

## Medr statistics

### Graduate outcomes: higher education providers, 2023/24

**Reference:** Sta/Medr/11/2026  
**Date:** 23 June 2026  
**Designation:** Official Statistics  
**Email:** [HEStats@medr.cymru](mailto:HEStats@medr.cymru)

**Summary:** This publication contains results of the Graduate Outcomes survey for respondents who studied at higher education providers in Wales, and respondents from Wales who studied at higher education providers across the UK.

**Theme:** Higher education

**Source:** Higher Education Statistics Agency (HESA) Graduate Outcomes Survey



## Contents

Main points .....	2
Introduction and background .....	4
What activities were respondents doing 15 months after graduation? .....	5
Where were employed respondents located 15 months after graduation?.....	15
How did respondents reflect on their activities 15 months after graduation?.....	18
What salaries were graduates who obtained first degree qualifications and entered full-time employment earning 15 months after graduation? .....	21
Definitions and glossary .....	25
Data source .....	26
Rounding.....	26
Key quality information .....	27
Quality and methodology information .....	28
Related statistics .....	29
Contact information .....	29

## Main points

### What were graduates doing?

Of graduates from Welsh higher education (HE) providers who responded to the 2023/24 Graduate Outcomes survey:

- 67% were in full-time, part-time or an unknown pattern of employment. 11% were undertaking a combination of work and further study.
- 6% were doing either full-time, part-time or an unknown pattern of further study only.
- 1% were doing voluntary or unpaid work, 6% were [unemployed](#) and 7% were doing another activity such as travelling, caring for someone, or retired.



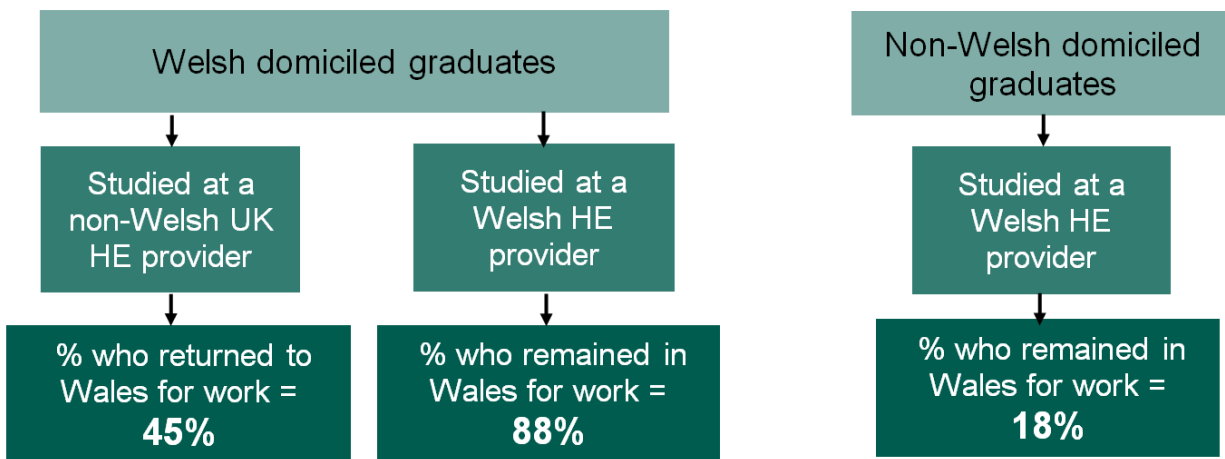
Of graduates from Wales studying anywhere in the UK who responded to the 2023/24 Graduate Outcomes survey:

- 69% were in full-time, part-time or an unknown pattern of employment. 12% were undertaking a combination of work and further study.
- 5% were doing either full-time, part-time or an unknown pattern of further study only.
- 1% were doing voluntary or unpaid work, 5% were unemployed and 7% were doing another activity such as travelling, caring for someone, or retired.
- Full-time undergraduate respondents from the most deprived Welsh Index of Multiple Deprivation (WIMD) quintile were less likely to be in employment and more likely to be undertaking another activity such as travel, caring for someone or retired, than those from the least deprived WIMD quintile.
- There was a 2 percentage point difference between the proportions of full-time undergraduate respondents who were unemployed from the most and least deprived quintiles. 8% of graduates from the most deprived quintile were unemployed, versus 6% from the least deprived quintile.

## Where were graduates working?

Of graduates who responded to the 2023/24 Graduate Outcomes survey and said work was their most important activity:

- 45% of those from Wales but studied at a HE provider in the rest of the UK returned to Wales to work.
- 88% of those from Wales who studied at a Welsh HE provider stayed in Wales to work.
- 18% of those who studied at a Welsh HE provider but were from the rest of the UK stayed in Wales to work.



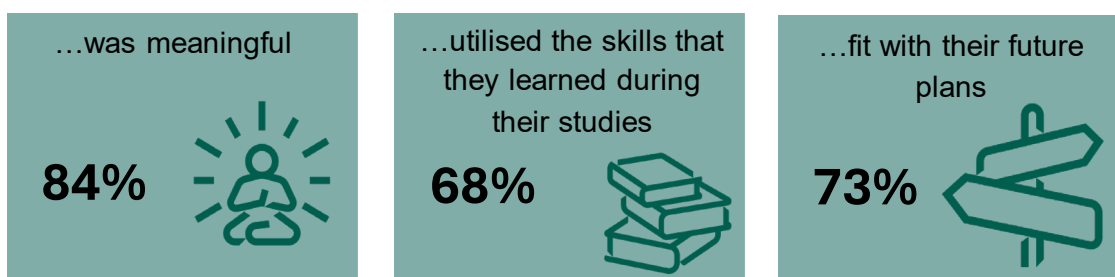
## How did graduates reflect on their current activity?

Of graduates from Welsh higher education providers who responded to the 2023/24 Graduate Outcomes survey:

- 84% agreed or strongly agreed that their current activity was meaningful.
- 68% agreed or strongly agreed that their current activity utilised the skills that they learnt during their studies.
- 73% agreed or strongly agreed that their current activity fits with their future plans.



**Graduates from Welsh higher education providers agreed or strongly agreed that their current activity...**



## Introduction and background

The Graduate Outcomes survey is a survey taken by graduates approximately 15 months after they complete their studies. This survey is delivered by the Higher Education Statistics Agency (HESA).

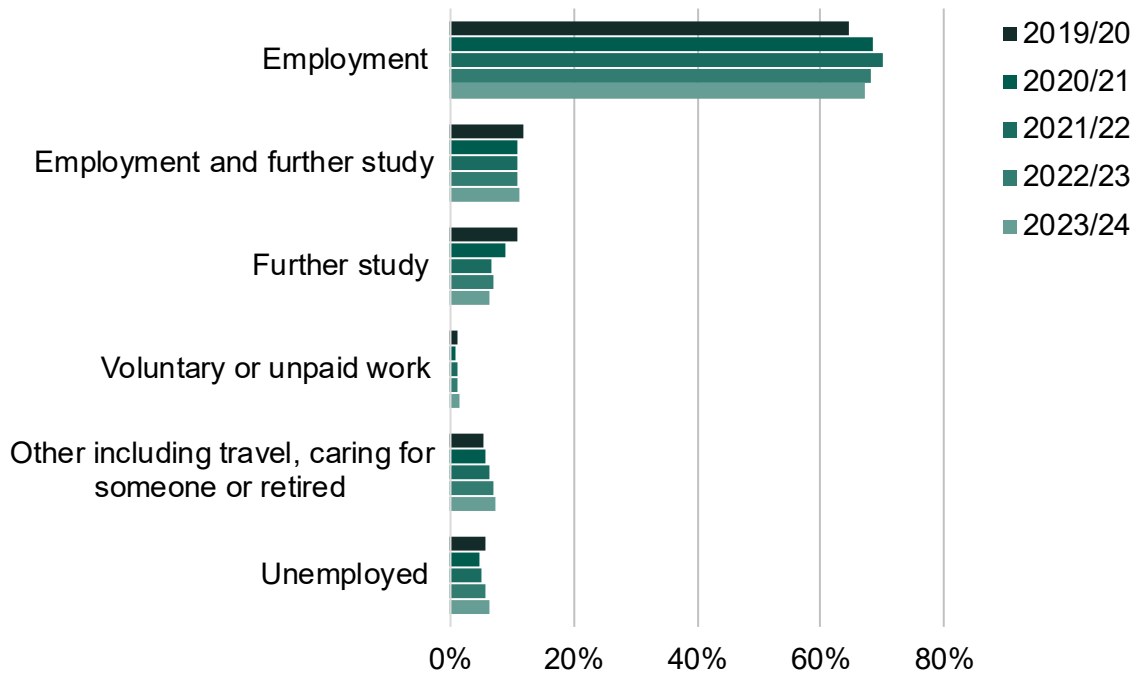
The 2023/24 Graduate Outcomes data includes students who graduated from eligible programmes of study between 1 August 2023 and 31 July 2024 and completed the survey, or at least the minimum response required to be included in the data. This report covers the responses from graduates who either studied at a Welsh higher education provider or graduates from Wales who studied at higher education providers anywhere in the UK.

