



# THE PAY INDEX

## TEACHER ACTIVITY BOOK



# WHY THE PAY INDEX?

Shaping Futures partnered with The Pay Index to give every school in the Liverpool City Region the latest Labour Market Information.

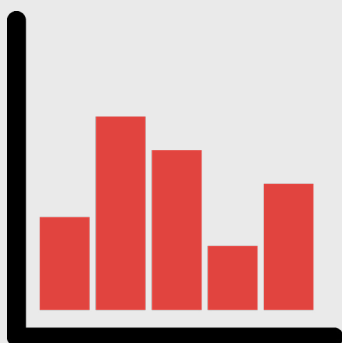
This salary comparison tool allows users to view expected salaries in various professions, regional differences and the gender pay gap in each industry. It also gives an insight into expected salary differences depending on qualifications and opportunities for progression.

## THE PAY INDEX CAN HELP WITH:



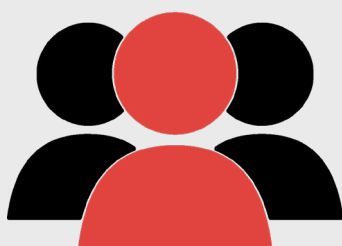
### PLANNING YOUR FUTURE

Unsure whether to go to university, start an apprenticeship or go straight into employment? The Pay Index has the information that could help you decide by providing real world information on salaries and employability prospects across the UK.



### COMPARING YOUR OPTIONS

You may know what you want to do next, but do you know your local can affect your future job prospects? Or you're deciding between universities and want to understand the cost of living at each of your options? The Pay Index can do that!



### UNDERSTANDING THE MARKET

The Pay Index allows you to compare all your options and help you decide the best next step for you. Not only does it look at your potential future earnings by location but it takes into account the gender pay gap. This allows you to see when and where your pay could differ, helping you take control of your own future!

# SIGN UP INSTRUCTIONS

## TEACHER SIGN UP:

1. Visit the website - [www.thepayindex.com/login](http://www.thepayindex.com/login)
2. Log in using these details:  
**Username:** lcr.teachers@thepayindex.com  
**Password:** Liverpool

## STUDENT SIGN UP:

1. Visit the website - [www.thepayindex.com/liverpool/signup](http://www.thepayindex.com/liverpool/signup)
2. Complete the form to create an account. Ideally use a personal (and CV appropriate) email in order to continue to use TPI after school/college. If this is not possible a school email is fine!

## PARENT SIGN UP:

1. Visit the website - [www.thepayindex.com/liverpool/signup](http://www.thepayindex.com/liverpool/signup)
2. Complete the form to create an account.
3. Select the school of your child.
4. In the year group option select Parent/Carer.

# LOGIN INSTRUCTIONS

1. Visit the website - [www.thepayindex.com/login](http://www.thepayindex.com/login)
2. Log in using the details you signed up with.
3. Click 'Reports' at the top of the page.
4. Click on either My Future: Apprenticeships or My Future: University.
5. Explore!

# DISCUSSION TOPICS

This booklet uses information from The Pay Index providing information on specific subject areas to prompt discussion.

This information ranges from student choices on where to study and pursue graduate careers to specific salary information around gender, geographical location and years in employment.

Subjects include:

**ENGLISH**

**CHEMISTRY**

**MATHS**

**PHYSICS**

**BIOLOGY**

**GEOGRAPHY**

**LANGUAGES**

**HISTORY**

# ACTIVITY SHEETS

This booklet also includes activity sheets to support students using The Pay Index for their own research.

Each sheet can be printed off or used on a virtual device, guiding students through The Pay Index's many uses and salary information. **Sheets include:**

## **MY FUTURE: UNIVERSITY PATHWAY COMPARISON TABLE**

Students can use this table to research degree courses they are interested in, creating a document with all key study and salary information in one place.

## **MY FUTURE: LOCAL APPRENTICESHIP COMPARISON TABLE**

Students can use this table to research apprenticeships available to them locally, creating a document with all key opportunity and salary information in one place.

