



# Graduate outcomes (LEO): Employment and earnings outcomes of higher education graduates by subject studied and graduate characteristics in 2016/17

28<sup>th</sup> March 2019

This release updates previously published figures with the latest available data (2016/17 tax year).

## Earnings for UK domiciled graduates

The figure below shows the median earnings one, three, five and ten years after graduation for the 2014/15, 2015/16 and 2016/17 tax years. 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).

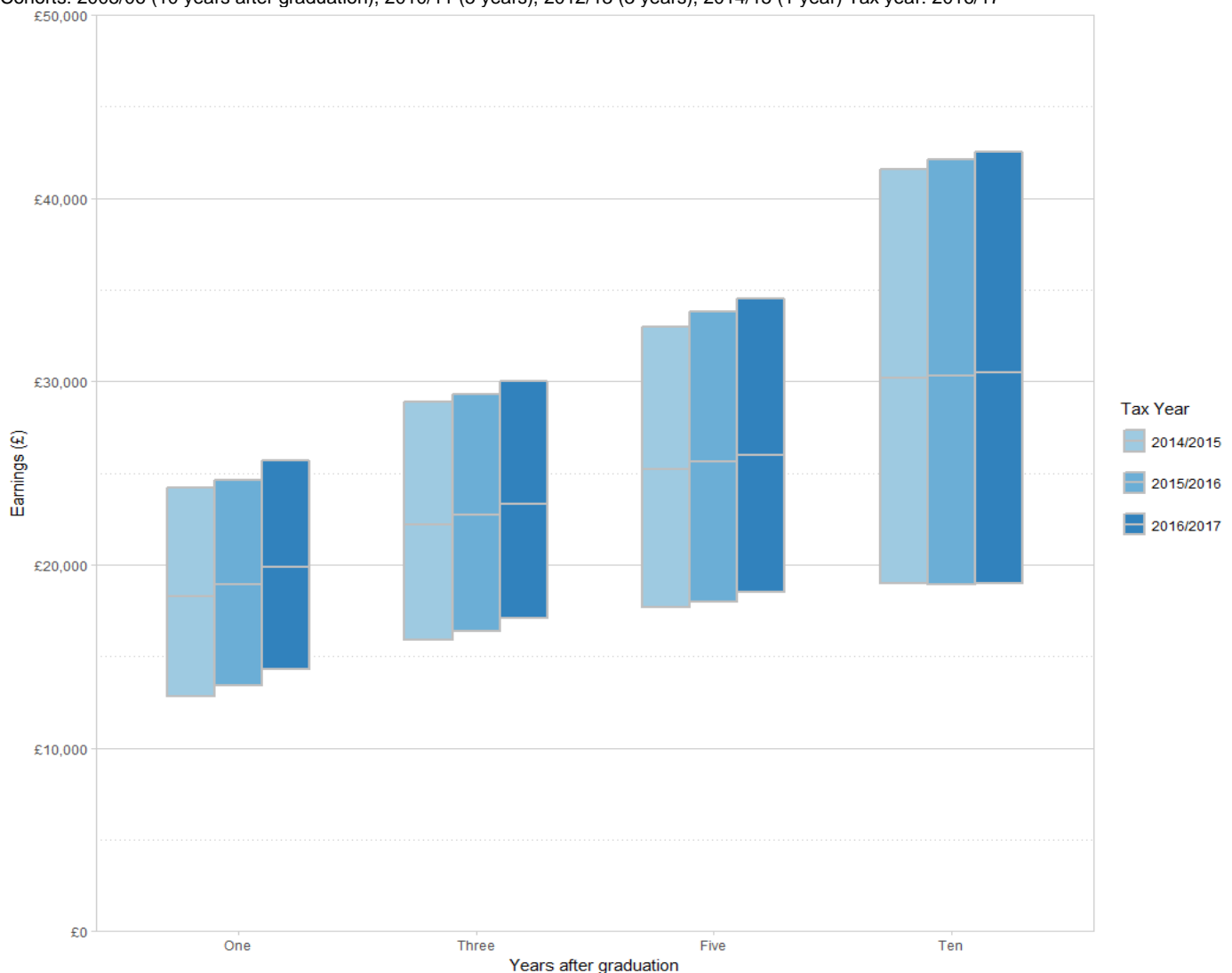
### Nominal median earnings (£) of graduates one, three, five and ten years after graduation, 2014/15, 2015/16 and 2016/17 tax years

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

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17



We see that graduates' median earnings rise with the time since they graduated, with average earnings in 2016/17 ten years after graduation being £30,500, compared to £23,300 three years after and £19,900 one year after. Looking across graduate cohorts, graduate earnings (in nominal terms) have been increasing

over time, although this effect decreases with number of years after graduation. The difference from the 2014/15 to the 2016/17 tax year was £1,600 (9%) for the one year after graduation cohorts, £1,100 (5%) for the three years after graduation cohorts, £800 (3%) for the five years after graduation cohorts and £300 (1%) for the ten years after graduation cohorts.

After adjusting for inflation using the Consumer Prices Index<sup>1</sup>, the increases in median earnings between the 2014/15 and 2016/17 tax years are reduced to £1,000 for the one year after graduation cohorts and £400 for the three years after graduation cohorts. For the five years after graduation cohorts there is no increase, and for the ten years after graduation cohorts there is a £600 decrease in earnings.

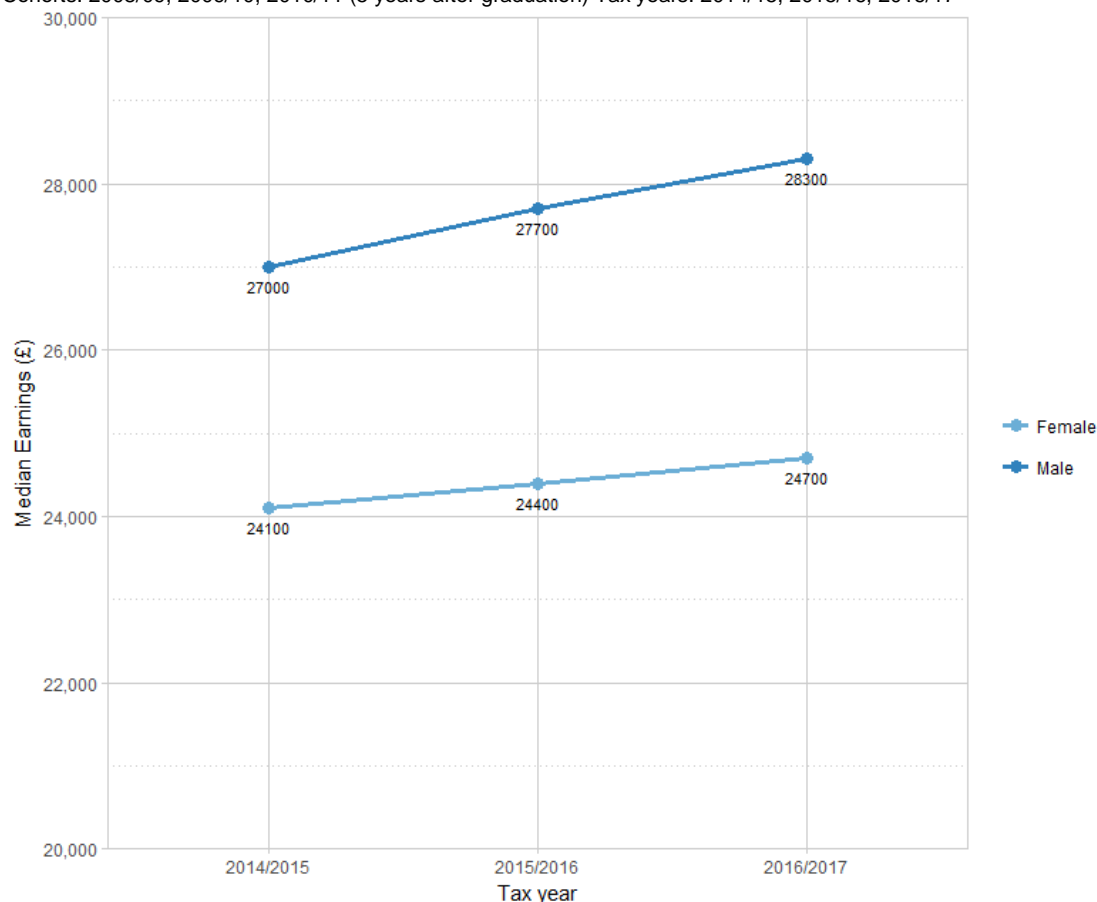
## Gender gap in earnings

The gender gap in earnings five years after graduation has increased over time compared with previous tax years. In the 2014/15 tax year male earnings were 12% higher, in 2015/16 they were 14% higher, and in 2016/17 they were 15% higher. Table 7 below shows how earnings for male and female graduates have changed over time.

The figure below shows that five years after graduation, male earnings are increasing more over time than female earnings. The difference in average earnings between the 2014/15 and 2016/17 tax years was more than double for male graduates (£1,300; 5%) than the difference for female graduates (£600; 2%).

### Median earnings (£) of male and female graduates five years after graduation, 2014/15, 2015/16 and 2016/17 tax years

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
Cohorts: 2008/09, 2009/10, 2010/11 (5 years after graduation) Tax years: 2014/15, 2015/16, 2016/17



<sup>1</sup>The inflation rate used is the Consumer Prices Index including owner occupiers' housing costs (CPIH), which is the lead measure of inflation used by the Office for National Statistics.

## Earnings by prior attainment

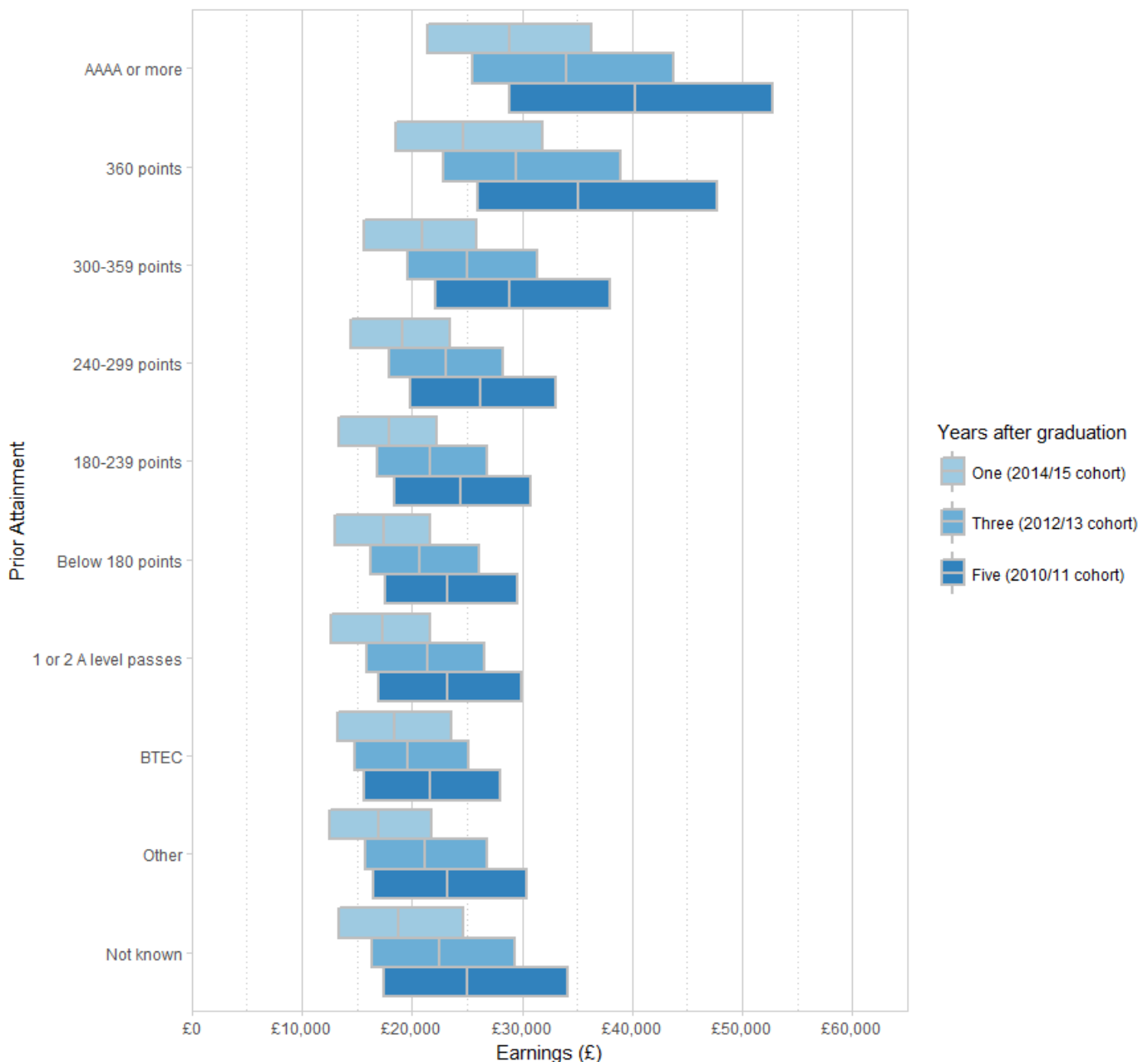
This year we have provided a more detailed breakdown of attainment prior to university, separating out attainment below 240 UCAS points (equivalent to three C grades at A Level) into 180-239 points and below 180 points (equivalent to three D grades).

The figure below shows that at one, three and five years after graduation, the prior attainment band with the highest median earnings is 'AAAA or more'. One year after graduation the prior attainment band with the lowest median earnings is those who started their first degree with a qualification classified in the 'Other' category; three and five years after graduation the prior attainment band with the lowest median earnings is those who started their first degree with a BTEC qualification.

The largest differences in earnings are at the higher end of the prior attainment spectrum. The differences between the prior attainment bands below 300 points (the equivalent of three B grades at A Level) are much smaller.

### Median 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, APs and FECs  
Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)  
Tax year: 2016/17



## Earnings for international graduates

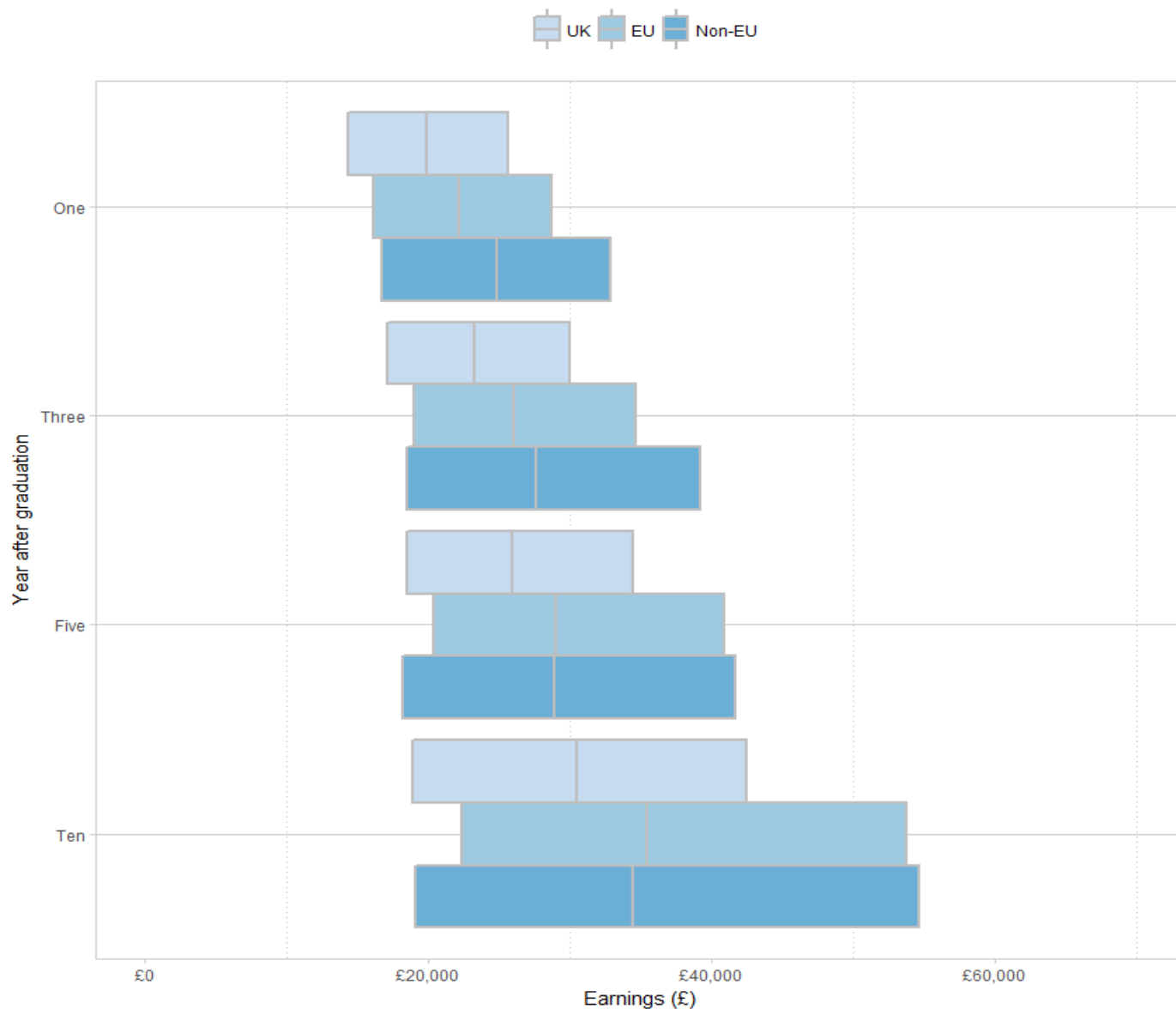
The figure below shows the earnings for UK, EU and Non-EU domiciled graduates who are in sustained employment in the UK. For all domiciles, median earnings increased from one year after graduation through to ten years after graduation. EU and Non-EU domiciled graduates had higher median earnings than UK domiciled graduates for each of the academic years. Compared with the previous tax year, earnings for recent Non-EU graduates have increased substantially. The increase was £2,700 (12%) for graduates one year after graduation, and £2,400 (10%) three years after graduation.

### Median earnings (£) one, three, five and ten years after graduation by domicile, 2016/17 tax year

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17



**Please note: The outcomes in this release 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.**

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## About this release

This official statistics release provides employment 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

The first section of this release focuses on **UK domiciled** graduate outcomes and earnings in the 2016/17 tax year for the 2005/06, 2010/11, 2012/13 and 2014/15 cohorts ten, five, three and one years after graduation respectively. Accompanying tables are also provided for graduate outcomes and earnings in the 2014/15 and 2015/16 tax year for the relevant graduating cohorts. We focus on earnings for the 2014/15 tax years onwards as this allows for the inclusion of PAYE and self-employment earnings. The release focuses on outcomes for graduates of English HE providers only.

This release also uses data from the Longitudinal Educational Outcomes (LEO) dataset to look at employment and earning outcomes for **international** students. The commentary and figures in this release focus on graduate outcomes and earnings in the 2016/17 tax year for the 2010/11 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.

## Changes in this release

Graduates from Alternative Providers are included for the first time.

The prior attainment bandings have been split into more detailed categories.

Subject level data has been aggregated using the Common Aggregation Hierarchy (CAH2) as opposed to the JACS system used in previous publications.

We have included an additional experimental section using data which aims to aid the identification of graduates who have moved overseas (see: SLC\_experimental\_text.pdf)

## Feedback

We welcome feedback on this release and the data presented within it. Contact details are provided in [section 6: Feedback](#).

## In this publication

The following tables are included in this release:

**Main tables for UK domiciled graduates in the 2016/17 tax year**

**Main tables for International graduates**

**Underlying data for UK and International graduates**

# 1. Introduction

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, which also contains further information on the data quality and match rates.

## Coverage

This publication looks at those who graduated with a first degree qualification from higher education providers in England. First degrees are also known as bachelor's degrees.

Designated alternative providers were not required to return student level data to HESA prior to the 2014/15 academic year. In the 2014/15 academic year all alternative providers covered by HESA<sup>2</sup> did submit student level data for the first time, and these are included in this publication where applicable. The University of Buckingham has historically returned HESA data every year and so is included in all cohorts.

All figures are based on UK tax, benefit and student records only, the 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 (YAG)

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 2014/15 graduation cohort, the figures one year after graduation refer to employment and earnings outcomes in the 2016/17 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.

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

	Tax year										
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
2003/04	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	<b>10 years</b>	11 years	12 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>	11 years
2005/06		1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	<b>10 years</b>
2006/07			1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
2007/08				1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years
2008/09					1 year	2 years	3 years	4 years	<b>5 years</b>	6 years	7 years
2009/10						1 year	2 years	3 years	4 years	<b>5 years</b>	6 years
2010/11							1 year	2 years	<b>3 years</b>	4 years	<b>5 years</b>
2011/12								1 year	2 years	<b>3 years</b>	4 years
2012/13									<b>1 year</b>	2 years	<b>3 years</b>
2013/14										<b>1 year</b>	2 years
2014/15											<b>1 year</b>

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

<sup>2</sup>For more information on the AP population please see the methodology note accompanying this release.

## 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/APs 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 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 non-EU 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/AP 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 and may not necessarily have been issued with a national insurance number. 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.

## 2. Results for UK domiciled graduates

This section provides commentary to the accompanying tables to this release for the 2016/17 tax year. The graduate cohorts covered are the 2005/06 graduating cohort ten years after graduation, the 2010/11 cohort five years after graduation, the 2012/13 cohort three years after graduation and the 2014/15 cohort one year after graduation.

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.

## Comparison to previous tax years

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

### Employment outcomes

Table 1 below compares the percentage of graduates in ‘further study, sustained employment or both’ in the 2016/17 tax year to the 2015/16 and 2014/15 tax years. 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, 2015/16 and 2016/17 tax years**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs 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  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17

	2014/15 tax year	2015/16 tax year	2016/17 tax year
<b>Years after graduation</b>	<b>Further study, sustained employment or both (%)</b>		
One	86.9	86.8	87.2
Three	86.8	87.0	86.2
Five	86.1	85.9	85.1
Ten	83.4	83.3	82.6

As Table 1 above shows, the percentage in ‘further study, sustained employment or both’ is mostly stable, however there do appear to be small declines in long-term (especially 5 and 10 years after graduation) employment outcomes of around a percentage point. In general, though, the percentage of graduates in further study, employment or both remains high.

## Earnings

Table 2 shows the median earnings of graduates in the 2014/15, 2015/16 and 2016/17 tax years in nominal and real<sup>3</sup> terms.

There were some small changes in graduate earnings between the tax years in nominal terms, which decreased with number of years after graduation. The difference from the 2014/15 to the 2016/17 tax year was £1,600 for the one year after graduation cohorts, £1,100 for the three years after graduation cohorts, £800 for the five years after graduation cohorts and £300 for the ten years after graduation cohorts. In 2016/17, median graduate earnings were £26,000 five years after graduation, compared with £25,600 in the tax year before and £25,200 the year before that.

**Table 2: Median nominal and real earnings (£) of graduates one, three, five and ten years after graduation, 2014/15, 2015/16 and 2016/17 tax years**

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

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17

Years after graduation	2014/15 tax year	2015/16 tax year	2016/17 tax year	2014/15 tax year	2015/16 tax year	2016/17 tax year
	Median nominal earnings (£)			Median real earnings (£)		
One	18,300	18,900	19,900	18,300	18,800	19,300
Three	22,200	22,700	23,300	22,200	22,500	22,600
Five	25,200	25,600	26,000	25,200	25,400	25,200
Ten	30,200	30,300	30,500	30,200	30,100	29,600

The adjustment for inflation used the 2014/15 tax year as a base year, hence real earnings in this year are presented as equal to nominal earnings. For 2015/16 and 2016/17 nominal earnings were adjusted using Consumer Price Index inflation rates at the end of each tax year<sup>4</sup> relative to the end of the previous tax year.

