



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

2022

Career monitoring of Klaipėdos valstybinė kolegija/ Higher Education Institution (KVK/HEI) 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: 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 survey is conducted using the SAIKU tool in the Career Management Information System (CMS). The questionnaire (designed to survey graduates 6 months and 12 months after graduation) is used to conduct a quantitative online survey. The principle of universal sampling was chosen, i.e. the graduates (respondents) received a motivation letter by e-mail inviting them to participate in the graduate survey and a link to join the standardised online questionnaire.

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. GRADUATES EMPLOYMENT

Data on the careers of graduates who are employed and declared employed in the Republic of Lithuania are obtained 6, 12 months, 3 and 5 years 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.

1.1. Faculty of Health Sciences graduates employment analysis

There is an increase in the employability of 2021 graduates in the General Practice Nursing, Dental Hygiene, Beauty Therapy study groups. Dental Assisting, Physiotherapy have decreased. Social Work has returned to 2019-2020 levels (Figure 2).

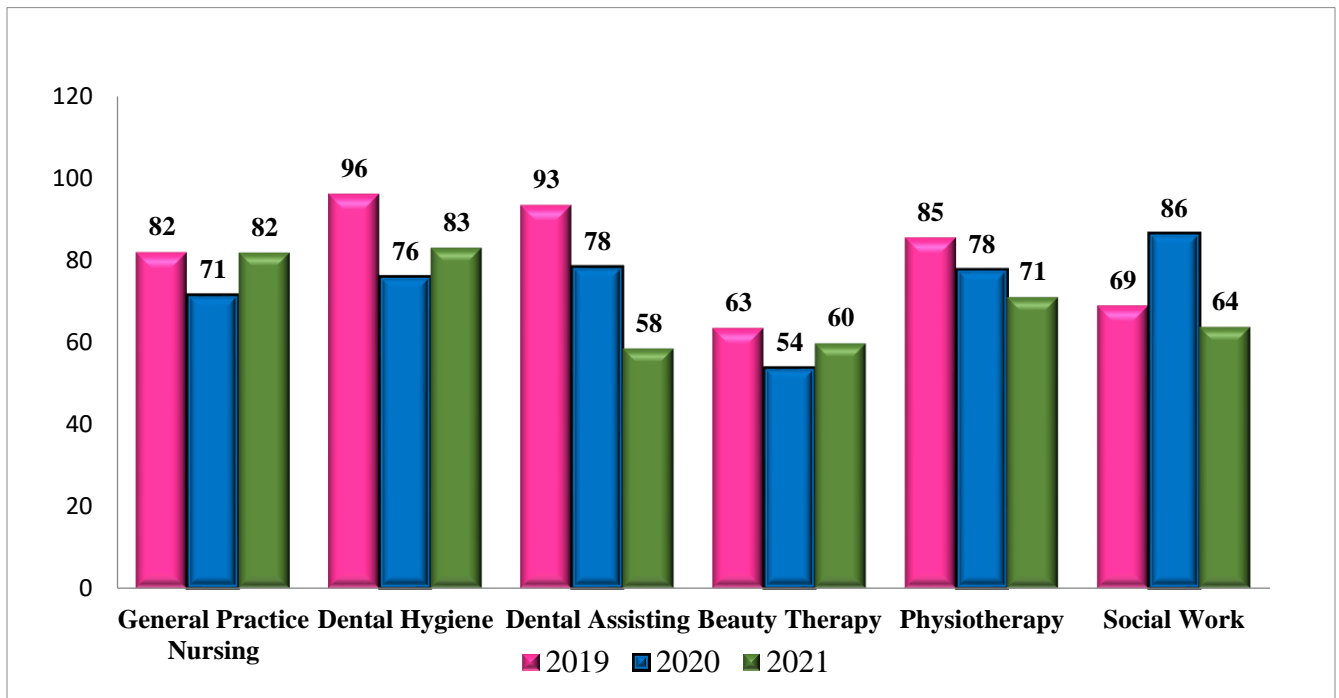


Figure 2. Faculty of Health Sciences 2019-2021 employed graduates 12 months after graduation by field of study, percent
Data source: SODRA

Looking at the results for 2019-2021, we see very different situations for those in highly skilled jobs - some with a very significant decline, others with an upswing. The most difficult employment situation for graduates in occupational groups 1 - 3 remains for graduates in the field of Cosmetology, although there is an upward trend. In the field of Social Work there is a very sharp downward trend. General Practice Nursing students are employed in highly skilled jobs, this trend has been observed for three years (Figure 3).

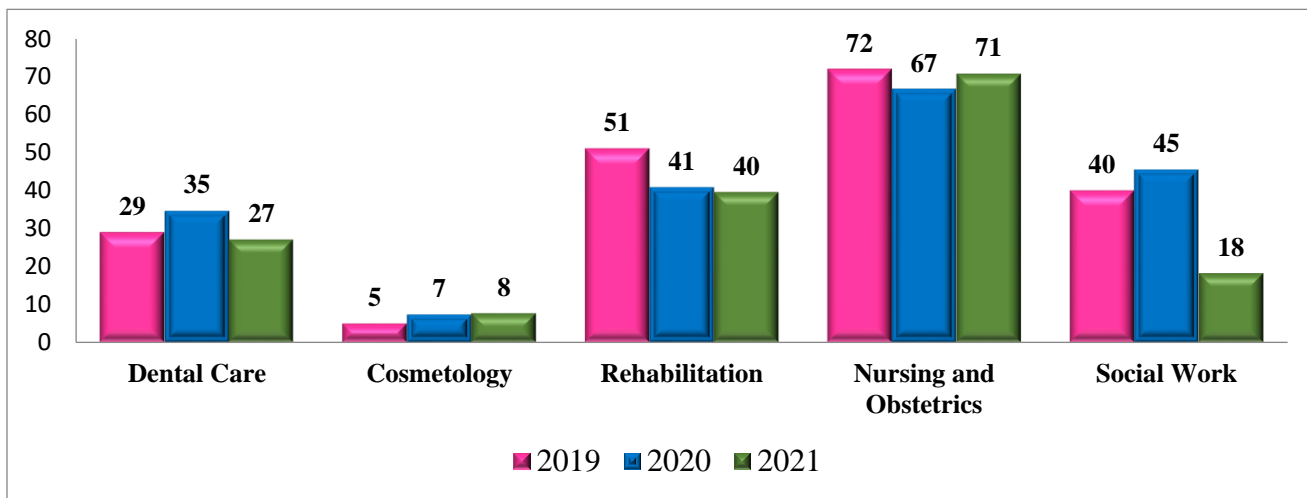


Figure 3 pav. Faculty of Health Sciences of 2019-2021 graduates employment 12 months after graduation in 1-3 occupational groups by field of study, percent.

