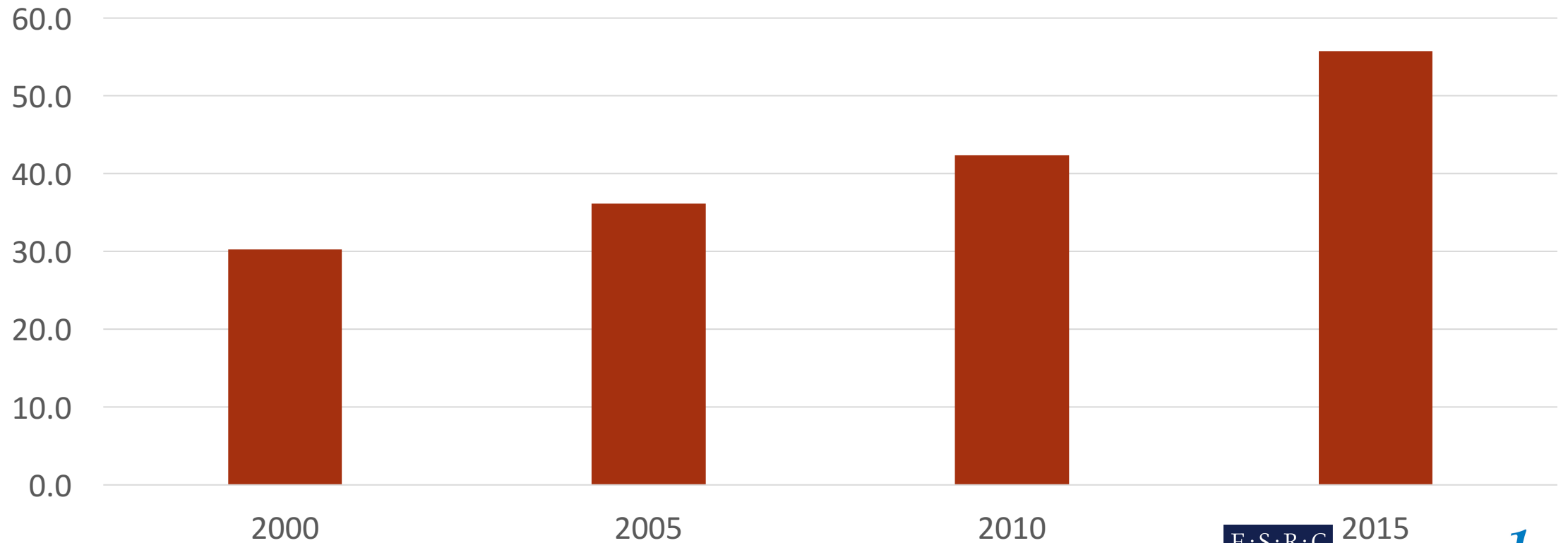


# Graduate labour market trends in Germany

Paper download: <https://rdcu.be/K924>

# Since 2012, more than 50% enrol in HE

Gross enrolment ratio in higher education



# Graduate Jobs

- Definition: "... a substantial portion of the skills used are normally acquired in the course of higher education, including many of the activities surrounding it, and of its aftermath—the years after higher education when skills are acquired in work through graduates' acquired faculty for learning them"
- Novel approach: Split occupation into a group of 'graduate' and 'non-graduate' jobs drawing on worker reported qualification requirements on the job and work task information (problem-solving, orchestration, self-planning and cognitive).
- Validation: Graduates in graduate jobs can make better use of their skills, have greater *earnings*, enjoy higher levels of *job satisfaction*, and participate more often in *workplace training* than their mismatched counterparts. Methods improves on exiting approaches.

# Key findings: Demand for graduates appeared to outstrip supply

- Graduate skills are required beyond the narrow range of professions. Cognitive intensive work tasks are key determinants of higher education requirements. No clear evidence that occupations 'upskilled'.
- The proportion of young graduates has risen among men from 14.7 to 18.9% and from 13.3 to 22.5% among women between 1999 and 2012.
- The growing supply of graduate labour in the age bracket 25–34 was surpassed by the expansion of employment in graduate jobs. The share of graduate jobs shifted to almost 30% among young women and men.
- Whilst this was accompanied by a growing higher education wage premium in the male workforce, young female graduates witnessed instead a drop in the underemployment to 22%.
- The wage penalty from underemployment changed for neither group significantly.
- Most underemployed graduates work in occupations that are close to graduate jobs in terms of job complexity.