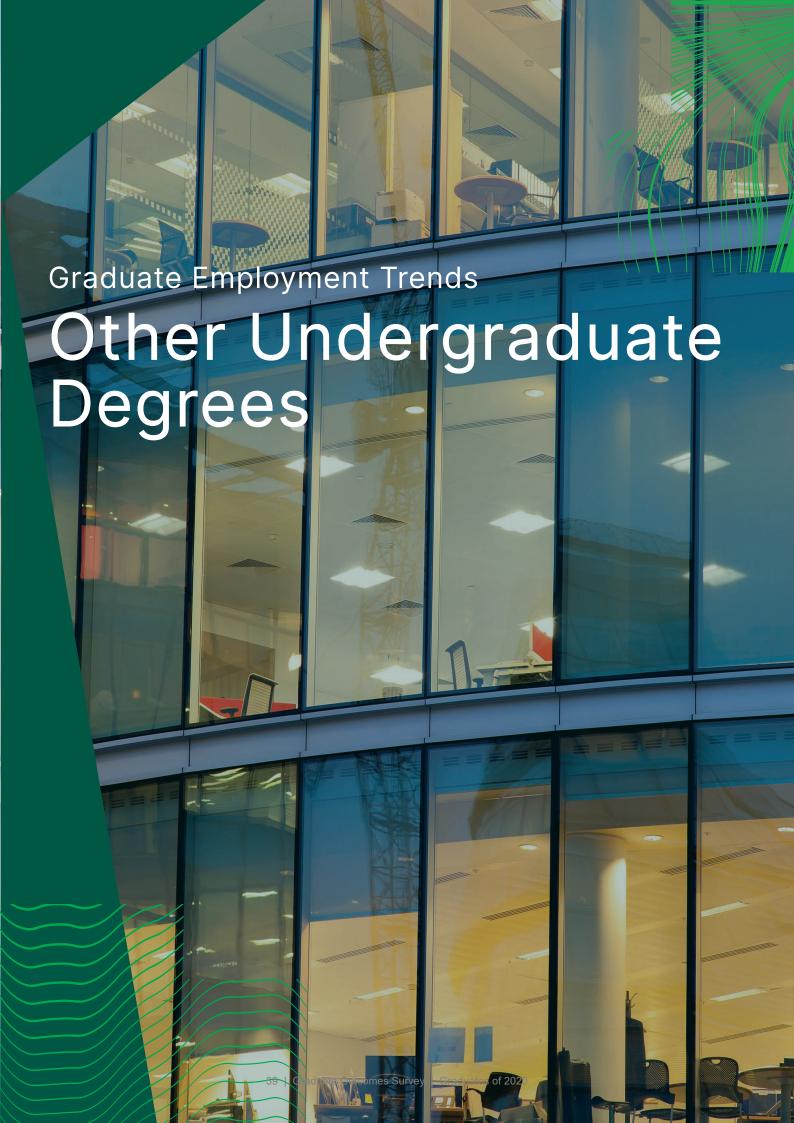
Global

From a global perspective, North America has the highest percentage of UL Graduates, with 36%. Of those, 69% were from Education & Health Sciences, 16% from Science & Engineering, 11% from Kemmy Business School, and the remainder from Arts, Humanities & Social Sciences. The next largest percentage is Great Britain, with 26%. 38% of those were from Education & Health Sciences, 28% from Arts, Humanities & Social Sciences, 13% for Science & Engineering, and the remainder for the Kemmy Business School.

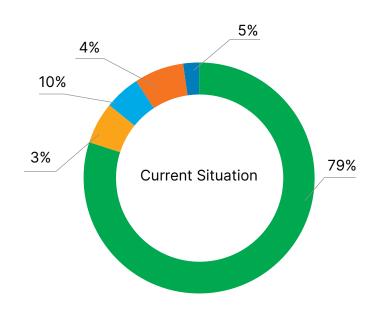


Ireland

From a national perspective, the highest concentration of UL graduates reported working in the Mid-West at 42%. Of those, the largest share of graduates were from Science & Engineering at 34, at 36%, followed by the Kemmy Business School at 23 %, with the remainder for Education & Health Sciences, and Arts, Humanities & Social Sciences.



