

Higher Education and Graduate Employment in Europe

Explanatory Notes on the Questionnaire

The questionnaire

We will carry out the project Higher Education and Graduate Employment, described in the attached letter, largely through the following questionnaire. Your co-operation in completing the questionnaire will be greatly appreciated. The more responses we receive and the wider the range of experiences and views we obtain, the more accurate, informed and authoritative our analysis will be.

Design of the questionnaire

In the questionnaire, you usually have to mark the appropriate option for your circumstances, but we have also left spaces for your additional comments which would be very helpful to us in conducting our analysis. We hope that this approach will enable you complete the questionnaire speedily, but also provide you with the opportunity to express your views and experiences more fully should you wish to do so.

We have tried to design a questionnaire appropriate to a wide variety of people. However, it is difficult to take into account all variations in people's circumstances. This is especially so as this is an international questionnaire. You may find that some questions do not apply directly to your own experience in the United Kingdom. You will also find questions relating to working and studying abroad which may also not be applicable to you. If you find some questions difficult to answer or not applicable, please leave them and continue with the next.

How should I answer the questions?

Since the questionnaire will be read with the help of a computer scanner, please fill it in clearly as described below.

- Please use a dense, clearly visible colour such as black or blue biro or a dark pencil (not a faint pen or pencil). Please do not use fountain or felt pens where the ink may seep through the paper and be visible on the other side of the page.
- If questions are itemised, please tick the most appropriate answer, as in following example, keeping the mark within the boundary of the box if possible.
- If you would like to correct your answer, score out the wrong one. Then mark the correct one with a tick and underscore the correct one, as in the following example.
- In some cases we ask you for numbers only, e.g.

0	2	/	9	8
---	---	---	---	---

Please fill in

0	0
---	---

 if you want to indicate "zero".
- In other cases, we leave space for you to write an answer (.....).

Thank you for your help.

A Your Educational Background Before You Entered Higher Education

The questions in this section are about your education and work experience before you first enrolled in higher education. By higher education we mean anything higher than A level standard or equivalent.

A1 What were your entry qualifications when you first entered higher education (full or part-time)?
Please tick one only.

- School-type qualifications (e.g. A Levels, Highers)
 Vocational/professional qualifications (e.g. OND, NVQ, SVQ)
 Other qualifications (e.g. access course, entry exam)
(please specify)

No qualifications (course was 'open entry') ▶ Go to Question A6

A2 How would you rate your grades?

- High Medium Low

A3 When did you get your entry qualifications?

Month 19 Year

If you got your entry qualifications at different times, please specify.

19 Year 19 Year

A4 How many years of (primary, secondary and other full-time) education did you have prior to acquiring your entry qualifications?
See Question A1

Years of education altogether

A5 (i) Did you go straight from school to higher education? Yes ▶ Go to Question A6 No ▶ Go to Question A5(ii)

A5 (ii) If you spent a period out of education after you finished school and before you obtained your entry qualifications, please indicate how many months/years you spent on the activities listed below. Please answer in the left-hand column (A).

If you spent a period out of education after you obtained your entry qualifications and before you enrolled on your first higher education course, please indicate below how many months/years you spent on the activities listed below. Please answer in the right-hand column (B).

A Between the age of 16 and obtaining your entry qualifications (see A1)		B Between obtaining your entry qualifications (see A1) and your first enrolment in higher education
Years Months		Years Months
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	a Other education/training/apprenticeship <small>(please specify):</small>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	b Employment	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	c Child rearing, family care	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	d Not employed, seeking employment	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	e Other <small>(please specify):</small>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

A6 Prior to your first enrolment in higher education, were you ever employed abroad or did you ever receive any education/training/apprenticeship abroad? Tick any that apply.

- No
- Yes, I was employed abroad Years Months Country (please specify)
- Yes, I received education/training/apprenticeship abroad Years Months Country (please specify)

B Your Higher Education Courses

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

A. Course began - Course ended (month/year)	B. Main subject(s) studied (please specify)	C. Name of institution (please specify)	D. Qualification earned (please fill in the number from list A below)	E. Class of degree/grade (if applicable) (please specify)	F. Mode of study (e.g. part-time, full-time, sandwich, distance)
Began <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> Ended <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/>	<input type="text"/>		

B1 (ii) Please tell us in chronological order about all the other higher education courses (everything above A level or equivalent) you have ever taken (include part-time, postgraduate, and courses not completed). If you changed the institution, the field of study or if you took more than one degree please fill in more than one row. If you studied in more programmes and institutions than this questionnaire provides for, please add a sheet.

