

SB 99/2012

25 October 2012

## Destinations of students gaining qualifications from Higher Education Institutions: Wales 2010/11

This bulletin provides information on the destinations of UK domiciled students six months after gaining higher education qualifications from Higher Education Institutions (HEIs) in the UK in the academic year 2010/11. It includes data on students who were ordinarily resident in Wales prior to commencing their courses (Welsh qualifiers) and those who studied at Welsh HEIs; derived from the Higher Education Statistics Agency's (HESA) Destinations of Leavers from Higher Education (DLHE) record.

### Summary of main findings

- Destinations of student qualifiers after six months have shown little change over the last six years. Around three quarters of Welsh domiciled qualifiers and qualifiers from Welsh HEIs were engaged in some kind of employment. [Table A.1 and B.1]
- As in previous years Medicine and Dentistry qualifiers were most likely to be in employment with 100 per cent of Welsh HEI qualifiers in some form of work in 2010/11. [Chart A.2, Table A.2, Chart B.2, Table B.2]
- Full-time, first degree qualifiers continued to have the highest level of unemployment amongst qualifiers from Welsh HEIs and Welsh qualifiers [both eight per cent, Table A.1 and B.1]
- Over 80 per cent of employed Welsh qualifiers and employed qualifiers from Welsh HEIs were in permanent employment; the same proportion as in 2009/10 and 2008/09. [Table A.3 and B.3]
- Qualifiers from Welsh HEIs were less likely to remain in Wales for employment when compared to the equivalent 'retention' figure for other UK countries, but retention rates for Welsh domiciled qualifiers (i.e. those living in Wales and entering employment in Wales) were higher than for all English regions with the exception of London. [Charts A.4 and B.4]
- Between 2005/06 and 2010/11 the proportion of full-time, first degree Welsh domiciled qualifiers entering employment in Wales increased year on year (from 68 per cent to 74 per cent). [Chart B.5]
- Of the first degree qualifiers employed full-time in paid work in Wales 14 per cent of males earned £30,000 or above, compared with 7 per cent of females. [Chart C.1]
- The median salary for UK domiciled, first degree qualifiers in full-time employment in Wales was the same as the corresponding figure for Northern Ireland but lower than in Scotland and England. [Table C.2]

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**Policy context**

One of the key strategic themes set out in The Higher Education Funding Council for Wales’ (HEFCW) current corporate strategy is employability; ensuring that the HE sector produces graduates who are equipped for the world of work. In June 2011 HEFCW published a circular (W11/15HE) which highlighted the outcomes of a consultation on Key Information Sets (KIS). The KIS is a set of standardised information about undergraduate courses, which enables them to be easily compared. It has been designed with the needs of prospective students in mind. The most recent circular (W12/25HE) on this topic was issued by HEFCW in July 2012 and can be found at the following link:

[http://www.hefcw.ac.uk/documents/publications/circulars/circulars\\_2012/W12%2025HE%20The%20Key%20Information%20Set%20and%20the%20new%20Unistats%20website%20-%20overview%20and%20next%20steps.pdf](http://www.hefcw.ac.uk/documents/publications/circulars/circulars_2012/W12%2025HE%20The%20Key%20Information%20Set%20and%20the%20new%20Unistats%20website%20-%20overview%20and%20next%20steps.pdf)

The KIS were made available across the UK from September 2012 and are published on the new Unistats website. It can also be accessed via a small advertisement or ‘widget’ on the course web pages of universities and colleges.

<http://unistats.direct.gov.uk/>

Information contained within this bulletin should not be used in an attempt to directly measure progress against employability targets set down by the Welsh Government or the Higher Education Statistics Agency (HESA), since the methodology employed differs. However, it is of interest to note that HESA’s Employment Indicator for full-time first degree qualifiers in 2010/11 showed 91.0 per cent of qualifiers from Welsh HEIs were either in employment and/or studying compared to the total UK indicator of 90.3. A link to HESA’s Performance Indicators (PIs) information page is included below:

[http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=2074&Itemid=141](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=2074&Itemid=141)

**Section A – Qualifiers from Welsh HEIs**

This section covers the main activity of qualifiers from Welsh HEIs, derived from the response that best described employment and education circumstances from a list of statements provided on the DLHE questionnaire. For those in employment, it looks at the location and nature of that employment.

Chart A.1 looks at the main activity of both full-time and part-time qualifiers six months after graduation.

**Chart A.1: Main activity of qualifiers from Welsh HEIs by mode of study, 2010/11** 

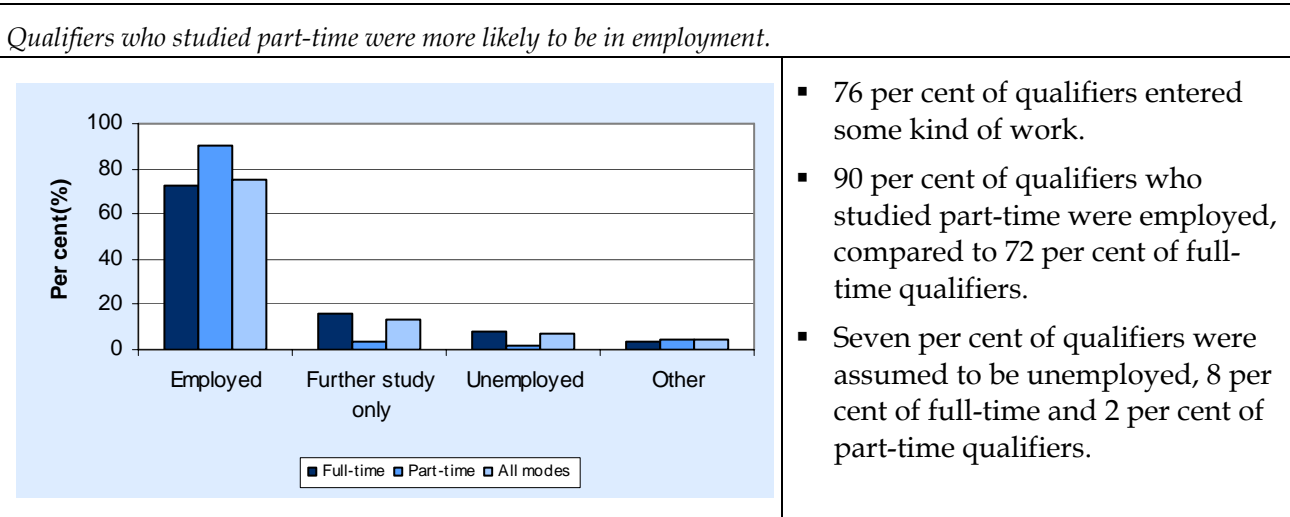


Table A.1 looks at the main activity of qualifiers but also includes level of study and full activity split.

**Table A.1: Percentage of qualifiers from Welsh HEIs by activity, mode and level of study, 2010/11**

		<i>Percentage</i>					
		Full-time work	Part-time work	Voluntary/ Unpaid work	Work & Study	Further Study Only	Assumed unemployed
Full-time	Postgraduate	62	14	2	7	7	6
	First-degree	46	14	2	9	16	9
	Other undergraduate	29	12	1	14	32	7
Part-time	Postgraduate	65	11	1	15	3	1
	First-degree	62	10	1	16	4	2
	Other undergraduate	51	10	1	27	4	2
All	Postgraduate	63	13	1	10	6	4
	First-degree	47	14	2	9	15	8
	Other undergraduate	42	11	1	22	16	4
<b>All levels</b>		<b>49</b>	<b>13</b>	<b>2</b>	<b>11</b>	<b>14</b>	<b>7</b>

Source: HESA

(a) Qualifiers do not include those who did not respond or those who replied to the survey but explicitly refused to give information.

(b) Percentages do not sum to 100 since "Not available for Employment" and "Other" are not shown.

