

# Higher Education and Graduate Employment in Europe

## Survey of Graduates in ... [NatCat]

(Revised Master Questionnaire, 29.10.1998)

[NatCat = where national adaptations are needed]

Dear Graduates, [NatCat the whole cover page is optional]

As heads of the research group, we request your participation in a representative survey of persons graduating in 1994 or 1995 from institutions of higher education in 11 European countries and in Japan.

In reporting the experiences you personally made in the course of your study and after graduation you might contribute to a representative feedback most valuable for those responsible in higher education and as well for those setting the framework conditions for employment and other life spheres.

The survey is undertaken in Austria, Czech Republic, Finland, France, Germany, Italy, Japan, Norway, Spain, Sweden, the Netherlands, and in the United Kingdom. In your country, researchers from the Open University [NatCat] are responsible for the data collection and analysis. The project is financially supported by the European Commission, Directorate General XII through the Targeted Socio-Economic Research Programme.

We assure you that your replies will be used only in the framework of this research project. The results will be published in such a way that identification of individual persons is excluded.

**YOUR INFORMATION WILL BE TREATED STRICTLY CONFIDENTIALLY.**

If you wish, we will send you a summary of the most important results. Please return the completed questionnaire as soon as possible to the address mentioned below.

Thank you very much for your kind support.

*Signature*

John Brennan [NatCat]

*Signature*

Prof. Dr. Ulrich Teichler

Send the questionnaire to:

[NatCat] John Brennan  
The Open University, Quality Support Centre  
344-354 Gray's Inn Road, WC1X 3BP London

☎ 0171.447.2506 - Fax 0171.837.0290  
email j.l.brennan@open.ac.uk [NatCat]

Prof. Dr. Ulrich Teichler  
Project Co-ordinator  
University of Kassel,  
Germany

## Explanatory Notes [NatCat this notes are optional]

### How long does it take to fill in the questionnaire?

Most of you will need about one hour – less than a movie. It depends of course on the kind of experiences you have made during the last years.

We have developed a high standardized questionnaire, which mainly expect from you to mark boxes which refer to relevant answers. With this approach we hope that we have made it easy for you to answer the questions.

### How to answer the questions?

Please answer all questions applicable to you. In some cases, you will note that the questionnaire suggests you to disregard some questions not applicable to you (e.g. → GO TO QUESTION ...).

Since the questionnaire will be captured with the help of a scanner, please fill it in readable.

If questions are itemised, please mark the most appropriate answer like this → .

In some questions we have employed answer scales from 1 to 5 (e.g 1 = very good to 5 = very bad).

#### J2 Looking back, if you were free to choose again, how likely would you ...

Very likely  
1 2 3 4 5  
Not likely at all

a. choose the same course of study?

b. choose the same institution of higher education?

Example of a 5-point-scale:

mark one box for each item (row)

If you would like to correct your answer, make the wrong one black and mark and underscore the right one.

In some cases we ask you for numbers only, e.g.   /    
and in others we leave space for you to write an answer ( ..... ).

If you are asked for numbers, please fill in  , if your answer would be "zero".

If the space for your replies is not sufficient, please include an additional sheet of paper.

### Your comments and additional information are welcome

This questionnaire is used in more than 12 countries with a wide range of different fields of study and different institutions of higher education. We could not take into consideration every specific detail of study and work, which might be relevant for the survey. Therefore we would appreciate your comments and additional information.

## A. Educational Background Prior to Study

Please provide information on your educational development and your work experiences before your first enrolment in higher education.

