

Comparison with previous L-DLHE data is not robust due to the differing survey point but also because we have introduced the 'other HE' category since many prior analyses. However, this new analysis seems to show somewhat more PGRs in HE research roles than previously, across all subjects including A&H, and fewer in other teaching; this may in part be due to some revision to the occupational coding used in more recent HESA data. What is consistent, however, is that the proportion of A&H PGRs working in HE is a little higher than for other subjects, being just over half. However, that does mean that around 45% of A&H PGRs are working outside HE at this stage in their career.

	All subjects		A&H only		AHRC-funded	
	N	%	N	%	N	%
HE research	2470	26.7%	175	16.6%	56	20.7%
HE teaching/lecturing	1635	17.6%	300	28.4%	60	22.2%
HE other	390	4.2%	95	9.0%	32	11.9%
Research outside HE	945	10.2%	40	3.8%	10	3.7%
Other teaching	280	3.0%	85	8.1%	13	4.8%
Other common doctoral	2525	27.3%	105	10.0%	34	12.6%
Other	1020	11.0%	250	23.7%	64	23.7%
TOTAL	9265		1055		270	

Table A1.5 Occupational cluster of 2018/19 doctoral graduates, in any employment in the UK

For fear of respondent identifiability, HESA did not share specific job titles or employer names, but examination of the available sector and occupation information of each record for A&H PGRs in full-time employment in the UK showed a very wide variety of employment within the cluster categories outside HE or teaching. For example, respondents categorised in the 'Research outside HE' cluster mostly included individuals classified as 'social and humanities scientists' but who were working in sectors such as R&D, the public sector and (to a lesser extent) creative and cultural. When applied to other research degree subject areas, the 'other common doctoral occupations' cluster tends to contain large numbers of individuals working as 'professionals' in different STEM industries and fields, including accountancy, engineering, health, IT and consultancy. For A&H PGRs, this relatively smaller cluster was seen to contain a range of managerial functions across a wide range of sector. The larger cluster of 'other occupations' was exceptionally wide-ranging but included individuals working in creative and cultural occupations, artists, archivists and librarians, authors and editors, clergy and also a significant number of lower-skilled roles (the latter we infer could include PGRs in temporary jobs yet to enter a 'career job').

Analysis of reported earnings was carried out for all PGRs in full-time employment in the UK, revealing median figures of £36,000 overall and £34,000 for A&H PGRs. When the annual salaries were placed in bands, the resultant profiles in Figure A1.1 were obtained. These show that higher proportions of PGRs overall were earning in the bands between £33,000 and £51,000 than of the A&H PGRs, whereas comparatively more of the A&H PGRs earned below £33,000 per year. Together these depressed the median to a lower figure than for PGRs overall.

