



**Klaipėdos
valstybinė
kolegija**

**KLAIPĖDOS VALSTYBINĖ KOLEGIJA/
HIGHER EDUCATION INSTITUTION
GRADUATES' EMPLOYMENT AND CAREER
MONITORING, 2025**

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
Number of employed graduates (high, low, unskilled)	Job position
	Satisfaction with career

Figure 1. Graduates monitoring indicators

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

Subjective monitoring is directly related to the personal opinion of the graduates. The purpose of this monitoring is to provide all interested parties with feedback information that would give added value in improving the process of developing study and career management competencies, as well as the process of evaluating the effectiveness of the Klaipėdos valstybinė kolegija/ Higher Education Institution (KVK/HEI) activities. Two surveys were conducted: graduates' satisfaction with studies and graduates' career satisfaction.

Graduates' satisfaction with studies

The graduates' 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 2024 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.

Graduates' career satisfaction

The graduates' 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 2022 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.

1. OBJECTIVE MONITORING DATA

1.1. EMPLOYMENT OF GRADUATES

According to data from the Education Management Information System, Figure 2 shows the employment rates of KVK/HEI graduates in 2024, 12 months after graduation, sorted by study programmes.

It is noticeable that in 2024, the employment rate graduates of *Dental Hygiene, Dental Assisting, Cosmetology, Pedagogy of Primary Education, Pre-school and Pre-primary Pedagogy, Management of Organizations, Logistics Management, Digital Marketing, Automobiles Transport Engineering, Food Technologies, Electrical and Automation Engineering, Real Estate Measurement Engineering* study programmes has increased. *General Practice Nursing, Physiotherapy, Social Work, Finance, Dietetics, Informatics, Informatics Engineering, Construction Engineering* – decreased. The employment rate graduates of the *Accounting and Mechanical Engineering* study programmes remained unchanged (Figure 2).