A. Course began - Course ended (month/year)	B. Main subject(s) studied (please specify)	C. Name of institution (please specify)	D. Qualification earned/sought (please fill in the number from list A below)	E. Class of degree/grade (if applicable) (please specify)	F. Mode of study (e.g. part-time, full-time, sandwich, distance)
Began <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> Ended <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="checkbox"/> Not completed yet/ Still studying <input type="checkbox"/> Failed/ did not complete	<input type="text"/>		
Began <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> Ended <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="checkbox"/> Not completed yet/ Still studying <input type="checkbox"/> Failed/ did not complete	<input type="text"/>		
Began <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> Ended <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="checkbox"/> Not completed yet/ Still studying <input type="checkbox"/> Failed/ did not complete	<input type="text"/>		

List A: Qualification earned/sought

- 1 Sub-degree qualification e.g.HND
- 2 BA/BSc/BEd etc (Hons)
- 3 BA/BSc/BEd etc
- 4 Postgraduate certificate or diploma
- 5 Taught master's
- 6 Master's by research
- 7 Doctorate
- 8 Other (please specify in column D)

B2 In this question, we are interested in any overseas experience you gained during all the time you have spent in higher education. **Did you spend any time abroad in order to work or to study?**

- No ► *Go to Question B4*
 Yes

B3 If you have studied or worked abroad, please state (for each period abroad if you have spent more than one) the countries, the duration and the activities.

A. Country (please specify)	B. Duration (years/months)	C. Major activity <i>Tick any that apply</i>
.....	<input type="text"/> <input type="text"/> Years <input type="text"/> <input type="text"/> Months	<input type="checkbox"/> Study (classes, self-study, work on thesis etc.) <input type="checkbox"/> Work placements/internships <input type="checkbox"/> Other (please specify):
.....	<input type="text"/> <input type="text"/> Years <input type="text"/> <input type="text"/> Months	<input type="checkbox"/> Study (classes, self-study, work on thesis etc.) <input type="checkbox"/> Work placements/internships <input type="checkbox"/> Other (please specify):

B4 How many months between when you first enrolled in higher education and when you graduated in 1995 did you spend mainly on ...

Duration
(months)

- Employment/work not related to study?
 Employment/work related to study?
 Work placement, internship (as part of your degree course)?
 Child rearing, family care?
 Not employed, seeking employment?
 Other (please specify):

B5 How long did you study for the degree you were awarded in 1995 and what period is **normally required**? Include required lower level diplomas, and degrees as well as mandatory periods of work placements and internships.

I actually studied Years Months
 Normally required Years Months

Questions B6 to B9 refer only to the course from which you graduated in 1995.

B6 In Question B6 we are interested in various activities you engaged in during your studies. **During your course, approximately how many hours per week did you spend on these activities?**
Please estimate.

(i) **During term time** (approx. hours per week)

- Main subjects: attending lectures
 Main subjects: other study activities (including self-study, etc.)
 Other subjects
 Extra-curricular activities (e.g. societies, drama, sports, Students' Union)
 Employment/work (excluding work placements/internships)
 Other (please specify):

(ii) **Outside term-time** (approx. hours per week)

- Attending lectures (e.g. summer school) and other study activities (including self-study, etc.)
 Employment/work (excluding work placements/internships)
 Other (please specify):

B7 If you worked during your degree course, to what extent were your work experiences related to the content of your studies?

To a great extent				Not at all	Not applicable, no employment experiences
1	2	3	4	5	6
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C Your Job Search and Employment History

The questions in this section are about what you have done since you graduated in 1995. Please exclude any jobs which you consider to have been casual or vacation jobs.

Questions C1 to C8 ask about your job seeking activities.

C1 Have you looked for a job at any time since you graduated? *Tick one only.*

- Yes
- No, I set up my own business/self-employment
- No, I continued the job I had before graduation
- No, I continued to study
- No, I obtained work without actually looking
▶ Please go to Question C8
- Other (please specify):

▶ If you have not sought employment please go to Question C9.

C2 When did you start looking for a job?

