

NIFU

Nordic Institute for Studies in
Innovation, Research and Education



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Employability of HE graduates in a welfare state economy

Results from the Norwegian Graduate Survey

Presentation at EXLIMA conference, Bali

Topics

- Snapshots of NIFU graduate survey 2011
 - Main activity 6 months after graduation
 - Unemployment rate
 - Over-Education (skills mismatch)
 - Underemployment
 - Relevant, full time employment
 - Success factors in transition from HE to work
- Development over time

NIFUs Graduate survey

- 2011 survey «regular» surveys conducted 6 months after graduation
- Sample presented here includes only graduates with a master's degree
- Covers most HEIs and the vast majority of master graduates in Norway
- Adresses obtained from HEIs
- Response rate 2011: 54% master graduates

Some facts about Norway

- Population: 5 million
- Prosperous welfare state society – the Nordic model
- Generous universal public support schemes
- About 50% of the youth cohorts enter higher education
- Bologna structure in HE implemented (3+2+2)

Results

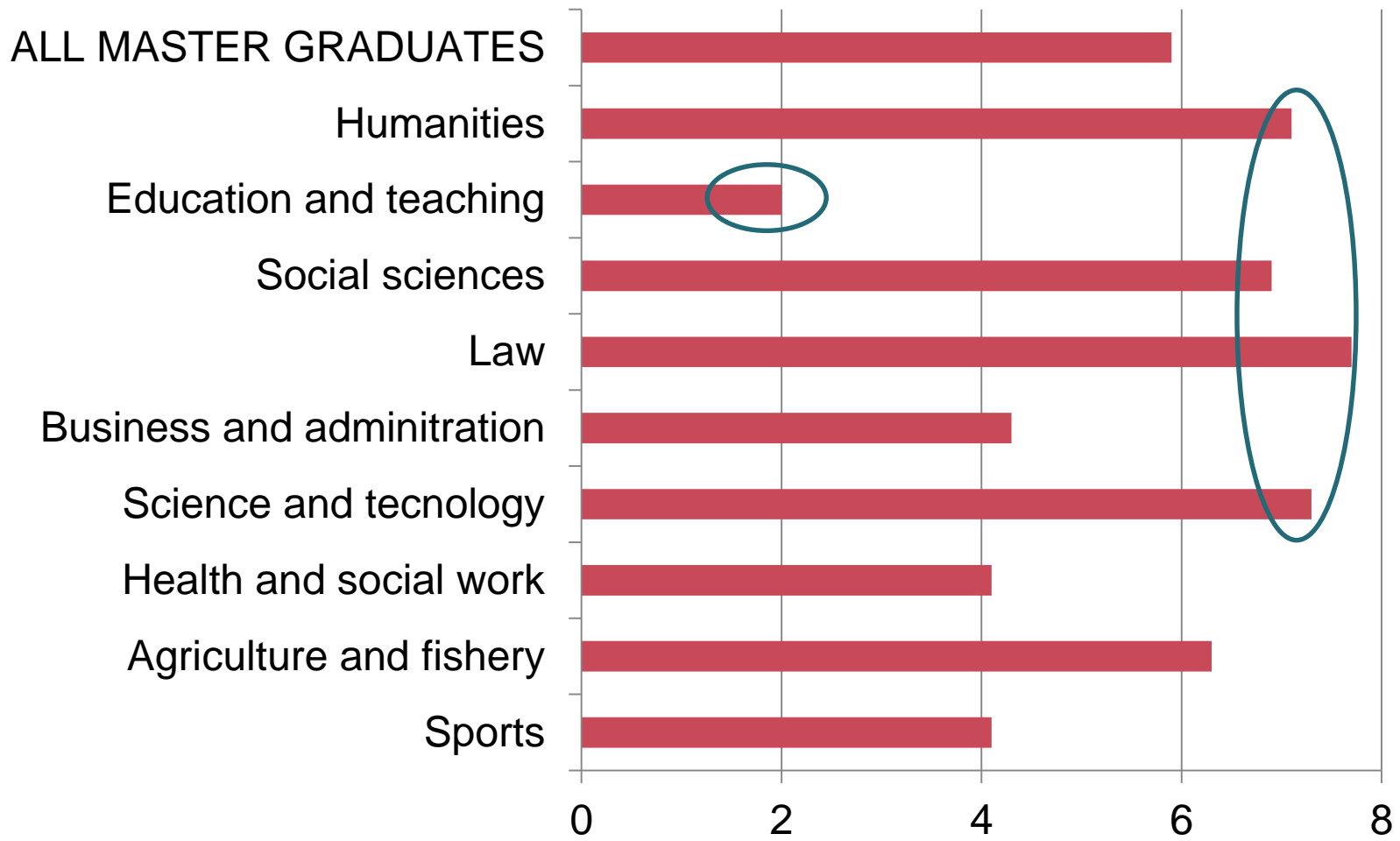
Background variables & prior experiences

