

# STRUCTURAL CHANGES, GRADUATES AND JOBS

**11<sup>th</sup>** JUNE UNIVERSITY  
2018 OF TURIN

AULA MAGNA DELLA CAVALLERIZZA REALE - VIA VERDI, 9

## Graduates employability: sharing some ideas

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**AlmaLaurea Conference, 2018**

**CEOS.PP**  
CENTRO DE ESTUDOS ORGANIZACIONAIS  
E SOCIAIS DO POLITÉCNICO DO PORTO



**18.500 Estudantes**

**2.000 Trabalhadores**

**100.000 Alumni**

**8 Escolas / 3 Pólos**

**ISEP**

**ESS**

**ISCAP**

**ESTG**

**ESE**

**ESHT**

**ESMAE**

**ESMAD**

**Politécnico  
do Porto**

**P.PORTO**

**Ensino Superior Público**

# Our world in the XXI century



## Mundo VUCA

*Volatility* | Volatilidade

*Uncertainty* | Incerteza

*Complexity* | Complexidade

*Ambiguity* | Ambiguidade

# How to make sense of career paths in VUCA world?



Professions

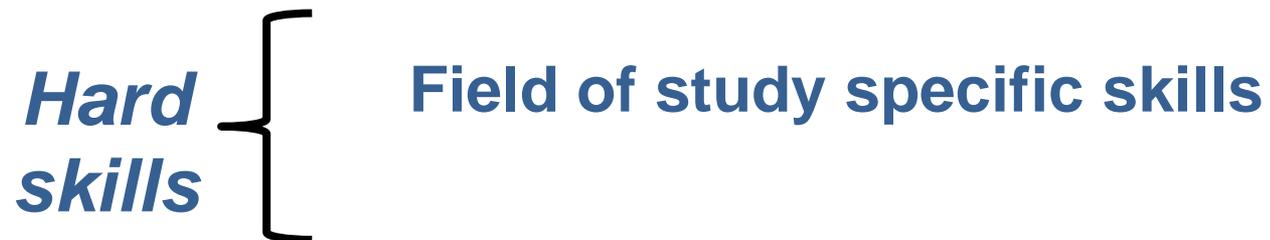


Skills

## TRANSVERSAL SKILLS



## SPECIFIC SKILLS



*Prepared to work?*



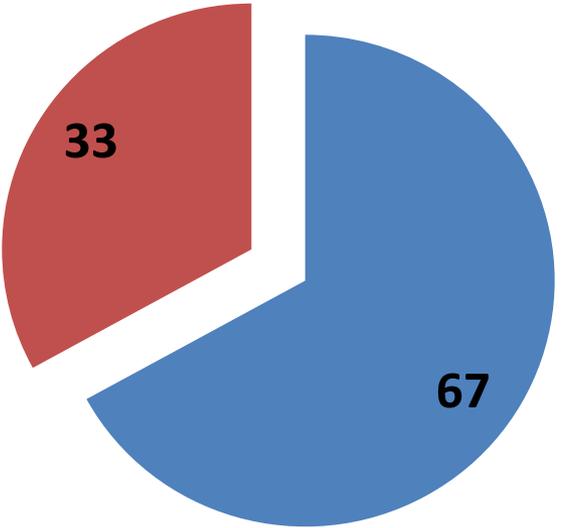
**Participants**

*Prepared to work?*

**Graduates - questionnaire (n=6444)**

62% females

Average age = 29 ( $\pm$  7)



