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Graduates' First Destinations by Age, Ethnicity and Gender

DLHE survey analysis



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Summary

Using data from the Destinations of Leavers from Higher Education (DLHE) survey for 2003/04 graduates, this report looks at graduates' early destinations by age, ethnicity and gender. In addition, the report investigates entry into graduate-level occupations and regional migration issues, and how these were influenced by the graduates' characteristics.

The focus of the research is on first-degree graduates, but figures for Masters and PhD graduates, and for HND and foundation degree (FD) qualifiers are also reported where appropriate.

The key findings of this study are:

Graduates' destinations by age

- First degree graduates aged 25-29 showed the highest employment rate compared with graduates from other age groups. They were, however, also the most likely to be unemployed six months after graduation, partly due to their lower rate of going on to further study.
- Graduates aged 30 and above were less likely than those who were younger to be in full-time paid work, and more likely to be in part-time paid work, or working and studying.
- For graduates who obtained their degree via full-time study, older graduates were more likely than younger graduates to be unemployed. For graduates who obtained their degree through part-time participation, however, those aged 21-24 were the most likely to be out of work.
- There was a distinction in the types of work and industries which graduates from different age groups tended to enter. For example, older graduates were more likely than their younger counterparts to enter health, education and social work occupations and industries.
- Younger graduates were also more likely than older graduates to be in non-graduate occupations.
- London was the most popular place for new graduates looking for work, but its appeal appeared to be much greater for graduates aged under 25 than for those who were older. There was, in fact, a net outflow of graduates aged 25 and above from the capital. On the other hand, the Eastern region, South East and Northern Ireland all show a net inflow of graduates into the regions across all age ranges.

Graduates' destinations by ethnicity

- White graduates were generally more likely than minority ethnic graduates to be in full-time paid work and less likely to be unemployed. There were, however, variations between ethnic groups. For example, at Masters level, Black Caribbean and Indian graduates actually show slightly higher full-time employment rates than White graduates.
- If other types of work, such as part-time, voluntary and unpaid work were included, Black Caribbean first degree graduates actually had the highest employment rates amongst all ethnic groups.
- Pakistani, Bangladeshi, Black African and Chinese first degree graduates all had unemployment in double figures, compared with 5.5% for White graduates. Similar patterns can also be found at Masters level.
- Amongst first-degree graduates, males were more likely to be unemployed than females. This is found to be the case for all ethnic groups, with the exception of Bangladeshi graduates where males and females had comparable unemployment rates.
- Minority ethnic graduates were, on the whole, more likely than White graduates to be in IT professions, and health, business and finance professions or associate professions, whilst White graduates were more likely to be in education occupations.

- First degree minority ethnic graduates overall were better represented than White graduates in traditional graduate occupations.
- With the exception of graduates from other Asian background, graduates from all minority ethnic groups were more likely than White graduates to be in non-graduate occupations. The percentage of Indian graduates in non-graduate occupations was, however, very comparable to that of White graduates – 39.8% compared with 38.9% respectively.
- Minority ethnic graduates tend to concentrate in London – as locations of domicile, study and employment. Nearly half (46.2%) of minority ethnic graduates employed in the UK six months after graduation worked in London, compared with one in seven (14.4%) White graduates.

Graduates' destinations by gender

- Female graduates showed lower unemployment rates than males across all the qualifications included in this study. They were more likely than their male peers to take up part-time or voluntary work, thus boosting their employment rate and lowering their likelihood of being out of work.
- Female graduates tend to enter public services occupations such as education, health, and social work, whilst males graduates favoured engineering or IT occupations, reflecting the gender differences in subject choice.
- For first degree and Masters graduates, women were slightly more likely than men to be in non-graduate occupations. The gender gap for non-graduate occupations, however, was very prominent for HND/FD qualifiers.
- Although women were more likely than men to be in non-graduate occupations, male first degree, Masters, and PhD graduates were actually slightly more likely than their female peers to have reported that their qualifications have not been required to obtain their employment.
- For both first degree and Masters graduates, females were more likely than their male peers to be in further study six months after graduation. A higher percentage of males than females, however, went on to do a higher degree by research/taught courses, or studying for a professional qualification. Female graduates, on the other hand, were more likely to study for a postgraduate diploma or certificate (which includes PGCE) or other diploma and certificate.

Chapter 1 - Introduction and Background

1.1 Introduction

Every year, the Higher Education Statistics Agency (HESA) collates first destination data from those who graduated in the previous year. The results of this Destinations of Leavers from Higher Education (DLHE) survey – which was, up until 2002, the First Destination Survey (FDS) - give a snapshot of the activities graduates were engaged in a few months after graduation.¹

At the Higher Education Careers Services Unit (HECSU), we have been carrying out our own analysis of the DLHE (and previously the FDS) data, supplied by HESA. Perhaps the most well-known of these studies is *What Do Graduates Do?*, an annual publication of graduates' destinations by subject areas, produced in conjunction with the Association of Graduate Careers Advisory Services (AGCAS).² Other studies include: *What Do PhDs Do?* (published in conjunction with UKGrad)³ and *What Do Postgraduates Do?*⁴

HECSU has recently carried out further analysis on the 2003/04 set of DLHE data, with linked HESA student records, to look into graduates' early destinations by age, ethnic group and gender. The results are published in this report.⁵

1.2 Background

The UK higher education population is becoming increasingly diverse. Although students aged 20 or under form the majority of the first-year, first-degree UK student cohort (66.9% in 2004/05), there has been a growing representation of older students over the years. For example, Table 1 shows the percentage changes in the number of students by age between 1999/2000 and 2004/05. During this period, the number of first-degree entrants went up by 21.1% overall, but much of the percentage rise was attributed to those aged 21 or over.⁶

Table 1: Changes in the number of first year, first-degree students by age between 1999/00 and 2004/05

| Age | 18 & under | 19 | 20 | 21-24 | 25-29 | 30 & over | All ages |
|--|------------|-------|------|-------|-------|-----------|----------|
| Increase in student number between 1999/00 and 2004/05 | 13.9% | 14.6% | 8.8% | 34.8% | 30.3% | 48.9% | 21.1% |

Source: HESA

¹ For the vast majority of graduates, this refers to their destinations six months after graduation.

² *What Do Graduates Do?*, HECSU/AGCAS. www.prospects.ac.uk/links/WDGD

³ *What Do PhDs Do?*, HECSU/UKGrad. www.grad.ac.uk

⁴ *What Do Postgraduates Do?*, HECSU. www.prospects.ac.uk/links/WDPD. A research brief with destination information of the 2003/04 postgraduate cohort can also be found on the HECSU website at www.hecsu.ac.uk

⁵ At the time of carrying out this study, the 2003/04 DLHE survey data was the latest set available.

⁶ Figures from the Higher Education Statistics Agency (HESA).

The number of students from a minority ethnic background is also on the increase. In 2004/05, one in seven (14.9%) first-year UK-domiciled higher education students of known ethnicity came from a minority ethnic background, compared with one in nine (11.7%) in 1996/97.⁶ The 2001 Census revealed that the size of the minority ethnic population was 4.6 million in 2001, or 7.9% of the total population of the UK.⁷ Minority ethnics on the whole are, therefore, thought to be well-represented in higher education, although participation rates vary between ethnic groups.

In addition, in the 2004/05 academic year, three in five (58.8%) UK-domiciled higher education students were women, compared with just over half (52.1%) in 1995/96. This rising participation of women in higher education compared with men has not, at least for the time being, been forecast to stall.

Although the above evidence points out that the traditional image of a graduate: 'young, White and male', is long out of date, the growing diversity of the higher education population does not necessarily translate to equal opportunities for all new graduates on entry to the labour market. Previous research such as that carried out by Elias and Purcell,⁸ and Brennan and Shah,⁹ have indicated that there are differences in achievements according to graduates' age, gender and ethnicity. With the vast amount of data available from the DLHE survey, we aim to explore some of these issues further.

1.3 Objectives

The project set out to explore the outcomes of graduates at an **early stage after gaining their degree**, to see how these differed by graduates' age at graduation, ethnicity, and gender. At the end of this project, we aimed to have a better understanding of the diversity issues facing new graduates, especially their employment circumstances. We would also like to be able to provide useful information to HECSU's and Graduate Prospects's stakeholders, in particular careers services and employers, to help to inform their policies and practices with students and graduates.

1.4 Methodologies

The study involves in-depth analysis of the results of the 2003/04 DLHE survey, with tied in student records, provided by HESA. This survey details the destinations of 2004 graduates, approximately six months following graduation.

For this study, we have included:

- UK-domiciled graduates only.
- Graduates from both full- and part-time modes of study.¹⁰

The focus of the research is on first-degree graduates, but figures for Masters and PhD graduates, and for HND and foundation degree (FD) qualifiers are also reported where appropriate, provided that the population sizes are reasonable to allow for analysis.

In accordance with HESA guidelines, all figures for the number of graduates have been rounded to the nearest 5. The percentages, however, have been calculated from the non-

⁷ <http://www.statistics.gov.uk/census2001/census2001.asp>

⁸ For example, see the project 'Seven Years On: Graduates in the changing labour market'. <http://www2.warwick.ac.uk/fac/soc/ier/research/current/7yrs2/>

⁹ *Access to What? Converting Education Opportunity into Employment Opportunity*, John Brennan and Tarla Shah, Centre for Higher Education Research and Information, December 2003.

¹⁰ In the following discussions, full-time graduates/qualifiers are defined as those who obtained their degree through full-time study, whilst part-time graduates/qualifiers are defined as those who obtained their degree via part-time participation.

rounded figures. In addition, percentages calculated on populations containing 52 or fewer individuals were suppressed, to adhere to HESA guidelines.

1.5 The 2003/04 graduate cohort

Table 2 shows the number of graduates from the 2003/04 cohort by type of qualification, together with the DLHE survey response rate. Although the DLHE survey collects destinations information from all those who graduated from a higher education institution (HEI), we have only included those with a first degree, Masters, PhD, FD, or HND in this study.

Table 2: 2003/04 DLHE survey response rates by qualification level

| Level of Qualification obtained | Non Respondents | Respondents | Grand Total | % responded to the DLHE survey |
|--|------------------------|--------------------|--------------------|---------------------------------------|
| Doctorate | 2360 | 4675 | 7035 | 66.5% |
| Masters | 12400 | 27775 | 40175 | 69.1% |
| First Degree | 43090 | 204165 | 247255 | 82.6% |
| Foundation Degree | 595 | 2020 | 2615 | 77.3% |
| HND | 1655 | 7360 | 9015 | 81.6% |
| Grand Total | 60100 | 245995 | 306095 | 80.4% |

Source: 2003/04 DLHE

Response rates to the DLHE survey vary from a high of 82.6% for first-degree graduates to a low of 66.5% for PhDs. Since the number of FD qualifiers is relatively small, it is combined with HND for subsequent analyses.

Chapter 2 – Graduates' Destinations by Age

2.1 The 2003/04 graduate cohort by age

Table 3a shows percentages of the 2003/04 graduate cohort by qualification and age, whilst Table 3b gives the breakdown of those who responded to the DLHE survey.¹¹ The latter table shows that the age profile of the survey respondents was a good representation of the graduate population.

Table 3a: 2003/04 graduate cohort by qualification level and age

| | 17 & Under (%) | 18 - 20 (%) | 21 - 24 (%) | 25 - 29 (%) | 30 - 39 (%) | 40 & Over (%) | Unknown (%) | Grand Total (%) | Total number of graduates |
|--------------|----------------|-------------|-------------|-------------|-------------|---------------|-------------|-----------------|---------------------------|
| First degree | 0.0 | 2.8 | 75.0 | 7.7 | 7.6 | 7.0 | 0.0 | 100 | 247255 |
| Masters | 0.0 | 0.0 | 23.4 | 25.1 | 28.4 | 23.1 | 0.1 | 100 | 40175 |
| Doctorates | 0.0 | 0.0 | 0.4 | 49.6 | 29.9 | 19.9 | 0.2 | 100 | 7035 |
| HND/FD | 0.0 | 23.2 | 47.0 | 10.0 | 10.9 | 8.8 | 0.1 | 100 | 11630 |

Table 3b: Breakdown of DLHE survey respondents by qualification and age

| | 17 & Under (%) | 18 - 20 (%) | 21 - 24 (%) | 25 - 29 (%) | 30 - 39 (%) | 40 & Over (%) | Unknown (%) | Grand Total (%) | Total number of graduates |
|--------------|----------------|-------------|-------------|-------------|-------------|---------------|-------------|-----------------|---------------------------|
| First degree | 0.0 | 2.9 | 76.5 | 6.9 | 6.9 | 6.8 | 0.0 | 100 | 204165 |
| Masters | 0.0 | 0.0 | 24.4 | 24.2 | 26.5 | 24.9 | 0.1 | 100 | 27775 |
| Doctorates | 0.0 | 0.0 | 0.4 | 51.8 | 26.6 | 21.1 | 0.1 | 100 | 4675 |
| HND/FD | 0.0 | 24.6 | 47.2 | 9.2 | 10.3 | 8.6 | 0.1 | 100 | 9380 |

Source: 2003/04 DLHE

Three-quarters (76.5%) of first-degree DLHE respondents were aged 21-24, and nearly all the graduates (98%) from this age group obtained their first-degree via full-time study. Older graduates were more likely to have studied part-time: one in five (19.7%) of those aged 25-29 graduated from part-time study, rising to two in five (39.1%) at age 30-39 and three in five (58.6%) at age 40 and above. Overall, one in ten (9.7%) first-degree graduates obtained their degree through part-time participation.

This pattern of participation, where older graduates were more likely to have obtained their qualification via part-time study, also holds true for Masters, PhD and HND/FD qualifiers.

2.2 Graduates' destinations

Table 4 shows the activities reported by the 2003/04 graduate cohort in the DLHE survey.

For first-degree graduates, 59.6% of those aged 25-29 were in full-time paid work at the time of the DLHE survey, compared with 55.2% of graduates aged 21-24, 51.9% of 30-39 years old and 44.5% of those aged 40 & over. Graduates aged 30 and over were less likely than younger graduates to be in full-time paid work and more likely to be in part-time paid work only. They were also less likely than those aged 21-24 to enter further study as a sole activity, but more likely to be working and studying simultaneously.

Although full-time employment rate was the highest amongst graduates aged 25-29, this group was also the most likely to be out of work, with an unemployment rate of 6.8%, compared with 6.2% for the 21-24 years old, 5.6% for those aged 30-39 and 4.8% of 40 years old & over. The relatively high unemployment experienced by graduates aged 25-29 could be partly attributed to the relatively low number in this group engaging in further study.

¹¹ Age is defined as age on 31 July 2004.

