

Maastricht University Graduate Surveys 2020

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Bas Aarts
Annemarie Künn

ROA Factsheet

ROA-F-2020/3

Researchcentrum voor Onderwijs en Arbeidsmarkt | ROA
Research Centre For Education and the Labour Market | ROA

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How well does Maastricht University (UM) prepare its students for the labour market? What do the career paths of UM alumni look like in the short and medium term, and how do they look back on their master's studies in Maastricht? To what extent do graduates possess the competencies valued most by employers while hiring? And to what extent do graduates perceive that the UM contributed in the acquisition of these competencies? This factsheet reports on the employability of graduates of all faculties separately, as well as of the UM as a whole. The factsheet is based on alumni research among three cohorts that participated in a survey in 2019. The first cohort graduated in the academic year 2017-2018 (1.5 years prior to the survey), the second in 2013-2014 (five years prior to the survey) and the third in 2008-2009 (ten years prior to the survey).¹

Position in the labour market

Of the UM alumni who graduated 1.5 years ago, 93% report being part of the labour force; of those not currently in the labour force. Almost 60% of those not being part of the labour force are still studying.² Five years after graduation 86% is part of the labour force; of those not currently in the labour force 54% are still studying. Whereas the percentage of respondents being part of the labour force is with 90% higher ten years after graduation, the percentage of those not being part of the labour force who are still studying is with 11% larger than among the cohort that graduated five years ago. Whereas this is not surprising, it is interesting to recall that in last year's survey, the percentage of graduates not being part of the labour force and studying was close to zero in the cohort that graduated ten years ago.

Table 1 shows the unemployment rates – that is, the percentage of alumni belonging to the labour force who are currently not working but who are seeking work - by cohort and faculty. As MSI (Maastricht Sustainability Institute, formerly known as ICIS) and MGSoG (Maastricht Graduate School of Governance) have been integrated in SBE (School of Business and Economics) in the academic year 2020-2021, we report the unemploy-

ment rate, as well as the other indicators, both under the old classification of faculties, as well as under the new one. The percentages in between brackets show the S&E (Science and Engineering) statistics including MSI and MGSoG, as well as SBE statistics without MSI and MGSoG.³ Overall, 5% of the 2017-2018 cohort is currently unemployed, whereas the earlier cohorts have unemployment rates of 2%. The unemployment rate of the cohort that graduated five years ago is two percentage points lower than the 2012-2013 cohort which participated in the survey last year.⁴ The other cohorts have the same unemployment rate as their comparable cohorts one year ago.

TABLE 01.
Percentage of alumni who are unemployed

	% unemployed		
	2017-2018	2013-2014	2008-2009
Science and Engineering	X (3)	X (3)	X (X)
Business and Economics	1 (1)	1 (1)	4 (2)
Health, Medicine and Life Sciences	4	1	2
Arts and Social Sciences	10	2	2
Psychology and Neuroscience	12	7	0
Law	9	3	0
Maastricht University	5	2	2

X = insufficient data

Percentages in between brackets, show SBE statistics without MSI and MGSoG, as well as S&E statistics including MSI and MGSoG

Unemployment rates vary substantially across faculties, as shown in Table 1.⁵ Unemployment rates above UM average are found among alumni of FPN (Faculty of Psychology and Neuroscience), FASoS (Faculty of Arts and Social Sciences) and LAW 1.5 years after graduation (respectively 12%, 10% and 9%). Graduates of FPN also have a relatively high unemployment rate (7%) five years after graduation. The unemployment rates of FPN alumni 1.5 and five years after graduation are higher compared to last year's survey. The unemployment rates of FASoS alumni 1.5 and five years after graduation are lower than last year. Alumni of LAW show an increase in

1 The response rates for these graduation cohorts are: 26.6% for 2017-2018, 32% for 2013-2014, 27.9% for 2008-2009. The response rate for the 2017-2018 cohort is based on completed surveys.

2 Based on the ILO definition of the labour force.

3 This year, we report averages for SBE and S&E given the old and new situation to be able to compare statistics with those from last year.