Table 2 shows that increases in real earnings were lower than for nominal earnings. From 2014/15 to 2016/17, the difference was £1,000 for the one year after graduation cohorts (much lower than the nominal increase of £1,600), £400 for the three years after graduation cohorts (compared with a nominal increase of £1,100), no increase for the five years after graduation (compared with £800) and a decrease of £600 for the ten years after graduation cohorts (compared with an increase of £300). This shows that whilst average earnings have gone up for all of the cohorts, the value of these earnings in terms of the goods and services that they can buy has not increased at the same rate, and in some cases has actually decreased.

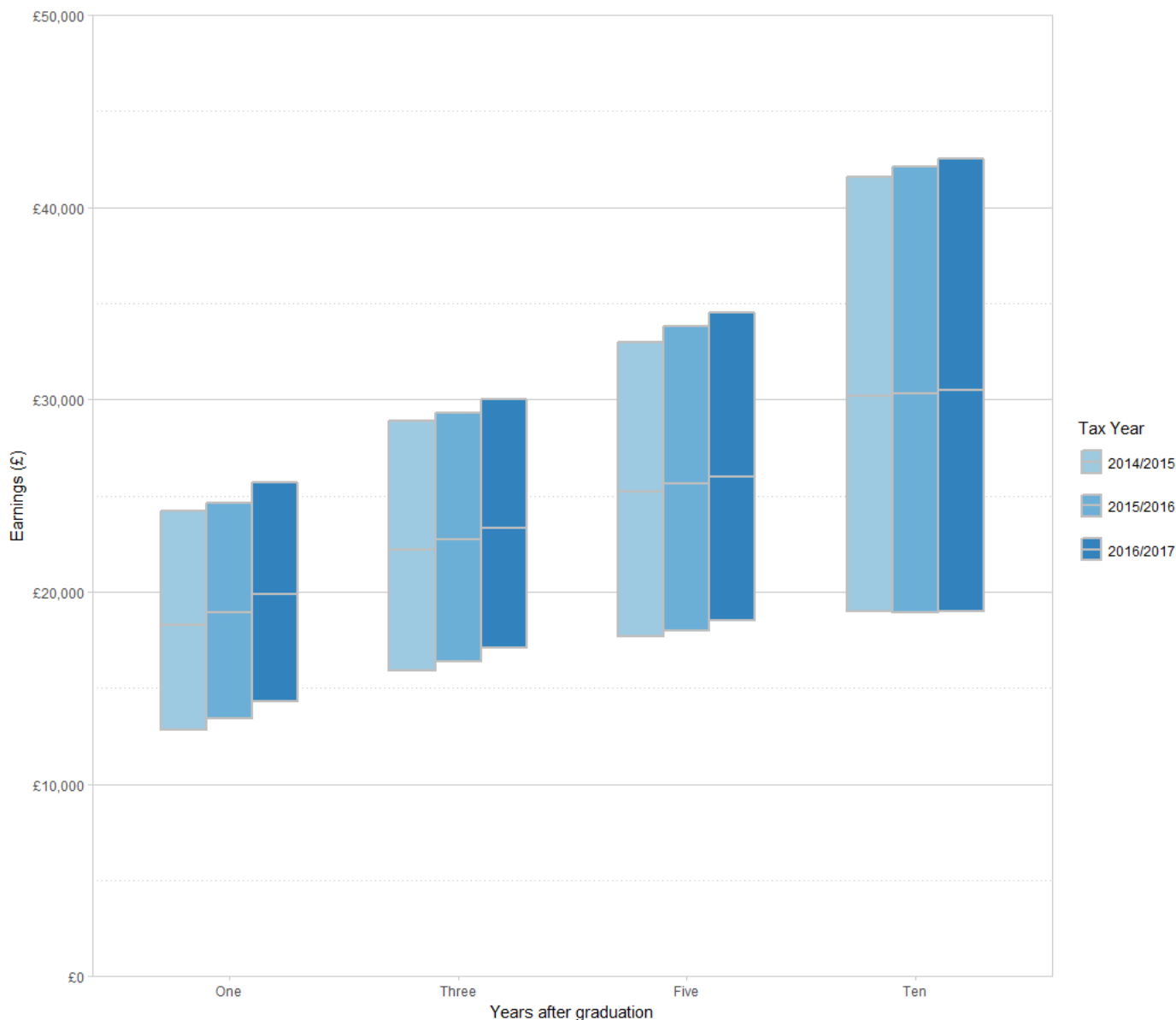
Figure 2 below illustrates the differences in nominal earnings for all four points after graduation.

<sup>3</sup>Earnings in real terms are adjusted for inflation to better reflect what an individual can afford to buy with those earnings. To calculate real earnings, nominal earnings are divided by the inflation rate for that year. The rates used in this publication are shown in footnote 4 below.

<sup>4</sup>Inflation as measured by the Consumer Prices Index including owner occupiers' housing costs (CPIH) in March 2017 (end of the 2016/17 tax year) was 2.3%, compared with 0.8% in March 2016. See <https://www.ons.gov.uk/economy/inflationandpriceindices> for more information.

**Figure 2: Median nominal earnings (£) of graduates one, three, five and ten years after graduation, 2014/15, 2015/16 and 2016/17 tax years**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs 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  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17



## Overall figures

**Coverage:** UK domiciled first degree graduates from English HEIs, APs 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 that 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.

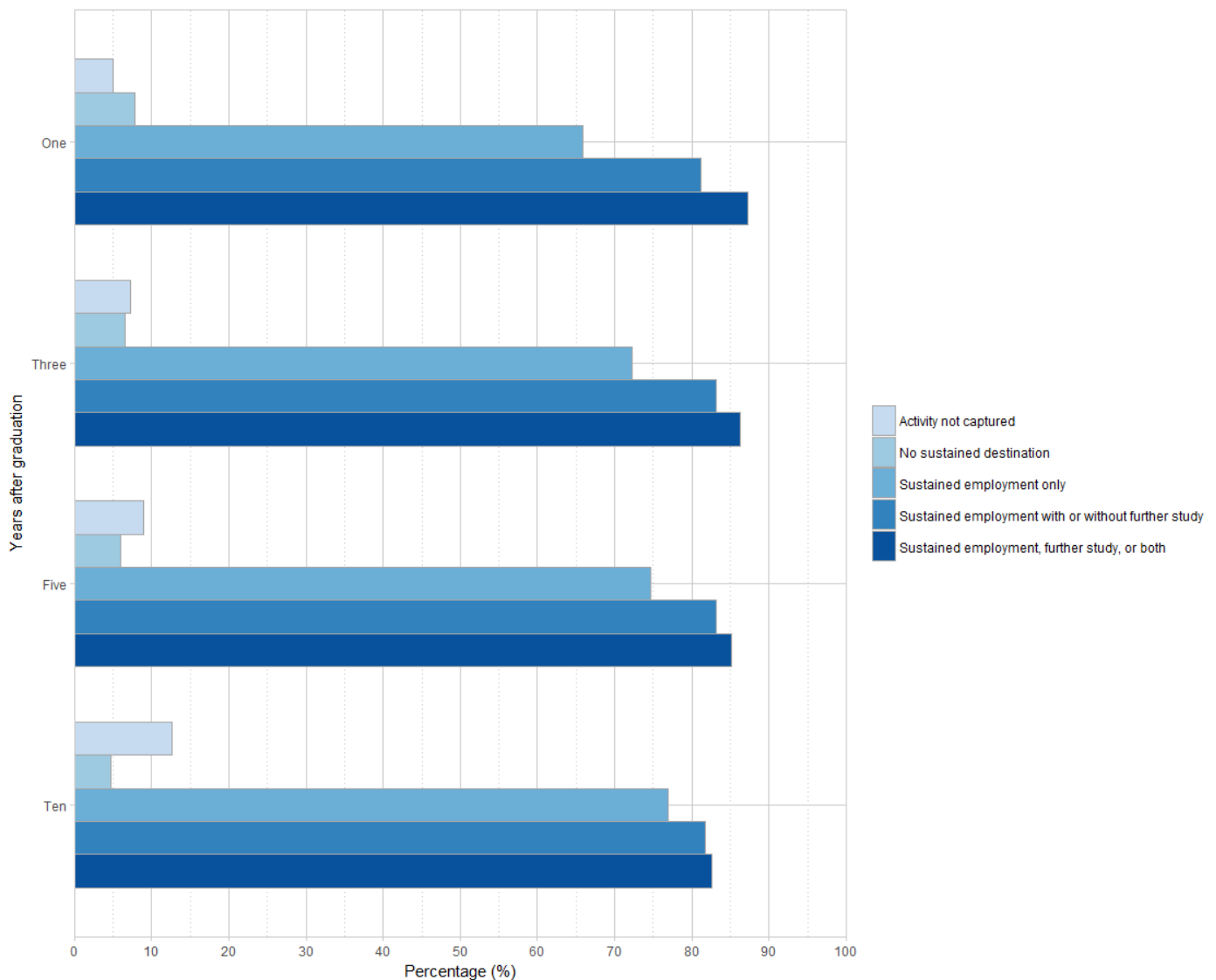
**Table 3: Activity of graduates one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Years after graduation	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	282,850	0.7	280,985	5.0	7.8	65.9	81.1	87.2
Three	289,470	1.0	286,480	7.2	6.6	72.3	83.1	86.2
Five	264,540	2.2	258,810	8.9	6.0	74.7	83.2	85.1
Ten	229,950	4.1	220,625	12.7	4.7	76.9	81.8	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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Earnings

The median earnings of graduates increases with years after graduation, as does the interquartile range. This is shown in Table 4 and Figure 4.

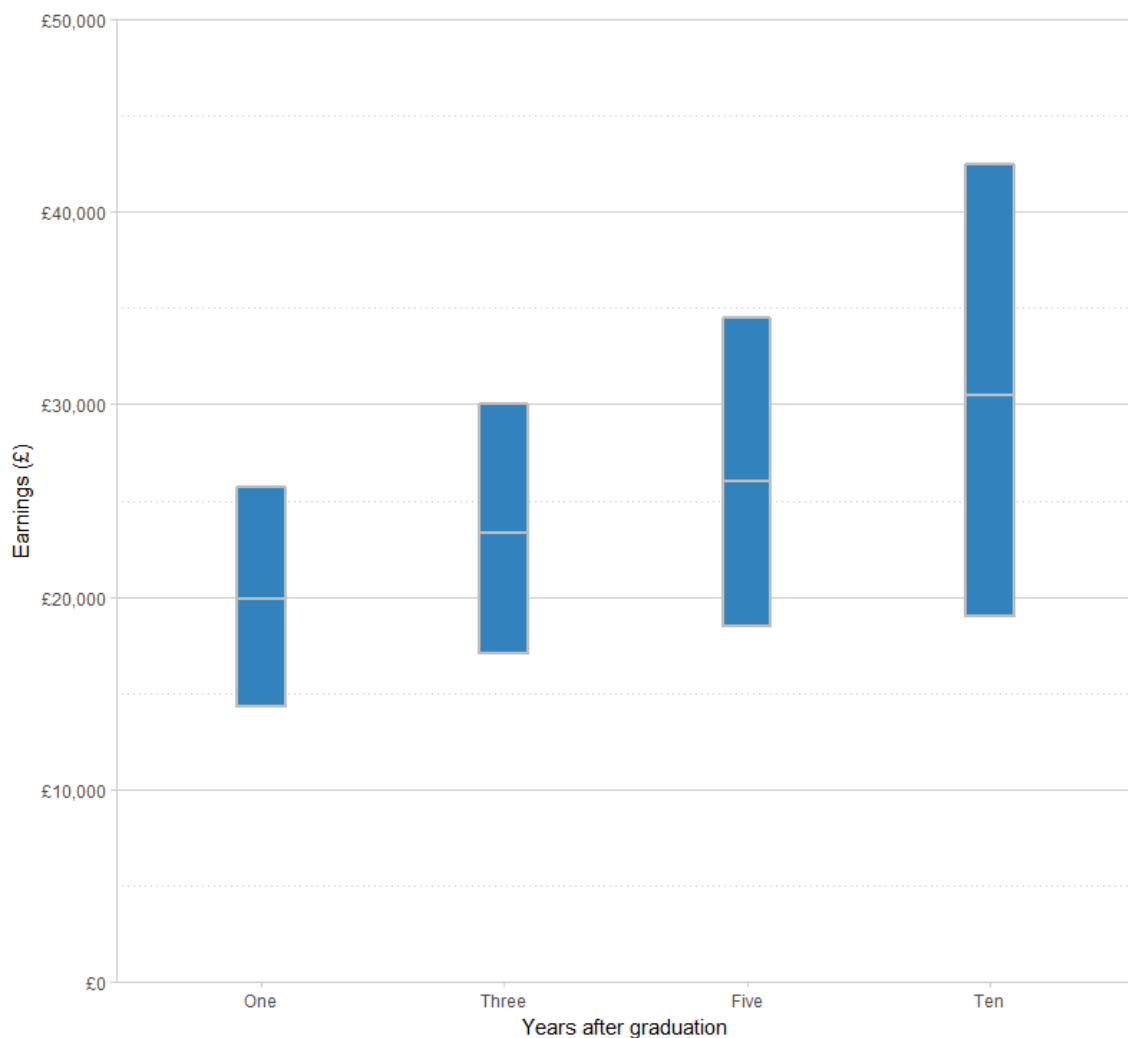
**Table 4: Earnings of graduates one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Years after graduation	Number included in earnings figures	Earnings lower quartile (£)	Median earnings (£)	Earnings upper quartile (£)
One	179,580	14,300	19,900	25,700
Three	200,510	17,100	23,300	30,000
Five	185,890	18,500	26,000	34,500
Ten	159,490	19,000	30,500	42,500

**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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Sex

**Coverage:** UK domiciled first degree graduates from English HEIs, APs 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 3.1 percentage point difference between male and female graduates one year after graduation (2014/15 graduating cohort), which decreased to 0.5 percentage points ten years after graduation (2005/06 graduating cohort).

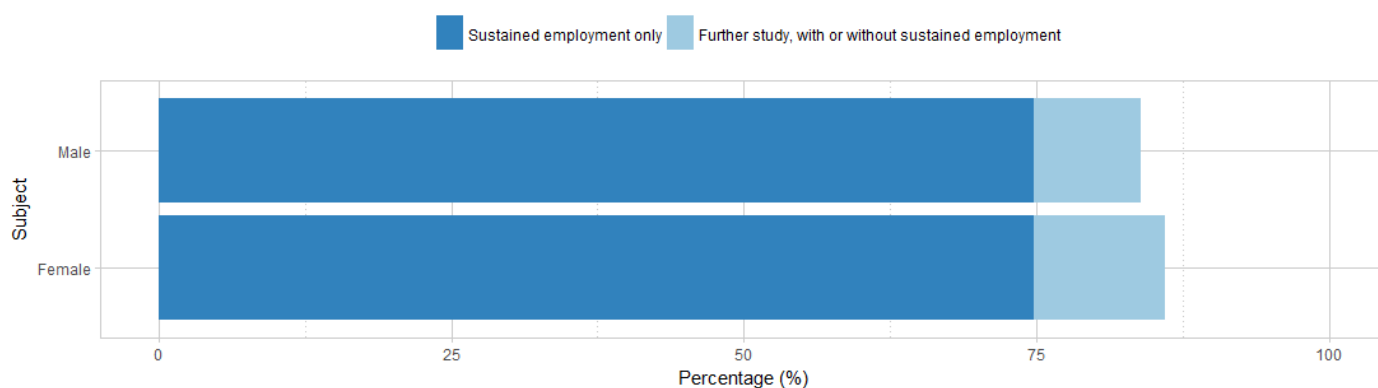
**Table 5: Percentage of graduates in further study, sustained employment or both by sex one, three, five and ten years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
Tax year: 2016/17

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	162,225	88.5	118,760	85.4
Three	163,880	87.2	122,605	84.9
Five	148,355	86.0	110,455	83.9
Ten	123,800	82.8	96,825	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, APs and FECs  
Cohort: 2010/11 (5 years after graduation)  
Tax year: 2016/17



As shown in Figure 5, there is a higher percentage of female graduates in further study (with or without sustained employment) five years after graduation 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Years after graduation	Sex			
	Female		Male	
	Number included in earnings figures	Median earnings (£)	Number included in earnings figures	Median earnings (£)
One	105,135	19,300	74,445	20,900
Three	114,650	22,400	85,860	24,900
Five	106,730	24,700	79,160	28,300
Ten	89,115	26,900	70,375	35,300

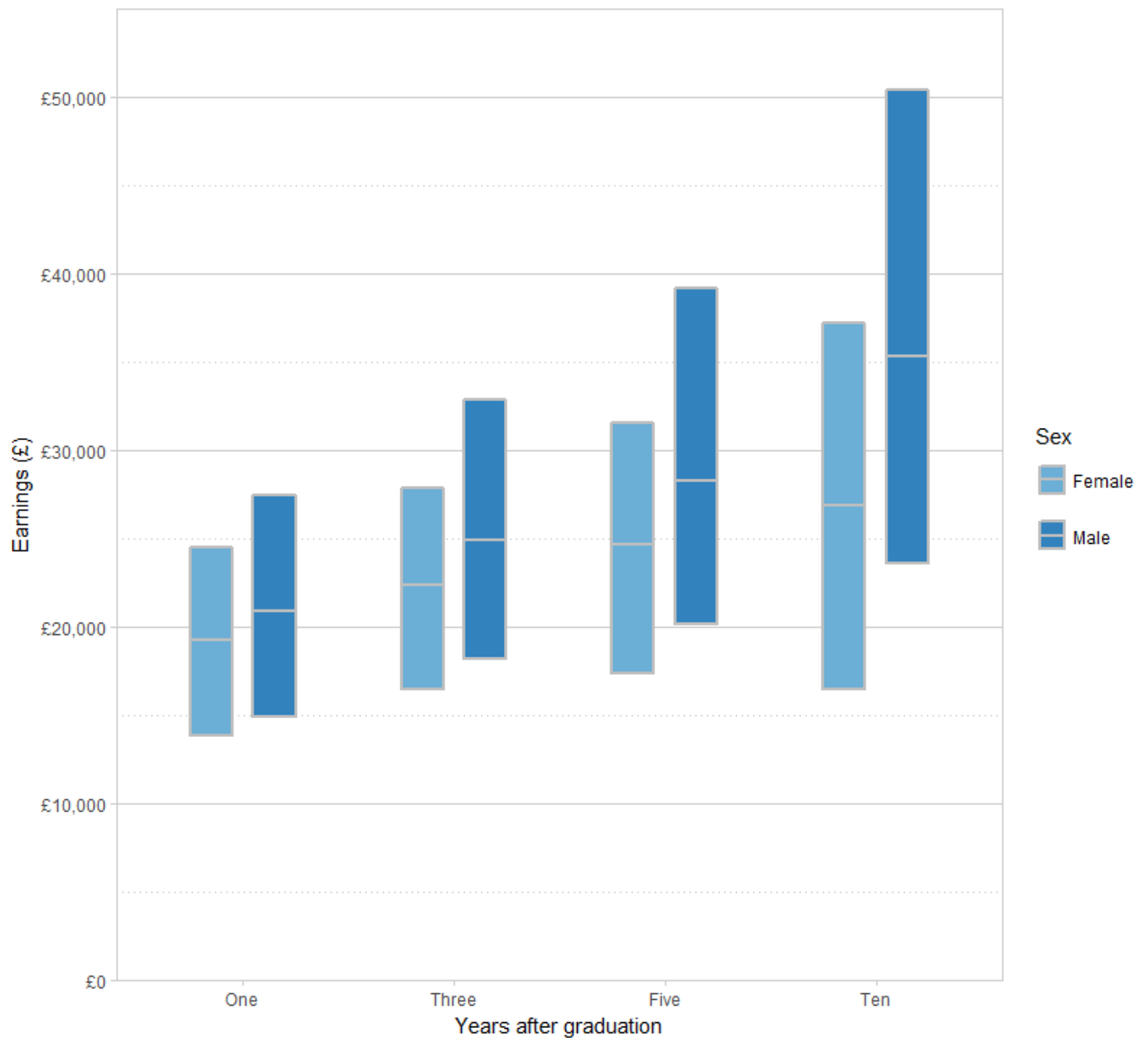
At one, three, five and ten years after graduation, male earnings exceed female earnings, and we see a wider distribution of earnings amongst males compared with females. This is illustrated in Figure 6.

The difference between male and female median earnings also increases with years after graduation – male earnings were 8% higher than female earnings one year after graduation, 11% higher at three years after graduation, 15% higher five years after graduation and 31% higher 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



The gender gap in earnings five years after graduation has increased over time compared with previous tax years. In the 2014/15 tax year male earnings were 12% higher, in 2015/16 the earnings were 14% higher, and in 2016/17 they were 15% higher. Table 7 below shows how earnings for male and female graduates has changed over time.



**Table 7: Median earnings of male and female graduates one, three, five and ten years after graduation, 2014/15, 2015/16 and 2016/17 tax years**

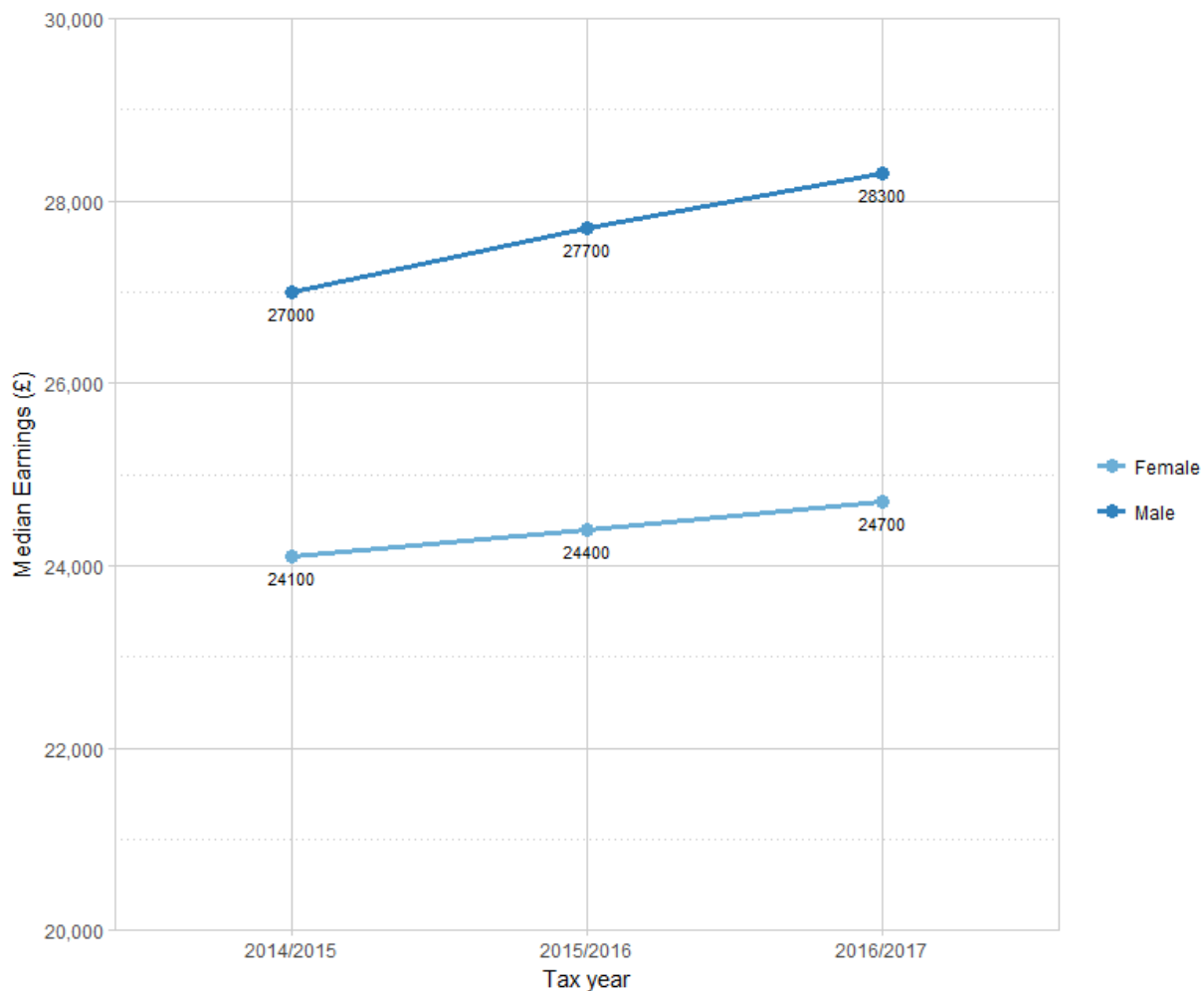
Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2003/04 (10 years after graduation), 2008/09 (5 years), 2010/11 (3 years), 2012/13 (1 year) Tax year: 2014/15  
 Cohorts: 2004/05 (10 years after graduation), 2009/10 (5 years), 2011/12 (3 years), 2013/14 (1 year) Tax year: 2015/16  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17

Years after graduation	2014/15 tax year	2015/16 tax year	2016/17 tax year	2014/15 tax year	2015/16 tax year	2016/17 tax year
	Median female earnings (£)			Median male earnings (£)		
One	17,800	18,200	19,300	19,100	19,800	20,900
Three	21,300	21,800	22,400	23,700	24,000	24,900
Five	24,100	24,400	24,700	27,000	27,700	28,300
Ten	26,900	26,900	26,900	34,500	34,900	35,300

The table clearly shows that male earnings are increasing more over time than female earnings, and this is particularly the case longer after graduation. For the five years after graduation cohorts, the increase in average earnings between the 2014/15 and 2016/17 tax years was more than double for male graduates (£1,300; 5%) than the increase for female graduates (£600; 2%). For the ten years after graduation cohorts, average female earnings did not change between the 2014/15 and 2016/17 tax years, whilst average male earnings increased by £800 (2%). This is illustrated in Figure 7 for five years after graduation.