Where the term 'graduates' is used in this publication, it refers to respondents of the 2023/24 Graduate Outcomes survey.

## What activities were respondents from Welsh providers doing 15 months after graduation?

**Employment continued to be the most common activity among graduates from Welsh HE providers, while further study continued to decline in popularity**

Chart 1: Activities of respondents who studied at a Welsh HE provider, 2019/20 to 2023/24



[Data in Figure 4 on the HESA website](#)

The overall proportion of graduates from Welsh HE providers who were employed (either in full-time, part-time or an unknown pattern of work) 15 months after graduation fell from 68% in the 2022/23 survey to 67% in 2023/24. This proportion falls in the middle of the past five-year trend, where the lowest percentage of employed graduates was 65% (2019/20) and the highest percentage was 70% (2021/22).

However, there were differences when looking at mode of employment: between 2022/23 and 2023/24, the percentage of graduates in part-time work increased from 12% to 13%, while the percentage in full-time work fell from 56% to 54%.

The proportion of graduates undertaking a combination of employment and further study has remained consistently at 11% since 2020/21.

Meanwhile, 6% of 2023/24 graduates opted for further study only. The proportion of graduates undertaking further study has been tapering off since 2019/20, when it was the highest level observed over the last five years (11%).

The proportion of graduates undertaking alternative activities including travel, caring or retiring has gradually increased since 2019/20, rising from 5% to 7%.

Graduates pursuing voluntary or unpaid work have consistently remained a small proportion (1%).

The proportion of graduates who were unemployed was 6% in 2023/24, which was the same as the previous year.

**There was a slightly higher proportion of graduates from Welsh HE providers who undertook further study, compared with other UK nations**

Table 1: Activities of respondents by provider country, 2023/24

Activity	Provider country			
	Wales	England	Northern Ireland	Scotland
Full-time employment	54%	57%	60%	57%
Part-time employment	13%	13%	11%	12%
Unknown pattern of employment	1%	1%	1%	1%
Voluntary or unpaid work	1%	1%	1%	1%
Employment and further study	11%	10%	11%	10%
Full-time further study	6%	5%	4%	6%
Part-time further study	1%	1%	0%	0%
Unknown pattern of further study	0%	0%	0%	0%
Other including travel, caring for someone or retired	7%	7%	6%	6%
Unemployed	6%	7%	4%	6%

[Data in Figure 4 on the HESA website](#)

In 2023/24, the proportion of graduates from Welsh HE providers entering full-time employment (54%) was lower compared to those who studied at English (57%), Northern Irish (60%) and Scottish (57%) providers.

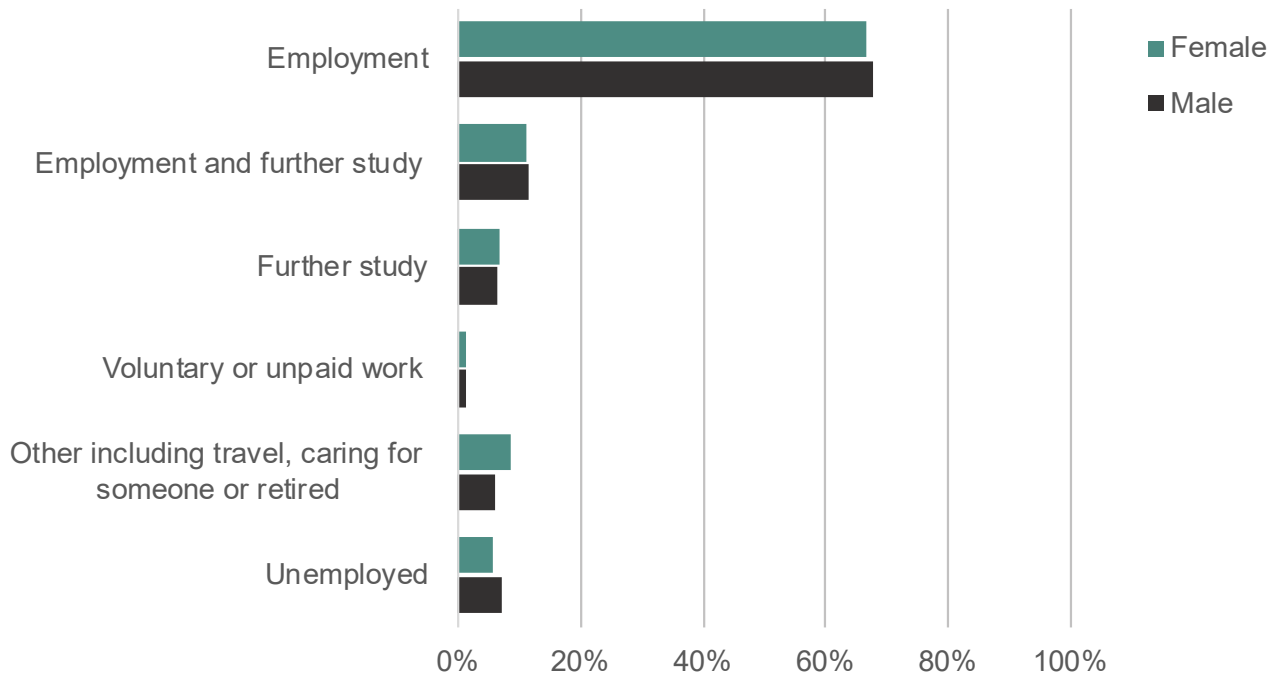
Welsh and English HE providers had slightly higher proportions of their graduates entering part-time employment (both 13%), compared against Northern Irish (11%) and Scottish (12%) providers.

Wales had a slightly higher proportion of its provider graduates undertaking further study (6% for full-time and 1% for part-time) compared against the rest of the UK.

The proportion of graduates from Welsh HE providers who were unemployed (6%) was on-par with other UK nations, who had proportions of unemployment between 4% and 7%.

## Male and female graduates from Welsh providers pursued broadly similar activities.

Chart 2: Activities of respondents who studied at a Welsh HE provider by [sex](#), 2023/24



[Data in Figure 5 on the HESA website](#)

The proportions of female and male graduates who were in employment 15 months after graduation were similar, with 67% of female graduates and 68% of male graduates in work.

Both 11% of female and male graduates were doing a combination of work and further study, while 7% of female and 6% of male graduates were doing solely further study.

