



UL First Destinations Report Graduates of 2015



Key Facts

92%

of primary degree graduates are in employment or further study

93%

of higher degree and diploma graduates are in employment or further study

84%

of masters taught and master research graduates are in employment or further study

93 %

of PhD graduates are in employment or further study





University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability

UL First Destinations Report Graduates of 2015

The First Destinations survey is conducted annually by the Cooperative Education & Careers Division (CECD). The survey, supported by the Higher Education Authority, forms part of a nationwide review of the employment outcomes of Irish university graduates.

This current survey was conducted nine months after graduation and focuses on the employment and further study patterns of the graduates of 2015. A total of 2,933 graduates were surveyed and a response rate of 87% was achieved.

Graduate Employment Trends

The survey continues to reflect an increased confidence in the graduate employment market with 72% of UL graduates going directly into employment, 60% in Ireland and 12% overseas. These employment levels show an increase of 4% in graduates securing employment in Ireland. The strong growth in the number of graduates being hired is evident in the recovery of the Irish economy, new company announcements, increased flow of foreign direct investment and employers' use of graduate talent as a strategic instrument. There has been a continued increase in the level of graduate recruitment activities on campus in the past year. Demand for good graduate applicants is strong and recruiters realise that they need to attract, engage with and retain candidates early in the selection process.

While there is an increased demand for graduates, excelling in exams is not the only prerequisite to securing a graduate position. The 2015 CECD Graduate Market Survey tells us that employers also require graduates to possess the following graduate skills or competencies: drive/motivation, communication skills, positive attitude, initiative, teamwork & analytical skills. Employers have increased their use of a number of screening criteria in the recruitment and selection of graduates, there is a significant increase in the amount of employers using assessment centres tools to identify these key skills and competencies.

EMPLOYMENT TRENDS (PRIMARY DEGREE, ALL FACULTIES)

	2011	2012	2013	2014	2015
Employed Ireland	50%	50%	49%	56%	60%
Employed Abroad	13%	13%	21%	17%	12%
Further Study/Training	25%	24%	24%	19%	20%
Not Available	4%	5%	1%	1%	2%
Seeking Employment	8%	8%	5%	7%	6%

However, for many graduate recruiters, work experience and internships continue to lead the graduate recruitment agenda and it is viewed by them as key to graduates' successful integration into professional roles. In this context, the Cooperative Education programme confers significant positional advantage on UL graduates. The Careers Service hosted the largest Careers Fair nationally, with some 142 participating employers. The sectoral spread of UL graduate employment is significant and includes accountancy/professional services, financial services, agri-food, software, pharmachem, biomedical, engineering, law, construction, volunteering and retail.

PRIMARY DEGREE, ALL FACULTIES

96%

Education & Health
Sciences Graduates
Employed or in
further study

93%

Business Graduates
Employed or in
further study

89%

Science &
Engineering
Graduates Employed
or in further
study

91%

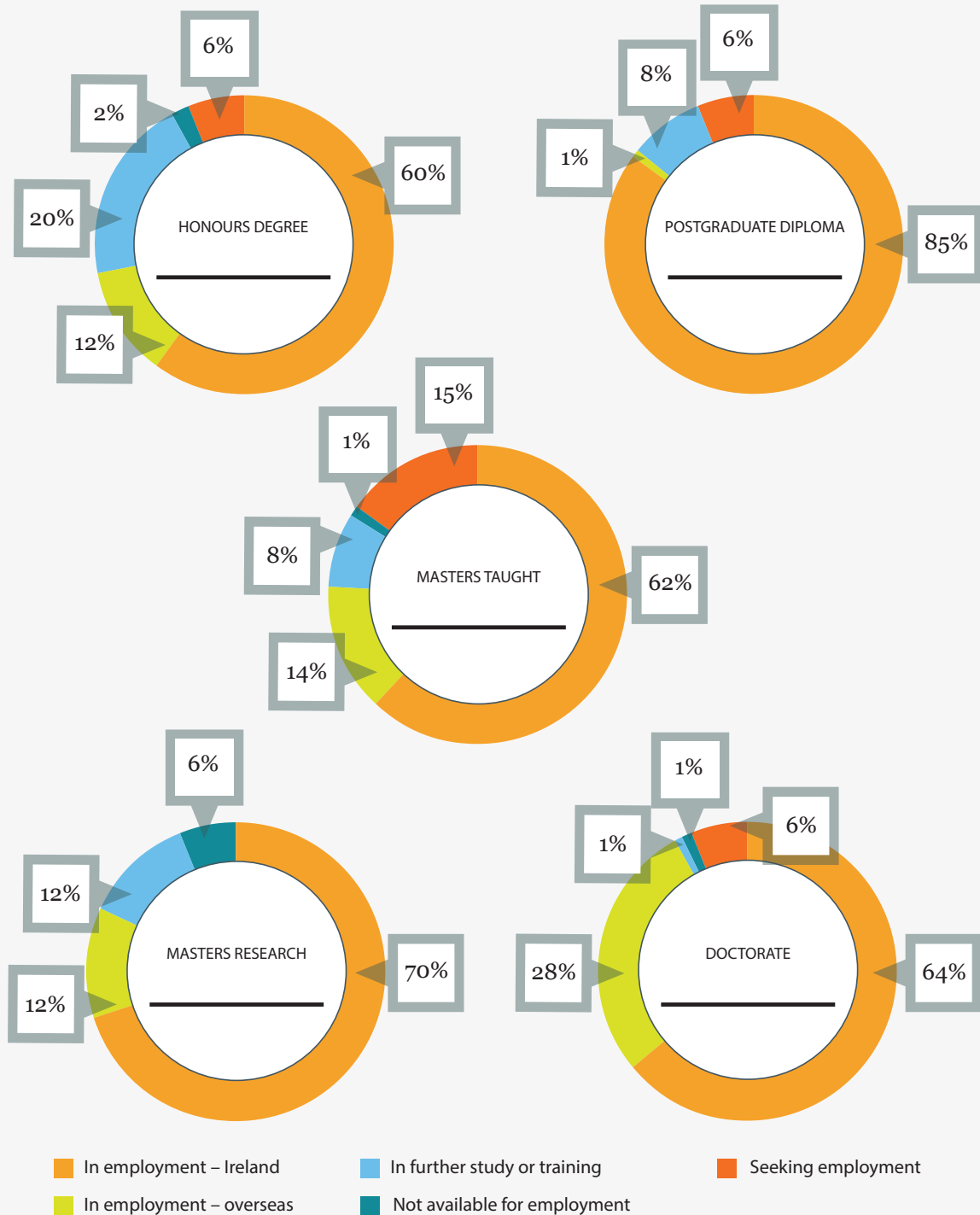
Arts, Humanities
& Social Sciences
Graduates Employed
or in further
study