**Degree %**  
■ bachelor  
■ master

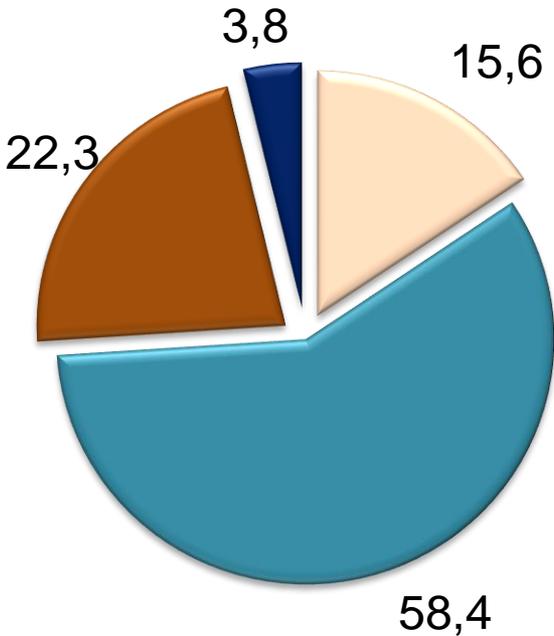
Degree completed  
between 2008-2013

*Prepared to work?*

**Employers - questionnaire (n=781)**

54% females

90% work directly with graduates



- Age %**
- ≤ 30 years
  - 31-45 years
  - 46-60 years
  - ≥ 61 years



93% with higher education

*Prepared to work?*

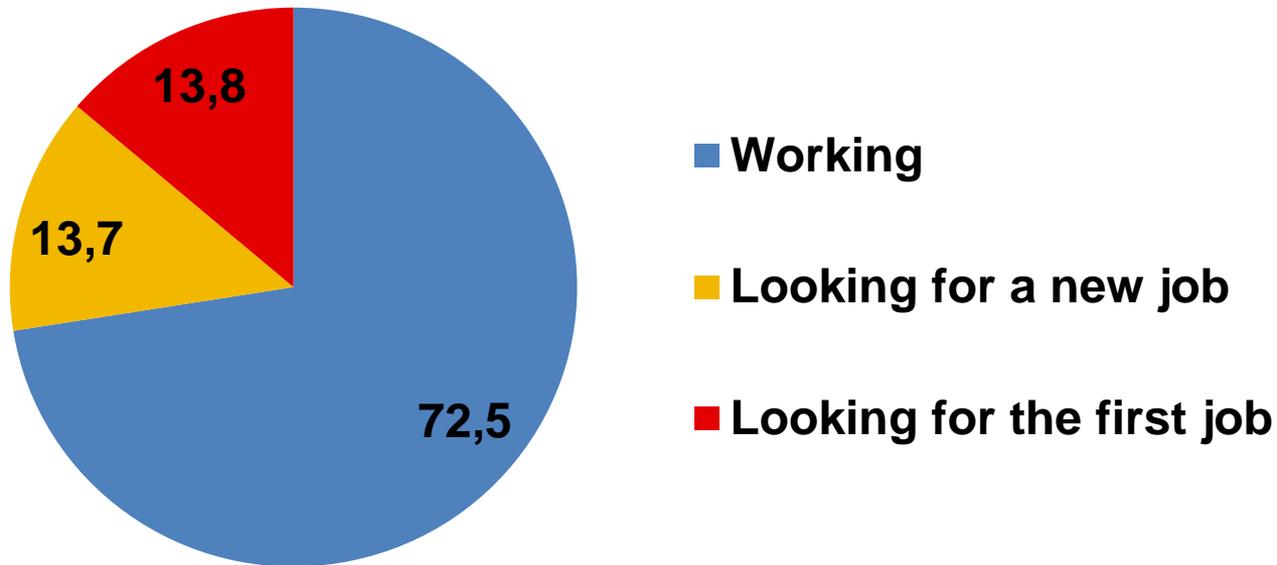


## **Main Results**

## Goal

Characterize the transition-to-work of recent graduates (2008-2013)

ABOUT THE JOB SITUATION...



