

CONFERENCE

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

Erasmus+ Project:

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

MOTIVE

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

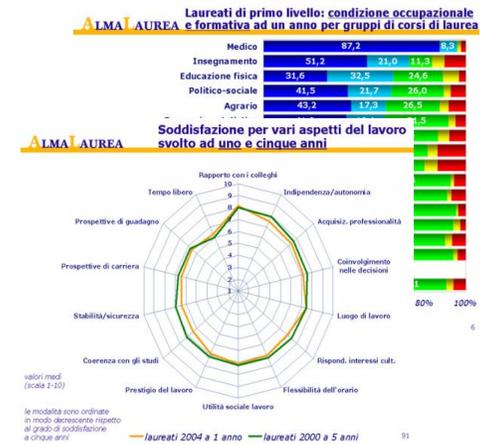
Certification

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



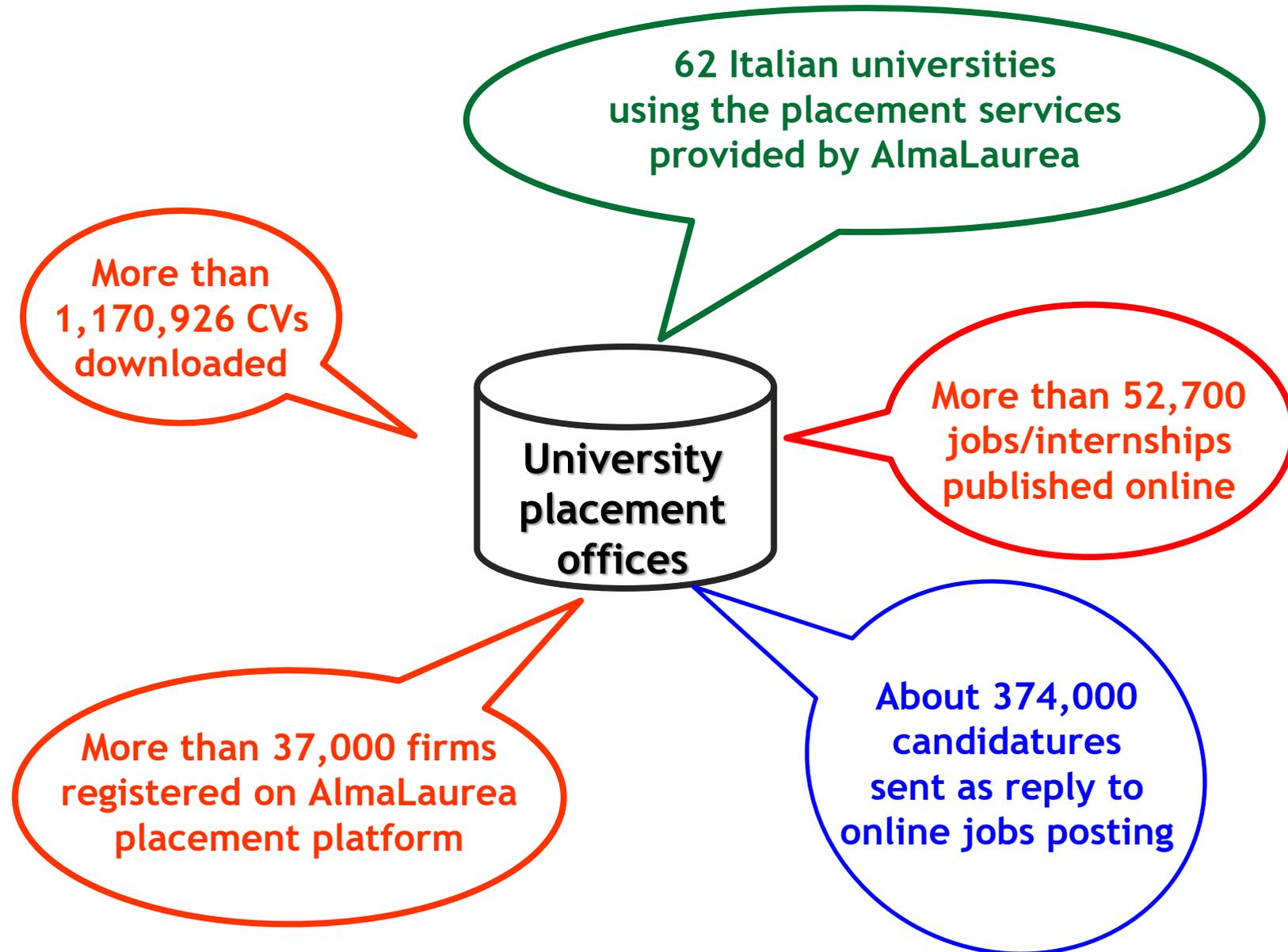
Report 2021

- 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



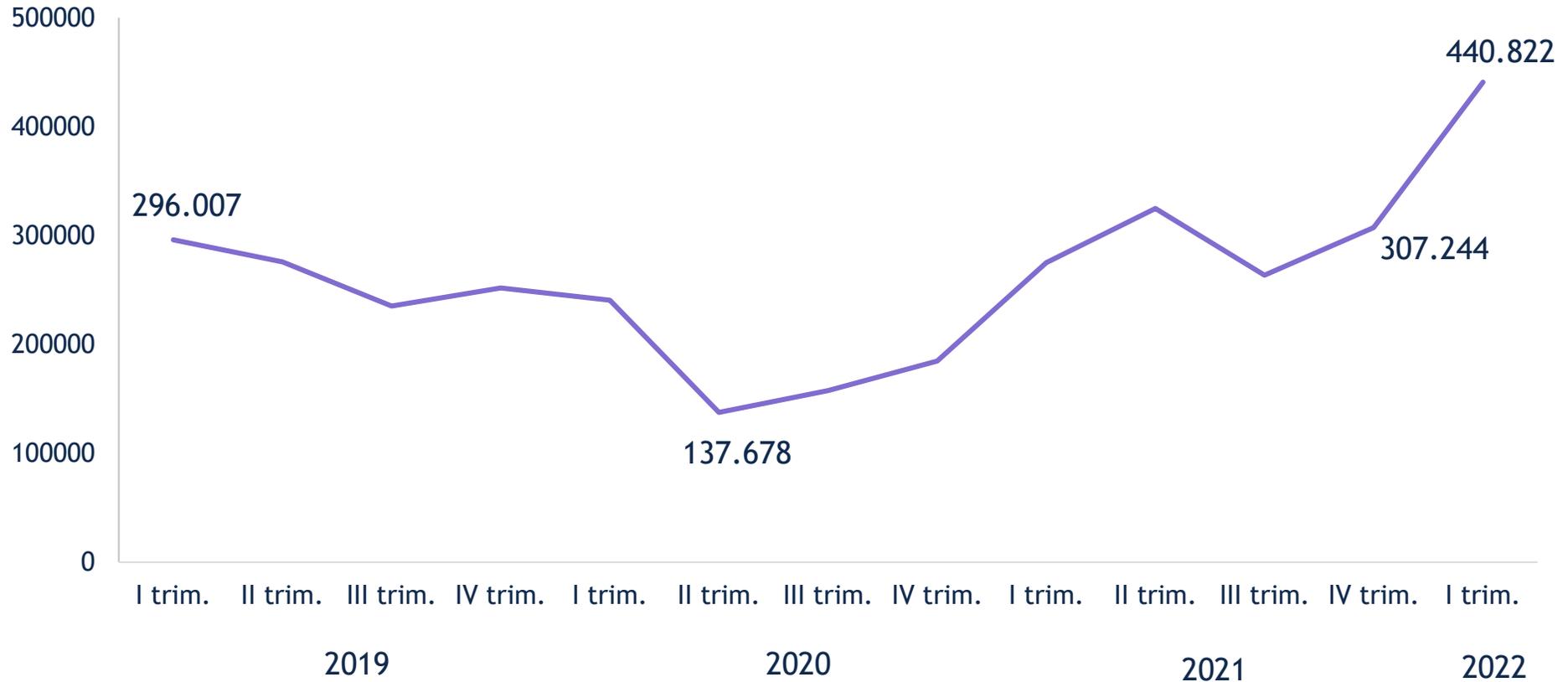
The future: unclear - we should wait a few more months for a better assessment of the labour market



