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Accepted or Undesired? Education-Job Mismatch of HE Graduates Considering Job Satisfaction

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Background & Motivation

Graduate study

at universities of applied sciences ('Fachhochschulen')

= Practical, occupation-oriented segment in HE in Austria

→ (Mis)Match of education and job?



- Online survey (1 out of 3 data sources)
- Alumni cohorts: 1 & 5 years after graduation
- Lower Austria
- Field Phase: 2020/21

Approaches to Measuring (Mis)Match





- Objective ('normative') measurement
(defined profiles of requirements for professions)
 - **Subjective** measurement
(self-assessment questions)
 - Focus on qualification:
level of education and **field of study**
 - Focus on skills (surveyed or measured)
 - Combined concepts
- starting point
of our analysis
-

(Mis)Match – Self-Assessment



Double Match:

-  level of education and
-  field of study match

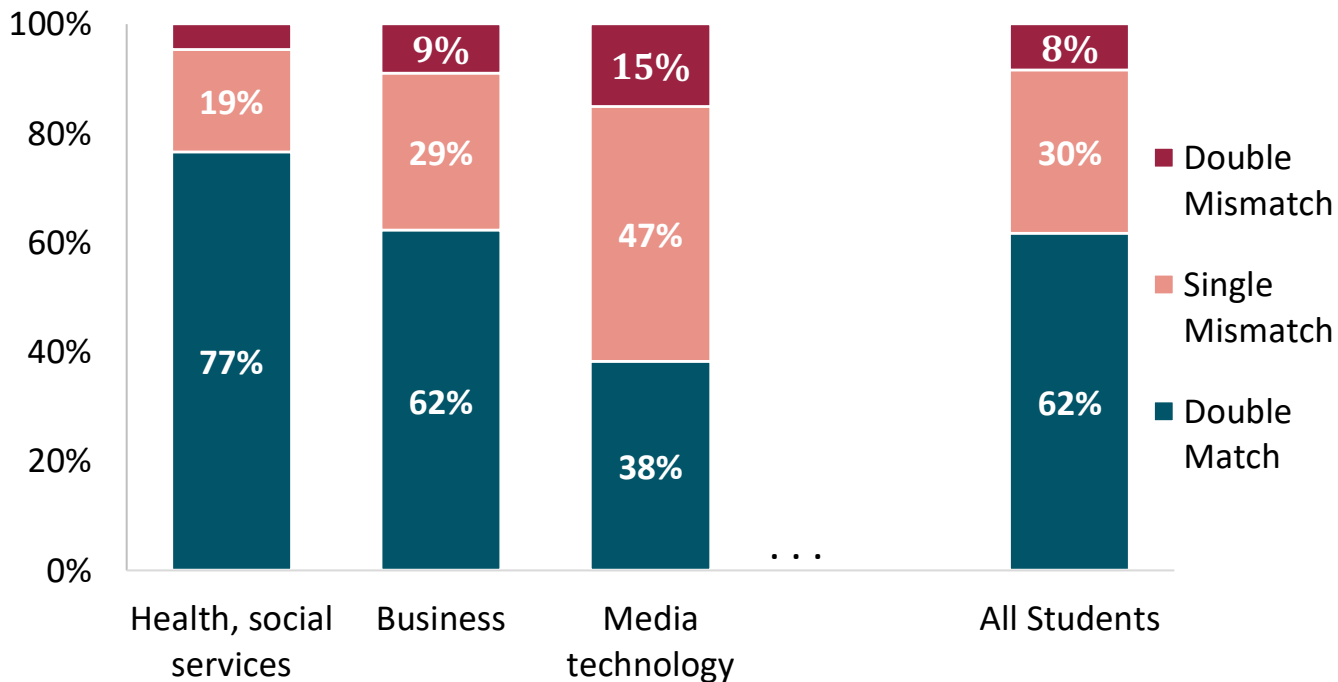
Single Mismatch:

-  /  level of education or
-  /  field of study mismatch

Double Mismatch:

-  level of education and
-  field of study mismatch

(Mis)Match by fields of study



Matching at the time of the survey of regular and self-employed graduates.

Source: IHS Graduate Survey NÖ FH, 2021.



Specifying Mismatch

Trend: Numerous phenomena such as educational expansion or digitalisation are assumed to strengthen mismatch

- Further specification to identify 'problematic' mismatch
by including job satisfaction
- Accepted vs. undesired mismatch

Implementation of the Concept 'Accepted vs. Undesired Mismatch'

Mismatch in the original concept



Undesired Mismatch



■ Double Match ■ accepted Single MM ■ accepted Double MM ■ undesired Single MM ■ undesired Double MM

Does it work?