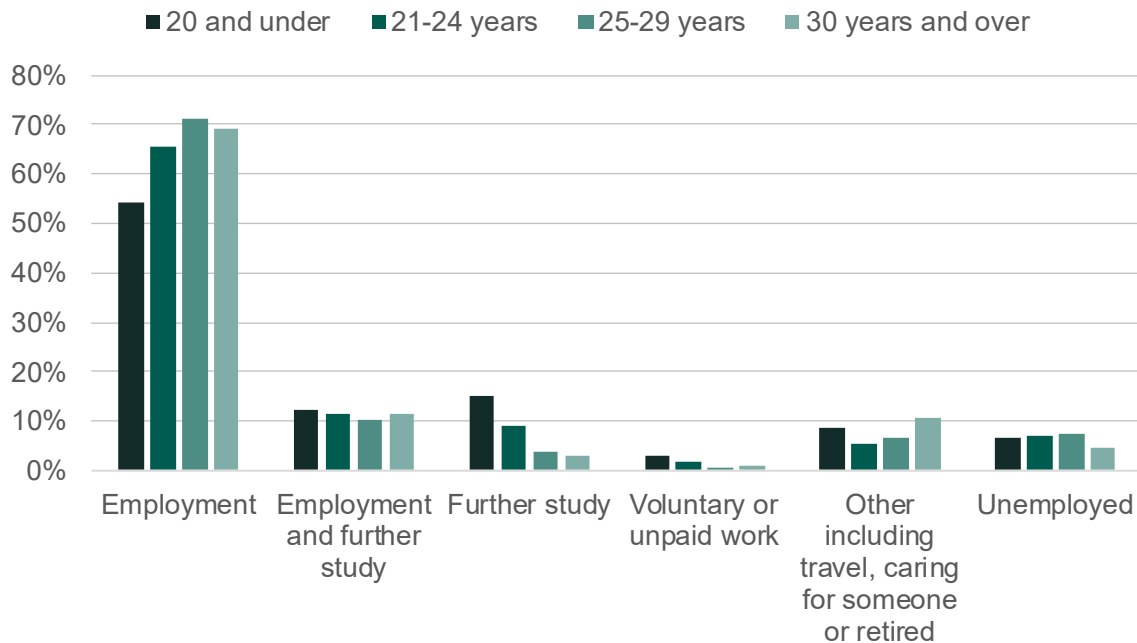
Both 1% of male and female graduates were pursuing voluntary or unpaid work. The proportions of unemployed graduates were also similar for both groups (6% for female and 7% for male).

There was a disparity between female and male graduates undertaking other activities like travel, caring or retirement: 8% of female graduates were in this category, versus 6% of male graduates.

Chart 2 excludes figures for those who reported their sex as 'Unknown'. Of those who responded to the survey, 140 students reported their sex as 'Unknown', which was less than 1% of those with known outcomes.

**The proportion of graduates undertaking further study decreased with age.**

Chart 3: Activities of respondents who studied at a Welsh HE provider by age group, 2023/24



[Data in Figure 5 on the HESA website](#)

Employment was the most common activity for all ages 15 months after graduation. However, graduates who were 30 and over (69%) or 25 to 29 years old (71%) were more likely to be employed, compared to younger graduates aged 20 and under (55%) and graduates between 21 and 24 years old (65%).

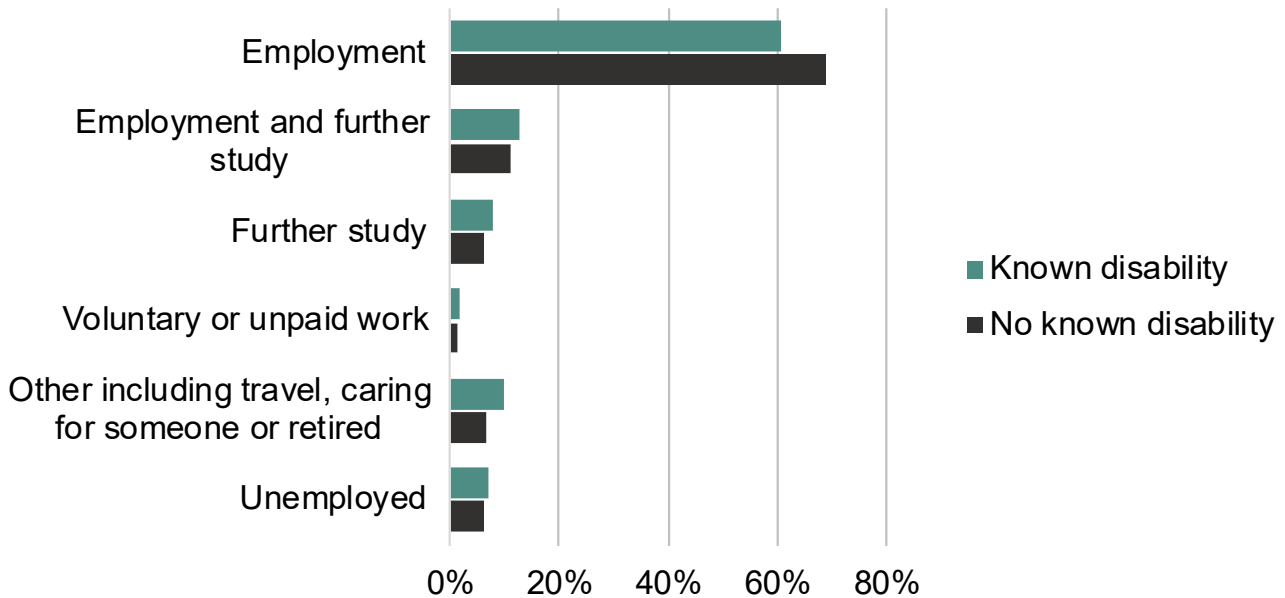
The proportion of graduates who pursued a combination of employment and further study was similar across age groups, with the highest proportion of graduates in the 20 and under category (12%).

Meanwhile, the proportion of graduates doing further study decreased markedly with age. 15% of graduates aged 20 and under were doing further study, compared with 3% of graduates aged 30 and over.

The proportion of graduates aged 30 and over who were unemployed was 5%. This was lower than the proportion of unemployed for the younger groups, which varied between 7 and 8%.

**Graduates who had a known disability were less likely to be in employment but slightly more likely to be undertaking further study or ‘Other’ activities, compared to those with no known disability.**

Chart 4: Activities of respondents who studied at a Welsh HE provider by disability status, 2023/24



[Data in Figure 5 on the HESA website](#)

A lower proportion of graduates with a known disability went on to employment (61%) than those with no known disability (69%).

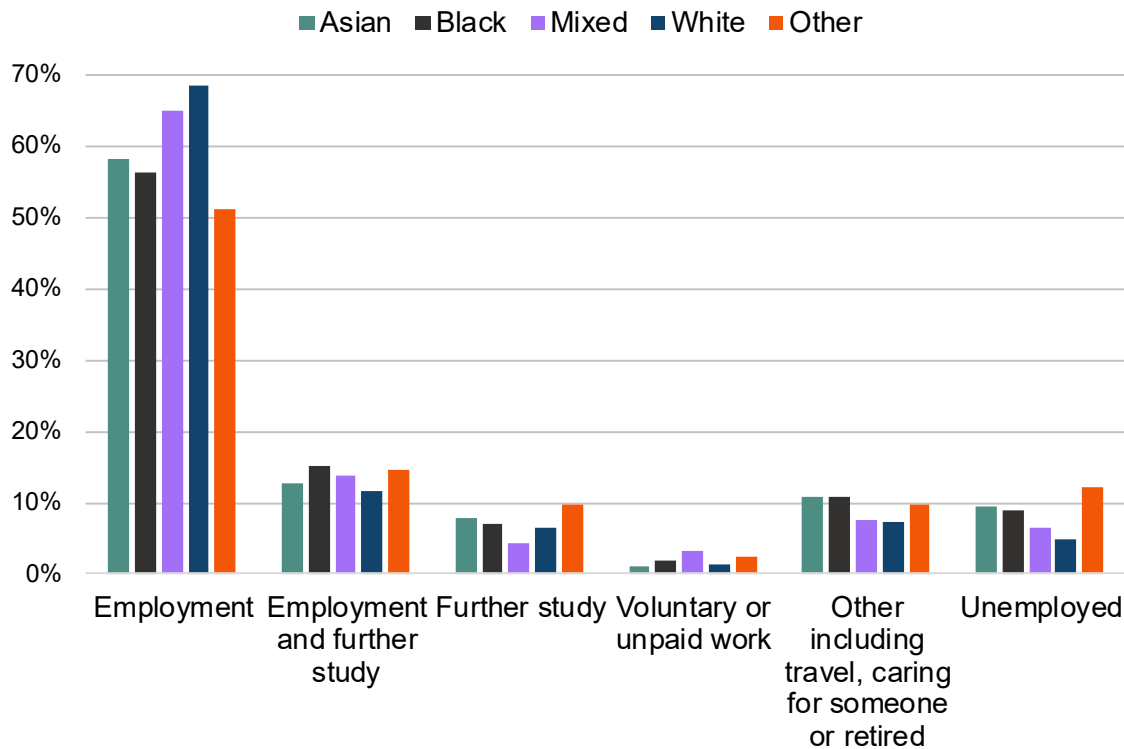
Graduates with known disabilities were more likely to be undertaking activities other than work. 12% of graduates with a known disability were doing a combination of work and further study (1 percentage point higher than those without a disability).