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

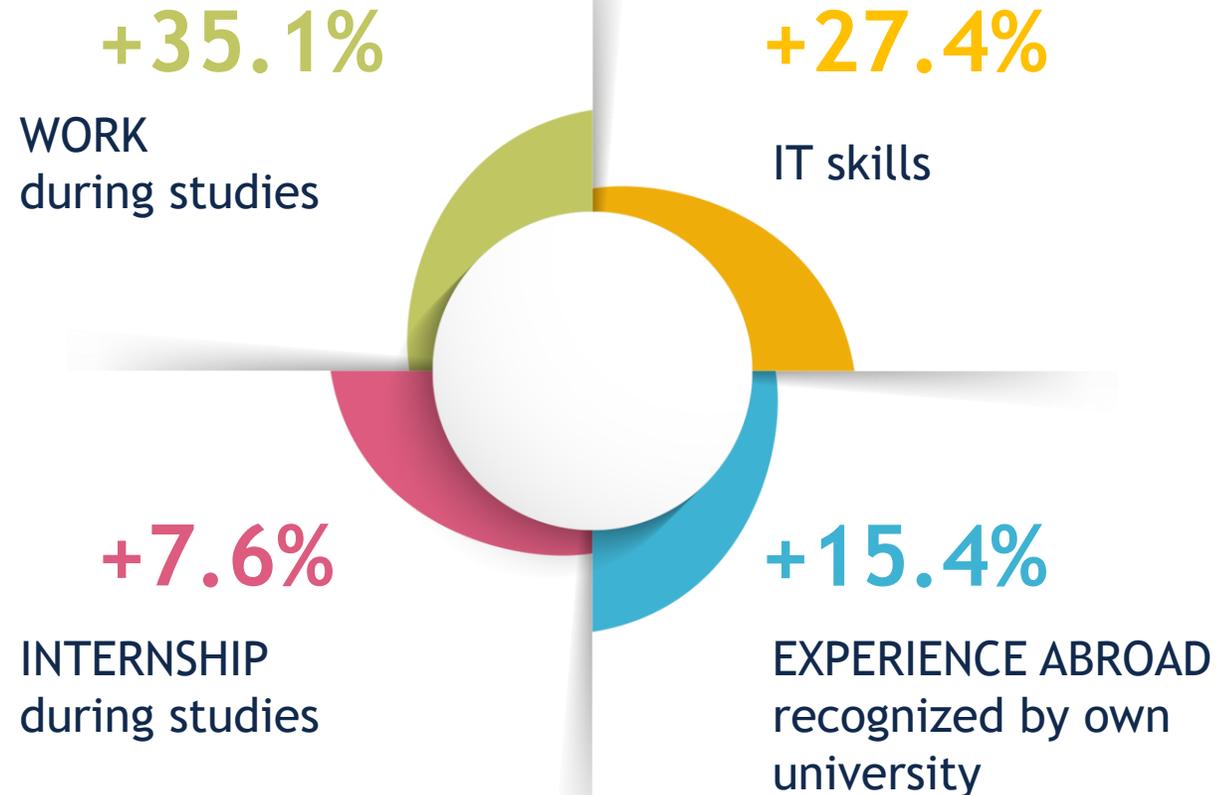


The trend of CVs downloaded from AlmaLaurea database shows, after the 2020 negative trend, not only a recovering, but an **increase of demand from companies!**



