MINISTRY OF EDUCATION
Te Tāhuhu o te Mātauranga

Looking at the employment outcomes of tertiary education

New data on the earnings of young graduates

New Zealand Government

Tertiary education occasional paper 2013/02

The Tertiary Education Occasional Papers provide short reports on research, analysis and statistics relating to tertiary education in New Zealand. These papers include short original works and summaries of published research and analysis.

Authors
Zaneta Park, Senior Research Analyst
Paul Mahoney, Senior Research Analyst
Warren Smart, Principal Research Analyst
Roger Smyth, Manager
Tertiary Sector Performance Analysis

Email: zaneta.park@minedu.govt.nz
Telephone: 04-463-8198

Acknowledgements
The authors gratefully acknowledge comments provided by Dr. David Eng from the Tertiary Education Commission, Tas Papadopoulos from the Ministry of Business, Innovation and Employment and Dr. Andrew Wood from the Ministry of Education. The authors also gratefully acknowledge the assistance provided by Tamsyn Higham from Statistics New Zealand in the preparation of this report.

All views expressed in this paper, and any remaining errors or omissions, remain the responsibility of the authors.

Published by
Tertiary Sector Performance Analysis
Tertiary, International and System Performance
MINISTRY OF EDUCATION

This report is available from the Ministry of Education's Education Counts website: www.educationcounts.govt.nz.

October 2013

ISSN 1179-5026 (online)

1 LOOKING AT THE EMPLOYMENT OUTCOMES OF TERTIARY EDUCATION

KEY FINDINGS

Earnings increase with the level of qualification completed. And for qualifications below bachelors level, the size of the premium from gaining a qualification increases with the level of the qualification. There is also a significant jump in earnings between degree and non-degree qualifications.

Employment rates increase with level of qualification gained. For example, in the first year after study, 53 percent of young bachelors graduates who stayed in New Zealand were in employment and 40 percent were in further study. Of young people who had completed a level 1-3 certificate and stayed in New Zealand, 34 percent were in employment and 49 percent were taking more study.

Very few young people who complete a qualification at diploma level or above are on a benefit in the first five years after study. For those who stay in New Zealand, the benefit rate is around 6 percent for diploma graduates and around 2 percent at bachelors level. But it is around 13 percent for those who graduated with certificates at levels 1-3.

Earnings vary considerably by field of study. Young graduates with bachelors degrees in medicine earn the most of all bachelors graduates. The median income for medical graduates is over $109,300 five years after leaving study, compared to $50,700 for all young bachelors graduates. Bachelors degree graduates in creative arts have the lowest earnings among young bachelors graduates after five years and they have relatively high rates of benefit receipt.

Some qualification types and some fields are associated with high rates of further study. Around half of all young people who complete a certificate or level 5-7 diploma move into further study the next year. Around 61 percent of young bachelors graduates in natural and physical sciences who stay in New Zealand were in further study one year after completion of a bachelors degree, and 33 percent after five years.

Graduate certificate and diploma graduates have very high employment rates. Two years after study, 77 percent of young people who have completed a graduate certificate or diploma and who remained in New Zealand were in employment. Many of these graduates have completed this qualification as a way of improving their employment prospects or are studying while in employment.

This note updates the data set out in the report *Moving on up*[1], adding more recent data.

Introduction

People choose what to study at a tertiary level for many reasons – what they enjoy, what they are good at, what they are capable of and what will get them started on a career. Good careers are associated with better health, better well-being and more satisfying lives. So, many young people are making their tertiary education choices to gain the skills they need for satisfying and rewarding work. They use a range of information sources and take advice from a range of people to help them make these choices.

[1] Mahoney P., Park, Z., Smyth, R. (2013). *Moving on up: What young people earn after their tertiary education*, Wellington, Ministry of Education, New Zealand. http://www.educationcounts.govt.nz/publications/tertiary_education/115410

Moving on up: what young people earn after their tertiary education, published in January 2013, adds to the information available to prospective students, their families and those who advise them. It provides statistics on the outcomes of tertiary study for young New Zealanders who complete qualifications in the tertiary education system and who stay in New Zealand. It reports on employment rates and on the likelihood a graduate ends up on a benefit. And it gives data on the earnings of young graduates over the first few years after finishing study.

This information is not just important to students and to their families. The Government makes a very large investment in tertiary education each year – funding tertiary education providers, providing subsidised student loans and granting student allowances. One major purpose of the Government's investment is to help raise the level of skill in the population – which helps make our society more productive, contributes to the creation of wealth and leads to better social outcomes.