8% of graduates with a known disability were pursuing further study only, 10% were doing other activities like travel, caring or being retired, and 2% were undertaking voluntary work. Comparatively, 6% of graduates with no known disability were doing further study only, 7% were doing other activities, and 1% were doing voluntary work.

The proportion graduates with a known disability who were unemployed (7%) was one percentage point higher than for those without a disability (6%).

**The proportion of graduates in employment 15 months after graduation fluctuated across ethnic groups.**

Chart 5: Activities of respondents who studied at a Welsh HE provider by [ethnicity](#), 2023/24



[Data in Figure 5 on the HESA website](#)

Graduates from a White ethnic background had the highest proportion in employment (68%), followed by graduates from Mixed or Multiple ethnic backgrounds (64%). 58% of Asian graduates were in employment, while 56% of Black graduates were in employment. The proportion of graduates from Other ethnic backgrounds in employment was lower than all other groups, at 53%.

15% of graduates from a Black ethnic background were pursuing a combination of work and further study, which was slightly higher than the proportions for other groups.

Those from Other and Asian backgrounds were slightly more likely to be doing solely further study (9% and 8% respectively).

3% of graduates from Mixed or Multiple ethnic backgrounds were doing voluntary or unpaid work, which was higher than for other ethnic groups.

Graduates from Black (11%), Asian (11%) and Other (11%) backgrounds were more likely to be doing other activities such as travel, caring or being retired.

White and Mixed graduates had the lowest proportions of unemployed graduates (5% and 7% respectively), while graduates from Other backgrounds had the highest proportion of unemployment (12%).

Chart 5 excludes graduates with an unknown ethnic background. Of those with known outcomes, 2% had an unknown ethnic background (290 graduates).

## What activities were Welsh-domiciled respondents doing 15 months after graduation?

The proportion of Welsh domiciled graduates in either full-time or part-time employment was similar for English domiciled graduates.

Table 2: Activities of respondents from the UK who studied at any UK HE provider by permanent address on entry to their course, 2023/24

Activity	Country of respondent's permanent address on entry to their course			
	Wales	England	Northern Ireland	Scotland
Full-time employment	56%	56%	61%	58%
Part-time employment	13%	13%	11%	13%
Unknown pattern of employment	0%	0%	1%	0%
Voluntary or unpaid work	1%	1%	1%	1%
Employment and further study	12%	11%	12%	11%
Full-time further study	5%	5%	5%	5%
Part-time further study	0%	0%	0%	0%
Unknown pattern of further study	0%	0%	0%	0%
Other including travel, caring for someone or retired	7%	7%	6%	6%
Unemployed	5%	6%	3%	4%

[Data in Figure 4 on the HESA website](#)

In 2023/24, 56% of Welsh domiciled graduates were in full-time employment, while 13% were in part-time employment. These proportions were similar for graduates who were domiciled in England when they entered their courses. Comparatively, Northern Ireland had 61% of its domiciled graduates in full-time work and 11% in part-time work, while Scotland had 58% of its domiciled graduates in full-time work and 13% in part-time work.

12% of graduates from Wales undertook a combination of employment and further study, 5% undertook full-time further study and 7% were engaged in alternative activities such as travel, care or retirement.

The proportion of graduates from Wales who were unemployed (5%) was broadly in the middle compared to the rest of the UK, with English domiciled graduates having the highest proportion of unemployed graduates (6%) and Northern Ireland the lowest (3%).

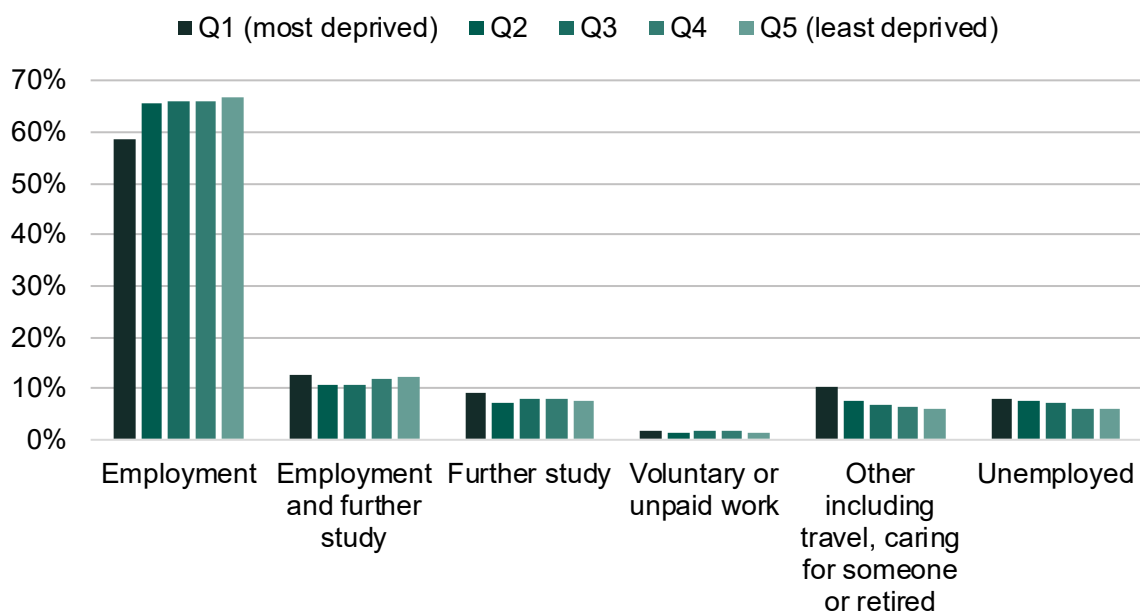
## Graduate activity by Welsh Index of Multiple Deprivation (WIMD)

The [Welsh Index of Multiple Deprivation \(WIMD\)](#) is the official measure of relative deprivation for small geographic areas in Wales. In Chart 6, Quintile 1 (Q1) represents the 20% most deprived areas in Wales, while Quintile 5 (Q5) represents 20% the least deprived areas.

A very small number of respondents from the 2023/24 survey (less than 15) had an unknown postcode due to poor or missing data quality and so their WIMD quintile was unknown. These respondents have been excluded from this section, which is unlikely to affect the robustness of the analysis given they were a small number.

**Full-time undergraduate graduates from the most deprived areas of Wales were less likely to be employed 15 months after graduation, compared against those from less deprived areas.**

Chart 6: Activities of full-time undergraduate respondents from Wales studying anywhere in the UK by Welsh Index of Multiple Deprivation (WIMD) 2019 Quintile, 2023/24



[Data in Figure 6 on the HESA website](#)

Among graduates from full-time undergraduate courses, there was a noticeable disparity in employment outcomes between those from the most deprived areas in Wales (Quintile 1) and those from less deprived areas, with 59% of Quintile 1 graduates in employment compared with 66% to 67% across Quintiles 2 to 5.

Welsh graduates from the most deprived Quintile 1 areas had a higher proportion who undertook a combination of work and further study (13%), versus the 11% to 12% of the lesser deprived four quintiles. Those from Quintile 1 also had a slightly higher proportion who pursued further study (9%), compared to the 7% to 8% of the lesser deprived quintiles.

Quintile 1 had slightly higher proportion undertaking 'Other' activities (10%) than graduates from lesser deprived quintiles, where the proportions were between 6% and 8%.

All quintiles had proportions of graduates who were unemployed between 6 and 8%, with the proportions of graduates from the most deprived areas in Quintiles 1 and 2 being on the higher end.

The proportions of graduates who pursued voluntary or unpaid work was 2% across all quintiles except for Quintiles 2 and 5, which were 1%.