EMPLOYMENT BY DEGREE DISCIPLINE: ALL AWARD LEVELS



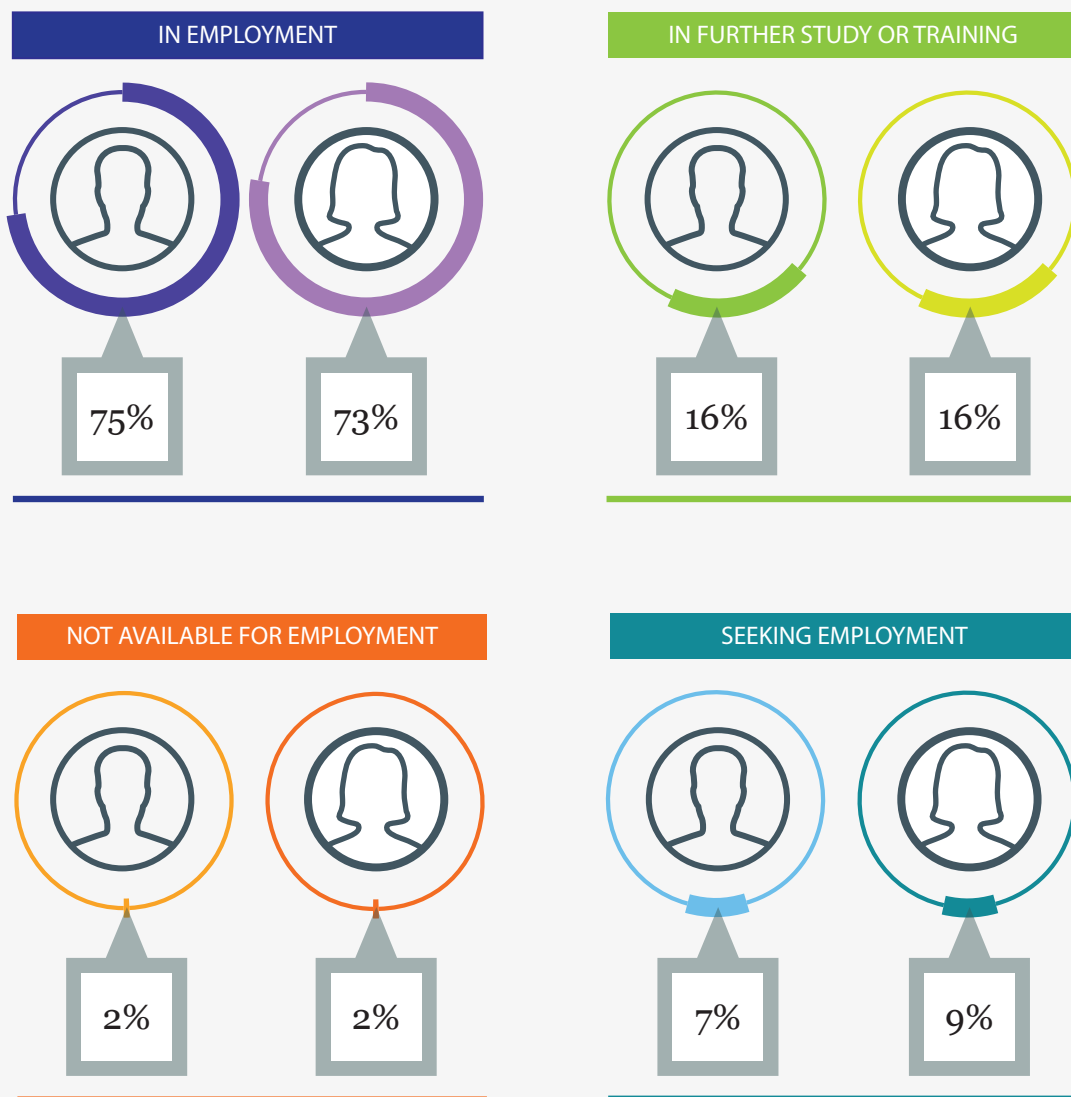
92% of primary degree graduates are in employment or further study

EMPLOYMENT BY AWARD LEVEL: ALL FACULTIES



The value of postgraduate study is clearly evident from the survey, with postgraduate students very well placed to benefit from the growth in employment nationally. PhD graduates recorded an exceptionally high employment rate of 92% and this reflects sustained activities in research and development across both indigenous and multinational graduate employers.