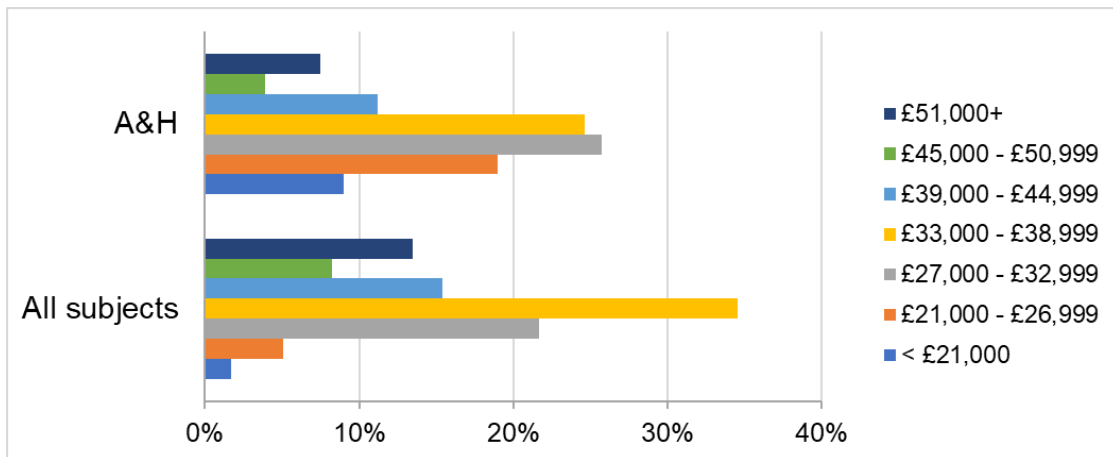


Figure A1.1 Proportion of PGRs in full-time employment in the UK who were earning in different annual salary bands (2018/19, N=6660)

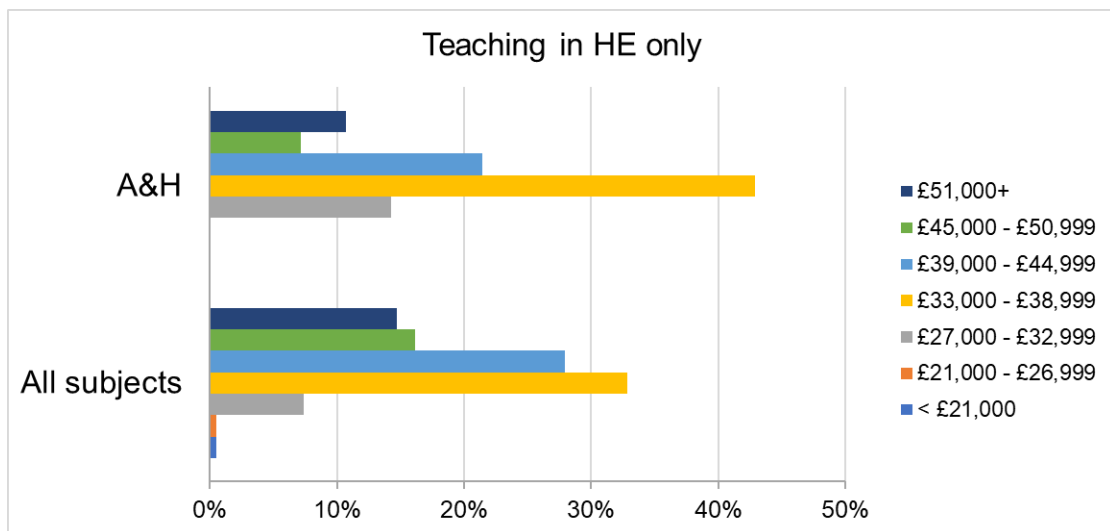


Figure A1.2 Proportion of PGRs in full-time employment in the UK within HE teaching roles who were earning in different annual salary bands (2018/19, N=6660)

If similar analysis is conducted within a key occupational cluster, such as Teaching in HE, Figure A1.2 shows that there was some difference in the earnings profile for A&H PGRs compared with all disciplines together. Higher proportions of these A&H PGRs were earning between £27,000 and £39,000, but lower proportions in bands above this. This resulted in a lower median salary (£37,000) for A&H PGRs than overall (£40,000) within this cluster. Given the somewhat higher than average age profile of A&H PGRs (which is higher than other subject groups other than social sciences), it might be expected that A&H PGR salaries within HE teaching roles might be relatively high, but this does not appear to be the case. When these results are compared with the overall earnings across all occupations, we can conclude that most of the highest-earning A&H PGRs are not in HE careers.

Similar analysis within the ‘Other occupations’ cluster, which is also relatively large for A&H PGRs, revealed that earnings were lower than for PGRs overall employed within this cluster, with medians of £26,000 and £32,000 respectively. Half of the A&H PGRs earned under £27,000 whereas only one quarter of all PGRs in this cluster did so.

