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. Please fill in 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’)  

**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

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

(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).

<table>
<thead>
<tr>
<th>A Between the age of 16 and obtaining your entry qualifications (see A1)</th>
<th>B Between obtaining your entry qualifications (see A1) and your first enrolment in higher education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years</td>
<td>Months</td>
</tr>
<tr>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>☐</td>
<td>☐</td>
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<td>☐</td>
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<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

**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) 

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2
### B Your Higher Education Courses

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

<table>
<thead>
<tr>
<th>A. Course began</th>
<th>B. Main subject(s) studied</th>
<th>C. Name of institution</th>
<th>D. Qualification earned/sought</th>
<th>E. Class of degree/grade (if applicable)</th>
<th>F. Mode of study (e.g. part-time, full-time, sandwich, distance)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Began</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ended</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### 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.

<table>
<thead>
<tr>
<th>A. Course began</th>
<th>B. Main subject(s) studied</th>
<th>C. Name of institution</th>
<th>D. Qualification earned/sought</th>
<th>E. Class of degree/grade (if applicable)</th>
<th>F. Mode of study (e.g. part-time, full-time, sandwich, distance)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Began</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ended</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐ Not completed yet/Still studying</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐ Failed/ did not complete</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Began           |                            |                        |                               |                                        |                                                               |
| Ended           |                            |                        |                               |                                        |                                                               |
| ☐ Not completed yet/Still studying | | | | | |
| ☐ Failed/ did not complete | | | | | |

| Began           |                            |                        |                               |                                        |                                                               |
| Ended           |                            |                        |                               |                                        |                                                               |
| ☐ Not completed yet/Still studying | | | | | |
| ☐ Failed/ did not complete | | | | | |

#### 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.

<table>
<thead>
<tr>
<th>A. Country (please specify)</th>
<th>B. Duration (years/months)</th>
<th>C. Major activity (please specify)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Study (classes, self-study, work on thesis etc.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work placements/internships</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other (please specify):</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Study (classes, self-study, work on thesis etc.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work placements/internships</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other (please specify):</td>
</tr>
</tbody>
</table>

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
**B8** To what extent were the following aspects of teaching and learning emphasised in the teaching you actually received at your college/university? *Please rate each aspect on a 5-point scale.*

<table>
<thead>
<tr>
<th>To a great extent</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

- a. Factual and practical knowledge
- b. Theoretical, conceptual and paradigmatic knowledge
- c. Attitudes and interpersonal skills
- d. Independent learning
- e. Regular class attendance
- f. Teacher as the main source of information and understanding
- g. Freedom to choose courses and areas of specialisation
- h. Project and problem-based learning
- i. Direct acquisition of work experience
- j. Out-of-class communication between students and staff
- k. Writing essays, dissertations or other forms of substantial writing assignments
- l. Detailed regular assessment of academic progress
- m. Critical thinking

**B9** How would you rate the following aspects of your degree course?

<table>
<thead>
<tr>
<th>Very good</th>
<th>Very bad</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

- a. Academic advice offered in general
- b. Assistance/advice for your final examinations
- c. Course content of main subject(s)
- d. Variety of courses offered
- e. Design of your degree programme
- f. Assessment system
- g. Opportunity to choose courses and areas of specialisation
- h. Practical emphasis of teaching and learning
- i. Teaching quality
- j. Chances to participate in research projects
- k. Research emphasis of teaching and learning
- l. Work placements and other work experience
- m. Opportunity for out-of-class contacts with teaching staff
- n. Contacts with fellow students
- o. Chance for students to have an impact on university policies
- p. Library resources
- q. Supply of teaching materials
- r. Provision of technical equipment (e.g., PCs, laboratory equipment, etc.)

