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The Employment of UK graduates: comparisons with Europe and Japan

Book

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Appendix I: Tables and charts

Country codes used in the tables are as follows:

UK = United Kingdom

IT = Italy

ES = Spain

FR = France

AT = Austria

DE = Germany

NL = The Netherlands

FI = Finland

SE = Sweden

NO = Norway

CZ = Czech Republic

J = Japan

The Europe data covers all countries except Japan.

Table A1: Age on entry to higher education by country (%)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Age on entry														
19 or under	47	54	71	74	58	58	15	50	25	15	19	78	70	48.1
20-25	43	25	26	21	39	36	75	42	62	68	60	17	29	42.6
26+	10	21	3	5	4	6	9	8	14	17	21	5	0	9.3
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	31872	3233	2965	2614	2950	2242	3475	2954	2607	2559	3184	3090	3360	35235

Note: The age at entry was calculated by subtracting the year of birth of the graduate from the entry year to higher education.

Table A2: Age at graduation (%)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
22 and under	12.9	43.6	0.3	21.1	34.9	1.0	2.0	11.4	0	4.0	5.5	11.4	14.4	13.1
23 -29	72.0	36.5	83.2	72.9	60.2	79.9	81.7	80.0	74.3	73.3	71.3	83.5	84.9	73.2
30 +	15.1	19.9	16.5	6.0	5.0	19.1	16.3	8.6	25.7	22.7	23.3	5	0.7	13.7
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	32770	3388	3089	2956	3050	2263	3479	3010	2614	2629	3200	3092	3380	36150

Note: The age at graduation was calculated by subtracting the year of birth of the graduate from the graduating year.

Table A3: Field of study (%)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Humanities	12	21	17	10	19	8	11	9	17	8	6	7	18	12
Social Sciences	26	25	27	27	33	25	24	29	25	30	10	28	33	27
Law	8	4	15	11	12	12	7	5	4	4	5	4	10	8
Natural Sciences	7	10	8	3	17	4	8	2	7	3	5	6	4	7
Mathematics	4	6	3	5	9	6	5	4	4	3	3	0	1	4
Engineering	17	12	16	14	8	15	23	16	19	19	24	23	19	16
Medical Sciences	10	8	11	10	0	13	7	9	7	10	26	6	4	9
Other	17	13	3	20	3	17	14	26	18	22	22	25	11	18
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	32659	3003	3102	2993	3025	2270	3489	3053	2675	2627	3329	3092	3421	36080

Question B1(i): tell us about the degree course you graduated from in 1995.

Table A4: Kind of current major activity (%)

	Country														Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan		
Employed	77	83	60	65	67	79	79	88	89	80	85	76	87	78	
Self-employed	6	4	18	9	2	8	8	5	3	3	2	9	2	6	
Not employed, seeking employment	3	3	5	10	7	4	2	2	1	1	1	2	4	3	
Professional training	2	2	6	2	6	1	1	0	0	2	0	0	1	2	
Advanced academic study	5	5	8	3	14	2	4	1	2	6	5	3	4	5	
Child rearing, family care	3	2	2	0	1	4	3	2	3	6	2	9	2	3	
Other	3	1	1	10	3	1	2	3	1	1	5	1	1	3	
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Count (n)	32740	3382	3012	2875	3032	2297	3458	3063	2640	2571	3318	3092	3411	36151	

Question C10: Please inform us of your current major activity.

Table A5: Type of contract in current employment activity (full-time/part-time) (%)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Permanent	77	82	71	50	81	70	77	79	65	87	83	84	91	78
Temporary	23	18	29	50	19	30	23	21	35	13	17	16	9	22
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	24994	2957	1686	1569	2057	1904	2688	2605	2209	2061	2895	2365	2938	27932

Question C10: Please inform us of your current major activity.

Table A6: Type of contract in current employment activity (full-time/part-time) (%)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Full-time	89	93	81	83	92	87	85	84	96	94	86	96	96	89
Part-time	11	7	19	17	8	13	15	16	4	6	14	4	4	11
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	26645	3094	2322	1627	2082	2038	3032	2623	2224	2219	3019	2365	2885	29530

Question C10: Please inform us of your current major activity.

Table A7: Timing of job search (% of graduates who sought employment)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Time when job search activities started														
Prior to graduation	41	48	16	24	18	31	48	42	44	54	63	48	97	47
Around the time of graduation	31	23	42	34	18	38	33	37	40	33	23	26	2	29
After graduation	27	29	42	43	64	31	19	21	16	14	14	26	1	24
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	22313	2886	2158	2105	1060	1434	2265	2233	1737	2167	2592	1676	2475	24788

Question C2: When did you start looking for a job? Exclude search for casual and vacation jobs.