Previous analyses of the employment contracts of employed PGRs have shown very high proportions who work in HE research roles do not have open-ended contracts but rather fixed-term arrangements, whereas the large majority of those working in all other occupational clusters do have open-ended contracts. Results for the 2018/19 PGRs were no different, and the dichotomy between those in HE research and others is so marked that an overall result is virtually meaningless. A low proportion of A&H PGRs work in HE research, which further diminishes the potential value of such a result in the context of this report. However, analysis purely of those who entered roles teaching in HE – which is a large sub-group of the A&H PGRs – reveals an interesting difference compared with PGRs across all disciplines in such roles. As Figure A1.2 shows, markedly fewer of the A&H PGRs in HE teaching roles have an open-ended contract (47%, compared with 69% overall), more have a short fixed-term contract (20%, compared with 7% overall) and somewhat more have more casual arrangements. The GO data do not give any further indication why this difference existed in the 2018/19 data (and analysis at this detailed level has not been attempted before, by us at least). This is perhaps some evidence for relatively weaker labour market conditions within UK universities for A&H PGRs compared with those in other disciplines.

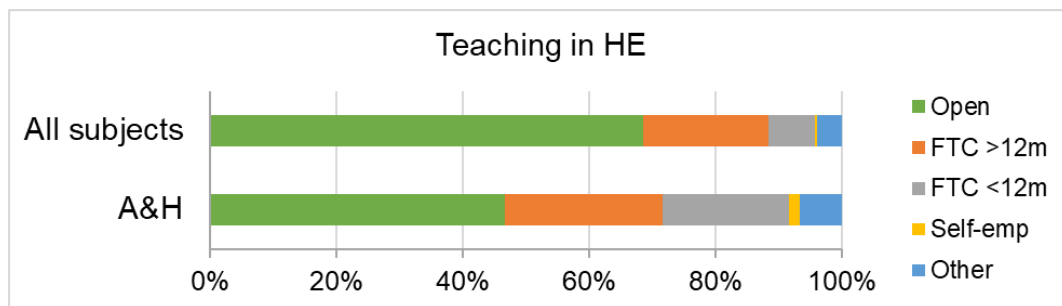


Figure A1.3 Proportion of PGRs in employment in the UK with different types of employment contract (2018/19, N=1635; FTC – fixed-term contract)

All respondents to the Graduate Outcomes survey are asked some questions about their employment. Analysis of those working full-time in the UK (which we are using as a crude proxy for those in settled, career employment) showed that over 80% of A&H PGRs considered that their current work fitted their career plans, nearly 90% found their work meaningful and about three quarters of them made use of the learning from their doctoral studies (Figure A1.4). Results for A&H were slightly lower than for PGRs overall. This difference may reflect the relatively higher proportion of A&H PGRs in other occupations, amongst which there were likely to be more PGRs working in a wide variety of occupations of which some had little connection with their doctoral study or skills.

Another survey question probed the extent to which PGRs had supervisory responsibility, which revealed that about 29% of all PGRs did, but this was slightly lower for A&H PGRs.

