

Graduate labour market transitions in the UK and Italy: Research design

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Outline

- Overview and aim of the research
- Context: British and Italian HE systems and graduates labour markets
- Datasets: AlmaLaurea and FutureTrack
- Proposed methodology
- Expected results and possible implications

Overview of the research

- Collaborative comparative research investigating graduates' transitions into the labour market in Italy and the UK
- Access to dedicated surveys tracking graduates in Italy and the UK. Participating researchers have carried on previous research using these datasets.
- Focus on the role of internships in enabling job security and career progression
- Funding: Institute of Advanced Studies - University of Warwick

Motivation

1. Internship incidence is steadily growing across Europe, including in the UK and Italy.
2. Work experience and 'employability skills' obtained through internships have become an integral part of higher education and early labour market experience
3. Increasing debate on the role of internships in improving graduates career (e.g. Weiss et al., 2014; Holford, 2017).
4. Open questions on how the opportunity to access internships vary by HE experience, gender and social class (Curiale, 2010)
5. Call for a discussion on how HE systems and labour market regimes interact with internships access and outcome.

Context – Evolution of institutional regimes

- Italy and the UK are often characterised as belonging to two different “worlds” of welfare capitalism and (Hall and Soskice, 2000; Iversen and Stephens, 2008; Amable, 2003; Molina and Rhodes, 2007)
- **Converging trends:**
- Italian institutional transition towards a more liberal market economy (LME) model.
 - Decline of the role of the State as an agent of coordination and hybridisation of its model of capitalism (Simoni, 2012)
 - Both in the UK and Italy an increasing segmentation of the labour markets has been observed (Marsden, 2007; Sacchi and Vesan, 2015).
 - Minor role of apprenticeships and training contracts in Italy compared to Coordinated market economy (CME), e.g. Germany.
- Increase in role of apprenticeships in UK?

Research questions

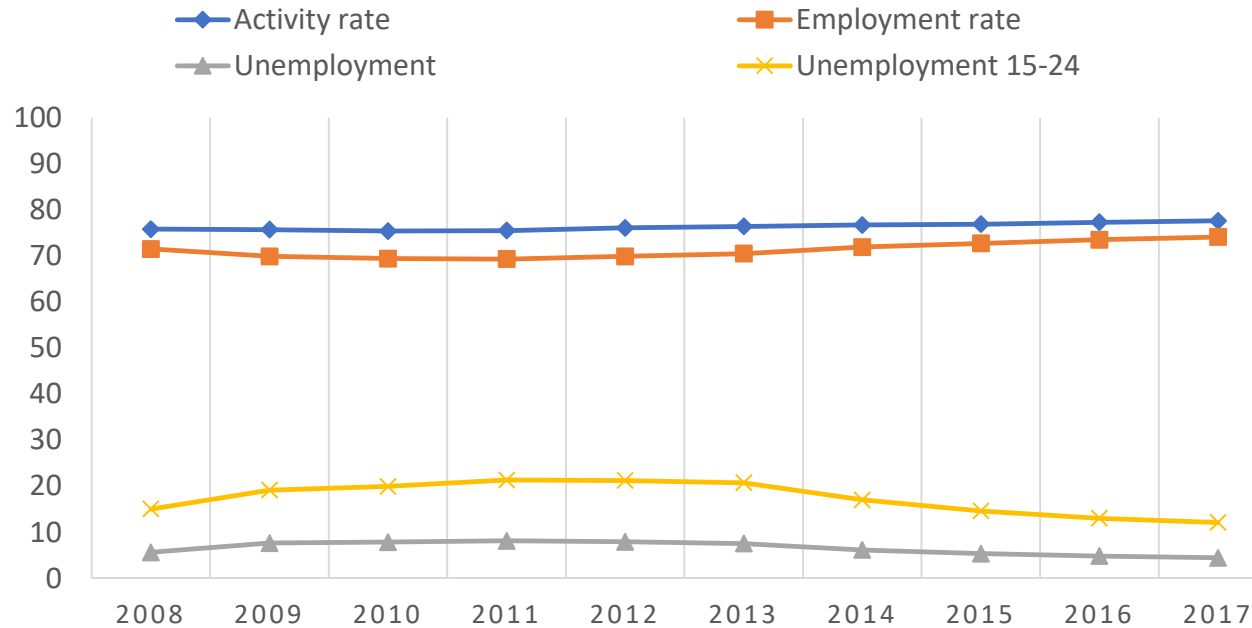
1. What is an internship?
 - Definitions in different contexts
 - Who decides what counts?
2. Who decides to participate in internships in the two countries?
 - Who accesses internships?
 - Different characteristics: HE experience, gender, social class, career ideas, etc.
 - Influence of institutional context
3. What are the labour market outcomes from internships?
 - Which graduates benefit?
 - Human capital vs credentialism across different countries and/or types of internship?
 - Institutional context as mediating factor?
4. What are the implications for HE systems and policy?