- Mean age of graduates: 29 years
- Proportion of women: 55%
- Married/cohabitant: 58 %
- Have children: 22 %
- Immigrant background 10%
- Study sojourn abroad (1 semester or more) 23%
- Relevant working experience prior to graduation: 60%

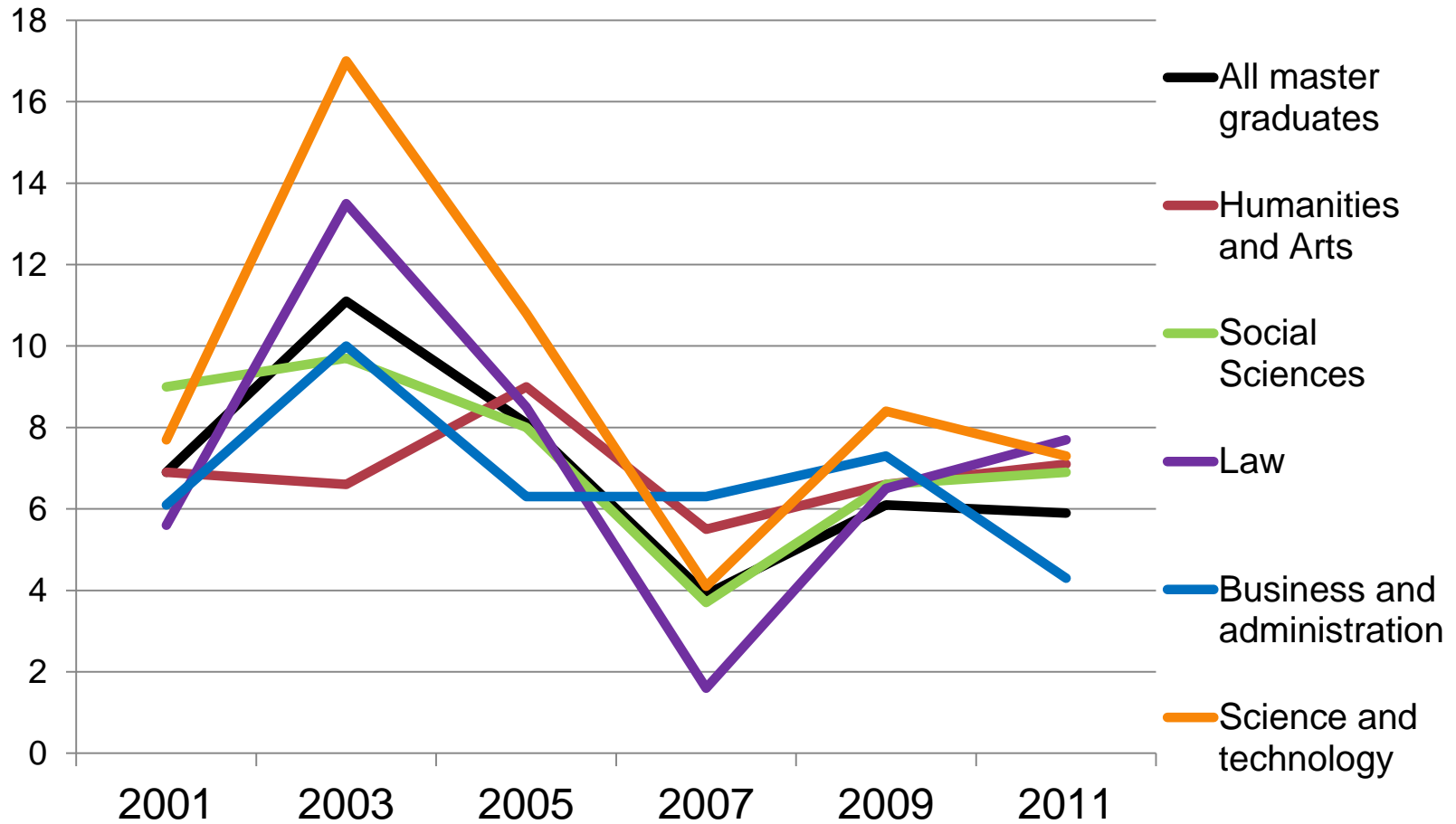
Main activity 6 months after graduation

