



**KLAIPĖDOS VALSTYBINĖ KOLEGIJA/  
HIGHER EDUCATION INSTITUTION GRADUATES  
EMPLOYMENT AND CAREER MONITORING**

**2023, Klaipėda**

Career monitoring of Klaipėdos valstybinė kolegija/ Higher Education Institution graduates is defined as a purposefully organised continuous process of collecting and analyzing data on the careers of graduates. This process consists of the collection of objective and subjective indicators (Figure 1).

Objective monitoring indicators Source: Career Management Information System (CMS) and Education Management Information System (EMIS)	Subjective monitoring indicators Source: graduates survey using Google Forms
Study programme	Sociodemographic variables
Number of graduates	Evaluating studies in Klaipėdos valstybinė kolegija/ Higher Education Institution
Number of graduates continuing their studies	Getting a job after graduation
Average monthly salary of graduates during the reference period	Current career situation
Working graduates number and percentage	Job position
Number of working and continuing their studies	Satisfaction with career
Graduates length of service during the selected period	
Number and percentage of graduates already working at the day of graduation	
Receiving period of allowances and compensations of graduates during reference period	
Employed graduates by field of study	
Objective monitoring data from the Employment Service and the Education Management Information System	
Graduates in high-skilled jobs according to profession groups 1-3	
Graduates registered as long-term unemployed in the Employment Service	

**Figure 1.** Graduates monitoring indicators

The *objective* monitoring indicators are analyzed by taking information from the Career Management Information System (CMS), the Employment Service and the Education Management Information System (EMIS).

*Subjective* monitoring is directly linked to the personal opinion of graduates. The purpose of this monitoring is to provide feedback to all interested parties, which would serve to improve the process of development of study and career management competences, as well as the process of evaluation of the Klaipėdos valstybinė kolegija/ Higher Education Institution effectiveness. Two surveys were conducted: graduate satisfaction with studies and graduate satisfaction with career.

### ***Graduate satisfaction with studies***

The graduate satisfaction with studies survey was done using Google Forms. Based on a questionnaire (to survey graduates 6 months after graduation) a quantitative study - an online questionnaire survey. Chosen principle was *Global selection*, all 2022 graduates (respondents) received a cover letter by e-mail - an invitation to take part in the graduates survey and a link to join the standardised online questionnaire.

The questionnaire consists of three main thematic blocks:

- Sociodemographic variables;
- Evaluation of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution;
- Getting a job after graduation, current career situation and job position;

Respondents are asked to answer 17 questions. The statements are scored on a 7-point scale, where 1 is definitely no, 2 is no, 3 is more no, 4 is neither yes nor no, 5 is more definitely yes, 6 is yes and 7 is definitely yes.

### ***Graduate career satisfaction***

The graduate satisfaction with career survey was done using Google Forms. Based on a questionnaire (to survey graduates 3 years after graduation) a quantitative study - an online questionnaire survey. Chosen principle was *Global selection*, all 2020 graduates (respondents) received a cover letter by e-mail - an invitation to take part in the graduates survey and a link to join the standardised online questionnaire.

The career satisfaction questionnaire consists of three main thematic blocks:

- Sociodemographic variables;
- Getting a job after graduation, current career situation and job position;
- Satisfaction with career.

