

THE PERCEPTION OF EMPLOYERS ON UNIVERSITY EDUCATION

Universities are tasked with improving graduate employability. The Catalan University Quality Assurance Agency (AQU Catalunya) wants to know what companies and organisations perceive about the adequacy of university education. Therefore, we will be asking you below about the education and training of recent graduates with little professional experience (if hired in the last few years).

It will take you no more than five minutes to complete the form.

If you participate in the survey, you will be entered into a draw for a MacBook Air (or equivalent) laptop computer for your organisation ([rules of the draw](#)).

You can read the data protection policy by clicking on [this link](#). If you do not wish to receive further information, please contact occupadors@aqu.cat.

Thank you very much for your cooperation.

Please note:

- > The purpose of this survey is to ask employers about the education of recent graduates **grouped by university degree**. As such, this survey classifies the degrees using the most detailed grouping level of AQU Catalunya's [programme catalogue](#) (seven-digit education code).
- > The questions marked with an asterisk (*) are obligatory.

SECTION 1. ORGANISATION FEATURES

1. * What is the economic sector of your organisation (according to the CCAE-2009 to one digit)?

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| (1) A. Agriculture, livestock, forestry and fishing. | (12) M. Professional, scientific and technical activities. |
| (2) B. Extractive industries. | (13) N. Administrative activities and auxiliary services. |
| (3) C. Manufacturing industries. | (14) O. Public administration. |
| (4) D/E. Electricity, gas and water. | (15) P. Education. |
| (5) F. Construction. | (16) Q. Healthcare and social services activities. |
| (6) G. Trade and repair of motor vehicles. | (17) R. Artistic, recreational and entertainment activities. |
| (7) H. Transport and warehousing. | (18) S, T, U. Others. |
| (8) I. Hospitality. | |
| (9) J. Information and communications. | |
| (10) K. Financial and insurance activities. | |
| (11) L. Real estate activities. | |

2. * What is the ownership and size of your organisation?

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|---|--|
| (1) Public entity (Administration, official body, etc.). | (3) Private organisation: medium-sized company (from 50 to 249 employees). |
| (2) Private organisation: micro-enterprise (from 1 to 9 workers). | (4) Private organisation: large company (250 workers or more). |
| (3) Private organisation: small business (from 10 to 49 workers). | |

SECTION 2. RECENT GRADUATE RECRUITMENT

3. *In the last three years, have you hired people who have recently graduated from Catalan universities?

Recent graduates are those who obtained the university degree during the two years prior to recruitment.

- (1) Yes -> Go to question 4.
- (2) No -> End of the survey.
- (3) Don't know -> End of the survey.

4. *What is the most common degree of the people you have hired?

If you hire people from different degree programmes, pick one and focus your answers on that degree. You can search for the degree in the search bar that appears in the dropdown menu.

Dropdown list of courses according to AQU Catalunya's Degree Catalogue. Only courses with active degrees are included and the "Mixed degrees" categories are excluded.

5. Indicate the name of the most common workplace of the chosen training profile.

Open

RECRUITMENT FACTORS

6. *In the selection process for recent graduates in the chosen degree, indicate whether the following aspects have been a requirement for recruitment:

- (1) A Bachelor's degree: Yes/No
- (2) A Master's degree: Yes/No
- (3) A PhD degree: Yes/No
- (4) English proficiency: Yes/No
- (5) Other languages proficiency: Yes/No

If "Other languages proficiency" = "Yes" -> 6.1. Specify the required language or languages.
(open)

7. *Please indicate the degree of importance from 1 to 5 (1 = not at all important, 5 = very important) of the following aspects for recruitment in the selection process of recent graduates in the chosen degree programme:

- (1) Professional experience.
- (2) Internships in companies.
- (3) International mobility (for studies, internships or work).
- (4) Mostly face-to-face study format.
- (5) Volunteering at the university and/or in society.
- (6) Extracurricular activities, such as student representation, associations, sports teams, groups, etc.
- (7) Complementary or long-term specialised training (for example, postgraduates). If the rating is equal to or higher than 3 -> Go to question 7.1.
- (8) Complementary or short-term specialised training (for example, Excel courses, Power BI, effective communication, public speaking, etc.). If the rating is equal to or higher than 3 -> Go to question 7.1.