4 See ROA-F-2019/4.

5 The unemployment rate is different within FHML. The unemployment rate for Health and Life Sciences alumni is 5%, 2% and 1% respectively. The unemployment rate among Medicine alumni is considerably lower; 0%, 0% and 1% respectively.

the unemployment rate 1.5 years after graduation and a decrease five years after graduation.⁶ Overall, alumni of SBE have the lowest unemployment rate among graduates of the cohort 2017-2018. This does not hold for the oldest cohort though. The unemployment rate of FHML (Faculty of Health, Medicine and Life Sciences) graduates is below UM average for all three cohorts.

Trends in unemployment

Figure 1 shows the trend in the unemployment rate from 2005 to 2019 among UM alumni who graduated 1.5 years before the survey.⁷ During the economic crisis, from 2007 till 2013, we observe an increase in unemployment rate. Since 2013, the unemployment rate has fallen. Last year, the unemployment rate was similar to the rate just before the economic crisis. However, we are now observing a slight increase from 4.8% to 5.5%.

FIGURE 01.

Trends in unemployment rates 1.5 years after graduation



6 Last year, the percentage unemployed among alumni of FPN, FASoS and LAW 1.5 years after graduation was 8%, 19% and 4%.

7 The trends five and ten years ago are not shown as they display little variation over time. See for faculty specific unemployment trends, Table 9 in the appendix.

Vertical and horizontal match

It is important that graduates have a good match between their education and the requirements of their job, since this determines the extent to which they can use their knowledge and skills. Such jobs are often linked to higher job satisfaction, better career opportunities and less sick leave.⁸

Table 2a shows the vertical match between graduates' current job and their level of education (i.e. whether they are working in a job that requires a master's degree).⁹ The vast majority of UM alumni find a job at master's level. However, we see large differences between faculties and between cohorts. In addition, especially among alumni who graduated 1.5 years ago, we observe a slight decrease in the vertical match compared to last year's survey. On average 69% of UM alumni find a job at master's level 1.5 years after graduation. This percentage is higher among the cohorts that are graduated longer ago, namely 75% of the UM alumni who graduated five years ago and 83% of the UM alumni who graduated ten years ago work at master's level. There are several differences across faculties. Similar to last year, we see relatively high proportions of graduates of all cohorts with a good vertical match among alumni of FHML¹⁰ and FPN. Almost nine out of ten LAW alumni graduating ten years prior to the survey work at master's level. This is also clearly above UM average. Among LAW graduates, and to a somewhat lesser extent among FHML graduates as well, the probability of working in a job at master's level, is larger the longer ago they have been graduated.

8 See e.g. Lee, Y., & Sabharwal, M. (2016). Education-job match, salary, and job satisfaction across the public, non-profit, and for-profit sectors: Survey of recent college graduates. *Public Management Review*, 18(1), 40-64.

9 As last year, we report the percentage of UM alumni working in a job that requires a HBO-master or university-master.

10 There are differences in vertical match among FHML alumni. The percentages of Health and Life Sciences alumni with a vertical match are 63%, 76% and 85% respectively. In contrast, all Medicine alumni are vertically matched irrespective of cohort.

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TABLE o2a.

Percentage of alumni with a good vertical match

	% working at master's level or higher		
	2017-2018	2013-2014	2008-2009
Science and Engineering	X (69)	X (55)	X (X)
Business and Economics	67 (67)	69 (70)	76 (74)
Health, Medicine and Life Sciences	72	84	91
Arts and Social Sciences	58	69	68
Psychology and Neuroscience	76	82	85
Law	64	78	89
Maastricht University	69	75	83

X = insufficient data

Percentages in between brackets, show SBE statistics without MSI and MGSoG, as well as S&E statistics including MSI and MGSoG