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

2020
GRADUATES
AT 1 YEAR
SINCE
GRADUATION

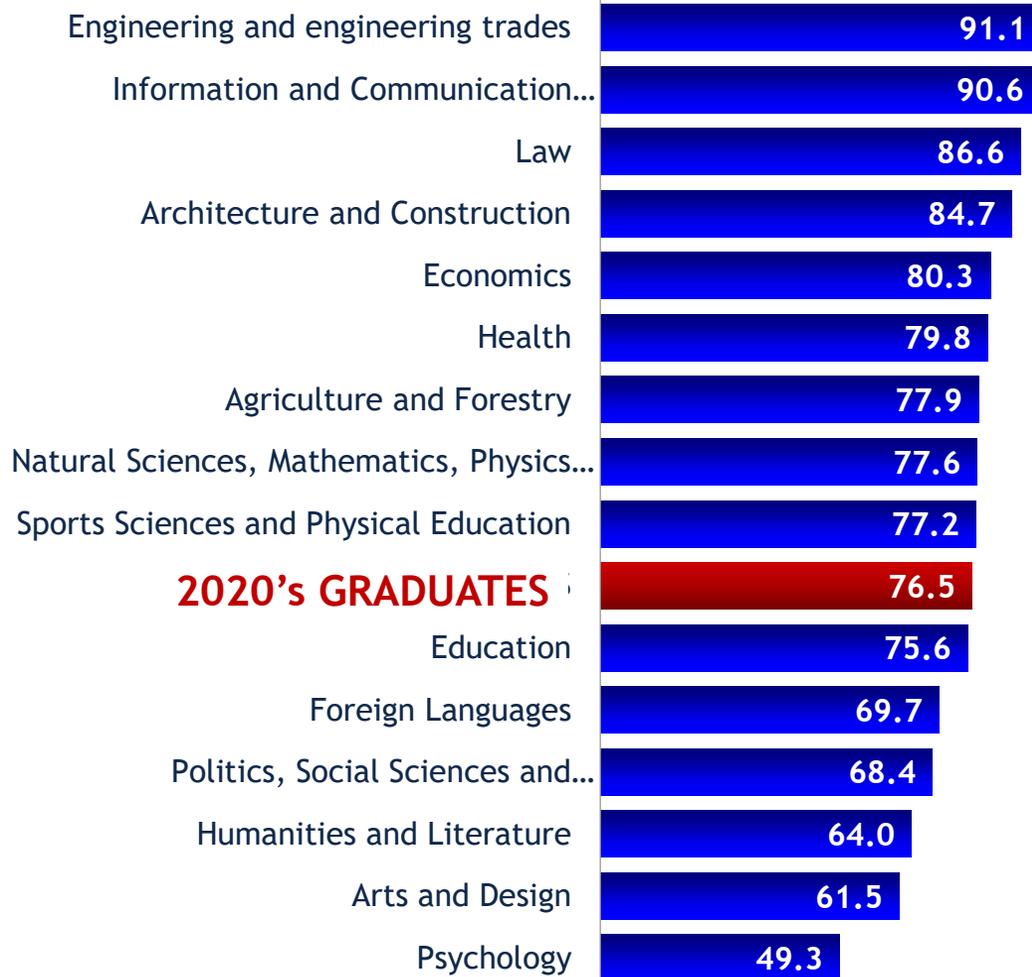




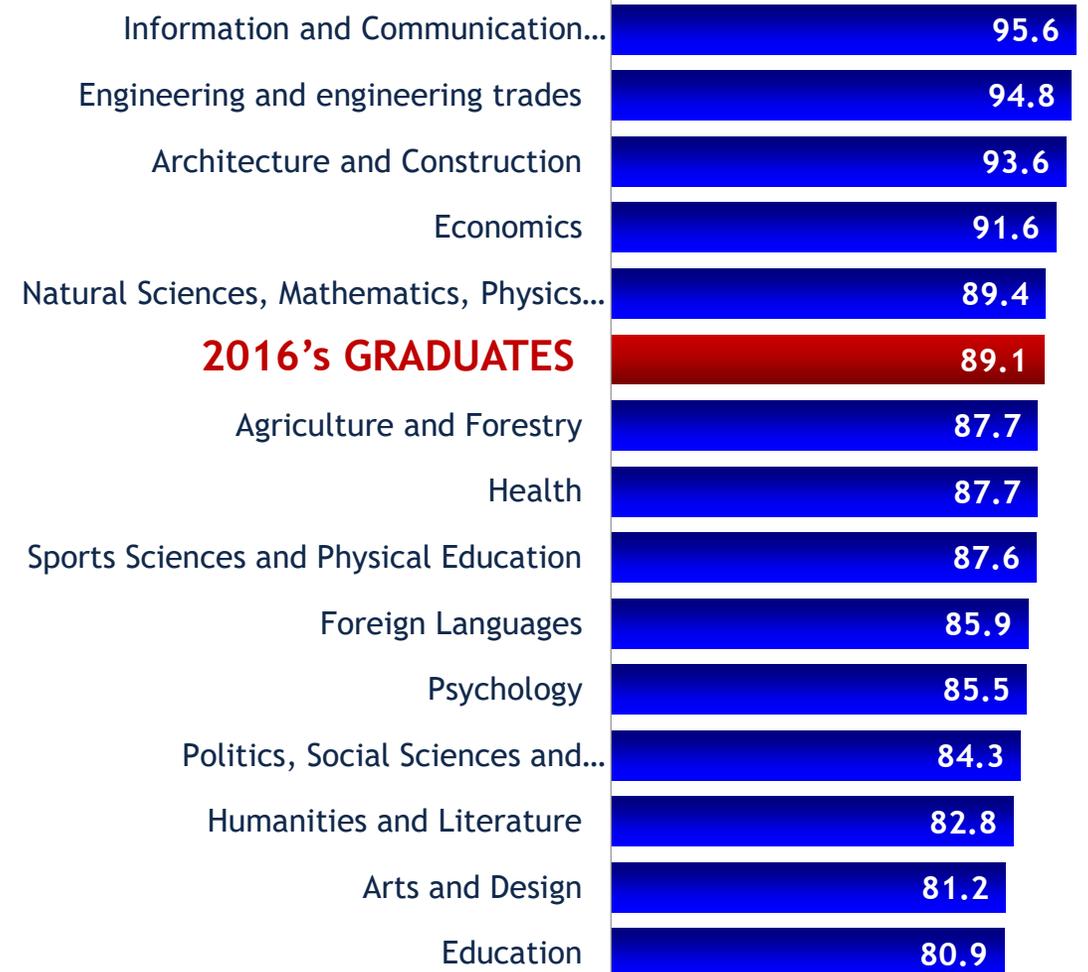
Employment rate by field of study

2020 AND
2016
SECOND
LEVEL
GRADUATES

At 1 year



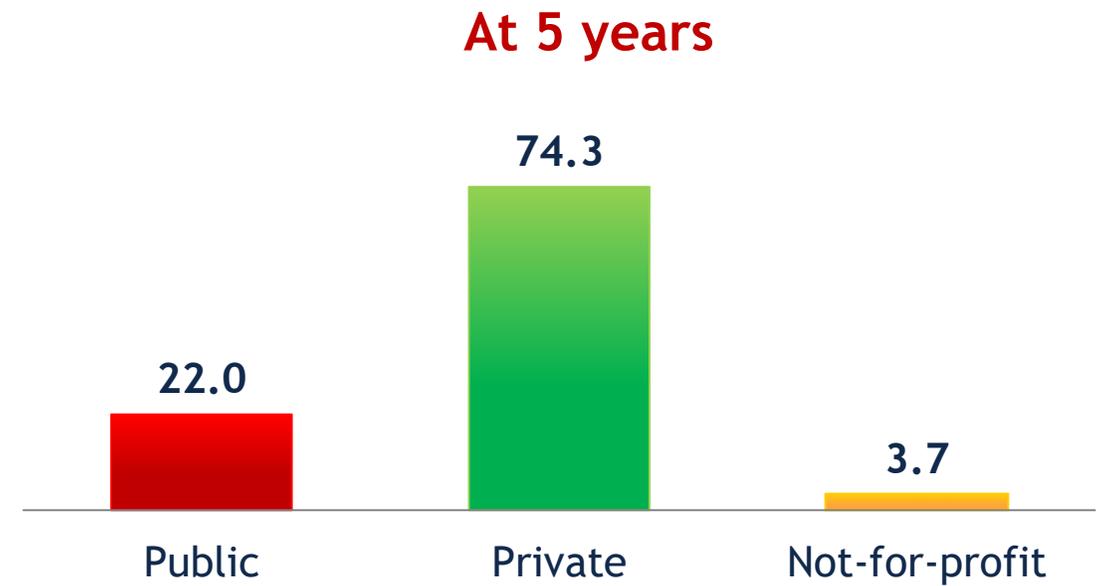
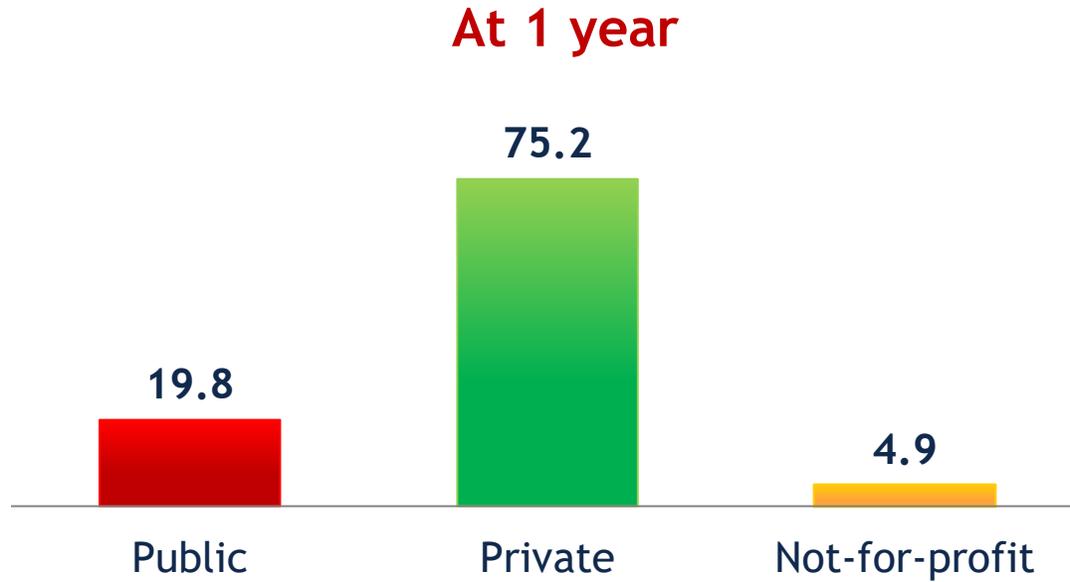