	All N=2211	Women N=1346	Men N=865
Employed	81.7	81.3	82.3
Student	5.6	6	4.9
Unpaid domestic work	1.3	1.7	0.7
Military service	0.1	0.1	0.1
Unemployed	8.3	7.4	9.6
Other	3.1	6.3	6.4
	100	100	100

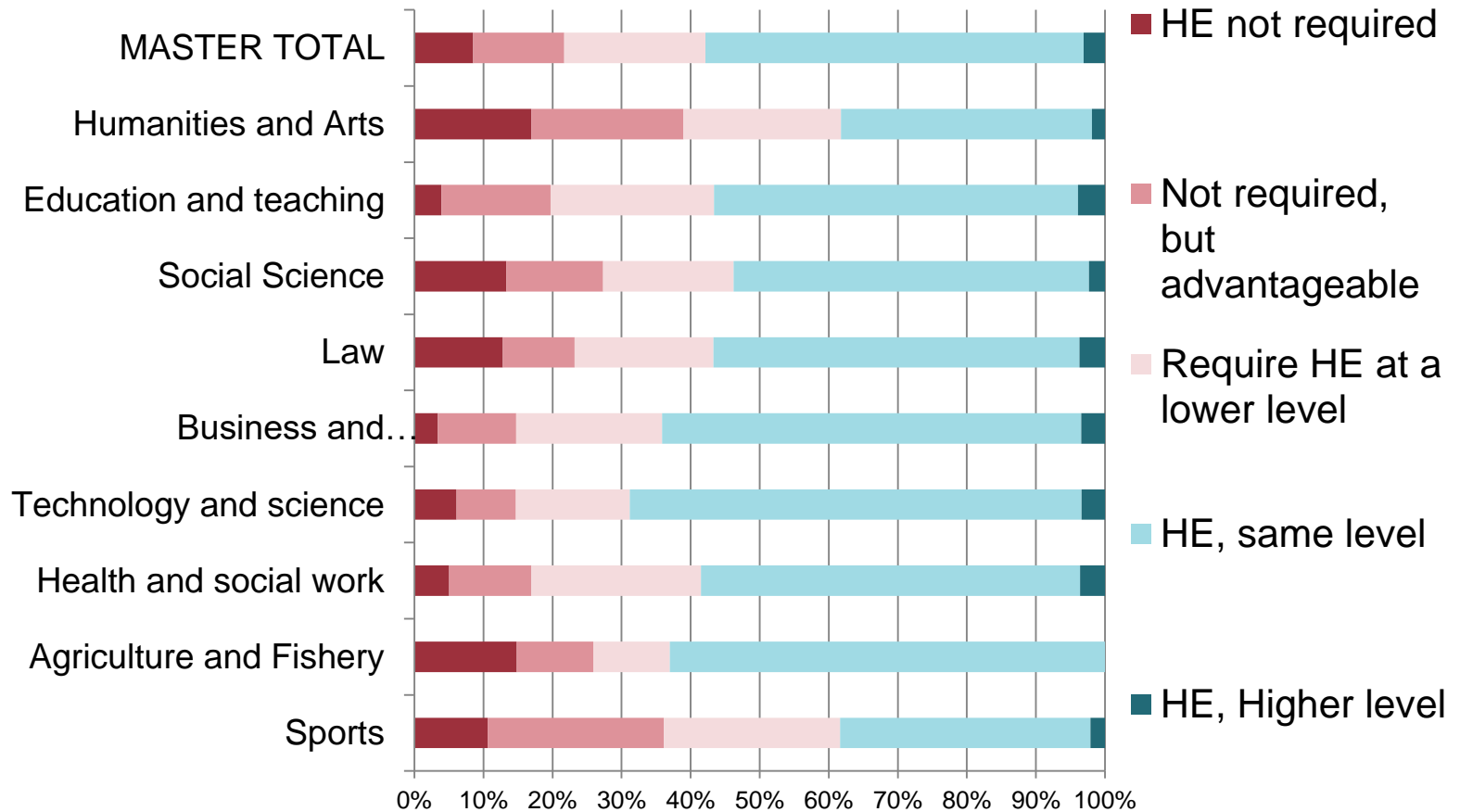
Unemployment rate 6 months after graduation calculated from the work force



