

## 18<sup>th</sup> ALMALAUREA REPORT ON GRADUATES' EMPLOYMENT CONDITION

**The 18th AlmaLaurea Report on Graduates' Employment Condition** covering 71 universities of the 73 associated, presents a photograph of the employment of first-level, second-level, and single-cycle second-level graduates in the domestic market, both over short and medium terms.

The report specifically aims to analyze and better understand the employment opportunities for young graduates, with the two-fold objective of helping orient the students who are about to graduate and to offer universities an effective, timely tool for analyzing and assessing the professional success of their graduates.

The **18<sup>th</sup> AlmaLaurea Report on the employment condition of Italian graduates**, together with the **Graduate Profile Report**, was presented on **27 April** at the national conference *“Higher education and jobs: perspectives over space and time”* at the **University of Naples Federico II**. The report looks into the employment condition of **graduates** in the jobs market: **employment rate**, type of **contract**, **field**, **salary**, and **effectiveness** of the degree, as well as **differences among degree subject grouping**, **geography**, and **gender**, not to mention the added value of **internships and international experience**.

## RESULTS OF THE 18<sup>th</sup> REPORT

The **18th AlmaLaurea Report on Graduates' Employment Condition** looked into the professional performances of more than **570,000 graduates from 71 universities** associated with the consortium at a distance of one, three, and five years from graduation. Just for the most recent year, there were **265,000 first level, second-level and single-cycle second-level graduates**.

There was a very high rate of participation, the response rates reaching 82% for those who graduated one year ago, 75% for three years, and 72% for five years. Given the peculiar nature of single-cycle second-level graduates, who have a high rate of advanced studies with training in preparation for becoming independent professionals (for example, internships, specializations, apprenticeships), for summary purposes the analysis of their employment performance will not be reported here.

The analysis of the principal indicators examined, compared to the **last eight generations of graduates**, confirms the difficulties faced in the job market over these years, but also **shows timid signs of recovery in 2015**, partially already visible in 2014. Specifically, the unemployment rate for new graduates is falling while the stability of work, salary, and effectiveness is increasing.

On the other hand, the report indicates that there are still difficulties for **those who graduated during the recession**, interviewed five years after graduation. **Their employment rate is falling and their unemployment rate has increased slightly. However, there is an improvement in the characteristics of current jobs, with higher stability and earnings.** The feeling is that for these generations more time is needed compared to new graduates to overcome the difficulties faced in these past few years.

## **FIRST-LEVEL GRADUATES BETWEEN UNIVERSITY AND WORK**

The survey involved **156,000 first-level graduates in 2014, interviewed at one year after graduation.**

The picture is completed with results three and five years after graduation regarding solely the **first-levels who did not continue** with the second-level degree, for a total of **64,000** graduates from **three years ago** in 2012, and **48,000** from **five years ago** in 2010.

**While a high rate of first-level graduates, equal to 55%, continues with the second-level's program, it is useful to photograph the employment performance of those who chose not to continue with their studies, but rather to move directly into the job market.**

Isolating, therefore, the **first-level graduates** who never enrolled in a second-level's program (43%), it is possible to analyze their **employment performance one year after graduation**. The **employment rate** (including those who are in paid training programs) is 67%, while the **unemployment rate** (calculated on the workforce, i.e., those who are already employed or intend to find a job) is equal to 23%.

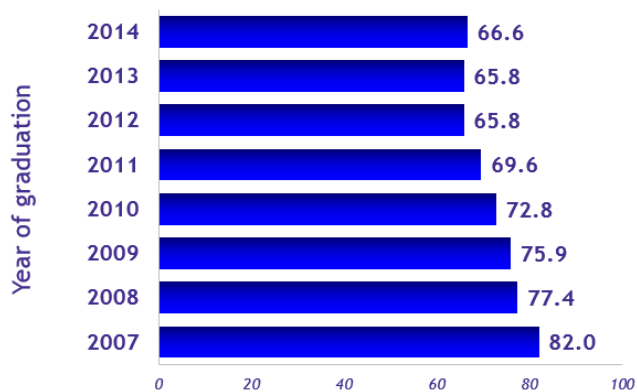
Compared to the previous survey (on 2013 graduates) there has been an increase of about 1% for the employment rate, and a **significant parallel contraction of the unemployment rate**, almost 3% lower. It is also true, however, that over the past seven years the new first-level graduates have seen more than a 15% decrease in the employment rate and an increase in the unemployment rate of more than 10%.

**AL** Employment rate after one year

FIRST LEVEL  
2014-2007

Only graduates who did not enroll in other degree program. 2006 and 2005 not reported

Percentage values



AlmaLaurea Consortium

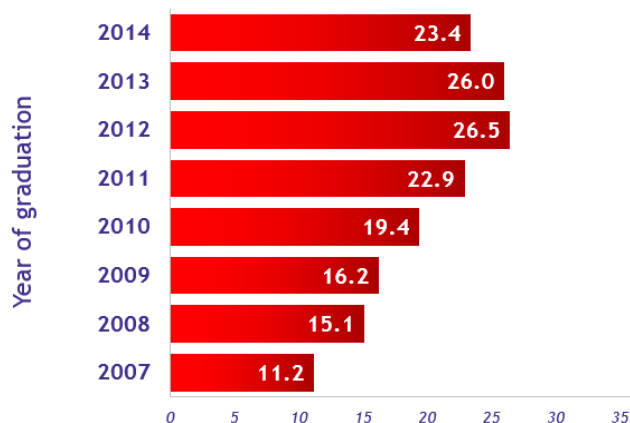
**AL** Unemployment rate after one year

FIRST LEVEL  
2014-2007

def. ISTAT  
Labour Force

Only graduates who did not enroll in other degree program. 2006 and 2005 not reported