- Prior to graduation, months earlier
- Around the time of graduation
- After graduation, months later

C3 Did you intend doing any of the following after you graduated (irrespective of what you actually did)? *Tick any that apply.*

- a. Part-time employment
- b. Self-employment (own business, contract work etc.)
- c. Working abroad
- d. Working in the region where your partner/spouse/parents live
- e. No, I didn't

C4 How did you try to find your first job after graduation? *Tick any that apply.*

1. I applied for an advertised vacancy
2. I contacted employers without knowing about a vacancy
3. I placed my own advertisements e.g. on the internet, in newspapers
4. I was approached by an employer
5. I contacted a Job Centre
6. I contacted a commercial employment agency
7. I used the careers office of my college/university
8. I sought assistance from the teaching staff of my college/university
9. I used contacts I had established through employment undertaken during my course of study

10. I used other personal connections/contacts (e.g. parents, relatives, friends)
11. I started my own business/self-employment
12. Other (please specify):

C5 Which method did you find the most effective in getting your first job after graduation? *Please fill in the item number from Question C4.*

- Most important method
- Not applicable, I have not found a job after graduation ▶ Please go to Question C9

C6 How many employers did you contact before you took up your first job after graduation?

Approx. number of employers contacted

C7 How many months did you spend looking for your first job after graduation?

Months

C8 How important do you think the following aspects were to your employer in recruiting you for your first job after graduation? *Please rate each of the aspects on a 5-point scale.*

- | To a great extent | | | | | | Not at all |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| | 1 | 2 | 3 | 4 | 5 | |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | a. Field of study |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | b. Main subject/specialisation |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | c. Class of degree |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | d. Practical/work experience you had acquired <u>during your course of study</u> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | e. Practical/work experience you had acquired <u>prior to your course of study</u> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | f. Reputation of your college/university |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | g. Experience abroad |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | h. Foreign language proficiency |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | i. Computer skills |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | j. Recommendations/references from third persons |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | k. Personality |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | l. I got the job by chance |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | m. Other (please specify): |

Moving on from your first job after graduation, the rest of this section concerns your experiences from graduation to the present. In Questions C9 to C11, we are interested in obtaining an overall picture of your major activities now and since graduation.

C9 What has been your major activity since you graduated? Tick one.

- I have spent most of the time:
- in regular jobs
 - in various temporary jobs
 - in several jobs at the same time
 - unemployed
 - in further study/professional training
 - child rearing or involved in family care
 - other: *Please specify your major activity*

C10 Please tell us about your current major activity.

		Information regarding employment			
	Current major activity began (month/year)	Kind of current major activity <i>Please tick one, and tell us about your other major activities in Question C11, if applicable.</i>	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher-deputy head of department, production engineer - team leader)</i>
	A	B	C	D	E
Current situation	Since <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> / <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div>	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time ▶ Go to Question C11	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)

C11 In this question, we are trying to get an overall picture of what you have been doing since graduation. Please complete the activity tables below, taking a separate table for each activity. If you have had several activities of short duration since graduation, please summarise in a single table. These activities may have been happening at the same time or at different times.

Activity 1

		Information regarding employment		
Began - Ended (month/year)	Kind of activity	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher-deputy head of department, production engineer - team leader)</i>
A	B	C	D	E
Began <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> / <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> Ended <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> / <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time ▶ Go to next activity	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)

Activity 2

		Information regarding employment		
Began - Ended (month/year)	Kind of activity	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher - deputy head of department, production engineer - team leader)</i>
A	B	C	D	E
Began <input type="text"/> / <input type="text"/> Ended <input type="text"/> / <input type="text"/> <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time ► Go to next activity	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)

Activity 3

		Information regarding employment		
Began - Ended (month/year)	Kind of activity	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher - deputy head of department, production engineer - team leader)</i>
A	B	C	D	E
Began <input type="text"/> / <input type="text"/> Ended <input type="text"/> / <input type="text"/> <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time ► Go to next activity	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)

Activity 4

		Information regarding employment		
Began - Ended (month/year)	Kind of activity	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher - deputy head of department, production engineer - team leader)</i>
A	B	C	D	E
Began <input type="text"/> / <input type="text"/> Ended <input type="text"/> / <input type="text"/> <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time ► Go to next activity	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)



Activity 5

		Information regarding employment		
Began - Ended (month/year)	Kind of activity	Full-time or part-time	Type of contract	Job title and status <i>(please specify, e.g. school teacher - deputy head of department, production engineer - team leader)</i>
A	B	C	D	E
Began <input type="text"/> / <input type="text"/> Ended <input type="text"/> / <input type="text"/> <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Not employed, looking for work <input type="checkbox"/> Professional training <input type="checkbox"/> Further academic study <input type="checkbox"/> Child rearing, family care <input type="checkbox"/> Other (please specify)	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time	<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (e.g. fixed term contract)

If you have undertaken more major activities, please continue on a separate sheet.