Current Situation



In Employment - Ireland
In Further Study or Training
In Employment - Overseas
Not Available for Employment
Seeking Employment

100%

Education & Health Science Graduates are in employment or in further study

93%

Business Graduates are in employment or in further study

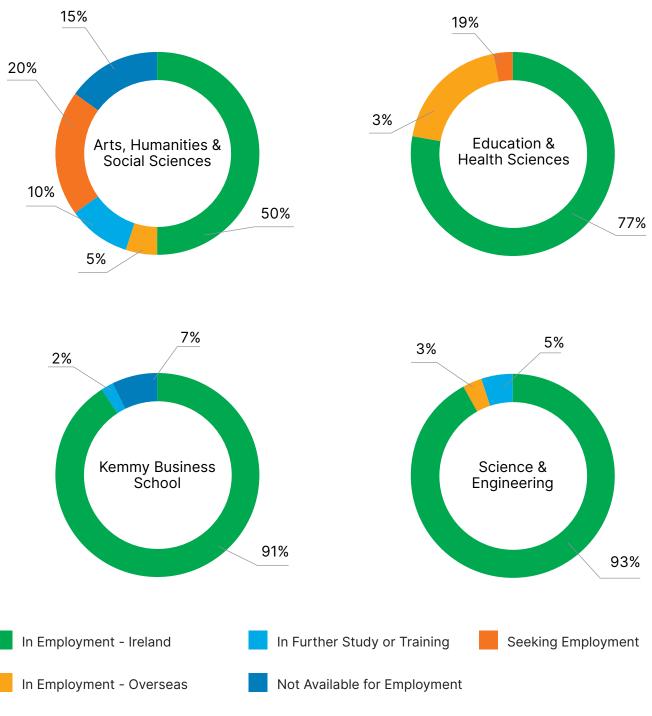
100%

Science & Engineering Graduates are in employment or in further study

65%

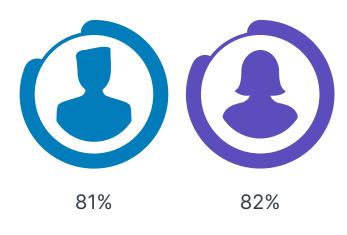
Arts, Humanities & Social Sciences Graduates are in employment or in further study

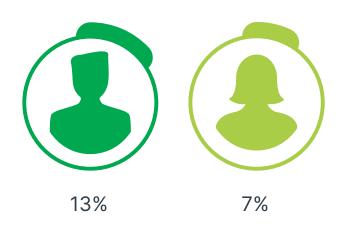
The data below represents the current status of the graduates of 2020 for Other Undergraduate Honours Degree, all faculties.



In Employment

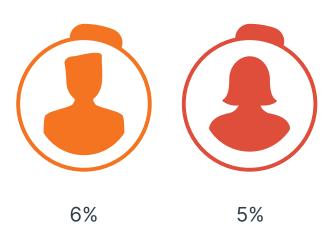
In Further Study or Training





Not Available for Employment

Seeking Employment





€39,769
Other Undergraduate Degrees

The average starting salary for UL Other Undergraduates Degrees graduates is €39,769.

The figure represents the current average based on those who completed the GOS and responded to the salary question. Some key factors continue to influence salary levels of UL graduates. They include discipline, type of job, employment sector, and location of employment.

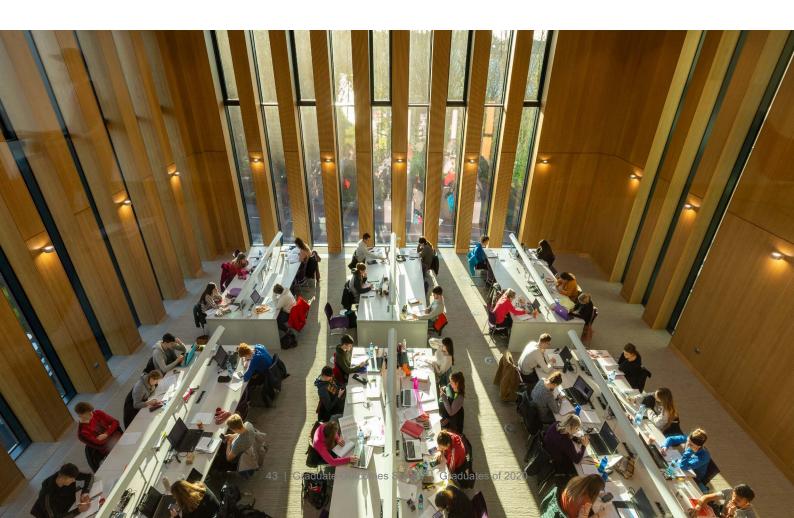
€37,934 Masters Taught €31,852
Undergraduate
Honours Degrees