**B10** How would you rate your language proficiency at the time you graduated in 1995? *Please answer for each listed language. Please tick any that apply in each row.*

<table>
<thead>
<tr>
<th>Kind of proficiency</th>
<th>A. Capable of writing at a professionally acceptable level</th>
<th>B. Capable of reading at a professionally acceptable level</th>
<th>C. Capable of speaking at a professionally acceptable level</th>
<th>D. Marginal proficiency</th>
<th>E. No proficiency</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. English</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. French</td>
<td></td>
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<tr>
<td>c. German</td>
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<tr>
<td>d. Other (please specify):</td>
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<td>e. Other (please specify):</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
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 an 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)
  ▶ Please go to Question C8

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
a. Field of study
b. Main subject/specialisation
c. Class of degree
d. Practical/work experience you had acquired during your course of study
e. Practical/work experience you had acquired prior to your course of study
f. Reputation of your college/university
g. Experience abroad
h. Foreign language proficiency
i. Computer skills
j. Recommendations/references from third persons
k. Personality
l. I got the job by chance
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.

<table>
<thead>
<tr>
<th>Activity 1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Information regarding employment</strong></td>
</tr>
<tr>
<td><strong>Began - Ended</strong></td>
</tr>
<tr>
<td><strong>(month/year)</strong></td>
</tr>
<tr>
<td>A</td>
</tr>
<tr>
<td><strong>Began</strong></td>
</tr>
<tr>
<td></td>
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<tr>
<td></td>
</tr>
<tr>
<td><strong>Ended</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

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 2

**Information regarding employment**

<table>
<thead>
<tr>
<th>Began - Ended</th>
<th>Kind of activity</th>
<th>Full-time or part-time</th>
<th>Type of contract</th>
<th>Job title and status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employed</td>
<td>Full-time</td>
<td>Permanent (e.g. fixed term contract)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Self-employed</td>
<td>Part-time</td>
<td>Temporary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not employed, looking for work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Professional training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Further academic study</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child rearing, family care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Activity not finished yet**

**Go to next activity**

### Activity 3

**Information regarding employment**

<table>
<thead>
<tr>
<th>Began - Ended</th>
<th>Kind of activity</th>
<th>Full-time or part-time</th>
<th>Type of contract</th>
<th>Job title and status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employed</td>
<td>Full-time</td>
<td>Permanent (e.g. fixed term contract)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Self-employed</td>
<td>Part-time</td>
<td>Temporary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not employed, looking for work</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Professional training</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Further academic study</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Child rearing, family care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Activity not finished yet**

**Go to next activity**

### Activity 4

**Information regarding employment**

<table>
<thead>
<tr>
<th>Began - Ended</th>
<th>Kind of activity</th>
<th>Full-time or part-time</th>
<th>Type of contract</th>
<th>Job title and status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employed</td>
<td>Full-time</td>
<td>Permanent (e.g. fixed term contract)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Self-employed</td>
<td>Part-time</td>
<td>Temporary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not employed, looking for work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Professional training</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Further academic study</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Child rearing, family care</td>
<td></td>
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<tr>
<td></td>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Activity not finished yet**

**Go to next activity**
If you have undertaken more major activities, please continue on a separate sheet.

### Activity 5

<table>
<thead>
<tr>
<th>Information regarding employment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Began - Ended</strong> (month/year)</td>
</tr>
<tr>
<td>A</td>
</tr>
<tr>
<td>B</td>
</tr>
<tr>
<td>C</td>
</tr>
<tr>
<td>D</td>
</tr>
<tr>
<td>E</td>
</tr>
</tbody>
</table>

**Kind of activity**
- Employed
- Self-employed
- Not employed, looking for work
- Professional training
- Further academic study
- Child rearing, family care
- Other (please specify)

**Full-time or part-time**
- Full-time
- Part-time

**Type of contract**
- Permanent
- Temporary (e.g., fixed term contract)

**Job title and status**
- School teacher - deputy head of department, production engineer - team leader

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.**

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

### 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.

- 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

**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.**

- [ ] 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):

