



# 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

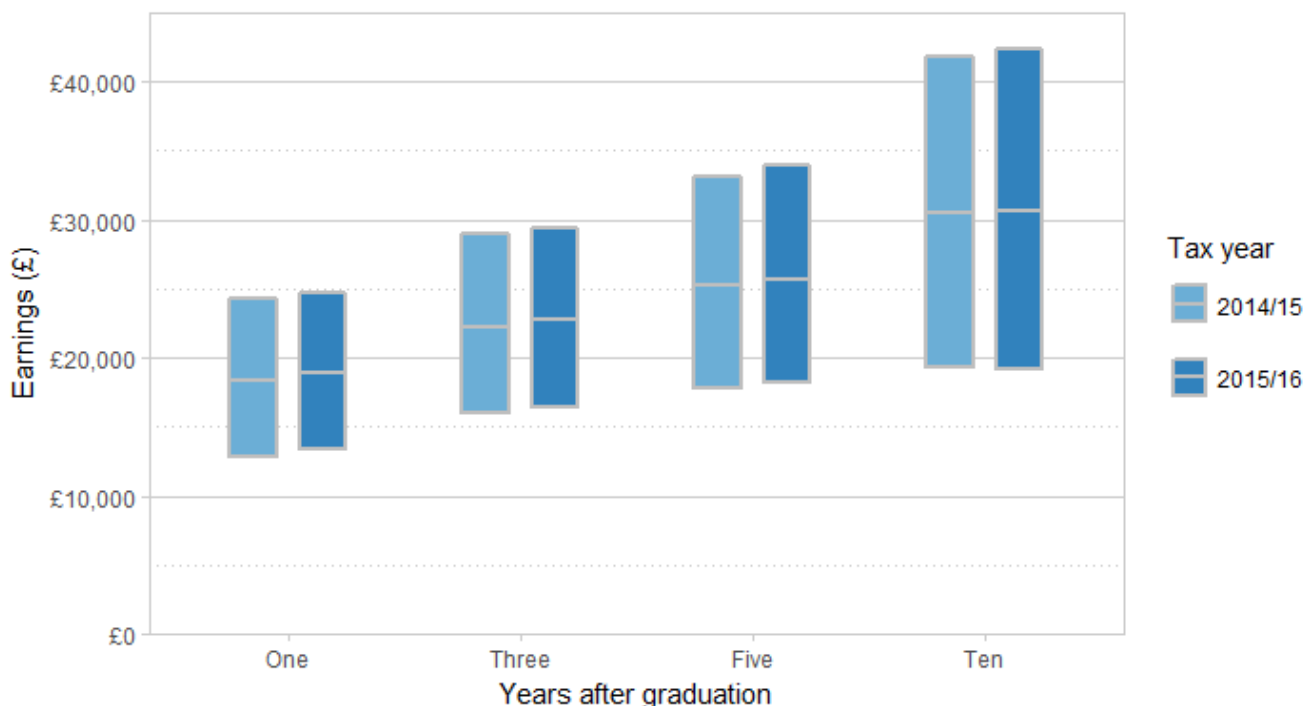
The figure below shows the median earnings one, three and five years after graduation for the 2014/15 and 2015/16 tax years, where the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range (the range between the upper and lower 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), 2013/14 (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.

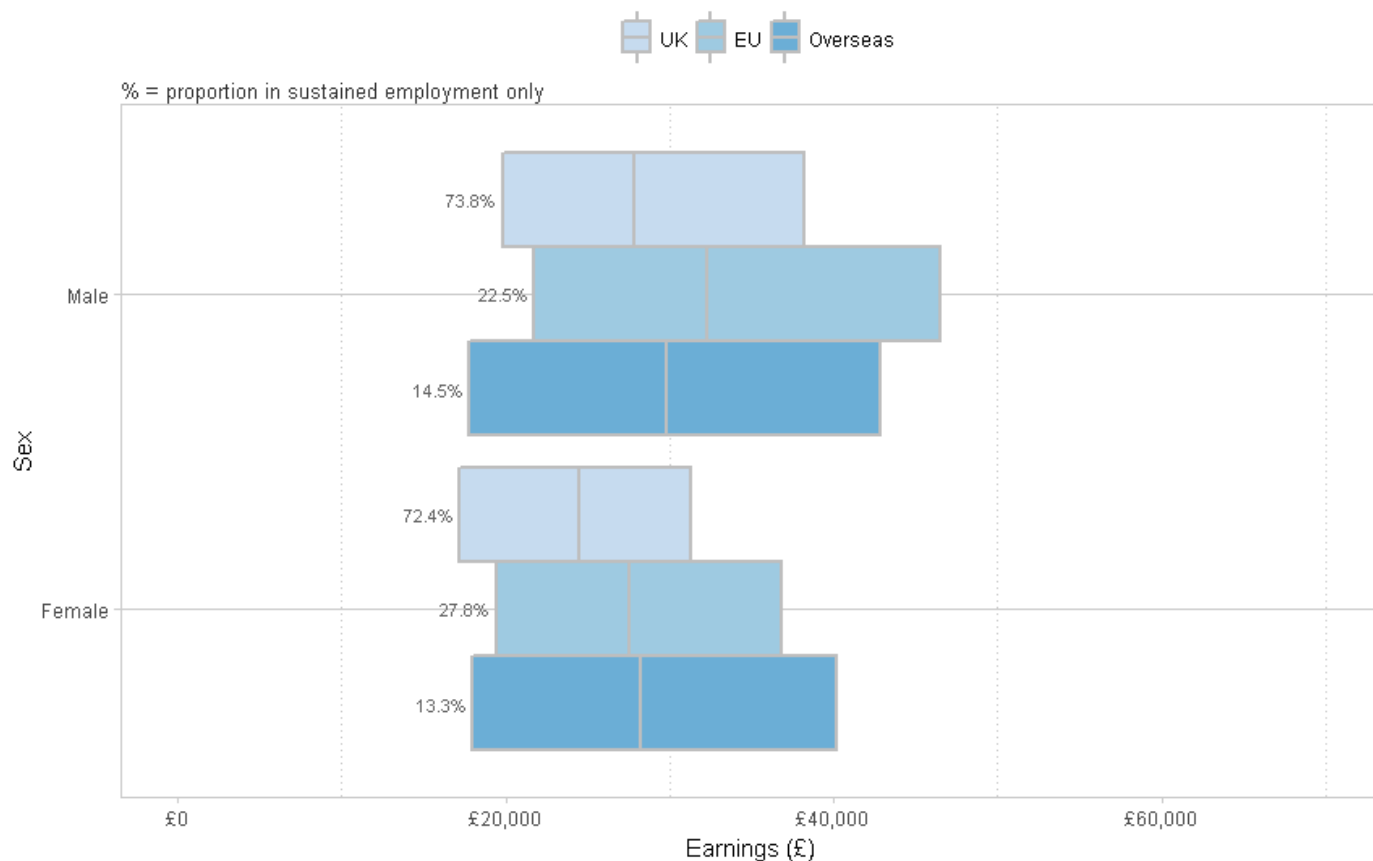
### Earnings for 2009/10 international graduates five years after graduation by domicile and sex

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)

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.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**

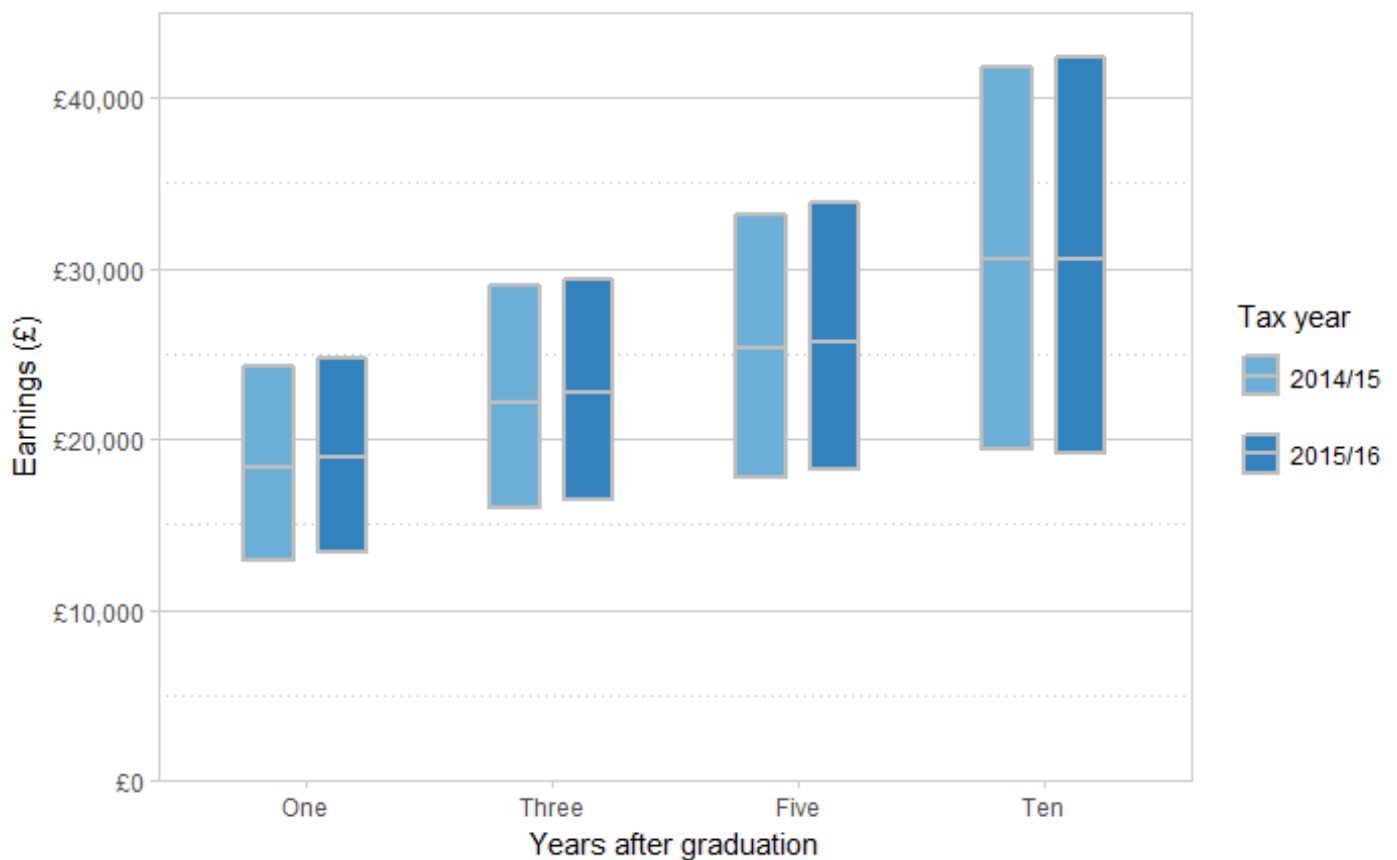
Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year) Tax year: 2014/15  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14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

2014/15 tax year		2015/16 tax year	
Years after graduation	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.

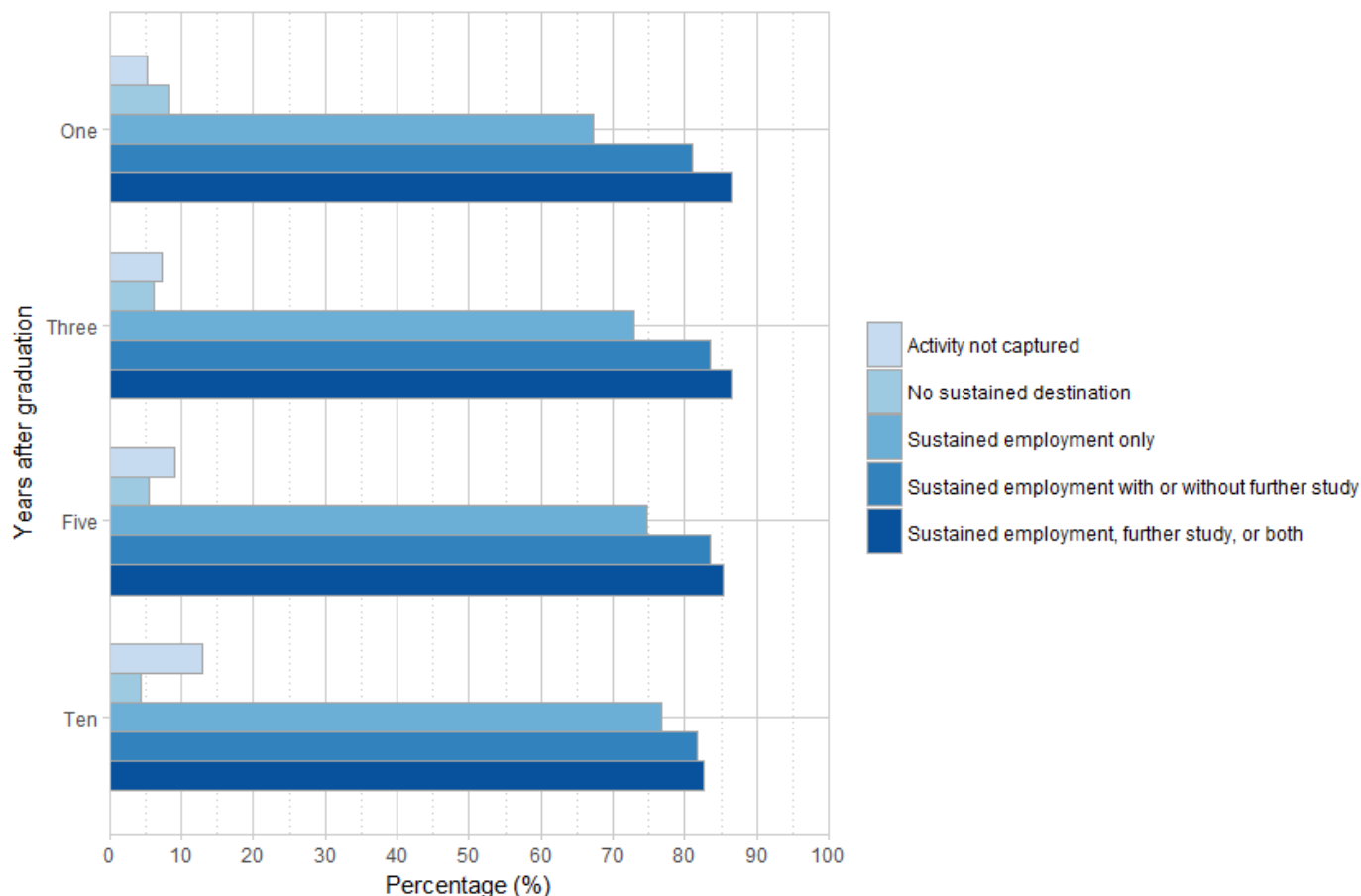
**Table 3: Activity of graduates one, three, five and ten years after graduation**

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.