Proposed methodology

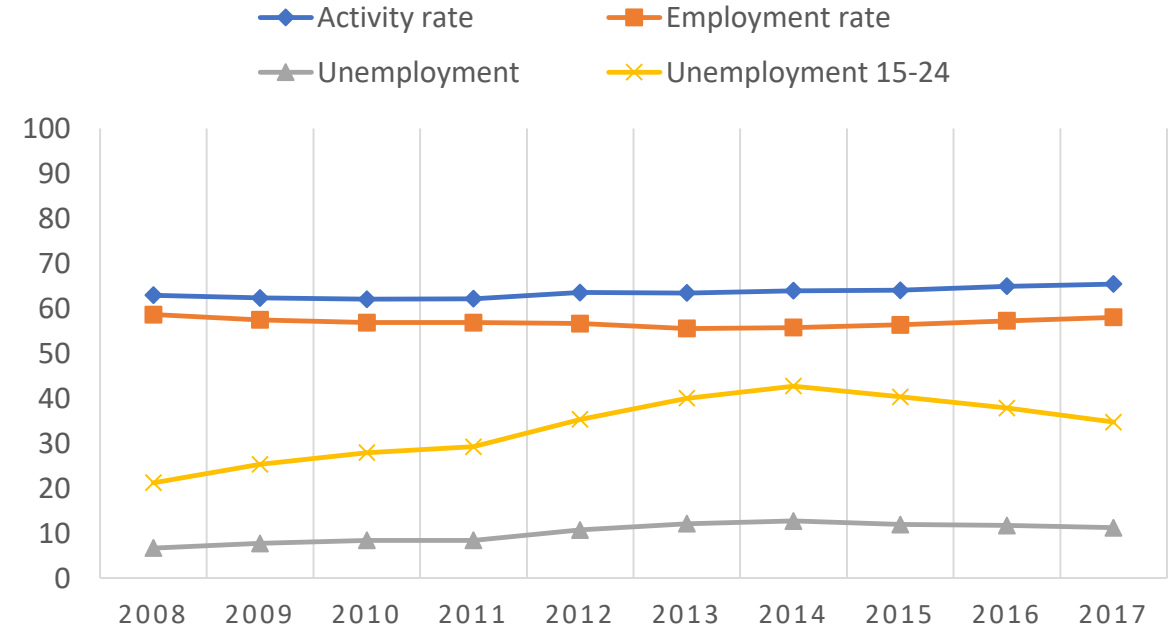
- Dataset comparability
- Descriptive analysis
 - graduates' access to internship controlling for field of study, previous educational path, and socio-economic background
- Quantitative analysis:
 - Correlation between internship and labour market outcomes wages, job satisfaction and skills matching through an explorative econometric analysis.
 - Separate analyses will concern geographical areas, field of study, occupations, social background, and non-standard employment
 - Robustness checks
- Qualitative analysis?