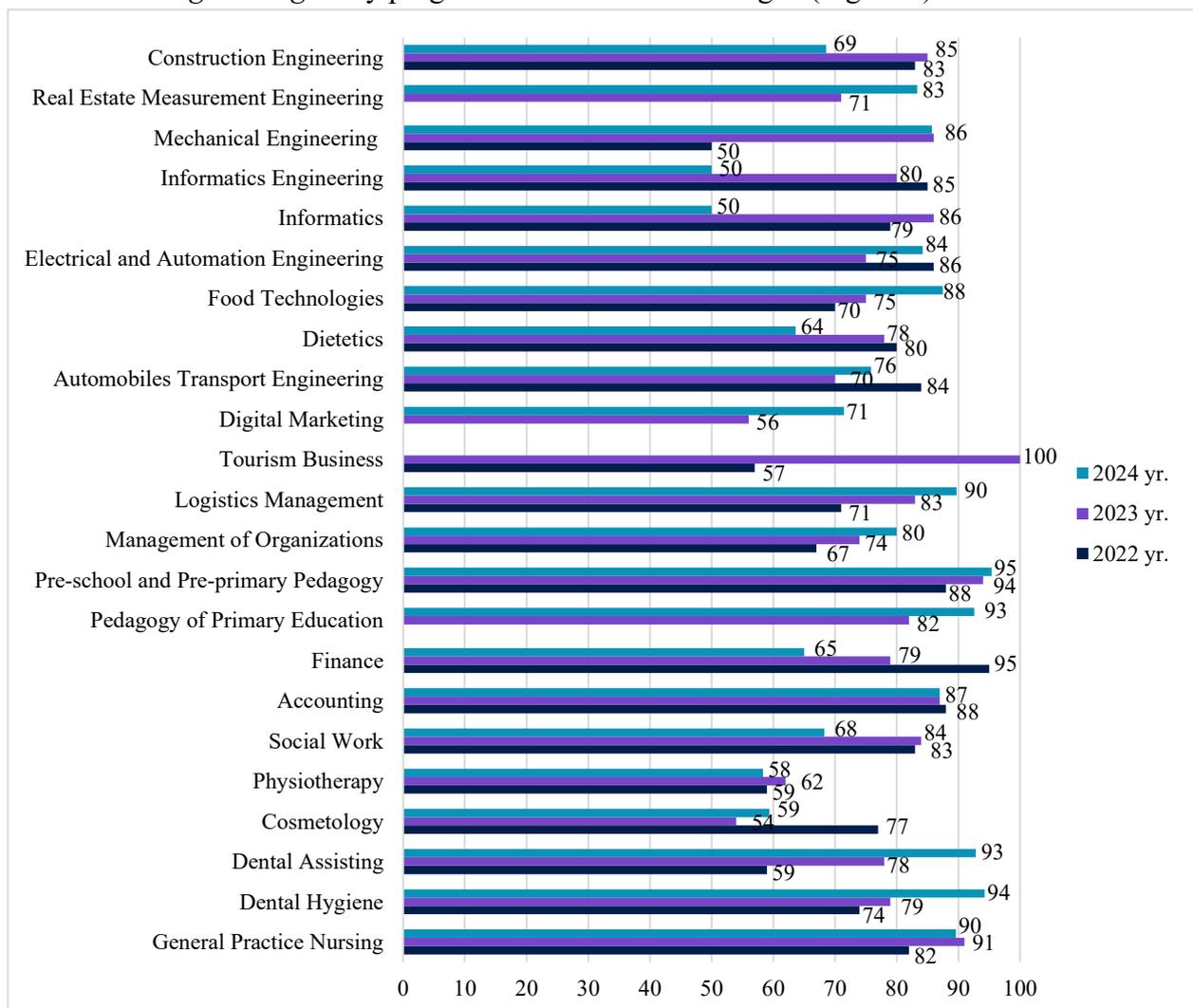


Figure 2. Employment rate of graduates 2022-2024 yr., after 12 months from graduation, by study programmes, percent

1.2. INCOME OF GRADUATES

During the period 2022–2024, the average salary of graduates of most study programmes increased, in some cases quite rapidly. This indicates a growing demand for these specialists in the labour market.

The most significant salary increases were noted in: *Dietetics* (+45.8%), *Pedagogy of Primary Education* (+36.0%), *Pre-school and Pre-primary Pedagogy* (+30.4%), *Mechanical Engineering* (+30.3%), *Management of Organizations* (+26.3%), *Finance* (+20.3%) graduates' salaries.