Table 2b shows the percentage of UM graduates that is currently working in their own field of study or a related field of study, the so-called horizontal job match. Most graduates succeed in finding a job in a field that well-matches their field of study. On average 75% of alumni find a job in their own or related field of study 1.5 years after graduation; for both alumni who graduated five and ten years ago the horizontal match is 77%. Again, the percentages differ across faculties. Alumni of FHML¹¹ have relatively high proportions of graduates with a good horizontal match. The relatively low percentage of FASoS alumni with a good horizontal match, might be related to the general character of the related master programmes.¹² Compared to last year's survey, the horizontal match among alumni of most faculties has increased; there is a strong increase among alumni of FASoS 1.5 years after graduation and LAW ten years after graduation.¹³

11 There are differences in horizontal match among FHML alumni. The percentages of Health and Life Sciences alumni with a horizontal match are 81%, 82% and 78%, respectively. Among Medicine alumni, these figures are 97%, 95% and 87%.

12 The percentage of FASoS alumni whose current job does not require a specific training direction is 33%, 18% and 26% (1.5, five and ten years after graduation, respectively).

13 For alumni of FASoS who graduated 1.5 years ago we see an increase in horizontal match from 59% to 65%. For alumni of LAW who graduated ten years ago we see an increase in horizontal match from 74% to 84%.

TABLE o2b.

Percentage of alumni with a good horizontal match

	% working in own or related field of study		
	2017-2018	2013-2014	2008-2009
Science and Engineering	X (72)	X (77)	X (X)
Business and Economics	69 (68)	73 (73)	79 (81)
Health, Medicine and Life Sciences	85	87	81
Arts and Social Sciences	65	62	53
Psychology and Neuroscience	78	76	73
Law	74	80	84
Maastricht University	75	77	77

X = insufficient data

Percentages in between brackets, show SBE statistics without MSI and MGSoG, as well as S&E statistics including MSI and MGSoG

Income and working hours

Table 3 shows the median monthly gross income of UM alumni and their average weekly working hours. Maastricht University alumni have a median income of €2709 per month 1.5 years after graduation. This increases to €3820 five years after graduation and to €4618 ten years after graduation. The median monthly incomes are comparable to those of UM graduates from last year's survey. Alumni of SBE, FHML¹⁴ and LAW have an income that is comparable to that of other alumni 1.5 years after graduation, but their income increases significantly compared to other alumni five and ten years after graduation. Similar to other years, graduates of SBE have the highest median income. It should be noted that these graduates also report a relatively high median weekly working hours. Except for alumni of SBE, most UM alumni work between 36 and 40 hours per week, equivalent to a full-time job. SBE alumni report to work more hours per week. This also holds for Medicine alumni in some cohorts.¹⁵

14 The median monthly income is different within FHML. Alumni of Health and Life Sciences have a median income of €2590, €3380, €3700 (1.5, five and ten years after graduation, respectively). Whereas alumni of Medicine have a median income of €3600, €4172 and €6900.

15 There are differences in regular working hours per week among FHML alumni. Alumni of Health and Life Sciences have regular working hours of 37, 40 and 35 hours per week, respectively. Whereas alumni of Medicine have regular working hours of 38, 47 and 40 hours per week.

TABLE 03.

Median monthly income and weekly working hours

	Gross income per month (median)			Regular working hours per week (median)		
	2017-2018	2013-2014	2008-2009	2017-2018	2013-2014	2008-2009
Science and Engineering	X (2585)	X (3800)	X (X)	X (40)	X (40)	X (X)
Business and Economics	2850 (2915)	4700 (5000)	6000 (6131)	40 (40)	44 (45)	42 (45)
Health, Medicine and Life Sciences	2850	3600	4500	38	40	36
Arts and Social Sciences	2500	3000	3630	40	40	40
Psychology and Neuroscience	2174	2992	4066	38	38	36
Law	2622	3825	4500	40	40	40
Maastricht University	2709	3820	4618	40	40	40

X = insufficient data

Percentages in between brackets, show SBE statistics without MSI and MGSoG, as well as S&E statistics including MSI and MGSoG

Acquired competencies of UM alumni

In 2019, ROA published a report showing the results of a stated preferences experiment among Dutch employers.¹⁶ This study was financed by and conducted in cooperation with the UM Student Employability Programme to gain insight into the characteristics and competencies employers expect graduates to have and which skills are decisive when making hiring decisions.

