

## CONFERENCE

# “EVIDENCE BASED POLICY AND HIGHER EDUCATION: PROGRESS, PITFALLS AND PROMISE“

Erasmus+ Project:

“ **M**ONITORING **T**RENDS IN **V**IETNAMESE GRADUATES **E**MPLOYMENT ”

## MOTIVE

[www.motive-euproject.net](http://www.motive-euproject.net)

ACADEMY OF JOURNALISM AND COMMUNICATION

31 October - 3 November 2022

Hanoi, Viet Nam

## ❖ **What** *AlmaLaurea* is

- *Aims and beneficiaries*
- *An integrated system*
- *Graduates' profile*
- *Graduates' employment status*

## ❖ *Employment status: 2021's survey at 1 and 5 years*

## ❖ *Chapter: "Analysing the gap between job satisfaction and perceived career perspectives among young graduates"*

To be published in the book *"Young people's career thoughts and wellbeing. An enquiry across national educational systems based on longitudinal data"*

*Editors:*

Dr Elizabeth Knight, Victoria University, Melbourne

Dr Belgin Okay-Somerville, University of Glasgow

*Publisher:*

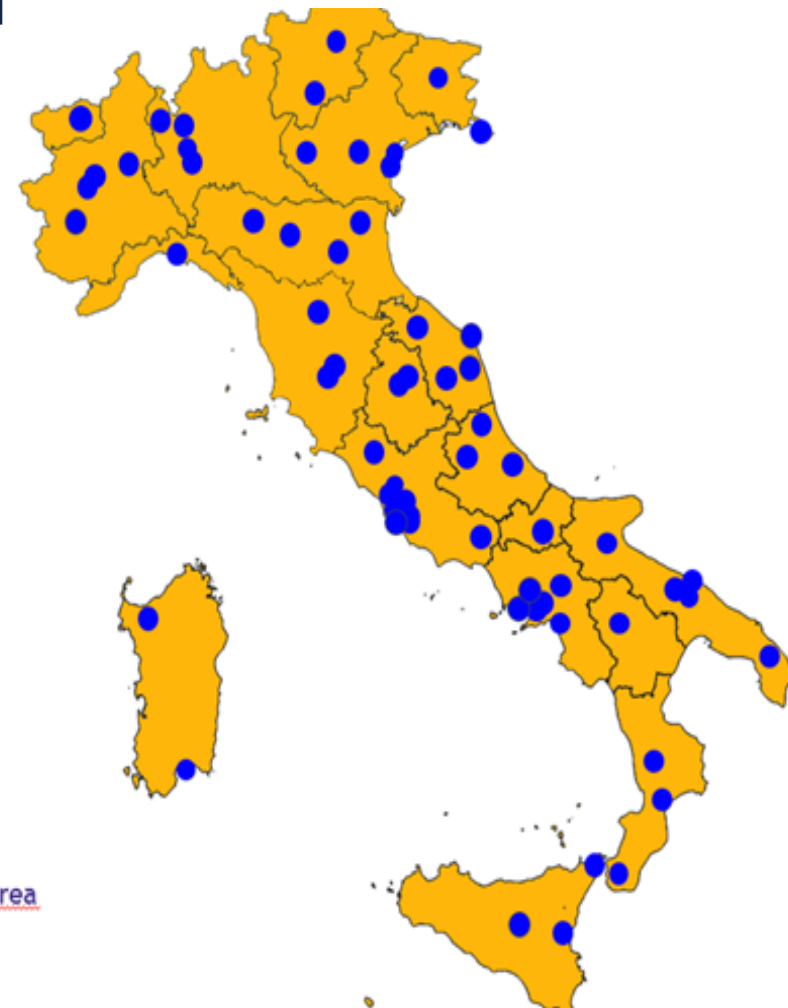
Palgrave

# What AlmaLaurea is: the member Universities

AlmaLaurea is an Inter-university Consortium, founded in Italy in 1994, at the University of Bologna.

It is a *bottom up* initiative which involves, nowadays, 80 Universities and about **90% of graduates in Italy**

Since 2015 AlmaLaurea is in the SISTAN system, the network of units that can provide official statistical information in Italy



The AlmaLaurea model is based on three pillars:

1. an **annual survey** (census survey) on the **graduates' profile**  
*(internal effectiveness of the HEIs)*
2. an **annual survey** (census survey) on the **graduates' employment status**  
at 1, 3 and 5 years after graduation  
*(external effectiveness of the HEIs)*
3. an **online database** (about 3 milion CVs)

AlmaLaurea supplies **services to companies and firms**: online based recruitment services, ad hoc human capital selection, employer branding



# An integrated system: data collection methods (inputs and outputs)

Graduates'



92%  
at graduation

Questionnaire  
CVs

400,000  
every year



CVs for  
enterprises



Universities'  
administrative data

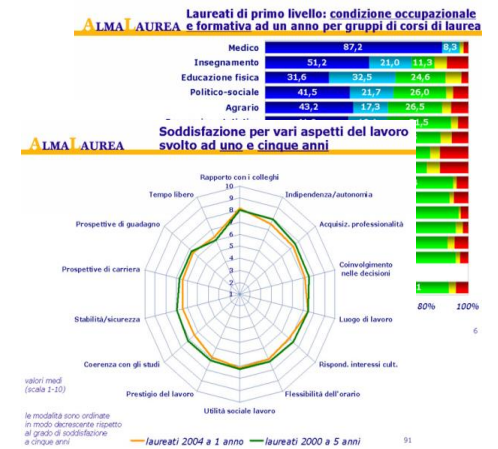
Certification

100%

INTERNATIONAL  
**International projects**  
We promote cooperation initiatives between university institutions, university ministries and private sector actors to support the development of a knowledge-based society.  
Find out more →

Since **1994** **80** universities **3.550.000** CV **1,160,000** CV

1, 3 and 5 years  
at graduation



Statistics for  
Quality Assurance

# Graduates' profile



- Graduates' census survey
- All AlmaLaurea member universities



- Continuous survey
- Web interviews (CAWI)
- At the end of the course of study



## Report 2021

- 300,000 graduates in 2021
- 77 Universities

# Graduates' employment status



- Graduates' census survey\*
- All AlmaLaurea member universities



- Two reference period each year
- Computer-Assisted Web Interviewing (CAWI) and Computer-Assisted Telephone Interviewing (CATI)
- At 1, 3 and 5 years from graduation