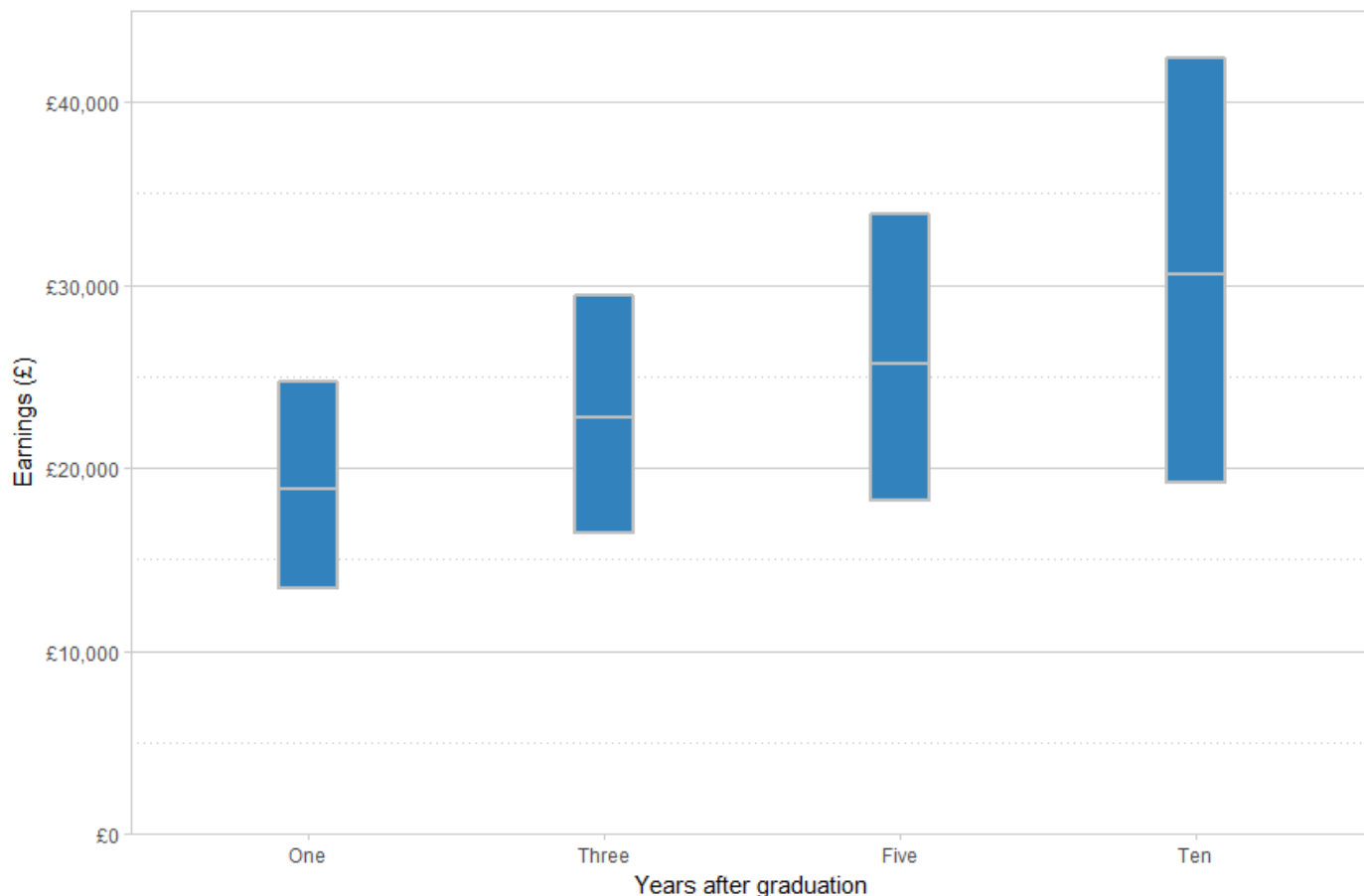
**Table 4: Earnings of graduates one, three, five and ten years after graduation**

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).

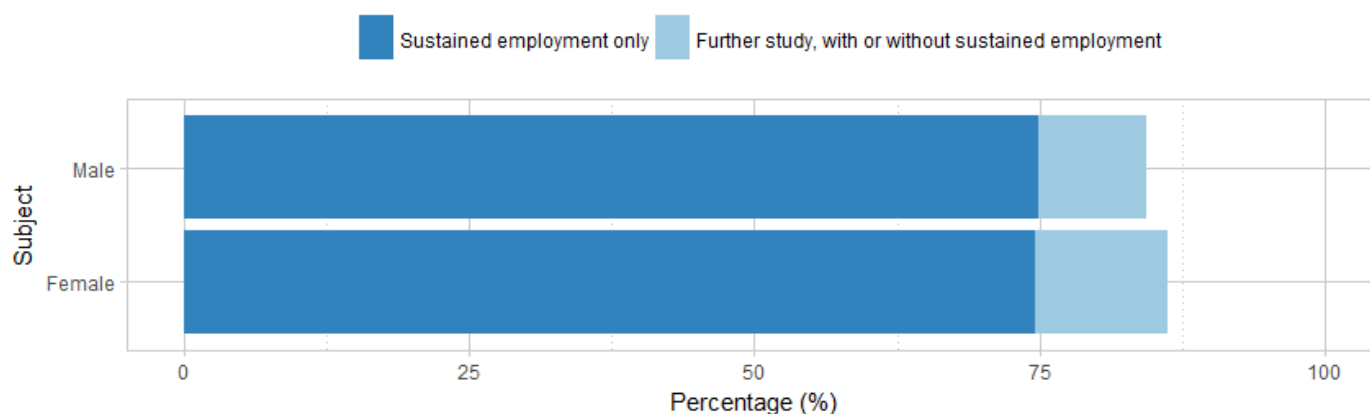
**Table 5: Percentage of graduates in further study, sustained employment or both by sex one, three, five and ten years after graduation**

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

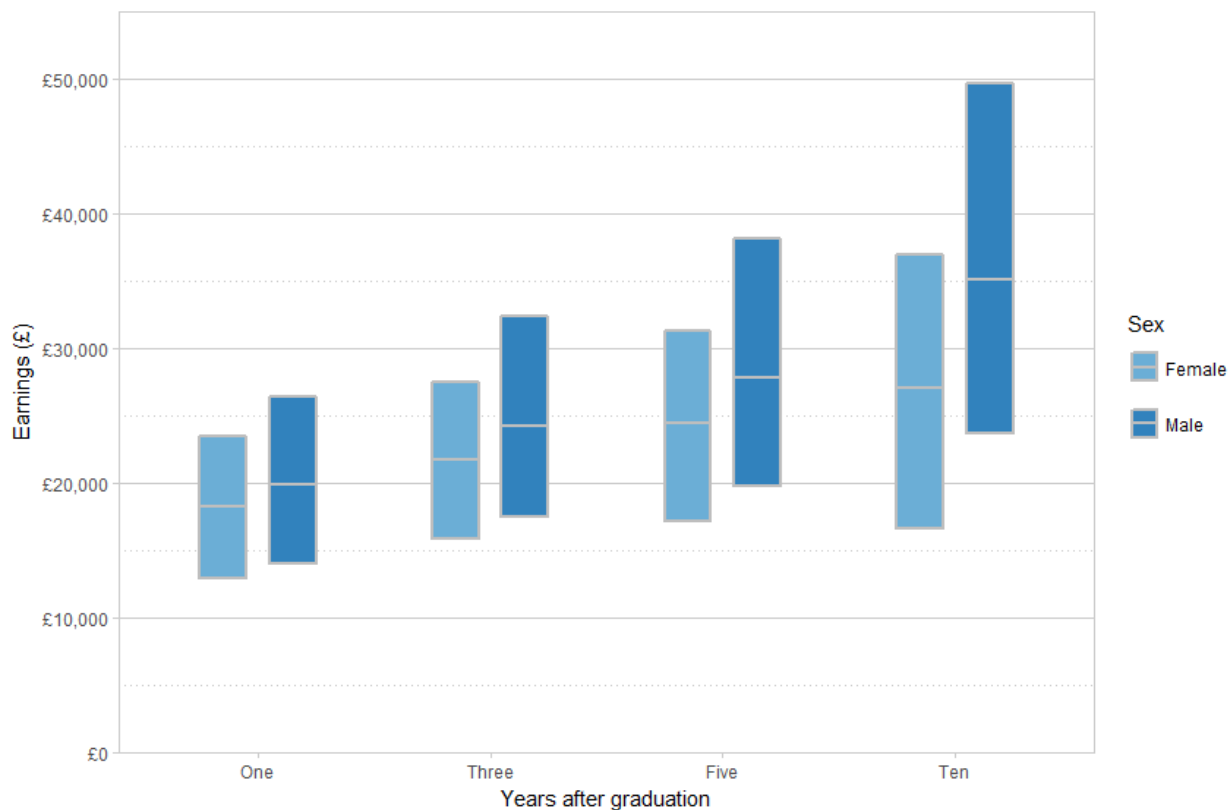
Years after graduation	Sex			
	Female		Male	
	Number included in earnings figures	Median earnings (£)	Number included in earnings figures	Median earnings (£)
One (2013/14 graduating cohort)	113,010	18,300	82,530	19,900
Three (2011/12 graduating cohort)	110,225	21,800	81,595	24,200
Five (2009/10 graduating 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

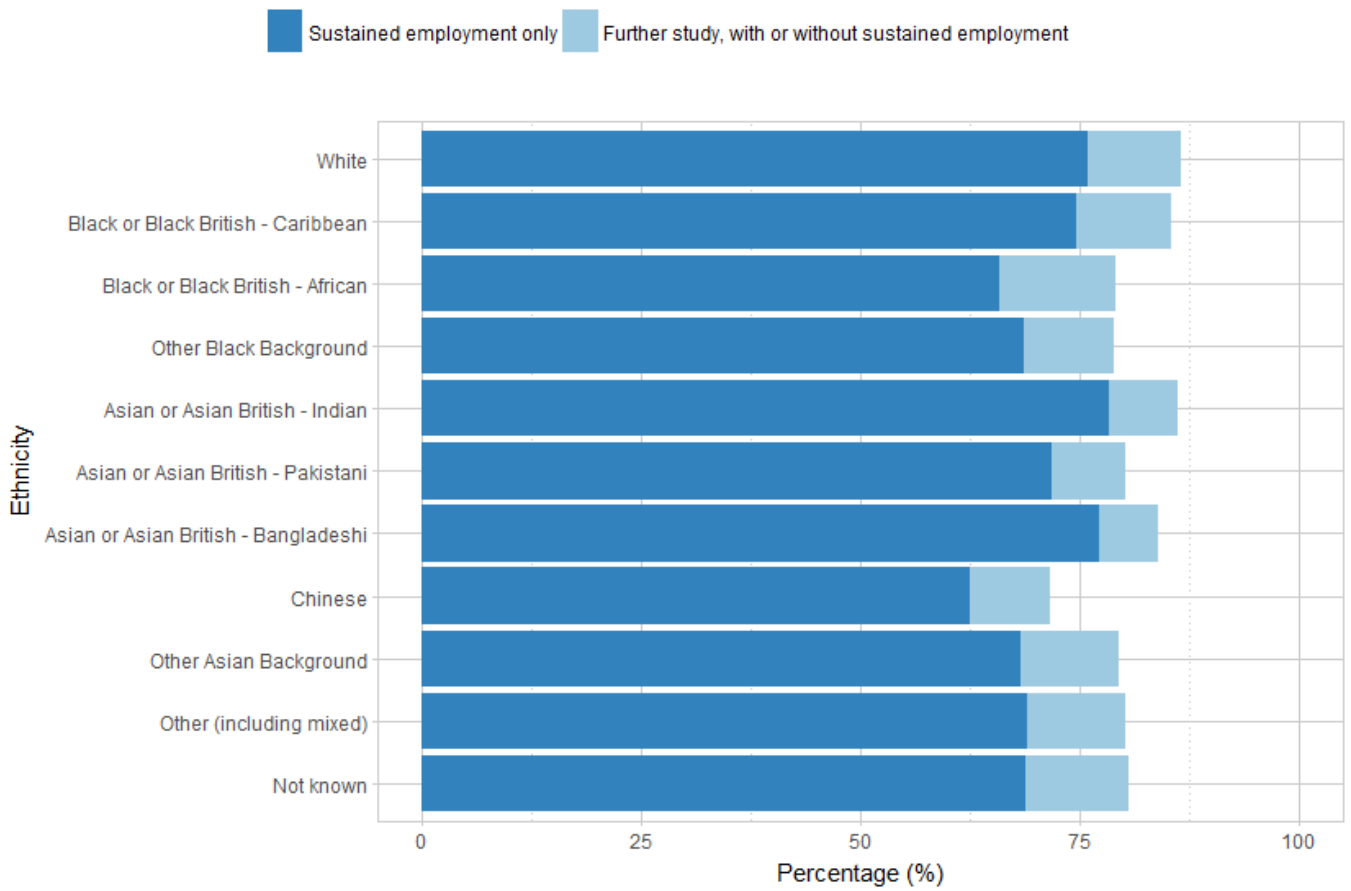
Figure 7 shows the ethnic group with the highest percentage of graduates in further study, sustained employment or both is White and the ethnic group with the lowest is Chinese. This is driven by the large percentage of graduates from some ethnic groups in the 'activity not captured' category. At five 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)

