



Measuring employability in the EHEA: sources, limits and perspectives

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The Bologna Process Implementation Report

- Snapshot of the state of implementation of the Bologna Process in 47 countries
- Eurostat, Eurydice and Eurostudent
- Overseen by the Bologna Follow-up Group
- Statistical data and contextual information
- One chapter on Effective outcomes and employability (attainment, completion and employability)

Dilemmas of a comparative report

- Need comparable information, ideally across 47 countries
- Large number of countries makes contextualisation difficult, but information and statistics need to be interpreted in context
- Information on formal regulations and changes, less on their implementation (e.g. for national qualifications frameworks or learning outcomes)
- Eurostat collects data for EU and EFTA countries, as well as EU candidate countries, but not for other EHEA countries

Employability: problems of conceptualisation and quantification

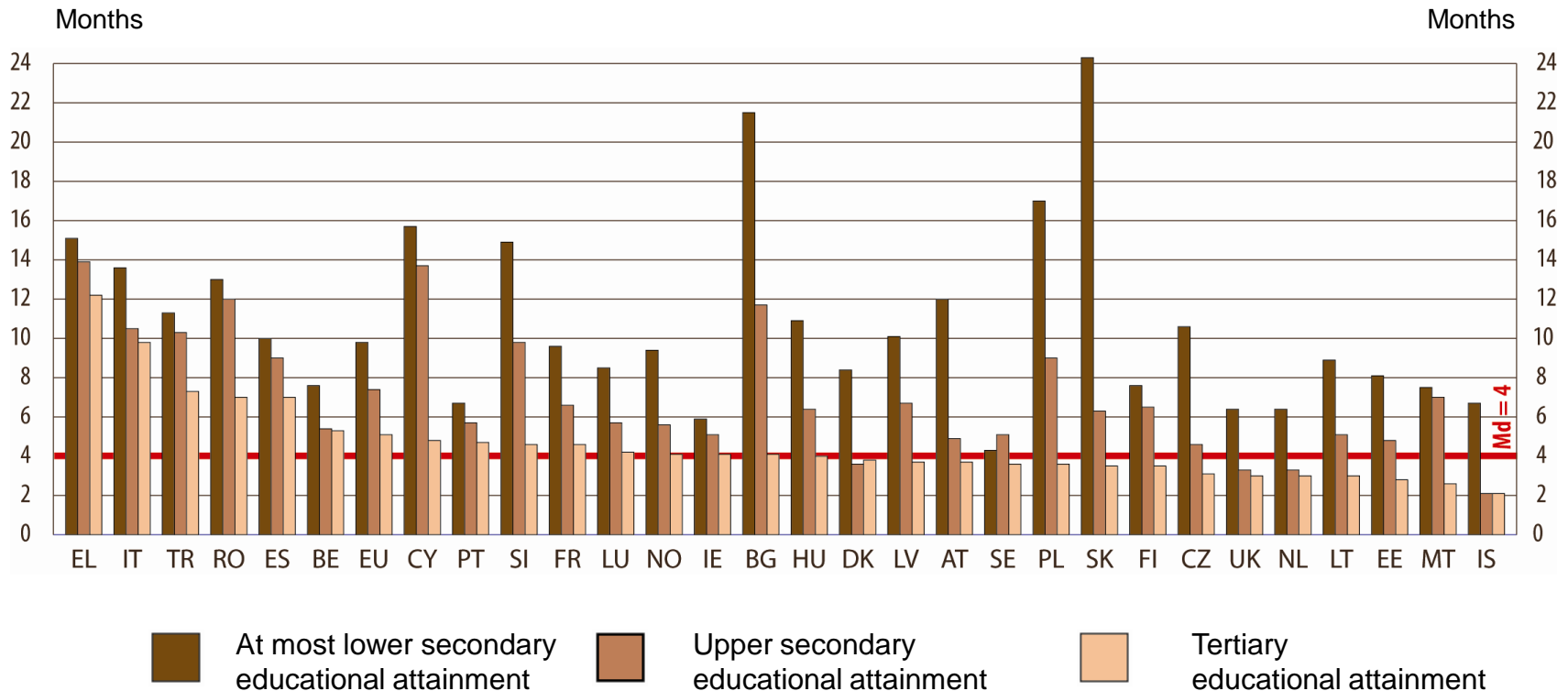
Employability is “the ability to **gain** initial **meaningful employment**, or to become self-employed, to **maintain employment**, and to be able to **move around** within the labour market” (Working Group on Employability, 2009)

What do we know?