Table 4: Destinations of 2003/04 graduates by age group¹²

First degree

| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | All ages |
|--|-------------|---------------|--------------|--------------|--------------|---------------|
| Full-time paid work only (including self-employed) | 49.3% | 55.2% | 59.6% | 51.9% | 44.5% | 54.4% |
| Part-time paid work only | 7.8% | 7.0% | 6.8% | 10.4% | 11.3% | 7.5% |
| Voluntary/unpaid work only | 0.9% | 0.8% | 0.7% | 0.6% | 0.9% | 0.8% |
| Work and further study | 8.6% | 8.4% | 9.7% | 13.0% | 15.8% | 9.3% |
| Further study only | 20.8% | 15.0% | 9.4% | 10.6% | 9.0% | 14.1% |
| Assumed to be unemployed | 5.6% | 6.2% | 6.8% | 5.6% | 4.8% | 6.1% |
| Not available for employment | 5.2% | 5.1% | 3.7% | 3.7% | 8.0% | 5.1% |
| Other (including explicit refusal) | 1.9% | 2.2% | 3.4% | 4.3% | 5.7% | 2.7% |
| Grand Total | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 5855 | 156190 | 14130 | 14110 | 13855 | 204165 |

Masters

| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | All ages |
|--|---------|-------------|-------------|-------------|-------------|--------------|
| Full-time paid work only (including self-employed) | - | 58.1% | 67.4% | 69.7% | 62.1% | 64.4% |
| Part-time paid work only | - | 5.7% | 5.0% | 6.0% | 9.3% | 6.5% |
| Voluntary/unpaid work only | - | 1.4% | 0.9% | 0.5% | 0.8% | 0.9% |
| Work and further study | - | 7.5% | 8.0% | 9.4% | 11.7% | 9.2% |
| Further study only | - | 15.4% | 8.8% | 4.4% | 3.1% | 7.8% |
| Assumed to be unemployed | - | 6.2% | 5.2% | 4.2% | 3.8% | 4.8% |
| Not available for employment | - | 4.0% | 2.5% | 3.0% | 5.6% | 3.8% |
| Other (including explicit refusal) | - | 1.8% | 2.2% | 2.8% | 3.5% | 2.6% |
| Grand total | - | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | - | 6765 | 6710 | 7350 | 6925 | 27775 |

PhD

| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | All ages |
|--|---------|---------|-------------|-------------|-------------|--------------|
| Full-time paid work only (including self-employed) | - | - | 74.5% | 68.1% | 56.6% | 69.0% |
| Part-time paid work only | - | - | 3.1% | 7.4% | 12.2% | 6.2% |
| Voluntary/unpaid work only | - | - | 0.2% | 0.5% | 0.6% | 0.4% |
| Work and further study | - | - | 9.5% | 12.3% | 14.8% | 11.4% |
| Further study only | - | - | 4.2% | 1.5% | 1.8% | 3.0% |
| Assumed to be unemployed | - | - | 4.3% | 3.3% | 3.7% | 3.9% |
| Not available for employment | - | - | 2.6% | 3.8% | 6.6% | 3.7% |
| Other (including explicit refusal) | - | - | 1.7% | 3.1% | 3.7% | 2.5% |
| Grand Total | - | - | 100% | 100% | 100% | 100% |
| Number of graduates | - | - | 2420 | 1240 | 985 | 4675 |

HND/FD

| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | All ages |
|--|-------------|-------------|-------------|-------------|-------------|--------------|
| Full-time paid work only (including self-employed) | 20.0% | 24.6% | 28.1% | 28.9% | 31.6% | 24.8% |
| Part-time paid work only | 5.1% | 4.5% | 5.4% | 7.2% | 8.8% | 5.4% |
| Voluntary/unpaid work only | 0.2% | 0.3% | 0.5% | 0.3% | 0.1% | 0.3% |
| Work and further study | 17.5% | 15.5% | 22.5% | 24.7% | 29.2% | 18.8% |
| Further study only | 50.4% | 46.7% | 32.5% | 27.7% | 21.5% | 42.2% |
| Assumed to be unemployed | 2.9% | 3.8% | 4.5% | 4.1% | 2.9% | 3.6% |
| Not available for employment | 1.9% | 1.6% | 3.1% | 2.8% | 3.8% | 2.1% |
| Other (including explicit refusal) | 2.1% | 3.0% | 3.4% | 4.3% | 2.1% | 2.9% |
| Grand total | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 2310 | 4430 | 865 | 965 | 805 | 9380 |

¹² Data for graduates whose age was unknown have not been shown in this, or subsequent, tables, although they have been included in the calculation of the 'all ages' figures. The same is also true for Masters graduates aged 18-20 and PhD graduates aged 18-24, the population sizes of which were too small to be listed in this table.

Looking at Masters graduates, those aged 30-39 were the most likely to be in full-time paid work, and unemployment was more rife amongst younger graduates. As with first degree, PhD and HND/FD qualifiers, Masters graduates aged 40 and over were the most likely, compared with graduates from other age groups, to be in part-time paid work only, and working and studying.

Three-quarters (74.5%) of PhD graduates aged 25-29 were in full-time employment six months after graduation – the highest amongst the three age groups studied.¹³ Doctorates from this age group, however, were also the most likely to be out of work.

Three in five (60%) HND/FD qualifiers went on to further study after graduation (either as a sole activity or combining with work), and of these graduates, nine in ten (88.2%) went on to do a first degree. Overall, only a quarter (24.8%) of HND/FD qualifiers were in full-time paid work at the time of the DLHE survey, and this was more likely to be an outcome for older qualifiers. Older qualifiers were also more likely to be in part-time paid work only or working and studying, and less likely to be in further study only.

2.3 Analysis by mode of study

The results reported in the previous section do not distinguish between full- and part-time graduates. Table 5 shows destinations of first-degree graduates by mode of study.

Table 5. Employment and further study status of first-degree graduates by mode of study¹⁴

| Destinations | Degree obtained via full-time (FT) or part-time (PT) study | Age 18 - 20 (%) | Age 21 - 24 (%) | Age 25 - 29 (%) | Age 30 - 39 (%) | Age 40 & over (%) | Total (%) |
|--|--|-----------------|-----------------|-----------------|-----------------|-------------------|-----------|
| Full-time paid work only (including self-employed) | FT | 49.3 | 55.1 | 58.5 | 48.8 | 41.6 | 54.4 |
| | PT | – | 60.3 | 64.0 | 56.6 | 46.5 | 54.1 |
| | Total (FT & PT) | 49.3 | 55.2 | 59.6 | 51.9 | 44.5 | 54.4 |
| Part-time paid work only | FT | 7.8 | 7.0 | 7.2 | 11.2 | 12.4 | 7.4 |
| | PT | – | 7.1 | 4.9 | 9.3 | 10.5 | 8.8 |
| | Total (FT & PT) | 7.8 | 7.0 | 6.8 | 10.4 | 11.3 | 7.5 |
| Voluntary/unpaid work only | FT | 0.9 | 0.9 | 0.8 | 0.7 | 1.4 | 0.9 |
| | PT | – | 0.4 | 0.3 | 0.4 | 0.6 | 0.4 |
| | Total (FT & PT) | 0.9 | 0.8 | 0.7 | 0.6 | 0.9 | 0.8 |
| Work and further study | FT | 8.6 | 8.4 | 8.6 | 10.3 | 11.2 | 8.6 |
| | PT | – | 11.9 | 14.1 | 17.1 | 19.1 | 16.6 |
| | Total (FT & PT) | 8.6 | 8.4 | 9.7 | 13.0 | 15.8 | 9.3 |
| In employment (including work and further study) | FT | 66.5 | 71.3 | 75.2 | 71.0 | 66.6 | 71.2 |
| | PT | – | 79.7 | 83.2 | 83.4 | 76.6 | 79.9 |
| | Total (FT & PT) | 66.6 | 71.4 | 76.8 | 75.9 | 72.5 | 72.0 |
| Further study only | FT | 20.8 | 15.2 | 10.4 | 13.5 | 14.9 | 15.0 |
| | PT | – | 6.1 | 5.5 | 5.9 | 4.8 | 5.4 |
| | Total (FT & PT) | 20.8 | 15.0 | 9.4 | 10.6 | 9.0 | 14.1 |
| Assumed to be unemployed | FT | 5.6 | 6.2 | 7.6 | 7.9 | 8.4 | 6.4 |
| | PT | – | 6.3 | 3.4 | 2.0 | 2.3 | 3.1 |
| | Total (FT & PT) | 5.6 | 6.2 | 6.8 | 5.6 | 4.8 | 6.1 |

The unemployment rates for full- and part-time first degree graduates aged 21-24 were about the same (6.2% versus 6.3% respectively). Above this age group, however, graduates who obtained their degree via full-time study were a lot more likely than their part-time counterparts to be unemployed. Amongst full-time graduates, in addition, those aged 40 and over had the highest unemployment at 8.4%, compared with 7.9% for those aged 30-39 and 7.6% for those aged 25-29 – a trend not seen for part-timers. Although the DLHE data set that

¹³ The scope for analysing PhD graduates' destinations by age is relatively limited, as there are only three age groups to be studied.

¹⁴ The population size for part-time first-degree graduates aged 18-20 was too small to be included.

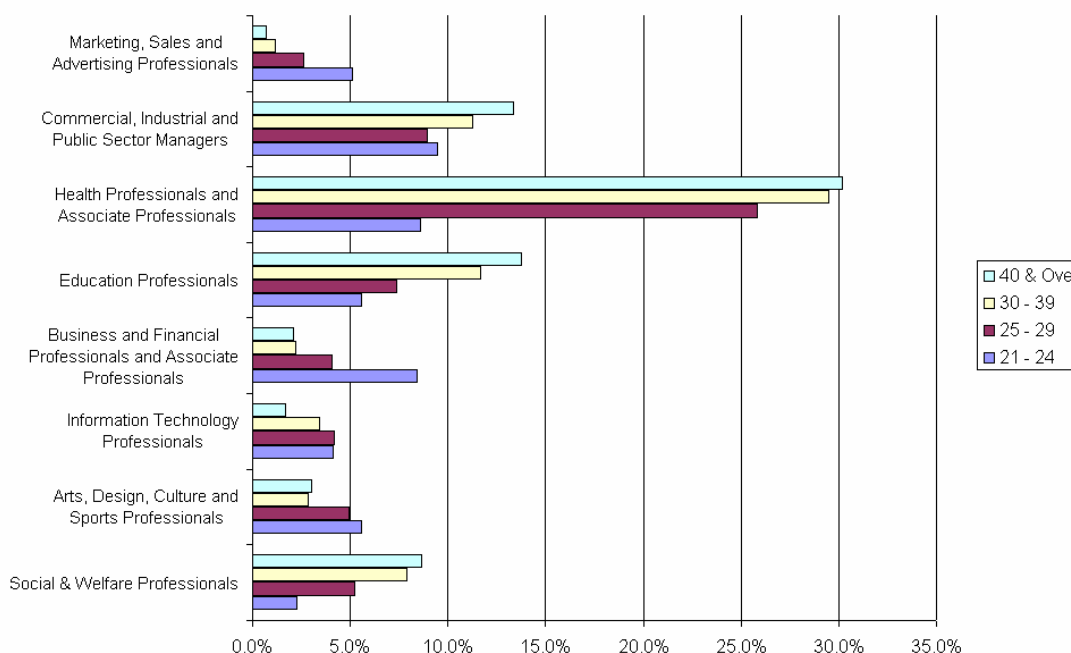
we obtained did not provide us with the evidence, it would be reasonable to assume that many of the part-time graduates (who were generally of an older age than full-time graduates) were already in employment during their study.

Similar unemployment trends by mode of study can also be seen for other qualifications.

2.4 Types of work

Figure 1 shows some of the most popular types of work first-degree graduates were employed in six months following graduation, analysed by graduates' age groups. The analysis include graduates in UK employment entering full-time paid work, part-time paid work, voluntary/unpaid work, or combining work and further study. The classifications used were the same as those used in the HECSU publication *What Do Graduates Do?*¹⁵

Figure 1. Age distribution of some of the most popular occupations for first degree graduate respondents employed in the UK (% of graduates within the given age range employed in the UK)



There are some clear distinctions between older and younger graduates' choice of work. For example, at the time of the DLHE survey, younger first-degree graduates were more likely than older graduates to be working as: marketing, sales & advertising professionals, business and financial professionals or associate professionals, IT professionals, and arts, design, culture and sports professionals.

On the other hand, amongst older graduates who recently left university, there was a greater tendency for them to be employed as commercial, industrial or public sector managers. They were also much more likely to be working as health professionals or associate professionals. This could be explained by the fact that amongst first degree DLHE respondents, those who graduated from clinical medicine represented the highest percentage of those aged 25-29 (6.2% within this age group), whilst nursing graduates represented the highest percentage (9%) of respondents aged 30-39 and the second highest (10.1%) of those aged 40 & over. Older graduates were also more likely than younger graduates to be in education or social & welfare professions.

¹⁵ *What Do Graduates Do?*, HECSU/AGCAS. www.prospects.ac.uk/links/WGDG

Similar trends were also observed for Masters graduates, although the proportion entering social and welfare professions at age 30-39 was relatively low (5.5% of this age group), compared with those at age 25-29 (7.6%) and 40 & over (7.2%).

PhD graduates tend to enter a more narrow range of occupations than Masters or first-degree graduates. The DLHE data reveals that just under half of the PhD graduates employed in the UK were working as education professionals (22.5% of UK employed graduates) or were in 'other professionals, associate professionals or technical occupations' (22.6%), with the latter category including social science researchers. Older PhD graduates were more likely to be employed as education professionals but less likely to be working in 'other professionals, associate professionals or technical occupations'. Compared with other graduates, doctorates working in the UK were less likely to be in permanent or open-contract employment and more likely to be in jobs with a fixed-term contract of 12 months or longer. This is a reflection of the types of occupations these graduates were likely to be in, eg research and teaching professionals in HEIs.

Scientific research, analysis & development professions was another popular occupational category amongst PhD graduates. This is unsurprising as chemistry and clinical medicine represented the highest percentages of PhD DLHE respondents (at 8.6% and 8.1% respectively). Older graduates were less likely to be employed in these occupations, however. For those aged 40 & over, only 3.1% were employed in these occupations compared with over a quarter (26.8%) of those aged 25-29. This could be attributed to the fact that graduates aged 40 & over were more likely to have studied non-science PhD courses.

For all qualifications, older graduates were less likely than their younger counterparts to be working as numerical clerks and cashiers, clerical and secretarial occupations, or retail, catering and bar staff, ie occupations which are usually seen as 'non-graduate' jobs (see the next section).

2.5 Entry into graduate occupations

Table 6 shows the distribution of UK employed graduates in graduate/non-graduate occupations.¹⁶ The job classifications SOC(HE) used were developed by Elias and Purcell for the project *Researching Graduate Careers Seven Years On*.¹⁷ More explanation, including examples of the types of work included in each graduate job category, is given in the Appendix on p.39.

For first-degree graduates, the figures show that:

- Of all age groups, graduates aged 25-29 were the most likely to be in traditional graduate occupations. Graduates from clinical medicine represented the highest proportion of respondents (6.2%) of this age group, thus boosting the proportion working in traditional graduate occupations through their employment as doctors.
- Graduates aged 25-29 were also more likely than others to be in new graduate occupations. These include accountants and marketing and sales managers. Since business studies graduates represented the second highest percentage (5.2%) of the DLHE first-degree respondents in this age group, this helps to explain the popularity of this occupational category amongst these graduates.
- Older graduates were more likely to be in modern or niche graduate occupations than were younger graduates. The former category includes social workers whilst nursing constituted one of the main occupations for the latter group. As mentioned earlier, nursing graduates represented the highest percentage for those aged 30-39 (9% of all graduates

¹⁶ Only graduates who have reported their type of work have been included in this analysis, ie those with unknown occupations have been excluded.

¹⁷ See *SOC (HE): A classifications of occupations for studying the graduate labour market*, Peter Elias and Kate Purcell, *Researching Graduate Careers Seven Years On* research paper No. 6, March 2004. <http://www2.warwick.ac.uk/fac/soc/ier/research/current/7yrs2/>

at this age) and the second highest (10.1%) for those aged 40 & over. Social work graduates also contributed strongly to the total number of DLHE respondents amongst older graduates.

When the data is further broken down by full-time and part-time mode of study, it shows that across all ages, whilst two in five (41.3%) full-time first-degree graduates were in non-graduate occupations, the figure for part-time qualifiers was only one in five (20.6%). Part-time graduates were heavily represented in niche graduate occupations, with two in five (41.4%) in these types of work at the time of the DLHE survey, and this was more likely to be the case for graduates aged 25 and over. The popularity of niche occupations amongst part-timers can be partly explained by the strong representation of nursing graduates amongst this group.