**A1 What were your entry qualifications when you entered higher education (full or part-time) for the first time? [NatCat]**

- School-type qualifications (e.g. A Levels, Highers) [Use national categories, examples here are from UK ]
- Vocational/professional qualifications (e.g. ONC)
- Other qualifications (e.g. access course, entry exam)
- Course was "open entry" → GO TO QUESTION A6

**A2 How would you rate your grades? [NatCat]**

[USE NATIONAL CATEGORIES, EXAMPLES HERE ARE FROM UK, REVISE THE HEADLINE OF A2 CORESSPONDINGLY]

- High
- Medium
- Low

**A3 When did you get your entry qualification? [NatCat]**

\_\_\_\_ Month 19 \_\_\_\_ Year

**A4 How many years of (primary plus secondary) schooling did you spend altogether up to acquiring the entry qualification to higher education (include years of repeating classes)? [NatCat]**

\_\_\_\_ Years of schooling altogether

**A5 How many months did you spend on the following activities between obtaining the entry qualification (see A1) [NatCat] and your first enrolment in higher education? Please state only the major activities.**

Months

- \_\_\_\_ Other education/training/apprenticeship: .....  
(please specify)
- \_\_\_\_ Employment/self-employment
- \_\_\_\_ Child rearing, family care
- \_\_\_\_ Military or civilian service [NatCat]
- \_\_\_\_ Not employed, seeking employment
- \_\_\_\_ Other (please specify): .....

**A6 Prior to your first enrolment in higher education, have you been employed abroad or have you received any education/training/apprenticeship abroad? Multiple reply possible**

- No → GO TO QUESTION B1
- Yes, I have been employed abroad: \_\_\_\_ Years \_\_\_\_ Months Country: .....  
(please specify)
- Yes, I received education/training/apprenticeship abroad: \_\_\_\_ Years \_\_\_\_ Months Country: .....  
(please specify)

## B. Higher Education Courses Taken

**B1 Please, provide information about all higher education courses you have ever taken (include part-time, post graduate, and courses not completed [NatCat]). 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.**

	<b>A. Begin – End</b> (month/year)	<b>B. Major(s) studied</b> (please specify)	<b>C. Name of institution</b> (please specify)	<b>D. Kind of degree earned</b> (please fill in the number from the list A below) [NatCat]	<b>E. Class of degree/grade</b> (if applicable) [NatCat]
1.	Begin <input type="text"/> / <input type="text"/> End <input type="text"/> / <input type="text"/>	..... .....	..... .....	<input type="text"/> <input type="checkbox"/> No degree	<input type="checkbox"/> First <input type="checkbox"/> Upper second <input type="checkbox"/> Lower second <input type="checkbox"/> Third <input type="checkbox"/> Unclassified
2.	Begin <input type="text"/> / <input type="text"/> End <input type="text"/> / <input type="text"/> <input type="checkbox"/> Not finished (yet)	..... .....	..... .....	<input type="text"/> <input type="checkbox"/> No degree	<input type="checkbox"/> First <input type="checkbox"/> Upper second <input type="checkbox"/> Lower second <input type="checkbox"/> Third <input type="checkbox"/> Unclassified
3.	Begin <input type="text"/> / <input type="text"/> End <input type="text"/> / <input type="text"/> <input type="checkbox"/> Not finished (yet)	..... .....	..... .....	<input type="text"/> <input type="checkbox"/> No degree	<input type="checkbox"/> First <input type="checkbox"/> Upper second <input type="checkbox"/> Lower second <input type="checkbox"/> Third <input type="checkbox"/> Unclassified
4.	Begin <input type="text"/> / <input type="text"/> End <input type="text"/> / <input type="text"/> <input type="checkbox"/> Not finished (yet)	..... .....	..... .....	<input type="text"/> <input type="checkbox"/> No degree	<input type="checkbox"/> First <input type="checkbox"/> Upper second <input type="checkbox"/> Lower second <input type="checkbox"/> Third <input type="checkbox"/> Unclassified

### List A: Kind of degree [NatCat]

- |                           |                                   |                                       |
|---------------------------|-----------------------------------|---------------------------------------|
| 1 BA Hons                 | 6 Master of Arts (MA)             | 10 PhD                                |
| 2 BA                      | 7 Master of Science (MSc)         |                                       |
| 3 BSc Hons                | 8 Master of Education (MEd), etc. | 11 Other (please specify in column D) |
| 4 BSC Bachelor of Science | 9 Other Master's                  |                                       |
| 5 Other Bachelor          |                                   |                                       |