EMPLOYMENT BY GENDER: ALL AWARD LEVELS, ALL FACULTIES



Honours Degree Graduate

achieving an average salary of €25,510

Postgraduate Diploma Graduate

achieving an average salary of €37,161

Masters Taught Graduate

achieving an average salary of 30,666

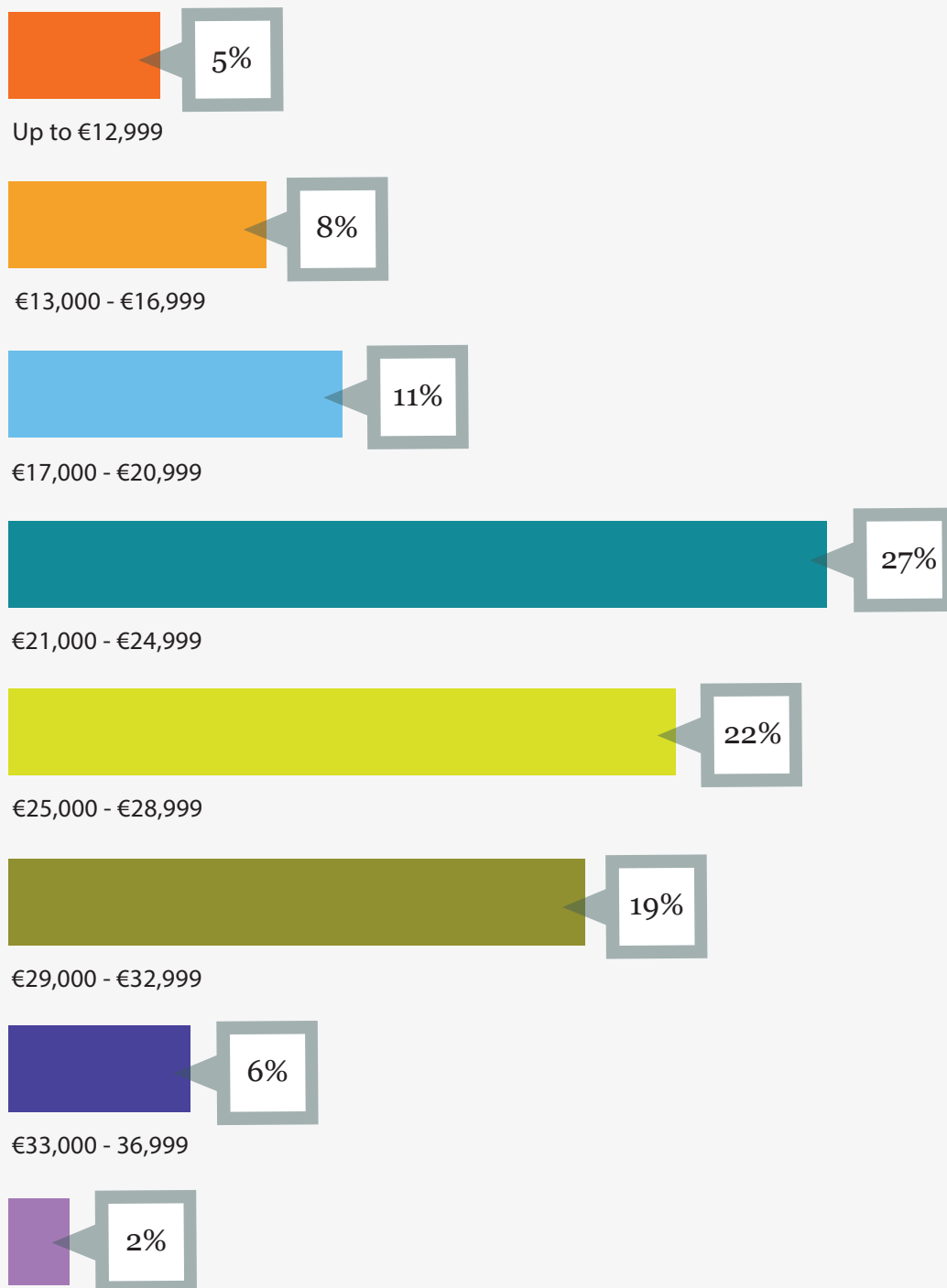
Masters Research Graduate

achieving an average salary of €41,750

Doctorate Graduate

achieving an average salary of €41,571

SALARY BY RANGES: PRIMARY DEGREE, ALL FACULTIES



The average starting salary for UL graduates in 2015 was €25,510; marginally higher than the 2014 starting salary of €24,436. This is in line with the national average for graduates and indicates that graduate starting salaries are continuing to rise, which is consistent with the increase in graduate employment and competition for the best talent amongst employers. There are no significant gender-based differences in average starting salaries. Salary levels continue to be influenced by factors such as degree discipline, type of job, sector of employment or location of employment.

PRIMARY DEGREE, ALL FACULTIES

€26,107

Education & Health Sciences Graduates Average Salary

€22,852

Arts, Humanities & Social Sciences Graduates Average Salary

€24,900

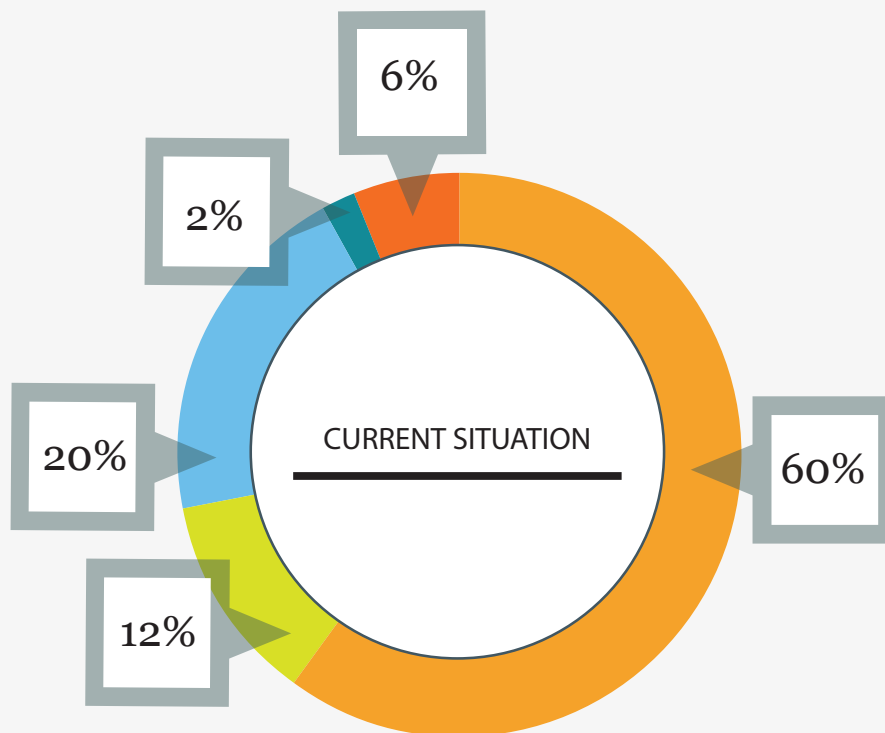
Kemmy Business School Graduates Average Salary

€26,541

Science & Engineering Graduates Average Salary

Overview of Results (Primary Degree)