Percentage values



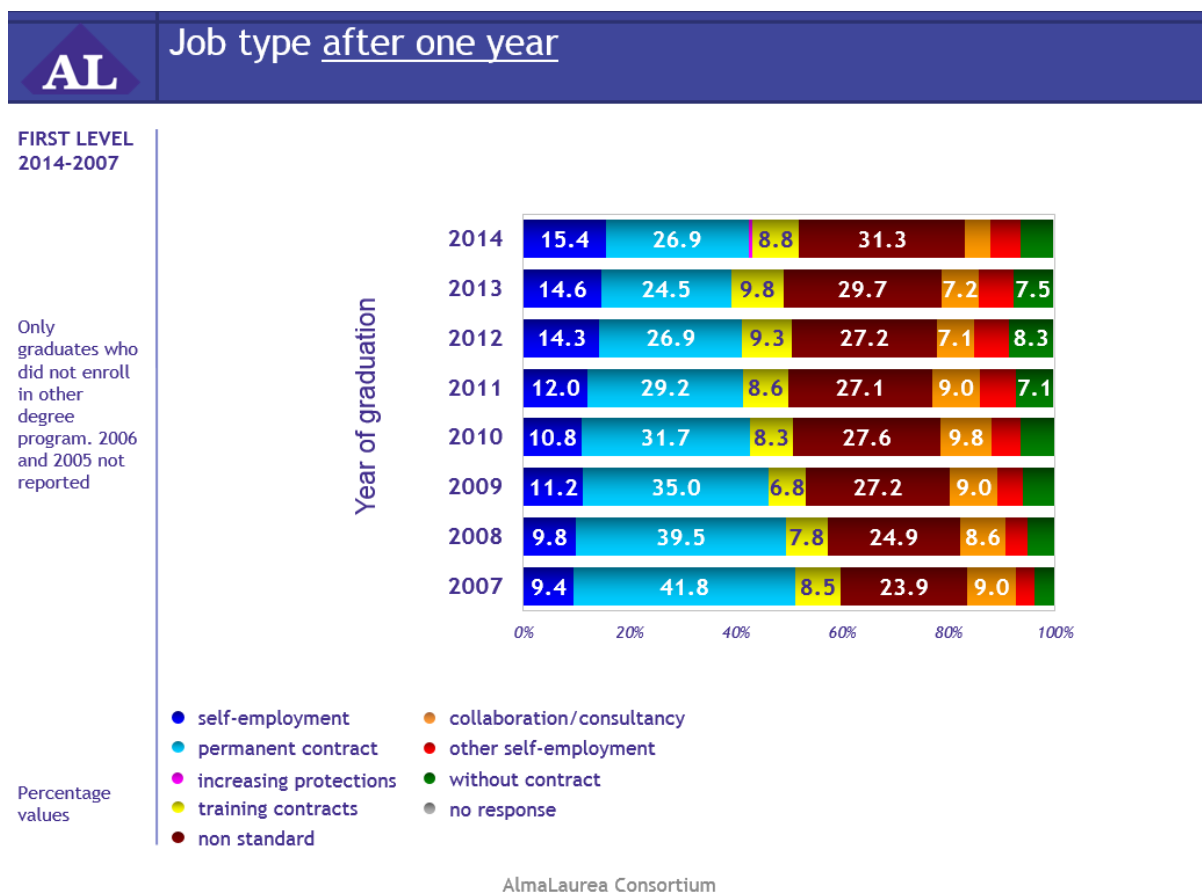
AlmaLaurea Consortium

### Job stability and wages one year after graduation

Among new first-level graduates **job stability**, i.e., permanent contracts or self-employment (freelance professionals, self-employed, entrepreneurs, etc.), was equal to 42% in 2015, an improvement over the previous year (39% in 2014). **Compared to the 2008 survey**, however, job stability has suffered a significant contraction, equal to 9% among first-levels. This contraction is due mostly to the collapse in permanent contracts (-15%).

Irrelevant were the very few permanent contracts with increasing protections (around 1%) introduced by the Jobs Act and made available in 2015 (in Italian called "a tutele crescenti" contract). They are too new to analyze them accurately, and they were activated in stages depending on the segment (public/private).

Over the past year there was a **decrease in the number of jobs without any contract**, that still regard 6% of first-level 2014 graduates interviewed in 2015 (-1.5% compared to the previous survey; they were 4% in 2008).



**Wages after one year** are increasing, reaching almost **1,100 euros net per month** (exactly 1,079, compared to 1,012 euros in the previous survey). The increase is still not enough to cover the loss (-23%) seen over the five year period 2008-2013 (the graduates interviewed in 2007 after one year were earning 1,301 euros net per month).



But how many are doing what they studied for?

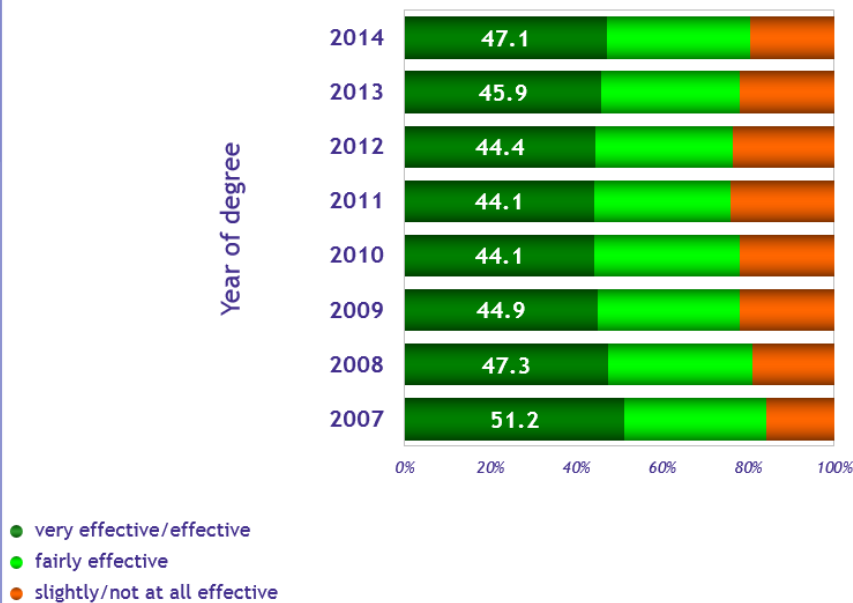
The effectiveness index, which combines the requirement of a degree to do the job and the use – on the job – of the skills learned at the university, shows that 50 graduates in 100 consider their degree **very effective** or **effective**. Compared to the previous survey, there has been a marked increase in degree effectiveness, 47% of 2013 graduates making the same claim. It remains true, however that between 2008 and 2015 degree effectiveness has decreased about 8% (it was 58% for the first-levels who graduated in 2007).