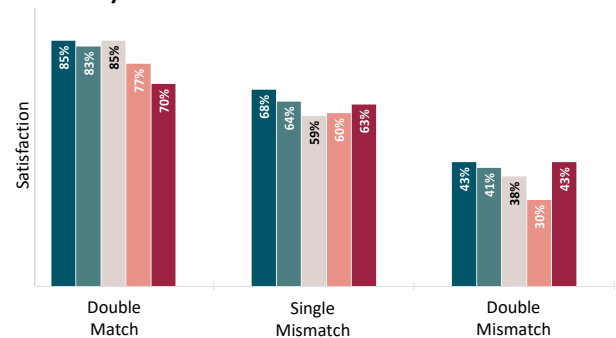
„Quantitative validation“

Differences between the groups

double match → “accepted” MM →→ “undesired” MM

- Skill match (general)
- Appropriate employment to level of education (general)
- Appropriate employment to level of education (diff. aspects)
- Satisfaction with study program (general)
- Income

All surveyed subdimensions
of job satisfaction follow
the general job satisfaction



Does it work?

„Qualitative validation“

‘The study program [...] itself is well organized and structured, but the job prospects afterwards are miserable. [...] In retrospect, the study program only cost me time and money.’ (f, 27y, BA, 5y-cohort)

‘I perceive my study program as wrong decision. Unfortunately, I did not have the necessary role models in my family or the appropriate support to make a good choice according to my interests and talents. [...]’ (m, 35y, 5y-cohort)



Conclusion I

- Survey based measurement may display high ratio of mismatch
- Consider job satisfaction to identify problematic group
- Expect ratio of mismatch to increase → monitor
- Only few questions are required in the survey
 - Field of study in relation to job
 - Degree level appropriate to job
 - Job satisfaction (general)



Conclusion II

- Inclusion of job satisfaction allows for a more individualized and thus more adequate measurement, especially in case of 'study-open' jobs
- Suggested categorisation can be used to develop specific measures to reduce undesired mismatch
E.g. information campaigns for study programmes, further training, more cooperation with employers



Questions? More details?

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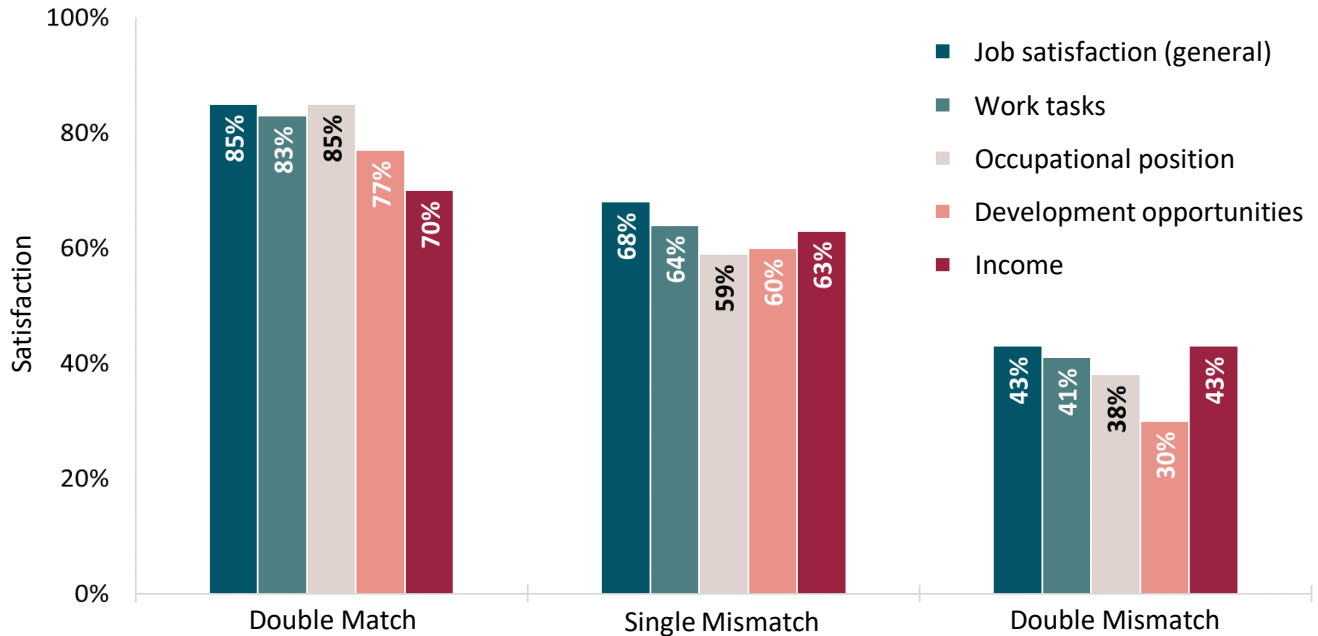


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Matching by Job Satisfaction



Matching by Job Satisfaction





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Survey-Questions *Matching*



Field of Study Mismatch

How does your field of study relate to your current job?

- My field of study is the only possible/by far the best field for my job tasks
- Some other fields of study could have prepared me for the area of work as well
- Another field of study would have been more useful
- The field of study does not matter in my job



Level of Education Mismatch

In your opinion, which degree level is most appropriate for your current job?

- Doctorate/PhD
- Master
- Bachelor
- No academic degree necessary

OR: If the level of education of the graduate is higher than it is most appropriate for the job



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Survey-Question *Job Satisfaction*



Job Satisfaction (overall)

How satisfied are you overall with your current job situation?

If you have several professional activities, please refer to the one with the highest amount of average working hours.

Very satisfied Not satisfied at all