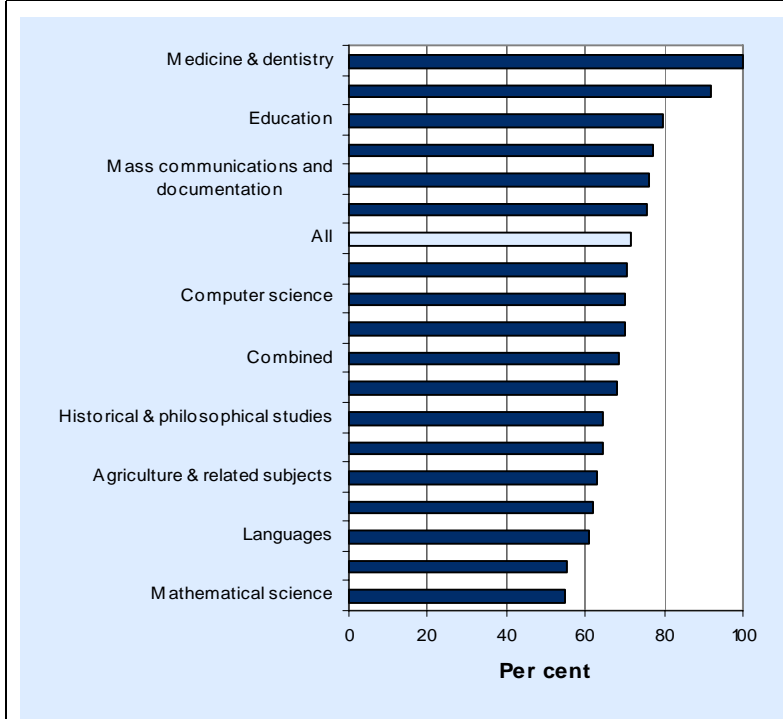
- Part-time postgraduate qualifiers were most likely to be in work with 92 per cent having entered some kind of employment. Full-time other undergraduate (qualifications include Foundation Degrees, HNDs, HNCs, etc.) qualifiers were least likely to be in work (56 per cent) although they were most likely to enter further study only (32 per cent).
- 63 per cent of postgraduates entered full-time paid work compared with 47 per cent of first degree and 42 per cent of other undergraduate qualifiers.
- Nine per cent of full-time first degree qualifiers were assumed to be unemployed, compared to one per cent of part-time postgraduate, and 2 per cent of part-time first degree and other undergraduate qualifiers.
- Females were more likely to be employed than males (78 and 72 per cent respectively), although males were more likely to be undertaking further study only (15 per cent compared to 12 per cent).

Chart A.2 and Table A.2 focus on the destination of first degree qualifiers by subject of study, the former looking at those in employment, the latter including those engaged in further study or unemployed.

**Chart A.2: Proportion of first degree qualifiers from Welsh HEIs in employment by subject of study, 2010/11**



*Medicine and Dentistry qualifiers are most likely to be in employment.*



- Medicine and Dentistry first degree qualifiers were the most likely to be in employment with 100 per cent in some form of employment.
- Mathematical Science qualifiers were the least likely to be employed, with 55 per cent in some form of employment, but together with Physical Science they were the most likely to be entering further study only (30 per cent).

(a) Subject studied information is given in terms of Full Person Equivalents (FPEs), (see Paragraph 3.5 in the Notes section for the definition of FPE). This chart should be viewed in conjunction with Table A.2 below.

**Table A.2: First degree qualifiers from Welsh HEIs by subject and activity, 2010/11**

	Work (including work & further study)	%	Further Study	%	Unemployed	%
<b>Highest</b>	Medicine & dentistry	100	Physical science	30	Combined	16
<b>Second highest</b>	Subjects allied to medicine	92	Mathematical science	30	Agriculture & related subjects	16
<b>Second lowest</b>	Physical science	55	Subjects allied to medicine	3	Subjects allied to medicine	3
<b>Lowest</b>	Mathematical science	55	Medicine & dentistry	-	Medicine & dentistry	-

Source: HESA

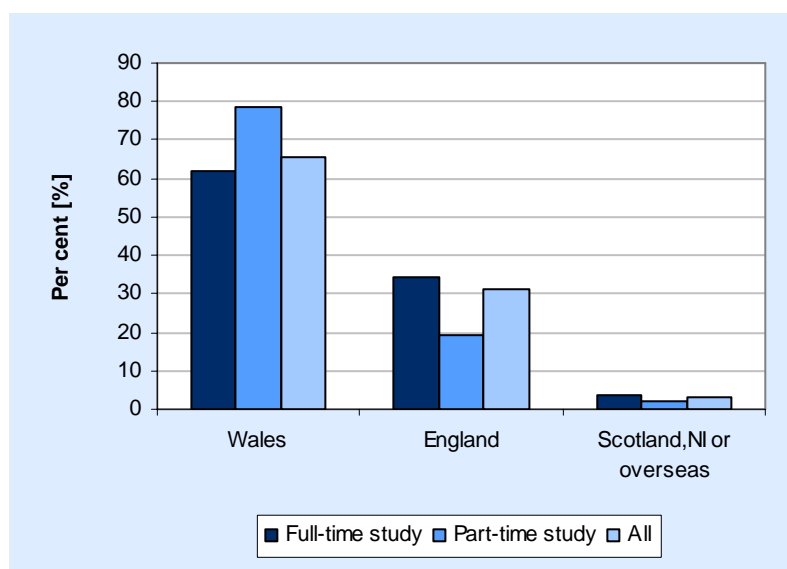
- First degree qualifiers in Combined subject courses had the highest level of unemployment amongst qualifiers from Welsh HEIs (16 per cent).
- First degree qualifiers in Medicine and Dentistry and Subjects Allied to Medicine had the lowest levels of unemployment amongst qualifiers from Welsh HEIs (Zero and three per cent respectively).

Charts A.3 and A.4 look at where qualifiers from Welsh HEIs were employed. Chart A.3 looks at country of employment for both full-time and part-time qualifiers, while Chart A.4 focuses on the retention rate of full-time first degree students, that is, the proportion of students finding employment in the region or country where they achieved their qualification. Chart A.5 looks at retention figures of full-time, first degree qualifiers from Welsh HEIs for the past six years, selecting for analysis those regions with the most similar retention rates to Wales in 2005/06.

**Chart A.3: Qualifiers from Welsh HEIs by country of employment and mode of study, 2010/11**



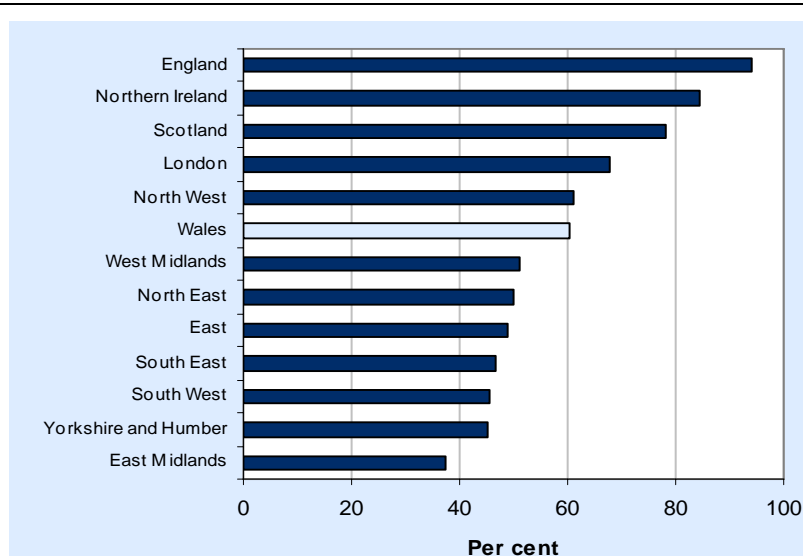
*Around two thirds of qualifiers in work remained in Wales for employment.*



- 65 per cent of qualifiers who were in work had returned to or remained in Wales for employment.
- A higher proportion of full-time study qualifiers from Welsh HEIs moved to work in England than did part-time qualifiers.
- The proportion of all qualifiers from Welsh HEIs who return to Wales to work has remained relatively constant; varying from a low of 63 per cent (2005/06) to a high of 67 per cent (2009/10) with 65 per cent in 2010/11.