**AL** Degree effectiveness\* after one year

SECOND LEVEL  
2014-2007

\*Combines requirement of the degree and use of skills acquired at the university

Percentage values



AlmaLaurea Consortium

The analysis of the performance of first-level graduates from 2012, interviewed after three years, and their colleagues from 2010 contacted after five years, shows that over the course of time after graduation all indicators studied improve. For the sake of consistency, this comparison includes only first-level graduates who did not pursue further second-level studies. In the interval between one and three/five years the rate of **employment** increases: 79% of first-level graduates from 2012 are employed after three years, 86% of those from 2010 are employed after five years. The rate of **unemployment** contracts significantly, counting 15% of graduates after three years and 9% after five years.

Job **stability** increases up to 52% three years after graduation, 72% after five years. **Wages** also increase: 1,228 euros net per month after three years and 1,356 euros after five years. Degree **effectiveness** also trends positive, 57% after three years and 63% after five years.

A comparison with previous surveys shows signs of improvement for graduates after three and five years in the job market, but not as significant compared to the newly graduated.

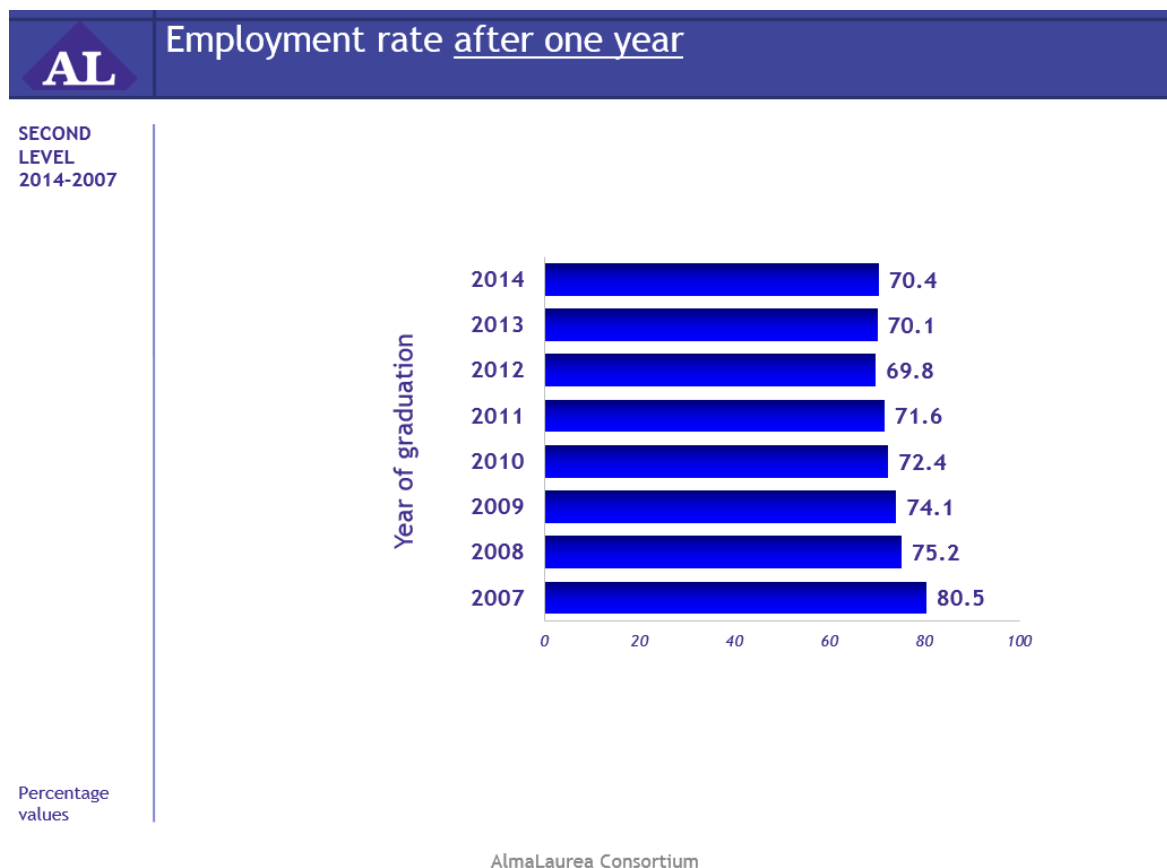
## SECOND-LEVEL DEGREE GRADUATES AFTER ONE, THREE, AND FIVE YEARS

In 2015, the **second-level degree graduates from 2014 one year** after graduation were **76,000**, from 2012 after **three years** were **77,000**, and those from 2010 after **five years** were **64,000**.