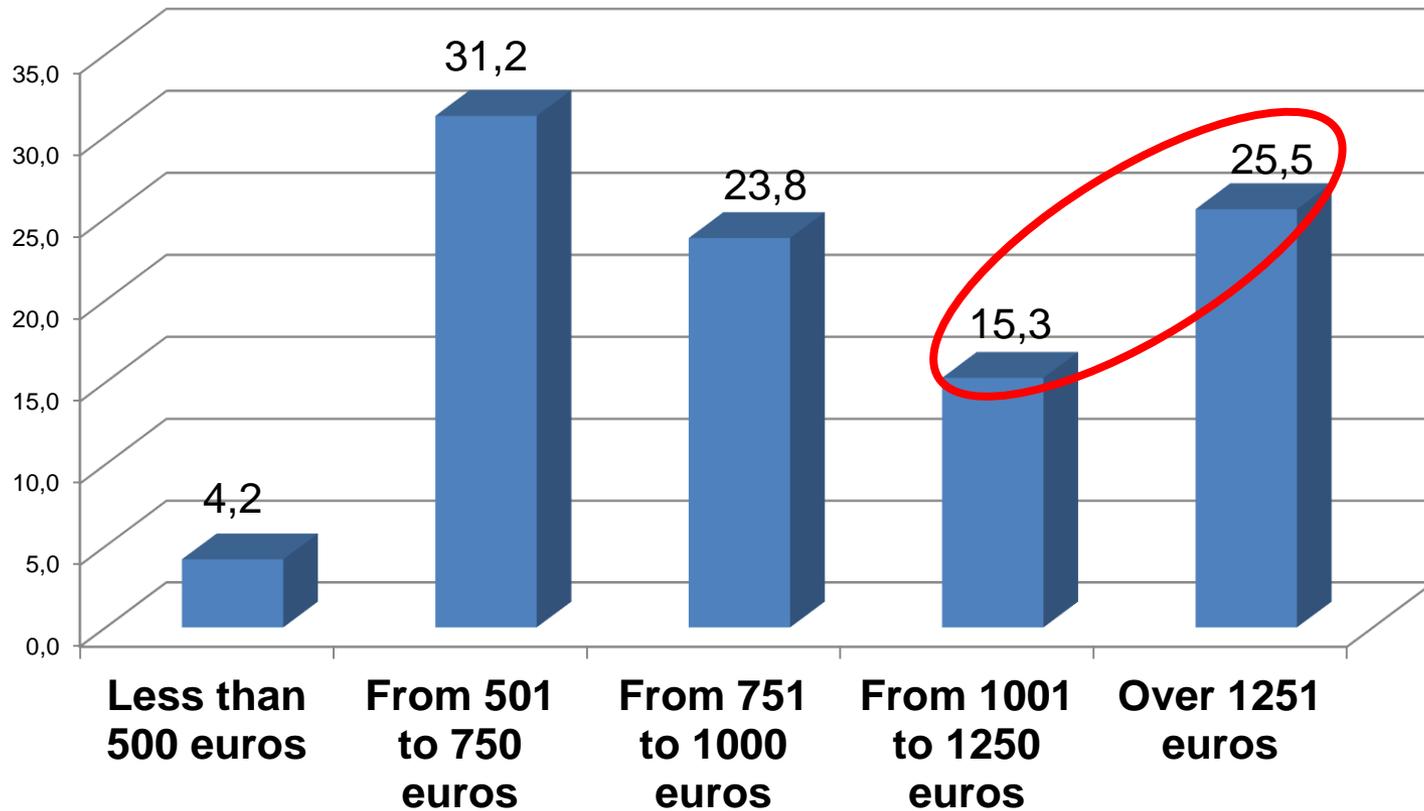
**Master degree** (comparing to bachelor degree) → **higher probability of belonging to the working group**

# Goal

Characterize the transition-to-work of recent graduates (2008-2013)

ABOUT THE CURRENT JOB...