Data source: STRATA/EMIS

In 2021, graduate salaries have risen in all health sectors. A slightly higher increase is seen in Dental Hygiene, while a significant increase is seen in Beauty Therapy and Physiotherapy graduates' salaries (Figure 4).

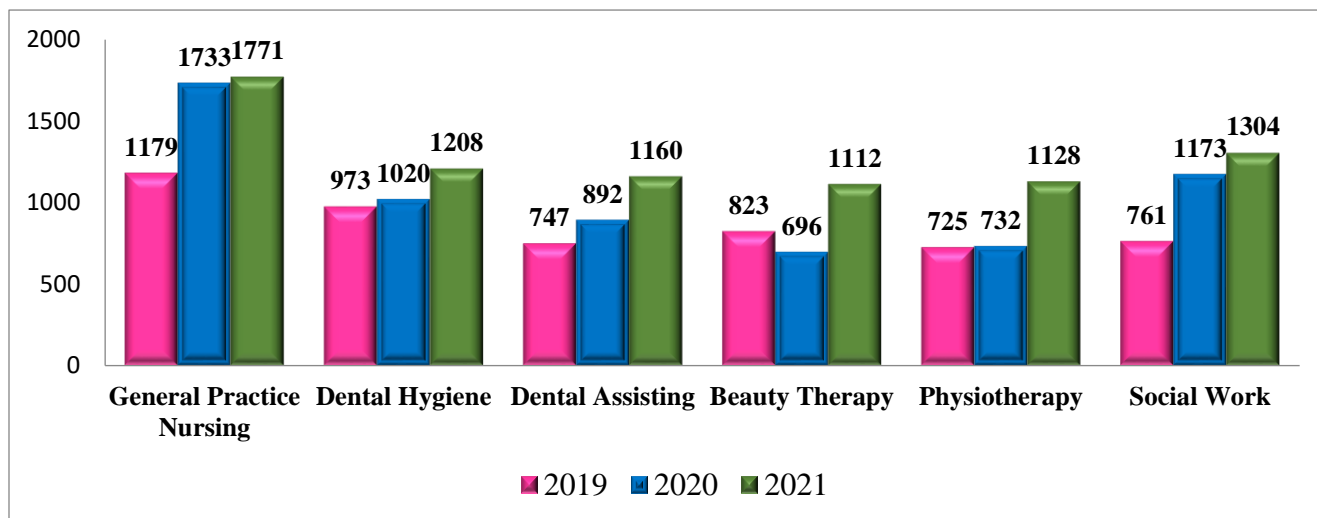


Figure 4. Faculty of Health Sciences monthly income of graduates of 2019-2021 by field of study, EUR

Data source: SODRA

In summary, graduates of the Faculty of Health Sciences are confidently entering the labour market. 69.49% of graduates are employed. There is an upward trend in salaries. The biggest negative changes in the labour market occurred for Social Work graduates.

1.2. Faculty of Business graduates employment analysis

The employability of 2021 graduates from the Business and Public Management and Education Science study clusters varies considerably by study programme, with Accounting, Finance, Pre-School and Pre-Primary School Pedagogy rising upwards, while Administration of Institutions and Companies and Logistics Management dropped downwards. The first batch of Digital Marketing Communication graduates are finding jobs, with an employment rate as high as 90%. Graduates of Pre-School and Pre-Primary School Pedagogy remain the leaders for several years (Figure 5).

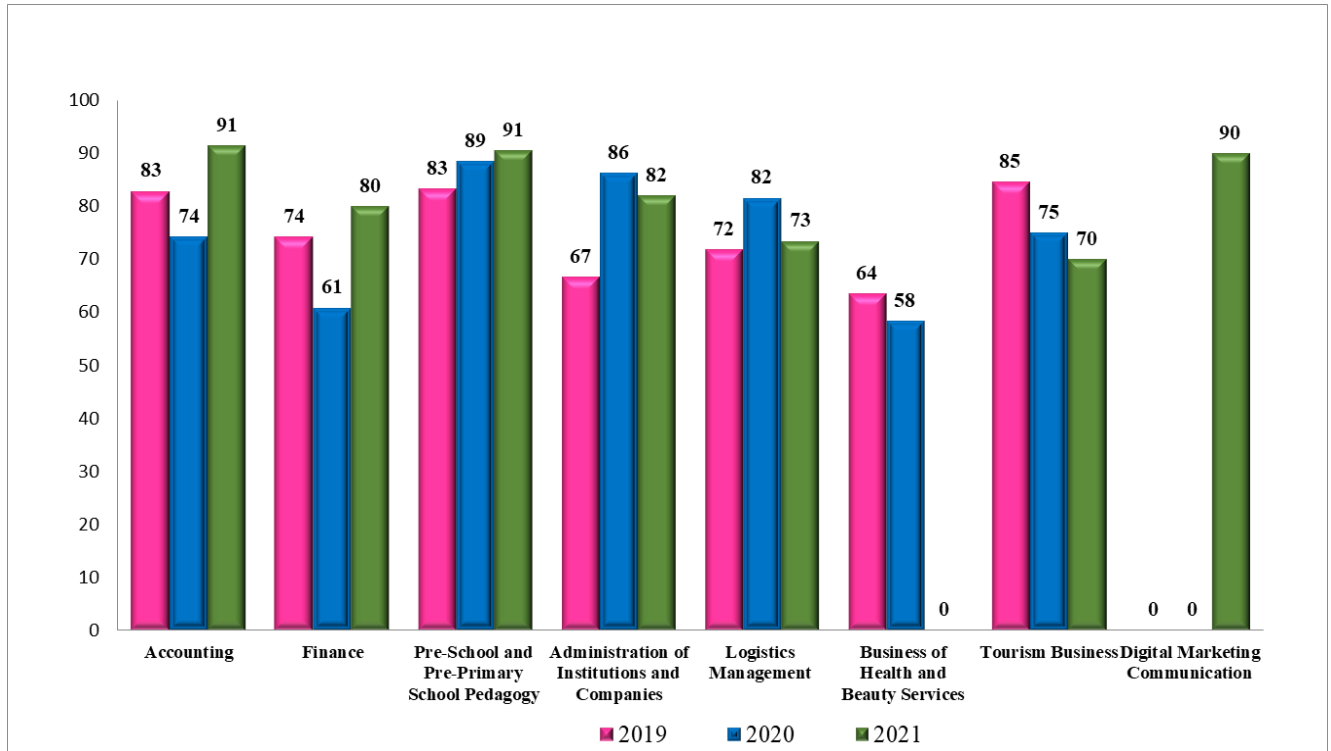


Figure 5. Faculty of Business of 2019-2021 graduates percentage of employed 12 months after graduation by field of study

Data source: SODRA

Looking at the results for 2019-2021, we can see that the most difficult situation for graduates of Management and Business studies is to find a job in occupational groups 1-3, although there is an upward trend in Management. Marketing graduates are not only employed, but also they are working in highly skilled jobs. Employment of Accounting graduates in occupational groups 1-3 is on the rise. The employment rate of Pedagogy graduates in highly skilled jobs also remains high (Figure 6).