C12 *In this question, we are interested in where you see yourself going over the next few years. What kind of career changes do you anticipate within the next three years? Tick any that apply.*

- I anticipate that I shall ...
- | | |
|--|--|
| <input type="checkbox"/> a. obtain employment | <input type="checkbox"/> l. be promoted |
| <input type="checkbox"/> b. stop being employed | <input type="checkbox"/> m. achieve a greater degree of job security |
| <input type="checkbox"/> c. be engaged mainly in child rearing/family care | <input type="checkbox"/> n. get a job more appropriate to my skills |
| <input type="checkbox"/> d. change my employer | <input type="checkbox"/> o. earn a higher income |
| <input type="checkbox"/> e. change my type of work | <input type="checkbox"/> p. take over a less strenuous assignment |
| <input type="checkbox"/> f. begin full-time study | <input type="checkbox"/> q. have a greater opportunity to pursue continuous learning |
| <input type="checkbox"/> g. begin part-time study | <input type="checkbox"/> r. get a job more closely linked to my study and experience |
| <input type="checkbox"/> h. increase my working hours | <input type="checkbox"/> s. other (please specify): |
| <input type="checkbox"/> i. decrease my working hours | <input type="checkbox"/> t. experience no major change |
| <input type="checkbox"/> j. start my own business | |
| <input type="checkbox"/> k. not be self-employed any longer | |

C13 *If you wish to make any comments about your job search and employment history which you think we would find useful, please do so here. Continue on a separate sheet if necessary.*

.....

.....

.....

.....

.....



D Your Current Work

We are interested here in some of the characteristics of your current work.

Questions D1 to D11 ask about your employment status, the nature of your employer and your working conditions.

D1 If you are currently employed/self-employed, how would you describe your current employment situation? *Tick any that apply.*

► If you are not currently in paid employment, please go to the next question.

- I am in regular employment/I am self-employed
- I have casual jobs related to my study
- I have casual jobs not related to my study
- I have more than one job
- Other (please specify):
.....

D2 Have you actively tried to obtain (other) paid work in the past 4 weeks? *Tick one only.*

- No
- No, but I am awaiting the results of earlier job applications
- Yes, and I could start working within the next two weeks
- Yes, but I could not start working within the next two weeks

D3 How many employers have you worked for since you graduated? *Please include self-employment and your present employer.*

Number of employers

► If you are not currently in paid employment, please go to Question D15.

In the following questions, if you have more than one job please refer to your main job.

D4 How would you classify your current employer? *Tick one only.*

- Public employer
- Non-profit organisation
- Private employer
- Self employed
- Other (please specify):
.....

D5 Which sector of the economy do you work in? *Please state in a specific term (e.g. car manufacturing, primary school, hospital, theatre).*

.....

D6 What is the main sort of work you do at the moment (e.g. research and development, data processing, sales or teaching)? What other sorts of work do you do (if applicable)?

Major area of work (please specify)

.....
.....

Additional area(s) of work (please specify)

.....
.....

D7 How many hours per week do you work on average? *Tick any that apply.*

Working hours per week

- Contract hours of my main job
- Additional working hours of my job (*paid and unpaid overtime*)
- Working hours on other assignments (*second occupation, side jobs, etc.*)
- Total working hours (*including self-employment*)

D8 Do you work in a branch of a (big) organisation? *Tick one only.*

- Yes, in a branch of the organisation
- Yes, in the head office/central unit of an organisation comprising branches
- No, I don't work in an organisation comprising branches
- Not applicable, I am self-employed
- Other (please specify):
.....

D9 Approximately how many people work in ...

approx. a. the location where you currently work?

approx. b. the entire organisation if there is more than one location?

D10 If you are self-employed, which of the following characteristics apply to you? *Tick any that apply.*

► *If you are not self-employed, please go to the next question.*

- a. I serve a single contractor
- b. I took over an existing firm/office etc.
- c. I established a new firm/office etc.
- d. I was asked by my former employer to do the same job as before in a self-employed capacity
- e. I work at home
- f. I have no employees
- g. I have a partnership with friends/relatives
- e. Other (please specify):
.....

D11 Approximately how much do you earn a year before tax? *Please include bonuses, fringe benefits and London weighting, if applicable. Please indicate your salary in pounds sterling.*

- £ a. from your current major job (excluding overtime and extra payments)
- £ b. from overtime and extra payments in your major job
- £ c. from other jobs

Questions D12 to D16 ask about the international aspects of your job.

D12 Has your job taken you abroad in the last 12 months?

- No
- Yes, weeks altogether

D13 To what extent do you communicate (verbally and/or in writing) with clients/external partners...

- | | | |
|-------------------|------------|---|
| To a great extent | Not at all | |
| 1 | 2 | 3 |
| 4 | 5 | |
- a. in a foreign language?
 - b. with foreigners in your language?

