## 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 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: Education Management Information System (EMIS)	Subjective monitoring indicators Source: graduates survey using Google Forms
Study programme	Sociodemographic variables
Number of graduates	Evaluating studies in KVK/HEI
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	

Figure 1. Graduates monitoring indicators

The *objective* monitoring indicators are analyzed by taking information from the Education Management Information System (EMIS) and the Employment Service.

**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. Two surveys were conducted: graduate satisfaction with studies and graduate satisfaction with career.

#### Graduate satisfaction with studies

The graduate satisfaction with studies survey was done using Google Forms. Based on a questionnaire (to survey graduates 6 months after graduation) a quantitative study - an online questionnaire survey. Chosen principle was *Global selection*, all 2023 graduates (respondents) received a cover letter by e-mail - an invitation to take part in the graduates survey and a link to join the standardised online questionnaire.

The questionnaire consists of three main thematic blocks:

- Sociodemographic variables:
- Evaluation of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution:
- Getting a job after graduation, current career situation and job position;

Respondents are asked to answer 17 questions. 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 definitely yes, 6 is yes and 7 is definitely yes.

#### Graduate career satisfaction

The graduate satisfaction with career survey was done using Google Forms. Based on a questionnaire (to survey graduates 3 years after graduation) a quantitative study - an online questionnaire survey. Chosen principle was *Global selection*, all 2021 graduates (respondents) received a cover letter by e-mail - an invitation to take part in the graduates survey and a link to join the standardised online questionnaire.

The career satisfaction questionnaire consists of three main thematic blocks:

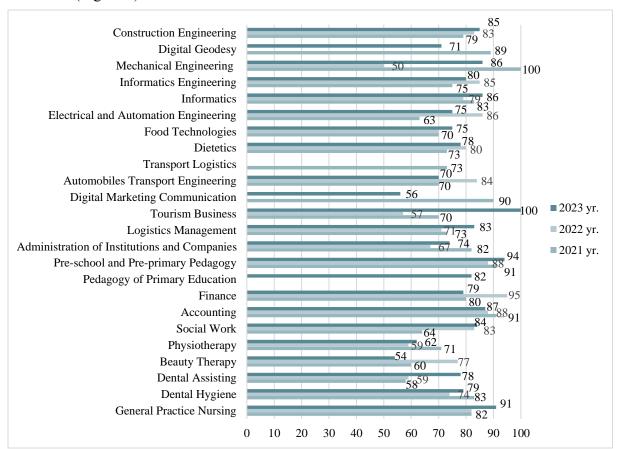
- Sociodemographic variables;
- Getting a job after graduation, current career situation and job position;
- Satisfaction with career.

Respondents are asked to answer 18 questions. 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 definitely yes, 6 is yes and 7 is definitely yes.

### 1. OBJECTIVE MONITORING DATA 1.1. EMPLOYMENT OF GRADUATES

Data on the careers of graduates who are employed and have declared their employment in the Republic of Lithuania are obtained 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) ant etc. In order to assess graduates' employment and establishment in the labour market, the report provides information on the situation 12 months after graduation.

There is an increase in the employability of 2023 graduates from these study programs: General Practice Nursing, Dental Hygiene, Dental Assisting, Physiotherapy, Social Work, Pedagogy of Primary Education, Pre-school and Pre-primary Pedagogy, Administration of Institutions and Companies, Logistics Management, Tourism Business, Digital Marketing Communication, Food Technologies, Informatics, Mechanical Engineering, Digital Geodesy, Construction Engineering. Beauty Therapy, Accounting, Finance, Automobiles Transport Engineering, Dietetics, Electrical and Automation Engineering, Informatics Engineering have decreased (Figure 2).



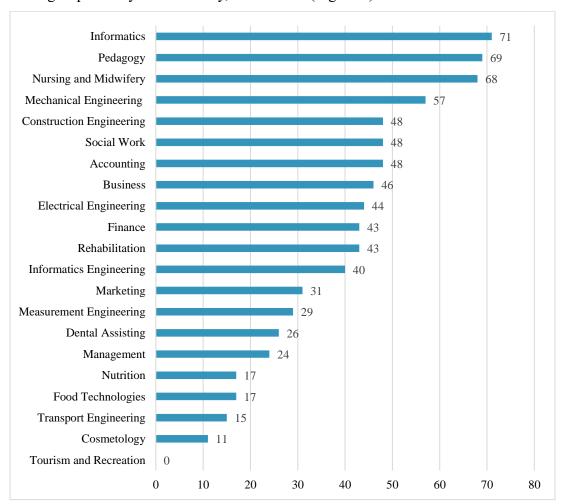
**Figure 2.** Number of employed graduates of the 2021-2023 batch 12 months after graduation, by field of study, %

Source of data: SODRA

# 1.2 GRADUATES EMPLOYMENT ACCORDING TO 1 – 3 PROFESSION GROUPS

The analysis of the 2023 results shows very different situations for those in highly skilled jobs - some very low, others sufficiently high. The most difficult employment situations according to 1-3 profession groups are for graduates of: *Tourism and Recreation, Cosmetology, Transport Engineering, Food Technology and Nutrition*.