### Second-level degree graduates after one year

The 70% of 2014 second-level degree graduates are **employed** (including those who are in paid training programs). Compared to the previous survey, the value has slightly increased (+0.3%), but when compared to 2007 graduates interviewed in 2008 there has been a decrease of 10%.

The rate of **unemployment** calculated on the work force is equal to 21%. In this case, compared to last year's report, there has been a more significant drop of more than 1%. **However, it remains true that compared to the 2008 report** (graduates from 2007) unemployment has increased 10% (it was then equal to 11%).



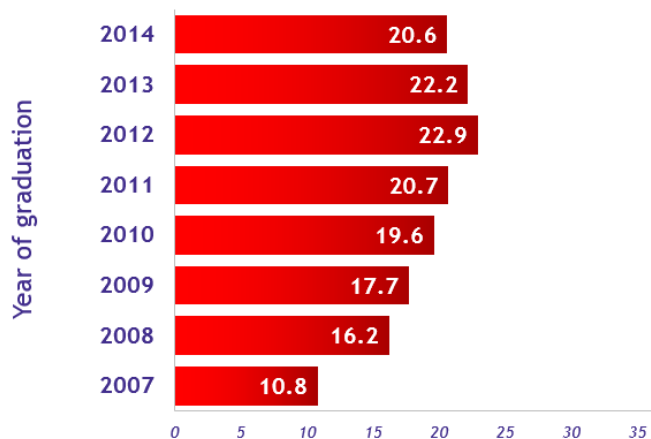


**AL** Unemployment rate after one year

SECOND LEVEL  
2014-2007

def. ISTAT  
Labour Force

Percentage values



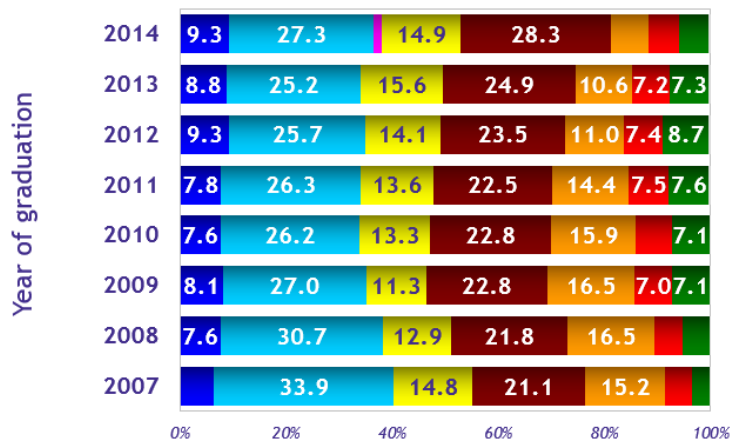
AlmaLaurea Consortium

**Job stability**, i.e., permanent contracts or self-employment (freelance professionals, self-employed, entrepreneurs, etc), equal to 37% among second-level degree graduates, has grown markedly since last year (34% in the previous survey). Here again the number of permanent contracts with increasing protections established by the Jobs Act in 2015 were very few (2%).

**Again, in this case, in comparison to the 2008 survey** (2007 graduates interviewed after one year) it emerges that job stability has dropped by 3%, the rate at the time being 40%. For the most part this drop was linked to a decrease in permanent contracts (-7%). Over the past year there was a further **drop in jobs without any contract**, though they still account for 5.5% of second-level degrees from 2014 interviewed in 2015 (-2% against the previous survey, while this accounted for 3% of second-level's degree holders in 2008).

**AL** Job type after one year

SECOND LEVEL  
 2014-2007



- Percentage values
- self-employment
  - permanent contract
  - increasing protections
  - training contracts
  - non standard
  - collaboration/consultancy
  - other self-employment
  - without contract
  - no response

AlmaLaurea Consortium

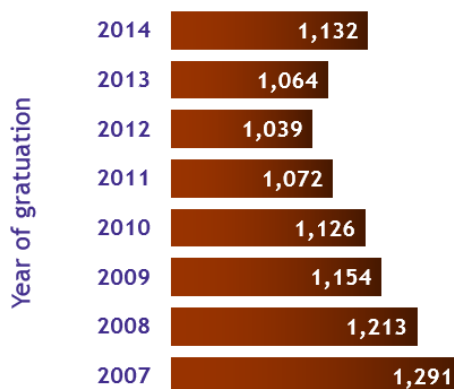
**Wages after one year** reach 1,132 euros net per month. Compared to the previous survey real wages for second-level degree graduates are increasing, up from 1,064 euros net per month. Even in this case, the marked increase of this year (+6%) cannot cover the loss suffered **between 2008 and 2013** (-20%, when 2007 graduates interviewed after a year were earning 1,291 euros net per month).

**AL** Monthly net wage after one year: adjusted values\*

SECOND LEVEL  
2014-2007

\*Based on ISTAT consumer price index

average values in euros



AlmaLaurea Consortium

But how many are doing what they studied for?