**Chart A.4: Proportion of full-time first degree qualifiers entering employment in region (or country) of HEI attended, 2010/11**

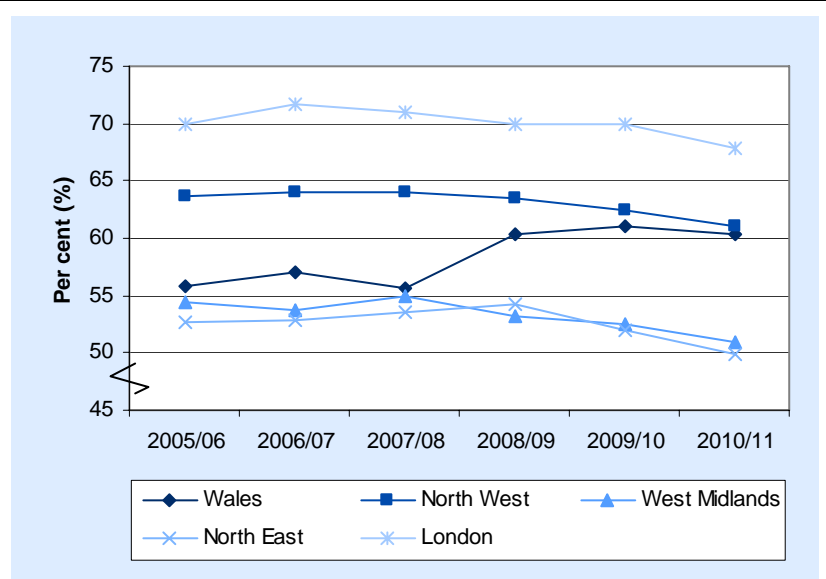
*Wales' retention figure is higher than most English regions, but is much lower than the retention figures for both Scotland and Northern Ireland.*



- Full-time first degree qualifiers from Welsh HEIs were less likely to remain or return to Wales (60 per cent) than the equivalent 'retention' figure for other UK countries (England 94 per cent, Northern Ireland 85 per cent and Scotland 78 per cent).
- However, retention from Welsh HEIs was higher than for all English regions except London (68 per cent) and the North West (61 per cent).

**Chart A.5: Proportion of full-time, first degree qualifiers entering employment in region (or country) of HEI attended for selected regions**

*Rate of full-time, first degree qualifiers from Welsh HEIs remaining in Wales to work has increased since 2005/06.*



- Over the last three years (2008/09 to 2010/11) the proportion of full-time, first degree qualifiers from Welsh HEIs remaining in Wales to work has been a little over 60 percent. The previous three years (2005/06 to 2007/08) showed a proportion closer to 55 per cent.
- Of the regions shown, Wales is the only one showing an upward trend since 2005/06.

Table A.3 looks at the nature of work (permanent or temporary) of qualifiers originally domiciled in the UK who attended Welsh HEIs and who entered full-time paid employment, excluding responses counted as 'Question not answered'.

**Table A.3. UK domiciled qualifiers from Welsh HEIs who are in full-time paid employment, by nature of employment, 2010/11**

Mode of Study		Percentage		
		Permanent	Temporary	Self-employed or other
Full-time	Postgraduate	76	22	2
	First degree	80	18	3
	Other undergraduate	85	13	3
Part-time	Postgraduate	96	3	1
	First degree	97	3	1
	Other undergraduate	96	3	1
All	Postgraduate	83	15	2
	First degree	81	17	2
	Other undergraduate	94	5	2
<b>All levels</b>		<b>83</b>	<b>15</b>	<b>2</b>

Source: HESA

(a) Values represent the percentage of all responses excluding "Question not answered".

(b) Includes permanent contracts, open-ended contracts or fixed-term contract of 12 months or more.

(c) Includes fixed-term contracts of less than 12 months and temporary contracts gained through agencies or otherwise.

- 83 per cent of employed qualifiers from Welsh HEIs were in permanent employment. The figure for full-time first degree qualifiers was slightly lower, at 80 per cent.
- Of those who studied on a full-time basis, other undergraduates were the most likely to enter permanent employment (85 per cent) and postgraduates the least likely (76 per cent).
- At all levels of qualification, employed qualifiers who undertook part-time study were much more likely to be in permanent employment than those who undertook full-time study.

## Section B – Welsh qualifiers from UK HEIs

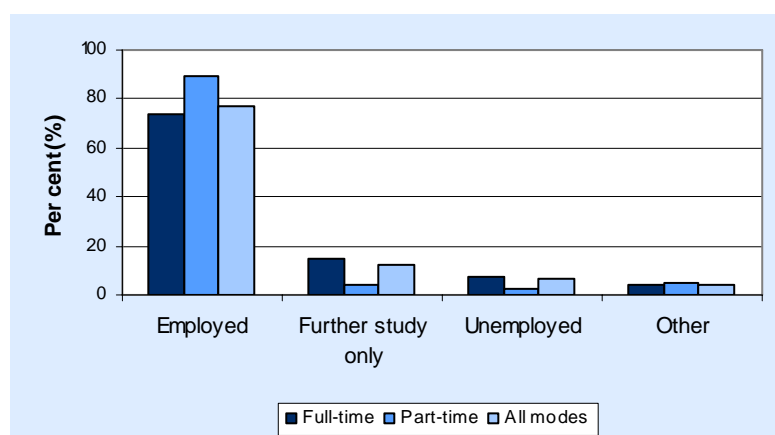
This section looks at the main activity, subject of study, location of employment, retention values and the nature of employment of Welsh domiciled qualifiers from UK HEIs in 2010/11.

Chart B.1 looks at the main activity of both full-time and part-time qualifiers.

**Chart B.1: Main activity of Welsh qualifiers by mode of study, 2010/11**



*Part-time qualifiers are more likely to be in employment.*



- Over three-quarters of qualifiers (77 per cent) entered some kind of work. Six per cent of qualifiers were assumed to be unemployed, with the majority of the remainder entering further study only.
- 74 per cent of full-time qualifiers entered some kind of work, whereas the figure for part-time qualifiers was 89 per cent.

Table B.1 also looks at the main activity of Welsh qualifiers but additionally includes level of study.

**Table B.1: Percentage of Welsh domiciled qualifiers by activity, mode and level of study, 2010/11**

Percentage

		Full-time work	Part-time work	Voluntary/ Unpaid work	Work & Study	Further Study Only	Assumed unemployed
Full-time	Postgraduate	63	13	1	6	7	6
	First-degree	48	15	2	9	14	8
	Other undergraduate	31	11	1	14	31	7
Part-time	Postgraduate	66	10	1	15	4	2
	First-degree	58	10	-	15	4	3
	Other undergraduate	52	10	1	27	4	2
All	Postgraduate	64	12	1	9	6	5
	First-degree	49	14	2	9	14	8
	Other undergraduate	43	11	1	22	15	4
<b>All levels</b>		<b>51</b>	<b>13</b>	<b>1</b>	<b>11</b>	<b>12</b>	<b>6</b>

Source: HESA

(a) Qualifiers do not include those who did not respond or those who replied to the survey but explicitly refused to give information.

(b) Percentages do not sum to 100 since "Not available for Employment" and "Other" are not shown.

