# Appendix

TABLE A.1. Descriptive and multicollinearity statistics for model sample

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **%** | **Count**† | **Variance inflation factor (VIF)\*** |
| **Subject area** | Subjects allied to medicine | 11.3 | 1565 | 2.031 |
|  | Biological sciences | 12.8 | 1775 | 2.077 |
|  | Agriculture & related subjects | 0.9 | 120 | 1.11 |
|  | Physical sciences | 5 | 695 | 1.471 |
|  | Mathematical sciences | 3.5 | 485 | 1.358 |
|  | Computer science | 4.9 | 680 | 1.524 |
|  | Engineering & technology | 4.2 | 580 | 1.433 |
|  | Architecture, building & planning | 1.7 | 235 | 1.186 |
|  | Law | 2.8 | 385 | 1.272 |
|  | Business & administrative studies | 12.1 | 1685 | 2.072 |
|  | Mass communications & documentation | 3.7 | 515 | 1.378 |
|  | Languages | 7.6 | 1055 | 1.693 |
|  | Historical & philosophical studies | 4.9 | 675 | 1.452 |
|  | Creative arts & design | 9.9 | 1380 | 1.982 |
|  | Education | 5.3 | 730 | 1.572 |
|  | Social studies | 9.5 | 1325 | - |
| **Mission Group** | 1994 Group | 6.2 | 865 | 1.309 |
|  | Guild HE | 5.6 | 785 | 1.277 |
|  | Million Plus | 7.7 | 1065 | 1.303 |
|  | Other | 31.4 | 4355 | 1.773 |
|  | Russell Group | 26.8 | 3715 | 2.262 |
|  | University Alliance | 22.3 | 3100 | - |
| **Classification of first degree** | First | 16.5 | 2285 | 1.498 |
|  | Upper second | 55.2 | 7670 | 1.44 |
|  | 2:2/Third/pass/unclassified | 28.3 | 3925 | - |
| **Schooling** | Privately funded school |  | 1300 | 1.099 |
|  | State-funded school or college |  | 12105 | - |
| **Socio-economic group** | Managerial/Professional (1-2) | 54.1 | 6235 | 1.309 |
|  | Intermediate (3-4) | 21.9 | 2520 | 1.242 |
|  | Routine/Manual (5-8) | 24.1 | 2780 | - |
| **Age at graduation** | Under 25 | 96 | 13320 | - |
|  | 25-30 | 2.5 | 350 | 1.056 |
|  | 31 or older | 1.5 | 210 | 1.079 |
| **Ethnicity** | Asian | 9 | 1240 | 1.193 |
|  | Black | 3.2 | 440 | 1.146 |
|  | Other (including mixed) | 4.4 | 595 | 1.074 |
|  | White | 83.4 | 11405 | - |
| **Gender** | Male | 38.6 | 5355 | 1.186 |
|  | Female | 61.4 | 8525 | - |
| **Region of domicile** | North East | 3.3 | 455 |  |
|  | North West | 10.2 | 1410 | 3.717 |
|  | Yorkshire and The Humber | 7.5 | 1045 | 3.069 |
|  | East Midlands | 6.9 | 955 | 2.913 |
|  | West Midlands | 8.1 | 1125 | 3.226 |
|  | East of England | 9.8 | 1360 | 3.642 |
|  | London | 14.1 | 1955 | 4.859 |
|  | South East | 16.3 | 2260 | 5.041 |
|  | South West | 8.6 | 1190 | 3.318 |
|  | Northern Ireland | 4.3 | 600 | 2.263 |
|  | Scotland | 5.4 | 755 | 2.572 |
|  | Wales | 4.5 | 620 | 2.279 |
|  | Islands and UK not known | 0.5 | 70 | 1.156 |
| **UCAS tariff points** | *Mean (SD)* | 327(123) | 13880 | 1.67 |
| **SOC(HE)\_EP** | Expert | 35.4 | 4870 | - |
|  | Strategist | 7.1 | 975 | - |
|  | Communicator | 21.8 | 2995 | - |
|  | Non-graduate | 35.7 | 4910 | - |
| **Creative job\*** | Non-creative job | 83.3 [57.4] | 11455 [785] | - |
|  | Creative job | 16.7 [42.6] | 2290 [580] | - |

Base: Working age first degree graduates in employment (no further study or qualifications) (excludes Medicine and dentistry, and Veterinary science) (n=12,759);

Notes: figures in square parentheses are for creative art and design graduates; †numbers are rounded following HESA’s rounding strategy; \*variance inflation factor can be used as an indicator of multicollinearity in regression analyses. Multicollinearity can inflate standard errors and increase the chances of Type II error (i.e. failing to reject the null hypothesis when it is false). A VIF of 10 or higher is often considered an indication that multicollinearity may be a cause for concern.

TABLE A.2. Propensity to have a graduate/creative job (binary logistic regression) and propensity to have different types of graduate job (multinomial logistic regression)