7.1. Do you know what was the content of the complementary or specialised training?

- (1) Long-term: open
- (2) Short-term: open

7.2. Are there other aspects that you have valued in the recruitment? Open

8. *The Catalan university system has recently increased the number of official degree programmes on offer that differ from the traditional ones, both in terms of duration and content. Do you think these new approaches could be a valuable recruitment factor for your company?

(1) Double university degree (vs. a degree): Yes/No/Don't know

A double degree offers the possibility of studying two different degrees simultaneously and of obtaining both diplomas upon completion, in less time than required if they were studied separately.

(2) Dual university degree (vs. a degree): Yes/No/Don't know

A dual university degree combines learning in an institution and education in a university.

(3) Joint university degree with one or more international universities (vs. degrees from a single Catalan university): Yes/No/Don't know

The joint degree aims to create a unique curriculum from two or more universities to obtain a single diploma certificate, issued by all participating universities, or a certificate from each of the universities (multiple diploma certificate), depending on the terms of the agreement.

(4) TFG or TFM at the company (vs. TFG or TFM at university): Yes/No/Don't know

SECTION 3. RECRUITMENT ISSUES

9. *Have you had issues recruiting the right people for a job that is usually filled by someone with a degree in your chosen degree?

- (1) Yes -> Go to question 10.
- (2) No -> Go to question 11.

10. Indicate the main reasons for the issue in recruitment (if you consider it necessary, you can select more than one option):

- (1) Lack of technical skills (hard skills).
For example, computer skills, data analysis, specific software, etc.
10.1. Specify: (open)
- (2) Lack of generic skills (soft skills).
For example, flexibility, initiative, responsibility, communication, empathy, etc.
10.2. Specify: (open)
- (3) Shortage of graduates in this field.
- (4) Lack of responsibility and/or inappropriate behaviour.
- (5) Non-acceptance of the type of working day, type of contract and/or salary.
- (6) Other (specify).

SECTION 4. SKILLS

11. *Please indicate the cross-cutting skills that recent graduates in the chosen degree you have hired should improve in their professional work (select a minimum of 1 and a maximum of 5):

- (1) Theoretical training: knowledge of the disciplinary field.
- (2) Practical training: know-how in the disciplinary field.
- (3) Problem solving.
- (4) Creativity and innovation.
- (5) Learning and independent learning capacity.
- (6) Planning and organisation.
- (7) Critical thinking.
- (8) Oral expression: ability to express ideas and results.
- (9) Written expression: writing emails, reports, etc.
- (10) English.
- (11) Technological and digital skills.
- (12) Information research and management capacity.
- (13) Teamwork.
- (14) Ethical, social and environmental responsibility in professional performance.

11.1. Please give us more details about your choice, if you consider it convenient. (Open)

12. *Rate your overall satisfaction with the skills of recent graduates in the chosen degree you have hired from 0 (least satisfied) to 10 (highest satisfaction).

13. Considering all the university-educated staff in your organisation, which knowledge or skill-set do you think further development or training is needed? (Be as explicit as possible.)

Open question. -> Go to question 13.1

13.1. Regarding the educational needs specified in the previous question, do you consider that this is currently offered and that it is of good quality?

- (1) Yes, by the universities.
- (2) Yes, by other training organisations.
- (3) No, it must be done within the company.
- (4) Don't know.

SECTION 5. GIVEAWAY

14. *Indicate if you would like to enter the draw for a MacBook Air (or equivalent) laptop computer for your organisation. You can find the rules of the competition by clicking on the link.

- (1) Yes. -> Go to question 14.1.
- (2) No. -> The survey ends.

14.1. Provide us with your contact details:

Name of the company/organisation:

Contact email:

Contact phone number:

Dropdown list of courses according to AQU Catalunya's Degree Catalogue

Code	Aggrupation code	Name
1	1010101	History
2	1010102	Art History
3	1010103	Musicology
4	1010104	East Asian Studies
5	1010105	Archeology
6	1010201	Philosophy
7	1010202	Humanities
8	1020101	Linguistics
9	1020102	Literary Studies
10	1020103	Classical Philology
11	1020104	Romance Philology
12	1020201	Catalan Language and Literature
13	1020202	Spanish (Hispanic) Language and Literature
14	1020301	English Studies
15	1020302	Translation and Interpreting
16	1020303	Translation and Interpreting: German
17	1020304	Translation and Interpreting: English
18	1020305	Translation and Interpreting: French
19	1020306	Arabic and Hebrew Studies
20	1030101	Fine Arts
21	1030201	Design
22	1030202	Conservation and Restoration of Cultural Heritage
23	2010101	Economics
24	2010205	Accountancy and Finance
25	2010201	Business Administration and Management
26	2010202	Marketing and Market Research
27	2010203	Business Sciences
28	2010204	Business International Management
29	2010301	Tourism
30	2020101	Law
31	2020201	Criminology
32	2020202	Labour Relations
33	2020203	Labour Studies
34	2020204	Hazard Prevention and Occupational Safety
35	2020301	Public Management and Administration
36	2020302	Political and Administrative Sciences
37	2020401	Sociology

38	2020402	Social and Cultural Anthropology
39	2020403	Geography
40	2030101	Audiovisual Communication
41	2030102	Journalism
42	2030103	Advertising and Public Relations
43	2030201	Information and Documentation
44	2040101	Teaching: Early Childhood
45	2040102	Teaching: Primary Education
46	2040201	Pedagogy
47	2040202	Psychopedagogy
48	2040107	Teacher Training
49	2050101	Social Work
50	2050102	Social Education
51	2050201	Social and Organisational Psychology
52	3010101	Biology
53	3010102	Biochemistry
54	3010103	Biotechnology
55	3010104	Microbiology
56	3010201	Environmental Sciences
57	3010202	Geology
58	3010203	Marine Science
59	3020101	Chemistry
60	3020102	Oenology
61	3020201	Physics
62	3020202	Mathematics
63	3020203	Statistics
64	4010303	Physiotherapy
65	4010102	Physical Activity and Sports Sciences
66	4010103	Human Nutrition and Dietetics
67	4010201	Nursing
68	4010301	Optics and Optometry
69	4010302	Podiatry
70	4020101	Psychology
71	4020201	Occupational Therapy
72	4020202	Speech-Language Pathology
73	4030101	Medicine
74	4030102	Dentistry
75	4030201	Pharmacy
76	4030202	Biomedical Sciences
77	3010105	Genetics
78	5040202	Veterinary Science
79	5010101	Architecture

80	5010201	Architectural Technology and Building Construction
81	5010301	Mining Engineering
82	5010302	Public Works Engineering
83	5010303	Geomatics Engineering and Topography
84	5010401	Civil Engineering
85	5010402	Geological Engineering
86	5020101	Marine Technology
87	5020102	Nautical Science and Shipping
88	5020103	Systems Engineering and Naval Technology
89	5020201	Aerospace Technology Engineering
90	5020202	Aerospace Systems Engineering
91	5020203	Aerospace Vehicle Engineering
92	5020204	Pilot
93	5020205	Aeronautical Management
94	5020301	Electrical Engineering
95	5020302	Industrial Electronics and Automatic Control Engineering
96	5020303	Energy Engineering
97	5020401	Engineering in Industrial Design
98	5020402	Mechanical Engineering
99	5020403	Mechatronics Engineering
100	5020501	Chemical Engineering
101	5020502	Textile Engineering
102	5020503	Materials Engineering
103	5020601	Industrial Technology Engineering
104	5020602	Engineering in Industrial Organization
105	5030101	Telecommunication Systems Engineering
106	5030102	Electronic Systems Engineering
107	5030103	Telematics Engineering
108	5030104	Telecommunications Technologies and Services Engineering
109	5030105	Engineering in Information and Communication Technology Management
110	5030106	Audiovisual Systems
111	5030201	Informatics Engineering
112	5030202	ICT Systems Engineering
113	5030203	Multimedia Engineering
114	5030204	Geomatics Engineering and Geoinformation
115	5030205	Bioinformatics
116	5040101	Agricultural, Environmental and Landscape Engineering
117	5040102	Agricultural and Food Engineering
118	5040201	Food Science and Technology
119	5040103	Forest Engineering
124	1030203	Drama and Dance (Performing Arts)

125	1030204	Music
126	2040103	Teaching: Special Needs Education
127	2040104	Teaching: Physical Education
128	2040105	Teaching: Music Education
129	2040106	Teaching: Foreign Languages
130	1020307	Italian Studies
132	1020308	Galician Studies
133	1020309	Portuguese Studies
134	1020310	Slavic Studies
137	5030206	Data Science and Engineering