Table 6. Distribution of graduates in graduate occupations SOC(HE), by age and qualification level

| First degree | | | | | | |
|----------------------------------|-------------|---------------|--------------|--------------|-------------|---------------|
| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Traditional graduate occupations | 5.5% | 10.8% | 17.6% | 10.0% | 10.2% | 11.1% |
| Modern graduate occupations | 9.0% | 11.0% | 14.0% | 18.2% | 19.3% | 12.3% |
| New graduate occupations | 13.9% | 14.9% | 16.9% | 15.6% | 12.8% | 14.9% |
| Niche graduate occupations | 19.0% | 19.7% | 24.7% | 36.3% | 39.6% | 22.7% |
| Non-graduate occupations | 52.6% | 43.6% | 26.8% | 20.0% | 18.1% | 39.1% |
| Total (all occupations) | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 3800 | 107940 | 10660 | 10595 | 9970 | 142980 |
| Masters | | | | | | |
| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Traditional graduate occupations | – | 22.3% | 26.0% | 26.4% | 28.2% | 25.9% |
| Modern graduate occupations | – | 13.0% | 19.8% | 20.6% | 25.0% | 19.9% |
| New graduate occupations | – | 18.2% | 18.2% | 20.7% | 16.7% | 18.5% |
| Niche graduate occupations | – | 18.6% | 18.5% | 23.7% | 24.5% | 21.5% |
| Non-graduate occupations | – | 27.9% | 17.4% | 8.6% | 5.7% | 14.1% |
| Total (all occupations) | – | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | – | 4680 | 5160 | 6060 | 5705 | 21625 |
| PhD | | | | | | |
| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Traditional graduate occupations | – | – | 71.9% | 79.0% | 69.5% | 73.5% |
| Modern graduate occupations | – | – | 8.5% | 7.4% | 12.5% | 9.0% |
| New graduate occupations | – | – | 9.1% | 4.1% | 7.0% | 7.2% |
| Niche graduate occupations | – | – | 6.0% | 6.6% | 7.8% | 6.5% |
| Non-graduate occupations | – | – | 4.5% | 2.9% | 3.1% | 3.7% |
| Total (all occupations) | – | – | 100% | 100% | 100% | 100% |
| Number of graduates | – | – | 1820 | 1015 | 800 | 3655 |
| HND/FD | | | | | | |
| | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Traditional graduate occupations | 0.7% | 1.8% | 3.1% | 5.8% | 6.4% | 2.8% |
| Modern graduate occupations | 3.8% | 5.9% | 10.3% | 11.6% | 9.8% | 7.1% |
| New graduate occupations | 4.3% | 8.9% | 11.1% | 11.6% | 12.0% | 8.9% |
| Niche graduate occupations | 15.5% | 16.9% | 25.4% | 24.0% | 20.4% | 18.9% |
| Non-graduate occupations | 75.7% | 66.6% | 50.1% | 47.1% | 51.4% | 62.4% |
| Total (all occupations) | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 980 | 1965 | 485 | 590 | 560 | 4580 |

For Masters graduates, the percentages employed in all four types of graduate occupations *generally* increase with age.

Compared with Masters and first-degree graduates, PhD graduates were much more likely to be in traditional graduate occupations, with just under three-quarters (73.5%) being so at the time of the DLHE survey. These types of jobs include higher education lecturers, social science researchers, chemists and architects.

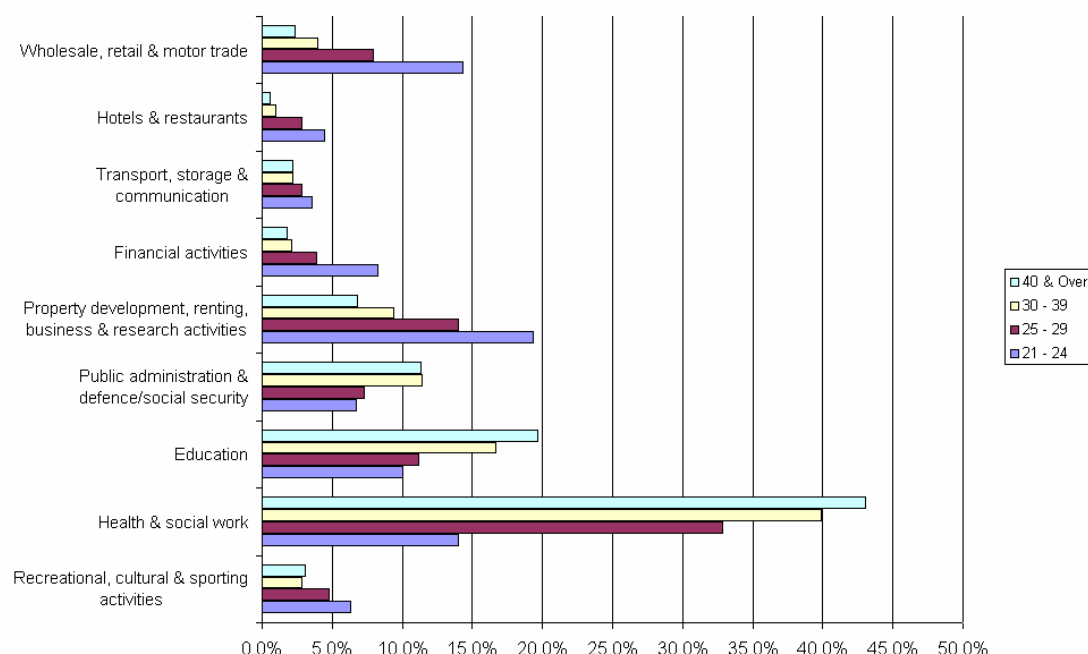
2.6 Employer's industry

Figure 2 shows some of the most popular types of industries first-degree graduates were employed in, broken down by graduates' age group.

Younger first-degree graduates were more likely than older graduates to be employed in: wholesale & retail, financial, recreational, cultural & sporting, and property development, renting, business & research (including computer activities) sectors. This ties in with the earlier findings for the types of work which younger graduates were more likely to enter. Hotels & restaurants and transport, storage & communication were another two industries more likely to attract younger graduates.

Older graduates were, on the other hand, more likely to be working in the health & social work, education, and public administration & defence/social security sectors. Again, this ties in with the earlier findings for the types of work which these graduates were more likely to have entered.

Figure 2. Age distribution of some of the most popular employers' industries for first degree graduate respondents (% of graduates within the given age range employed in the UK)



Similar trends were also observed for Masters graduates.

As with types of jobs, the industry sectors which PhD graduates entered were narrow and limited mainly to: education (with 49.7% of UK employed doctorates), health & social work (16.1%), and property development, renting, business & research (13.5%). These accounted for four in five (79.3%) new PhD graduates working in the UK. Manufacturing (including chemical and pharmaceutical manufacturing and publishing) was also relatively popular, accounting for 7.8% of the employed new doctorates. As for property development, renting, business & research, younger PhD graduates (ie those aged 25-29) were more likely than older graduates (doctorates aged 40 and over) to be working in this sector. On the other hand, three in five (59.5%) PhD graduates aged 40 and over were working in education, compared with 45.5% of those aged 30-39 and 47.6% of doctorates aged 25-29.

One in five (20.2%) HND/FD DLHE respondents entered work in wholesale, retail & motor trade industries, and younger graduates were more likely to do so than older graduates – a trend which has also been observed for first-degree graduates. For example, 23.9% of HND

and FD qualifiers aged 21-24 were employed in these types of industries compared with only 4.1% of those aged 40 and above. Occupations associated with these types of employers include retail assistants which are classified as non-graduate occupations, and as mentioned earlier, younger graduates have a greater tendency than older graduates to enter these types of work at the start of their career.

2.7 Are graduates' qualifications required for their job?

Graduates were asked in the DLHE survey whether they would be able to *obtain* their job without the qualification (ie the actual qualification not the subject of study) they recently obtained. The analysis include those who were in full-time paid work, part-time paid work, voluntary/unpaid work and work and further study.

If we look at both the full-time and part-time first-degree graduate cohort as a whole, graduates aged 40 and over were the most likely to report that their degree had not been required, with two in five (39%) of these graduates reporting that this was the case, compared with one in four (25.5%) of those aged 25-29. These are interesting findings because as mentioned earlier, older graduates were less likely than younger graduates to be in non-graduate level occupations. For example, 20% of first-degree graduates aged 30-39 were in non-graduate occupations (see Table 6), but 29.8%¹⁸ of those at the same age reported that a degree qualification had not been required for obtaining their job. This seems to imply that many graduates who were in graduate-level occupations considered their degree was not needed for getting their job.

Table 7 shows the breakdown of responses for first degree graduates by full- and part-time modes of study and reveals that the trends are very different between the two modes of participation. Whilst younger *full-time* graduates were more likely than older graduates to report that their degree had not been required in getting their jobs, the reverse is true for the part-time cohort. This implies that many older, part-time graduates got their job through previous work experience rather than their newly obtained qualifications or, as was more likely to be the case, they were already employed in their job prior to obtaining their degree. Examples of this include nursing and social work graduates. Nursing, and to a lesser extent, social work, respondents featured heavily amongst graduates aged 30 and over. It is most likely that many of these graduates were already working in these fields prior to getting their degree, and thus, did not feel that their degree was needed for *obtaining* their job.

Another possible explanation for the finding is that respondents might have different perceptions of what is classified as a 'graduate job'. It is also worth noting that of first-degree graduates who were in employment, a fifth (21.3%) did not give an answer to this part of the DLHE questionnaire, which might render the results less representative.

¹⁸ A higher figure of 37% was reported earlier in the Autumn 05 issue of *Graduate Market Trends*. This higher percentage was calculated *excluding* those who had not answered the question.

Table 7. Responses from first-degree graduates regarding whether their qualification was required in obtaining their job

| Full-time | | | | | | |
|---------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Qualification required for job | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Formal Requirement | 16.6% | 23.7% | 36.2% | 41.4% | 39.1% | 25.6% |
| Expected Advantage | 7.1% | 7.3% | 5.6% | 5.3% | 5.2% | 7.0% |
| No | 17.4% | 16.7% | 12.0% | 11.3% | 12.3% | 16.0% |
| Don't know | 33.5% | 28.5% | 22.3% | 20.2% | 20.8% | 27.6% |
| Question not answered (default) | 2.0% | 2.1% | 1.5% | 1.7% | 1.6% | 2.0% |
| Grand Total | 23.4% | 21.7% | 22.4% | 20.1% | 21.1% | 21.7% |
| Number of graduates | 100% | 100% | 100% | 100% | 100% | 100% |
| | 3895 | 108980 | 8535 | 6105 | 3825 | 131345 |
| Part-time | | | | | | |
| Qualification required for job | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Formal Requirement | – | 18.8% | 17.9% | 15.0% | 12.3% | 15.0% |
| Expected Advantage | – | 6.5% | 5.7% | 4.9% | 4.6% | 5.1% |
| No | – | 18.0% | 17.3% | 17.1% | 16.2% | 16.9% |
| Don't know | – | 35.0% | 37.5% | 42.7% | 50.2% | 43.6% |
| Question not answered (default) | – | 2.7% | 2.5% | 2.2% | 1.8% | 2.1% |
| Grand Total | – | 19.0% | 19.2% | 18.2% | 15.1% | 17.2% |
| Number of graduates | 100% | 100% | 100% | 100% | 100% | 100% |
| | 5 | 2645 | 2310 | 4600 | 6215 | 15780 |
| All students | | | | | | |
| Qualification required for job | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| Formal Requirement | 16.7% | 23.6% | 32.3% | 30.0% | 22.5% | 24.5% |
| Expected Advantage | 7.1% | 7.2% | 5.6% | 5.1% | 4.8% | 6.8% |
| No | 17.4% | 16.7% | 13.1% | 13.8% | 14.7% | 16.1% |
| Don't know | 33.5% | 28.6% | 25.5% | 29.8% | 39.0% | 29.3% |
| Question not answered (default) | 2.0% | 2.1% | 1.7% | 1.9% | 1.7% | 2.1% |
| Grand Total | 23.4% | 21.7% | 21.7% | 19.3% | 17.4% | 21.3% |
| Number of graduates | 100% | 100% | 100% | 100% | 100% | 100% |
| | 3895 | 111625 | 10845 | 10700 | 10040 | 147125 |

2.8 Where do they work?

Table 8. Region of place of work of UK-employed first-degree graduates, six months after graduation.¹⁹

| Government Office Region of | | | | | | |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Location of Employment | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
| North East | 3.9% | 3.6% | 3.9% | 4.7% | 4.7% | 3.8% |
| North West | 12.8% | 10.9% | 11.2% | 11.1% | 10.4% | 11.0% |
| Yorkshire and the Humber | 7.5% | 7.7% | 7.3% | 7.7% | 7.0% | 7.6% |
| East Midlands | 6.5% | 6.1% | 5.4% | 5.7% | 5.6% | 6.0% |
| West Midlands | 7.6% | 7.5% | 7.3% | 8.0% | 7.6% | 7.5% |
| East | 6.6% | 6.5% | 5.5% | 5.6% | 7.3% | 6.4% |
| London | 16.1% | 19.1% | 20.6% | 15.9% | 12.5% | 18.4% |
| South East | 11.1% | 12.3% | 10.9% | 10.6% | 12.3% | 12.0% |
| South West | 6.1% | 7.2% | 7.1% | 6.5% | 7.4% | 7.2% |
| Channel Islands and Isle of Man | 0.3% | 0.2% | 0.1% | 0.1% | 0.2% | 0.2% |
| England region unknown | 2.8% | 3.4% | 2.9% | 3.3% | 4.2% | 3.4% |
| Wales | 4.8% | 4.4% | 4.4% | 5.3% | 5.6% | 4.6% |
| Scotland | 13.4% | 7.7% | 10.2% | 12.1% | 12.3% | 8.7% |
| Northern Ireland | 0.4% | 3.3% | 3.1% | 3.2% | 2.9% | 3.2% |
| UK region unknown/region unknown | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% |
| Grand Total | 100% | 100% | 100% | 100% | 100% | 100% |

¹⁹ Including those in full-time paid work, part-time paid work, voluntary/unpaid work and work and further study.

Table 8 shows the region of employment of first-degree graduates who were working in the UK at the time of the DLHE survey. The figures show that:

- London, South East and the North West were the three most popular regions of work, accounting for 18.4%, 12%, and 11% respectively of all first-degree graduates working in the UK. Younger graduates aged between 21 and 29 were, however, a lot more likely to work in the capital than older graduates.
- Scotland had the second highest number of working graduates aged 30-39 and joint second highest (with South East) for the 40 & over age group, accounting for 12.1% and 12.3% of the working first-degree population of these age ranges.

With just under three in ten (28.9%) UK employed Masters graduates working in the region, London was an even more popular employment destination than for first-degree graduates. Older graduates, again, tended to be employed elsewhere – only 20.8% of Masters graduates aged 40 and over were employed in the capital compared with 29.7% of those aged 30-39 and 34.8% of graduates aged 25-29.

PhD graduates working in the UK tend to be more evenly distributed geographically than Masters graduates. Although London and the South East were again the two most popular regions of work, they only accounted for 14.9% and 14% respectively of PhD graduates working in the country. Another two in ten doctorates went to work in Scotland (10.2% of UK-employed PhD graduates) and the Eastern region (10.1%). Unlike first-degree and Masters graduates, there were not a lot of differences in the percentages of older and younger PhD graduates who went to work in the capital: 16.1% of doctorates aged 40 and over did so, compared with 15.8% of those aged 30-39 and 14% of those aged 25-29.

2.9 Migration from region of higher education institution to region of employment

In this section, we compare the number of students who qualified from a particular region with that working in the region six months after graduation, and explore whether, and how, 'migration' trends vary with age. Unlike the analyses carried out earlier, only graduates who obtained their qualifications via *full-time study* were included. With off-site delivery and distance learning, the nature of part-time study is often complex and thus, these graduates were excluded from this part of the analysis.