One of the interests of this European graduate study is the extent to which there is occupational mobility between countries. Questions D14 to D16 ask about this.

D14 What percentage of your work time do you consider to have an international context?

Percentage of work time (%)

D15 Since you graduated, have you(tick any that apply)

- a. considered working abroad?
- b. sought employment abroad?
- c. actually received an offer to work abroad?
- d. actually worked abroad?
- e. actually been sent abroad by your employer on work assignments?
- f. None of the above ► *Go to Question D17*

D16 If you have worked abroad, in which country(ies) and for how long did you do so?

Duration	Country (please specify)
<input type="text"/> <input type="text"/> years <input type="text"/> <input type="text"/> months
<input type="text"/> <input type="text"/> years <input type="text"/> <input type="text"/> months
<input type="text"/> <input type="text"/> years <input type="text"/> <input type="text"/> months

► *If you are not currently in paid employment, please go to Question D19.*

The following two questions, D17 and D18, ask about future and past restructuring and technological innovations in the organisation you work for.

D17 Have there been structural or technological changes in your organisation in the last three years? Are they envisaged in the next three years? *Tick any that apply.*

- | Changes already carried out | Changes envisaged | |
|-----------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | a. Implementation of new technologies |
| <input type="checkbox"/> | <input type="checkbox"/> | b. Decentralisation of management tasks (e.g. financial management) |
| <input type="checkbox"/> | <input type="checkbox"/> | c. Working in partly autonomous teams |
| <input type="checkbox"/> | <input type="checkbox"/> | d. Client orientation |
| <input type="checkbox"/> | <input type="checkbox"/> | e. Development/marketing of new products/diversification of products |
| <input type="checkbox"/> | <input type="checkbox"/> | f. Working in projects |
| <input type="checkbox"/> | <input type="checkbox"/> | g. Implementation/expansion of computer technology |
| <input type="checkbox"/> | <input type="checkbox"/> | h. Outsourcing |
| <input type="checkbox"/> | <input type="checkbox"/> | i. Building up/expansion of international business connections |
| <input type="checkbox"/> | <input type="checkbox"/> | j. Efficiency |
| <input type="checkbox"/> | <input type="checkbox"/> | k. Other (please specify):
..... |

◀ **D18** If you would like to make any comments on your feelings about the changes described in the previous question, please do so here *(if applicable)*? ▶

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D19 If you wish to make any comments about your current employment and work which you think we would find useful, please do so here. *Continue on a separate sheet if necessary.*

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E Your Skills and How You Use Them

In this section, we are interested in the relationships between the skills and knowledge you acquired during your degree course and those required in your current work.

E1 In Column A, please indicate to what extent you had the skills listed below *when you graduated*. In Column B, please indicate to what extent they are required *in your current work*. *If you are not employed, please answer only A.*

A	Skills and Knowledge	B
Possessed at time of graduation		Current work requirements
To a great extent 1 2 3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		To a great extent 1 2 3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Group 1	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Broad general knowledge	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	b. Cross-disciplinary thinking/knowledge	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	c. Field-specific theoretical knowledge	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	d. Field-specific knowledge of empirical/practical methods	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	e. Foreign language proficiency	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	f. Computer skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	g. Understanding complex social, organisational and technical systems	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	h. Planning, co-ordinating and organising	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	i. Applying rules and regulations	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	j. Economic reasoning	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	k. Documenting ideas and information	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Group 2	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Problem-solving ability	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	b. Analytical competencies	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	c. Numerical abilities	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	d. Learning abilities	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	e. Reflective thinking, assessing one's own work	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	f. Creativity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	g. Working under pressure	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	h. Accuracy, attention to detail	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	i. Time management	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	j. Negotiating	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	k. Physical and mental fitness for work	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	l. Manual skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	m. Working independently	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	n. Ability to work in a team	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Group 3	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Initiative	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	b. Adaptability	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	c. Assertiveness, decisiveness, persistence	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	d. Power of concentration	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	e. Getting personally involved	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	f. Loyalty, integrity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	g. Critical thinking	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	h. Oral communication skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	i. Written communication skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	j. Tolerance, appreciation of different points of view	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	k. Leadership	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	l. Taking responsibilities, decisions	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

E2 How useful has your degree course been in ... (Please rate each option on a 5-point scale)

To a great extent					Not at all
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- a. preparing you for your present tasks at work?
- b. preparing you for tasks in other spheres of life?

E3 How important are the following sorts of knowledge and skills for doing your work? Please rate each option on a 5-point scale.