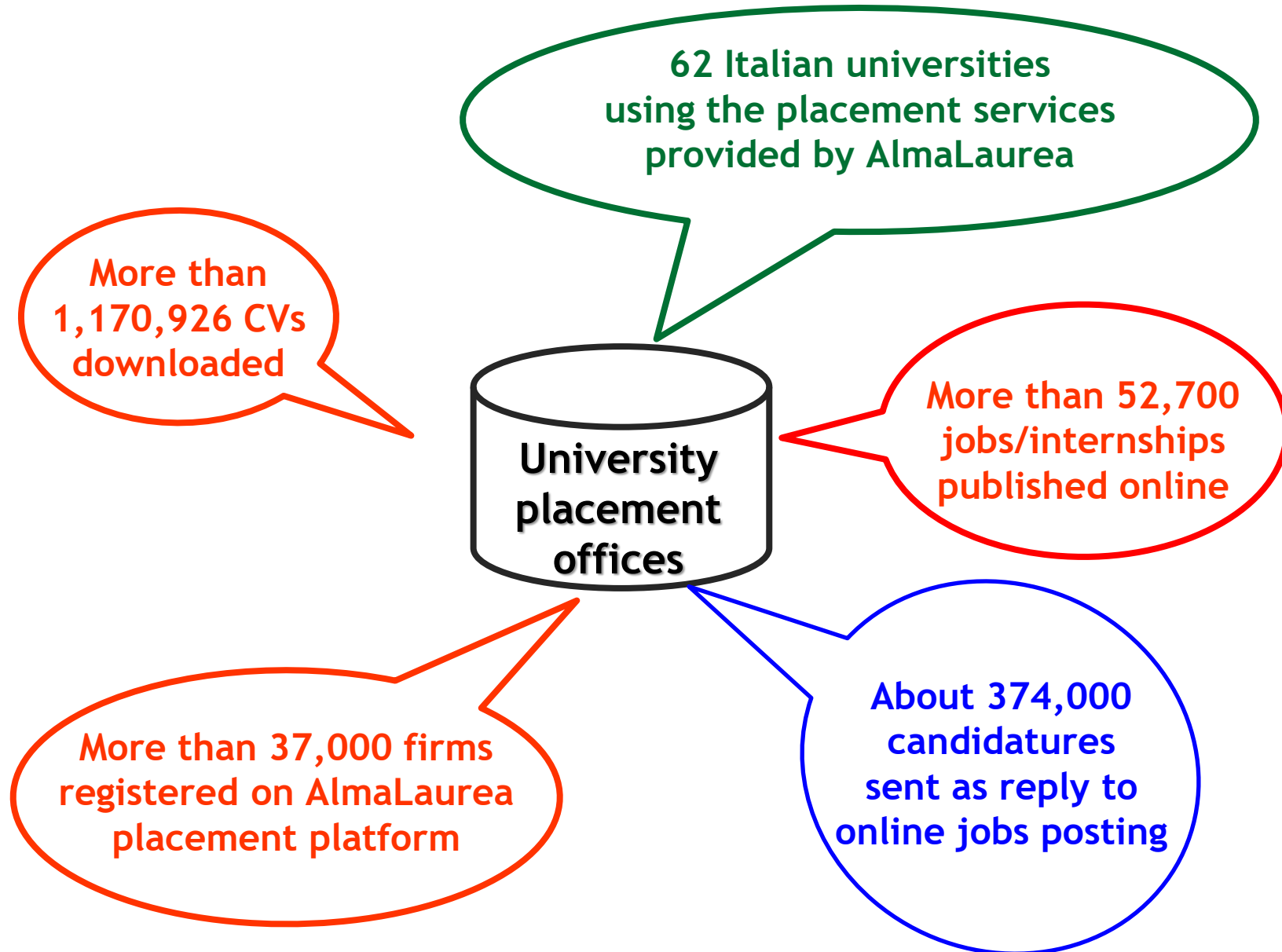
## Report 2021

- 660,000 graduates of 2020, 2018, 2016
- 76 Universities



# AlmaLaurea placement services in numbers (reference year 2021)

- universities
- firms
- students







# AlmaLaurea Graduates Employment Status

**2021 Survey at 1 and 5 year from graduation in Italy**

# 2021 Graduates employment status - survey results



69% of graduates decide to pursue their academic path towards second level degree (masters)



2021 shows an improvement of employment status, notably for new graduates after the outbreak of Covid-19



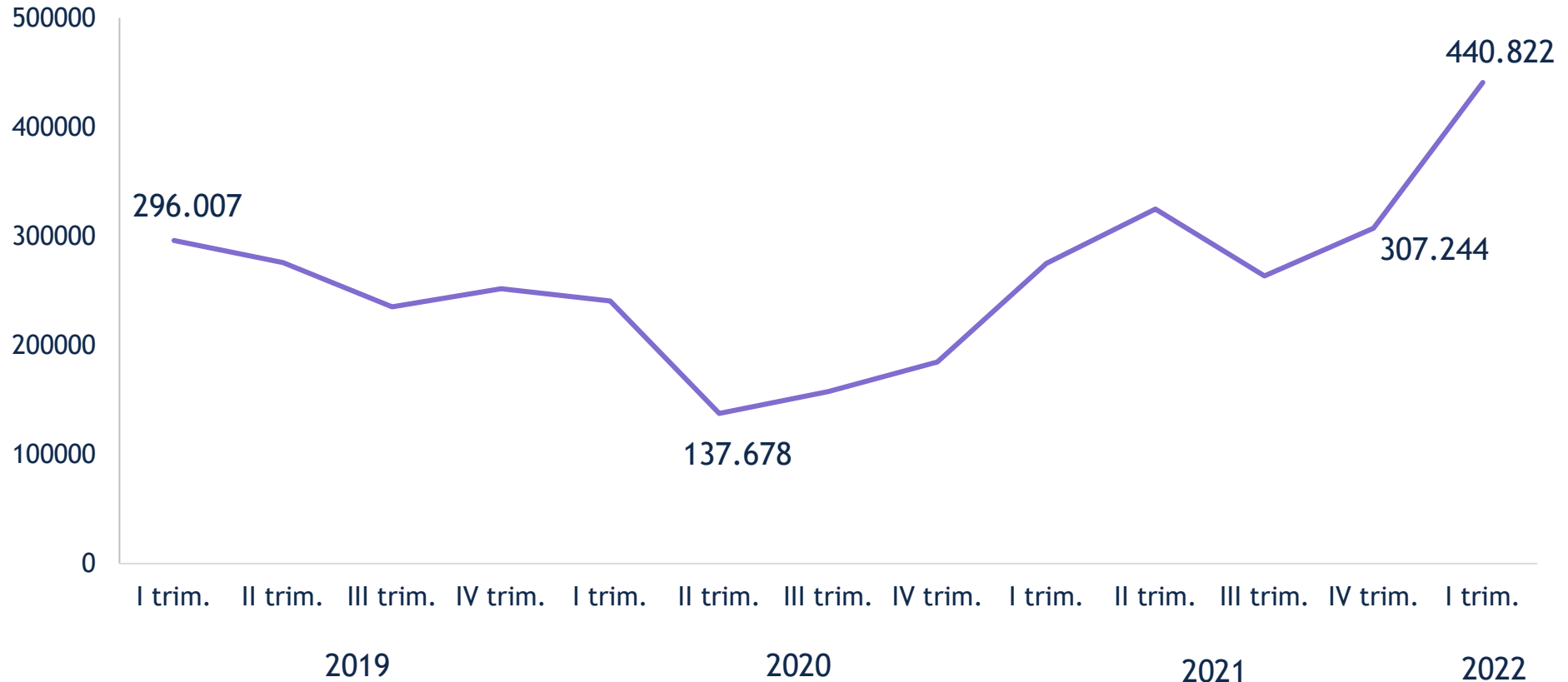
The future: unclear - we should wait a few more months for a better assessment of the labour market



**IT IS CONVENIENT TO HAVE A DEGREE!**  
Graduates are more employable and their earnings are higher than non-graduates' ones



