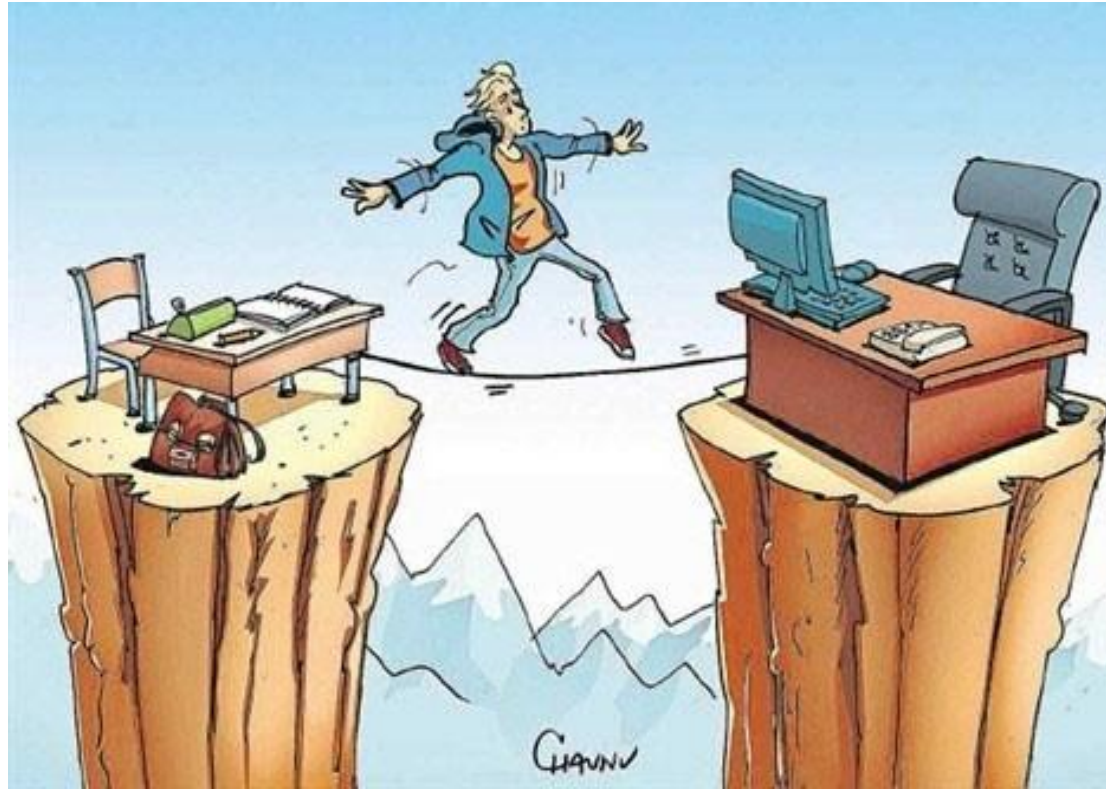


Vocational Bachelor Graduates in France: Labour Market Integration and Social Mobility



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Vocational Bachelor Graduates in France



New Diplomas, New Opportunities

- The most recent tertiary vocational diploma: in 1999, creation of the vocational Bachelor degree in France.
- First level of the European harmonized structure of higher education diplomas defined in the Sorbonne and Bologna declarations as a three-cycles: Bachelor/Master/Doctorate.
- The vocationalisation of higher education have resulted in increasing numbers of graduates and created new opportunities, particularly for students from working-class origins.

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New Diplomas, New Opportunities

- In 2010, more than 1,600 vocational Bachelor courses with 37,700 students.
- Of the 739,000 young people leaving education in 2007, 24,900 were vocational Bachelor graduates (12,300 in 2004).
- Does vocational higher education change labour market transition of graduates, especially in a period of economic crisis?
- Does vocational higher education lead to an upward social mobility?