Studying the earnings of graduates is one way of looking at the contribution that the tertiary education system is making to New Zealand's society and economy. So the information in this report contributes to an understanding of the value New Zealand receives for the investment we make in tertiary education.

Refreshing the data

In September 2013, we did a refresh and update of the data in *Moving on up*. We added earnings and destinations data from the 2011 tax year so that the data now shows what graduates earn and do in the 2010 and 2011 tax years. And we have traced young people's earnings and destinations for the first six years after graduation. The data for the 'benefit' and 'other/unknown' destinations is also shown separately for all levels of study whereas previously these two destinations were combined for those who had completed a postgraduate qualification.

The new data is included in the spreadsheets available for download from this page. The new data is also available through Careers New Zealand's on-line query tool *Compare study options*, available at: http://www.careers.govt.nz/tools/compare-study-options. Tables showing earnings for young domestic bachelors degree graduates by broad and narrow field of study are also included in the appendices.

What does the new data show

The most important messages that emerge from this data are:

Earnings increase with the level of qualification completed. And for qualifications below bachelors level, the size of the premium from gaining a qualification increases with the level of the qualification[2]. There is also a significant jump in earnings between degree and non-degree qualifications. For example, five years after finishing study, the median earnings of young people who complete a bachelors degree is 48 percent above the national median earnings for those aged 15 to 64 years and 45 percent above the median for young people who gain a certificate at levels 1-3.

Employment rates increase with level of qualification gained. For example, in the first year after study, 53 percent of young bachelors graduates who stayed in New Zealand were in employment and 40 percent were in further study. Of young people who had completed a level

[2] Note that the age cut-off for a "young" graduate is higher for higher qualifications though – the cut-off is 21 years for certificates and 23 years for diplomas. This will likely explain some of the increase in earnings.

1-3 certificate and stayed in New Zealand, 34 percent were in employment and 49 percent were taking more study.

Very few young people who complete a qualification at diploma level or above are on a benefit in the first five years after study. For those who stay in New Zealand, the benefit rate is around 6 percent for diploma graduates and around 2 percent at bachelors level. But it is around 13 percent for those who graduated with certificates at levels 1-3.

Earnings vary considerably by field of study. Young graduates with bachelors degrees in medicine earn the most of all bachelors graduates. The median income for medical graduates is over $109,300 five years after leaving study, compared to $50,700 for all young bachelors graduates. Young bachelors graduates in information technology have median earnings of $56,300 five years post study, while other fields with high earnings for young bachelors graduates are pharmacy and radiography with median earnings of over $74,300 and $71,700 five years after study respectively. Bachelors degree graduates in creative arts have the lowest earnings among young bachelors graduates after five years and they have relatively high rates of benefit receipt.

Some qualification types and some fields are associated with high rates of further study. Around half of all young people who complete a certificate or level 5-7 diploma move into further study the next year. Around 61 percent of young bachelors graduates in natural and physical sciences who stay in New Zealand were in further study one year after completion of a bachelors degree, and 33 percent after five years. Other fields with high rates of continuing study at bachelors level, for those who stay in New Zealand, include society and culture (52 percent in the first year after completion), and agriculture, environmental and related studies (47 percent in the first year).

Graduate certificate and diploma graduates have very high employment rates. Two years after study, 77 percent of those who have completed a graduate certificate or diploma and who remained in New Zealand were in employment. Many of these graduates have studied either teacher education or law and so may have completed this qualification as a way of improving their employment prospects or are studying while in employment.

The following tables give some of the important summary data drawn from the detailed tables in the spreadsheets. While these three tables give data broken down by qualification level, the interactive Compare study options tool on the Careers NZ website, and the downloadable spreadsheets available on this page, provide results which are classified by both qualification level and field of study.

Table 1
Median and quartile annual earnings of young domestic graduates, one, two and five years after study by qualification level.