# Covid-19 period: the demand for graduates

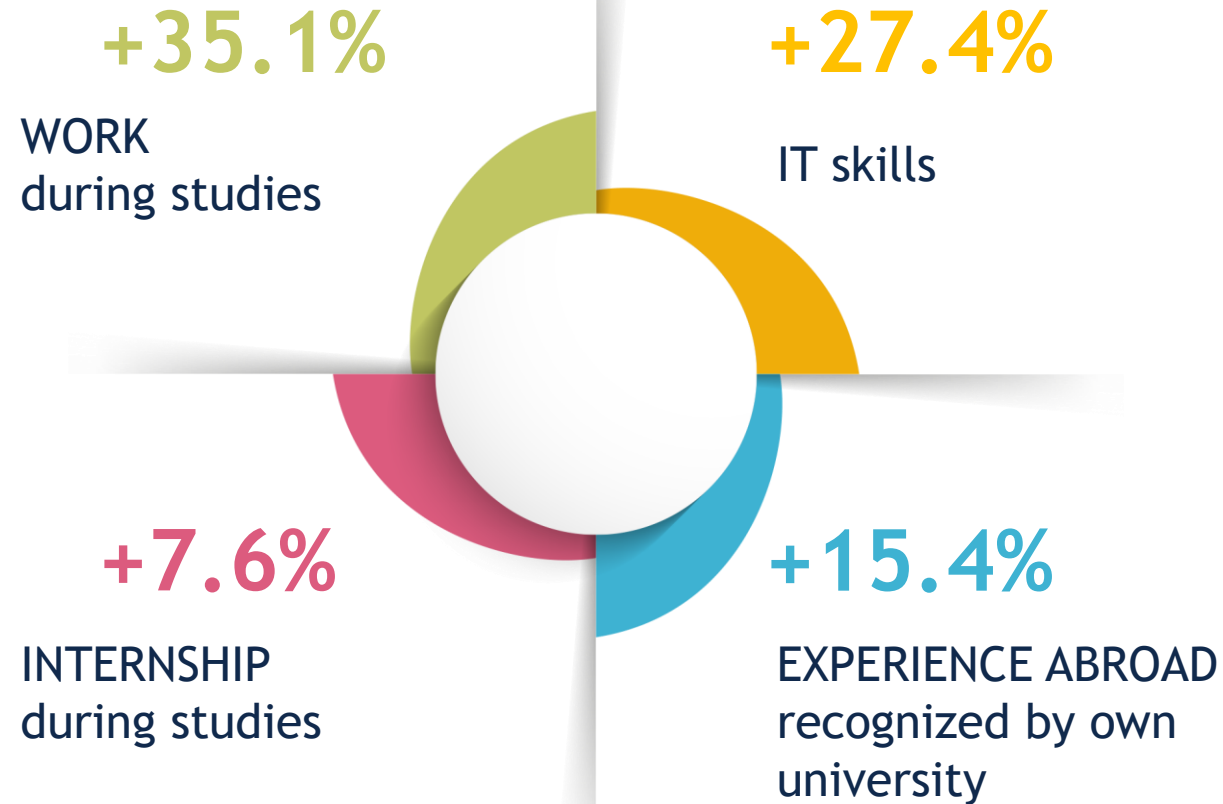


The trend of CVs downloaded from AlmaLaurea database shows, after the 2020 negative trend, not only a recovering, but an **increase of demand from companies!**



