Graduates employability: sharing some ideas

Diana Aguiar Vieira
18.500 Estudantes
2.000 Trabalhadores
100.000 Alumni
8 Escolas / 3 Pólos
ISEP  ESS
ISCAP  ESTG
ESE  ESHT
ESMAE  ESMAD

Ensino Superior Público
Our world in the XXI century

Mundo VUCA

Volutility | Volatilidade
Uncertainty | Incerteza
Complexity | Complexidade
Ambiguity | Ambiguidade
How to make sense of career paths in VUCA world?

http://vucabook.com/a-vuca-reading-list/
TRANSVERSAL SKILLS

- **Soft skills**
  - Personal skills
  - Inter-personal skills

- Technical skills

SPECIFIC SKILLS

- **Hard skills**
  - Field of study specific skills
Prepared to work?

Participants
62% females

Average age = 29 (± 7)
Prepared to work?

Employers - questionnaire (n=781)

54% females

90% work directly with graduates

Age %
- ≤ 30 years: 22.3%
- 31-45 years: 3.8%
- 46-60 years: 15.6%
- ≥ 61 years: 58.4%

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

Looking for the first job

X² = 12.94  p < .01
Goal
Identify the most important professional skills in the next 5 years

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

Sample: employers & graduates
**GOAL**
Focus on the **6 most important skills** for Employers…

- **Analysis and problem-solving (51%)**
- **Creativity and innovation (47%)**
- **Adaptation and flexibility (45%)**
- **Planning and organization (40%)**
- **Striving for excellence (33%)**
- **Field-specific skills (31%)**

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)
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 😊

Diana Aguiar Vieira

dianavieira@iscap.ipp.pt