



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

Career monitoring of Klaipėdos valstybinė kolegija/ Higher Education Institution (KVK/HEI) graduates is defined as a purposefully organised ongoing process of collecting and analysing data on the careers and employment of KVK/HEI 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: Career Management Information System (CMS)
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 KVK/HEI effectiveness.

The questionnaire consists of four main thematic blocks:

- Sociodemographic variables;
- Evaluation of studies at KVK/HEI;
- Employment after graduation, current career situation and job position;
- Career Satisfaction.

Participants are asked to answer/evaluate 20 questions/statements. 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 yes, 6 is yes and 7 is definitely yes.

1. OBJECTIVE MONITORING DATA

1.1 GRADUATES EMPLOYMENT

Data on the careers of graduates who are employed and declared employed in the Republic of Lithuania are obtained 6, 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. KVK/HEI 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 a downward trend in the employment rate of graduates by field of study in almost all fields of study by 2020 (except Social Work, Pedagogy, Business, Management and Measurement Engineering), while there has been an upward trend until then. It can be assumed that the Covid -19 pandemic had an impact.

Trends in the number of graduates in employment 12 months after graduation, by field of study, for the 2018-2020 graduates are shown in Figure 2.

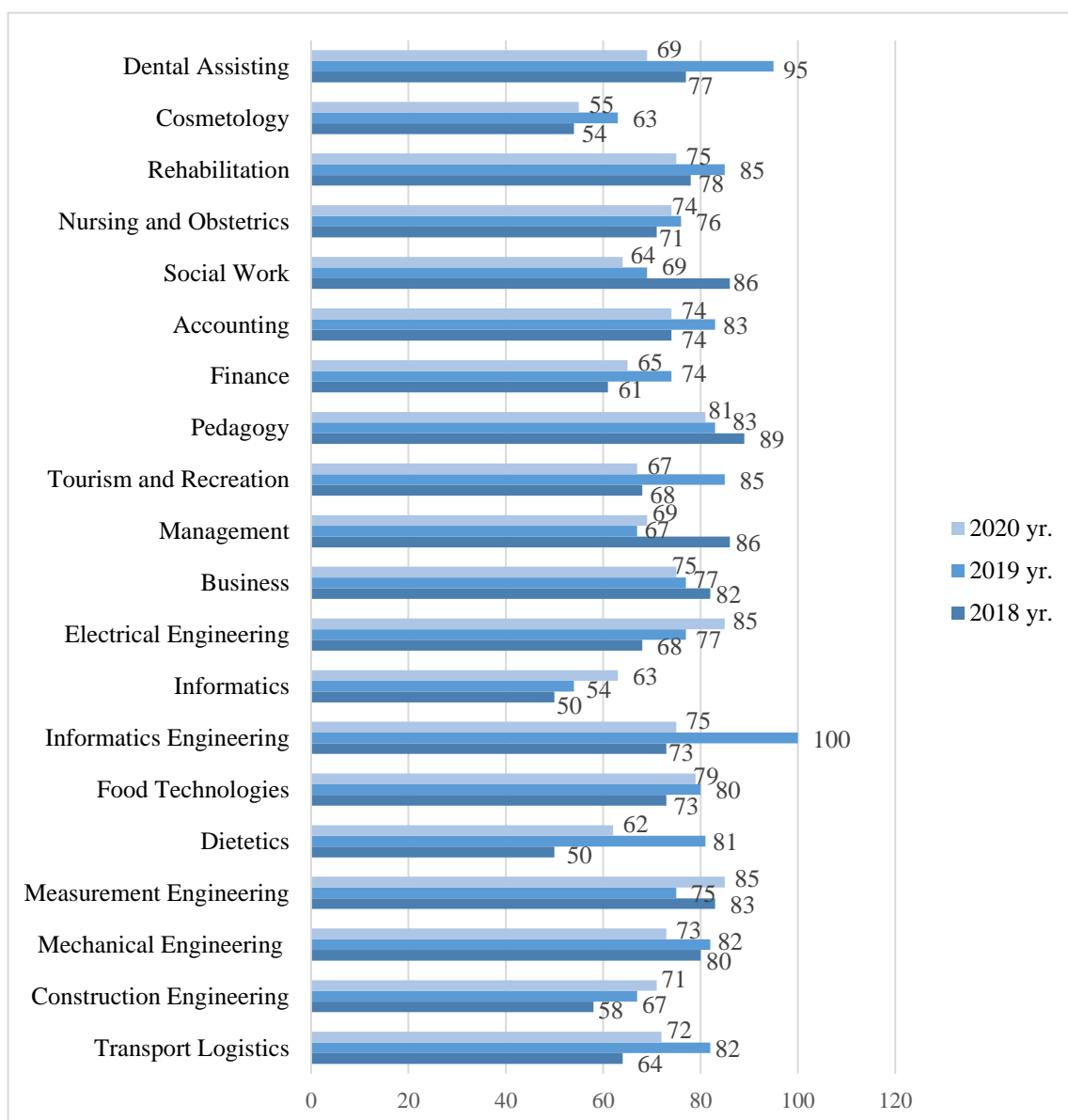


Figure 2. Number of employed graduates of the 2018-2020 batch 12 months after graduation, by field of study, %

Source of data: KVIS

1.2 GRADUATE EMPLOYMENT ACCORDING TO 1 – 3 PROFESSION GROUPS

Looking at the 2020 results, we see very different situations for those in highly skilled jobs - some very low, others just high enough. The most difficult employment situations (as in 2019) according to 1 – 3 profession groups are for graduates of: Cosmetology, Tourism and Recreation, Finance, Transport Engineering, Electrical Engineering and Food Technologies.

The employment rate of KVK/HEI graduates in 2020 12 months after graduation in occupational groups 1-3 by field of study is presented in Figure 3.