**Figure 7: Median earnings (£) of male and female graduates five years after graduation, 2014/15, 2015/16 and 2016/17 tax years**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2008/09, 2009/10, 2010/11 (5 years after graduation) Tax years: 2014/15, 2015/16, 2016/17



## Ethnicity

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

### Employment outcomes

The percentage in further study, sustained employment or both varies by the ethnicity of graduates, as shown in Table 8.

**Table 8: 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, APs and FECs  
Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
Tax year: 2016/17

Ethnicity	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
White	209,790	88.1	218,785	87.2	198,760	86.3	172,280	83.7
Black or Black British - Caribbean	4,405	87.1	4,390	86.1	3,975	85.8	2,670	83.5
Black or Black British - African	14,155	85.4	12,470	82.5	9,760	79.4	5,230	75.1
Other Black background	815	84.8	830	79.1	860	77.6	755	76.4
Asian or Asian British - Indian	11,165	87.3	11,840	87.2	11,510	86.3	10,635	83.2
Asian or Asian British - Pakistani	8,170	83.2	7,580	82.0	6,690	81.0	5,165	77.1
Asian or Asian British - Bangladeshi	3,250	86.4	2,955	84.1	2,535	83.1	1,790	80.8
Chinese	2,525	80.5	2,555	74.6	2,630	72.7	2,315	68.6
Other Asian background	5,185	83.7	4,585	81.7	3,635	77.8	2,655	75.8
Other (including mixed)	13,640	83.7	12,730	81.2	10,675	79.9	6,120	76.9
Not known	7,880	82.9	7,770	81.5	7,780	80.0	11,005	79.8

Figure 8 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, 8.4% of White graduates were in activity not captured, compared to 21.8% of Chinese graduates.

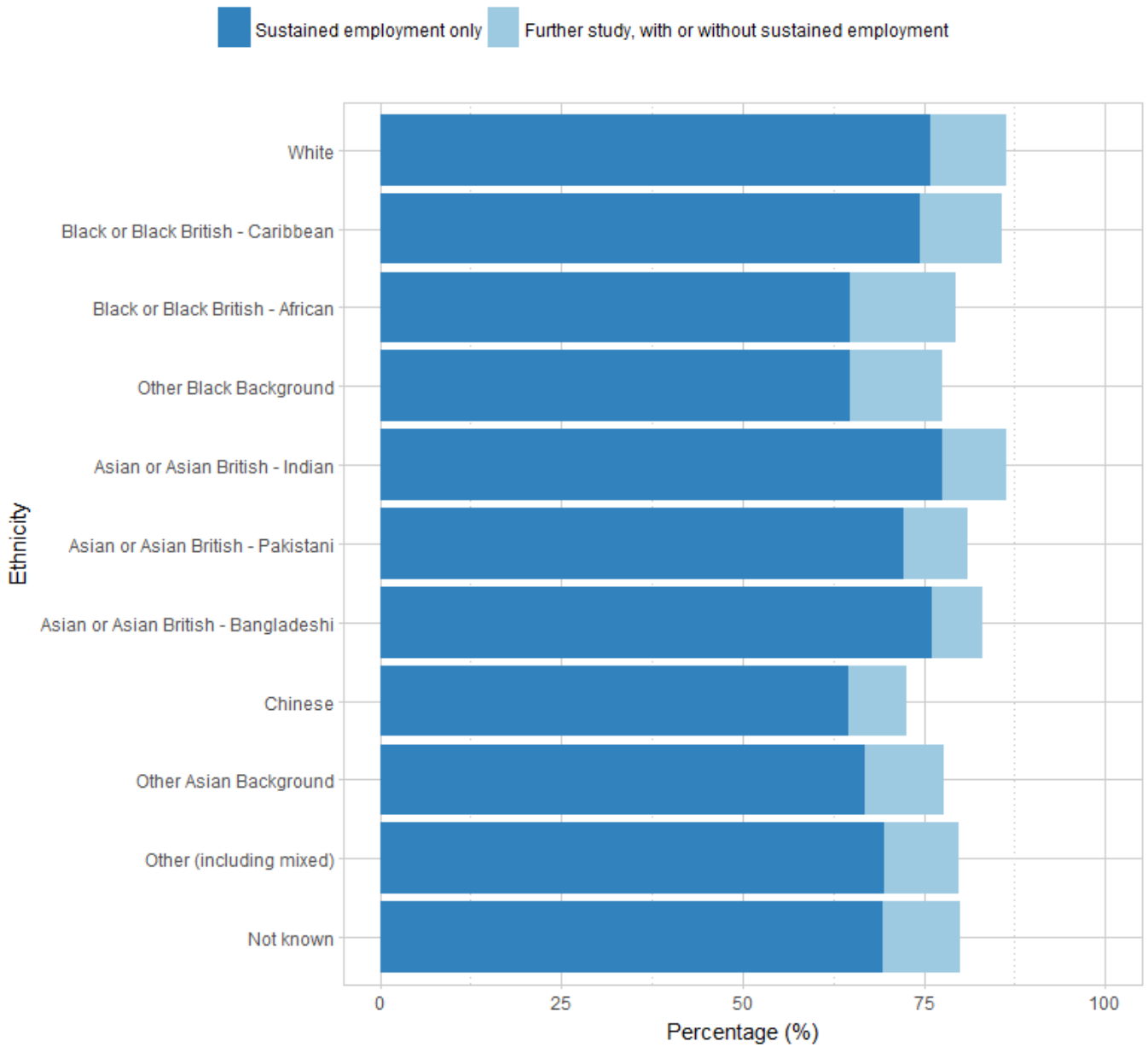
Declining trends of percentage in 'further study, sustained employment or both' over time are linked to an increase in the percentage of graduates in 'activity not captured'. Comparisons are therefore best made between different ethnic groups for a given time after graduation, rather than across time.

### Figure 8: Employment outcome of graduates by ethnicity five years after graduation

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

Cohort: 2010/11 (5 years after graduation)

Tax year: 2016/17



## Earnings

Table 9 shows the median earnings of graduates by ethnicity one, three, five and ten years after graduation.

**Table 9: Median earnings by ethnicity one, three, five and ten years after graduation**

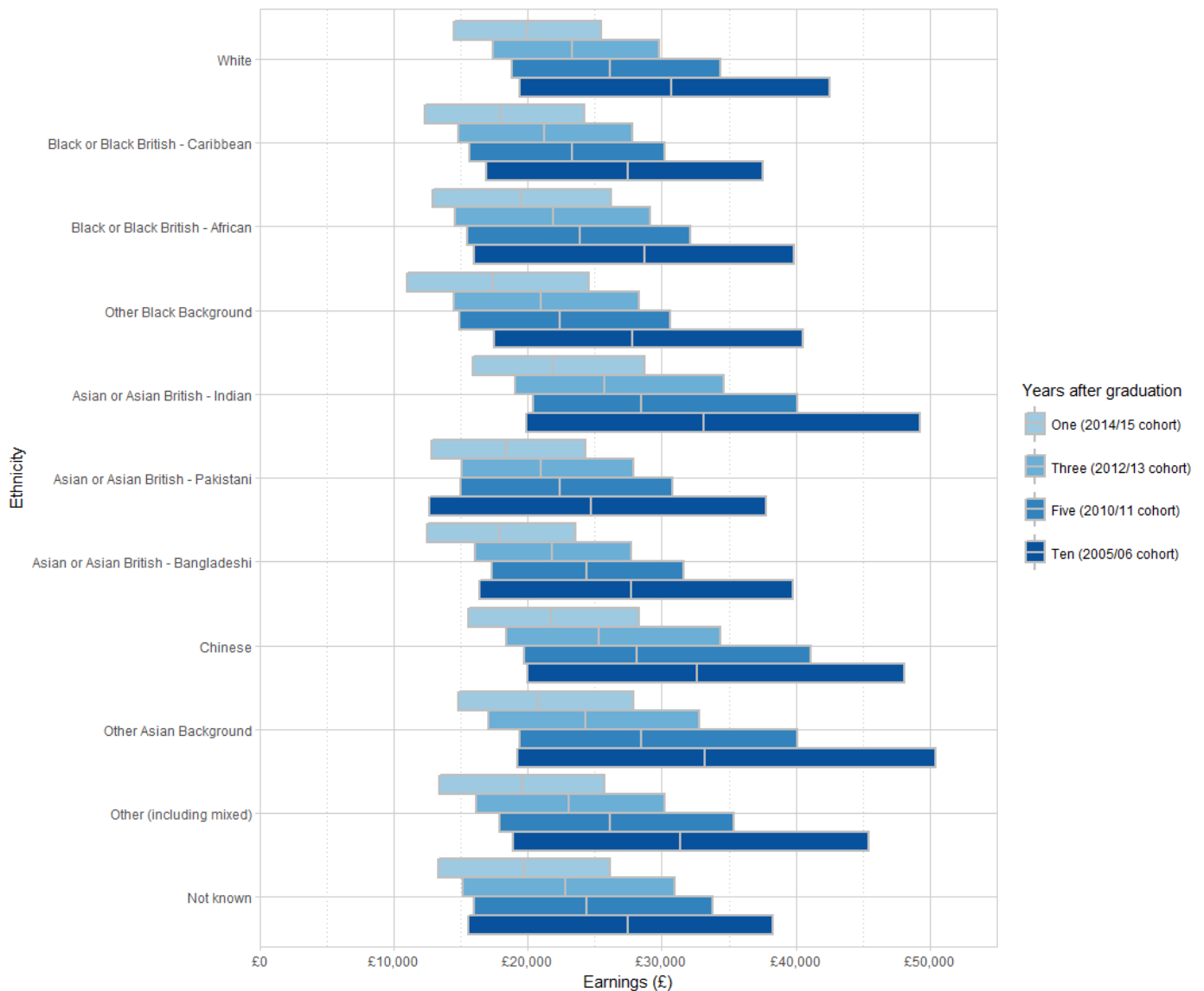
N denotes the number of graduates included in the median earnings; (£) denotes the median earnings  
 Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Ethnicity	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
White	136,810	20,000	155,645	23,300	145,235	26,100	126,620	30,700
Black or Black British - Caribbean	2,960	18,000	3,105	21,200	2,835	23,300	1,905	27,500
Black or Black British - African	8,325	19,500	7,665	21,900	5,960	23,900	3,110	28,700
Other Black background	490	17,400	520	21,000	520	22,400	480	27,800
Asian or Asian British - Indian	6,985	21,900	8,570	25,700	8,680	28,500	8,000	33,100
Asian or Asian British - Pakistani	4,635	18,400	5,130	21,000	4,650	22,400	3,490	24,700
Asian or Asian British - Bangladeshi	2,075	17,900	2,115	21,800	1,890	24,400	1,310	27,700
Chinese	1,375	21,700	1,545	25,300	1,635	28,100	1,385	32,600
Other Asian background	2,945	20,800	2,985	24,300	2,320	28,500	1,695	33,200
Other (including mixed)	8,090	19,600	8,245	23,100	7,060	26,100	3,960	31,400
Not known	4,885	19,700	4,990	22,800	5,110	24,400	7,525	27,500

At one and three years after graduation, 'Asian or Asian British – Indian' graduates have the highest median earnings and joint highest with 'Other Asian background' graduates at five years after graduates, who then have the highest earnings at ten years after graduation. Figure 9 shows the earnings of graduates by ethnicity.

## Figure 9: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Subject studied

This release for the first time provides subject breakdowns using a new classification. The Higher Education Statistics Agency (HESA) are changing the way they report subjects from the 2019/20 academic year; the current Joint Academic Coding System (JACS) is being replaced by the Higher Education Classification of Subjects (HECoS). HESA have produced the Common Aggregation Hierarchy (CAH) which bridges between the two systems, and to maintain consistency across years we are using level 2 of the CAH to report breakdowns by subject area.

The main difference using this approach is that the number of subject categories increases to 34, compared with 23 using the previous JACS groupings. In many cases the CAH categories map exactly to a JACS category (e.g. Medicine and dentistry, Mathematical sciences, Creative arts and design); in the remainder of cases, the CAH categories just provide a more detailed split compared with JACS groups (e.g. the JACS group 'Engineering & Technology' is now split into 'Engineering' and 'Technology' separately; similarly for 'Historical and Philosophical Studies' split into 'History and archaeology' and 'Philosophy and religious studies'). More information on HECoS and CAH can be found here:

<https://www.hesa.ac.uk/innovation/hecos>

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

## Employment outcomes

Table 10 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 10: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Subject	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
Medicine and dentistry	7,175	97.5	7,340	90.1	7,025	90.0	5,410	85.0
Nursing	17,940	95.2	13,595	93.1	9,635	91.4	8,540	89.1
Pharmacology, toxicology and pharmacy	2,750	87.1	2,660	89.2	2,595	86.6	1,720	84.7
Subjects allied to medicine not otherwise specified	11,770	91.3	12,215	88.8	10,980	87.4	9,345	84.7
Biosciences	9,480	88.0	9,015	87.4	7,510	85.8	6,505	82.7
Sport and exercise sciences	8,660	89.5	8,765	88.2	7,270	87.7	4,900	87.3
Psychology	11,945	88.2	11,865	87.4	10,550	86.6	9,280	84.4
Veterinary sciences	880	93.6	690	89.8	705	88.5	555	85.1
Agriculture, food and related studies	2,200	85.5	2,300	86.9	1,955	83.7	1,540	83.0
Physics and astronomy	2,925	87.7	2,405	88.1	2,135	84.3	2,005	80.7
Chemistry	3,225	89.7	2,735	88.7	2,425	86.1	1,890	82.4
Physical, material and forensic sciences	2,800	87.5	3,180	85.5	2,850	84.0	2,515	81.7
Mathematical sciences	5,820	88.7	5,985	87.8	4,780	85.6	3,785	82.0
Engineering	12,415	88.3	11,710	86.2	10,510	85.6	9,040	81.4
Technology	1,405	83.9	1,630	83.6	1,850	82.0	1,645	80.3
Computing	10,455	84.1	10,490	84.4	9,395	83.2	13,265	81.9
Geographical and environmental studies	5,645	87.9	6,135	87.9	5,710	86.9	5,650	84.1
Architecture, building and planning	4,875	87.7	6,570	87.7	7,060	85.7	4,605	82.9
Humanities and liberal arts (non-specific)	740	83.2	830	77.1	910	79.6	1,210	71.1
Sociology, social policy and anthropology	9,795	85.9	10,425	86.2	8,930	84.9	8,105	83.4
Economics	4,930	86.5	5,070	84.1	4,505	83.5	4,050	80.0
Politics	4,545	82.7	4,790	81.2	4,265	81.3	3,725	80.7
Health and social care	6,710	91.1	7,450	89.8	6,855	88.2	3,620	85.7
Law	10,780	85.4	11,225	85.3	11,340	84.3	9,930	81.9
Business and management	31,215	84.8	32,990	84.3	29,465	83.0	24,260	81.6
Communications and media	7,700	83.2	8,855	84.8	8,280	83.8	6,965	84.1
English studies	10,965	85.2	11,770	85.2	10,790	84.8	8,735	82.8

Celtic studies	10	85.7	30	82.8	30	78.1	25	90.4
Languages, linguistics and classics	7,605	79.8	7,470	79.7	6,990	79.6	6,610	75.8
History and archaeology	9,285	85.8	10,025	85.5	9,415	85.4	8,550	83.3
Philosophy and religious studies	3,180	82.4	3,515	82.1	3,095	83.1	2,670	80.2
Creative arts and design	31,615	83.4	33,115	84.0	30,980	83.5	24,380	81.7
Education and teaching	15,745	91.7	15,395	89.4	13,855	88.2	9,330	85.6
Combined and general studies	3,800	83.9	4,260	81.6	4,160	80.4	6,255	76.1

One year after graduation, medicine and dentistry is the subject with the highest proportion of graduates in further study, sustained employment or both. Three and five years after graduation, nursing has the highest proportion of graduates in further study, sustained employment or both. Ten years after graduation celtic studies has the highest proportion, with nursing having the second highest.

The subject with the lowest proportion of graduates in further study, sustained employment or both one year after graduation is languages, linguistics and classics. At three and ten years after graduation, the subject with the lowest proportion is humanities and liberal arts, and at five years after graduation, celtic studies has the lowest proportion. The volatility in outcomes for celtic studies graduates should be taken in the context of a very small sample size.

There is variation between subjects on the proportion of graduates in further study, as Figure 10 highlights for five years after graduation.

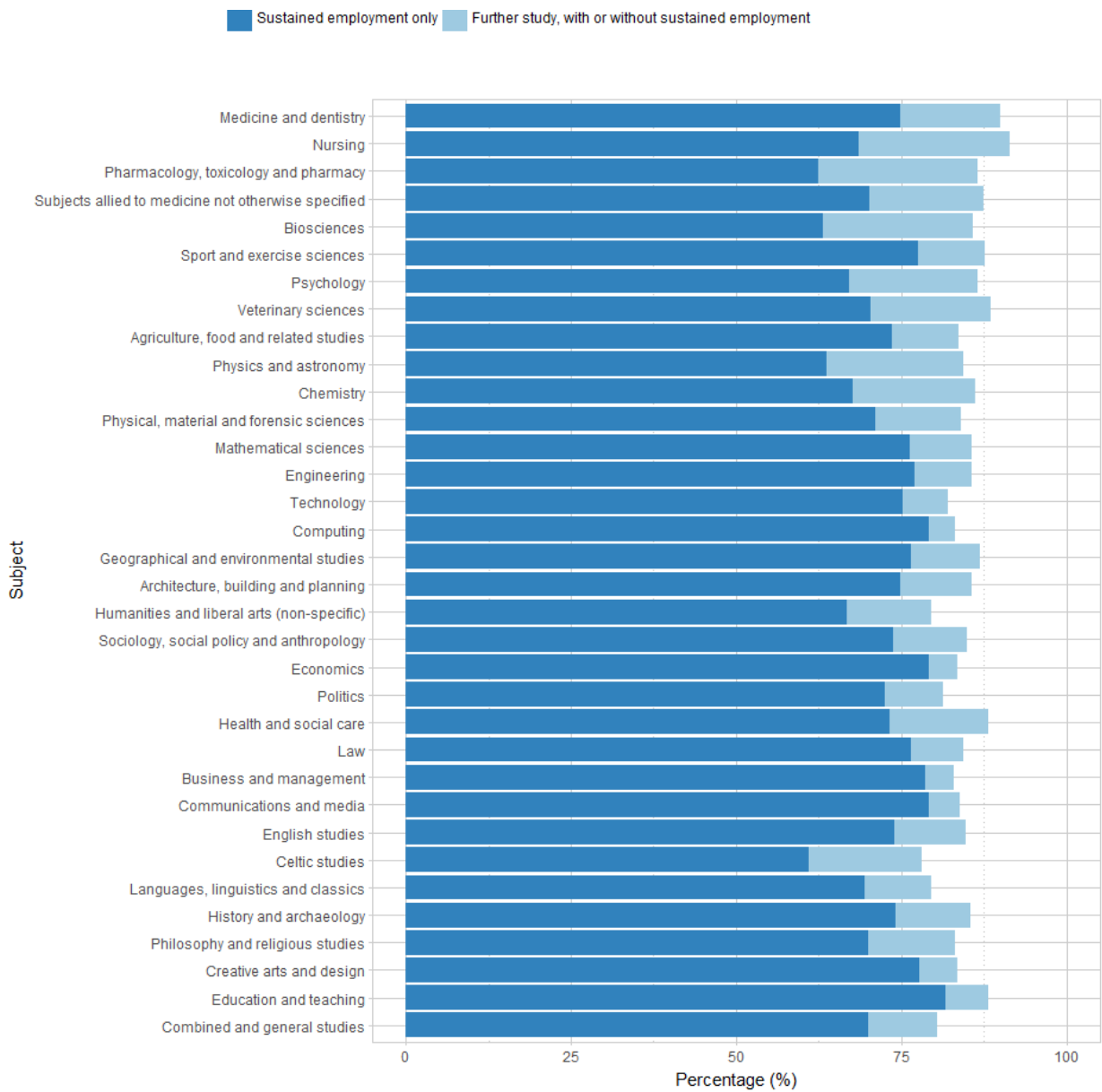
Five years after graduation, pharmacology, toxicology and pharmacy has the highest proportion of graduates in further study, followed by nursing and biosciences. The subject with the lowest proportion of graduates in further study at five years after graduation is computing.

### Figure 10: Employment outcome of graduates by subject studied five years after graduation

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

Cohorts: 2010/11 (5 years after graduation)

Tax year: 2016/17





## Earnings

Table 11 shows the median earnings of graduates by subject one, three, five and ten years after graduation.