## Where were employed respondents located 15 months after graduation?

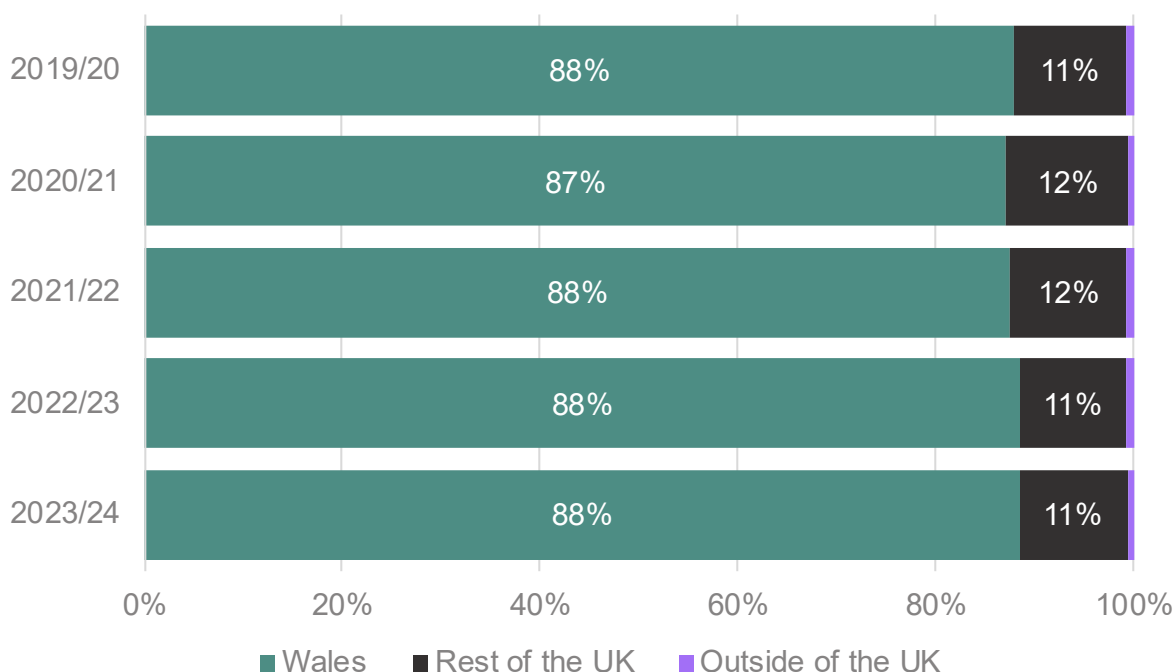
The data in this section includes respondents who indicated that work was their most important activity and the country they were working in was known.

The percentages in this section differ from what is published on the HESA website in [Figure 16](#) as we have included respondents who are working outside of the UK and those working in an unknown region of England. Chart 8 also includes any respondents who are from an unknown region of England.

### Graduates who studied at a Welsh HE provider

**The majority of Welsh domiciled graduates who studied at Welsh HE providers have consistently chosen to remain in Wales for work.**

Chart 7: Work locations of respondents from Wales who studied at a Welsh HE provider, 2019/20 to 2023/24



Data in Table 1.1 of the accompanying spreadsheet

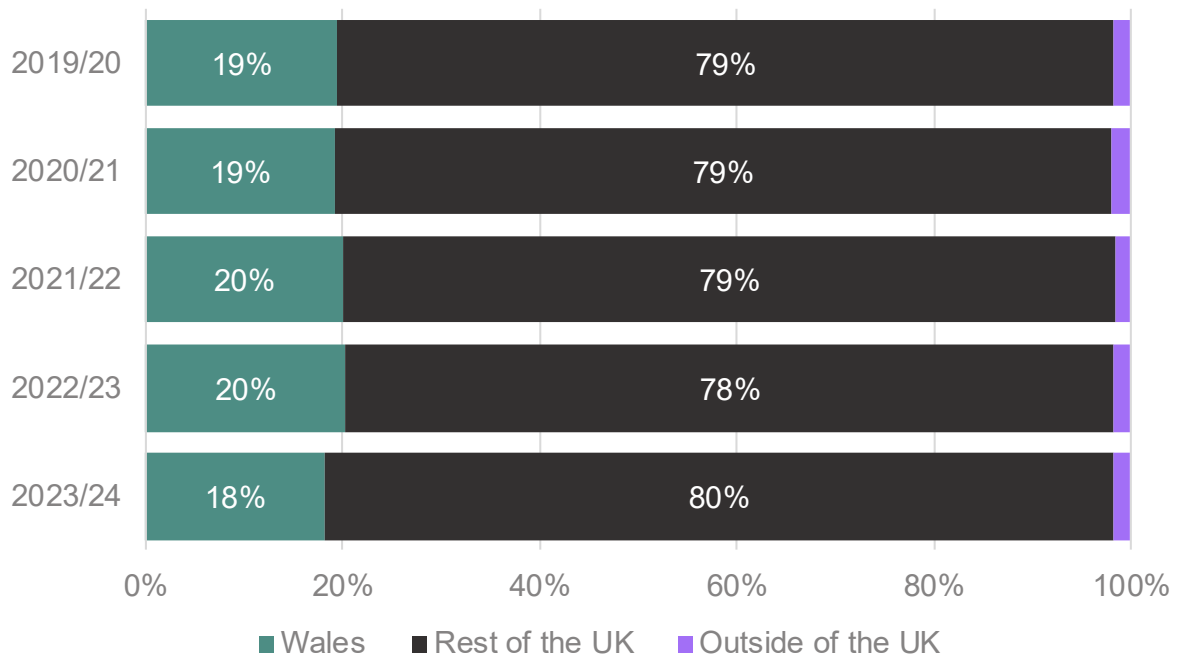
In 2023/24, 88% of respondents whose permanent address was in Wales and had studied at a Welsh provider reported that they had remained in Wales for work.

11% reported that they were working elsewhere in the UK, while a small proportion (1%) had relocated outside of the UK for work.

These proportions have remained very consistent across the past five years of data from the Graduate Outcomes survey, only varying by 1 percentage point between categories in some years.

**Most graduates who studied in Wales but were domiciled elsewhere in the UK had left Wales for work.**

Chart 8: Work locations of respondents from the rest of the UK who studied at a Welsh HE provider, 2019/20 to 2023/24



Data in Table 1.2 of the accompanying spreadsheet

In 2023/24, 80% of graduates who studied in Wales but were domiciled elsewhere in the UK went on to work outside Wales. This is slightly higher (2 percentage points) than the proportion the previous year, but a similar level to the past four years of data.

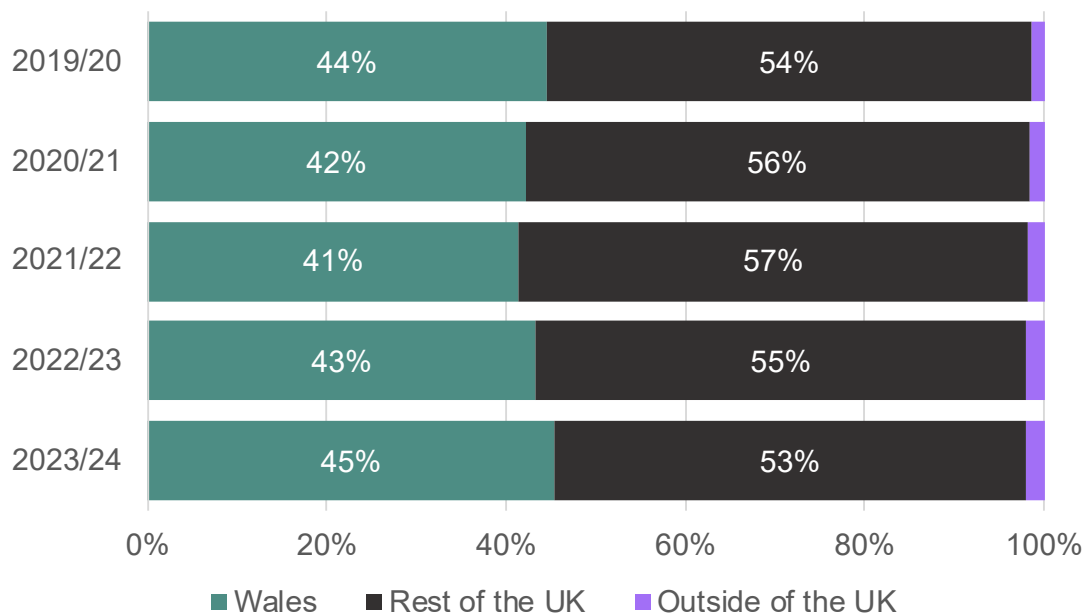
The proportion of these graduates who remained in Wales for work after studying there was 18% in 2023/24. 2% of graduates went on to work outside of the UK.

## Graduates from Wales who studied elsewhere in the UK

Chart 9 below does not include the small number of respondents from Wales who studied for higher education qualifications at a further education provider in England or Northern Ireland, as Medr does not receive the data for respondents from those providers.