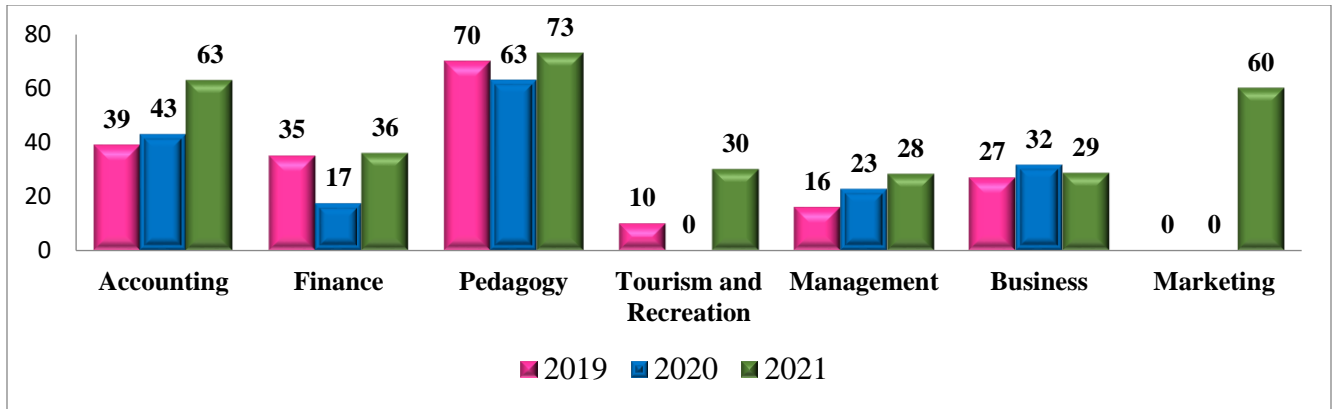


Figure 6. Faculty of Business of 2019-2021 graduates employment 12 months after graduation in 1-3 occupational groups by field of study, percent.

Data source: STRATA/EMIS

In 2021, graduates' salaries have risen for all graduates, except for graduates of the Business of Health and Beauty Services study programme (admission to this study program is no longer available). Significant increases are seen in the salaries of graduates in Finance, Administration of Institutions and Companies, Logistics Management and Tourism Business, although the percentage of graduates in highly skilled jobs is not high.

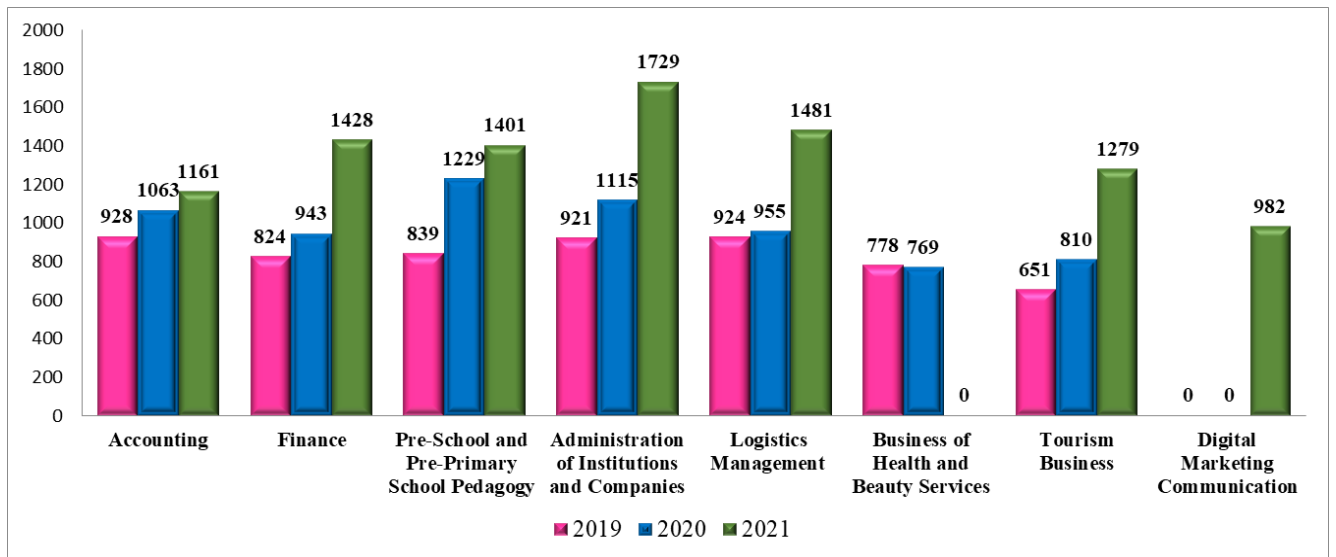


Figure 7. Faculty of Business monthly income of graduates of 2019-2021 by field of study, EUR

Data source: SODRA

Faculty of Business graduates are confidently integrated into the Lithuanian labour market. As many as 82.49% of graduates are employed. There is an upward trend in wages.

1.3. Faculty of Technologies graduates employment analysis

Graduates of 2021, the 12-month employment rate of graduates from engineering, technology and science study groups increased in most study fields, with only Food Technologies and Electrical and Automation Engineering study programmes showing a decrease. There has been a significant increase in the employment rate in Informatics, and in Mechanical Engineering, which reaches 100% (Figure 8).