To a great extent					Not at all
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- a. Professional knowledge of other countries (e.g. economic, sociological, legal knowledge)
- b. Knowledge/understanding of international differences in culture and society, modes of behaviour, life styles, etc.
- c. The ability to work with people from different cultural backgrounds
- d. The ability to communicate (both orally and in writing) in foreign languages

E4 In Column A, please indicate how you would rate your expertise in the following selected computing applications at the time of graduation. In Column B, please indicate how you would rate your expertise now. Please rate on a 5-point scale.

A
At the time of graduation

Very good					No expertise at all
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- a. Word processing
- b. Programming languages
- c. Spread sheet packages
- d. Data base packages
- e. Subject-related software packages (e.g. CAD for engineers, SPSS for social scientists)
- f. Other (please specify).....

B
Now

Very good					No expertise at all
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E5 To what extent is expertise in the following applications required in the work you do now? Please rate each of the following options on a 5-point scale.

To a great extent					Not at all
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- a. Word processing
- b. Programming languages
- c. Spread sheet packages
- d. Data base packages
- e. Subject-related software packages (e.g. CAD for engineers, SPSS for social scientists)
- g. Other (please specify).....

E6 If you wish to make any comments about the relationship between skills acquired during your degree course and their application, please do so here. Continue on a separate sheet if necessary.

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F Relationships Between Higher Education and Work

All questions in this section refer to the course of study from which you graduated in 1995. We ask you questions about the relationship between your work and your degree.

► If you are currently not in paid employment, go to Question G2.

F1 To what extent do you use the knowledge/skills gained in your degree in your work?

To a great extent	Not at all
1 2 3 4 5	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

F2 How does the degree course you followed relate to your job now? Tick any that apply.

- My field of study is the only possible/by far the best field for those wishing to work in my job
- Some other fields could prepare an employee for the area of work just as well
- Another field of study would have been more useful
- The field of study does not matter very much in my job
- My higher education studies are not at all related to my area of work
- Other (please specify):
.....

F3 i) What is the most appropriate level of education for your work? Bear in mind all aspects of your work (e.g. status, the sort of work you do, income).

- A higher level than the one I graduated from in 1995
- The same level
- A lower level of higher/tertiary education
- No higher/tertiary education at all
- Other (please specify):
.....

(ii) To what extent is your current work appropriate to your level of education?

Completely appropriate	Not at all appropriate
1 2 3 4 5	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

F4 If you consider your work as unrelated to your education, why did you take it up? Tick any that apply.

► If you consider your work as appropriate to your education, please go to the next question

- a. I have not (yet) been able to find a job more appropriate
- b. In doing this job I have better career prospects
- c. I prefer an occupation which is not closely connected to my studies
- d. I was promoted to a position less closely related to my studies than my previous position(s)
- e. I can get a higher income in my current job
- f. My current job offers me more security
- g. My current job is more interesting
- h. My current job provides the opportunity for part-time/flexible schedules etc.
- i. My current job enables me to work in a locality which I prefer
- j. My current job allows me to take family needs into account
- k. At the beginning of the career I hope eventually to pursue, I have to accept work only distantly related to my field of study
- l. Other (please specify):
.....

F5 Does your work situation meet the expectations you had when you entered higher education? Bear in mind all aspects of your work.

Much better than expected	Much worse than expected	Not applicable, I had no expectations
1 2 3 4 5		
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>

F6 If there are any further comments you would like to make about the relationship between your higher education and work, please do so here. Continue on a separate sheet if necessary.

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G Job Satisfaction and Values

In this section, we ask you about your goals in life and your attitudes to work.

G1 How satisfied overall are you with your current employment situation? *Please rate on a 5-point scale*

Very satisfied					Very dissatisfied	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

G2 In Column A, please indicate how important the following life goals were to you *at the time you graduated*. In Column B, please indicate how important they are *now*. *Please rate each option on a 5-point scale.*

A
At the time of graduation

Very important					Not at all important	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

- a. Social prestige
- b. Personal development
- c. Varied social life
- d. Home/family
- e. Making money
- f. Academic inquiry
- g. Work

B
Now

Very important					Not at all important	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

G3 In Column A, please indicate how important the following characteristics of a job are for you. In Column B, please indicate to what extent they apply to *your work at the moment*. *If you are not currently employed please answer only A.*

A
Importance

Very important					Not at all important	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

- a. Largely independent nature of the work
- b. Opportunity to undertake scientific/scholarly work
- c. Clear and well-ordered tasks
- d. Opportunities to use your knowledge and skills
- e. Job security
- f. Social recognition and status
- g. Opportunity to pursue your own ideas
- h. Pleasant social environment
- i. Opportunity to pursue continuous learning
- j. High income
- k. Chances of (political) influence
- l. Challenging tasks
- m. Good career prospects
- n. Enough time for leisure activities
- o. A co-ordinating and managerial role
- p. Opportunity to work in a team
- q. Opportunity to do something useful for society
- r. Variety
- s. Opportunity to combine the demands of work with those of your family

B
Apply to my work

To a great extent					Not at all	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

◀ ▶

G4 If you would like to express your views on any aspect of your job satisfaction and values, please do so below. *Continue on a separate sheet if necessary.*

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H Additional Education and Training

In this section, we ask you to give us some more information regarding your additional education and training since you graduated (NOT including doctoral study or other additional study which you have mentioned already in Question B1).