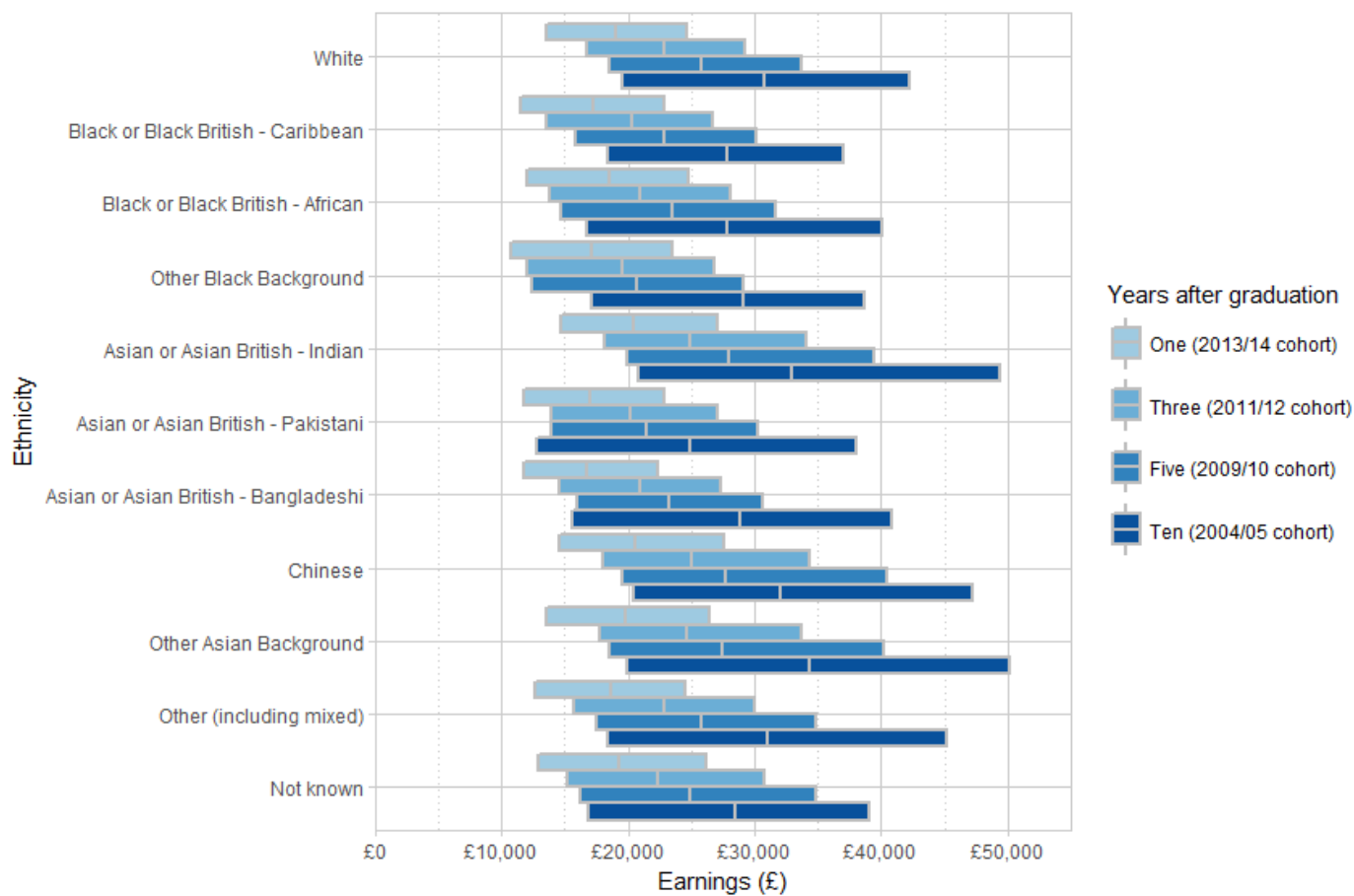
Tax year: 2015/16

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

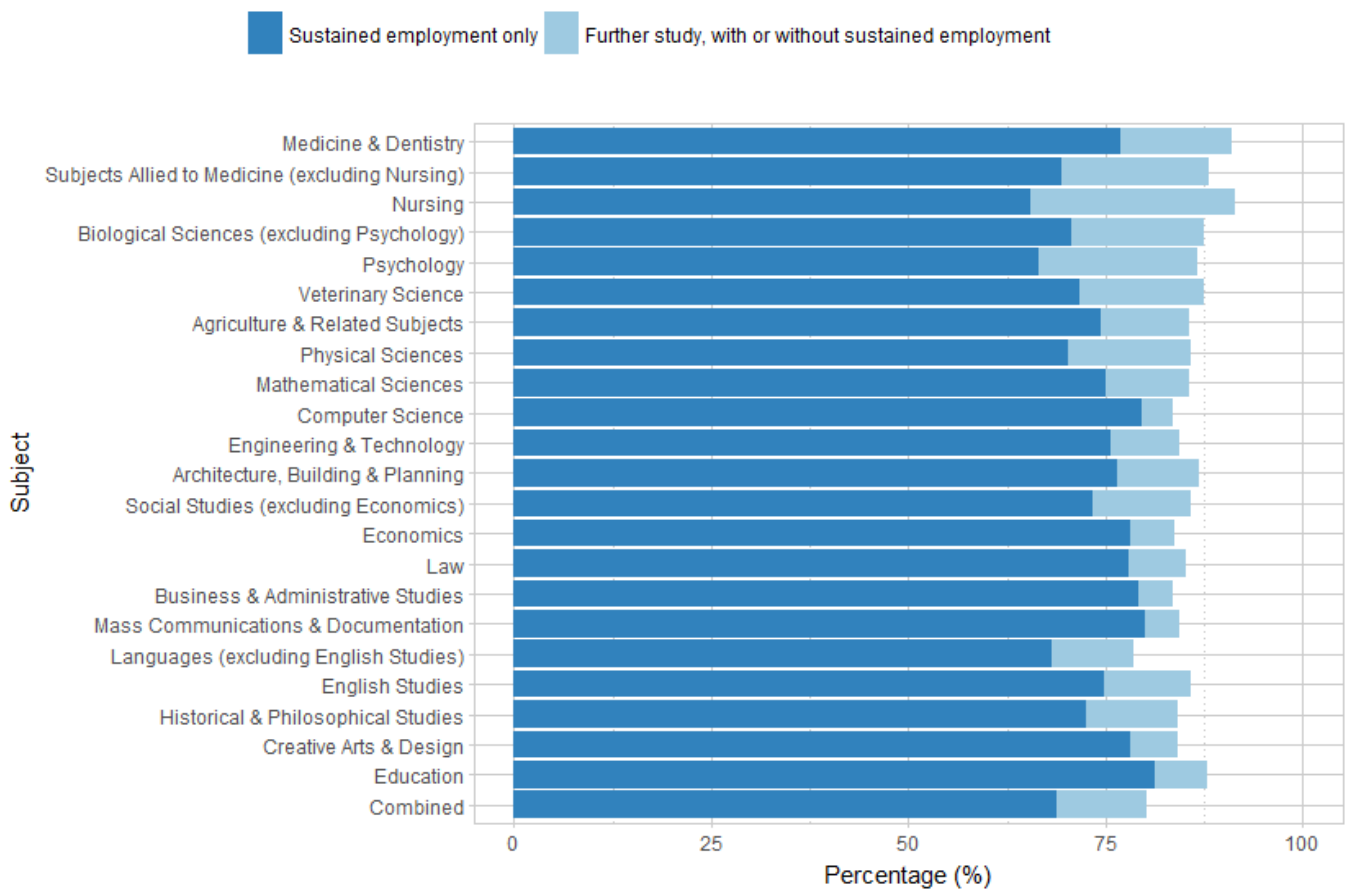
Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

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

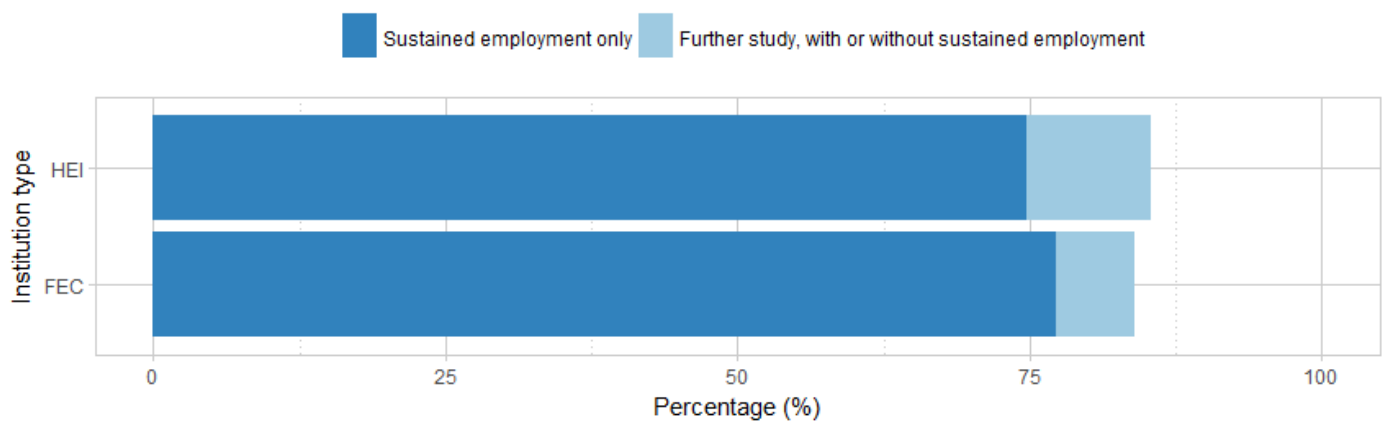
Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
 Tax year: 2015/16

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 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

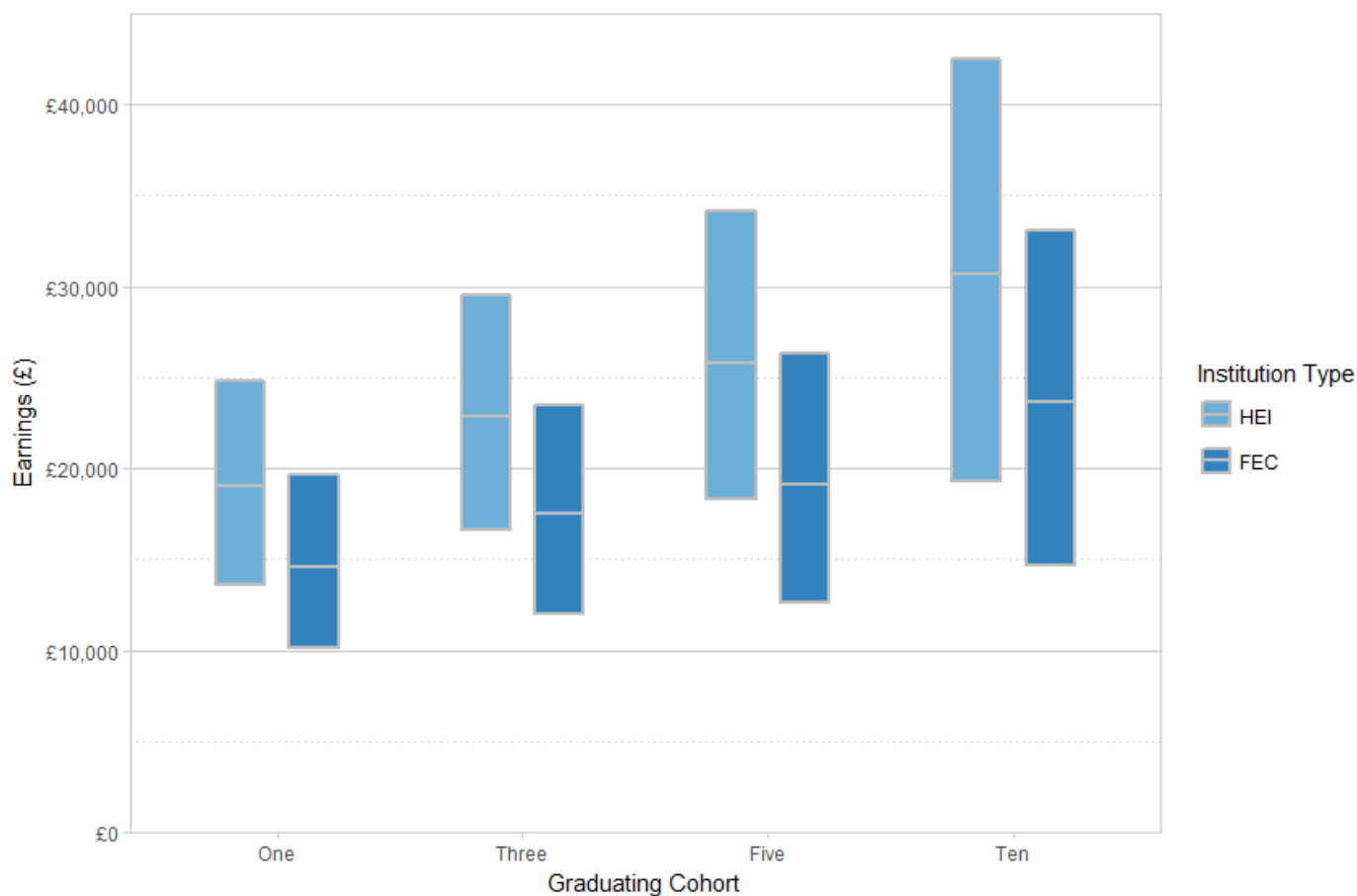
Across all the four graduate cohorts covered in this release, the median graduate earnings from higher education institutions are larger than those from further education colleges, shown by both Table 12 and Figure 12.

