



# Graduate outcomes (LEO): Employment and earnings outcomes of higher education graduates by subject studied and graduate characteristics

SFR 15/2018, 15 March 2018

This is the fifth in a series of higher education data releases from the DfE’s new LEO dataset. This release:

- Updates previous estimates of UK domiciled graduate employment and earnings outcomes to cover the latest tax year available – 2015/16.
- Covers for the first time those who graduated with a first degree from a Further Education College (FEC).
- Provides new breakdowns of outcomes by characteristics for UK domiciled graduates, including whether graduates were eligible for Free School Meals (FSM), their POLAR quintile (a measure of educational disadvantage), and the graduates’ residence during study. It also expands previously published breakdowns, to include sandwich courses in mode of study, more age bands and more prior attainment categories.
- Includes for the first time a comparison of outcomes by whether the graduate was UK domiciled prior to study, from another EU country (EU) or from another overseas country (Overseas).

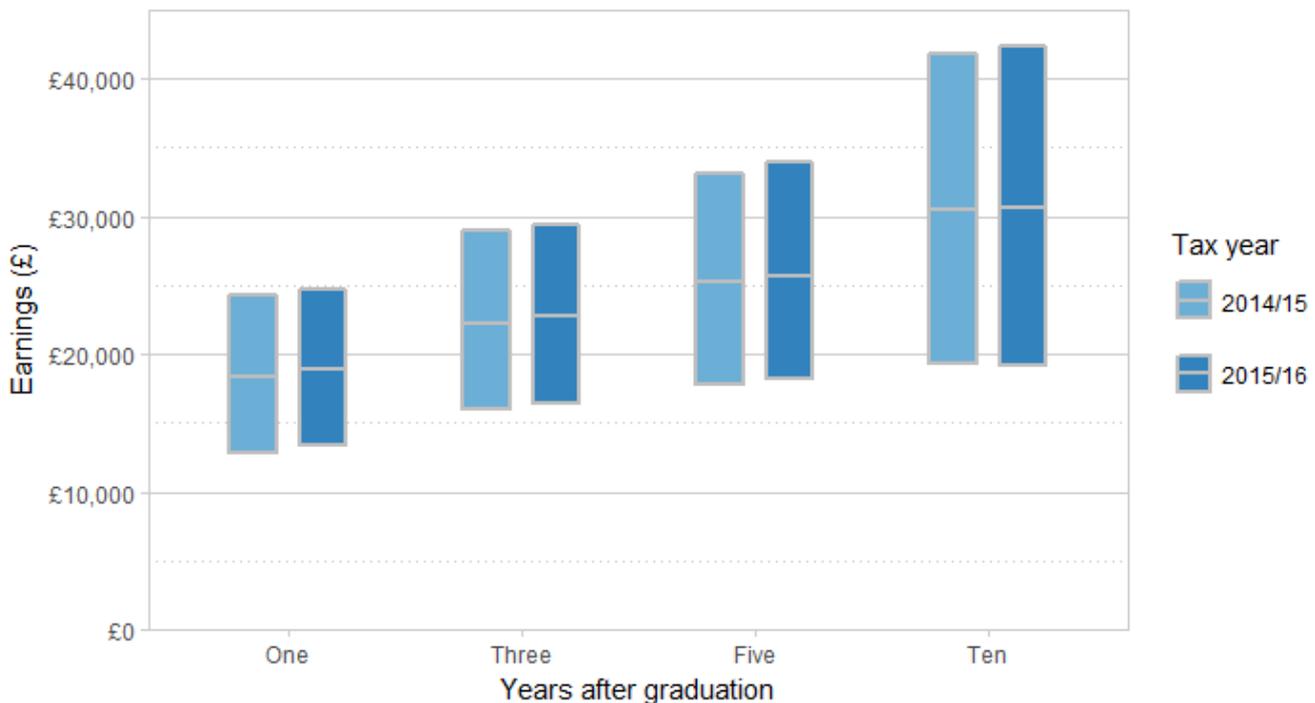
The outcomes are presented as raw figures. They do not seek to control for differences in graduate characteristics that may influence outcomes over time or across different graduate populations.

## Earnings for UK domiciled graduates

The figure below shows the median earnings one, three and five years after graduation for the 2014/15 and 2015/16 tax years, where the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range (the range between the upper and lower quartile).

### Nominal median earnings (£) of graduates one, three, five and ten years after graduation, 2014/15 and 2015/16 tax years

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year) Tax year: 2014/15  
Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year) Tax year: 2015/16



There was little change in graduate earnings between 2014/15 and 2015/16. The difference in nominal earnings was £500 for the one year after graduation cohorts, £600 for the three years after graduation cohorts, £400 for the five years after graduation cohorts and £100 for the ten years after graduation cohorts. Inflation between 2014/15 and 2015/16 was minimal (based on the CPI it was 0.1%) so converting the nominal 2015/16 earnings to real earnings makes little noticeable difference to the data.

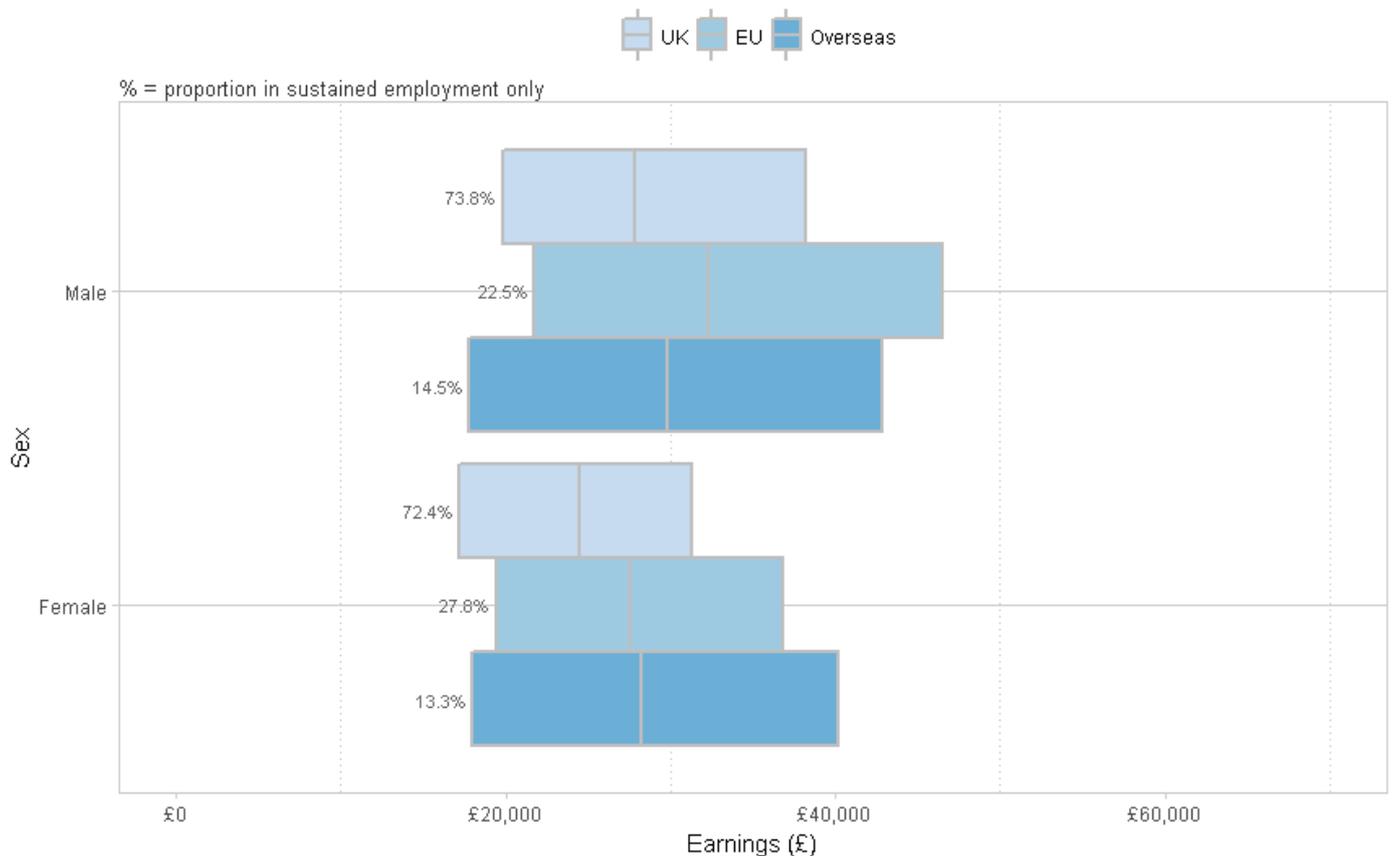
### Earnings for 2009/10 international graduates five years after graduation by domicile and sex

The figure below presents the earnings for UK domiciled, EU (non-UK) domiciled and Overseas (non-EU) domiciled graduates who are in sustained employment in the UK. As annotated in the figure, the proportion of EU and Overseas domiciled graduates in 'sustained employment only' was much lower than for UK domiciled graduates. This is likely to reflect international students being more likely to leave the UK after study.

On average, UK domiciled graduates had lower median earnings than EU and Overseas domiciled graduates. For each domicile, males had higher median earnings than females.

### Median earnings (£) of UK, EU and Overseas domiciled graduates five years after graduation, 2014/15 and 2015/16 tax years

Coverage: First degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years after graduation)  
 Tax year: 2015/16



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### About this release

This experimental statistical first release provides outcomes and earnings of graduates from the Longitudinal Educational Outcomes (LEO) data, split by the following characteristics for **UK domiciled** graduates:

Sex  
 Ethnicity  
 Subject studied  
 Institution type  
 Mode of study  
 Age (at start of course)  
 POLAR quintile  
 Prior attainment  
 Free school meals (FSM)  
 Home region  
 Residence

This release focuses on **UK domiciled** graduate outcomes and earnings in the 2015/16 tax year for the 2004/05, 2009/10, 2011/12 and 2013/14 cohorts ten, five, three and one years after graduation respectively. Accompanying tables are also provided for graduate outcomes and earnings in the 2014/15 tax year for the 2003/04, 2008/09, 2010/11 and 2012/13 cohorts ten, five, three and one years after graduation respectively. We focus on earnings in the 2014/15 and 2015/16 tax years as this allows for the inclusion of PAYE and self-employment earnings. Outcomes data has also been extended to include graduates from Further Education Colleges as well as Higher Education Institutions. The release focuses on outcomes from English HE providers only.

This experimental statistical first release also uses data from the Longitudinal Educational Outcomes (LEO) dataset to look at employment and earning outcomes for **international** students for the first time. Previous releases only included earnings and employment information for UK domiciled graduates only. The commentary and figures in this release focus on graduate outcomes and earnings in the 2015/16 tax year for the 2009/10 graduating cohort (i.e. five years after graduation). Data on outcomes one, three and ten years after graduation for **international** graduates are available in the accompanying tables.

This is the fifth statistical release looking at the employment and earnings outcomes of university graduates from the LEO dataset.

### Feedback

As these statistics are currently experimental we welcome feedback on this release and the data presented within it. Contact details are provided in [section 8: Feedback](#).

### In this publication

The following tables are included in this release:

**Main tables for UK domiciled graduates in the 2015/16 tax year (SFR15\_2018\_UKdomiciled\_1516\_tax\_year.xls)**

Table 1: Summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three and five and ten years after graduation by characteristic (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 2: Subject summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three, five and ten years after graduation by subject studied (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 3: Activity of graduates by sex one, three, five years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 4: Activity of graduates by ethnicity and sex one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 5: Activity of graduates by subject and sex one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 6: Activity of graduates by institution type one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 7: Activity of graduates by mode of study one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 8: Activity of graduates by age one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 9: Activity of graduates by POLAR quintile one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 10: Activity of graduates by prior attainment one, three and five years after graduation (2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 11: Activity of graduates by free school meals (FSM) eligibility between years 6 and 11 one, three and five years after graduation (2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 12: Activity of graduates by home region one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 13: Activity of graduates by residence one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

#### **Main tables for UK domiciled graduates in the 2014/15 tax year (SFR15\_2018\_UKdomiciled\_1415\_tax\_year.xls)**

Table 14: Summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three and five and ten years after graduation by characteristic (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 15: Subject summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three, five and ten years after graduation by subject studied (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 16: Activity of graduates by sex one, three, five years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 17: Activity of graduates by ethnicity and sex one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 18: Activity of graduates by subject and sex one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 19: Activity of graduates by institution type one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 20: Activity of graduates by mode of study one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 21: Activity of graduates by age one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 22: Activity of graduates by POLAR quintile one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

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### **Main tables for international graduates (SFR15\_2018\_international.xls)**

Table 27: Employment outcomes of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 28: Earnings of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 29: Activity of top 20 international graduate populations one, three and five years after graduation

### **Underlying data**

#### **UK domiciled graduates**

CSV format (SFR15\_2018\_UKdomiciled\_underlying\_data.csv)

Metadata (SFR15\_2018\_UKdomiciled\_metadata.txt)

#### **International graduates**

CSV format (SFR15\_2018\_international\_underlying\_data.csv)

Metadata (SFR15\_2018\_international\_metadata.txt)

# 1. Introduction

This is the fifth in a series of higher education data releases from the DfE's new LEO dataset. This release:

- Updates previous estimates of UK domiciled graduate employment and earnings outcomes to cover the latest tax year available – 2015/16.
- Covers for the first time those who graduated with a first degree from a Further Education College (FEC).
- Provides new breakdowns of outcomes by characteristics for UK domiciled graduates, including whether graduates were eligible for Free School Meals (FSM), their POLAR quintile (a measure of educational disadvantage), and the graduates' residence during study. It also expands previously published breakdowns, to include sandwich courses in mode of study, more age bands and more prior attainment categories.
- Includes for the first time a comparison of outcomes by whether the graduate was UK domiciled prior to study, from another EU country (EU) or from another overseas country (overseas).

This release provides outcomes and earnings of **UK domiciled** graduates from the Longitudinal Educational Outcomes (LEO) data, split by the following characteristics:

- Sex
- Ethnicity
- Subject studied
- Institution type
- Mode of study
- Age (at start of course)
- POLAR quintile
- Prior attainment
- Free school meals (FSM)
- Home region
- Residence

This release additionally provides outcomes and earnings of **international** graduates, split by subject studied, domicile and sex.

This release focuses on graduate outcomes and earnings in the 2015/16 tax year for the 2004/05, 2009/10, 2011/12 and 2013/14 cohorts ten, five, three and one years after graduation respectively.

Accompanying tables are also provided for graduate outcomes and earnings in the 2014/15 tax year for the 2003/04, 2008/09, 2010/11 and 2012/13 cohorts ten, five, three and one years after graduation respectively.

Following on from the fourth LEO release in December 2017, this release now includes self-employment earnings data. As per the proposal in the previous release, the earnings figures in this release are total earnings. These total earnings are the earnings of students who are in paid employment, self-employment or a combination of both.

This release also includes graduates who completed their first degree at a Further Education College (FEC). This is the first time these have been included in graduate outcomes and earnings from the Longitudinal Educational Outcomes (LEO) data. It should, however, be noted that the characteristics of those who studied a first-degree at a FEC differ to those who completed their first-degree at a Higher Education Institute (HEI). We have carried out some additional analysis to explore this further but it is not possible to control fully for population differences, this should be borne in mind when comparing outcomes and earnings between HEIs and FECs.

## 2. Background to the Longitudinal Education Outcomes (LEO) dataset

The Small Business, Employment and Enterprise Act 2015 enabled government, for the first time, to link higher education and tax data together to chart the transition of graduates from higher education into the workplace<sup>1</sup>. One of the advantages of linking data from existing administrative sources is that it provides a unique insight into the destinations of graduates without imposing any additional data collection burdens on universities, employers or members of the public. Compared to existing sources of graduate outcomes data, it is also based on a considerably larger sample, does not rely on survey methodology, and can track outcomes across time to a greater extent than was previously possible.

The LEO dataset links information about students, including

- personal characteristics such as sex, ethnic group and age
- education, including schools, colleges and higher education institution attended, courses taken and qualifications achieved
- employment and income
- benefits claimed

By combining these sources, we can look at the progress of higher education leavers into the labour market. Further information on the data included in the LEO dataset can be found in the accompanying methodology note. This note also contains further information on the data quality, match rates and methodology.

### Coverage

This publication looks at those who graduated with a first degree qualification from higher education institutions (HEIs) in England. First degrees are also known as bachelor's degrees. We have looked at those classified as UK domiciled prior to entry to higher education, and for the first time in this release we have looked at those classified as UK, EU or Overseas domiciled prior to entry to higher education.

Designated alternative providers are not included in this publication as they were not required to return student level data to HESA prior to the 2015/16 academic year. The exception is the University of Buckingham, which has historically returned HESA data and so is included in the publication.

All figures are based on UK tax, benefit and student records only, activity of those who move abroad to work or study after graduating is not reflected in the employment or further study figures. Instead, these individuals are categorised as 'activity not captured'. This has potentially important implications when looking at the outcome of non-UK domiciled students.

### Years after graduation

The time periods used in this publication are one, three, five and ten years after graduation, which refers to the first, third, fifth and tenth full tax year after graduation, respectively. For instance, for the 2013/14 graduation cohort, the figures one year after graduation refer to employment and earnings outcomes in the 2015/16 tax year. This time period was picked as graduates are unlikely to have been engaged in economic activity for the whole tax year that overlaps with the graduation date. This is displayed graphically in Figure 1 below.

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<sup>1</sup> For more information on the legal powers governing the dataset please see section 78 of the Small Business, Enterprise and Employment Act 2015 and sections 87-91 of the Education and Skills Act 2008.

**Figure 1: Relationship between academic year, tax year and definitions of ‘years after graduation’ used in this publication**

|                             |         | Tax year |         |         |         |         |         |         |         |         |                 |                 |
|-----------------------------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|-----------------|-----------------|
|                             |         | 2005/06  | 2006/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2014/15         | 2015/16         |
| Academic year of graduation | 2003/04 | 1 year   | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years | 8 years | 9 years | <b>10 years</b> | 11 years        |
|                             | 2004/05 |          | 1 year  | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years | 8 years | 9 years         | <b>10 years</b> |
|                             | 2005/06 |          |         | 1 year  | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years | 8 years         | 9 years         |
|                             | 2006/07 |          |         |         | 1 year  | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years         | 8 years         |
|                             | 2007/08 |          |         |         |         | 1 year  | 2 years | 3 years | 4 years | 5 years | 6 years         | 7 years         |
|                             | 2008/09 |          |         |         |         |         | 1 year  | 2 years | 3 years | 4 years | <b>5 years</b>  | 6 years         |
|                             | 2009/10 |          |         |         |         |         |         | 1 year  | 2 years | 3 years | 4 years         | <b>5 years</b>  |
|                             | 2010/11 |          |         |         |         |         |         |         | 1 year  | 2 years | <b>3 years</b>  | 4 years         |
|                             | 2011/12 |          |         |         |         |         |         |         |         | 1 year  | 2 years         | <b>3 years</b>  |
|                             | 2012/13 |          |         |         |         |         |         |         |         |         | <b>1 year</b>   | 2 years         |
|                             | 2013/14 |          |         |         |         |         |         |         |         |         |                 | <b>1 year</b>   |

Cohorts in **bold** are covered in this publication

### Domicile categories

Domicile categories have been based upon graduate domicile prior to the start of their course, as recorded in the HESA Student Record for graduates from HEIs and as recorded in the Individualised Learner Record (ILR) for graduates from FECs. Graduates have been grouped into three top-level domicile categories: UK, EU (non-UK) and Overseas (non-EU).

Please note that country of domicile is not the same as nationality (as recorded in the HESA Student Record or ILR). For instance, in 2012/13, 91% of UK domiciled graduates were classified as UK nationals, 7% EU domiciled graduates were classified as UK nationals, and 4% of Overseas domiciled graduates were classified as UK nationals. Further information can be found in the accompanying methodology document.

### Employment outcomes for UK domiciled graduates

Outcomes for **UK domiciled** graduates are presented for graduates who have been successfully matched to the Department for Work and Pensions’ Customer Information System (CIS) or if they have been matched to a further study instance on the HESA Student Record.

Graduates who have been matched are then placed into one of five outcomes categories. These are:

**Activity not captured:** graduates who have been successfully matched to CIS but do not have any employment, out-of-work benefits or further study records in the tax year of interest. Reasons for appearing in this category include: moving out of the UK after graduation for either work or study, earning below the Lower Earnings Limit or voluntarily leaving the labour force.

**No sustained destination:** graduates who have an employment or out-of-work benefits record in the tax year in question but were not classified as being in ‘sustained employment’ and do not have a further study record.

**Sustained employment only:** graduates are considered to be in sustained employment if they were employed for at least one day for five out of the six months between October and March of the tax year in question or if they had a self-employment record in that tax year. To be in the sustained employment only category, graduates must not have a record of further study in the tax year in question.

**Sustained employment with or without further study:** includes all graduates with a record of sustained employment, regardless of whether they also have a record of further study. A graduate is defined as being in further study if they have a valid higher education study record at any UK HEI on the HESA database in

the relevant tax year. The further study does not have to be at postgraduate level to be counted. Further study undertaken at further education colleges is not reflected in these figures as this information is not collected by HESA.

**Sustained employment, further study or both:** includes all graduates with a record of sustained employment or further study. This category includes all graduates in the 'sustained employment with or without further study' category as well as those with a further study record only.

It is important to note that our definition of sustained employment does not distinguish between the different types of work that graduates are engaged in and so cannot provide an indication of the proportion of graduates who are employed in graduate occupations. Furthermore, we cannot distinguish between full-time and part-time employment.

Further information can be found in the accompanying methodology note.

### Employment outcomes for international graduates

Outcomes for **international graduates** are presented for **all graduates** within the specified academic years (i.e. graduates that are 'unmatched' are included in the denominator).

Unmatched graduates are placed in a separate '**unmatched**' outcome category. For these populations the match rates are much lower as international graduates are much more likely to leave the UK after graduation. Including these graduates in the calculations means we get a better indication of the proportion of graduates who have stayed in the UK to work or study after graduation, making it easier to compare countries with different match rates. For international domiciled graduates, the employment outcome categories should not be used as an indication of success in finding employment after graduation. It is likely that the majority of these graduates who are 'unmatched' or in 'activity not captured' are employed outside of the UK.

### Contextual Information

There are a number of factors that can influence the employment and earnings outcomes of graduates beyond the subject and institution attended. The outcomes presented in this release are 'raw' outcomes, they **do not control for differences in the characteristics of students** that might influence graduate employment outcomes. This should be borne in mind when making comparisons across subjects.

## 3. Results for UK domiciled graduates

This section provides commentary to the accompanying tables to this release for the 2015/16 tax year. The graduate cohorts covered are the 2004/05 graduating cohort ten years after graduation, the 2009/10 cohort five years after graduation, the 2011/12 cohort three years after graduation and the 2013/14 cohort one year after graduation.

This release includes for the first time graduates who have studied a first degree qualification at a Further Education College (FEC). All analysis in this release and tables in the accompanying tables include graduates from both Higher Education Institutes (HEIs) and Further Education Colleges (FECs). Table 6 in the accompanying tables provides a comparison of graduates from HEIs and FECs, as does the [institution type](#) section of this release.

This release also includes for the first time some breakdowns of graduate characteristics that have not previously been published using the LEO data. These are whether graduates were eligible for Free School Meals (FSM), their POLAR quintile (a measure of educational disadvantage), and the graduates' residence during study. It also expands previously published breakdowns, to include sandwich courses in mode of study, more age bands and more prior attainment categories.

Some of the breakdowns in this release only cover young graduates (under 21 at the start of their course). This is due to low data coverage in graduates who were mature students (21 or over at the start of the

course) or where including mature students would provide an unreliable comparison against trends within the young graduates group. For example, the free school meals breakdown has been calculated using school records data, and for many of the mature graduates, this data is not readily available due to them having left school before this information was collected. Or for example, 'Home region' has been calculated on young graduates alone using information about where they lived prior to study. For mature graduates this information is not as likely to be their home region, because they are more likely to have geographically relocated between leaving school and starting their course. The breakdowns that only cover young graduates are POLAR quintile, prior attainment, free school meals (FSM), home region and residence.

The previous HE LEO release, published in December 2017, contained for the first time self-employment earnings data obtained through the self-assessment tax form. In line with the proposal in the previous release, all median earnings in this release and the accompanying tables refer to earnings from PAYE employment, self-employment and the sum of both for graduates who have both. More information on the inclusion of self-employment earnings data can be found in the release published in December 2017 ([link](#)).

## Comparison to 2014/15 tax year

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

### Employment outcomes

Table 1 below compares the percentage of graduates in 'further study sustained employment or both' in the 2014/15 tax year to the 2015/16 tax year. When making comparisons, it should be borne in mind that these figures relate not only to different tax years but also to different groups of graduates.

**Table 1: Percentage of graduates in further study, sustained employment or both one, three, five and ten years after graduation, 2014/15 and 2015/16 tax years**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year) Tax year: 2014/15

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year) Tax year: 2015/16

| 2014/15 tax year       |   | 2015/16 tax year       |   |
|------------------------|---|------------------------|---|
| Years after graduation | Further study, sustained employment or both (%) | Years after graduation | Further study, sustained employment or both (%) |
| One (2013/14 cohort)   | 86.8  | One (2012/13 cohort)   | 86.4  |
| Three (2011/12 cohort) | 86.6  | Three (2010/11 cohort) | 86.5  |
| Five (2009/10 cohort)  | 85.8  | Five (2008/09 cohort)  | 85.4  |
| Ten (2004/05 cohort)   | 82.9  | Ten (2003/04 cohort)   | 82.6  |

As Table 1 above shows, the percentage in 'further study, sustained employment or both' differ only slightly between the two tax years, with differences of less than 0.5 percentage points at all four time points after graduation.

### Earnings

Table 2 shows the median earnings of graduates in the 2014/15 tax year to the 2015/16 tax year in nominal terms.