The results indicate that although field-specific knowledge seems to be most important to hiring decisions (related to occupations and sectors for all faculties), having advanced scores on field-specific knowledge is not enough on its own. Employers appreciate a combination of intermediate field-specific knowledge with advanced analytical or social skills more than advanced field-specific knowledge alone. This suggests that it is crucial that students also develop analytical and social skills. More specifically, employers perceive problem-solving capacity to be the most important competency related to analytical skills.¹⁷ Collaborative skills and communication competencies were perceived to be the most important social skills.¹⁸

There are two items each in the Dublin descriptors that relate to these analytical and social competencies. In Tables 4 and 5, we report on two competencies related to analytical skills: 'solving problems in new or unknown situations' and 'dealing with complex questions/problems'. We report the extent to which alumni master these competencies and the degree to which their master's programme contributed to the development of these competencies. In Tables 6 and 7, we report similar statistics related to the following competencies related to social skills: 'explaining conclusions or arguments to peers/colleagues' and 'explaining conclusions or arguments to non-experts'.

Table 4 shows the percentage of alumni who indicated that they are able to solve problems in new or unknown situations and deal with complex questions/problems to a (very) large extent. Overall, a relatively high percentage of UM alumni indicated an ability to solve problems in new or unknown situations to a (very) large extent (77%) and to deal with complex questions/problems to a (very) large extent (80%).

When asked about solving problems in new and unknown situations, alumni of SBE and LAW scored above the UM average (over 80%).¹⁹ In regard to the statement that relates to dealing with complex questions and problems, LAW alumni again scored above average (91%). Graduates from FPN scored below

16 See: <https://cris.maastrichtuniversity.nl/en/publications/employability-the-employers-perspective-using-a-stated-preference>

17 Other analytical skills (in order from highest to lowest rank) are critical thinking, information processing, research skills and data management.

18 Other social skills (in order from highest to lowest rank) are stress and time management, awareness of a broader context, leadership skills and ethical competencies.

19 Alumni of Health and Life Sciences differed from alumni of Medicine with regard to solving problems in new or unknown situations as a result of their university degree: 74% and 81%, respectively.

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average in solving problems in new and unknown situations (70%), but they scored above average in dealing with complex questions and problems (89%).²⁰

TABLE 04.

Percentage of alumni who are to a (very) large extent able to solve problems in new/unknown situations and to deal with complex problems

	Solving problems in new or unknown situations	Dealing with complex questions/problems
Science and Engineering	X	X
Business and Economics	81	78
Health, Medicine and Life Sciences	75	72
Arts and Social Sciences	69	75
Psychology and Neuroscience	70	89
Law	83	91
Maastricht University	77	80

X = insufficient data

Note: Based on NAE, graduation cohort 2017-2018

Table 5 shows the percentage of alumni who indicated that their master's programme contributed (very) strongly to the development of these skills. In general, 60% of UM alumni indicated that their master's programme (very) strongly contributed to solving problems in new or unknown situations. At the faculty level, SBE alumni stood out with 68%.²¹ With regard to dealing with complex questions/problems, about 70% of UM alumni indicated that their master's programme contributed (very) strongly to this competency development. At the faculty level, alumni of FHML²² and FASoS scored below the UM average.

TABLE 05.

Percentage of alumni who indicate that their master's programme has contributed (very) strongly to the development of specific analytical skills

	Solving problems in new or unknown situations	Dealing with complex questions/problems
Science and Engineering	X	X
Business and Economics	68	69
Health, Medicine and Life Sciences	59	60
Arts and Social Sciences	57	57
Psychology and Neuroscience	59	77
Law	64	72
Maastricht University	63	67

X = insufficient data

Note: Based on NAE, graduation cohort 2017-2018

Table 6 shows the percentage of alumni who indicated an ability to explain conclusions or arguments to peers/colleagues as well as to non-experts to a (very) large extent. Overall, almost 80% of UM alumni indicated that they are able to explain conclusions or arguments to peers/colleagues to a (very) large extent. We did not observe any major differences between faculties.²³ Overall, 70% of UM alumni indicated that they are able to explain conclusions or arguments to non-experts to a (very) large extent. FASoS alumni scored above the UM average.²⁴

20 There were no differences between alumni of Health and Life Sciences and alumni of Medicine regarding dealing with complex questions/problems as a result of their university degree: 72% and 72%, respectively.