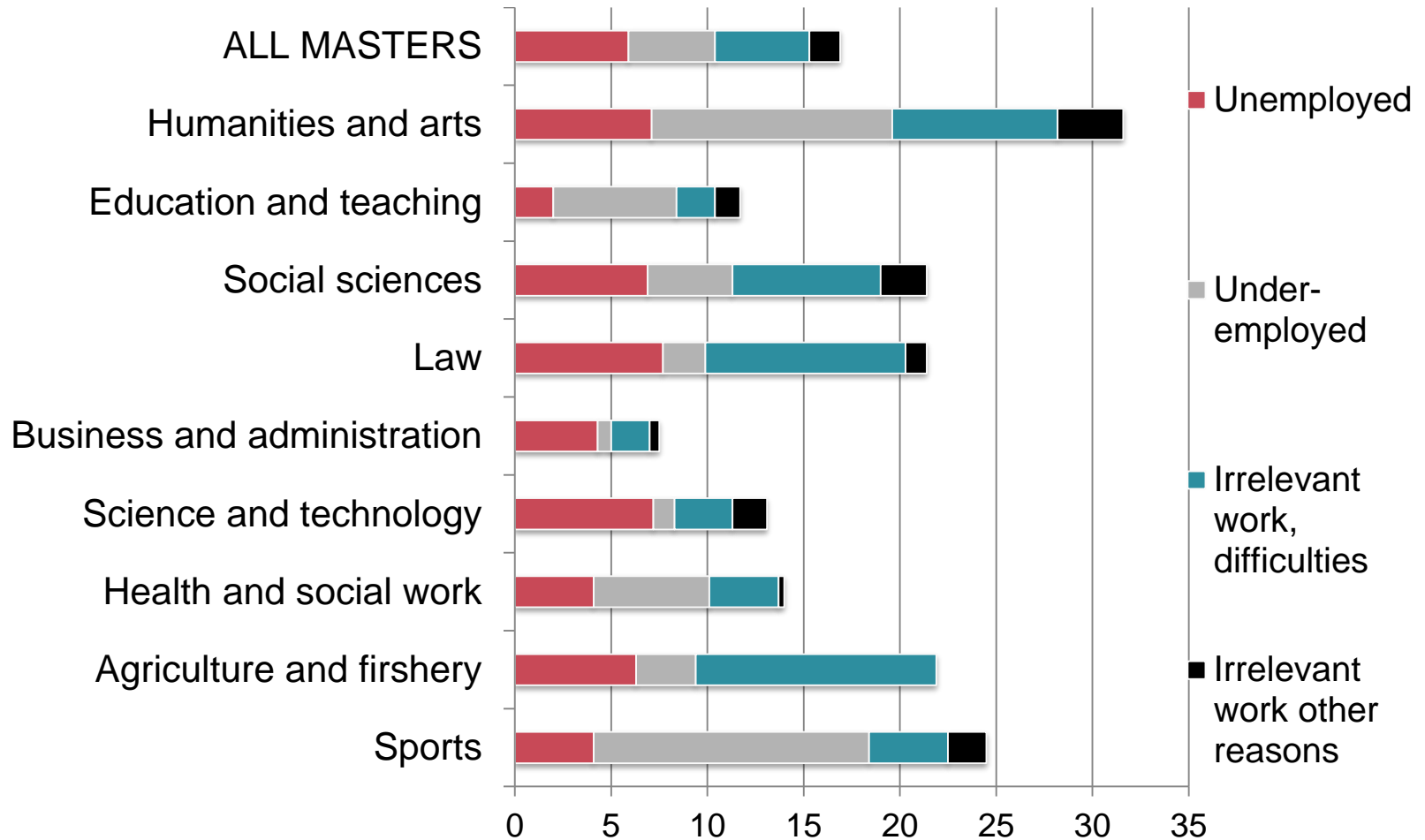
Unemployment rates 6 months after graduation 2001-1011.