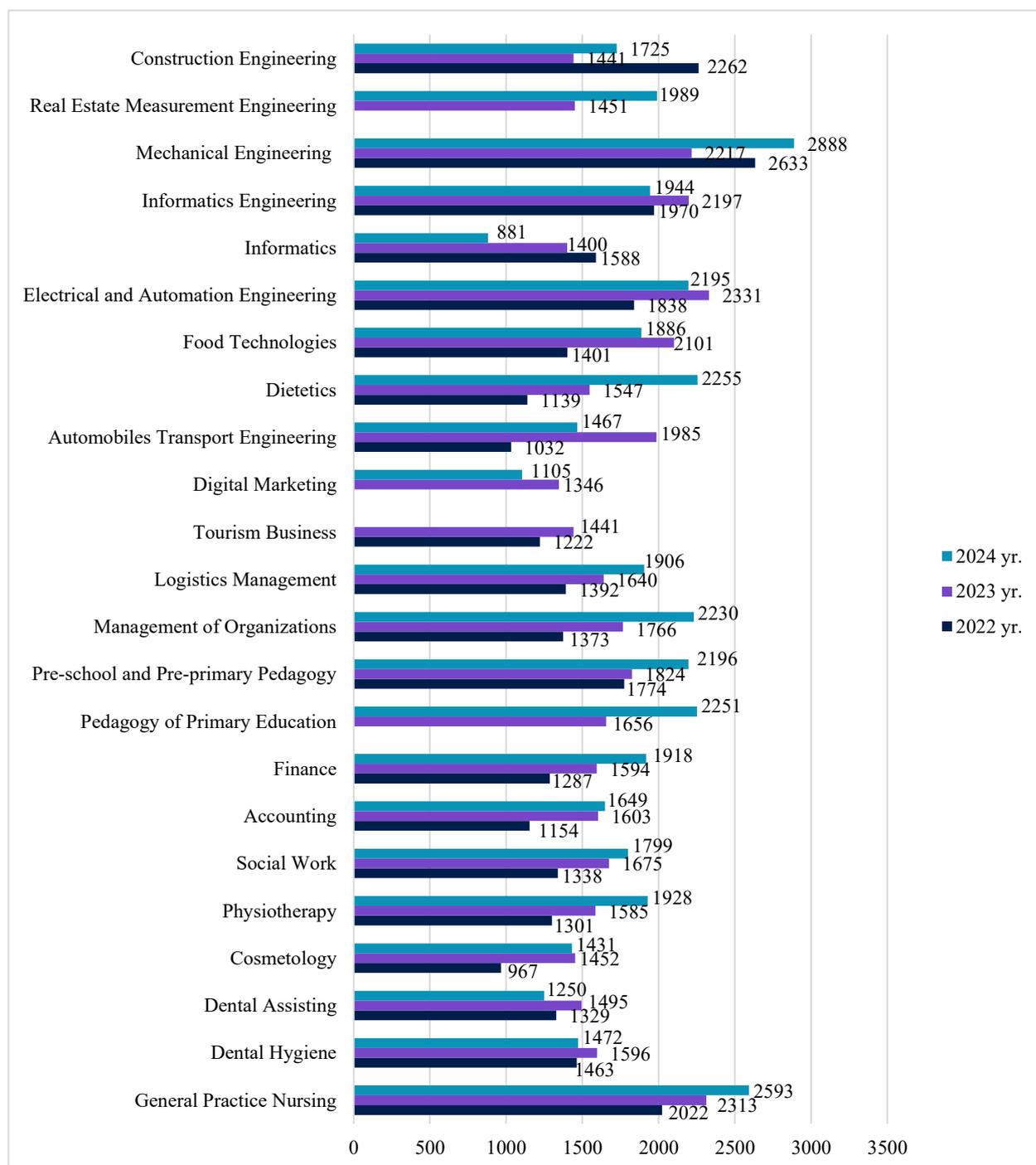


Figure 3. Dynamics of average monthly income of graduates by study program in 2022-2024 yr.

2. SUBJECTIVE MONITORING DATA

2.1 SATISFACTION WITH STUDIES

In March 2025 a survey was carried out of 2024 graduates of KVK/HEI, **6 months after graduation**. Invitations to participate in the survey were sent to all 2024 graduates who *agreed to* participate in graduate career monitoring. The return rate of the questionnaires was **36.78%**

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 - *The studies met my expectations* (Figure 4).