H1 Have you undertaken any education and training since you graduated in order to obtain or keep a professional qualification (e.g. traineeship, pre-registration status)?

- No ► Go to Question H2
 Yes, (please specify in the table below):

A. Type of training <i>(Please give subject and mode of study, e.g. professional accountancy training by day release)</i>	B. Duration <i>(please specify the number of months)</i>	C. Kind of certification earned/sought <i>(if applicable)</i>
.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet
.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet
.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet

H2 Have you undertaken any short courses, seminars, workshops, self-study, etc. related to your career or to a potential future career? Exclude professional training programmes described in response to H1 and exclude any activities completely unrelated to work and career.

- No ► Go to Question H10
 Yes

The following questions H3 to H9 ask about the courses etc you have referred to in H2.

H3 Please list the most important course(s) and indicate the total duration (in contact hours of teaching/learning).

Name and type of the course/activity <i>(please specify)</i>	Duration (hours)
.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours
.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours
.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours

H4 Who is/was responsible for providing the course(s)? Tick any that apply.

- a. A higher education institution
 b. A private institute offering seminars/training
 c. In-company or in-service training
 d. Distance education/written course
 e. Other (please specify)

H5 Who is paying/paid for the course(s) (fees, travel costs etc.)? Tick one only.

- a. There were no costs
 b. Mainly my employer
 c. Mainly myself
 d. Mainly public funds
 e. I don't know
 f. Other (please specify)

H6 Do/did you attend the course(s) during your paid working time? *Tick one only.*

- Yes, completely during paid working time
- Yes, partly during paid working time
- No, completely outside paid working time
- Not applicable, I was unemployed

H7 Which of the following topics are/were covered in the course(s)? *Tick any that apply.*

- a. New scholarly knowledge in your discipline
- b. Cross-disciplinary scholarly knowledge of various fields
- c. Methodological skills
- d. Manual skills
- e. Foreign language proficiency
- f. Computer skills
- g. Social/political or philosophical topics
- h. Skills in business administration
- i. Management/leadership skills
- j. Legal topics
- k. Human ecology/environmental matters
- l. Oral or written communication and presentation skills
- m. Relationships with customers/clients
- n. Other (please specify):
.....

H8 What was the most important reason you had for starting additional education or training? *Please tick one only.*

- Enhancing your career prospects, getting promoted, etc
- Updating your knowledge
- Re-training (i.e. preparation for other occupations/careers)

In H9 to H11, we are interested in your views on the need for and usefulness of additional training after graduation.

H9 In Question H9, we are interested in how your additional education and training has helped you or may help you in the future. In Column A, please indicate to what extent your additional education or training has helped you already. In Column B, please indicate to what extent you think your additional education or training will help you in the future. *Please rate each option on a 5-point scale.*

A					B					
Helped you already					Will help you in the future					
To a great extent				Not at all	To a great extent				Not at all	
1	2	3	4	5	1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	a. to find employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. to do your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. to enrich your job (e.g. more interesting tasks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. to raise your status (e.g. promotion, higher income)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. to cope with requirements from life spheres other than employment and work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H10 At the moment, to what extent do you feel a need to further update or develop your skills and knowledge through additional education or training? *Please rate on a 5-point scale.*

To a great extent				Not at all
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H11 To what extent do you agree with the following statements regarding the need for additional education or training after graduation? Please rate each option on a 5-point scale.

Completely agree					Completely disagree
	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Additional education or training is necessary ...
- a. ... in order to cope with tasks which could not be envisaged at the time of initial degree
 - b. ... because of shortcomings in initial degree
 - c. ... in order to consolidate and develop knowledge and skills which have started to emerge through experience of doing the job
 - d. Initial degree provides a sufficient training in relevant skill acquisition
 - e. Initial degree constitutes a good basis for continuous updating of knowledge and skills

In Questions H12 to H14, we are interested in the ways you may have used to keep up with developments in your area of work.