# Factors that increase the probability to be employed (other factors being equal)

2020  
GRADUATES  
AT 1 YEAR  
SINCE  
GRADUATION

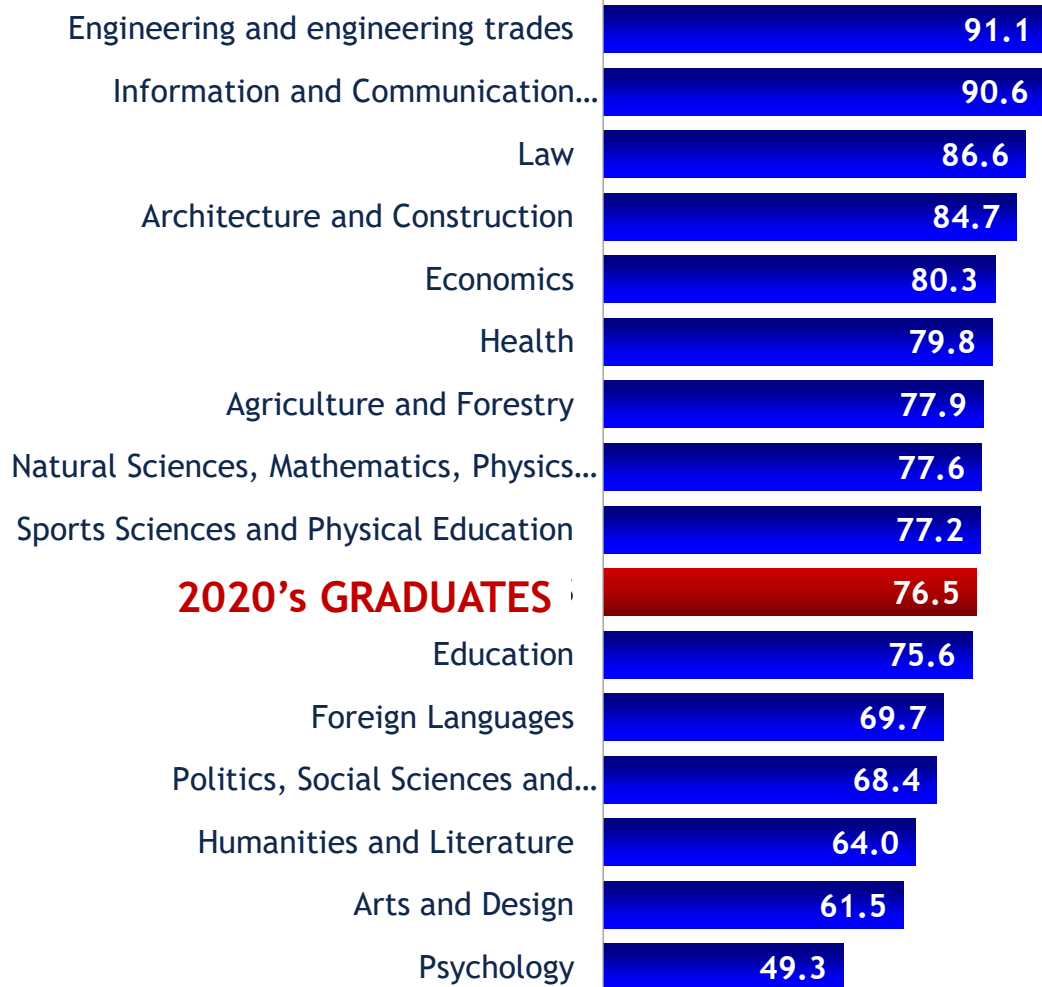




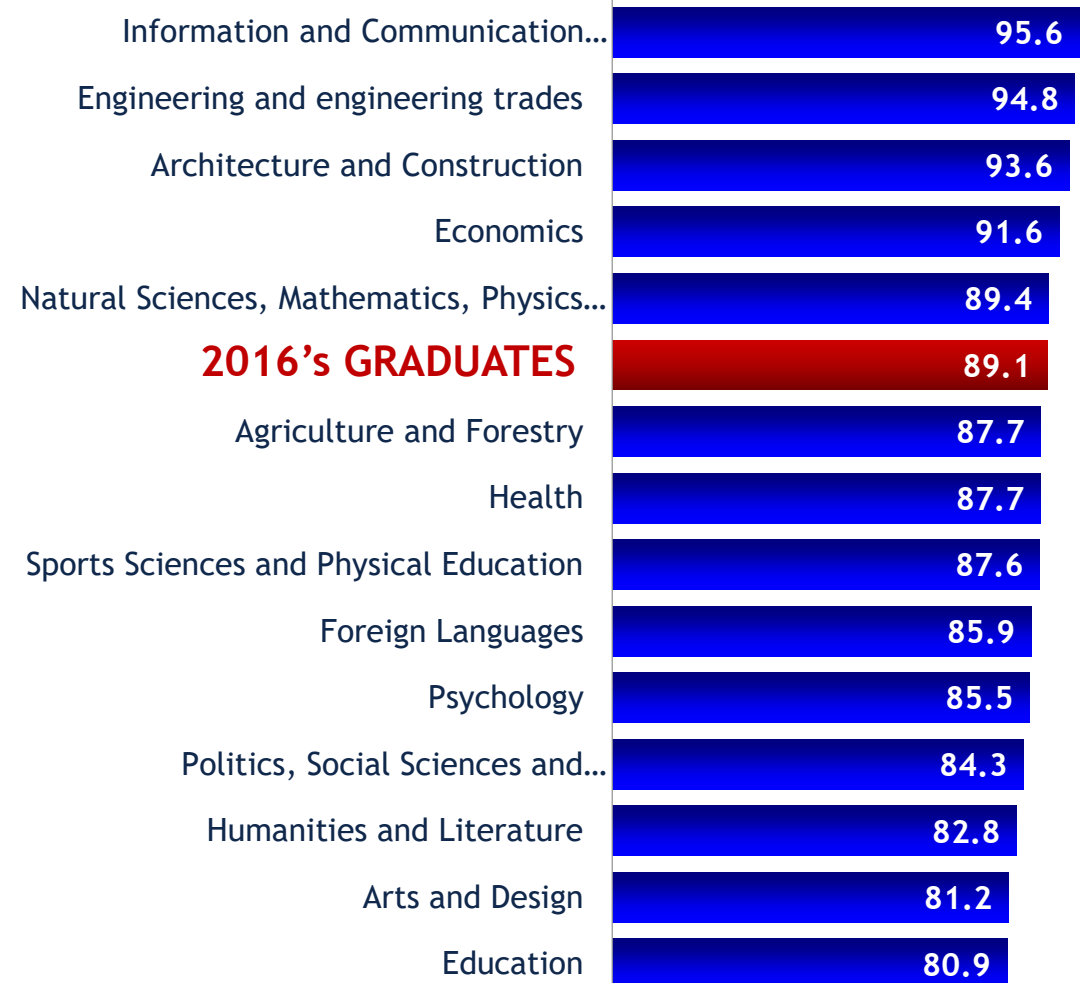
# Employment rate by field of study

2020 AND  
2016  
SECOND  
LEVEL  
GRADUATES

## At 1 year



## At 5 years



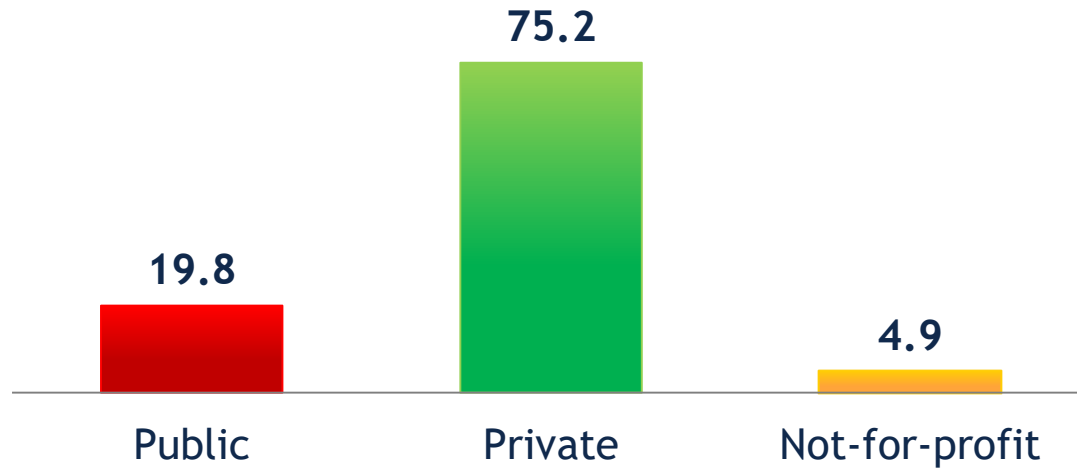
% value



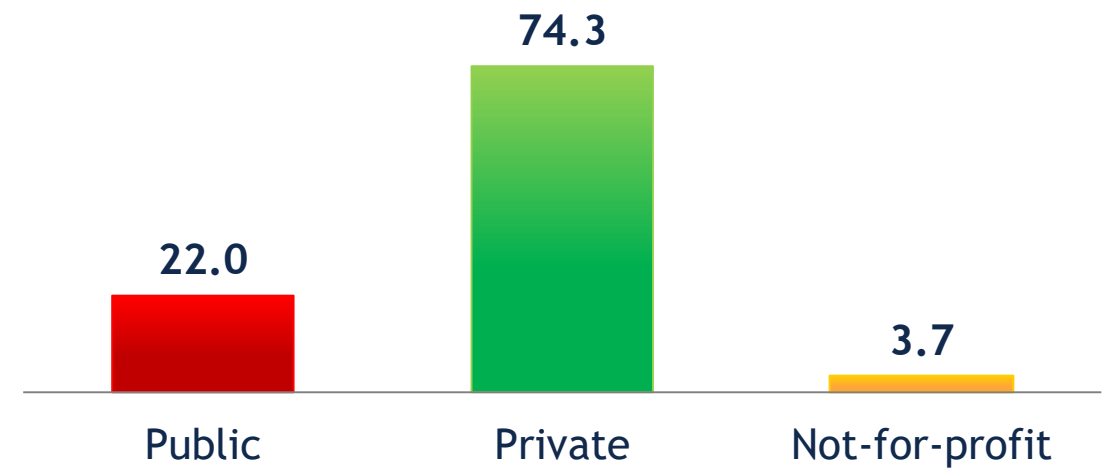
# Types of organisations

2020 AND  
2016  
SECOND  
LEVEL  
GRADUATES

At 1 year



At 5 years

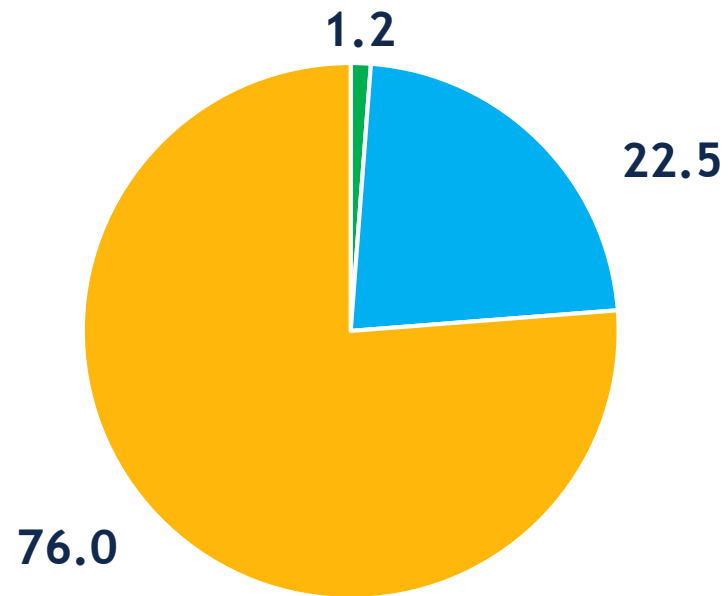


% value

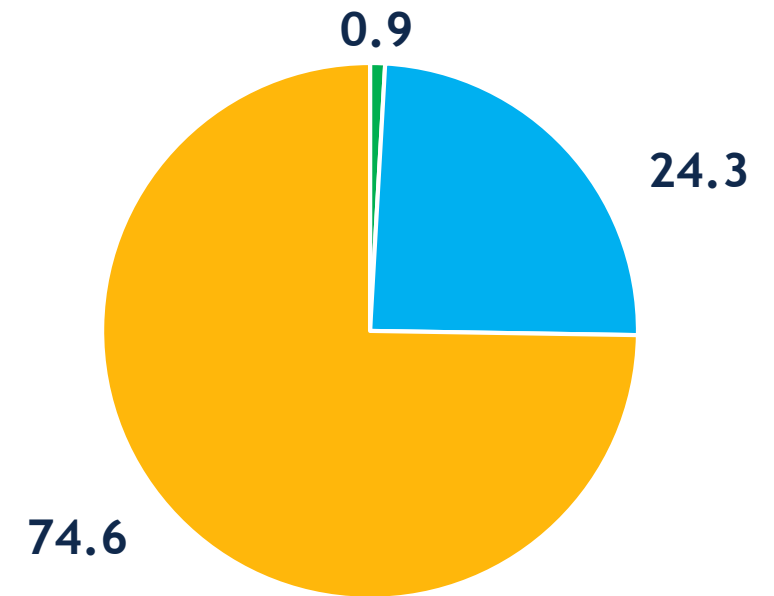
# Activity sector

2020 AND  
2016  
SECOND  
LEVEL  
GRADUATES

## At 1 year



## At 5 years



- Agriculture
- Industry
- Services



Co-funded by the  
Erasmus+ Programme  
of the European Union



# Job satisfaction and perceived career prospectives





- Like in many European countries, **young Italian graduates struggle to attain and maintain appropriate jobs after their graduation**
- The transition between exit from higher education to regular employment is increasingly slow and complex
- These difficulties may jeopardize graduates' satisfaction about their job, wage, and career perspectives (Agovino and Busato, 2017)
- Many studies investigated the process of education-to-work transitions of young graduates in terms of earnings, employability, and skill matching (e.g. Brzinsky-Fay, 2017; van den Berge; Tzanakou et al. 2021)
- However a **dedicated study on the evolution of graduates' thoughts about their career and well-being during their early transition in the labour market is still missing.**

# Aims and research question

- **Aims:** to investigate the evolution of young graduates' job satisfaction and perceived career perspectives, intended as two complementary indicators of well-being
- **RQ1:** Do job satisfaction and career perspectives differ across gender and field of study?
- **RQ2:** How job satisfaction and advancement opportunities correlate with graduates' expectations at the time of the degree?
- **RQ3:** How COVID-19 changes graduates perception of their employment condition?