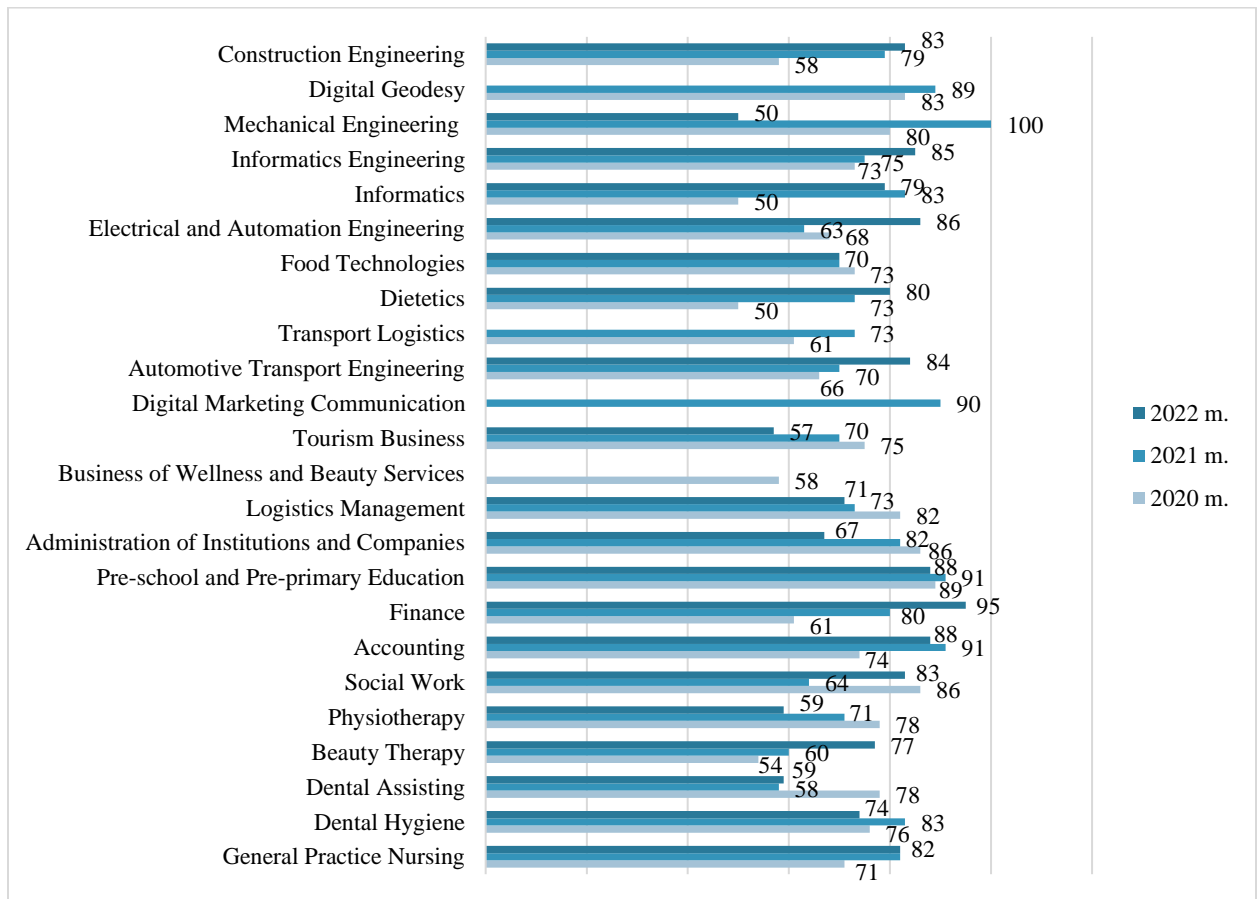
Respondents are asked to answer 18 questions. The statements are scored on a 7-point scale, where 1 is definitely no, 2 is no, 3 is more no, 4 is neither yes nor no, 5 is more definitely yes, 6 is yes and 7 is definitely yes.

# 1. OBJECTIVE MONITORING DATA

## 1.1. EMPLOYMENT OF GRADUATES

Data on the careers of graduates who are employed and have declared their employment in the Republic of Lithuania are obtained 12 months after graduation from the following government databases: Public Social Insurance Institution (SODRA), Employment Service (ES), The Center for Strategic Analysis of the Government (STRATA), Education Management Information System (EMIS) and etc. Klaipėdos valstybinė kolegija/ Higher Education Institution uses CMS data. Given that it is relevant to know what a graduate is doing and whether graduates have already established on the labor market, the report provides information on the situation after 12 months.

There is an increase in the employability of 2022 graduates from these study programs: *Dental Assisting, Beauty Therapy and Social Work, Finance, Automotive Transport Engineering, Dietetics, Electrical and Automation Engineering, Informatics Engineering, Construction Engineering. Dental Hygiene, Physiotherapy, Accounting, Pre-school and Pre-primary Education, Administration of Institutions and Companies, Logistics Management, Tourism Business, Informatics, Mechanical Engineering* – decreased. *General Practice Nursing and Food technologies* graduate employment rates remain stable (Figure 2).