## ENGLISH

The majority of English students study in the South East, with the North West ranking second.

Most English graduates begin their careers in the South East, followed by the North West. The majority of students that study in the North West stay there.

More women choose to study English at university than men.

Female graduates earn equal to or more than male graduates in their first year salary except in London and the North East.

## MATHS

The majority of Mathematical Science students study in the South East and London.

Most maths graduates begin their careers in the South East, followed by London. The majority of students that study in the North West stay there.

More males study Mathematical Science at university than females in all regions.

Graduating with a degree in Maths means you are 68.6% likely to get a full time job.

The average first year salary for a maths graduate is £21,500. This jumps to £29,600 after five years.

First year salaries are either equal or pay more to men in all regions but the East of England, West Midlands, the South East and Scotland, where women are paid more.

# BIOLOGY

Most students choose to study in the North West followed by the South East.

The South East has the highest number of Biological Science graduates moving there to pursue their graduate career. Scotland, Wales and the North East have the least.

More males study a degree in Biological Sciences than females unless they're in Scotland, London and the South East.

Bioscience graduates have a 60.8% likelihood of a full time job.

The average salary for a Bioscience graduate working in the North West in their first year of full time employment is £17,200, moving to £23,400 after five years.

Male bioscience graduates earn more in their first year of employment than female graduates in all regions except for London, the North East, and the South East.

# CHEMISTRY

Most students choose to study in the South East followed by the North West.

The South East is the most popular place for a Chemistry graduate to begin their career after university, with the North West following closely behind.

More males study a degree in Chemistry than females.

10,300 male physics graduates choose to study in the South East, whilst only 2,600 female graduates do the same. Wales and the North East have no female graduates studying there.

Chemistry graduates have a 66.5% likelihood of a full time job.

The average salary for a Chemistry graduate working in the North West in their first year of full time employment is £21,500, moving to £28,500 after five years.

Male chemistry graduates earn more in their first year of employment than female graduates in all regions except for in the East and in the Midlands.

# PHYSICS

Most physics students choose to study in the South East followed by the North West.

Most physics graduates choose to begin their careers in the South East followed by the South West and London.

More males study a degree in physics than females in all regions.

10,300 male physics graduates choose to study in the South East, whilst only 2,600 female graduates do the same. Wales and the North East have no female graduates studying there.

Physics students have a 60.7% likelihood of a full time job after graduation.

The average first year salary for a physics graduate in the North West is £21,900, rising to £31,400 after five years in employment.

Women with a degree in Physics earn more than men with a degree in Physics in the North West and Yorkshire and the Humber, yet they have more male graduates pursuing careers here. In all other regions male graduates earn more.

# SCIENCE AND HEALTH

## MEDICINE AND DENTISTRY

The majority of students interested in studying Medicine and Dentistry do so in London - double the amount that study in the North West

Medical Science graduates are more likely to pursue careers in the South East and North West.

More women study medicine and dentistry than men, yet male graduates earn more than female graduates in their first year salaries.

Medicine and dentistry graduates have a 68.5% likelihood of a full time job.

The average salary for a Medicine and Dentistry graduate in the North West is £36,500 which rises to £49,500 after five years in full time employment.

## NURSING

The majority of nursing students choose to study in Scotland, Wales and the North West.

Most nursing and midwifery graduates begin their careers in the South East followed closely to the North West.

In all regions the overwhelming majority of students are women.

Nursing and midwifery graduates have a 73.8% likelihood of securing a full time job after graduating.

In the North West the average first year salary is £25,200, after 5 years the average salary is £27,700.

Despite the majority of nursing and midwifery graduates being female, male graduates are earn a higher first year salary in all regions except Wales.



# GEOGRAPHY

There is no specific gender or geographical information on geography students - geography courses can be focused on human geography, environmental geography and physical geography.

The South East is the most popular region for geography graduates to begin their career in with double the number of graduates than the second most popular option, the South West

There are more female geography graduates pursuing careers in every region except for the South West, Yorkshire and the Humber, and Wales.