|  | **Odds ratios [95% confidence interval]** | | | | |
| --- | --- | --- | --- | --- | --- |
|  | **(a)** | **(b)** | | | **(c)** |
|  | **Graduate job** | **Expert** | **Orchestrator** | **Communicator** | **Creative** |
| **Subject area (JACS 2.0)** |  |  |  |  |  |
| Social sciences (Ref.) | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 |
| Subjects allied to med. | 5.458\*\*\* | 9.21\*\*\* | 0.916 | 0.847 | 0.297\*\*\* |
|  | [4.415, 6.749] | [7.339, 11.557] | [0.584, 1.437] | [0.579, 1.239] | [0.194, 0.455] |
| Biological sciences | 0.823\* | 0.948 | 0.609\*\* | 0.742\* | 0.751† |
|  | [0.695, 0.973] | [0.782, 1.151] | [0.45, 0.826] | [0.583, 0.945] | [0.559, 1.009] |
| Agriculture & related | 0.725 | 0.843 | 0.759 | 0.516† | 2.263\*\* |
|  | [0.464, 1.134] | [0.502, 1.414] | [0.337, 1.71] | [0.244, 1.095] | [1.226, 4.176] |
| Physical sciences | 0.983 | 1.277\* | 0.71† | 0.618\*\* | 1.009 |
|  | [0.792, 1.221] | [1.004, 1.624] | [0.486, 1.037] | [0.441, 0.865] | [0.712, 1.429] |
| Mathematical sciences | 1.284† | 1.88\*\*\* | 0.813 | 0.419\*\*\* | 1.152 |
|  | [0.992, 1.662] | [1.426, 2.479] | [0.526, 1.259] | [0.261, 0.673] | [0.793, 1.673] |
| Computer science | 2.153\*\*\* | 2.677\*\*\* | 1.039 | 1.79\*\* | 8.802\*\*\* |
|  | [1.69, 2.743] | [2.056, 3.488] | [0.675, 1.6] | [1.28, 2.504] | [6.633, 11.681] |
| Engineering & technology | 2.149\*\*\* | 2.979\*\*\* | 1.003 | 1.227 | 3.162\*\*\* |
|  | [1.667, 2.772] | [2.267, 3.914] | [0.642, 1.568] | [0.842, 1.786] | [2.331, 4.289] |
| Architecture, build & plan. | 1.659\*\* | 2.349\*\*\* | 1.101 | 0.598 | 2.047\*\* |
|  | [1.176, 2.34] | [1.628, 3.389] | [0.608, 1.992] | [0.311, 1.148] | [1.292, 3.244] |
| Law | 0.86 | 0.831 | 1.142 | 0.713 | 0.785 |
|  | [0.659, 1.123] | [0.605, 1.141] | [0.748, 1.744] | [0.471, 1.079] | [0.47, 1.312] |
| Business & admin. studies | 1.489\*\*\* | 0.943 | 1.3† | 2.683\*\*\* | 1.809\*\*\* |
|  | [1.249, 1.776] | [0.762, 1.167] | [0.972, 1.74] | [2.134, 3.374] | [1.387, 2.358] |
| Mass comms. & doc. | 1.705\*\*\* | 0.574\*\* | 0.928 | 4.261\*\*\* | 9.211\*\*\* |
|  | [1.333, 2.18] | [0.401, 0.823] | [0.577, 1.493] | [3.193, 5.688] | [6.874, 12.341] |
| Languages | 0.96 | 0.491\*\*\* | 0.69\* | 1.93\*\*\* | 2.567\*\*\* |
|  | [0.793, 1.163] | [0.382, 0.631] | [0.492, 0.967] | [1.52, 2.45] | [1.972, 3.341] |
| Historical & phil. studies | 0.774\* | 0.567\*\*\* | 0.617\* | 1.231 | 2.016\*\*\* |
|  | [0.623, 0.961] | [0.433, 0.743] | [0.421, 0.902] | [0.935, 1.622] | [1.496, 2.718] |
| Creative arts & design | 1.188† | 0.973 | 0.523\*\* | 1.982\*\*\* | 8.85\*\*\* |
|  | [0.987, 1.43] | [0.78, 1.214] | [0.358, 0.762] | [1.558, 2.522] | [6.876, 11.39] |
| Education | 3.823\*\*\* | 1.591\*\* | 0.18\*\* | 10.36\*\*\* | 0.142\*\*\* |
|  | [2.988, 4.89] | [1.166, 2.171] | [0.061, 0.536] | [7.769, 13.816] | [0.062, 0.325] |
| **Prior attainment** |  |  |  |  |  |
| UCAS tariff points | 1.001\*\*\* | 1.002\*\*\* | 1.002\*\*\* | 1.001\*\*\* | 1.001\*\* |
|  | [1.001, 1.002] | [1.001, 1.002] | [1.001, 1.003] | [1.001, 1.002] | [1.000, 1.001] |
| **Mission group** |  |  |  |  |  |
| University Alliance (Ref.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\* |
| 1994 Group | 1.138 | 1.141 | 1.277 | 1.098 | 1.012 |
|  | [0.94, 1.378] | [0.911, 1.428] | [0.898, 1.817] | [0.854, 1.411] | [0.789, 1.298] |
| Guild HE | 0.941 | 0.91 | 0.936 | 0.944 | 0.829 |
|  | [0.775, 1.142] | [0.715, 1.158] | [0.602, 1.454] | [0.742, 1.2] | [0.646, 1.064] |
| Million Plus | 0.95 | 0.958 | 0.92 | 0.935 | 0.766\* |
|  | [0.793, 1.139] | [0.77, 1.193] | [0.615, 1.377] | [0.741, 1.18] | [0.595, 0.985] |
| Russell Group | 1.429\*\*\* | 1.442\*\*\* | 1.439\*\* | 1.412\*\*\* | 1.163 |
|  | [1.242, 1.645] | [1.225, 1.697] | [1.102, 1.88] | [1.174, 1.699] | [0.967, 1.398] |
| Other | 1.087 | 1.123 | 1.131 | 1.026 | 0.924 |
|  | [0.967, 1.223] | [0.978, 1.29] | [0.894, 1.431] | [0.878, 1.198] | [0.789, 1.084] |
| **Classification of degree** |  |  |  |  |  |
| 2:2/Third/pass/unclassified (Ref.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\*\*\* |