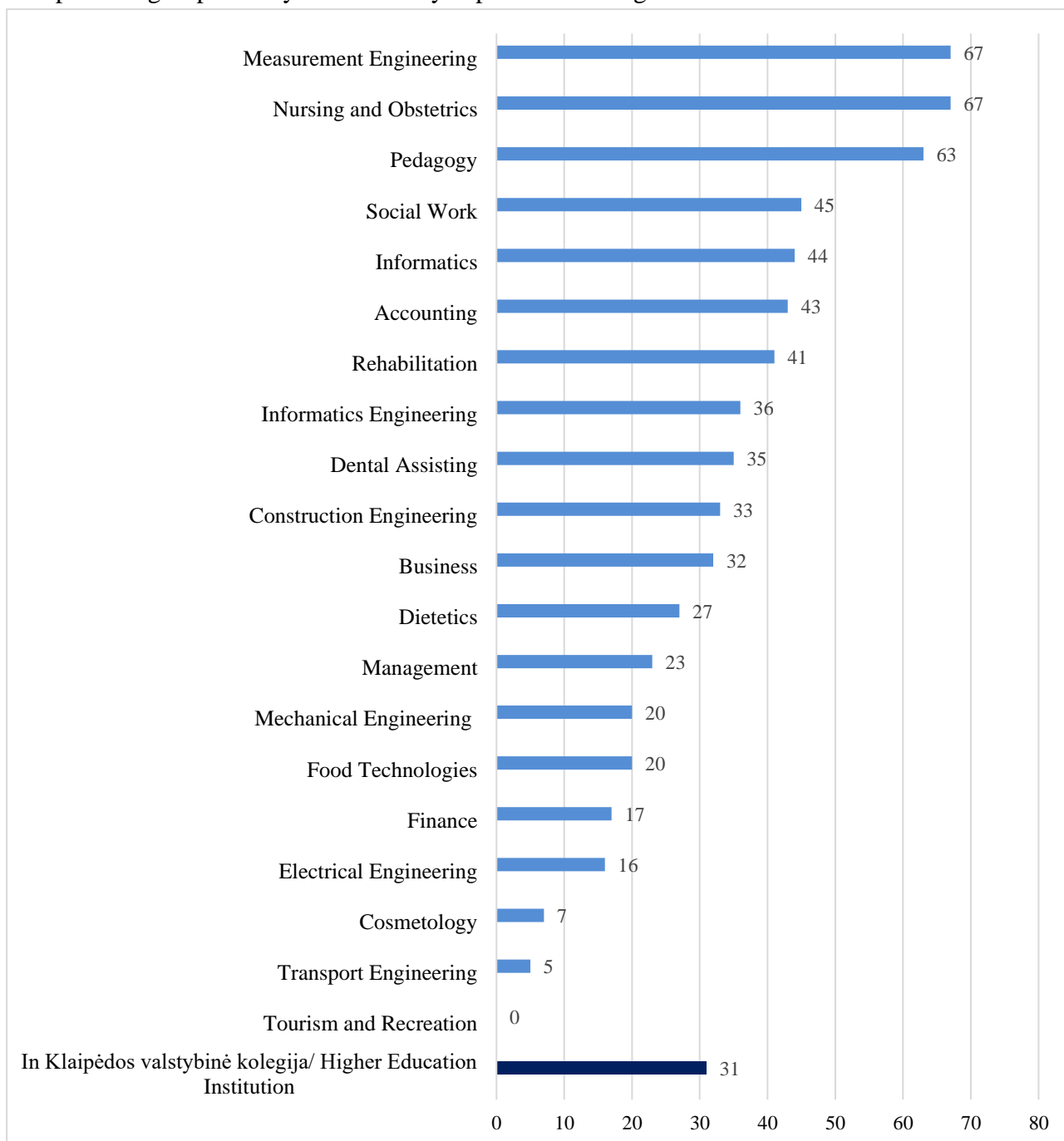


Figure 3. Employment rate of graduates in 2020, 12 months after graduation in 1-3 occupational groups by field of study, percent

Source of data: EMIS

1.3 INCOME OF GRADUATES

In 2020, graduate salaries rose for graduates in all fields of study, except for graduates in Mechanical Engineering, Measurement Engineering and Finance. A significant increase can be seen in the salaries of General Practise Nursing graduates, 76% of whom are employed in their field of study and 66.7% in highly skilled jobs. This increase can be attributed to the additional payments made during for extra work during the pandemic.

A significant increase can be seen in the salaries of Pre-School and Pre-Primary School Pedagogy graduates, 83% of whom are working in their field of study, and 62.6% are in a highly skilled job.

Trends in the monthly income of graduates in 2018-2020 by field of study are shown in (Figure 4).