FIRST DESTINATION OF 2015 UL GRADUATES: PRIMARY DEGREE, ALL FACULTIES



In employment – Ireland

In further study or training

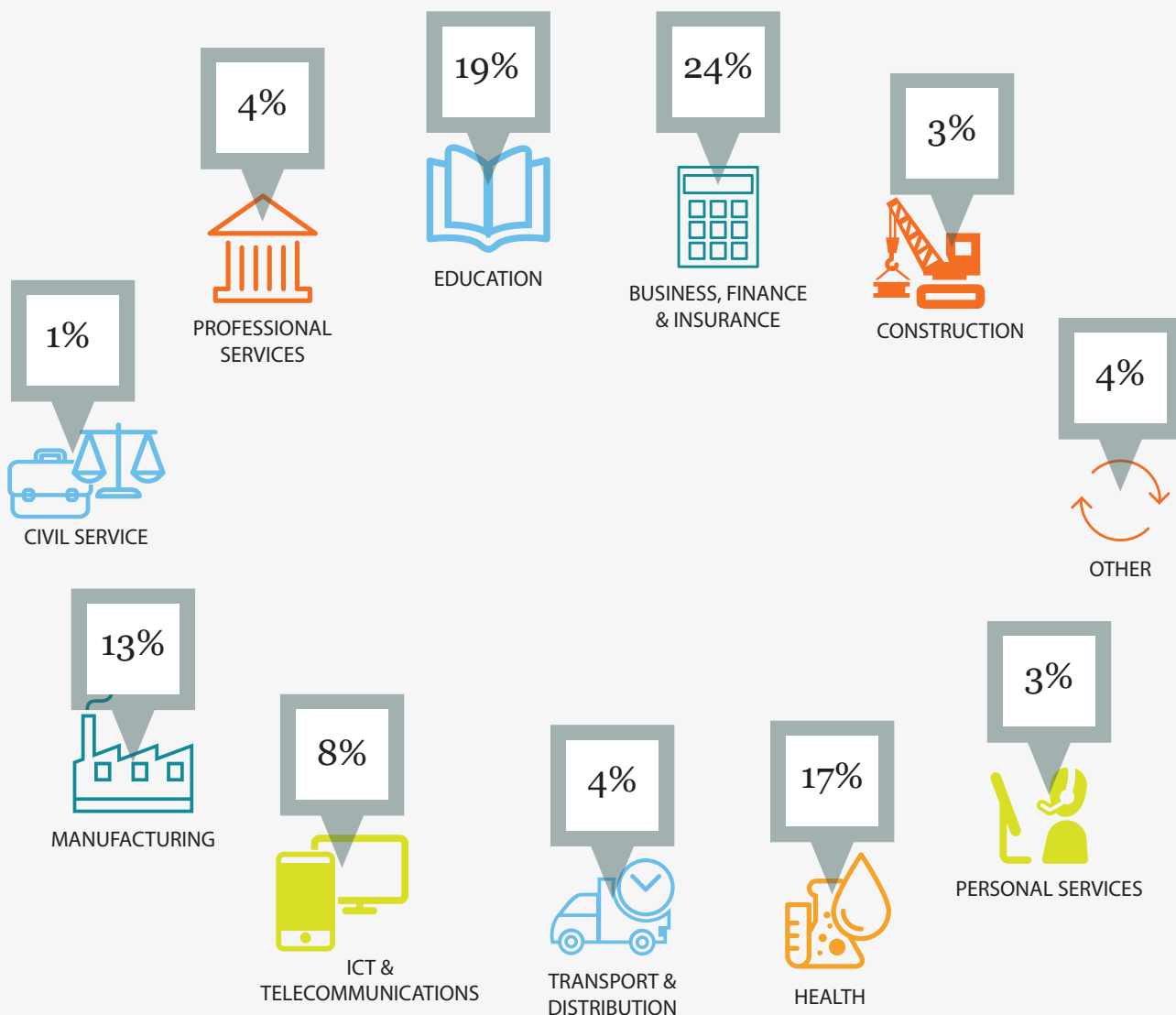
Seeking employment

In employment – overseas

Not available for employment



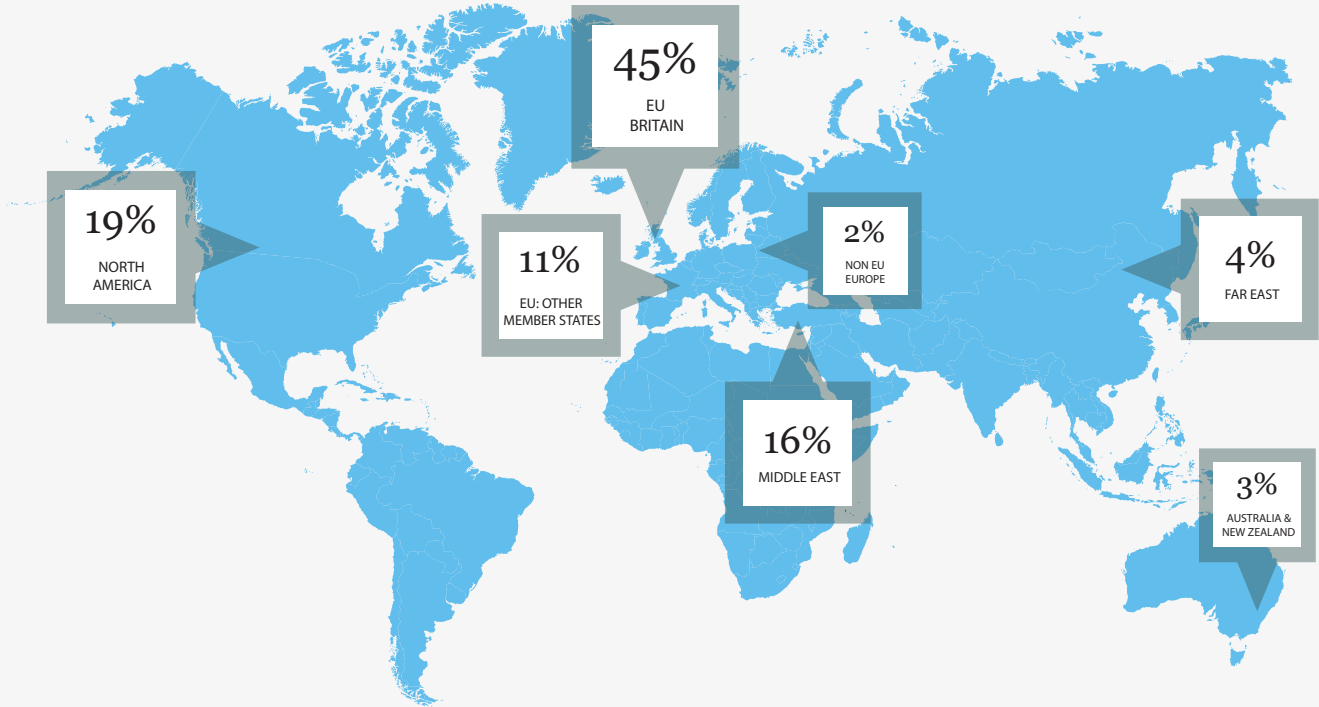
EMPLOYMENT SECTORS: PRIMARY DEGREE, ALL FACULTIES



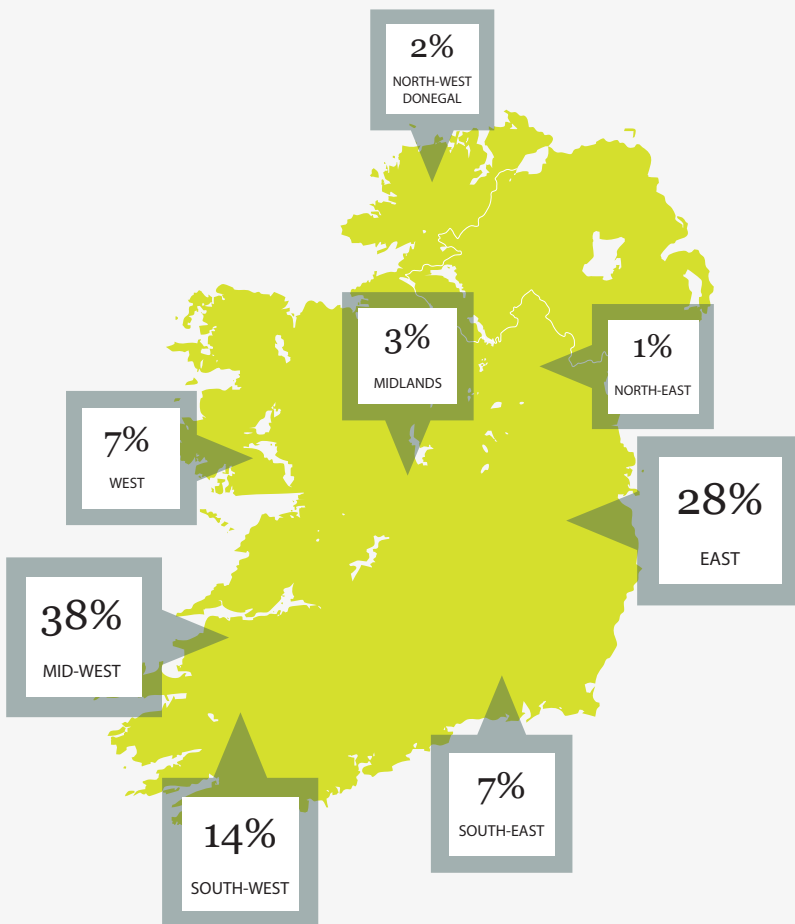
The sectoral employment levels have remained relatively unchanged since 2014 with the exception of the civil service, which has increased opportunities at the graduate level. The financial, banking & insurance, education and health sectors continue to maintain their high employment levels.