# The AlmaLaurea Survey on employment status

Graduate workers interviewed after 1,3 and 5 years after the degree →  
*main information:*

- whether they decided to continue studying or not
- their employment status

For those who are employed:

- occupation, type of contract, earnings, industry, region of the workplace
- skill and educational matching (degree effectiveness) and  
**total job satisfaction (in addition other 16 aspects as possible answers)**

# From AlmaLaurea national questionnaire

**At 1 and 5 years:** “On a scale from 1 to 10, how satisfied are you with your current job?”

**At 5 years:** The following is a list of characteristics concerning your current job. For each of them, please specify how satisfied you are with your current job on a scale from 1 to 10:

- ✓ job security
- ✓ relevance to completed studies
- ✓ acquisition of professional skills
- ✓ prestige deriving from work
- ✓ relevance to cultural interests
- ✓ social utility of job
- ✓ independence or autonomy
- ✓ engagement and participation in decision-making
- ✓ flexibility of working hours
- ✓ amount of spare time
- ✓ workplace (location, physical features)
- ✓ relations with co-workers in the workplace
- ✓ earning prospects
- ✓ career prospects
- ✓ opportunity for international networking
- ✓ potential for use of skills acquired during the degree programme

# From AlmaLaurea national questionnaire

**At 1 and 5 years:** “On a scale from 1 to 10, how satisfied are you with your current job?”

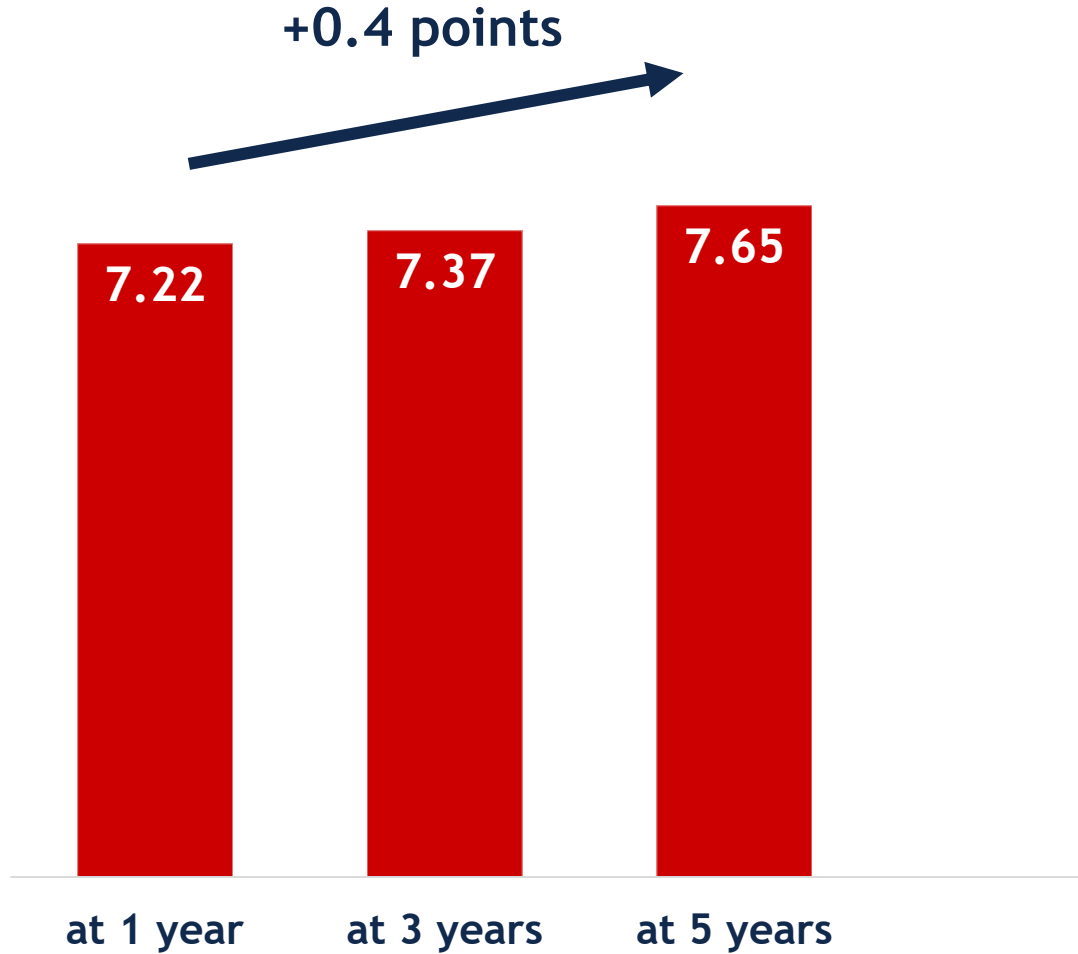
**At 5 years:** The following is a list of characteristics concerning your current job. For each of them, please specify how satisfied you are with your current job on a scale from 1 to 10:

- ✓ job security
- ✓ relevance to completed studies
- ✓ acquisition of professional skills
- ✓ prestige deriving from work
- ✓ relevance to cultural interests
- ✓ social utility of job
- ✓ independence or autonomy
- ✓ engagement and participation in decision-making
- ✓ flexibility of working hours
- ✓ amount of spare time
- ✓ workplace (location, physical features)
- ✓ relations with co-workers in the workplace
- ✓ earning prospects
- ✓ career prospects
- ✓ opportunity for international networking
- ✓ potential for use of skills acquired during the degree programme