Level of study	Measure	Years after study		
		One	Two	Five
Doctorate	Upper quartile	$69,983	$75,343	$81,953
	Median	$60,604	$66,672	$71,412
	Lower quartile	$34,290	$51,178	$52,667
Masters degree	Upper quartile	$54,700	$60,816	$72,923
	Median	$43,479	$50,880	$59,341
	Lower quartile	$27,708	$38,321	$44,730
Level 8 – bachelors honours/pg dip or cert	Upper quartile	$52,047	$57,971	$74,061
	Median	$44,600	$50,192	$60,327
	Lower quartile	$33,911	$38,970	$44,812
Graduate certificate or diploma	Upper quartile	$49,853	$54,511	$69,336
	Median	$45,946	$48,300	$58,749
	Lower quartile	$36,976	$41,485	$43,077
Bachelors degree	Upper quartile	$46,169	$50,591	$62,992
	Median	$38,082	$43,720	$50,749
	Lower quartile	$26,592	$33,141	$37,070
Diploma	Upper quartile	$36,352	$40,322	$49,202
	Median	$28,553	$32,025	$39,046
	Lower quartile	$19,352	$22,915	$27,603
Certificate at level 4	Upper quartile	$31,854	$35,259	$43,425
	Median	$25,622	$29,329	$35,514
	Lower quartile	$17,556	$20,724	$25,440
Certificate at levels 1-3	Upper quartile	$31,891	$34,776	$44,361
	Median	$24,892	$28,141	$34,918
	Lower quartile	$15,954	$19,310	$24,278

Source: Statistics New Zealand, Integrated Data Infrastructure, Ministry of Education interpretation. Note that earnings are annual and in 2011 dollars. Only graduates classified in the employment destination are included in these results.

Table 1 shows that:

- While we often focus on the median earnings, there is a lot of variation at each level. For instance, the upper quartile of those who complete tertiary qualifications at bachelors level or below is around 25 percent more than the median. Five years after completion of their degree, a quarter of young bachelors graduates earn less than $37,070, which is 27 percent below the corresponding median, and a quarter of young level 1 to 3 certificate graduates earn less than $24,278 which is 30 percent below the corresponding median.

- These variations reflect factors such as field of study, industry of employment and occupation. Variation in earnings also reflects individual differences that are not evident in the data – such as motivation and performance on the job. They may also reflect that some graduates work part-time rather than full-time.

Table 2
Median annual earnings of young domestic graduates, one, two and five years after study, as a percentage of the national median earnings by qualification level.

Qualification level	Years after study %		
	One	Two	Five
Doctorate	177%	195%	209%
Masters degree	127%	149%	174%
Level 8 – bachelors honours, pg dip or cert	130%	147%	176%
Graduate certificate or diploma	134%	141%	172%
Bachelors degree	111%	128%	148%
Diploma at levels 5-7	83%	94%	114%
Certificate at level 4	75%	86%	104%
Certificate at levels 1-3	73%	82%	102%

Source: Statistics New Zealand, Integrated Data Infrastructure, Ministry of Education interpretation. Note that earnings are annual and in 2011 dollars. Only graduates classified in the employment destination are included in these results. Earnings are compared to the 2011 tax year median annual earnings for those aged between 15 – 64 years in New Zealand.

Table 2 shows that:

- More than half of young people who complete a qualification at bachelors or higher earn above the national median earnings in their first year out of study
- While the median starting earnings for lower-level qualifications is below the national median, people with those qualifications catch up over time. Five years after completing, more than half those young people who finished a level 1-3 certificate will be earning above the national median. To some extent this reflects our population of young people gaining experience in the workforce.
- People with postgraduate qualifications command high earnings – with half of young doctoral graduates earning more than twice the national median in their fifth year out of study and the median for masters and those who finish level 8 qualifications approaching twice the national median.

Table 3
Proportion of young domestic graduates who were in New Zealand who were in employment and in further study in the first and fifth years after study by qualification level.

Qualification level	One year after study		Five years after study	
	In employment	In further study	In employment	In further study
Doctorate	78%	9%	82%	7%
Masters degree	65%	24%	65%	23%
Level 8 qualification – bachelors honours, pg dip or cert	54%	40%	71%	22%
Graduate certificate or diploma	77%	17%	76%	13%
Bachelors degree	53%	40%	70%	20%
Diploma at levels 5-7	43%	49%	61%	24%
Certificate at level 4	36%	52%	55%	30%
Certificate at levels 1-3	34%	49%	51%	29%

Source: Statistics New Zealand, Integrated Data Infrastructure, Ministry of Education interpretation.

Table 3 shows that:

- For qualifications at bachelors level and below, employment rates rise with the level of qualification. They also rise over time – a high proportion of young graduates who undertake further study start that in the first year after completion and then continue on to gain employment by the fifth year after completion of their first qualification.

- Around half of young people who complete certificates go on to further study – reflecting the focus of many certificates in providing preparation for people to undertake study at higher levels. Likewise a high proportion of young people who complete a level 5-7 diploma also continue on to further study.