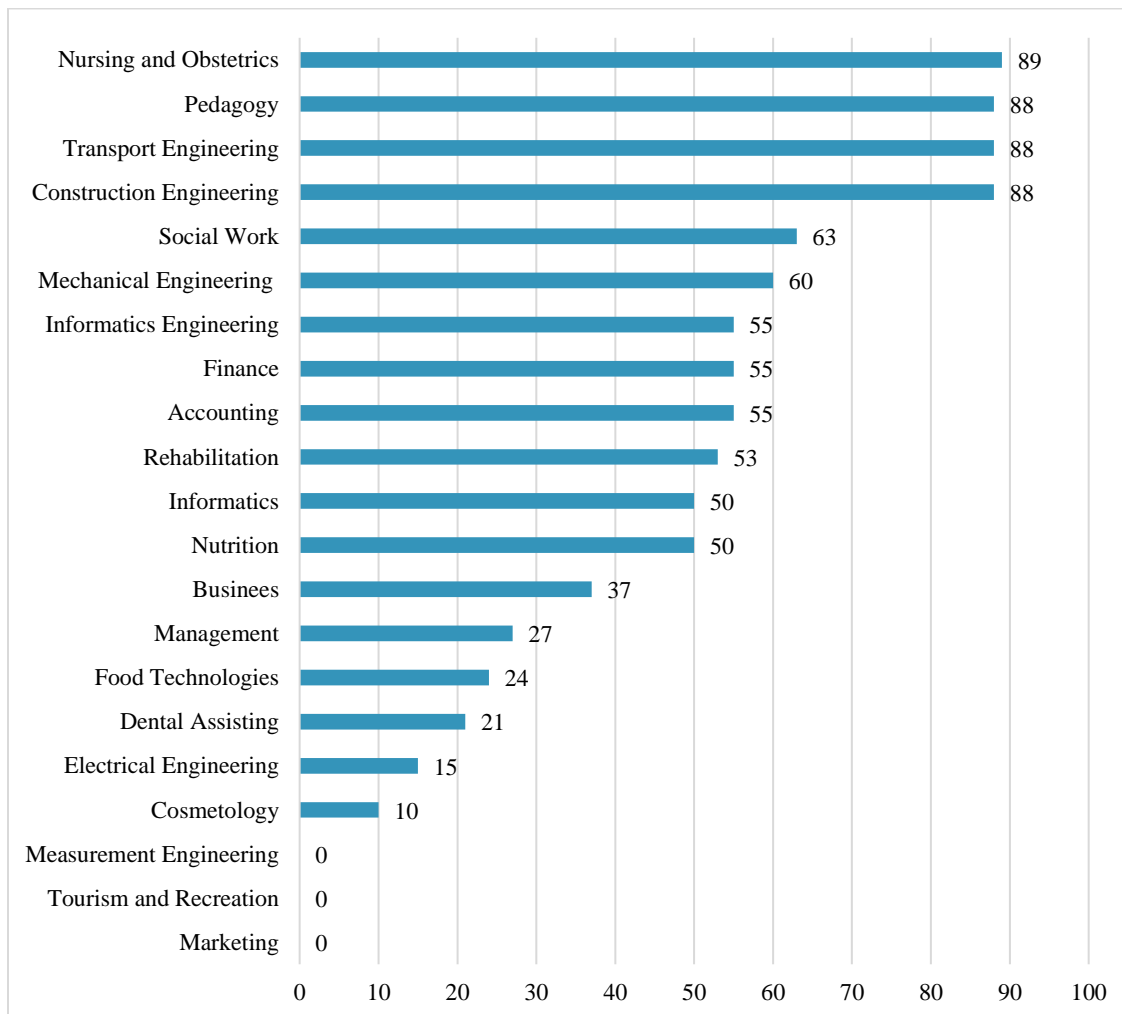
**Figure 2.** Number of employed graduates of the 2020-2022 batch 12 months after graduation, by field of study, %

Source of data: SODRA

## 1.2 GRADUATE EMPLOYMENT ACCORDING TO 1 – 3 PROFESSION GROUPS

The analysis of the 2022 results shows very different situations for those in highly skilled jobs - some very low, others sufficiently high. The most difficult employment situations according to 1 – 3 profession groups are for graduates of: *Marketing, Tourism and Recreation, Measurement Engineering, Cosmetology and Electrical Engineering*.

The employment rate of graduates graduating in 2022, 12 months after graduation in occupational groups 1-3 by field of study is shown in (Figure 3).