Table A8: Methods of job search (% of graduates who sought employment; multiple responses)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
1. I applied for an advertised vacancy	71	68	48	61	75	64	74	84	73	78	84	62	73	71
2. I contacted employers without knowing about a vacancy	57	40	70	43	79	65	60	69	62	61	40	63	13	52
3. I launched advertisements by myself	7	1	10	10	24	13	11	1	11	1	1	7	1	6
4. I was approached by an employer	15	9	19	8	10	4	12	19	21	18	19	26	14	15
5. I contacted a public employment agency	39	26	40	52	63	32	40	42	43	48	23	38	13	36
6. I contacted a commercial employment agency	18	27	14	33	16	13	4	54	4	0	6	21	13	17
7. I enlisted the help of the careers/placement office of my institution of higher education	17	37	10	40	14	13	7	12	26	3	3	19	63	22
8. I enlisted the help of teaching staff of the institution of higher education	9	9	13	8	6	11	8	12	9	5	6	10	23	10
9. I established contacts while working during the course of study	21	17	11	12	21	24	28	31	28	20	21	20	3	19
10. I used other personal connections/contacts (e.g. parents, relatives, friends)	32	27	54	49	38	36	26	37	20	25	15	38	21	31
11. I started my own business/self-employment	3	2	9	3	2	6	6	2	3	0	1	3	0	3
12. Other	9	7	8	39	12	7	9	5	4	5	4	4	10	9
Total	298	268	305	358	361	288	284	369	305	265	224	311	246	293
Count (n)	22539	2889	2143	2106	1122	1487	2284	2238	1791	2181	2626	1672	2671	25210

Question C4: How did you try to find the first job after graduation? Multiple reply possible.

Table A9: Most important job search method for getting first job (% of graduates who sought employment; multiple responses)

	Country													Overall Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
I applied for an advertised vacancy	31	40	11	20	17	25	33	24	31	40	55	18	31	31
I contacted employers without knowing about a vacancy	20	12	20	14	29	33	25	15	25	24	13	31	3	19
I launched advertisements by myself	1	0	1	2	1	1	1	0	1	0	0	1	0	1
I was approached by an employer	6	3	8	3	3	2	4	7	8	12	7	6	6	6
I contacted a public employment agency	4	2	0	5	11	2	3	4	6	5	2	4	2	4
I contacted a commercial employment agency	5	11	1	4	1	1	0	21	1	0	1	2	5	5
I enlisted the help of the careers/placement office of my institution of higher education	2	6	2	4	3	2	1	1	2	0	1	5	21	5
I enlisted the help of teaching staff of the institution of higher education	2	1	3	1	1	2	3	3	4	1	2	2	9	3
I established contacts while working during the course of study	8	7	4	4	7	10	10	11	11	5	10	7	1	7
I used other personal connections/contacts (e.g. parents, relatives, friends)	14	12	31	28	19	16	11	8	7	7	6	20	13	14
I started my own business/self-employment	1	1	4	2	1	1	2	1	1	0	1	1	0	1
Other	6	4	14	13	8	4	8	4	3	6	2	2	8	6
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	20865	2718	1841	1837	1023	1275	2164	2180	1715	1941	2552	1620	2546	23411

Question C5: Which method was the most important one for getting your first job after graduation?

Table A10: Perceived importance of recruitment criteria (% of graduates who sought employment; response modes 1 and 2)

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
a. Field of study	72	54	70	68	69	77	77	68	85	78	0	78	37	68
b. Main subject/specialisation	49	45	38	62	66	46	51	36	73	57	0	28	32	47
c. Exam results	28	39	37	25	8	17	42	11	34	24	0	25	28	28
d. Practical/work experience acquired during course of study	40	41	21	20	52	49	55	50	54	29	0	31	16	38
e. Practical/work experience acquired prior to course of study	22	30	10	29	18	16	29	17	22	23	0	15	5	20
f. Reputation of the institution of higher education	20	23	19	16	19	17	16	15	24	23	0	26	41	22
g. Experience abroad	14	10	11	11	21	16	13	13	17	17	0	15	8	13
h. Foreign language proficiency	26	9	25	26	27	31	24	20	40	23	0	42	13	24
i. Computer skills	40	40	35	42	40	47	44	36	37	19	0	57	17	37
j. Recommendations/references from third persons	32	45	21	29	26	29	27	28	32	49	0	29	27	32
k. Personality	73	81	58	61	74	80	78	84	75	81	0	57	80	74
Count (n)	21683	2938	1991	2036	1195	1724	2718	2569	2059	2146	0	2307	2503	24186

Question C8: How important, according to your perception, were the following aspects for your employer in recruiting you for your initial employment after graduation, if applicable? (Scale of answers from 1=very important to 5=not at all important.)