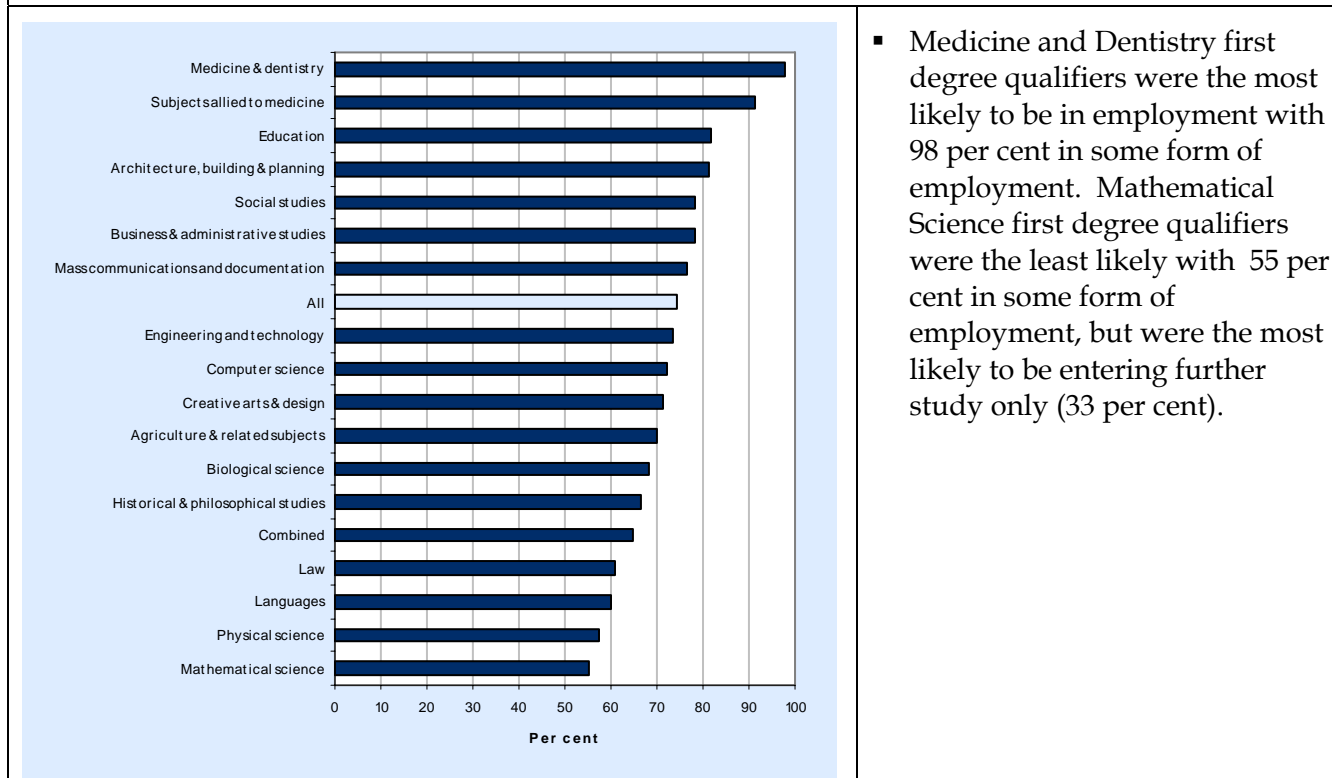
- Part-time postgraduate qualifiers were most likely to be in work with 92 per cent having entered some kind of employment. Full-time other undergraduate qualifiers were least likely to be in work (58 per cent) although they were most likely to enter further study only (31 per cent).
- 64 per cent of postgraduates entered full-time paid work compared with 49 per cent of first degree and 43 per cent of other undergraduate qualifiers.
- Females were more likely to be employed than males (79 and 74 per cent employed respectively), although males were more likely to be undertaking further study only (14 and 11 per cent).

Chart B.2 and Table B.2 focus on the destination of first degree qualifiers by subject of study, the former looking at those in employment, the latter including those engaged in further study or unemployed.

**Chart B.2: Proportion of first degree Welsh qualifiers in employment by subject of study,**

2010/11 

*Medicine and dentistry qualifiers were the most likely to be in employment.*



- Medicine and Dentistry first degree qualifiers were the most likely to be in employment with 98 per cent in some form of employment. Mathematical Science first degree qualifiers were the least likely with 55 per cent in some form of employment, but were the most likely to be entering further study only (33 per cent).

(a) Subject studied information is given in terms of Full Person Equivalents (FPEs), (see Paragraph 3.5 in the Notes section for the definition of FPE). This chart should be viewed in conjunction with Table B.2 below.

**Table B.2: First degree Welsh domiciled first degree qualifiers by subject and activity, 2010/11**

	<b>Work (including work &amp; further study)</b>	<b>%</b>	<b>Further Study</b>	<b>%</b>	<b>Unemployed</b>	<b>%</b>
<b>Highest</b>	Medicine & dentistry	98	Mathematical science	33	Computer science	13
<b>Second highest</b>	Subjects allied to medicine	91	Law	28	Creative arts & design	11
<b>Second lowest</b>	Physical science	57	Subjects allied to medicine	4	Subjects allied to medicine	3
<b>Lowest</b>	Mathematical science	55	Medicine & dentistry	2	Medicine & dentistry	-

Source: HESA

- Qualifiers in Computer Science had the highest level of unemployment amongst Welsh domiciled first degree qualifiers (13 per cent). Qualifiers in Medicine and Dentistry and Subjects Allied to Medicine had the lowest levels of unemployment amongst Welsh domiciled first degree qualifiers (zero and three per cent respectively).

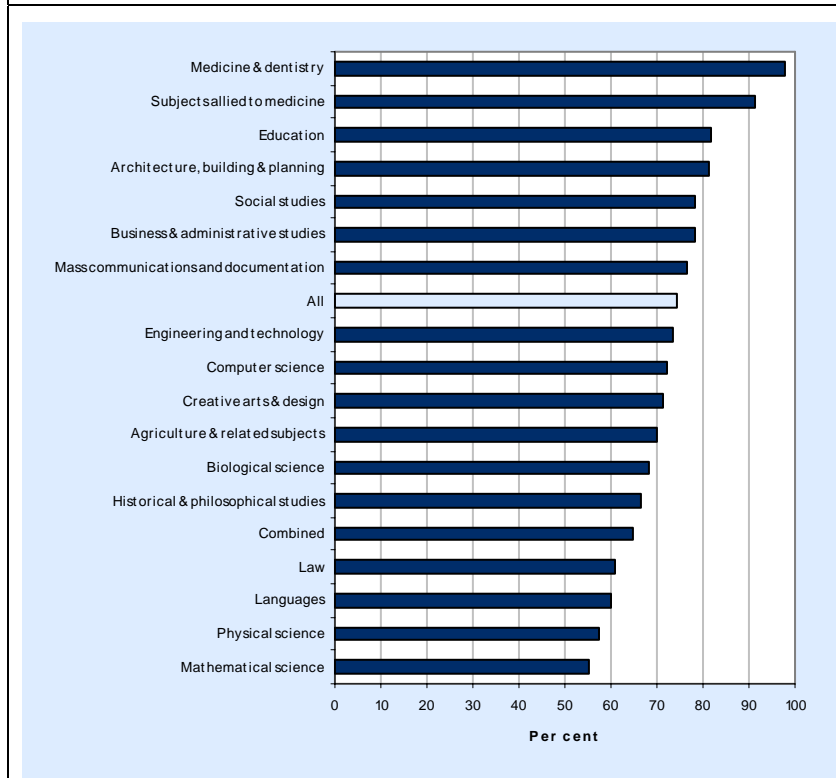


Chart B.2 and Table B.2 focus on the destination of first degree qualifiers by subject of study, the former looking at those in employment, the latter including those engaged in further study or unemployed.