**The proportion of Welsh domiciled graduates who studied elsewhere in the UK and came back to Wales for work has returned to 2019/20 levels.**

Chart 9: Work locations of respondents from Wales who studied at a HE provider elsewhere in the UK, 2019/20 to 2023/24



Data in Table 1.3 of the accompanying spreadsheet

In 2023/24, 45% of Welsh graduates who studied elsewhere in the UK returned to Wales for work. This is very similar to the proportion for 2019/20 (44%), after which it decreased to 41% in 2021/22 and has gradually risen back since.

A slight majority (53%) of graduates remained in another part of the UK for work after leaving Wales for study, similar to the 2019/20 proportion of 54%. Between these years, the proportion of graduates choosing to remain outside Wales for work but in the UK increased and peaked in 2021/22 at 57%, before settling back down.

The proportion of these graduates who moved to work outside of the UK has remained at 2% since 2020/21.

## How did respondents reflect on their activities 15 months after graduation?

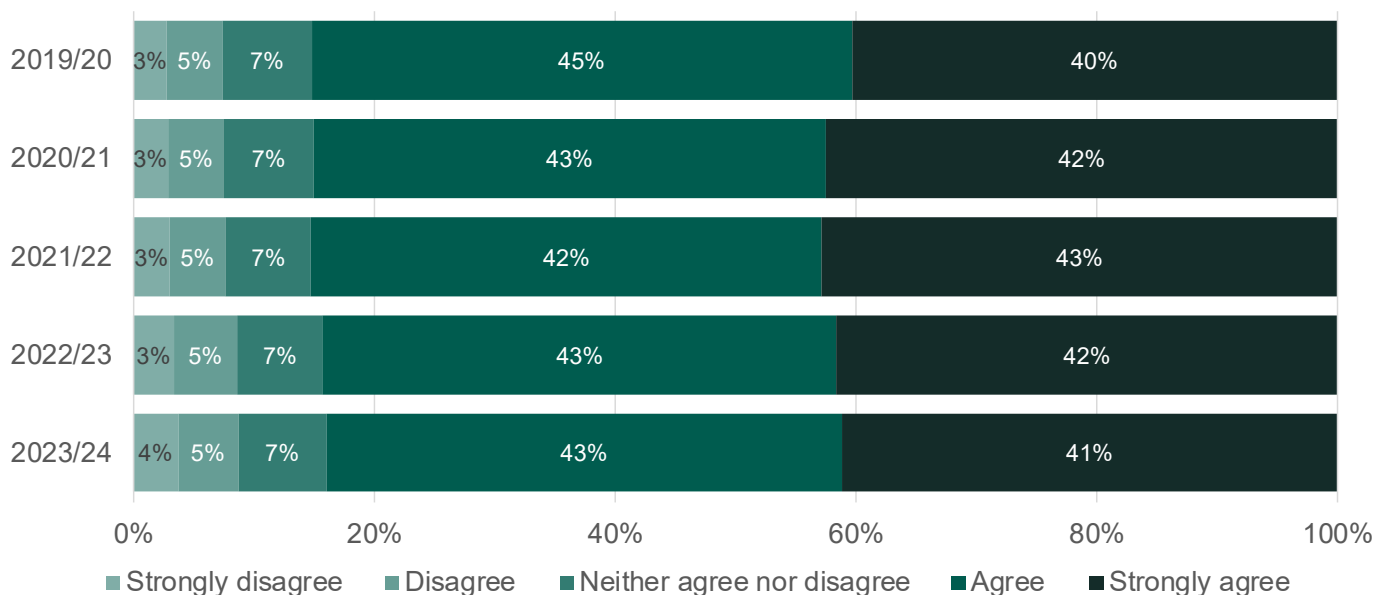
Graduates were asked three questions to summarise their feelings about their current activity, whether those activities were employment, further studies or something else. The wording of these questions varies slightly depending on the activities respondents were involved in during the census week. Answers to these questions have been aggregated for reporting in this publication.

This section summarises the responses from those who studied at Welsh providers from the five most recent years of the Graduate Outcomes survey.

### Is your current activity meaningful? – respondents from Welsh providers

**In the last five years, the majority of respondents have consistently agreed that their current activity was meaningful.**

Chart 10: Responses to whether a respondent who studied at a Welsh HE provider thought their current activity was meaningful, 2019/20 to 2023/24



[Data in Figure 17 on the HESA website](#)

In 2023/24, 41% of graduates strongly agreed and 43% agreed that their main activity at the time of taking the survey was meaningful.

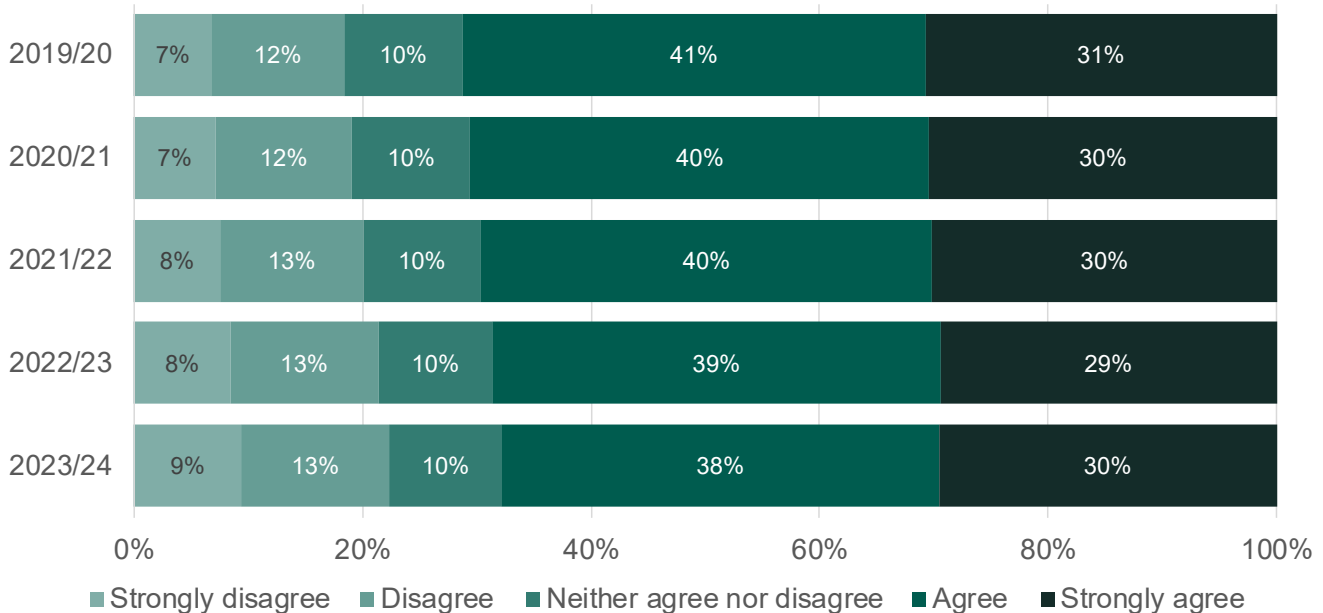
There was a one percentage point increase (from 3% to 4%) in the proportion of respondents who strongly disagreed that their activity was meaningful, compared to the previous four years of data.

Otherwise, responses to the survey have remained very similar over the past five years.

## Does your current activity utilise what you've learned? – respondents from Welsh providers

**There has been a steady decline in the proportion of graduates who agreed that their current activity utilised what they learned on their course.**

Chart 11: Responses to whether a respondent who studied at a Welsh HE provider thought their current activity utilised what they learned during their studies, 2019/20 to 2023/24



[Data in Figure 17 on the HESA website](#)

In 2023/24, of respondents who had studied at a Welsh HE provider, 38% agreed and 30% strongly agreed that their current activity used what they had learned during their studies.

The proportion of graduates who agreed with the question has been steadily declining each year since 2019/20, when it was 41%.