**Table 2: Median nominal earnings (£) of graduates one, three, five and ten years after graduation, 2014/15 and 2015/16 tax years**

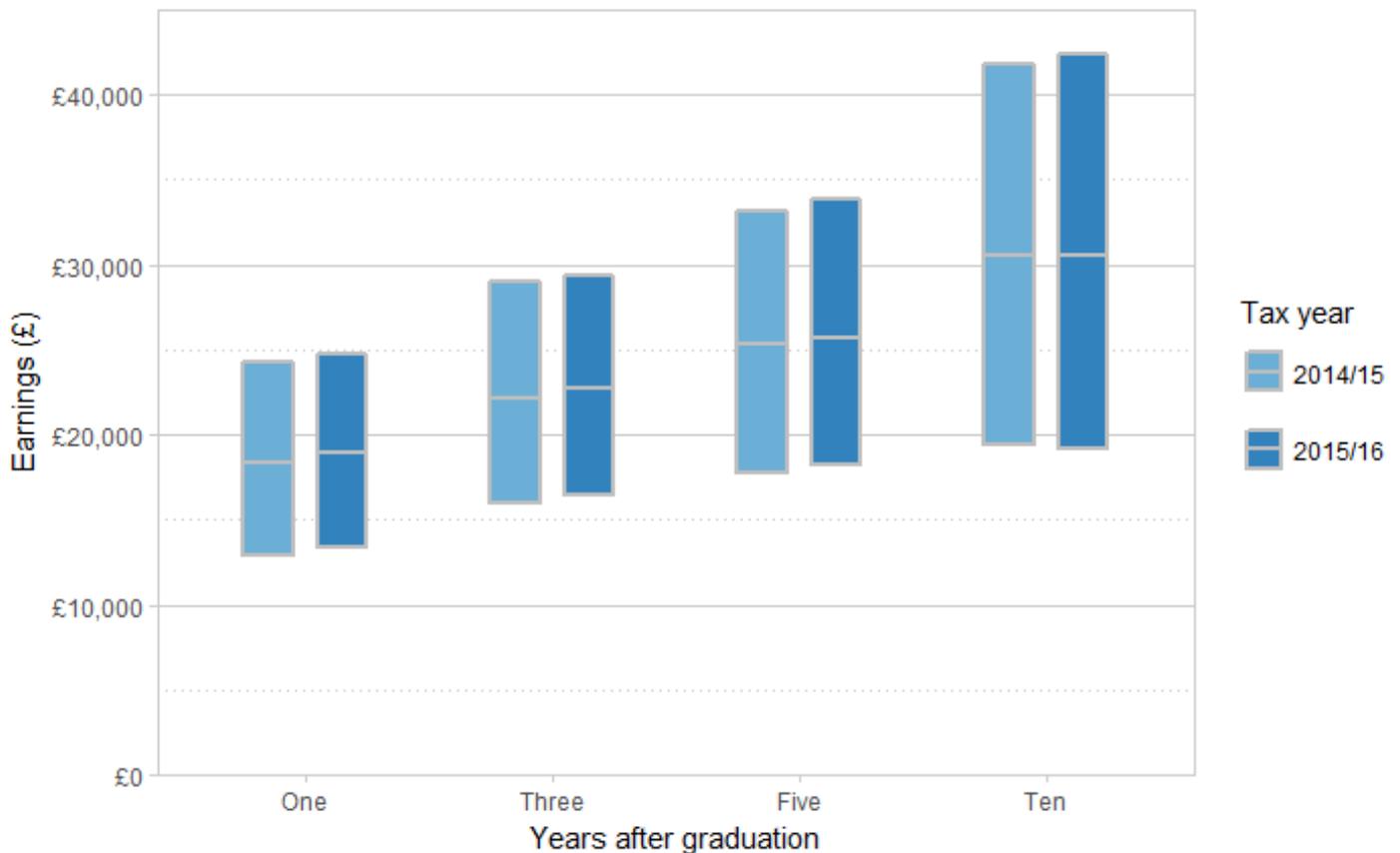
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 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year) Tax year: 2015/16

| 2014/15 tax year       |                     | 2015/16 tax year       |                     |
|------------------------|---------------------|------------------------|---------------------|
| Years after graduation | Median earnings (£) | Years after graduation | Median earnings (£) |
| One (2013/14 cohort)   | 18,400              | One (2012/13 cohort)   | 18,900              |
| Three (2011/12 cohort) | 22,200              | Three (2010/11 cohort) | 22,800              |
| Five (2009/10 cohort)  | 25,300              | Five (2008/09 cohort)  | 25,700              |
| Ten (2004/05 cohort)   | 30,500              | Ten (2003/04 cohort)   | 30,600              |

As Table 2 shows, there was little change in graduate earnings between 2014/15 and 2015/16 in nominal terms. The difference was £500 for the one year after graduation cohorts, £600 for the three years after graduation cohorts, £400 for the five years after graduation cohorts and £100 for the ten years after graduation cohorts. In 2015/16, median graduate earnings were £25,700 five years after graduation, compared to £25,300 in the tax year before. Inflation between 2014/15 and 2015/16 was minimal (based on the CPI it was 0.1%) so converting the nominal 2015/16 earnings to real earnings makes little noticeable difference to the data. Figure 2 below illustrates the differences in nominal earnings for all four points after graduation.

**Figure 2: Median earnings (£) of graduates one, three, five and ten years after graduation, 2014/15 and 2015/16 tax years**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year) Tax year: 2014/15  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year) Tax year: 2015/16



## Overall figures

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

### Employment outcomes

As Table 3 shows, the percentage of unmatched graduates and those in the activity not captured category increases with years after graduation. This should be borne in mind when making comparisons of employment outcomes across years after graduation for all breakdowns covered in this release. Figure 3 shows the percentage of students known to be in further study decreases with years after graduation, demonstrated by the gap between the bars for 'sustained employment only' and 'further study, sustained employment or both' narrowing with years after graduation.

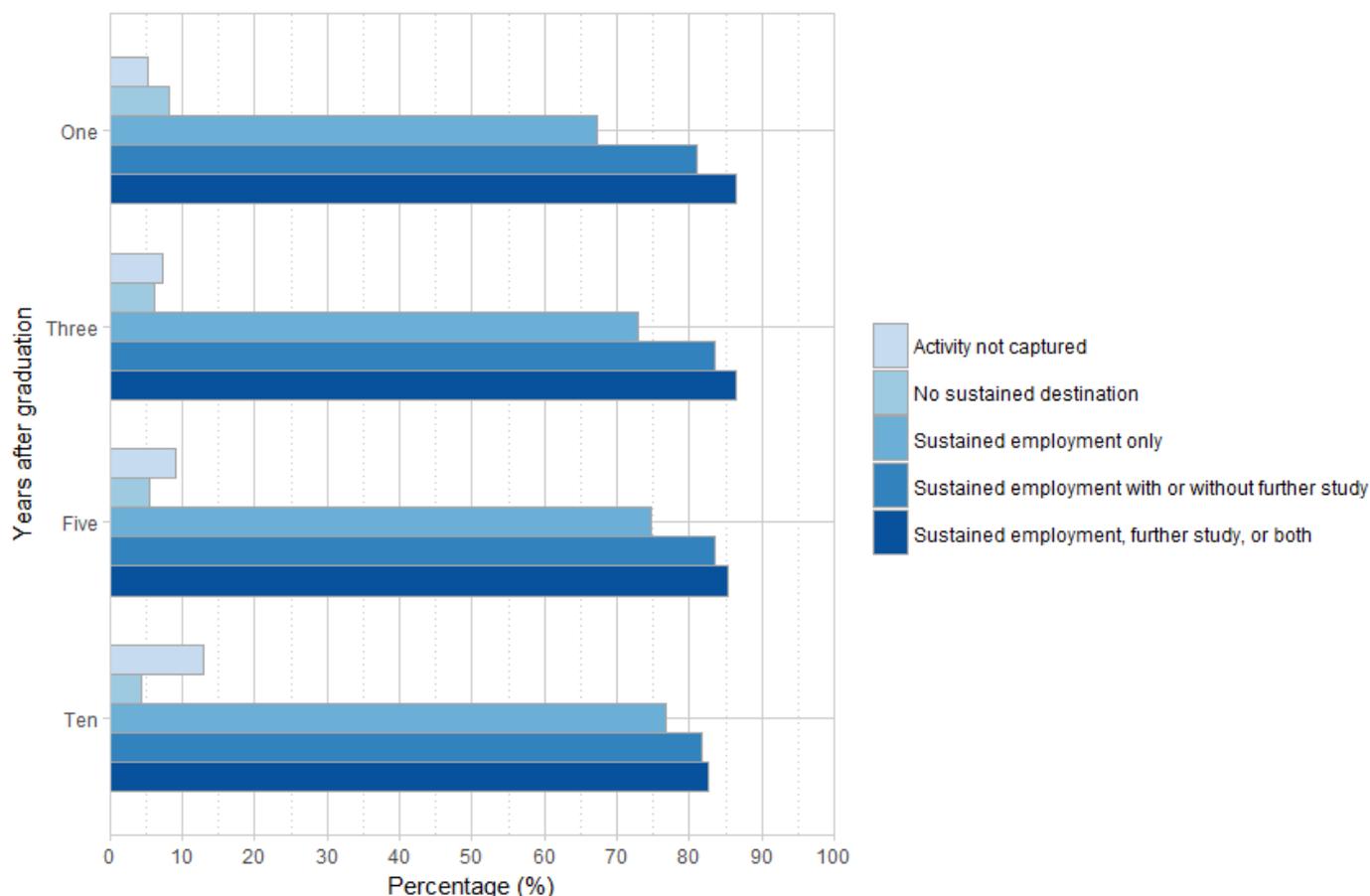
**Table 3: Activity of graduates one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

|                                   | Number of graduates | Unmatched (%) | Number of graduates matched to LEO data | Activity not captured (%) | No sustained destination (%) | Sustained employment only (%) | Sustained employment with or without further study (%) | Further study, sustained employment or both (%) |
|-----------------------------------|---------------------|---------------|---|---------------------------|------------------------------|-------------------------------|--|---|
| One (2013/14 graduating cohort)   | 304,150             | 0.9           | 301,380                                 | 5.3                       | 8.3                          | 67.2                          | 81.0   | 86.4  |
| Three (2011/12 graduating cohort) | 279,315             | 2.2           | 273,300                                 | 7.2                       | 6.2                          | 72.9                          | 83.6   | 86.5  |
| Five (2009/10 graduating cohort)  | 253,530             | 2.4           | 247,525                                 | 9.1                       | 5.5                          | 74.8                          | 83.5   | 85.4  |
| Ten (2004/05 graduating cohort)   | 222,965             | 5.3           | 211,255                                 | 13.0                      | 4.4                          | 76.8                          | 81.7   | 82.6  |

### Figure 3: Employment outcomes of graduates one, three, five and ten years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



### Earnings

The median earnings of graduates increases with years after graduation, as shown in Table 4 and Figure 4.

The interquartile range also increases with years after graduation, as shown in Figure 4.

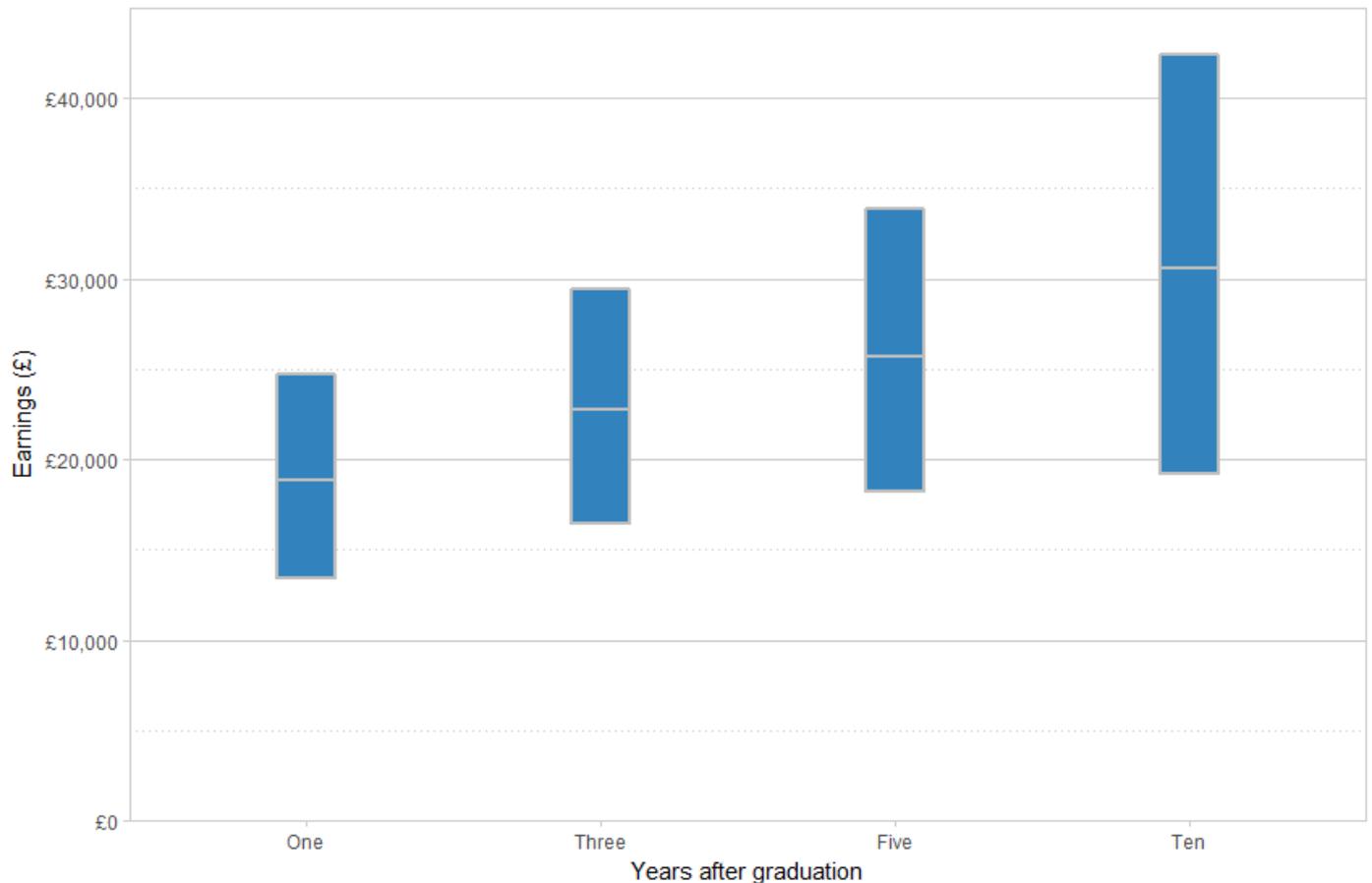
**Table 4: Earnings of graduates one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Years after graduation            | Number included in earnings figures | Earnings lower quartile (£) | Median earnings (£) | Earnings upper quartile (£) |
|-----------------------------------|-------------------------------------|-----------------------------|---------------------|-----------------------------|
| One (2013/14 graduating cohort)   | 195,540                             | 13,400                      | 18,900              | 24,700                      |
| Three (2011/12 graduating cohort) | 191,825                             | 16,500                      | 22,800              | 29,400                      |
| Five (2009/10 graduating cohort)  | 176,790                             | 18,200                      | 25,700              | 33,900                      |
| Ten (2004/05 graduating cohort)   | 151,875                             | 19,200                      | 30,600              | 42,400                      |

## Figure 4: Earnings of graduates one, three, five and ten years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
Tax year: 2015/16



## Sex

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

### Employment outcomes

The percentage of graduates in further study, sustained employment or both is greater for female graduates than male graduates at one, three, five and ten years after graduation. However, the percentage point difference between the two decreases with years after graduation, as shown in Table 5.

There was a 3.0 percentage point difference between male and female graduates one year after graduation (2013/14 graduating cohort) which decreased to 0.5 percentage points ten years after graduation (2004/05 graduating cohort).

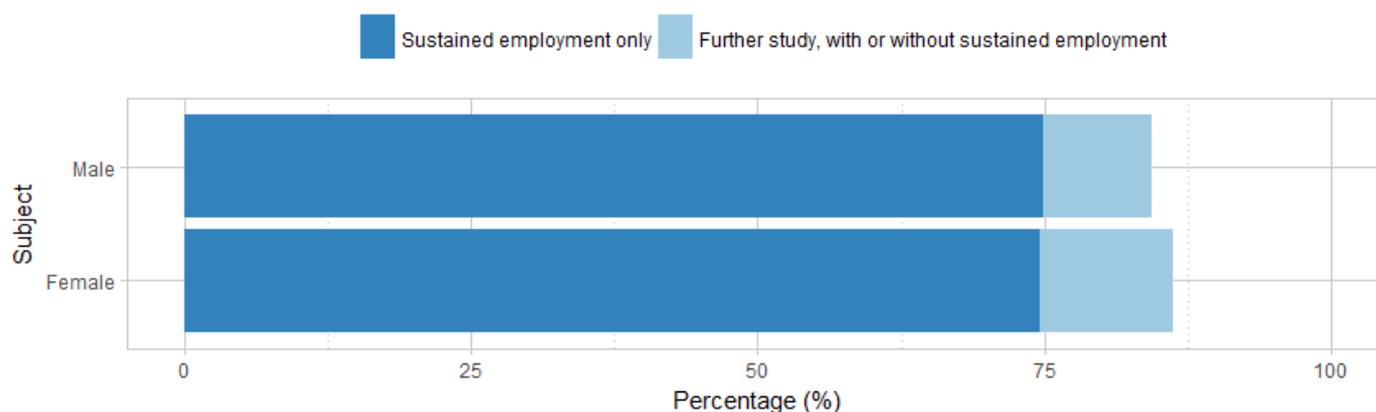
**Table 5: Percentage of graduates in further study, sustained employment or both by sex one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Years after graduation            | Sex                                     |   |   |   |
|-----------------------------------|---|---|---|---|
|                                   | Female                                  |   | Male                                    |   |
|                                   | Number of graduates matched to LEO data | Further study, sustained employment or both (%) | Number of graduates matched to LEO data | Further study, sustained employment or both (%) |
| One (2013/14 graduating cohort)   | 172,740                                 | 87.6  | 128,640                                 | 84.6  |
| Three (2011/12 graduating cohort) | 156,810                                 | 87.6  | 116,490                                 | 85.1  |
| Five (2009/10 graduating cohort)  | 141,285                                 | 86.2  | 106,240                                 | 84.3  |
| Ten (2004/05 graduating cohort)   | 116,480                                 | 82.8  | 94,770                                  | 82.3  |

**Figure 5: Employment outcomes of graduates by sex five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohort: 2009/10 (5 years)  
 Tax year: 2015/16



As shown in Figure 5, of those in 'further study, sustained employment or both' female have a higher percentage of graduates in further study (with or without sustained employment) than male graduates.

## Earnings

Table 6 shows the median earnings of male and female graduates one, three, five and ten years after graduation.

**Table 6: Median earnings by sex one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

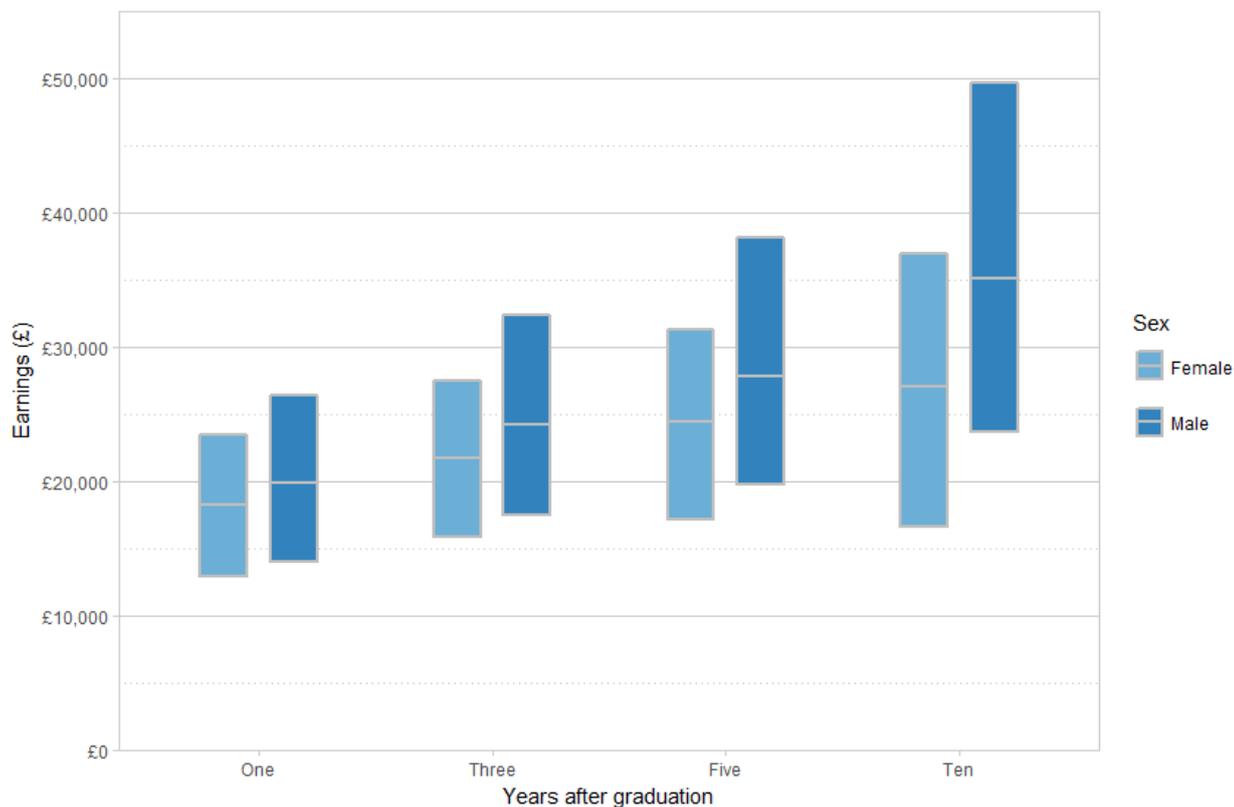
| Years after graduation            | Sex                                 |                     |                                     |                     |
|-----------------------------------|-------------------------------------|---------------------|-------------------------------------|---------------------|
|                                   | Female                              |                     | Male                                |                     |
|                                   | Number included in earnings figures | Median earnings (£) | Number included in earnings figures | Median earnings (£) |
| One (2013/14 graduating cohort)   | 113,010                             | 18,300              | 82,530                              | 19,900              |
| Three (2011/12 graduating cohort) | 110,225                             | 21,800              | 81,595                              | 24,200              |
| Five (2009/10 graduating cohort)  | 101,020                             | 24,500              | 75,770                              | 27,800              |
| Ten (2004/05 graduating cohort)   | 83,520                              | 27,100              | 68,355                              | 35,100              |

At one, three, five and ten years after graduation, male earnings exceed female earnings. The difference between male and female median earnings also increases with years after graduation – male earnings were 9% larger than female earnings one year after graduation, 11% larger at three years after graduation, 13% larger five years after graduation and 30% larger at ten years after graduation. Figure 6 below shows the difference and how this increases with years after graduation.

Some of these variations will be due to differences in the incidence of part-time work by sex. The LEO data is currently unable to distinguish between those who work full-time and those who work part-time and this should be borne in mind when comparing average earnings between the sexes.

**Figure 6: Earnings of graduates by sex one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



As well as the median earnings for males being higher than those for females, and the difference growing with time after graduation, we also see a wider distribution of earnings amongst males compared to females, and this difference also growing over time. This is illustrated in Figure 6 and Table 6.

## Ethnicity

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

### Employment outcomes

The percentage in further study, sustained employment or both varies by the ethnicity of graduates, as shown in Table 7.

**Table 7: Percentage of graduates in further study, sustained employment or both by ethnicity one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data; % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Ethnicity                            | Years after graduation |      |                        |      |                       |      |                      |      |
|--------------------------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                                      | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                                      | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| White                                | 229,405                | 87.4 | 210,070                | 87.6 | 190,035               | 86.6 | 165,435              | 83.7 |
| Black or Black British - Caribbean   | 4,700                  | 86.0 | 4,305                  | 86.3 | 3,680                 | 85.5 | 2,585                | 83.6 |
| Black or Black British - African     | 13,335                 | 82.8 | 11,235                 | 81.2 | 8,835                 | 79.1 | 4,270                | 74.2 |
| Other Black background               | 870                    | 79.6 | 840                    | 77.4 | 795                   | 79.0 | 705                  | 74.9 |
| Asian or Asian British - Indian      | 11,905                 | 86.3 | 11,595                 | 87.5 | 11,635                | 86.3 | 10,310               | 84.0 |
| Asian or Asian British - Pakistani   | 8,425                  | 81.3 | 7,230                  | 81.9 | 6,430                 | 80.2 | 4,960                | 76.0 |
| Asian or Asian British - Bangladeshi | 3,085                  | 84.5 | 2,920                  | 85.6 | 2,540                 | 84.0 | 1,580                | 81.3 |
| Chinese                              | 2,710                  | 77.8 | 2,515                  | 74.3 | 2,565                 | 71.7 | 2,275                | 67.3 |
| Other Asian background               | 5,225                  | 81.3 | 4,080                  | 80.8 | 3,365                 | 79.5 | 2,555                | 77.0 |
| Other (including mixed)              | 13,945                 | 82.6 | 11,745                 | 82.1 | 9,825                 | 80.3 | 5,480                | 76.3 |
| Not known                            | 7,770                  | 82.2 | 6,765                  | 81.5 | 7,820                 | 80.6 | 11,095               | 78.9 |

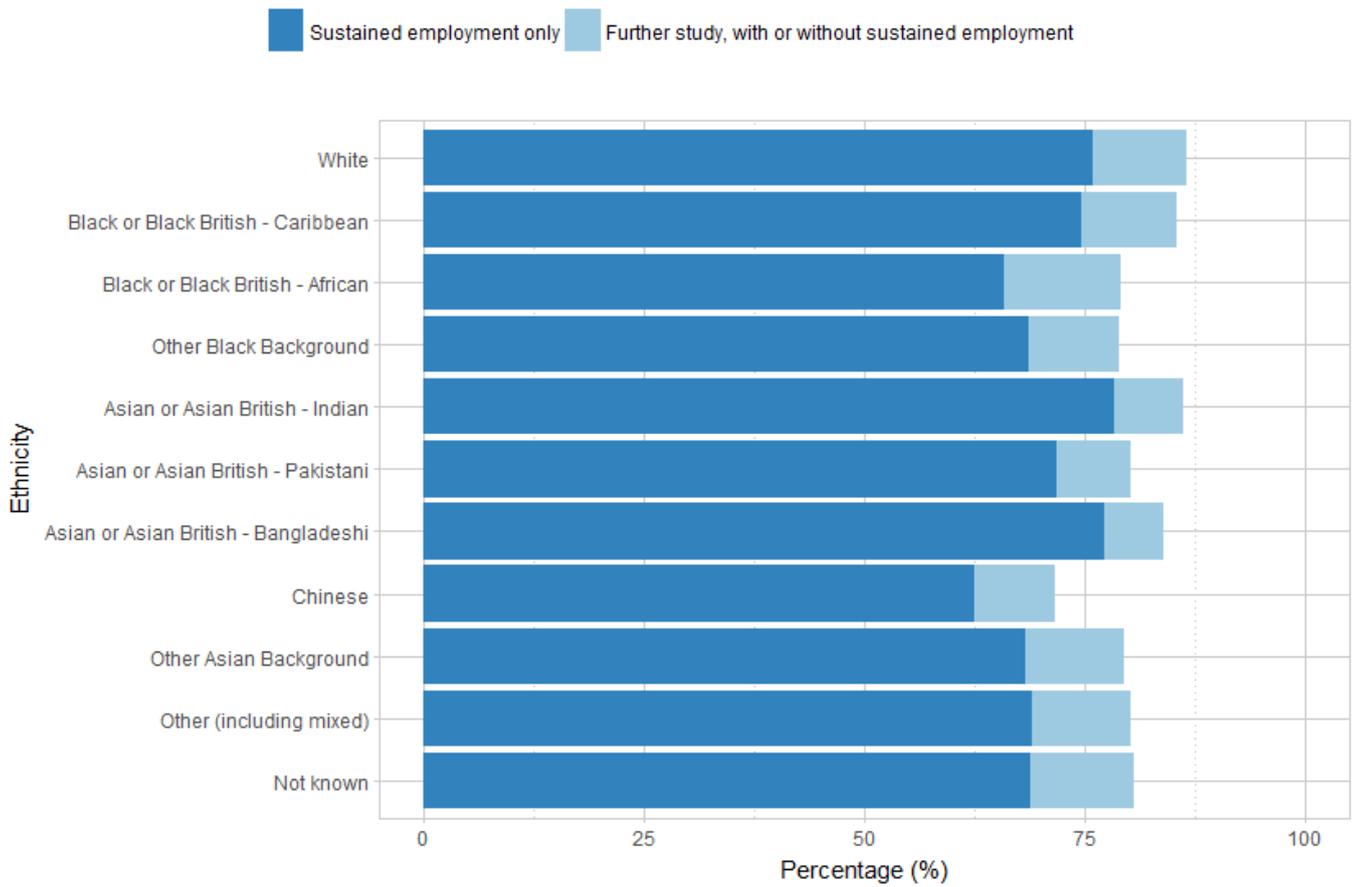
Figure 7 shows the ethnic group with the highest percentage of graduates in further study, sustained employment or both is White and the ethnic group with the lowest is Chinese. This is driven by the large percentage of graduates from some ethnic groups in the 'activity not captured' category. At five years after graduation, 8.5% of White graduates were in activity not captured, compared to 22.7% of Chinese graduates. Declining trends of percentage in 'further study, sustained employment or both' over time are linked to an increase in the percentage of graduates in 'activity not captured'. Comparisons are therefore best made between different ethnic groups for a given time after graduation, rather than across time.