**B2 Did you spend time abroad during the time of your study (in order to work or to study)?**

- No → GO TO QUESTION B4
- Yes

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

	<b>A. Country</b> (please specify)	<b>B. Duration</b> (months)	<b>C. Major activity</b> (multiple reply possible)
1	.....	<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): .....
2	.....	<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 first enrolment in higher education and graduation 1994 or 1995 did you spend predominantly on:**

<b>Duration (months)</b>	
<input type="text"/> <input type="text"/>	Employment/work <u>not related to study</u> or possible future work
<input type="text"/> <input type="text"/>	Employment/work <u>related to study</u> or possible future work
<input type="text"/> <input type="text"/>	Work placement, internship (as part of your degree course) [NatCat]
<input type="text"/> <input type="text"/>	Child rearing, family care
<input type="text"/> <input type="text"/>	Military or civilian service [NatCat]
<input type="text"/> <input type="text"/>	Not employed, seeking employment
<input type="text"/> <input type="text"/>	Other: ..... (please specify)

**B5 How long did you study in higher education for earning the degree you were awarded in 1994 or 1995 (see Question B1) and what period is normally/by law required (including eventually required lower level diplomas and degrees in higher education and including mandatory periods of work placements/internships; excluding other studies, periods of other activities, etc.)? [NatCat years or semester]**

**I actually studied**        Years      Months

**Normally/by law required are**        Years      Months  
[NatCat]

→ Please, notice: The following questions B6 to B9 refer ONLY to the course of study that you graduated from in 1994 or 1995.

**B6 How many hours per week during your study (that you graduated from in 1994 or 1995) did you spend on average on each of the following activities? Please estimate**

**A. During lecture period** (approx. hours per week) [NatCat]

<input type="text"/> <input type="text"/>	Major subjects: attending lectures
<input type="text"/> <input type="text"/>	Major subjects: other study activities (inc. self-studies, etc.)
<input type="text"/> <input type="text"/>	Other subjects
<input type="text"/> <input type="text"/>	Extra-curricular activities (e.g. societies, drama, sport, student union)
<input type="text"/> <input type="text"/>	Employment/work (excluding work placements/internships)
<input type="text"/> <input type="text"/>	Other (please specify): .....

**B. Outside lecture period** (approx. hours per week) [NatCat]

<input type="text"/> <input type="text"/>	Attending lectures (e.g. summer school) and other study activities (inc. self-studies, etc.)
<input type="text"/> <input type="text"/>	Employment/work (excluding work placements/internships)
<input type="text"/> <input type="text"/>	Other (please specify): .....

**B7 To what extent did your work experiences (employment, internships etc.) during study tie up with the content of your studies (you graduated from in 1994 or 1995)?**

To a very high extent					Not at all	Not applicable, no work 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"/>	<input type="checkbox"/>

**B8 If you look back to your course of study that you graduated from in 1994 or 1995: to what extent were the following modes of teaching and learning emphasised by your institution of higher education and its teachers? Please rate each of the applicable options on a 5-point scale**

To a very high 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. Facts and instrumental knowledge
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. Theories, concepts or paradigms
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. Attitudes and socio-communicative skills
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. Independent learning
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. Regular class attendance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	f. Teacher as the main source of information and understanding
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	g. Freedom to choose courses and areas of specialisation
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	h. Project and problem-based learning
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	i. Direct acquisition of work experience
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	j. Out-of-class communication between students and staff
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	k. Writing a thesis [NatCat; Thesis or other substantial academic assignment]
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	l. Detailed regular assessment of academic progress

**B9 How do you rate the study provision and study conditions you experienced in the course of study that you graduated from in 1994 or 1995?**

Very good  
1 2 3 4 5  
Very bad

- a. Academic advice offered in general
- b. Assistance/advice for your final examination
- c. Course content of major
- d. Variety of courses offered
- e. Design of degree program
- f. Testing/grading 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. Provision of work placements and other work experience
- m. Opportunity of out-of-class contacts with teaching staff
- n. Contacts with fellow students
- o. Chance for students to have an impact on university policies
- p. Equipment and stocking of libraries
- q. Supply of teaching material
- r. Quality of technical equipment (e.g. PC, measuring instruments, etc.)