**Chart B.2: Proportion of first degree Welsh qualifiers in employment by subject of study,**

2010/11 

*Medicine and dentistry qualifiers were the most likely to be in employment.*



- Medicine and Dentistry first degree qualifiers were the most likely to be in employment with 98 per cent in some form of employment. Mathematical Science first degree qualifiers were the least likely with 55 per cent in some form of employment, but were the most likely to be entering further study only (33 per cent).

(a) Subject studied information is given in terms of Full Person Equivalents (FPEs), (see Paragraph 3.5 in the Notes section for the definition of FPE). This chart should be viewed in conjunction with Table B.2 below.

**Table B.2: First degree Welsh domiciled first degree qualifiers by subject and activity, 2010/11**

	<b>Work (including work &amp; further study)</b>	<b>%</b>	<b>Further Study</b>	<b>%</b>	<b>Unemployed</b>	<b>%</b>
<b>Highest</b>	Medicine & dentistry	98	Mathematical science	33	Computer science	13
<b>Second highest</b>	Subjects allied to medicine	91	Law	28	Creative arts & design	11
<b>Second lowest</b>	Physical science	57	Subjects allied to medicine	4	Subjects allied to medicine	3
<b>Lowest</b>	Mathematical science	55	Medicine & dentistry	2	Medicine & dentistry	-

Source: HESA

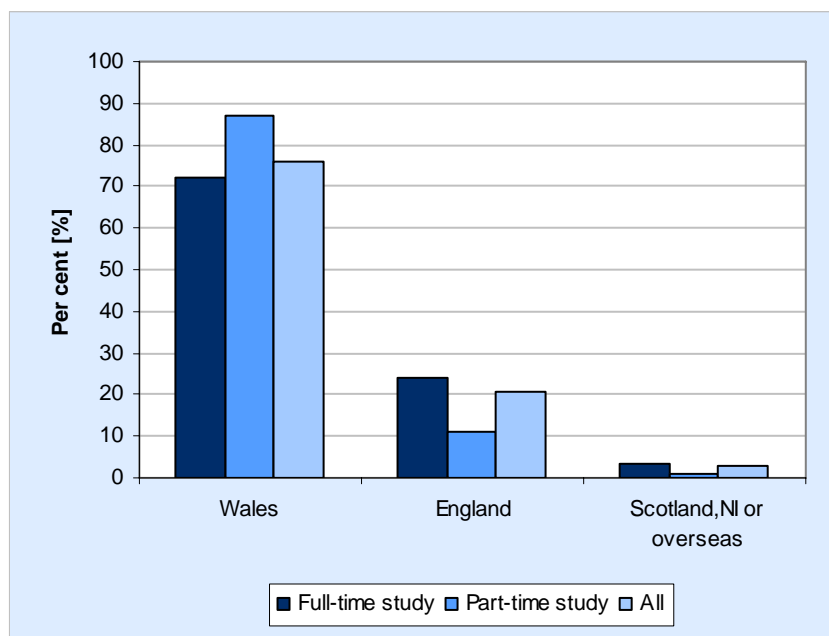
- Qualifiers in Computer Science had the highest level of unemployment amongst Welsh domiciled first degree qualifiers (13 per cent). Qualifiers in Medicine and Dentistry and Subjects Allied to Medicine had the lowest levels of unemployment amongst Welsh domiciled first degree qualifiers (zero and three per cent respectively).

Charts B.3 and B.4 look at where Welsh qualifiers were employed. Chart B.3 looks at country of employment for both full-time and part-time qualifiers, while Chart B.4 focuses on the retention rate of full-time, first degree students finding employment in the region or country where they achieved their qualification. Chart B.5 looks at retention figures of full-time, first degree qualifiers domiciled in Wales for the past five years, selecting for analysis those regions with the most similar retention rates to Wales in 2005/06.



**Chart B.3: Welsh qualifiers by country of employment, 2010/11**

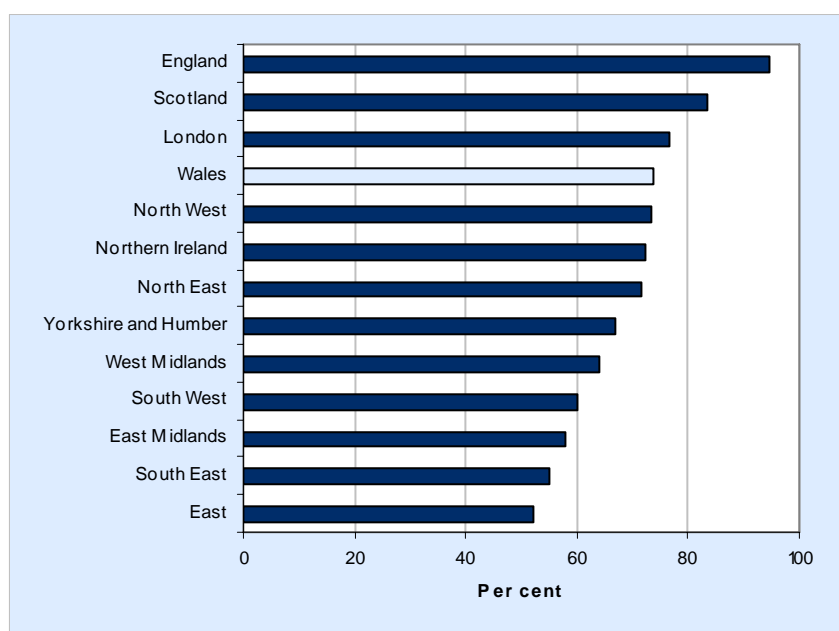
*Part-time qualifiers are more likely to be employed in Wales than full-time qualifiers.*



- 76 per cent of qualifiers who were in work had returned to or remained in Wales for employment, 72 per cent of full-time qualifiers and 87 per cent of part-time qualifiers.
- Of those who did not remain in or return to Wales for employment, England was the main destination of choice (21 per cent) with the London region attracting the largest proportion of qualifiers (5 per cent).
- Between 2005/06 and 2010/11 the proportion of all Welsh domiciled qualifiers who returned to Wales to work has increased from 73 to 76 per cent.

**Chart B.4: Proportion of full-time first degree qualifiers entering employment in region (or country) of original domicile, 2010/11**

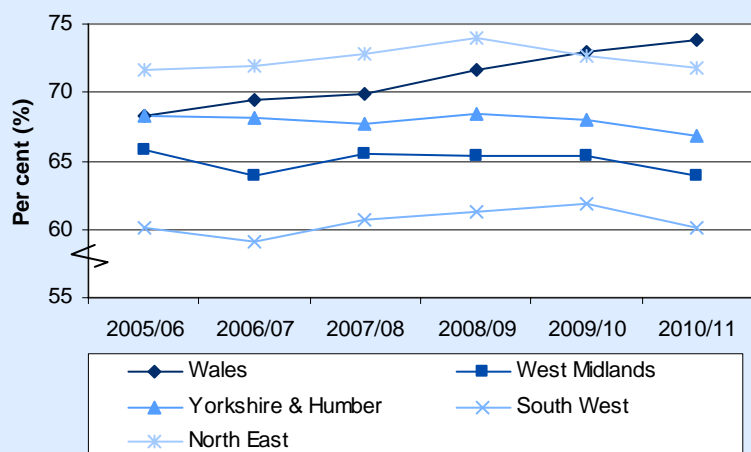
*Wales' retention figure is higher than most English regions, but lower than the retention figure for Scotland.*



- Full-time first degree Welsh domiciled qualifiers were less likely to remain or return to Wales (74 per cent) than the equivalent 'retention' figure for England (95 per cent) and Scotland (83 per cent).
- However, the retention rate in Wales was higher than all English regions except London (77 per cent).