### Figure 7: Employment outcome of graduates by ethnicity five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohort: 2009/10 (5 years)

Tax year: 2015/16



## Earnings

Table 8 shows the median earnings of graduates by ethnicity one, three, five and ten years after graduation.

**Table 8: Median earnings by ethnicity one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

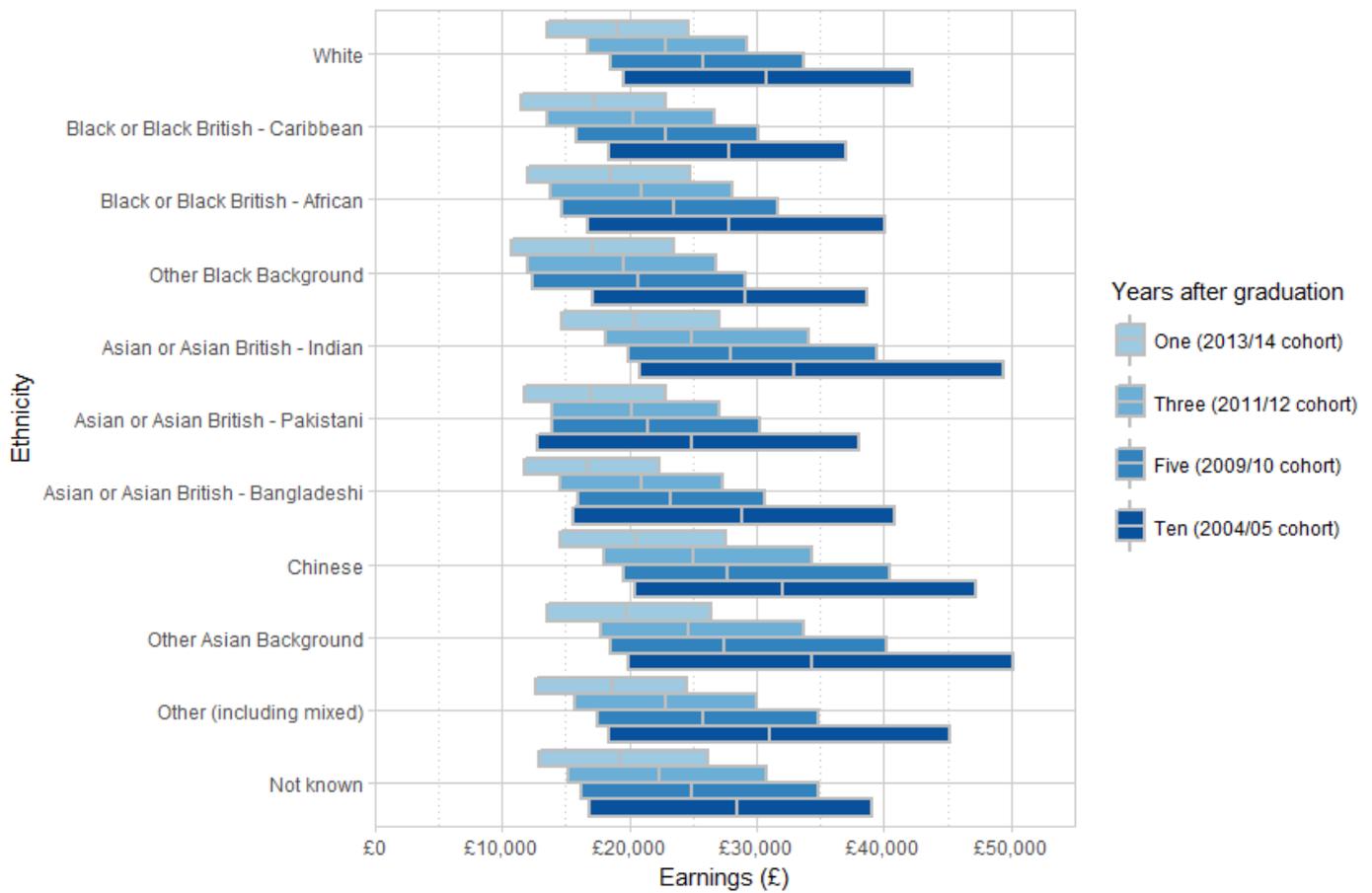
Tax year: 2015/16

| Ethnicity                            | Years after graduation |        |                        |        |                       |        |                      |        |
|--------------------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                                      | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                                      | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| White                                | 151,205                | 19,000 | 149,655                | 22,900 | 137,975               | 24,600 | 121,105              | 30,800 |
| Black or Black British - Caribbean   | 3,295                  | 17,200 | 3,105                  | 20,300 | 2,620                 | 22,300 | 1,865                | 27,800 |
| Black or Black British - African     | 8,155                  | 18,500 | 6,930                  | 20,900 | 5,410                 | 22,500 | 2,540                | 27,800 |
| Other Black background               | 530                    | 17,100 | 495                    | 19,500 | 505                   | 20,300 | 435                  | 29,100 |
| Asian or Asian British - Indian      | 7,635                  | 20,400 | 8,570                  | 24,900 | 8,815                 | 26,300 | 7,740                | 33,000 |
| Asian or Asian British - Pakistani   | 4,900                  | 17,000 | 4,905                  | 20,200 | 4,405                 | 19,700 | 3,225                | 24,900 |
| Asian or Asian British - Bangladeshi | 2,015                  | 16,700 | 2,165                  | 21,000 | 1,910                 | 22,000 | 1,140                | 28,800 |
| Chinese                              | 1,435                  | 20,600 | 1,510                  | 25,000 | 1,525                 | 27,000 | 1,305                | 32,000 |
| Other Asian background               | 3,005                  | 19,800 | 2,550                  | 24,600 | 2,180                 | 26,200 | 1,610                | 34,300 |
| Other (including mixed)              | 8,435                  | 18,700 | 7,630                  | 22,800 | 6,410                 | 24,800 | 3,495                | 31,000 |
| Not known                            | 4,925                  | 19,300 | 4,315                  | 22,400 | 5,035                 | 23,100 | 7,415                | 28,500 |

At one, three and five years after graduation, Chinese graduates have the highest median earnings, and ten years after graduation, graduates from 'other Asian backgrounds' have the highest median earnings. Across all four graduating cohorts, 'Asian or Asian British – Indian' graduates had the second highest median earnings. Figure 8 shows the earnings of graduates by ethnicity.

### Figure 8: Earnings of graduates by ethnicity one, three, five and ten years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



### Subject studied

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

### Employment outcomes

Table 9 shows the percentage of graduates in further study, sustained employment or both by subject. There is some variation on the percentages of graduates achieving this employment outcome between subjects.

**Table 9: Percentage of graduates in further study, sustained employment or both by subject studied one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data, % denotes the percentage of matched graduates in further study, sustained employment or both

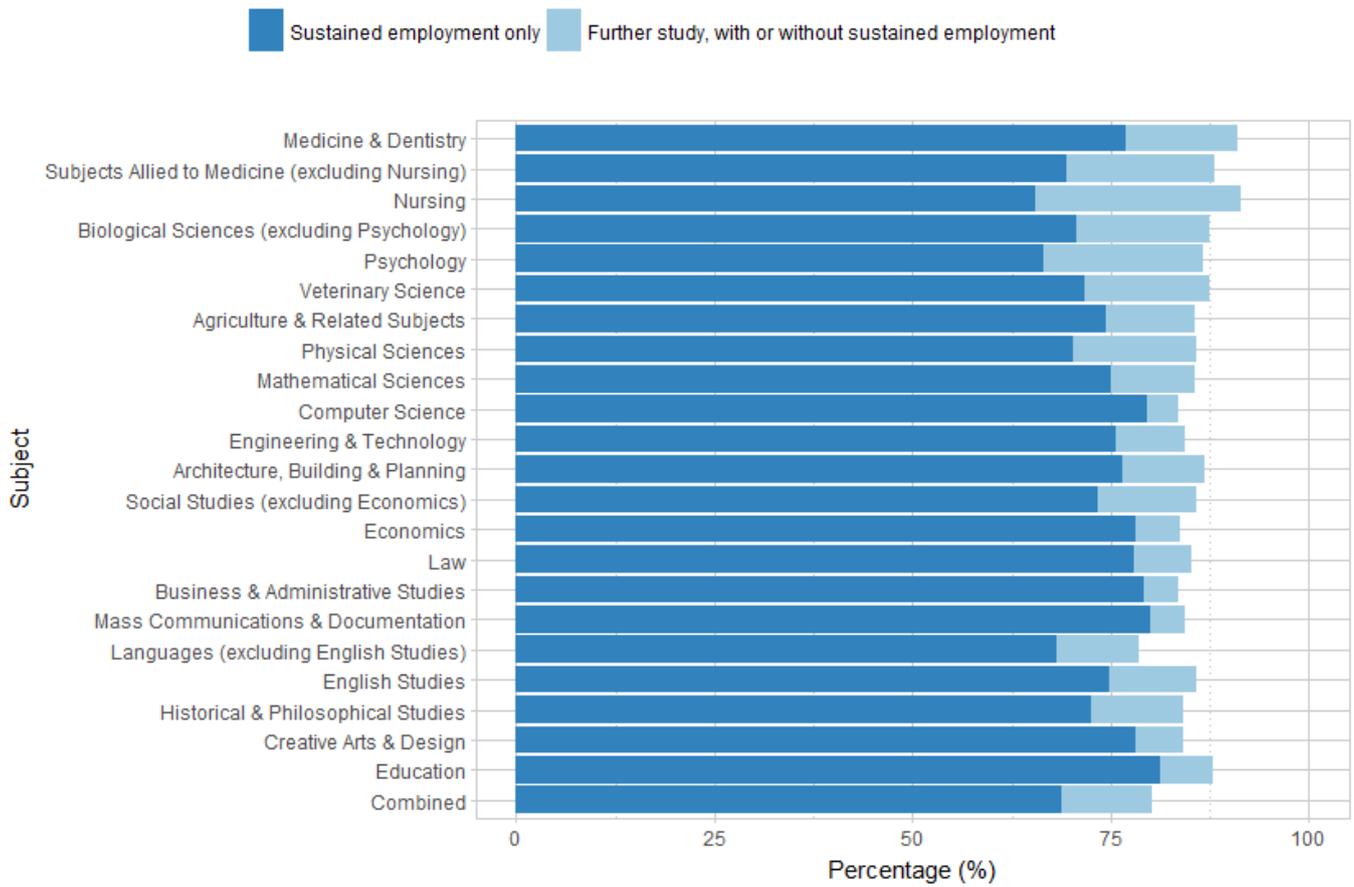
Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Subject   | Years after graduation |      |                        |      |                       |      |                      |      |
|---|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|   | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|   | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| Medicine & Dentistry                            | 6,900                  | 97.6 | 6,955                  | 92.2 | 6,725                 | 91.0 | 5,095                | 86.1 |
| Subjects Allied to Medicine (excluding Nursing) | 15,600                 | 90.3 | 13,960                 | 89.1 | 13,145                | 88.0 | 10,220               | 85.3 |
| Nursing   | 15,130                 | 94.9 | 11,840                 | 93.4 | 9,470                 | 91.3 | 7,465                | 87.6 |
| Biological Sciences (excluding Psychology)      | 19,775                 | 88.1 | 15,985                 | 88.3 | 14,015                | 87.4 | 11,445               | 84.7 |
| Psychology                                      | 13,020                 | 87.9 | 11,280                 | 88.2 | 10,180                | 86.6 | 8,460                | 83.8 |
| Veterinary Science                              | 575                    | 88.3 | 610                    | 90.0 | 500                   | 87.4 | 425                  | 84.6 |
| Agriculture & Related Subjects                  | 2,610                  | 86.2 | 2,240                  | 87.4 | 1,840                 | 85.6 | 1,655                | 81.8 |
| Physical Sciences                               | 12,895                 | 87.6 | 11,315                 | 87.9 | 10,130                | 85.7 | 9,210                | 82.5 |
| Mathematical Sciences                           | 6,010                  | 87.9 | 5,075                  | 88.2 | 4,420                 | 85.5 | 3,690                | 81.8 |
| Computer Science                                | 10,950                 | 83.2 | 9,830                  | 84.6 | 9,480                 | 83.5 | 13,915               | 81.3 |
| Engineering & Technology                        | 14,150                 | 86.4 | 12,665                 | 86.1 | 11,640                | 84.4 | 11,020               | 82.0 |
| Architecture, Building & Planning               | 6,050                  | 87.7 | 6,875                  | 88.1 | 7,000                 | 86.9 | 3,760                | 82.3 |
| Social Studies (excluding Economics)            | 26,775                 | 86.4 | 23,415                 | 86.9 | 21,650                | 85.8 | 16,690               | 82.8 |
| Economics                                       | 5,390                  | 83.3 | 4,805                  | 84.9 | 4,015                 | 83.7 | 3,935                | 79.9 |
| Law   | 11,535                 | 83.6 | 11,370                 | 86.1 | 10,895                | 85.1 | 9,440                | 82.1 |
| Business & Administrative Studies               | 34,735                 | 83.9 | 31,405                 | 84.5 | 28,210                | 83.5 | 24,470               | 81.8 |
| Mass Communications & Documentation             | 9,190                  | 83.2 | 8,870                  | 85.0 | 7,695                 | 84.4 | 6,650                | 83.6 |
| Languages (excluding English Studies)           | 7,755                  | 79.7 | 7,465                  | 79.8 | 6,710                 | 78.6 | 6,475                | 76.8 |
| English Studies                                 | 11,025                 | 84.7 | 10,405                 | 85.6 | 9,390                 | 85.7 | 8,405                | 83.7 |
| Historical & Philosophical Studies              | 14,935                 | 84.4 | 14,185                 | 84.7 | 12,960                | 84.2 | 11,885               | 81.6 |
| Creative Arts & Design                          | 36,140                 | 83.2 | 33,330                 | 84.3 | 30,200                | 84.1 | 23,620               | 81.9 |
| Education                                       | 16,125                 | 90.3 | 14,915                 | 89.4 | 12,800                | 87.9 | 7,870                | 85.7 |
| Combined  | 4,105                  | 83.4 | 4,505                  | 81.6 | 4,455                 | 80.2 | 5,460                | 76.4 |

One year after graduation, medicine and dentistry is the subject with the highest proportion of graduates in further study, sustained employment or both. Three, five and ten years after graduation, nursing has the highest proportion of graduates in further study, sustained employment or both. The subject with the lowest proportion of graduates in further study, sustained employment or both, one, three and five years after graduation is languages. At ten years after graduation, the subject with the lowest proportion is combined. There is variation between subjects on the proportion of graduates in further study, as Figure 9 highlights for five years after graduation.

### Figure 9: Employment outcome of graduates by subject studied five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



Five years after graduation, nursing has the highest proportion of graduates in further study, followed by psychology and subject allied to medicine. The subject with the lowest proportion of graduates in further study at five years after graduation is computer science.

## Earnings

Table 10 shows the median earnings of graduates by subject one, three, five and ten years after graduation.

**Table 10: Median earnings by subject studied one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

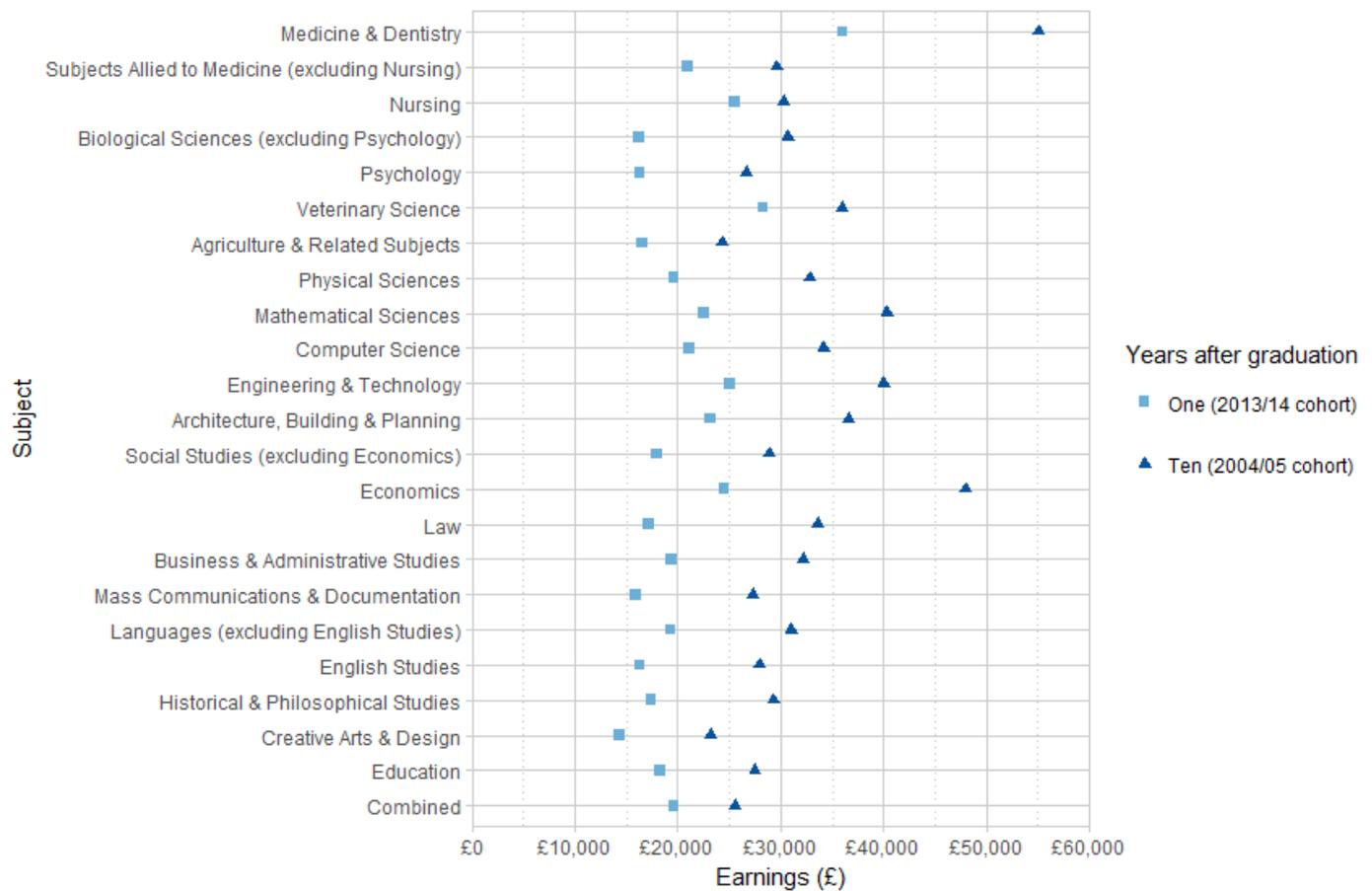
| Subject   | Years after graduation |        |                        |        |                       |        |                      |        |
|---|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|   | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|   | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| Medicine & Dentistry                            | 5,370                  | 36,000 | 5,010                  | 42,800 | 4,860                 | 47,300 | 2,885                | 55,100 |
| Subjects Allied to Medicine (excluding Nursing) | 9,365                  | 21,000 | 8,605                  | 24,400 | 8,630                 | 26,400 | 7,165                | 29,600 |
| Nursing   | 10,200                 | 25,500 | 7,235                  | 27,200 | 5,985                 | 28,500 | 5,100                | 30,300 |
| Biological Sciences (excluding Psychology)      | 11,150                 | 16,200 | 10,330                 | 21,100 | 9,555                 | 24,500 | 8,430                | 30,700 |
| Psychology                                      | 7,550                  | 16,300 | 7,260                  | 20,100 | 6,515                 | 22,600 | 5,960                | 26,700 |
| Veterinary Science                              | 450                    | 28,300 | 425                    | 32,400 | 340                   | 34,900 | 290                  | 36,000 |
| Agriculture & Related Subjects                  | 1,775                  | 16,500 | 1,555                  | 19,100 | 1,305                 | 20,500 | 1,190                | 24,300 |
| Physical Sciences                               | 7,075                  | 19,600 | 7,235                  | 23,800 | 6,865                 | 27,100 | 6,760                | 32,800 |
| Mathematical Sciences                           | 3,605                  | 22,500 | 3,660                  | 28,000 | 3,235                 | 33,100 | 2,720                | 40,300 |
| Computer Science                                | 7,960                  | 21,100 | 7,570                  | 25,200 | 7,255                 | 27,800 | 10,370               | 34,200 |
| Engineering & Technology                        | 9,860                  | 25,100 | 9,190                  | 29,500 | 8,500                 | 32,600 | 8,140                | 40,000 |
| Architecture, Building & Planning               | 4,085                  | 23,200 | 4,550                  | 28,600 | 5,160                 | 30,900 | 2,790                | 36,600 |
| Social Studies (excluding Economics)            | 17,010                 | 18,000 | 16,370                 | 21,800 | 15,320                | 24,500 | 12,030               | 28,900 |
| Economics                                       | 3,540                  | 24,500 | 3,680                  | 31,500 | 3,045                 | 37,900 | 2,845                | 48,000 |
| Law   | 7,180                  | 17,200 | 8,430                  | 21,500 | 8,175                 | 25,200 | 6,950                | 33,600 |
| Business & Administrative Studies               | 25,650                 | 19,400 | 24,185                 | 23,400 | 21,495                | 26,800 | 18,315               | 32,200 |
| Mass Communications & Documentation             | 6,755                  | 15,900 | 6,840                  | 19,700 | 5,890                 | 22,800 | 4,990                | 27,300 |
| Languages (excluding English Studies)           | 4,110                  | 19,300 | 4,690                  | 24,100 | 4,315                 | 27,400 | 4,240                | 31,000 |
| English Studies                                 | 6,190                  | 16,300 | 7,130                  | 21,400 | 6,740                 | 24,000 | 6,175                | 27,900 |
| Historical & Philosophical Studies              | 8,140                  | 17,400 | 9,345                  | 22,200 | 8,945                 | 25,400 | 8,285                | 29,300 |
| Creative Arts & Design                          | 24,790                 | 14,300 | 23,970                 | 17,800 | 21,740                | 20,200 | 16,670               | 23,200 |
| Education                                       | 11,535                 | 18,300 | 11,775                 | 21,600 | 10,100                | 23,700 | 6,130                | 27,500 |
| Combined  | 2,185                  | 19,600 | 2,780                  | 21,900 | 2,825                 | 24,200 | 3,450                | 25,600 |

At one, three, five and ten years after graduation, graduates from medicine & dentistry have the highest earnings and graduates from creative arts & design have the lowest earnings. The increase in earnings between years after graduation also varies between subjects, as Figure 10 illustrates. For example, the year on year increases in nursing are smaller in comparison to the earnings of economics graduates. Between one year after graduation and ten years after graduation, the median earnings for nursing

graduates increased by £4,800 whereas the median earnings for economics graduates increased by £23,500.

**Figure 10: Earnings of graduates by subject one and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2013/14 (1 year)  
 Tax year: 2015/16



**Institution type**

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

This release includes, for the first time, graduate employment and earnings outcomes for those graduating from Further Education Colleges (FECs). This is to understand the impact on sector level statistics of extending our analysis to include FECs. Our criteria for inclusion is FECs that offer first-degrees and receive funding from the Higher Education Funding Council for England (HEFCE).

It should be borne in mind that the characteristics of those completing first degrees at Further Education Colleges differ from the characteristics of those studying at higher education institutes, which could be a contributing factor to these differences. We have included additional analysis (Tables 13 to 15) to explore the impact that some of these differences have on the overall outcomes between the two sectors. However, it has not been possible to control for every difference between the graduates from the two sectors, so these statistics should not be interpreted as causal evidence of differences in the relative quality of the education they offer.

**Employment outcomes**

Table 11 shows the percentage of graduates in further study, sustained employment or both by institution type.

**Table 11: Percentage of graduates in further study, sustained employment or both by institution type one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data; % denotes the percentage of matched graduates in further study, sustained employment or both

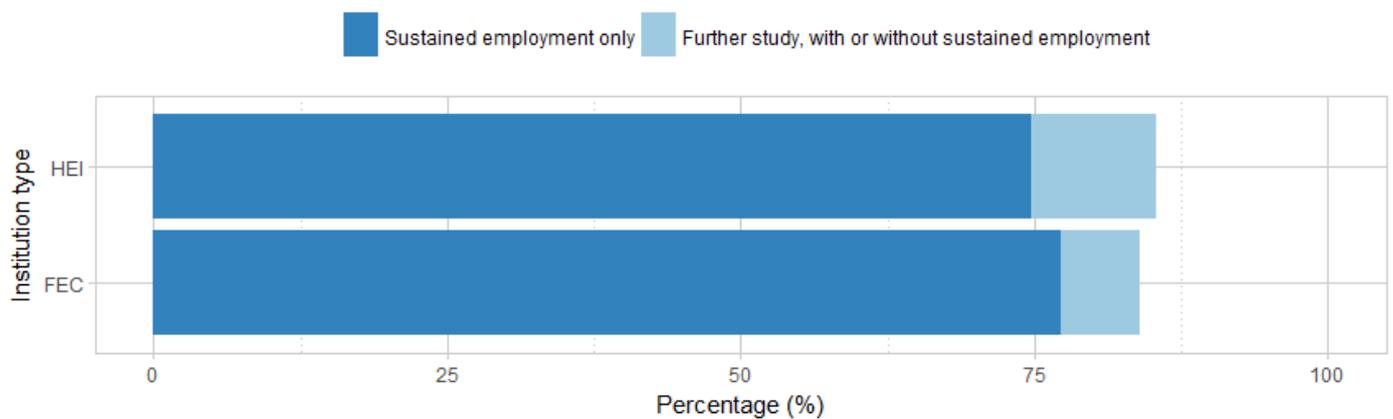
Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Institution type                     | Years after graduation |      |                        |      |                       |      |                      |      |
|--------------------------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                                      | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                                      | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| Higher Education Institutions (HEIs) | 293,690                | 86.4 | 267,810                | 86.6 | 242,420               | 85.4 | 207,960              | 82.6 |
| Further Education Colleges (FECs)    | 7,690                  | 85.0 | 5,490                  | 85.1 | 5,100                 | 83.9 | 3,295                | 81.1 |

The percentage of graduates in further study, sustained employment or both is similar across FECs and HEIs, with the percentage slightly higher for those who graduated from a higher education institute at one, three, five and ten years after graduation. Additionally, graduates from a higher education institute are more likely to be in further study (with or without sustained employment) than graduates from a further education college, as Figure 11 *Figure* illustrates for five years after graduation.