At 5 years



% value

Types of organisations

2020 AND
2016
SECOND
LEVEL
GRADUATES

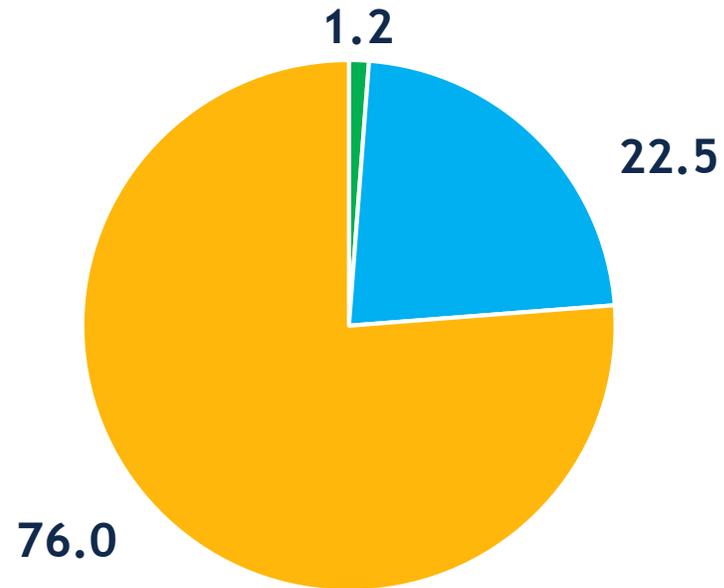




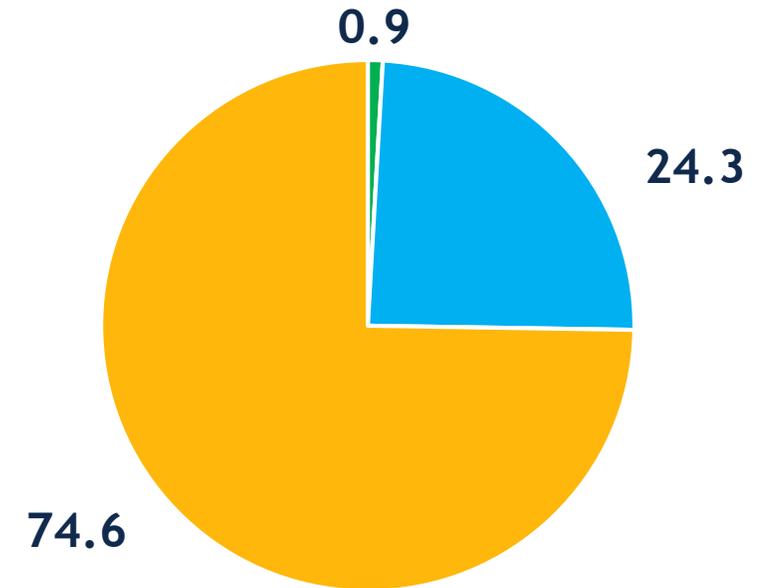
Activity sector

2020 AND
2016
SECOND
LEVEL
GRADUATES

At 1 year



At 5 years



- Agriculture
- Industry
- Services

% value



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?”