The effects of the recession

Like most developed countries, New Zealand's economy went into recession over the 2008-2009 period and had not fully recovered by 2010. This time period coincides with the period that we are looking at in both this update (which covers the 2010 and 2011 tax years) and in our original publication, *Moving on up* (which covers the 2009 and 2010 tax years).

There is evidence that, as the country as a whole has pulled out of recession, the effects on young people have lingered. We can see this effect on graduate earnings and destinations by comparing the results in this update with those in *Moving on up:*

- Comparing the new data with the corresponding numbers in *Moving on up* shows that graduate median earnings have dropped in real terms[3], for most years after study and at almost all qualification levels. The drop in earnings is greater at the lower quartile, suggesting that the recession may have had a larger effect on those with lower earnings. Although conditions have improved across the labour market as a whole, earnings have not moved to the same extent for young people and indeed have dropped in nominal terms in some cases.

- Graduates with qualifications below bachelors level are less likely to gain employment and more likely to be on a benefit or doing further study. Bachelors graduates have lower employment rates in the first year out of study. But this effect is less apparent for graduates with postgraduate qualifications, indicating that these individuals have been relatively more shielded from the effects of the recession in terms of gaining employment.

- However, five years after graduation, earnings for postgraduates have dropped more than those for graduates who studied lower qualifications.

[3] The data in both this update and *Moving on up* is adjusted by the wages and salary component of the Labour Cost Index so that all values are in 2011 dollars.

Technical notes

Graduate destinations

Destinations are only determined for graduates who are in New Zealand in any particular year. A graduate is regarded as being in New Zealand if, overall, they are in NZ for longer than three months in that tax year.

The graduate destinations used in this report are:

- Further study
- Receiving a benefit
- Employment
- Unknown/Other

Within each leaving cohort, graduates are assigned to only a single destination per year after study using the below business rules. These rules take account of 'substantiveness' – how long a graduate is pursuing an activity – and a 'predominance' test – what is the 'main' activity. Where a graduate meets the criteria for more than one destination, the destination is determined using the order of precedence: further study, receiving a benefit, employment, unknown/other.

Destinations are defined as follows:

- *Further study* – graduates who do any tertiary study in a calendar year.
- *Receiving a benefit* – graduates who are not classified in the Further study category and who are on a benefit for at least 4 months in a tax year and who are not in employment for a longer time than this.
- *Employment* – graduates who are not classified in any of the above categories and who receive wages and salary, paid parental leave and/or ACC compensation for at least four months or more in a tax year and/or receive any self-employment income.
- *Other/Unknown* – graduates who do not meet any of the above criteria, or for whom no matching data can be found in the IDI.

Note that unlike *Moving on up*, the other/unknown and receiving a benefit destinations have not been combined for postgraduates in the updated data.

Completions

The analyses and results in this report only relate to students who have completed a qualification. Enrolments and completions must match by qualification code and level, and provider. Graduates may be included in the results more than once if they have completed a qualification in more than one field of study, or have completed more than one qualification if the qualifications are completed at different levels and/or in different years.

The year that a qualification is completed is assumed to be the last year of enrolment in that qualification. This is because sometimes completions are not recorded in the year that a student actually completes their qualification, for example due to administrative delays or other peculiarities. Completions are excluded in cases where the recorded completion is shown as having occurred three or more years before the last year of enrolment in that qualification.

Number of years post-study

The number of years post study are defined using tax years for earnings and all destinations except further study where calendar years are used. Table 4 below shows how the aggregated cohorts align with tax and calendar years for each post study year.

Table 4
Alignment of cohorts with tax and calendar years.

Cohort	Years post study	Calendar year	Tax year
08/09	1	2009/2010	2010/2011
07/08	2	2009/2010	2010/2011
06/07	3	2009/2010	2010/2011
05/06	4	2009/2010	2010/2011
04/05	5	2009/2010	2010/2011
03/04	6	2009/2010	2010/2011

Graduate earnings

Earnings are only presented for graduates who are classified in the 'Employment' destination. Earnings have also been scaled using the Labour Cost Index to normalise differences between the 2010 and 2011 tax years and are presented in 2011 dollars.

Additionally, throughout this report, we have compared graduate earnings to the national median earnings for the 2011 tax year for all workers aged between 15-64 years who have earnings recorded in the IDI, no matter what their qualifications, occupations and hours of work.