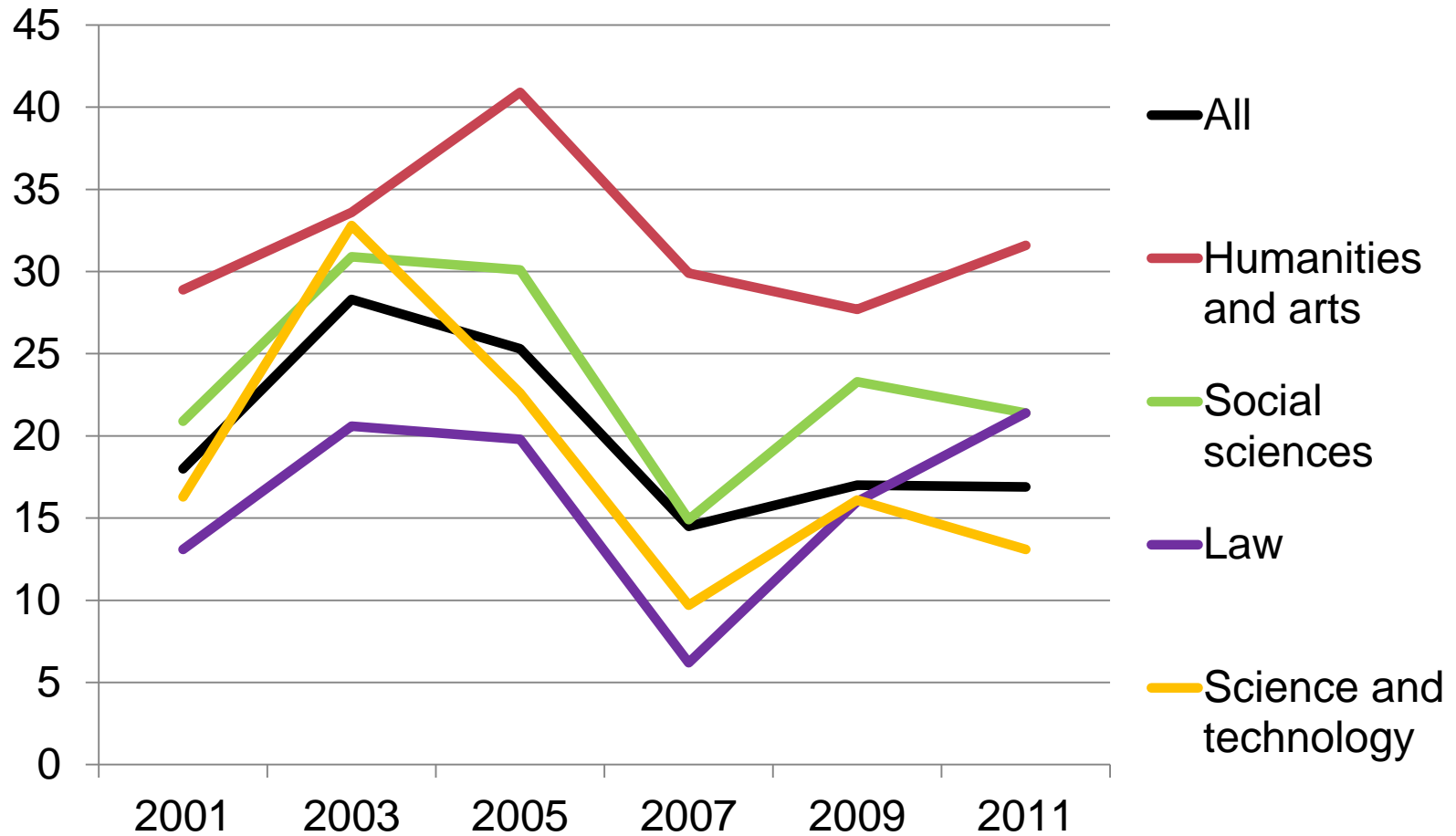
Over-Education 6 months after graduation