Table A11: Sectors of graduate employment (% of those in employment)

	Country													Total sample
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
Public Employer	38	36	23	30	34	33	37	27	55	50	61	30	22	37
Private Employer	46	52	53	57	55	45	45	42	36	44	32	47	68	48
Non-Profit Organisation	7	6	3	4	6	11	5	20	6	2	3	6	4	6
Self-Employed	7	4	16	9	2	9	10	5	3	3	3	8	3	6
Other	3	2	4	1	3	3	3	6	0	1	1	9	3	3
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	28235	3001	2516	2175	2073	2043	3193	2837	2463	2367	2923	2643	2972	31207

Question D4: How would you classify your current employer?

Table A12: Structure of work organisation(% of those in employment)

Structure of organisation	Country									Total sample
	Europe	UK	IT	ES	FR	AT	DE	NL		
Working in a branch	41	47	30	41	50	45	48	29	41	
Working in head office	22	16	22	13	17	18	17	48	22	
Working in organisation with no branches	29	34	28	36	30	30	27	18	29	
Self-employment	8	4	19	10	3	8	9	5	8	
Total	100	100	100	100	100	100	100	100	100	
Count (n)	16865	2821	2456	2066	1880	1842	2992	2809	16865	

Question D8: Do you work in a branch of a (big) organisation?

Table A13: Size of employers (% of those in employment)

	Country													Total Sample
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
1-100 persons	44	37	70	52	43	41	37	39	41	36	48	53	32	44
101-1000 persons	26	26	18	21	26	25	24	31	32	28	26	28	34	27
1001-10000 persons	19	24	10	18	21	21	21	21	17	24	19	14	25	20
10001 and more persons	10	13	3	10	10	14	18	9	10	12	6	5	8	10
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	26153	2891	2089	1941	1828	1835	2950	2834	2344	2321	2719	2400	2856	29008

Question D9: Approximately how many people work in

Table A14: Competencies of graduates at time of graduation (% of those in employment; responses '1' and '2')

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
<i>Competencies at time of graduation</i>														
Broad general knowledge	60	63	63	59	47	66	54	62	60	72	66	54	44	59
Cross-disciplinary thinking/knowledge	46	56	44	45	40	60	54	29	47	53	52	33	31	45
Field-specific theoretical knowledge	67	63	60	59	60	78	73	69	68	78	76	60	53	66
Field-specific knowledge of methods	48	49	37	39	41	56	53	57	51	62	60	27	38	47
Foreign language proficiency	32	14	28	22	29	42	29	39	54	50	28	28	22	31
Computer skills	31	41	20	21	24	36	32	39	37	29	33	30	29	31
Understanding complex social, organisational and technical systems	24	28	12	16	15	33	32	25	17	32	24	35	18	24
Planning, co-ordinating and organising	39	51	31	33	35	41	39	37	38	54	46	18	18	37
Applying rules and regulations	33	37	24	30	40	42	36	32	35	37	37	15	29	33
Economic reasoning	28	25	23	32	25	35	28	29	28	41	24	23	20	27
Documenting ideas and information	45	61	39	46	61	42	39	38	41	59	47	22	33	44
Problem-solving ability	58	65	47	51	52	58	59	64	59	75	64	41	39	56
Analytical competencies	59	63	58	56	52	67	62	57	65	74	57	41	43	57
Learning abilities	83	83	82	79	70	88	82	81	86	90	87	81	55	80
Reflective thinking, assessing one's own work	54	63	57	57	57	55	48	47	48	56	66	42	31	52
Creativity	47	54	50	48	34	42	42	54	49	62	45	43	29	46
Working under pressure	55	67	51	37	48	59	56	56	54	68	62	46	36	53
Accuracy. Attention to detail	61	67	57	53	58	64	59	64	59	73	69	48	34	58
Time management	45	55	50	54	45	44	38	49	43	32	44	36	33	44

Table A14: (continued)

Negotiating	21	26	26	22	19	16	11	24	31	19	19	23	18	21
Fitness for work	58	49	50	48	66	59	53	51	68	75	58	70	51	57
Manual skill	36	27	32	35	28	29	32	35	39	58	47	41	37	36
Working independently	72	77	57	50	74	77	76	77	83	83	78	61	31	68
Working in a team	61	68	53	57	54	50	50	69	60	86	73	53	46	60
Initiative	53	64	49	48	46	48	44	57	56	69	57	43	49	53
Adaptability	64	64	56	68	66	57	50	70	67	81	67	57	59	63
Assertiveness, decisiveness, persistence	51	44	66	61	37	56	48	59	58	51	47	42	45	51
Power of concentration	72	67	73	69	71	80	75	70	74	79	68	67	62	71
Getting personally involved	65	52	71	71	62	69	61	69	68	73	63	59	59	64
Loyalty, integrity	68	60	89	85	81	62	54	72	45	65	61	69	70	68
Critical thinking	64	62	71	65	61	70	62	66	64	74	61	51	43	62
Oral communication skill	57	67	63	52	41	66	56	54	57	66	62	48	43	56
Written communication skill	68	75	60	65	59	72	69	65	71	76	72	0	35	65
Tolerance. Appreciating different points of view	63	64	60	69	60	61	57	64	62	72	64	59	48	61
Leadership	28	38	35	31	21	21	15	29	23	42	30	26	28	28
Taking responsibilities, decision	48	49	51	53	38	46	39	61	47	62	51	39	29	47
Count (n)	32752	3412	3059	2995	3036	2293	3470	3028	2637	2624	3176	3022	3398	36150

Question E1: State the extent to which you had the following competencies at the time of graduation in 1994 or 1995. (Scale of answers from 1= 'To a very high extent' to 5= 'Not at all'.)

