Highly qualified

and

on the Way

A Survey of Higher Education Graduates of the Examination Year 2008/2009



Instructions for completion of the questionnaire:

Please answer all questions if possible. If certain questions do not apply, you will be led to the next question using arrows, e.g.: continue with Question 1.12

Please use the following symbols

Please enter a number in half-open boxes, e.g $0 \mid 2$

Please mark round boxes with a cross

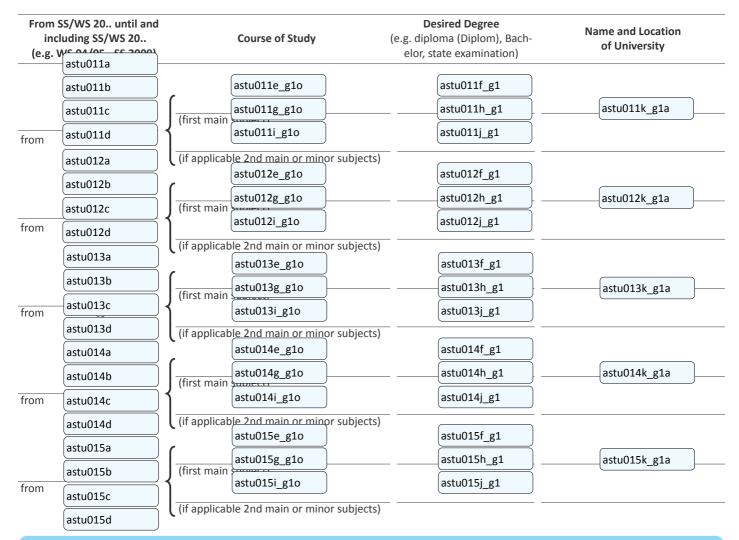


With scales, please mark the appropriate number with a, cross, e.g 1-2-3-4-5If there is not enough space for open answers, please use a separate sheet.

pid

1. Study Progress and Study Experiences

Please record the progress of your studies in the following tableau. Please begin with your first matriculation at a uni versity and list each development in chronological order (e.g. change of subject, desired degree or university, beginning of a new course of study or a study abroad).



1.2 Which academic degrees have you achieved?

| | Final Semester | Course of Study | Desired Degree (e.g. diploma (Diplom), Bach- elor, state examination) | Name and Location of University |
|------------|-------------------|-----------------|---|---------------------------------|
| 4 - 4 | is M/S 30 () 024 | astu021c_g1o | | |
| Lst degree | in WS 20 astu021a | astu021d_g1o | astu021f g1 | astu021g_g1a |
| | SS 20 astu021b | astu021e_g1o | | 020 |
| 2nd degree | in WS 20 astu022a | astu022c_g1o | | |
| | SS 20 (astu022b | astu022d_g1o | astu022f g1 | astu022g_g1a |
| Brd degree | in WS 20 astu023a | astu022e_g1o | | 0_0 |
| 5 | SS 20 astu023b | astu023c_g1o | | |
| | | astu023d_g1o | astu023f_g1 | astu023g_g1a |
| | | astu023e g1o | | |