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From a Theoretical Point of View

Human Capital, Labour Market Segmentation theories

- Vocationalisation aims to transform the academic knowledge of the young people into attitudes and skills closer to the requirements of companies (Mc Mahon 1988).
- In the case of France, internal labour market, the firms often privileged the *Grandes Écoles* graduates (Falcoz 2003).
- Young people leaving general trainings of the university are more often likely to be on external labour markets, generally secondary segment, where their competences in connection with their training remain very limited (Arulampalam & Booth 1998).

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From a Theoretical Point of View

- Vocationalisation can provide social capital for young people without network (Granovetter 1973) and labour market information thanks to the multiplication of placements.
- The access to the networks is a major element to find an employment in France: a third of the young people reached their first employment by their networks from relations and 10% *via* their training establishment (Céreq 2008).
- Does the selection at the entry into vocational courses support the most modest students and lead them an access to networks necessary for their transition?

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From a Theoretical Point of View

Queue line, overeducation and economic cycle

- School leavers are in first line in front of any economic tension (Fondeur, Minni 2004, 2006) with two effects:
 - *Effect of inertia* related to the nature of jobs: the most graduates are more likely to reach qualified jobs even during economic crisis.
 - *Effect of economic downgrading* in period of shortage of jobs: firms choose the most graduate candidates with a risk of professional downgrading.
- Do these effects appear among the vocational Bachelor graduates in the last economic downturn?

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The Aim of the Study

- This communication will focus on the particular features of vocational courses in the specific context of education-to-work transition.
- Especially on the employability of the vocational Bachelor graduates and the social benefit of this diploma.
- With three sections:
 - the **state of art of the vocational tertiary education**,
 - the **transition to work** for the vocational Bachelor graduates and the changes over time,
 - the **comparison** with other tertiary graduates and their opportunity of a **social mobility**.

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Surveys conducted by Céreq

- To compare the labour market situation before and during the current economic crisis for the Bachelor graduates:
Three surveys called ‘Generation’ on higher education leavers interviewed in 2004, 2007 and 2010, three years after their graduation.
- To compare their labour market situation with all tertiary leavers by **econometric models**:
The last ‘Generation’ survey by phone on a sample of 25,000 young people representative of 739,000 who left the education system in 2007. Nearly **2,500 respondents** had a Bachelor degree, whom 769 a vocational grade.

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Vocational Tertiary Education Graduates

	2000	2004	2008
<i>BTS</i>	95,530	108,839	106,025
<i>DUT</i>	47,478	47,018	46,714
General Bachelor	135,017	137,307	124,289
Vocational Bachelor		17,159	37,665
<i>Maîtrise</i>	93,304	94,146	1,915
<i>DEA</i>	23,428	26,339	7
<i>DESS</i>	32,612	47,351	110
Master (Vocational)		2,443	65,111
Master (Research)		2,247	22,133
Master (others)		581	7,069
<i>Grandes Écoles</i>	42,966	51,996	50,865
Doctorate	9,991	8,931	10,678

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Who are the Vocational Bachelor Graduates?

- Only 45% of women, they are 71% in general Bachelor degree.
- Students have generally undertaken two short tertiary vocational courses in succession (a *BTS* or *DUT*) with a selection based on students' records and on evidence of a professional project.
- The social origin of students in vocational tracks is more modest than in general and research courses.
- Vocational Bachelor courses allow a greater access of students coming from diverse social backgrounds: 45% had a father in working class, 26% had a father in managerial/professional position (51% in *Grandes Écoles* and Doctorate courses).

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Labour Market Integration: Changes Over Time

	Unemployment rate	Professional & manager	Stable employment	Median net mensual wage	Economic context
Graduates 2001					+ + -
Vocational Bachelor	9%	17%	78%	€1,380	Favourable till 2003 summer
General Bachelor	12%	22%	67%	€1,300	
Graduates 2004					- - +
Vocational Bachelor	5%	15%	80%	€1,514	Difficult until 2006 end year
General Bachelor	7%	17%	70%	€1,411	
Graduates 2007					+ - -
Vocational Bachelor	7%	17%	80%	€1,600	Favourable until 2008 summer
General Bachelor	13%	17%	70%	€1,400	