**Table 11: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Note: A 'c' denotes a figure that has been suppressed due to a small sample size

Subject	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
Medicine and dentistry	5,255	36,600	5,090	43,000	4,965	47,100	3,170	53,300
Nursing	12,520	25,800	8,530	26,900	6,385	28,300	5,830	30,100
Pharmacology, toxicology and pharmacy	1,110	24,200	1,340	29,700	1,540	33,700	1,185	31,600
Subjects allied to medicine not otherwise specified	7,420	21,300	7,870	24,100	7,375	26,000	6,565	28,500
Biosciences	4,400	18,100	5,120	21,900	4,600	25,500	4,660	30,900
Sport and exercise sciences	5,365	15,800	6,265	21,100	5,455	24,100	3,830	30,600
Psychology	6,630	17,100	7,490	20,700	6,880	23,200	6,600	26,600
Veterinary sciences	645	28,000	430	31,400	480	32,500	390	31,200
Agriculture, food and related studies	1,415	17,300	1,605	19,500	1,380	21,700	1,140	25,100
Physics and astronomy	1,340	24,400	1,295	29,800	1,325	32,900	1,435	39,200
Chemistry	1,740	21,000	1,590	25,200	1,605	29,100	1,420	35,000
Physical, material and forensic sciences	1,525	18,400	2,110	22,500	1,960	25,000	1,795	30,000
Mathematical sciences	3,510	24,000	4,375	28,300	3,560	33,900	2,785	40,400
Engineering	8,770	26,500	8,580	30,800	7,885	34,300	6,665	41,200
Technology	950	18,100	1,165	22,400	1,325	25,200	1,180	31,500
Computing	7,590	22,400	8,095	25,900	7,240	28,600	10,075	34,100
Geographical and environmental studies	3,395	19,800	4,445	24,600	4,260	27,600	4,305	32,700
Architecture, building and planning	3,220	24,200	4,305	30,200	5,120	32,100	3,460	37,000
Humanities and liberal arts (non-specific)	380	17,800	445	19,100	540	21,800	705	22,800
Sociology, social policy and anthropology	6,100	17,100	7,245	21,000	6,355	23,200	5,940	26,400
Economics	3,335	26,000	3,845	32,000	3,480	40,200	2,970	49,800
Politics	2,460	20,200	3,155	25,300	2,950	29,000	2,605	34,700
Health and social care	4,585	20,100	5,265	21,700	4,860	22,700	2,610	27,100
Law	6,040	17,700	8,020	22,400	8,415	25,600	7,335	34,000
Business and management	22,695	20,500	25,395	24,300	22,470	27,200	18,185	32,400
Communications and media	5,510	16,500	6,770	20,300	6,295	23,200	5,280	26,600
English studies	6,015	16,800	8,020	21,500	7,665	24,100	6,340	27,900
Celtic studies	c	c	15	15,900	15	26,000	15	30,600

Languages, linguistics and classics	4,005	19,700	4,730	24,300	4,615	27,500	4,330	31,800
History and archaeology	4,850	17,900	6,845	22,800	6,740	25,900	6,250	30,700
Philosophy and religious studies	1,545	18,200	2,175	23,300	2,025	26,500	1,785	30,000
Creative arts and design	21,560	14,900	23,930	18,500	22,440	20,500	17,410	23,300
Education and teaching	11,695	19,600	12,225	22,000	11,025	23,300	7,305	26,200
Combined and general studies	2,015	20,400	2,720	22,100	2,665	24,000	3,945	25,000

At one, three, five and ten years after graduation, graduates from medicine & dentistry have the highest earnings. Creative arts and design graduates have the lowest earnings one and five years after graduation, and the second lowest at three years after graduation (where celtic studies graduates have the lowest) and ten years after graduation (where humanities and liberal arts graduates have the lowest). The variation in earnings between subjects five years after graduation is illustrated in Figure 11.

**Figure 11: Earnings of graduates by subject five years after graduation**

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation)  
 Tax year: 2016/17

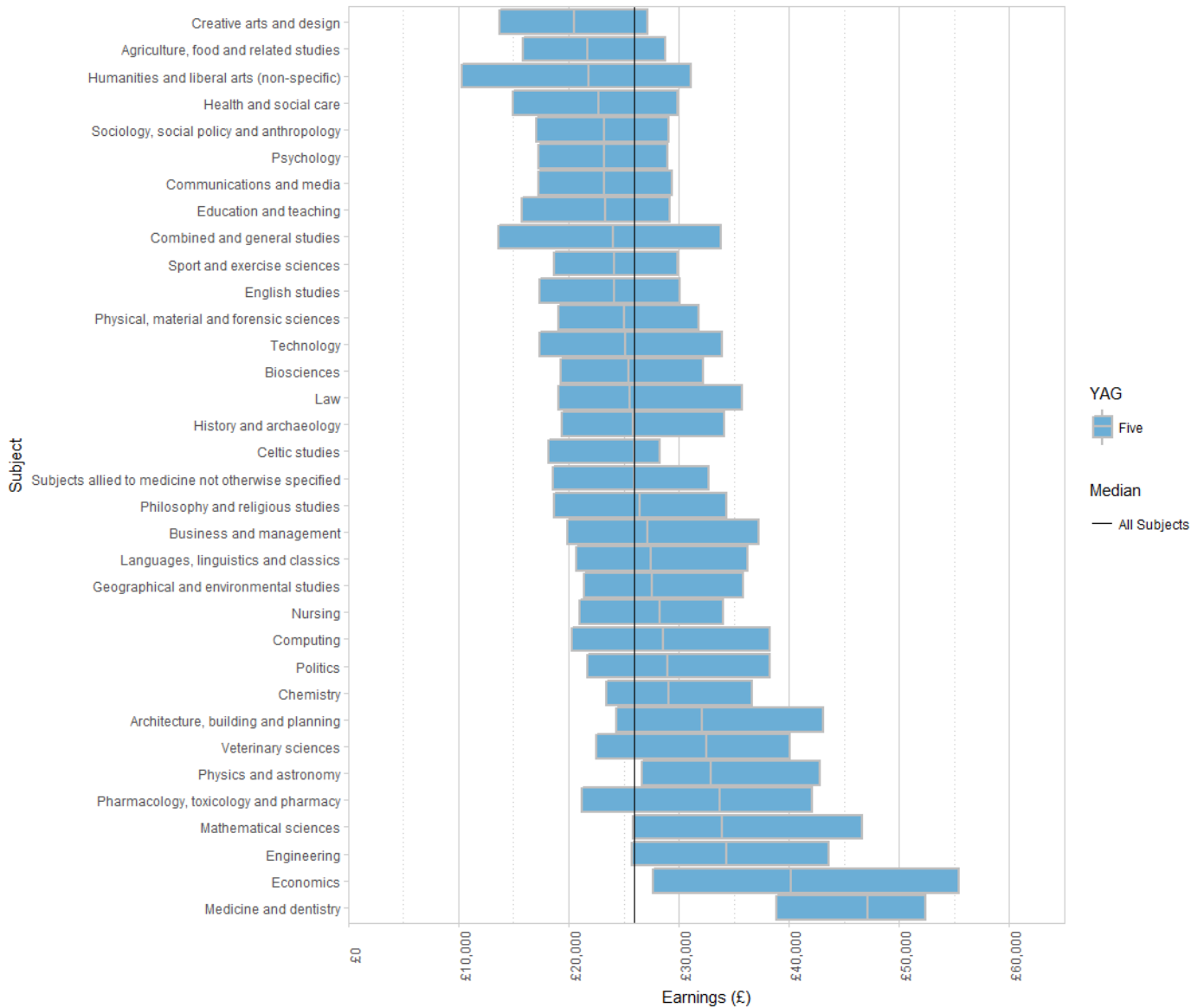
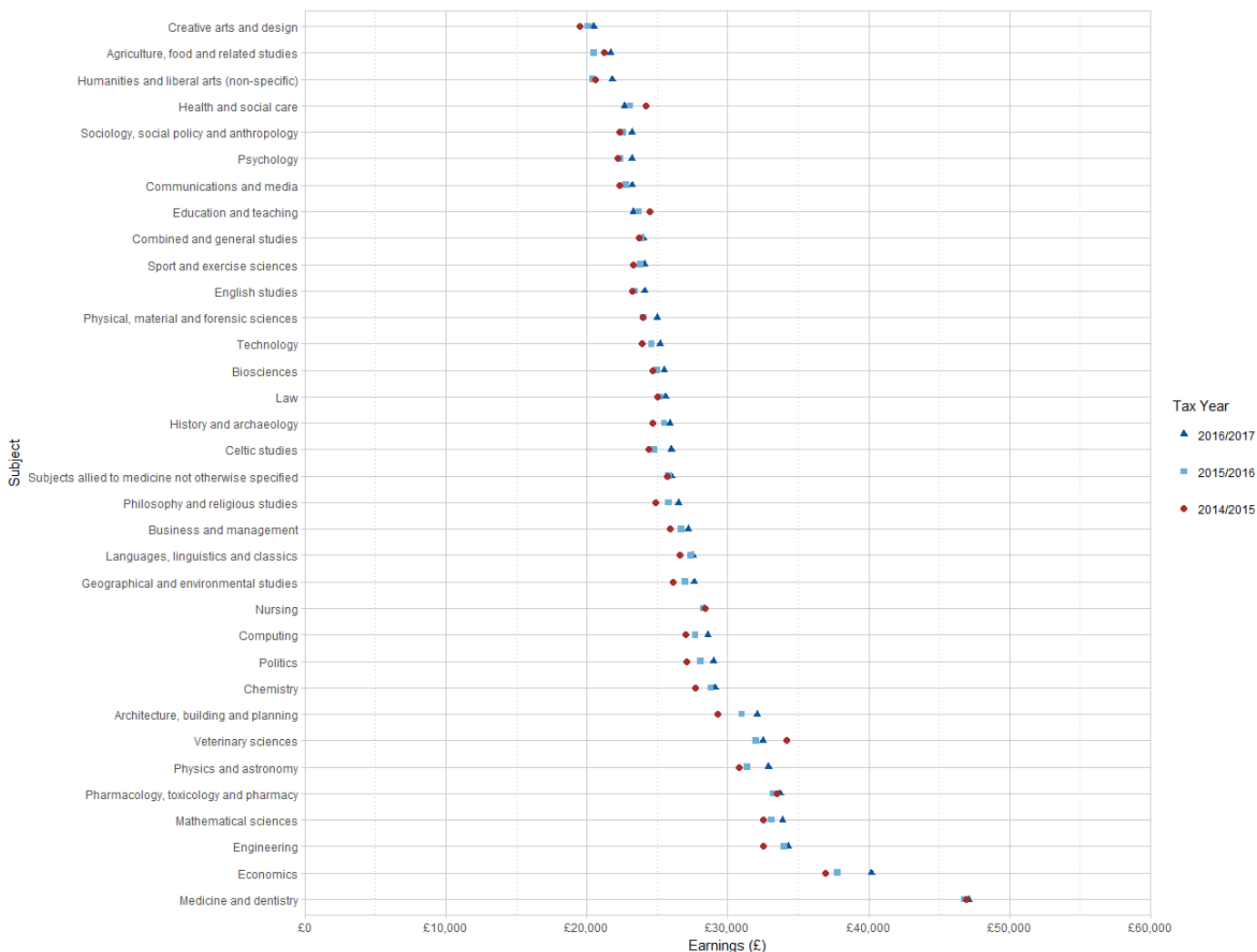


Figure 12 below shows how earnings have changed over time for each subject. In general, for the 2016/17 tax year, the median earnings for each subject remain broadly in line with the previous tax year cohorts and the movements are mostly as would be expected when accounting for annual inflation rates. There are some subjects which have seen a decrease in median earnings from the 2014/15 to the 2016/17 tax year cohorts, in particular health and social care (-6.2%), veterinary sciences (-5%), and education and teaching (-4.9%). These are mostly subjects that are more likely to lead to work in the public sector. The change in median earnings for nursing graduates (-0.4%), medicine and dentistry graduates (0.4%) and pharmacology, toxicology and pharmacy graduates (0.6%) have remained particularly stagnant.

Some other subjects have shown particularly large increases in median earnings between the 2014/15 and 2016/17 tax year cohorts. These include architecture, building and planning (9.6%), economics (8.9%), politics (7.0%) and physics and astronomy (6.8%).

### Figure 12: Earnings of graduates by subject and tax year, five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2008/09, 2009/10, 2010/11 (5 years after graduation) Tax years: 2014/15, 2015/16, 2016/17



## Institution type

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

Alternative providers (APs) are higher education (HE) providers who do not receive recurrent funding from the Office for Students (OfS) or other public bodies and who are not further education colleges (FECs) colleges. Eligible students can access loans and grants from the Student Loans Company (SLC) on specific courses, referred to as designated courses.

2014/15 was the first academic year for which any APs were required to submit data to the Higher Education Statistics Agency (HESA), with the larger APs subject to student number controls required to report on all designated undergraduate courses. 63 APs therefore fell within the coverage of the HESA AP Student Record for the 2014/15 academic year and of these 38 had UK domiciled first degree qualifiers. For the first time in this release we are able to include data from all APs who are covered by HESA, as the 2014/15 graduating cohort now have outcomes in the LEO data for the 2016/17 tax year (1 year after graduation).

It should be borne in mind that the characteristics of those completing first degrees at Alternative Providers and Further Education Colleges differ from the characteristics of those studying at higher education institutes, which could be a contributing factor to these differences<sup>5</sup>. APs typically offer more specialised provision than HEIs and cater to a different student population. For 2014/15, all APs on the HESA record were English based. AP first degree qualifiers were more likely to be male (55%) than English HEI first degree qualifiers (43%) and less likely to have studied science (9% for APs and 42% for English HEIs). AP student first degree qualifiers were also more likely to be mature and more likely to be from a BAME background than UK HEI first degree qualifiers (first degree level breakdowns by age and ethnicity are only available for UK HEIs as a whole).<sup>6</sup>

## Employment outcomes

Table 12 shows the percentage of graduates in further study, sustained employment or both by institution type.

**Table 12: 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, APs and FECs. Information on graduates from Alternative Providers is only available for the 2014/15 cohort.

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Institution type	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
Higher Education Institutions (HEIs)	270,195	87.3	280,060	86.2	253,390	85.1	216,830	82.6
Further Education Colleges (FECs)	7,720	85.4	6,420	85.6	5,420	83.9	3,790	83.4
Alternative Providers (APs)	3,065	80.7	-	-	-	-	-	-

<sup>5</sup>Further analysis on the difference in student characteristics between HEI's and FEC's was carried out in last years [release](#) (see page 28).

<sup>6</sup>Note that in line with HESA statistics, the University of Buckingham, an Alternative Provider, is reported with HEIs.

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. For the first time we have data on all APs covered by HESA, and Table 12 shows that AP graduates are less likely to be in sustained employment, further study or both than graduates from HEIs or FECs. Additionally, graduates from a higher education institution are more likely to be in further study (with or without sustained employment) than graduates from a further education college or an alternative provider, as Figure 13 illustrates for one year after graduation.

**Figure 13: Employment outcomes of graduates by institution type one year after graduation**

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

Cohort: 2014/15 (1 year after graduation)

Tax year: 2016/17



## Earnings

Table 13 shows the median earnings of graduates by institution type.

**Table 13: 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, APs and FECs. Information on graduates from Alternative Providers is only available for the 2014/15 cohort.

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

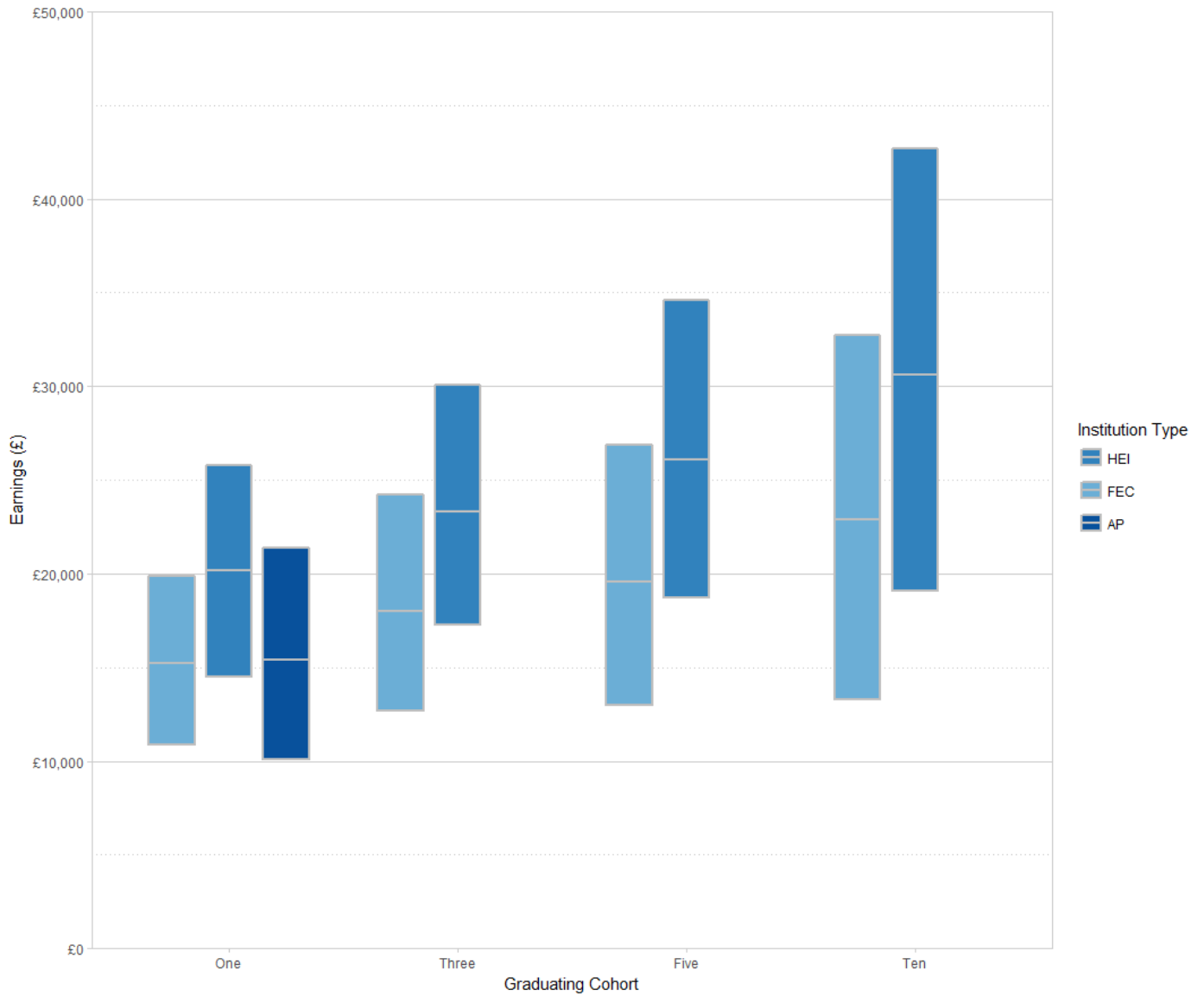
Tax year: 2016/17

Institution type	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
Higher Education Institutions (HEIs)	172,545	20,200	195,870	23,300	181,920	26,100	156,705	30,600
Further Education Colleges (FECs)	5,100	15,200	4,640	18,000	3,970	19,600	2,785	22,900
Alternative Providers (APs)	1,935	15,400	-	-	-	-	-	-

Across all the four graduate cohorts covered in this release, the median graduate earnings from higher education institutions are higher than those from further education colleges, and alternative providers in the 2014/15 cohort, shown by both Table 13 and Figure 14.

### Figure 14: 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, APs and FECs  
Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
Tax year: 2016/17



## Mode of study

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

### Employment outcomes

The percentage of graduates in further study, sustained employment or both by mode of study is shown below in Table 14.

**Table 14: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Mode of study	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
Full-time	231,375	87.3	238,940	86.2	215,185	85.2	176,530	82.9
Sandwich	18,545	89.0	15,150	87.1	13,035	85.3	14,865	83.5
Part-time	31,055	85.9	32,335	85.6	30,565	84.3	28,965	80.3

At one year after graduation a higher percentage of full-time students are in further study, sustained employment or both than part-time students. However, the percentage of sandwich students in further study, sustained employment or both exceeds both full-time and part-time students. This pattern is the same ten years after graduation; the proportion of sandwich students still exceeds both that of full-time and part-time students, though the difference with full-time students is very small.

### Earnings

Table 15 shows the median earnings of graduates by mode of study.

**Table 15: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Mode of study	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
Full-time	145,905	19,200	167,085	22,900	154,755	25,600	128,295	30,200
Sandwich	13,715	24,000	11,335	28,900	9,890	31,800	11,385	36,600
Part-time	19,955	23,100	22,045	24,900	21,220	26,200	19,605	29,300

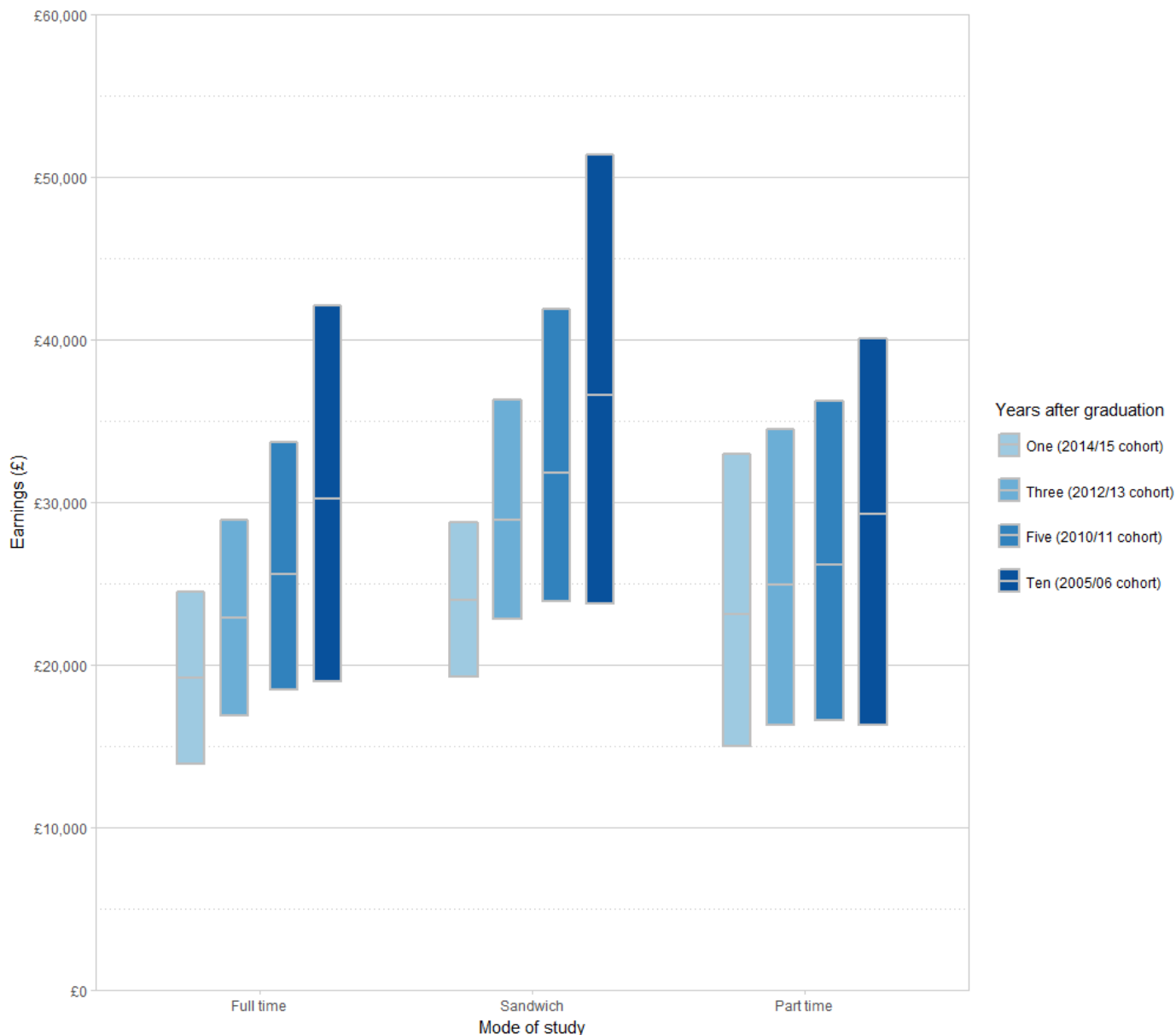
At one, three, five and ten years after graduation, graduates from sandwich courses earn more than graduates from other full-time courses. At one, three and five years after graduation, graduates who studied part-time earn more than graduates who studied full-time, although the difference between the 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 15-19% of part-time graduates in each cohort starting their course before age 21, compared to 79-80% of full-time graduates. As seen in Table 8 of the

accompanying tables, graduates from the 2014/15 cohort who started their course before 21 earned £1,800 less one year after graduation than those that started aged 21 or over. Whereas, for the 2005/06 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 £12,600 between one year and ten years after graduation. This is followed by graduates from full-time studies who have a difference of £11,000 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 £6,200 between the ten year median earnings and the one year median earnings. This pattern is illustrated in Figure 15.