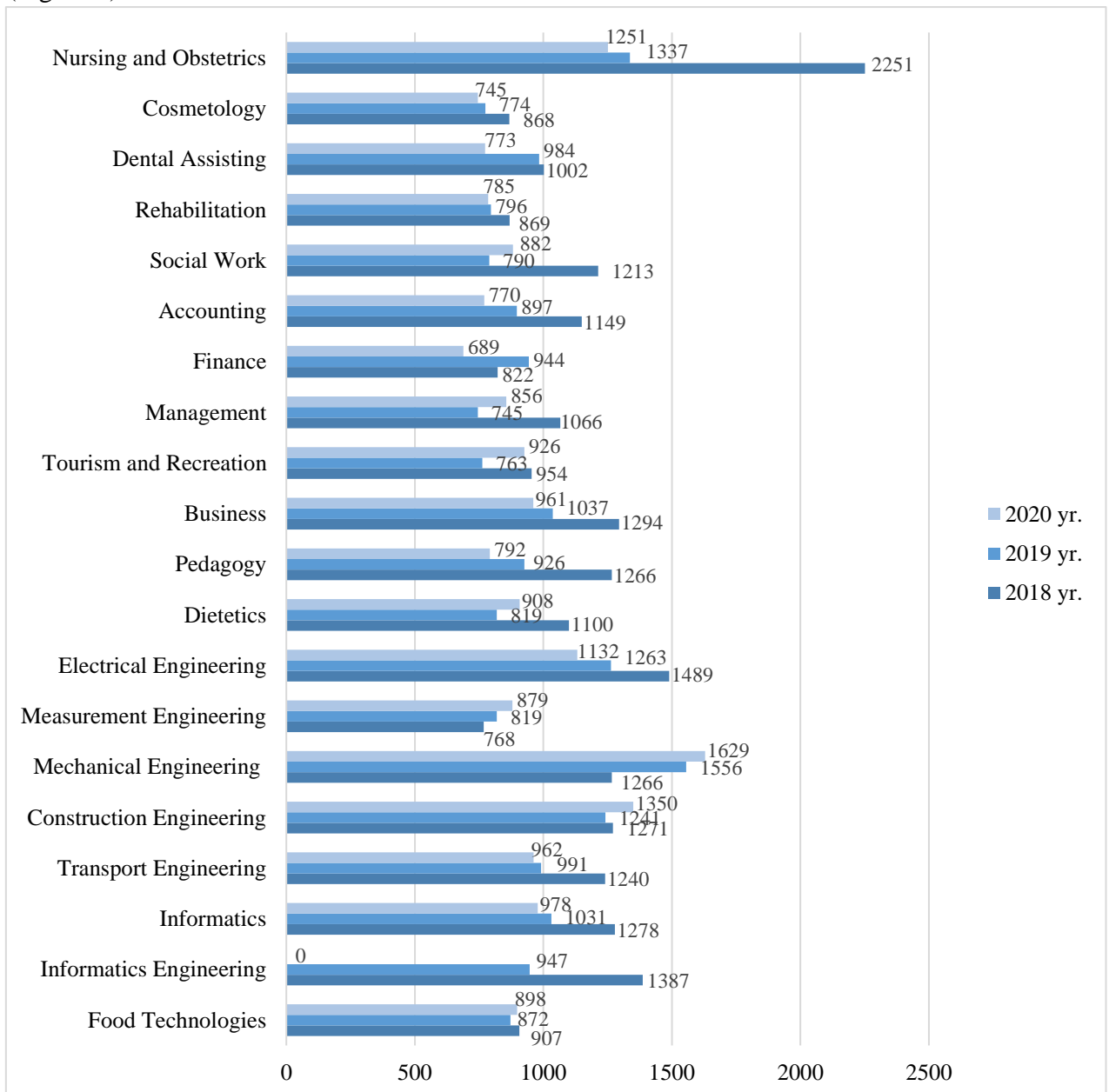


Figure 4. Monthly income of graduates in 2018-2020 by field of study, EUR

2. SUBJECTIVE MONITORING DATA

2.1 SATISFACTION WITH STUDIES

In January-February 2021, a survey of graduates of KVK/HEI who graduated in 2020 was conducted, **6 months after** graduation. Invitations to take part in the survey were sent to all graduates of KVK/HEI graduating in 2020 who **agreed** to take part in the graduate career monitoring. The return rate of the questionnaires was **38.96%**.

In August-September 2021, a survey was carried out among the graduates of KVK/HEI in 2020, **12 months after** graduation. Invitations to participate in the survey were sent to all graduates of KVK/HEI who **agreed** to participate in the graduate career monitoring in 2020. The return rate of the questionnaires was **22.26%**.

The evaluation of studies at the KVK/HEI (Figure 5) is based on eight questions. The KVK/HEI decided to use - *I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution* - as an evaluative (comparative) criterion. In 2020, after 6 months, the average score is **5.48** (on a 7-point scale) (*in 2019, after 6 months, it was 5.23; in 2018, after 6 months, it was 5,26*). All responses to most of the statements (Satisfaction with study conditions, knowledge and skills acquired are marketable on the labour market, studying meets expectations) have an average score above 5.0, except for *I was able to combine study and work while studying* and *It was hard to study*, which are below five points.