Source: Céreq 'Generation 2007', 'Generation 2004' and 'Generation 2001' surveys, three years after leaving higher education

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Labour Market Integration: Changes Over Time

- Holders of a vocational Bachelor degree still tend to secure a steady job more rapidly and to be paid marginally more than general Bachelor graduates.
- The employability of the vocational Bachelor graduates is undeniable in 2010 compared to other tertiary graduates:
low unemployment rate (7%), long-term employment (80%), full-time employment (96%), level of earnings.
- But: some difficulties to get a managerial/professional position.
- The results highlight the first *effect of inertia* but not really the second *effect of the economic downgrading*.

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Labour Market Integration: To find a job

How did you find your job in 2010?	Institution	Networks	Spontaneous applications
General Bachelor	23%	35%	18%
Vocational Bachelor	28%	35%	22%
Other vocational diploma (Isced 5b)	29%	30%	20%
<i>Maîtrise/Master1</i>	20%	25%	15%
General Master 2 + <i>DEA</i>	23%	23%	13%
Vocational Master 2 + <i>DESS</i>	19%	21%	16%
<i>Grandes Écoles</i>	25%	27%	9%
Doctorate	24%	28%	12%

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Labour Market Transition

- What are the Bachelor graduates chances of securing positions that make full use of their skills, compared with the other tertiary graduates?
- In order to have the actual outcomes of diplomas, we selected to analyze it 'all other things being equal' for the probabilities to be **employed** three years after graduation in 2010, to secure a **permanent position**, to get a **managerial/professional position**.
- Using probit and bivariate probit models because the choice of the vocational track could be endogenous with education-to-work transition.

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Labour Market Transition

- Being graduated from a vocational higher education degree is not random: effects of the type of *baccalaureat*, gender, social and ethnic origins.
- Strong effect of the vocationalisation in all the models.
- Strong impact of the level of diplomas.
- Vocational Bachelor graduates were more likely employed, in a long-term job, but had lowest probabilities to get managerial/professional position than Master graduates (*ref.*).
- Gender effect: positive on the probability to secure a job; negative on the probability to get a managerial position.

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Labour Market Transition and Social Mobility

- The access to vocational higher education is often considered as an opportunity to provide a tertiary diploma to students from modest origins.
- Our previous results show that students from lower social background seem to have a higher probability to be graduated from vocational higher education and the vocational tertiary education gives good career prospect during the first years of active life.
- However does vocational higher education lead to an upward social mobility?

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Labour Market Transition and Social Mobility

Type of diploma	Downward Mobility	No Mobility	Upward Mobility
General Bachelor	14%	66%	20%
Vocational Bachelor	16%	60%	24%
Other vocational diploma (Isced 5b)	11%	62%	27%
<i>Maîtrise</i>/Master1	9%	67%	24%
General Master 2 + <i>DEA</i>	12%	66%	22%
Vocational Master 2 + <i>DESS</i>	12%	60%	28%
<i>Grandes Écoles</i>	8%	68%	24%
Doctorate	8%	69%	23%
Total	11%	64%	25%

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Labour Market Transition and Social Mobility

Ordered probit model in order to estimate the probability to have an upward mobility.

Results:

- Holders of a vocational Bachelor diploma did not get an upward mobility, compare with general Bachelor graduates.
- Only vocational Masters and *Grandes Écoles* graduates increased the probability of an ascendant mobility.
- Ethnic origin plays a role: the likelihood of obtaining an upward social mobility is higher among young people from parents born abroad.

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The Pecking Order of Tertiary Graduates

- In terms of the value of tertiary diplomas: a persistent hierarchy of qualification levels affecting access to employment.
- High level of employability for vocational Bachelor graduates in a context of significant educational and economic changes.
- Higher education graduates less exposed to the effects of changing economic circumstances, despite continuing disparities between *Grandes Écoles* and university graduates inherited from the past (Brennan, Tang 2008).
- A central and hierarchized role of the diploma in France as a signal in the labour market.

Thanks for Your Attention