**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>	177,835	1,640	-	-

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 shown 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

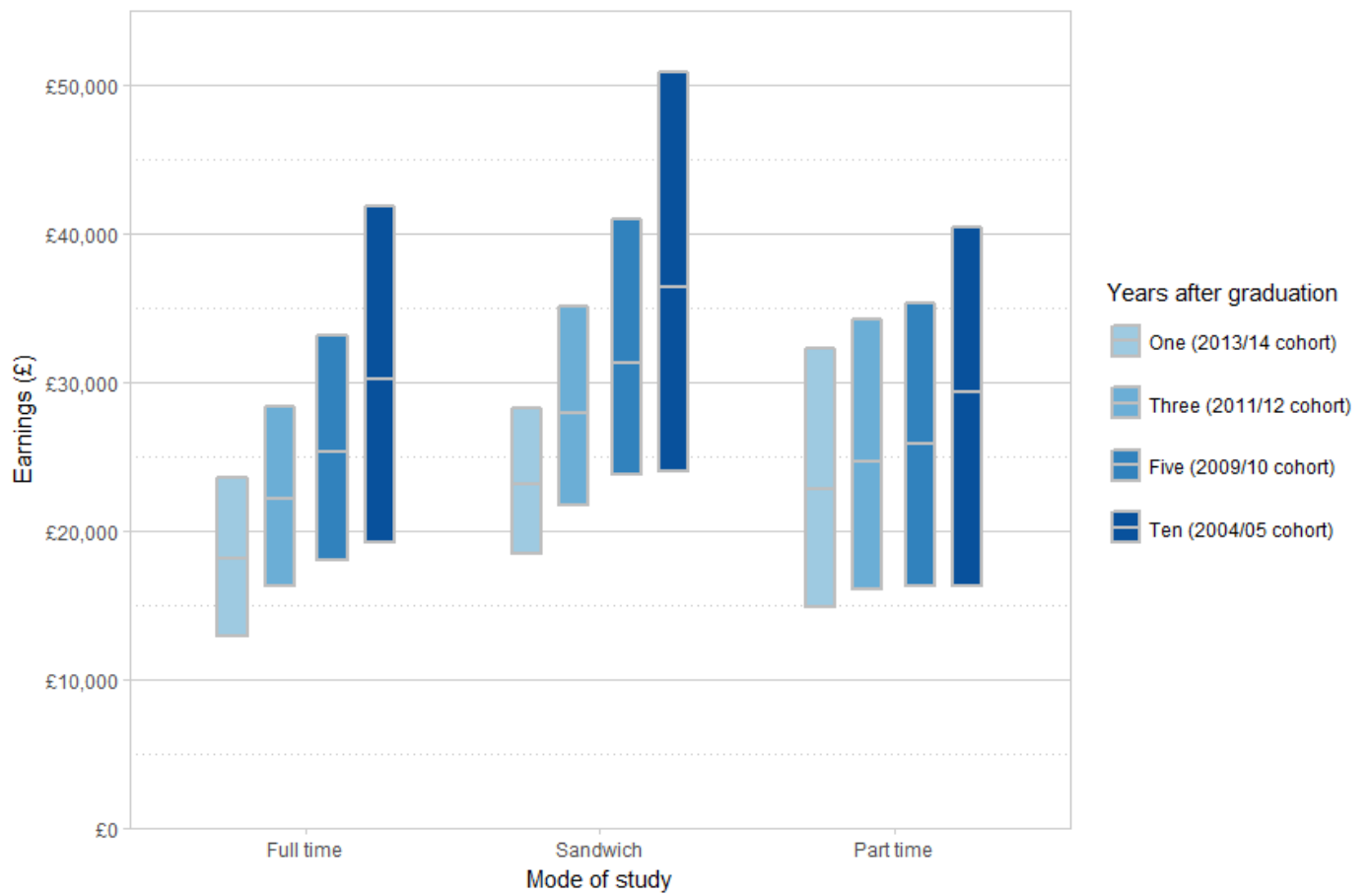
At one, three, five and ten years after graduation, graduates from sandwich courses earn more than graduates from other full time courses earn. Part of the reason for this is differences in subject taken. Graduates from sandwich degree courses are more likely than other full-time course graduates to 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)

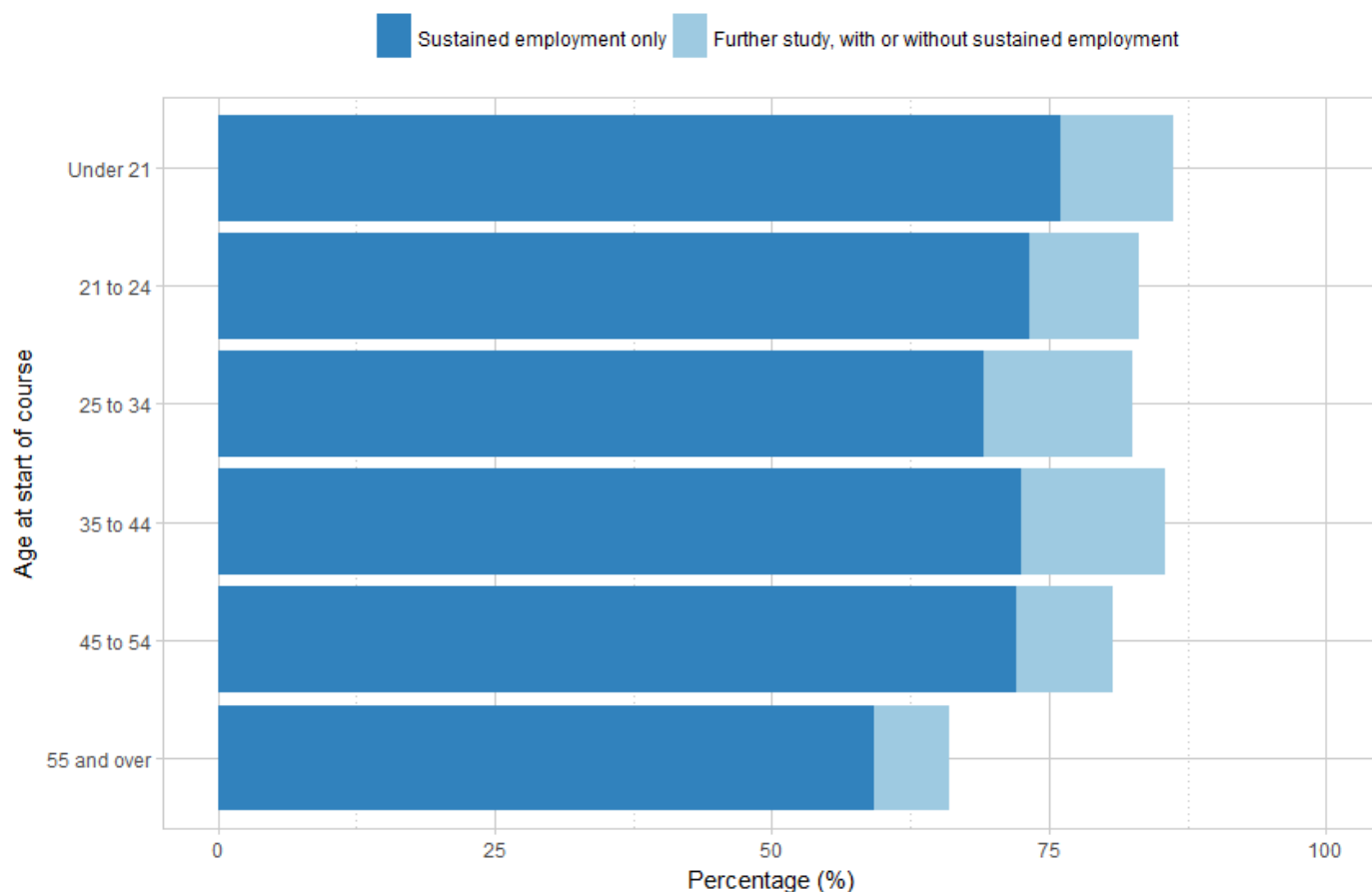
Tax year: 2015/16

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

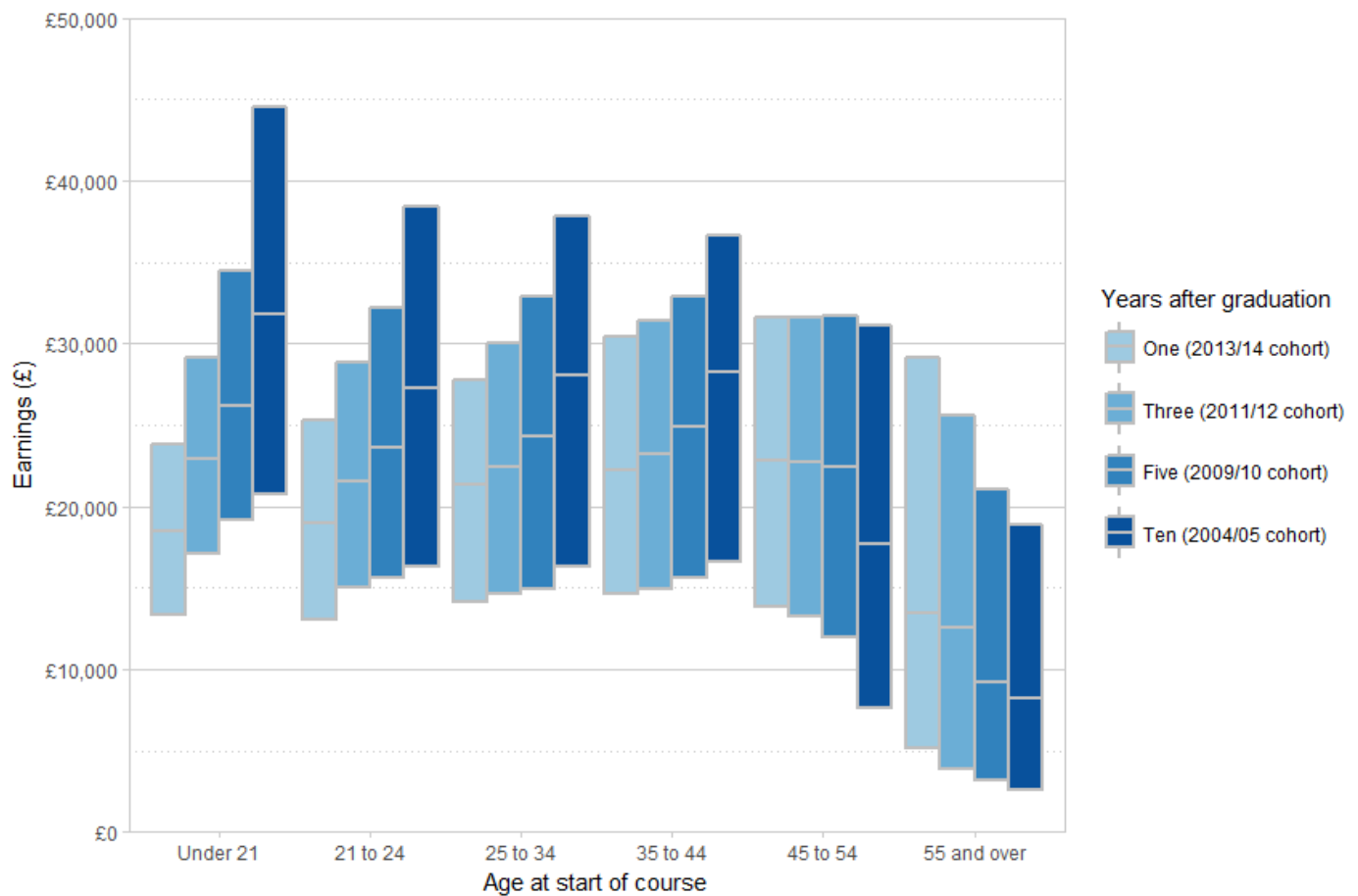
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  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

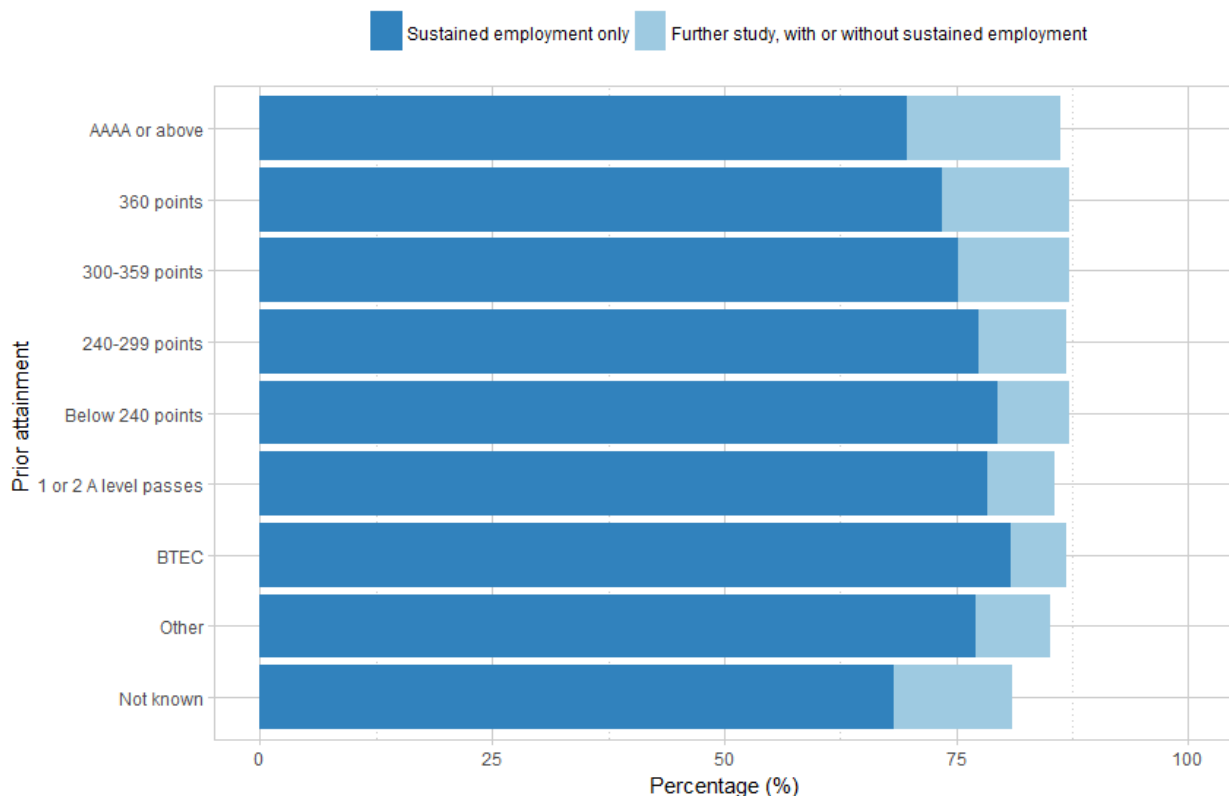
At one and three years after graduation, we see that the proportion of graduates in further study, sustained employment or both is positively correlated with prior attainment, with those with 'AAAA or above' being the most likely to be in this category. At five years after graduation, 'AAAA or above' 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**