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

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?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Country (please specify)</th>
</tr>
</thead>
<tbody>
<tr>
<td>years</td>
<td>months</td>
</tr>
<tr>
<td>years</td>
<td>months</td>
</tr>
<tr>
<td>years</td>
<td>months</td>
</tr>
</tbody>
</table>

► 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.**

<table>
<thead>
<tr>
<th>Changes already carried out</th>
<th>Changes envisaged</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Implementation of new technologies</td>
<td></td>
</tr>
<tr>
<td>b. Decentralisation of management tasks (e.g. financial management)</td>
<td></td>
</tr>
<tr>
<td>c. Working in partly autonomous teams</td>
<td></td>
</tr>
<tr>
<td>d. Client orientation</td>
<td></td>
</tr>
<tr>
<td>e. Development/marketing of new products/diversification of products</td>
<td></td>
</tr>
<tr>
<td>f. Working in projects</td>
<td></td>
</tr>
<tr>
<td>g. Implementation/expansion of computer technology</td>
<td></td>
</tr>
<tr>
<td>h. Outsourcing</td>
<td></td>
</tr>
<tr>
<td>i. Building up/expansion of international business connections</td>
<td></td>
</tr>
<tr>
<td>j. Efficiency</td>
<td></td>
</tr>
<tr>
<td>k. Other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

........................................................................
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.

<table>
<thead>
<tr>
<th>A Possessed at time of graduation</th>
<th>B Current work requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>To a great extent</td>
<td>Not at all</td>
</tr>
</tbody>
</table>

### Group 1
- a. Broad general knowledge
- b. Cross-disciplinary thinking/knowledge
- c. Field-specific theoretical knowledge
- d. Field-specific knowledge of empirical/practical methods
- e. Foreign language proficiency
- f. Computer skills
- g. Understanding complex social, organisational and technical systems
- h. Planning, co-ordinating and organising
- i. Applying rules and regulations
- j. Economic reasoning
- k. Documenting ideas and information

### Group 2
- a. Problem-solving ability
- b. Analytical competencies
- c. Numerical abilities
- d. Learning abilities
- e. Reflective thinking, assessing one’s own work
- f. Creativity
- g. Working under pressure
- h. Accuracy, attention to detail
- i. Time management
- j. Negotiating
- k. Physical and mental fitness for work
- l. Manual skills
- m. Working independently
- n. Ability to work in a team

### Group 3
- a. Initiative
- b. Adaptability
- c. Assertiveness, decisiveness, persistence
- d. Power of concentration
- e. Getting personally involved
- f. Loyalty, integrity
- g. Critical thinking
- h. Oral communication skills
- i. Written communication skills
- j. Tolerance, appreciation of different points of view
- k. Leadership
- l. Taking responsibilities, decisions
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

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

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  B
At the time of graduation | Now
--- | ---
Very good | No expertise
--- | ---
1 2 3 4 5

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) ..............................................

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

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.
**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

**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

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

- I have not (yet) been able to find a job more appropriate
- In doing this job I have better career prospects
- I prefer an occupation which is not closely connected to my studies
- I was promoted to a position less closely related to my studies than my previous position(s)
- I can get a higher income in my current job
- My current job offers me more security
- My current job is more interesting
- My current job provides the opportunity for part-time/flexible schedules etc.
- My current job enables me to work in a locality which I prefer
- At the beginning of the career I hope eventually to pursue, I have to accept work only distantly related to my field of study
- 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

**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

<table>
<thead>
<tr>
<th></th>
<th>Very satisfied</th>
<th>Very dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>At the time of graduation</th>
<th>Now</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very important</td>
<td>Not at all important</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

A. Social prestige
B. Personal development
C. Varied social life
d. Home/family
e. Making money
f. Academic inquiry
g. Work

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.