**B10 How do you rate your expertise in selected software areas at the time of graduation 1994 or 1995 and now?**

**At time of graduation 1994 or 1995**

Very good  
1 2 3 4 5  
No expertise at all

**Now**  
Very good  
1 2 3 4 5  
No expertise at all

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | a. Word processor  | <input type="checkbox"/> <input type="checkbox"/> <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. Programming languages   | <input type="checkbox"/> <input type="checkbox"/> <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. Spread sheet  | <input type="checkbox"/> <input type="checkbox"/> <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. Data base   | <input type="checkbox"/> <input type="checkbox"/> <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. Subject-related software (e.g. CAD for engineers, SPSS for social scientists) | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |

**B11 How do you rate your language proficiency at the time of graduation 1994 or 1995? Please answer with respect of any listed language and tick the kind of proficiency in each row. Multiple reply possible in each row.**

	Kind of language proficiency				
	A. Capable to <u>write</u> professionally relevant texts	B. Capable to <u>read</u> professionally relevant texts	C. Capable to <u>speak</u> in a professionally relevant context	D. Marginal proficiency	E. No proficiency
a. English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. German	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (please specify): .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other (please specify): .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## C. Job Search and Sequence of Professional Activities

The following questions refer to the period after graduation in 1994 or 1995.

**C1 Did you ever seek a job since graduation 1994 or 1995? Exclude applications for casual and vacation jobs.**

- Yes → PLEASE GO TO QUESTION C2
- No, I set up my own business/self-employment
- No, I continued the job I have had before graduation
- No, I continued to study
- No, I obtained work without actually searching → PLEASE GO TO QUESTION C8
- Other (please specify): .....

→ IF YOU HAVE NOT SOUGHT A JOB PLEASE GO TO QUESTION C9

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

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

**C3 Did you intend any of the following during your job search period after graduation in 1994 or 1995? Multiple reply possible**

- a. Part-time employment
- b. To be self-employed (own business, contract work etc.)
- c. To work abroad
- d. To be employed/self-employed in the region of my partner/spouse/parents
- e. None of the above

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

1. I applied for an advertised vacancy
2. I contacted employers without knowing about a vacancy
3. I launched advertisements by myself
4. I was approached by an employer
5. I contacted a public employment agency [NatCat]
6. I contacted a commercial employment agency
7. I enlisted the help of the careers/placement office [NatCat] of my institution of higher education
8. I enlisted the help of teaching staff of the institution of higher education
9. I established contacts while working during the 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 was the most important one for getting your first job after graduation in 1994 or 1995? 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 (by e.g. letter) before you took up your first job after graduation in 1994 or 1995?**

Approx.    number of employers contacted

**C7 How many months have you sought all-together (before or after graduation) for your first job after graduation in 1994 or 1995, which you consider not to be a casual job?**

Months of job seeking

**C8 How important, according to your perception, were the following aspects for your employer in recruiting you for your initial employment after graduation, if applicable?**

- | Very<br>important        | Not at all<br>important  |                          |   |
|--------------------------|--------------------------|--------------------------|---|
| 1                        | 2                        | 3                        |   |
| 4                        | 5                        |                          |   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | a. Field of study   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | b. Main subject/specialisation  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | c. Exam results [NatCat]  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | d. Practical/work experience acquired <u>during course of study</u>   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | e. Practical/work experience acquired <u>prior to course of study</u> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | f. Reputation of the institution of higher education                  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | g. Experience abroad  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | h. Foreign language proficiency                                       |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | i. Computer skills  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | j. Recommendations/references from third persons                      |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | k. Personality  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | l. Other: .....<br>(please specify)                                   |

**C9 How would you characterise and summarise your predominant activities since your graduation in 1994 or 1995?**

- I have spent most of the time on a regular job
- I had various temporary jobs
- I had more than one job at the same time
- I was most of the time unemployed
- I embarked on further study/professional training
- I was predominantly engaged in child rearing or family care
- Other: .....