**Figure 3.** Employment rate of graduates in 2022, 12 months after graduation in 1-3 occupational groups by field of study, percent

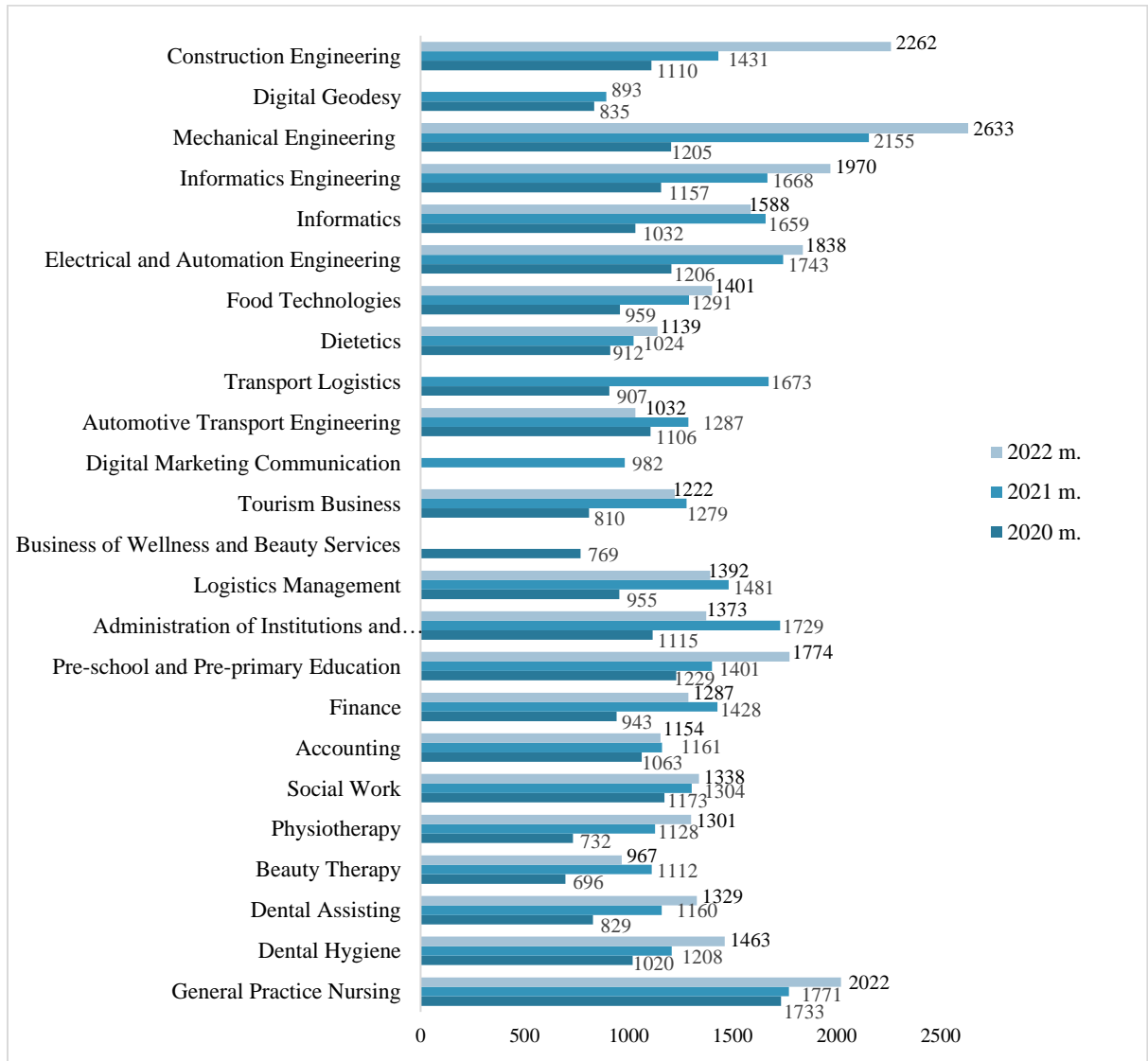
Source of data: STRATA/EMIS

### 1.3 INCOME OF GRADUATES

In 2022, graduates' salaries increased in all fields of study, except for graduates of: *Beauty Therapy, Accounting, Finance, Administration of Institutions and Companies, Logistics Management, Tourism Business, Automotive Transport Engineering, Informatics*.

A significant increase is seen in the salaries of *Civil Engineering* graduates, with 83% of them working in their field of study and 88% in highly skilled jobs. A significant increase is also seen in the salaries of *Mechanical Engineering* graduates, with 50% working in their field of study and 60% in highly skilled jobs.

Trends in the monthly income of graduates in 2020-2022 by field of study are shown in (Figure 4).