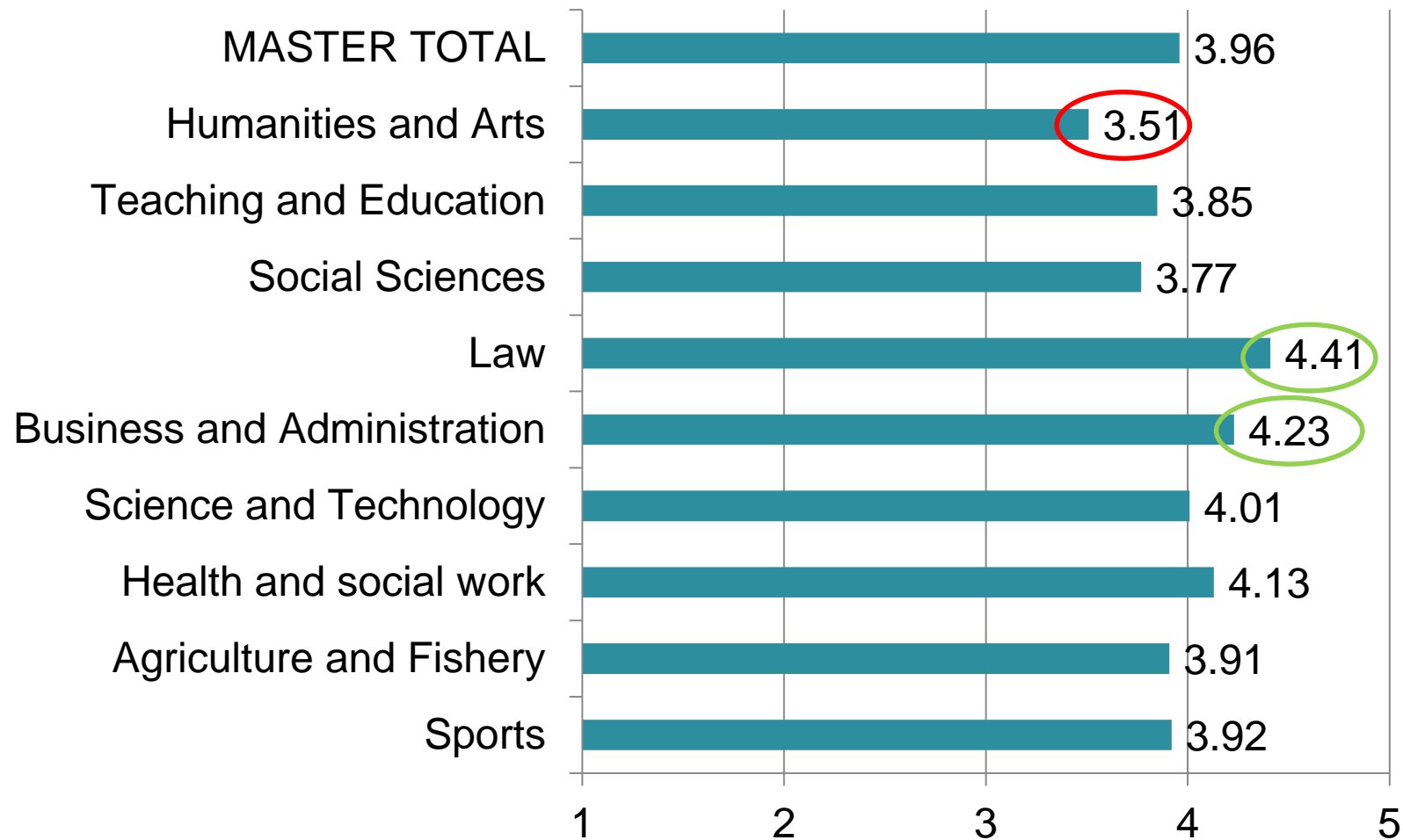
Mismatch: suboptimal adaptation



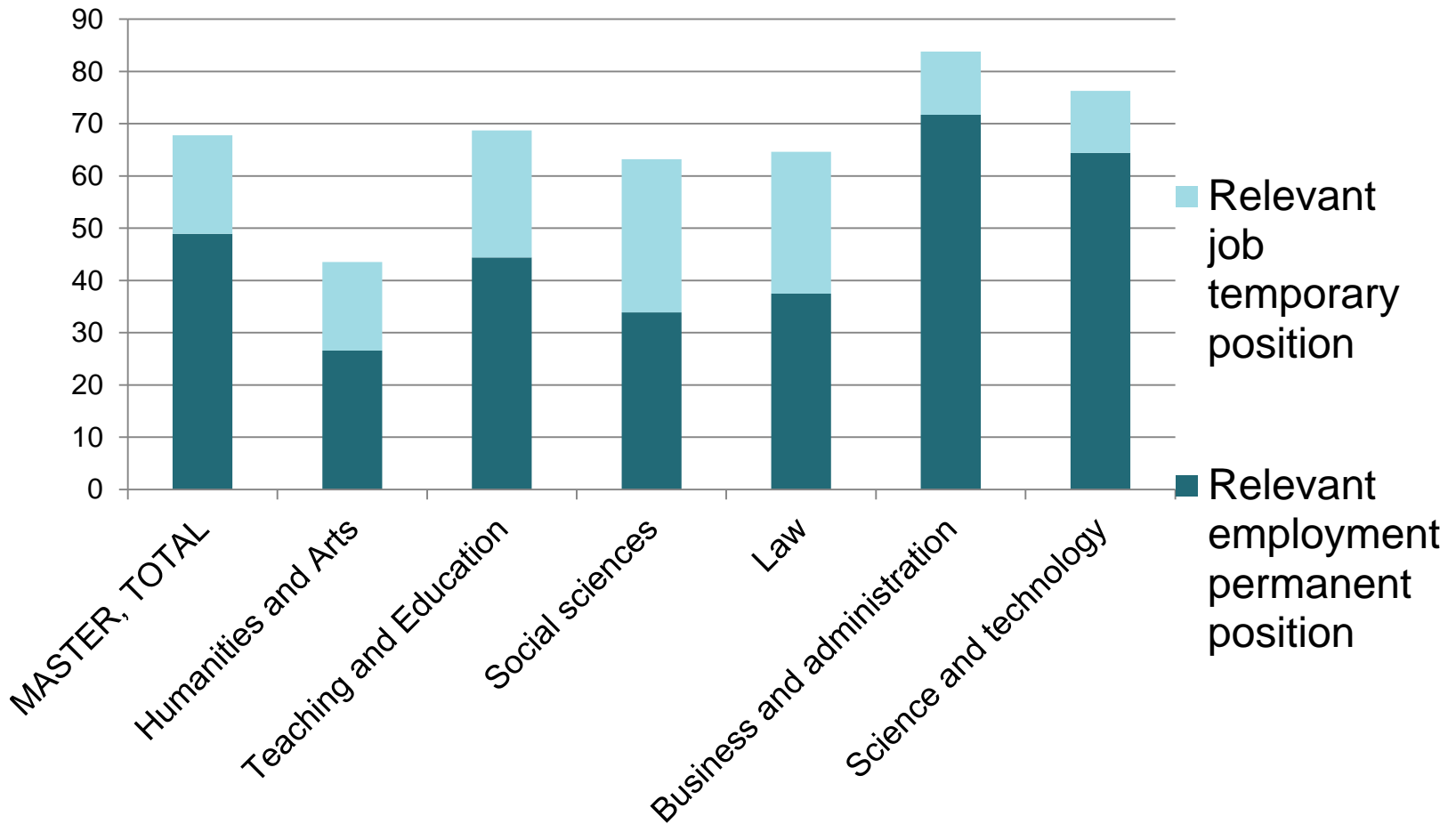
Suboptimal adaptation 2001 – 2011. Selected study programmes



Satisfaction with job relevance of study programme



Proportion of master graduates in relevant full time employment



Factors influencing the probability of having relevant full time employment

Positive effect

- Degree in Science and technology or Business and administration
- Grade A
- Relevant previous working experience
- Being married
- Satisfaction with study programme
- Satisfaction with job relevance of study programme

Negative effect

- Degree in humanities
- Low grades (CDE)
- Being female
- Having children
- Immigrant background
- Satisfaction with HEI

Conclusion

- High employment rates 6 months after graduation, more than 8 out of 10 are employed
- 2 out of 3 graduates have full time, relevant employment
- Unemployment rates fluctuates less for graduates in Humanities and arts and Social Sciences than others
- Graduates in Humanities and arts are more likely to experience other forms of suboptimal transitions; like underemployment and skills mismatch
- Graduates in Business and administration and Technology and science are the most successful groups regarding relevant jobs and permanent job contracts
- Gender, grades and previous relevant working experience are among other factors influencing successful labour market transitions

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