## Monthly gross remuneration (%)



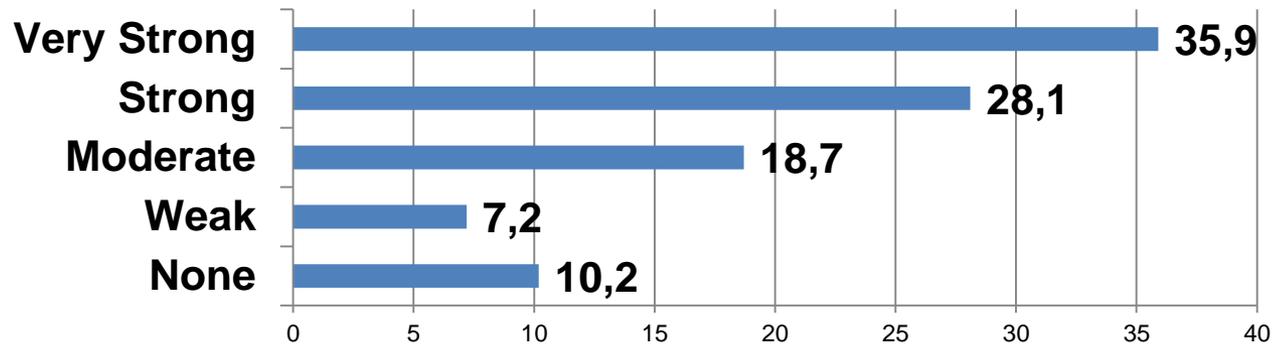
# Goal

Characterize the transition-to-work of recent graduates (2008-2013)

ABOUT THE CURRENT JOB...

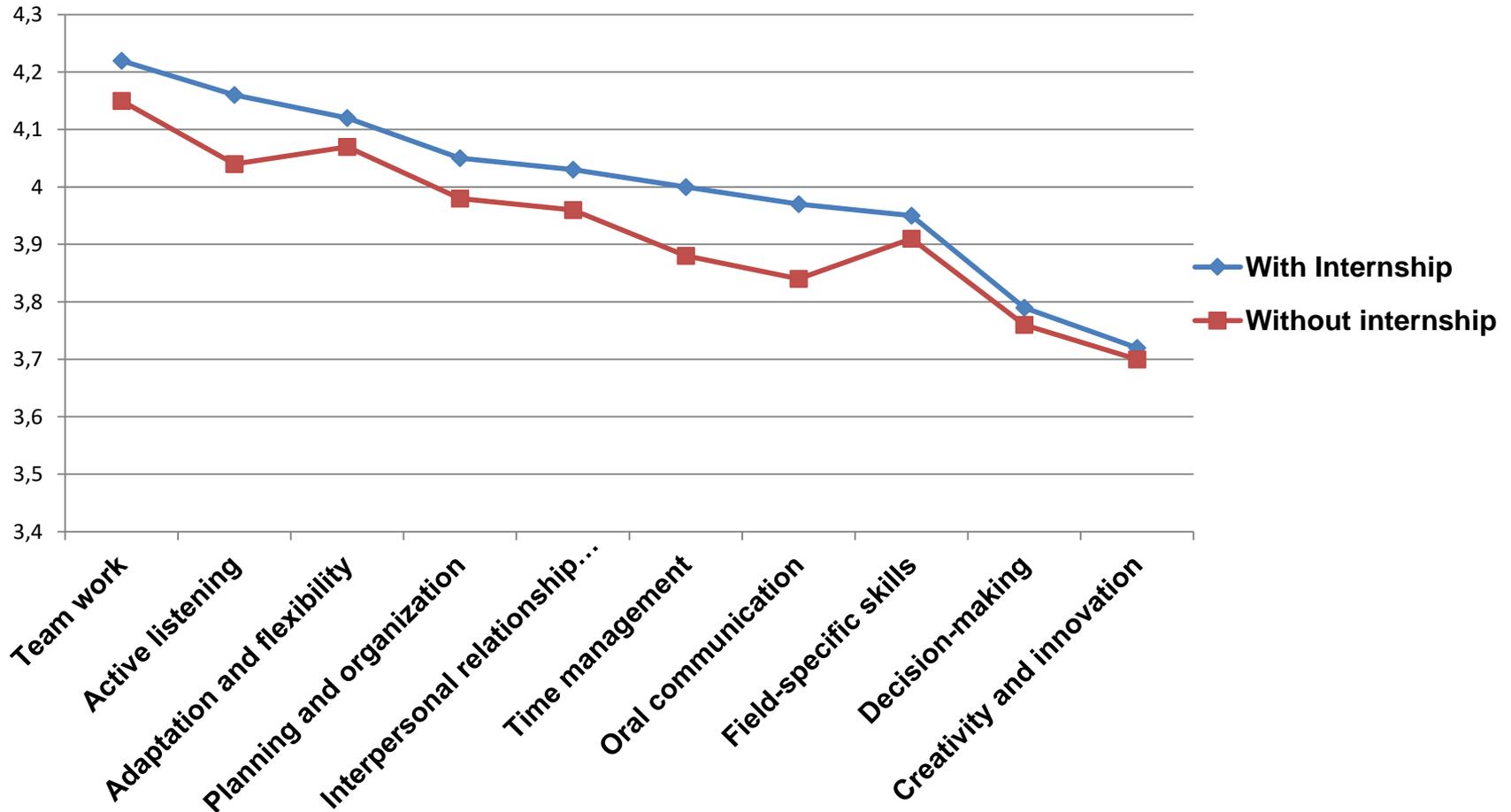
## Job-course relation (%)