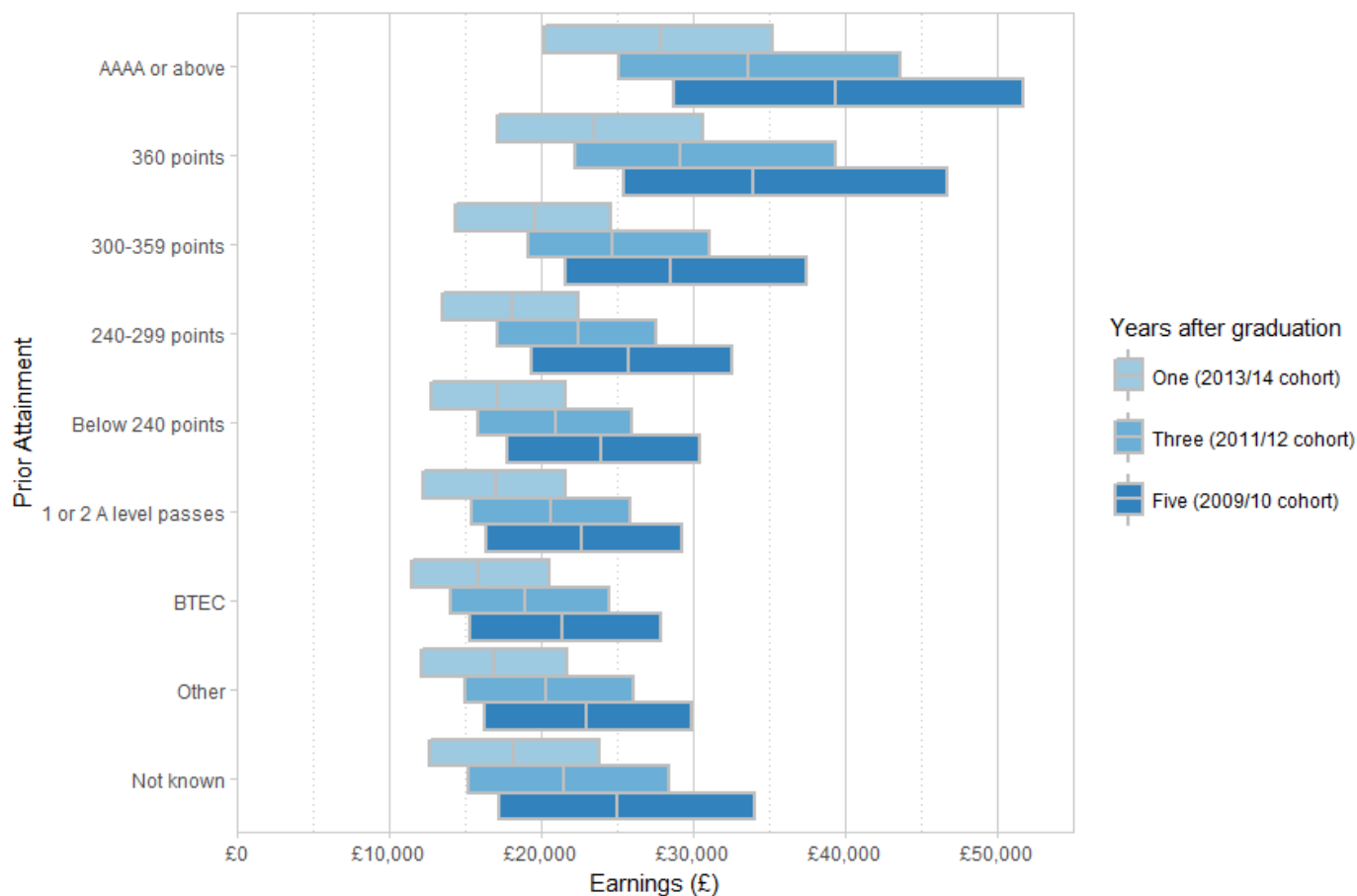
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
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

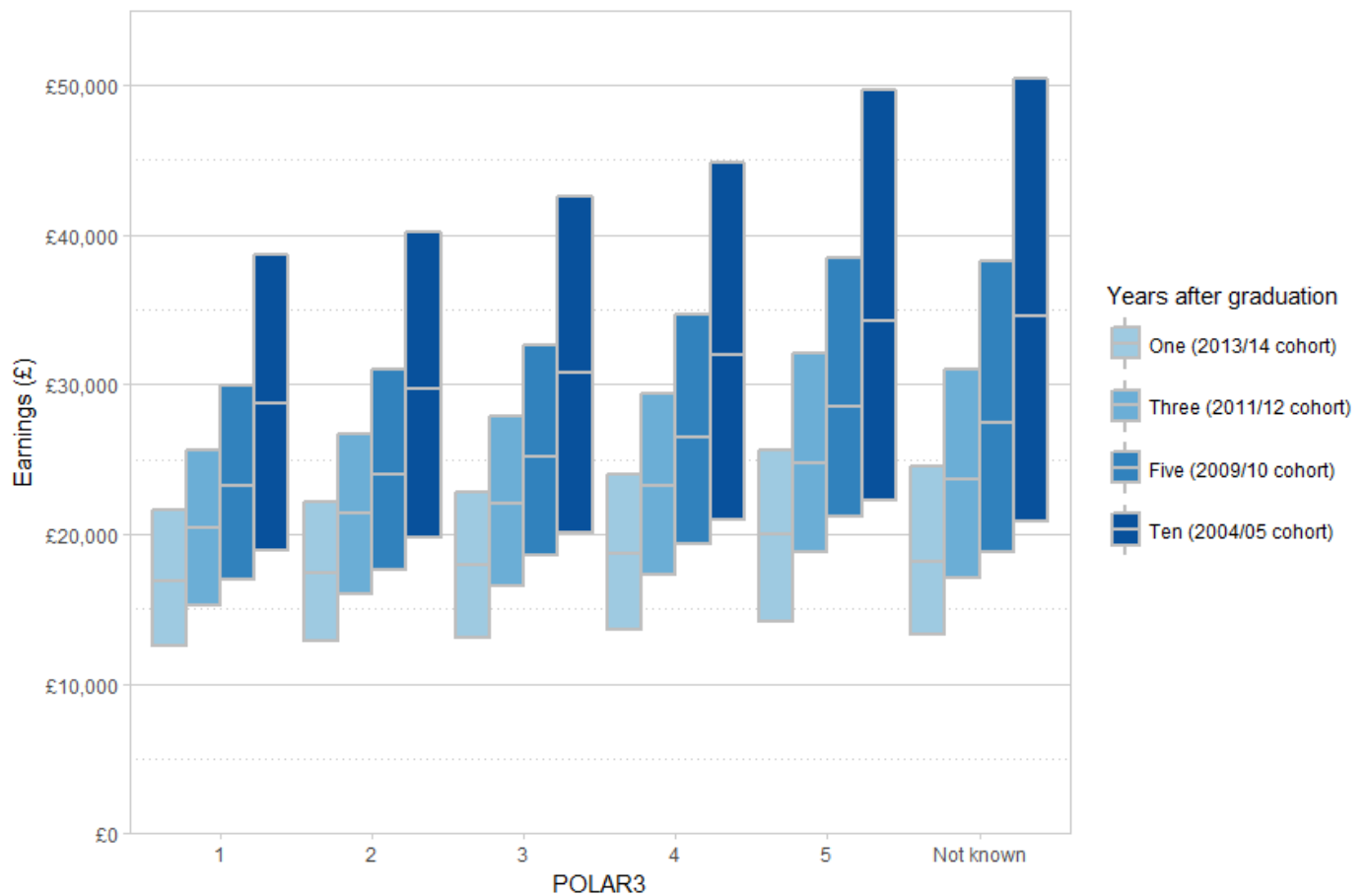
In all four of the graduating cohorts shown, POLAR quintile 1 graduates have the lowest median earnings and POLAR quintile 5 graduates the highest earnings. POLAR quintile 5 graduates also have the highest difference in earnings between one year after graduation and ten years after graduation (£14,200 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

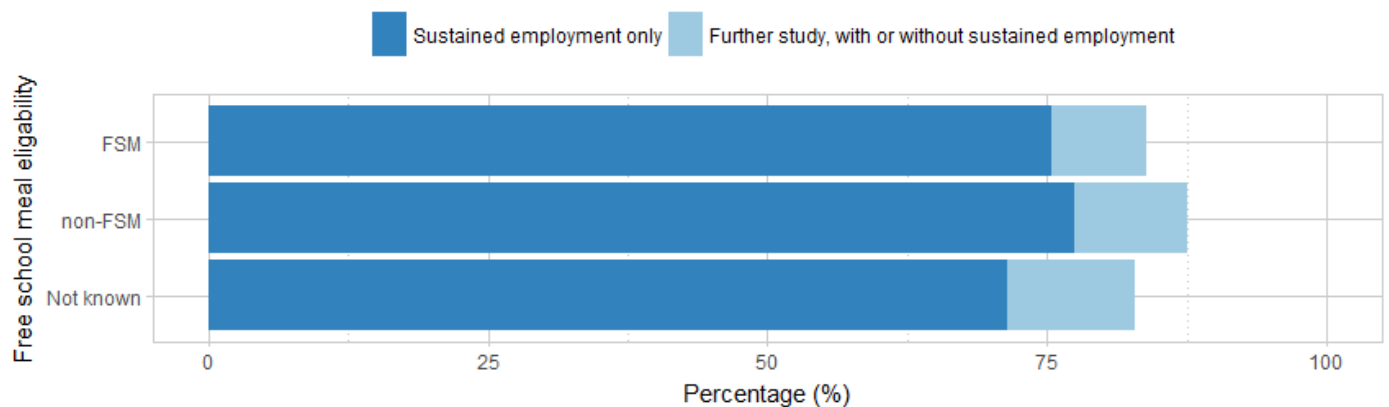
In all of the three graduating cohorts in Table 24, non-FSM graduates were more likely to be in further study, sustained employment or both by free school meal (FSM) eligibility than FSM graduates were. The slight decrease in percentage in 'further study, sustained employment or both' between three and 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**

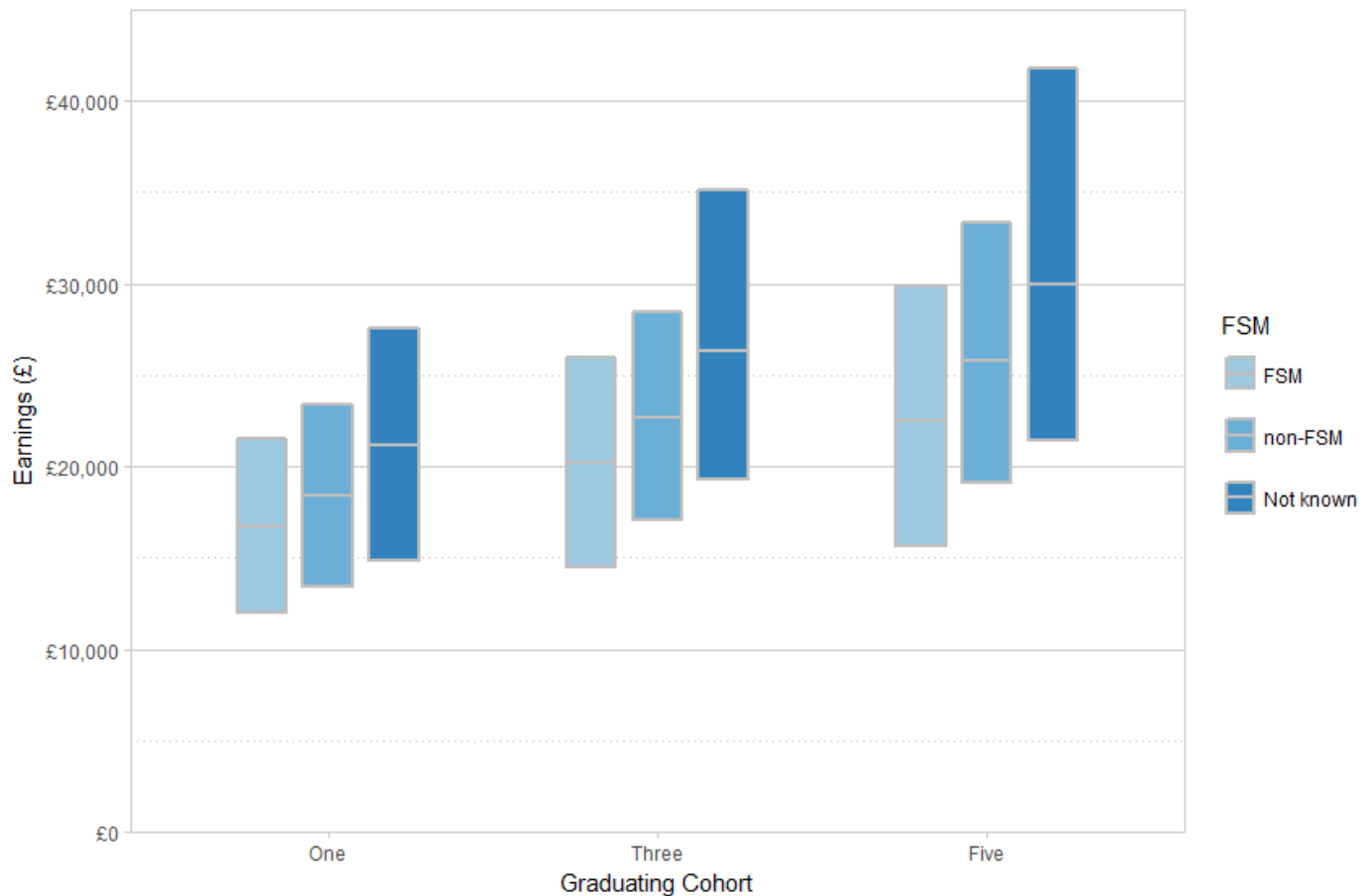
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year)  
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