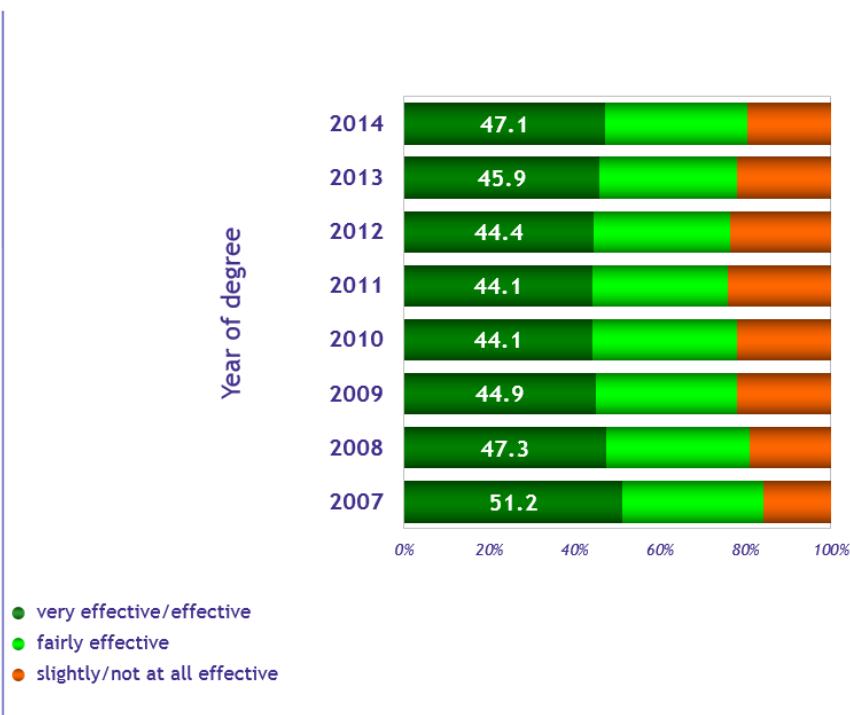
The 47% of graduates consider their degree **very effective** or **effective** for the work they do. Compared to the previous survey there was a slight increase, from 46% for 2013 graduates. However, between 2008 and 2015 degree effectiveness has trended downwards (it was 51% for second-level's graduates in 2007).

**AL** Degree effectiveness\* after one year

SECOND LEVEL  
2014-2007

\*Combines requirement of the degree and use of skills acquired at the university

Percentage values



AlmaLaurea Consortium

### ...Three and five years after graduation

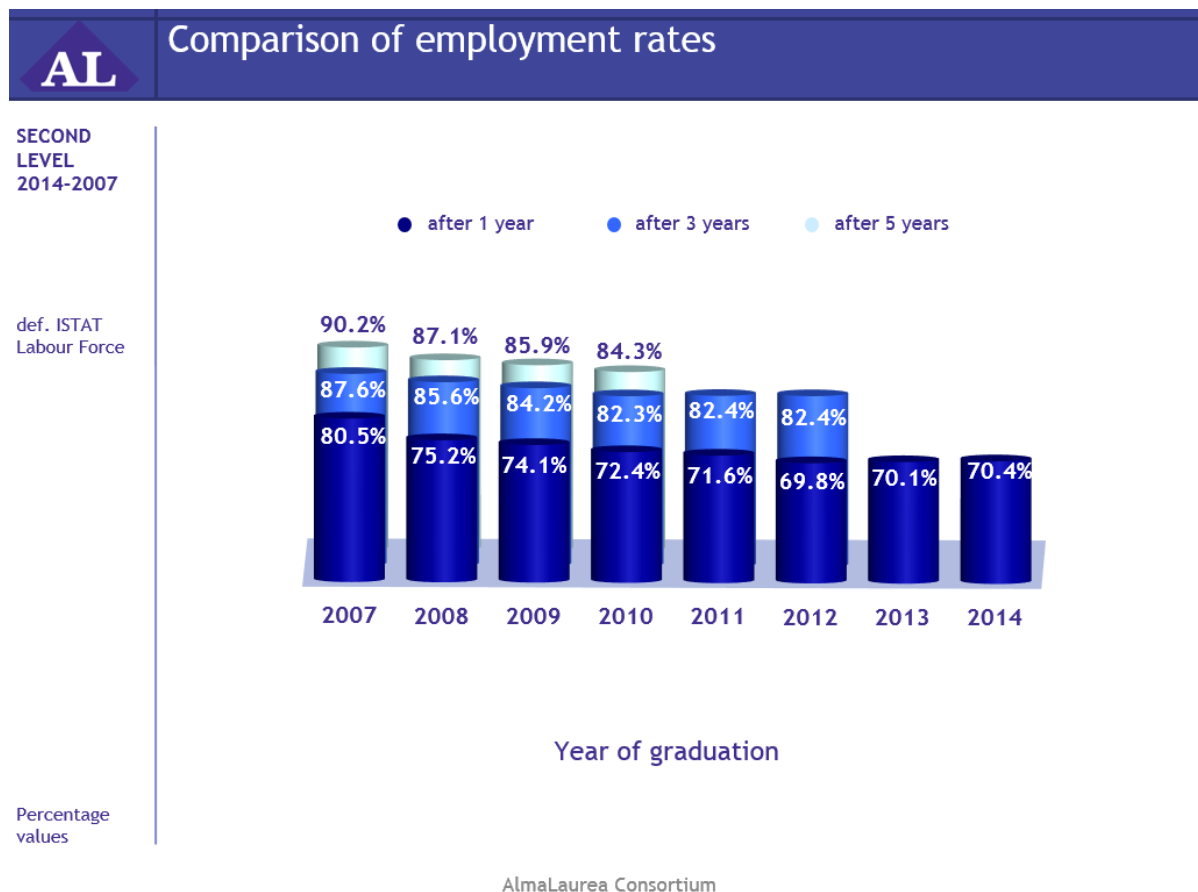
As the years pass after graduation, graduate employment *performance* improves considerably. In fact, **three years after graduation** the **employment rate** reaches 82% for second-level degree graduates from 2012, almost halving the **unemployment rate** to 12%.

**Stability** also increases, at three years involving 56% of graduates, **wages** rising to 1,256 euros net per month. **Effectiveness** increases to 51%.

**Further proof that a degree represents a guarantee of employment**, especially in difficult economies, is confirmed by the evolution of employment condition **between one and five years after graduation**. From the survey it is clear that holders of second-level's degrees in 2010 have experience a 12% increase in employment (from 72% to 84%). **Unemployment**, on the other hand, has been cut by more than half (dropping from 20% to 10%).