| tions in this first section please refer to your first com- | subject? |
|--|---|
| pleted degree (see Question 1.2). | 1astu08a_a |
| Are you pursuing a teaching post (Lehramt)? | 2astu08b_a |
| vith the following specialisation:astu03a | No specialisations possible/undertakenastu08c 1.9 What role did consideration for the labour market |
| 2ctu02h g1 | play in |
| (e.g.: elementary school , secondary school, secondary school, secondary school, secondary level etc.) | Very great No rol |
| O ₂ | role at a |
| | your choice of study?astu09a |
| | your study organisation?astu09b |
| When was your last examination (handing in of final s, final written or oral exam) and which final grade (or) did you achieve? | |
| astu04a Year: 20 astu04b | |
| Final grade: core (if applicable: | |
| | 1.10 Were you in employment during your studies (including temporary/part-time work)? |
| For how we are a consideration of | Yes, mostly throughout the entire |
| for how many semesters - including examination seson did you study the subject you first graduated in? include recognised semesters from a previous de- | duration of my studies \bigcirc_1 |
| applicable.) | Yes, during parts of my studies O ₂ question 1.11 |
| | Yes, but only occasionally 3 |
| Number of semesters: | , |
| astu05 | No |
| d you interrupt your completed studies? nter the number of semesters, if applicable. Multi- ers possible.) | 1.11 Were your jobs or occupations thematically related to your course of studies or desired field of work? (multiple answers possible) |
| mporary ex-matriculation forastu06a | I worked as a student assistant in a related subject |
| day semester taken forastu06b emesters | field/instituteaocc02a |
| nout formal application forastu06c emesters | I worked in a company/public authority/agency entrusted with tasks relating to my subject field aocc02b |
| astu06d | I was self-employed/worked freelance in a field aocc02c |
| | field of study field of study |
| | I worked in jobs not directly related to my field daoccozu |
| id you gain experience abroad during your studies? | |
| astu071 | 1.12 Which category did your course of study belong to? |
| nlesse specify | Full-time studyastu10 |
| please specify: | Part-time study |
| of stay abroad Months Country | |
| astu072a astu072b astu072c_g1 | |
| astu073a astu073b astu073c_g1 | 1.13 Did you study parallel to your work (berufsbegleitend)? |
| astu074a astu074b astu074c_g1 | Yes |
| 1 = Study abroad 3 = Language course | Noastu11 |
| 2 = Internship abroad 4 = Other | 1 |

1.8 What were your specialisations within your main

Please note: In your answers to the remaining ques-

1.14 Were internships or practical semesters mandatory during your studies?

(multiple answers possible)

| Yes, internships at university (e.g. laboratory wor | astu12a |
|---|---------|
| Yes, external internships (e.g. industrial placeme | astu12b |
| Yes, practical semesters | 1 |
| An internship was mandatory but I was exempted (e.g. because my training experience was recogni | |
| No | |
| | astu12e |

1.15 How do you assess the following aspects of your completed course of study?

verv

| | good | very bad |
|---|---------|----------|
| Structure | astu13a | |
| Feasibility of degree (time perspective) | astu13b | |
| Time coordination of courses | astu13c | |
| Access to required internships/practical work | astu13d | |
| Up-to-dateness of learning methods | astu13e | |
| Modernity/up-to-dateness of research | astu13f | |
| Up-to-dateness of practical requirements | astu13g | |
| Linking of theory and practice | astu13h | |
| Reflection on mandatory study-related internships/practical semesters | astu13i | |
| Opportunity for in-depth work in your field of stu | astu13j | } |
| Practice of academic methods | astu13k | |
| Practice of oral presentation | astu13l | |
| Opportunity to learn how to produce academic texts | astu13m | |
| Practice of job-related professional behaviour | astu13n | |
| Academic / professional practice of foreign languages | astu13o | |
| Contact with teaching staff | astu13p | |
| Academic guidance and support | astu13q | |
| Review of examinations, term papers etc | astu13r | |
| Availability of important literature in the library | astu13s | |
| Career preparation | astu13t | |
| Access to IT services (internet, scientific data banks etc.) | astu13u | |
| Use of electronic communication media during teaching | astu13v | |
| Laboratory equipment, laboratory spaces, if appl | astu13w | |
| Assistance in job search/career start | astu13x | |
| Provision of career-oriented activities | astu13y | |
| Individual career advice and study guidance | astu13z | |

1.16 For how many lectures during your studies are the following statements true?

(Please enter the appropriate number.)

(almost) all = 1

most = 2 some = 3

few = 4

none = 5

Applies to...

| There were lively discussions | astu14b |
|--|---------|
| Representatives of various disciplines conducted the teaching | astu14c |
| Students could have a choice in the course design | astu14d |
| Critical discussion of the course content was encouraged | astu14e |
| Questions were examined from an interdisciplinary viewpoint | astu14f |
| Academic tasks had to be completed in cooperat with other students | astu14g |
| The teaching was conducted in a foreign languag | astu14h |
| Active participation of the students was encourage | astu14i |
| The teaching was internationally oriented (e.g. European law, international business admin | astu14j |