The employment rate of graduates graduating in 2023, 12 months after graduation in occupational groups 1-3 by field of study, is shown in (Figure 3).



**Figure 3.** Employment rate of graduates in 2022, 12 months after graduation in 1-3 occupational groups by field of study, percent Source of data: STRATA/EMIS

#### 1.3 INCOME OF GRADUATES

In 2023, graduates' salaries increased in all fields of study, except for graduates of: *Informatics, Mechanical Engineering, Construction Engineering*. A significant increase of 92% is seen in the salaries of *Automobiles Transport Engineering* graduates, who have a 70% employment rate 12 months after graduation and 15% in highly skilled jobs. A significant increase of 50% is also seen in the wages of *Beauty Therapy* graduates, who have an employment rate of 54% 12 months after graduation and 11% are in highly skilled jobs.

Trends in the monthly income of graduates in 2021-2023 by field of study are shown in (Figure 4).

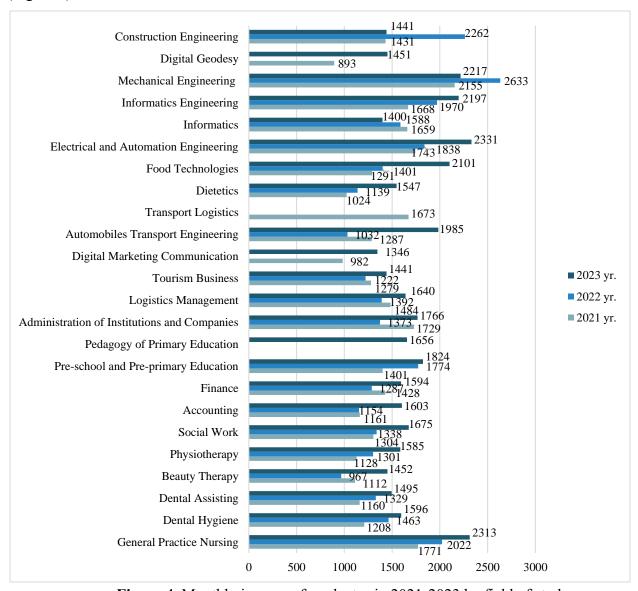


Figure 4. Monthly income of graduates in 2021-2023 by field of study

Data source: SODRA

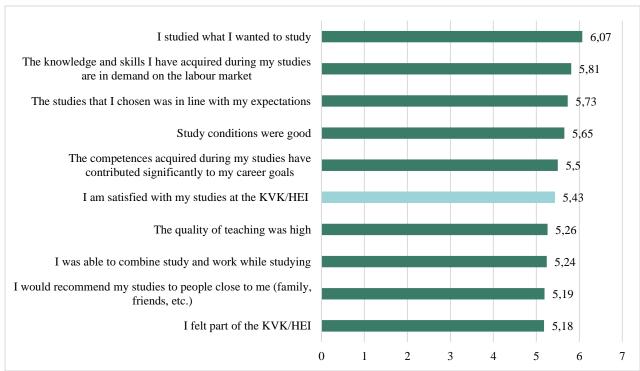
#### 2. SUBJECTIVE MONITORING DATA

#### 2.1 SATISFACTION WITH STUDIES

In February 2024 a survey was carried out of 2023 graduates of KVK/HEI, 6 months after graduation. Invitations to participate in the survey were sent to all 2023 graduates who agreed to participate in graduate career monitoring. The return rate of the questionnaires was 34.87%

In July-September 2024 a survey was carried out of 2021 graduates of KVK/HEI, *3 years* after graduation. Invitations to participate in the survey were sent to all 2023 graduates who *agreed to* participate in graduate career monitoring. The return rate of the questionnaires was 38.32%

The **evaluation of studies at the KVK/HEI** is carried out by assessing 10 statements on a 7-point scale. The **KVK/HEI** has decided to use the main evaluation criterion - *I am satisfied with my studies at the Klaipėdos valstybinė kolegija/ Higher Education Institution*. In 2023, after 6 months, the average score is **5.43** (out of 7) (in 2022, after 6 months, the average score was 5.24) (Figure 5). All statements except have a mean score above **5.0**. The highest score *I studied what I wanted to study* - **6.07**.