The results for first-degree graduates are shown in Table 9, whereby a positive figure indicates a gain of graduates in the region and a negative one implies a loss.²⁰

Table 9. Regional comparisons of the number of students graduated and the number of students employed

| Government Office Region of Location of Employment | 18 - 20 | 21 - 24 | 25 - 29 | 30 - 39 | 40 & Over | Grand Total |
|--|-----------|-----------|-----------|-----------|-----------|---------------|
| North East | -31.8% | -30.7% | -11.1% | 0.3% | -7.1% | -27.6% |
| North West | -5.4% | -8.6% | -6.9% | -4.2% | -3.0% | -8.0% |
| Yorkshire and the Humber | -29.6% | -22.6% | -12.0% | -2.0% | -5.3% | -21.0% |
| East Midlands | -21.9% | -33.2% | -8.5% | -14.7% | -15.4% | -30.6% |
| West Midlands | 7.4% | -1.2% | -0.5% | 10.2% | 13.7% | -0.1% |
| East | 17.2% | 51.5% | 46.8% | 15.9% | 19.7% | 46.8% |
| London | 73.9% | 64.6% | -2.0% | -7.5% | -8.9% | 49.7% |
| South East | 2.9% | 9.3% | 21.9% | 11.9% | 7.3% | 9.9% |
| South West | 1.3% | -9.0% | 10.4% | 11.3% | 9.4% | -6.3% |
| Wales | -29.6% | -22.6% | -9.7% | -6.1% | -0.4% | -20.5% |
| Scotland | 7.1% | -12.7% | -10.0% | 1.0% | 0.7% | -10.5% |
| Northern Ireland | 0.0% | 13.6% | 16.9% | 4.1% | 5.0% | 13.2% |
| Grand Total | 0% | 0% | 0% | 0% | 0% | 0% |

²⁰ Graduates who went to work in the Channel Islands or Isle of Man were not included in this analysis as there are no HEIs in these regions to allow for comparisons.

London, the Eastern region, Northern Ireland and the South East are the only four regions with a net gain of first-degree graduates, with London and the East representing a massive, just under 50%, inflow of graduates. With the only other exception of the West Midlands, where the net flow was almost nil, all other UK regions saw a net outflow of first-degree full-time graduates. The East Midlands and the North East exported the highest percentages: at 30.6% and 27.6% respectively.

Looking at the net flow by age indicated that the Eastern region, South East and Northern Ireland all show a net gain of graduates across all the age groups studied. The situation, however, was very different for London. The region was a strong magnet for younger people, with the number of new graduates aged 21-24 working there being 64.6% higher than the number of the same age who graduated from the region. For age 18-20, the figure was even higher at 73.9%, albeit with a much smaller population size. The region, however, was a lot less attractive to fresh older graduates, and actually saw a net outflow of those aged 25 and above, with the loss being more severe with increasing age.

The North East, North West, Yorkshire and Humber, East Midlands and Wales saw losses of graduates from all age groups.

2.10 Continuing with further study

Table 4 shows that six months following graduation, around a quarter (23.4%) of first-degree graduates were continuing their study, either as a sole activity or combining it with work. Just as older graduates were more likely than younger graduates to have obtained their qualification through part-time study, as previously discussed, so the same trend was also observed for those who went on to further study, ie older graduates who chose this route were more likely than their younger counterparts to study part-time.

Masters graduates who progressed to do a higher degree by research (eg PhD) were more likely to be from a younger age. For example, just over half (51.4%) of Masters graduates who went on to further study aimed for a higher research degree, compared with one in three (32.1%) of those aged 40 and over.

The vast majority (88.2%) of HND/FD qualifiers who opted for further study went on to do a first degree, and younger qualifiers were more likely to have opted for this route than their older counterparts.

Chapter 3 – Graduates' Destinations by Ethnicity

3.1 The 2003/04 graduate cohort by ethnicity

Table 10 shows the breakdown of the 2003/04 graduate cohort by ethnicity and qualification. A significant number of graduates did not specify their ethnic group; in terms of percentages, this was particularly the case for Masters and PhD graduates, of which 12.3% and 19.8% respectively of these graduates are reported as ethnicity 'unknown'.

Table 10 The 2003/04 graduate cohort by ethnicity

| Ethnicity | First degree % | Masters % | Doctorates % | HND/FD % |
|--|-------------------|--------------|-----------------|--------------|
| White | 82.3 | 73.8 | 72.8 | 77.0 |
| Black or Black British - Caribbean | 1.0 | 0.9 | 0.2 | 1.9 |
| Black or Black British - African | 1.6 | 2.3 | 0.8 | 2.4 |
| Other Black background | 0.4 | 0.3 | 0.1 | 0.5 |
| Asian or Asian British - Indian | 4.1 | 3.4 | 1.5 | 4.6 |
| Asian or Asian British - Pakistani | 1.9 | 1.3 | 0.7 | 3.2 |
| Asian or Asian British - Bangladeshi | 0.6 | 0.3 | 0.1 | 0.9 |
| Chinese | 1.1 | 1.6 | 1.0 | 1.1 |
| Other Asian background | 1.1 | 1.2 | 1.2 | 1.0 |
| Other (Including Mixed) | 2.0 | 2.4 | 1.7 | 2.2 |
| Unknown | 3.9 | 12.3 | 19.8 | 5.3 |
| Grand Total | 100 | 100 | 100 | 100 |
| <hr/> | | | | |
| Total number of minority ethnic graduates (not including graduates whose ethnicity was unknown) | 34055 | 5570 | 520 | 2060 |
| <hr/> | | | | |
| Total number of graduates | 247255 | 40175 | 7035 | 11630 |
| <hr/> | | | | |
| Minority ethnic graduates as a percentage of all graduates (%) | 13.8 | 13.9 | 7.4 | 17.7 |
| <hr/> | | | | |
| Minority ethnic graduates as a percentage of graduates with known ethnicity (%) | 14.3 | 15.8 | 9.2 | 18.7 |

Graduates from a minority ethnic background were well represented amongst the graduate cohort, especially in the case of HND/FD. At 7.4% (or 9.2% of those with known ethnicity), the percentage of minority ethnic graduates finishing a PhD was relatively low compared with other qualifications, but this figure was still comparable to the total minority ethnic population in the UK, which was 7.9% as reported in the 2001 Census.²¹ However, **due to the small number of minority ethnic PhD graduates the percentage actually represents, it was decided that PhD graduates would be excluded from subsequent analysis in this chapter. Analysis of HND/FD qualifiers would also be limited for the same reason.**

Table 11 gives a breakdown of the graduate cohort by ethnicity and gender. Amongst first-degree graduates, with the exceptions of those from Pakistani and Bangladeshi backgrounds, all ethnic groups had higher representations of females than males. The gender divide was most prominent amongst Black Caribbean and graduates from other Black background. Even amongst Pakistani and Bangladeshi graduates, the percentages of female graduates were only very marginally lower than those for male graduates.

²¹ <http://www.statistics.gov.uk/census2001/census2001.asp>

Representation of females amongst Masters graduates was slightly lower than for first degrees, although women still constituted just above half of the total graduate cohort. Black African, Pakistani and Bangladeshi graduates all had higher percentages of males than females graduating. In contrast, over two-thirds (70.2%) of Black Caribbean Masters graduates were women.

For HND/FD, there were more male qualifiers than females for the majority of ethnic groups. Black Caribbean qualifiers, however, were again dominated by females, who accounted for over three in five (62.4%) qualifiers from this ethnic group.

Table 11. The 2003/04 graduate cohort by ethnicity and gender²²

| Ethnicity | First degree | | | Masters (%) | | | HND/FD (%) | | |
|--------------------------------------|--------------|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|
| | Female (%) | Male (%) | Number of graduates | Female (%) | Male (%) | Number of graduates | Female (%) | Male (%) | Number of graduates |
| White | 57.1 | 42.9 | 203490 | 52.1 | 47.9 | 29665 | 45.9 | 54.1 | 8955 |
| Black or Black British - Caribbean | 69.3 | 30.7 | 2390 | 70.2 | 29.8 | 370 | 62.4 | 37.6 | 220 |
| Black or Black British - African | 56.4 | 43.6 | 4050 | 42.6 | 57.4 | 910 | 52.3 | 47.7 | 280 |
| Other Black background | 63.8 | 36.2 | 900 | 55.2 | 44.8 | 135 | 50.8 | 49.2 | 65 |
| Asian or Asian British - Indian | 53.6 | 46.4 | 10160 | 49.8 | 50.2 | 1380 | 49.1 | 50.9 | 535 |
| Asian or Asian British - Pakistani | 49.8 | 50.2 | 4775 | 38.3 | 61.7 | 530 | 42.9 | 57.1 | 370 |
| Asian or Asian British - Bangladeshi | 49.1 | 50.9 | 1525 | 40.3 | 59.7 | 140 | 38.0 | 62.0 | 100 |
| Chinese | 51.9 | 48.1 | 2625 | 55.7 | 44.3 | 635 | 43.3 | 56.7 | 125 |
| Other Asian background | 53.2 | 46.8 | 2600 | 49.9 | 50.1 | 500 | 53.5 | 46.5 | 115 |
| Other (Including Mixed) | 58.5 | 41.5 | 5035 | 52.3 | 47.7 | 970 | 47.7 | 52.3 | 260 |
| Unknown | 54.9 | 45.1 | 9710 | 48.0 | 52.0 | 4945 | 47.4 | 52.6 | 615 |
| Grand Total | 56.8 | 43.2 | 247255 | 51.3 | 48.7 | 40175 | 46.5 | 53.5 | 11630 |
| All minority ethnics | 55.1 | 44.9 | 34055 | 49.9 | 50.1 | 5570 | 49.1 | 50.9 | 2060 |

For first degree graduates who obtained their degree via full-time study, whilst only 8.3% of White graduates reported London as their region of domicile, the average for all minority ethnic groups was 45% - ranging from a low of 23.4% for Pakistani graduates to a high of 79.8% of Black African graduates. Two in five (41.1%) minority ethnic full-time graduates also studied in a London institution, compared with one in eleven (8.5%) White graduates. According to the report *Why the Difference? A Closer Look at Higher Education Minority Ethnic Students and Graduates?*, many minority ethnic students stay locally and are clustered at certain universities, mostly post-92 universities in London.²³

Despite the popularity of London as a location of study for minority ethnic students, there was an 8.7% loss of these students (who participated in full-time study) out of the capital, when comparing the number domiciled there and the number graduated from the region.

3.2 Breakdown of DLHE survey respondents

Table 12 shows the percentages of DLHE survey respondents by ethnicity and qualification. Comparisons with the figures in Table 10 show that DLHE respondents are representative of the whole cohort in terms of ethnicity distribution.

Analysis of the first degree DLHE respondents by mode of study shows that graduates from a Black background (including Black Caribbean, African, and other Black background) were the most likely to have obtained their degree via part-time participation: 16.3% of these graduates

²² The figures for all minority ethnics in this, and subsequent, tables do not include those whose ethnicity was unknown.

²³ *Why the Difference? A Closer Look at Higher Education Minority Ethnic Students and Graduates?* Helen Connor, Claire Tyers (IES), Tariq Modood (University of Bristol) and Jim Hillage (IES), Institute for Employment Studies, June 2004. The report can be downloaded from www.dfes.gov.uk/rsgateway/DB/RRP/u013556/index.shtml

studied part-time compared with 9.3% of White graduates. On the other hand, Chinese graduates were the least likely to have studied part-time, with only 2.8% having done so.

Further analysis by age shows that Black graduates were also likely to be older. On average, only three in five (58.9%) of these first degree graduates who studied full-time were from the 21-24 age group, compared with an average of four in five (82.9%) for all ethnic groups. Indian (89.9%), Pakistani (86.6%), Bangladeshi (86.5%) and Chinese (87.8%) full-time graduates were, on the other hand, the most likely to have come from this age group.

Looking at part-timers only, one in six (16.8%) first-degree part-time graduates were from the 21-24 age group. The figures for Indian, Pakistani and Bangladeshi graduates were, however, much higher at 57.6%, 56%, and 59.7% respectively. White graduates who participated in part-time study were, on the other hand, likely to be older. Over two in five (43.6%) of these graduates were 40 and over – the highest percentage amongst all ethnic categories for this age group.

Table 12. Breakdown of DLHE survey respondents by ethnicity and qualification

| Ethnicity | First degree | Masters | HND/FD |
|--|---------------|--------------|-------------|
| | % | % | % |
| White | 83.4 | 76.4 | 77.9 |
| Black or Black British - Caribbean | 0.9 | 0.9 | 1.9 |
| Black or Black British - African | 1.4 | 2.0 | 2.3 |
| Other Black background | 0.3 | 0.3 | 0.5 |
| Asian or Asian British - Indian | 4.1 | 3.3 | 4.8 |
| Asian or Asian British - Pakistani | 1.8 | 1.2 | 3.1 |
| Asian or Asian British - Bangladeshi | 0.6 | 0.4 | 0.8 |
| Chinese | 0.9 | 1.2 | 1.0 |
| Other Asian background | 1.0 | 1.1 | 1.0 |
| Other (Including Mixed) | 1.9 | 2.1 | 2.0 |
| Unknown | 3.6 | 11.2 | 4.6 |
| Grand Total | 100 | 100 | 100 |
| Total number of DLHE survey respondents | 204165 | 27775 | 9380 |

3.3 Graduates' destinations

Table 13 shows the destinations of first degree, Masters and HND/FD qualifiers by ethnicity, as reported in the DLHE survey. When compared with minority ethnic graduates as a whole, White graduates from all qualifications were more likely than minority ethnics to be in full-time paid work and less likely to be unemployed.

There were, however, clear differences *between* minority groups. For example, for first degree graduates:

- Those from other Black and Indian backgrounds were, amongst all minority ethnic graduates, the most likely to be in full-time paid work: at 53.6% and 51.2% respectively compared with 55.5% of Whites.
- With a total employment rate²⁴ of 73.7%, Black Caribbean graduates were, amongst *all* ethnic groups, the most likely to be in employment six months after graduation, although these graduates were also the least likely to continue with further study as a sole activity.

²⁴ The total employment rate is calculated as the sum of percentages in full-time paid work, part-time paid work, voluntary/unpaid work, and work and further study.

Table 13. Destinations of first degree, Masters and HND/FD qualifiers by ethnicity²⁵