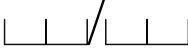

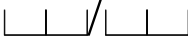
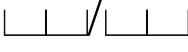


**C10 Please inform us on your current major activity.**

	Information regarding employment				
	Begin (month/year)	Kind of current major activity (please mark one, and inform us about your further major activities in Question C11, if applicable)	Full-time or part-time?	Type of contract?	Job title and position (please specify)
Current situation	A	B	C	D	E
Since ____/____ (month/year)	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) .....  <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....	

**C11 If your major activity has changed since graduation 1994 or 1995 (e.g. from "unemployed" to "employed") or you experienced a substantial change in your job (e.g. new employer, new position, new work tasks), please provide further information in the following table. Use a new section for each activity whether undertaken sequentially or in parallel. In each section mark one box for the kind of activity only. If you have had many jobs of short duration, please summarise in one or more activities.**

	Information regarding employment				
	Begin - End (month/year)	Kind of activity (use a new section for each new activity or for activities at the same time)	Full-time or part-time?	Type of contract?	Job title and position (please specify)
1.	A	B	C	D	E
Begin ____/____/____  End ____/____/____ <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) .....  <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....	



	Begin - End (month/year)	Kind of major activity (use a new section for each new activity or for activities at the same time)	Information regarding employment		
			Full-time or part-time?	Type of contract?	Job title and position (please specify)
	A	B	C	D	E
2.	Begin  End  <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed } →  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) ..... ..... <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....
3.	Begin  End  <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed } →  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) ..... ..... <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....
4.	Begin  End  <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed } →  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) ..... ..... <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....
5.	Begin  End  <input type="checkbox"/> Activity not finished yet	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed } →  <input type="checkbox"/> Not employed, seeking employment <input type="checkbox"/> Professional training <input type="checkbox"/> Advanced 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	<b>Job title:</b> (e.g. primary school teacher, production engineer) ..... ..... <b>Position:</b> (e.g. assistant, team leader, head of department) ..... .....

## D. Current Activities, Employment and Work

**D1 If you are at current employed/self-employed:**  
How would you describe your current professional situation? *Multiple reply possible*

- I have a 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
- I am currently doing military or civilian service
- Other: .....  
(please specify)

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

- No → *PLEASE GO TO QUESTION D3*
- 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 (including self-employment) have you worked for in the period after graduation in 1994 or 1995 (including your present employer)?**

\_\_\_\_\_ Number of employers

**IF YOU ARE NOT EMPLOYED/SELF-EMPLOYED → GO TO QUESTION D15**

**IF YOU HAVE MORE THAN ONE JOB PLEASE REFER TO YOUR MAJOR JOB.**

**D4 Please state the kind of your current employer/institution (if several, please refer to main employer)? Please mark one single item only**

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

**D5 In which economic sector are you currently working? Please state in a specific term (e.g. car manufacturing, primary school, hospital, theatre).**

.....  
(please specify)

**D6 What is your current major area of work assignment (e.g. R&D, data processing, sales or teaching) and what are your additional area(s) of activities, if applicable?**

**Major area of work** (please specify)

.....

.....

**Additional area(s) of work** (please specify)

.....

.....

**D7 How many hours per week are you working on average? Multiple reply possible**

Working hours  
per week

\_\_\_\_\_ Contract hours of my major assignment

\_\_\_\_\_ Additional working hours of my major assignment (*paid and unpaid overtime*)

\_\_\_\_\_ Working hours on other assignments (*second occupation, side jobs, etc.*)

\_\_\_\_\_ **Total working hours** (*incl. self-employment*)

**D8 Do you work in a (big) organisation comprising branches?**

- Yes, I'm working in a branch
- Yes, I'm working in the head office/central unit of an organization comprising branches
- No, I'm working in an organization comprising no branches
- Not applicable, I am self-employed

**D9 Please estimate, to the best of your ability, the approximate number of people who are working 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 are applicable to you?**  
Multiple reply possible