Geography graduates have a 70.9% likelihood of a full time job after graduating.

The average first year salary for a geography graduate is £18,600 in the North West, rising to £25,200 after five years.

Men with a degree in Geography earn more than women unless they are in the West Midlands, Yorkshire and the Humber and the East of England.

# HISTORY

The majority of history students go to the South East to study, followed by Yorkshire and Humber and the North West.

Most graduates pursue careers in the South East and East of England.

More women study degrees in history than men in all regions except Wales.

History graduates have a 66.3% likelihood of getting a full time job after graduating.

The average first year salary for a history graduate is £16,800 in the North West, rising to £22,600 after five years.

More male graduates begin their careers after graduating in the North West than female graduates, yet more women study history in the North West than men.

Female graduates earn more than male graduates in Scotland, Wales, the South West, and the East of England.

Male graduates earn more than female graduates in the East Midlands, the North East, London, and Yorkshire and the Humber.

Pay is equal for all graduates in the North West, the South East, and the West Midlands.

# LANGUAGES

The majority of students studying languages at degree level go to the South East, Yorkshire and Humber, and the North West.

Most graduates pursue careers in the South East and London, with all regions having majority female graduates.

Women are significantly more likely to study languages at degree level compared to men.

Foreign language graduates have a 61% likelihood of getting a full time job after graduating.

The average first year salary for a languages graduate is £19,700 in the North West, rising to £24,500 after five years.

Female graduates earn more than male graduates in the Midlands and Wales. In all other regions male graduates earn more - yet there are fewer of them.

# ACTIVITY SHEETS

Each of the following sheets can be printed off or used on a virtual device, guiding students through The Pay Index's many uses and salary information. Each sheet focuses on a specific report available through The Pay Index which students will need access to in order to gather this information, so we recommend students having access to a device with internet access.

## These sheets are:

### **MY FUTURE: UNIVERSITY PATHWAY COMPARISON TABLE**

Students can use this table to research degree courses they are interested in, creating a document with all key study and salary information in one place.

### **MY FUTURE: LOCAL APPRENTICESHIP COMPARISON TABLE**

Students can use this table to research apprenticeships available to them locally, creating a document with all key opportunity and salary information in one place.

## You could use these sheets to:

Support students in making the most informed choice for them, allowing them to compare their potential pathways and understand student and labour market information.

Develop students understanding of labour market information, and the reality of their future salary.

Allow students to understand the benefits of earning higher education qualifications, whether that be an apprenticeship or a degree course.

Empower students to understand the gender pay gap and open up discussion.

Prepare students for 1-2-1 meetings with their career adviser.

Support student in making their course choices at Level 2, 3 and above.



# MY FUTURE: LOCAL APPRENTICESHIP COMPARISON TABLE

<b>Local Opportunities:</b> Apprenticeships available in your local area:	<b>Local Opportunities:</b> How many apprenticeships are available?	<b>Eligibility:</b> What level is this apprenticeship?	<b>Eligibility:</b> How long would it take to complete an apprenticeship at this level?	<b>Compare Pay:</b> How much would you be paid hourly/monthly/annually?

# LOOKING FOR MORE?



## TALK TO US

We have Shaping Futures staff and students at partner universities you can chat to, live, on our TAP page. Just visit [shaping-futures.org.uk/talk-to-us](https://shaping-futures.org.uk/talk-to-us) and you can get 1-2-1 support from our experts or ask our students about their choices and higher education experiences!



## CHECK OUT OUR WEBSITE

There's tons to check out on our website to support you in making those big decisions on your next steps. You can download resources, see upcoming events and learn about all the routes into Higher Education that could work for you at [shaping-futures.org.uk](https://shaping-futures.org.uk)!

If you require support around The Pay Index you can reach us via our online chat at [shaping-futures.org.uk/talk-to-us](https://shaping-futures.org.uk/talk-to-us) or email us via [admin@shapingfutures.info](mailto:admin@shapingfutures.info) - we're happy to support you!