# Job satisfaction 1,3, and 5 years after the degree

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY

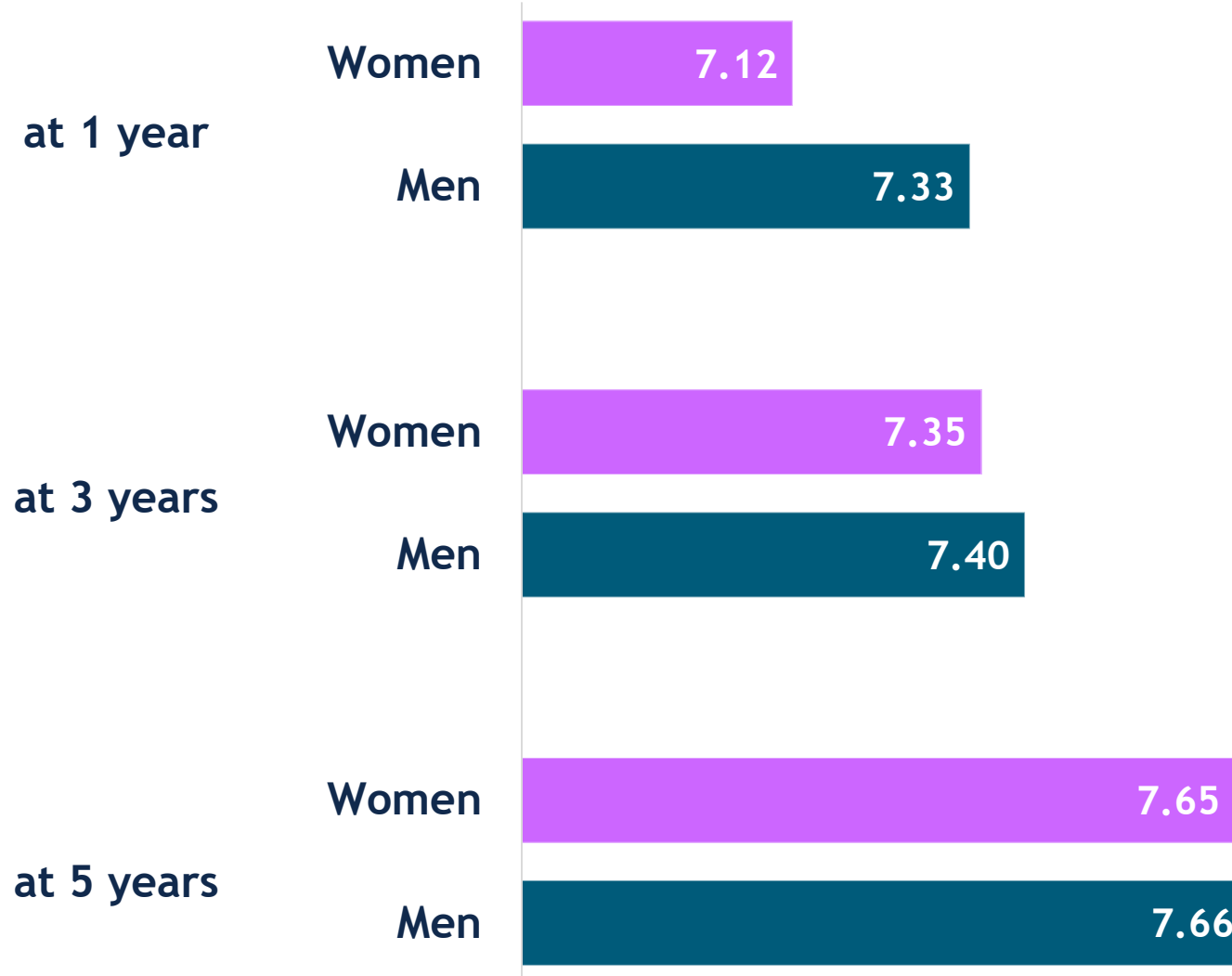


*Mean value*



# Job satisfaction 1,3, and 5 years after the degree by gender

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY



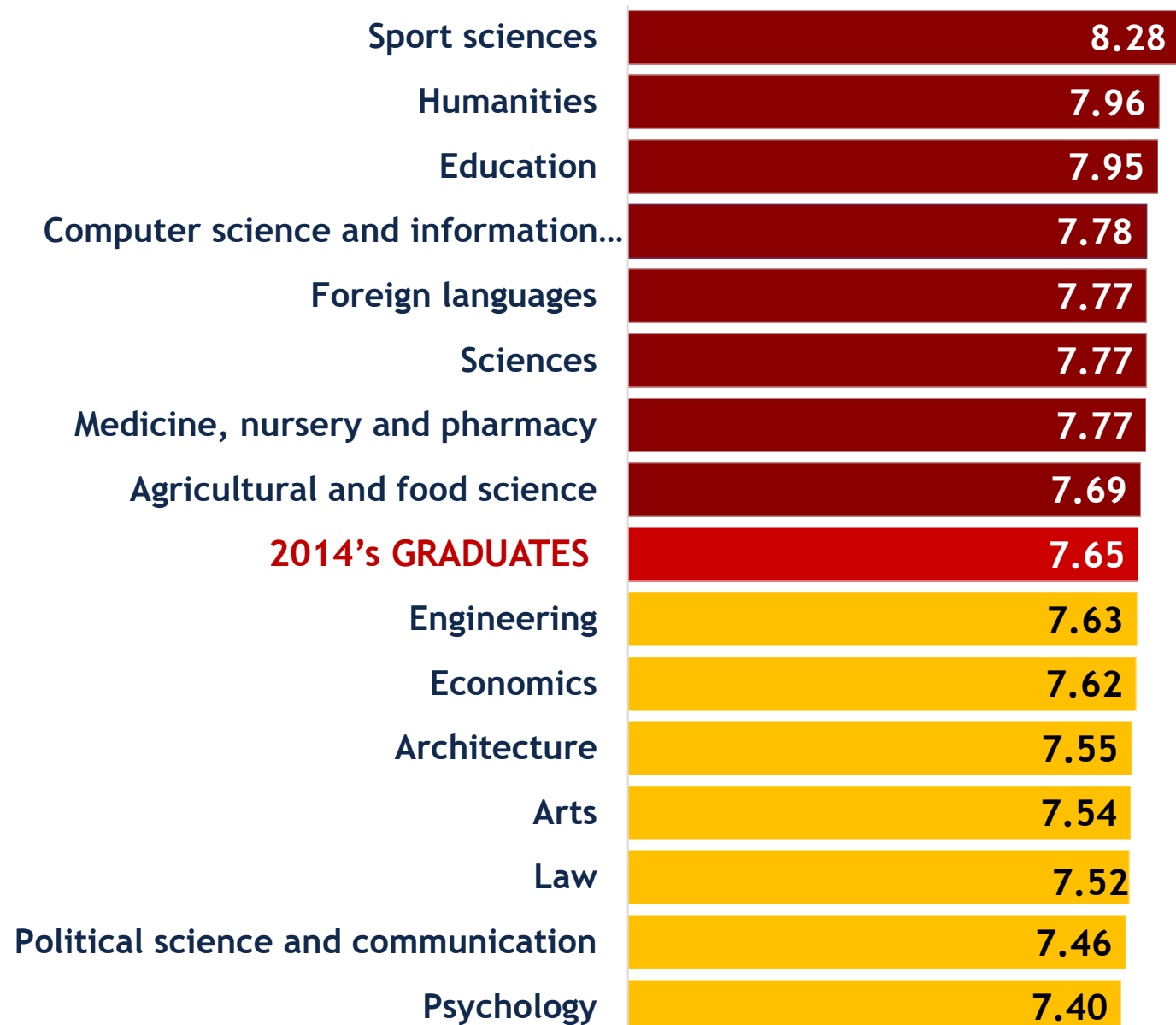
Between 1 and 5 years:  
Women: +0.53 points  
Men: +0.33 points