| First | 2.471\*\*\* | 2.681\*\*\* | 2.228\*\*\* | 2.301\*\*\* | 1.607\*\*\* |
|  | [2.146, 2.845] | [2.282, 3.149] | [1.733, 2.866] | [1.914, 2.766] | [1.348, 1.917] |
| Upper second | 1.633\*\*\* | 1.632\*\*\* | 1.344\*\* | 1.753\*\*\* | 1.457\*\*\* |
|  | [1.482, 1.8] | [1.454, 1.832] | [1.112, 1.626] | [1.534, 2.003] | [1.264, 1.678] |
| **Schooling** |  |  |  |  |  |
| State-funded school (Ref.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\*\*\* |
| Privately funded school | 1.354\*\*\* | 1.209\* | 1.704\*\*\* | 1.427\*\*\* | 1.087 |
|  | [1.165, 1.573] | [1.015, 1.44] | [1.34, 2.165] | [1.187, 1.717] | [0.909, 1.299] |
| **Socio-economic group** |  |  |  |  |  |
| Routine/Manual (Ref.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\*\* |
| Managerial/Professional | 1.233\*\*\* | 1.185\*\* | 1.145 | 1.329\*\*\* | 1.211\*\* |
|  | [1.113, 1.365] | [1.051, 1.337] | [0.938, 1.397] | [1.16, 1.523] | [1.052, 1.394] |
| Intermediate | 1.171\* | 1.145† | 1.152 | 1.207\* | 1.031 |
|  | [1.038, 1.321] | [0.993, 1.32] | [0.912, 1.456] | [1.028, 1.419] | [0.871, 1.221] |
| **Age** |  |  |  |  |  |
| Under 25 (Ref.) | 1 | 1 | 1 | 1 | 1 |
| 25-30 | 0.962 | 1.304 | 0.539 | 0.564\* | 1.212 |
|  | [0.702, 1.32] | [0.922, 1.842] | [0.23, 1.263] | [0.341, 0.932] | [0.792, 1.856] |
| 31 or older | 1.029 | 1.342 | 0.884 | 0.624 | 0.626 |
|  | [0.67, 1.581] | [0.836, 2.153] | [0.305, 2.557] | [0.329, 1.182] | [0.312, 1.257] |
| **Ethnicity** |  |  |  |  |  |
| White (Ref.) | 1 | 1 | 1 | 1 | 1.0\*\* |
| Asian | 0.925 | 1.089 | 1.142 | 0.615\*\*\* | 0.657\*\* |
|  | [0.785, 1.09] | [0.904, 1.312] | [0.848, 1.538] | [0.482, 0.784] | [0.509, 0.849] |
| Black | 0.787† | 0.949 | 1.147 | 0.516\*\*\* | 0.765 |
|  | [0.612, 1.011] | [0.705, 1.278] | [0.718, 1.833] | [0.357, 0.745] | [0.527, 1.109] |
| Other (including mixed) | 1.042 | 1.03 | 1.429† | 0.936 | 1.007 |
|  | [0.845, 1.286] | [0.8, 1.326] | [0.996, 2.051] | [0.718, 1.22] | [0.781, 1.299] |
| **Gender** |  |  |  |  |  |
| Female (Ref. cat.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\*\*\* |
| Male | 1.287\*\*\* | 1.336\*\*\* | 1.682\*\*\* | 1.106† | 1.122† |
|  | [1.175, 1.409] | [1.201, 1.486] | [1.425, 1.985] | [0.982, 1.245] | [0.997, 1.263] |
| **Region of domicile** |  |  |  |  |  |
| North East (Ref.) | 1.0\*\*\* | 1 | 1 | 1 | 1.0\*\*\* |
| North West | 1.063 | 1.115 | 1.011 | 0.985 | 1.195 |
|  | [0.823, 1.372] | [0.825, 1.508] | [0.609, 1.676] | [0.7, 1.387] | [0.829, 1.724] |
| Yorkshire and Humber | 1.129 | 1.115 | 1.108 | 1.133 | 1.236 |
|  | [0.867, 1.47] | [0.815, 1.525] | [0.659, 1.863] | [0.796, 1.612] | [0.847, 1.804] |
| East Midlands | 1.233 | 1.222 | 0.97 | 1.321 | 1.356 |
|  | [0.943, 1.613] | [0.89, 1.677] | [0.565, 1.667] | [0.926, 1.885] | [0.928, 1.981] |
| West Midlands | 1.208 | 1.199 | 1.227 | 1.19 | 1.299 |
|  | [0.928, 1.573] | [0.878, 1.638] | [0.734, 2.053] | [0.836, 1.694] | [0.892, 1.892] |
| East of England | 1.375\* | 1.302† | 0.913 | 1.62\*\* | 1.71\*\* |
|  | [1.064, 1.776] | [0.961, 1.765] | [0.544, 1.531] | [1.158, 2.266] | [1.197, 2.441] |
| London | 1.328\* | 1.249 | 1.1 | 1.508\* | 1.537\* |
|  | [1.03, 1.713] | [0.923, 1.689] | [0.669, 1.809] | [1.078, 2.111] | [1.075, 2.199] |
| South East | 1.557\*\*\* | 1.476\*\* | 1.335 | 1.723\*\* | 1.66\*\* |
|  | [1.221, 1.986] | [1.106, 1.969] | [0.828, 2.153] | [1.25, 2.375] | [1.179, 2.337] |
| South West | 1.25† | 1.175 | 1.344 | 1.289 | 1.396† |
|  | [0.966, 1.618] | [0.865, 1.596] | [0.816, 2.214] | [0.916, 1.813] | [0.972, 2.007] |
| Northern Ireland | 1.153 | 1.388† | 1.249 | 0.801 | 0.81 |
|  | [0.856, 1.553] | [0.982, 1.962] | [0.703, 2.219] | [0.532, 1.206] | [0.513, 1.28] |
| Scotland | 1.397\* | 1.594\*\* | 1.154 | 1.181 | 1.158 |
|  | [1.045, 1.867] | [1.138, 2.233] | [0.655, 2.035] | [0.802, 1.739] | [0.767, 1.751] |
| **Goodness of fit:** |  |  | | |  |
| -2Ll = | 13,273 | 24,180 | | | 8,447 |
| ∆-2Ll | χ2=1,182, df=44, p<.0005 | χ2=3,448, df=132, p<.0005 | | | χ2=1,719, df=44, p<.0005 |
| Pseudo R2 (C&S, Nag) | .101, .139, | .267, .290 | | | .143, .239 |