Labour Markets in the UK and Italy

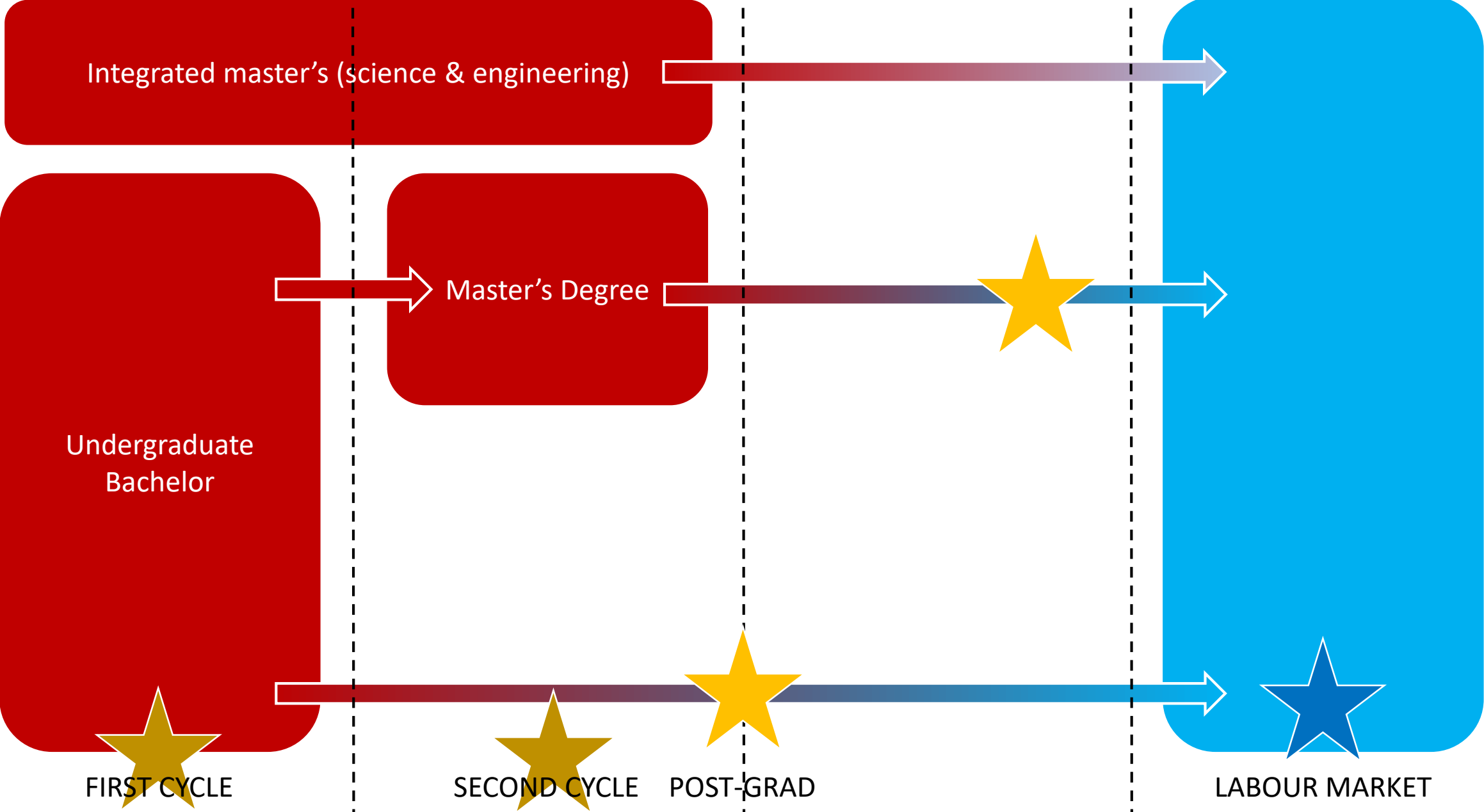
UK 2008-2017 EUROSTAT LFS DATA