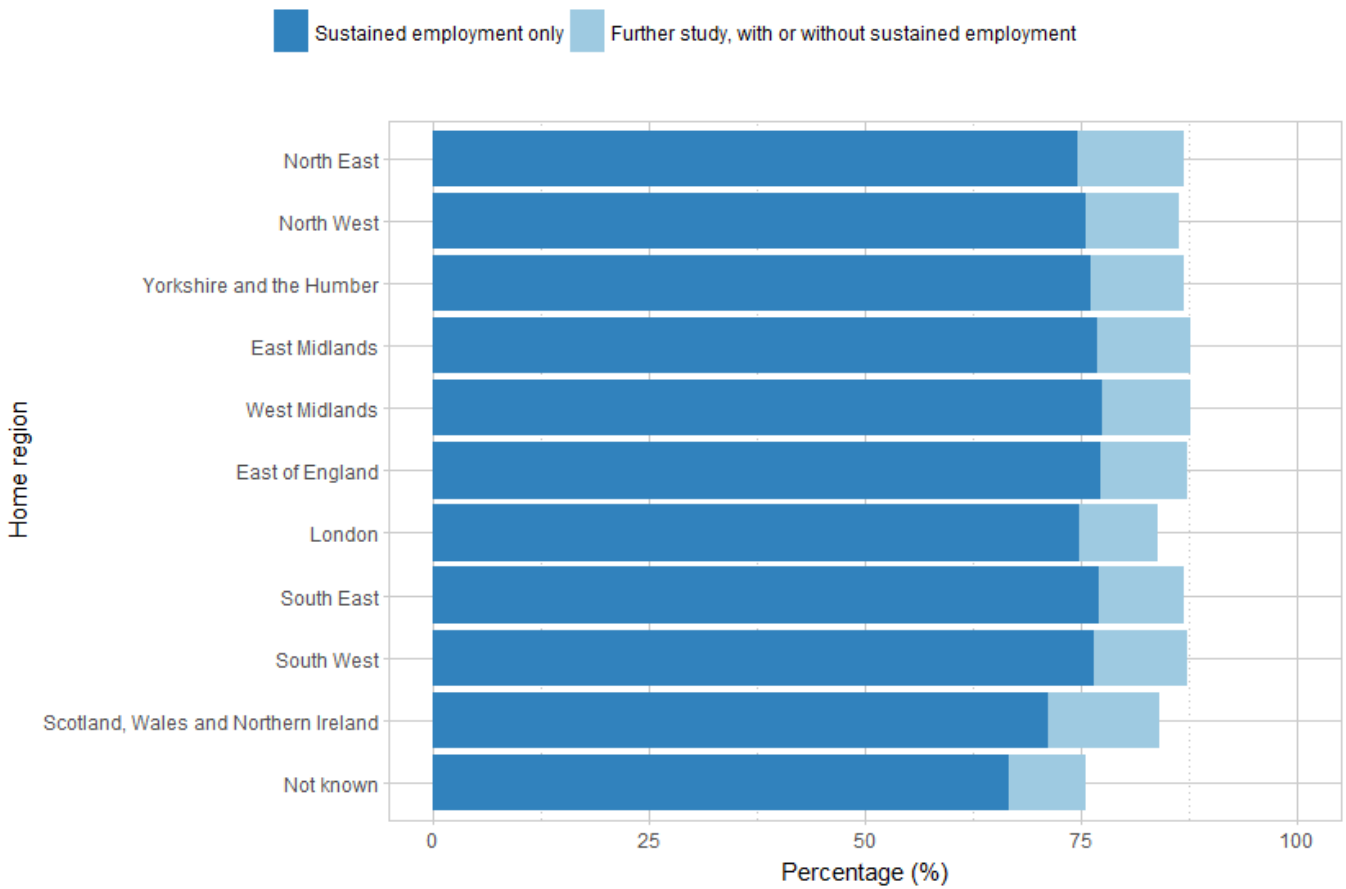
Tax year: 2015/16

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)

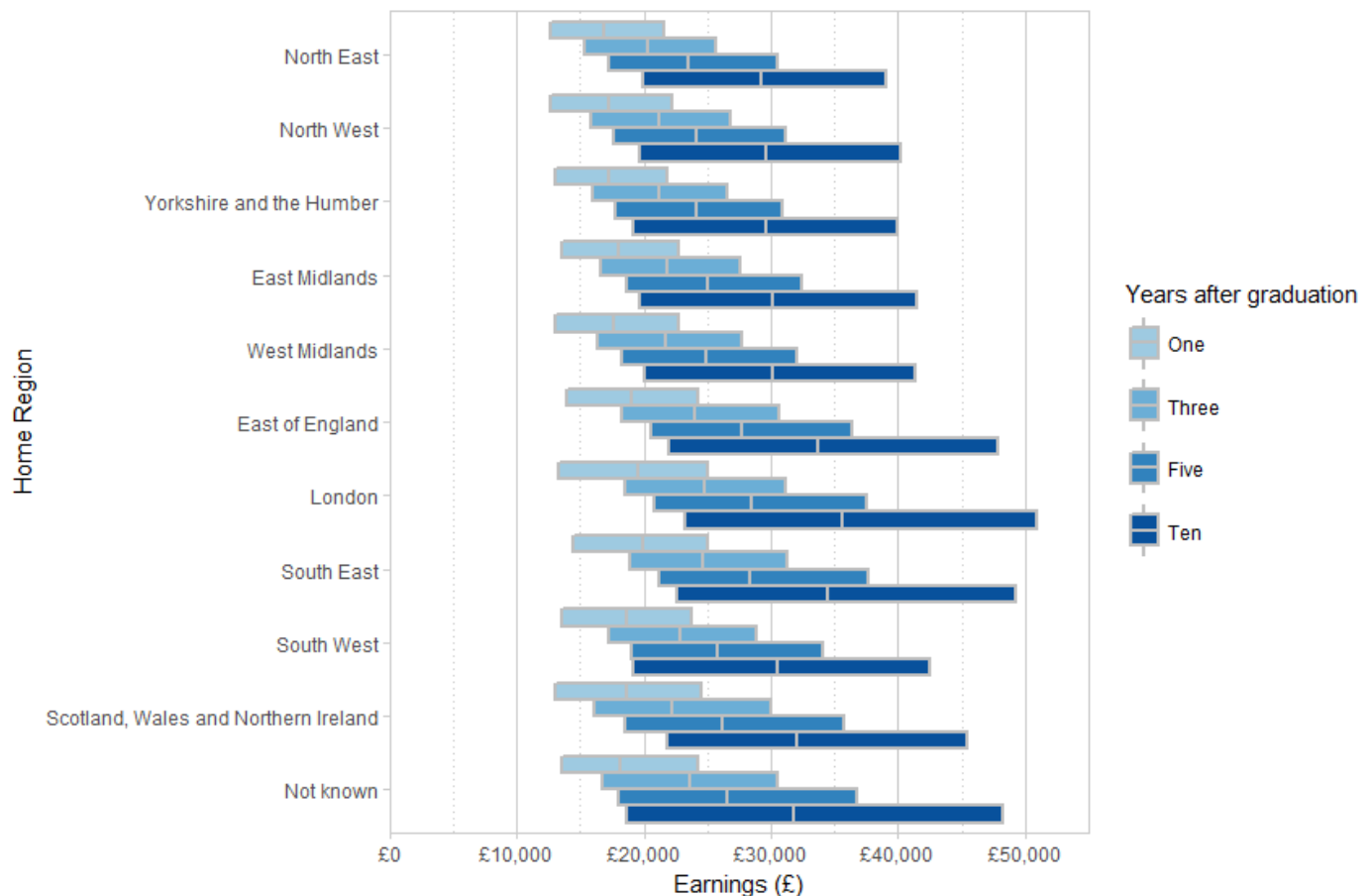
Tax year: 2015/16

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**

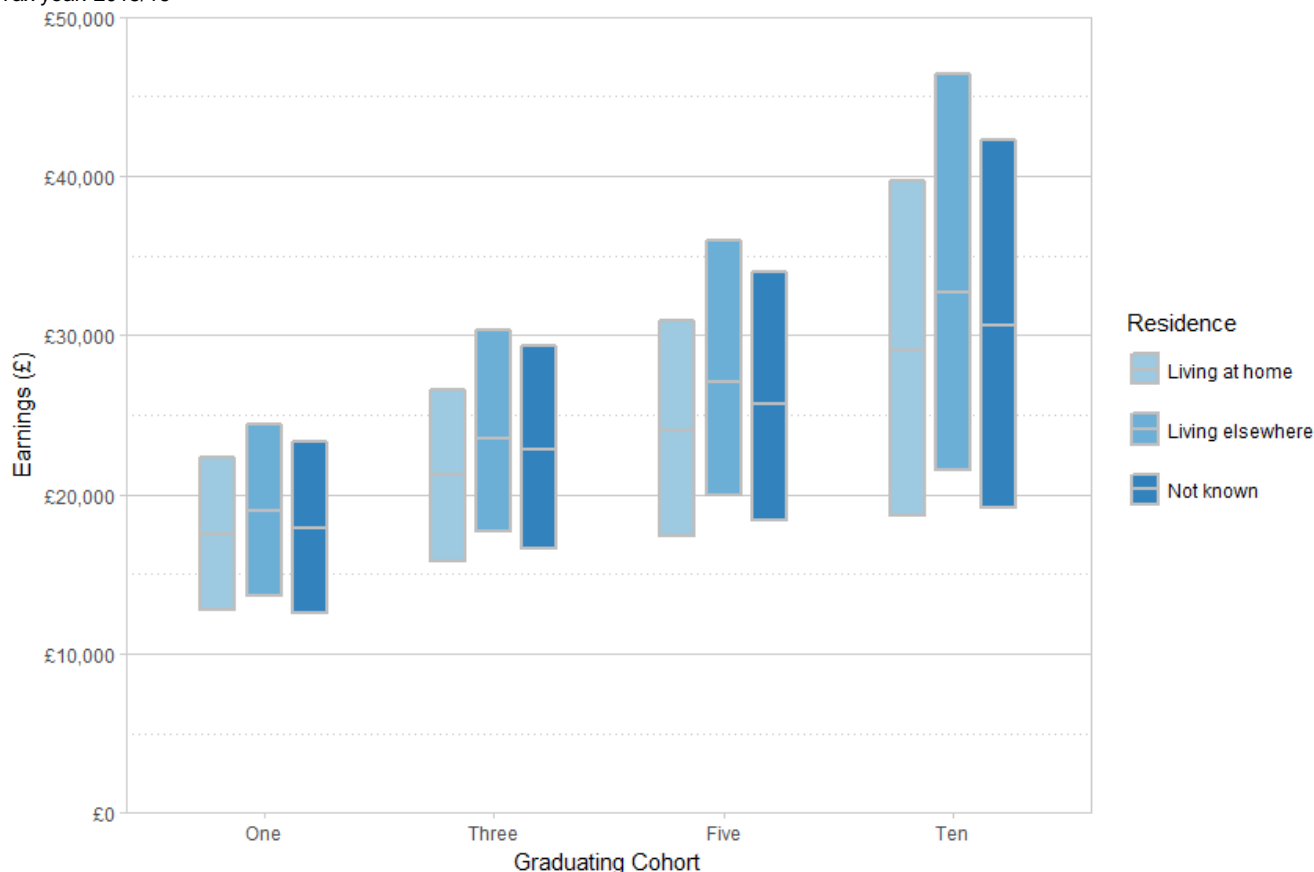
N denotes the Number of graduates included in the median earnings; (£) denotes the median earnings (£)  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs and FECs  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12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



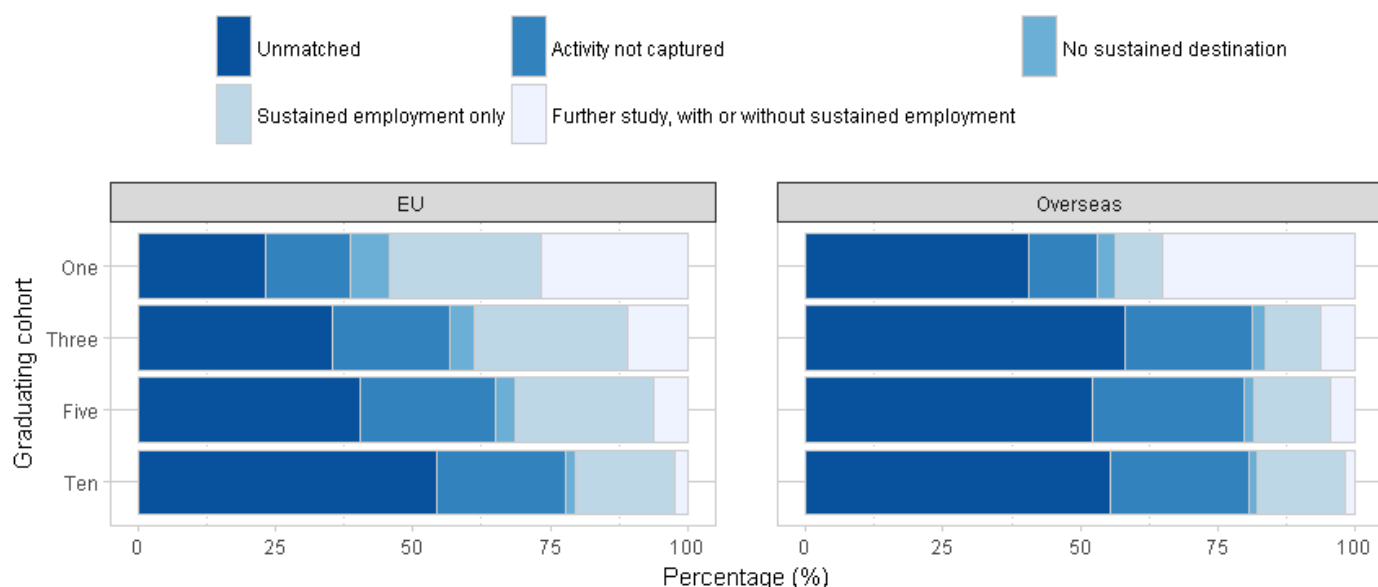
Figure 24 shows the proportion of EU and Overseas domiciled graduates that were not matched to CIS or a further study record, whose activity was not captured, who had no sustained destination, who were in sustained employment, or who were in further study (with or without sustained employment).