Various teaching methods were used.....astu14a

1.17 To what extent do the following statements apply to your completed course of study?

| | Strongly applies | Does not apply at al |
|---|------------------|-------------------------------|
| The course of study was well organised by study regulations and schedules | astu15a | |
| The course of study was well-structured | astu15b | |
| The study and examination requirements were clearly defined | astu15c | |
| The course of study provided the opportunity for subject specialisation | astu15d | |
| The lectures were thematically coordinated | astu15e | |
| The lectures' qualification and learning goals were transparent | astu15f | |
| Insofar as the lectures' qualification and | | |
| learning goals were known to me, they were mostly achieved | astu15g | |

1.18 During your first course of study did you ...

| | yes no | |
|--|---------|--|
| lead seminar/study groups (e.g. as a tutor or study group leader)? | astu16a | |
| participate in practical/research-oriented project studies? | astu16b | |

1.19 How important are the following skills and competencies for your current (or future, if you are not working at the moment) professional activity (left column)? To what extent did you possess these skills and competencies when you graduated (right column)?

| Importance for professional activity | | prese gradu | |
|---|--|-------------------------|--------------------------|
| very not important | Skills and competencies | to a great extent | to a lesser extent |
| 1 aski01a | Specific subject knowledge | aski02a | |
| 1 aski01b | Broad basic knowledge | aski02b | |
| 1 aski01c | Knowledge of academic methods | aski02c | |
| 1 aski01d | Foreign languages | aski02d | |
| 1 aski01e | | aski02e | |
| 1 aski01f | Negotiation skills | aski02f | |
| 1 aski01g | Organisational skills | aski02g | |
| 1 aski01h |]IT skills | aski02h | |
| 1 aski01i | Ability to adapt to changed circumstances | aski02i | |
| 1 aski01j | | aski02j | |
| 1 aski01k | Oral skills | aski02k | |
| 1 aski01l | Ability to recognise and fill gaps in knowledge | aski02l | |
| 1 aski01m | Leadership qualities | aski02m | |
| 1 aski01n | Business knowledge | aski02n | |
| 1 aski01o | Ability to cooperate | aski02o | |
| ₁ aski01p | Time Management | aski02p | |
| 1 aski01q | Ability to apply existing knowledge to new problems | aski02q | |
| 1 aski01r | Interdisciplinary thinking | aski02r | |
| 1 aski01s | | aski02s | |
| 1 aski01t | Ability to study independently | aski02t | |
| 1 aski01u | Ability to assume responsibility | aski02u | |
| 1 aski01v | | aski02v | |
| 1 aski01w | Problem solving ability | aski02w | |
| 1 aski01x | Analytical skills | aski02x | |
| 1 aski01y | | aski02y | |
| 1 aski01z | Ability to familiarise oneself with new subject areas | aski02z | |
| 1 aski01aa | Ability to put scientific results/concepts into practice | aski02aa | |

Which of the following opportunities for further 1.21 In retrospect, how do you perceive the value of training and qualification did you use voluntarily during your course of study? your course of studies? verv verv (multiple answers possible) high little value valuet Courses on rhetoric/presentation afvt01a As an opportunity to choose an skills astu17a interesting profession Lectures on business knowledge afvt01b As an opportunity to educate myself astu17b Lectures in other disciplines afvt01c In the usability for career advancement/ Courses on social skills afvt01d astu17c professional career Voluntary internship afvt01e As an opportunity for personal development astu17d In terms of gaining knowledge for my career General IT/computer courses afvt01f Events on the transition from school to working life astu17e afvt01g (e.g. job application training, career advice) Courses on management/organisational afvt01h skills 1.22 Have you - apart from your first degree -Events on becoming self-employed/starting a afvt01i begun or completed a further academic qualification? Do you intend to take a further academic qualification? afvt01i Foreign language courses (e.g. master programme, PhD, second degree, additional examination) afvt01k Other, continue with please specify: afvt01l_g1r afec01 I didn't use any of these opportunitiesafvt01m continue with 2. Further Studies and PhD Start (Month/Year) End (Month/Year) Field of study/doctoral subject Name and location of university **Status** Type/degree afec021b afec021h g1o afec021e afec021l g1a afec021c afec021f afec021i_g1o afec021k afec021m_g1a afec021a afec021d afec021g afec021j g1o afec021n g1a afec022h_g1o afec022b afec022e afec022l_g1a afec022c afec022f afec022i_g1o afec022k afec022m_g1a afec022a afec022d afec022n_g1a afec022g afec022j g1o Type/Degree of further qualification 01 = Promotion07 = Bachelor at Uni 12 = Certificate Status of further qualification 02 = Teacher training Bachelor 08 = Bachelors at university 13 = Other degree, of applied sciences (FH) please specify: 03 = Teacher training Master 1 = Already completed 04 = Masters at Uni 09 = Diploma at university 2 = Discontinued 05 = Masters at university of of applied sciences 14 = No degree pursued 3 = Begun applied sciences (FH) 10 = Diploma at Uni 15 = Not clear yet 4 = Planned 06 = State examination 11 = Masters (Magister) Were you able to do your further academic Were you able to do your further academic qualification in your desired field of study? qualification at your desired university? (If you have entered multiple academic qualifications under (If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.) question 2.1, please refer to your first entry.) afec03a afec04a if no: What was your desired field of study? ▶ if no: Which one was your desired university? afec04b g1 afec03b_g1