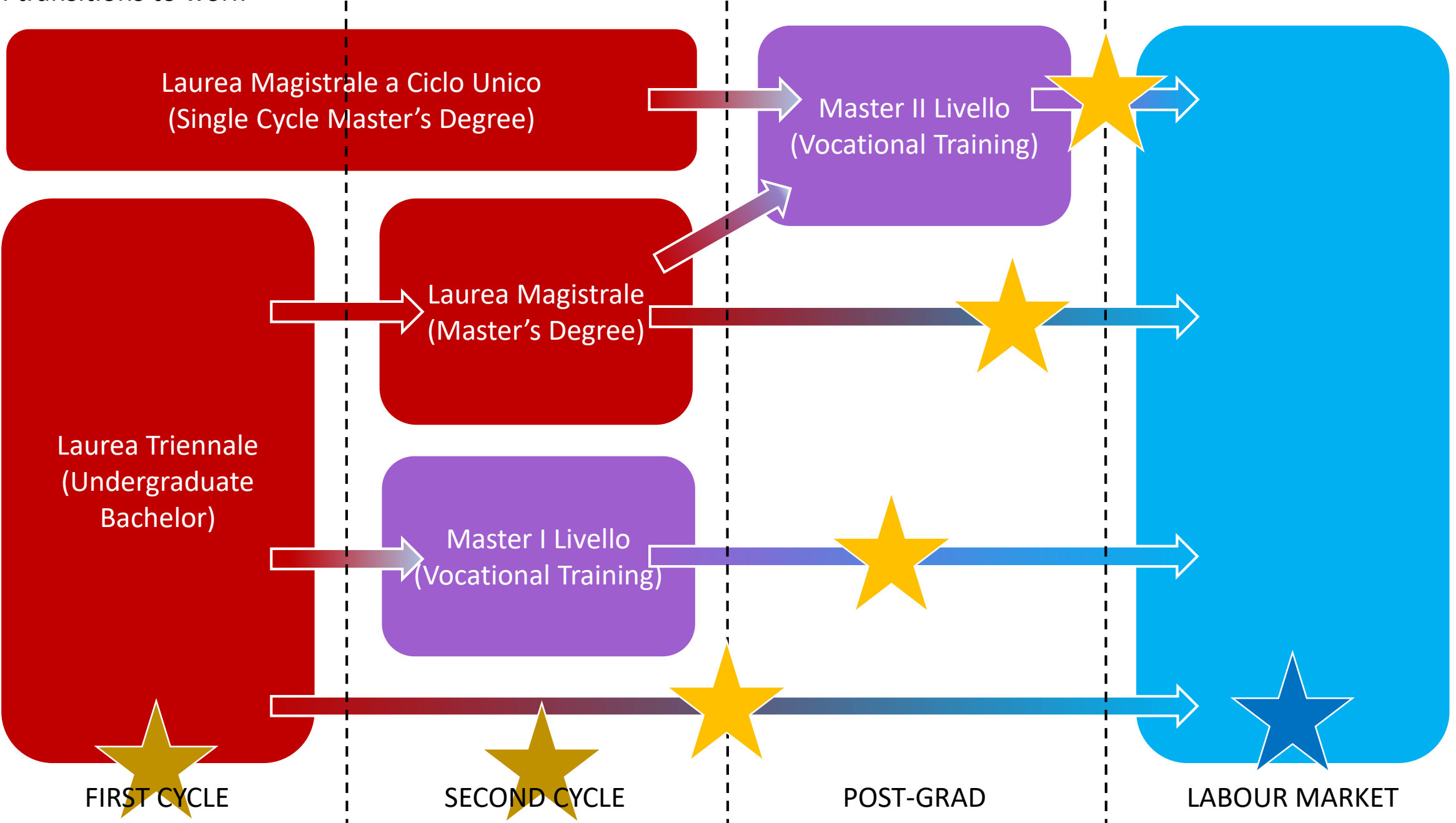
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UK: transitions to work