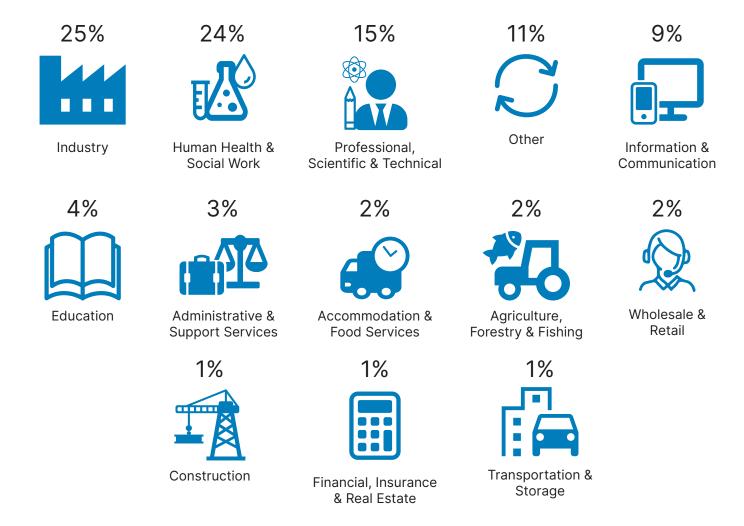
€51,250
Postgraduate
Research

€45,034

Postgraduate

Certificates & Diploma





Industry

- Manufacture of Food & Beverages, Textiles & Clothing
- Manufacture of Computer, Electronic and Optical Products
- Manufacture of Chemicals, Pharmaceuticals, Rubber, Plastic and Mineral Products.
- Manufacture of Motor Vehicles, Trailers and other transport equipment

Professional, Scientific, and Technical

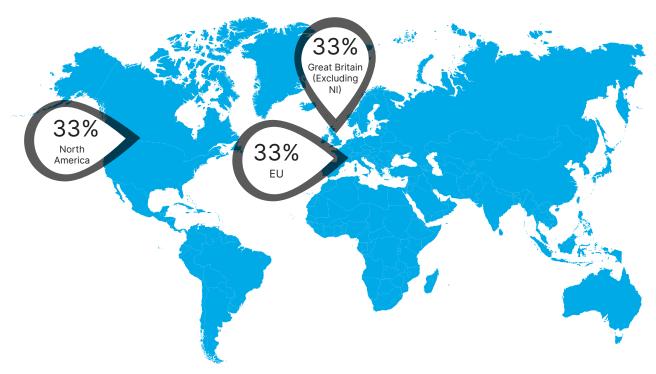
- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- · Scientific Research and Development
- Advertising and Market Research

Human Health and Social Work Activities Graduates

- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

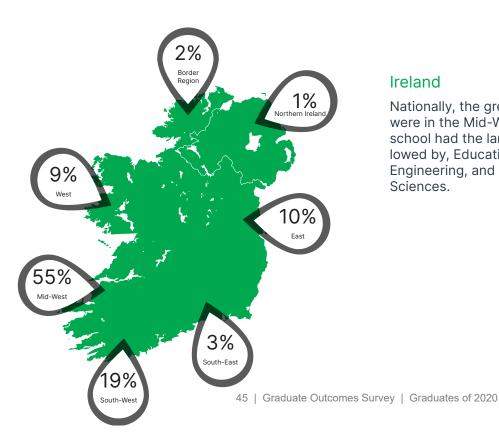
Information & Communication

- Software Publishing
- Motion picture, video and television programme production, sound recording and music publishing activities
- Sound recording and music publishing activities
- Telecommunications
- Computer programming, consultancy and related



Global

From a global perspective, there is a three-way split between North America, Great Britain, and The European Union as a destination for overseas employment. Due to the small number of graduates in this selection, we are unable to drill down into this data any further.



Ireland

Nationally, the greatest percentage of graduates were in the Mid-West, at 55%. Kemmy Business school had the largest percentage of those, followed by, Education & Health Sciences, Science & Engineering, and Arts, Humanities & Social Sciences.