**Figure 11: Employment outcomes of graduates by institution type five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohort: 2009/10 (5 years)  
 Tax year: 2015/16



## Earnings

Table 12 shows the median earnings of graduates by institution type.

**Table 12: Median earnings by institution type one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Institution type                     | Years after graduation |        |                        |        |                       |        |                      |        |
|--------------------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                                      | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                                      | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| Higher Education Institutions (HEIs) | 190,270                | 19,000 | 187,835                | 22,900 | 173,080               | 25,800 | 149,550              | 30,700 |
| Further Education Colleges (FECs)    | 5,270                  | 14,600 | 3,985                  | 17,500 | 3,710                 | 19,100 | 2,325                | 23,700 |

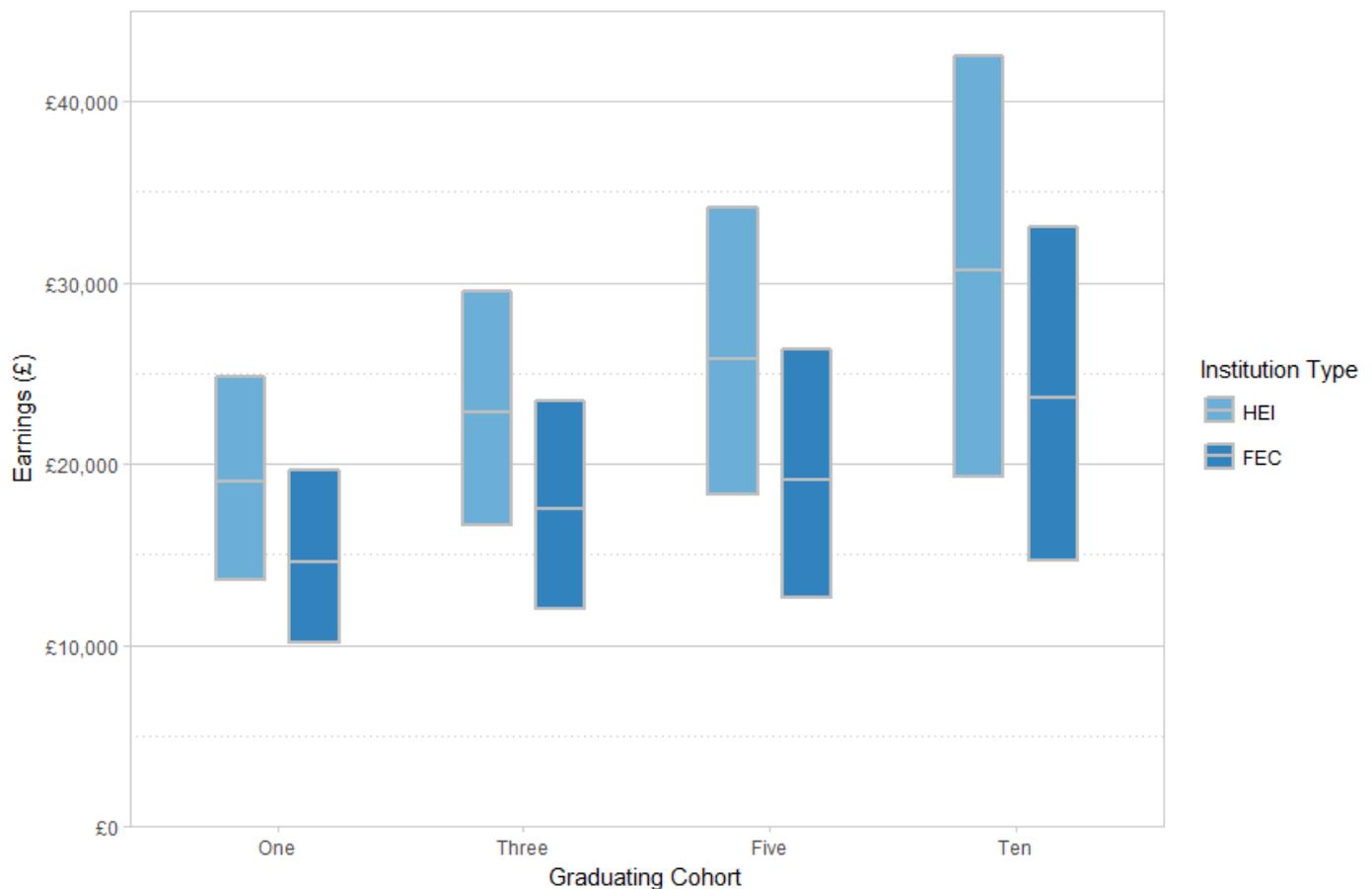
Across all the four graduate cohorts covered in this release, the median graduate earnings from higher education institutions are larger than those from further education colleges, shown by both Table 12 and Figure 12.

**Figure 12: Earnings of graduates by institution type one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16



## Characteristics of graduates by institution type

This sub-section compares some of the characteristics of graduates of FEC and HEIs.

Table 13 below shows the percentage of graduates by subject studied and institution type for the 2009/10 graduating cohort, as well as the median earnings of these graduates in the 2015/16 tax year (five years after graduation).

**Table 13: percentage of graduates by subject studied and institution type for the 2009/10 graduating cohort and the median earnings of these graduates in the 2015/16 tax year (five years after graduation)**

Where a group relates to less than 1% of the population, earnings figures are not displayed for this group and their corresponding group from the other institution type, as the majority of these would have been suppressed to prevent disclosure  
 Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years)  
 Tax year: 2015/16

| Subject   | Percentage in subject category |       | Median earnings by subject (£) |        |
|---|--------------------------------|-------|--------------------------------|--------|
|   | HEIs                           | FECs  | HEIs                           | FECs   |
| Medicine & Dentistry                            | 2.8                            | 0.1   | -                              | -      |
| Subjects Allied to Medicine (excluding Nursing) | 5.3                            | 4.4   | 24,500                         | 18,500 |
| Nursing   | 3.9                            | 0.1   | -                              | -      |
| Biological Sciences (excluding Psychology)      | 5.7                            | 3.0   | 21,300                         | 16,300 |
| Psychology                                      | 4.2                            | 1.3   | 20,200                         | 13,900 |
| Veterinary Science                              | 0.2                            | 0.0   | -                              | -      |
| Agriculture & Related Subjects                  | 0.7                            | 3.7   | 19,300                         | 17,500 |
| Physical Sciences                               | 4.2                            | 0.2   | -                              | -      |
| Mathematical Sciences                           | 1.8                            | 0.0   | -                              | -      |
| Computer Science                                | 3.8                            | 3.8   | 25,200                         | 22,100 |
| Engineering & Technology                        | 4.7                            | 2.9   | 29,500                         | 29,900 |
| Architecture, Building & Planning               | 2.9                            | 0.7   | -                              | -      |
| Social Studies (excluding Economics)            | 8.7                            | 9.0   | 21,900                         | 17,800 |
| Economics                                       | 1.7                            | 0.0   | -                              | -      |
| Law   | 4.5                            | 1.4   | 21,500                         | 16,000 |
| Business & Administrative Studies               | 11.3                           | 17.0  | 23,500                         | 20,500 |
| Mass Communications & Documentation             | 3.2                            | 1.0   | 19,800                         | 16,600 |
| Languages (excluding English Studies)           | 2.8                            | 0.0   | -                              | -      |
| English Studies                                 | 3.8                            | 2.1   | 21,400                         | 16,400 |
| Historical & Philosophical Studies              | 5.3                            | 0.5   | -                              | -      |
| Creative Arts & Design                          | 11.6                           | 39.1  | 18,000                         | 14,900 |
| Education                                       | 5.1                            | 9.9   | 21,800                         | 17,900 |
| Combined  | 1.8                            | 0.0   | -                              | -      |
| <b>Total number of matched graduates</b>        | 242,420                        | 5,100 | -                              | -      |

As Table 13 shows, the subject mix between HEIs and FECs differ. Those who studied at FECs were more likely to study creative arts & design and business & administrative studies than those who studied at HEIs. As this release shows, graduates from creative arts & design course have the lowest median earnings (see [subject](#) section of this release for more details). However, with the exception of engineering & technology, the median earnings are higher for graduates from HEIs than graduates from FECs for all of the subjects displayed in Table 13. The difference between HEI graduates and FEC graduates is £3,100 for creative arts & design graduates. The largest difference in median earnings is £6,300 for psychology graduates.

Graduates from HEIs and FECs also differ from one another by the age at the start of their course. Table 14 below shows the percentage of graduates by age at start of course and institution type for the 2009/10 graduating cohort, as well as the median earnings of these graduates in the 2015/16 tax year (five years after graduation).

**Table 14: percentage of graduates by age at start of course and institution type for the 2009/10 graduating cohort and the median earnings of these graduates in the 2015/16 tax year (five years after graduation)**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohort: 2009/10 (5 years)

Tax year: 2015/16

| Age band                                 | Percentage in age band |       | Median earnings by age band (£) |        |
|--|------------------------|-------|---------------------------------|--------|
|  | HEIs                   | FECs  | HEIs                            | FECs   |
| under 21                                 | 73.4                   | 32.1  | 26,300                          | 18,400 |
| 21-24                                    | 10.0                   | 24.7  | 23,900                          | 18,300 |
| 25-34                                    | 8.4                    | 19.1  | 24,600                          | 21,100 |
| 35-44                                    | 5.5                    | 15.4  | 25,000                          | 22,500 |
| 45-54                                    | 2.1                    | 7.1   | 22,600                          | 18,400 |
| 55+                                      | 0.5                    | 1.6   | 9,600                           | 5,200  |
| <b>Total number of matched graduates</b> | 242,420                | 5,100 | -                               | -      |

As Table 14 shows, graduates from FECs were more likely to be mature students (21 or over at start of course) than graduates from HEIs. This release shows, those who were under 21 at the start of their course had the highest median earnings at five and ten years after graduation (see [age at start of course](#) section of this release). However, the median earnings of graduates from HEIs are higher than the median earnings of graduates from FECs for all of the age bands covered in Table 14. The difference is largest for those who were under 21 at the start of their course (median earnings from HEIs are £7,900 higher than the median earnings from FECs) and the difference is smallest for graduates who were aged 35 to 44 at the start of their course (median earnings from HEIs are £2,500 higher than the median earnings from FECs).

Graduates from HEIs and FECs also vary by the prior attainment of their young graduates. Table 15 below shows the percentage of young graduates by subject studied and prior attainment for the 2009/10 graduating cohort, as well as the median earnings of these graduates in the 2015/16 tax year (five years after graduation).

**Table 15: percentage of young graduates by prior attainment and institution type for the 2009/10 graduating cohort and the median earnings of these graduates in the 2015/16 tax year (five years after graduation)**

Where a group relates to less than 1% of the population, earnings figures are not displayed for this group and their corresponding group from the other institution type, as the majority of these would have been suppressed to prevent disclosure

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years)

Tax year: 2015/16

| Prior attainment                         | Percentage in prior attainment category |              | Median earnings by prior attainment category (£) |          |
|--|---|--------------|--|----------|
|  | HEIs                                    | FECs         | HEIs   | FECs     |
| AAAA or above                            | 4.7                                     | 0.2          | -  | -        |
| 360 points                               | 8.6                                     | 1.1          | 33,900   | 20,200   |
| 300-359 points                           | 24.1                                    | 6.9          | 28,500   | 21,500   |
| 240-299 points                           | 21.8                                    | 11.5         | 25,800   | 19,000   |
| Below 240 points                         | 14.4                                    | 13.2         | 24,000   | 19,800   |
| 1 or 2 A level passes                    | 9.2                                     | 17.2         | 22,900   | 17,800   |
| BTEC                                     | 5.3                                     | 32.0         | 21,600   | 17,400   |
| Other                                    | 4.2                                     | 9.1          | 23,000   | 19,200   |
| Not known                                | 7.7                                     | 8.9          | 25,100   | 17,800   |
| <b>Total number of matched graduates</b> | <b>177,835</b>                          | <b>1,640</b> | <b>-</b>   | <b>-</b> |

Graduates from FECs are more likely to have a lower A-level points score, 1 or 2 A level passes or BTEC than graduates from HEIs are. As the [prior attainment](#) section of this release shows, graduates with prior attainment in these categories tend to have lower earnings than graduates who had a higher prior attainment at the start of their course. However, as Table 15 shows, the earnings of young graduates from HEIs are higher than the median earnings of young graduates from FECs for all of the prior attainment bands covered.

## Mode of study

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

## Employment outcomes

The percentage of graduates in further study, sustained employment or both by mode of study is show below in Table 16.

**Table 16: Percentage of graduates in further study, sustained employment or both by mode of study one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data; % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Mode of study | Years after graduation |      |                        |      |                       |      |                      |      |
|---------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|               | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|               | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| Full-time     | 253,000                | 86.3 | 227,815                | 86.6 | 203,230               | 85.6 | 169,615              | 83.0 |
| Sandwich      | 16,780                 | 87.2 | 13,740                 | 88.1 | 13,595                | 86.3 | 15,195               | 83.1 |
| Part-time     | 31,550                 | 86.2 | 31,695                 | 85.1 | 30,585                | 83.8 | 26,290               | 79.6 |

At one year after graduation a higher percentage of part-time students are in further study, sustained employment or both than full-time students. However, the percentage of sandwich students in further study, sustained employment or both exceeds both full time and part time students. Ten years after graduation, more full-time students are in further study, sustained employment or both than part-time students. Sandwich students still exceed both, though the difference with full-time students is very small.

## Earnings

Table 17 shows the median earnings of graduates by mode of study.

**Table 17: Median earnings by mode of study one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Mode of study | Years after graduation |        |                        |        |                       |        |                      |        |
|---------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|               | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|               | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| Full-time     | 162,945                | 18,200 | 159,945                | 22,200 | 145,455               | 25,300 | 122,665              | 30,200 |
| Sandwich      | 12,180                 | 23,200 | 10,475                 | 27,900 | 10,330                | 31,300 | 11,530               | 36,400 |
| Part-time     | 20,385                 | 22,800 | 21,370                 | 24,700 | 20,925                | 25,900 | 17,595               | 29,300 |

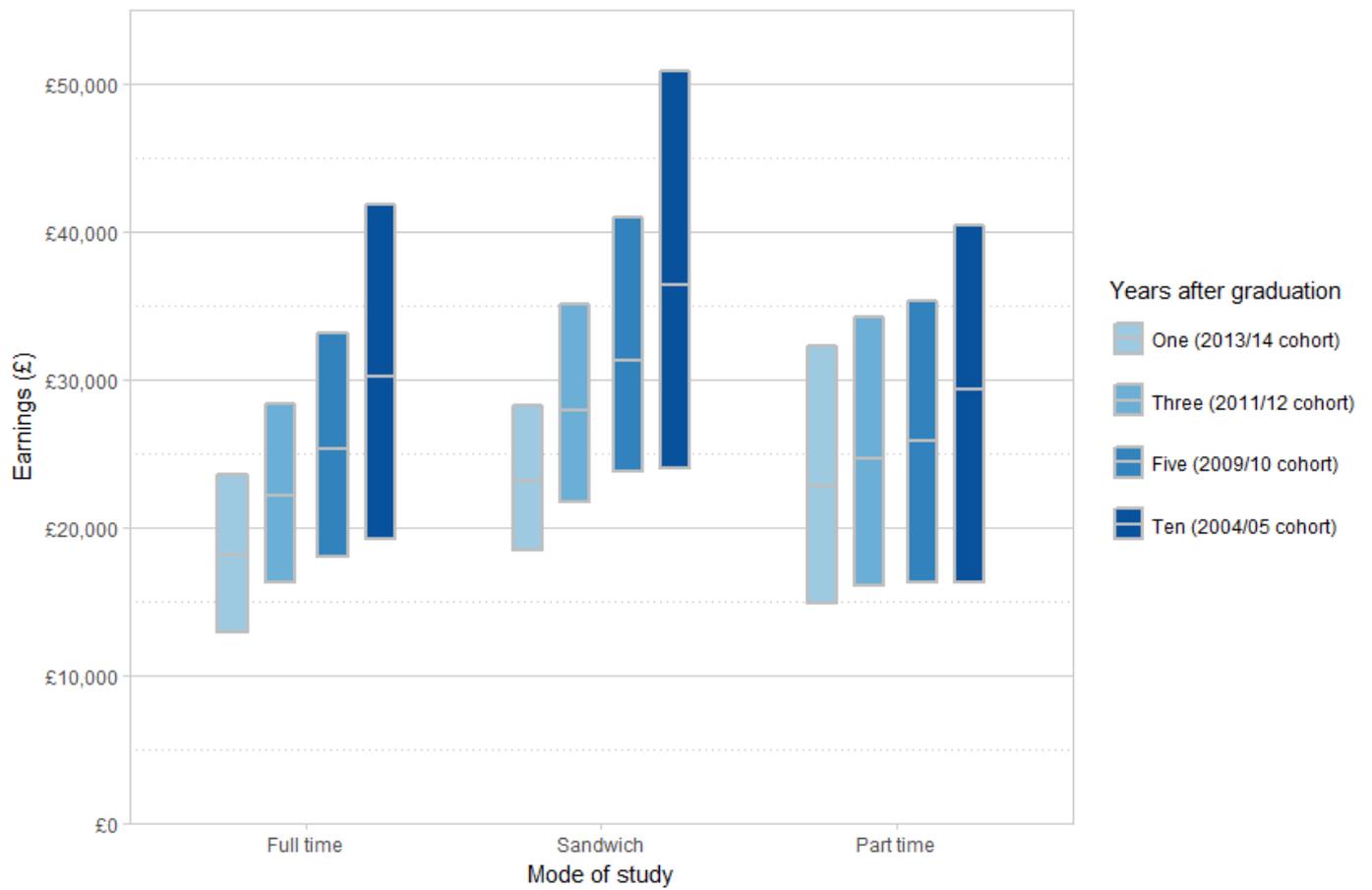
At one, three, five and ten years after graduation, graduates from sandwich courses earn more than graduates from other full time courses earn. Part of the reason for this is differences in subject taken. Graduates from sandwich degree courses are more likely than other full-time course graduates to have taken a degree in Business and Administrative Studies (25 percentage points more likely in 2009/10), Computer Science (9 percentage points more likely) and Engineering and Technology (8 percentage points more likely), all of which have median earnings five years after graduation above the overall median for all subjects.

At one, three and five years after graduation, graduates who studied part time earn more than graduates who studied full time, although the difference between the two decreases with time. At ten years after graduation, those who studied full-time are earning more than those who studied part-time. Part of the reason for this is the different age distribution of graduates from part-time courses compared to their full-time counterparts, with only 15-18% of part-time graduates in each cohort starting their course before age 21, compared to 77-80% of full-time graduates. As seen in Table 8 of the accompanying tables, graduates from the 2013/14 cohort who started their course before 21 earned £2,100 less one year after graduation than those that started aged 21 or over. On the other hand, for the 2004/05 cohort ten years after graduation, those who started aged under 21 earned £4,800 more than those that did not (see [age at start of course](#)).

Graduates from sandwich courses have the largest difference in earnings between one year after graduation and ten years after graduation, with median earnings increasing by £13,200 between one year and ten years after graduation. This is followed by graduates from full-time studies who have a difference of £12,000 in median earnings ten years after graduation compared to one year after graduation. The difference is smallest for those who studied part time, with a difference of £6,500 between the ten year median earnings and the one year median earnings. This pattern is illustrated in Figure 13.

**Figure 13: Earnings of graduates by mode of study one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



**Age at start of course**

**Coverage:** UK domiciled first degree graduates from English HEIs and FECs

**Employment outcomes**

Table 18 shows the percentage of graduates in further study, sustained employment or both by age.

**Table 18: Percentage of graduates in further study, sustained employment or both by age one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data; % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

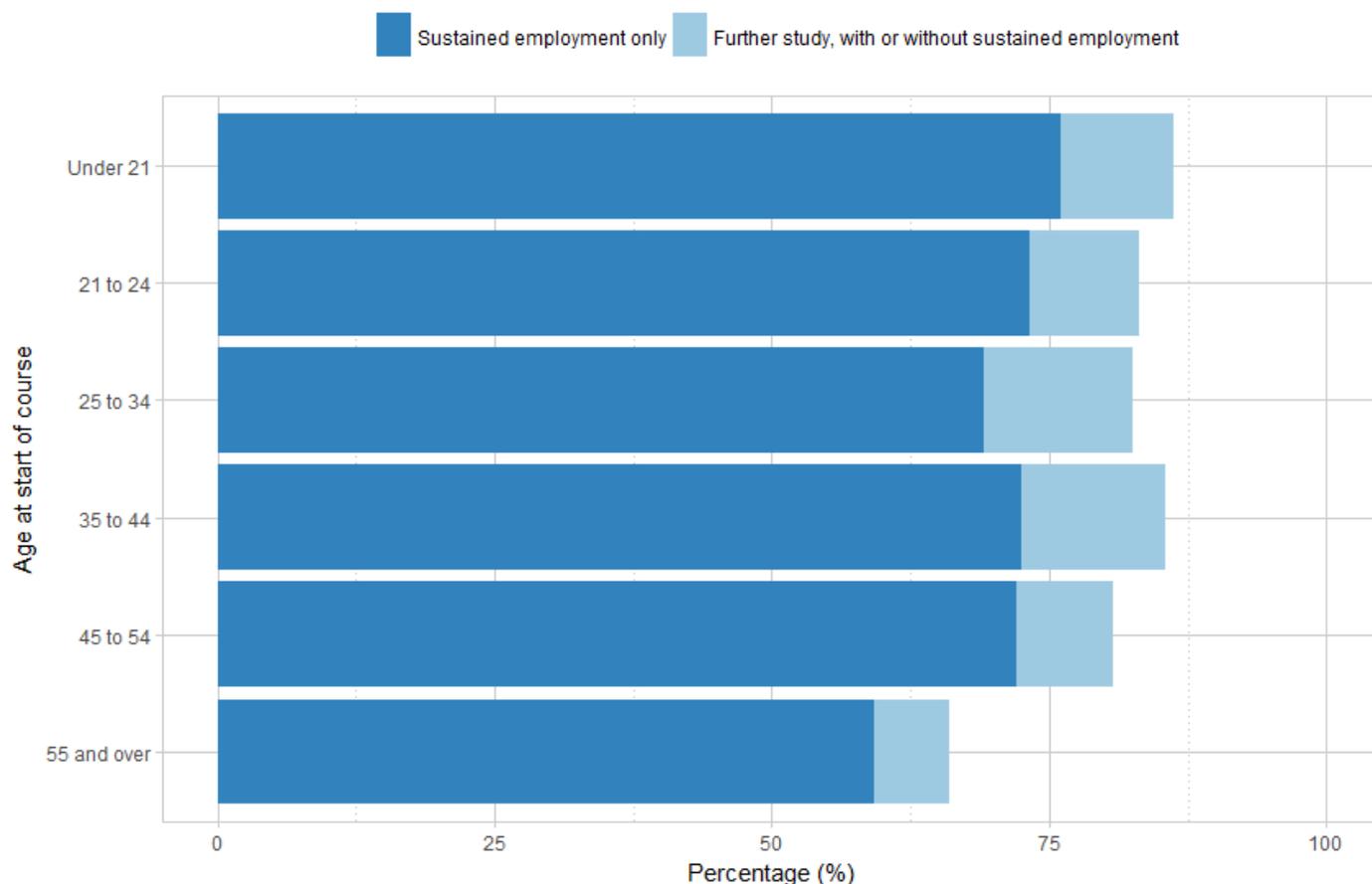
Tax year: 2015/16

| Age at start of course | Years after graduation |      |                        |      |                       |      |                      |      |
|------------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                        | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                        | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| Under 21               | 222,665                | 86.4 | 197,930                | 87.2 | 179,475               | 86.3 | 149,510              | 83.8 |
| 21 to 24               | 31,395                 | 85.4 | 29,345                 | 84.5 | 25,605                | 83.1 | 23,590               | 81.1 |
| 25 to 34               | 25,160                 | 87.0 | 23,485                 | 85.0 | 21,385                | 82.6 | 19,275               | 80.0 |
| 35 to 44               | 14,735                 | 87.6 | 14,820                 | 86.5 | 14,190                | 85.5 | 13,045               | 81.5 |
| 45 to 54               | 6,025                  | 86.7 | 6,285                  | 83.2 | 5,550                 | 80.7 | 4,440                | 71.5 |
| 55 and over            | 1,320                  | 75.5 | 1,435                  | 71.9 | 1,320                 | 66.0 | 1,325                | 56.9 |

One year after graduation, the age group with the highest percentage of graduates in further study, sustained employment or both is the '35 to 44' age band. At three, five and ten years however, the age band with the highest percentage in further study, sustained employment or both is those who were under 21 at the start of their course. At one, three, five and ten years after graduation, the age group with the lowest percentage in further study, sustained employment or both by age is those who were at least 55 at the start of the course. Those who were in this age category would be at least 58 years old one year after graduation and at least 68 years old ten years after graduation. Figure 14 illustrates the difference between the age bands at five years after graduation.

## Figure 14: Employment outcome of graduates by age at start of course type five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohort: 2009/10 (5 years)  
 Tax year: 2015/16



## Earnings

Table 19 shows the median earnings of graduates by age at start of course.