2.4 How important are/were the following motives for your further studies/PhD?

(If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)

| | very im- portant | not im- portant |
|---|---------------------|--------------------|
| To pursue my academic/professional interests | afec05a | |
| To improve my career opportunities | afec05b | $\overline{}$ |
| To develop my personal abilities | afec05c | |
| To gain time for career choices | | |
| To balance out skill deficits | afec05d | \longrightarrow |
| To do something completely new | afec05e | \longrightarrow |
| To avoid unemployment | afec05f | |
| To maintain contact with my university | afec05g | \longrightarrow |
| To specialise in a certain subject field | afec05h | |
| To begin an academic career | afec05i | |
| To research an interesting topic | afec05j | |
| To maintain student status | afec05k | |
| Opportunity to do a PhD later | afec05I | |
| Lack of confidence in career prospects with my first degree | afec05m | |
| Other, please specify: | afec05n | |
| | afec05o_g | g1r |
| | | |

2.5 In your opinion, how stronlgy do the following reasons speak against the beginning of another academic

qualification at the moment?

continue with question 3.1

| | very strongly not at all |
|---|-----------------------------|
| The wish to earn my own money as | |
| soon as possible | $\dots 1 - 2 - 3 - 4 - 5$ |
| A professional goal that does not require another course of studies | afec06a |
| Lack of a suitable study programme close to my hometown | afec06b |
| Unpredictable requirements | afec06c |
| Potential tuition fees exceed | alecooc |
| financial possibilities | afec06d |
| Good career prospects with my | . |
| current degree | afec06e |
| Lack of confidence in my ability to successfully manage this | afec06f |
| Requirements (conditions of admission) too high. | afec06g |
| | afec06h |

3. Second training phase

3.1 Is a practical training phase subsequent to your studies intended for your course of study (integral part of your training e.g. traineeship in a school, law firm etc. (Referendariat), internship in a church (Vikariat), work placement)?

| No | O₁ | } | continue with question 4.1 |
|----------------------------------|----------------|------------|-------------------------------|
| Yes, but I haven't begun yet | \bigcirc_3 | → [| afec07 |
| Yes, I have already begun | \bigcirc_4 |)) | u.eco, |
| Yes, I have already completed it | O ₅ | , | continue with question 3.2 |
| Yes, but I discontinued it | O ₆ | J | question 3.2 |

3.2 Did you experience waiting time?

| Yes | afec08a |
|---------------------------------------|---------|
| Please disclose the number of months: | afec08b |
| No | |

3.3 What experiences have you had (so far) during your training/internship?

| Level of support | afec09a |
|---|---------|
| Quality of academic support | afec09b |
| Organisation | afec09c |
| Learning and training opportunities | afec09d |
| Impartation of practical career knowledge and experience | afec09e |
| Relevance to the content of the first study phase | afec09f |
| Accordance between training goals and own personal goals | afec09g |
| Theoretical reflection on practice | afec09h |
| | |
| Recognition as a colleague | afec09i |
| Recognition as a colleague Teaching of professional regulations and procedures | afec09i |
| Teaching of professional regulations | |

3.4 Based on your experience (so far), how do you assess the second phase of your training as a whole?

| | very helpful | not at all helpful |
|--|-----------------|-----------------------|
| | afec10 | |
| In my opinion the second training phase is . | 1-2- | 5 - 4 - 5 |

very bad ones

good ones

3.5 How do you assess the duration of the second training phase/the internship?

| Too long | 01 |
|---------------------|--------|
| Suitable | 2 |
| Too short | атес11 |
| Totally unnecessary | 🔾 4 |

4.1 In order to better understand the journey from school to career and other areas of life, we kindly ask you to enter the occupations you have had since completing your studies in the following calendar.