Base: Working age first degree graduates in employment (no further study or qualifications) for whom UCAS tariff points are available (excludes medicine and dentistry, and veterinary science) (n=12,759)  
Notes: Significance level P< †.10, \*.05, \*\*.01, \*\*\*.001)

TABLE A.3. Comparison of bootstrapped results versus non-bootstrapped results for propensity to have a graduate or creative job (binary logistic regression) and propensity to have different types of graduate job (multinomial logistic regression) (unstandardised coefficients and standard errors)

|  | **(a)** | | | | **(b)** | | | | | | | | | | | | **(c)** | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Grad Jobs** | | | | **Expert** | | | | **Orchestrator** | | | | **Communicator** | | | | **Creative** | | | |
|  | **Standard** | | **Bootstrapped** | | **Standard** | | **Bootstrapped** | | **Standard** | | **Bootstrapped** | | **Standard** | | **Bootstrapped** | | **Standard** | | **Bootstrapped** | |
|  | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** | **B** | **S. E.** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Constant | -1.244\*\*\* | 0.144 | -1.244\*\* | 0.146 | -1.947\*\*\* | 0.17 | -1.947\*\* | 0.176 | -3.331\*\*\* | 0.285 | -3.331\*\* | 0.288 | -2.226\*\*\* | 0.192 | -2.226\*\* | 0.194 | -3.311\*\*\* | 0.211 | -3.311\*\* | 0.216 |
| **Subject area (JACS 2.0)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Social sciences (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Subjects allied to medicine | 1.638\*\*\* | 0.101 | 1.638\*\* | 0.099 | 2.168\*\*\* | 0.108 | 2.168\*\* | 0.114 | 0.118 | 0.206 | 0.118 | 0.214 | -0.144 | 0.176 | -0.144 | 0.181 | -0.939\*\*\* | 0.187 | -0.939\*\* | 0.195 |
| Biological sciences | -0.145† | 0.078 | -0.145† | 0.076 | 0.01 | 0.091 | 0.01 | 0.091 | -0.394\*\* | 0.142 | -0.394\*\* | 0.137 | -0.292\*\* | 0.111 | -0.292\* | 0.111 | -0.293\* | 0.138 | -0.293\* | 0.138 |
| Agriculture & related subjects | -0.237 | 0.215 | -0.237 | 0.225 | -0.061 | 0.249 | -0.061 | 0.255 | -0.069 | 0.384 | -0.069 | 0.783 | -0.671† | 0.359 | -0.671† | 0.383 | 0.962\*\* | 0.283 | 0.962\*\* | 0.291 |
| Physical sciences | 0.036 | 0.102 | 0.036 | 0.103 | 0.302\*\* | 0.114 | 0.302\* | 0.115 | -0.276 | 0.179 | -0.276 | 0.185 | -0.417\*\* | 0.155 | -0.417\* | 0.162 | 0.05 | 0.162 | 0.05 | 0.161 |
| Mathematical sciences | 0.297\* | 0.12 | 0.297\* | 0.12 | 0.698\*\*\* | 0.129 | 0.698\*\* | 0.126 | -0.175 | 0.204 | -0.175 | 0.209 | -0.835\*\*\* | 0.217 | -0.835\*\* | 0.223 | 0.096 | 0.176 | 0.096 | 0.176 |
| Computer science | 0.76\*\*\* | 0.116 | 0.76\*\* | 0.112 | 0.983\*\*\* | 0.126 | 0.983\*\* | 0.125 | 0.095 | 0.206 | 0.095 | 0.215 | 0.543\*\* | 0.158 | 0.543\*\* | 0.157 | 2.109\*\*\* | 0.133 | 2.109\*\* | 0.131 |
| Engineering & technology | 0.756\*\*\* | 0.122 | 0.756\*\* | 0.125 | 1.094\*\*\* | 0.131 | 1.094\*\* | 0.134 | 0.061 | 0.214 | 0.061 | 0.218 | 0.158 | 0.179 | 0.158 | 0.193 | 1.161\*\*\* | 0.144 | 1.161\*\* | 0.15 |
| Architecture, building & planning | 0.507\*\* | 0.169 | 0.507\*\* | 0.166 | 0.88\*\*\* | 0.18 | 0.88\*\* | 0.183 | 0.161 | 0.291 | 0.161 | 0.316 | -0.63† | 0.328 | -0.63† | 0.351 | 0.669\*\* | 0.227 | 0.669\*\* | 0.237 |
| Law | -0.14 | 0.126 | -0.14 | 0.126 | -0.168 | 0.15 | -0.168 | 0.15 | 0.196 | 0.201 | 0.196 | 0.202 | -0.351† | 0.193 | -0.351† | 0.198 | -0.175 | 0.238 | -0.175 | 0.245 |
| Business & administrative studies | 0.376\*\*\* | 0.082 | 0.376\*\* | 0.08 | -0.024 | 0.1 | -0.024 | 0.099 | 0.307\* | 0.136 | 0.307\* | 0.141 | 0.865\*\*\* | 0.105 | 0.865\*\* | 0.106 | 0.57\*\*\* | 0.123 | 0.57\*\* | 0.122 |
| Mass communications & documentation | 0.484\*\*\* | 0.113 | 0.484\*\* | 0.115 | -0.572\*\* | 0.168 | -0.572\*\* | 0.171 | -0.089 | 0.225 | -0.089 | 0.224 | 1.32\*\*\* | 0.132 | 1.32\*\* | 0.13 | 2.118\*\*\* | 0.135 | 2.118\*\* | 0.129 |
| Languages | 0.003 | 0.088 | 0.003 | 0.086 | -0.626\*\*\* | 0.115 | -0.626\*\* | 0.117 | -0.332\* | 0.157 | -0.332\* | 0.158 | 0.64\*\*\* | 0.109 | 0.64\*\* | 0.112 | 0.919\*\*\* | 0.121 | 0.919\*\* | 0.121 |
| Historical & philosophical studies | -0.182† | 0.099 | -0.182† | 0.098 | -0.442\*\*\* | 0.123 | -0.442\*\* | 0.123 | -0.407\* | 0.173 | -0.407\* | 0.182 | 0.209† | 0.125 | 0.209 | 0.128 | 0.638\*\*\* | 0.137 | 0.638\*\* | 0.135 |
| Creative arts & design | 0.195\* | 0.087 | 0.195\* | 0.083 | 0.011 | 0.105 | 0.011 | 0.101 | -0.558\*\* | 0.179 | -0.558\*\* | 0.181 | 0.635\*\*\* | 0.111 | 0.635\*\* | 0.112 | 2.128\*\*\* | 0.117 | 2.128\*\* | 0.115 |
| Education | 1.327\*\*\* | 0.114 | 1.327\*\* | 0.112 | 0.596\*\*\* | 0.141 | 0.596\*\* | 0.142 | -1.414\*\* | 0.469 | -1.414\*\* | 1.513 | 2.192\*\*\* | 0.132 | 2.192\*\* | 0.133 | -1.72\*\*\* | 0.351 | -1.72\*\* | 0.379 |
| **Prior attainment** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| UCAS tariff points | 0.001\*\*\* | 0 | 0.001\*\* | 0 | 0.002\*\*\* | 0 | 0.002\*\* | 0 | 0.002\*\*\* | 0 | 0.002\*\* | 0 | 0.001\*\*\* | 0 | 0.001\*\* | 0 | 0.001\* | 0 | 0.001\*\* | 0 |
| **Mission Group** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| University Alliance (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1994 Group | 0.147 | 0.091 | 0.147† | 0.093 | 0.118 | 0.108 | 0.118 | 0.116 | 0.158 | 0.17 | 0.158 | 0.172 | 0.181 | 0.116 | 0.181 | 0.12 | 0.136 | 0.116 | 0.136 | 0.122 |
| Guild HE | -0.094 | 0.092 | -0.094 | 0.094 | -0.143 | 0.116 | -0.143 | 0.114 | -0.212 | 0.217 | -0.212 | 0.221 | -0.058 | 0.114 | -0.058 | 0.114 | -0.193 | 0.121 | -0.193† | 0.115 |
| Million Plus | -0.05 | 0.087 | -0.05 | 0.086 | -0.027 | 0.105 | -0.027 | 0.105 | -0.186 | 0.199 | -0.186 | 0.199 | -0.06 | 0.11 | -0.06 | 0.111 | -0.299\* | 0.123 | -0.299\* | 0.126 |
| Other | 0.091 | 0.056 | 0.091 | 0.056 | 0.138\* | 0.066 | 0.138\* | 0.066 | 0.099 | 0.112 | 0.099 | 0.109 | 0.025 | 0.074 | 0.025 | 0.075 | -0.077 | 0.076 | -0.077 | 0.076 |