- a. I am serving 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 work self-employed
- e. I am working at home
- f. I have no employees
- g. I have a partnership with friends/relatives
- e. Other: .....  
(please specify)

**D11 What is your approximate annual gross income? [NatCat local currency]:**

Thousand [NatCat]

- 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?  
\_\_\_\_\_

**D12 Did you undertake business/professional journeys abroad within the last 12 months?**

- No
- Yes, altogether \_\_\_\_\_ weeks

**D13 To what extent do you communicate (oral and written communication) with clients/external partners...**

To a very high extent      Not at all

1 2 3 4 5

- a. in a foreign language?
- b. with foreigners in your language?

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

\_\_\_\_\_% Percentage of work time (%)

**D15 Have you, since graduation (multiple reply possible)**

- a. considered working abroad?
- b. sought employment abroad?
- c. actually received an offer to work abroad?
- d. actually had regular employment abroad since graduation?
- e. actually been sent abroad by your employer on work assignments?
- f. None → GO TO QUESTION E1

**D16 If you have worked abroad: In which country(ies) and how many months (each)?**

	Duration	Country (please specify)
1	_____ months	.....
2	_____ months	.....
3	_____ months	.....

## E. Competencies and Their Application

E1 Please, state the extent to which you had the following competencies at the time of graduation in 1994 or 1995 and to what extent they are required in your current work. If you are not employed please answer only (A).

A. Possessed at time of graduation 1994 or 1995 To a very high extent	Knowledge, skills and competencies	B. Work requirements				
		To a very high 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. 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 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"/>	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"/>	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. 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. Working 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"/>	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, appreciating 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 To what extent has your study (you graduated from 1994 or 1995) been useful for ...?**

To a very high extent                      Not at all

1 2 3 4 5

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

--> IF YOU ARE CURRENTLY NOT PROFESSIONAL ACTIVE, GO TO QUESTION G2

**E3 How important do you consider the following competencies for doing your current work?**

Very important                      Not at all important

1 2 3 4 5

- a. Professional knowledge of other countries (e.g. economical, sociological, legal knowledge)
- b. Knowledge/understanding of international differences in culture and society, modes of behaviour, life styles, etc.
- c. Working with people from different cultural backgrounds
- d. Communicating in foreign languages

**F. Relationships Between Higher Education and Work**

**F1 If you take into consideration your current work tasks altogether: To what extent do you use the knowledge and skills acquired in the course of study (you graduated from 1994 or 1995)?**

To a very high extent                      Not at all

1 2 3 4 5

**F4 If you consider your employment and work as hardly appropriate and not linked to your education: why did you take it up? Multiple reply possible**

- 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 linked 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 into account family needs
- k. At the beginning of the career envisaged I have to accept work hardly linked to my study
- l. Other: .....  
(please specify)
- m. Not applicable, I consider my job closely linked to my studies

**F2 How would you characterise the relationship between your field of study and your area of work?**

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

**F3 If you consider all dimensions of your employment and work (status, position, income, work tasks, etc.):**

**a. To what extent is your employment and work appropriate to your level of education?**

Completely appropriate                      Not at all appropriate

1 2 3 4 5

**b. What is the most appropriate level of course of study/degree for your employment and work in comparison to that which you graduated from in 1994 or 1995?**

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

**F5 Taking all aspects into account, to what extent does your current work situation meet the expectations you had when you started your study?**

Much better than expected                      Much worse than expected                      Not applicable, I have had no expectations

1 2 3 4 5

## G. Work Orientations and Job Satisfaction

G1 **Altogether**, to what extent are you satisfied with your current work?

Very satisfied Very dissatisfied

1 2 3 4 5

G2 Please indicate the importance you placed on each of the following life goals - in the past and now.

