Graduate Employability OLT Project
Questions for Educators (Interviews & Focus Groups)

1. Describe your current educator experience.
   University? Private or Public? Faculty? Program? Teach Undergraduate or Postgraduate? How long have you been employed at the university? Position & Title?

2. Would you classify the programs you teach into as any of the following:
   Humanities? Visual/Performing Arts? Life Sciences? Computer Science?

3. What opportunities does your university provide students to enhance their graduate employability (i.e. get a good job and keep it after graduation from university)?

4. With which of these opportunities and strategies are you directly involved? Describe.

5. How have these strategies been developed, refined and improved over time?

6. Which strategies and support do you believe are most effective? i.e. How should universities and educators help students/graduates become employable?

7. At your university, is the onus mostly on your students to develop their own graduate employability skills (i.e. self-initiated and independent) or is this a well-developed and/or formal part of their university experience?

8. What is good about the graduate employability supports your university offers?

9. What should be improved about these graduate employability supports?

10. If you were to create a new university-driven graduate employability support system, what would it be like?

11. What are the key strategies that you believe help your students with graduate employment?

12. Do you think that the graduate employability supports and strategies that your university provides help your students to get good jobs upon graduation?

13. Do you have any stand-out stories about particular graduates and their employment or about successful support initiatives with which you have been involved? Describe.

14. Do your students/graduates get jobs directly related to their degrees? Describe.

15. What are some of the jobs in which your graduates have gained employment?

16. Where? Metropolitan? Regional? Rural? Overseas? Do graduates in certain of these locations have to have additional skills/experiences/attributes? Have you observed global differences in graduate employability?

17. What are employment rates from your program of studies? Has this improved or decreased over time?

18. What attributes, characteristics and transferable skills do you think are important to your graduates’ employment success?

19. Does your university play an active role in helping your students develop these attributes, characteristics and transferable skills? What do they do?

20. What would you describe as the employer’s role in helping graduates learn their new jobs and developing with the organisation? Where and when does the university’s responsibility end and the employer’s begin?

21. Is there anything else that you would like to tell us about graduate employability?

2. Would you describe your employment as a modern enterprise? In other words, considering the type of positions and roles which exist now – would they have existed five or ten years ago? Explain.

3. Have you hired university graduates? When? How many? How often?

4. If so, are you happy with these hiring decisions? Explain.

5. Where? Metropolitan? Regional? Rural? Do you require any of these graduates to have additional skills/experiences/attributes?

6. Would you have hired these employees with or without a degree?

7. What types of degrees do you look for when hiring?

8. If you have multiple locations globally, are there cultural differences in graduate employability? e.g. Do recruiters/employers in some countries/locations care more about the specific degree studied than in other countries?

9. Do you hire graduates from each of the following degrees? Why or why not? Humanities? Visual/Performing Arts? Life Sciences? Computer Science?

10. Do you consider which university they attended?

11. To what extent do you consider grades in university?


13. What makes an applicant stand-out? In other words, why did you hire these particular employees over the other applicants? What makes an employee stand out?

14. Do you see yourself as giving opportunities for continued learning and/or promotion to your university graduate employees?

15. To your knowledge, what opportunities did the employee’s university provide the students/graduates to enhance their graduate employability (i.e. get a good job and keep it after graduation from university)? Which of these strategies matter to you? i.e. which graduate employability strategies stand out in applications and influence hiring decisions?

16. What was good about the way in which the graduate’s university prepared them for employment with your company?

17. What should be improved?

18. If you were to create a new and better university program, what would it be like?

19. What attributes, characteristics and transferable skills do you think are important?

20. Which of these are developed through university education? How?

21. What would you describe as the employer’s role in helping new employees learn their job and develop with the organisation? Where and when does the university’s responsibility end and the employer’s begin?

22. What do you (as employer) do to enhance graduate employability and how have these strategies been developed, refined and improved over time?

23. Is there anything else that you would like to tell us about graduate employability?
Graduate Employability OLT Project
Questions for Graduates/Alumni (Interviews & Focus Groups)

1. Are you currently employed? Describe role and employer (including location).
2. If so, are you happy with this outcome?
3. Do you see yourself as having opportunities for continued learning and/or promotion with your current employer?
4. Would you describe this job as a newly emerging career (i.e. one that would not have existed five or ten years ago)? Explain.
5. Where will you be working now and in the future? Metropolitan? Regional? Rural? Overseas? Does the response to this question have any relationship to your employability?
6. What opportunities did your university provide you to enhance your graduate employability (i.e. get a good job and keep it after graduation from university)?
7. Was the onus mostly on you to develop your own graduate employability skills (i.e. self-initiated and independent) or was this a well-developed and/or formal part of your university experience?
8. What was good about the graduate employability supports from your university?
9. What should be improved about these graduate employability supports?
10. If you were to create a new university graduate employability support system, what would it be like?
11. What were the key strategies that you believe helped you with graduate employability?
12. Would you credit your university with providing the graduate employability supports and strategies that helped you to get a good job?
13. What approaches did you take to enhance your employability?
   (e.g. attending career fairs, participating in internships...)
14. When did you start participating in graduate employability supports and strategies?
   (i.e. in your first semester, in your final semester ...)
15. Is your job directly related to your degree? Describe.
16. What attributes, characteristics and transferable skills do you think are important to your employment success?
17. Did your university play an active role in helping you develop these attributes, characteristics and transferable skills? What did they do?
18. What would you describe as the employer’s role in helping you learn your new job and developing with the organisation? Where and when does the university’s responsibility end and the employer’s begin?
19. Is there anything else that you would like to tell us about graduate employability supports at your university or through your employer?
Graduate Employability OLT Project
Questions for Students (Interviews & Focus Groups)

1. Describe your current student experience.
   University? Faculty? Program? Undergraduate or Postgraduate? Full-time or Part-time? Semester in Program? When do you expect to graduate?

2. What opportunities does your university provide you to enhance your graduate employability (i.e. get a good job and keep it after graduation from university)?

3. Is the onus mostly on you to develop your own graduate employability skills (i.e. self-initiated and independent) or is this a well-developed and/or formal part of your university experience?

4. What is good about the graduate employability supports your university offers?

5. What should be improved about these graduate employability supports?

6. If you were to create a new university-driven graduate employability support system, what would it be like?

7. What are the key strategies that you believe will help you with graduate employment?

8. Do you think that the graduate employability supports and strategies that your university provides will help you to get a good job?

9. To date, what approaches have you taken to enhancing your employability?
   (e.g. attending career fairs, participating in internships...)

10. When did you start participating in graduate employability supports and strategies?
    (i.e. in your first semester, in your final semester...)

11. Do you expect to get a job directly related to your degree? Describe.

12. What attributes, characteristics and transferable skills do you think are important to your employment success?

13. Did your university play an active role in helping you develop these attributes, characteristics and transferable skills? What did they do?

14. What would you describe as the employer’s role in helping you learn your new job and developing with the organisation? Where and when does the university’s responsibility end and the employer’s begin?

15. Is there anything else that you would like to tell us about graduate employability supports at your university or those you expect through your future employer?