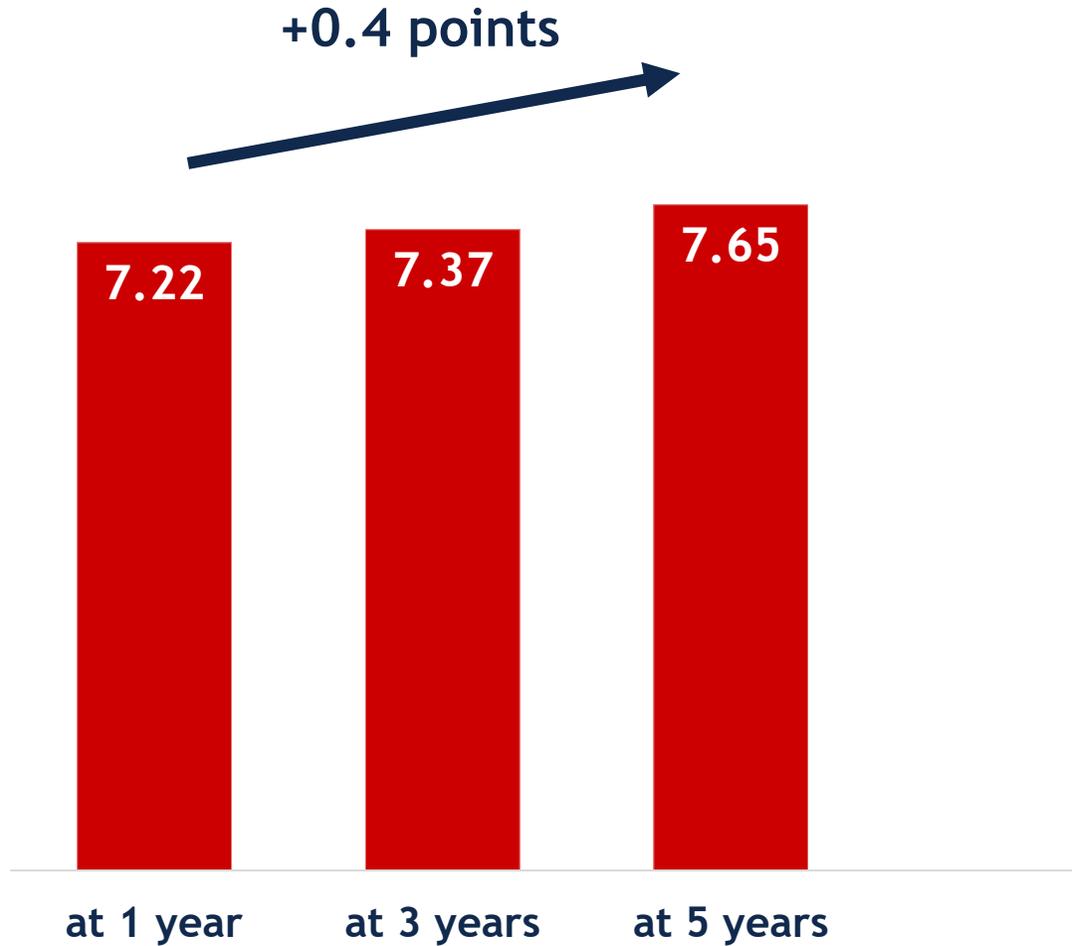
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Job satisfaction 1,3, and 5 years after the degree