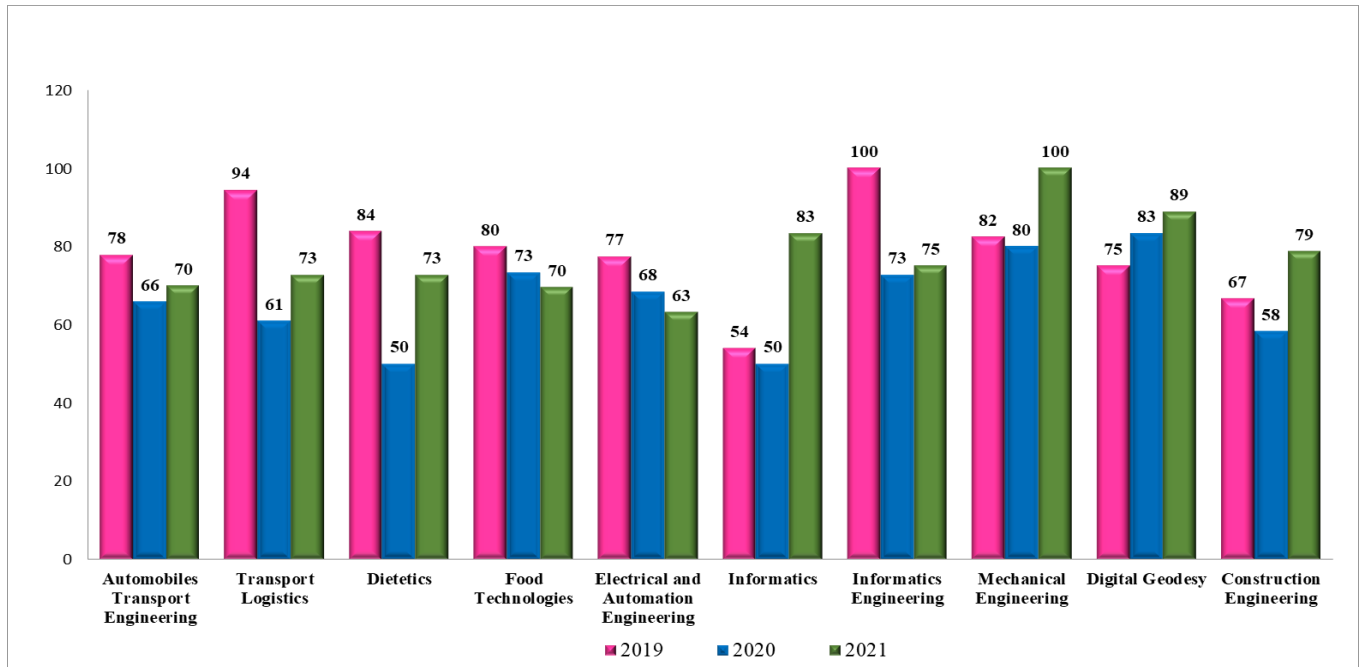


Figure 8. Faculty of Technologies of 2019-2021 graduates percentage of employed 12 months after graduation by field of study
Data source: SODRA

Looking at the results for 2019-2021, we see very different situations for those in highly skilled jobs - some with a very significant downturn, others with an upswing. The most difficult employment situation is for Food Technologies graduates field of study is in occupational groups 1 - 3. There has been a significant downward trend in Measurement Engineering, and a gradual decline in Construction (Figure 9).

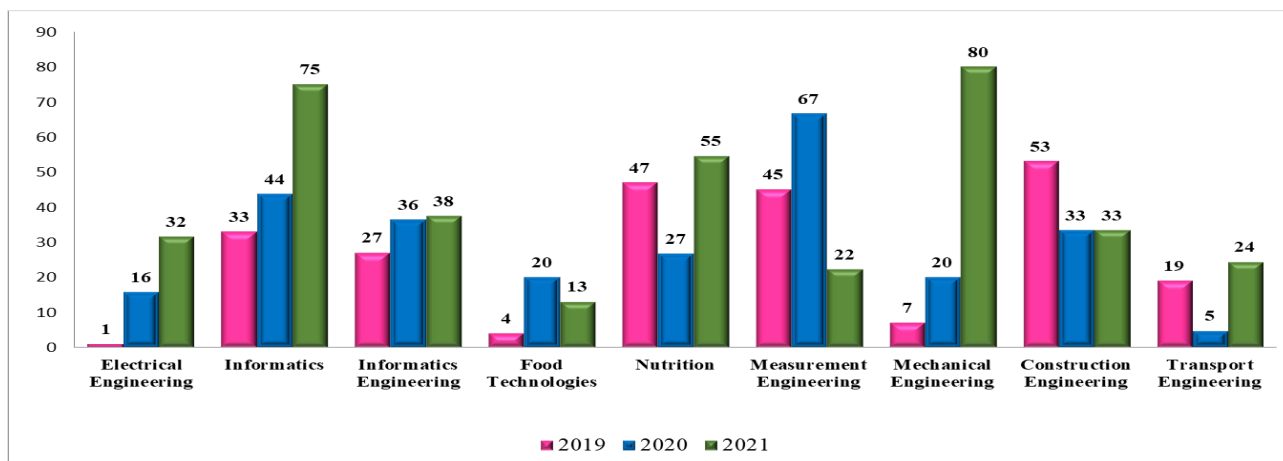


Figure 9. Faculty of Business of 2019-2021 graduates employment 12 months after graduation in 1-3 occupational groups by field of study, percent.

Data source: STRATA/EMIS

In 2021, graduate salaries are rising in all fields of study, with the highest rise in Mechanical Engineering, where as many as 80% are in highly skilled jobs. Significant increases are seen in the salaries of graduates in Informatics, Informatics Engineering, Transport Logistics, Electrical and Automation Engineering, although the percentage of graduates in high-skilled jobs is not as high as in Mechanical Engineering. Graduates of this faculty already receive the highest average salaries in the first year after graduation compared to graduates of all other faculties, which hardly correlates with the fact that the percentage of graduates working in highly skilled jobs is not very high (Figure 10)

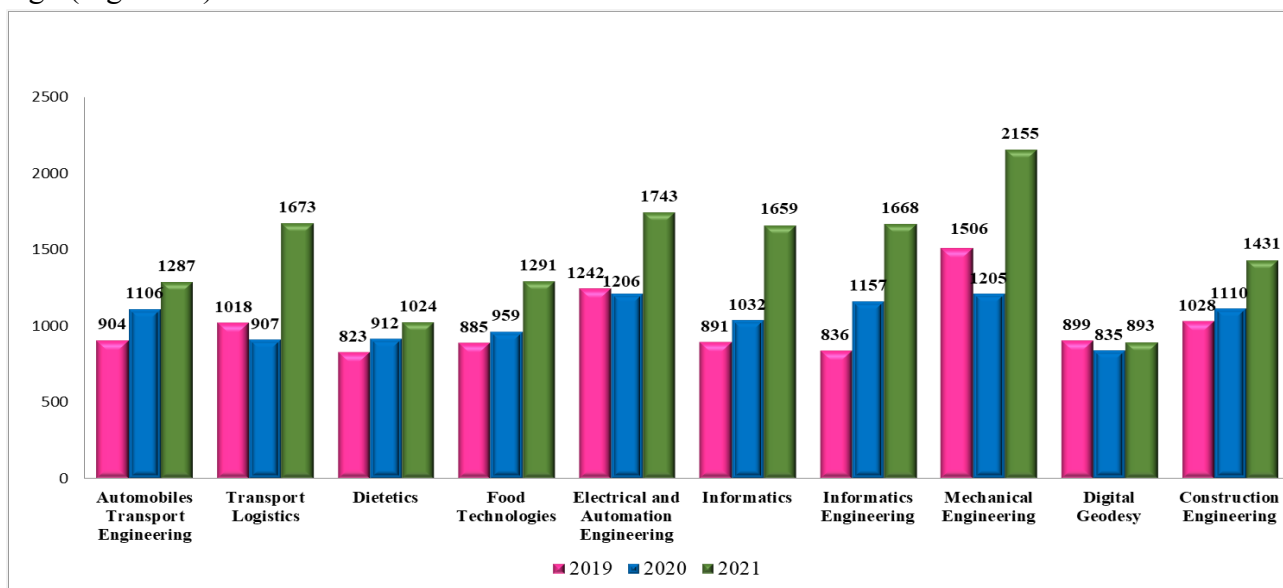


Figure 10. Faculty of Technologies monthly income of graduates of 2019-2021 by field of study, EUR