Italy: transitions to work



AlmaLaurea (Italian dataset)

- AlmaLaurea is a Consortium of Italian Universities aimed at fostering highly qualified labour demand and supply matching for graduates, universities and the business world.
- Every year, AlmaLaurea collects extensive data on the graduates of each cohort and on their early working career path.
- Two stages:
 - At the time of graduation, students fill in a questionnaire providing their personal data and information concerning their social and family background, educational path and performances, intrinsic motivation and other subjective features
 - Then, graduates are interviewed one, three and five years after graduation on their career paths and/or their post-graduate studies.

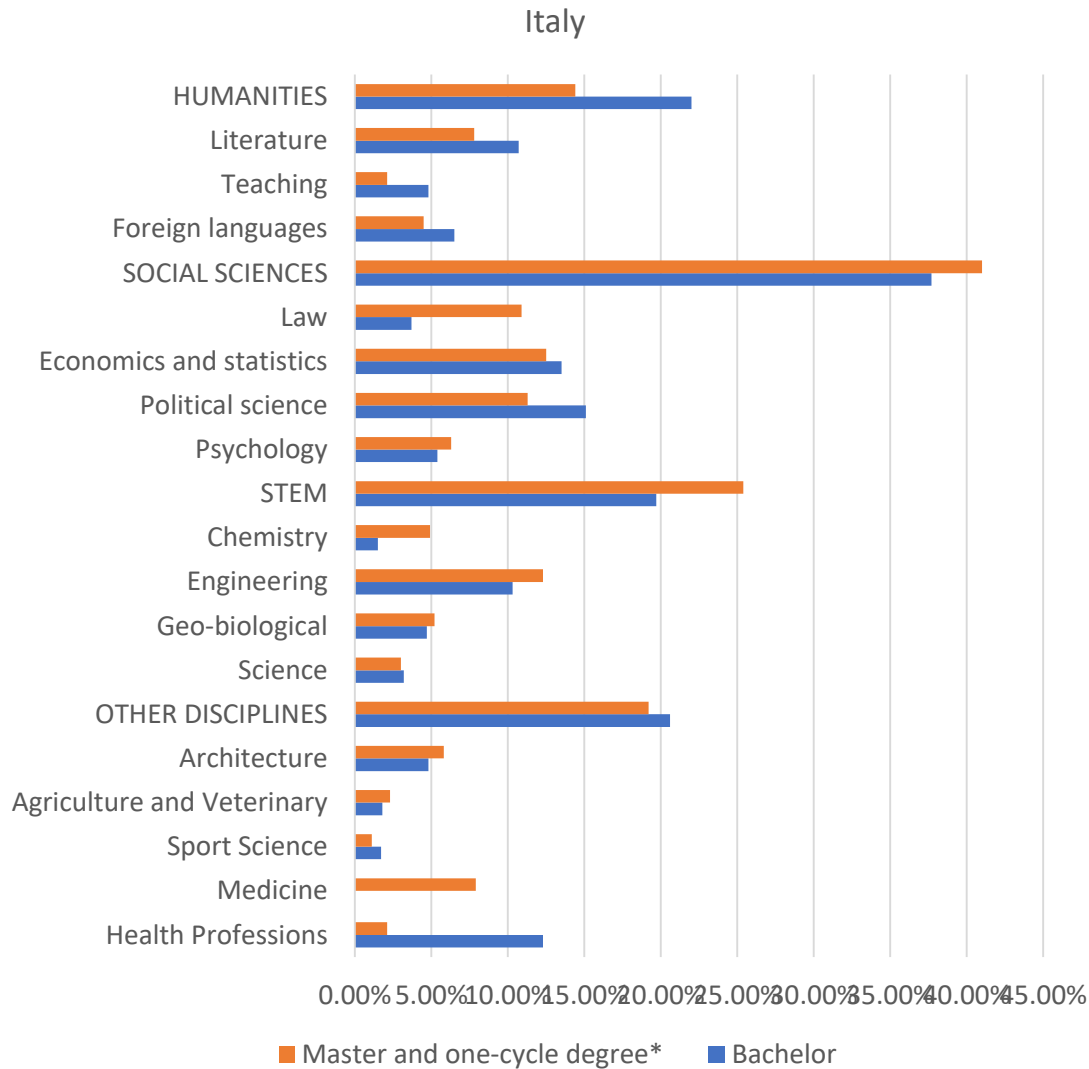
Italian dataset

- Merged dataset from Almalaurea surveys on graduates profile and graduate employment condition (1 year after the degree) – 2009 cohort of graduates

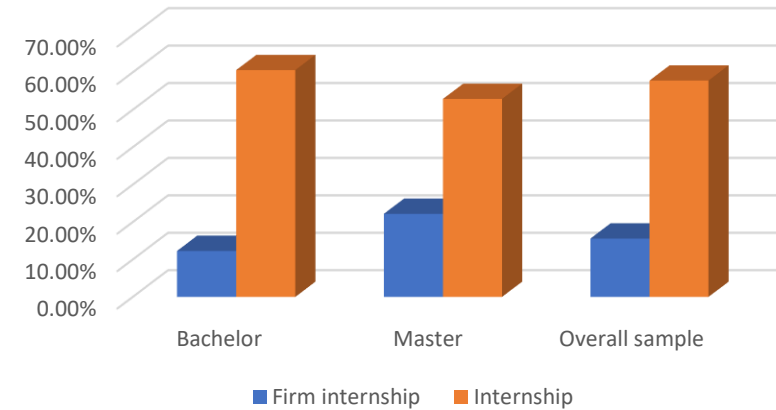
	Bachelor	Master and one-cycle degree	Overall sample		Bachelor	Master and one-cycle degree	Overall sample
				Males	40.5%	39.9%	40.3%
N	109,313	63,154	172,467	Females	59.5%	60.1%	59.7%
%	63.38	36.62	100.0	Foreigners	2.7%	2.9%	2.8%
				Age at the degree	26.2	27.1	26.5
				At least one parent holding a degree	23.2%	33.1%	26.1%
				Net monthly wage (€)	957	1,049	997

Italy - Descriptive statistics

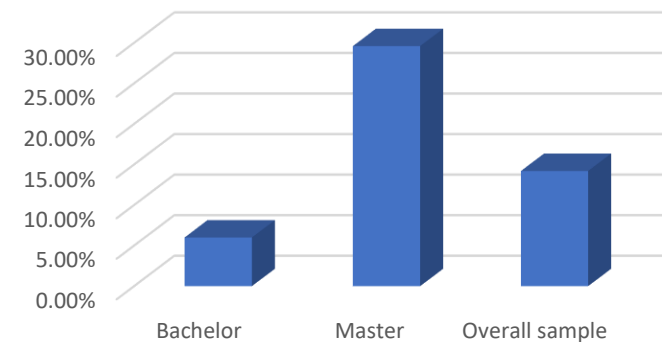
Internship : a work-related experience carried on during the study or immediately after the degree. It is normally unpaid and it can be either voluntarily or mandatory (curricular internship).