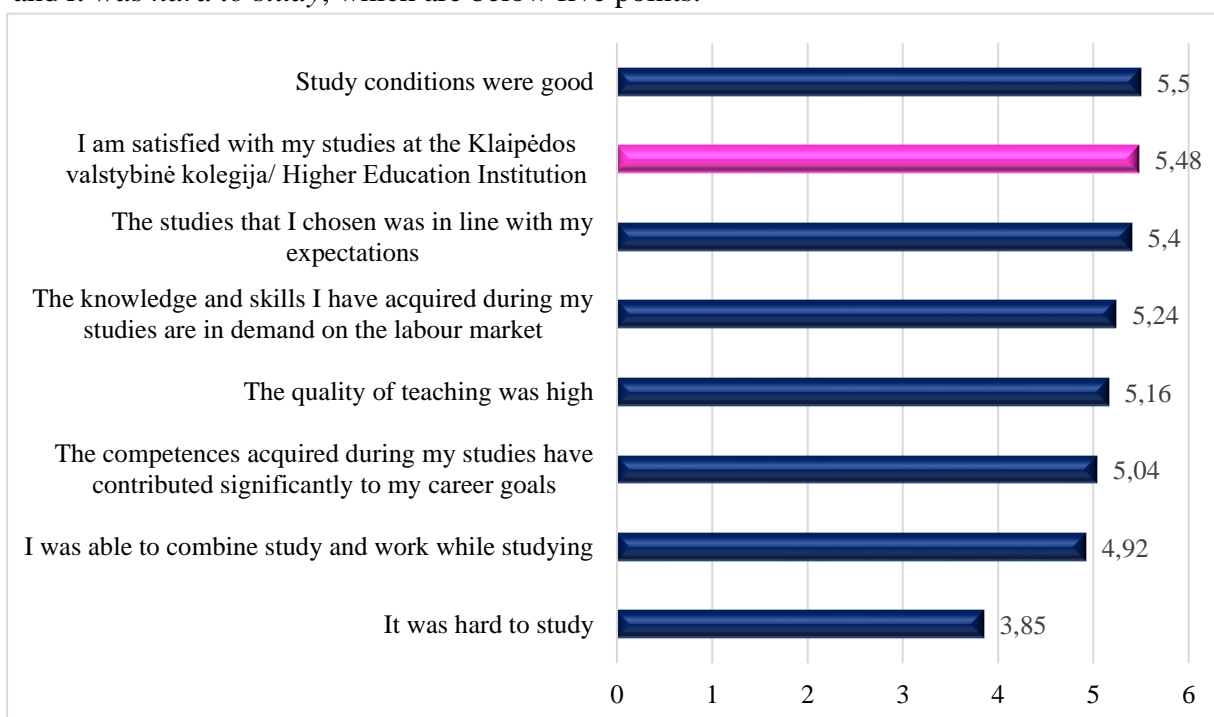


Figure 5. Evaluating the quality of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution

The highest score was 5.50 for *Study conditions were good*. *The quality of teaching was high* with a score of 5.16. **Compared to previous years, the scores are higher.**

2.2 EMPLOYABILITY AND CAREER SATISFACTION

Of the respondents, 80.00% are employed after 12 months (Figure 6), **16.56% of whom are in management positions** (13.89% of the 2019 graduates after 12 months). The Faculty of Business has the highest number of graduates in employment.

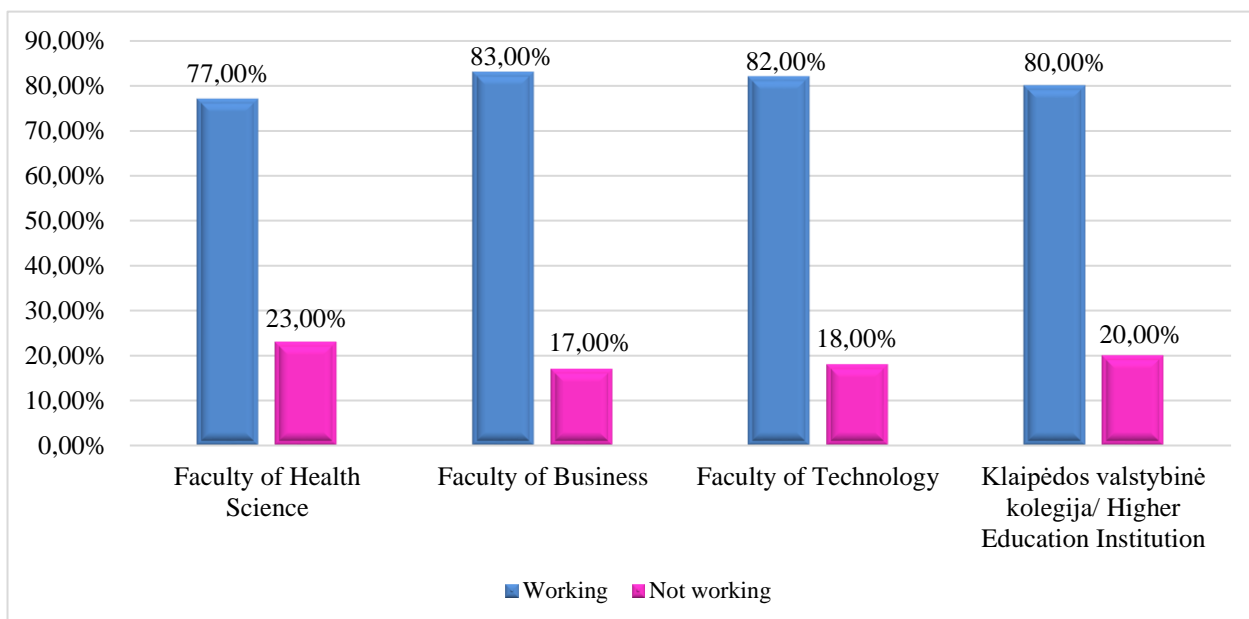


Figure 6. Part of working graduates 12 months after graduation

The results obtained do not correlate with the results of objective monitoring, where the employment rate, for example, of graduates of the Faculty of Technologies is 64.71%, while the result of subjective monitoring is 82.00%. This is due to the fact that the objective monitoring data obtained from the departmental databases still do not receive the data on all the graduates who have completed their studies, the data submission is delayed, and there is also no information on the information about the graduates who have been working abroad, who have been engaged in self-employed activities, who have been performing their military service, and so on. The results of subjective monitoring also do not reflect the real situation, as the number of graduates who completed the questionnaire is low, but they do show a trend, e.g. 2-6% of the KVK/HEI graduates have gone abroad to work (almost 2% of them under the Erasmus+ mobility programme for graduate mobility), around 10% are engaged in other activities (military service, childcare, studying, etc.)