**Figure 15: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17





## Age at start of course

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

### Employment outcomes

Table 16 shows the percentage of graduates in further study, sustained employment or both by age.

**Table 16: 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, APs and FECs  
Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
Tax year: 2016/17

Age at start of course	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
Under 21	204,915	87.4	208,810	86.7	187,745	85.9	155,135	83.7
21 to 24	29,680	85.5	30,550	84.0	27,460	82.5	24,490	81.0
25 to 34	25,010	87.7	24,540	85.9	22,275	83.3	20,275	80.1
35 to 44	14,150	88.6	15,105	86.9	14,150	85.3	14,360	82.1
45 to 54	5,835	86.4	6,120	84.9	5,750	81.7	5,025	73.4
55 and over	1,390	76.1	1,360	68.9	1,435	67.1	1,335	60.0

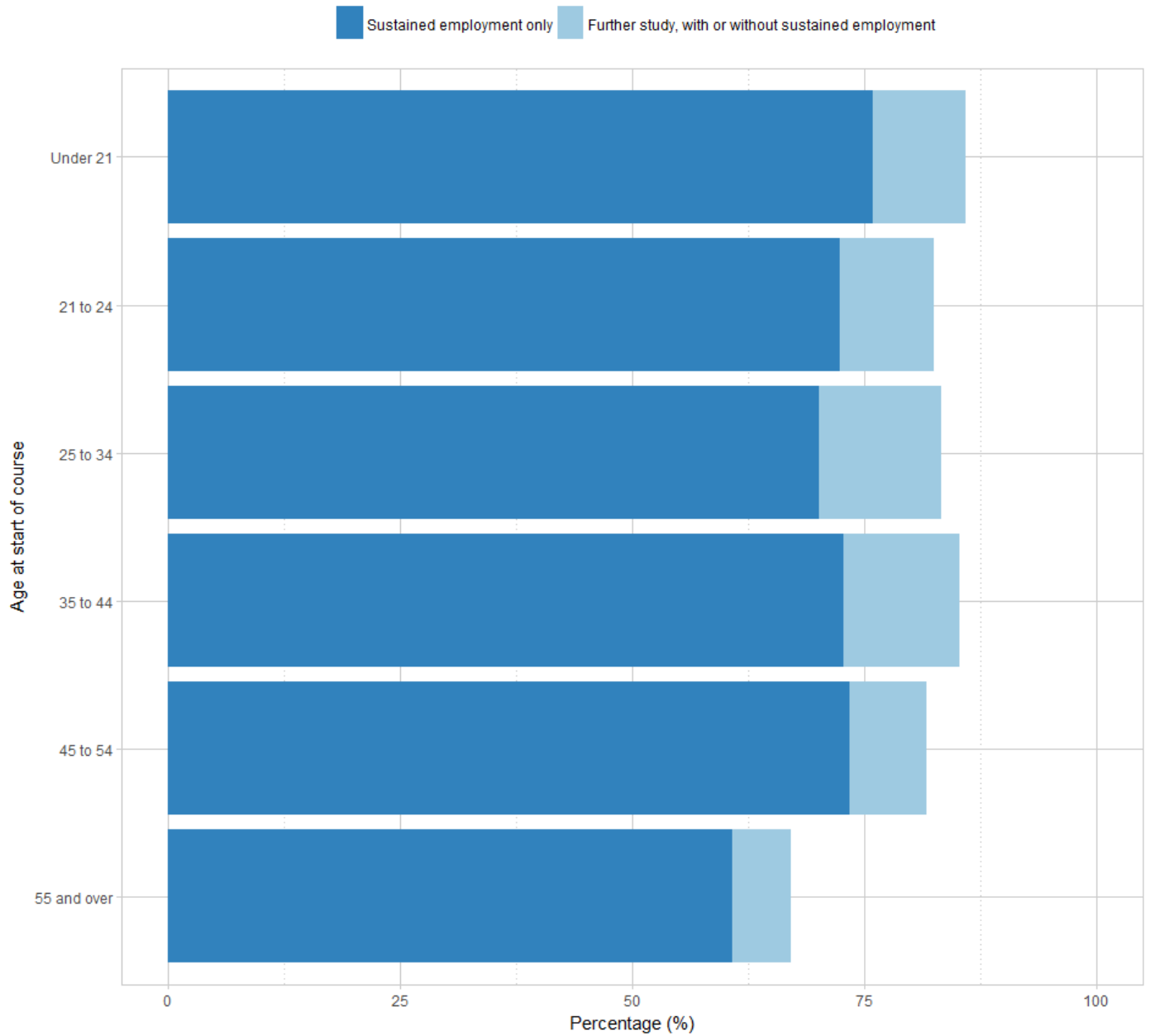
One and three years after graduation, the age group with the highest percentage of graduates in further study, sustained employment or both is the '35 to 44' age band. However, at five and ten years after graduation the age band with the highest percentage in further study, sustained employment or both 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 16 illustrates the difference between the age bands at five years after graduation.

### Figure 16: 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, APs and FECs  
Cohort: 2010/11 (5 years after graduation)  
Tax year: 2016/17



## Earnings

Table 17 shows the median earnings of graduates by age at start of course.

**Table 17: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

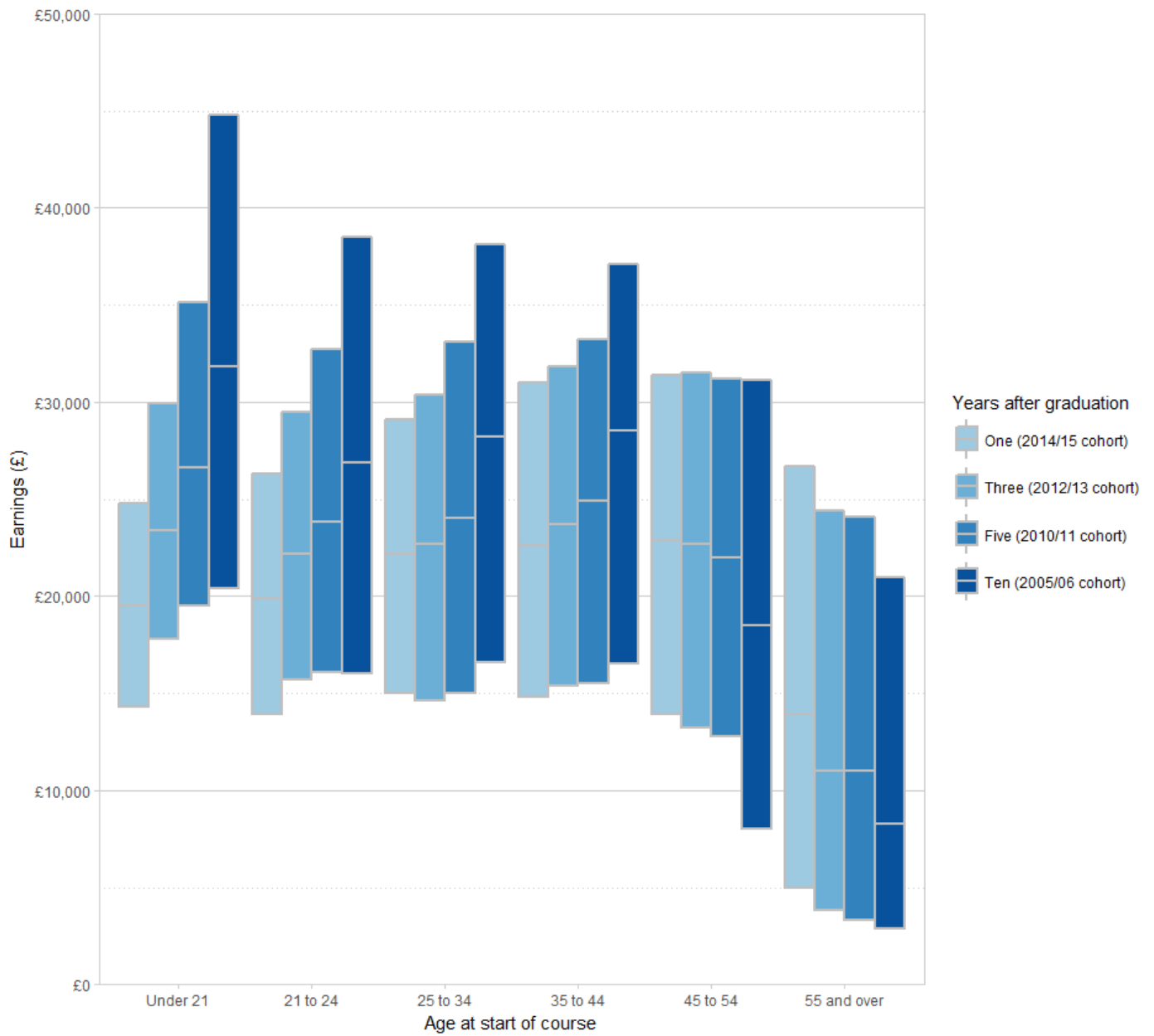
Age at start of course	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
Under 21	131,510	19,500	148,590	23,400	138,115	26,600	115,530	31,800
21 to 24	19,345	19,900	20,960	22,200	18,890	23,800	17,060	22,900
25 to 34	15,600	22,200	16,185	22,700	14,615	24,000	13,440	28,200
35 to 44	8,925	22,600	10,070	23,700	9,740	24,900	9,995	28,500
45 to 54	3,595	22,900	4,075	22,700	3,840	22,000	2,890	18,500
55 and over	610	13,900	630	11,000	685	11,000	565	8,300

One year after graduation, the age band with the highest median earnings is those who were '45 to 54' at the start of their course, and at three years after graduation, those aged '35 to 44' had the highest earnings. At five and ten years after graduation, those who were under 21 at the start of their course have the highest 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 £12,300 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 after graduation. However, the age bands '45 to 54' and '55 and over' have a decrease in median earnings between one year after graduation and ten years after graduation. Figure 17 below illustrates this.

### Figure 17: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Prior attainment

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

This year we have provided a more detailed breakdown of attainment prior to university, for the first time separating out attainment below 240 UCAS points (equivalent to three C grades at A Level) into 180-239 points and below 180 points (equivalent to three D grades). This provides more granularity in evaluating outcomes at the lower end of the prior attainment spectrum.

## Employment outcomes

Table 18 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 18: 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, APs and FECs

Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

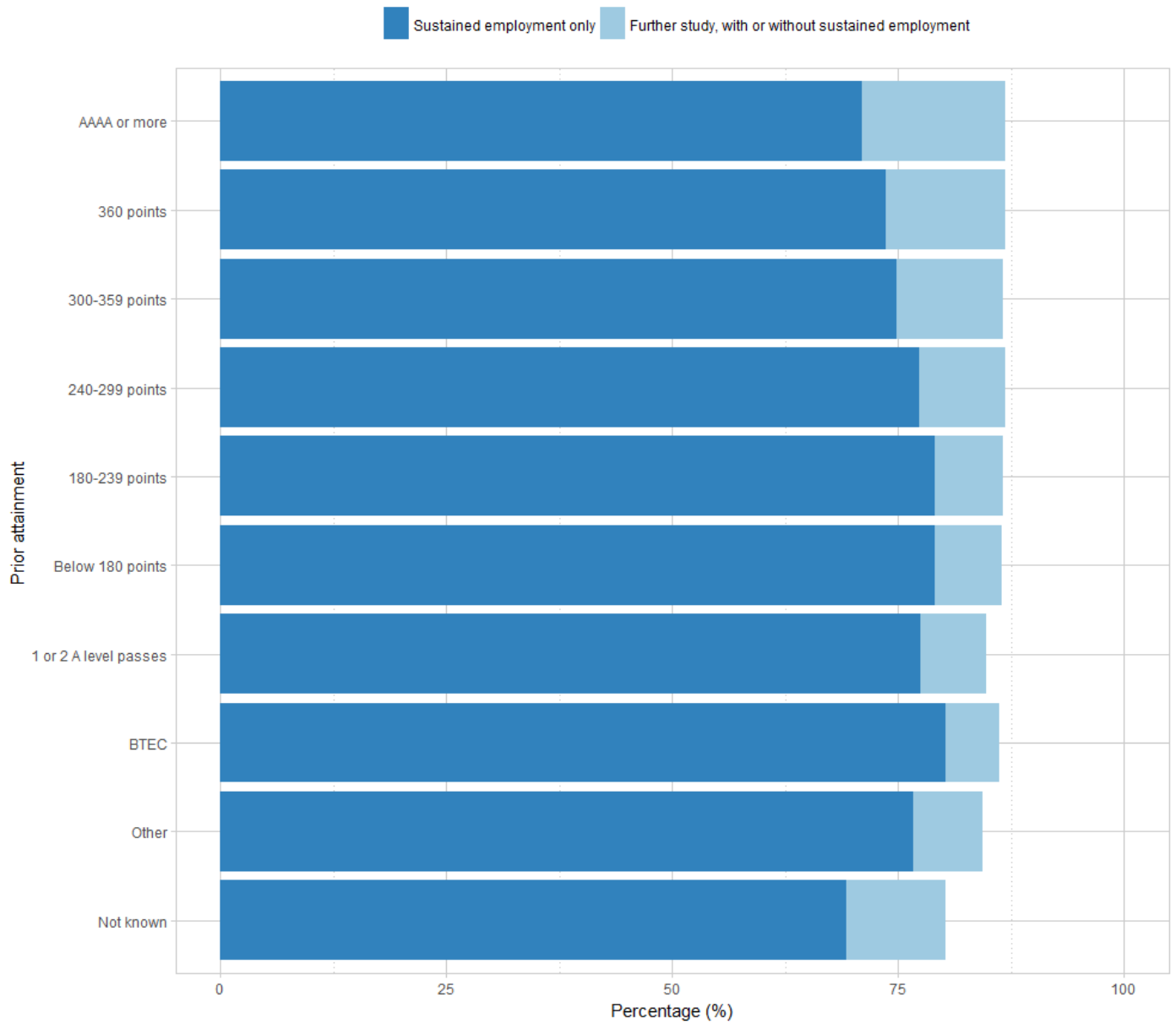
Prior attainment band <sup>7</sup>	Years after graduation					
	One		Three		Five	
	N	(%)	N	(%)	N	(%)
AAAA or above	9,630	89.8	10,170	87.4	9,075	86.9
360 points	20,090	88.9	19,400	87.4	16,545	86.8
300-359 points	49,915	87.9	51,135	87.4	45,215	86.6
240-299 points	40,665	88.0	42,870	87.3	40,095	86.8
180-239 points	18,665	87.4	21,425	87.2	21,905	86.6
Below 180 points	2,255	85.3	3,105	87.6	3,925	86.4
1 or 2 A level passes	14,075	86.8	13,405	85.6	16,015	84.8
BTEC	7,885	86.0	17,010	86.4	11,950	86.2
Other	27,670	86.2	16,070	85.7	9,660	84.3
Not known	14,075	84.5	14,215	81.7	13,360	80.3

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, as those with 'AAAA or above' are 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 18.

<sup>7</sup>A Level grades are converted to point scores using UCAS tariff points. Applications for courses starting prior to September 2019 converted between points and grade equivalents in the following way: A or A\* = 120 points, B = 100 points, C = 80 points, D = 60 points and E = 40 points. Grades below E are not counted in a student's top 3 A Levels. In this publication for pupils with less than AAAA we take the points from their top 3 A levels.

### Figure 18: Employment outcome of graduates by prior attainment at start of course five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohort: 2010/11 (5 years)  
 Tax year: 2016/17



## Earnings

Table 19 shows the median earnings of young graduates by prior attainment.

**Table 19: 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, APs and FECs

Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Prior attainment band	Years after graduation					
	One		Three		Five	
	N	(£)	N	(£)	N	(£)
AAAA or above	5,260	28,800	6,235	34,000	6,245	40,300
360+ points	11,720	24,700	12,940	29,500	11,675	35,100
300-359 points	30,820	20,900	35,675	25,000	32,725	28,900
240-299 points	26,965	19,100	31,570	23,100	30,235	26,200
180-239 points	12,630	17,900	16,130	21,700	16,900	24,400
Below 180 points	1,500	17,400	2,335	20,700	3,025	23,200
1 or 2 A level passes	9,615	17,300	9,870	21,400	12,035	23,200
BTEC	5,760	18,400	12,945	19,600	9,260	21,700
Other	19,175	17,000	11,775	21,200	7,170	23,200
Not known	8,070	18,800	9,120	22,500	8,845	25,000

At one, three and five years after graduation, the prior attainment band with the highest median earnings is 'AAAA or above'. One year after graduation the prior attainment band with the lowest median earnings is those who started their first degree with a qualification classified in the 'Other' category; three and five years after graduation the prior attainment band with the lowest median earnings is those who started their first degree with a BTEC qualification.

The largest differences in earnings are at the higher end of the prior attainment spectrum. The differences between the prior attainment bands below 300 points (the equivalent of 3 B grades at A Level) are much smaller.

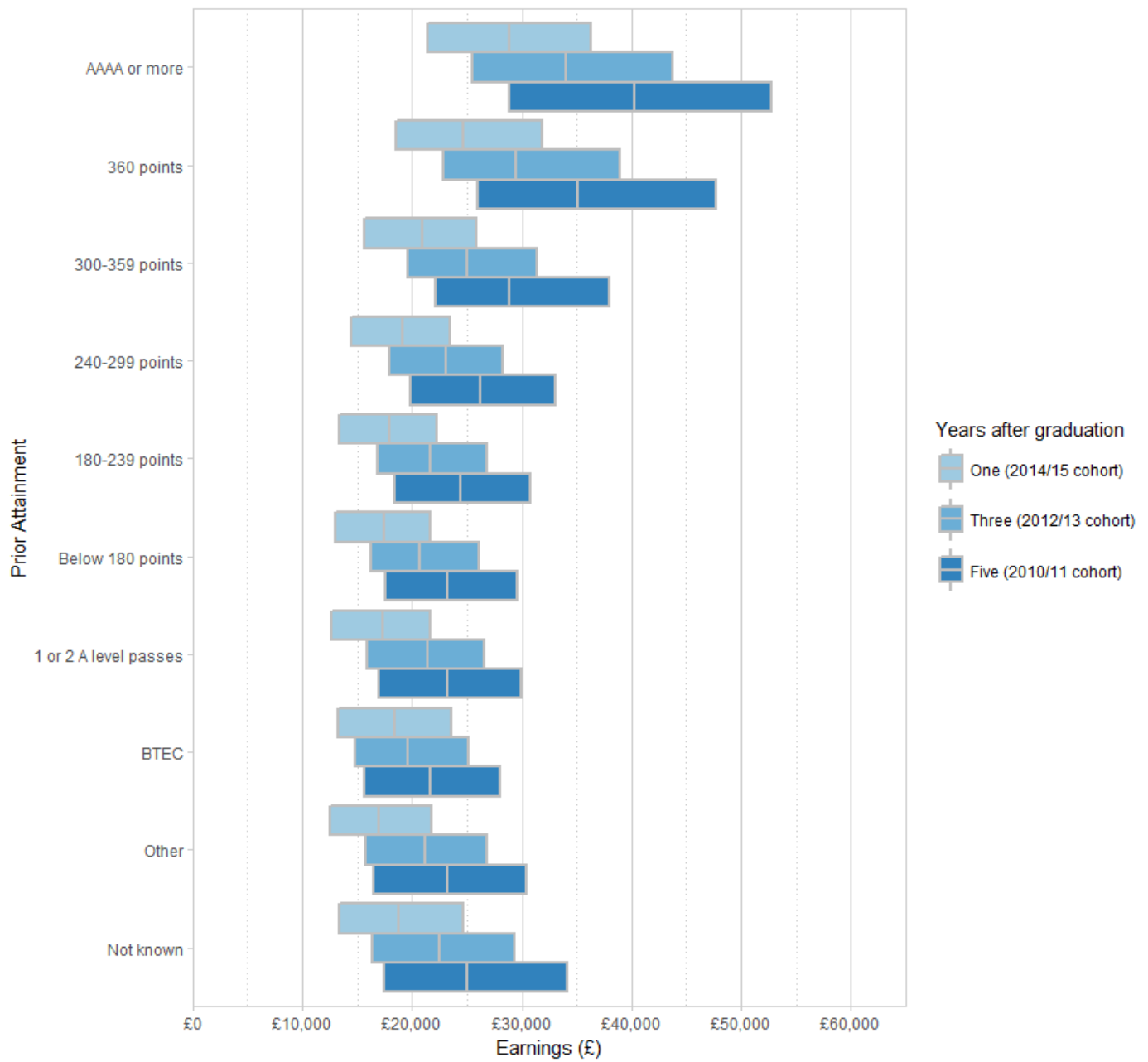
The difference between one year and five years after graduation is £11,500 for 'AAAA or above' (the highest difference) and £3,300 for BTECs (the lowest difference). Not only do we see that those with higher prior attainment start off with higher earnings, it also suggests they grow more quickly, as illustrated in Figure 19.

### Figure 19: 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, APs and FECs

Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17





## POLAR quintile

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

### Employment outcomes

Table 20 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 graduates on the basis of geographical area prior to study.

**Table 20: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

POLAR quintile	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
1 (most disadvantaged)	20,640	88.4	19,535	87.9	16,630	86.9	12,685	85.9
2	30,255	88.2	29,845	87.2	26,195	86.6	20,840	84.9
3	39,775	87.5	40,130	86.5	35,660	85.9	29,100	84.0
4	47,990	87.5	49,955	86.8	45,280	86.3	37,310	83.9
5 (most advantaged)	65,725	86.7	68,850	86.2	63,165	85.3	52,545	82.7
Not known	530	81.3	490	70.1	810	70.9	2,655	78.5

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 21 shows the median earnings of young graduates by POLAR quintile.