REGION OF EMPLOYMENT (ABROAD): PRIMARY DEGREE, ALL FACULTIES



REGION OF EMPLOYMENT (IRELAND): PRIMARY DEGREE, ALL FACULTIES



The continued regional increase in employment is in the West (West, Mid and South) with 59% of UL graduates working within the region, followed by the East with 28%. The high concentration of graduates in the Mid-West continues to be a key driver for foreign direct investment (FDI) into the region. The shortage of available rental property in the East of the country is also driving employers to “nearshore” some of their operations in regional offices.

Of the UL graduates who were working internationally, 58% have stayed within the EU, with 45% of these graduates working in the UK. North America remains a popular working location for UL graduates, accounting for 19% of international employment. This is followed by the Far East and the UAE, which accounts for 4% and 16% (increase of 8% from 2014) of jobs respectively.

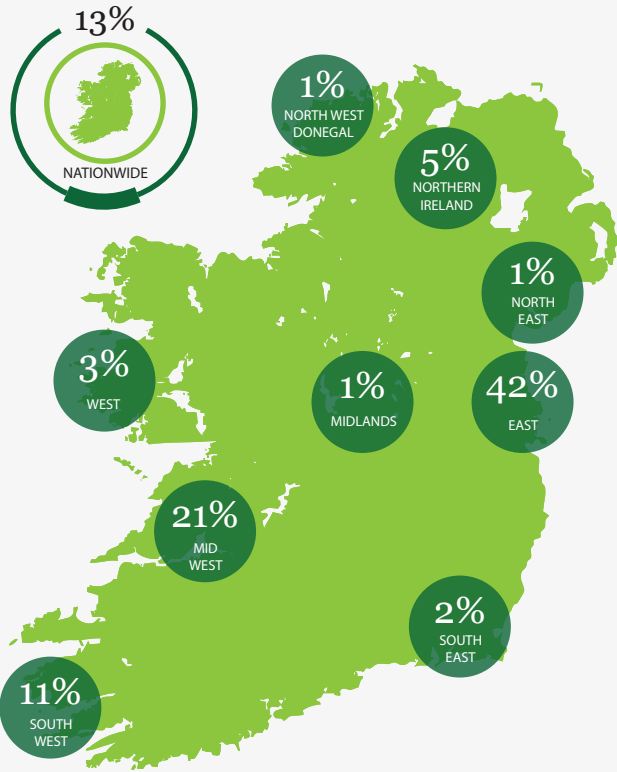


Jobs Analysis

The UL Careers Service advertised 7,246 vacancies in the last academic year. 46% of these vacancies were within Ireland and the remaining 54% were international.

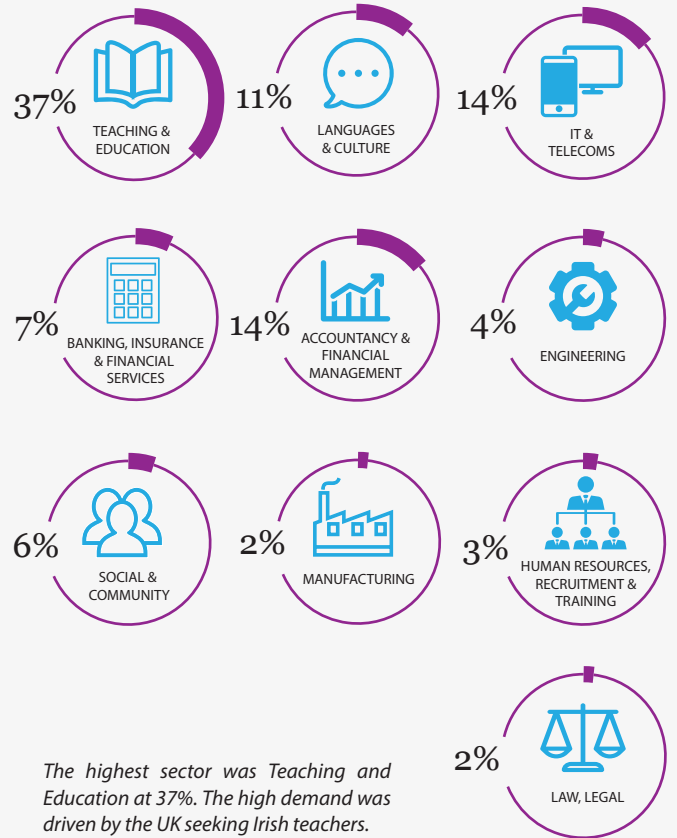
Jobs Analysis

NATIONWIDE



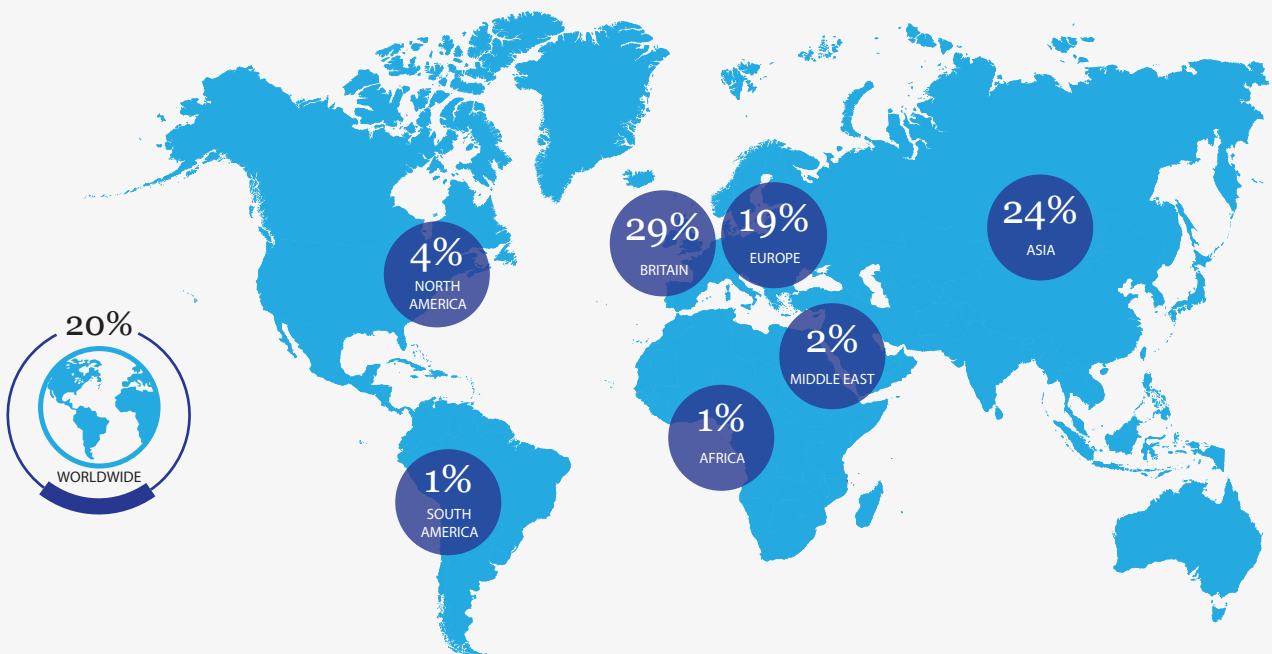
The % of job opportunities in specific regions around Ireland.

