



Performance Indicators in Higher Education: Employment Indicator

Northern Ireland Analysis 2013/14 (Part 2)

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This document has been produced by the Department for Employment and Learning and provides a summary of the 2013/14 Employment Performance Indicator (PI) for Northern Ireland (NI) Higher Education Institutions (HEIs). A full set of tables for NI HEIs and all other publicly funded HEIs in the UK are published by the Higher Education Statistics Agency (HESA) and are available to download from the following link – [HESA Performance Indicators](#).

The PI covered in this document is for the Employment of graduates.

- Of the full-time first degree graduates from NI HEIs in 2013/14 who were in work and/or study or seeking work, 93.7% (91.9% in 2012/13) were in work and/or study. The comparable figure for UK HEIs is 93.2% (92.1% in 2012/13).
- Of the part-time first degree graduates from NI HEIs in 2013/14 who were in work and/or study or seeking work, 93.3% were in work and/or study six months after graduation. The comparable UK figure is 95.4%.
- All the NI HEIs showed no significant difference from their benchmarks for first degree graduates.

READER INFORMATION

Purpose	Monitor and report on Performance Indicators at Northern Ireland Higher Education Institutions.
Authors	David Patton, Michael MacNeill, Laura Smyth.
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Target audience	Department for Employment and Learning (DEL), Directors of HE Institutions in Northern Ireland, Board members of HE Institutions, educational professionals, academics, media and members of the public interested in the HE sector.
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Feedback	As we want to engage with users of our statistics, we invite you to feedback your comments on this publication to: David Patton or Michael MacNeill Email: david.patton@delni.gov.uk or michael.macneill@delni.gov.uk Tel: (028) 90 257753 or 90 257897

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Statistics & Research Branch is responsible for the collection, quality assurance, analysis and publication of timely and accurate information derived from a wide range of statistical information returns supplied by the Higher Education Institutions (HEIs) and Further Education Colleges (FECs) across Northern Ireland and the Higher Education Statistics Agency (HESA) focused on Northern Ireland Higher Educational Institutions and Northern Ireland domiciled students in attendance at any UK Higher Educational Institution. Statistical information is collected routinely from a variety of electronic individual level administrative systems.

The Head of the Branch is the Principal Statistician, Mrs. Laura Smyth. The Branch aims to present information in a meaningful way and provide advice on its uses to customers in the DEL Committee, Further Education Colleges, Universities, Professional Advisory Groups, policy branches within the DEL, other educational organisations, academia, private sector organisations, charity/voluntary organisations as well as the general public.

The statistical information collected is used to contribute to major exercises such as reporting on the performance of the Higher Education and Further Education sectors, other comparative performance exercises, target setting and monitoring, departmental research projects, development of service frameworks as well as policy formulation and evaluation. In addition, the information is used in response to a significantly high volume of Assembly questions and ad-hoc queries each year.

Information is disseminated through a number of key statistical publications, including: Higher Education enrolments, Higher Education qualifications, Destinations of leavers from Higher Education, Further Education activity, Essential Skills enrolments and outcomes, to name but a few.

A detailed list of these publications is available from:

Website: <http://www.delni.gov.uk/index/statsandresearch.htm>

Who produces Performance Indicators?

The Higher Education Statistics Agency (HESA) published 'Performance Indicators in Higher Education in the UK 2013/14' on 25th March 2015 and 2nd July 2015. This is the seventeenth year of publication and the twelfth year they have been published by HESA. Prior to 2004, the PIs were published by the Higher Education Funding Council for England (HEFCE). Copies of previous publications are available from their websites: <http://www.hesa.ac.uk/content/view/2072/141/> and <http://www.hefce.ac.uk/data/pi/>

The Department for Employment and Learning publish the Northern Ireland specific bulletin from the HESA Performance Indicators data on the same day.

What are Performance Indicators?

Performance Indicators are a range of statistical indicators intended to offer an objective measure of how a HEI is performing. They are not 'league tables' and do not attempt to compare all HEIs against a 'gold standard' or against each other, but rather against a sector 'benchmark'.

What are Benchmarks?

Differences between institutions, such as subject mix or the qualifications on entry of their students make comparisons between institutions unreliable. For this reason benchmarks against which an institution's value can be compared have been produced. The benchmark is a sector average adjusted to take account of the subject and entry profile of the institution's students. If an institution's indicator is very different from its benchmark we can say that there is some factor other than subject, entry qualification or age leading to this difference. However the benchmark represents a sector average and small differences from it are to be expected and may be ignored. In the tables in this publication a '+' or '-' sign has been included when the indicator is significantly better/worse than its benchmark. Benchmarks are calculated for each institution, but not at a country level.

In this publication, the benchmarks for the employment indicator take into account different factors from those used in the other indicators. The factors used in the employment indicator are subject of study, entry qualification, ethnicity, age on entry and gender.

Rounding Strategy

To prevent the identification of individuals, figures throughout the report are rounded to the nearest 5, with 0, 1, and 2 rounded to 0. Due to rounding, the sum of numbers in each row or column may not match the total shown. Percentages are calculated on unrounded figures.