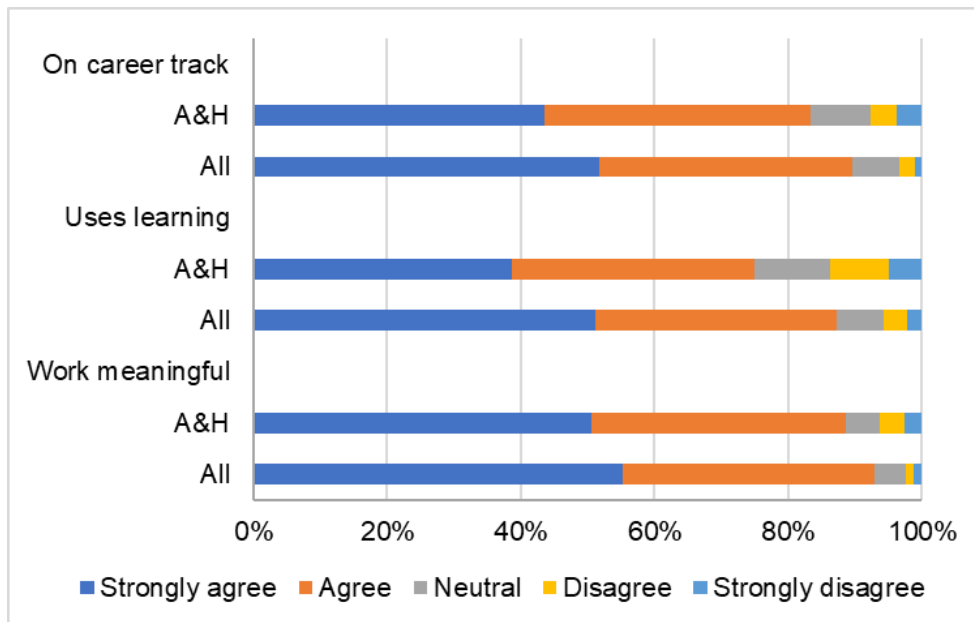


Figure A1.4 Extent of agreement in relation to perceptions about their current employment (2018/19 doctoral graduates in full-time employment in the UK)

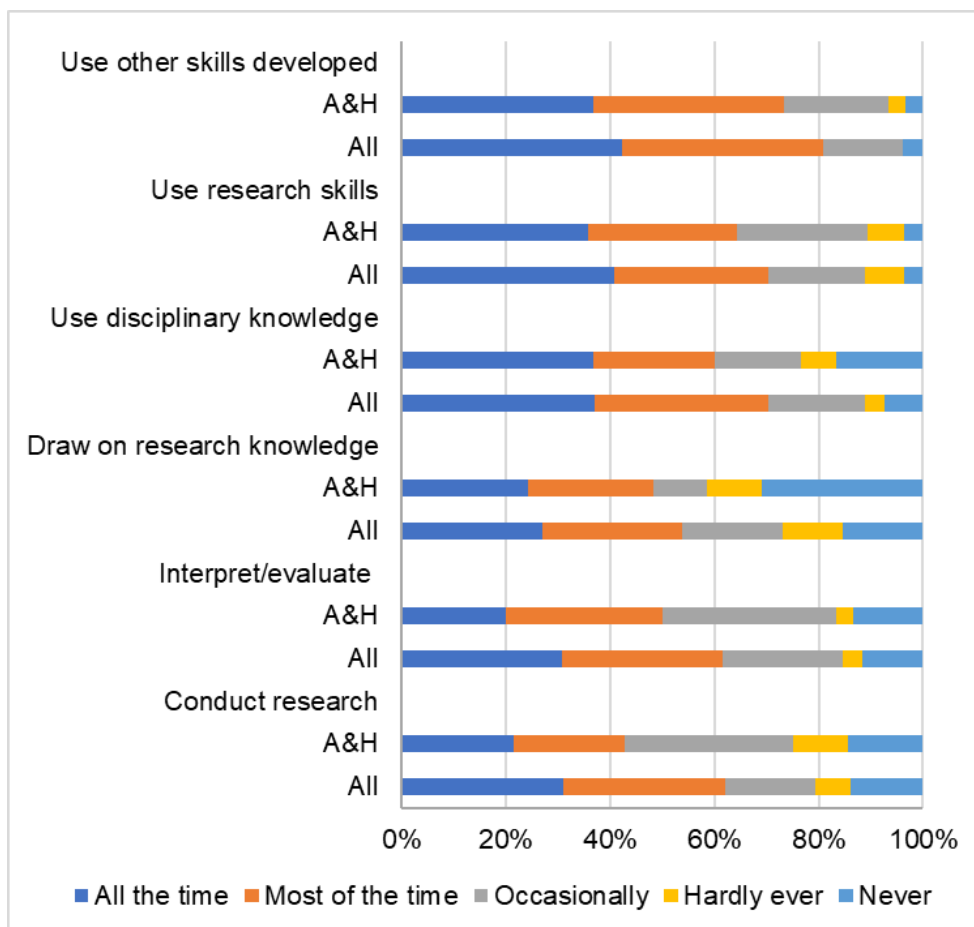


Figure A1.5 Frequency of activity within current employment (2018/19 doctoral graduates in full-time employment in the UK)