Graduates on the labour market

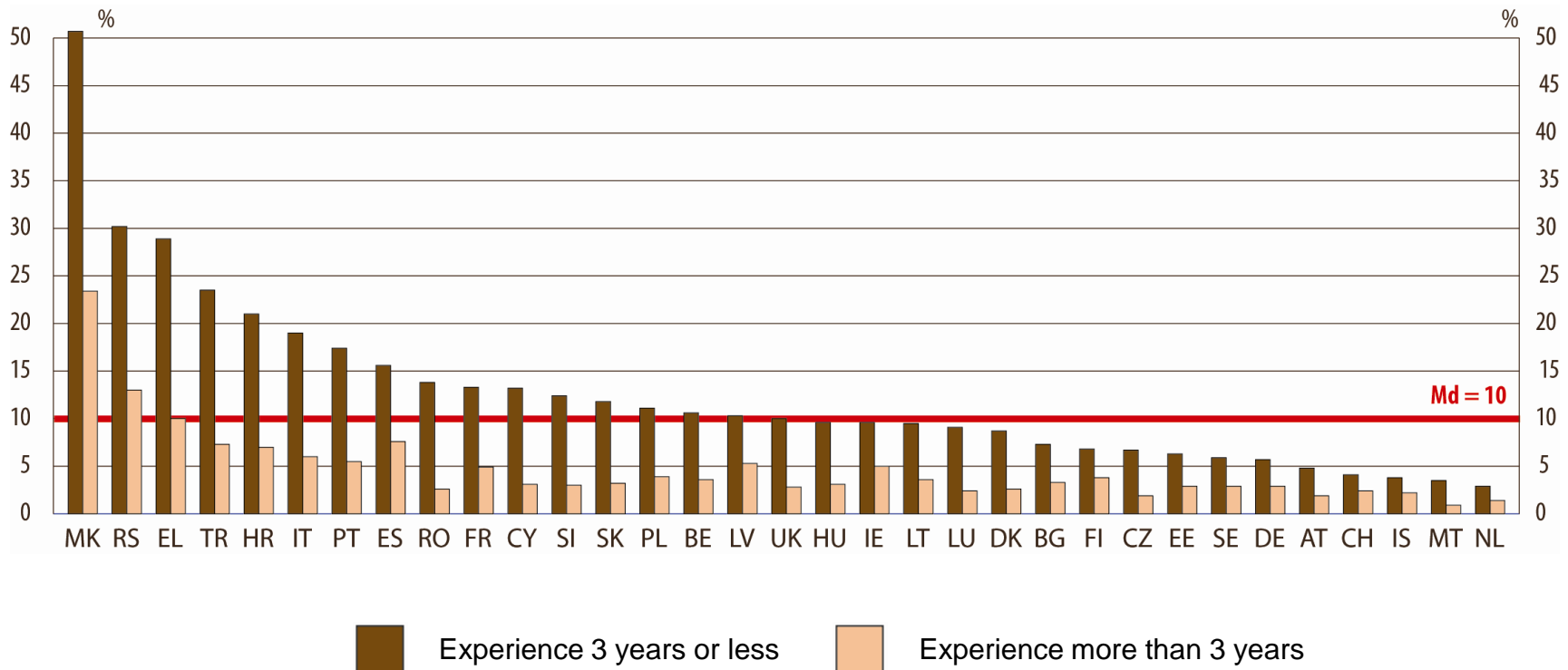
- Eurostat data
 - Employment and unemployment
 - Transition time between education and employment
 - Income
 - Qualification mismatch (ISCO occupation categories)
- Graduate surveys
 - Employment situation
 - Job satisfaction
 - Skills mismatch
- Employers' surveys
 - Evaluation of graduates' skills and competences

Average length of transition from education to work by educational attainment level, 2009