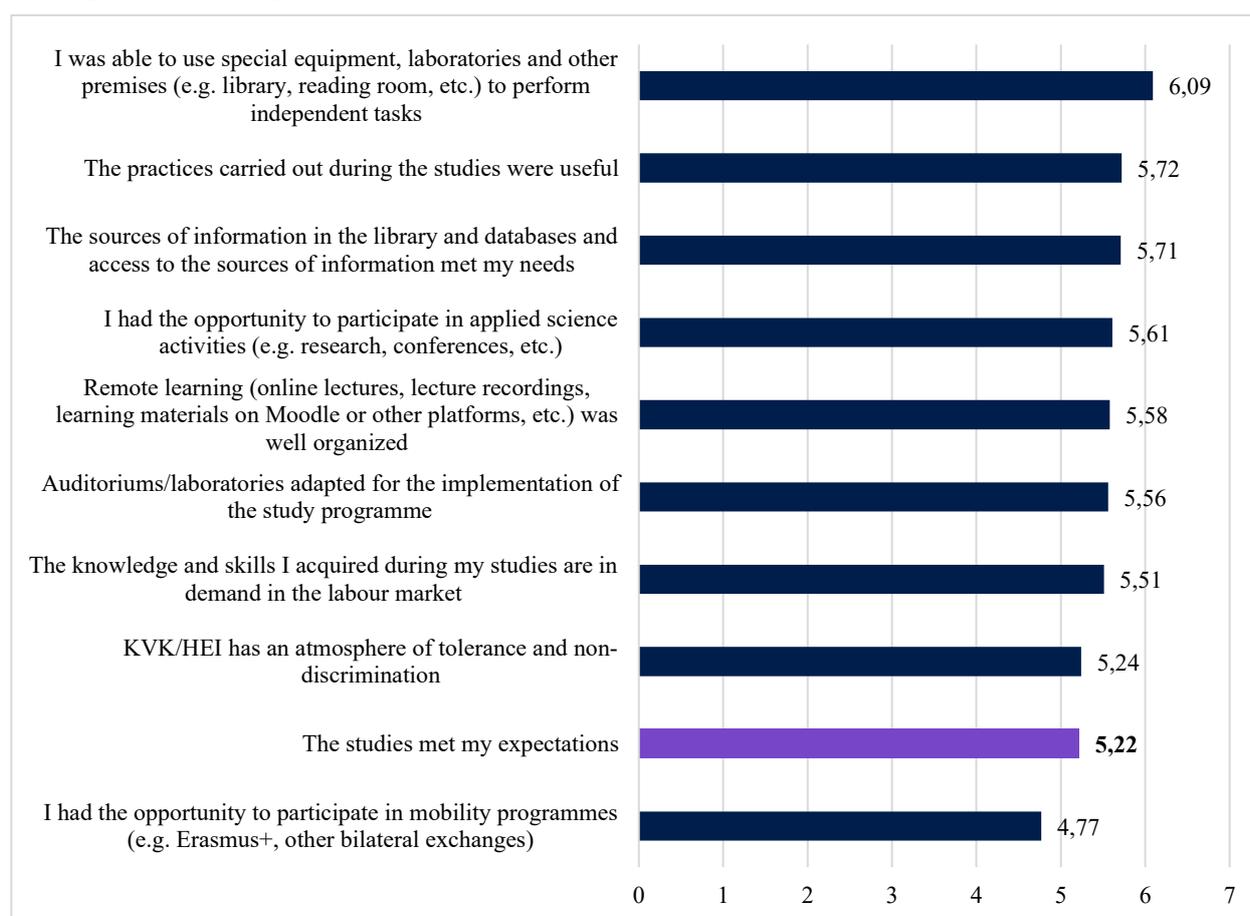


Figure 4. Evaluation of studies in KVK/HEI (N=235)

In 2024, after 6 months, an average **score of 5.22** (out of 7) was achieved (in 2023, after 6 months, this average was **5.43**). The average rating for almost all statements was higher than 5.0, except for "*I had the opportunity to participate in mobility programs (e.g., Erasmus+, other bilateral exchanges).*" The highest score was given to "*I had access to special equipment, laboratories, and other facilities (e.g., library, reading room, etc.) while performing independent tasks*" – **6.09 points**.

The 2022 graduates rated the fulfillment of their expectations for KVK/HEI studies at **5.24 points**, the 2023 graduates rated it at **5.43 points**, and the 2024 graduates rated it at **5.22 points** (the rating decreased by 0.02 points compared to 2022 and decreased by 0.21 points compared to 2023).

2.2. EMPLOYMENT OF GRADUATES AFTER 6 MONTHS AND 3 YEARS OF STUDIES GRADUATION

Of the respondents who answered the survey, **73%** are employed six months after graduation (Figure 5). Of these, **8.96%** hold managerial positions (for 2023 graduates, this indicator six months after graduation was 8.18%). The largest number of graduates employed in jobs related to their field of study are in the Business Faculty.