A. At time of graduation 1994 or 1995					B. Now					
Very important		Not at all important			Very important		Not at all important			
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. Social prestige	<input type="checkbox"/>	<input type="checkbox"/>	<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. Personal development	<input type="checkbox"/>	<input type="checkbox"/>	<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. Varied social life	<input type="checkbox"/>	<input type="checkbox"/>	<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. Home/family	<input type="checkbox"/>	<input type="checkbox"/>	<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. Making money	<input type="checkbox"/>	<input type="checkbox"/>	<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. Academic inquiry	<input type="checkbox"/>	<input type="checkbox"/>	<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. Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G3 How important are the following characteristics of an occupation for you personally (A) and to what extent do they apply to your current professional situation (B)? *If you are not employed please answer only (A).*

A. Importance					B. Apply to current situation					
Very important		Not at all important			To a very high 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. Largely independent disposition of 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"/>	b. Opportunity of undertaking scientific/scholarly 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. Clear and well-ordered 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. Possibilities of using acquired knowledge and 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"/>	e. Job security	<input type="checkbox"/>	<input type="checkbox"/>	<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. Social recognition and status	<input type="checkbox"/>	<input type="checkbox"/>	<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. Opportunity of pursuing own ideas	<input type="checkbox"/>	<input type="checkbox"/>	<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. Good social climate	<input type="checkbox"/>	<input type="checkbox"/>	<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. Opportunity of pursuing continuous learning	<input type="checkbox"/>	<input type="checkbox"/>	<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. High 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"/>	k. Chances of (political) influence	<input type="checkbox"/>	<input type="checkbox"/>	<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. Challenging 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"/>	m. Good career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<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. Enough time for leisure activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	o. Co-ordinating and management 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"/>	p. Possibility of working 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"/>	q. Chance of doing something useful for society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	r. Variety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	s. Good chances of combining employment with family tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## H. Further Education and Training

Please provide us with some more information regarding your further education and training (not including doctoral study or other additional study you have mentioned already in Question B1.

H1 Did you undertake further education and training required in order to obtain or keep a professional qualification or another longer professional training period since graduation in 1994 or 1995 (e.g. traineeship, Referendariat, Praktikum, "Registered Accountant"; use national terms NatCat)? [NatCat]

No → GO TO QUESTION H2

Yes, please specify:

	A. Name/kind of training (e.g. traineeship, Referendariat, Voluntariat, Praktikum) [NatCat]	B. Duration (please specify the number of months)	C. Kind of certification earned (if applicable) [NatCat]
1.	.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet	.....
2.	.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet	.....
3.	.....	<input type="text"/> <input type="text"/> Months <input type="checkbox"/> Not finished yet	.....

H2 After your degree awarded in 1994 or 1995 did you undertake other additional/further education/training (short courses, seminars, workshops, self-study, etc.) related to your career or to a future career that you might pursue? Exclude professional training programmes stated in response to H1 and exclude what you consider to be completely unrelated to work and career.

No → GO TO QUESTION H10

Yes

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 (please specify)	Duration (hours)
1	.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours
2	.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours
3	.....	<input type="checkbox"/> 1 to 10 hours <input type="checkbox"/> 11 to 50 hours <input type="checkbox"/> 51 and more hours

→ The following questions H4 to H9 apply to your further education activities in general mentioned in H3.

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

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

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

- 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 Did you attend the course(s) during your paid working time?**

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

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

- a. New scholarly knowledge in your discipline
- b. Cross-disciplinary scholarly knowledge of various fields
- c. Methodological competencies
- d. Manual skills
- e. Foreign language proficiency
- f. Computer skills
- g. Social/political or philosophical topics
- h. Competencies in business administration
- i. Management/leadership competencies
- 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 personal purpose of additional/further education/training when you started it? *Please mark only one***

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

**H9 To what extent did your additional/further education or training actually help you afterwards ...?**

- |                             |               |  |
|-----------------------------|---------------|--|
| To a very<br>high<br>extent | Not at<br>all |  |
| 1                           | 5             |  |
| 2                           | 4             |  |
| 3                           | 3             |  |
| 4                           | 2             |  |
| 5                           | 1             |  |
- a. to get employed?
  - b. to get along with the work tasks?
  - c. to enrich the job (e.g. more interesting tasks)?
  - d. to raise the status (e.g. promotion, higher income)
  - e. to cope with requirements from other life spheres than employment and work