 **82%**



# Goal

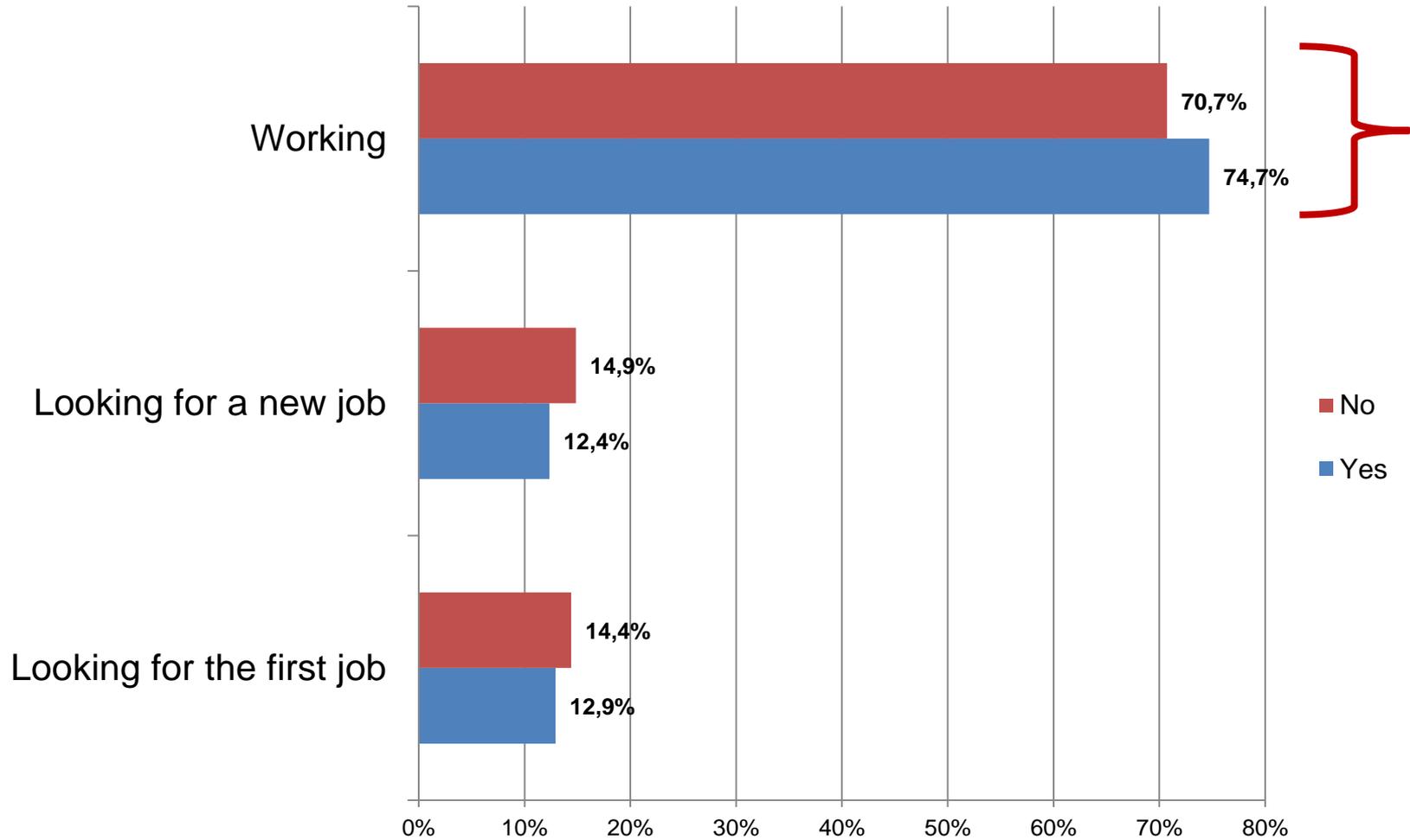
Analyze academic internship impact on skills (self-efficacy/confidence)