More detailed insight into the nature of employment of the PGRs was available from respondents whose institution had utilised the optional set of questions specifically for doctoral graduates, although for this question the response sample totalled only 220 A&H respondents (and 1805 respondents overall) for 2018/19 PGRs. Within that subsample, as Figure A1.5 shows, 43% of A&H respondents conducted research as part of their job all or most of the time. However, over half interpreted or evaluated research data in their work and around as many drew upon the research knowledge gained during their doctorate, while a higher proportion (c.60%) utilised their disciplinary knowledge from their studies. Just under two thirds of A&H PGRs reported that they used research skills developed during their doctoral research training and a higher proportion still (around three quarters) other skills developed during the doctorate.

For all these aspects, again, the comparable results for PGRs overall were somewhat higher than those for A&H PGRs. This is despite the overall trend we have noted whereby slightly more of the A&H PGRs were employed in HE than, for example, STEM PGRs. We interpret these consistent differences in skills use to relate partly to the wider existence of research-related jobs in STEM subjects, and the large number of A&H PGRs in teaching rather than research jobs in HE, as well as to the higher proportion of A&H PGRs in ‘other’ occupations (i.e. unrelated to research) referred to earlier.

Another line of evidence reflecting this were the results to a question on the extent to which PGRs reported that their doctorate had been required to obtain their current job, or whether it had been advantageous (rather than required), or not helpful. Amongst A&H PGRs, 42% said that the doctorate had been required in terms of both level and subject, while another 5% said either its level or subject had been required, while a further 26% felt it had been advantageous to them in gaining their current job (Figure A1.6). Thus, 27% thought it had not been helpful. Amongst all PGRs, a higher proportion (62%) said it had been a requirement and a further 24% that it had been advantageous, with only 14% saying that it was not.

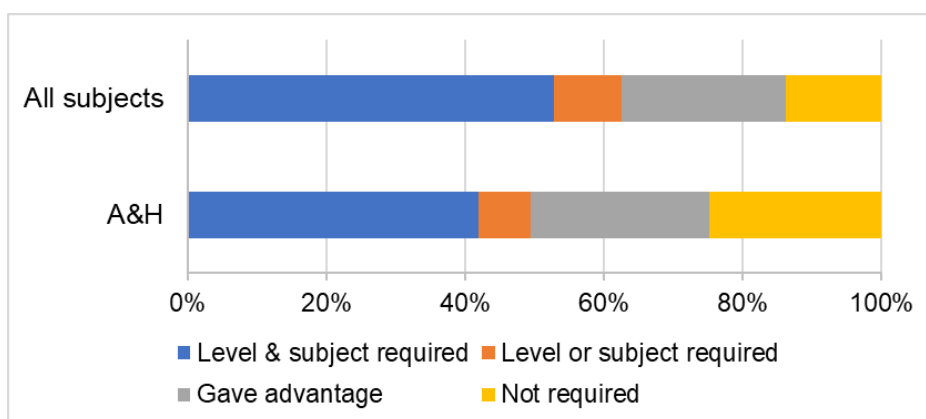


Figure A1.6 Extent of benefit of doctorate in gaining current employment (2018/19 doctoral graduates in full-time employment in the UK)

The survey also collected certain reflections from respondents about their HE study (so, in the case of PGRs, about their doctoral study). These results were very similar for both A&H and all PGRs, with 81% stating that they would be unlikely or very unlikely to do a different qualification, if given the chance again, while 74% were unlikely or very unlikely to choose research in a different subject area and 74% a different course of study. However, somewhat

fewer of them appeared to be so confident about where they studied, with 66% saying that they would be unlikely or very unlikely to choose a different provider, given the choice again. These appear all to be broadly positive retrospective perceptions of satisfaction with PGRs' doctoral study, and which were as positive for A&H PGRs as others.