Table A15: Competencies required in graduates' current work (% of those in employment; responses '1' and '2')

	Country													Overall total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
<i>Competencies required at work</i>														
Broad general knowledge	58	61	54	43	42	51	48	63	69	67	78	50	77	60
Cross-disciplinary thinking/knowledge	60	66	59	55	53	70	70	44	60	58	75	41	43	58
Field-specific theoretical knowledge	61	62	60	66	60	57	59	63	57	63	71	56	60	61
Field-specific knowledge of methods	61	58	62	65	61	54	62	62	70	62	65	49	52	60
Foreign language proficiency	34	10	38	28	27	39	33	35	54	47	27	43	32	34
Computer skills	65	72	55	55	60	68	66	64	71	73	60	71	77	66
Understanding complex social, organisational and technical systems	48	44	33	32	36	58	58	44	52	57	42	62	53	48
Planning, co-ordinating and organising	78	85	72	68	77	79	83	79	82	88	84	58	67	77
Applying rules and regulations	58	70	58	56	58	58	61	50	57	49	66	45	71	59
Economic reasoning	55	44	60	55	51	65	64	49	66	55	40	56	72	56
Documenting ideas and information	67	76	72	61	73	68	66	64	70	80	69	40	77	68
Problem-solving ability	86	80	82	80	80	88	88	89	90	89	90	85	87	86
Analytical competencies	71	67	73	71	64	74	69	72	77	82	64	66	77	71
Learning abilities	74	75	75	73	67	75	71	66	84	84	85	61	76	74
Reflective thinking, assessing one's own work	72	75	77	70	78	67	67	67	77	63	86	66	65	72
Creativity	62	57	55	49	45	57	59	72	71	80	72	65	60	62
Working under pressure	83	91	81	69	73	84	84	86	90	92	88	72	81	83
Accuracy. Attention to detail	79	89	76	69	67	81	81	86	78	85	82	70	83	79
Time management	79	89	79	74	80	80	81	85	86	61	83	71	80	79

Table A15: (continued)

Negotiating	61	64	62	53	55	58	56	63	77	58	52	69	69	62
Fitness for work	70	70	55	60	71	88	87	33	63	90	83	67	86	71
Manual skill	35	32	30	26	18	24	31	26	31	54	67	42	47	36
Working independently	86	86	75	45	83	92	94	92	92	93	91	91	67	84
Working in a team	81	89	74	74	78	74	73	86	82	93	92	76	81	81
Initiative	79	87	72	69	79	75	74	87	83	89	81	73	80	79
Adaptability	79	87	76	79	88	69	65	83	83	85	81	76	83	80
Assertiveness, decisiveness, persistence	80	83	80	72	74	83	82	87	75	77	83	75	71	79
Power of concentration	76	78	74	62	70	80	80	74	85	82	76	74	80	77
Getting personally involved	76	68	75	76	75	84	81	80	81	67	77	73	66	75
Loyalty, integrity	75	74	77	78	76	78	75	80	68	63	78	80	75	75
Critical thinking	70	68	72	59	62	63	64	81	74	82	76	62	60	69
Oral communication skill	84	91	81	77	81	84	84	78	89	91	91	81	83	84
Written communication skill	76	81	66	63	68	76	76	74	80	86	83	0	68	75
Tolerance. Appreciating different points of view	73	78	75	72	72	65	64	73	77	75	79	73	75	73
Leadership	57	67	57	44	44	55	56	54	53	69	61	61	56	57
Taking responsibilities, decision	82	85	80	79	75	82	83	85	83	89	85	78	66	81
Count (n)	29475	3139	2596	2146	2201	2246	3216	2919	2549	2507	3073	2882	2937	32412

Question E1: State the extent to which the following competencies are required in your current work. (Scale of answers from 1 = 'To a very high extent' to 5 'Not at all'.)

Table A16: Relationship between field of study and area of work (multiple responses) (% of those in employment)

	Country													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
My field of study is the only possible/by far the best field	39	37	51	39	20	47	40	28	54	46	51	27	23	38
Some other fields could prepare for the area of work as well	40	35	31	40	48	26	39	52	31	33	43	50	25	38
Another field would have been more useful	9	12	7	10	12	6	8	9	7	7	3	13	10	9
The field of study does not matter very much	9	22	6	6	11	10	10	10	5	3	3	6	28	11
Higher education studies are not at all related to my area of work	7	18	8	5	15	11	8	3	2	0	0	4	14	8
Others	1	3	1	0	1	1	3	0	1	3	1	1	0	1
Total	105	127	104	100	107	101	108	102	100	92	101	101	100	105
Count (n)	26339	3076	2534	2157	2192	2076	3210	2915	2442	2634	3109	2628	2984	29323

Question F2: How does the degree course you followed relate to your job now?