Sample: all graduates; controlling gender, age, academic degree, and years since graduation.  
1= not confident at all 5= completely confident

# Goal

Analyze extra-curricular activities impact on employment status



$X^2 = 12,94$   $p < .01$

# Goal

Identify the most **important professional skills in the next 5 years**

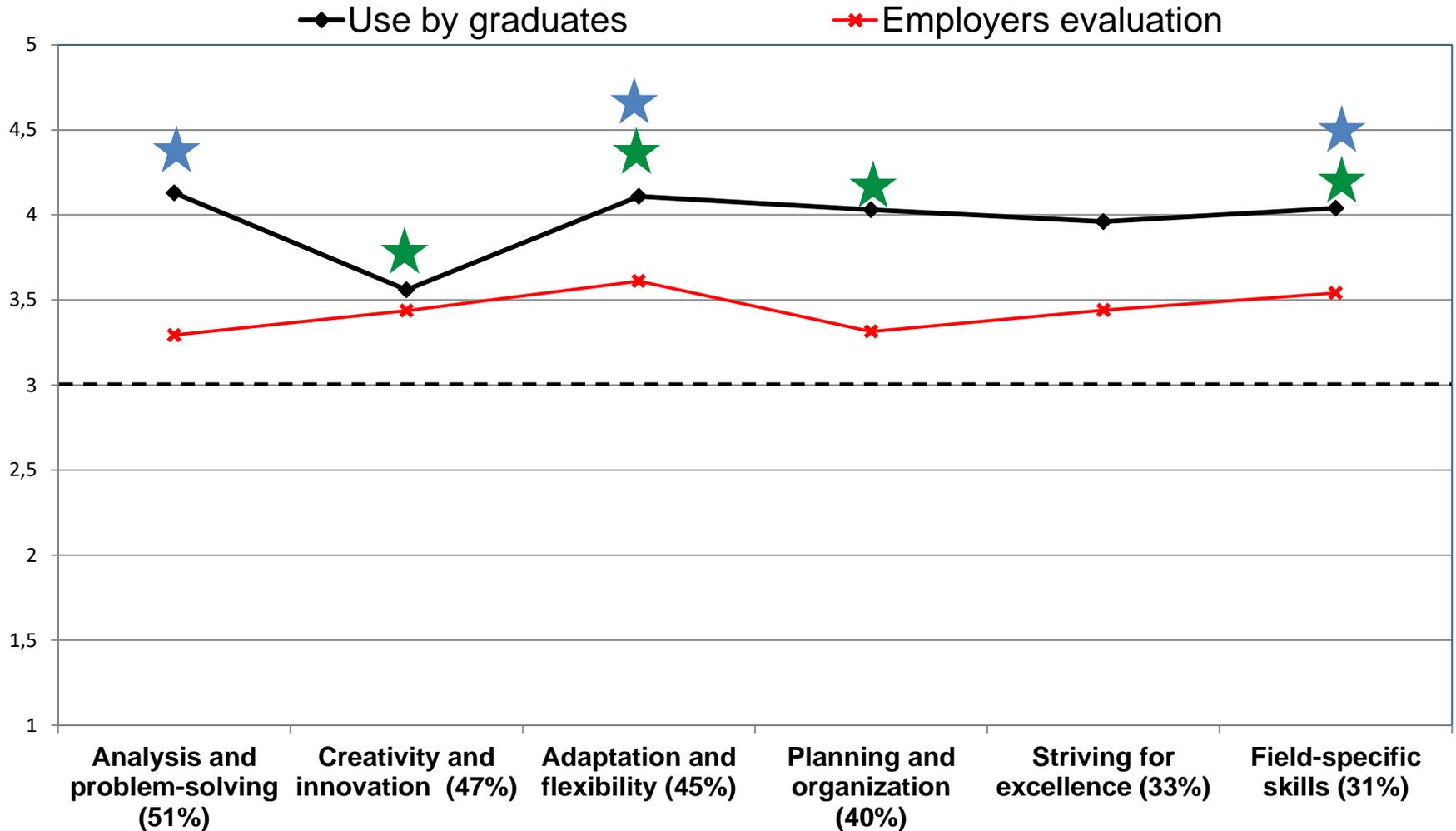
	Employers	Graduates
Analysis and problem-solving	1 <sup>o</sup> (51%)	1 <sup>o</sup> (53%)
Creativity and innovation	2 <sup>o</sup> (47%)	2 <sup>o</sup> (49%)
Adaptation and flexibility	3 <sup>o</sup> (45%)	3 <sup>o</sup> (39%)
Planning and organization	4 <sup>o</sup> (40%)	4 <sup>o</sup> (38%)
Striving for excellence	5 <sup>o</sup> (33%)	10 <sup>o</sup> (28%)
 Field-specific skills	6 <sup>o</sup> (31%)	7 <sup>o</sup> (32%)
Interpersonal relationship and conflict management	7 <sup>o</sup> (29%)	9 <sup>o</sup> (29%)
Proficiency in foreign languages	8 <sup>o</sup> (28%)	5 <sup>o</sup> (38%)
Team work	9 <sup>o</sup> (27%)	6 <sup>o</sup> (33%)
Information and communication technologies	10 <sup>o</sup> (25%)	8 <sup>o</sup> (31%)