**Chart B.5: Proportion of full-time, first degree qualifiers entering employment in region (or country) of domicile for selected regions**

*Increase in rate of full-time, first degree Welsh qualifiers remaining in Wales to work.*



- Between 2005/06 and 2010/11 the proportion of full-time, first degree Welsh domiciled qualifiers entering employment in Wales increased year on year (from 68 per cent to 74 per cent).
- Wales is the only region of those shown that displays a year on year increase in its retention rate since 2005/06.

Table B.3 looks at the nature of work (permanent or temporary) of Welsh qualifiers who entered full-time paid employment, excluding responses counted as 'Question not answered'.

**Table B.3: Welsh domiciled qualifiers who are in full-time paid employment, 2010/11**



Mode of Study		Permanent	Temporary	Self-employed or other
Full-time	Postgraduate	75	24	2
	First degree	80	18	2
	Other undergraduate	88	10	2
Part-time	Postgraduate	95	4	1
	First degree	96	3	4
	Other undergraduate	96	4	1
All	Postgraduate	83	16	2
	First degree	82	17	2
	Other undergraduate	94	5	1
<b>All levels</b>		<b>84</b>	<b>15</b>	<b>2</b>

Source: HESA

(a) Values represent the percentage of all responses excluding "Question not answered".

(b) Includes permanent contracts, open-ended contracts or fixed-term contract of 12 months or more.

(c) Includes fixed-term contracts of less than 12 months and temporary contracts gained through agencies or otherwise.

- 84 per cent of Welsh qualifiers in full-time work were in permanent employment. The figure for full-time first degree qualifiers was slightly lower at 80 per cent.
- Of those who studied on a full-time basis, other undergraduates were most likely to enter permanent employment (88 per cent) and postgraduate qualifiers the least likely (75 per cent).
- First degree qualifiers were the most likely to be in some form of temporary employment (17 per cent).
- At all levels of qualification, employed qualifiers who undertook part-time study were much more likely to be in permanent employment than those who undertook full-time study.

## Section C – Salary of Qualifiers

This section looks at median salaries of qualifiers. The analysis is limited to UK domiciled first degree qualifiers in full time paid employment based in the UK (including the Channel Isles and Isle of Man). Response rates to questions related to salary tend to be much lower than for other questions on the DLHE survey, therefore **information on salary should be interpreted with caution**. Paragraph 5.2 of the Notes section of this bulletin provides more detailed information on response rates.

Tables C.1 looks at median salaries to the nearest £1,000 by mode of study and gender.

**Table C.1: Median salaries of UK domiciled first degree qualifiers in full-time employment in the UK by mode of study and gender, 2010/11**

Mode of Study		Welsh domicile	Qualifiers from Welsh HEIs	Qualifiers employed in Wales	UK qualifiers
Full-time	Male	18,000	18,000	17,000	20,000
	Female	18,000	18,000	18,000	19,000
	Persons	18,000	18,000	17,000	19,000
Part-time	Male	28,000	29,000	28,000	29,000
	Female	25,000	25,000	24,000	25,000
	Persons	26,000	26,000	26,000	26,000
All	Male	20,000	19,000	18,000	21,000
	Female	19,000	18,000	18,000	19,000
	Persons	19,000	18,000	18,000	20,000

Pounds Sterling

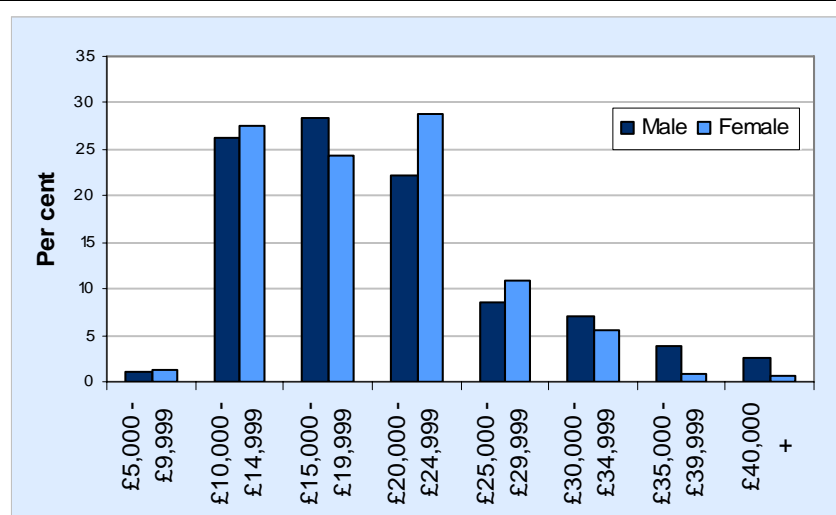
Source: HESA

- While overall, the median salaries of females were similar to males, salaries for female qualifiers from part-time programmes were noticeably lower than those for male qualifiers.
- The median salary for those who qualified at a Welsh institution or those who work in Wales was £2,000 less than the overall UK qualifier figure.

Chart C.1 shows, by gender, the distribution of salaries for qualifiers employed full time in Wales

**Chart C.1: Salary distribution of UK domiciled first degree qualifiers employed in full-time paid work in Wales by gender, 2010/11**

*Higher proportions of males paid salaries greater than £30,000.*



- The majority of both males and females were paid salaries between £10,000 and £24,999 (77 per cent of males and 81 per cent of females).
- 14 per cent of males had salaries of £30,000 or more, compared to seven per cent of females.
- Over 50 per cent of both males and females were paid salaries up to £19,999, while 29 per cent of females earned between £20,000 and £24,999 compared to 22 per cent of males.

Table C.2 adds to the analysis of median salaries included in Table C.1, this time looking at results by Government Office Region or country of employment and basis of occupation or employment.

**Table C.2: Median salaries of UK domiciled first degree qualifiers in full-time employment in the UK, by Government Office Region or country of employment and basis of occupation or employment 2010/11**

*Pounds Sterling*

Location of employment	Permanent work	Temporary work	Managerial or professional occupations	Other occupations	All employed qualifiers
Wales	19,000	15,000	22,000	14,000	21,000
England	21,000	19,000	23,000	15,000	22,000
Scotland	21,000	19,000	22,000	14,000	21,000
Northern Ireland	19,000	18,000	22,000	13,000	20,000
North East	21,000	15,500	22,000	14,000	22,000
North West	19,000	16,000	22,000	14,000	21,000
Yorkshire and the Humber	19,000	16,000	22,000	14,000	21,000
East Midlands	19,000	15,000	22,000	14,000	21,000
West Midlands	20,000	16,000	22,000	14,000	21,000
East	20,000	16,000	22,000	15,000	21,000
London	23,000	18,000	25,000	17,000	25,000
South East	21,000	16,000	22,000	15,000	22,000
South West	19,000	16,000	22,000	14,000	21,000

Source: HESA

(a) Permanent includes permanent contract, open-ended contracts or fixed-term contracts of more than 12 months in length. Does not include "self-employed / freelance" or "other/question not answered".

(b) Temporary includes fixed-term contracts shorter than 12 months in length and those in temporary employment.

(c) Includes managerial and professional and associated professional and technical occupations.

- The median salary of permanent employees working in Wales was £19,000, the same as in Northern Ireland but lower than in both England and Scotland (£21,000). The median salary of temporary workers employed in Wales was considerably lower than that of permanent workers, and also lower than the median salary for temporary work in the majority of English regions
- The median salary of qualifiers employed in managerial and professional occupations in Wales was £22,000, similar to most English regions and lower only than London (£25,000).

**Table D.1: Summary flows to and from Wales (within UK) of full-time undergraduates entering employment only**

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
'Welsh' graduates in Wales	4,030	4,225	4,485	4,690	5,120	5,385
'Welsh' graduates outside Wales	-1,695	-1,660	-1,765	-1,715	-1,725	-1,710
'Non-Welsh' graduates in Wales	1,125	1,260	1,165	1,100	1,180	1,180
Net flow of graduates	-570	-395	-600	-615	-545	-530

Source: HESA

(a) Includes both first degree and other undergraduates qualifiers who are in employment.