Table A17: Appropriateness of level of education for employment and work (% of those in employment)

	Countries													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
1 Completely appropriate	36	40	19	30	30	28	22	30	46	0	55	56	12	33
2	34	28	29	34	31	37	39	45	36	0	32	27	31	34
3	17	14	30	20	18	22	24	17	11	0	10	10	37	19
4	9	11	16	11	13	8	11	6	5	0	3	5	14	9
5 Not at all appropriate	4	7	6	5	8	4	4	2	2	0	1	1	6	4
Total	100	100	100	100	100	100	100	100	100	0	100	100	100	100
Count (n)	26372	3084	2535	2161	2183	2080	3228	2914	2448	2634	3115	2624	2984	29355

Question F3: To what extent is your current work appropriate to your level of education?

Table A18: Reasons for taking a job hardly linked to study (% of graduates in employment; multiple responses)

	Countries													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
a. I have not (yet) been able to find a job more appropriate	11	15	21	15	16	8	12	7	7	10	5	11	12	11
b. In doing this job I have better career prospects	10	14	9	8	12	8	11	9	7	8	5	19	11	10
c. I prefer an occupation which is not closely connected to my studies	4	5	2	1	4	3	3	3	11	2	1	6	7	4
d. I was promoted to a position less linked to my studies than my previous position(s)	2	2	0	0	1	1	1	1	1	2	1	8	0	2
e. I can get a higher income in my current job	7	12	4	3	7	6	5	4	5	7	4	20	7	7
f. My current job offers me more security	8	9	10	8	9	6	8	5	8	2	3	20	23	9
g. My current job is more interesting	12	12	8	7	12	10	13	12	13	12	5	25	22	13
h. My current job provides the opportunity for part-time/flexible schedules etc.	7	5	11	6	5	9	9	4	6	6	4	9	4	6
i. My current job enables me to work in a locality which I prefer	9	11	6	7	8	8	11	5	8	7	6	22	20	10
j. My current job allows me to take into account family needs	6	4	9	4	5	6	7	2	5	5	4	17	7	6
k. At the beginning of the career envisaged I have to accept work hardly linked to my study	5	4	4	5	7	5	5	2	8	2	3	12	4	5
l. Other	5	6	3	2	6	5	6	7	2	6	2	4	11	5
Count (n)	30853	3293	2774	2322	2512	2275	3369	2983	2615	2594	3202	2915	3055	33908

Question F4: If you consider your work as unrelated to your education, why did you take it up?

Table A19: Current work situation meeting expectations at time of enrolment (% of graduates in work)

	Country													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
1 Much better than expected	11	8	6	10	8	12	8	7	18	7	25	13	8	11
2	31	29	26	15	31	33	33	35	31	33	44	28	15	30
3	39	39	38	38	37	41	42	48	36	37	24	44	26	37
4	13	17	15	29	12	9	12	8	10	16	5	13	33	15
5 Much worse than expected	6	8	15	8	11	4	5	2	5	6	2	2	18	7
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	26549	2739	2327	2065	1882	2059	2941	2575	2439	2134	2923	2466	2394	28943
Arithmetic mean	2.7	2.9	3.1	3.1	2.9	2.6	2.7	2.6	2.5	2.8	2.2	2.6	3.4	2.8

Question F5: Taking all aspects into account, to what extent does your current work situation meet the expectations you had when you started your study? Scale of answers from 1 = 'Much better than expected' to 5 = 'Much worse than expected'.)

Table A20: Number and duration of education/training courses (% of graduates taking short courses)

	Country										
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	NO	Japan
Number of courses											
1 course	36	42	52	22	51	14	35	34	50	32	57
2 courses	26	30	24	23	28	5	29	33	26	28	26
3 courses	37	28	24	54	21	81	37	32	24	40	17
Total	100	100	100	100	100	100	100	100	100	100	100
Count (n)	16186	2079	1064	2075	800	1414	2141	1520	1457	1992	584
Duration of course 1											
1 to 10 hours	15	31	7	4	11	16	18	10	14	17	26
11 to 50 hours	46	49	38	31	44	47	51	55	42	53	51
51 and more hours	39	20	55	65	45	37	31	35	44	29	22
Total	100	100	100	100	100	100	100	100	100	100	100
Count (n)	15777	2013	1047	2027	804	1488	2134	1282	1362	1981	576

Question H3: Please list the most important course(s) (to a maximum of 3) and indicate the total duration (in contact hours of teaching/learning).