Sample: employers & graduates

# GOAL

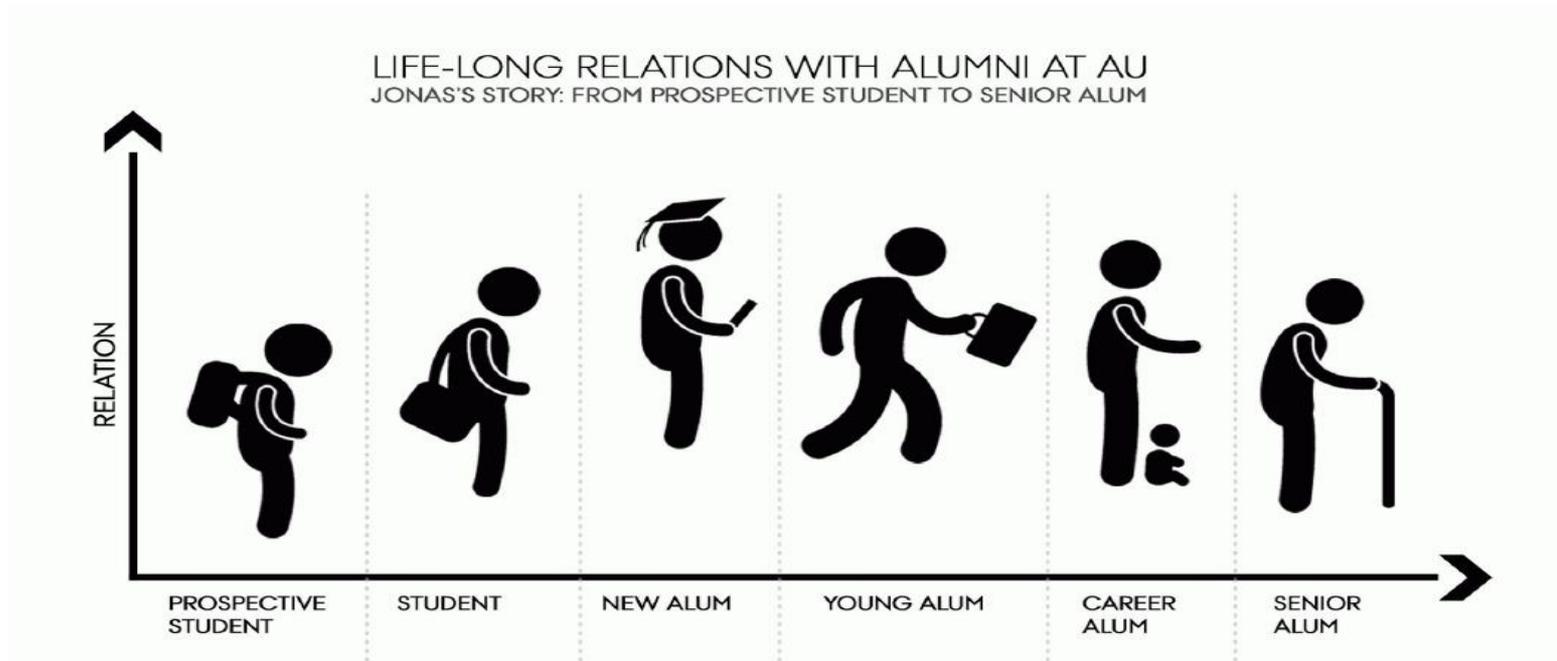
Focus on the 6 most important skills for Employers...