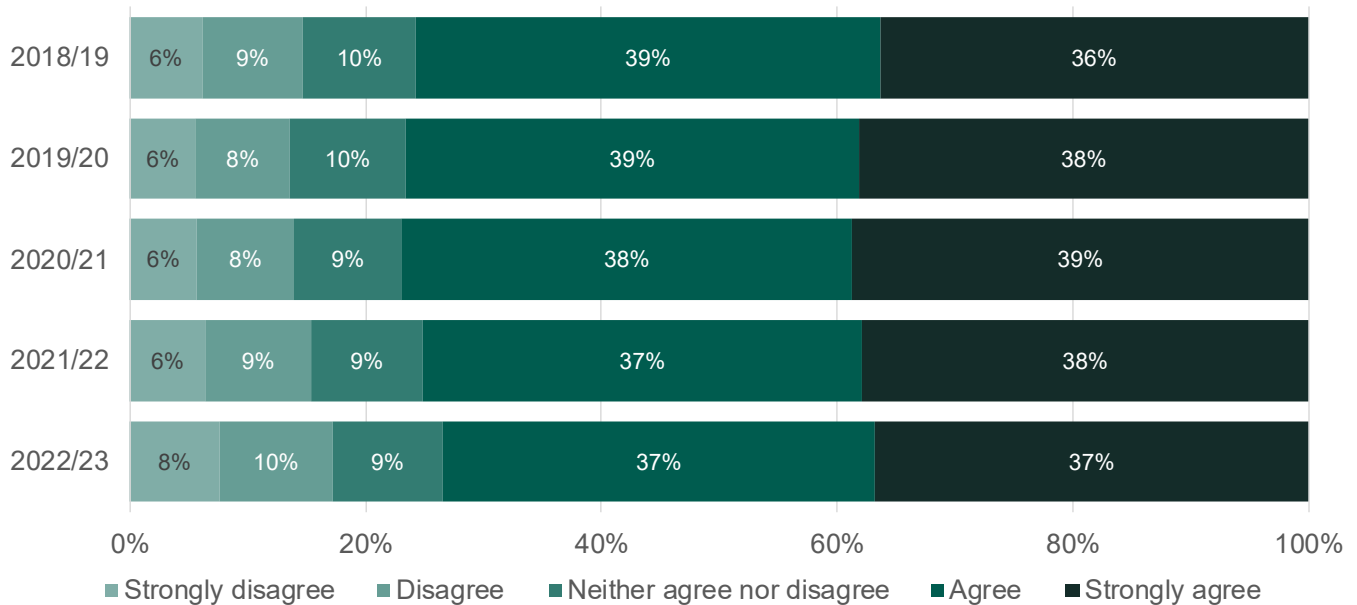
The proportion of graduates who strongly agreed has remained at a similar proportion over the past five years (between 29% and 30%).

The proportion of respondents who strongly disagreed that their current activity used their learning from studies was 9% in 2023/24. This was an increase of 2 percentage points from the 7% proportion in 2019/20.

## Does your current activity fit with future plans? – respondents from Welsh providers

A higher proportion of graduates disagreed that their current activity fit with future plans, compared to previous years.

Chart 12: Responses to whether a respondent who studied at a Welsh HE provider thought their current activity fit with their future plans, 2019/20 to 2023/24



[Data in Figure 17 on the HESA website](#)

In 2023/24, most graduates who studied at Welsh HE providers either agreed (37%) or strongly agreed (37%) that their current activity fit with their future plans. This is broadly similar to the proportions of previous years, though the proportion who answered 'Agree' has slightly decreased since 2019/20, when it was 39%.

Higher proportions of graduates than previous years answering the survey in 2023/24 either disagreed (10%) or strongly disagreed (8%) that their current activity fit with their future plans. Prior to 2023/24, the proportion who strongly disagreed was consistently 6% and for those who disagreed, it wavered between 8 and 9%.

## What salaries were graduates who obtained first degree qualifications and entered full-time employment earning 15 months after graduation?

The data in this section includes respondents who indicated that work was their most important activity and were working full-time after obtaining a first degree qualification. The weighted median salaries come from Figure 14 on the HESA website, which also has further breakdowns by subject and skill marker.

The [weighted median salary](#) is the mid-point salary after taking into account the size of different groups, giving more influence to larger groups so that the result better reflects the overall population.

Both historically and in this release, earnings data provided by HESA are in nominal terms. This means graduate earnings have not been adjusted for inflation to reflect the purchasing power of those earnings. Therefore, caution is advised when comparing salary data across years.

**The gap in median salaries between graduates from Welsh providers and the UK overall has narrowed.**

Chart 13: Weighted median salaries for graduates from Welsh HE providers versus all UK HE providers, 2019/20 to 2023/24



[Data in Figure 14 on the HESA website](#)

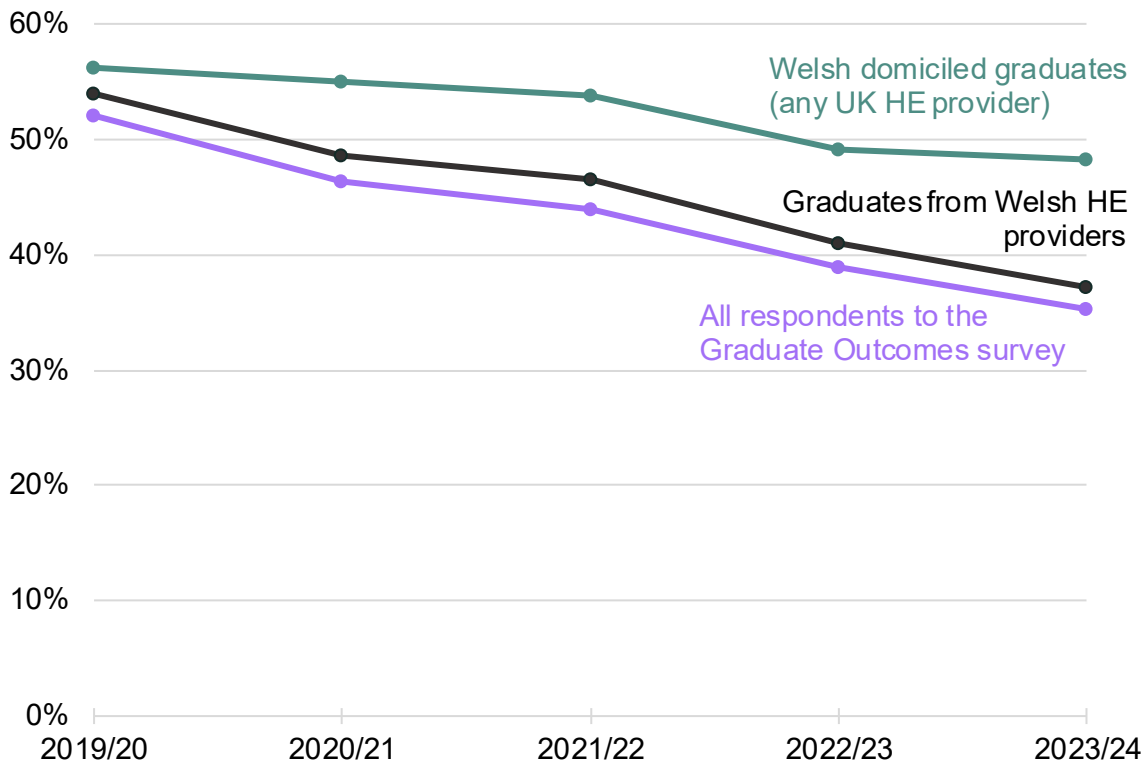
In 2023/24, the weighted median salary for graduates from Welsh HE providers was £29,970. For graduates from all UK providers, the weighted median salary was £30,000.

The weighted median salary for graduates from Welsh HE providers has been slightly lower than the UK average across the past five years of data but salaries have gradually converged.

## Response rates to the Graduate Outcomes Survey over time

The response rate to the Graduate Outcomes survey has been declining steadily over time, more so for graduates who studied at Welsh HE providers than Welsh domiciles.

Chart 14: Response rates to the Graduate Outcomes survey for graduates from Welsh HE providers compared with Welsh domiciled graduates from any UK HE provider, 2019/20 to 2023/24.



[Data in Figure 3 on the HESA website](#)

17,440 graduates from Welsh higher education (HE) providers completed, or partially completed, a response to the 2023/24 Graduate Outcomes survey. This was a response rate of 38% from the target population of 46,400 graduates from Welsh higher education providers. The response rate for 2019/20 graduates was 54%, in contrast.