### Table 19: Median earnings by age one, three, five and ten years after graduation

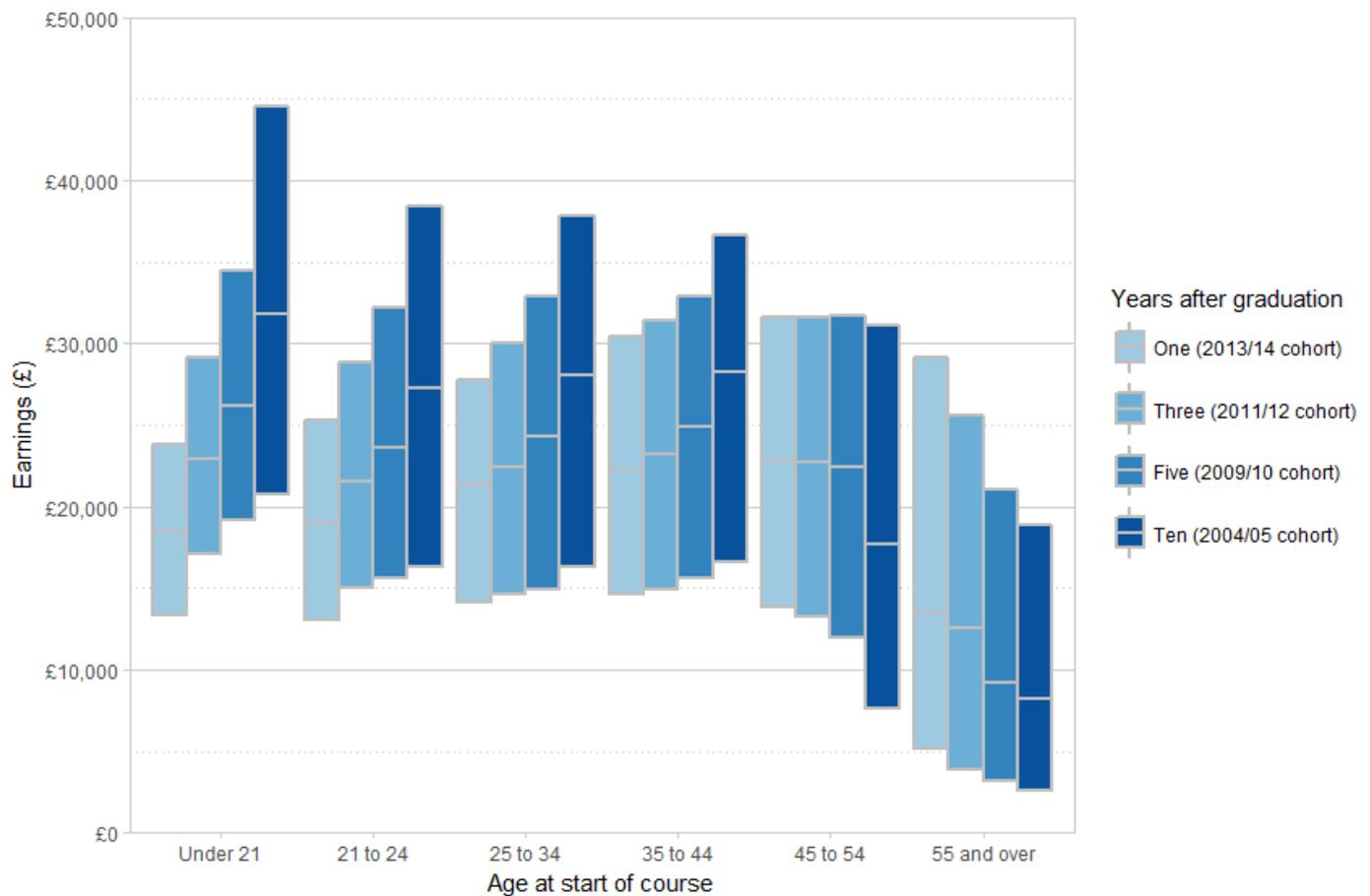
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Age at start of course | Years after graduation |        |                        |        |                       |        |                      |        |
|------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                        | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                        | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| Under 21               | 144,895                | 18,500 | 141,850                | 22,900 | 131,460               | 26,200 | 110,655              | 31,800 |
| 21 to 24               | 20,935                 | 19,000 | 20,215                 | 21,600 | 17,595                | 23,600 | 16,330               | 27,300 |
| 25 to 34               | 15,900                 | 21,400 | 15,210                 | 22,400 | 13,795                | 24,300 | 12,695               | 28,100 |
| 35 to 44               | 9,305                  | 22,200 | 9,765                  | 23,200 | 9,665                 | 24,900 | 9,020                | 28,300 |
| 45 to 54               | 3,830                  | 22,800 | 4,070                  | 22,700 | 3,655                 | 22,400 | 2,575                | 17,700 |
| 55 and over            | 620                    | 13,500 | 705                    | 12,600 | 620                   | 9,200  | 560                  | 8,200  |

One year after graduation, the age band with the largest median earnings is those who were '45 to 54' at the start of their course. Three years after graduation the age band with the largest median earnings is those who were '35 to 44' at the start of their course. At five and ten years after graduation, those were under 21 at the start of their course who have the largest median earnings. Those who were under 21 at the start of their course have a larger difference between the ten year median earnings and the one year median earnings, with the ten year median earnings being £13,300 more than the one year median earnings. All age bands encompassing those who were '44 or under' at the start of their course have an increase in median earnings between one year and ten years. However, the age bands '45 to 54' and '55 and over' have a decrease in median earnings between one year after graduation and then years after graduation. Figure 15 below illustrates this.

**Figure 15: Earnings of graduates by age one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



### Prior attainment

**Coverage:** Young (under 21 at the start of the course) UK domiciled first degree graduates from English HEIs and FECs. As this uses data from the National Pupil Database outcomes are only available up to five years after graduation.

### Employment outcomes

Table 20 shows the percentage of young graduates in further study, sustained employment or both by prior attainment. A fuller explanation of prior attainment breakdowns can be found in the accompanying methodology note.

**Table 20: Percentage of young graduates in further study, sustained employment or both by prior attainment band one, three, and five years after graduation**

N denotes the Number of graduates matched to LEO data, % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Prior attainment band | Years after graduation |      |                        |      |                       |      |
|-----------------------|------------------------|------|------------------------|------|-----------------------|------|
|                       | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      |
|                       | N                      | (%)  | N                      | (%)  | N                     | (%)  |
| AAAA or above         | 9,835                  | 88.1 | 9,450                  | 89.2 | 8,275                 | 86.2 |
| 360 points            | 21,370                 | 87.0 | 18,030                 | 88.4 | 15,365                | 87.2 |
| 300-359 points        | 55,340                 | 87.0 | 47,105                 | 87.9 | 42,965                | 87.1 |
| 240-299 points        | 46,955                 | 86.9 | 41,070                 | 87.9 | 38,985                | 86.9 |
| Below 240 points      | 24,160                 | 86.5 | 25,990                 | 87.5 | 25,890                | 87.2 |
| 1 or 2 A level passes | 11,685                 | 84.9 | 15,640                 | 86.3 | 16,595                | 85.6 |
| BTEC                  | 18,450                 | 85.7 | 14,745                 | 86.6 | 10,015                | 86.8 |
| Other                 | 20,090                 | 85.5 | 12,170                 | 85.8 | 7,530                 | 85.2 |
| Not known             | 14,785                 | 83.5 | 13,725                 | 82.5 | 13,855                | 81.0 |

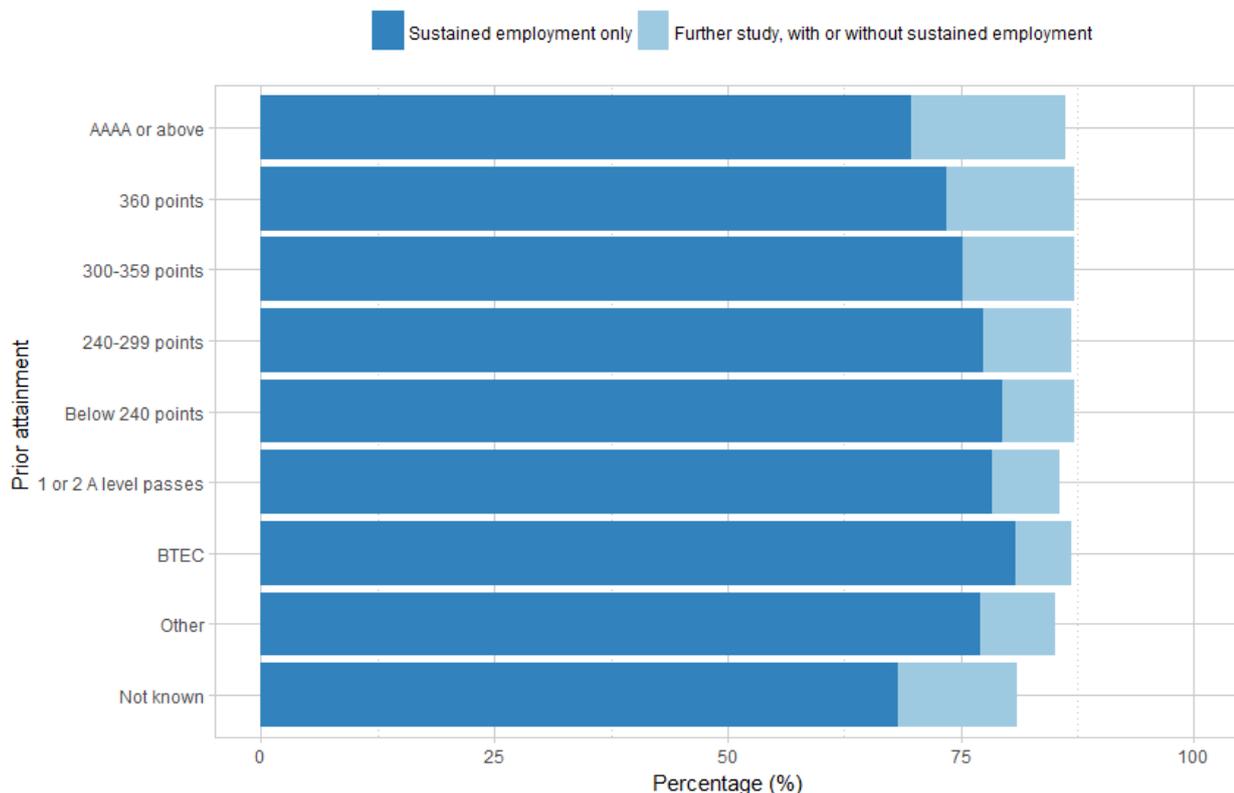
At one and three years after graduation, we see that the proportion of graduates in further study, sustained employment or both is positively correlated with prior attainment, with those with 'AAAA or above' being the most likely to be in this category. At five years after graduation, 'AAAA or above' had the highest proportion of graduates in further study with or without sustained employment, as shown in Figure 16.

**Figure 16: Employment outcome of graduates by prior attainment at start of course type five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohort: 2009/10 (5 years)

Tax year: 2015/16



## Earnings

Table 21 shows the median earnings of young graduates by prior attainment.

**Table 21: Median earnings by prior attainment band one, three, and five years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Prior attainment band | Years after graduation |        |                        |        |                       |        |
|-----------------------|------------------------|--------|------------------------|--------|-----------------------|--------|
|                       | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        |
|                       | N                      | (£)    | N                      | (£)    | N                     | (£)    |
| AAAA or above         | 5,375                  | 27,900 | 5,945                  | 33,600 | 5,490                 | 39,400 |
| 360 points            | 12,320                 | 23,500 | 12,240                 | 29,200 | 10,795                | 33,900 |
| 300-359 points        | 34,445                 | 19,600 | 33,020                 | 24,700 | 31,170                | 28,500 |
| 240-299 points        | 31,685                 | 18,100 | 30,210                 | 22,500 | 29,180                | 25,800 |
| Below 240 points      | 16,845                 | 17,200 | 19,710                 | 21,000 | 19,985                | 24,000 |
| 1 or 2 A level passes | 8,140                  | 17,000 | 11,700                 | 20,700 | 12,545                | 22,700 |
| BTEC                  | 13,660                 | 15,900 | 11,260                 | 19,000 | 7,740                 | 21,400 |
| Other                 | 13,930                 | 16,900 | 8,980                  | 20,300 | 5,570                 | 23,000 |
| Not known             | 8,500                  | 18,200 | 8,790                  | 21,500 | 8,985                 | 25,000 |

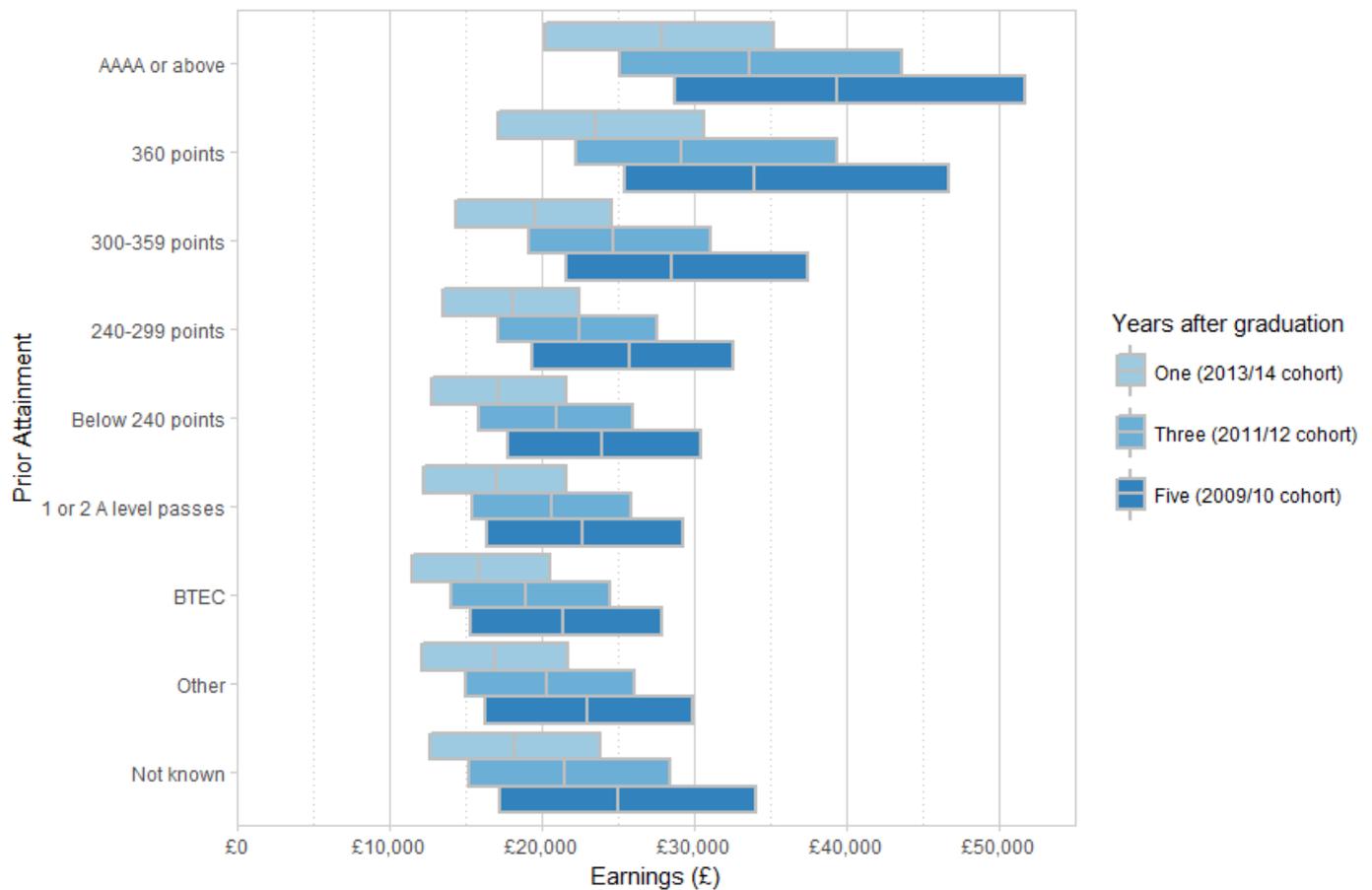
At one, three and five years after graduation, the prior attainment band with the highest median earnings is 'AAAA or above' and the prior attainment band with the lowest median earnings is those who started their first degree with a BTEC qualification. The difference between one year and five years is £11,500 for 'AAAA or above' (the highest difference) and £5,500 for BTECs (the lowest difference). Not only do we see that those with higher prior attainment start off with higher earnings, it also suggests they are more likely to grow more quickly, as illustrated in Figure 17.

**Figure 17: Earnings of graduates by prior attainment one, three and five years after graduation**

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16



**POLAR quintile**

**Coverage:** Young (under 21 at the start of the course) UK domiciled first degree graduates from English HEIs and FECs

**Employment outcomes**

Table 22 shows the percentage of young graduates in further study, sustained employment or both by Participation Of Local Area (POLAR) quintile. POLAR is a measure of disadvantage, which classifies on the basis of geographical area prior to study.

**Table 22: Percentage of young graduates in further study, sustained employment or both by POLAR quintile one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data; % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| POLAR quintile         | Years after graduation |      |                        |      |                       |      |                      |      |
|------------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                        | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                        | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| 1 (most disadvantaged) | 21,655                 | 87.5 | 18,130                 | 88.3 | 15,400                | 87.4 | 12,080               | 86.1 |
| 2                      | 32,285                 | 87.1 | 27,885                 | 87.4 | 24,845                | 87.0 | 20,010               | 85.6 |
| 3                      | 42,895                 | 86.5 | 38,130                 | 87.3 | 34,045                | 86.8 | 28,085               | 84.1 |
| 4                      | 52,820                 | 86.5 | 47,530                 | 87.5 | 43,260                | 86.3 | 36,620               | 84.0 |
| 5 (most advantaged)    | 72,320                 | 85.7 | 65,670                 | 86.8 | 60,865                | 85.8 | 51,875               | 82.4 |
| Not known              | 690                    | 73.9 | 585                    | 70.7 | 1,060                 | 75.4 | 845                  | 76.3 |

At one, three five and ten years after graduation, POLAR quintile 1 (most disadvantaged) consistently has the highest percentage of young graduates in further study, sustained employment or both, whereas POLAR quintile 5 (most advantaged) has the lowest percentage.

## Earnings

Table 23 shows the median earnings of young graduates by POLAR quintile.

**Table 23: Median earnings by POLAR quintile one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| POLAR quintile         | Years after graduation |        |                        |        |                       |        |                      |        |
|------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                        | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                        | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| 1 (most disadvantaged) | 14,695                 | 16,900 | 13,340                 | 20,400 | 11,555                | 23,200 | 9,270                | 28,800 |
| 2                      | 21,620                 | 17,400 | 20,260                 | 21,400 | 18,440                | 24,000 | 15,235               | 29,700 |
| 3                      | 28,285                 | 17,900 | 27,510                 | 22,100 | 25,210                | 25,200 | 20,955               | 30,800 |
| 4                      | 34,400                 | 18,700 | 34,070                 | 23,200 | 31,625                | 26,500 | 27,210               | 32,000 |
| 5 (most advantaged)    | 45,520                 | 20,000 | 46,360                 | 24,800 | 43,970                | 28,500 | 37,445               | 34,200 |
| Not known              | 375                    | 18,200 | 315                    | 23,700 | 660                   | 27,400 | 545                  | 34,600 |

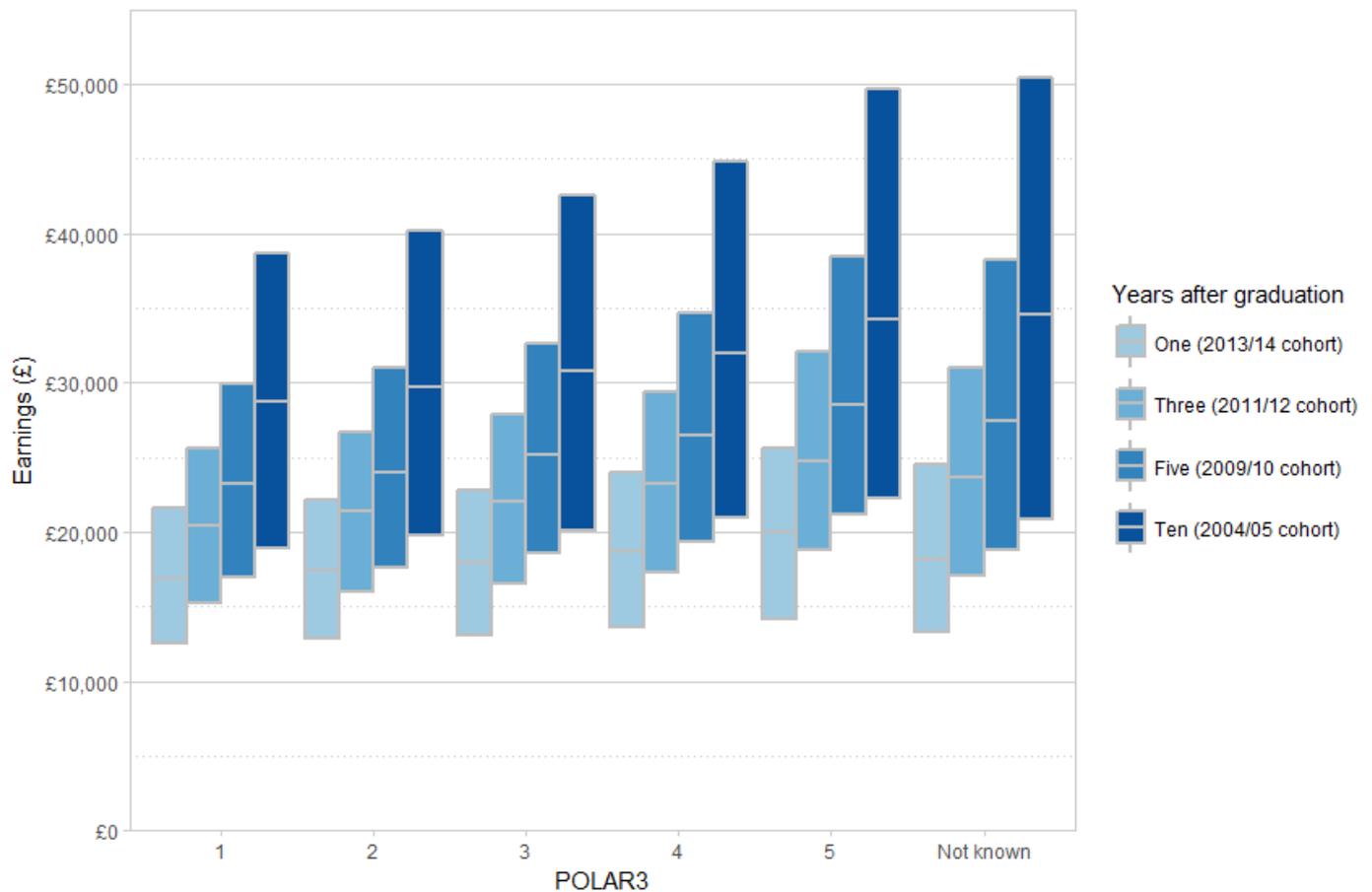
In all four of the graduating cohorts shown, POLAR quintile 1 graduates have the lowest median earnings and POLAR quintile 5 graduates the highest earnings. POLAR quintile 5 graduates also have the highest difference in earnings between one year after graduation and ten years after graduation (£14,200 increase) and polar quintile 1 graduates the lowest (£11,900 increase). This is illustrated in Figure 18.

**Figure 18: Earnings of graduates by POLAR quintile one, three, five and ten years after graduation**

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16



**Free school meals (FSM)**

**Coverage:** Young (under 21 at the start of the course) UK domiciled first degree graduates from English HEIs and FECs. As this uses data from the National Pupil Database, data for this characteristic is only available up to five years after graduation.

**Employment outcomes**

Table 24 shows the percentage of young graduates in further study, sustained employment or both by free school meal (FSM) eligibility at any point between school years 6 and 11.

**Table 24: Percentage of young graduates in further study, sustained employment or both by free school meal (FSM) eligibility one, three, and five years after graduation**

N denotes the Number of graduates matched to LEO data, % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Free school meal (FSM) eligibility | Years after graduation |      |                        |      |                       |      |
|------------------------------------|------------------------|------|------------------------|------|-----------------------|------|
|                                    | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      |
|                                    | N                      | (%)  | N                      | (%)  | N                     | (%)  |
| FSM                                | 21,835                 | 83.6 | 17,005                 | 84.4 | 11,845                | 83.9 |
| non-FSM                            | 169,730                | 87.1 | 147,665                | 88.2 | 131,335               | 87.5 |
| Not known                          | 31,100                 | 84.3 | 33,255                 | 84.5 | 36,295                | 82.9 |

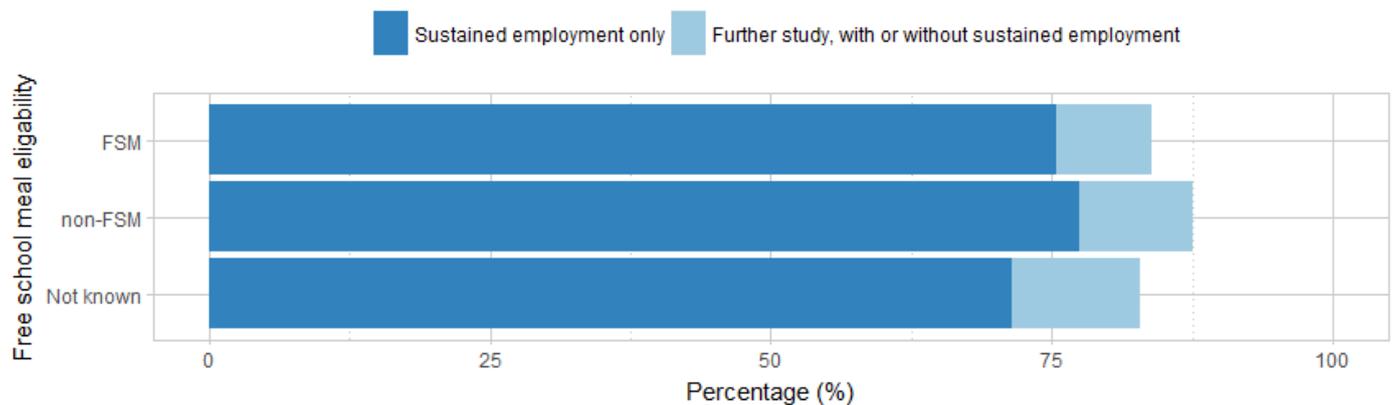
In all of the three graduating cohorts in Table 24, non-FSM graduates were more likely to be in further study, sustained employment or both by free school meal (FSM) eligibility than FSM graduates were. The slight decrease in percentage in 'further study, sustained employment or both' between three and five years after graduation is accompanied by an increase in the percentage in 'activity not captured' in the same time period.

**Figure 19: Employment outcome of graduates by Free School Meal (FSM) eligibility at start of course type five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs

Cohort: 2009/10 (5 years)

Tax year: 2015/16



## Earnings

Table 25 shows the median earnings of young graduates by FSM eligibility at any point between school years 6 and 11.