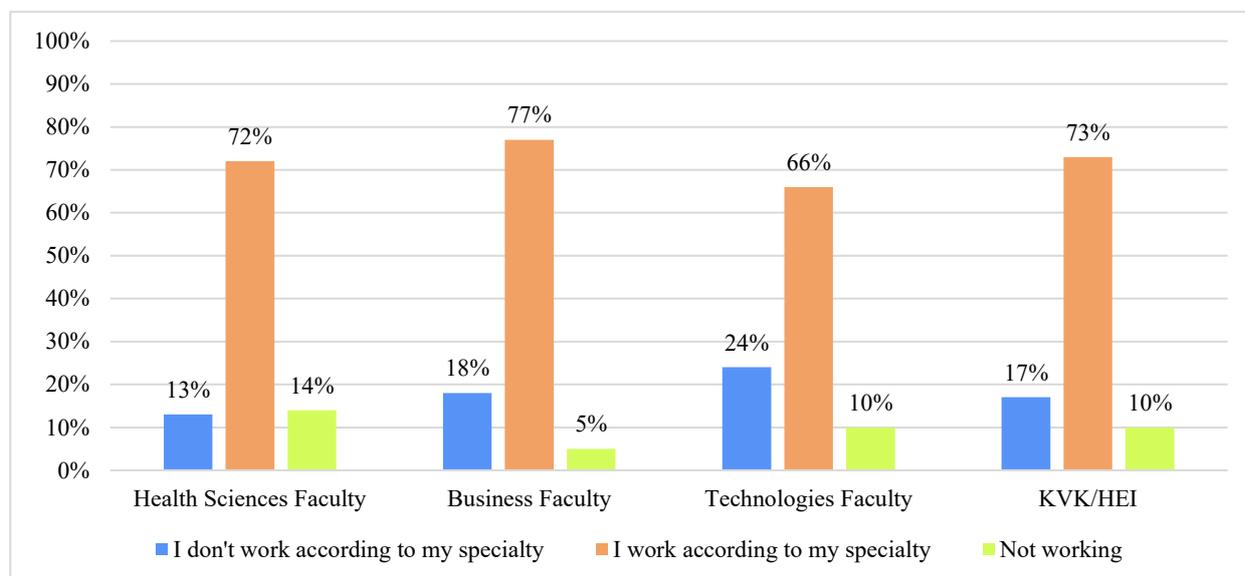


Figure 5. Current career situation, after 6 months of graduation (N=235)

Of the respondents who responded, **95%** are employed three years after graduation (94% in 2024), (Figure 6). Most graduates from all faculties are employed, with the highest percentage of employment recorded in the Business Faculty (100%).

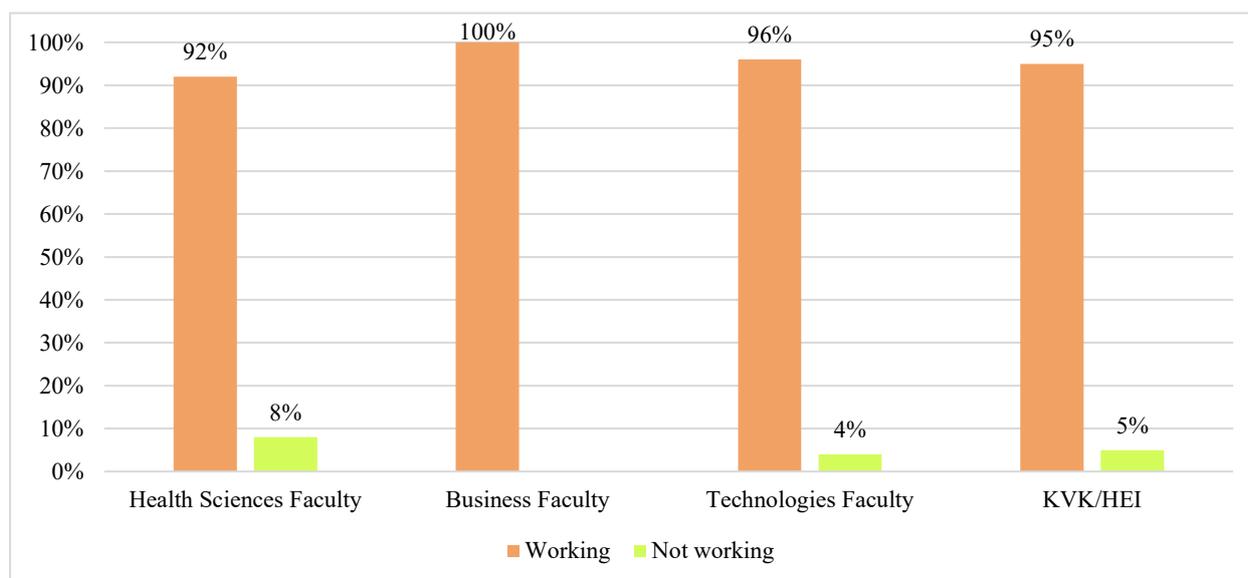


Figure 6. Current career situation, after 3 years of graduation (N= 207)

The survey data reveals that the employment rates of KVK/HEI graduates are high both 6 months and 3 years after graduation. After 6 months, about 73% of graduates are employed, and most of them find jobs related to their field of study. Three years after graduation, the employment rate increases even more, reaching about 95%, while the percentage of unemployed graduates remains minimal.

2.3. CAREER SATISFACTION

In July 2025, a survey of graduates who completed their studies at KVK/HEI in 2022 was conducted, three years after graduation. Invitations to participate in the survey were sent to all graduates who completed their studies at KVK/HEI in 2022. The response rate was **33.99%**.