Career satisfaction is determined by a variety of factors. When assessing their career satisfaction, respondents answered 8 items by selecting whether they agree or disagree (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.

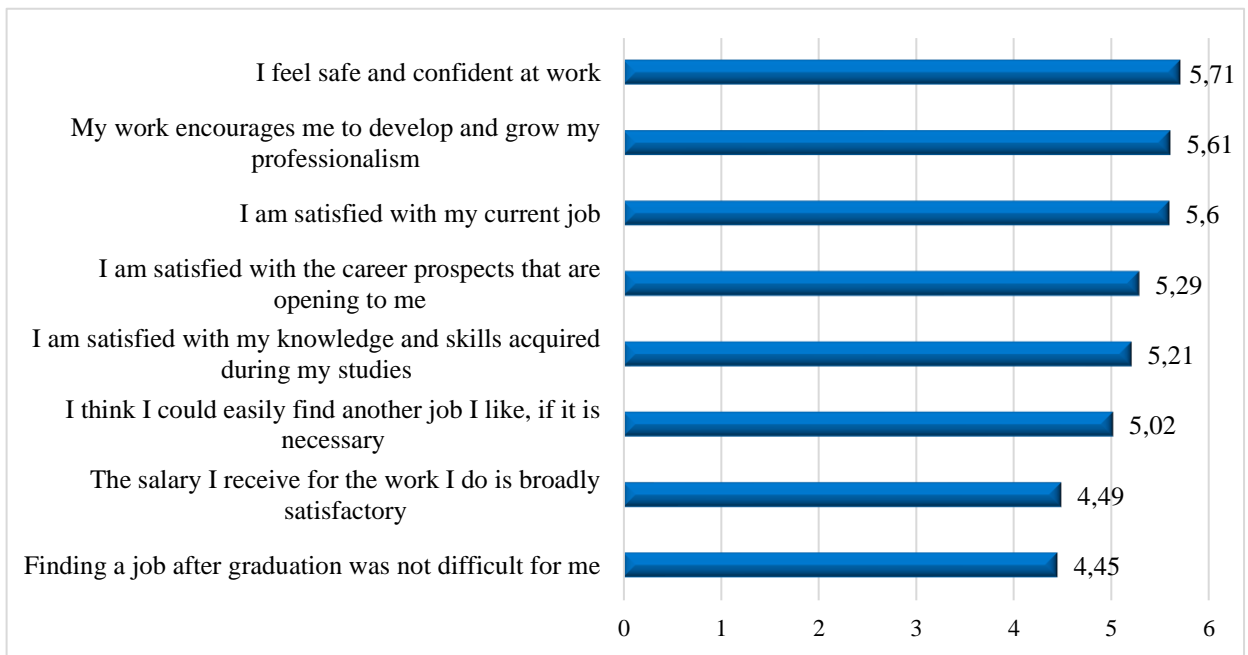


Figure 7. Assessment of career satisfaction factors of working graduates after 12 months

Working graduates are also unsure whether they would find it easy to find another job they like. They are also not entirely satisfied with the salary they receive and say it was not difficult to find a job after graduation.

SUMMARY

- According to objective monitoring data, 71% of graduates of the 2020 batch will be employed in Lithuania 12 months after graduation, 80% according to subjective monitoring data, and 5% of graduates are registered as long-term unemployed.
- The largest decrease in the percentage of employed graduates was among graduates of the Faculty of Technologies. The employment and career management success of 2020 graduates may have been affected by the Covid-19 pandemic.
- Objective monitoring data from departmental databases still do not provide data on all graduates of the KVK/HEI, there are delays in the submission of data, and there is no information on graduates who have worked abroad, as well as on graduates who are self-employed, graduates who are serving in the armed forces, etc.
 - The percentage of employed graduates by field of study is increasing.
 - The salaries of all graduates are increasing each year.
 - KVK/HEI graduates do reasonably well in terms of employability and adaptation to the labour market, but they attribute this result more to their personal characteristics, but they also appreciate that it depends on the knowledge and skills acquired during their studies, and that the impact of internships on their employability success remains low.
- Graduates satisfaction with their studies at the KVK/HEI increased from 5.23 for the 2019 batch to 5.48 for the 2020 batch.
- 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 expansion of the network of companies that can employ students after their internship, to focus on providing more career skills training for students.