Table A21: Institution providing education/training courses (% of graduates taking short courses; multiple responses)

	Country											
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	NO	CZ	Japan
A higher education institution	23	28	27	30	25	29	20	19	49	38	18	5
Private institute offering seminar/training	44	51	56	51	36	60	51	58	39	50	60	49
In company or in service training	52	38	16	17	32	39	44	41	39	49	39	37
Distance education/written course	3	4	2	13	2	1	2	5	0	3	0	22
Other	11	22	22	43	27	20	26	13	19	22	20	13
Count (n)	2105	16701	1067	2127	795	1561	2171	1512	1461	2067	1835	618

Question H4: Who is (was) responsible for providing this course/these courses? Multiple reply possible.

Table A22: Sources of funds for education/training course participation (% of graduates taking short courses; multiple responses)

	Country											
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	NO	CZ	Japan
a. There were no costs	7	7	24	10	13	6	7	1	8	5	11	10
b. Mainly my employer	63	70	44	20	54	58	61	85	69	78	77	56
c. Mainly myself	25	15	87	61	19	35	28	12	13	9	21	26
d. Mainly public funds	9	5	27	28	17	6	4	4	10	4	4	5
e. I don't know	1	2	0	1	2	0	0	0	0	0	1	0
f. Other	4	5	21	6	4	5	5	3	3	4	4	3
Count (n)	15740	2124	82	2129	803	1590	2175	1515	1458	2025	1839	596

Question H5: Who funded the costs for your participation in this course/these courses (fees, transportation etc.)

Table A23: Timing of education/training course attendance (% undertaking education/training))

	Country											
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	NO	CZ	Japan
Yes. completely during paid working time	40	59	20	6	58	28	45	44	60	44	39	53
Yes. partly during paid working time	28	17	12	15	12	44	30	32	22	42	43	11
No. completely outside paid working time	21	18	34	37	11	23	17	22	18	11	18	25
Not applicable. I was not employed	11	6	33	42	19	6	8	2	0	3	0	11
Total	100	100	100	100	100	100	100	100	100	100	100	100
Count (n)	16594	2167	1063	2050	801	1574	2182	1514	1344	2055	1845	601

Question H6: Did you attend the course(s) during your paid working time?

Table A24: Topics of education/training courses (multiple responses) (% undertaking education/training)

	Country													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
a. New scholarly knowledge in your discipline	62	49	41	63	33	66	70	67	42	66	79	71	45	61
b. Cross disciplinary scholarly knowledge of Various fields	28	26	13	28	30	35	32	33	20	16	42	27	21	28
c. Methodological competencies	36	39	36	22	45	27	32	61	34	21	46	41	47	36
d. Manual skills	14	20	5	7	4	10	11	9	8	10	41	13	16	14
e. Foreign language proficiency	18	4	47	24	15	22	13	6	20	22	5	35	16	18
f. Computer skills	39	43	19	50	45	34	39	31	42	49	33	35	29	39
g. Social/political or philosophical topics	12	15	7	11	11	17	13	11	14	9	15	11	11	12
h. Competencies in business administration	16	21	9	17	16	21	17	18	15	15	13	12	12	16
i. Management/leadership competencies	23	36	12	10	18	25	22	26	24	25	21	27	17	23
j. Legal topics	19	20	16	19	20	24	27	16	0	13	19	28	12	19
k. Human ecology/environmental matters	7	7	6	10	4	5	6	5	7	9	4	9	8	7
l. Oral or written communication and Presentation skills	28	41	17	12	38	28	26	29	34	29	27	35	26	28
m. Relationships with customers/clients	20	38	13	7	16	24	24	27	19	12	10	27	17	20
n. Other	7	7	6	5	10	5	4	9	11	11	6	7	5	7
Count (n)	18560	2198	1072	2095	796	1577	2177	1515	1477	1828	2062	1843	619	19179

Question H7: Which of the following topics were covered in the course(s)? Multiple reply possible.

Table A25: Study decision viewed retrospectively (%; responses '1' and '2')

	Country													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
a. choose the same course of study	65	61	61	66	66	69	66	65	70	64	68	66	46	64
b. choose the same institution of higher education	65	62	58	70	61	73	58	65	71	72	66	60	36	62
c. choose a higher degree level of higher education	35	43	46	68	53	17	17	25	12	35	28	0	0	34
d. choose a lower degree level of higher education	7	2	8	31	9	3	3	4	3	2	3	0	25	9
e. decide not to study at all	4	3	5	9	3	7	7	2	1	2	2	1	6	4
Count (n)	32963	3376	3014	3018	3037	2303	3487	3069	2656	2620	3302	3082	3362	36324

Question J2: If you were free to choose your degree course again, how likely is it that you would choose? (Rated on a 5 point scale from 1= very likely to 5= not likely at all)