| Russell Group | 0.362\*\*\* | 0.067 | 0.362\*\* | 0.066 | 0.384\*\*\* | 0.077 | 0.384\*\* | 0.077 | 0.38\*\* | 0.126 | 0.38\*\* | 0.119 | 0.321\*\*\* | 0.087 | 0.321\*\* | 0.085 | 0.165† | 0.087 | 0.165† | 0.085 |
| **Classification of degree** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2:2/Third/pass/unclassified |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| First | 0.941\*\*\* | 0.067 | 0.941\*\* | 0.068 | 1\*\*\* | 0.077 | 1\*\* | 0.078 | 0.882\*\*\* | 0.12 | 0.882\*\* | 0.123 | 0.888\*\*\* | 0.087 | 0.888\*\* | 0.09 | 0.52\*\*\* | 0.085 | 0.52\*\* | 0.083 |
| Upper second | 0.502\*\*\* | 0.046 | 0.502\*\* | 0.046 | 0.493\*\*\* | 0.055 | 0.493\*\* | 0.056 | 0.344\*\*\* | 0.091 | 0.344\*\* | 0.092 | 0.569\*\*\* | 0.063 | 0.569\*\* | 0.065 | 0.407\*\*\* | 0.068 | 0.407\*\* | 0.068 |
| **Schooling** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| State-funded school (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Privately funded school | 0.297\*\*\* | 0.07 | 0.297\*\* | 0.072 | 0.196\* | 0.082 | 0.196\* | 0.079 | 0.575\*\*\* | 0.11 | 0.575\*\* | 0.107 | 0.315\*\*\* | 0.087 | 0.315\*\* | 0.088 | 0.062 | 0.084 | 0.062 | 0.086 |
| **Socio-economic group** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Routine/Manual (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Managerial/Professional | 0.221\*\*\* | 0.048 | 0.221\*\* | 0.049 | 0.163\*\* | 0.057 | 0.163\*\* | 0.057 | 0.167† | 0.095 | 0.167† | 0.095 | 0.313\*\*\* | 0.064 | 0.313\*\* | 0.066 | 0.252\*\*\* | 0.068 | 0.252\*\* | 0.066 |
| Intermediate | 0.185\*\* | 0.057 | 0.185\*\* | 0.06 | 0.134\* | 0.067 | 0.134† | 0.07 | 0.207† | 0.111 | 0.207† | 0.109 | 0.245\*\* | 0.076 | 0.245\*\* | 0.078 | 0.064 | 0.081 | 0.064 | 0.079 |
| **Age group (at graduation)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under 25 (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 25-30 | -0.065 | 0.149 | -0.065 | 0.147 | 0.246 | 0.163 | 0.246 | 0.16 | -0.607 | 0.402 | -0.607† | 0.738 | -0.605\* | 0.235 | -0.605\*\* | 0.242 | 0.251 | 0.199 | 0.251 | 0.198 |
| 31 or older | -0.017 | 0.206 | -0.017 | 0.209 | 0.285 | 0.226 | 0.285 | 0.232 | -0.226 | 0.537 | -0.226 | 2.845 | -0.582† | 0.309 | -0.582\* | 0.316 | -0.482 | 0.336 | -0.482 | 0.34 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| White (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Asian | -0.107 | 0.077 | -0.107 | 0.08 | 0.069 | 0.087 | 0.069 | 0.087 | 0.08 | 0.139 | 0.08 | 0.134 | -0.533\*\*\* | 0.114 | -0.533\*\* | 0.114 | -0.407\*\* | 0.121 | -0.407\*\* | 0.118 |
| Black | -0.243\* | 0.119 | -0.243\* | 0.123 | -0.04 | 0.141 | -0.04 | 0.154 | 0.091 | 0.225 | 0.091 | 0.239 | -0.663\*\*\* | 0.173 | -0.663\*\* | 0.181 | -0.171 | 0.176 | -0.171 | 0.186 |
| Other (including mixed) | -0.006 | 0.099 | -0.006 | 0.1 | -0.047 | 0.12 | -0.047 | 0.122 | 0.363\* | 0.166 | 0.363\* | 0.167 | -0.104 | 0.124 | -0.104 | 0.125 | -0.022 | 0.121 | -0.022 | 0.127 |
| **Gender** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Female (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Male | 0.271\*\*\* | 0.043 | 0.271\*\* | 0.044 | 0.319\*\*\* | 0.051 | 0.319\*\* | 0.05 | 0.584\*\*\* | 0.078 | 0.584\*\* | 0.081 | 0.089 | 0.056 | 0.089 | 0.056 | 0.113\* | 0.056 | 0.113\* | 0.057 |
| **Region of domicile** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| North East (Ref.) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| North West | 0.013 | 0.123 | 0.013 | 0.128 | 0.068 | 0.146 | 0.068 | 0.15 | 0.014 | 0.25 | 0.014 | 0.258 | -0.086 | 0.163 | -0.086 | 0.161 | 0.058 | 0.175 | 0.058 | 0.178 |
| Yorkshire and The Humber | 0.064 | 0.128 | 0.064 | 0.13 | 0.079 | 0.151 | 0.079 | 0.151 | 0.098 | 0.258 | 0.098 | 0.261 | 0.015 | 0.169 | 0.015 | 0.166 | 0.094 | 0.181 | 0.094 | 0.179 |
| East Midlands | 0.188 | 0.129 | 0.188 | 0.134 | 0.207 | 0.153 | 0.207 | 0.158 | 0.02 | 0.266 | 0.02 | 0.28 | 0.192 | 0.17 | 0.192 | 0.17 | 0.201 | 0.181 | 0.201 | 0.181 |
| West Midlands | 0.155 | 0.128 | 0.155 | 0.136 | 0.145 | 0.151 | 0.145 | 0.152 | 0.299 | 0.253 | 0.299 | 0.256 | 0.101 | 0.169 | 0.101 | 0.166 | 0.163 | 0.18 | 0.163 | 0.18 |
| East of England | 0.296\* | 0.124 | 0.296\* | 0.13 | 0.231 | 0.147 | 0.231 | 0.152 | 0.023 | 0.253 | 0.023 | 0.258 | 0.425\*\* | 0.16 | 0.425\*\* | 0.159 | 0.438\* | 0.17 | 0.438\* | 0.17 |
| London | 0.297\* | 0.123 | 0.297\* | 0.135 | 0.238 | 0.145 | 0.238 | 0.148 | 0.239 | 0.244 | 0.239 | 0.257 | 0.375\* | 0.16 | 0.375\* | 0.159 | 0.276 | 0.171 | 0.276 | 0.174 |
| South East | 0.419\*\*\* | 0.118 | 0.419\*\* | 0.127 | 0.382\*\* | 0.139 | 0.382\*\* | 0.141 | 0.337 | 0.237 | 0.337 | 0.247 | 0.471\*\* | 0.153 | 0.471\*\* | 0.149 | 0.446\*\* | 0.163 | 0.446\*\* | 0.168 |
| South West | 0.187 | 0.125 | 0.187 | 0.131 | 0.095 | 0.149 | 0.095 | 0.15 | 0.38 | 0.246 | 0.38 | 0.254 | 0.207 | 0.163 | 0.207 | 0.156 | 0.278 | 0.173 | 0.278 | 0.172 |
| Northern Ireland | 0.045 | 0.143 | 0.045 | 0.147 | 0.244 | 0.166 | 0.244 | 0.162 | 0.12 | 0.285 | 0.12 | 0.289 | -0.324† | 0.194 | -0.324† | 0.193 | -0.322 | 0.217 | -0.322 | 0.222 |
| Scotland | 0.313\* | 0.14 | 0.313\* | 0.139 | 0.461\*\* | 0.162 | 0.461\*\* | 0.163 | 0.217 | 0.276 | 0.217 | 0.291 | 0.087 | 0.185 | 0.087 | 0.178 | 0.085 | 0.197 | 0.085 | 0.197 |
| Wales | -0.072 | 0.141 | -0.072 | 0.149 | 0.051 | 0.167 | 0.051 | 0.16 | 0.191 | 0.277 | 0.191 | 0.287 | -0.374† | 0.193 | -0.374\* | 0.188 | -0.145 | 0.205 | -0.145 | 0.209 |
| Islands and UK not known | -0.941\* | 0.407 | -0.941\* | 0.433 | -0.832† | 0.493 | -0.832 | 0.578 | -0.697 | 0.789 | -0.697 | 6.57 | -1.225† | 0.656 | -1.225\* | 4.256 | -0.952 | 0.769 | -0.952 | 6.241 |
| **Goodness of fit:** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| -2Ll = | 15,304 | | | | 28,056 | | | | | | | | | | | | 9,735 | | | |
| ∆-2Ll | χ2=1,338, df=44, p<.0005 | | | | χ2=3,744, df=132, p<.0005 | | | | | | | | | | | | χ2=1,808, df=44, p<.0005 | | | |
| Pseudo R2 (C&S, Nag) | .100, .137 | | | | .254, .276 | | | | | | | | | | | | .132, .222 | | | |