| Ethnicity (%) | Full-time paid work only (including self-employed) | Part-time paid work only | Voluntary/unpaid work only | Work and further study | Further study only | Assumed to be unemployed | Not available for employment | Other (including explicit refusal) | Grand Total (%) | Total number of graduates |
|--------------------------------------|--|--------------------------|----------------------------|------------------------|--------------------|--------------------------|------------------------------|------------------------------------|-----------------|---------------------------|
| First degree | | | | | | | | | | |
| White | 55.5 | 7.4 | 0.8 | 9.3 | 13.8 | | | | 100 | 170350 |
| Black or Black British - Caribbean | 49.9 | 13.1 | 0.6 | 10.1 | 9.1 | 8.1 | 4.1 | 5.0 | 100 | 1780 |
| Black or Black British - African | 44.0 | 10.1 | 1.6 | 9.4 | 14.2 | 11.6 | 5.3 | 3.8 | 100 | 2910 |
| Other Black background | 53.6 | 7.7 | 0.8 | 9.8 | 12.4 | 8.8 | 2.9 | 4.0 | 100 | 645 |
| Asian or Asian British - Indian | 51.2 | 7.3 | 0.8 | 10.2 | 14.9 | 8.7 | 4.0 | 2.8 | 100 | 8400 |
| Asian or Asian British - Pakistani | 44.5 | 9.0 | 0.7 | 8.0 | 16.9 | 11.7 | 4.5 | 4.6 | 100 | 3660 |
| Asian or Asian British - Bangladeshi | 43.9 | 13.1 | 1.3 | 8.0 | 16.2 | 11.6 | 3.2 | 2.9 | 100 | 1190 |
| Chinese | 43.5 | 6.7 | 1.0 | 9.1 | 21.5 | 10.3 | 4.4 | 3.4 | 100 | 1925 |
| Other Asian background | 46.4 | 8.0 | 0.9 | 9.0 | 19.0 | 9.1 | 4.9 | 2.6 | 100 | 2015 |
| Other (Including Mixed) | 47.1 | 7.7 | 1.2 | 8.7 | 17.7 | 9.0 | 5.2 | 3.3 | 100 | 3925 |
| All minority ethnic groups | 47.6 | 8.6 | 1.0 | 9.3 | 15.9 | 9.7 | 4.5 | 3.4 | 100 | 26450 |
| All ethnic groups (%) | 54.4 | 7.5 | 0.8 | 9.3 | 14.1 | 6.1 | 5.1 | 2.7 | 100 | 204165 |
| Masters | | | | | | | | | | |
| White | 65.0 | 6.6 | 0.8 | 9.5 | 7.9 | 4.0 | 3.6 | 2.5 | 100 | 21215 |
| Black or Black British - Caribbean | 67.6 | 8.3 | 0.4 | 10.4 | 3.3 | 5.0 | 3.3 | 1.7 | 100 | 240 |
| Black or Black British - African | 57.5 | 5.7 | 1.8 | 8.7 | 8.5 | 10.3 | 4.8 | 2.7 | 100 | 565 |
| Other Black background | 49.4 | 3.5 | 2.4 | 11.8 | 7.1 | 9.4 | 7.1 | 9.4 | 100 | 85 |
| Asian or Asian British - Indian | 66.4 | 6.2 | 1.3 | 6.4 | 6.3 | 7.3 | 3.1 | 3.1 | 100 | 910 |
| Asian or Asian British - Pakistani | 56.7 | 5.0 | 0.9 | 6.4 | 7.9 | 14.9 | 3.8 | 4.4 | 100 | 340 |
| Asian or Asian British - Bangladeshi | 57.4 | 8.9 | 3.0 | 8.9 | 5.9 | 9.9 | 5.0 | 1.0 | 100 | 100 |
| Chinese | 55.0 | 8.8 | 0.9 | 7.3 | 8.8 | 11.5 | 4.2 | 3.6 | 100 | 330 |
| Other Asian background | 57.6 | 5.6 | 1.0 | 7.9 | 9.3 | 10.9 | 5.3 | 2.3 | 100 | 300 |
| Other (Including Mixed) | 54.4 | 6.8 | 1.7 | 8.3 | 12.3 | 9.5 | 4.0 | 2.9 | 100 | 575 |
| All minority ethnic groups | 59.5 | 6.4 | 1.4 | 7.8 | 8.1 | 9.6 | 4.1 | 3.1 | 100 | 3450 |
| All ethnic groups (%) | 64.4 | 6.5 | 0.9 | 9.2 | 7.8 | 4.8 | 3.8 | 2.6 | 100 | 27775 |
| HND/FD | | | | | | | | | | |
| White | 27.1 | 5.3 | 0.3 | 18.3 | 40.6 | 3.4 | 2.2 | 2.8 | 100 | 7310 |
| Black or Black British - Caribbean | 16.5 | 4.5 | 0.0 | 28.4 | 41.5 | 2.3 | 4.0 | 2.8 | 100 | 175 |
| Black or Black British - African | 8.3 | 5.6 | 0.0 | 20.8 | 49.1 | 7.9 | 1.9 | 6.5 | 100 | 215 |
| Other Black background | - | - | - | - | - | - | - | - | - | 50 |
| Asian or Asian British - Indian | 15.3 | 4.0 | 0.2 | 20.2 | 54.4 | 2.4 | 1.3 | 2.0 | 100 | 450 |
| Asian or Asian British - Pakistani | 10.0 | 5.5 | 0.0 | 23.0 | 53.3 | 4.5 | 1.4 | 2.4 | 100 | 290 |
| Asian or Asian British - Bangladeshi | 9.5 | 12.2 | 1.4 | 13.5 | 56.8 | 5.4 | 0.0 | 1.4 | 100 | 75 |
| Chinese | 12.5 | 6.3 | 0.0 | 13.5 | 58.3 | 4.2 | 2.1 | 3.1 | 100 | 95 |
| Other Asian background | 15.8 | 6.3 | 1.1 | 20.0 | 45.3 | 6.3 | 3.2 | 2.1 | 100 | 95 |
| Other (Including Mixed) | 16.8 | 6.8 | 0.5 | 15.8 | 50.5 | 4.7 | 2.1 | 2.6 | 100 | 190 |
| All minority ethnic groups | 13.5 | 5.6 | 0.2 | 20.4 | 51.2 | 4.3 | 1.8 | 1.0 | 100 | 1640 |
| All ethnic groups (%) | 24.8 | 5.4 | 0.3 | 18.8 | 42.2 | 3.6 | 2.1 | 2.9 | 100 | 9380 |

- On the other hand, Chinese graduates were the most likely to be in further study only (21.5%), but this group also showed the lowest percentage (43.5%) in full-time paid work.

²⁵ Data for graduates whose ethnicity was unknown have not been shown in this, or subsequent, tables, although they have been included in the calculation of the 'All ethnic groups' figures. In addition, the population size for HND/FD qualifiers from other Black background was too small to be further broken down.

- Unemployment was most severe amongst Pakistani (11.7%), Bangladeshi (11.6%), Black African (11.6%) and Chinese (10.3%) graduates.

Ethnic minorities were also, on the whole, more likely than White graduates to be looking after the home or family, and less likely to be taking time out to travel at the time of the DLHE survey.

At Masters level, Black Caribbean and Indian graduates actually had slightly higher full-time employment rates (at 67.6% and 66.4% respectively) than White graduates (65%). Also, with unemployment at just over 2%, Black Caribbean and Indian HND/FD qualifiers were less likely to be out of work than their White counterparts. It is, however, important to bear in mind that the population size for Black Caribbean and Indian graduates with a Masters or HND/FD was much smaller than that for White graduates, which might render the results less representative. In fact, with one in nine Masters students not reporting their ethnicity (as shown in Table 12), this is an issue which needs to be remembered when interpreting results on these graduates.

3.4 Gender differences in destinations amongst ethnic groups

For first-degree White graduates, both males and females were equally likely to be found in full-time paid work, with 55.5% and 55.4% respectively of these graduates being so at the time of the DLHE survey. Large gender differences, however, were observed for some of the minority ethnic groups. For example, just under half (48%) of female Black African graduates were in this type of employment compared with two in five (38.6%) males. Large gender differences were also found amongst Chinese: 40% of males were in full-time paid work compared with 46.7% of females.

Amongst all first-degree graduates, males showed a much higher unemployment rate than females: 8% compared with 4.7%. This is found to be the case for all ethnic groups (see Table 14), with the exception of Bangladeshi graduates where males and females had comparable unemployment rates (at 11.4% and 11.7% respectively).²⁶

Table 14. Unemployment rates for first-degree graduates by ethnicity and gender

| | Male (%) | Female (%) |
|--------------------------------------|------------|------------|
| White | 7.4 | 4.1 |
| Black or Black British - Caribbean | 11.5 | 6.7 |
| Black or Black British - African | 14.6 | 9.3 |
| Other Black background | 12.9 | 6.5 |
| Asian or Asian British - Indian | 9.5 | 8.1 |
| Asian or Asian British - Pakistani | 12.9 | 10.5 |
| Asian or Asian British - Bangladeshi | 11.4 | 11.7 |
| Chinese | 12.0 | 8.8 |
| Other Asian background | 10.5 | 8.0 |
| Other (Including Mixed) | 11.2 | 7.6 |
| Grand Total | 8.0 | 4.7 |

²⁶ Male graduates from other Black background were almost twice as likely as their female counterparts to be unemployed, but the number of unemployed from this ethnic group was small, and equates to only 55 graduates.

3.5 Employment circumstances

Table 15 shows the employment circumstances of first-degree graduates who were either in full-time paid work, part-time paid work, voluntary/unpaid work, or work and study in the UK. The figures show that amongst graduates who were employed, Indian graduates were equally as likely as White graduates to be employed in full-time paid work (82.4% compared with 82.3% of White graduates), but all other ethnic groups have lower percentages of graduates in this type of employment. Minority ethnic graduates were also, on average, more likely than their White peers to be employed part-time or in voluntary work.

On average, 2.8% of employed minority ethnic graduates were in self-employment six months after graduation, slightly lower than the 3% for White graduates. There were, however, variations between minority ethnic groups, with Black African, other Black, Chinese and graduates from 'other (including mixed)' ethnic backgrounds actually showing slightly higher self-employment rates than that of White graduates.

Table 15. Employment circumstances of first degree graduates

| Ethnicity | Employed full-time in paid work (%) | Employed part-time in paid work (%) | Self-employed/reliance (%) | Voluntary work (%) | Other unpaid work (%) | Grand Total (%) | Total number of graduates |
|--------------------------------------|-------------------------------------|-------------------------------------|----------------------------|--------------------|-----------------------|-----------------|---------------------------|
| White | 82.3 | 13.5 | 3.0 | 0.9 | 0.4 | 100 | 124270 |
| Black or Black British - Caribbean | 74.0 | 22.5 | 2.5 | 0.8 | 0.2 | 100 | 1310 |
| Black or Black British - African | 72.8 | 21.4 | 3.2 | 2.3 | 0.4 | 100 | 1890 |
| Other Black background | 78.2 | 15.9 | 4.1 | 1.3 | 0.4 | 100 | 465 |
| Asian or Asian British - Indian | 82.4 | 14.3 | 2.0 | 0.9 | 0.4 | 100 | 5845 |
| Asian or Asian British - Pakistani | 76.4 | 19.4 | 2.8 | 1.2 | 0.3 | 100 | 2280 |
| Asian or Asian British - Bangladeshi | 71.1 | 24.3 | 2.4 | 2.2 | 0.0 | 100 | 790 |
| Chinese | 77.5 | 17.0 | 3.6 | 0.9 | 0.9 | 100 | 1160 |
| Other Asian background | 79.8 | 16.8 | 1.7 | 1.2 | 0.5 | 100 | 1295 |
| Other (Including Mixed) | 77.2 | 16.4 | 4.3 | 1.3 | 0.7 | 100 | 2545 |
| Grand Total | 81.7 | 14.0 | 3.0 | 1.0 | 0.4 | 100 | 147125 |

3.6 Types of work

Table 16 shows the types of work first-degree graduates were employed in six months following graduation, analysed by graduates' ethnicity. The analysis includes graduates in UK employment entering full-time paid work, part-time paid work, voluntary/unpaid work, or combining work and further study. The classifications used were the same as those used in the HECSU publication *What Do Graduates Do?*²⁷

Six months after graduation, Black African, Indian, Pakistani, Chinese and other Asian graduates were more likely than White graduates to be in health professions or associate professions, which ties in with the popularity of clinical medicine or, in the case of Black African graduates, nursing, amongst these graduates. In addition, one in ten (10.5%) Black Caribbean graduates were employed as social & welfare professionals – the highest percentage amongst all ethnic groups, reflecting the popularity of a social work degree amongst these graduates.

²⁷ *What Do Graduates Do?*, HECSU/AGCAS. www.prospects.ac.uk/links/WGDG

Table 16. Occupations of first degree graduates, analysed by ethnicity²⁸

| | White | Black or Black British - Caribbean | Black or Black British - African | Other Black background | Asian or Asian British - Indian | Asian or Asian British - Pakistani | Asian or Asian British - Bangladeshi | Chinese | Other Asian background | Other (Including Mixed) | Grand Total |
|---|---------------|------------------------------------|----------------------------------|------------------------|---------------------------------|------------------------------------|--------------------------------------|-------------|------------------------|-------------------------|---------------|
| Marketing, Sales and Advertising Professionals | 4.4% | 4.0% | 3.7% | 3.7% | 4.7% | 3.7% | 2.4% | 3.8% | 5.0% | 4.6% | 4.3% |
| Commercial, Industrial and Public Sector Managers | 9.9% | 9.2% | 9.1% | 9.9% | 9.0% | 9.1% | 9.3% | 7.1% | 8.2% | 9.8% | 9.8% |
| Scientific Research, Analysis & Development Professionals | 1.1% | 0.5% | 1.4% | 0.7% | 1.3% | 1.4% | 1.3% | 1.2% | 1.3% | 0.9% | 1.1% |
| Engineering Professional | 3.0% | 0.9% | 1.3% | 3.7% | 1.3% | 1.2% | 1.4% | 2.6% | 2.3% | 1.9% | 2.9% |
| Health Professionals and Associate Professionals | 12.1% | 11.4% | 18.7% | 8.8% | 18.9% | 17.2% | 12.0% | 13.7% | 22.4% | 11.1% | 12.8% |
| Education Professionals | 7.1% | 4.9% | 2.2% | 4.8% | 2.2% | 2.6% | 3.2% | 1.4% | 3.4% | 4.7% | 6.7% |
| Business and Financial Professionals and Associate Professionals | 7.0% | 5.1% | 5.3% | 8.8% | 11.8% | 7.2% | 10.3% | 10.4% | 8.5% | 7.0% | 7.2% |
| Information Technology Professionals | 3.6% | 2.3% | 4.9% | 3.5% | 7.9% | 9.3% | 4.1% | 6.4% | 6.8% | 4.2% | 3.9% |
| Arts, Design, Culture and Sports Professionals | 5.4% | 4.0% | 2.9% | 3.3% | 2.0% | 1.4% | 2.7% | 4.1% | 3.3% | 6.7% | 5.1% |
| Legal Professionals | 0.7% | 1.1% | 0.9% | 1.1% | 0.7% | 1.4% | 0.9% | 1.0% | 0.7% | 1.4% | 0.7% |
| Social & Welfare Professionals | 3.2% | 10.5% | 5.9% | 5.1% | 1.5% | 2.9% | 3.6% | 1.3% | 2.1% | 4.0% | 3.3% |
| Other Professionals, Associate Professional and Technical Occupations | 5.5% | 3.5% | 3.4% | 4.8% | 2.7% | 3.4% | 3.3% | 5.7% | 3.8% | 3.7% | 5.3% |
| Numerical Clerks and Cashiers | 3.1% | 4.5% | 5.0% | 4.8% | 6.9% | 6.4% | 6.5% | 5.2% | 4.1% | 3.5% | 3.4% |
| Other Clerical and Secretarial Occupations | 12.4% | 14.8% | 13.7% | 13.2% | 10.7% | 10.5% | 14.2% | 12.8% | 11.2% | 14.9% | 12.3% |
| Retail, Catering, Waiting and Bar Staff | 8.8% | 10.0% | 8.5% | 9.0% | 8.2% | 9.1% | 13.0% | 14.5% | 7.9% | 9.4% | 8.7% |
| Other Occupations | 12.5% | 13.2% | 13.0% | 14.7% | 9.8% | 13.1% | 11.8% | 8.6% | 8.7% | 12.0% | 12.3% |
| Unknown Occupations | 0.2% | 0.2% | 0.0% | 0.0% | 0.3% | 0.2% | 0.1% | 0.3% | 0.3% | 0.3% | 0.2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 120835 | 1300 | 1870 | 455 | 5785 | 2265 | 785 | 1105 | 1270 | 2480 | 143285 |

²⁸ Only graduates in UK employment have been included in Table 16, and thus, the total number of graduates reported in this table is lower than the figure in Table 15, which includes those in UK as well as overseas employment.

Minority ethnic graduates, as a whole, were slightly more likely than White graduates to be in business and financial professions or associate professions – 8.8% of minority ethnic graduates were in such work six months following graduation compared with 7% of Whites. Indian, Chinese and Bangladeshi graduates all showed double figures entry rates into these occupations, at 11.8%, 10.4% and 10.3% respectively. In addition, with the exceptions of Black Caribbean graduates and those from other Black background, graduates from all minority ethnic groups were more likely than their White counterparts to be in IT professions. Minority ethnic graduates were, however, less likely than White graduates to be working as education professionals.

Masters graduates have not been included in this part of the analysis because the population sizes for some of the minority ethnic groups were quite small.

3.7 Entry into graduate occupations

Table 17 shows the distribution of UK-employed first degree and Masters graduates in graduate/non-graduate occupations.²⁹ As in section 2.5, the job classifications SOC(HE) used were developed by Elias and Purcell for the project *Researching Graduate Careers Seven Years On*.³⁰ More explanation, including examples of the types of work included in each graduate job category, is given in the Appendix on p.39.

For first degrees, with the exception of graduates from other Asian background, graduates from all minority ethnic groups were more likely than White graduates to be in non-graduate occupations, although the percentage of Indian graduates in these types of work (39.8%) was very comparable to that of White graduates (38.9%).

Minority ethnic graduates overall were, however, better represented than White graduates in traditional graduate occupations. This was partly due to the large numbers of Asian and Chinese graduates from clinical medicine who went on to become doctors. In addition, Black graduates were more likely than those from other ethnic groups to be in niche graduate occupations, of which nursing is one example.

At Masters level, fewer graduates were in non-graduate occupations six months after graduation than at first-degree level. Graduates from minority ethnic groups were, again, more likely to be in these types of work than their White peers. In addition, with the exception of niche graduate occupations, there were higher percentages of White Masters graduates than minority ethnic graduates in all graduate occupational groups.