- Of those full-time undergraduates who entered employment only, more Welsh domiciled qualifiers gained employment outside Wales than non-Welsh domiciled qualifiers gained employment in Wales. In 2010/11 there was a net outflow of 530 qualifiers.

## **NOTES**

### **1 Context and related publications**

There are two stages to the DLHE survey. The first, often referred to as the Early DLHE survey or EDLHE, is covered by this bulletin and is an annual census of individuals who have completed higher education courses in the UK. It is conducted six months after graduation, and the most recent results for the UK as a whole were published by HESA on 28 June 2012 and are available via the following link: <http://www.hesa.ac.uk/content/view/2514/393/> further dissemination of the data is available at: [http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=1899&Itemid=239](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=1899&Itemid=239)

The second stage, often referred to as the Longitudinal Survey or LDLHE, is a follow-up survey that looks at the destinations of leavers up to three and a half years after they qualified. It is based on a sample of the students who responded to the Early Survey and is biennial (takes place once every two years), the most recent publication, covering students who graduated in 2006/07 being published in September 2011, This can be accessed via the following link:

<http://www.hesa.ac.uk/index.php/content/view/2248/161/>

The Welsh Government published a bulletin in December 2011 based on the latest Longitudinal Survey, but concentrating on students at Welsh HEIs and Welsh domiciled students. This can be downloaded by following the link below:

<http://wales.gov.uk/topics/statistics/headlines/post16education2011/111214/?lang=en>

### **2 Data source**

The **DLHE survey** was introduced by HESA for qualifiers from the 2002/03 academic year onwards. The survey replaced the First Destination Supplement with coverage increased to include part-time students and more detailed questions on the destinations of leavers.

A summary of the DLHE collection process for 2010/11 covering timescales can be found here:

[http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=1674&Itemid=233](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=1674&Itemid=233)

There are also extensive notes on the methodology of the survey here:

[http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=1602&Itemid=233](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=1602&Itemid=233)

### **3 Definitions**

#### **3.1 Coverage**

The **target population** for 2010/11 contains all United Kingdom (UK) and European Union (EU) domiciled students reported to HESA for the reporting period 1 August 2010 to 31 July 2011 as obtaining relevant qualifications and whose study was full-time or part-time (including sandwich students and those writing-up theses). Awards from dormant status are not included in the target population.

Relevant qualifications for inclusion in the DLHE return are postgraduate degrees, postgraduate diplomas and certificates, Postgraduate Certificates in Education (PGCE), first degrees (excludes intercalated degrees), Diplomas of Higher Education (DipHE), Certificates of Higher Education (CertHE), foundation degrees, Higher National Diplomas (HND) or Higher National Certificates (HNC). The population for the DLHE return does not necessarily represent the full cohort graduating during the reporting period; examples of those excluded are professional qualifications (e.g. associate membership or membership of a body such as the Institute of Bankers) and undergraduate diplomas and certificates (other than foundation degrees, HND, DipHE, HNC and CertHE).

The reference dates for this DLHE return were 18 April 2011 (if the leaver obtained the qualification between 1 August 2010 and 31 December 2010) and 9 January 2012 (if the leaver obtained the qualification between 1 January 2011 and 31 July 2011).

### 3.2 Level of study

**Higher education (HE) qualifiers** are those students who qualify from programmes of study for which the level of instruction is above that of level 3 of the National Qualifications Framework, i.e. courses leading to the Advanced Level of the General Certificate of Education (GCE A-levels), the Advanced Level of the Vocational Certificate of Education (VCE A-levels) or the Advanced Higher Grade and Higher Grade of the Scottish Qualifications Authority (SQA) Advanced Highers/Highers).

**Further education (FE) qualifiers** are those students who qualify from programmes of study for which the level of instruction is equal to or below that of level 3 of the National Qualifications Framework, i.e. courses leading to the Advanced Level of the General Certificate of Education (GCE A-levels), the Advanced Level of the Vocational Certificate of Education (VCE A-levels) or the Advanced Higher Grade and Higher Grade of the Scottish Qualifications Authority (SQA Advanced Highers/Highers).

### 3.3 Mode of study

**Full-time** includes full-time and sandwich study, plus those writing-up theses following full-time study.

**Part-time** includes part-time study, full-time study on courses lasting less than 24 weeks, block release or studying during the evenings, plus those writing-up theses following part-time study.

### 3.4 Domicile

This bulletin focuses only on **UK domiciled qualifiers**. UK domiciled students are those whose normal residence prior to entering HE was in the UK, including the Channel Islands and Isle of Man. The DLHE survey also covers EU domiciled students. However, these are not included in this bulletin.

For reasons of clarity in this bulletin, qualifiers who were ordinarily resident in Wales prior to commencing their courses have sometimes been described simply as **Welsh qualifiers**.

### 3.5 Full Person Equivalent

This is a process of apportionment, where each headcount is, where necessary, divided in a way that in broad-brush terms reflects the pattern of the programme split.

For split programmes not involving an initial teaching training (ITT) component, the apportionment algorithm is as follows:

- 50%:50% for a balanced two-way split
- 66.667%: 33.333% for a major/minor two-way split
- 33.333%:33.333%:33.333% for a balanced three-way split

### 3.6 Standard Occupational Classification

In 2003 HESA adopted the new SOC2000 Standard Occupational Classification (which replaced SOC90), for comparability of sector data with other areas of the economy. A variant of the SOC2000 was created for the coding of occupational information collected in the DLHE survey. The classification is termed SOC (DLHE) and details are available on the HESA website:

[http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=575&Itemid=233](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=575&Itemid=233)

### 3.7 Standard Industrial Classification

The Standard Industrial Classification of economic activities (SIC) provides a framework for the collection, tabulation, presentation and analysis of data about economic activities. The present version (SIC(2007)) is aligned with similar classifications in all member states of the European Union and is obligatory in all cases where the UK is required to transmit statistics broken down by economic activity to the European Commission.

Standard industry codes for economic activity are used to describe the relationship between the inputs and outputs of such activity. In cases where multiple activities take place, classification usually relates to the single most important activity. In the case of destination statistics, this will usually be the most

important activity undertaken by an employer (or self-employed person). Economic activities are measured by enquiring into the nature of an employer's (or self-employed person's) business.

### 3.8 HESA employment and study definitions

**Employment only** includes those graduates who reported that they were in full-time paid work (including self-employed/freelance), part-time paid work, voluntary or unpaid work, and who were not also in study, training or research.

**Full-time employment only** includes those who reported that they were in full-time paid work (including self-employed/freelance) and who were not also in study, training or research.

**Combination of work and further study** includes those who reported that they were in full-time paid work (including self-employed/freelance), part-time paid work, voluntary or unpaid work, and who were also in full-time or part-time study, training or research.

**Assumed to be unemployed** includes those students who gave their employment circumstances as unemployed and looking for employment, further study or training, and who were also either in part-time study, training or research or not studying, plus those who were due to start a job within the next month and who were also either in part-time study, training or research or not studying.

**Further study only** includes those who gave their employment circumstances as temporarily sick or unable to work, looking after the home or family, not employed but not looking for employment, further study or training, or something else and who were also either in full-time or part-time study, training or research, plus those who were due to start a job within the next month or unemployed and looking for employment, further study or training and who were also in full-time study, training or research.

## 4 Rounding strategy

The presentation of figures in this Statistical Bulletin follows the principles of the current HESA rounding strategy. The strategy is intended to prevent the disclosure of personal information about any individual. A summary of the strategy is as follows:

- Numbers 0, 1, 2 are rounded to 0 and are represented as '\*'.
- All other numbers are rounded to the nearest 5.