<table>
<thead>
<tr>
<th>Importance</th>
<th>Apply to my work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very important</td>
<td>Not at all important</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

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
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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....................................................................................................................................................................................................................................................
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):

<table>
<thead>
<tr>
<th>A. Type of training</th>
<th>B. Duration</th>
<th>C. Kind of certification earned/sought (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Months</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not finished yet</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Months</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not finished yet</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Months</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not finished yet</td>
<td></td>
</tr>
</tbody>
</table>

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).

<table>
<thead>
<tr>
<th>Name and type of the course/activity (please specify)</th>
<th>Duration (hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1 to 10 hours</td>
</tr>
<tr>
<td></td>
<td>11 to 50 hours</td>
</tr>
<tr>
<td></td>
<td>51 and more hours</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>A Helped you already</th>
<th>B Will help you in the future</th>
</tr>
</thead>
<tbody>
<tr>
<td>To a great extent</td>
<td>To a great extent</td>
</tr>
<tr>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

- a. to find employment
- b. to do your work
- c. to enrich your job (e.g. more interesting tasks)
- d. to raise your status (e.g. promotion, higher income)
- e. to cope with requirements from life spheres other than employment and work

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.

<table>
<thead>
<tr>
<th>To a great extent</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5</td>
<td></td>
</tr>
</tbody>
</table>
**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.*

<table>
<thead>
<tr>
<th>完全同意</th>
<th>不同意</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Additional education or training is necessary in order to cope with tasks which could not be envisaged at the time of initial degree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. ... because of shortcomings in initial degree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. ... in order to consolidate and develop knowledge and skills which have started to emerge through experience of doing the job</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Initial degree provides a sufficient training in relevant skill acquisition</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Initial degree constitutes a good basis for continuous updating of knowledge and skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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?

<table>
<thead>
<tr>
<th>At least once a week</th>
<th>Monthly</th>
<th>About every three months</th>
<th>Seldom</th>
<th>Never</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>4 times and more</th>
<th>1 to 3 times</th>
<th>Never</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>At least once a week</th>
<th>Monthly</th>
<th>About every three months</th>
<th>Seldom</th>
<th>Never</th>
</tr>
</thead>
</table>

**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.*
# 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.

## 11 Gender

- [ ] Male
- [ ] Female

## 12 Year of birth

- [ ] 19

## 13 Citizenship and residence

Please specify

- Current citizenship
- Citizenship at birth
- Country where you completed secondary education
- Country of first employment after graduation
- Country of current employment/work
- Country of current residence

## 14 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

## 15 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

## 16 Did/do you live ... ? Tick any that apply.

Immediately prior to graduation in 1995

- with a partner?
- with parents?
- with other people?
- alone?

Currently

- with a partner?
- with parents?
- with other people?
- alone?

## 17 What is the highest level of education (if known) achieved by:

- your father?
- your mother?
- your partner?

- Minimum compulsory schooling or less
- Upper secondary schooling
- Higher education diploma or degree

## 18 Do you have children still living with you?

- No
- [ ] Yes

**How many?**

- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] 6

**How old are they:**

## 19 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?**

<table>
<thead>
<tr>
<th>Father</th>
<th>Mother</th>
<th>Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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- Legislator/senior official/manager
- Professional
- Associate professional e.g. physiotherapist, lab technician
- Clerical worker
- Skilled agricultural/fishery worker
- Service/shop/market sales worker
- Craft or related trades worker
- Plant/machine operator or assembler
- Unskilled manual worker
- Member of the armed forces
- Other (please specify):

☐ ☐ ☐ 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)

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a. find a satisfying job after finishing your studies?
b. improve your long-term career prospects?
c. develop as a person?

**J2** If you were free to choose your degree course again, how likely is it that you would choose...

a. the same course of study?
b. the same college/university?
c. a higher level of higher education? (e.g. MA, PhD)
d. a lower level of higher education? (e.g. HND)
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.
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 ....................................................................................................................................................
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Postcode ..............................................................................................................................................