Mean value



# Job satisfaction at 5 years by field of study

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY



Mean value





# Satisfaction at 5 years vs expectation

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY

**JOB**

Expectations

3.08

Satisfaction

4.46

**EARNINGS**

Expectations

4.46

Satisfaction

3.96

**CAREER**

Expectations

4.52

Satisfaction

4.01

Mean values

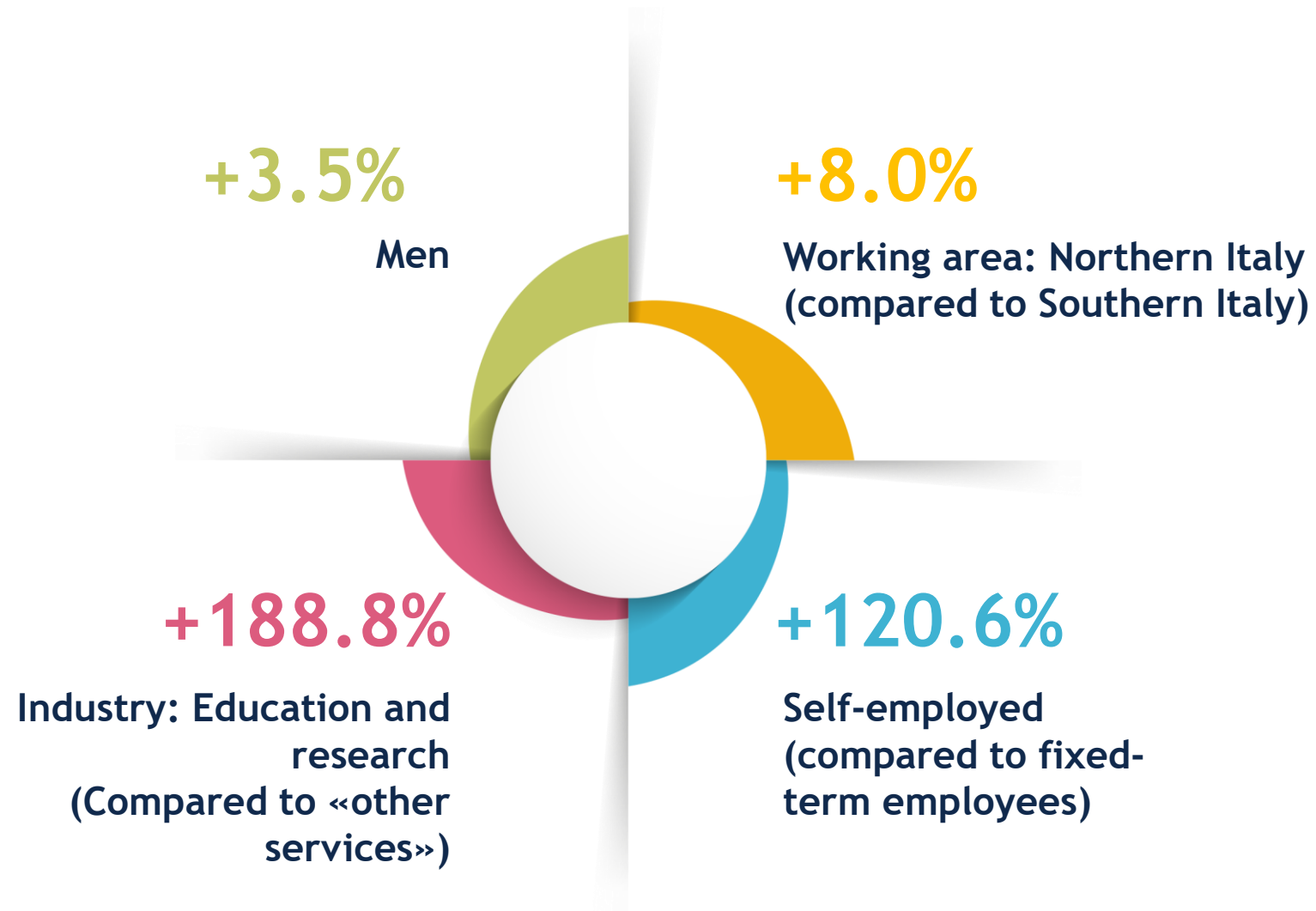


# Determinant of job satisfaction

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY

Logistic  
regression  
N=43,739

Pseudo-  
R<sup>2</sup>=0.081



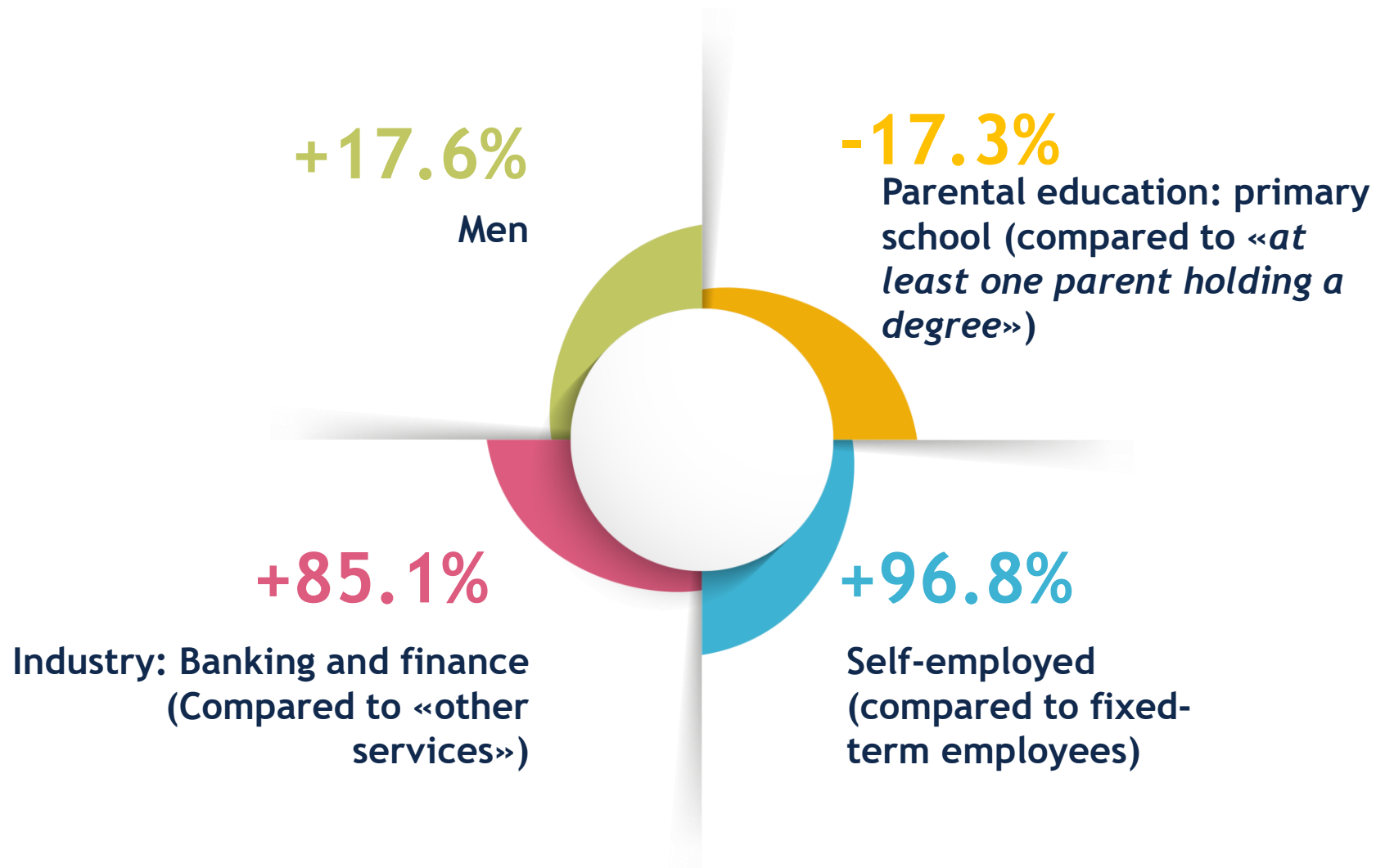


# Determinant of earning satisfaction

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY

Logistic  