**Table 25: Median earnings by free school meal (FSM) eligibility one, three, five and ten years after graduation**

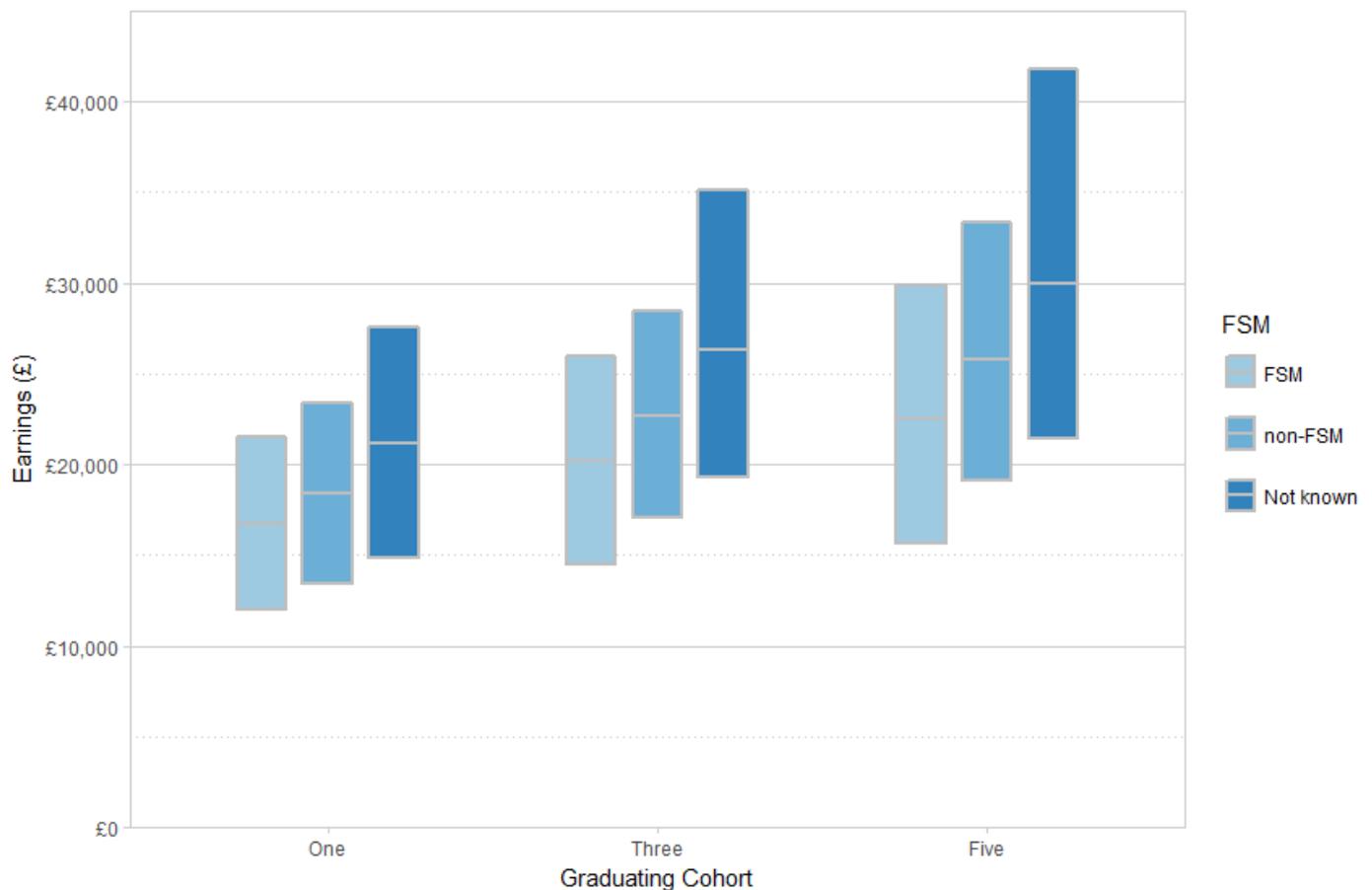
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Free school meal (FSM) eligibility | Years after graduation |        |                        |        |                       |        |
|------------------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|
|                                    | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        |
|                                    | N                      | (£)    | N                      | (£)    | N                     | (£)    |
| FSM                                | 14,470                 | 16,700 | 12,135                 | 20,200 | 8,605                 | 22,500 |
| non-FSM                            | 112,500                | 18,400 | 107,670                | 22,700 | 98,170                | 25,800 |
| Not known                          | 17,925                 | 21,200 | 22,050                 | 26,300 | 24,685                | 30,000 |

The earnings of graduates who were eligible to free school meals are lower than those who were not eligible for free school meals; £1,700 lower one year after graduation, £2,500 lower three years after graduation and £3,300 lower five years after graduation. The 'Not Known' category will contain a number of pupils from Independent schools where data on Free School meal status is not collected. Figure 20 shows the difference between those eligible for FSM and those not eligible.

**Figure 20: Earnings of graduates by FSM eligibility one, three and five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years after graduation), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



## Home region

**Coverage:** Young (under 21 at the start of the course) UK domiciled first degree graduates from English HEIs and FECs.

### Employment outcomes

Table 26 shows the percentage of young graduates in further study, sustained employment or both by home region (as defined by their home address prior to starting their degree).

**Table 26: Percentage of young graduates in further study, sustained employment or both by home region one, three, five and ten years after graduation**

N denotes the Number of graduates matched to LEO data, % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

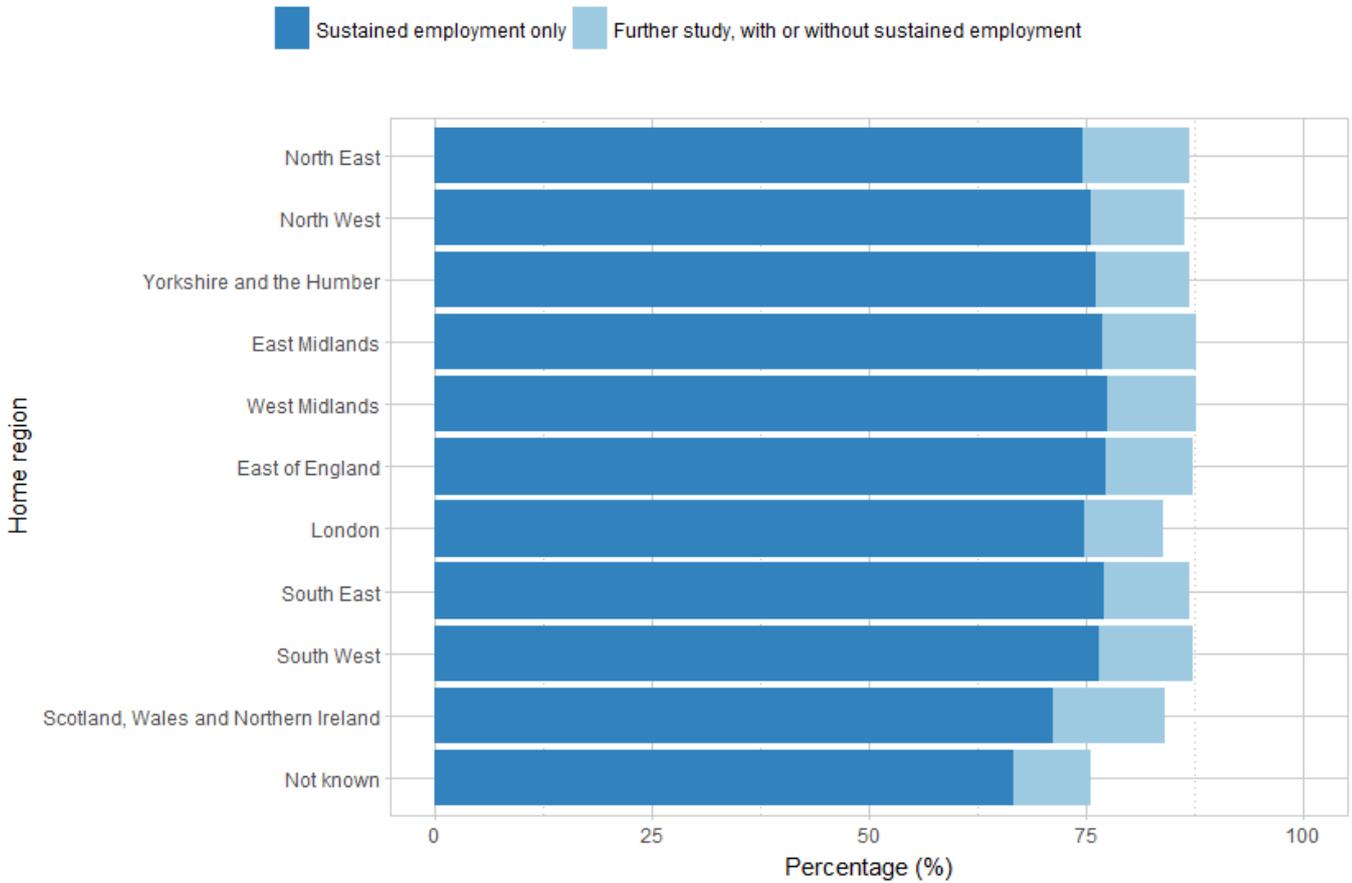
Tax year: 2015/16

| Home region                          | Years after graduation |      |                        |      |                       |      |                      |      |
|--------------------------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                                      | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                                      | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| North East                           | 8,640                  | 87.0 | 7,685                  | 87.7 | 7,150                 | 87.0 | 6,170                | 85.0 |
| North West                           | 28,770                 | 86.5 | 25,780                 | 87.2 | 22,615                | 86.4 | 19,450               | 85.0 |
| Yorkshire and the Humber             | 19,165                 | 87.1 | 16,895                 | 88.1 | 15,315                | 87.0 | 12,885               | 84.8 |
| East Midlands                        | 17,165                 | 87.8 | 15,970                 | 88.3 | 14,230                | 87.7 | 12,220               | 85.7 |
| West Midlands                        | 21,360                 | 87.8 | 19,405                 | 88.8 | 17,540                | 87.7 | 14,685               | 86.0 |
| East of England                      | 24,650                 | 87.1 | 21,865                 | 88.1 | 19,600                | 87.2 | 15,790               | 84.4 |
| London                               | 38,565                 | 83.6 | 34,295                 | 84.5 | 31,535                | 83.8 | 24,045               | 80.3 |
| South East                           | 37,515                 | 86.8 | 33,195                 | 87.9 | 29,755                | 86.9 | 25,360               | 83.2 |
| South West                           | 18,345                 | 87.1 | 16,125                 | 87.6 | 14,685                | 87.2 | 12,790               | 84.0 |
| Scotland, Wales and Northern Ireland | 7,925                  | 85.5 | 6,255                  | 85.8 | 6,180                 | 84.1 | 5,540                | 82.7 |
| Not known                            | 570                    | 73.9 | 455                    | 69.5 | 870                   | 75.5 | 575                  | 76.1 |

For the percentage in 'further study, sustained employment or both', there are relatively small differences between English regions with the exception of London. Graduates whose home region is London have the lowest percentage in further study, sustained employment or both across all four graduate cohorts. Figure 21 shows this for five years after graduation.

**Figure 21: Employment outcome of graduates by home region at start of course type five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohort: 2009/10 (5 years)  
 Tax year: 2015/16



**Earnings**

Table 27 shows the median earnings of young graduates by home region.

**Table 27: Median earnings by home region one, three, five and ten years after graduation**

N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

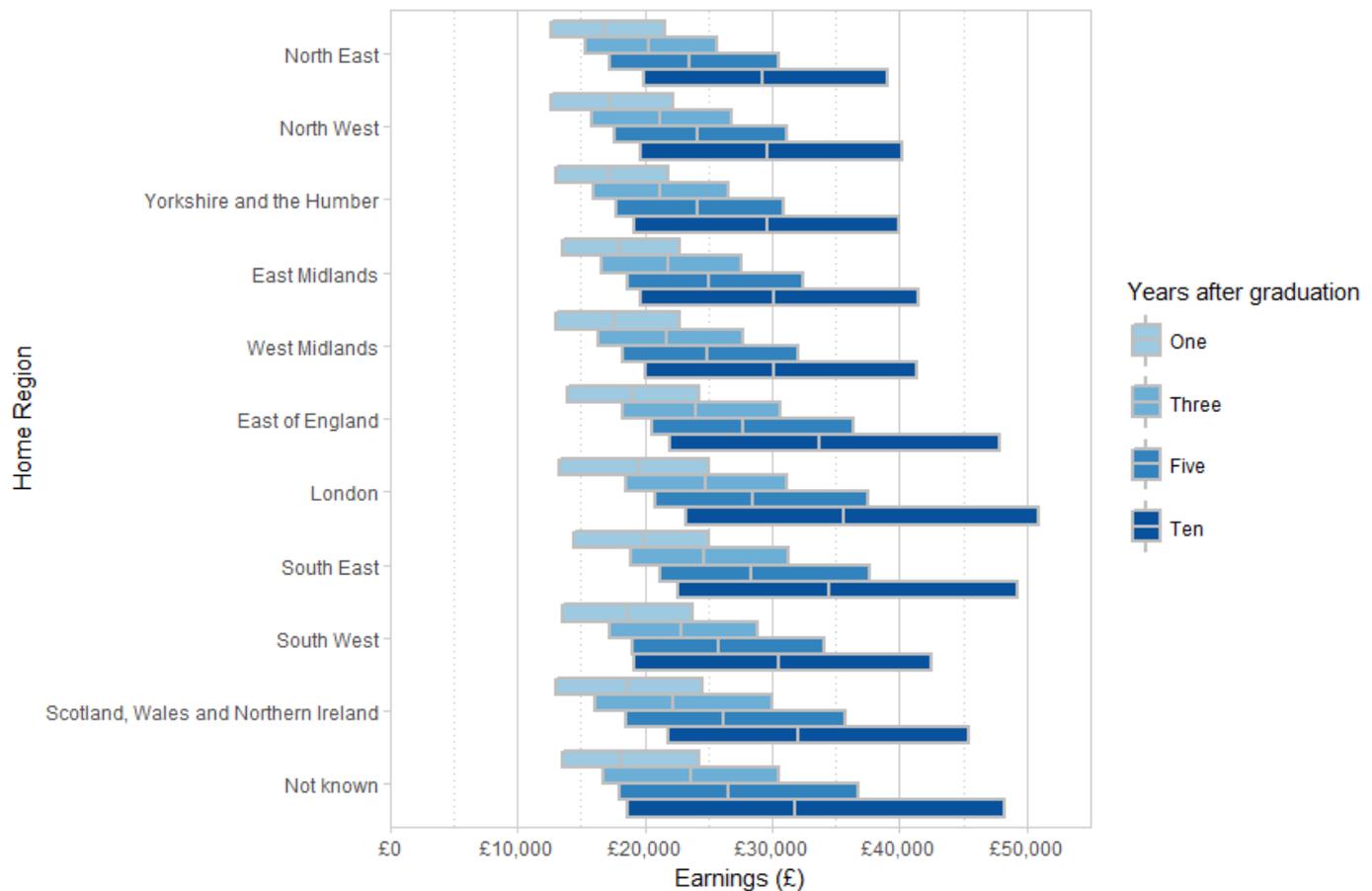
Tax year: 2015/16

| Home region                          | Years after graduation |        |                        |        |                       |        |                      |        |
|--------------------------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                                      | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                                      | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| North East                           | 5,445                  | 16,900 | 5,425                  | 20,300 | 5,170                 | 23,500 | 4,625                | 29,200 |
| North West                           | 18,930                 | 17,200 | 18,425                 | 21,200 | 16,530                | 24,100 | 14,620               | 29,600 |
| Yorkshire and the Humber             | 12,645                 | 17,300 | 12,200                 | 21,200 | 11,265                | 24,100 | 9,660                | 29,600 |
| East Midlands                        | 11,250                 | 18,000 | 11,550                 | 21,800 | 10,585                | 25,000 | 9,340                | 30,100 |
| West Midlands                        | 14,045                 | 17,700 | 14,250                 | 21,700 | 13,125                | 24,900 | 11,235               | 30,200 |
| East of England                      | 16,450                 | 19,100 | 16,145                 | 24,000 | 14,625                | 27,700 | 11,895               | 33,700 |
| London                               | 24,290                 | 19,500 | 23,920                 | 24,800 | 22,680                | 28,500 | 16,920               | 35,600 |
| South East                           | 24,690                 | 19,900 | 24,165                 | 24,600 | 22,010                | 28,300 | 18,655               | 34,500 |
| South West                           | 12,055                 | 18,600 | 11,450                 | 22,900 | 10,735                | 25,800 | 9,475                | 30,500 |
| Scotland, Wales and Northern Ireland | 4,785                  | 18,700 | 4,075                  | 22,200 | 4,190                 | 26,200 | 3,855                | 32,100 |
| Not known                            | 305                    | 18,200 | 240                    | 23,600 | 545                   | 26,600 | 370                  | 31,800 |

One year after graduation, graduates originally from the South East have the highest median earnings. Three, five and ten years after graduation graduates originally from London have the highest median earnings. In all four graduating cohorts, graduates originally from the North East have the lowest median earnings.

## Figure 22: Earnings of graduates by home region type one, three, five and ten years after graduation

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



## Living at home or elsewhere

**Coverage:** (under 21 at the start of the course) Young UK domiciled first degree graduates from English HEIs and FECs. This breakdown relates to where the graduate was living during their final year of study.

## Employment outcomes

Table 28 shows the percentage of young graduates in further study, sustained employment or both by whether or not they were living at home during their studies, or if this is not known.

## Table 28: Percentage of young graduates in further study, sustained employment or both by residence one, three, five and ten years after graduation

N denotes the Number of graduates matched to LEO data, % denotes the percentage of matched graduates in further study, sustained employment or both

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Residence        | Years after graduation |      |                        |      |                       |      |                      |      |
|------------------|------------------------|------|------------------------|------|-----------------------|------|----------------------|------|
|                  | One (2013/14 cohort)   |      | Three (2011/12 cohort) |      | Five (2009/10 cohort) |      | Ten (2004/05 cohort) |      |
|                  | N                      | (%)  | N                      | (%)  | N                     | (%)  | N                    | (%)  |
| Living at home   | 54,085                 | 87.0 | 50,205                 | 87.7 | 42,235                | 86.7 | 29,295               | 84.4 |
| Living elsewhere | 156,300                | 86.3 | 135,175                | 87.2 | 123,145               | 86.3 | 110,910              | 83.8 |
| Not known        | 12,280                 | 84.5 | 12,550                 | 86.0 | 14,090                | 85.8 | 9,305                | 82.3 |

It shows that for all four graduate cohorts covered, the percentage of graduates in further study, sustained employment or both is higher for graduates who lived at home during study than those who lived elsewhere, although the difference is small.

## Earnings

Table 29 shows the median earnings of graduates by residence.

**Table 29: Median earnings by residence one, three, five and ten years after graduation**

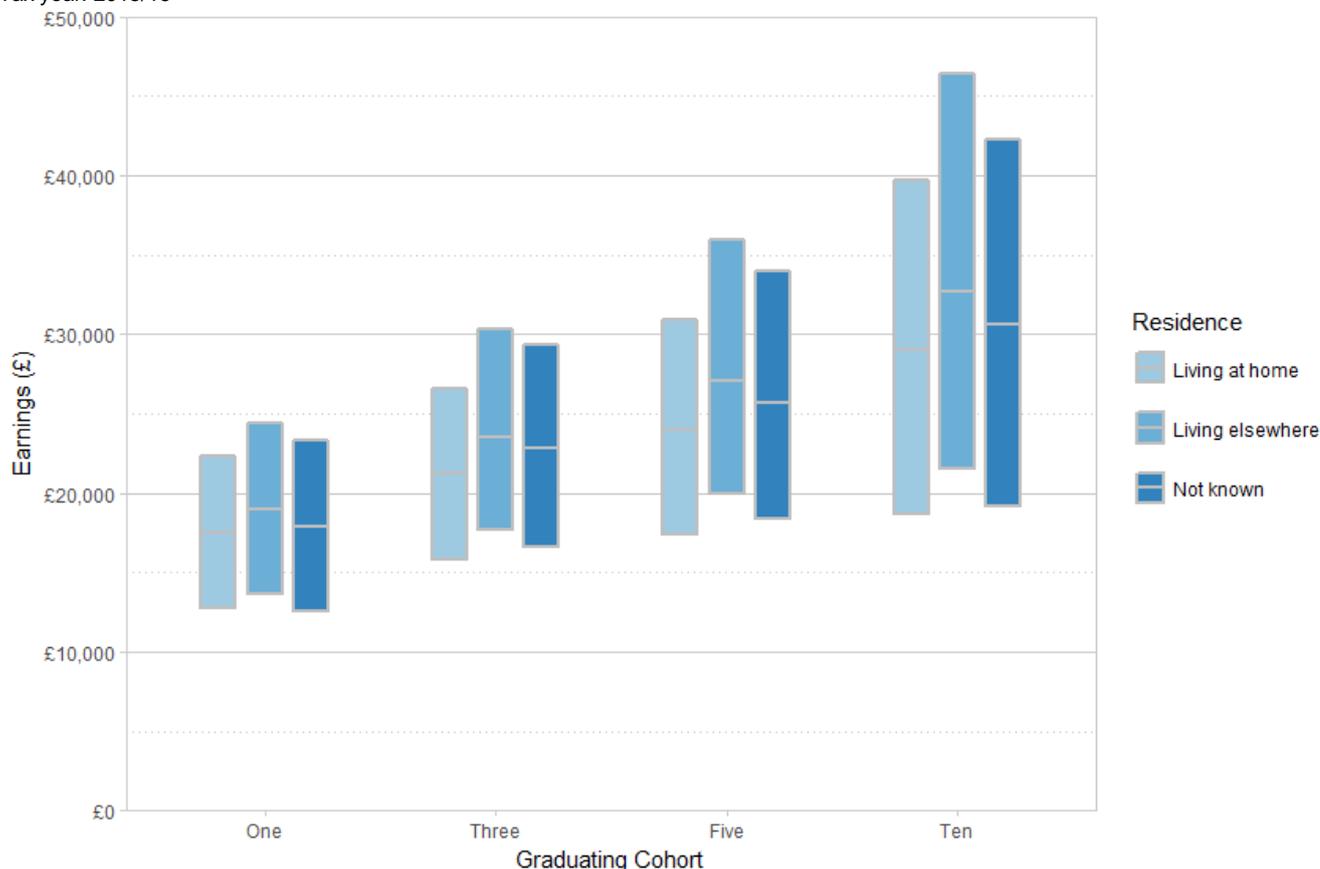
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Residence        | Years after graduation |        |                        |        |                       |        |                      |        |
|------------------|------------------------|--------|------------------------|--------|-----------------------|--------|----------------------|--------|
|                  | One (2013/14 cohort)   |        | Three (2011/12 cohort) |        | Five (2009/10 cohort) |        | Ten (2004/05 cohort) |        |
|                  | N                      | (£)    | N                      | (£)    | N                     | (£)    | N                    | (£)    |
| Living at home   | 36,510                 | 17,500 | 37,295                 | 21,300 | 31,790                | 24,000 | 22,350               | 29,100 |
| Living elsewhere | 100,345                | 19,000 | 95,700                 | 23,500 | 89,495                | 27,100 | 81,505               | 32,700 |
| Not known        | 8,045                  | 17,900 | 8,855                  | 22,800 | 10,175                | 25,700 | 6,800                | 30,600 |

The earnings of graduates who lived away from home during study are higher than the earnings of graduates who lived at home in all of the graduating cohorts covered in this release. The difference also increases with years after graduation; £1,500 difference one year after graduation, £2,200 difference three years after graduation, £3,100 difference five years after graduation and £3,600 difference ten years after graduation. The median earnings of graduates by residence are shown in Figure 23.

**Figure 23: Earnings of graduates by residence one, three, five and ten years after graduation**

Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



## 4. Results for international graduates

In this release, we look for the first time at employment and earnings outcomes for graduates by their country of domicile prior to study, comparing those from EU (non-UK) countries with those from Overseas (non-EU) countries.

As shown in Table 30, LEO coverage is nearly universal for UK domiciled graduates but is much lower for international graduates, particularly for older international cohorts and for Overseas domiciled graduates. The main reason for this is that LEO relies on graduates having been issued with a National Insurance number to match them to an employment record. However, international students who have no intention of working or claiming benefits in this country are less likely to apply for a National Insurance number and so would not appear in the LEO data. It may be that international graduates remain in the UK but not in work or receiving any type of benefit, and so do not require a National Insurance number. However, our expectation is that international graduates are likely to have moved abroad, with the majority returning to their home country<sup>2</sup>. Some international students may have been issued with a National Insurance number but will not appear in the UK tax or benefit system for the tax years included in this release. These graduates are recorded as 'activity not captured', even if they are in employment in another country.

As a result of these features of the data, it is important to emphasise that the results presented in this release do not reflect the likelihood of an international graduate being in employment or achieving a certain level of earnings. Instead, they reflect the average outcome when an international graduate has remained in the UK.

**Table 30: Match rates for UK, EU and Overseas domiciled graduates**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year); Tax year: 2014/15

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year); Tax year: 2015/16

| Academic year | Matched (%) |      |          |
|---------------|-------------|------|----------|
|               | UK          | EU   | Overseas |
| 2003/04       | 94.2        | 45.1 | 41.3     |
| 2004/05       | 94.7        | 45.7 | 44.7     |
| 2008/09       | 97.2        | 58.2 | 49.0     |
| 2009/10       | 97.6        | 59.5 | 47.7     |
| 2010/11       | 97.5        | 60.9 | 45.4     |
| 2011/12       | 97.8        | 74.6 | 41.8     |
| 2012/13       | 99.0        | 74.7 | 61.7     |
| 2013/14       | 99.1        | 76.8 | 59.5     |

### Employment outcomes by domicile

This section focuses on the employment and/or further study outcomes at one, three, five and ten years after graduation for the 2015/16 tax year. In contrast to [section 3](#) of this release, employment and/or further study outcomes are calculated as a percentage of all graduates rather than only matched graduates.

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<sup>2</sup> Recent Home Office reports<sup>2</sup> confirm that the vast majority of non-EU international students who were granted a visa to study in the UK left in-time (97.4%).

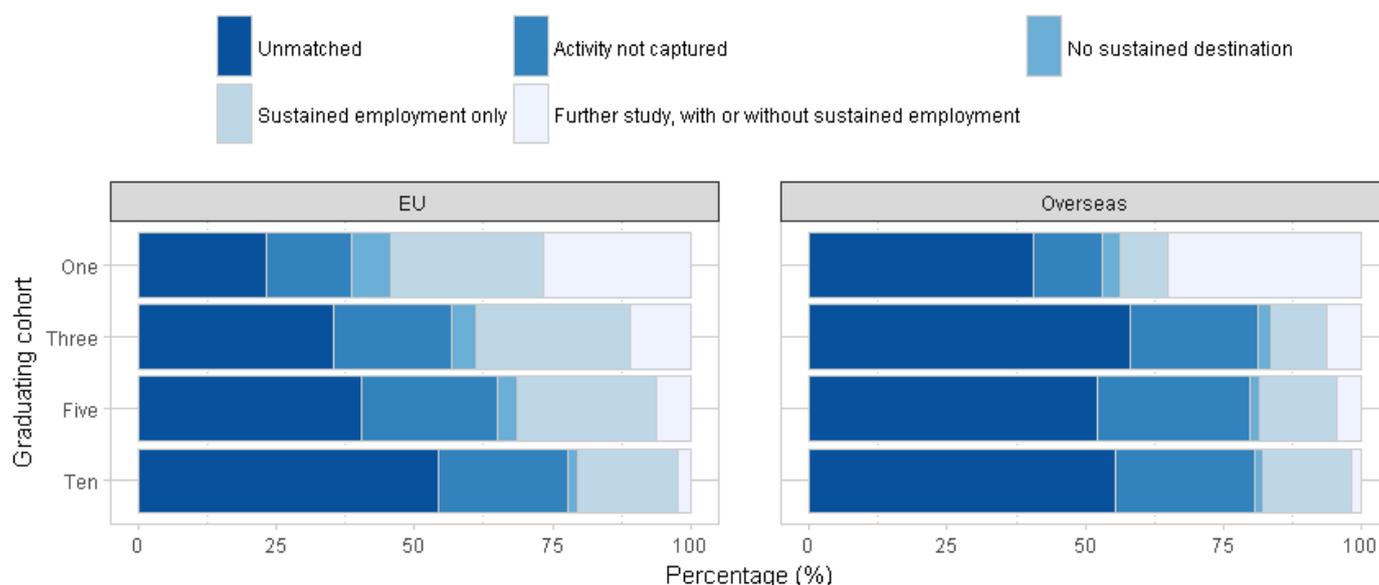
Figure 24 shows the proportion of EU and Overseas domiciled graduates that were not matched to CIS or a further study record, whose activity was not captured, who had no sustained destination, who were in sustained employment, or who were in further study (with or without sustained employment).