★ = Internship  
★ = Erasmus



Sample: employers & graduates (3=midpoint)

# ALUMNI – former students from a Higher Education Institution (= graduates?)



# Plataforma Politécnico do Porto - Nº de pessoas disponíveis para ajudar

Partilhar a experiência profissional em aula/seminário/conferência (n= 1670 )

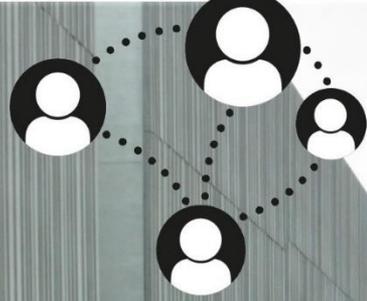
Receber visitas no seu local de trabalho (n= 1152)

Orientar diplomados na criação do próprio negócio (n= 1041)

Orientar diplomados na procura de emprego (n= 1179)

Acompanhar um/a estudante ao longo do curso (n= 731)

Responder a dúvidas de estudantes sobre a sua área profissional (n= 1052)



# ICARE ALUMNI

INTERNATIONAL CONFERENCE ON ALUMNI RELATIONS

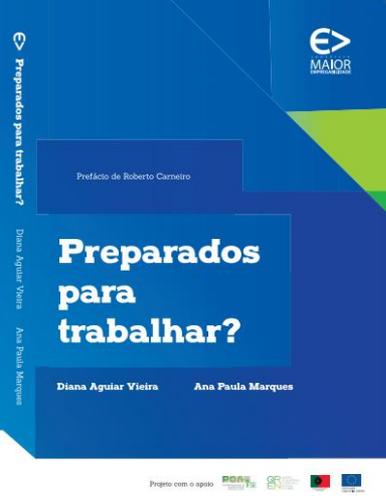


[www.icarealumni.com](http://www.icarealumni.com)

Comunidade de professores, investigadores e técnicos interessados na relação entre os antigos estudantes e a sua Instituição de Ensino

## How can HEIs develop the core skills of their students and graduates?

- ✓ Bet on initiatives that develop the skills identified as most important in the future, both among students and graduates
- ✓ Integrate internships in all curricular structures of courses
- ✓ Enhance mobility experiences during and after graduation
- ✓ Formalize the participation in extracurricular activities (e.g. ECTS; Diploma Supplement)
- ✓ Enhance psychological & alumni services
- ✓ Deepen and strengthen relations between HEIs and the labor market



Grazie 😊

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