Data source: SODRA

Graduates of the Faculty of Technologies integrate well into the Lithuanian labour market. 77.41% of graduates are employed. There is a significant upward trend in wages.

2. SUBJECTIVE MONITORING DATA

2.1 Analysis of survey results

24 January - 15 February 2022 The Study and Career Centre conducted a survey of 2021 KVK/HEI graduates, **6 months after** graduation. Invitations to take part in the survey were sent to all 2021 graduates of KVK/HEI who **agreed** to take part in the graduate career monitoring. The return rate of the questionnaires was **39.37%**.

4 August - 27 September 2022 The Study and Career Centre conducted a survey of 2021 KVK/HEI graduates, **12 months after** graduation. Invitations to take part in the survey were sent to all 2021 graduates of KVK/HEI who **agreed** to take part in the graduate career monitoring. The return rate of the questionnaires was **23.59%**.

The evaluation of studies at the KVK/HEI is carried out by answering eight questions. The KVK/HEI has decided to use the following criterion as an evaluation criterion - I am satisfied with my studies at the KVK/HEI. In 2021, after 6 months, the average score was **5.45** (out of 7) (in 2020, after 6 months, the average was 5.48) (Figure 11). All responses to most of the statements (Satisfaction with study conditions, knowledge and skills acquired are marketable in the labour market, studying meets expectations) above average 5.0, except for *Study was difficult*, which has a score below five.

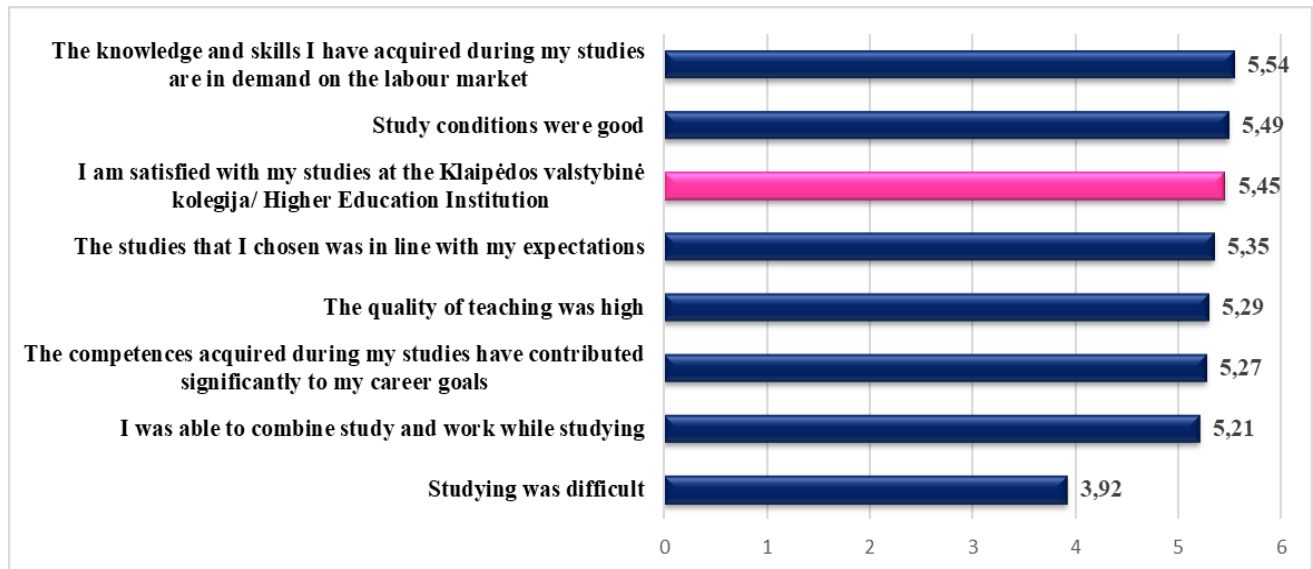


Figure 11. Evaluating the quality of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution

The highest score is 5.54 for *The knowledge and skills I have acquired during my studies are in demand on the labour market*.

Below is information on the quality assessment of studies by faculty and study programme. Tables 1 to 3 show the evaluation of all study programmes, regardless of whether the minimum response rate of 30% was achieved (programmes where the minimum response rate of 30% was achieved are highlighted).

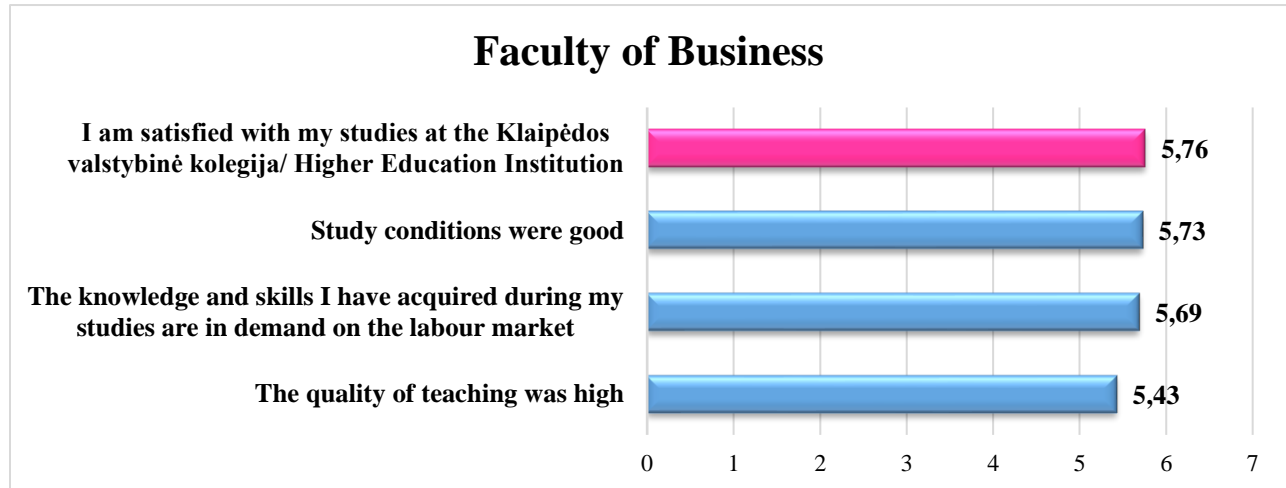


Figure 12. Evaluating the quality of studies at Faculty of Business after 6 months of graduation