Base: Working age first degree graduates in employment (no further study or qualifications) for whom UCAS tariff points are available (excludes medicine and dentistry, and veterinary science) (n=12,759)  
Notes: Bootstrap results based on 1,000 bootstrap samples. It was necessary to run the bootstrapping analysis on unweighted data, so coefficients differ slightly to the main analysis. Significance level P< †.10, \*.05, \*\*.01, \*\*\*.001

TABLE A.4. Testing whether the addition of interaction terms improve the model of propensity to have a graduate or creative job (Logistic regression)

|  |  |  |  |
| --- | --- | --- | --- |
| **Interaction** | **∆-2Ll (χ2)** | **df** | **Sig.** |
| **Graduate jobs** |  |  |  |
| Lond/SE\*Subject | 17.916 | 13 | .161 |
| SEG\*Subject | 17.36 | 26 | .898 |
| R.Group\*Subject | 36.722 | 13 | <.0005 |
| **Creative jobs** |  |  |  |
| Lond/SE\*Subject | 16.208 | 13 | .238 |
| SEG\*Subject | 35.136 | 26 | .109 |
| R.Group\*Subject | 48.77 | 13 | <.0005 |

Base: Working age first degree graduates in employment (no further study or qualifications) for whom UCAS tariff points are available (excludes medicine and dentistry, veterinary science, agriculture and architecture building and planning) (n=12,759)

Notes: In order to test for interaction effects it was necessary to exclude further subjects from the analysis (agriculture and architecture building and planning) due to low numbers of graduates in each subject\*variable interaction. For this reason it was also necessary to simplify the mission group and region of domicile variables. Thus, while the Russell Group by subject interaction improved the model compared to the comparator model (with a simplified mission group variable and excluding agriculture and architecture building and planning) the model presented in the main body of the article is preferred. Furthermore, it was not possible to test for interactions using the SOC(HE)2010 outcome variable due to unexpected singularities in the Hessian matrix and quasi-complete separation in the data.