**H10 To what extent do you feel at present a need to update or develop your competencies further through additional/further education or training?**

- |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| To a very<br>high extent |                          |                          |                          | Not at<br>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 of additional/further education or training?**

- |                          |                             |  |
|--------------------------|-----------------------------|--|
| Com-<br>pletely<br>agree | Com-<br>pletely<br>disagree |  |
| 1                        | 5                           |  |
| 2                        | 4                           |  |
| 3                        | 3                           |  |
| 4                        | 2                           |  |
| 5                        | 1                           |  |
- Additional/further education or training is necessary ...
- a. ... in order to cope with tasks which could not be envisaged at the time of initial education
  - b. ... because of shortcomings in initial first study
  - c. ... in order to acquire knowledge which can be learned better on the job
  - d. Initial first study provides a sufficient training in relevant skill acquisition
  - e. Initial first study constitutes a good basis for continuous updating of knowledge and skills

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

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

**H13 How often did you attend professional relevant meetings/conferences during the last 12 months?**

- 4 times and more       1 to 3 times       Never

**H14 How often did you use the internet sources for professional relevant information gathering during the last 12 months?**

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



# I. Socio-Biographic data

Please provide details about yourself in order to enable us to interpret your work biography as accurately as possible

## I1 Gender

- Male  
 Female

## I2 Year of birth

19\_\_|\_\_|Year

## I3 Please, provide some information about your citizenship and your country of schooling, study and work

	X	Other, please specify
a. Current citizenship	<input type="checkbox"/>	.....
b. Citizenship at birth	<input type="checkbox"/>	.....
c. Country where you completed secondary education	<input type="checkbox"/>	.....
d. Country of first employment after graduation	<input type="checkbox"/>	.....
e. Country of current employment/work	<input type="checkbox"/>	.....
f. Country of current residence	<input type="checkbox"/>	.....

⚠ [NatCat: x = country in which the survey in undertaken]

## I4 In which region have you studied and where do you live today? Please specify the postal code [NatCat]

Postal code	
__ __	(Main) region during time of studies
__ __	Region of current residence
__ __	Region of employment, if applicable

⚠ [National adaptation of boxes for postal codes or regions]

## I5 Parental and partner highest education

Father	Mother	Partner	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Compulsory school or less
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Completed (upper) secondary school
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Higher education diploma/degree
		<input type="checkbox"/>	Not applicable, I do not have a partner

## I6 Did/do you live ... ? Multiple reply possible

Immediately prior to graduation in 1994 or 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 persons?
<input type="checkbox"/>	<input type="checkbox"/>	as single?

## I7 Are there children in your household?

No → GO TO QUESTION I8

Yes How many? \_\_|\_\_|

How old are they:

1. \_\_|\_\_| 2. \_\_|\_\_| 3. \_\_|\_\_|

4. \_\_|\_\_| 5. \_\_|\_\_| 6. \_\_|\_\_|

## I8 How many hours per week are you (and eventually your partner) working in your household (cleaning, cooking, child care, etc.)?

\_\_|\_\_| Hours per week myself

\_\_|\_\_| Hours per week my partner

## I9 What is the major activity of your partner, if applicable? Please tick only one

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

## J Retrospective Assessment of Your Studies (you finished 1994 or 1995)

### J1 To what extent did your studies help you ...?

To a  
very  
high  
extent

Not at  
all

1 2 3 4 5

a. finding a satisfying job after finishing your studies?

b. for your long-term career prospects?

c. for the development of your personality?

### J2 Looking back, if you were free to choose again, how likely would you ...

Very  
likely

Not  
likely at  
all

1 2 3 4 5

a. choose the same course of study?

b. choose the same institution of higher education?

c. choose a higher degree level of higher education? [NatCat]

d. choose a lower degree level of higher education? [NatCat]

e. decide not to study at all?

### J3 What kind of improvements in higher education would you suggest according to your experiences?

*Thank you very much for completing the questionnaire.*