It is, however, important to bear in mind that the number of minority ethnic Masters graduates was small and the non-response rate for ethnicity was high, which could render the figures less representative than those for first degree graduates.

²⁹ Only graduates who have reported their type of work have been included in this analysis, ie those with unknown occupations have been excluded.

³⁰ See *SOC (HE): A classifications of occupations for studying the graduate labour market*, Peter Elias and Kate Purcell, *Researching Graduate Careers Seven Years On* research paper No. 6, March 2004. <http://www2.warwick.ac.uk/fac/soc/ier/research/current/7yrs2/>

Table 17. Distribution of first degree and Masters graduates in graduate occupations SOC(HE), by ethnicity

| First degree | | | | | | | |
|--------------------------------------|--------------------------------------|---------------------------------|------------------------------|--------------------------------|------------------------------|------------|---------------------|
| | Traditional graduate occupations (%) | Modern graduate occupations (%) | New graduate occupations (%) | Niche graduate occupations (%) | Non-graduate occupations (%) | Total (%) | Number of graduates |
| White | 10.3 | 12.6 | 15.4 | 22.8 | 38.9 | 100 | 120580 |
| Black or Black British - Caribbean | 5.2 | 11.1 | 14.3 | 25.5 | 44.0 | 100 | 1300 |
| Black or Black British - African | 9.3 | 7.6 | 12.4 | 27.4 | 43.3 | 100 | 1870 |
| Other Black background | 7.5 | 11.2 | 15.2 | 23.1 | 43.1 | 100 | 455 |
| Asian or Asian British - Indian | 21.5 | 9.1 | 10.8 | 18.8 | 39.8 | 100 | 5770 |
| Asian or Asian British - Pakistani | 19.7 | 9.3 | 10.8 | 16.6 | 43.6 | 100 | 2260 |
| Asian or Asian British - Bangladeshi | 15.3 | 8.3 | 10.1 | 19.5 | 46.9 | 100 | 785 |
| Chinese | 17.9 | 7.7 | 13.8 | 16.2 | 44.4 | 100 | 1105 |
| Other Asian background | 23.8 | 10.5 | 13.0 | 17.5 | 35.2 | 100 | 1265 |
| Other (Including Mixed) | 11.9 | 10.8 | 13.7 | 20.8 | 42.8 | 100 | 2470 |
| All ethnic groups | 11.1 | 12.3 | 14.9 | 22.7 | 39.1 | 100 | 142980 |
| All minority ethnic groups | 16.6 | 9.4 | 12.1 | 20.1 | 41.8 | 100 | 17280 |

| Masters | | | | | | | |
|--------------------------------------|--------------------------------------|---------------------------------|------------------------------|--------------------------------|------------------------------|------------|---------------------|
| | Traditional graduate occupations (%) | Modern graduate occupations (%) | New graduate occupations (%) | Niche graduate occupations (%) | Non-graduate occupations (%) | Total (%) | Number of graduates |
| White | 26.0 | 19.9 | 19.2 | 21.2 | 13.7 | 100 | 16535 |
| Black or Black British - Caribbean | 18.4 | 14.6 | 21.4 | 30.6 | 15.0 | 100 | 205 |
| Black or Black British - African | 19.5 | 20.4 | 14.0 | 25.9 | 20.2 | 100 | 400 |
| Other Black background | 23.2 | 19.6 | 8.9 | 30.4 | 17.9 | 100 | 55 |
| Asian or Asian British - Indian | 23.0 | 16.4 | 17.5 | 23.1 | 20.0 | 100 | 700 |
| Asian or Asian British - Pakistani | 26.4 | 16.0 | 16.0 | 21.6 | 19.9 | 100 | 230 |
| Asian or Asian British - Bangladeshi | 22.4 | 14.5 | 10.5 | 31.6 | 21.1 | 100 | 75 |
| Chinese | 22.7 | 16.7 | 14.8 | 18.7 | 27.1 | 100 | 205 |
| Other Asian background | 24.0 | 18.0 | 16.5 | 21.5 | 20.0 | 100 | 200 |
| Other (Including Mixed) | 24.2 | 19.2 | 16.8 | 21.6 | 18.2 | 100 | 380 |
| All ethnic groups | 25.9 | 19.9 | 18.5 | 21.5 | 14.2 | 100 | 21330 |
| All minority ethnic groups | 22.6 | 17.5 | 16.3 | 23.8 | 19.9 | 100 | 2455 |

3.8 Employers' industries

Table 18 gives the breakdown of employers' industries for first-degree graduates, analysed by graduates' ethnicity, whilst Figure 3 shows the breakdown by White and minority ethnic graduates alone. The analysis include graduates in UK employment entering full-time paid work, part-time paid work, voluntary/unpaid work, or combining work and further study.

Six months after graduation, White graduates were more likely than minority ethnic graduates to be employed in manufacturing, construction, hotels and restaurants, public administration, education, and recreational, cultural and sporting activities.

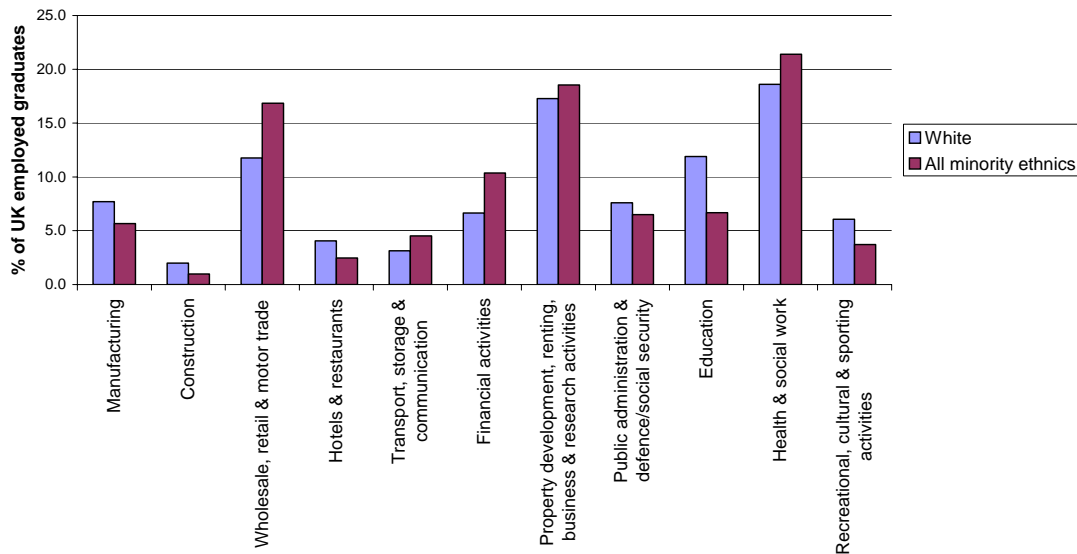
Minority ethnic graduates were, on the whole, more likely than White graduates to be employed in wholesale and retail, transport, storage & communication, financial activities, property development, renting, business & research activities, and health & social work.

One in six (16.8%) graduates working in property development, renting, business & research activities were employed in computer and related activities. The popularity of the computing industries was high amongst Pakistani graduates, with 28.9% of these graduates working in property development, renting, business & research activities doing so in the computing sector, compared with 15.9% of White graduates. The computing industries were also popular amongst Indian graduates, accounting for 26.7% of those in property development, renting, business & research activities from this ethnic group, as well as amongst graduates from other Asian background (23.4%), Chinese (21.5%) and Black African (21.3%) groups.

Table 18. Employers' industries for first degree graduates employed in the UK, analysed by graduates' ethnicity

| | White | Black or Black British - Caribbean | Black or Black British - African | Other Black background | Asian or Asian British - Indian | Asian or Asian British - Pakistani | Asian or Asian British - Bangladeshi | Chinese | Other Asian background | Other (Including Mixed) | Grand Total |
|---|---------------|------------------------------------|----------------------------------|------------------------|---------------------------------|------------------------------------|--------------------------------------|-------------|------------------------|-------------------------|---------------|
| Agriculture, forestry and fishing | 0.5% | 0.0% | 0.1% | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% | 0.1% | 0.1% | 0.4% |
| Mining | 0.3% | 0.1% | 0.1% | 0.2% | 0.2% | 0.3% | 0.1% | 0.2% | 0.1% | 0.1% | 0.3% |
| Manufacturing | 7.7% | 4.1% | 5.5% | 7.9% | 6.4% | 5.0% | 3.9% | 5.6% | 5.4% | 5.8% | 7.4% |
| Electricity, gas & water supply | 0.8% | 0.5% | 0.5% | 0.9% | 1.0% | 1.1% | 0.5% | 0.4% | 0.6% | 0.7% | 0.8% |
| Construction | 2.0% | 1.5% | 0.9% | 1.5% | 0.9% | 0.6% | 0.4% | 1.2% | 1.2% | 1.2% | 1.9% |
| Wholesale, retail & motor trade | 11.8% | 13.8% | 13.2% | 12.7% | 18.7% | 19.2% | 21.4% | 17.2% | 16.1% | 14.4% | 12.3% |
| Hotels & restaurants | 4.1% | 1.7% | 2.4% | 2.0% | 1.4% | 1.3% | 2.9% | 8.9% | 2.6% | 3.6% | 3.9% |
| Transport, storage & communication | 3.1% | 3.7% | 3.9% | 5.1% | 5.2% | 6.6% | 3.6% | 3.3% | 3.9% | 3.2% | 3.3% |
| Financial activities | 6.7% | 7.3% | 6.5% | 8.6% | 13.3% | 10.7% | 11.2% | 11.5% | 9.0% | 8.1% | 7.1% |
| Property development, renting, business & research activities | 17.3% | 12.2% | 16.8% | 17.4% | 19.5% | 18.9% | 13.6% | 23.6% | 19.8% | 19.5% | 17.3% |
| Public administration & defence/social security | 7.6% | 11.2% | 8.8% | 7.3% | 5.3% | 6.3% | 9.7% | 3.5% | 4.9% | 6.3% | 7.5% |
| Education | 11.9% | 11.1% | 6.1% | 9.2% | 4.8% | 7.0% | 8.1% | 4.2% | 6.1% | 9.2% | 11.3% |
| Health & social work | 18.6% | 24.9% | 29.8% | 18.7% | 19.7% | 20.2% | 21.2% | 16.8% | 25.9% | 18.6% | 19.2% |
| Recreational, cultural & sporting activities | 6.1% | 5.6% | 4.5% | 5.9% | 2.6% | 1.7% | 2.3% | 2.9% | 3.5% | 7.1% | 5.7% |
| Others | 1.5% | 2.2% | 0.9% | 2.6% | 0.9% | 0.9% | 0.9% | 0.6% | 0.9% | 1.9% | 1.5% |
| Not known | 0.2% | 0.2% | 0.1% | 0.0% | 0.2% | 0.1% | 0.1% | 0.1% | 0.1% | 0.2% | 0.2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of graduates | 120835 | 1300 | 1870 | 455 | 5785 | 2265 | 785 | 1105 | 1270 | 2480 | 143285 |

Figure 3 . Some of the most popular employers' industries for first degree graduate DLHE respondents employed in the UK



3.9 Location of employment

Table 19 shows the region of employment for first degree graduates who were employed in the UK, analysed by graduates' ethnicity. The figures include those in full-time paid work, part-time paid work, voluntary/unpaid work, and work and further study.

London was the most popular region of employment for new graduates, and this was particularly the case for those from minority ethnic groups. Nearly half of UK employed graduates (46.2%) from the latter group were working in the region six months after graduation, compared with 14.4% of White graduates.

Table 19. UK region of employment of first degree graduates, by graduates' ethnicity

| Government Office Region of Location of Employment | White | Black or Black British - Caribbean | Black or Black British - African | Other Black background | Asian or Asian British - Indian | Asian or Asian British - Pakistani | Asian or Asian British - Bangladeshi | Chinese | Other Asian background | Other (Including Mixed) | Grand Total |
|--|---------------|------------------------------------|----------------------------------|------------------------|---------------------------------|------------------------------------|--------------------------------------|-------------|------------------------|-------------------------|---------------|
| North East | 4.1 | 0.2 | 0.2 | 0.9 | 1.0 | 1.9 | 1.5 | 2.4 | 0.7 | 2.5 | 3.8 |
| North West | 11.5 | 3.8 | 3.3 | 9.0 | 5.4 | 14.0 | 5.9 | 12.3 | 5.6 | 6.7 | 11.0 |
| Yorkshire and the Humber | 8.0 | 3.5 | 1.2 | 5.5 | 4.3 | 12.4 | 2.3 | 3.6 | 3.4 | 5.3 | 7.6 |
| East Midlands | 6.1 | 4.7 | 1.6 | 3.1 | 10.7 | 4.5 | 2.9 | 4.3 | 3.5 | 4.6 | 6.0 |
| West Midlands | 7.2 | 13.6 | 2.4 | 7.9 | 16.0 | 14.3 | 10.3 | 4.5 | 5.0 | 6.1 | 7.5 |
| East | 6.6 | 3.9 | 4.4 | 5.5 | 5.5 | 5.2 | 6.0 | 6.2 | 5.4 | 6.2 | 6.4 |
| London | 14.4 | 59.2 | 73.0 | 50.8 | 40.8 | 27.2 | 57.5 | 39.2 | 53.3 | 44.3 | 18.4 |
| South East | 12.5 | 5.8 | 8.1 | 6.2 | 9.2 | 10.5 | 6.9 | 9.9 | 12.2 | 11.6 | 12.0 |
| South West | 7.9 | 1.6 | 1.7 | 4.0 | 1.5 | 1.2 | 1.4 | 4.8 | 3.1 | 4.6 | 7.2 |
| Channel Islands and Isle of Man | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.1 | 0.1 | 0.2 |
| England region unknown | 3.4 | 2.6 | 2.2 | 2.9 | 3.2 | 2.7 | 2.0 | 3.3 | 3.3 | 3.2 | 3.4 |
| Wales | 5.1 | 0.4 | 0.4 | 2.0 | 0.7 | 1.1 | 1.8 | 2.0 | 1.7 | 2.1 | 4.6 |
| Scotland | 9.4 | 0.3 | 1.0 | 1.8 | 1.4 | 4.8 | 1.1 | 5.8 | 2.4 | 2.3 | 8.7 |
| Northern Ireland | 3.5 | 0.3 | 0.2 | 0.7 | 0.1 | 0.2 | 0.0 | 1.3 | 0.2 | 0.4 | 3.2 |
| UK region unknown/region unknown | 0.1 | 0.2 | 0.3 | 0.0 | 0.1 | 0.1 | 0.3 | 0.1 | 0.0 | 0.1 | 0.1 |
| Grand Total (%) | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Number of graduates | 120835 | 1300 | 1870 | 455 | 5785 | 2265 | 785 | 1105 | 1270 | 2480 | 143285 |

Table 20 compares the number of first-degree students who qualified from a particular region with the number working in the region six months after graduation. A positive figure indicates a gain of graduates in the region and a negative one implies a loss.³¹ As in section 2.9, only first degree graduates who obtained their qualifications via *full-time study* were included. With off-site delivery and distance learning, the nature of part-time study is often complex and thus, these graduates were excluded from this part of the analysis.

Table 20. Comparisons of the number of students graduated and the number of students employed in a region, with results broken down by Whites and minority ethnic graduates

| | Number of White graduates employed in the region | Number of minority ethnic graduates employed in the region | Regional net gain/loss of White graduates | Regional net gain/loss of minority ethnic graduates | Regional net gain/loss of graduates from all ethnic groups |
|--------------------------|--|--|---|---|--|
| North East | 4295 | 205 | -27.9% | -31.2% | -27.6% |
| North West | 12545 | 1145 | -6.6% | -18.5% | -8.0% |
| Yorkshire and the Humber | 8695 | 800 | -20.5% | -25.0% | -21.0% |
| East Midlands | 6640 | 980 | -32.0% | -21.5% | -30.6% |
| West Midlands | 7540 | 1645 | 0.1% | -1.9% | -0.1% |
| East | 7025 | 850 | 52.7% | 14.3% | 46.8% |
| London | 16135 | 7075 | 78.7% | 10.7% | 49.7% |
| South East | 13715 | 1495 | 8.5% | 24.9% | 9.9% |
| South West | 8640 | 375 | -6.1% | -15.7% | -6.3% |
| Wales | 5510 | 185 | -20.6% | -22.7% | -20.5% |
| Scotland | 9580 | 360 | -10.6% | -13.2% | -10.5% |
| Northern Ireland | 3665 | 45 | 13.1% | 59.3% | 13.2% |
| Grand Total | 103990 | 15165 | 0.0% | 0.0% | 0.0% |

For both White and minority ethnic graduates, there was a net flow of working graduates into London, at 78.7% and 10.7% respectively. The relatively small percentage of minority ethnic graduates moving into the capital to work could be explained by the fact that many of these graduates already qualified for their first degree in the region, prior to starting work there.