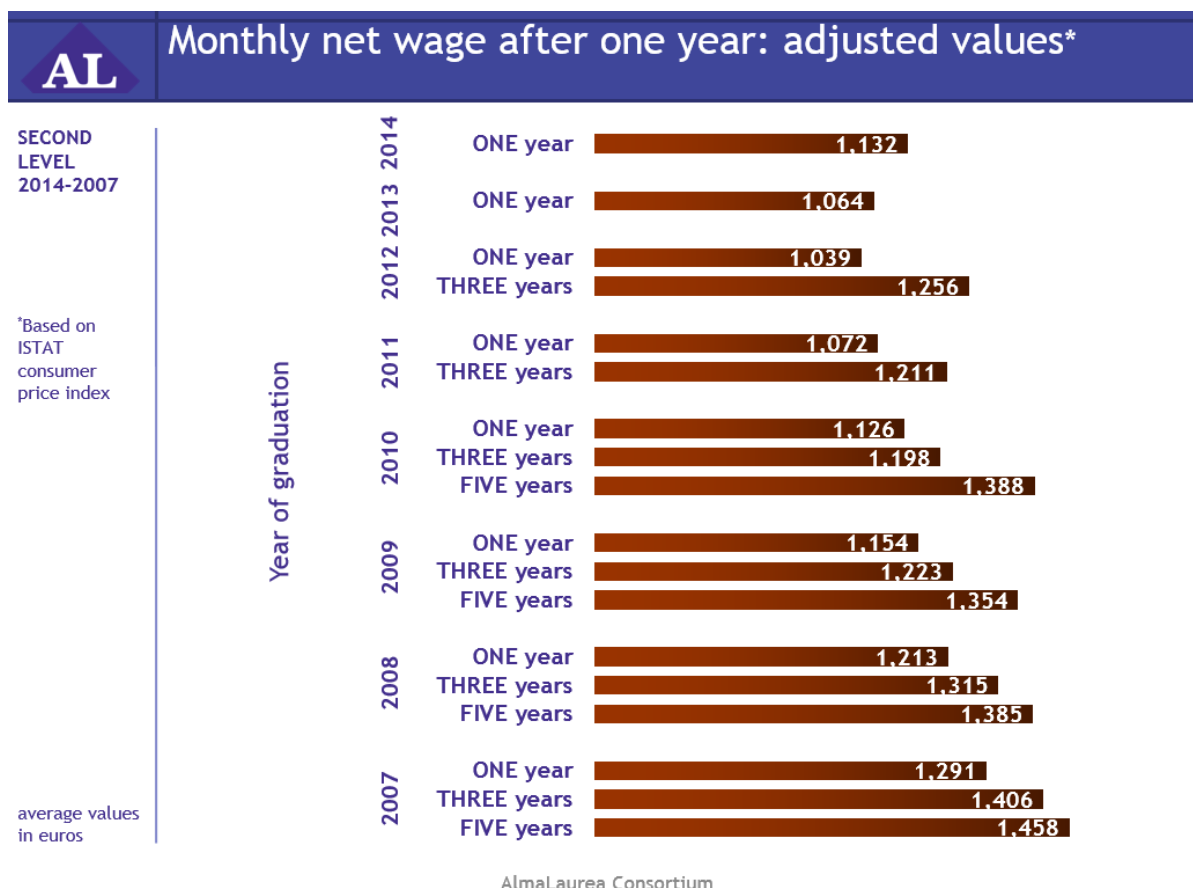
To understand how the graduates from earlier years are reacting to difficulties in the job market, it is necessary to compare the four generations of graduates (from 2007 to 2010) for which we have data after five years from graduation. In this case, a comparison with previous surveys shows a decrease

in employment (almost -2% compared to 2014, -6% compared to 2012) and an increase in unemployment (+0.5 compared to 2014 and almost +4% compared to 2012). However, other indicators, like job stability and wages, increase over the same period.