**Table 21: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

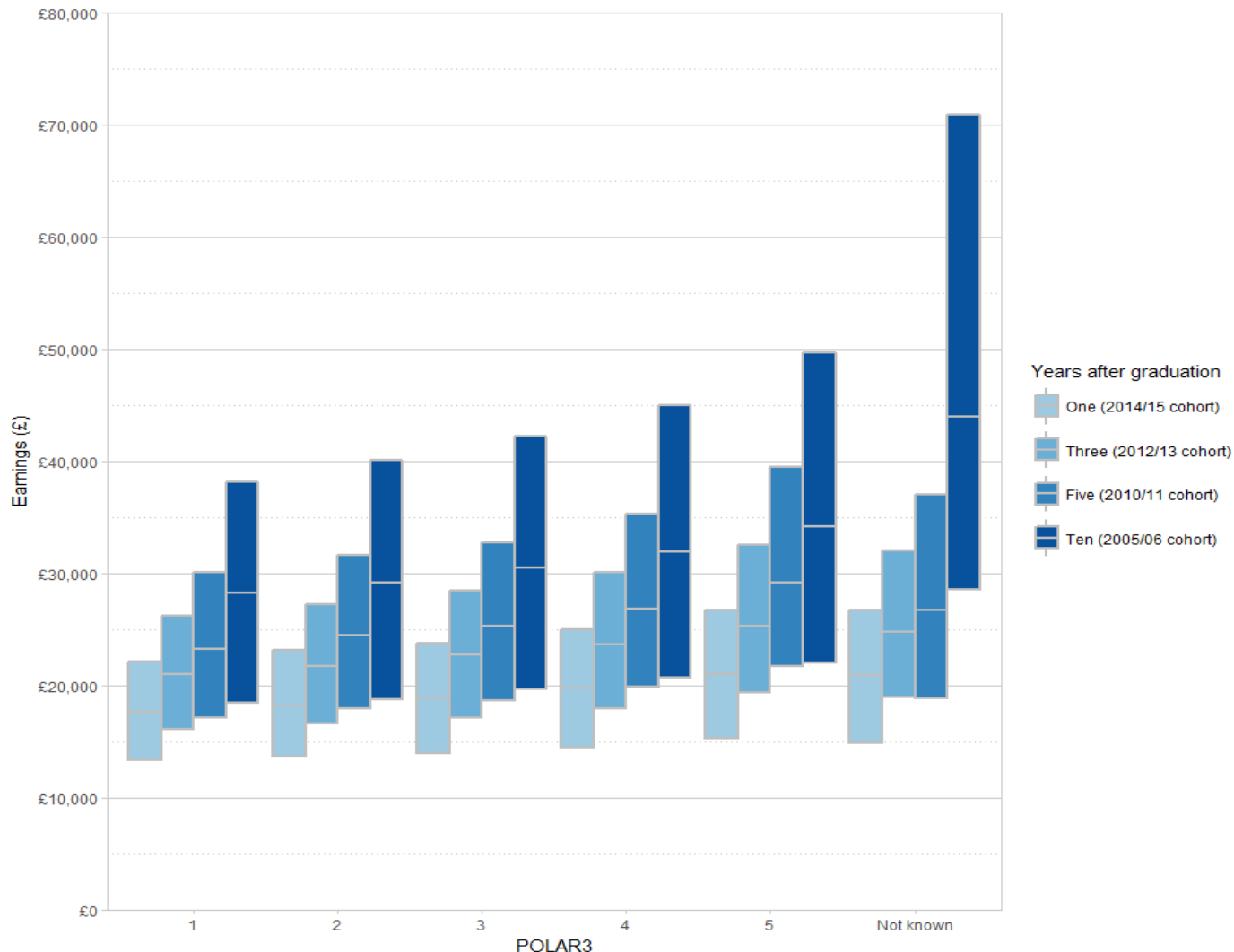
Tax year: 2016/17

POLAR quintile	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
1 (most disadvantaged)	13,540	17,700	14,290	21,000	12,525	23,300	9,760	28,300
2	19,880	18,300	21,610	21,800	19,545	24,500	15,880	29,200
3	25,655	18,900	28,735	22,800	26,315	25,300	21,815	30,500
4	30,920	19,800	35,535	23,700	33,270	26,900	27,870	32,000
5 (most advantaged)	41,250	21,000	48,140	25,300	45,975	29,200	38,500	34,200
Not known	270	20,900	280	24,800	480	26,800	1,710	44,000

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 (£13,200 increase) and POLAR quintile 1 graduates the lowest (£10,600 increase). This is illustrated in Figure 20.

**Figure 20: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Free school meals (FSM)

**Coverage:** Young (under 21 at the start of the course) UK domiciled first degree graduates from English HEIs, APs 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 22 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 22: 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, APs and FECs  
Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year) Tax year: 2016/17

Free school meal (FSM) eligibility	Years after graduation					
	One		Three		Five	
	N	(%)	N	(%)	N	(%)
FSM	21,375	85.3	19,615	84.3	14,055	83.3
non-FSM	155,750	88.1	157,540	87.6	138,190	87.0
Not known	27,790	85.4	31,655	83.2	35,500	82.8

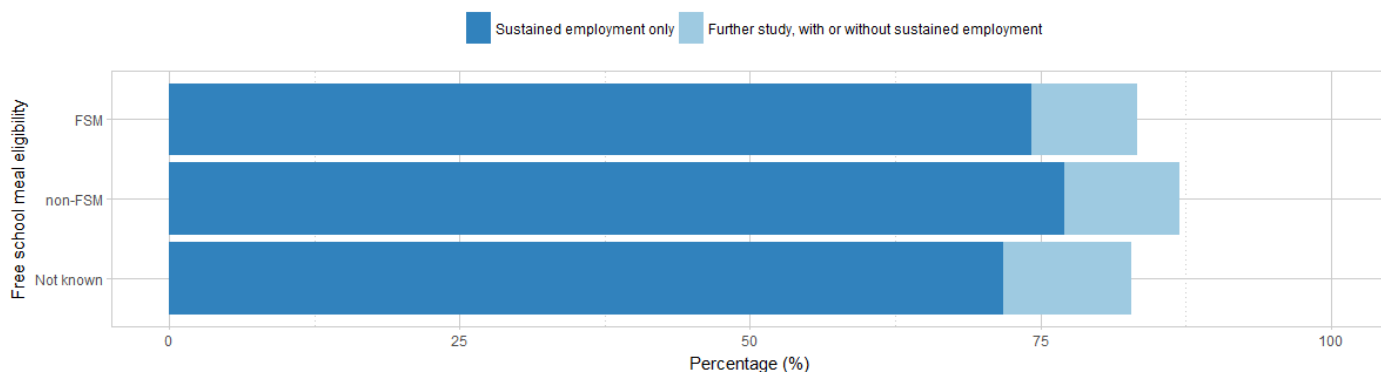
In all of the three graduating cohorts in Table 22, non-FSM graduates were more likely to be in further study, sustained employment or both than FSM graduates were. The slight decrease in percentage in 'further study, sustained employment or both' between three and five years after graduation is accompanied by an increase in the percentage in 'activity not captured' in the same time period.

**Figure 21: 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, APs and FECs

Cohort: 2010/11 (5 years)

Tax year: 2016/17



## Earnings

Table 23 shows the median earnings of young graduates by FSM eligibility at any point between school years 6 and 11.

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

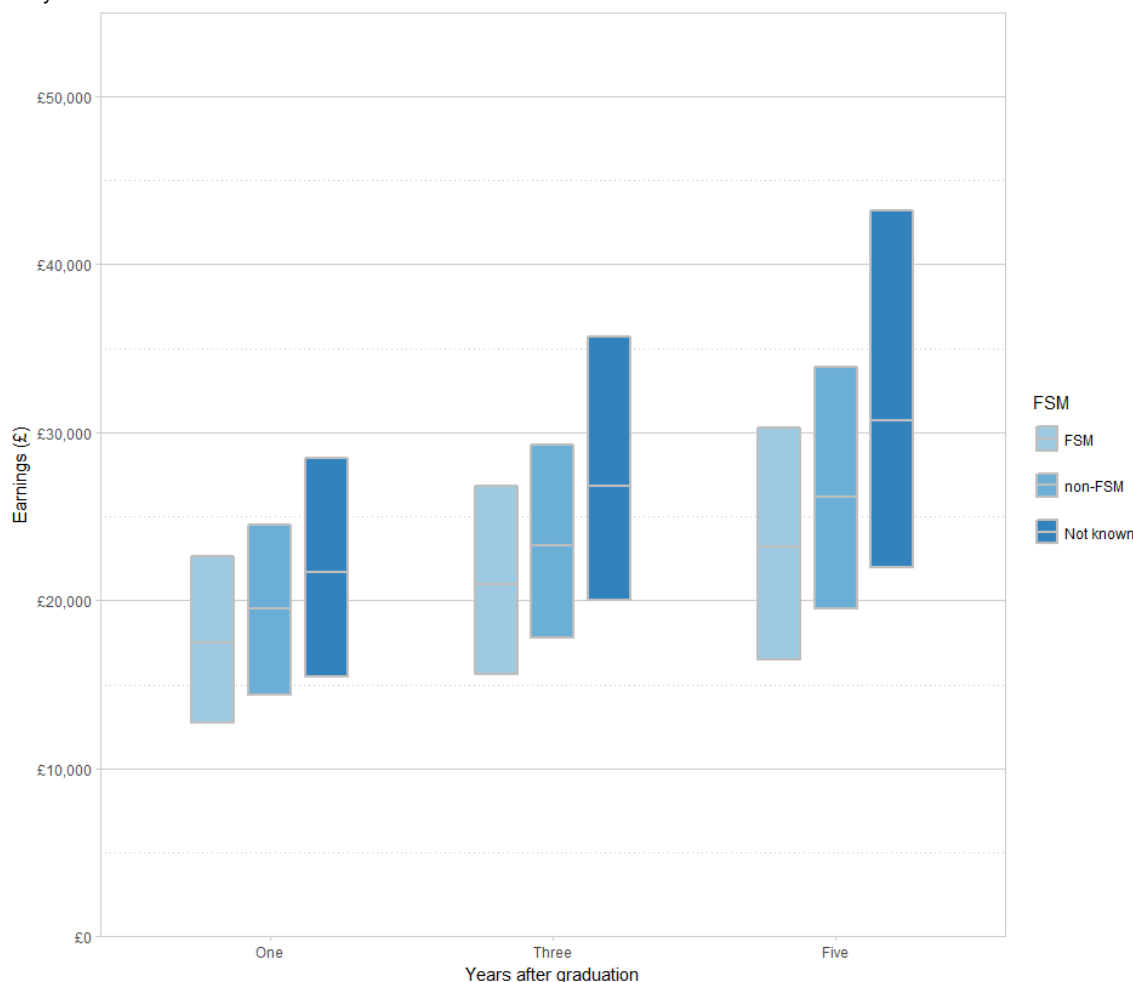
N denotes the number of graduates included in the median earnings; (£) denotes the median earnings  
 Coverage: Young (under 21 at start of course) UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Free school meal (FSM) eligibility	Years after graduation					
	One		Three		Five	
	N	(£)	N	(£)	N	(£)
FSM	13,530	17,500	13,760	21,000	10,165	23,200
non-FSM	101,870	19,500	113,925	23,300	103,460	26,200
Not known	16,115	21,700	20,905	26,800	24,485	30,700

The earnings of graduates who were eligible for free school meals are lower than those who were not eligible for free school meals; £2,000 lower one year after graduation, £2,300 lower three years after graduation and £3,000 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 22 shows the difference between those eligible for FSM and those not eligible.

**Figure 22: 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, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



## Home region

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

### Employment outcomes

Table 24 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 24: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

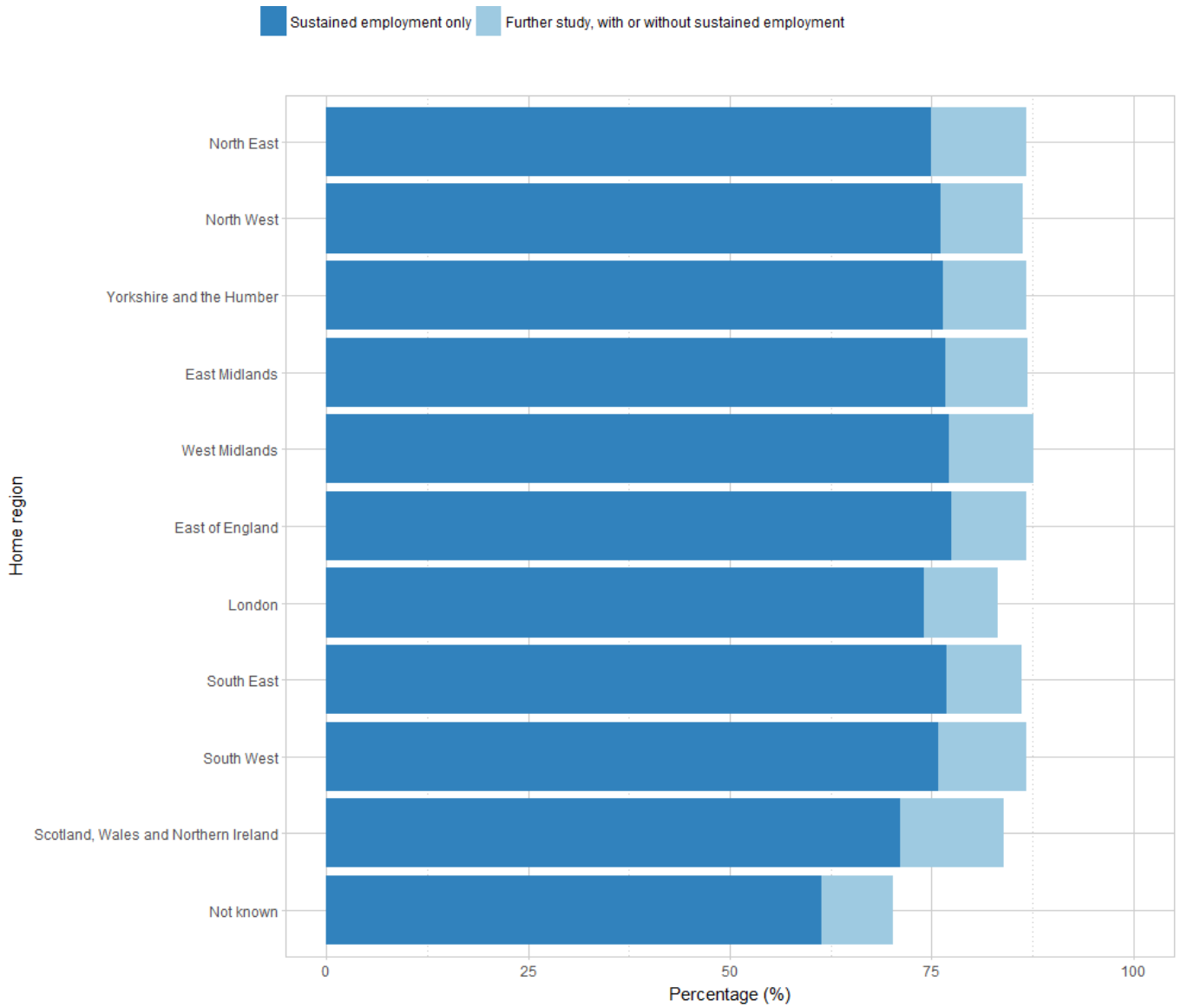
Tax year: 2016/17

Home region	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
North East	7,810	87.9	7,920	87.6	7,315	86.7	6,290	85.3
North West	26,530	87.5	27,170	86.9	24,175	86.3	19,755	85.1
Yorkshire and the Humber	18,010	88.6	18,040	87.6	16,200	86.8	13,230	85.7
East Midlands	15,800	89.1	16,575	87.9	14,930	86.9	12,335	85.2
West Midlands	19,735	88.7	20,105	87.6	18,255	87.6	15,010	85.2
East of England	22,200	88.3	22,750	87.6	20,470	86.7	16,290	84.4
London	36,055	84.6	36,960	84.0	32,505	83.2	24,845	80.5
South East	33,985	87.4	34,930	87.2	31,660	86.2	25,970	82.9
South West	16,310	87.9	16,850	87.6	15,545	86.7	13,125	84.3
Scotland, Wales and Northern Ireland	8,070	86.5	7,120	83.6	6,005	83.9	5,885	81.5
Not known	415	79.2	390	69.0	685	70.3	2,395	78.9

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 English regions in all four graduate cohorts. Three years after graduation the overall lowest percentage is for graduates whose home region is Scotland, Wales or Northern Ireland. Figure 23 shows employment outcomes for five years after graduation.

### Figure 23: Employment outcomes of graduates by home region at start of course five years after graduation

Coverage: UK domiciled male and female first degree graduates from English HEIs, APs and FECs  
 Cohort: 2010/11 (5 years after graduation)  
 Tax year: 2016/17



## Earnings

Table 25 shows the median earnings of young graduates by home region.

**Table 25: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

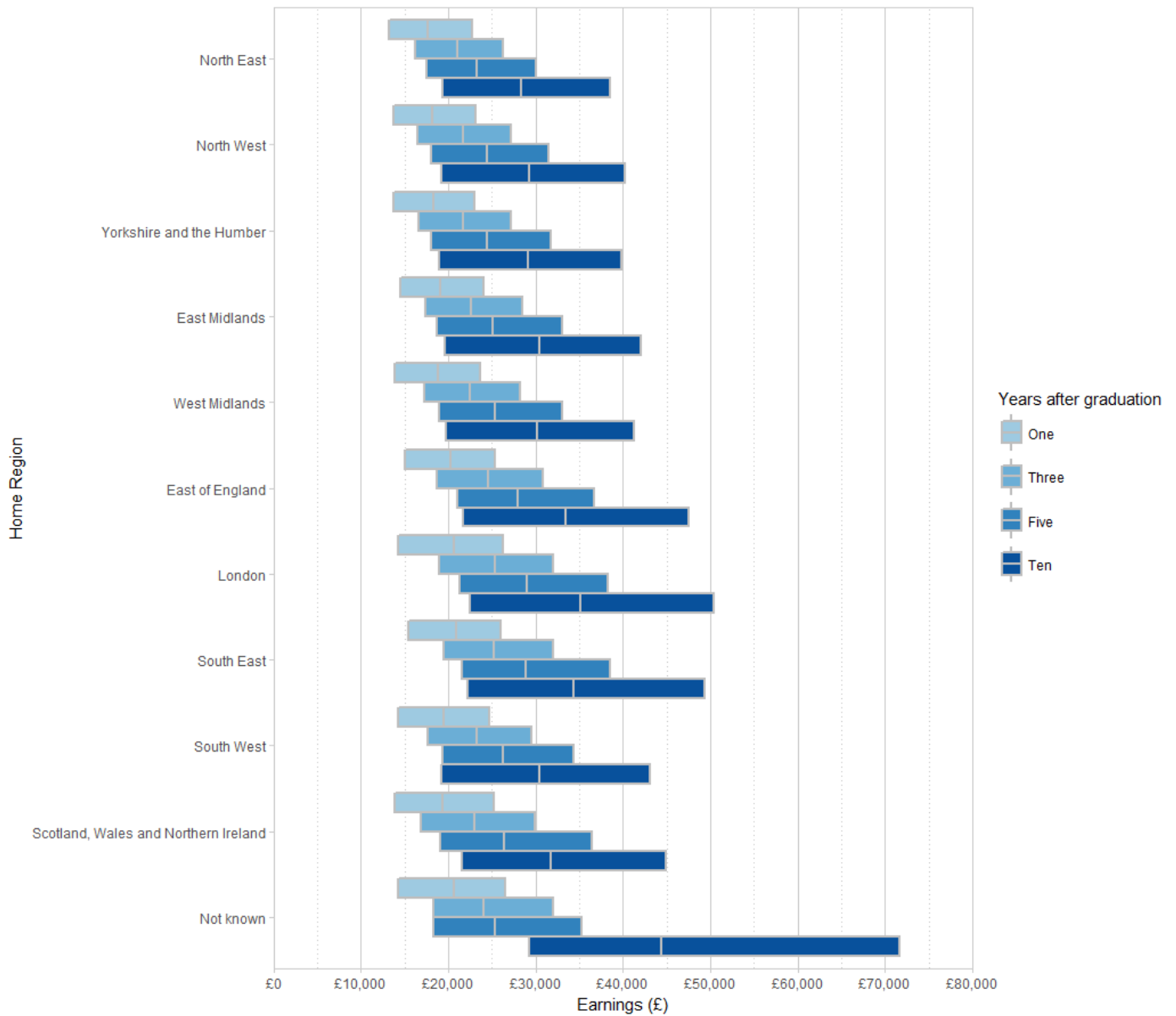
Tax year: 2016/17

Home region	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
North East	4,820	17,700	5,685	21,100	5,325	23,300	4,800	28,400
North West	17,070	18,200	19,285	21,700	17,860	24,400	14,975	29,300
Yorkshire and the Humber	11,860	18,300	12,990	21,700	12,065	24,400	10,140	29,100
East Midlands	10,120	19,100	11,895	22,600	11,140	25,100	9,460	30,400
West Midlands	12,740	18,800	14,480	22,500	13,680	25,400	11,505	30,200
East of England	14,745	20,200	16,660	24,500	15,390	27,900	12,340	33,500
London	22,155	20,600	25,445	25,400	23,285	29,000	17,745	35,100
South East	22,240	20,900	25,355	25,200	23,510	28,900	19,165	34,400
South West	10,680	19,500	11,990	23,300	11,370	26,300	9,740	30,500
Scotland, Wales and Northern Ireland	4,885	19,300	4,600	23,000	4,090	26,400	4,105	31,800
Not known	200	20,600	210	24,000	400	25,400	1,550	44,400

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. This is shown in Figure 24.

### Figure 24: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17





## Living at home or elsewhere

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

### Employment outcomes

Table 26 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 26: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Residence	Years after graduation							
	One		Three		Five		Ten	
	N	(%)	N	(%)	N	(%)	N	(%)
Living at home	51,485	87.6	52,530	87.4	45,550	86.4	30,900	84.2
Living elsewhere	142,250	87.5	146,040	86.5	129,220	85.9	115,220	83.6
Not known	11,180	84.8	10,240	84.9	12,975	84.6	9,010	83.4

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 27 shows the median earnings of graduates by residence.

**Table 27: 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, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

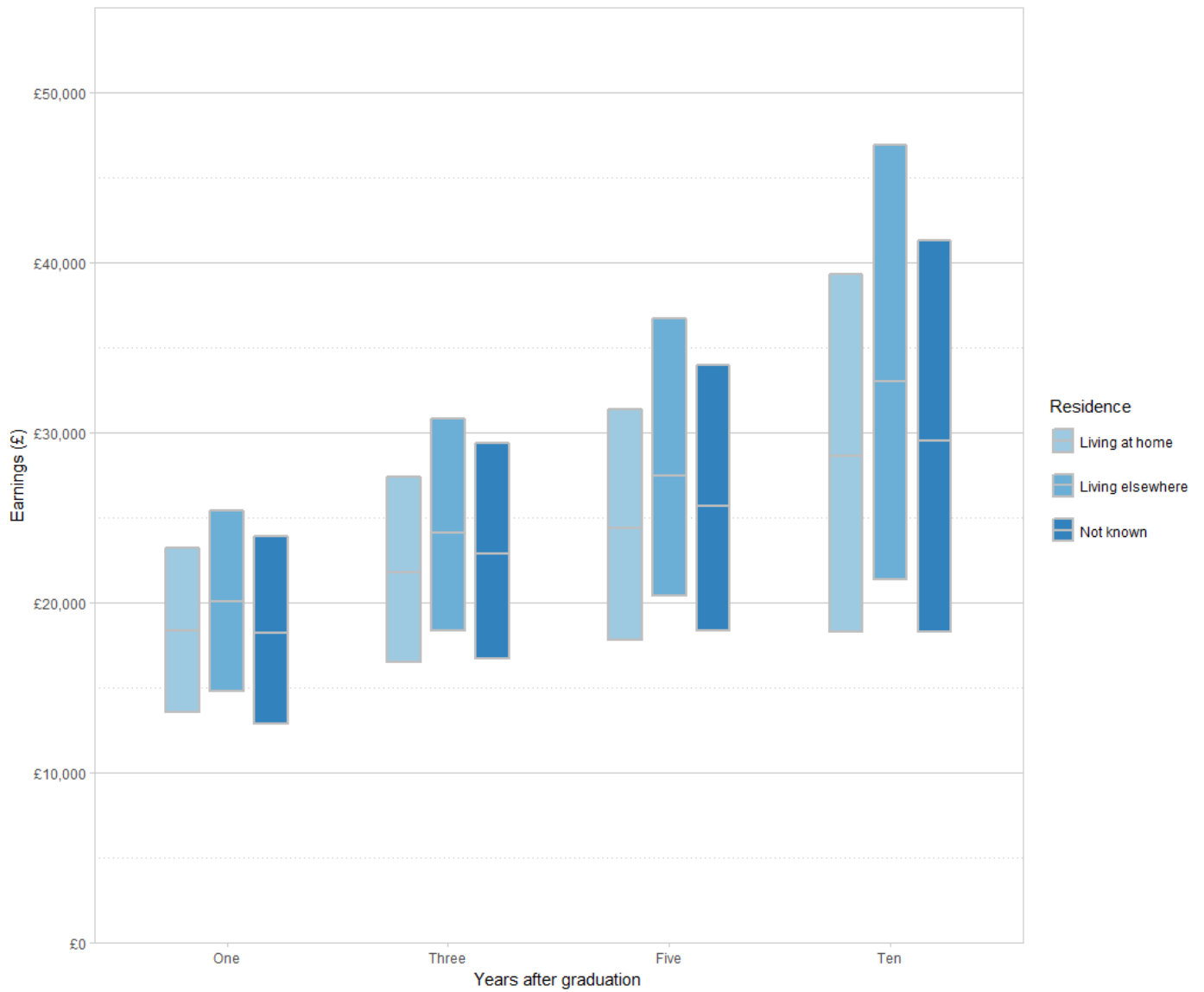
Tax year: 2016/17

Residence	Years after graduation							
	One		Three		Five		Ten	
	N	(£)	N	(£)	N	(£)	N	(£)
Living at home	33,765	18,400	38,795	21,800	34,545	24,400	23,710	26,100
Living elsewhere	90,505	20,100	102,695	24,100	94,200	27,500	85,105	29,700
Not known	7,240	18,200	7,105	22,900	9,365	25,700	6,715	27,700

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; £1,700 difference one year after graduation, £2,300 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 25.