GRADUATES
HAVING
OBTAINED
THEIR
MASTER
DEGREE IN
2014
WORKING
IN ITALY

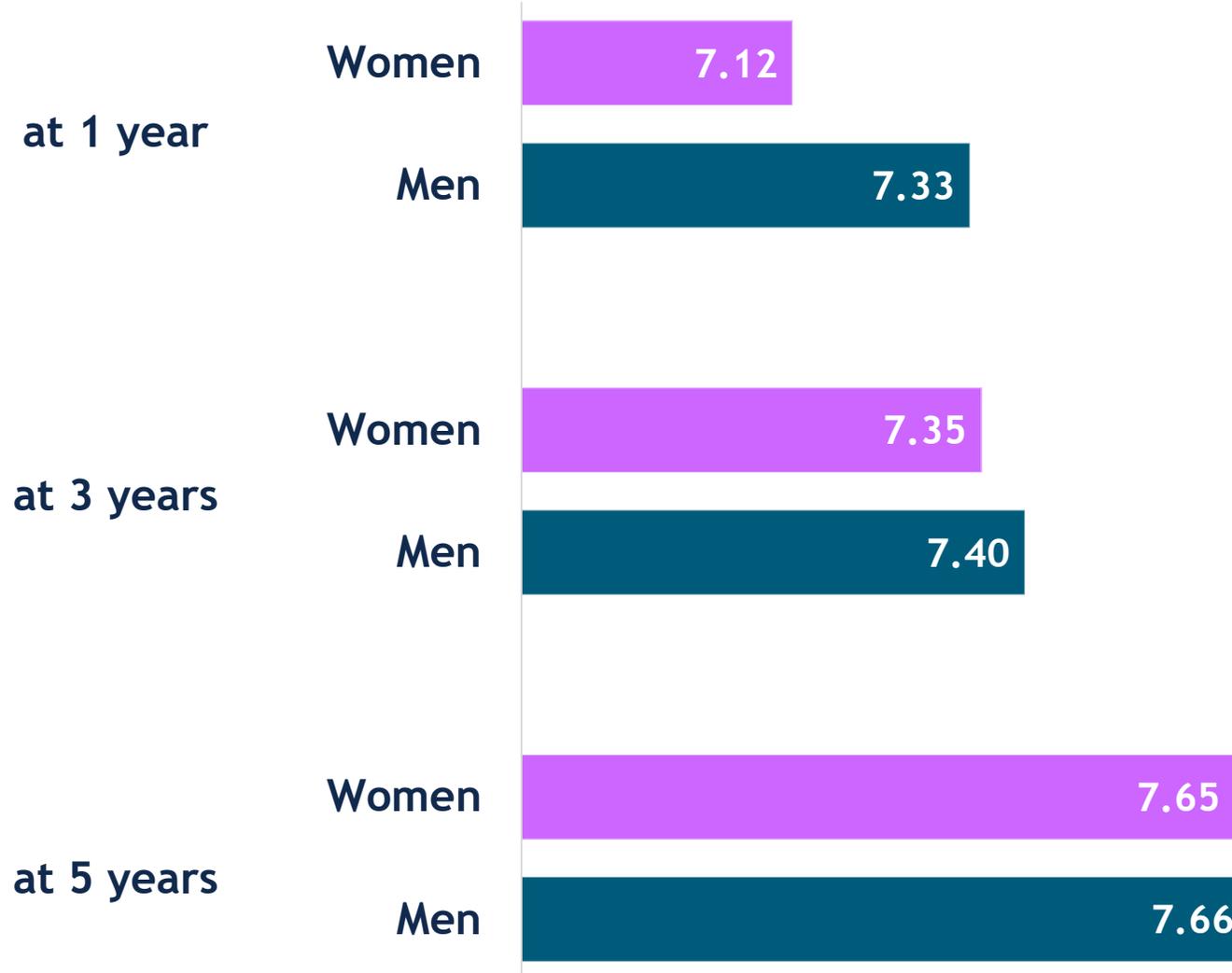


Mean value



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

GRADUATES
HAVING
OBTAINED
THEIR
MASTER
DEGREE IN
2014
WORKING
IN ITALY



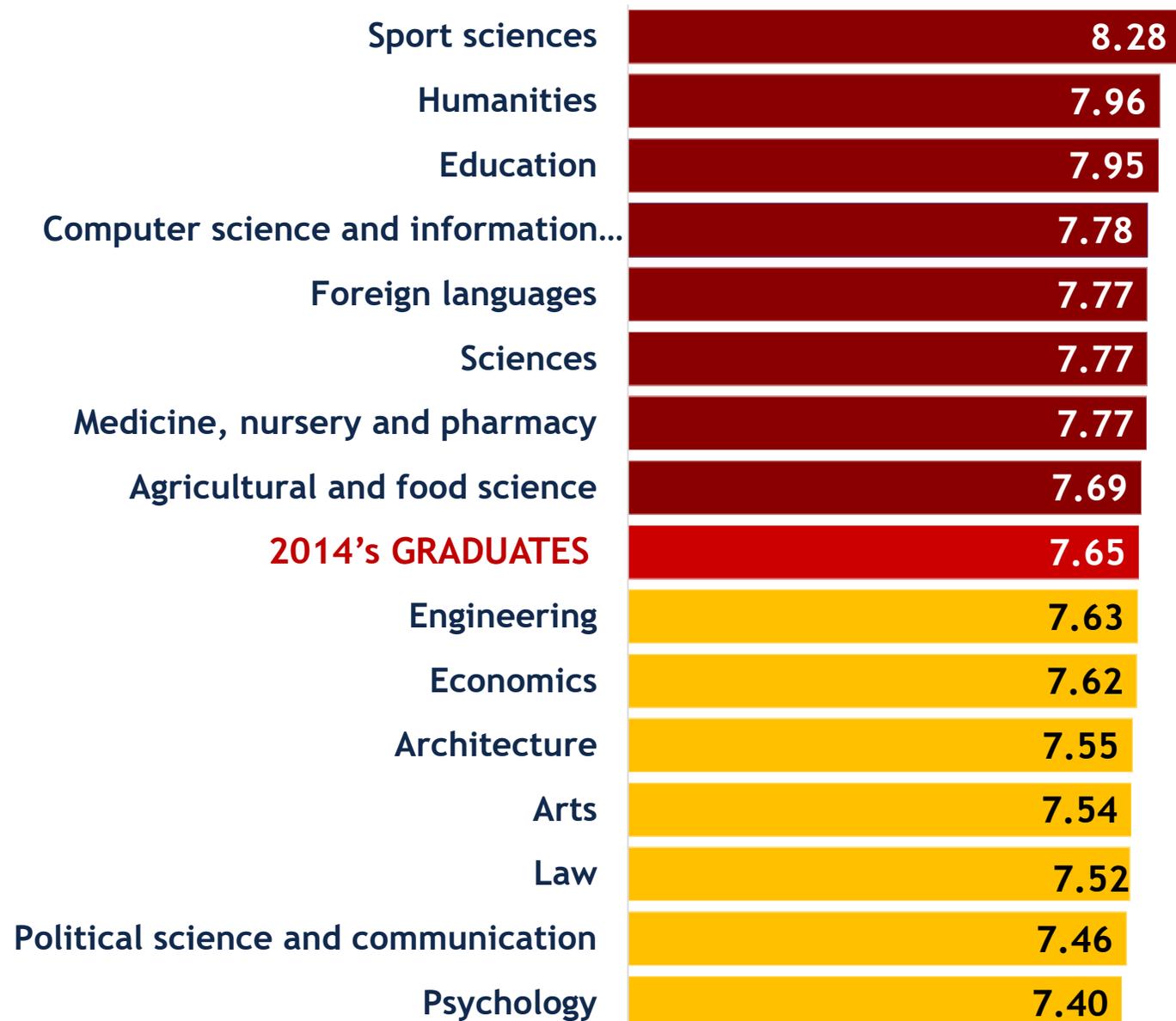
Between 1 and 5
years:
Women: +0.53 points
Men: +0.33 points