21 There were no major differences between alumni of Health and Life Sciences and alumni of Medicine in how the master's programme contributed to solving problems in new or unknown situations: 60% and 58%, respectively.

22 There were differences between alumni of Health and Life Sciences and alumni of Medicine in how the master's programme contributed to dealing with complex questions/problems: 62% and 50%, respectively.

23 There were major differences between alumni of Health and Life Sciences and alumni of Medicine in explaining conclusions or arguments to peers/colleagues as a result of their university degree: 69% and 94%, respectively.

24 There were differences between alumni of Health and Life Sciences and alumni of Medicine regarding explaining conclusions or arguments to non-experts as a result of their university degree: 66% and 75%, respectively.

TABLE 06.

Percentage of alumni who are to a (very) large extent able to explaining conclusions or arguments to peers/colleagues and non-experts

	Explaining conclusions or arguments to peers/colleagues	Explaining conclusions or arguments to non-experts
Science and Engineering	X	X
Business and Economics	80	67
Health, Medicine and Life Sciences	74	68
Arts and Social Sciences	75	74
Psychology and Neuroscience	76	66
Law	74	70
Maastricht University	77	69

X = insufficient data

Note: Based on NAE, graduation cohort 2017-2018

Table 7 shows the percentage of alumni who indicated that their master's programme contributed (very) strongly to the two competencies related to social skills. In general, about two-thirds of the UM alumni indicated that their master's programme (very) strongly contributed to their ability to explain conclusions or arguments to peers/colleagues. At the faculty level, FASoS alumni scored below the UM average.²⁵ With regards to explaining conclusions or arguments to non-experts, 55% of UM alumni indicated that they (very) strongly mastered this skill as a result of their university degree. There are no major differences between faculties.²⁶ There is a striking difference between the perceived contribution of master's programmes to the development of the ability to explain conclusions and arguments to colleagues/peers versus non-experts.

25 There were differences between alumni of Health and Life Sciences and alumni of Medicine in how the master's programme contributed to explaining conclusions or arguments to peers/colleagues: 62% and 74%, respectively.

26 There were differences between alumni of Health and Life Sciences and alumni of Medicine in how the master's programme contributed to explaining conclusions or arguments to non-experts: 55% and 63%, respectively.

TABLE 07.

Percentage of alumni who indicate that their master's programme has contributed (very) strongly to the development of specific social skills

	Explaining conclusions or arguments to peers/colleagues	Explaining conclusions or arguments to non-experts
Science and Engineering	X	X
Business and Economics	70	56
Health, Medicine and Life Sciences	65	57
Arts and Social Sciences	57	53
Psychology and Neuroscience	66	54
Law	70	51
Maastricht University	67	55

X = insufficient data

Note: Based on NAE, graduation cohort 2017-2018

Satisfaction with master's programme at Maastricht University

Table 8 shows the percentage of alumni who would choose the same master's programme at UM again. Among the youngest and oldest cohorts, 76% of all UM alumni would choose the same programme at UM again. This percentage is slightly lower for alumni who graduated five years ago, but still over 70%.²⁷ There are differences between faculties but, unlike last year's survey, there are no faculties that stand out. Overall, it can be concluded that the majority of alumni would follow the same programme at UM.

27 The percentages for Health and Life Sciences alumni are 80%, 70% and 71% (at 1.5, five and ten years after graduation, respectively). The corresponding figures for Medicine alumni are 78%, 81% and 85%, respectively.

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TABLE 08.