**Figure 25: 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, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



### 3. Results for international graduates

This section looks 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 Non-EU countries.

As shown in Table 28, LEO coverage is nearly universal for UK domiciled graduates but is much lower for international graduates, particularly for older international cohorts and for Non-EU 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>8</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 28: Match rates for UK, EU and Non-EU domiciled graduates**

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year); Tax year: 2016/17

Academic year	Matched (%)		
	UK	EU	Non-EU
2005/06	95.9	47.6	47.2
2010/11	97.8	60.4	44.8
2012/13	99.0	69.8	42.2
2014/15	99.3	78.1	59.1

#### 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 2016/17 tax year. In contrast to [section 2](#) of this release, employment and/or further study outcomes are calculated as a percentage of all graduates rather than only matched graduates.

Figure 26 shows the proportion of EU and Non-EU 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 55.7% were in the UK in 2016/17 in 'sustained employment, further study or both'. Of those that graduated five years ago this proportion was 32.3% and for those that graduated ten years ago it was 21.3%. These percentages are slight increases on those for the 2015/16 tax year, when 54.7% of those one year after graduation were in sustained employment, further study or both, 31.9% five years after graduation, and 20.5% ten years after graduation.

For Non-EU 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 in the proportion of EU and

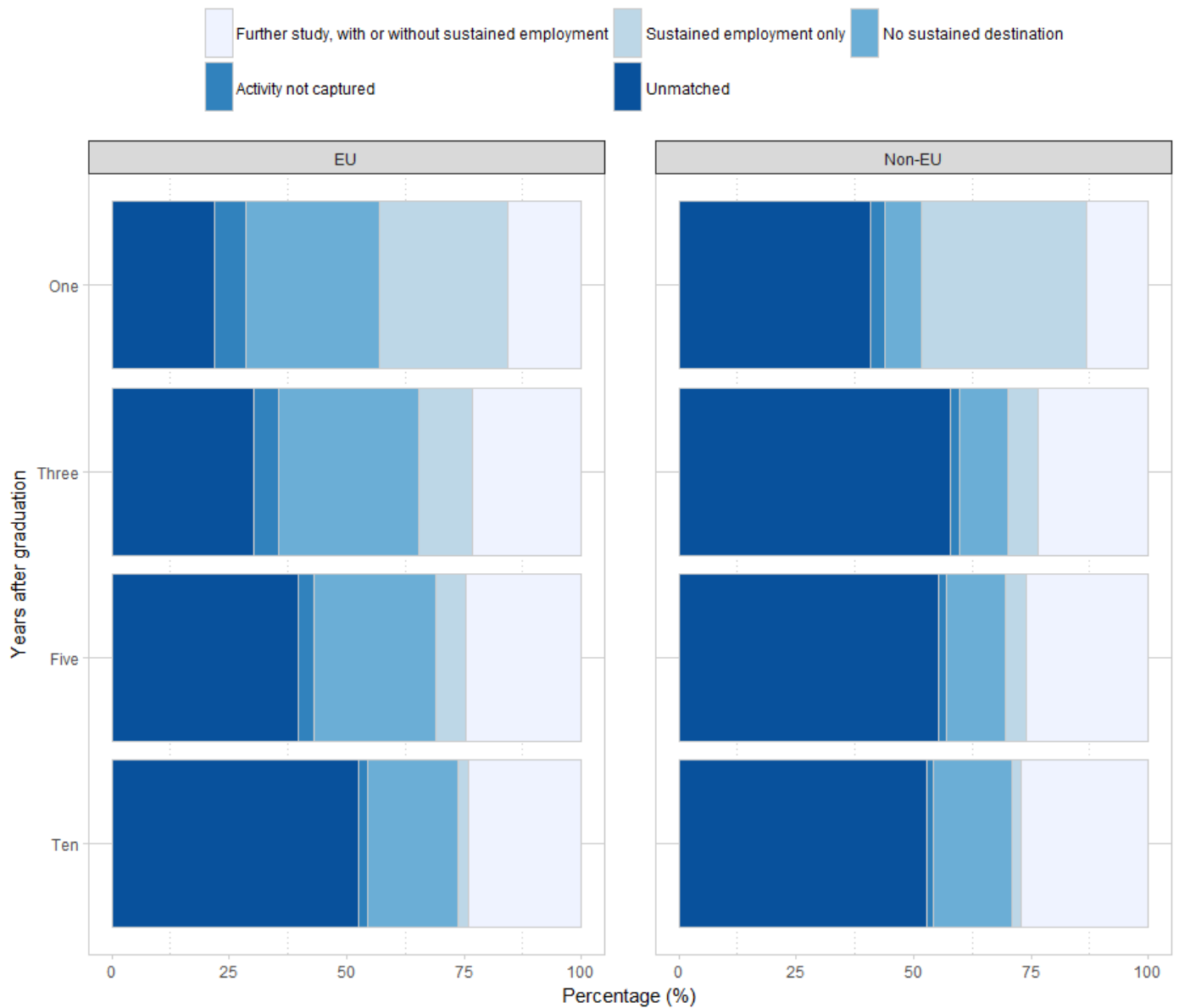
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<sup>8</sup>Recent Home Office reports confirm that the vast majority of non-EU international students who were granted a visa to study in the UK left in time (97.4%).

Non-EU graduates in 'sustained employment, further study or both' small. One year after graduation, 43.0% of Non-EU graduates were in the UK in 'sustained employment, further study or both' compared to 17.0% of those that graduated five years ago and 18.5% of those that graduated ten years ago.

**Figure 26: Activity of graduates one, three, five and ten years after graduation by domicile**

Coverage: EU and Non-EU domiciled first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



**Table 29: Activity of graduates one, three, five and ten years after graduation by domicile**

Coverage: EU and Non-EU domiciled first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17

Domicile	Years after graduation	Number of graduates	Unmatched (%)	Activity not captured (%)	No sustained destination (%)	Sustained employment only (%)	Sustained employment, further study or both (%)
EU	One	15,925	21.9	15.8	6.6	28.4	55.7
	Three	16,330	30.2	23.2	5.3	29.8	41.3
	Five	15,485	39.6	24.6	3.5	26.0	32.3
	Ten	11,145	52.4	24.2	2.0	19.1	21.3
Non-EU	One	42,860	40.9	13.2	2.8	8.0	43.0
	Three	38,215	57.8	23.5	2.1	10.3	16.6
	Five	33,690	55.2	26.0	1.8	12.5	17.0
	Ten	23,255	52.8	27.2	1.5	16.5	18.5

### Employment outcomes by domicile and sex

This section focuses on employment and/or further study outcomes for the 2010/11 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 27 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 (35.1% versus 29%). In contrast, Non-EU domiciled male graduates were more likely to have remained in the UK and to be in sustained employment, further study or both than Non-EU domiciled female graduates (17.5% versus 16.4%).

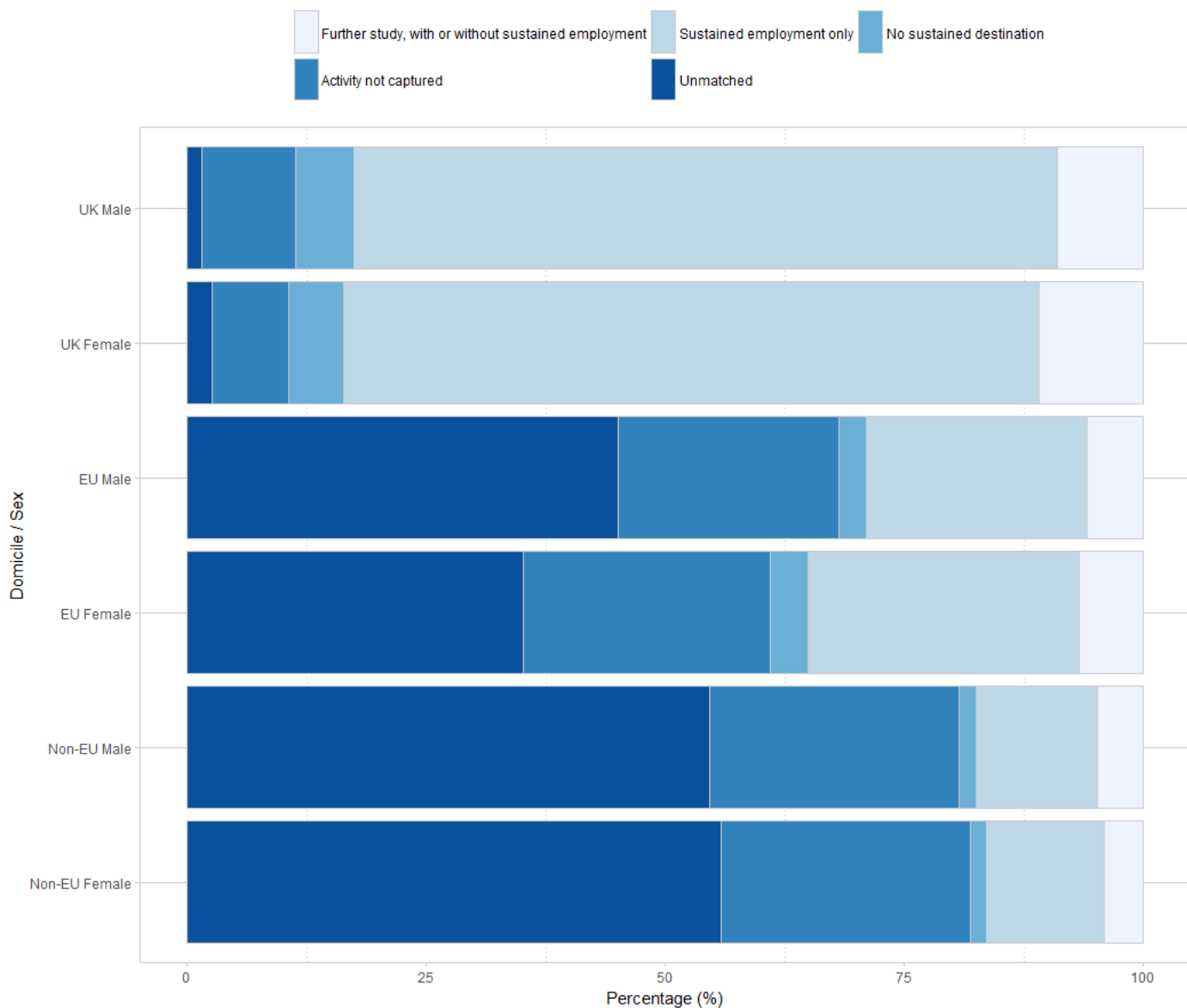
For both EU and Non-EU graduates, these rates are considerably lower than they are for UK domiciled graduates. As discussed above, this is because international graduates are more likely to be 'unmatched' in the LEO data or be recorded as 'activity not captured'.

### Figure 27: Activity of graduates five years after graduation by domicile and sex

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2010/11 (5 years after graduation)

Tax year: 2016/17



### Table 30: Activity of graduates five years after graduation by domicile and sex

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2010/11 (5 years after graduation)

Tax year: 2016/17

Domicile	Sex	Number of graduates	Unmatched (%)	Activity not captured (%)	No sustained destination (%)	Sustained employment only (%)	Sustained employment, further study or both (%)
UK	Female	152,350	2.6	8.0	5.7	72.7	83.7
	Male	112,190	1.5	9.8	6.0	73.6	82.6
EU	Female	8,490	35.1	25.8	4.0	28.3	35.1
	Male	6,990	45.0	23.0	2.9	23.1	29.0
Non-EU	Female	16,525	55.8	26.0	1.8	12.3	16.4
	Male	17,165	54.6	26.1	1.8	12.6	17.5

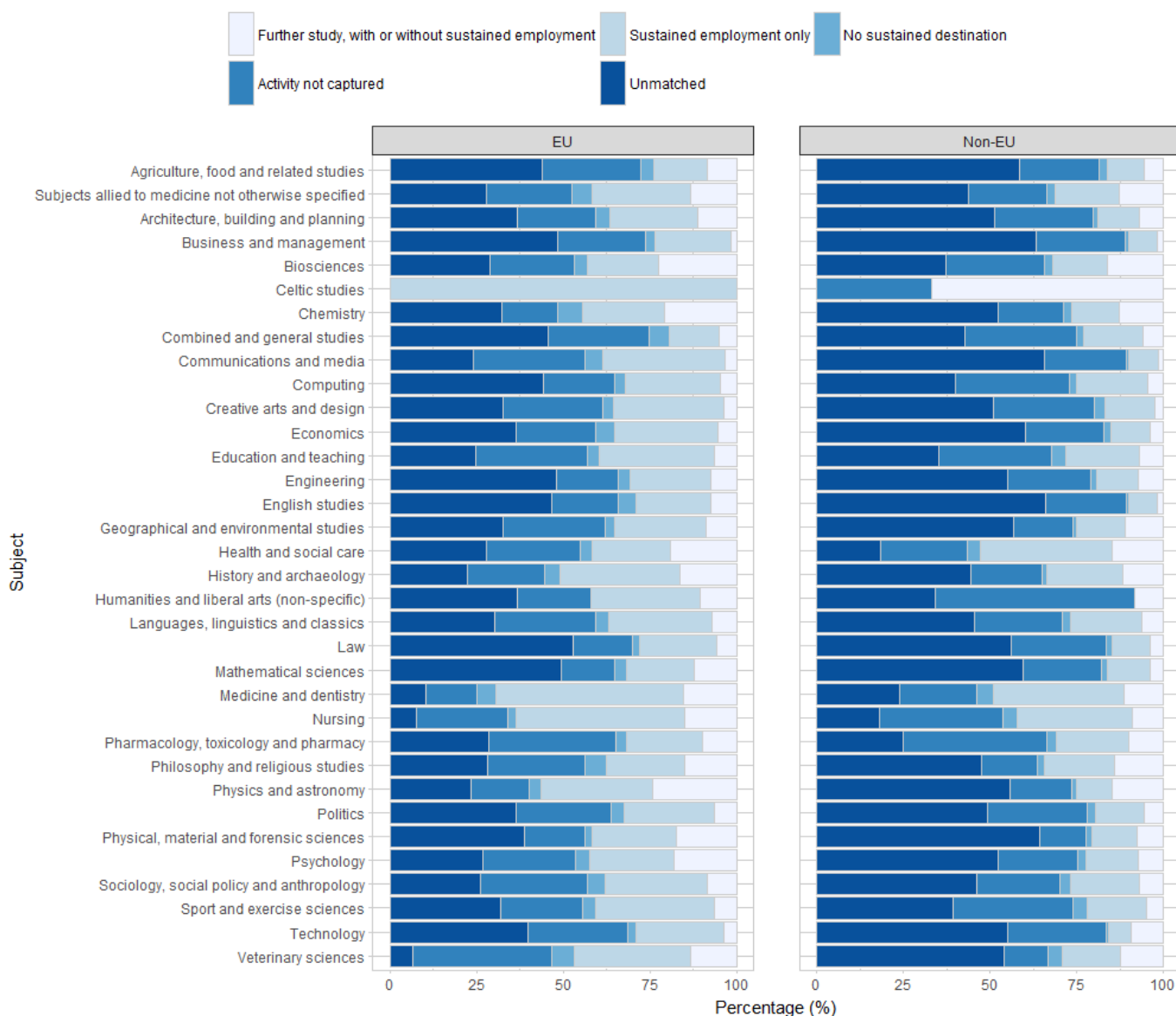
## Employment outcomes by domicile and subject

This section looks at how employment and/or further study outcomes for international students varies by subject, focusing on the 2010/11 graduate cohort.

Figure 28 shows that for both EU and Non-EU domiciles, medicine and dentistry had the highest proportion of graduates remaining in the UK in 'sustained employment only' (EU: 53.9%, Non-EU: 37.6%). For EU domiciled graduates, combined and general studies had the lowest proportion of graduates remaining in the UK in 'sustained employment only' (14.6%). For Non-EU domiciled graduates, technology had the lowest proportion of graduates remaining in the UK in 'sustained employment only' (6.4%).

### Figure 28: Activity of graduates five years after graduation by domicile and subject

Coverage: EU and Non-EU domiciled first degree graduates from English HEIs, APs and FECs  
Cohorts: 2010/11 (5 years after graduation)  
Tax year: 2016/17



Subjects that had a low proportion of graduates remaining in the UK in 'further study (with or without sustained employment)' were Business and management (EU: 1.6%, Non-EU: 1.7%) and Communications and media (EU: 3.3%, Non-EU: 1.5%). Subjects that had a high additional proportion of graduates remaining in the UK in 'further study (with or without sustained employment)' were Biosciences (EU: 22.6%, Non-EU: 16.2%) and Physics and astronomy (EU: 24.3%, Non-EU: 14.7%).

## Employment outcomes by country

This section focuses on the employment and/or further study outcomes of 2010/11 graduates five years after graduation, concentrating specifically on the twenty countries<sup>9</sup> with the largest international graduate populations.

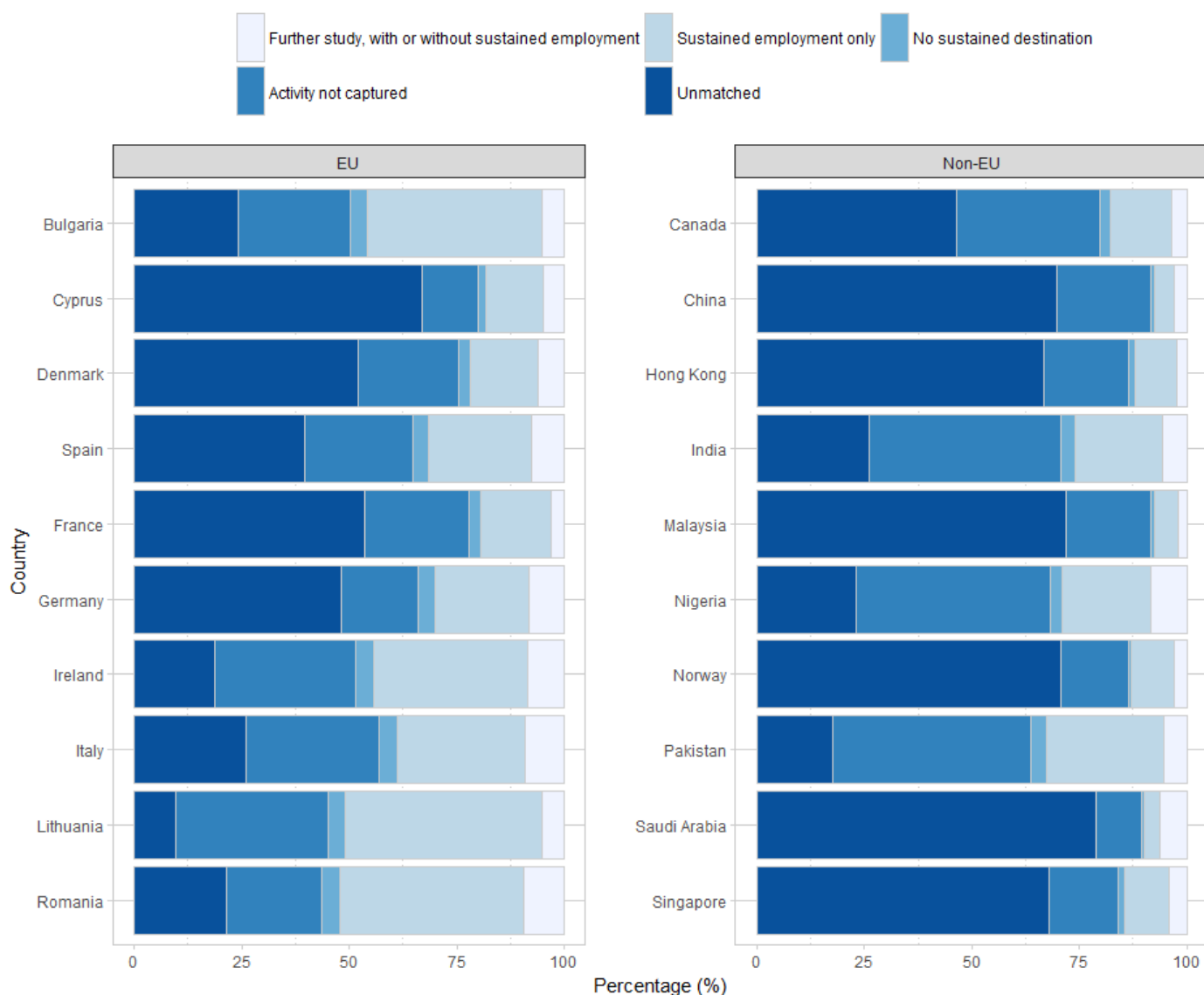
Figure 29 shows that for both EU and Non-EU domiciles, the pattern of employment outcomes varies heavily between countries. Lithuania, Ireland and Romania had low proportions of 'unmatched' graduates and high proportions of graduates in 'sustained employment only' or 'further study (with or without sustained employment)'. In contrast, China, Malaysia and Saudi Arabia had high proportion of 'unmatched' graduates and a low proportion of graduates in sustained employment only or 'further study (with or without sustained employment)'.

**Figure 29: Activity of graduates five years after graduation by country**

Coverage: EU and Non-EU domiciled first degree graduates from English HEIs, APs and FECs

Cohorts: 2010/11 (5 years after graduation)

Tax year: 2016/17



<sup>9</sup>The top 20 countries by graduate population were initially calculated from the 2016/17 tax year, one year after graduation (2014/15 academic year). These countries were used for subsequent analysis to allow for comparison between the remaining tax and academic years.