A large number of graduates also moved into the Eastern region to work, and as in London, the percentage regional gain of White graduates was higher than that for those from a minority ethnic group: 52.7% compared with 14.3% respectively.

The South East was another region where there was an overall inflow of employed graduates. Unlike in London and the Eastern region, there was a higher percentage in-flow of minority ethnic graduates (24.9%) than White graduates (8.5%).

³¹ Graduates who went to work in the Channel Islands or Isle of Man were not included in this analysis as there are no HEIs in these regions to allow for comparisons.

Table 20 shows that the region with the largest percentage inflow of minority ethnic graduates (59.3%) was Northern Ireland. However, with only 45 of these graduates working in the region, the population size here is far too small to render the result representative, and thus, should be ignored.

Chapter 4 – Graduates’ Destinations by Gender

4.1 The 2003/04 graduate cohort by gender

There were almost 400,000 UK-domiciled people obtaining higher education qualifications in 2003/04, with females accounting for over half (58%) of the graduate population. Table 21a shows the gender breakdown of graduates for the qualifications covered in this report, whilst Table 21b shows the figures for DLHE respondents alone.

Table 21a. Gender breakdown of 2003/04 graduate cohort

| Level of Qualification obtained | Female (%) | Male (%) | Total (%) | Total number of graduates/qualifiers |
|---------------------------------|------------|----------|-----------|--------------------------------------|
| Doctorate | 46.0 | 54.0 | 100 | 7035 |
| Masters | 51.3 | 48.7 | 100 | 40175 |
| First Degree | 56.8 | 43.2 | 100 | 247255 |
| Foundation Degree | 62.3 | 37.7 | 100 | 2615 |
| HND | 41.9 | 58.1 | 100 | 9015 |

Table 21b. Gender breakdown of DLHE survey respondents

| Level of Qualification obtained | Female (%) | Male (%) | Grand Total (%) | Number of DLHE respondents |
|---------------------------------|-------------|-------------|-----------------|----------------------------|
| Doctorate | 46.9 | 53.1 | 100 | 4675 |
| Masters | 52.8 | 47.2 | 100 | 27775 |
| First Degree | 57.3 | 42.7 | 100 | 204165 |
| Foundation Degree | 61.2 | 38.8 | 100 | 2020 |
| HND | 41.8 | 58.2 | 100 | 7360 |
| <i>(HND/FD combined)</i> | <i>46.0</i> | <i>54.0</i> | <i>100</i> | <i>9380</i> |

With the exceptions of PhD and HND, there were more female than male graduates at all levels.³² Analysis of the graduate cohort (both DLHE respondents and non-respondents) by age shows that female first degree graduates were likely to be older than their male counterparts: 16.8% of female first degree graduates were aged 30 or over, compared with 11.6% of males. Similarly, two in five (40.3%) female FD qualifiers were aged 18-24, compared with seven in ten (69.6%) males.

Nursing was the fourth most popular subject amongst first degree female qualifiers. Nine in ten (90.8%) nursing graduates were females, and almost two-thirds (64.8%) of them were aged 30 or over, thus contributing to the number of older graduates amongst the female first degree graduate population.

4.2 Graduates’ destinations

Table 22 shows the results of DLHE survey analysis of graduates’ destinations by gender. At first degree level, although graduates from both genders were just as likely to be employed in full-time paid work, females were more likely than their male counterparts to take on other types of work: part-time paid work, voluntary/unpaid work, or were working and studying at the same time. This contributed to the slightly higher overall employment rates amongst female first degree graduates (73.6%), compared with that of males (70%).

At Masters and PhD levels, female graduates were less likely than their male counterparts to be employed in full-time paid work only. They were, however, more than twice as likely than males to be in part-time paid work, and were also more likely to be in voluntary/unpaid work, or were both working and studying.

³² PGCE, which was not covered in this report, was particularly popular amongst women, with well over two-thirds (70.8%) of graduates being females.

Table 22. Activities reported in the DLHE survey, by qualification and gender³³

| First degree | | | |
|--|-------------------|-----------------|------------------------|
| | Female (%) | Male (%) | Grand Total (%) |
| Full-time paid work only (including self-employed) | 54.4 | 54.4 | 54.4 |
| Part-time paid work only | 8.4 | 6.3 | 7.5 |
| Voluntary/unpaid work only | 0.9 | 0.7 | 0.8 |
| Work and further study | 9.9 | 8.6 | 9.3 |
| Further study only | 14.3 | 13.8 | 14.1 |
| Assumed to be unemployed | 4.7 | 8.0 | 6.1 |
| Not available for employment | 5.1 | 5.1 | 5.1 |
| Other (including explicit refusal) | 2.4 | 3.0 | 2.7 |
| Grand total | 100 | 100 | 100 |
| Total in employment | 73.6 | 70.0 | 72.1 |

| Masters | | | |
|--|-------------------|-----------------|------------------------|
| | Female (%) | Male (%) | Grand Total (%) |
| Full-time paid work only (including self-employed) | 61.7 | 67.4 | 64.4 |
| Part-time paid work only | 8.9 | 3.9 | 6.5 |
| Voluntary/unpaid work only | 1.0 | 0.7 | 0.9 |
| Work and further study | 9.8 | 8.5 | 9.2 |
| Further study only | 7.9 | 7.8 | 7.8 |
| Assumed to be unemployed | 3.8 | 6.0 | 4.8 |
| Not available for employment | 4.2 | 3.3 | 3.8 |
| Other (including explicit refusal) | 2.7 | 2.5 | 2.6 |
| Grand total | 100 | 100 | 100 |
| Total in employment | 81.4 | 80.5 | 81.0 |

| PhD | | | |
|--|-------------------|-----------------|------------------------|
| | Female (%) | Male (%) | Grand Total (%) |
| Full-time paid work only (including self-employed) | 65.9 | 71.8 | 69.0 |
| Part-time paid work only | 8.7 | 3.9 | 6.2 |
| Voluntary/unpaid work only | 0.5 | 0.2 | 0.4 |
| Work and further study | 11.7 | 11.1 | 11.4 |
| Further study only | 3.4 | 2.7 | 3.0 |
| Assumed to be unemployed | 3.1 | 4.5 | 3.9 |
| Not available for employment | 4.4 | 3.1 | 3.7 |
| Other (including explicit refusal) | 2.2 | 2.7 | 2.5 |
| Grand total | 100 | 100 | 100 |
| Total in employment | 86.8 | 87.0 | 86.9 |

| HND/FD | | | |
|--|-------------------|-----------------|------------------------|
| | Female (%) | Male (%) | Grand Total (%) |
| Full-time paid work only (including self-employed) | 25.0 | 24.7 | 24.8 |
| Part-time paid work only | 6.8 | 4.2 | 5.4 |
| Voluntary/unpaid work only | 0.3 | 0.3 | 0.3 |
| Work and further study | 21.9 | 16.1 | 18.8 |
| Further study only | 37.9 | 45.8 | 42.2 |
| Assumed to be unemployed | 3.1 | 4.0 | 3.6 |
| Not available for employment | 2.2 | 2.1 | 2.1 |
| Other (including explicit refusal) | 2.8 | 2.9 | 2.9 |
| Grand total | 100 | 100 | 100 |
| Total in employment | 53.9 | 45.2 | 49.2 |

³³ Total employment rate = sum of percentages in full-time paid work, part-time paid work, voluntary/unpaid work and work and further study.

For all qualifications, unemployment amongst females was at a lower level than for males, and this was especially the case for first degree and Masters graduates. Males, on the other hand, were more likely to be in self-employment or work freelance.

Although first degree and Masters female graduates were more likely than their male peers to be in further study six months after graduation, a higher percentage of males than females were studying for a higher degree by research/taught courses, or studying for a professional qualification. Female graduates, on the other hand, were more likely to study for a postgraduate diploma or certificate (which includes PGCE) or other diploma and certificate.

4.3 Gender differences in types of work

Table 23. Percentage distribution of graduates entering different types of occupations, by gender and qualification

| | First degree | | | Masters | | | PhD | | | HND/FD | | |
|---|--------------|--------------|---------------|--------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|
| | Female | Male | Grand Total | Female | Male | Grand Total | Female | Male | Grand Total | Female | Male | Grand Total |
| Marketing, Sales and Advertising Professionals | 4.5% | 4.1% | 4.3% | 3.1% | 2.3% | 2.7% | 1.3% | 0.6% | 1.0% | 2.2% | 1.5% | 1.9% |
| Commercial, Industrial and Public Sector Managers | 8.2% | 12.1% | 9.8% | 19.1% | 28.9% | 23.7% | 6.2% | 7.9% | 7.1% | 9.5% | 10.2% | 9.8% |
| Scientific Research, Analysis & Development Professionals | 1.1% | 1.0% | 1.1% | 3.6% | 3.0% | 3.3% | 16.5% | 18.3% | 17.4% | 0.3% | 0.5% | 0.4% |
| Engineering Professional | 0.8% | 5.8% | 2.9% | 0.9% | 5.3% | 2.9% | 1.9% | 6.5% | 4.3% | 0.6% | 8.2% | 4.4% |
| Health Professionals and Associate Professionals | 17.1% | 6.7% | 12.8% | 9.6% | 3.7% | 6.9% | 4.9% | 6.9% | 5.9% | 3.1% | 0.3% | 1.7% |
| Education Professionals | 9.0% | 3.4% | 6.7% | 14.0% | 8.2% | 11.3% | 24.0% | 21.1% | 22.5% | 5.1% | 1.8% | 3.4% |
| Business and Financial Professionals and Associate Professionals | 6.5% | 8.3% | 7.2% | 7.5% | 10.4% | 8.8% | 2.7% | 3.7% | 3.2% | 2.4% | 2.6% | 2.5% |
| Information Technology Professionals | 1.2% | 7.7% | 3.9% | 2.0% | 6.8% | 4.2% | 0.5% | 4.2% | 2.4% | 1.2% | 6.7% | 3.9% |
| Arts, Design, Culture and Sports Professionals | 4.4% | 6.2% | 5.1% | 4.9% | 4.3% | 4.6% | 1.9% | 1.6% | 1.7% | 5.4% | 7.3% | 6.3% |
| Legal Professionals | 0.8% | 0.6% | 0.7% | 1.3% | 1.3% | 1.3% | 0.3% | 0.7% | 0.5% | 0.2% | 0.1% | 0.1% |
| Social & Welfare Professionals | 4.5% | 1.7% | 3.3% | 9.0% | 2.7% | 6.0% | 11.6% | 3.6% | 7.4% | 2.6% | 0.5% | 1.5% |
| Other Professionals, Associate Professional and Technical Occupations | 3.8% | 7.3% | 5.3% | 11.4% | 11.0% | 11.2% | 24.1% | 21.3% | 22.6% | 2.8% | 8.5% | 5.6% |
| Numerical Clerks and Cashiers | 3.4% | 3.4% | 3.4% | 1.0% | 1.0% | 1.0% | 0.3% | 0.1% | 0.2% | 2.9% | 2.2% | 2.6% |
| Other Clerical and Secretarial Occupations | 14.4% | 9.4% | 12.3% | 7.5% | 4.6% | 6.2% | 2.2% | 1.2% | 1.6% | 11.4% | 6.9% | 9.2% |
| Retail, Catering, Waiting and Bar Staff | 8.6% | 9.0% | 8.7% | 1.6% | 1.9% | 1.8% | 0.2% | 0.3% | 0.2% | 17.1% | 19.7% | 18.4% |
| Other Occupations | 11.7% | 13.1% | 12.3% | 3.3% | 4.2% | 3.7% | 1.1% | 1.7% | 1.4% | 32.9% | 23.0% | 28.0% |
| Unknown Occupations | 0.2% | 0.3% | 0.2% | 0.2% | 0.3% | 0.3% | 0.5% | 0.4% | 0.4% | 0.3% | 0.2% | 0.2% |
| All occupations | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total number of graduates | 84095 | 59190 | 143285 | 11570 | 10110 | 21680 | 1765 | 1905 | 3670 | 2315 | 2275 | 4590 |

Table 23 shows the occupational distribution by gender and qualification. The figures include those who were in full-time paid work, part-time paid work, voluntary/unpaid work, and work and further study in the UK, and reveal that:

- Health professionals and associate professionals was the most popular type of work for female first degree graduates, with one in six (17.1%) of them being employed in these roles six months following graduation, compared with one in 15 (6.7%) male graduates. Female first degree graduates were also more likely than their male counterparts to work as education professionals, social & welfare professionals, legal professionals, and marketing, sales and advertising professionals.
- First degree male graduates, on the other hand, were more likely than their female counterparts to work as engineering professionals or IT professionals. In fact, for all educational levels studied here, men were a lot more likely than women to be working in these occupations, reflecting that engineering and computing are 'male-dominated' subjects.
- Male first degree graduates were also more likely than their female peers to work as commercial, industrial and public sector managers, business and financial professionals/associate professionals, and in other professionals, associate professional and technical occupations.
- Well over one in four (28.9%) male Masters graduates working in the UK were employed as commercial, industrial and public sector managers six months following graduation,

with another one in nine (11%) in other professional, associate professional and technical occupations, and one in ten (10.4%) as business and financial professionals or associate professionals. For female Masters graduates, one in five (19.1%) were working as commercial, industrial and public sector managers, one in seven (14%) as education professionals, one in nine (11.4%) in other professionals, associate professional and technical occupations, and almost another two in ten in health (9.6%) or social & welfare (9%) occupations.

- One third (32.9%) of female HND/FD qualifiers working in the UK were employed in the other occupational category six months following graduation. Of these, one in three (34.7%) were employed as educational assistants and another one in ten (10.4%) as nursery nurses or assistants.

If we look at the gender breakdown for some of the occupations for first degree graduates (see Table 24), of those entering health professions, there were 3.6 times more females than males. This is attributed partly to the popularity of nursing, and to a lesser extent, medicine, as first degree subjects of choice amongst women.³⁴

Table 24. Gender breakdown of occupations for first degree graduates

| | Female (%) | Male (%) | Total (%) | Number of graduates |
|---|------------|----------|-----------|---------------------|
| Marketing, Sales and Advertising Professionals | 61.0 | 39.0 | 100 | 6205 |
| Commercial, Industrial and Public Sector Managers | 49.2 | 50.8 | 100 | 14050 |
| Scientific Research, Analysis & Development Professionals | 62.4 | 37.6 | 100 | 1545 |
| Engineering Professional | 15.5 | 84.5 | 100 | 4095 |
| Health Professionals and Associate Professionals | 78.3 | 21.7 | 100 | 18340 |
| Education Professionals | 79.2 | 20.8 | 100 | 9550 |
| Business and Financial Professionals and Associate Professionals | 52.6 | 47.4 | 100 | 10320 |
| Information Technology Professionals | 17.8 | 82.2 | 100 | 5580 |
| Arts, Design, Culture and Sports Professionals | 50.2 | 49.8 | 100 | 7340 |
| Legal Professionals | 66.6 | 33.4 | 100 | 1030 |
| Social & Welfare Professionals | 78.7 | 21.3 | 100 | 4765 |
| Other Professionals, Associate Professional and Technical Occupations | 42.5 | 57.5 | 100 | 7550 |

Similarly, amongst first degree graduates entering education professions, there were 3.8 times more females than males; for social & welfare professions, 3.7 times; legal professions, two times; scientific research, analysis & development professionals, 1.7 times, and marketing, sales and advertising professionals, 1.6 times.