Please mark the month in which you achieved the final examination grade of your completed studies with an X and enter your occupations since completion of your studies until today in the calendar by using the listed code letters. If you had a number of occupations at the same time, you can list them one below the other. Please do not leave any time gaps.

Example:

In October 2008 you had your final exam (X). In November 2008 you did and internship (P), then you were unemployed (AL). From March 2009 until the survey date you had a non-self-employed job (possibly in various places) (A). Parallel to your employment (e.g. doctoral position you have worked on your dissertation since June 2009 (D).

| | Jan. | Feb. | March | April | May | Juny | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|-------|------|-------|-------|-----|-------|------|------|-------|------|------|------|
| 2008 | | | | | | | | | | X | Р — | U — |
| 2000 | υ — | | w | | | | | | | | | |
| 2009 | U | ' | | | | PhD - | | | | | | |
| | w — | | | | | | | | | | | |
| 2010 | PhD - | | | | | | | | | | | |

Employment

T Traineeship in a school, law firm etc. (Referendariat), mandatory internship (Anerkennungspraktikum) etc.

W Contract for work, fee work

TW Temporary work

SE Self-employed paid work (without contract/fee work)

NSE Non-self-employed paid work (e.g. as employee or civil servant)

Other occupations

PhD PhD

CS Course of study

I Internship

PL Parental leave

H Housewife/Househusband

U Unemployment

VT Vocational training, re-training, traineeship (Volontariat)

FT Further training (full-time, long-term)

SO Other (e.g. military/ civilian service, holiday)

Your personal calendar:

| | Jan. | Feb. | March | April | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|------|------|-------|-------|-----|------|------|------|-------|------|------|------|
| 2008 | | | | | | | | | | | | |
| 2009 | | | | | | | | | | | | |
| 2010 | | | | | | | | | | | | |

4.2 How would you describe your current occupation/situation?

| As a short-term transitional situation | | 🔾 1 |
|--|--------|------------|
| As a situation which will presumably p the medium term | aocc03 | \bigcirc |
| As a situation which will presumably be | | |

4.3 How do you perceive your future career prospects?

| | good | bad |
|---|---------|--------------|
| regarding employment security | aocc04a | F |
| regarding your career development opportunities | 1-2-3 | -4- 5 |
| | aocc04b | |

| that is suitable to your studies/your degree | e? | freelance? | | | |
|--|--|---|---|--|-----------------------------|
| 4.5 When did you begin to make serious effort position (also traineeship in school/law firm (R | orts to find a | Yes, I am serio No, because i at the momer No, for me th | ady self-employed cusly considering it t would be difficult nt | continu questio | n 4.9 c09 e with |
| internship in church, mandatory internship, etc studies? | and the second s | 4.9 In wha | at form are you (o | r plan to be) self- | emploved? |
| Before exam time | continue with aocc06 continue with question 4.8 | As a freelance admission (e.g. As a freelance Through acque Through foun Other self-em of contracts for | er by acquisition (e.g. g. to a law firm) r by founding of a bus sisition of a firm ding of a firm uployed (e.g. on the lor work or fees) | s, of a medical practi siness (e.g. a medical aocc | ce) or |
| 4.6 How many firms/institutions have How many times were you invited to intermany job offers have you received? | | 4.10 Did | you do an internsl | hip(s) after the fire | st degree? |
| , , | | Yes | | continue | with |
| Number of applicat | | No | | quest aod | cc11 |
| Number of invitations to an interv | | | | tinue wit | |
| Number of job offers rece | ive(aocc07c | | | auestion | 4.18 |
| Does not apply since position was assigned | ·····aocc07d | | | | |
| | | 4.11 How | many internships | Number of ir | |
| 4.7 What difficulties have you encount job search so far (regardless of its success) (multiple answers possible) There are only relatively few positions in my field Mostly, the demand is for graduates with another study focus | aocc08b | provide add after your g How long di | ne following, we wiltional information raduation. In the internship(sompany belong to | n about your inte | rnship(s) nomic sector |
| Often, another degree is demanded (e.g. univers of university of applied sciences degree, graduat | | | Domatica | Farmania | Calami |
| instead of Bachelor) | | | Duration | Economic sector | Salary |
| Job vacancies did not meet my salary expectation | aocc08d | | (in weeks) | (see list on the last pageof the | (gross, €/ <u>month)</u> |
| Job vacancies did not meet my expectations of working hours and/or conditions | aocc08e | | aocc131a | aocc131b | aocc131c |
| The demand is primarily for candidates with professional experience | aocc08f | 1st internship | aocc132a | aocc132b | aocc132c |
| Job vacancies are too far away | | 2 _{nd} internship 3 _{rd} internship | aocc133a | aocc133b | aocc133c |
| Special skills are demanded which I don't have (e.g. IT skills, foreign languages | aocc08h | 4th internship | aocc134a | aocc134b | aocc134c |
| Job vacancies did not correspond to my expectations contentwise | | | | | |
| Compatibility of family/relationship and career . | aocc08j | 112 2 | in mathematical and a second | | d an event |
| Other problems, | aocc08k | | ing the internship, e time after the in | | an employ- |