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

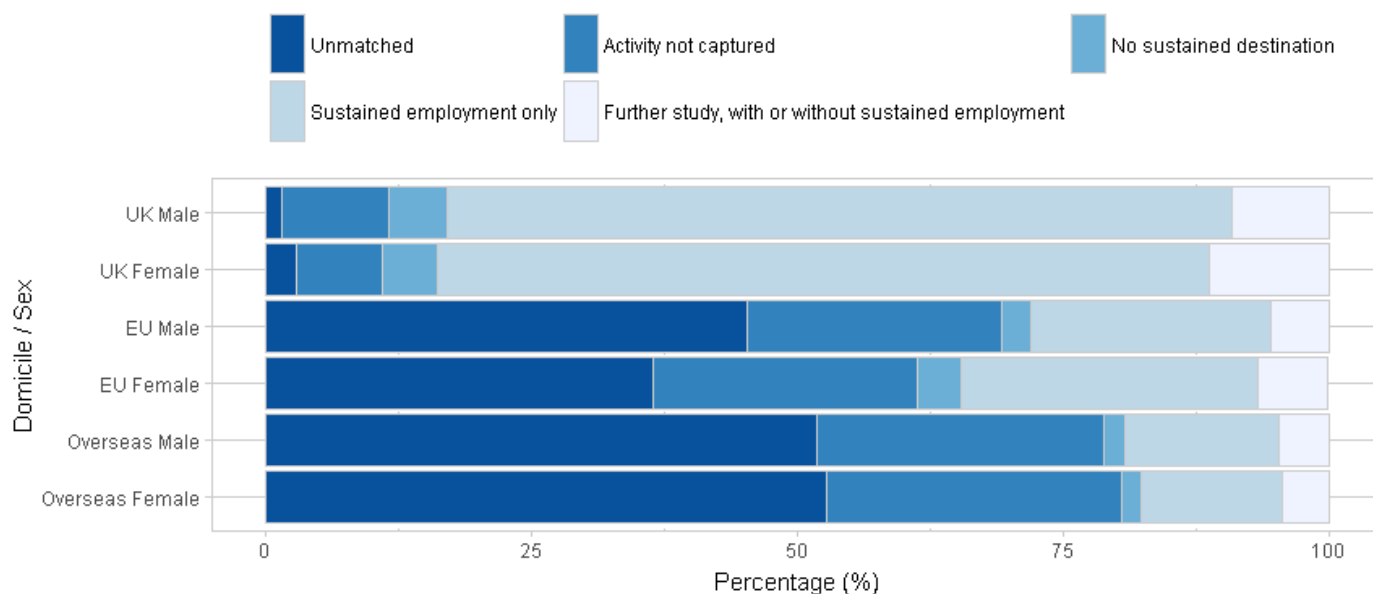
### Employment outcomes by domicile and sex

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%).

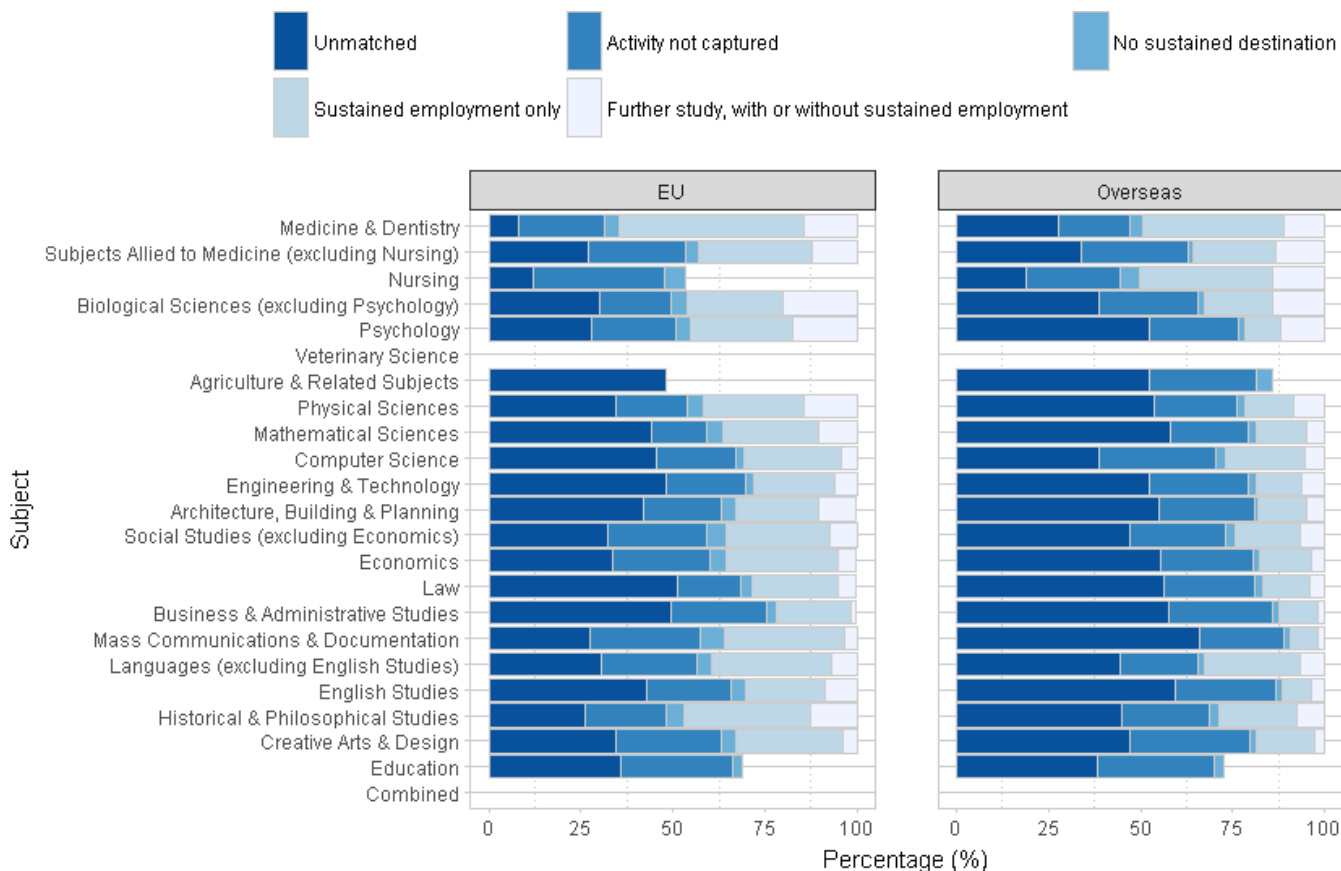
## Figure 26: Activity of graduates five years after graduation by domicile and subject

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)’.

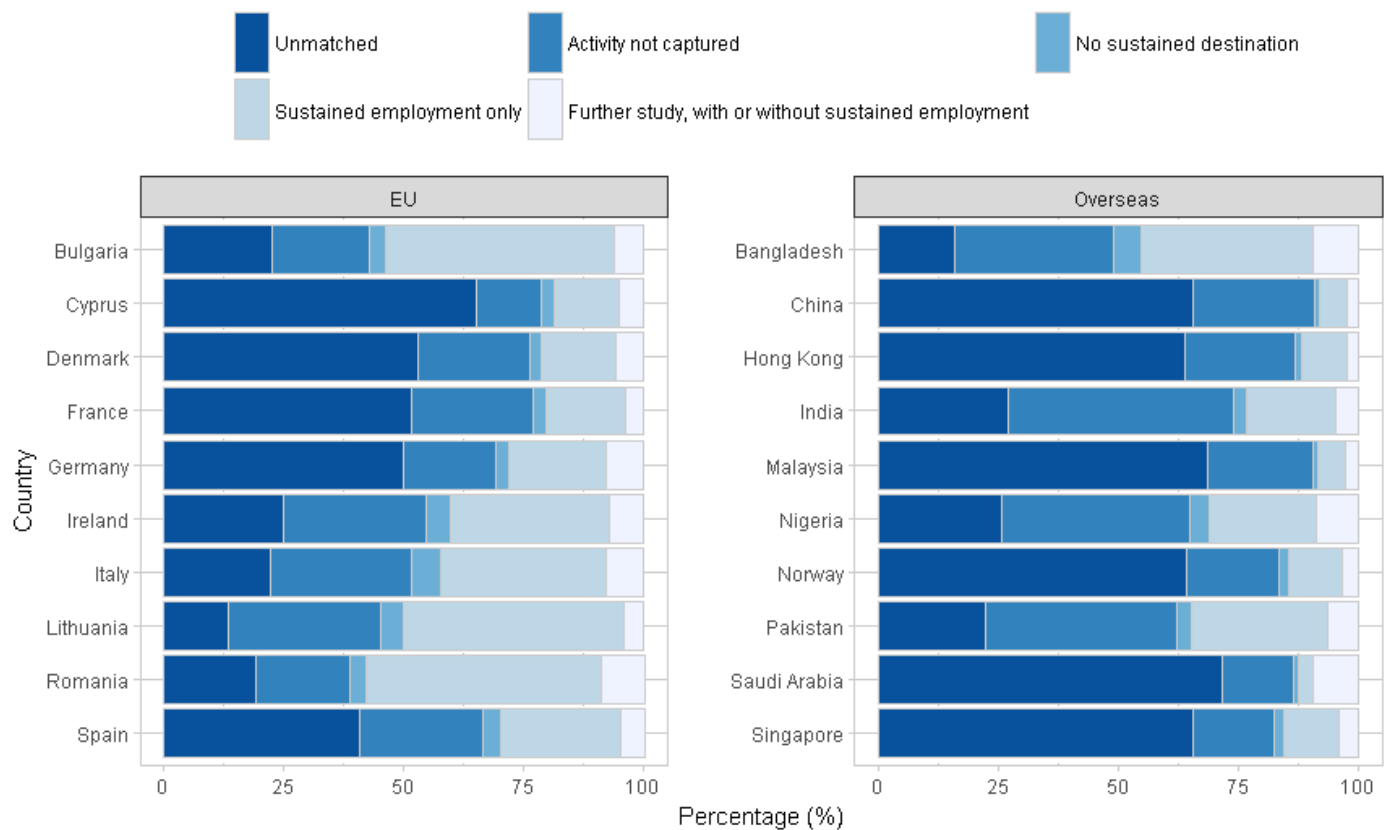
<sup>3</sup> The top 20 countries by graduate population were initially calculated from the 2015/16 tax year, one year after graduation (2013/14 academic year). These countries were used for subsequent analysis to allow for comparison between the remaining tax and academic years.