Coverage of 2013/14 Performance Indicator (PI)

This bulletin covers the Performance Indicator (PI) published on 2nd July 2015:

- Employment of graduates – 2013/14

Previously an indicator on research was published but has been discontinued from 2013/14. See page 9 for more details.

The PIs cover the four Higher Education Institutions for Northern Ireland:

- Queen's University of Belfast (QUB)
- The University of Ulster (UU)
- Stranmillis University College (Stranmillis)
- St Mary's University College (St Mary's)

The PIs coverage splits all undergraduate entrants by first degree and other undergraduates with most entrants (over 95%) being in the former category, first degree.

- **First degree** includes first degrees with or without eligibility to register to practice with a health or social care or veterinary statutory regulatory body, first degrees with Qualified Teacher Status (QTS)/registration with a General Teaching Council (GTC), enhanced first degrees, first degrees obtained concurrently with a diploma and intercalated first degrees.
- **Other undergraduate** includes qualification aims equivalent to and below first degree level, such as Professional Graduate Certificate in Education (PGCE), foundation degrees, Higher National Diploma (HND), Higher National Certificate (HNC), Diploma of Higher Education (DipHE), Certificate of Higher Education (CertHE), foundation courses at HE level, NVQ/SVQ levels 4 and 5, post-degree diplomas and certificates at undergraduate level, professional qualifications at undergraduate level and no formal undergraduate qualifications.

A previous bulletin was published on 25 March 2015 that covered the following PIs:

1. Participation of under-represented groups: Young full-time entrants – 2013/14
2. Participation of under-represented groups: Mature and part-time entrants – 2013/14
3. Non-continuation rates – full-time 2012/13 entrants and part-time 2011/12 entrants
4. Resumption of study after a year out – 2011/12 entrants
5. Projected learning outcomes – 2012/13 entrants
6. Module completion rates (applicable to Welsh Institutions only)
7. Students who are in receipt of Disabled Students' Allowance (DSA) – all undergraduate students - 2013/14

Both of these bulletins are available on the DEL website: -

<http://www.delni.gov.uk/index/publications/r-and-s-stats/he-ni-performance-indicators-2013-14.htm>

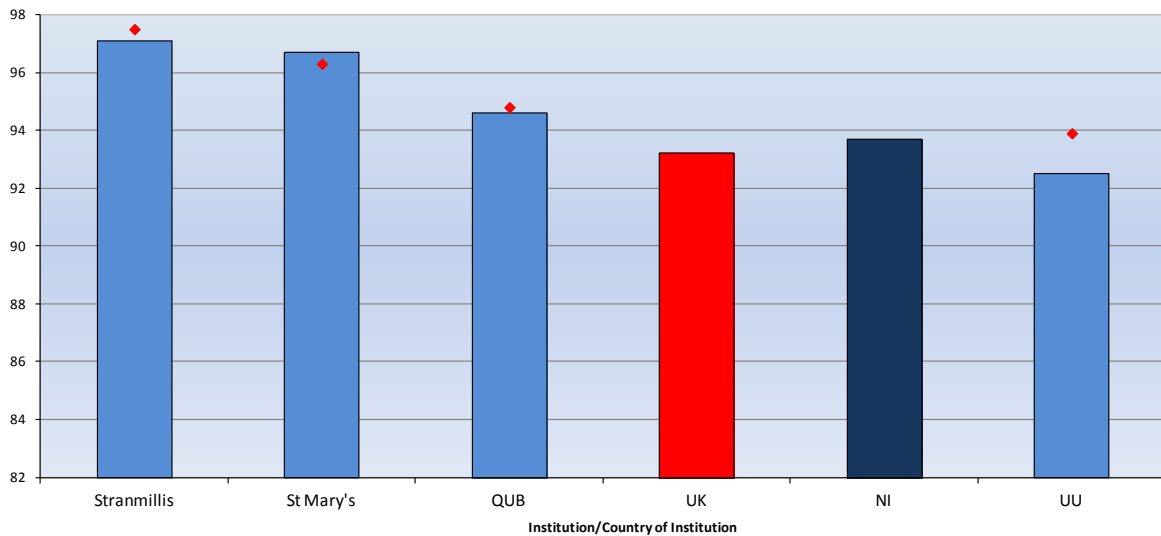
**Employment Indicator - 2013/14 graduates
– six months after graduation**

This indicator expresses the number of graduates who are working or studying (or both) as a percentage of graduates who are working or studying (or both) or seeking work. Indicators are provided by level and mode of study.

For this indicator a value higher than the benchmark indicates that an institution is performing well. Benchmarks are shown by a red diamond in figure 1.