4.8 Do you intend to become self-employed or work

aocc14

4.4 In your opinion, how easy or difficult is it to find a job

I haven't had any problems so far

please specify: ___

aocc08m

aocc08l_g1r

4.14 What motivated you to do an internship after graduating?

(multiple answers possible)

| My efforts to find work were unsuccessful | aocc15a |
|--|-------------|
| I thought it would be easier to get a job position through an internship | aocc15b |
| I wanted to become practically qualified in a specialised field | aocc15c |
| I needed an internship certificate to begin another course of studies | aocc15d |
| There was the prospect of being taken on | aocc15e |
| I wanted to gather professional/practical experien | aocc15f |
| Other, | aocc15g |
| please specify: | aocc15h_g1r |

4.15 Please assess the following statements on your post-graduate internship(s).

| | strongly applies | does not apply at all |
|--|------------------|-----------------------|
| I was basically exploited | aocc16a | |
| On the whole, I didn't regret doing the internship(s) | aocc16b | |
| The internship(s) opened the door to my desired career | aocc16c | |
| The internship(s) helped me find a job | aocc16d | |

4.16 How do you assess the internship(s) as a whole with respect to the following characteristics? (If it does not apply, please mark accordingly)?

| | good | bad | apply |
|---|---------|---------|-------|
| Quality of the internship plan | 1 – 2 – | aocc17a | |
| Employer's adherence to the internship plan | 1 – 2 – | aocc17b | |
| Amount of payment for the internship | 1 – 2 – | aocc17c | |
| Standard of internship tasks | 1 – 2 – | aocc17d | |
| Acceptance among colleagues | 1 – 2 – | aocc17e | |
| Educational aspect of the internship | 1 – 2 – | aocc17f | |
| Quality of support during internship | 1 – 2 – | aocc17g | |
| Usefulness for career | 1 – 2 – | aocc17h | |
| Orientation function for my career goal | 1 – 2 – | aocc17i | |

4.17 How did you finance your costs of living during your postgraduate internship(s)?

(multiple answers possible)

| Through internship salary | aocc18a |
|--|---------|
| Through temporary jobs | aocc18b |
| Through support by parents | aocc18c |
| Through other private support (e.g. partner) | aocc18d |
| Through own capital, savings, loans | aocc18e |
| Through the employment agency | aocc18f |
| Through other means | aocc18g |

4.18 Have you been in some form of employment <u>since</u> <u>your first graduation</u>?

(jobs, traineeship in school/law firm (Referendariat), doctoral position, fee contract, trainee etc. also count as employment)

| Yes, I am currently employed | ontinue with quest. 5.1 |
|------------------------------|--|
| Yes, but not currently | O ₂ → colaocc19 |
| No | \bigcirc_3 \longrightarrow continue with quest. 5.17 |

5. Start of your career after your studies

5.1 Do you expect losing your job within the coming six months?

| | in any case | in no case |
|-------------|-------------|---------------------|
| | aocc20 | |
| I expect it | 1-2- | -3-4-5 / |

5.2 Please provide information on your exact job title, areas of responsibility and typical work priorities in your current or - if you are not in employment at the moment - previous (main) occupation.