Table A26: Utility of study viewed retrospectively (%; responses '1' and '2')

	Country													Total
	Europe	UK	IT	ES	FR	AT	DE	NL	FI	SE	NO	CZ	Japan	
a. finding a satisfying job after finishing your studies	63	52	37	49	47	62	64	69	81	85	89	63	48	62
b. for your long-term career prospects	59	66	43	60	57	64	55	60	65	68	76	38	51	58
c. for the development of your personality	68	78	63	64	58	65	72	78	63	77	74	50	67	68
Count (n)	32886	3362	3016	3014	3034	2301	3484	3069	2655	2616	3299	3037	3408	36294

Question J1: To what extent has your degree helped you? (Rated on a 5 point scale from 1= to a great extent to 5= not at all)

Charts C1-3: Differences between required and possessed competencies

The following charts, C1, C2 and C3, present data on the possessed and required competencies in the graduate labour market for UK, Europe and Japan. Skills and competencies were rated by the respondents on two 5-point scales. On the 'possession' scale they indicated the extent to which they possessed the skills at the time of their graduation. On the 'requirement' scale the level to which their current work requires the specific skill was indicated.

Taking the difference of these two values in each case, competency gaps and competency surpluses were calculated. A *competency gap* is when a graduate faces higher requirements than his or her possessed competencies, and a *competency surplus* is when an existing skill of a graduate is not demanded by the employer to its maximum extent. A *balance* is when requirements are just met by possessed skills. On the charts 'large' refers to a difference of more than 2 points and 'small' refers to a difference of 1 or 2 points.

Chart C1: Differences between required and possessed competencies: Europe (rank-ordered by the overall proportion of competency gaps)