For EU domiciled graduates, match rates were higher for the most recent cohorts. Of those that graduated one year ago 54.2% were in the UK in 2015/16 in 'sustained employment, further study or both' (of which 26.5% were undertaking further study). Of those that graduated five years ago this proportion was 31.5% and for those that graduated ten years ago it was 20.3% (of which 2.4% were undertaking further study).

For Overseas domiciled graduates, the proportion in the UK in 'sustained employment, further study or both' is generally lower compared to EU graduates but those that did remain in the UK were more likely to have a further study record. For the cohort that graduated 10 years ago the difference between EU and Overseas graduates in the proportion in 'sustained employment, further study or both' is small. One year after graduation, 43.6% of Overseas graduates were in the UK in 'sustained employment, further study or both' compared to 18.4% of those that graduated five years ago and 17.9% of those that graduated ten years ago.

**Figure 24: Activity of graduates one, three, five and ten years after graduation by domicile**

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16



**Table 31: Activity of graduates one, three, five and ten years after graduation by domicile**

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

| Domicile | Year            | Number of graduates | Unmatched (%) | Activity not captured (%) | No sustained destination (%) | Sustained employment only (%) | Sustained employment, further study or both (%) |
|----------|-----------------|---------------------|---------------|---------------------------|------------------------------|-------------------------------|---|
| EU       | One (2013/14)   | 17,510              | 23.2          | 15.5                      | 7.1                          | 27.7                          | 54.2  |
|          | Three (2011/12) | 16,140              | 35.4          | 21.5                      | 4.4                          | 27.9                          | 38.7  |
|          | Five (2009/10)  | 14,805              | 40.5          | 24.5                      | 3.5                          | 25.4                          | 31.5  |
|          | Ten (2004/05)   | 10,725              | 54.3          | 23.5                      | 1.9                          | 17.9                          | 20.3  |
| Overseas | One (2013/14)   | 41,690              | 40.5          | 12.7                      | 3.2                          | 8.5                           | 43.6  |
|          | Three (2011/12) | 36,415              | 58.2          | 23.1                      | 2.2                          | 10.2                          | 16.5  |
|          | Five (2009/10)  | 29,160              | 52.3          | 27.3                      | 1.9                          | 13.9                          | 18.4  |
|          | Ten (2004/05)   | 20,485              | 55.3          | 25.3                      | 1.5                          | 16.0                          | 17.9  |

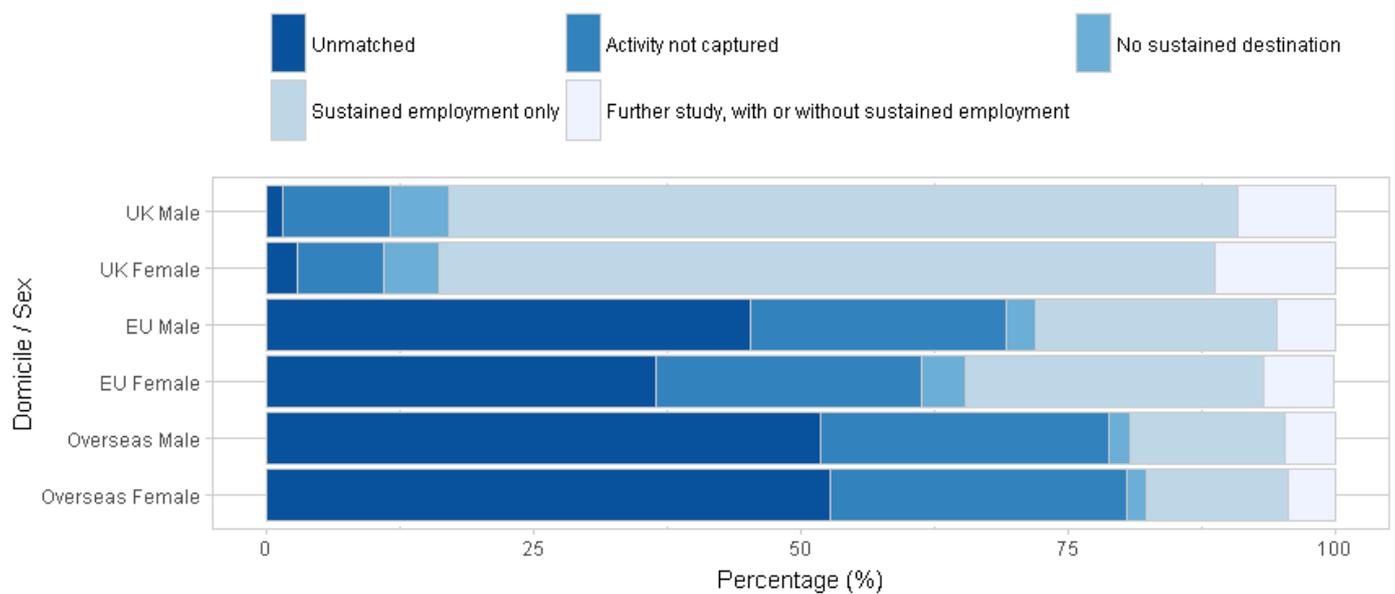
### Employment outcomes by domicile and sex

This section focuses on employment and/or further study outcomes for the 2009/10 graduates five years after graduation, split by domicile and sex. Outcomes one, three and ten years after graduation are available in the excel tables accompanying this release.

Figure 25 shows that EU domiciled female graduates were more likely to have remained in the UK and to be in 'sustained employment, further study or both' than EU domiciled male graduates (34.4% versus 28%). In contrast, Overseas domiciled male graduates were more likely to have remained in the UK and to be in 'sustained employment, further study or both' than Overseas domiciled female graduates (19.2% versus 17.6%). For both EU and Overseas graduates, these rates are considerably lower than they are for UK domiciled graduates. As discussed above, this is because international graduates are more likely to be 'unmatched' in the LEO data or be recorded as 'activity not captured'.

## Figure 25: Activity of graduates five years after graduation by domicile and sex

Coverage: First degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years after graduation)  
 Tax year: 2015/16



## Table 32: Activity of graduates five years after graduation by domicile and sex

Coverage: First degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years after graduation)  
 Tax year: 2015/16

| Domicile | Sex    | Number of graduates | Unmatched (%) | Activity not captured (%) | No sustained destination (%) | Sustained employment only (%) | Sustained employment, further study or both (%) |
|----------|--------|---------------------|---------------|---------------------------|------------------------------|-------------------------------|---|
| UK       | Female | 145,600             | 3.0           | 8.1                       | 5.2                          | 72.4                          | 83.7  |
|          | Male   | 107,930             | 1.6           | 10.0                      | 5.5                          | 73.8                          | 83.0  |
| EU       | Female | 8,200               | 36.5          | 24.9                      | 4.1                          | 27.8                          | 34.4  |
|          | Male   | 6,605               | 45.3          | 23.9                      | 2.8                          | 22.5                          | 28.0  |
| Overseas | Female | 14,160              | 52.8          | 27.8                      | 1.8                          | 13.3                          | 17.6  |
|          | Male   | 15,000              | 51.9          | 26.9                      | 2.0                          | 14.5                          | 19.2  |

## Employment outcomes by domicile and subject

This section looks at how employment and/or further study outcomes for international students varies by subject, focusing on the 2009/10 graduate cohort. Data may be omitted in the figure due to the suppression of categories with low numbers of graduates.

Figure 26 shows that for both EU and Overseas domiciles, Medicine & Dentistry had the highest proportion of graduates remaining in the UK in 'sustained employment only' (EU: 50%, Overseas: 38.7%). For EU domiciled graduates, Business & Administrative Studies had the lowest proportion of graduates remaining in the UK in 'sustained employment only' (20.5%). For Overseas domiciled graduates, Mass Communications & Documentation had the lowest proportion of graduates remaining in the UK in 'sustained employment only' (7.8%).

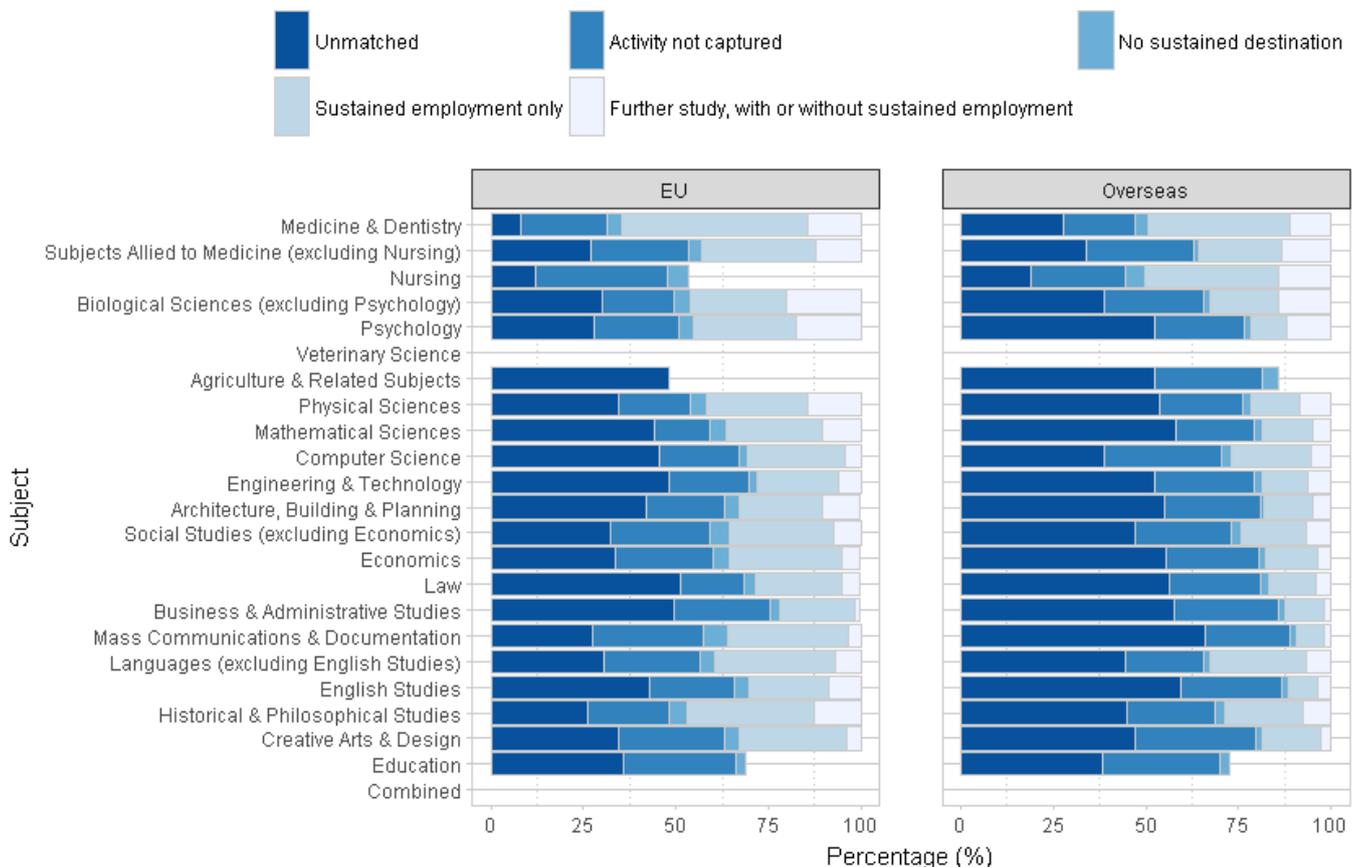
## Figure 26: Activity of graduates five years after graduation by domicile and subject

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

Data has been omitted from this figure due to the suppression of categories with low numbers of graduates.



Subjects that had a low proportion of graduates remaining in the UK in ‘further study (with or without sustained employment)’ were Business & Administrative Studies (EU: 1.4%, Overseas: 1.8%) and Mass Communications & Documentation (EU: 3.5%, Overseas: 1.6%). Subjects that had a high additional proportion of graduates remaining in the UK in ‘further study (with or without sustained employment)’ were Biological Sciences (excluding Psychology) (EU: 20.1%, Overseas: 14.2%) and Psychology (EU: 17.4%, Overseas: 11.9%).

### Employment outcomes by country

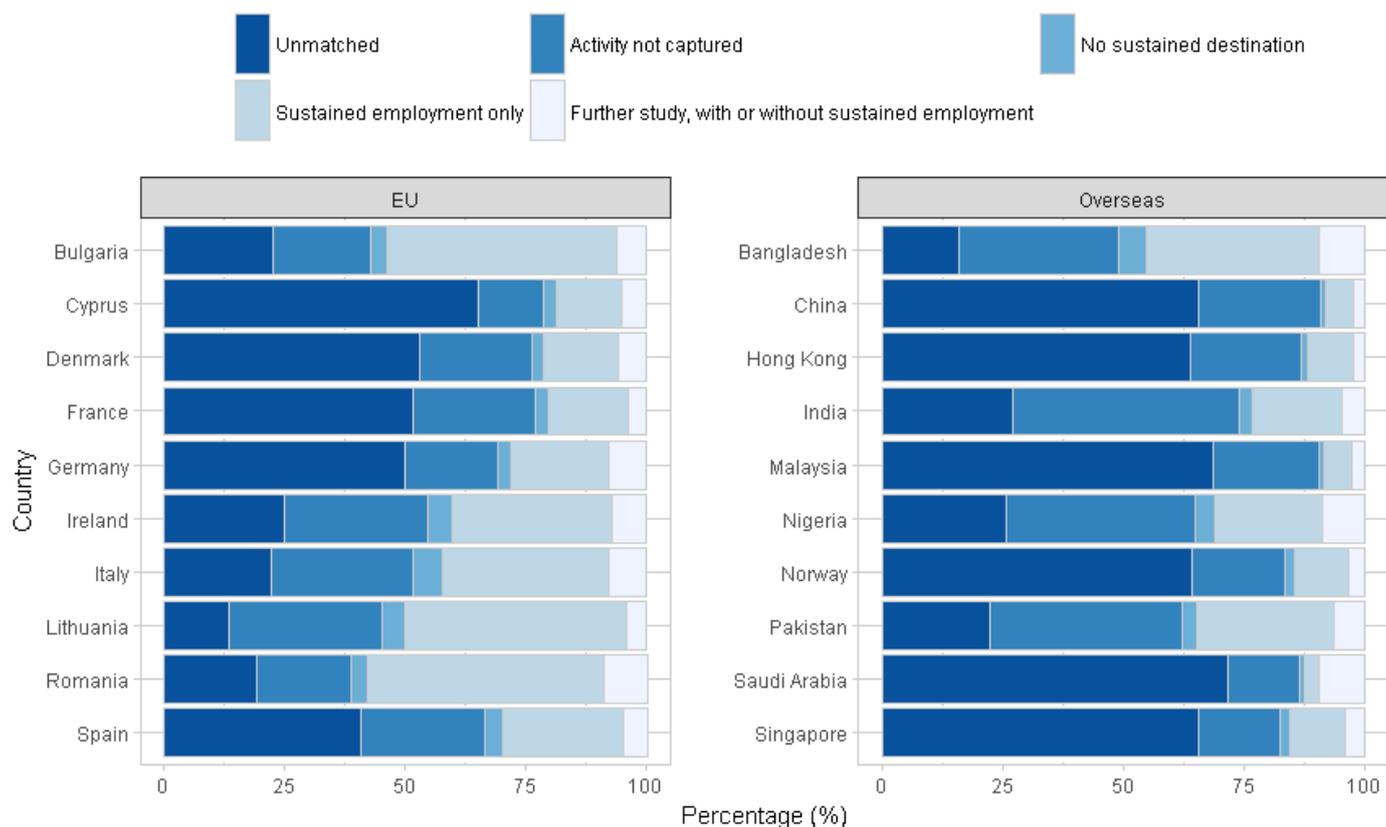
This section focuses on the employment and/or further study outcomes of 2009/10 graduates five years after graduation, concentrating specifically on the twenty countries<sup>3</sup> with the largest international graduate populations. Data may be omitted in the figure due to the suppression of categories with low numbers of graduates.

Figure 27 shows that for both EU and Overseas domiciles, the pattern of employment outcomes varied heavily from country to country. Lithuania and Bangladesh had a low proportion of ‘unmatched’ graduates and a high proportion of graduates in ‘sustained employment only’ or ‘further study (with or without sustained employment)’. In contrast, Cyprus and Malaysia had a high proportion of ‘unmatched’ graduates and a low proportion of graduates in sustained employment only or ‘further study (with or without sustained employment)’.

<sup>3</sup> The top 20 countries by graduate population were initially calculated from the 2015/16 tax year, one year after graduation (2013/14 academic year). These countries were used for subsequent analysis to allow for comparison between the remaining tax and academic years.

### Figure 27: Activity of graduates five years after graduation by country

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years after graduation)  
 Tax year: 2015/16



### Earnings by domicile

This section will focus on the median earnings of graduates one, three, five and ten years after graduation for the 2015/16 tax year. As with previous LEO releases, median earnings are calculated for graduates classified as being in 'sustained employment only' in the UK. Therefore, the results will not be representative of all international graduates, only of those who choose to stay and work in the UK.

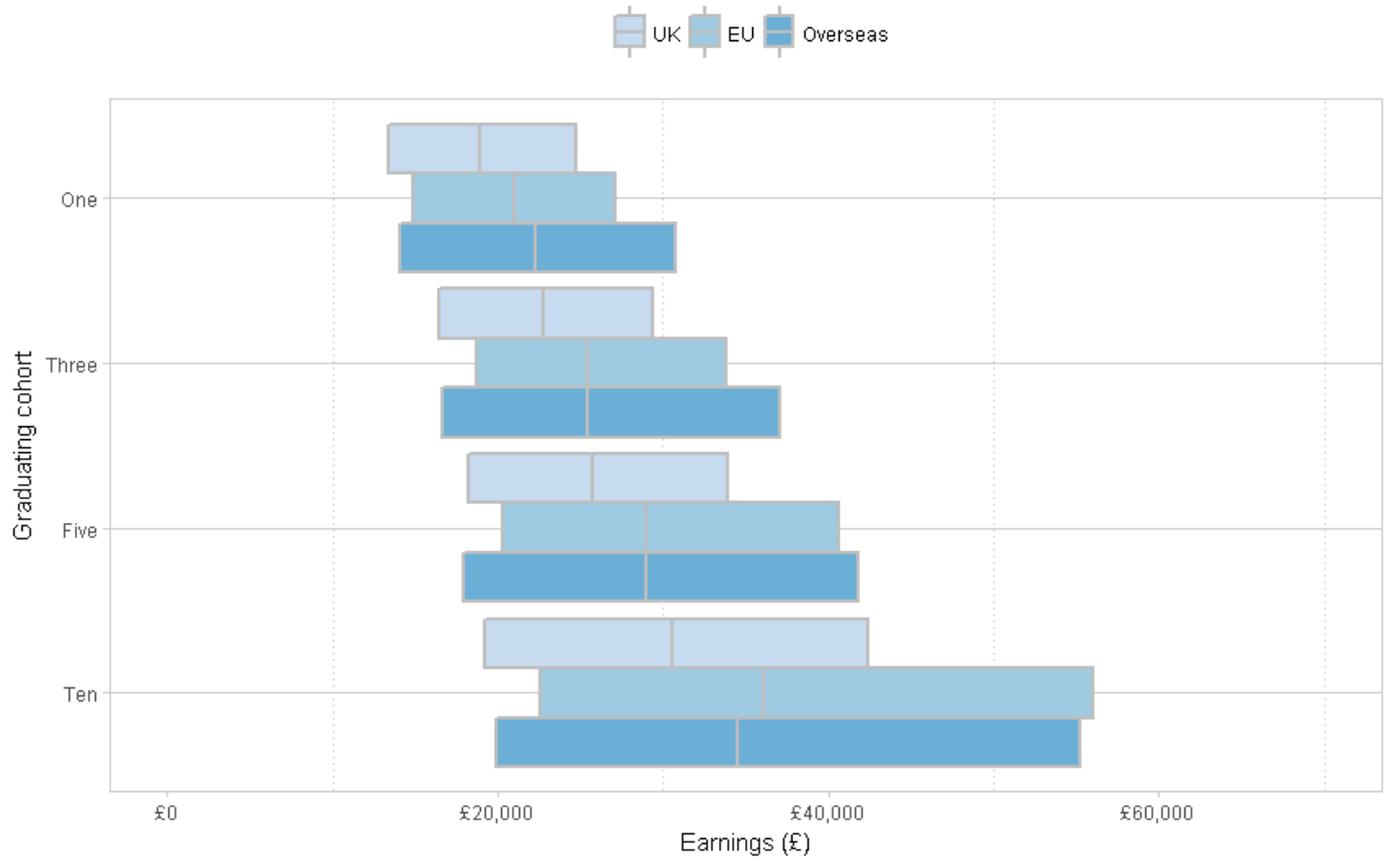
Figure 28 presents the earnings for UK, EU and Overseas domiciled graduates, where the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range (the range between the upper and lower quartile values). For all domiciles, median earnings increased from one year after graduation through to ten years after graduation. EU and Overseas domiciled graduates had higher median earnings than UK domiciled graduates for each of the academic years.

**Figure 28: Annualised earnings one, three, five and ten years after graduation by domicile**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16



**Table 33: Annualised earnings one, three, five and ten years after graduation by domicile**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)

Tax year: 2015/16

| Academic year | Domicile | Number included in the earnings figures | Earnings - lower quartile (£) | Earnings - median (£) | Earnings - upper quartile (£) |
|---------------|----------|---|-------------------------------|-----------------------|-------------------------------|
| 2004/05       | UK       | 151,875                                 | 19,200                        | 30,600                | 42,400                        |
|               | EU       | 1,605                                   | 22,600                        | 36,100                | 56,000                        |
|               | Overseas | 2,565                                   | 19,900                        | 34,500                | 55,200                        |
| 2009/10       | UK       | 176,790                                 | 18,200                        | 25,700                | 33,900                        |
|               | EU       | 3,460                                   | 20,300                        | 29,000                | 40,600                        |
|               | Overseas | 3,585                                   | 17,900                        | 29,000                | 41,800                        |
| 2011/12       | UK       | 191,825                                 | 16,500                        | 22,800                | 29,400                        |
|               | EU       | 4,175                                   | 18,700                        | 25,400                | 33,800                        |
|               | Overseas | 3,240                                   | 16,700                        | 25,400                | 37,100                        |
| 2013/14       | UK       | 195,540                                 | 13,400                        | 18,900                | 24,700                        |
|               | EU       | 4,480                                   | 14,900                        | 21,000                | 27,100                        |
|               | Overseas | 3,075                                   | 14,100                        | 22,300                | 30,800                        |

## Earnings by domicile and sex

The following sections focus on the median earnings of 2009/10 graduates five years after graduation.

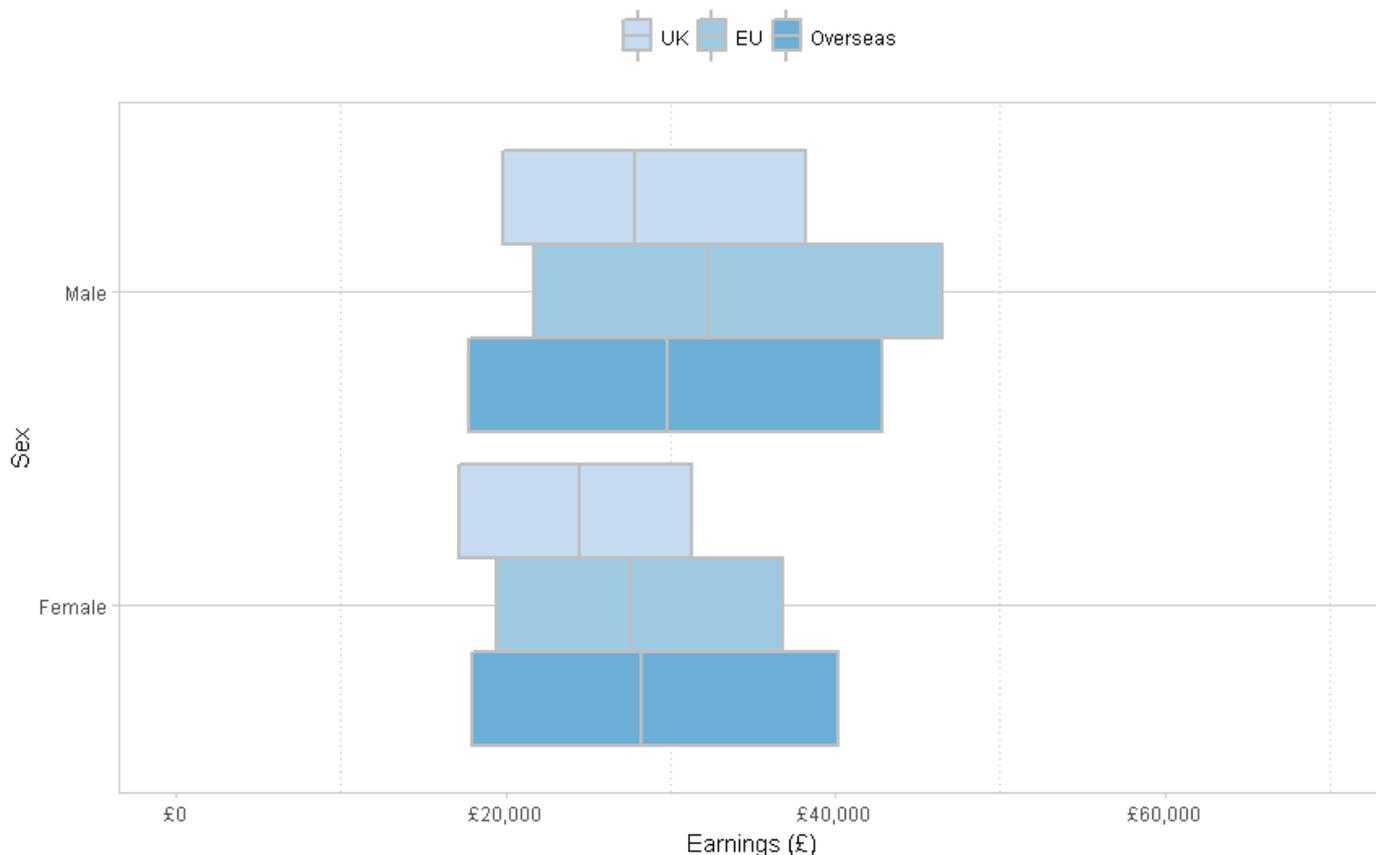
Figure 29 presents the earnings for UK, EU and Overseas male and female graduates. For both males and females, EU and Overseas domiciled graduates had higher median earnings than UK domiciled graduates. For each domicile, males had higher median earnings than females. The largest gap in earnings was between EU male and female graduates, and the smallest gap in earnings was between Overseas male and female graduates.