Exact job title:

(precise description, please; e.g. measurement technology engineer, personnel developer, educational social worker)

aocc21_g1o

| Areas of responsibility: | aocc22a_g1r |
|--------------------------|-------------|
| | aocc22b_g1r |
| Total condensate this co | |
| Typical work priorities: | |

5.3 To what extent did the following problems occur during your career start?

| | to a large extent | not at all |
|--|-------------------------|---------------|
| Hectic work pace, | | |
| appointment pressure, work overload | aocc23a | |
| Lack of transparency regarding company decision making processes | aocc23b | |
| I felt under-qualified | aocc23c |) |
| Lack of cooperation between colleagues | aocc23d | |
| Difficulties with some work norms | | |
| (e.g. regulated working times, clothing, company hierarchy | aocc23e | |
| Lacking opportunities to realise own professional goals | aocc23f | |
| Problems with superiors | aocc23g |) |
| Problems with compatibility of career and family/partner | aocc23h | |
| Little feedback on accomplished work | aocc23i | |
| Sense of underchallenge | aocc23j | |

5.4 In the following we ask you to provide a description of your occupational activities since graduation.

Please mention all types of employment, i.e. traineeships in school/law firm (Referendariat) etc., time as a trainee etc., contracts for work, jobs and regular employment, including self-employment. Always use a new line if you have begun employment again after an interruption or if there have been changes with respect to the listed features of the occupation. If there is not enough space, please use a separate sheet for further responses.

| | ne period onth/year) | Type of Time period employment | Work hours (if applicable, according to work contract) | Professio- nalpositi- on | Work location |
|--------------|----------------------------------|--------------------------------------|---|--------------------------------|--|
| from: | aocc241a aocc241b | | 1 Full-time with hours/week aocc241g hours/week | | Federal state or country (if abroad) aocc241j_g1r |
| still ongoid | aocc241d aocc241e | aocc241f | 3 No fixed work ho aocc241h hours/week | aocc241i | cation: |
| 110111. | aocc242a aocc242b | | 1 Full-time with hours/week | | Federal state or country (if abroad) aocc242j_g1r |
| still ongoin | aocc242c aocc242d aocc242e | aocc242f | 3 No fixed work hours with aocc242h hours/week | aocc242i | first 3 postcode un aocc242k_o action: |
| | aocc243a aocc243b | | 1 Full-time with hours/week 2 aocc243g hours/week | | Federal state or country (if abroad) aocc243j_g1r |
| still ongoir | aocc243c aocc243d aocc243e | aocc243f | 3 No fixed work hours with approx. aocc243h | aocc243i | pcation: |
| from: | aocc244b aocc244c | See key below aocc244f | Tull-time with hours/week aocc244g hours/week No fixed work hours with approx. aocc244h | See key aocc244i | Federal state or country (if abroad) aocc244j_g1r pcation: |
| from: | aocc244e aocc245a aocc245b | See key below | approx. aocc244h 1 Full-time with hours/week 2 aocc245g hours/week | See key | Federal state or country (if abroad) aocc245j_g1r |
| still ongoir | aocc245d aocc245e | aocc245f | No fixed work hours with approx. aocc245h | aocc245i | pcation: |
| from: | aocc246a aocc246b aocc246c | See key below | 1 Full-time with hours/week 2 aocc246g hours/week | See key | Federal state or country (if abroad) aocc246j_g1r pcation: |
| still ongoir | • | docc2401 | 3 No fixed work hours with approx. aocc246h | aucc2401 | rst 3 postcode digits) If postcode unlaccc246k_o |

Type of employment

- 1 = Unlimited
- 2 = temporary (fixed-term contract)
- 3 = temporarily financed through ABM (job creation scheme) or the like
- 4 = apprenticeship/training contract (e.g. traineeship in school/law firm (Referendariat)
- 5 = Fee contract/contract for work
- 6 = Self-employed/freelance
- 7 = Other