Confidentiality of data

The results published in this report and in the tables in the corresponding spreadsheets all comply with the Statistics New Zealand's confidentiality requirements. These include a requirement to use *graduated random rounding* for all counts including those which underlie percentages. Additionally, when publishing employment rates or earnings, the corresponding provider, enterprise and graduate counts for that qualification level x field of study combination must be higher than prescribed limits. Blanks may also be suppressed in line with Statistic New Zealand's confidentiality rules. Results from a single provider are suppressed in all cases.

Random rounding may result in a total not agreeing with the sum of individual items shown in a table. It is also important to take this into account when comparing percentages as some variation may simply be due to this factor and not to an underlying trend. For example, if the total number of graduates in a particular year after study is higher than 100, (which is the case for 70 percent of the results), the percentage in a destination is less than 1% out for four-fifths of results, between 1-2% out for 15% of results, and between 2-5% out for 6% of results, merely due to rounding. Whereas if the total number of graduates is between 20 to 100, the percentage is less than 1% out for 26% of results, between 1-2% out for 21% of results, between 2-5% out for 35% of results, and more than 5% out for 18% of results

Please refer to Chapter 12 of *Moving on up* for more technical details about the data in these tables.

Disclaimer

The results in this report are not official statistics, they have been created for research purposes from the Integrated Data Infrastructure (IDI) managed by Statistics New Zealand.

The opinions, findings, recommendations and conclusions expressed in this report are those of the authors not Statistics NZ.

Access to the anonymised data used in this study was provided by Statistics NZ in accordance with security and confidentiality provisions of the Statistics Act 1975. Only people authorised by the Statistics Act 1975 are allowed to see data about a particular person, household, business or organisation and the results in this report have been confidentialised to protect these groups from identification.

Careful consideration has been given to the privacy, security and confidentiality issues associated with using administrative and survey data in the IDI. Further detail can be found in the Privacy impact assessment for the Integrated Data Infrastructure available from www.stats.govt.nz.

The results are based in part on tax data supplied by Inland Revenue to Statistics NZ under the Tax Administration Act 1994. This tax data must be used only for statistical purposes, and no individual information may be published or disclosed in any other form, or provided to Inland Revenue for administrative or regulatory purposes.

Any person who has had access to the unit-record data has certified that they have been shown, have read, and have understood section 81 of the Tax Administration Act 1994, which relates to secrecy. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes, and is not related to the data's ability to support Inland Revenue's core operational requirements.

Appendix 1. Median and quartile annual earnings of young domestic bachelors degree graduates, one, two and five years after study by broad field of study.

Field of study	Measure	Years after study		
		One	Two	Five
Agriculture, environmental and related studies	Upper quartile	$46,222	$53,429	$62,536
	Median	$35,565	$43,442	$50,487
	Lower quartile	$19,080	$34,013	$37,145
Architecture and building	Upper quartile	$44,930	$49,550	$60,906
	Median	$35,301	$40,930	$47,892
	Lower quartile	$25,782	$31,347	$36,089
Creative arts	Upper quartile	$36,043	$42,042	$52,169
	Median	$28,265	$34,685	$41,546
	Lower quartile	$18,816	$22,899	$27,002
Education	Upper quartile	$46,866	$48,704	$57,829
	Median	$44,791	$46,370	$50,829
	Lower quartile	$37,203	$41,419	$36,037
Engineering and related technologies	Upper quartile	$49,182	$51,911	$69,269
	Median	$41,503	$45,158	$57,350
	Lower quartile	$27,940	$36,736	$44,581
Health	Upper quartile	$63,041	$66,324	$83,593
	Median	$46,950	$52,037	$61,747
	Lower quartile	$36,955	$42,098	$41,807
Information technology	Upper quartile	$47,811	$53,083	$69,801
	Median	$41,130	$45,858	$56,309
	Lower quartile	$29,637	$34,424	$44,898
Management and commerce	Upper quartile	$45,000	$50,416	$66,856
	Median	$38,473	$43,845	$52,896
	Lower quartile	$29,467	$36,123	$41,025
Natural and physical sciences	Upper quartile	$43,541	$51,287	$61,448
	Median	$34,054	$43,074	$50,483
	Lower quartile	$23,476	$32,909	$37,473
Society and culture	Upper quartile	$43,514	$49,192	$59,598
	Median	$35,003	$42,055	$49,055
	Lower quartile	$23,083	$31,059	$36,340
Total students	Upper quartile	$46,169	$50,591	$62,992
	Median	$38,082	$43,720	$50,749
	Lower quartile	$26,592	$33,141	$37,070

Source: Statistics New Zealand, Integrated Data Infrastructure, Ministry of Education interpretation. Earnings are gross, annual and in 2011 dollars. Only graduates classified in the employment destination are included in these results.