SECTORS FOR JOB OPPORTUNITIES



The highest sector was Teaching and Education at 37%. The high demand was driven by the UK seeking Irish teachers.

WORLDWIDE



These figures indicate the job positions available outside of Ireland.

Data sourced from UL CareersConnect website.



Career Sector Spotlight

Cooperative Education & Careers Division

Information Technology

Information Technology Industry



Ireland's IT sector experiences rapid change on a continual basis covering many niche areas. 2015 was a strong year for IT professionals who upskilled in sought-after technologies and methodologies. Many start-ups and younger companies continued to expand their technology teams. The need to obtain practical coding and automation specialists has encouraged indigenous upskilling in this area and as a result created interest from overseas. Software development has seen a significant increase in demand for .net specialists, however, the local talent pool is insufficient, forcing some companies to seek international graduates. Demand for Java-based developers remains. However, new companies are increasingly choosing other technologies. Web and mobile development continues to be a strong area of growth leading to a predominantly acute shortage of professionals with niche skills at commercial level.

Companies continue to favour Python for development projects, sustaining demand for graduates experienced in this language. There is increasing demand for experienced project managers who combine technical skills with stakeholder and client management. These professionals are in short supply as software development is not always a typical career path for project managers. Salaries therefore increased and competition for such experience may sharpen further into 2016. Both foreign-owned multinationals as well as home-grown start-ups continue to set up IT shared services and competence centres in Ireland requiring the demanding addition of a second European language as well as the aforementioned IT expertise.

FUTURE PRIORITIES FOR THE IT SECTOR – FUTURE SKILLS REQUIREMENTS

- Rapid influx and growth has meant increased demand for skilled professionals with automation experience combined with strong coding skills in the following order: SQL, Java/JavaScript, C++/C#, Python.
- A major growth area is big data and data analytics. As businesses of all sizes seek to exploit their information assets and find new ways to use it, they are seeking specialised analytical skill sets.
- Specific degrees in data analytics are relatively new, meaning graduates coming on stream are suited only to junior and mid-level roles. Thus, Irish-based companies are looking to continental Europe and further afield for more experienced professionals. As a result graduates with a PhD in a quantitative field such as statistics, economics or engineering are in growing demand as data scientists.
- A general national trend is the growth of hybrid roles, for example .net plus strong front end experience for more C# user interface-based projects.
- The primary challenge facing this sector across Ireland is retention and attraction of high-level ICT skills to address the immediate requirement for advanced ICT skills.

Morgan McKinley - IT Salary & Benefits Guide, 2016, Enterprise Ireland - Information & Communications Technology (ICT) sector profile, 2015, International Data Corporation/Forfás - Addressing Future Demand for High-Level ICT Skills 2013-2018, 2013, IBEC ICT ISA Report – Vision Statement – To make Ireland a Global ICT Powerhouse, 2016.

Quick Facts

Ireland is
2nd largest

exporter of IT services in
the world.

105,000

directly employed in the
ICT sector in Ireland.

825,000

estimated shortage of
qualified technology
staff in the EU by 2020.

5% per
annum

average compound
growth rate in demand
for high-level ICT skills in
Ireland.

10 of top 10

global technology
companies have EMEA
HQs or significant
operations in Ireland.

44,500

IT-related vacancies in
the period 2013-2018
from expansion and
replacement demand.

Acute
shortages

10,000 ICT specialists are
lacking in Italy, 18,000 in
Poland, 41,000 in Spain
and 87,000 in Germany.



Career Sector Spotlight

Cooperative Education & Careers Division

Education Sector





Education Sector Overview



One third of all public sector employees are working in the education and training sector.

By the end of 2014, 154,000 persons were employed in the education sector, accounting for 7.9% of national employment. Compared to five years previously, employment at the end of 2014 was 3.8% or 5,600 higher.

Enrolment in schools is expected to continue to grow over the next ten years. As a result, over 1,000 additional teachers were provided for the school year 2014/15 to meet the needs of an increasing school-going population.

Even during the recent periods of an oversupply of teachers (in May 2015, there were 600 job ready job seekers with third level qualifications), there were issues with finding teachers with a high level of expertise in specific fields, such as science and mathematics. As the economy recovers, the ability to attract persons with science and maths skills into teaching may become more challenging given that such skills are also in demand in other sectors (e.g. financial).

WHAT DO GRADUATES DO?

The findings below are contained in the annual survey by the Higher Education Authority (HEA) on how graduates are faring, nine months after they leave college.

- A teaching qualification provided the highest employment levels among graduates, although many of them also needed to emigrate in order to find work.
- According to the HEA report, about 80% of newly qualified teachers were working nine months later, but among those graduating with a Professional Diploma in Education (PDE), some 18% were working overseas, popular destinations being the UK and the United Arab Emirates.
- For those staying in Ireland though, high rates of casualization for second-level teachers resulted in 32% of newly qualified teachers working on a part-time basis.

HEA Report May 2016 - "What Do Graduates Do? The class of 2014"

FUTURE DEVELOPMENTS

According to the National Association of Principals and Deputy Principals (NAPD), by 2020 there will be 10,000 extra second-level students – an increase of 15%.

"Ireland is becoming a leading player in the development of IT products and services. For this leading position to be sustained and grow, we need sufficient numbers of teachers to teach the STEM subjects of science, technology, engineering and maths at secondary level."

Clive Byrne, Director at NAPD National Association of Principals and Deputy Principals

Quick Facts

PRIMARY DEGREE IN EDUCATION

(Second Level)

84%

of education graduates are in employment.

- 77% are employed in Ireland.
- 28% are employed in temporary whole-time teaching.
- 26% are employed on a part-time basis.
- 9% are employed in permanent teaching in Ireland.

PROFESSIONAL DIPLOMA IN EDUCATION

(Second Level)

81%

of graduates are in employment.