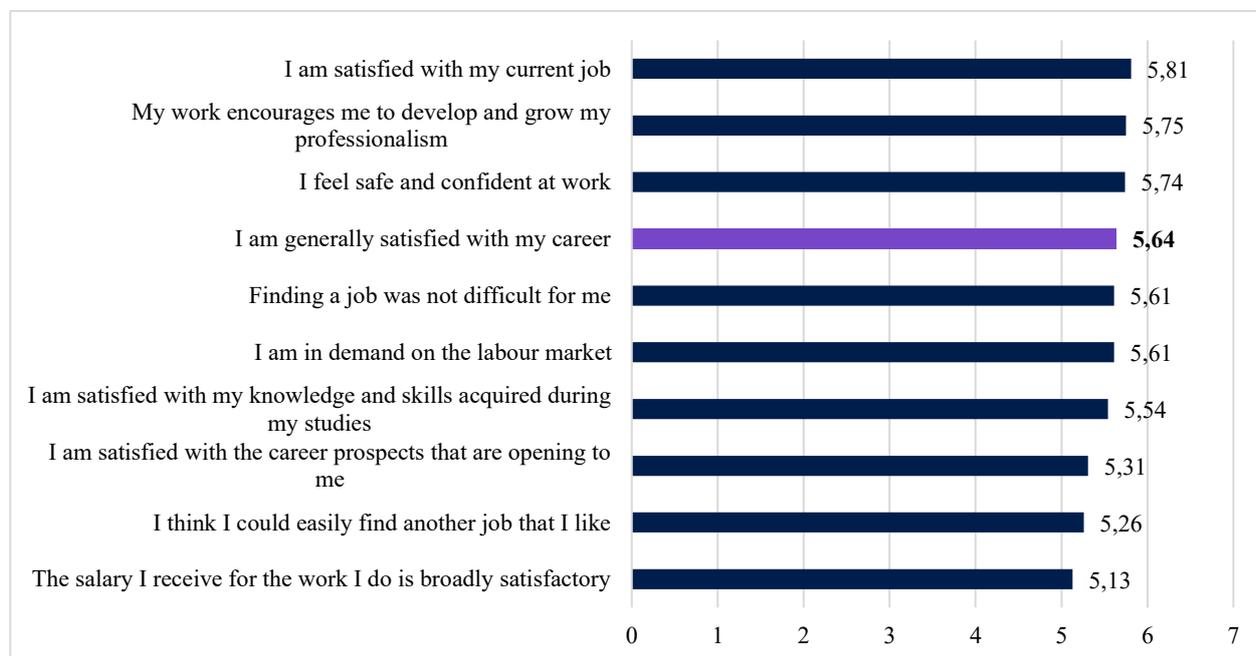


Figure 7. Assessment of career satisfaction factors of working graduates (N= 197)

The assessment scores show that working graduates are more satisfied than dissatisfied with their career results – **5.64 points** out of a possible 7 (Figure 7). Employed graduates of the class of 2022 gave the highest rating to the statement "*I am satisfied with my current job*" (**5.81 points**) and the lowest rating to salary (**5.13 points**).

SUMMARY

- Objective monitoring data shows that the employment rate of graduates of the 2024 in Lithuania after 6 months from graduation reaches 79.66%, after 12 months – 80.44%, the employment of graduates of the 2022 after 3 years is 80.62%, and the employment of graduates of the 2020 after 5 years from graduation is 76.31%
- Objective monitoring data shows that the average income graduates of the 2024 working under employment contracts is €2,045.53 six months after graduation and €2,003.43 after 12 months. The average income of 2022 graduates after 3 years is €2,014.70, and the average income of 2020 graduates after 5 years of completing their studies is €2,113.71.
- Subjective monitoring data shows that in 2024, graduates' satisfaction with their studies at KVK/HEI, assessed 6 months after graduation, reaches 5.22 points (Health Sciences Faculty – 5.02, Technologies Faculty – 5.38, Business Faculty – 5.34), while the 2022 the career satisfaction results, assessed 3 years after graduation, amount to 5.64 points.
- The results of a survey of KVK/HEI graduates who completed their studies in 2024, assessed six months after graduation, and the results of a career satisfaction survey of 2022 graduates, assessed three years after graduation, show that the main factors determining employment are personal qualities and gained higher education.