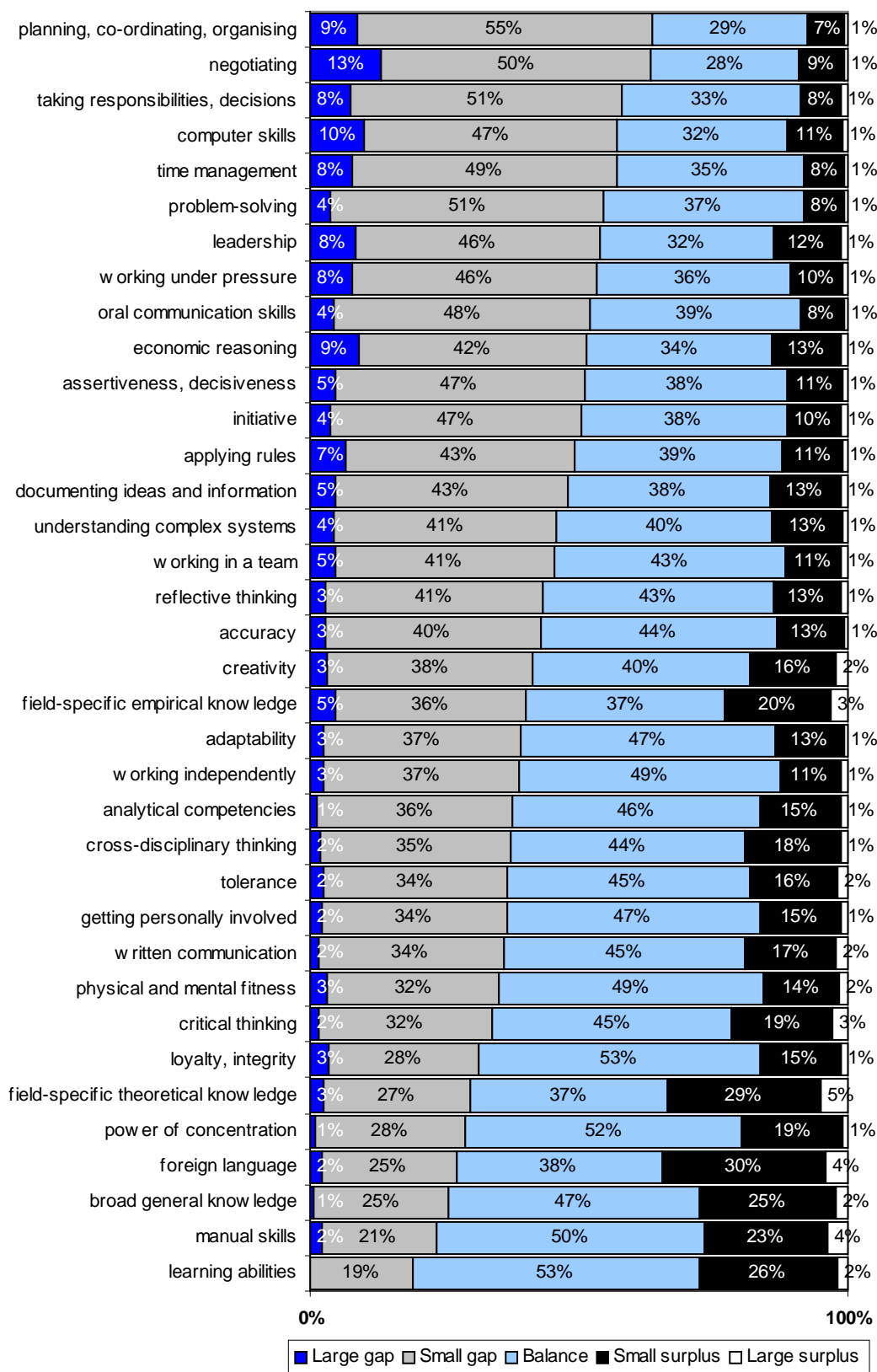


Chart C2: Differences between required and possessed competencies: UK (rank-ordered by the overall proportion of competency gaps)

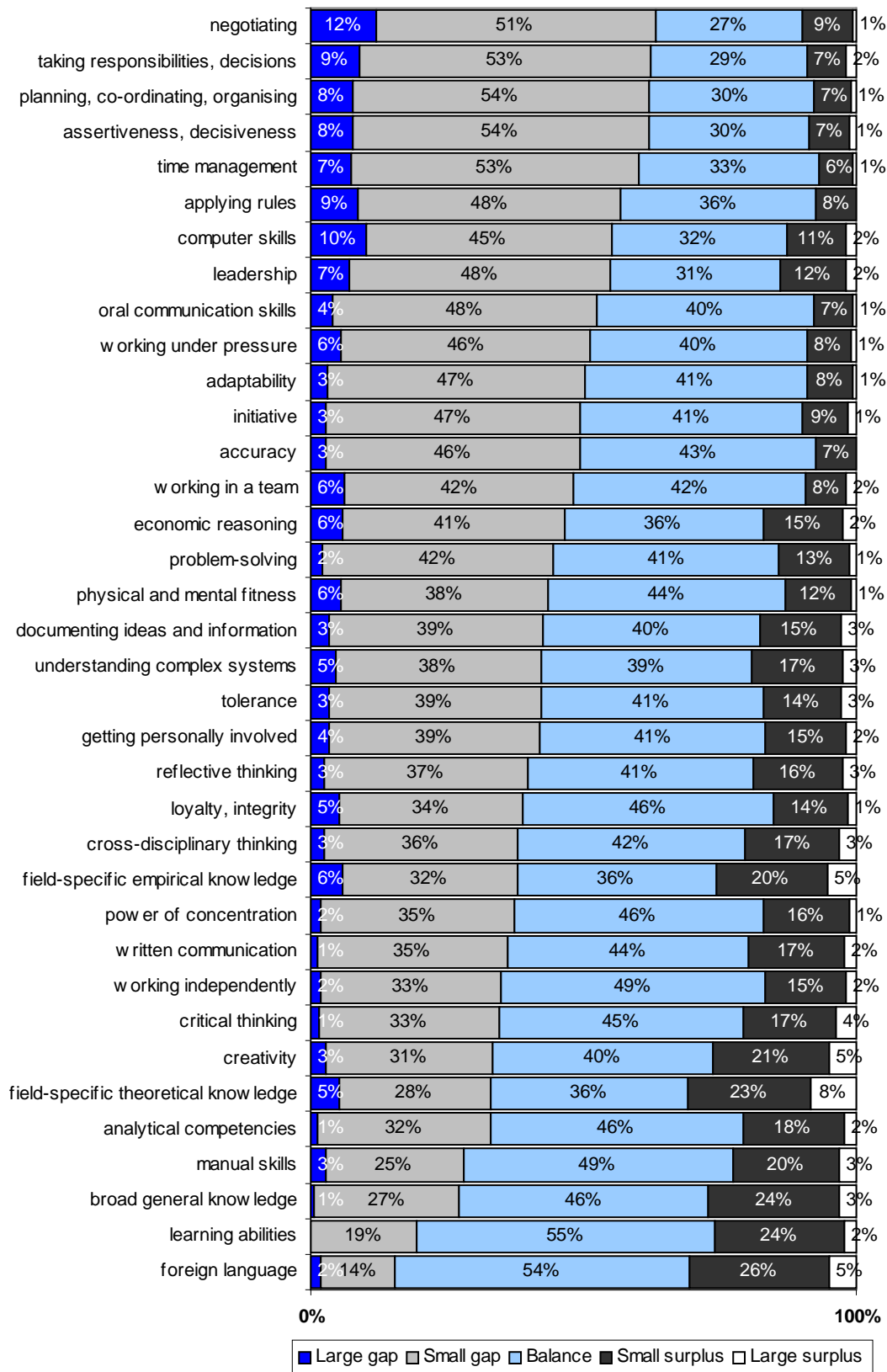


Chart C3: Differences between required and possessed competencies: Japan (rank-ordered by the overall proportion of competency gaps)