- 81% are employed in Ireland.
- 23% are employed in temporary whole-time teaching.
- 32% are working on a part-time basis.
- 18% of education graduates are working overseas.

UK Fact

In 2014 in Britain 1.7% of teachers were Irish.

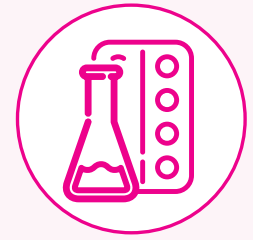


Career Sector Spotlight

Cooperative Education & Careers Division

Pharma Industry

Pharma Industry



Ireland is one of the leading locations for the pharmaceutical industry in Europe. For a country of just 4.5 million people, Ireland punches well above its weight and is undoubtedly a world player in pharmaceutical production.

“The change occurring in the biopharma industry is a sea change similar to what’s happening in the tech world, the industry is transitioning from a chemical processing model to high-value biopharmaceutical investment. If you look closely, the most recent investments have been biotech investment in highly-complex, cutting-edge science. These products, however, are challenging to manufacture and the reason Ireland is attracting this level of investment is because of the talent. These companies are making 30-year investments in their future.”

NIBRT (The National Institute for Bioprocessing Research and Training)

BIOPHARMA MANUFACTURING CURRENT & FUTURE SKILLS NEEDS

- Biotechnology skills for bioprocessing with a focus on bioprocess analytical technology & data analytics/data savvy.
- Regulatory affairs in biopharmaceutical manufacturing and release testing.
- Supply chain management.
- Bioprocess engineering (including emphasis on single use manufacturing systems).
- Engineers with specialisms in commissioning overseeing the installation of systems, plant and/or equipment.
- Precision engineering toolmaking.
- Product development and design.
- Science graduates with knowledge of process development for bio-pharma production and analytical biochemistry for QC method development.

Guidance for Higher Education providers on Current and Future Skills Needs of Enterprise, by the Expert Group on Future Skills Needs (EGFSN) 2015

FUTURE TRENDS

The challenges in Ireland are similar to those facing global CEOs including political change, over-regulation, tax inversion reforms, cyber threats and availability of key skills. While economic prospects globally are complex and difficult to predict, the trajectory for healthcare demand looks more straightforward. It is rising, thanks to ageing populations in major markets and expanding affluence in emerging ones, and is translating into high levels of optimism. Nearly two-thirds of pharma CEOs (62%) expect to enter into a new strategic alliance or joint venture over the next twelve months. In relation to Ireland we are a small open economy and very dependent on global markets. Any unplanned shocks will create uncertainties. With its strong exports and foreign direct investment, our growing employment and consumer demand as well as our friendly business environment, Ireland has a great opportunity to continue to punch above its weight.

PWC commentary including extracts from the PWC 19th Annual Global CEO Survey (2016)

Quick Facts

50%

of the total goods exported from Ireland are Pharma-chemical products.

Ireland is 7th largest

exporter of medicinal and pharmaceutical products in the world in 2015 with €39bn in annual exports.

\$8 billion

in new investment in facilities in the last 10 years, close to the biggest investment in new facilities anywhere in the world.

9 of top 10

world’s pharmaceutical companies have operations in Ireland.

25%

of all PhD holders in Ireland are employed in the pharma sector.

25,000

people directly and another 25,000 indirectly are employed in Pharma.

75+

pharmaceutical companies operate in Ireland.



Career Sector Spotlight

Cooperative Education & Careers Division

Financial Services

Financial Services Industry



Ireland is a leading Financial Services centre and a key location for many foreign-owned multinationals as well as Irish-owned companies. Sub-sectors include Funds, Investments & Asset Management, Banking & Payments, Insurance & Reinsurance and Aircraft Leasing & Financing. The global trends that are shaping the IFS industry include the disruptive changes being driven by ICT, Big Data and increased emphasis on risk, compliance and security. Other trends include new business models, products & services and the intensified global competition for FDI. Emerging subsectors in the FS arena include: FinTech, Business Process Outsourcing (BPO), Islamic Finance, Sports Betting industry, Smart Ageing, Marine Finance and Green Finance Sustainability Investment.

IFS2020: A Strategy for Ireland's International Financial Services sector 2015-2020 Published March 2015

Rapid change has made many FS roles unrecognisable. There is now a need to combine digital and financial service skills with hybrid capabilities as revealed in the recent report published by PWC, "the need to create a more flexible and customer-centric organisation demands, fewer people with specialist product expertise (depth) and more all-round 'athletes' (breadth). These people will have the varied technical skills and multi-industry experience to move easily between clients, countries and assignments". According to the report, FS CEOs' concerns centre on the relentless disruption generated by new technology, changing customer behaviour and a new breed of tech-enabled competitors. When banking, insurance and asset management CEOs were asked from which industry a significant competitor is most likely to emerge, technology topped the list, some way ahead of other FS sectors.

"A New Take on Talent" - PWC Annual CEO Survey 2015

FUTURE PRIORITIES FOR THE FINANCIAL SERVICES SECTOR

Business and Financial occupations for which shortages have been identified currently include:

- Accountants (financial, tax, compliance, solvency and rationalisation).
- Quantitative analysts, such as financial analysts, statisticians, economists, actuaries, risk analysts with expertise in data analysis, quantitative modelling, data visualisation, big data, web analytics, forecasting, evaluation and reporting.
- Management consultants with expertise in organisational change (e.g. takeovers), resource planning (e.g. ERP) and performance management (e.g. Oracle and Hyperion, key performance indicators, dashboards).
- Multilingual financial administrative roles in credit control/debt recovery.

The National Skills Bulletin 2014 produced by (SLMRU) in SOLAS on behalf of the Expert Group on Future Skills Needs (EGFSN)

Quick Facts

38,000+

people employed in Ireland.

7th largest

provider of Wholesale Financial Services in the EU.

Ireland is 9th largest

International Banking Market with over 80 International Banks in Ireland.

€3.2 trillion

worth of Investment funds assets under administration.

Largest

provider of cross border life insurance in the EU.

50%

of world's commercial aircraft owned or managed from Ireland.



Career Sector Spotlight

Cooperative Education & Careers Division

Insurance Industry

Insurance Industry



While the financial crisis in Ireland had a severe impact on the profitability of the domestic insurance market, increasing economic stability has resulted in a change in the industry. More and more companies are increasing their recruitment efforts as they return to profit.

"Creating the future for Insurance in Ireland" PWC Report, April 2014

The insurance sector is highly regulated by the Central Bank of Ireland and the Minimum Competency Code is in place to ensure that those advising insurance customers are fully qualified and keep their knowledge up to date through Continuing Professional Development (CPD):

- The entry level is an Accredited Product Adviser (APA).
- The industry norm is then to progress to become fully qualified either in the general insurance market through the Professional Diploma in Insurance (CIP) with The Insurance Institute of Ireland.
- Or a broad spectrum of financial services products through the Professional Diploma in Financial Advice leading to the Qualified Financial Adviser (QFA) with LIA.