Internship during study

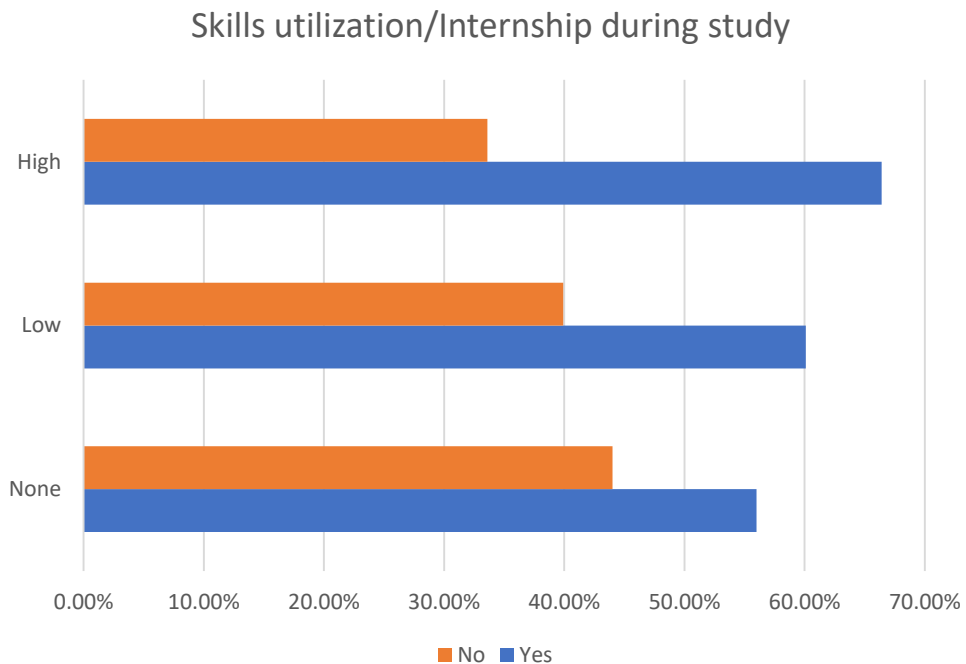


post-graduate internship



Italy – Preliminary data analysis

- Correlation between internship during study and labour market outcomes (1 year after the degree)



		Monthly average wage	ijob satisf. nternship during bachelor	Job Search duration internship during master
internship during study (any degree)	Non-par. pairwise correlation	-0.007*	0.044**	-0.020**
internship during bachelor	Non-par. pairwise correlation	-0.013**	0.051**	-0.010
internship during master	Non-par. pairwise correlation	-0.006	0.013*	-0.013

About Futuretrack W1-W4

- Longitudinal online survey of UK HE applicants from application until 18m-3yrs after graduation
- Four waves, 2005-2012
- Class of 2009-10: £3,000 tuition fees, debt, precarious labour market (2008-09 recession)

Futuretrack dataset

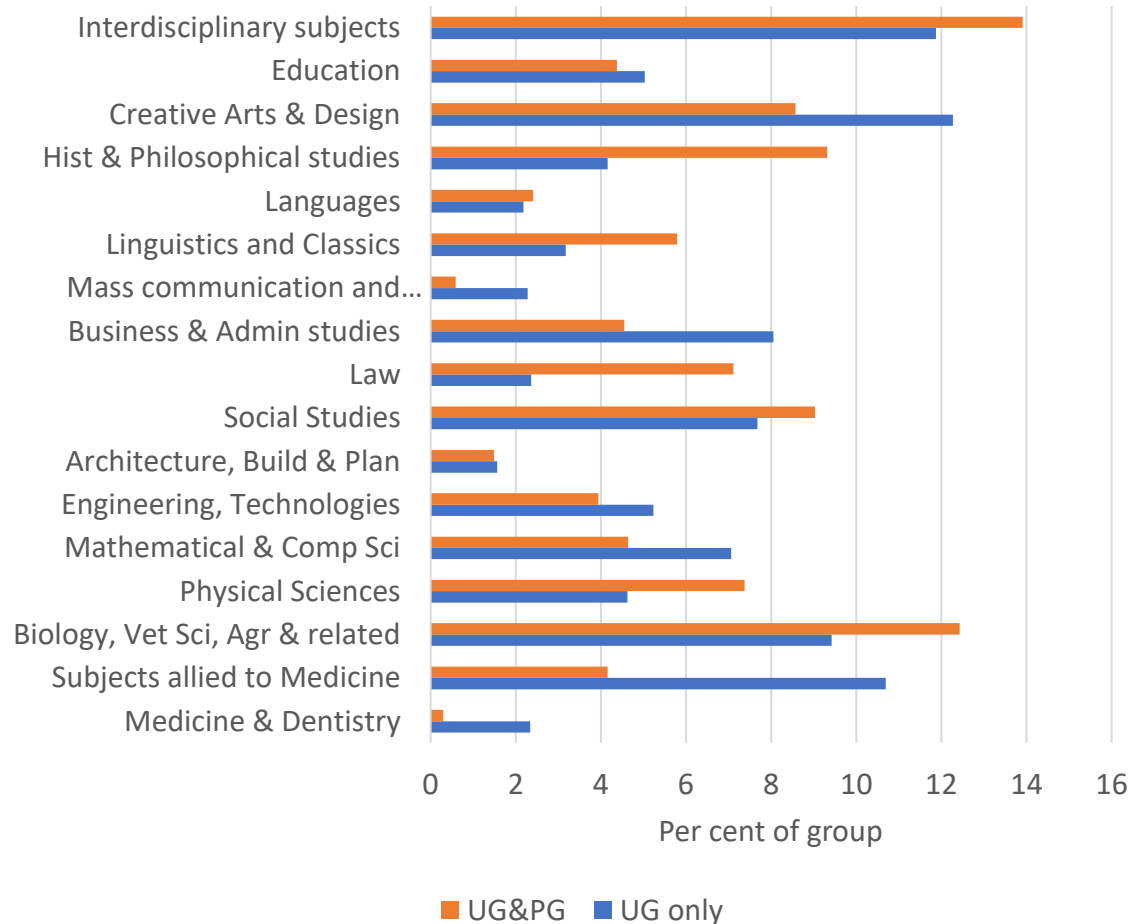
- Sample: UK-domiciled & national, and have either first degree or first and postgraduate degree