At the *Faculty of Business*, the number of graduates responding to the survey meets the 30% limit for all study programmes *except for Digital Marketing Communication*

Table 1 Evaluating the quality of studies at Faculty of Business after 6 months of graduation

FACULTY OF BUSINESS		
Administration of Institutions and Companies	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,78
	The quality of teaching was high	5,67
	Study conditions were good	5,33
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,22
Finance	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	4,75
	The quality of teaching was high	5,75
	Study conditions were good	4,50
	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,25
Accounting	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,75
	The quality of teaching was high	5,75
	Study conditions were good	5,88
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,75
Pre-School and Pre-Primary	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	6,50
	The quality of teaching was high	6,50
	Study conditions were good	6,40

School Pedagogy	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,60
Logistics Management	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,75
	The quality of teaching was high	4,75
	Study conditions were good	6,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,00
Digital Marketing Communication	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	7,00
	The quality of teaching was high	5,00
	Study conditions were good	7,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	7,00

At the *Faculty of Business*, graduates of six study programmes (Table 1) are satisfied with their studies among the evaluated study programmes (with more than 30% of respondents), but the lowest level of satisfaction is in Finance with 4.75 points. The same situation was for *Study conditions were good*, where the score is 4.5. Graduates of the Tourism Business study programme was the least satisfied with *The quality of teaching was high* (4.6) and *The knowledge and skills I have acquired during my studies are in demand on the labour market* (4.0). The most satisfied with their studies are the graduates of Pre-school and Pre-primary School Pedagogy, who rated their studies with 6.5 points.

Graduates of the *Faculty of Technologies* of 2021 have a higher level of **satisfaction with their studies** 6 months after graduating from KVK/HEI (**5.90**) (Figure 13) than graduates of the class of 2020 6 months after graduating (5.27). Students at this faculty gave the highest score to the quality of teaching and the lowest score to - The knowledge and skills I have acquired during my studies are in demand on the labour market.

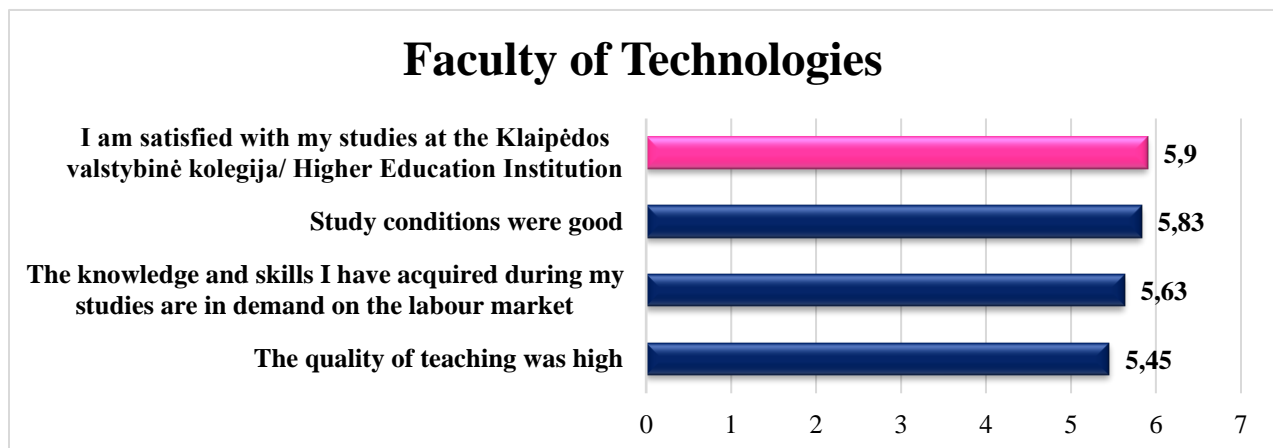


Figure 13. Evaluating the quality of studies at Faculty of Technologies after 6 months of graduation

At the **Faculty of Technologies**, the number of graduates of the Dietetics, Electrical and Automation Engineering, Mechanical Engineering, Informatics and Food Technologies study programmes responding to the survey meets the 30% mark.

Table 2 Evaluating the quality of studies at Faculty of Technologies after 6 months of graduation

FACULTY OF TECHNOLOGIES		
Automobiles Transport Engineering	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	6,00
	The quality of teaching was high	6,00
	Study conditions were good	6,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,50
Dietetics	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	4,00
	The quality of teaching was high	5,00
	Study conditions were good	4,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,00
Electrical and Automation Engineering	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	6,00
	The quality of teaching was high	6,33
	Study conditions were good	6,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,00
Informatics	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	6,25
	The quality of teaching was high	6,00
	Study conditions were good	6,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,00
Informatics Engineering	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,75
	The quality of teaching was high	5,00
	Study conditions were good	5,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,00
Mechanical Engineering	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	7,00
	The quality of teaching was high	6,50
	Study conditions were good	6,50
	The knowledge and skills I have acquired during my studies are in demand on the labour market	3,50
Digital Geodesy	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	7,00
	The quality of teaching was high	7,00
	Study conditions were good	7,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	7,00
Construction Engineering	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,33
	The quality of teaching was high	4,83
	Study conditions were good	5,33

	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,33
Transport Logistics	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	6,00
	The quality of teaching was high	6,00
	Study conditions were good	5,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,00
Food Technologies	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,70
	The quality of teaching was high	5,60
	Study conditions were good	5,50
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,20

At the Faculty of Technology, Dietetics graduates remain the least satisfied with their studies, with a score of 4.0 out of 7 (Table 2), as are the most satisfied graduates of the Mechanical Engineering programme, with a score of 7.0. Graduates of Dietetics were not satisfied with the study conditions, scoring only 4.0, while graduates of Mechanical Engineering were again the most satisfied with the study conditions, scoring 6.5. However, The knowledge and skills I have acquired during my studies are in demand on the labour market with the lowest score of 3.50 for Mechanical Engineering graduates.

Faculty of Health Sciences graduates of the 2021 batch have a lower level of **satisfaction with their studies** 6 months after graduation (**4.40 points**) (Figure 14) than graduates of the 2020 batch 6 months after graduation (5.18 points). Graduates of the Faculty of Health Sciences gave the lowest score to the quality of teaching and the highest score to the knowledge and skills acquired during their studies.