**Figure 29: Annualised earnings five years after graduation by domicile and sex**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16



**Table 34: Annualised earnings five years after graduation by domicile and sex**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

| Domicile | Sex    | Number included in the earnings figures | Earnings - lower quartile (£) | Earnings - median (£) | Earnings - upper quartile (£) |
|----------|--------|---|-------------------------------|-----------------------|-------------------------------|
| UK       | Female | 101,020                                 | 17,200                        | 24,500                | 31,300                        |
|          | Male   | 75,770                                  | 19,800                        | 27,800                | 38,200                        |
| EU       | Female | 2,110                                   | 19,400                        | 27,500                | 36,800                        |
|          | Male   | 1,350                                   | 21,700                        | 32,300                | 46,500                        |
| Overseas | Female | 1,680                                   | 18,000                        | 28,200                | 40,200                        |
|          | Male   | 1,910                                   | 17,800                        | 29,800                | 42,900                        |

## Earnings by domicile and subject

Figure 30 presents the average earnings of UK, EU and Overseas graduates by subject studied. Again, the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range. Data may be omitted in the figure due to the suppression of categories with low numbers of graduates.

For 12 of the 21 subjects without suppressed figures, UK domiciled graduates had lower median earnings than EU and Overseas domiciled graduates. EU graduates had the highest median earnings in eleven subjects, Overseas graduates had the highest median earnings in nine subjects, and UK graduates had the highest median earnings in one subject.

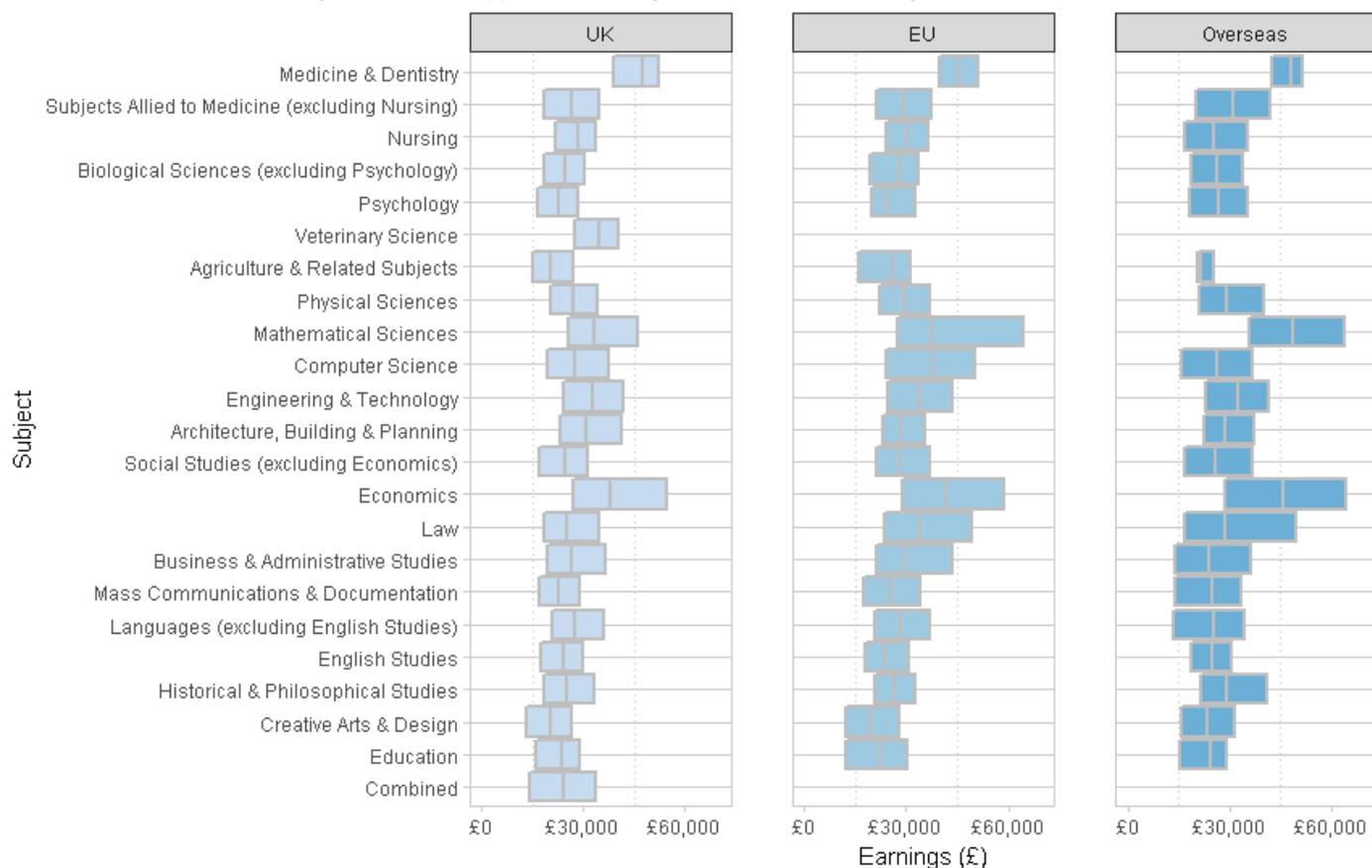
### Figure 30: Annualised earnings five years after graduation by domicile and subject

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

Data has been omitted from this figure due to the suppression of categories with low numbers of graduates.



**Table 35: Annualised earnings five years after graduation by domicile and subject**

Coverage: First degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

Data has been omitted from this table due to the suppression of categories with low numbers of graduates.

| Subject   | UK                                      |                       | EU                                      |                       | Overseas                                |                       |
|---|---|-----------------------|---|-----------------------|---|-----------------------|
|   | Number included in the earnings figures | Earnings - median (£) | Number included in the earnings figures | Earnings - median (£) | Number included in the earnings figures | Earnings - median (£) |
| Medicine & Dentistry                            | 4,860                                   | 47,300                | 85                                      | 45,500                | 190                                     | 48,200                |
| Subjects Allied to Medicine (excluding Nursing) | 8,630                                   | 26,400                | 180                                     | 29,400                | 190                                     | 31,200                |
| Nursing   | 5,985                                   | 28,500                | 30                                      | 30,200                | 70                                      | 25,500                |
| Biological Sciences (excluding Psychology)      | 9,555                                   | 24,500                | 115                                     | 28,100                | 100                                     | 26,200                |
| Psychology                                      | 6,515                                   | 22,600                | 110                                     | 24,100                | 35                                      | 27,000                |
| Veterinary Science                              | 340                                     | 34,900                | .                                       | .                     | .                                       | .                     |
| Agriculture & Related Subjects                  | 1,305                                   | 20,500                | 15                                      | 26,200                | 15                                      | 21,700                |
| Physical Sciences                               | 6,865                                   | 27,100                | 90                                      | 29,200                | 65                                      | 29,100                |
| Mathematical Sciences                           | 3,235                                   | 33,100                | 65                                      | 37,600                | 100                                     | 48,600                |
| Computer Science                                | 7,255                                   | 27,800                | 160                                     | 37,800                | 330                                     | 26,400                |
| Engineering & Technology                        | 8,500                                   | 32,600                | 270                                     | 33,500                | 525                                     | 32,600                |
| Architecture, Building & Planning               | 5,160                                   | 30,900                | 95                                      | 28,300                | 75                                      | 28,800                |
| Social Studies (excluding Economics)            | 15,320                                  | 24,500                | 230                                     | 27,900                | 115                                     | 26,000                |
| Economics                                       | 3,045                                   | 37,900                | 150                                     | 41,700                | 175                                     | 45,700                |
| Law   | 8,175                                   | 25,200                | 180                                     | 34,200                | 195                                     | 28,500                |
| Business & Administrative Studies               | 21,495                                  | 26,800                | 845                                     | 30,000                | 935                                     | 23,800                |
| Mass Communications & Documentation             | 5,890                                   | 22,800                | 135                                     | 25,300                | 50                                      | 25,000                |
| Languages (excluding English Studies)           | 4,315                                   | 27,400                | 150                                     | 28,400                | 45                                      | 25,500                |
| English Studies                                 | 6,740                                   | 24,000                | 65                                      | 23,700                | 35                                      | 24,700                |
| Historical & Philosophical Studies              | 8,945                                   | 25,400                | 95                                      | 26,500                | 60                                      | 29,200                |
| Creative Arts & Design                          | 21,740                                  | 20,200                | 355                                     | 19,500                | 240                                     | 23,700                |
| Education                                       | 10,100                                  | 23,700                | 30                                      | 22,100                | 35                                      | 24,300                |
| Combined  | 2,825                                   | 24,200                | .                                       | .                     | .                                       | .                     |

Subjects that showed the most variability in earnings between domiciles included Mathematical Sciences (UK: £33,100, EU: £37,600, Overseas: £48,600) and Computer Science (UK: £27,800, EU: £37,800, Overseas: £26,400). Subjects that showed the least variability in earnings between domiciles included Physical Sciences (UK: £27,100, EU: £29,200, Overseas: £29,100), Engineering & Technology (UK: £32,600, EU: £33,500, Overseas: £32,600) and English Studies (UK: £24,000, EU: £23,700, Overseas: £24,700).

## Earnings by country

This section looks at the median earnings of 2009/10 graduates five years after graduation, concentrating specifically on the twenty countries<sup>4</sup> with the largest graduate populations by international domicile. Data may be omitted in the figure due to the suppression of categories with low numbers of graduates.

Figure 31 presents the interquartile range of earnings for the EU and Overseas domicile countries with the largest graduate populations. The number included in the earnings calculations is annotated to the left of each boxplot. For the EU countries with the largest graduate populations, there was only a small amount of variability in median earnings, with Denmark having the highest median earnings (£31,900) and Spain having the lowest median earnings (£26,300). For the Overseas countries with the largest graduate populations, there was a larger amount of variability in median earnings, with Singapore having the highest median earnings (£49,500) and Bangladesh having the lowest median earnings (£17,200). This difference is likely to be influenced by the subject mix of these graduates, as one-third of the graduates domiciled in Singapore (included in the earnings calculations) studied Medicine & Dentistry and just over 20% studied Economics. None of the graduates domiciled in Bangladesh studied these subjects.

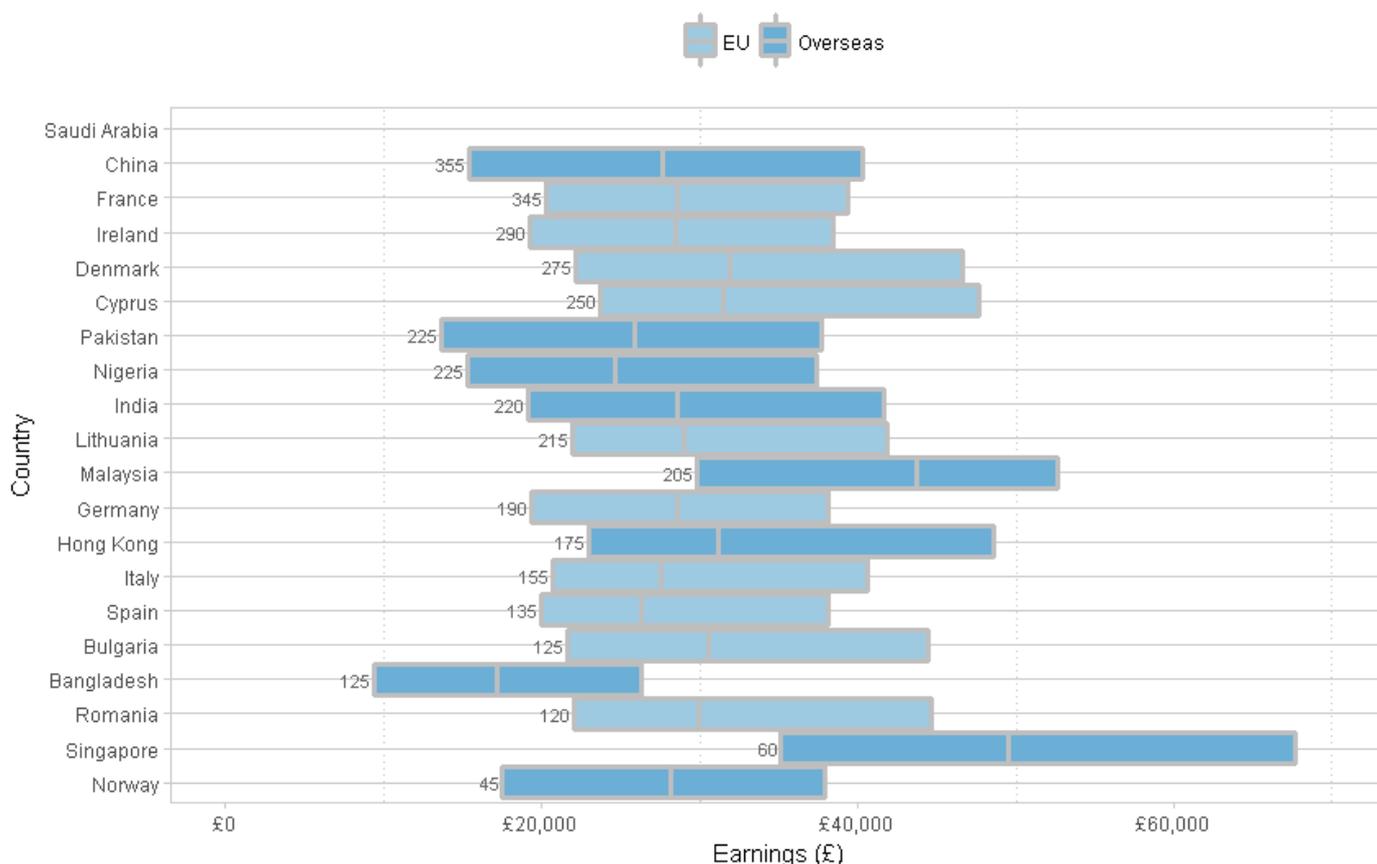
### Figure 31: Annualised earnings five years after graduation by country

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

Data has been omitted from this figure due to the suppression of categories with low numbers of graduates.



<sup>4</sup> The top 20 countries by graduate population were initially calculated from the 2015/16 tax year, one year after graduation (2013/14 academic year). These countries were used for subsequent analysis to allow for comparison between the remaining tax and academic years.

**Table 36: Annualised earnings five years after graduation by country**

Coverage: EU and Overseas domiciled first degree graduates from English HEIs and FECs

Cohorts: 2009/10 (5 years after graduation)

Tax year: 2015/16

Data has been omitted from this table due to the suppression of categories with low numbers of graduates.

| Country      | Domicile | Number of graduates | Number included in the earnings figures | Earnings - lower quartile (£) | Earnings - median (£) | Earnings - upper quartile (£) |
|--------------|----------|---------------------|---|-------------------------------|-----------------------|-------------------------------|
| China        | Overseas | 7,530               | 355                                     | 15,400                        | 27,600                | 40,300                        |
| Malaysia     | Overseas | 3,820               | 205                                     | 29,800                        | 43,700                | 52,600                        |
| France       | EU       | 2,260               | 345                                     | 20,300                        | 28,600                | 39,400                        |
| Hong Kong    | Overseas | 2,025               | 175                                     | 23,000                        | 31,200                | 48,600                        |
| Denmark      | EU       | 1,975               | 275                                     | 22,100                        | 31,900                | 46,600                        |
| Cyprus       | EU       | 1,930               | 250                                     | 23,700                        | 31,500                | 47,700                        |
| India        | Overseas | 1,360               | 220                                     | 19,100                        | 28,600                | 41,600                        |
| Nigeria      | Overseas | 1,165               | 225                                     | 15,300                        | 24,600                | 37,400                        |
| Germany      | EU       | 1,000               | 190                                     | 19,300                        | 28,600                | 38,100                        |
| Ireland      | EU       | 945                 | 290                                     | 19,200                        | 28,500                | 38,400                        |
| Pakistan     | Overseas | 885                 | 225                                     | 13,600                        | 25,900                | 37,700                        |
| Spain        | EU       | 610                 | 135                                     | 20,000                        | 26,300                | 38,100                        |
| Singapore    | Overseas | 575                 | 60                                      | 35,100                        | 49,500                | 67,700                        |
| Italy        | EU       | 510                 | 155                                     | 20,700                        | 27,500                | 40,600                        |
| Lithuania    | EU       | 500                 | 215                                     | 21,900                        | 29,000                | 41,900                        |
| Norway       | Overseas | 475                 | 45                                      | 17,500                        | 28,200                | 37,900                        |
| Bangladesh   | Overseas | 405                 | 125                                     | 9,400                         | 17,200                | 26,300                        |
| Saudi Arabia | Overseas | 315                 | .                                       | .                             | .                     | .                             |
| Bulgaria     | EU       | 270                 | 125                                     | 21,600                        | 30,500                | 44,400                        |
| Romania      | EU       | 250                 | 120                                     | 22,000                        | 29,900                | 44,600                        |

## 5. Accompanying tables

The following tables are available in Excel format on the department's statistics website (<https://www.gov.uk/government/collections/statistics-higher-education-graduate-employment-and-earnings>):

### **Main tables for UK domiciled graduates in the 2015/16 tax year (SFR15\_2018\_UKdomiciled\_1516\_tax\_year.xls)**

Table 1: Summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three and five and ten years after graduation by characteristic (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 2: Subject summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three, five and ten years after graduation by subject studied (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 3: Activity of graduates by sex one, three, five years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 4: Activity of graduates by ethnicity and sex one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 5: Activity of graduates by subject and sex one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 6: Activity of graduates by institution type one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 7: Activity of graduates by mode of study one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 8: Activity of graduates by age one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 9: Activity of graduates by POLAR quintile one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 10: Activity of graduates by prior attainment one, three and five years after graduation (2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 11: Activity of graduates by free school meals (FSM) eligibility between years 6 and 11 one, three and five years after graduation (2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 12: Activity of graduates by home region one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

Table 13: Activity of graduates by residence one, three, five and ten years after graduation (2004/05, 2009/10, 2011/12 and 2013/14 graduating cohorts)

### **Main tables for UK domiciled graduates in the 2014/15 tax year (SFR15\_2018\_UKdomiciled\_1415\_tax\_year.xls)**

Table 14: Summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three and five and ten years after graduation by characteristic (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 15: Subject summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs) and Further Education Colleges (FECs) one, three, five and ten years after graduation by subject studied (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 16: Activity of graduates by sex one, three, five years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 17: Activity of graduates by ethnicity and sex one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 18: Activity of graduates by subject and sex one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 19: Activity of graduates by institution type one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 20: Activity of graduates by mode of study one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 21: Activity of graduates by age one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 22: Activity of graduates by POLAR quintile one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 23: Activity of graduates by prior attainment one, three and five years after graduation (2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 24: Activity of graduates by free school meals (FSM) eligibility between years 6 and 11 one, three and five years after graduation (2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 25: Activity of graduates by home region one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

Table 26: Activity of graduates by residence one, three, five and ten years after graduation (2003/04, 2008/09, 2010/11 and 2012/13 graduating cohorts)

### **Main tables for international graduates (SFR15\_2018\_international.xlsx)**

Table 27: Employment outcomes of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 28: Earnings of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 29: Activity of top 20 international graduate populations one, three and five years after graduation

### **Underlying data for UK domiciled graduates**

CSV format (SFR15\_2018\_UKdomiciled\_underlying\_data.csv)

Metadata (SFR15\_2018\_UKdomiciled\_metadata.txt)

### **Underlying data for international graduates**

CSV format (SFR15\_2018\_international\_underlying\_data.csv)

Metadata (SFR15\_2018\_international\_metadata.txt)

## **6. Glossary**

**Academic year:** Runs from 1 August to 31 July. For example, the 2013/14 academic year ran from 1 August 2013 to 31 July 2014.

**Customer Information System (CIS):** A computer system used by the Department for Work and Pensions that contains a record for all individuals that have been issued with a National Insurance (NINO) number. It contains basic identifying information such as name, address, date of birth and NINO.

**Domicile:** Indicates the domicile of a student from their **HESA** Student Record. Domicile records were taken from the year of graduation for each graduate. UK domicile indicates that the student was domiciled in England, Scotland, Wales or Northern Ireland prior to entry of the course. In line with HESA standard practice, students who were domiciled in the Channel Islands or the Isle of Man were not considered to be UK domiciled or EU domiciled in this publication. As such, they have been included in the Overseas category. EU domicile indicates that the student was domiciled in an EU country at the time of their graduation. This would include the latest wave of countries to join the EU such as Romania, Bulgaria and Croatia for 1, 3 and 5 years after graduation, but not for 10 years after graduation. Overseas domicile includes any other country that is not classified as either UK or EU.

**FEC:** Further Education College.

**First degree qualification:** This covers qualifications commonly known as bachelor's degrees and includes postgraduate bachelor's degrees at H level as well as integrated undergraduate/postgraduate taught master's degrees on the enhanced/extended pattern. Not all undergraduate courses are included: for example, the Professional Graduate Certificate in Education (PGCE), foundation degrees and Higher National Diplomas (HND) are excluded. For further information on this classification, please refer to the Higher Education Statistics Agency at the link referenced below.<sup>5</sup> Note that it does not necessarily mean that the degree is the first higher education qualification undertaken by the student.

**Further study:** The HESA Student Record is used to identify instances of further study in higher education. Students enrolled on further education courses, on some initial teacher training enhancement, booster and extension courses, whose study status is dormant, who were on sabbatical or who spent no more than 14 days on the course are excluded from this indicator. Each tax year spans two academic years; therefore, graduates will be flagged as being in further study if they have a HESA record in one of these two academic years.

**HEI:** Higher Education Institution.

**Higher Education Statistics Agency (HESA):** collects data from universities, higher education colleges and other specialist providers of higher education. In this publication, we have used the HESA Student Record to identify graduates from Higher Education Institutions within our base population as well as higher education further study instances.

**Individualised Learner Record (ILR):** used by the further education (FE) and skills sector in England to collect data about learners in the system and the learning undertaken by each of them. In this publication, we have used the ILR to identify graduates from Further Education Colleges within our base population.

**Joint Academic Coding System (JACS):** a standardised way of classifying academic subjects and modules, maintained by HESA and the Universities and Colleges Admissions Service (UCAS). In this publication, we group subjects using JACS high-level subject groupings. Previous research has shown that the earnings profile of Economics graduates differs substantially from graduates of other Social Sciences; therefore, in this publication we have presented Nursing separately from other Subjects Allied to Medicine, Psychology separately from other Biological Sciences, Economics separately from other Social Studies, and English Studies separately from other Languages.

| <b>JACS code</b> | <b>Subject</b>                                  |
|------------------|---|
| 1                | Medicine & Dentistry                            |
| 2                | Subjects Allied to Medicine (excluding Nursing) |
| B7               | Nursing   |
| 3                | Biological Sciences (excluding Psychology)      |
| C8               | Psychology                                      |
| 4                | Veterinary Science                              |
| 5                | Agriculture & Related Subjects                  |
| 6                | Physical Sciences                               |
| 7                | Mathematical Sciences                           |
| 8                | Computer Science                                |
| 9                | Engineering & Technology                        |
| A                | Architecture, Building & Planning               |
| B                | Social Studies (excluding Economics)            |
| L1               | Economics                                       |
| C                | Law   |
| D                | Business & Administrative Studies               |
| E                | Mass Communications & Documentation             |

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<sup>5</sup> Under 'Field Explanations': <https://www.hesa.ac.uk/support/definitions/students#level-study-qualification-obtained>

|    |                                       |
|----|---------------------------------------|
| F  | Languages (excluding English Studies) |
| Q3 | English Studies                       |
| G  | Historical & Philosophical Studies    |
| H  | Creative Arts & Design                |
| I  | Education                             |
| J  | Combined                              |

**National pupil database (NPD):** contains information about pupils in schools and colleges in England. It includes information on test and exam results, prior attainment and pupil progress, as well as pupil characteristics such as sex, ethnicity and eligibility for free school meals.

**Nominal earnings:** Nominal earnings represent the cash amount an individual was paid. They are not adjusted for inflation (the general increase in the price of goods and services).

**PAYE:** HMRC's system to collect Income Tax and National Insurance from employment. The LEO project uses information from the **P45** to ascertain employment spell length and from the **P14 (P60)** to determine annual earnings. See the accompanying methodology note for a discussion of how PAYE data has been used in LEO.

**Self-assessment:** Self-assessment data captures the activity of individuals with income that is not taxed through PAYE, such as income from self-employment, savings and investments, property rental, and shares.

**Sustained employment:** A learner is counted in sustained employment if they were recorded as being employed in five out of the six months between October and March in the tax year, for example, five out of six months between October 2010 and March 2011 for the 2010/11 tax year. Additionally, graduates are counted in sustained employment if they have returned a Self-Assessment tax return stating that they have received income from self-employment and their earnings from a Partnership or Sole-Trader enterprise are more than £0 (profit from self-employment).

**Sustained annualised earnings:** The calculated average daily wage across the tax year grossed up to the equivalent annual figure. This is only calculated where the learner was in sustained employment. Self-assessed earnings have not been annualised. Earnings figures in this publication are **nominal**.

**Tax year:** Runs from 6 April to 5 April the following year. For example, the reference period covered by the 2015/16 tax year runs from 6 April 2015 to 5 April 2016.

**UK Domiciled:** indicates that the student was domiciled in England, Scotland, Wales or Northern Ireland prior to entry of the course. Students who were domiciled in the Channel Islands or the Isle of Man are not considered to be UK domiciled in this publication.

## 7. Experimental Statistics

Experimental statistics are new official statistics that are undergoing evaluation. These statistics are being published as experimental statistics in order to involve users and stakeholders in their development and as means to further improve the use of the data in the future.

The Department has a set of [statistical policies](#) in line with the Code of Practice for Official Statistics.

## 8. Feedback

We welcome feedback on this publication. Contact details can be found in [section 13: Get in touch](#).

## 9. Next steps

We welcome user feedback on the data contained in this release, and those wishing to provide comments should send them to [HE.LEO@education.gov.uk](mailto:HE.LEO@education.gov.uk). As we develop the LEO data further, we will look to publish further experimental statistical releases as well as establish a regular cycle of publications covering

graduate outcomes to inform public understanding of the higher education system and improve the information available to students when deciding on higher education institutions and subjects.

## **10. Get in touch**

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# Department for Education

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<https://www.gov.uk/government/statistics/graduate-outcomes-leo-inclusion-of-self-employment-earnings-data>

Reference: [SFR 15/2018]



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