**Figure 4.** Monthly income of graduates in 2020-2022 by field of study

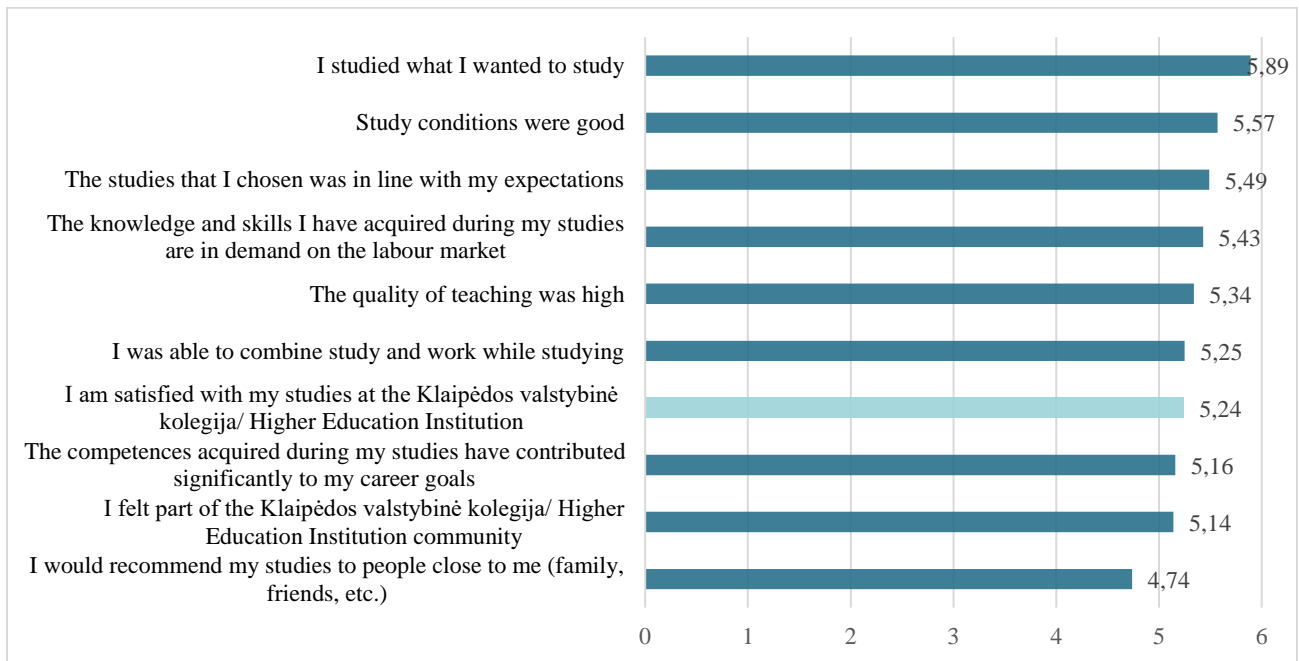
Data source: SODRA

## 2. SUBJECTIVE MONITORING DATA

### 2.1 SATISFACTION WITH STUDIES

In October-November 2023 a survey was carried out of 2022 graduates of Klaipėdos valstybinė kolegija/ Higher Education Institution, 6 months after graduation. Invitations to participate in the survey were sent to all 2022 graduates who *agreed to* participate in the graduate career monitoring. The return rate of the questionnaires was **40.56%**

The **evaluation of studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution** is carried out by assessing 10 statements on a 7-point scale. The **Klaipėdos valstybinė kolegija/ Higher Education Institution** has decided to use the main evaluation criterion - *I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution*. In 2022, after 6 months, the average score is **5.24** (out of 7) (*in 2021, after 6 months, the average score was 5.45*) (Figure 5). All statements except - *I would recommend my studies to my relatives (family, friends, etc.)* have a mean score above **5.0**.