	UG only	UG&PG	Total
Number of people (N)	9,164	1,948	11,112
Row % (unw)	82.47	17.53	100
Row % (wt)	83.72	16.28	100

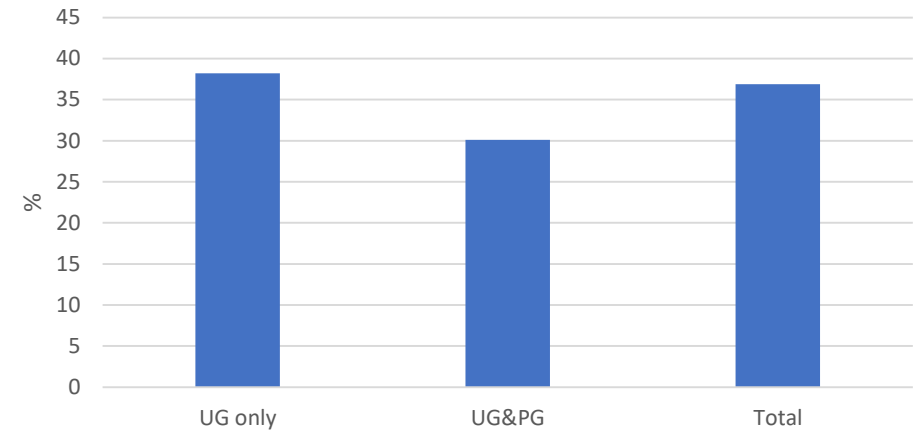
	No longer full-time students		
	UG only	UG&PG (row sample (col	Overall
Weighted %	(row %)	%)	%)
Male	84.06	15.94	42.74
Female	83.47	16.53	57.26

Preliminary FT data analysis

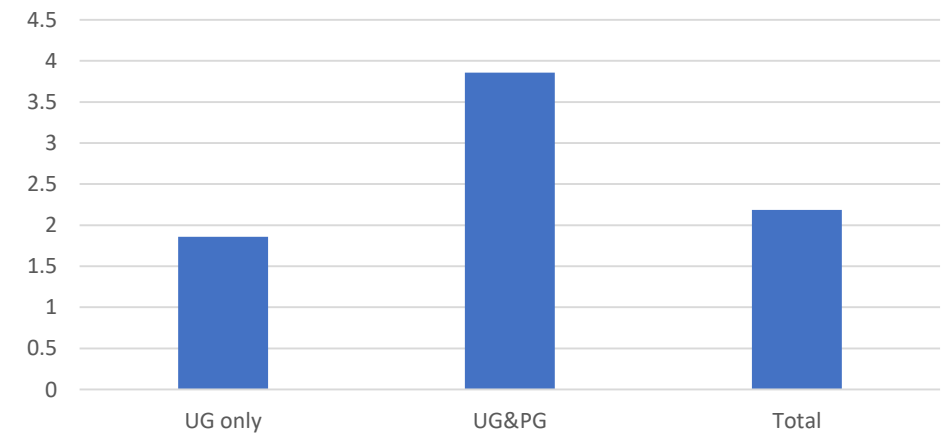
Subject studied at UG level by whether have UG degree or UG&PG degree