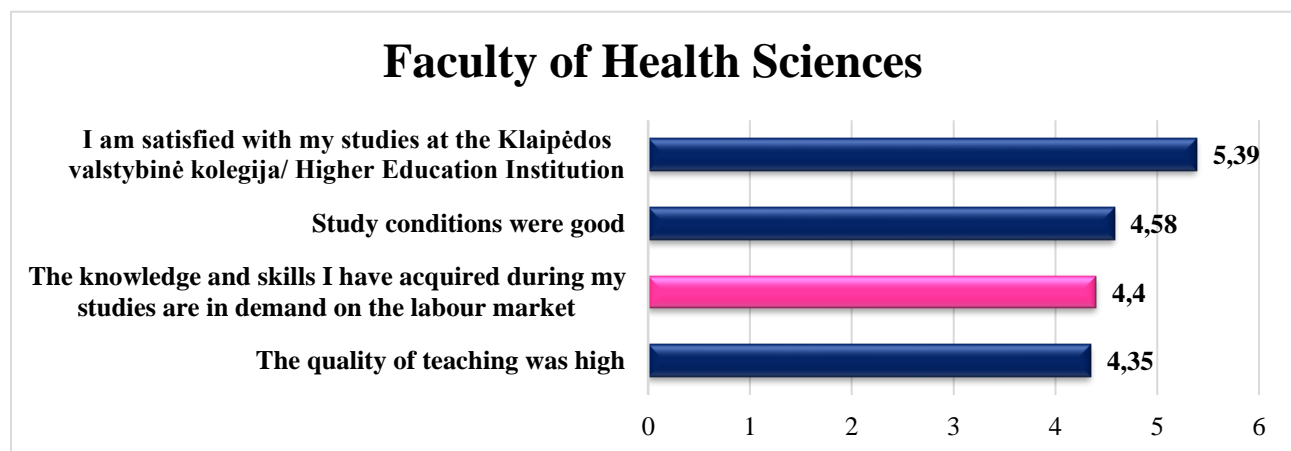


Figure 14. Evaluating the quality of studies at Faculty of Health Sciences after 6 months of graduation

At the **Faculty of Health Sciences**, the number of graduates responding to the survey for all study programmes except *General Nursing Practice* meets the 30% mark.

Table 3 Evaluating the quality of studies at Faculty of Technologies after 6 months of graduation

FACULTY OF HEALTH SCIENCES		
General Practice Nursing	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	4,40
	The quality of teaching was high	4,50
	Study conditions were good	4,30
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,60
Dental Hygiene	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	3,50
	The quality of teaching was high	3,50
	Study conditions were good	3,38
	The knowledge and skills I have acquired during my studies are in demand on the labour market	4,38
Beauty Therapy	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	4,57
	The quality of teaching was high	5,00
	Study conditions were good	4,86
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,00
Physiotherapy	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,71
	The quality of teaching was high	5,57
	Study conditions were good	6,00
	The knowledge and skills I have acquired during my studies are in demand on the labour market	6,00
Dental Assisting	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	5,00
	The quality of teaching was high	4,71
	Study conditions were good	5,14
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,29
Social Work	I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution	3,20
	The quality of teaching was high	2,80
	Study conditions were good	3,80
	The knowledge and skills I have acquired during my studies are in demand on the labour market	5,00

Graduates of the **Faculty of Health Sciences** were the most satisfied with their studies in the Physiotherapy study programme with *5.71 points*, while graduates of the Social Work study programme were the most dissatisfied with their studies with *only 3.20 points*. They were most dissatisfied with *the quality of teaching*, scoring *only 2.80 points*. The graduates of the Physiotherapy study programme were the most satisfied with *the quality of teaching* - *5.57*. Graduates of the Social Work (3.80) and Dental Hygiene (3.38) programmes were less satisfied with the study conditions.

3. CAREER SATISFACTION

3.1. Post-graduation employability, current career situation and job position (subjective monitoring result)

Among all respondents, 82.00% are employed after 12 months, 21.10% of them in managerial positions (16.56% of the 2020 graduates after 12 months). The Faculty of Business has the highest number of employed graduates, with a significant decrease in the number of employed graduates in the Faculty of Health Sciences.

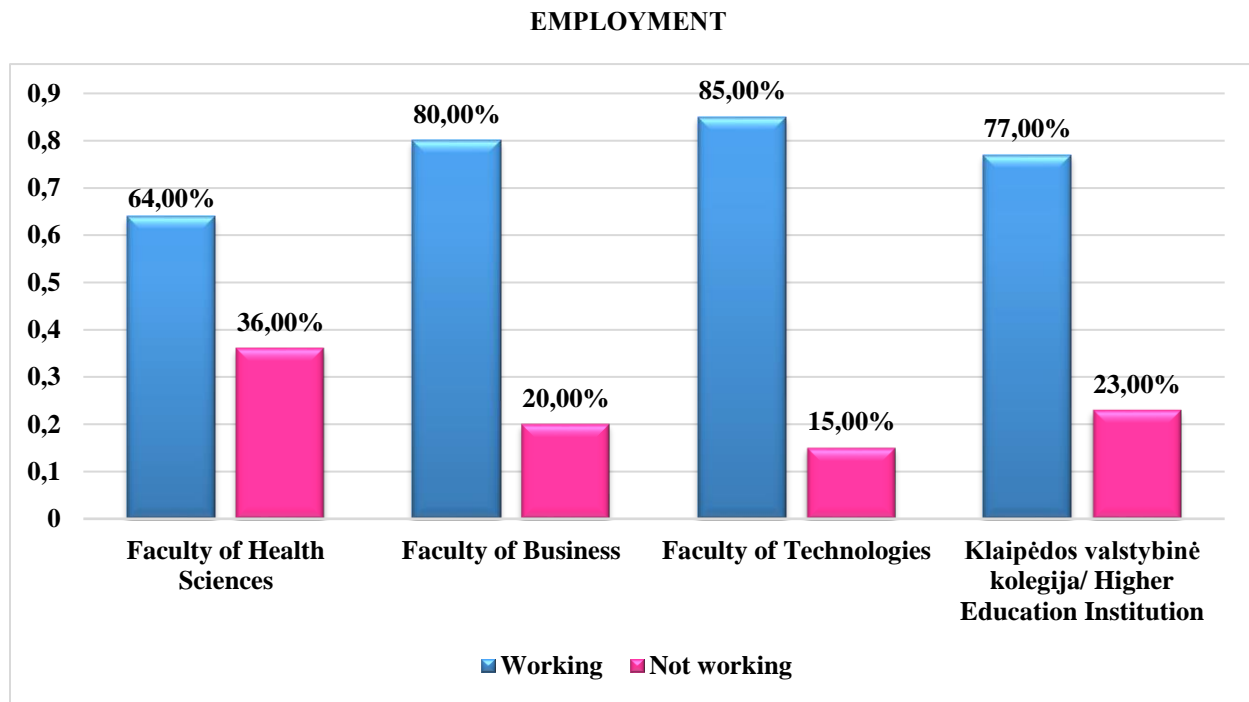


Figure 15. Current career situation (N=142) after 12 months of graduation

54.93% are employed under an employment contract, 8.45% under a self-employed person's certificate or business licence.