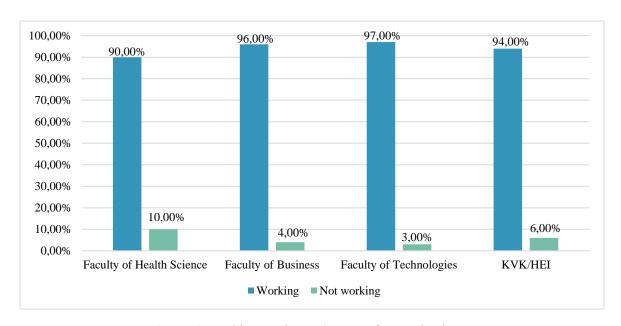


**Figure 5.** Evaluating the quality of studies at Klaipėdos valstybinė kolegija/ Higher Education Institution

The 2021 graduates scored **5.45** on satisfaction with their studies, the 2022 graduates scored **5.24** and the 2023 graduates scored **5.43** (the score decreased by 0.02 points compared to 2021 and increased by 0.19 points compared to 2022).

#### 2.2. EMPLOYABILITY AND CAREER SATISFACTION

Of the respondents, 94.00% are employed after 3 years (Figure 6), **30.12% of whom are in management** positions. The Faculty of Technology has the highest number of employed graduates among the respondents.



**Figure 6.** Working graduates 3 years after graduation

The results do not correlate with the results of the objective monitoring, where the employment rate of graduates in 2021 is 79.10%, while the subjective monitoring result is 94.32%. The subjective monitoring results also do not reflect the real situation, due to the low number of graduates who filled in the questionnaire, but they do show a tendency. Only 4.50% of the KVK/HEI students are registered as long-term unemployed with the Lithuanian Employment Service, which means that 95.50% of the graduates are occupied: working (declared), engaged in other activities (military, studies, childcare, etc.), or abroad (undeclared).

Career satisfaction is determined by a variety of factors. In assessing their career satisfaction, respondents rated 10 statements by selecting whether they agreed or disagreed (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, with a score of 5.94 out of a possible 7.

Working 2021 graduates gave the highest score to the statement - *I am satisfied with my current job* **(5.94)**; the lowest score was salary **(5.08)** (Figure 7).

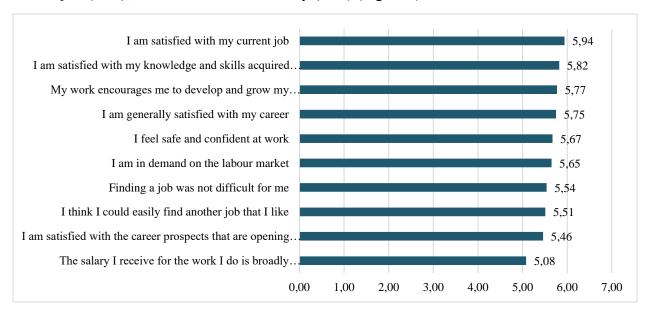


Figure 7. Assessment of career satisfaction factors of working graduates after 3 years

#### **SUMMARY**

- In 2023, graduates' satisfaction with their studies at KVK/HEI after 6 months after graduation is 5.43. The score has increased by 3.6% compared to 2022 (5.24) and decreased by 0.37% compared to 2021 (5.45).
- According to objective monitoring data, 73.02% of graduates of the 2023 are employed in Lithuania 6 months after graduation, while according to subjective monitoring data 95%.
- Graduates do reasonably well in the labour market and adapt well to the job market. The main factors influencing employability are personal features and the knowledge and skills gained during studies.
- In 2021, graduates' career satisfaction is rated at 5.75 (Graduates of Faculty of Health Sciences is most satisfied with the career in General Practice Nursing; Faculty of Technologies is most satisfied with Mechanical Engineering; Faculty of Business is most satisfied with Pre-school and Pre-primary Education).
- In order to help graduates to adapt more successfully to the specific work organisation and the labour market, it is appropriate to focus more on improving the quality of studies and the development of practical skills during lectures, on the use of new modern equipment and the transfer of up-to-date knowledge during studies, on the expansion of the network of companies for internships, on the competence of the academic staff, on the teaching methods, and on the improvement of the communication and cooperation between all stakeholders.