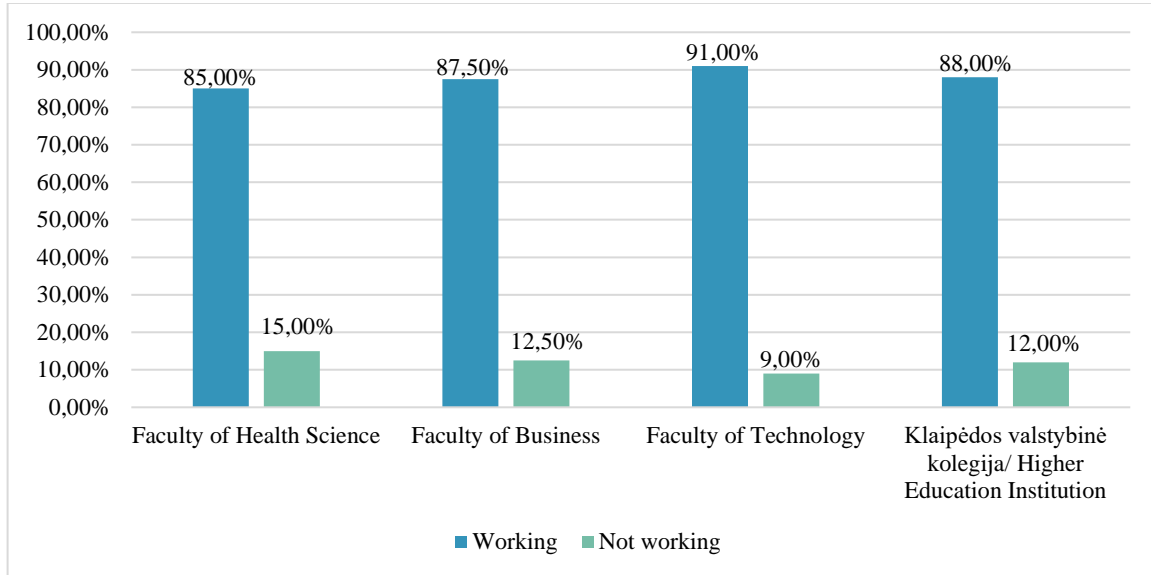
**Figure 5.** Evaluating the quality of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution

The highest score is 5.89 for *I studied what I wanted to study*.

The 2020 graduates scored **5.48** on satisfaction with their studies, the 2021 graduates scored **5.45** and the 2022 graduates scored **5.24** (a decrease of 3.85% compared to 2021 and 4.38% compared to 2020).

## 2.2. EMPLOYABILITY AND CAREER SATISFACTION

Of the respondents, 88.00% are employed after 3 years (Figure 6), **22.08% of whom are in management** positions. The Faculty of Technology has the highest number of employed graduates among the respondents.



**Figure 6.** Working graduates part 3 years after graduation

The results obtained do not correlate with the results of objective monitoring, where the employment rate of graduates in 2020, for example, for graduates of the Faculty of Technology is 70.14%, while the result of subjective monitoring is 91%. This is due to the fact that the objective monitoring data obtained from the databases of the departments still do not receive the data on all the graduates who have completed their studies, the delay in the submission of the data, and the lack of information on the graduates who have been working abroad, as well as on the graduates who have been engaged in individual activities, graduates who are doing their military service, and etc. The results of the subjective monitoring are also not indicative of the real situation, as the number of graduates completing the questionnaire is low, but they do show a trend. Only 5.25% of the Klaipėdos valstybinė kolegija/ Higher Education Institution students are registered as long-term unemployed with the Lithuanian Employment Service, which means that 94.75% of the graduates are occupied: working (declared), engaged in other activities (military, studies, childcare, etc.), abroad (undeclared).



Career satisfaction is determined by a variety of factors. In assessing their career satisfaction, respondents rated 10 statements by selecting whether they agreed or disagreed (on a 7-point scale) with the statement (Figure 7). The scores indicate that employees are more satisfied than dissatisfied with their current career outcome, with a score of **5.68** out of a possible 7.

Working 2020 graduates gave the highest score to the statement - *My job encourages me to develop and grow as a professional* (**6.86**); the lowest score was salary (**5.16**) (Figure 7).



**Figure 7.** Assessment of career satisfaction factors of working graduates after 3 years

## SUMMARY

- In 2022, graduates' satisfaction with their studies at Klaipėdos valstybinė kolegija/ Higher Education Institution is 5.24. The score has decreased by 3.85% compared to 2021 (5.45) and by 4.38% compared to 2020 (5.48).
- According to objective monitoring data, 74.55% of graduates of the 2022 are employed in Lithuania 6 months after graduation, while according to subjective monitoring data - 91%.
- Graduates are employed and well enough adapt to the job market. The main factors influencing employability are personal qualities and higher education qualifications.
- In 2020, graduates career satisfaction is rated at 5.68 (Graduates of Faculty of Health Science is most satisfied with the career in General Practice Nursing; Faculty of Technology is most satisfied with Informatics Engineering; Faculty of Business is most satisfied with Pre-School and Pre-Primary Pedagogy; and Tourism Business).
- In order to help graduates *to adapt more successfully to a specific work organisation and the labour market*, it is appropriate to focus more on improving the quality of studies, on the development of practical skills, on the transfer of up-to-date knowledge during the course of the studies, on the expansion of the network of companies that can employ students after their internship, to focus on organising more training in career skills for students, and to pay attention to the competence of the academic staff and to improve communication and cooperation between all stakeholders.