Across all providers in the UK, there were 13,025 graduates (whose permanent address was in Wales) who provided a completed or partially completed response to the 2023/24 survey. This was a response rate of 48% from the target population of 27,200 graduates. The response rate for 2019/20 graduates was 56%, in contrast.

For the past five years, the response rate for both these groups has remained above the overall response rate to the Graduate Outcomes survey. The overall response rate to the Graduate Outcomes survey in 2023/24 was 35%.

HESA published a [research report](#) in late 2025, exploring what the impact of lower response rates could mean for Graduate Outcomes statistics. Its main conclusion was

that there was little material impact on UK wide outcome results when the response rate was simulated at 45%, 40% and 35%.

This provides confidence in the robustness of graduate outcomes data for Wales. However, caution should be applied when applying these conclusions to smaller groups.

## Definitions and glossary

HESA publish definitions for the [Graduate Outcomes survey](#) on their website.

### Academic Year

The academic year is the academic year that a respondent graduated, with their responses being provided about 15 months later.

### Age

The age of the respondent is as at 31 July of the reporting period (the end of the academic year in which the graduate gained their relevant qualification).

### Disability

This is a record of the type of disability or disabilities that a student has, based on the student's own self-assessment. From 2022/23, multiple disabilities could be reported from each student. Students are not obliged to report a disability if they have one.

### Ethnicity

Ethnicity is recorded on the basis of the student's own self-assessment. Graduate Outcomes survey results are linked to the HESA Student record. Ethnicity data in the HESA Student record is only collected for students with a permanent address in the UK.

### Response rate

The response rate is the number of responses expressed as a percentage of the eligible Graduate Outcomes population.

### Sex

This is a record of the sex of the student as opposed to the gender with which they identify. Students may refuse to return this information.

### Unemployment

Where graduates are categorised as unemployed, this refers to the proportion of graduates who have self-reported as being unemployed and looking for work during the census week.

Please note that percentage of graduates who have self-reported they are unemployed and looking for work in the Graduate Outcomes survey is not a statistic that can be compared with unemployment rates available in other surveys, such as the [Labour Force Survey \(LFS\)](#).

### Weighted median salary

Weighted median salary is a way of calculating the middle salary (50th percentile) when there are different groups or categories involved. This method accounts for groups of

different sizes, giving more weight to groups with more people. This means the salaries of graduates from smaller groups are not over-represented and don't have a disproportionate effect on the overall median.

## Welsh Index of Multiple Deprivation (WIMD)

The Welsh Index of Multiple Deprivation (WIMD) is the official measure of relative deprivation for small, geographic areas in Wales. It is designed to identify those small areas where there are the highest concentrations of several different types of deprivation. These small areas have been ranked, according to the 2019 WIMD, and grouped into quintiles.

The graduate's postcode on entry to their course is used to identify the deprivation quintile that they reside in. This measure of deprivation is not based on the deprivation of the learner specifically. Many non-deprived learners live in deprived areas and vice versa.

We have used the 2019 version Welsh Index of Multiple Deprivation (WIMD) as a measure of deprivation for the areas that a respondent comes from. More information about the WIMD is available on the [Welsh Government website](#).

## Where a respondent is from

Where a respondent is from is based on their permanent address on entry to their course.

## Data source

### Higher Education Statistics Agency (HESA) Graduate Outcomes survey

The HESA Graduate Outcomes is a survey, which first commenced with the 2017/18 academic year's graduate population. The survey collects information about the activities and perspectives of graduates approximately 15 months after they complete their higher education (HE) studies.

The survey collects information from graduates of HE providers across the UK. However our report focuses on the graduates from Welsh HE providers, and on graduates whose address on entry to their course was in Wales regardless of where in the UK they studied.

## Rounding

Figures are rounded to the nearest 5. Totals are calculated on unrounded figures and then rounded to the nearest 5 so may not equal the sum of the constituent parts.

Percentages are calculated using unrounded figures and rounded to the nearest whole per cent. This may mean the percentages in this release may not match what you would calculate from the rounded figures. If a percentage is calculated where the denominator is less than 22.5 then the percentage is suppressed.

## Key quality information

HESA have produced a [Quality Report](#) for the Graduate Outcomes survey that is published on their website. This report includes information about the quality of the survey according to the five dimensions of quality specified in the European Statistical System. These are relevance, accuracy, timeliness and punctuality, accessibility and clarity, and coherence and comparability.

### Relevance

The statistics provide high-level information on the results of the Graduate Outcomes survey for graduates from Welsh higher education providers, and for graduates from Wales who studied across the UK.

### Accuracy

The Graduate Outcomes survey is a population scale survey in the sense that it attempts to collect responses from the entire sampling frame. However as with most surveys there is not a 100% response rate. The response rate to the 2023/24 Graduate Outcomes survey was lower than in previous years. To help users of the data understand this issue, HESA have included additional contextual information in [User Guide](#) on their website.

HESA have found the data to be representative of the population for most statistical purposes and assess whether any weighting is required for the data every five years unless there is evidence to suggest an earlier assessment is required.

The majority of the data in this report is also published in HESA's Higher Education Graduate Outcomes Data which is designated as Accredited Official Statistics. The exception to this is the data we've presented about the country that respondents work in where we have used the same variables as used by HESA, but covering a slightly different population by including those from and working outside of the UK.

### Timeliness and punctuality

When designing the Graduate Outcomes survey, HESA and its statutory customers decided to have a 15 month interval between graduation and data collection to strike a balance between the availability of useful careers data being available, being able to achieve a high response rate and being able to publish data that is still relevant.

For this report published by Medr, we have made it available as soon as possible following the publication of Graduate Outcomes survey results by HESA, and in accordance with Medr's pre-release procedures.

### Accessibility and clarity

This statistical release was pre-announced on the Welsh Government website and in the [Statistics section](#) of the Medr website.

The report is published as a PDF with an accompanying workbook available in an open data format (ODS). Both the release and the workbook follow accessibility guidelines.

## Comparability and coherence

The HESA Open data website includes Graduate Outcomes results for graduates from HE providers from across the UK. This includes results from the first Graduate Outcomes survey which looked at graduates from the 2017/18 academic year to allow comparisons over time and between providers across the UK.

The Graduate Outcomes survey replaced the former Destinations of Leavers from Higher Education survey and differs in a number of ways which mean that the results from the two surveys are not directly comparable.

## Quality and methodology information

### Statement of compliance with the Code of Practice for Statistics

Our statistical practice is regulated by the Office for Statistics Regulation (OSR). OSR sets the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) that all producers of official statistics should adhere to.

All of our statistics are produced and published in accordance with a number of statements and protocols to enhance trustworthiness, quality and value. These are set out in Medr's [Statement of Compliance](#) with the Code of Practice for Statistics.

These official statistics demonstrate the standards expected around trustworthiness, quality and value in the following ways.

#### Trustworthiness

These statistics have been published according to Medr's [Statement of Compliance](#) and [pre-release access to official statistics policy](#).

#### Quality

The data source for this information is the HESA Graduate Outcomes survey. HESA publish the results as Accredited Official Statistics on their website. Most of the statistics in the report match what is published by HESA. The exception to this is the data looking at the country that respondents work in where we have used a slightly different populations.

HESA have published a [quality report](#) on their website. When producing this report, it is checked by statistical analysts in Medr.

#### Value

These statistics provide an insight into the outcomes of graduates from Welsh higher education providers, and graduates from Wales who studied across the UK. Producing these statistics helps to provide evidence for anyone with an interest in what students do following their studies and whether they feel their studies were beneficial.

## Related statistics

The Graduate Outcomes results are published by HESA in the [HE Graduate Outcomes Data](#) section of their website. This includes additional breakdowns for some of the information in this report looking at graduates' personal characteristics and characteristics of the courses they studied.

Earlier reports in this series were published on [gov.wales](#).

## Contact information

We welcome any feedback on any aspect of these statistics.

Feedback, questions, and requests for further data can be directed by email to: [hestats@medr.cymru](mailto:hestats@medr.cymru)

# Medr

Y Comisiwn Addysg Drydyddol ac Ymchwil  
Commission for Tertiary Education and Research

[www.medr.cymru](http://www.medr.cymru)

2 Cwr y Ddinas  
Stryd Tyndall  
Caerdydd  
CF10 4BZ

2 Capital Quarter  
Tyndall Street  
Cardiff  
CF10 4BZ



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**