TABLE A.5. The effect of controlling for subject by Russell Group university attendance on results (Logistic regression)

|  | **Odds ratios [95% confidence interval]** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Graduate jobs** | | | | **Creative jobs** | | | |
|  | **Model 1** | | **Model 2** | | **Model 3** | | **Model 4** | |
| Constant | 0.294\*\*\* | | 0.269\*\*\* | | 0.03\*\*\* | | 0.029\*\*\* | |
| **Subject area (JACS 2.0)** |  | |  | |  | |  | |
| Social sciences (Ref.) | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | |
| Subjects allied to medicine | 5.392\*\*\*  [4.363, 6.663] | | 7.224\*\*\*  [5.616, 9.293] | | 0.296\*\*\*  [0.193, 0.452] | | 0.159\*\*\*  [0.081, 0.315] | |
| Biological sciences | 0.818\*  [0.692, 0.968] | | 0.924  [0.753, 1.134] | | 0.752†  [0.56, 1.011] | | 0.701†  [0.468, 1.052] | |
| Physical sciences | 0.984  [0.793, 1.222] | | 1.137  [0.856, 1.511] | | 1.009  [0.713, 1.43] | | 1.009  [0.601, 1.695] | |
| Mathematical sciences | 1.28†  [0.989, 1.657] | | 1.75\*\*  [1.211, 2.531] | | 1.145  [0.788, 1.664] | | 1.493  [0.859, 2.595] | |
| Computer science | 2.137\*\*\*  [1.678, 2.723] | | 2.276\*\*\*  [1.733, 2.989] | | 8.671\*\*\*  [6.536, 11.502] | | 8.84\*\*\*  [6.126, 12.757] | |
| Engineering & technology | 2.137\*\*\*  [1.657, 2.756] | | 2.693\*\*\*  [1.989, 3.645] | | 3.129\*\*\*  [2.307, 4.245] | | 3.861\*\*\*  [2.603, 5.727] | |
| Law | 0.849  [0.651, 1.108] | | 1  [0.73, 1.368] | | 0.779  [0.466, 1.302] | | 0.64  [0.316, 1.298] | |
| Business & administrative studies | 1.474\*\*\*  [1.237, 1.756] | | 1.659\*\*\*  [1.351, 2.038] | | 1.79\*\*\*  [1.374, 2.332] | | 2.001\*\*\*  [1.412, 2.834] | |
| Mass communications & documentation | 1.672\*\*\*  [1.309, 2.136] | | 1.876\*\*\*  [1.433, 2.456] | | 8.937\*\*\*  [6.681, 11.954] | | 9.877\*\*\*  [6.86, 14.221] | |
| Languages | 0.958  [0.791, 1.161] | | 0.993  [0.765, 1.288] | | 2.569\*\*\*  [1.974, 3.344] | | 2.516\*\*\*  [1.688, 3.749] | |
| Historical & philosophical studies | 0.776\*  [0.625, 0.964] | | 0.715\*  [0.531, 0.963] | | 2.012\*\*\*  [1.492, 2.711] | | 1.564†  [0.967, 2.531] | |
| Creative arts & design | 1.157  [0.964, 1.388] | | 1.298\*  [1.055, 1.597] | | 8.543\*\*\*  [6.663, 10.954] | | 9.586\*\*\*  [6.911, 13.297] | |
| Education | 3.713\*\*\*  [2.909, 4.74] | | 4.146\*\*\*  [3.181, 5.403] | | 0.135\*\*\*  [0.059, 0.31] | | 0.154\*\*\*  [0.066, 0.364] | |
| **Prior attainment** |  | |  | |  | |  | |
| UCAS tariff points | 1.002\*\*\*  [1.001, 1.002] | | 1.002\*\*\*  [1.001, 1.002] | | 1.001\*\*  [1, 1.001] | | 1.001\*\*  [1, 1.001] | |
| **Mission group** |  | |  | |  | |  | |
| Non-Russell Group HEI (Ref.) | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | |
| Russell Group HEI | 1.36\*\*\*  [1.214, 1.525] | | 1.892\*\*\*  [1.431, 2.501] | | 1.208\*  [1.041, 1.402] | | 1.354  [0.885, 2.071] | |
| **Classification of first degree** |  | |  | |  | |  | |
| 2:2/Third/pass/unclassified (Ref.) | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | |
| First | 2.477\*\*\*  [2.147, 2.857] | | 2.468\*\*\*  [2.138, 2.848] | | 1.65\*\*\*  [1.38, 1.972] | | 1.638\*\*\*  [1.369, 1.959] | |
| Upper second | 1.626\*\*\*  [1.474, 1.794] | | 1.616\*\*\*  [1.464, 1.784] | | 1.496\*\*\*  [1.295, 1.728] | | 1.481\*\*\*  [1.281, 1.712] | |
| **Schooling** |  | |  | |  | |  | |
| State-funded school (Ref.) |  | |  | |  | |  | |
| Privately funded school | 1.348\*\*\*  [1.157, 1.57] | | 1.319\*\*\*  [1.132, 1.537] | | 1.106  [0.923, 1.325] | | 1.094  [0.913, 1.311] | |
| **Socio-economic group** |  | |  | |  | |  | |
| Routine/manual (Ref.) | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | |
| Managerial/Professional | 1.239\*\*\*  [1.117, 1.374] | | 1.243\*\*\*  [1.121, 1.379] | | 1.236\*\*  [1.071, 1.426] | | 1.225\*\*  [1.061, 1.414] | |
| Intermediate | 1.153\*  [1.02, 1.302] | | 1.154\*  [1.021, 1.304] | | 1.049  [0.884, 1.245] | | 1.058  [0.891, 1.257] | |
| **Age group (at graduation)** |  | |  | |  | |  | |
| Under 25 (Ref.) | 1.0 | | 1.0 | | 1.0 | | 1.0 | |
| 25-30 | 0.922  [0.671, 1.267] | | 0.914  [0.664, 1.258] | | 1.228  [0.798, 1.89] | | 1.237  [0.801, 1.911] | |
| 31 or older | 0.996  [0.646, 1.534] | | 0.96  [0.62, 1.486] | | 0.658  [0.326, 1.327] | | 0.664  [0.327, 1.349] | |
| **Ethnicity** |  | |  | |  | |  | |
| White (Ref.) | 1.0 | | 1.0 | | 1.0 | | 1.0 | |
| Asian | 0.949  [0.805, 1.119] | | 0.946  [0.802, 1.116] | | 0.675\*\*  [0.522, 0.872] | | 0.679\*\*  [0.525, 0.878] | |
| Black | 0.82  [0.636, 1.057] | | 0.82  [0.636, 1.058] | | 0.756  [0.517, 1.106] | | 0.744  [0.508, 1.089] | |
| Other (including mixed) | 1.041  [0.843, 1.286] | | 1.036  [0.838, 1.28] | | 1.004  [0.776, 1.299] | | 1.008  [0.779, 1.304] | |
| **Gender** |  | |  | |  | |  | |
| Female (Ref.) |  | |  | |  | |  | |