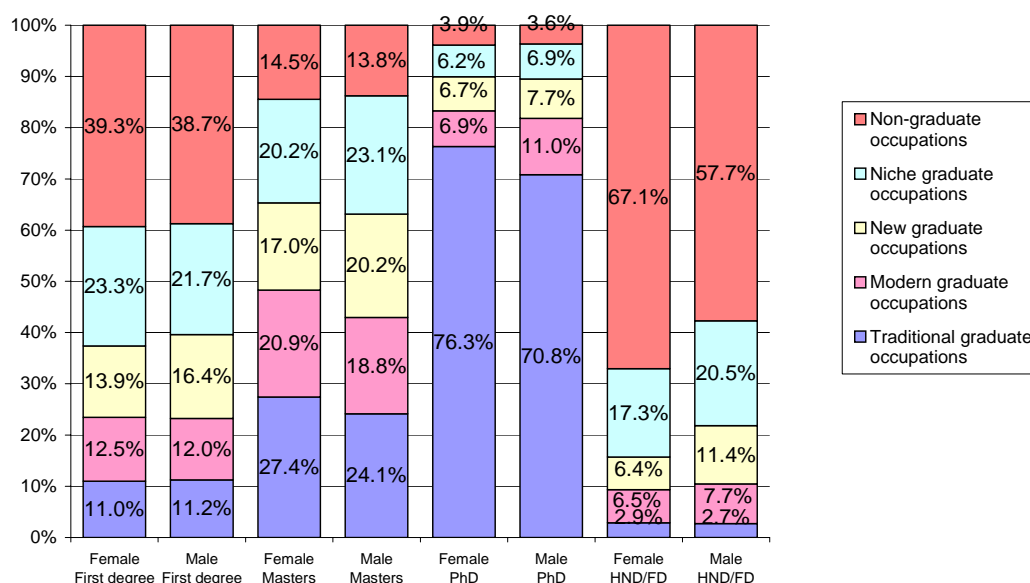
On the other hand, of first degree graduates entering the engineering professions, there were five and a half times more males than females; for IT professions, 4.6 times, and for other professionals, associate professional and technical occupations, 1.4 times.

³⁴ At PhD level (not shown in Table 24), those entering health occupations, albeit at a much smaller number than for first degree and Masters graduates, were more likely to be males (3:2 male:female).

4.4 Entry into graduate occupations

Figure 4 shows the distribution of UK-employed graduates in graduate/non-graduate occupations.³⁵ As in section 2.5 and 3.7 earlier, the job classifications SOC(HE) used were developed by Elias and Purcell for the project *Researching Graduate Careers Seven Years On*.³⁶ More explanation, including examples of the types of work included in each graduate job category, is given in the Appendix on p.39.

Figure 4. SOC(HE) by gender and qualification



The analysis has shown that:

First degree

- For female first degree graduates who entered modern graduate occupations, over two in five (44.4%) were working as primary school teachers whilst, for male graduates, a similar percentage (43.6%) worked in IT occupations.
- The higher percentage of males than females working in new graduate occupations can partly be explained by the inclusion of many of the engineering occupations in this category, which were more favoured by males.
- A third of female graduates (33.8%) working in niche graduate occupations were in nursing or related types of jobs.

Masters

- For male and female Masters graduates going into traditional graduate occupations, teaching/education professions were a popular choice for many, accounting for 27.1% of males and 32.6% of females going into this type of work. The next most popular traditional graduate occupations for male graduates were management consultants and business analysts (12.4%) and for females, biochemists/medical scientists (5.5%) and educational psychologists (5.1%).

³⁵ Only graduates who have reported their type of work have been included in this analysis, ie those with unknown occupations have been excluded.

³⁶ See *SOC (HE): A classifications of occupations for studying the graduate labour market*, Peter Elias and Kate Purcell, *Researching Graduate Careers Seven Years On* research paper No. 6, March 2004. <http://www2.warwick.ac.uk/fac/soc/ier/research/current/7yrs2/>

- The four most popular modern graduate occupations for male graduates were all IT related, whereas for female graduates, these were: social work, hospital/health service managers, primary school teachers, and special needs education teaching professions.

PhD

- Almost three-quarters (73.5%) of PhD graduates were employed in traditional graduate occupations six months after graduation. The higher percentage of females than males employed in this type of work can be explained by the higher number of female clinical psychologists employed. This was, in turn, attributed to the fact that clinical psychology was the third most popular subject of study amongst this group.
- The gender gap for modern graduate occupations could be explained by the popularity of IT occupations amongst male graduates.

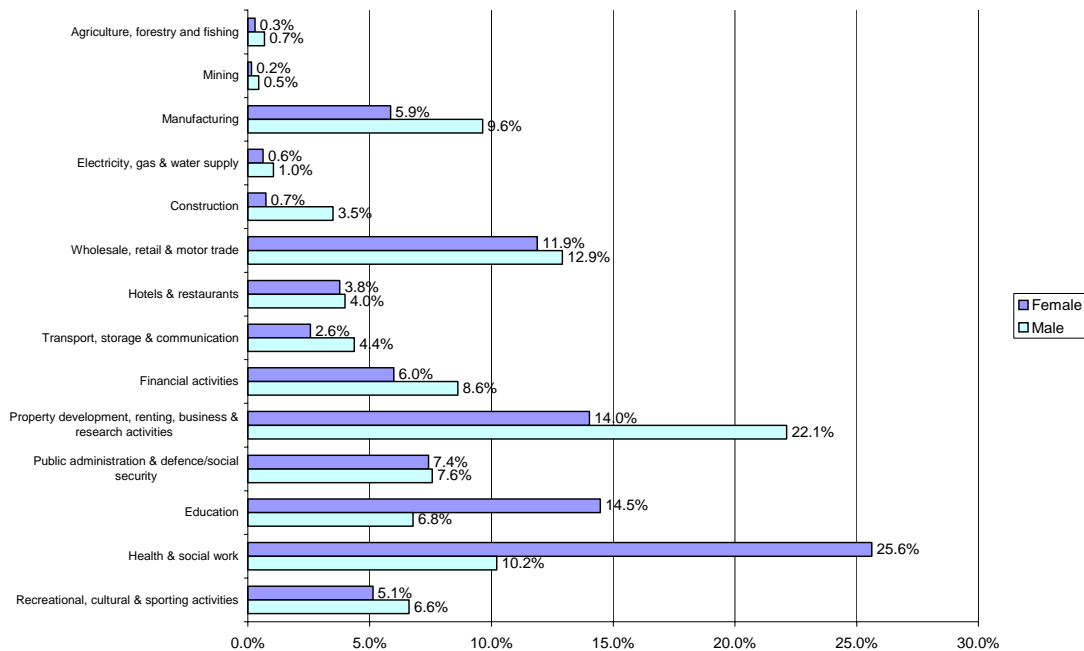
HND/FD

- For first degree and Masters graduates, women were slightly more likely than men to be in non-graduate occupations. The gender gap for non-graduate occupations, however, was very prominent for HND/FD qualifiers. Amongst female HND/FD qualifiers who had entered non-graduate occupations, one in five were educational assistants (17.1%) or nursery nurses and assistants (5.1%).

4.5 Gender differences in employer’s industry

Figure 5 shows the types of industry that first degree graduates working in the UK entered and how they differed by gender. The correlation between gender and type of work can also be observed for the type of employer. For both first degree and Masters graduates, women were a lot more likely than men to enter the health & social work, or the education sectors, whilst men were more likely than women to be working in property development, renting, business & research activities (including computing), manufacturing, transport, storage & communication, construction, or finance.

Figure 5. Type of employer for first degree graduates working in the UK, analysed by gender



For female PhD graduates, over half (52.3%) were working in the education sector six months following graduation, one in five (20.4%) in health or social work, and one in ten (10.6%) in property development, renting, business & research activities. For males, 47.5% were

employed in the education sector, one in six (16.3%) in property development, renting, business & research activities and one in ten (10.2%) in manufacturing.

4.6 Are graduates' qualifications required for obtaining their job?

Graduates were asked whether they would be able to get their job without the qualification (ie the actual qualification not the subject of study) they recently obtained. The results are shown in Table 25.

Table 25. Percentage of graduates employed in the UK reporting whether their qualification was required for obtaining their job, by gender and qualification³⁷

| | First degree (%) | | | Masters (%) | | | PhD (%) | | | HND/FD (%) | | |
|---------------------|------------------|------------|---------------|-------------|------------|--------------|------------|------------|-------------|------------|------------|-------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Formal Requirement | 32.6 | 29.0 | 31.1 | 17.2 | 14.0 | 15.7 | 39.5 | 36.3 | 37.9 | 11.6 | 14.2 | 12.8 |
| Expected Advantage | 7.8 | 9.7 | 8.5 | 8.0 | 7.7 | 7.9 | 10.8 | 12.1 | 11.4 | 5.3 | 5.9 | 5.6 |
| No | 20.3 | 20.6 | 20.4 | 28.0 | 29.8 | 28.9 | 23.8 | 22.7 | 23.3 | 22.1 | 19.8 | 21.0 |
| Don't know | 36.9 | 38.1 | 37.4 | 44.9 | 45.5 | 45.2 | 24.6 | 27.5 | 26.1 | 57.8 | 56.6 | 57.2 |
| Grand Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Number of graduates | 67505 | 45600 | 113105 | 9855 | 8305 | 18160 | 1500 | 1550 | 3050 | 1940 | 1760 | 3700 |

We reported earlier that women were more likely than men to be in non-graduate occupations. Table 25, however, shows that male first degree, Masters, and PhD graduates were slightly more likely than their female peers to have reported that their qualifications have not been required to obtain their employment. Moreover, Masters graduates (of both genders) were more likely than their first degree counterparts to say that this was the case, in spite of only one in seven (14.1%) Masters graduates being in non-graduate occupations, compared with two in five (39.1%) first degree graduates. This suggests that many Masters graduates went into jobs for which a first degree, and not a Masters qualification, was required.

Some interesting findings have also been observed when analysing qualification requirements by the types of jobs that first degree graduates entered:

- Although female first degree graduates were more likely than their male peers to be in health professions or associate professions, they were less likely to report that their degree was a formal requirement and more likely to say that it has not been required for obtaining their employment. Many of the female graduates employed in these occupations were nurses, of which only around half (54%) reported that a degree was a formal requirement. In contrast, relatively few male graduates went into nursing and of those working in the health professions, a higher proportion were employed as doctors, for which a medicine degree, unsurprisingly, was formally required.
- Female first degree graduates were not only more likely than their male peers to work as education professionals, they were also more likely to be employed in occupations in the sector for which their degree qualification was formally required: 71.6% of female graduates working in education reported that this was the case compared with 59.3% of males.
- Of first degree graduates entering work as business and financial professionals and associate professionals, 52.6% were females and 47.4% were males (see Table 24). Males working in these types of jobs, however, were more likely than their female counterparts to believe that their degree was a formal requirement, with 41.3% noting that this was the case compared with 32.5% of females. Female graduates were also more likely to report that their qualification was not required: 21% reported that this was the case compared with 17.5% of males.

³⁷ A number of graduates have not responded to this part of the DLHE survey, and thus, figures for the number of graduates reported in this table are smaller than those reported in Table 23.

Conclusion

The results reported in this study have further supported findings from other research which indicate that graduates' employment outcomes vary depending on the graduates' age, ethnicity and gender. The vast amount of data available from the DLHE survey, together with the development of the graduate job classifications, SOC(HE), has, however, enabled us to look into these issues further. Moreover, while most of the previous research only looked at first degree graduates, postgraduates and HND/FD qualifiers have also been included in this analysis where appropriate.

Most of the analyses carried out for this study did not distinguish between those who obtained their degree via full- or part-time study, but when these two groups were studied separately for the age effect analysis, a clear distinction in the outcomes was found. For graduates who obtained their degree via full-time study, older graduates were more likely than younger graduates to be unemployed. For part-timers, however, graduates aged 21-24 were the most likely to be out of work. Although the DLHE data set that we obtained did not provide us with the evidence, it would be reasonable to assume that many of the part-time graduates (who were generally of an older age than full-time graduates) were already in employment during their study.

The study also pointed out that although minority ethnic graduates, on the whole, did not perform as well as their White counterparts in terms of entry into employment and graduate-level occupations, there were large differences in outcomes between different ethnic groups. In some cases, in fact, minority ethnic graduates were performing better than White graduates. For example, they were better represented in traditional graduate occupations. The percentage of Indian graduates in non-graduate occupations was also very comparable to that of their White peers.

The DLHE data also shows that female graduates were more likely than their male peers to take up part-time and voluntary/unpaid work, which resulted in them having a considerably lower unemployment rate compared with that for males. Women, however, were more likely to be found in non-graduate occupations six months following graduation.

It is important to bear in mind that the DLHE survey only gives a snapshot of the graduates' outcomes approximately six months following graduation, ie at a time when many graduates are still trying to settle down in the labour market. With the launch of the longitudinal DLHE survey, this new annual study, which aims to find out what graduates have been doing approximately three years after graduation, should give us a more comprehensive picture of graduates' destinations in years to come.³⁸

³⁸ http://www.hesa.ac.uk/dlhe_longitudinal/home.htm

Appendix

SOC(HE) graduate job classifications³⁹

As part of the project *Seven Years On*, the research team at the University of Warwick and the University of West of England developed a classification for types of graduate job which has rapidly gained currency amongst graduate labour market analysts.⁴⁰ These categories provide a more subtle gradation of job type than the simpler graduate job/non-graduate job distinction which is often made. Quickly summarised, they are as follows:

1. Traditional graduate occupations

These are the established professions for which a degree has historically been required.

Solicitors, research scientists, architects and medical practitioners are all examples. They typically require the post-holder to be an expert in a very specific area.

2. Modern graduate occupations

The expansion of higher education in the 1960s, and the development of new professional fields in areas such as IT, resulted in professional development of existing occupations and the development of a range of newer professions requiring graduate-level qualifications.

Software designers, journalists, primary school teachers and social workers are all examples of modern graduate occupations. They require the post-holders to be 'experts', but also often to have more strategic or interactive responsibility than a traditional graduate job.

3. New graduate occupations

These are areas of employment that are often rapidly expanding in today's labour market, reflecting changes in technology and organisational structures and priorities. Some are relatively new occupations whereas the nature of others has changed so that an increasingly common route into them is via a graduate-level qualification.

Marketing manager, environmental health officer, press officer, disability manager, management accountant, physiotherapist and many forms of engineer are examples of new graduate occupations. They typically require 'hybrid skills', including strategic responsibility or ability to interact effectively with others and ability to access and use specialist information.

4. Niche graduate occupations

This area is expanding. Most occupations in this category do not generally require graduate-level qualifications, but contain within them specialist niches that do require degrees to enter.

Nursing, retail managers, specialist electrical engineers and graphic designers all fall into this category. Often they require a combination of skills, such as managerial and expert skills, but equally often the need is for an 'all-rounder' with a range of abilities.

5. Non-graduate occupations

All jobs that do not fall into the previous four categories are considered 'non-graduate occupations'. In the main, a degree is not required to enter these occupations, although

³⁹ See the article 'The Class of '99 – A study of the early labour market experiences of recent graduates', Professor Kate Purcell and Charlie Ball, *Graduate Market Trends*, Winter 2005/6. www.prospects.ac.uk/links/CSDGMT

⁴⁰ See *SOC (HE): A classifications of occupations for studying the graduate labour market*, Peter Elias and Kate Purcell, *Researching Graduate Careers Seven Years On* research paper No. 6, March 2004. <http://www2.warwick.ac.uk/fac/soc/ier/research/current/7yrs2/>

research has revealed that in some cases, the graduates in such occupations are, in fact, in jobs where their degrees have been required or are being used.⁴¹

⁴¹ *The Class of '99: A study of the early labour market experiences of recent graduates*, Kate Purcell, Peter Elias, Rhys Davies and Nick Wilton, October 2005.

www.hecsu.ac.uk/cms/ShowPage/Home_page/Research_reports/Class_of_99/plekIFai