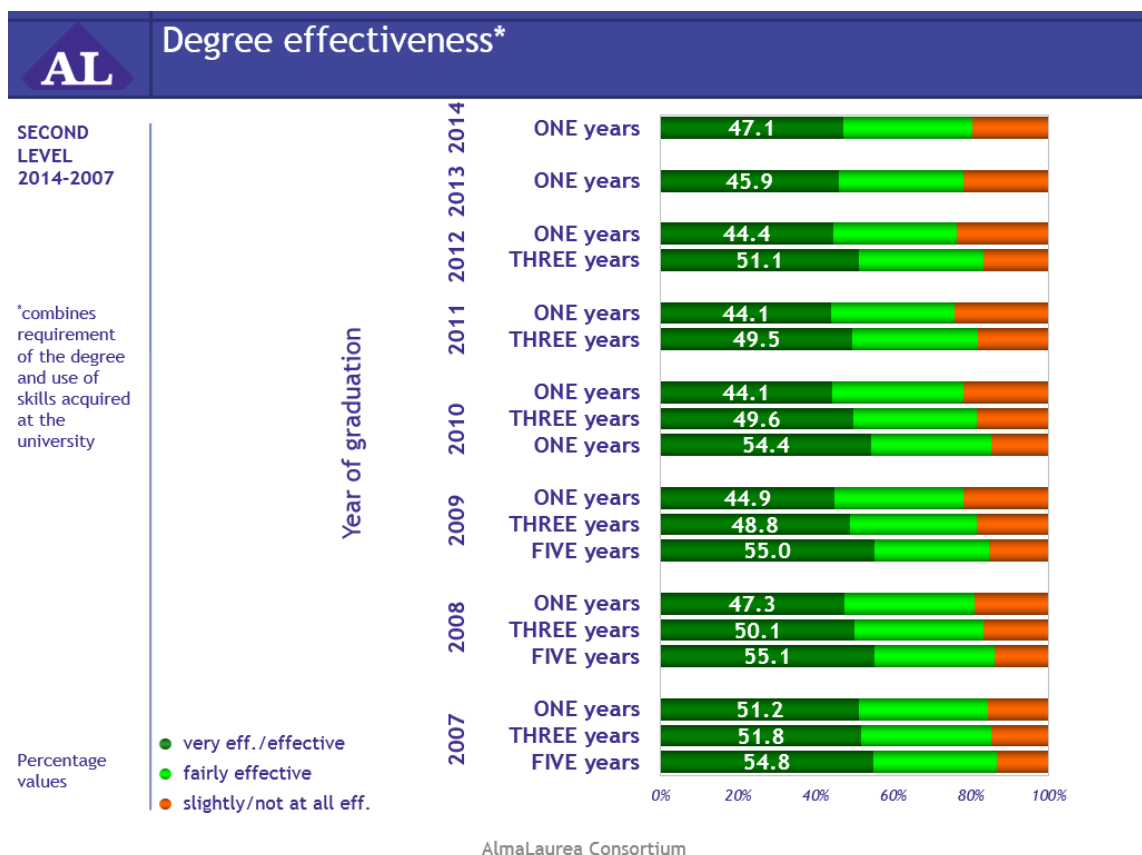


Over the long term **job stability** increases significantly (self-employment or permanent contracts): after five years 72% of second-level's degree holders have it, while after a year only 34% did. In any case, stability has increased over last year (it was 70% in 2014) and very similar to the rate of three years ago (73% in 2012).

**Wages after five years** from graduation are equal to **1,388** euros net per month (with important differences among faculty, gender, and geography). Between one and five years, in real terms, there is an increase equal to 23% (the value was 1,126 euros net per month for holders of second-level degree of 2010 interviewed after one year). For the first time we have found, compared to last year's survey and concerning graduates from five years ago, a small increase in wages, up from 1,354 euros net per month. However, it remains true that compared to the 2012 survey wages after five years have dropped 5%.



**Degree effectiveness increases between one and five years**, involving 54% of second-level's graduates from 2010, while after a year only 44% rated the degree as effective. Compared to previous surveys, effectiveness has fallen slightly (-0.6%) but it remains substantially stable compared to the results of 2012.

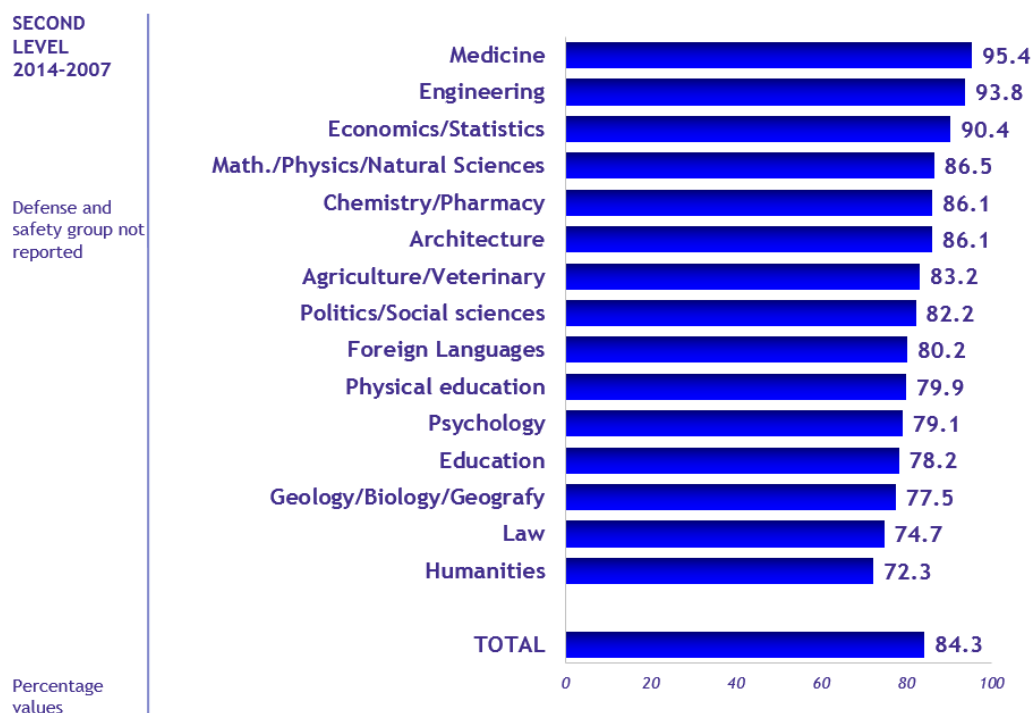


**Where do they go to work?** Five years after receiving their degrees 78% of graduates work for businesses, while 17% work in the public sector. The rest work for non-profit entities. Services absorb 76% of the employed, while industry welcomes 22%. Only a marginal few work in agriculture.

### Over the long term employment increases for all degree subject grouping ...

Between one and five years from graduation, the **employment rate improves for all degree subject grouping surveyed**. Focusing exclusively on second-level degree graduates it is evident that employment is significantly higher than average five years after graduation: medical professions (95%), engineering (94%), and economics/statistics (90%). Below average performance is found for humanities with (72%), law (75%), geology/biology/geography (78%), and education (78%).