Further issues probed through questions in the optional question bank for PGRs included respondents' more specific activities and experiences during their doctoral programme. Results to these questions suggested that around half of A&H PGRs had collaborated with researchers from other disciplines (although this lower than amongst all PGRs, which was 60%), while somewhat more of the A&H PGRs (just under 60%) than others said they had collaborated with others outside academia, higher than overall (Figure A1.7).

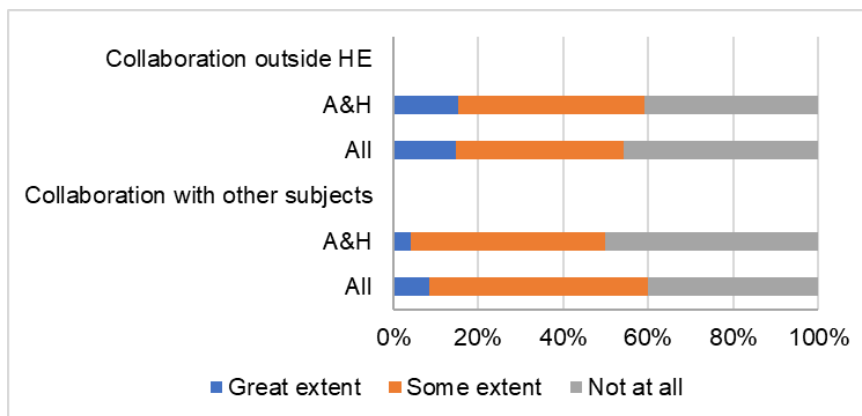


Figure A1.7 Extent of collaborations during doctoral research (2018/19 doctoral graduates)

A similar analysis of experiences of mobility – both international and intersectoral – during the doctorate gave the results in Figure A1.8, showing that similar proportions of A&H and all PGRs had undertaken some extent of international mobility during their doctorate, although somewhat fewer A&H PGRs than overall had undertaken an internship or work placement (around one quarter to 'a great extent' or 'to some extent'). It should be noted that the style of these questions has been changed since the 2018/19 survey, replacing the 'extent' scale with one identifying duration of the experience (or none), which should produce clearer results in future. Nonetheless, this is evidence that work placements or internships were less common amongst A&H PGRs' programmes than others', at that time. The data did not reveal differences between AHRC-funded and other A&H PGRs as these particular optional questions were asked predominantly of those who had been Research Council PGRs.

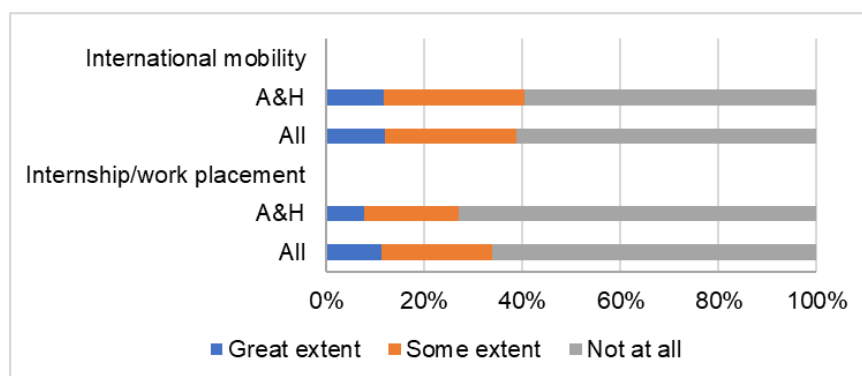


Figure A1.8 Extent of mobility during doctoral research (2018/19 doctoral graduates)