Appendix 2. Median earnings for young domestic bachelors degree graduates, one, two and five years after study, by narrow field of study.

		Annual earnings		
Broad field of study	**Narrow field of study**	**Year 1**	**Year 2**	**Year 5**
Agriculture, environmental and related studies	Agriculture	$39,172	$44,058	$48,250
	Horticulture and Viticulture	$33,406	$37,398	$49,713
	Forestry Studies	$43,012	$48,750	$56,654
	Environmental Studies	$31,332	$45,567	$51,268
Architecture and building	Architecture and Urban Environment	$33,502	$40,637	$47,197
	Building	$43,474	$46,723	$59,034
Creative arts	Performing Arts	$22,368	$27,264	$33,801
	Visual Arts and Crafts	$25,099	$31,070	$39,266
	Graphic and Design Studies	$27,737	$34,882	$42,379
	Communication and Media Studies	$32,332	$38,102	$46,331
	Other Creative Arts	S	$31,893	$30,536
Education	Teacher Education	$44,798	$46,477	$51,139
	Curriculum and Education Studies	$44,412	$46,511	$50,317
Engineering and related technologies	Manufacturing, Engineering and Technology	S	S	$61,567
	Process and Resources Engineering	$40,331	$38,696	$58,108
	Mechanical and Industrial Engineering and Technology	$41,692	$47,714	$54,559
	Civil Engineering	$46,145	$48,996	$63,091
	Geomatic Engineering	$43,975	$45,309	$53,108
	Electrical and Electronic Engineering and Technology	$39,104	$45,734	$59,542
	Other Engineering and Related Technologies	$36,237	S	$61,542
Health	Medical Studies	$88,731	$93,456	$109,318
	Nursing	$45,737	$50,337	$55,575
	Pharmacy	$40,278	$65,060	$74,251
	Dental Studies	$67,757	$75,131	$65,720
	Veterinary Studies	S	$61,055	$65,075
	Public Health	$38,982	$46,930	$59,821
	Radiography	$54,387	$58,416	$71,724
	Rehabilitation Therapies	$44,028	$47,762	$48,813
	Other Health	$30,448	$38,190	$46,723
Information technology	Computer Science	$41,151	$45,616	$57,091
	Information Systems	$40,460	$45,498	$56,230
	Other Information Technology	$41,310	$48,018	$56,849
Management and commerce	Accountancy	$41,987	$45,004	$58,722
	Business and Management	$38,427	$43,687	$51,615
	Sales and Marketing	$37,450	$42,875	$50,758
	Tourism	$33,342	$38,386	$45,365
	Banking, Finance and Related Fields	$40,274	$45,638	$57,474

	Other Management and Commerce	$38,039	$44,961	$58,850
Natural and physical sciences	Mathematical Sciences	$38,522	$45,944	$52,471
	Physics and Astronomy	$40,446	$43,714	$55,133
	Chemical Sciences	$34,560	$40,530	$46,876
	Earth Sciences	$32,874	$44,158	$51,865
	Biological Sciences	$31,308	$37,755	$47,814
	Other Natural and Physical Sciences	$38,657	$50,306	$57,827
Society and culture	Political Science and Policy Studies	$34,902	$40,912	$49,733
	Studies in Human Society	$32,214	$40,094	$47,764
	Human Welfare Studies and Services	$41,788	$45,945	$51,046
	Behavioural Science	$32,928	$39,973	$47,349
	Law	$41,706	$47,874	$54,771
	Justice and Law Enforcement	$34,095	$39,755	$45,542
	Language and Literature	$29,701	$38,352	$44,836
	Philosophy and Religious Studies	$32,569	$38,068	$47,323
	Economics and Econometrics	$39,726	$45,683	$57,882
	Sport and Recreation	$28,851	$36,461	$45,356
	Other Society and Culture	$30,903	$38,204	$44,338

Source: Statistics New Zealand, Integrated Data Infrastructure, Ministry of Education interpretation. Earnings are gross, annual and in 2011 dollars. An "S" indicates that a value is suppressed as it has not met Statistics NZ's confidentiality requirements. Only graduates classified in the employment destination are included in these results.