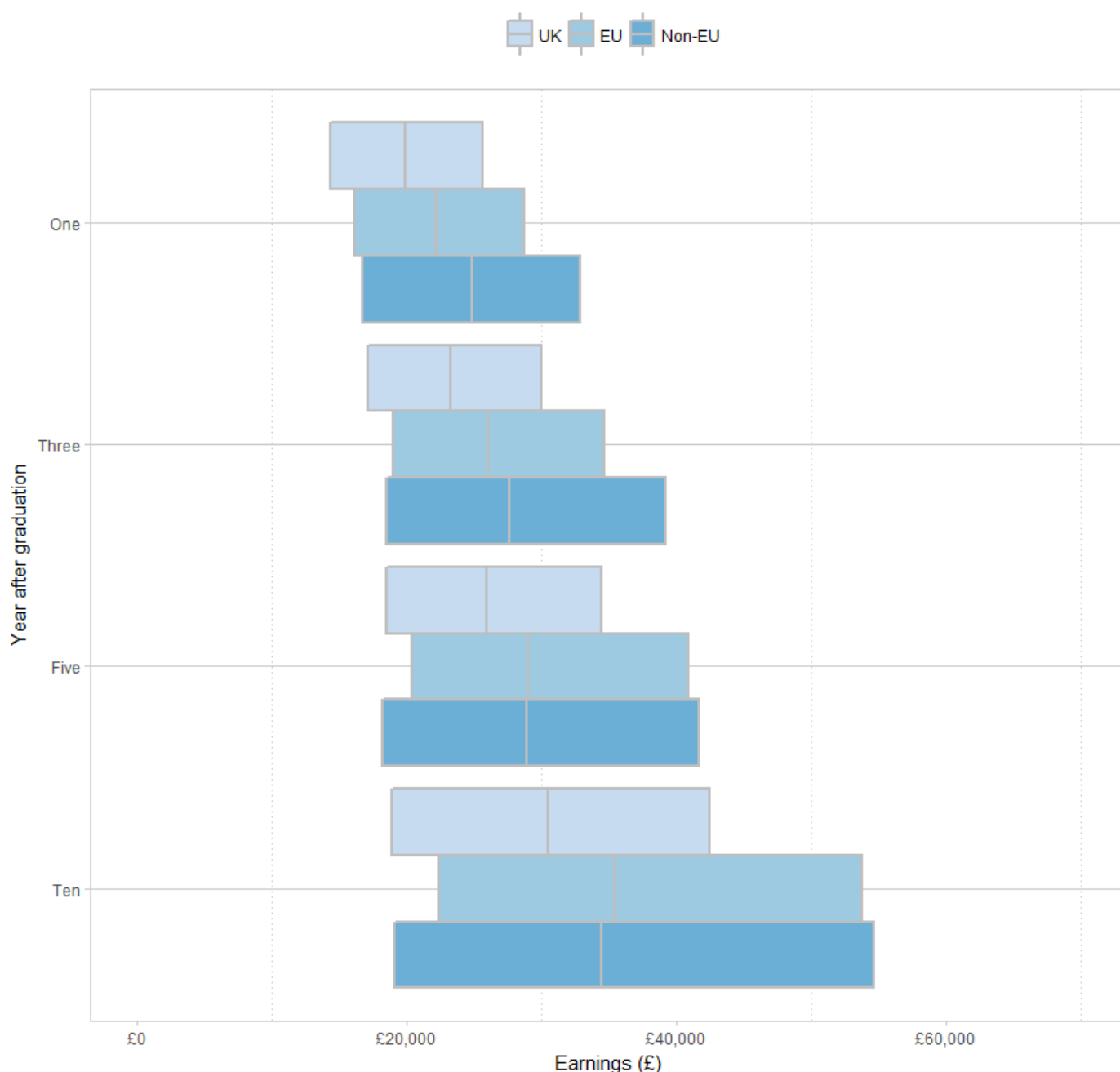
## Earnings by domicile

This section will focus on the median earnings of graduates one, three, five and ten years after graduation for the 2016/17 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 30 presents the earnings for UK, EU and Non-EU 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 Non-EU domiciled graduates had higher median earnings than UK domiciled graduates for each of the academic years.

**Figure 30: Annualised earnings one, three, five and ten years after graduation by domicile**

Coverage: First degree graduates from English HEIs, APs and FECs  
 Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)  
 Tax year: 2016/17



**Table 31: Annualised earnings one, three, five and ten years after graduation by domicile**

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2005/06 (10 years after graduation), 2010/11 (5 years), 2012/13 (3 years), 2014/15 (1 year)

Tax year: 2016/17

Academic year	Domicile	Number included in the earnings figures	Earnings - lower quartile (£)	Earnings - median (£)	Earnings - upper quartile (£)
2005/06	UK	159,490	19,000	30,500	42,500
	EU	1,875	22,300	35,500	53,800
	Non-EU	3,165	19,100	34,500	54,600
2010/11	UK	185,890	18,500	26,000	34,500
	EU	3,740	20,400	29,000	40,900
	Non-EU	3,795	18,200	28,900	41,700
2012/13	UK	200,510	17,100	23,300	30,000
	EU	4,565	19,000	26,000	34,700
	Non-EU	3,490	18,500	27,600	39,200
2014/15	UK	179,580	14,300	19,900	25,700
	EU	4,220	16,200	22,200	28,700
	Non-EU	2,980	16,800	24,800	32,800

Median earnings for EU graduates have increased compared with the 2015/16 tax year for all cohorts except those ten years after graduation (decreasing by £100 from £35,600); the increase is £1,300 for those one year after graduation, £900 three years after graduation and £200 five years after graduation. For Non-EU graduates, median earnings increased for all cohorts, and were generally larger than for EU graduates; £2,700 for those one year after graduation, £2,400 three years after graduation, £200 five years after graduation and £300 ten years after graduation.

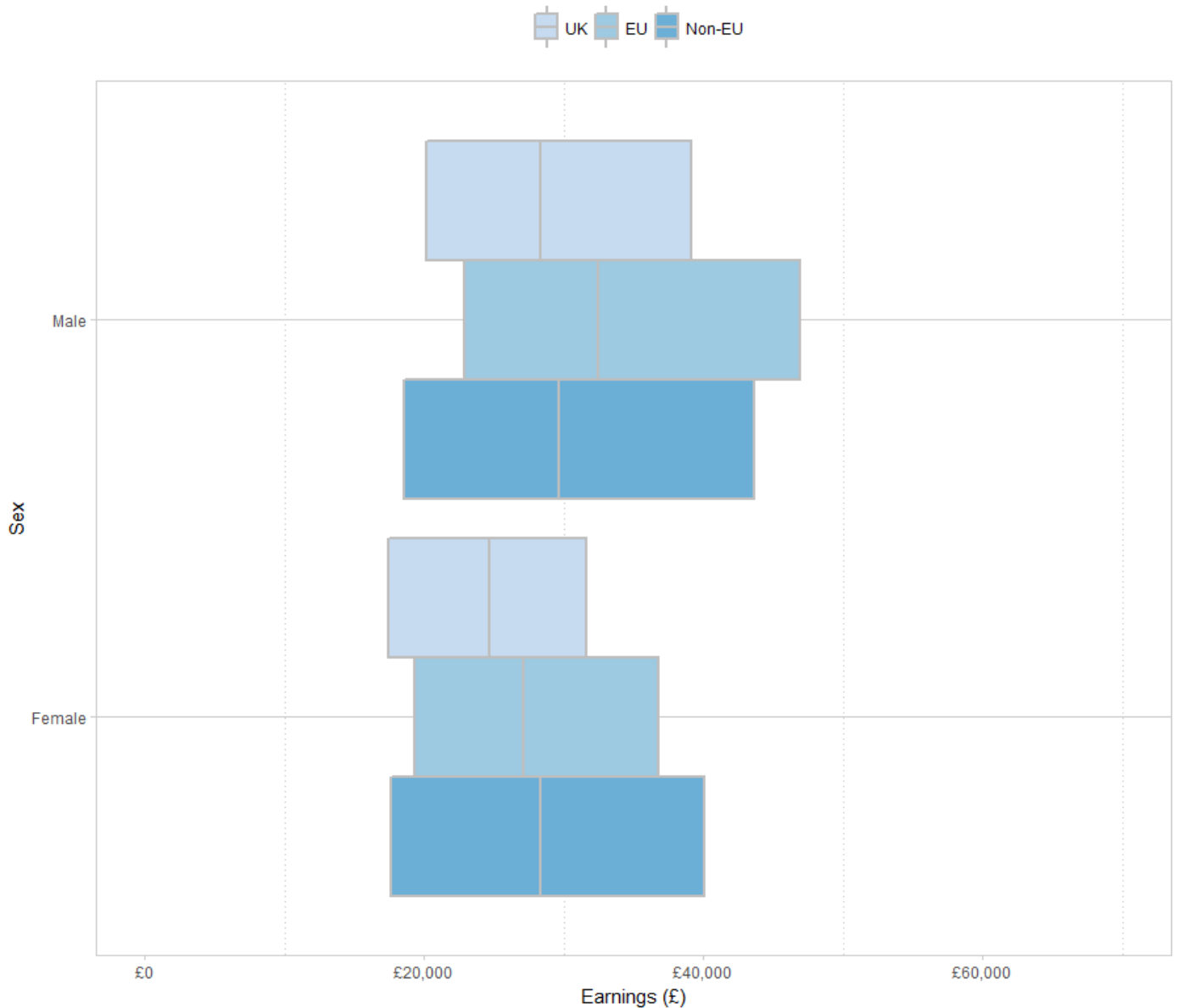
### Earnings by domicile and sex

The following sections focus on the median earnings of 2010/11 graduates five years after graduation.

Figure 31 presents the earnings for UK, EU and Non-EU male and female graduates. For both males and females, EU and Non-EU domiciled graduates had higher median earnings than UK domiciled graduates. For each domicile, males had higher median earnings than females. The largest gender gap in earnings was between EU male and female graduates (£5,400), and the smallest gap was between Non-EU male and female graduates (£1,400). The smaller gender gap for Non-EU graduates is likely to be due to the minimum earnings threshold required for non-EU graduates to stay and work in the UK.

**Figure 31: Annualised earnings five years after graduation by domicile and sex**

Coverage: First degree graduates from English HEIs, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation)  
 Tax year: 2016/17



**Table 32: Annualised earnings five years after graduation by domicile and sex**

Coverage: First degree graduates from English HEIs, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation)  
 Tax year: 2016/17

Domicile	Sex	Number included in the earnings figures	Earnings - lower quartile (£)	Earnings - median (£)	Earnings - upper quartile (£)
UK	Female	106,730	17,400	24,700	31,600
	Male	79,160	20,200	28,300	40,100
EU	Female	2,235	19,300	27,100	36,800
	Male	1,505	22,900	32,500	46,900
Non-EU	Female	1,855	17,600	28,300	40,100
	Male	1,940	18,600	29,700	43,600

## Earnings by domicile and subject

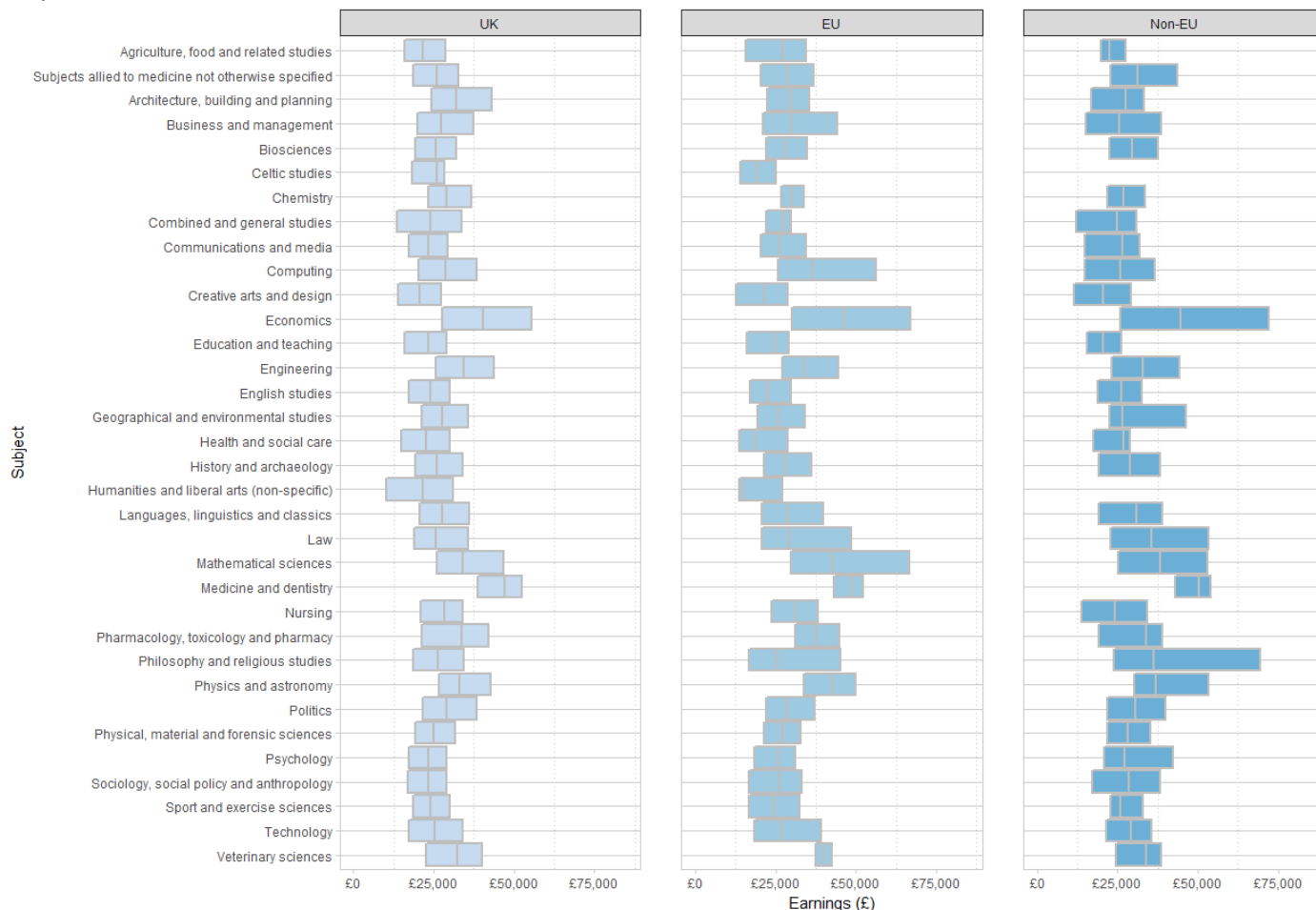
Figure 32 presents the average earnings of UK, EU and Non-EU graduates by subject studied. Again, the middle grey line indicates the median earnings figure and the boxes either side of the middle line indicate the interquartile range.

**Figure 32: Annualised earnings five years after graduation by domicile and subject**

Coverage: First degree graduates from English HEIs, APs and FECs

Cohorts: 2010/11 (5 years after graduation)

Tax year: 2016/17.



Subjects that showed the most variability in earnings between domiciles included philosophy and religious studies (UK: £26,500, EU: £25,300, Non-EU: £36,300), computing (UK: £28,600, EU: £36,600, Non-EU: £25,800) and law (UK: £25,600, EU: £29,200, Non-EU: £35,500). Subjects that showed the least variability in earnings between domiciles included creative arts and design (UK: £20,500, EU: £21,500, Non-EU: £20,600), engineering (UK: £34,300, EU: £33,800, Non-EU: £32,900) and sport and exercise science (UK: £24,100, EU: £24,500, Non-EU: £25,800).

## Earnings by country

This section looks at the median earnings of 2010/11 graduates five years after graduation, concentrating specifically on the twenty countries<sup>10</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.

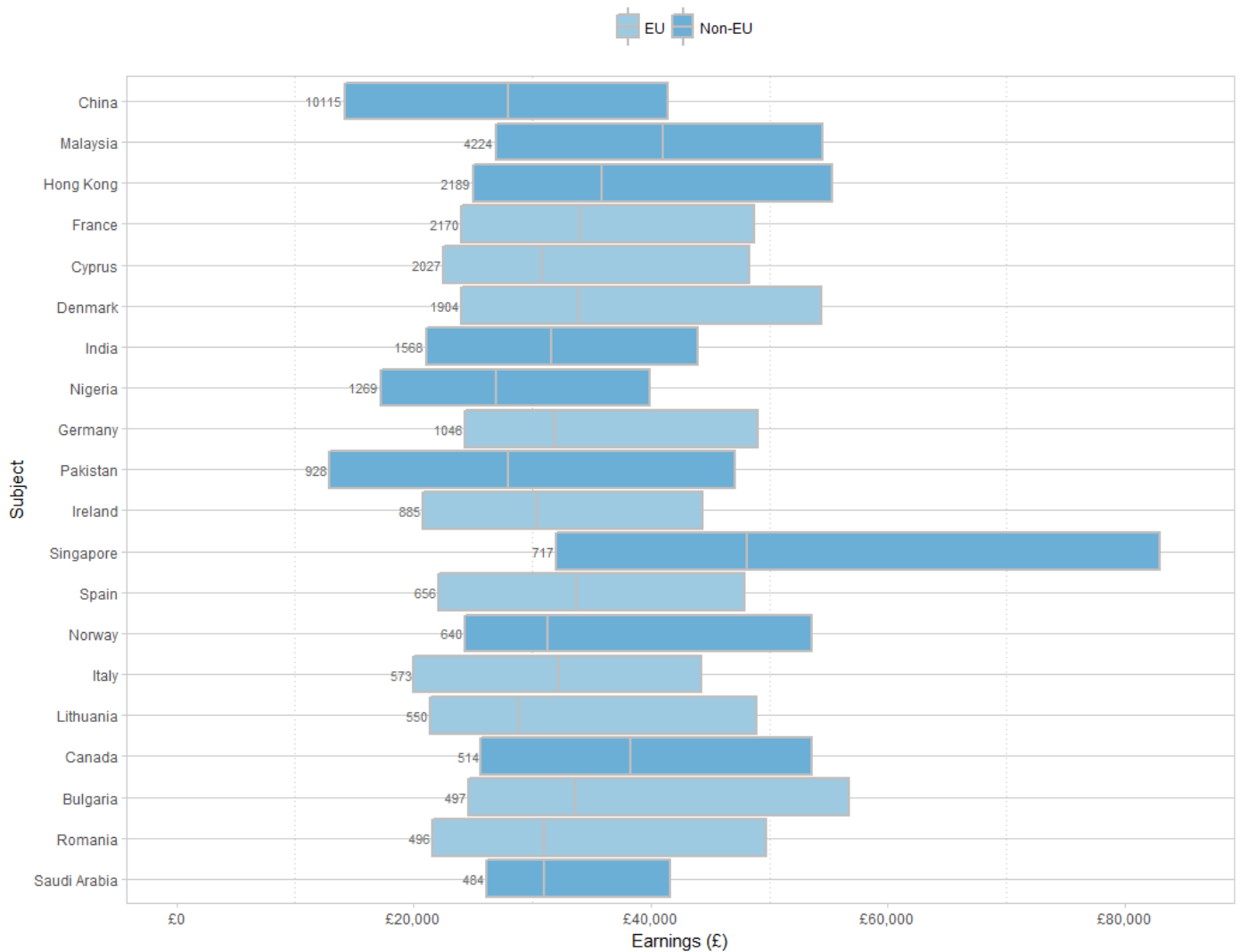
Figure 33 presents the interquartile range of earnings for the EU and Non-EU domicile countries with the largest graduate populations. The number included in the earnings calculations is annotated to the left of each boxplot. For the EU countries with the largest graduate populations, there was only a small amount of

<sup>10</sup>The top 20 countries by graduate population were initially calculated from the 2016/17 tax year, one year after graduation (2014/15 academic year). These countries were used for subsequent analysis to allow for comparison between the remaining tax and academic years.

variability in median earnings, with Denmark having the highest median earnings (£31,700) and Lithuania having the lowest median earnings (£26,400). For the Non-EU countries with the largest graduate populations, there was a larger amount of variability in median earnings, with Singapore having the highest median earnings (£43,000) and Pakistan having the lowest median earnings (£25,800). This difference is likely to be influenced by the subject mix of these graduates, as the proportion of graduates domiciled in Singapore studying Medicine and dentistry or Economics is around three times higher than the proportion of graduates domiciled in Pakistan studying those subjects.

**Figure 33: Annualised earnings five years after graduation by country**

Coverage: EU and Non-EU domiciled first degree graduates from English HEIs, APs and FECs  
 Cohorts: 2010/11 (5 years after graduation)  
 Tax year: 2016/17



## 4. 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><https://www.gov.uk/government/statistics/>):

### Main tables for UK domiciled graduates in the 2016/17 tax year (UK\_domiciled\_main\_tables.xls)

Table 1: Summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs), Further Education Colleges (FECs) and Alternative Providers (APs) one, three and five and ten years after graduation by characteristic (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 2: Subject summary table: Activity of UK-domiciled first-degree higher education (HE) graduates from English HE institutions (HEIs), Further Education Colleges (FECs) and Alternative Providers (APs) one, three, five and ten years after graduation by subject studied (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 3: Activity of graduates by sex one, three, five years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 4: Activity of graduates by ethnicity and sex one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 5: Activity of graduates by subject and sex one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 6: Activity of graduates by institution type one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 7: Activity of graduates by mode of study one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 8: Activity of graduates by age one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 9: Activity of graduates by POLAR quintile one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 10: Activity of graduates by prior attainment one, three and five years after graduation (2010/11, 2012/13 and 2014/15 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 (2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 12: Activity of graduates by home region one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 13: Activity of graduates by residence one, three, five and ten years after graduation (2005/06, 2010/11, 2012/13 and 2014/15 graduating cohorts)

Table 14: Activity of graduates by subject and prior attainment one, three and five years after graduation (2010/11, 2012/13 and 2014/15 graduating cohorts)

### Main tables for international graduates (International\_main\_tables.xlsx)

Table 15: Employment outcomes of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 16: Earnings of UK and International graduates by subject, domicile and sex one, three, five and ten years after graduation

Table 17: Activity of top 20 international graduate populations one, three and five years after graduation

### Underlying data for UK domiciled graduates

CSV format (UK\_domiciled\_underlying\_data.csv)

Metadata (UKdomiciled\_metadata.txt)

### Underlying data for international graduates

CSV format (International\_underlying\_data.csv)

Metadata (International\_metadata.txt)

## 5. Glossary

**Academic year:** Runs from 1 August to 31 July. For example, the 2014/15 academic year ran from 1 August 2014 to 31 July 2015.

**Alternative Provider:** Alternative providers (APs) are higher education (HE) providers who do not receive recurrent funding from the Office for Students (OfS) or other public bodies and who are not further education (FE) colleges. Eligible students can access loans and grants from the Student Loans Company (SLC) on specific courses, referred to as designated courses.

**Common Aggregation Hierarchy (CAH):** A standardised way of classifying academic subjects and modules, maintained by HESA. In this publication, we group subjects using CAH Level 2 groupings.

CAH2 Code	Subject
CAH01-01	medicine and dentistry
CAH02-01	nursing
CAH02-02	pharmacology, toxicology and pharmacy
CAH02-03	subjects allied to medicine not otherwise specified
CAH03-01	biosciences
CAH03-02	sport and exercise sciences
CAH04-01	psychology
CAH05-01	veterinary sciences
CAH06-01	agriculture, food and related studies
CAH07-01	physics and astronomy
CAH07-02	chemistry
CAH07-03	physical, material and forensic sciences
CAH08-01	general and others in sciences
CAH09-01	mathematical sciences
CAH10-01	engineering
CAH10-02	technology
CAH11-01	computing
CAH12-01	geographical and environmental studies
CAH13-01	architecture, building and planning
CAH14-01	humanities and liberal arts (non-specific)
CAH15-01	sociology, social policy and anthropology
CAH15-02	economics
CAH15-03	politics
CAH15-04	health and social care
CAH16-01	law
CAH17-01	business and management
CAH18-01	communications and media
CAH19-01	English studies
CAH19-02	Celtic studies
CAH19-03	languages, linguistics and classics
CAH20-01	history and archaeology
CAH20-02	philosophy and religious studies
CAH21-01	creative arts and design
CAH22-01	education and teaching
CAH23-01	combined and general studies

**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>11</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.

**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. [Data quality](#)

**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

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<sup>11</sup> Under 'Field Explanations': <https://www.hesa.ac.uk/support/definitions/students#level-study-qualification-obtained>



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** unless otherwise specified.

**Tax year:** Runs from 6 April to 5 April the following year. For example, the reference period covered by the 2016/17 tax year runs from 6 April 2016 to 5 April 2017.

**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.

## 6. Feedback

We welcome feedback on this publication. Contact details can be found in [section 8: Get in touch](#)

## 7. Official Statistics

These are Official Statistics and have been produced in line with the Code of Practice for Official Statistics.

This can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

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## 8. Get in touch

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<https://www.gov.uk/government/collections/statistics-higher-education-graduate-employment-and-earnings>

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



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