Obtained results do not correlate with the results of objective monitoring, where the employment rate, for example, for graduates of the Faculty of Technologies is 77.41%, while the subjective monitoring result is 85.00%. This is due to the fact that the objective monitoring data obtained from the departmental databases still do not receive data from all 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 are engaged in individual activities, graduates who are performing military service, etc. The results of the subjective monitoring also do not reflect the real situation, due to the low number of graduates completing the questionnaire, 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), and around 17% are engaged in other activities (military service, childcare, studying etc.). Only 3.44% of the KVK/HEI students are registered as long-term unemployed with the Lithuanian Employment Service, which means that 96.56% of the graduates are busy: working (declared), engaged in other activities (military service, studies, childcare, etc.), or abroad (undeclared).

3.2. Career satisfaction

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 16). The scores indicate that employees are more satisfied than dissatisfied with their current career outcome.

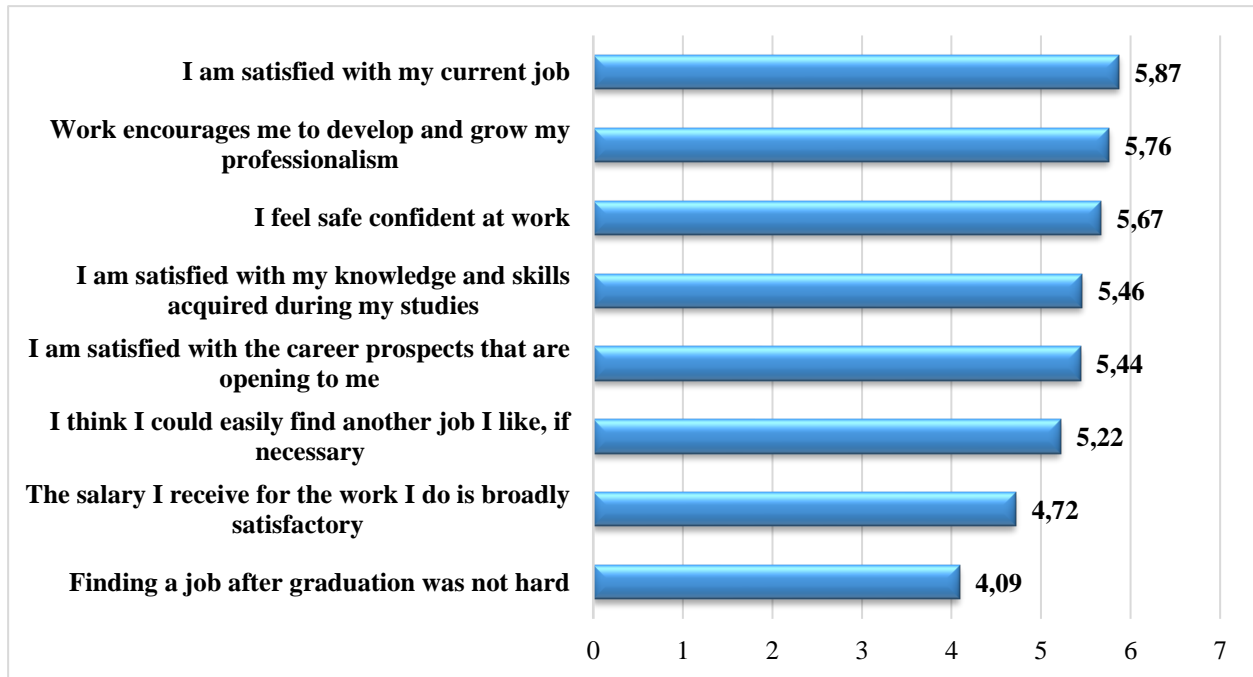


Figure 16. Assessment of career satisfaction factors among working graduates (N=109) after 12 months

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.

4. MONITORING RESULTS AFTER 3 AND 5 YEARS

4.1. Monitoring results after 3 years

Below are the results of the objective monitoring, where you can see the evolution of the situation of the show - after 6 months, after 12 months and after 3 years.

2018 graduates			
Objective monitoring			
	Percentage of graduates continuing their studies	Percentage of employed graduates	Graduates average monthly salary during the reference period
After 6 months	1,80	68,30	615
After 12 months	1,80	72,30	735
After 3 years	3,72	68,27	917

The percentage of employment varies only slightly, but after 3 years there are more graduates who continues their studies. Wages are rising in line with Lithuania's wages.

4.2 Monitoring results after 5 years

Below are the results of the objective monitoring, where you can see the evolution of the situation of the show - after 6 months, after 12 months, after 3 years and after 5 years.

2016 graduates			
Objective monitoring			
	Percentage of graduates continuing their studies	Percentage of employed graduates	Graduates average monthly salary during the reference period
After 6 months	3,75	68,40	530
After 12 months	1,10	73,20	547
After 3 years	2,54	73,10	683
After 5 years	2,10	76,85	851

The percentage of employment is changing slightly but increasing, but there are still some students who continues their studies after 3 and 5 years. Wages are rising in line with Lithuania's wages.

SUMMARY

- According to the objective monitoring data, 76.92% of graduates of the 2021 are employed in Lithuania 12 months after graduation, while according to the subjective monitoring data it is 77%. For the first time in the period of the objective and subjective monitoring, the two figures are almost the same.
- The largest decrease in the percentage of employed graduates was among graduates of the Faculty of Health Sciences.
- The percentage of graduates working in highly skilled jobs is increasing. It is better than the average for Lithuanian Colleges.
- The wages of all graduates are increasing year on year, thanks to the overall increase in national wages. Graduates in high-demand occupations tend to have higher salaries, but this does not always correlate with highly skilled jobs.
- KVK/HEI graduates do reasonably well in terms of employability and adaptation to the labour market, but they attribute this result more to their own personal characteristics, but also values the knowledge and skills gained during their studies and internships.
- Graduates satisfaction with their studies at the KVK/HEI increased from 5.23 for the 2019 graduates to 5.45 for the 2021 graduates. There is a slight decrease from 2020 (5.48).
- In order to help graduates *to adapt more successfully to a specific work organisation and the labor 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.