## 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.

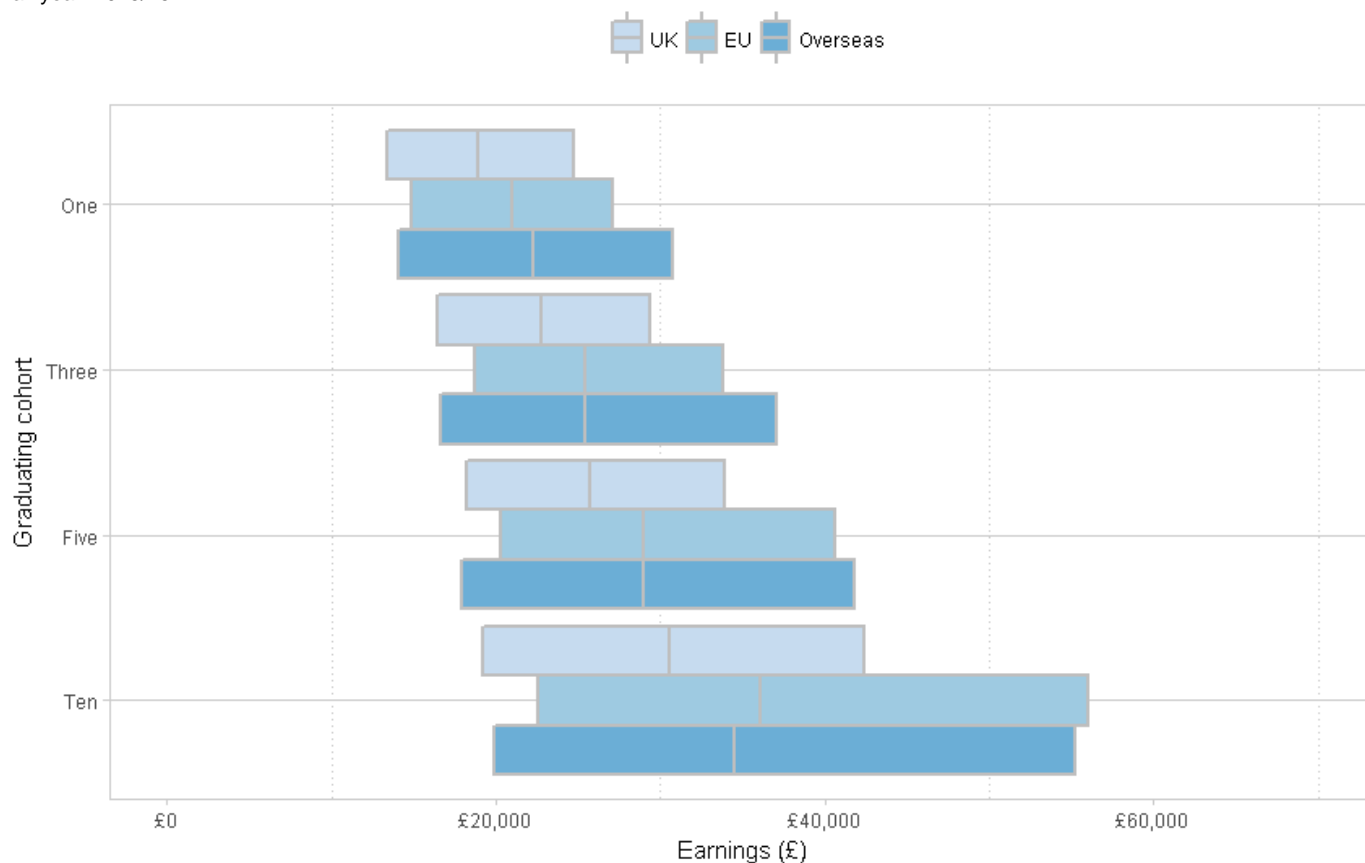
Figure 28 presents the earnings for UK, EU and Overseas domiciled graduates, where the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range (the range between the upper and lower quartile values). For all domiciles, median 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.

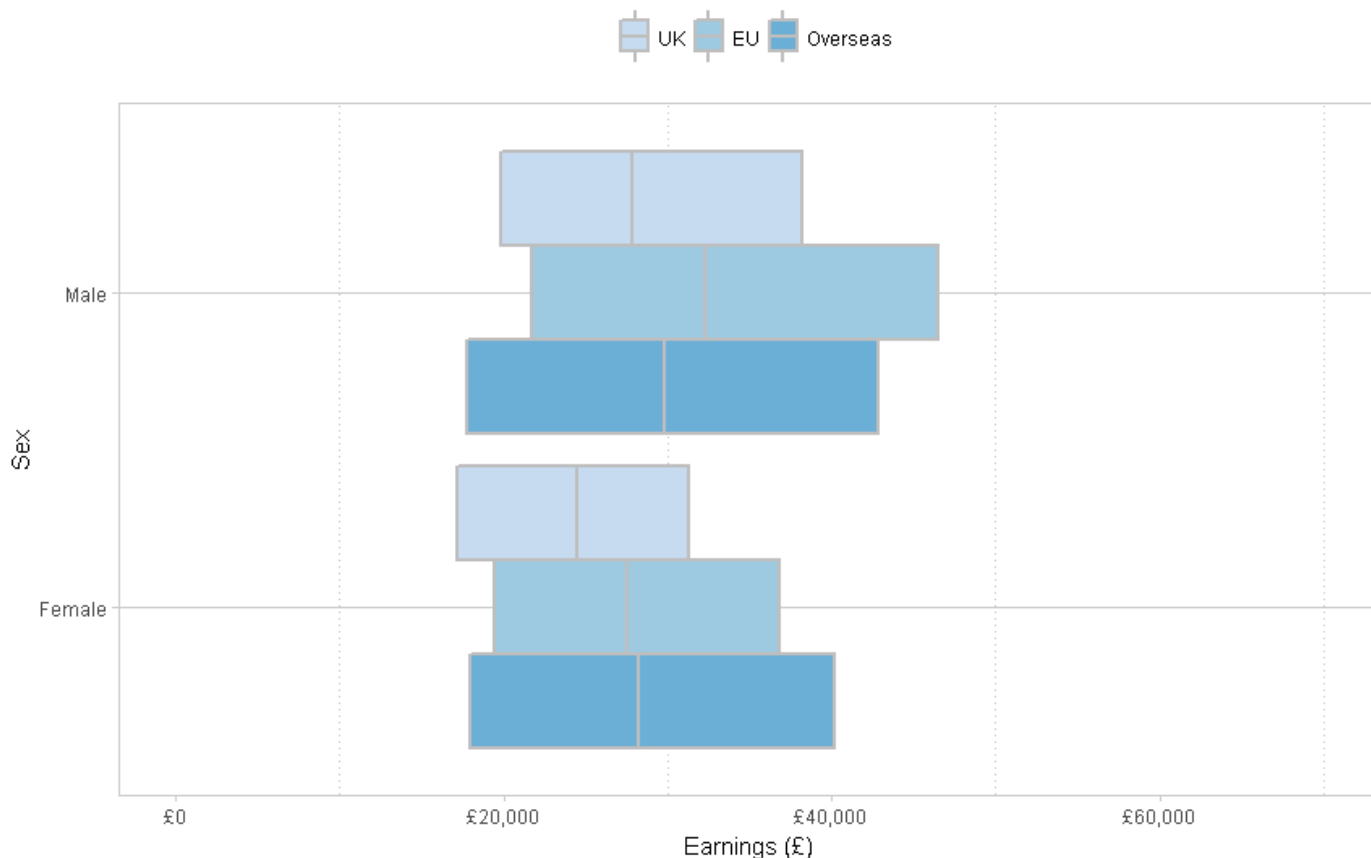
Figure 29 presents the earnings for UK, EU and Overseas male and female graduates. For both males and females, EU and Overseas domiciled graduates had higher median earnings than UK domiciled graduates. For each domicile, males had higher median earnings than females. The largest gap in earnings was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

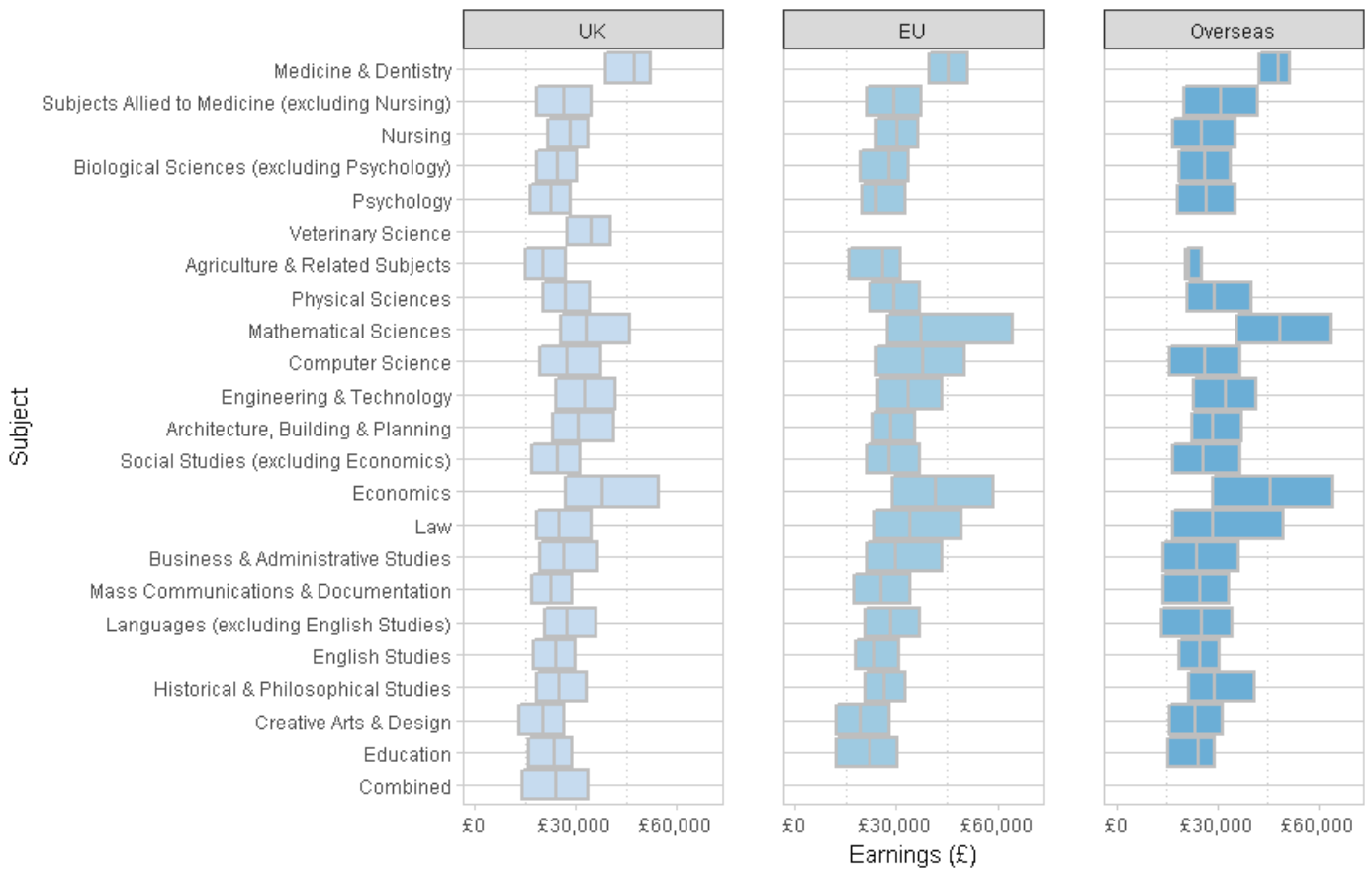
### Figure 30: Annualised earnings five years after graduation by domicile and subject

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.

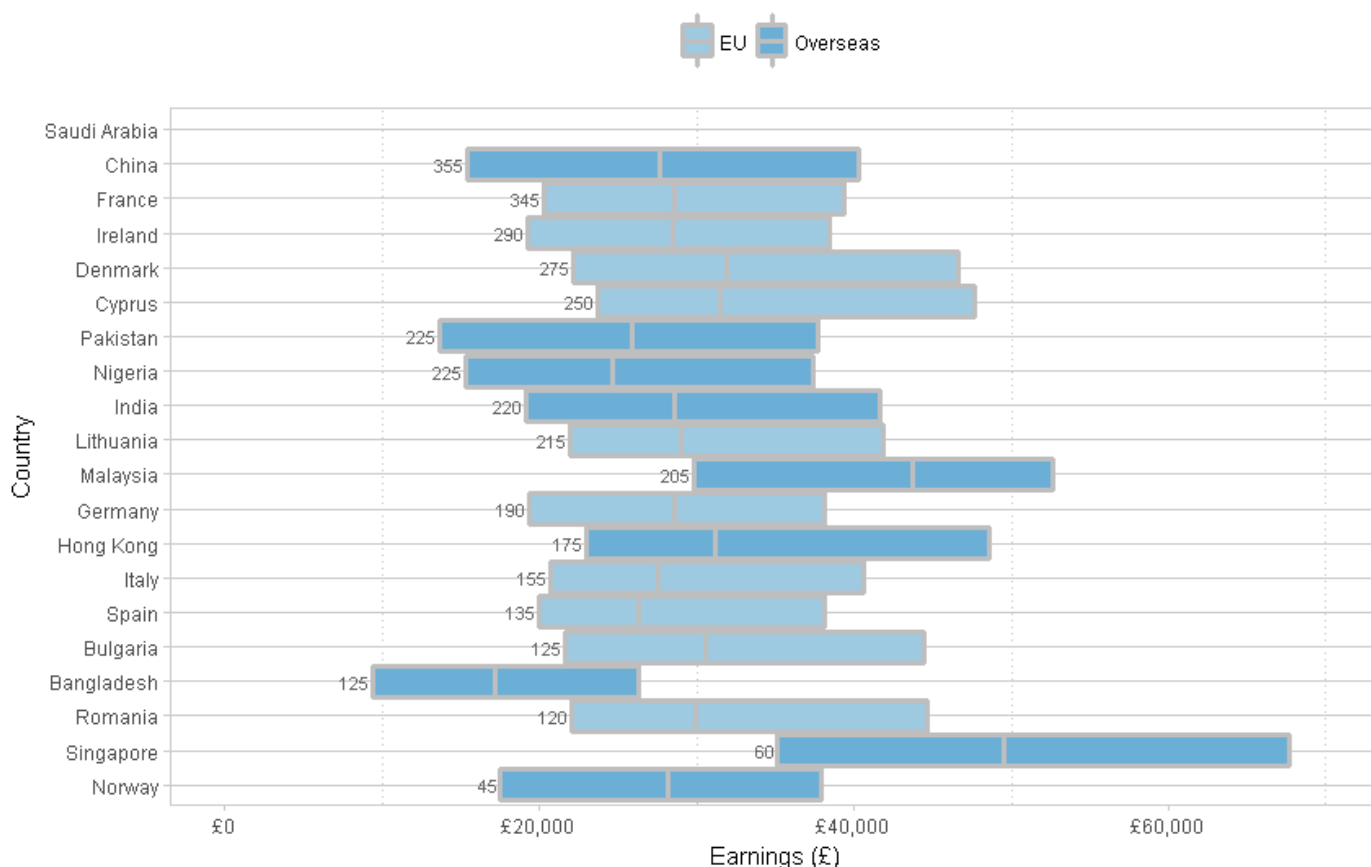
### Figure 31: Annualised earnings five years after graduation by country

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>

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