So for example 3 is represented as 5, 22 is represented as 20, 3286 is represented as 3285 while 20, 55 and 3510 remain unchanged.

Total figures are also subject to this rounding methodology; the consequence of which is that the sum of numbers in each row or column may not match the total shown precisely. Percentage changes have been calculated using precise raw numbers.

Percentages less than 0.5 per cent are represented by '-'.

## 5 Key quality information

This section provides a summary of information on this output against five dimensions of quality: Relevance; Accuracy; Timeliness and Punctuality; Accessibility and Clarity; and Comparability. It also covers specific issues relating to the quality of 2010/11 data, and describes the quality management tool applied to this area of work.



## 5.1 Relevance

HESA is the official agency for the collection, analysis and dissemination of quantitative information about higher education. It was set up by agreement between the relevant government departments, the higher education funding councils and the universities and colleges. The primary purpose of the early DLHE data collection is to provide each of the bodies listed above with accurate and comprehensive statistical information regarding the destinations of leavers six months after graduation.

The statistics are used both within and outside the Welsh Government to monitor educational trends and as a baseline for further analysis of the underlying data. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Officials in the Welsh Government;
- Other government departments;
- The Higher Education Funding Council for Wales (HEFCW);
- Higher Education Institutions and representative bodies including institutional career advice;
- Students, researchers, and academics;
- Individual citizens, private companies, and the media;
- Go-Wales and Careers Wales;

These statistics are used in a variety of ways. Some examples of these are:

- contributing to Teaching Quality Information (TQI) visible to prospective students via UNISTATS;
- informing students about potential career paths based on subject of study ;
- to help to understand the migration of graduates into, between and away from administrations

## 5.2 Accuracy

The HESA Student record is collected in respect of all students registered in a reporting institution who follow programmes of study leading to the award of a qualification or institutional credit. The DLHE record supplements the Student record in so far as it is linked to it and collects information about what those completing their HE experience go on to do. The specification for the DLHE target population for 2010/11 is covered on the HESA website at:

[http://www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=1957&Itemid=233](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=1957&Itemid=233)

The DLHE survey is undertaken by institutions, collecting data on students within the DLHE target population six months after completion of their course. HESA sets response rates for the survey, specifically;

- 80% for UK-domiciled leavers who previously studied full-time;
- 70% for UK-domiciled students who previously studied part-time;
- 50% for all other EU students;
- 80% for Research Council funded students.

In 2010/11, responses were obtained from 18,935 Welsh qualifiers (including explicit refusals) out of a possible 23,750; a response rate of 80 per cent. 20,965 qualifiers from Welsh HEIs responded (including explicit refusals) out of a possible 26,400; a response rate of 79 per cent. Excluding explicit refusals, known destinations were obtained for 77 per cent of Welsh qualifiers and 77 per cent of qualifiers from Welsh HEIs. Response rates were one per cent lower in each category than in 2009/10.

**Table N.1: Response rates, Early Destination of Leavers from Higher Education, 2010/11**

	<i>Number</i>			<i>Percentage</i>	
	<b>Target population</b>	<b>Total responses</b>	<b>Response rate</b>	<b>Valid response rate</b>	
Welsh domiciled students					
Full-time	18,170	14,685	81	78	
Part-time	5,580	4,250	76	72	
Persons	23,750	18,935	80	77	
Students from Welsh HEIs					
Full-time	21,305	17,135	80	78	
Part-time	5,095	3,835	75	72	
Persons	26,400	20,965	79	77	

Source: HESA

(a) The response rate includes those who explicitly declined to provide information but excludes those whose response were insufficiently complete to be valid or were rejected through failing any other test of validity.

(b) The valid response rate provides a measure of the percentage of qualifiers with known destinations.

(c) Due to rounding, constituent parts may not add up to the independently rounded total.

All graduates are initially contacted via a mailed questionnaire. An optional second mailing and a telephone survey follow up the initial mailing. Responses to the telephone survey are accepted from a third party as long as responses to the minimum core questions are obtained. The table below presents the method of response for valid responses for Welsh qualifiers and UK qualifiers from Welsh HEIs in 2010/11. There has continued to be an increase in the proportion of respondents answering by electronic methods and a small overall increase in the number of responses compared to 2009/10.

**Table N.2: Method of response for valid responses by mode and method of response, 2010/11**

	<i>Percentage</i>				
	<b>Paper Questionnaire</b>	<b>Telephone (graduate)</b>	<b>Telephone (third party)</b>	<b>Electronic reply (email/web)</b>	<b>Other</b>
Welsh domiciled students					
Full-time	22	44	15	15	4
Part-time	25	48	8	17	1
Person (b)	23	45	13	16	3
Students from Welsh HEIs					
Full-time	24	40	16	16	4
Part-time	27	48	9	15	2
Person (b)	25	41	14	16	4

Source: HESA

(a) 'Other' includes own institution's students record, other or death.

Salary information is collected to the nearest £1,000. The percentage of qualifiers (employed full-time,) providing salary information is given below.

**Table N3: Percentage of qualifiers providing salary information, 2010/11**

		<i>Percentage</i>	
<b>First Degree qualifiers</b>		<b>Qualifiers employed in Wales</b>	
Welsh qualifiers	62	Other undergraduates	55
Qualifiers from Welsh HEIs	58	First degree	60
Qualifiers employed in Wales	60	Postgraduate	65
All UK Domiciled qualifiers	70	All qualifiers	60

Source: HESA

(a) Percentages are based on qualifiers in full-time paid work.

### 5.3 Timeliness and punctuality

HESA collected data for the 2010/11 DLHE survey between April and May 2011 (April survey, for those completing their courses between 1 August 2010 and 31 December 2010) and January and March 2012 (January survey, for those completing their course between 1 January and 31 July 2011). They produced their own publication covering leavers from institutions across the whole of the UK in July 2012; publication of this bulletin, covering Welsh domiciled leavers and leavers from institutions in Wales, was postponed from September 2012 to October 2012 due to a temporary lack of staff resource.

### 5.4 Accessibility and clarity

This statistical bulletin is pre-announced and then published on the Statistics section of the Welsh Government website. It is accompanied by more detailed tables on StatsWales, a free to use service that allows visitors to view, manipulate, create and download data.

### 5.5 Comparability

The Department for Employment and Learning, Northern Ireland (DELNI) also produces a detailed DLHE bulletin which was last published on 31 August 2012 and can be viewed by following this link: <http://www.delni.gov.uk/index/publications/r-and-s-stats/he-destinations-of-leavers/destinations-of-leavers-from-uk-he-inst-ni-analysis-10-11.htm>

The Scottish Government do not produce a bulletin, but do publish tables and summary spreadsheets in a Statistical Publication Notice (SPN) which was last published on 27 September 2011 and can be found here: <http://www.scotland.gov.uk/Publications/2011/09/22114051/0>

The UK Department for Business, Innovation and Skills (BIS) do not release a DLHE bulletin, but do produce a summary Statistical First Release (SFR). A link to the 2010/11 SFR can be found here: <http://stats.bis.gov.uk/UKSA/he/sa20110630.htm>

### 5.6 Quality management

The Statistical Directorate within WG have published a Statistical Quality Management Strategy, which describes our strategic objectives for quality and how we implement them. It also covers our commitment to ensure that our statistics are fit for purpose, use appropriate processes and transparent methods and that the factual and presentational quality meets the requirement of our users. The full strategy can be found via the following link:

<http://wales.gov.uk/topics/statistics/about/compliance/statisticsquality/?lang=en>

### STATS WALES

Tables associated with this bulletin containing a greater amount of detail are available on the Welsh Government's interactive data dissemination service StatsWales ([www.statswales.gov.uk](http://www.statswales.gov.uk)). In addition to mode and level, these tables also enable destination analysis by other factors including occupation, industry, gender and duration of employment.