H12 How often have you read subject-related professional/scientific journals during the last 12 months?

At least once a week	Monthly	About every three months	Seldom	Never
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H13 How often have you attended seminars/workshops/conferences relevant to your work during the last 12 months?

4 times and more 1 to 3 times Never

H14 How often have you used internet sources to find information relevant to your work during the last 12 months?

At least once a week	Monthly	About every three months	Seldom	Never
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H15 If there are any further comments you would like to make about your further training and education, please do so here. Continue on a separate sheet if necessary.

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I Socio-Biographic Data

In this section, we ask you for some background information about yourself and your family. We need this information in order to enable us to interpret your work biography as accurately as possible.

I 1 Gender

- Male
 Female

I 2 Year of birth

19 Year

I 3 Citizenship and residence

- Please specify
- a. Current citizenship
 b. Citizenship at birth
 c. Country where you completed secondary education
 d. Country of first employment after graduation
 e. Country of current employment/work
 f. Country of current residence

I 4 Your ethnicity

Please indicate your ethnicity by ticking the appropriate box.

- Asian codes**
- Asian - British
 Bangladeshi
 Chinese
 Indian
 Pakistani
 Asian - other
- White codes**
- White - British
 White - European
 White - other
- Black codes**
- Black - British
 Black - African
 Black - Caribbean
 Black - other
- Other**
- Any other ethnic group

I 5 Geographical location of study, current residence and current employment. Please specify the county (e.g. Berkshire).

County of your institute of higher education

 County of current residence

 County of current employment, if applicable

I 6 Did/do you live ... ? Tick any that apply.

- | Immediately prior to graduation in 1995 | Currently | |
|---|--------------------------|--------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | with a partner? |
| <input type="checkbox"/> | <input type="checkbox"/> | with parents? |
| <input type="checkbox"/> | <input type="checkbox"/> | with other people? |
| <input type="checkbox"/> | <input type="checkbox"/> | alone? |

I 7 What is the highest level of education (if known) achieved by:

- | your father? | your mother? | your partner? | |
|--------------------------|--------------------------|--------------------------|--------------------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Minimum compulsory schooling or less |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Upper secondary schooling |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Higher education diploma or degree |

I 8 Do you have children still living with you?

- No
 Yes How many?
- How old are they:
- 1 2 3 4 5 6

I 9 What is your partner's main activity? Please tick only one.

- Not applicable, I don't have a partner
 Employed
 Self-employed
 Not employed, looking for work
 Professional training
 Advanced academic study
 Child rearing, family care
 Other (please specify):

◀ **I 10 What are your parents' and partner's current or most recent jobs?** ▶

- | Father | Mother | Partner | |
|--------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Legislator/senior official/manager |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Professional |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Associate professional e.g. physiotherapist, lab technician |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Clerical worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Skilled agricultural/fishery worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Service/shop/market sales worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Craft or related trades worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Plant/machine operator or assembler |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Unskilled manual worker |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Member of the armed forces |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Other (please specify):
..... |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | I don't know or not applicable. |

I 11 If there are any aspects of your socio-biographic background which you think would be significant for our study which we have not mentioned, please describe these below. *Continue on a separate sheet if necessary.*

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J Looking Back on the Degree You Finished in 1995

In this section, we are interested in your feelings about the degree course you completed in 1995.

J1 To what extent has your degree helped you ... (Please rate each option on a 5-point scale)

To a great extent					Not at all	
	1	2	3	4	5	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	a. find a satisfying job after finishing your studies?
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. improve your long-term career prospects?
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. develop as a person?

J2 If you were free to choose your degree course again, how likely is it that you would choose... (Please rate each option on a 5-point scale)

Very likely					Not likely at all	
	1	2	3	4	5	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	a. the same course of study?
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. the same college/university?
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. a higher level of higher education? (e.g. MA, PhD)
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. a lower level of higher education? (e.g. HND)
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. not to study at all?

J3 What kind of improvements in higher education would you suggest?

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J4 If you would like to make some further comments about your degree course, please do so below. *Continue on a separate sheet if necessary.*

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Thank you very much for completing the questionnaire. We appreciate very much the time you have given to do so.

Please return the completed questionnaire in the enclosed pre-paid envelope to:

QSC: Centre for Higher Education Research and Information

**The Open University
344-354 Grays Inn Road
London WC1X 8BR**

We would be pleased to let you have a summary of the survey results. If you wish to receive this summary, please write your name and address below. We will not use your name and address for any other purpose than to send you this information.

This slip will be cut off (for data protection) immediately after receipt of the questionnaire.

Title Name

Address

.....

.....

Postcode