(a) Full-time first degree graduates (Table 1, Figure 1)

Figure 1: Number of full time first degree graduates in work or study (or both) as a percentage of full time first degree graduates in work or study (or both) or seeking work - 2013/14



- Of the full-time first degree graduates from NI HEIs in 2013/14 who were in work and/or study or seeking work, 93.7% (91.9% in 2012/13) were in work and/or study. The comparable figure for UK HEIs is 93.2% (92.1% in 2012/13);
- St Mary's – 96.7% (benchmark – 96.3%) were performing above, but not significantly¹ above, their benchmark;
- QUB – 94.6% (benchmark – 94.8%), UU – 92.5% (benchmark – 93.9%) and Stranmillis – 97.1% (benchmark – 97.5%) were performing slightly below, but not significantly below, their benchmarks.

¹ See note point 1

Table 1: Number of full-time first degree graduates in work or study or both as a percentage of full-time first degree graduates in work or study (or both) or seeking work – 2012/13 and 2013/14

	2012/13		2013/14	
	Percentage	Benchmark	Percentage	Benchmark
UK	92.1	-	93.2	-
NI	91.9	-	93.7	-
QUB	93.8	94.0	94.6	94.8
St Mary's	97.0	96.3	96.7	96.3
Stranmillis	95.1	97.0	97.1	97.5
UU	89.7 (-)	92.8	92.5	93.9

Note: Percentages are not subject to rounding, but those calculated on populations which contain fewer than 20 individuals are suppressed and represented as '..'

+/- shows that the indicator is significantly better/worse than its benchmark.

(b) Part-time first degree graduates

- Of the part-time first degree graduates from NI HEIs in 2013/14 who were in work and/or study or seeking work, 93.3% were in work and/or study six months after graduation. The comparable UK figure is 95.4%.
- QUB – 93.6% (benchmark – 95.4%) and UU – 93.0% (benchmark – 95.6%) were performing slightly below, but not significantly below, their benchmarks. Due to small numbers this measure was not produced for St Mary's and Stranmillis.

(c) Full-time other undergraduate graduates

- Of the full-time other undergraduate graduates from NI HEIs in 2013/14, who were in work and/or study or seeking work, 95.1% were in work and/or study six months after graduation. The comparable UK figure is 95.3%.
- QUB – 100.0% were performing significantly above their benchmark of 91.9%.
- Stranmillis – 100.0% (benchmark – 96.3%) and UU – 92.8% (benchmark – 91.0%) were performing above, but not significantly above, their benchmarks. Due to small numbers this measure was not produced for St Mary's.

(d) Part-time other undergraduate graduates

- Of the part-time other undergraduate graduates from NI HEIs in 2013/14 who were in work and/or study or seeking work, 97.0% were in work and/or study six months after graduation. The comparable UK figure is 97.5%.
- UU – 96.8% (benchmark – 97.8%) were performing slightly below, but not significantly below, their benchmarks. Due to small numbers this measure was not produced for QUB, St Mary's and Stranmillis.

Research Indicators – share of research output per share of research input - 2013/14

Following the findings of the recent fundamental review² of the UK Performance Indicators (UKPIs), it was agreed by the UK Performance Indicators Steering Group (UKPISG) that the research output indicator would no longer be produced as part of the performance indicators, as it was found to be under used and not widely understood. The review, commissioned by the UKPISG, engaged with a wide range of users, organizations and government departments.

In their consideration of the timing of the removal, the UKPISG acknowledges the requirements associated with the UKPIs' classification as Official Statistics, as well as the availability in 2015 of results of the Research Excellence Framework (REF). On the basis that respondents to the consultation indicated the use of RAE/REF data in combination with other measures derived from HESA data sources provide suitable research-related measures for their purposes, the UKPISG believes that the required information will continue to be made available to HE providers in 2015 via more efficient methods.

Recognising that existing measures derived from the REF (and its predecessor, the Research Assessment Exercise) are not available on a suitably frequent basis to meet users' needs with regards to UKPIs in the longer term, the UKPISG considers that they will seek the introduction of replacement research-related measures at the earliest opportunity. While no firm commitment can be made as to the timing of the replacement(s), the UKPISG sees the development of replacement UKPI measures as an important requirement and has committed to explore some of the suggestions raised in response to the "invitation to comment". The UKPISG will work with the UK Research Councils and other appropriate organisations (including academic research experts), groups, committees or departments to establish an expert group that will explore new and current measures of research activity that could be appropriate for use in the UKPIs and/or of interest across a range of stakeholder.

² <http://www.hefce.ac.uk/pubs/rereports/year/2013/ukpireview/#d.en.85232>

NOTES AND DEFINITIONS

1. Using Benchmarks and Statistical Significance

To compare an institution's indicators to the sector, the benchmark should be used in preference to the overall sector average, because it takes account of the subject and entry qualifications profile. In this publication a '+' or '-' sign has been included beside the benchmark to show when the difference between the indicator and the benchmark is statistically significant.

2. When an institution has a high proportion of individuals with unknown information in a benchmarking factor, it can lead to a high proportion of individuals being placed in the unknown groups when benchmarking. However, investigation by HEFCE on a similar issue has determined that a threshold of at least 50% known data would have little effect on the performance indicators.

Media enquiries should be made to the Department's Press Office in Adelaide House, 39-49 Adelaide Street, Belfast, BT2 8FD, telephone (028) 9025 7793