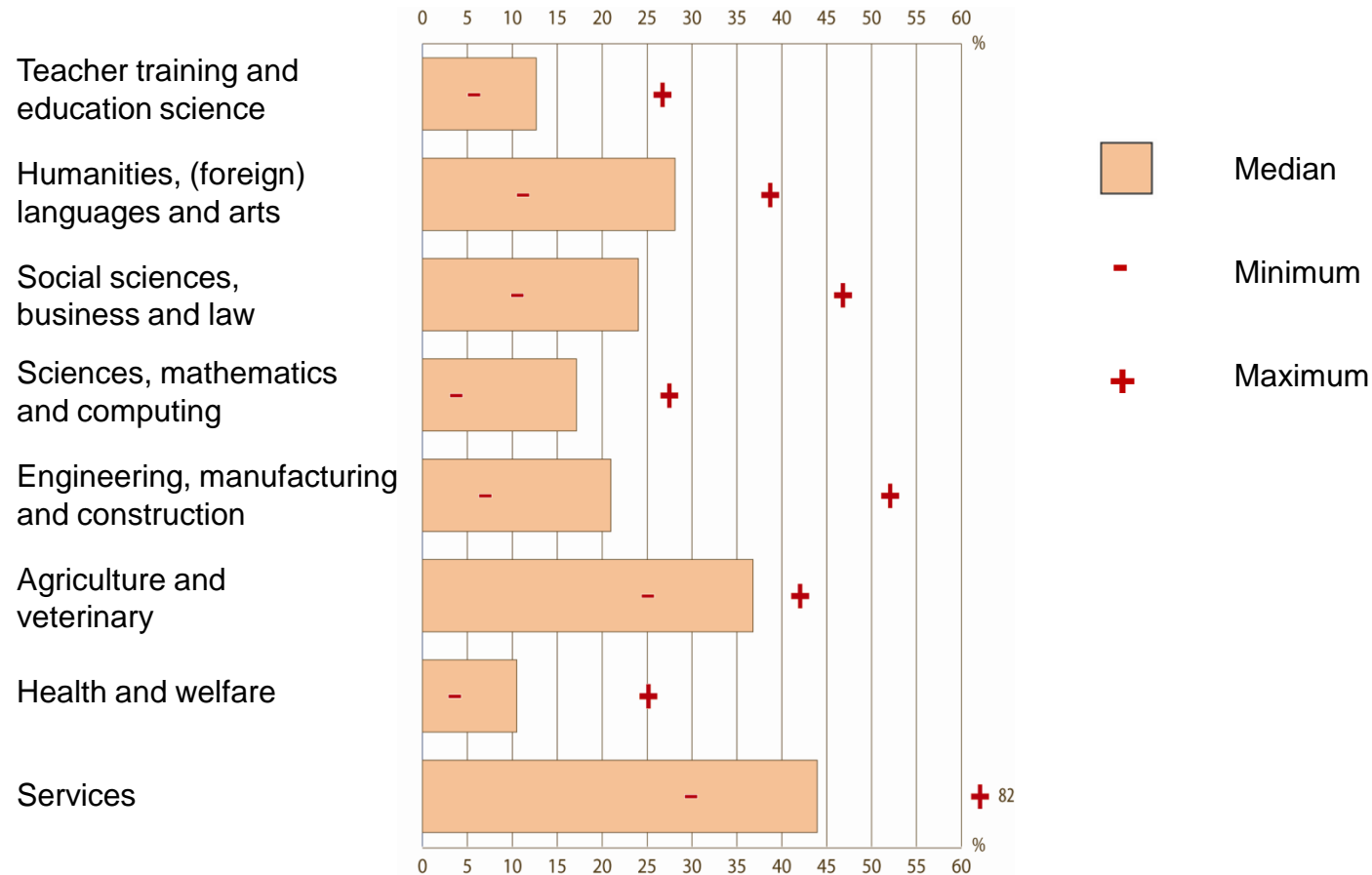
Source: Eurostat, Labour Force Survey (LFS) ad-hoc module

Unemployment ratio of tertiary education graduates aged 20-34, by the number of years since graduation (%), average 2006-2010



Source: Eurostat, Labour Force Survey (LFS)

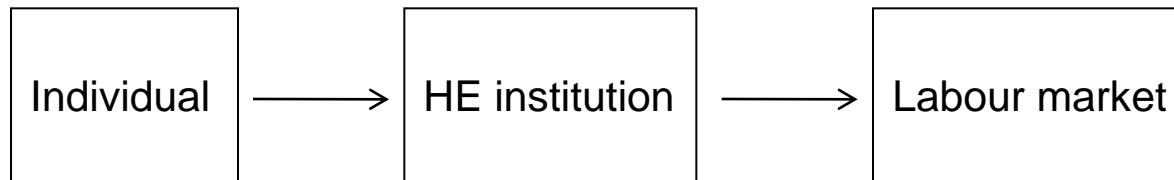
Percentage of people aged 25-24 with tertiary education who are vertically mismatched (not in ISCO 1, 2 or 3) by field of study, average 2006-2010



Source: Eurostat, Labour Force Survey (LFS)

Limitations of available data

- Employment or employability?
- “Ability to gain initial *meaningful employment*” does not only depend on the education students receive



- Qualification mismatch: difficult to measure
- Data unavailability (e.g. BA vs. MA graduates; limited country coverage)

What to improve in the future?

- Quantitative:
 - Contextualisation of employment data
 - labour market structures & economic crisis
 - individual characteristics
 - Combine graduate survey data with Eurostat data
 - Better country coverage
- Qualitative:
 - Include information from higher education institutions – what and how?