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

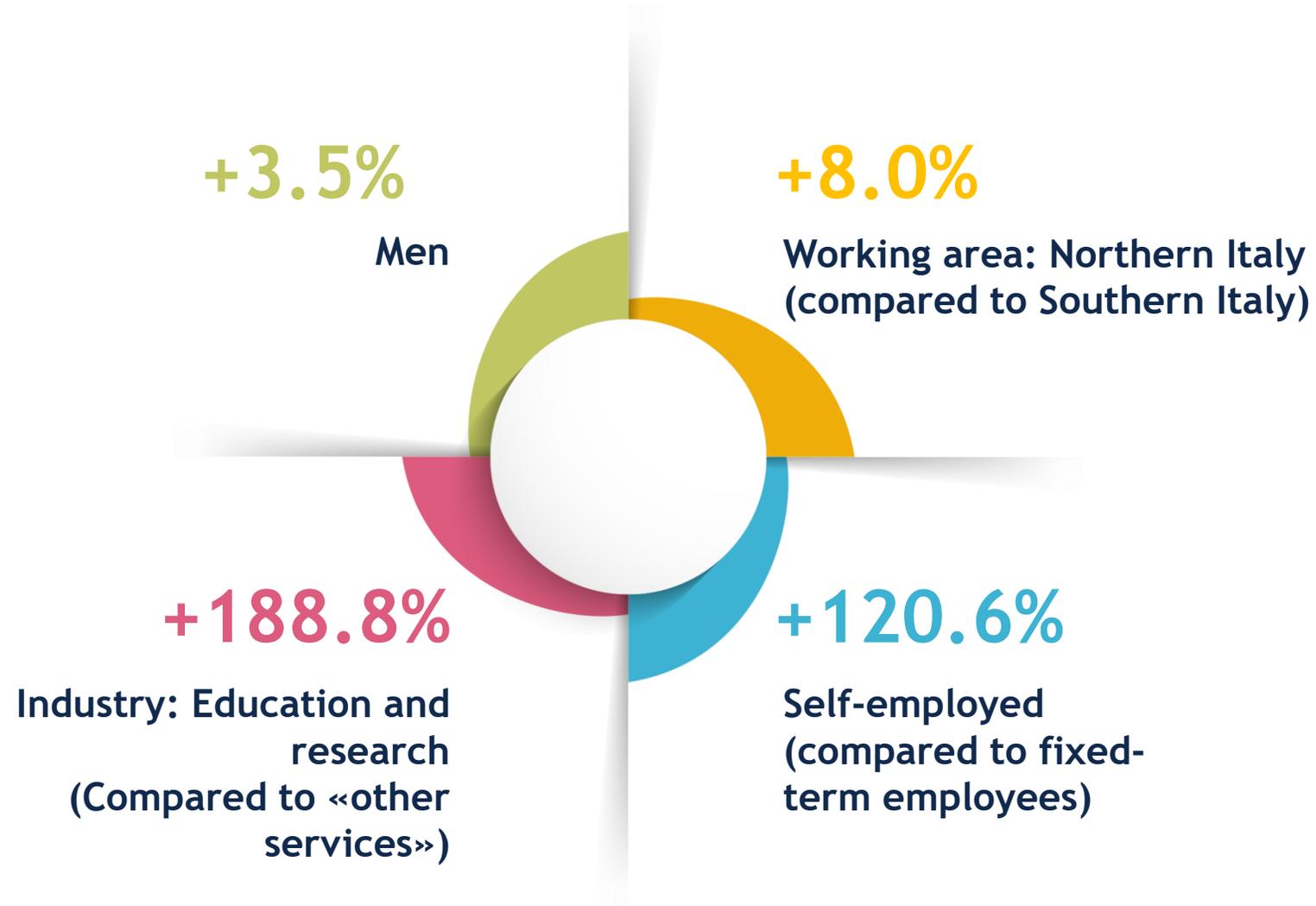


Determinant of job satisfaction

GRADUATES
HAVING
OBTAINED
THEIR
MASTER
DEGREE IN
2014
WORKING
IN ITALY

Logistic
regression
N=43,739

Pseudo-
R²=0.081

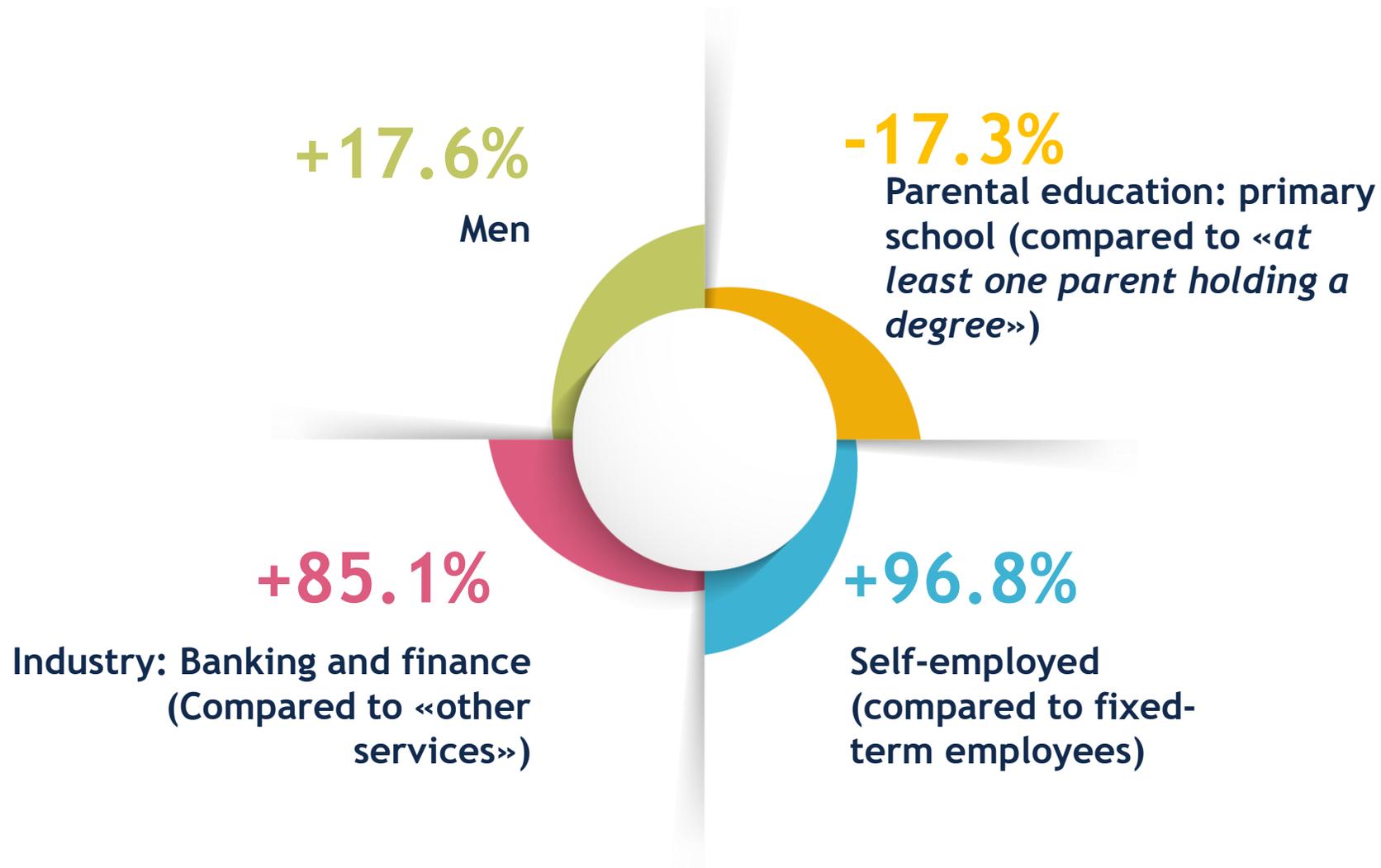


Determinant of earning satisfaction

GRADUATES
HAVING
OBTAINED
THEIR
MASTER
DEGREE IN
2014
WORKING
IN ITALY

Logistic
regression
N=43,739

Pseudo-
 $R^2=0.081$



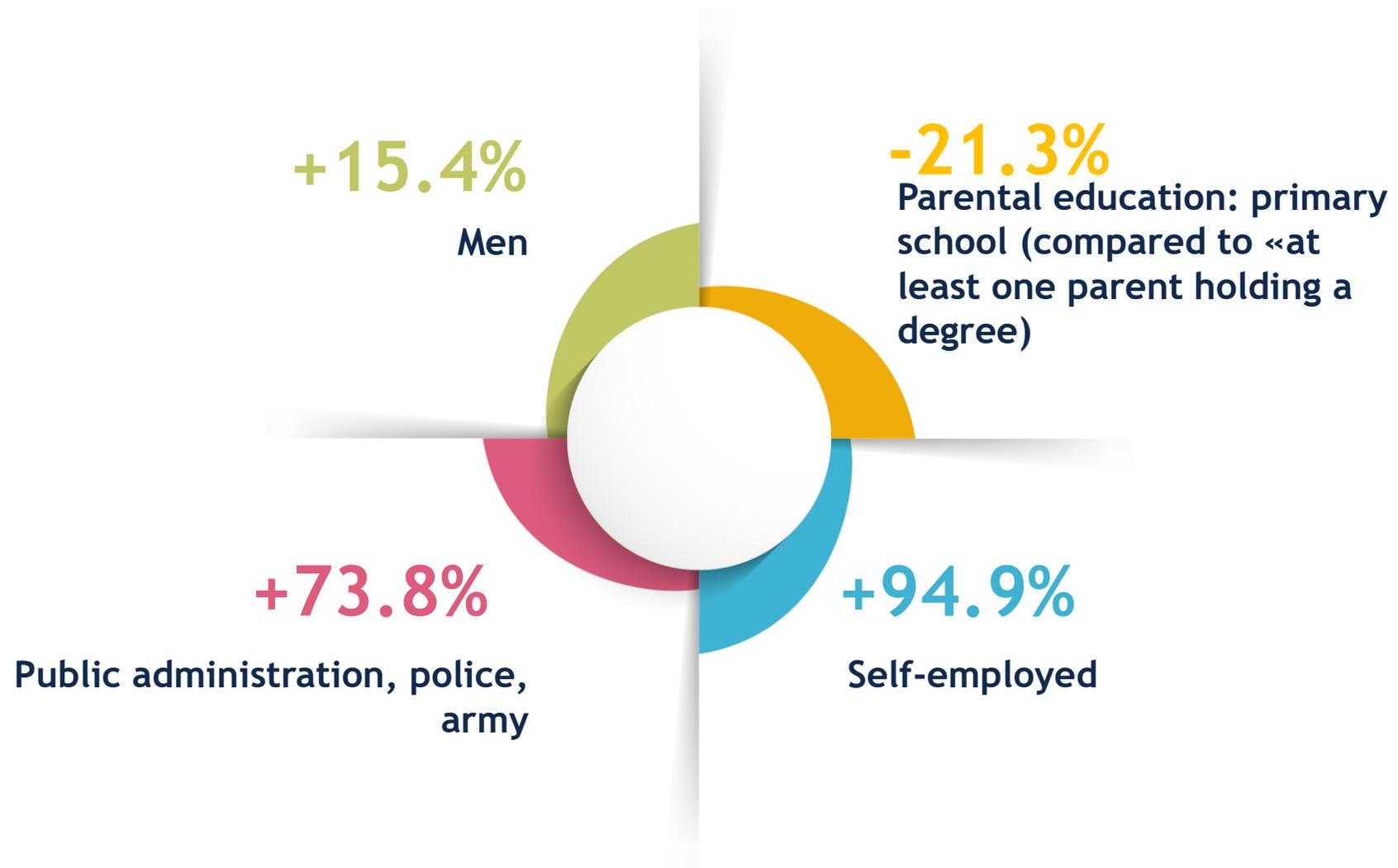


Determinant of career satisfaction