Percentage of alumni who would choose the same master's programme at UM again

	% of alumni who would choose the same study at UM again		
	2017-2018	2013-2014	2008-2009
Science and Engineering	X (79)	X (72)	X (X)
Business and Economics	78 (79)	71 (72)	80 (79)
Health, Medicine and Life Sciences	79	74	77
Arts and Social Sciences	65	66	74
Psychology and Neuroscience	76	76	67
Law	72	71	71
Maastricht University	76	73	76

X = insufficient data

Percentages in between brackets, show SBE statistics without MSI and MGSOG, as well as S&E statistics including MSI and MGSOG

TABLE 09.

Unemployment

	2011 T+1 2009-2010	2012 T+1 2010-2011	2013 T+1 2011-2012	2014 T+1 2012-2013		2015 T+1 2013-2014	2016 T+1 2014-2015	2017 T+1 2015-2016	2018 T+1 2016-2017	2019 T+1 2017-2018
Science and Engineering				13.0		4.0	4.7	4.8	6.3	X
Business and Economics	4.9	6.0	6.3	5.7		3.6	0	0	0.8	1.3
Health and Life Sciences	4.4	8.3	16.4	10.3		9.2	8.0	7.1	2.8	5.2
Medicine	0	1.7	2.5	3.3		2.7	0	3.9	0	0
Arts and Social Sciences	23.9	25.5	33.3	13.7		5.9	5.6	22.9	18.6	9.6
Psychology and Neuroscience	11.4	16.7	25.6	7.6		10.3	14.1	7.3	8.1	11.7
Law	8.8	7.1	14.3	16.2		10.3	14.6	7.7	4.4	9.0
Maastricht University	7.5	10.0	13.8	9.2		6.9	6.6	6.9	4.8	5.5
	2011 T+5 2004-2005	2012 T+5 2005-2006	2013 T+5 2006-2007	2014 T+5 2007-2008	2015 spring T+5 2008-2009	2015 autumn T+5 2009-2010	2016 T+5 2010-2011	2017 T+5 2011-2012	2018 T+5 2012-2013	2019 T+5 2013-2014
Science and Engineering					0	6.0	0	7.4	7.5	X
Business and Economics	5.4	1.9	0	0	0.9	1.5	1.3	1.2	2.0	0.8
Health and Life Sciences	2.7	2.1	3.1	3.5	4.3	5.3	3.3	1.7	6.8	2.0
Medicine	1.5	0	0	1.3	0	4.9	0	0	1.1	0
Arts and Social Sciences	3.8	10.1	5.7	4.8	4.4	6.7	1.5	5.7	5.0	1.6
Psychology and Neuroscience	10.3	4.2	0	4.3	7.5	2.5	4.9	4.4	3.1	6.6
Law	5.0	0	6.8	3.8	2.6	1.8	0	1.6	6.5	3.3
Maastricht University	4.4	2.7	3.2	2.6	2.6	3.4	1.5	2.2	3.9	2.3
	2011 T+10 1999-2000	2012 T+10 2000-2001	2013 T+10 2001-2002	2014 T+10 2002-2003	2015 spring T+10 2003-2004	2015 autumn T+10 2004-2005	2016 T+10 2005-2006	2017 T+10 2006-2007	2018 T+10 2007-2008	2019 T+10 2008-2009
Science and Engineering				X	X	X	X	X	X	X
Business and Economics	2.8	0.9	0.9	0.7	1.0	0	1.6	1.1	1.1	4.2
Health and Life Sciences	2.0	1.2	3.1	3.7	0.6	2.6	1.6	1.4	4.5	1.3
Medicine	2.6	1.8	0	2.0	3.6	1.5	1.2	0	1.7	3.4
Arts and Social Sciences	X	X	X	X	4.3	11.5	4.4	4.6	2.0	2.3
Psychology and Neuroscience	0	3.8	0	4.9	2.0	3.1	1.7	3.7	0	0
Law	0	6.1	1.6	0	1.4	0	0	6.9	1.7	0
Maastricht University	2.0	2.0	2.0	2.1	1.5	3.0	1.7	2.6	1.8	2.1

X = insufficient data

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Research Centre for Education and the Labour Market
Maastricht University
School of Business and Economics
secretary-roa-sbe@maastrichtuniversity.nl
www.roa.nl

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