| Male | 1.289\*\*\*  [1.176, 1.414] | | 1.284\*\*\*  [1.17, 1.408] | | 1.152\*  [1.022, 1.299] | | 1.143\*  [1.013, 1.288] | |
| **Region of domicile** |  | |  | |  | |  | |
| North East (Ref.) | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | | 1.0\*\*\* | |
| North West | 1.071  [0.828, 1.385] | | 1.07  [0.827, 1.385] | | 1.214  [0.839, 1.756] | | 1.198  [0.828, 1.733] | |
| Yorkshire and The Humber | 1.115  [0.853, 1.456] | | 1.112  [0.851, 1.454] | | 1.288  [0.879, 1.886] | | 1.295  [0.883, 1.897] | |
| East Midlands | 1.264†  [0.964, 1.658] | | 1.251  [0.953, 1.642] | | 1.343  [0.914, 1.972] | | 1.324  [0.902, 1.946] | |
| West Midlands | 1.205  [0.923, 1.573] | | 1.197  [0.916, 1.564] | | 1.295  [0.886, 1.893] | | 1.308  [0.895, 1.912] | |
| East of England | 1.379\* | [1.065, 1.785] | 1.383\* | [1.067, 1.791] | 1.69\*\* | [1.18, 2.421] | 1.674\*\* | [1.168, 2.399] |
| London | 1.337\*  [1.035, 1.728] | | 1.332\*  [1.03, 1.722] | | 1.503\*  [1.047, 2.157] | | 1.489\*  [1.037, 2.137] | |
| South East | 1.584\*\*\*  [1.239, 2.025] | | 1.584\*\*\*  [1.238, 2.027] | | 1.638\*\*  [1.16, 2.313] | | 1.622\*\*  [1.149, 2.29] | |
| South West | 1.241  [0.956, 1.611] | | 1.242  [0.956, 1.612] | | 1.401†  [0.971, 2.022] | | 1.382†  [0.958, 1.993] | |
| Northern Ireland | 1.216  [0.897, 1.65] | | 1.191  [0.877, 1.617] | | 0.895  [0.563, 1.423] | | 0.894  [0.562, 1.424] | |
| Scotland | 1.458\*  [1.088, 1.954] | | 1.453\*  [1.082, 1.951] | | 1.125  [0.742, 1.707] | | 1.124  [0.74, 1.706] | |
| Wales | 1.017  [0.758, 1.364] | | 1.019  [0.759, 1.368] | | 0.95  [0.618, 1.46] | | 0.949  [0.617, 1.459] | |
| Islands and UK not known | 0.426\*  [0.183, 0.995] | | 0.425\*  [0.183, 0.983] | | 0.469  [0.102, 2.159] | | 0.492  [0.108, 2.233] | |
| **Russell Group by subject interaction** |  | |  | |  | |  | |
| Social sciences by R.Group |  | | 1.0\*\*\* | |  | | 1.0\*\*\* | |
| Subjects allied by medicine at R.Group |  | | 0.321\*\*\*  [0.203, 0.508] | |  | | 3.771\*\*  [1.571, 9.052] | |
| Biological sciences by R.Group |  | | 0.708†  [0.492, 1.02] | |  | | 1.243  [0.686, 2.253] | |
| Physical sciences by R.Group |  | | 0.68†  [0.438, 1.056] | |  | | 0.993  [0.494, 1.996] | |
| Mathematical sciences by R.Group |  | | 0.507\*  [0.302, 0.85] | |  | | 0.63  [0.3, 1.326] | |
| Computer science by R.Group |  | | 1.047  [0.542, 2.022] | |  | | 1.059  [0.578, 1.939] | |
| Engineering & technology by R.Group |  | | 0.463\*\*  [0.267, 0.802] | |  | | 0.508\*  [0.265, 0.976] | |
| Law by R.Group |  | | 0.604†  [0.334, 1.093] | |  | | 1.687  [0.6, 4.746] | |
| Business & administrative studies by R.Group |  | | 0.712  [0.466, 1.088] | |  | | 0.666  [0.37, 1.196] | |
| Mass communications & documentation by R.Group |  | | 0.713  [0.321, 1.587] | |  | | 0.543  [0.245, 1.202] | |
| Languages by R.Group |  | | 0.85  [0.574, 1.257] | |  | | 1.016  [0.597, 1.728] | |
| Historical & philosophical studies by R.Group |  | | 1.08  [0.691, 1.687] | |  | | 1.461  [0.786, 2.714] | |
| Creative arts & design by R.Group |  | | 0.717  [0.4, 1.284] | |  | | 0.37\*\*  [0.193, 0.708] | |
| Education by R.Group |  | | 0.773  [0.299, 2.001] | |  | | 0.000  [0, 0.001.] | |
| **Goodness of fit:** |  | |  | |  | |  | |
| -2Ll = | 12,928 | | 12,891 | | 8,219 | | 8,171 | |
| ∆-2Ll | χ2=1,154, df=38, p<.0005 | | χ2=36.7, df=13, p<.0005 | | χ2=1709, df=38, p<.0005 | | χ2=48.8, df=13, p<.0005 | |
| Pseudo R2 (C&S, Nag) | .101, .139 | | .104, .143 | | .146, .243 | | .150, .250 | |

Base: Working age first degree graduates in employment (no further study or qualifications) for whom UCAS tariff points are available (excludes medicine and dentistry, veterinary science, agriculture and architecture building and planning) (n=12,759)

Notes: (see above notes for Table A.4) The odds ratios for the subject by Russell Group interaction represent the effect of having studied each subject at a Russell Group institution versus having studied the subject at a non-Russell Group institution, relative to the Russell Group effect for social science (the reference subject). For graduate jobs (Model 2), the odds ratios for most STEM subjects and law are less than one because the effect of having studied at a Russell Group institution is less for these subjects than the effect of studying at a Russell Group institution for social science graduates. In other words, studying at a Russell Group institution rather than a non-Russell Group institution is associated with a larger increase in the odds of having a graduate job for social science graduates than for graduates of STEM subjects and law. For creative jobs, the Russell Group effect is smaller for engineering and creative arts subjects but larger for subjects allied to medicine. In both cases (Model 2 and Model 4) the effect of controlling for the interaction is to amplify the average subject effects.