GRADUATES
HAVING
OBTAINED
THEIR
MASTER
DEGREE IN
2014
WORKING
IN ITALY

Logistic
regression
N=43,739

Pseudo-
R²=0.081

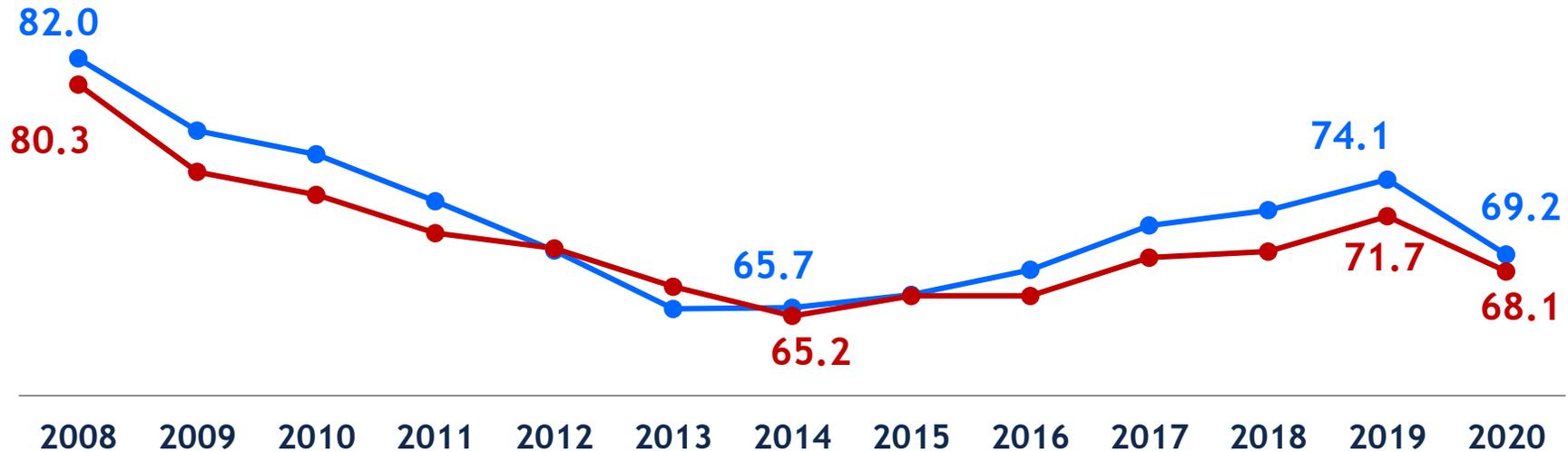
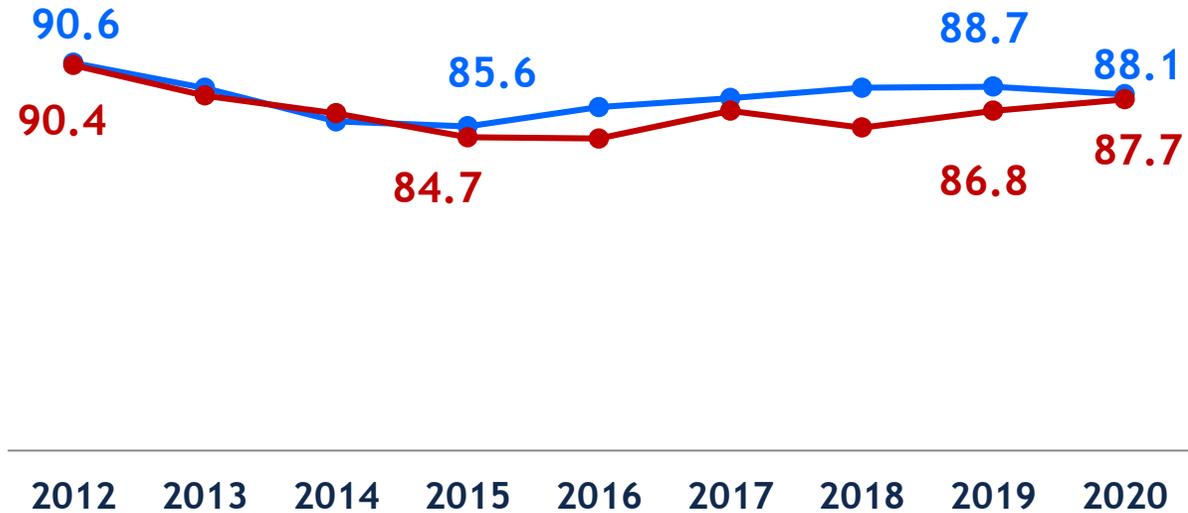




Employment rate variation during the Covid-19 pandemic

EMPLOYMENT RATE

— bachelor
— master



After 5 years

-0.6

+0.9

Gap
2020-2019

After 1 year

-4.9

-3.6



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

For any further information, please contact:

dorel.manitiu@almalaurea.it

valentina.conti@almalaurea.it