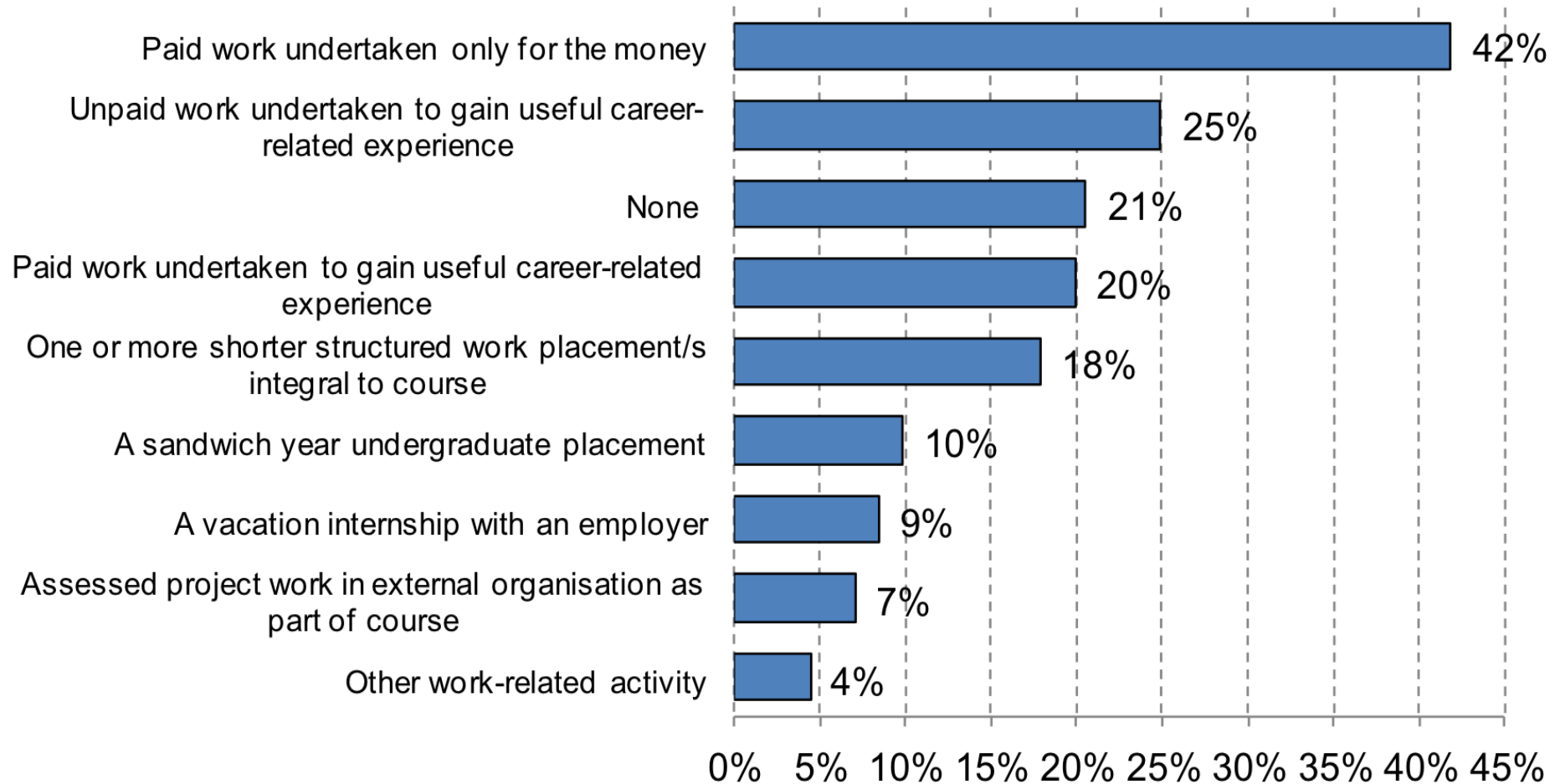
Did an internship* (broadly defined) during study**



Whether current activity is internship (paid or unpaid)



Students' work experience and reasons for undertaking work experience during their courses



Source: Futuretrack Stage 4, all UK domiciled graduates (weighted) who have an undergraduate degree and are no longer in full time study only.

Issues to consider

- Challenges in defining internships (regulation and framing of internships)
- Ensuring comparable data (subject, SES, type of institution, industry-occupation)
- Different institutional regulations for accessing professional jobs in specific disciplines

Thank you

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