Those interested in pursuing the actuarial route typically complete their professional exams with the Institute and Faculty of Actuaries, which is based in the UK. The University of Limerick's Bachelor of Business Studies with Risk Management and the Bachelor of International Insurance and European Studies are highly recognised insurance-specific qualifications within the industry. These qualifications, among others, may also provide exemptions from some of the professional insurance exams. Actuarial-based degree courses, such as University of Limerick's Financial Mathematics programme typically provide exemptions from the professional actuarial exams.

"www.careersportal.ie"

FUTURE PRIORITIES FOR THE INSURANCE SECTOR

Insurance is an industry undergoing very significant change, both in respect of short and longer-term economic challenges as well as radical social and technological changes. The landscape is changing, representing both a challenge and an opportunity for the industry and for Ireland.

Ongoing social trends are shaking up traditional business practice in the insurance industry. Increasingly customers are demanding simplicity, transparency and speed in their transactions. More and more, insurance will be 'bought' rather than 'sold'.

Technology is impacting insurance, as with other sectors – increased access to the internet through smartphones and tablets is fundamentally changing the market. Insurers too need to process the vast quantities of information generated (big data). The next wave of competitive advantage will come from exploiting unstructured data such as social media information, in order to maintain competitive advantage.

"Creating the future for Insurance in Ireland" PWC Report, April 2014

Quick Facts

28,000

people approximately employed in the insurance sector in Ireland.

1 in every 4

persons working in financial services in Ireland is employed directly or indirectly by the insurance industry.

4.7% Growth

The insurance sector is growing. CSO statistics for the end of 2011 showed a 4.7% year on year growth in the sector.

Global Centre

Ireland is developing as a global centre for insurance innovation by collaborating with the IT sector.

3,000 Jobs

Forecasts of the creation of an additional 3,000 jobs in the sector over the next five years.

Top 20

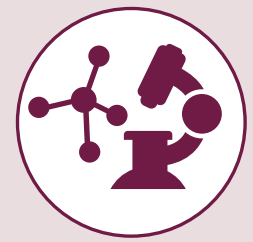
More than half of the world's top 20 insurance companies have a base in Ireland.



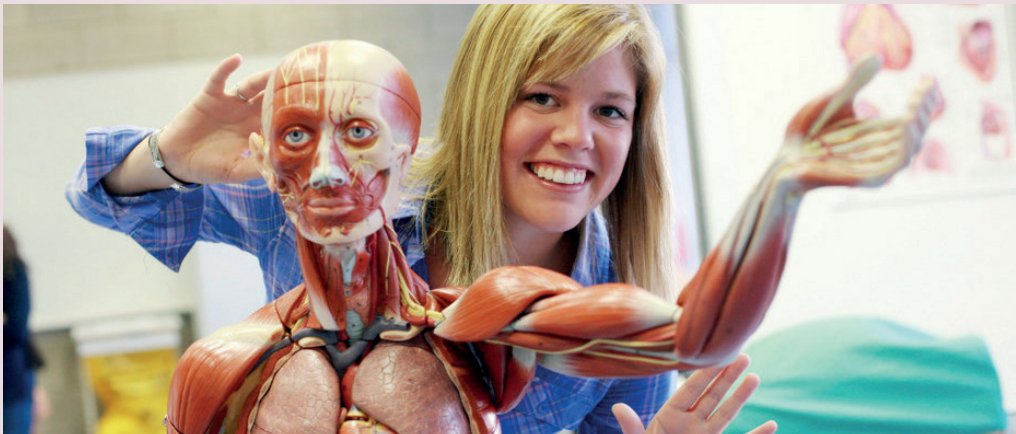
Career Sector Spotlight

Cooperative Education & Careers Division

Medical Devices Industry



Medical Devices Industry



The medical devices sector is highly diverse. Strong growth prospects for the industry globally are driven by ageing populations, increase in chronic ailments and increasing consumer wealth driving demand in emerging economies. High value opportunities such as remote diagnostics, combination products and eHealthcare services are being driven by advances in science and technology and convergence, particularly with ICT. There is a very strong multinational presence in the sector with 18 of the top 25 medical devices companies globally which have their large production facilities in Ireland. There is also a small but growing indigenous base with some notable medium-sized Irish-owned companies.

EGFSN Report: "Future Skills Requirements of the Manufacturing Sector to 2020" (April 2013)

FUTURE SKILLS REQUIREMENTS

The Expert Group on Future Skills Needs (EGFSN) report (April 2013) identified the following:

- Software engineers for development of ICT-enabled medical devices.
- Automation engineering with a particular focus on robotics and machine vision.
- Mechanical engineers with honours Bachelor degrees.
- Polymer technicians and engineers at NFQ Levels 7 & 8.
- Product assurance skills including software and validation skills for software quality assurance, change approval, risk assessment and failure mode analysis.
- The assurance skills including software and validation skills for software quality assurance, change approval, risk assessment and failure mode analysis.
- Supervisory soft skills, especially people engagement skills.
- Other key specific non-engineering disciplines that are predominant in the sector include:
 - Regulatory affairs, medical marketing & international sales professionals, healthcare economists, HR, finance, purchasing and international languages also offer good career prospects in the sector.

Quick Facts

1 of 5

The medical technology sector in Ireland is recognised as one of the five global emerging hubs.

18

of the world's top 25 medical technology companies have a base in Ireland and 50% of the 400 medtech companies based here are indigenous.

27,000+

people employed in the sector, which makes Ireland, per capita, the biggest medical technology employer in the EU.

Ireland Leads

in the skills race with a higher percentage of 3rd Level Graduates than the UK, the US and OECD averages.

2,000+ Jobs

announced since 2014 along with €960 million investment in the industry.

€8.5 billion

in exported products in 2013, making Ireland one of the largest exporters of medical technologies in Europe.

Our Careers Service 2015–2016

 Facebook



382%
increase in
engagement

21,378+

Unique Careers
Service visitors

Careers activity 109 Career seminars with **2,867** students in attendance
77 Employer presentations with **683** students in attendance



142 mock
interviews



Twitter

42%
increase in followers

324,216 tweet
impressions



826
new tweets

631

Individual career consultations

Jobs

771
organisations
advertised

7,246
vacancies



4

Careers Fairs

on campus with over **235**
exhibitors and **3,418**
students in attendance

1,169

Drop-in CV Reviews

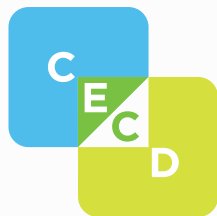


Linkedin **1,380**



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability

Notes



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability

Careers Service
Cooperative Education & Careers Division
www.ul.ie/careers



University of Limerick
Cooperative Education & Careers Division
Empowering Through Employability



UNIVERSITY of LIMERICK

OLLSCOIL LUIMNIGH

Careers Service | Cooperative Education & Careers Division | University of Limerick | Limerick | Ireland

www.ul.ie/careers