regression  
N=43,739

Pseudo-  
R<sup>2</sup>=0.081



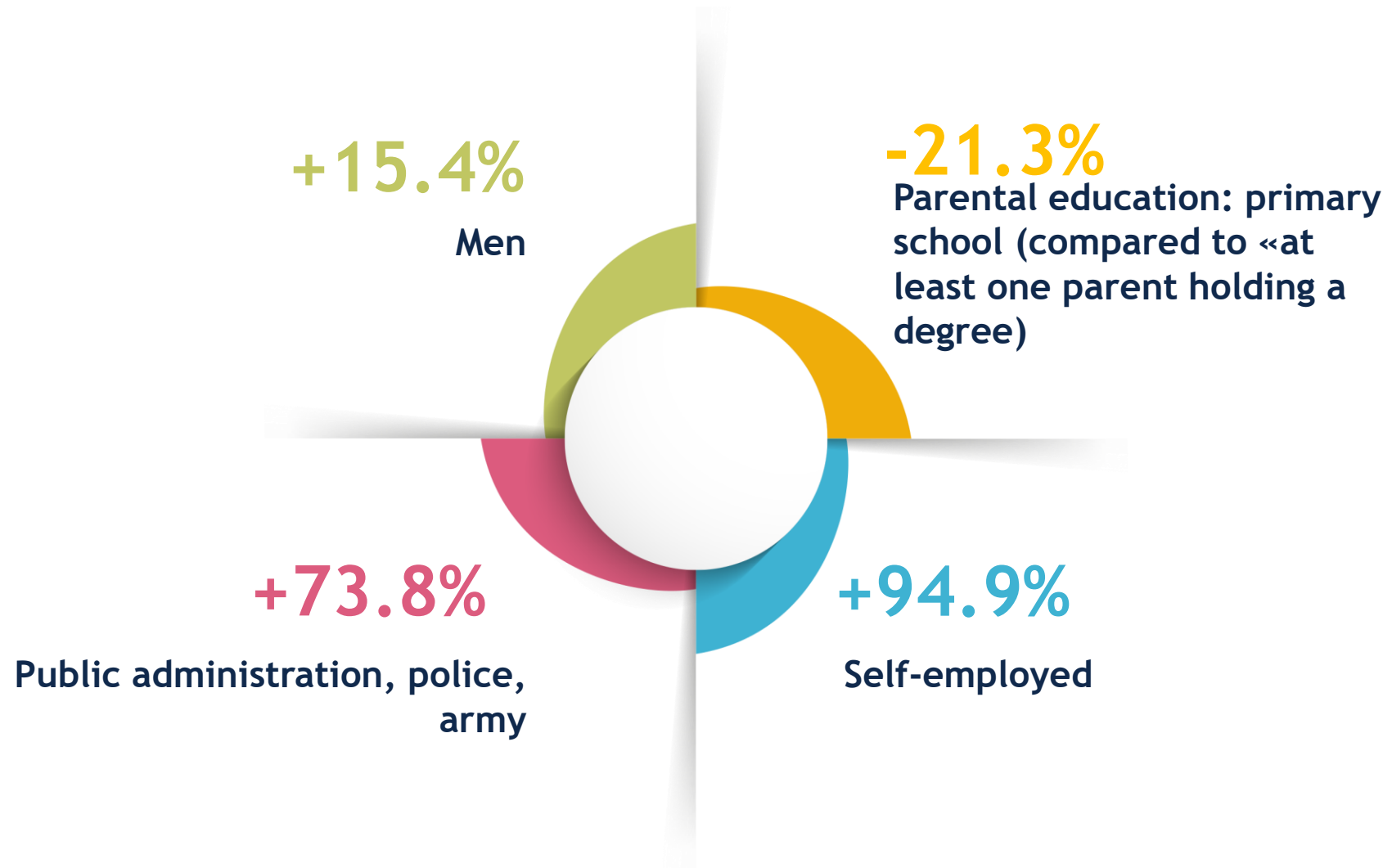


# Determinant of career satisfaction

GRADUATES  
HAVING  
OBTAINED  
THEIR  
MASTER  
DEGREE IN  
2014  
WORKING  
IN ITALY

Logistic  
regression  
N=43,739

Pseudo-  
 $R^2=0.081$

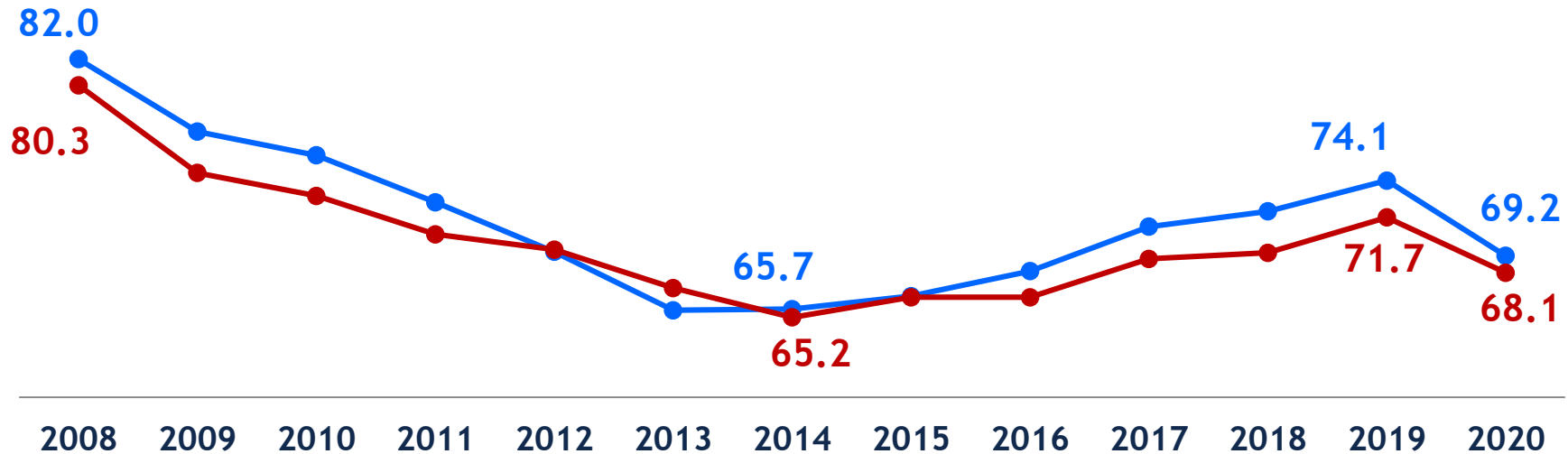
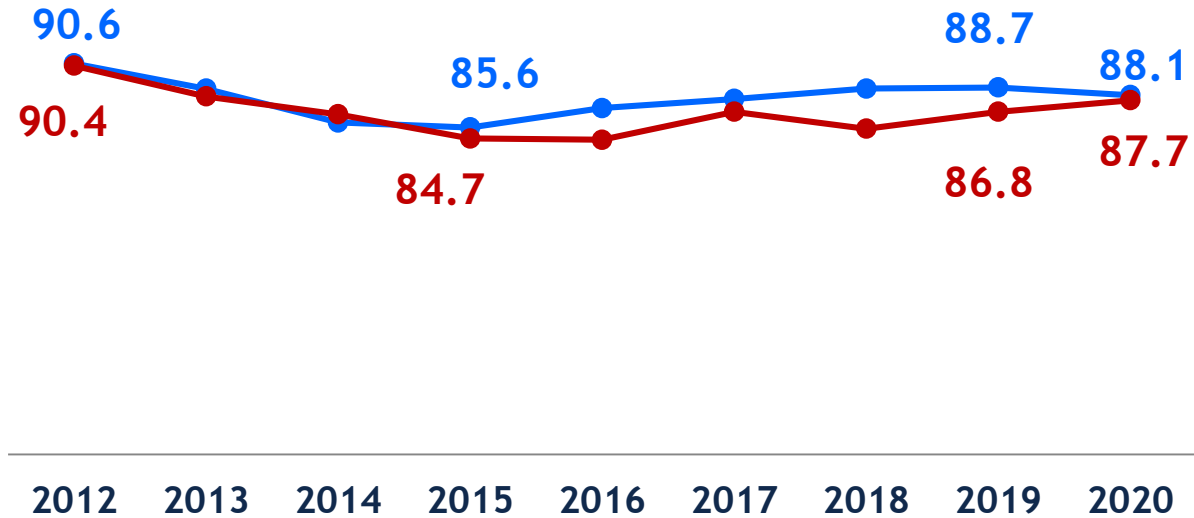




# Employment rate variation during the Covid-19 pandemic

## EMPLOYMENT RATE

— bachelor  
— master



After 5 years

-0.6

+0.9



-4.9

-3.6

After 1 year



***THANK YOU  
FOR YOUR KIND ATTENTION!***

For any further information, please contact:

[dorel.manitiu@almalaurea.it](mailto:dorel.manitiu@almalaurea.it)

[valentina.conti@almalaurea.it](mailto:valentina.conti@almalaurea.it)