**AL** Employment rate after five years by degree subject grouping

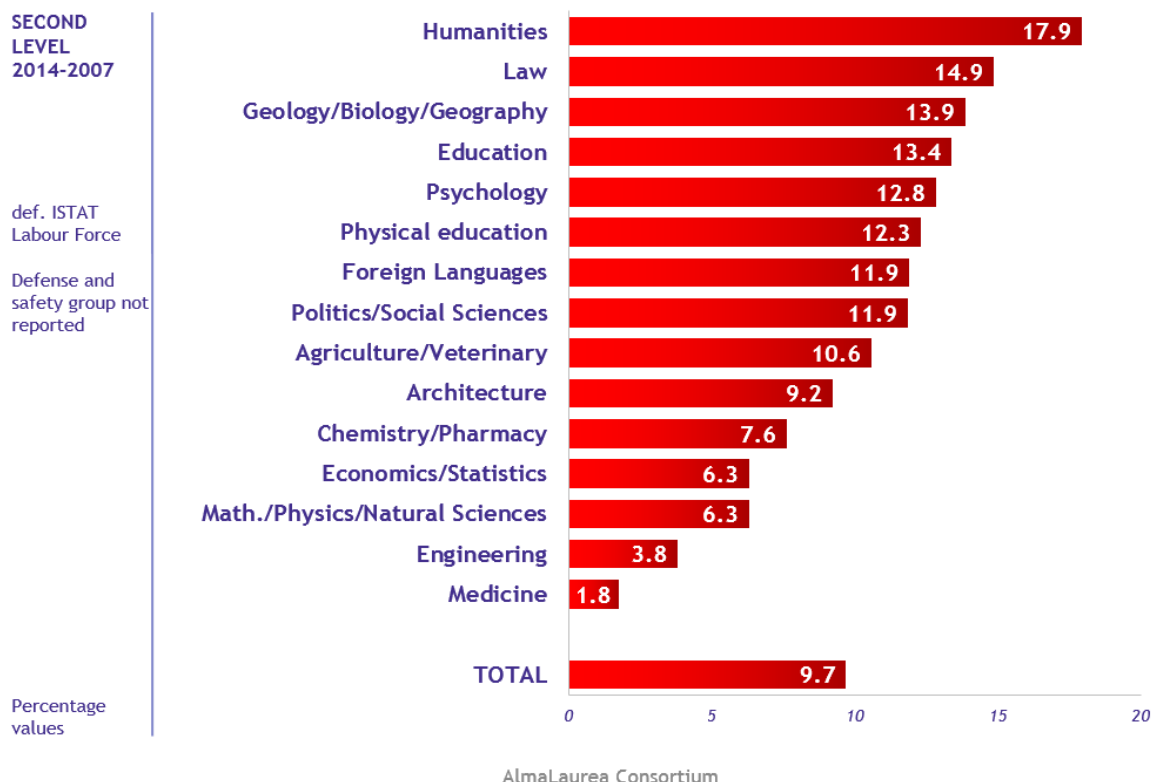


AlmaLaurea Consortium

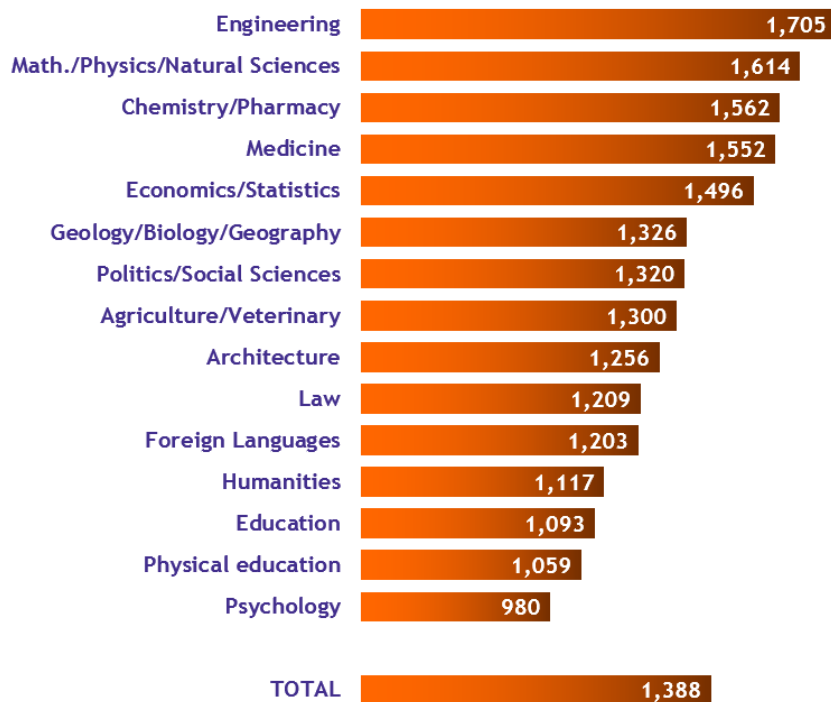
At the same time, five years after graduation for all degree subject grouping there is a decrease in unemployment, though remaining high on average for humanities (18%), law (15%), geology/biology/geography (14%). The lowest rates of unemployment are enjoyed by medical graduates (less than 2%), engineering (4%), and mathematics/physics/natural sciences and economics/statistics (6% each).



**AL** Unemployment rate after five years by degree subject grouping



**Wages** also improve **for all degree subject grouping studied**. At the top of the range, significantly higher than others, are graduates in engineering (1,705), mathematics/physics/natural sciences (1,614), chemistry/pharmacy (1,562), medicine (1,552), and economics/statistics (1,496). For graduates of psychology, physical education, education and humanities, wages are much lower than average (respectively 980, 1,059, 1,093, and 1,117 euros).

**Monthly net wage after five years by degree subject grouping**SECOND  
LEVEL  
2014-2007Defense and  
safety group not  
reportedAverage  
values in euros

AlmaLaurea Consortium

**AlmaLaurea Press Office - Giorgia Chicarella**

tel. + 39 051 6088954 | cell. + 39 3318177014

e-mail: [giorgia.chicarella@almalaurea.it](mailto:giorgia.chicarella@almalaurea.it) | [ufficiostampa@almalaurea.it](mailto:ufficiostampa@almalaurea.it)