Professional position

- 01 = executive employee (e.g. head of depart- 06 = trainee in a school/law firm etc. (Referenment, authorised officer, director)
- 02 = scientifically qualified employee with middle management function (e.g. project or team leader)
- 03 = scientifically qualified employee without management function
- 04 = qualified employee
 - (e.g. administrative assistant)
- 05 = executor (employee) (e.g. sales person, typsit)

- dar/in), intern (mandatory internship) etc.
- 07 = Self-employed in liberal professions
- 08 = Self-employed entrepreneur
- 09 = Self-employed with fee contract/contrac
- 10 = public official in higher civil service
- 11 = public official in higher intermediate ser
- 12 = public official in simple/intermediate ser
- 13 = skilled worker (with apprenticeship)
- 14 = skilled/unskilled worker
- 15 = supporting family member



Please note: In the following we ask for responses on your first position after your graduation and - if you have changed jobs - on your current or last position. Please relate your responses to the <u>first and last occupations</u> listed in question 5.4.

5.5 How did you find your first and current job respectively? (multiple answers possible)

| | I | first position | current position |
|---|--------------|-------------------|---------------------|
| By application for a job posting | aocc251a . | 🔘 | aocc252a |
| By application "on spec" | aocc251b . | 🔘 | aocc252b |
| Over the internet | aocc251c | 🔘 | aocc252c |
| The employer approached me | aocc251d | 🔾 | aocc252d |
| I have created the position myself | aocc251e | 🔾 | aocc252e |
| I already had this position before the of my studies | aocc251f | 🔿 | aocc252f |
| Through parents, friends | aocc251g | 🔘 | aocc252g |
| Through a tip from fellow students | aocc251h | 🔘 | aocc252h |
| Entry into (medical) practice, comp to my parents | aocc251i | . 🔾 | aocc252i |
| Entry into (medical) practice, comp to friends, acquaintances | aocc251j | 🔿 | aocc252j |
| Founding of a company/self-employ | aocc251k . | 🔘 | aocc252k |
| Through voluntary commitment in | aocc251l . | 🔘 | aocc252l |
| Through a university teacher | | () | 252 |
| Through the university (e.g. careers | aocc251m | O | aocc252m |
| Through the employment agency | .aocc251n | 🔾 | aocc252n |
| Through contacts at trade fairs, networking forums etc | aocc251o | O | aocc252o |
| Through a job during my studies | aocc251p | 🔾 | aocc252p |
| Through existing contacts from an i | aocc251q | | aocc252q |
| Through an apprenticeship/occupa | tion | | |
| before my studies | aocc251r | 🔾 | aocc252r |
| By being taken on by previous emp | aocc251s | O | aocc252s |
| The position was assigned to me | | | |
| Other, please specify | aocc251t | | aocc252t |
| first position: | aocc251u | \bigcirc | aocc252u |
| current position: | aocc251v | \bigcirc | aocc252v |
| | aocc251w_g1r | | aocc252w_g1r |

5.6 Do you work in the public sector or have an employment contract adjusted to the public sector pay scale?

| | first position | current position |
|-----|-------------------|---------------------|
| /es | | |
| | c261 | aocc262 |
| NO | | \cup |

5.7 Were you employed as a temporary worker in salary?

| Yes | | \bigcirc |
|-----|------------|--------------|
| 163 | aocc27 |] 1 |
| No | (| \bigcirc_2 |

5.8 Which of the following measures were offered to you in the course of your employment? (multiple answers possible)

| | first current position |
|--|------------------------|
| Mentor, coach or the likeaocc281a | (aocc282a |
| Structured induction programme aocc281b | (aocc282b |
| Individual development program aocc281c | (aocc282c |
| Transparent career development aocc281d | (aocc282d |
| Job rotation programmeaocc281e | (aocc282e |
| Access to advanced trainingaocc281f | (aocc282f |
| Opportunity to get a leave of abs aocc281g to obtain further degrees | aocc282g |
| Other, please specify:aocc281h |] (aocc282h |
| first position: aocc281i_g1r | aocc282i_g1r |
| current position: aocc281j | aocc282j |
| None of these measures | |

5.9 To which of the following company sizes does your company/office belong?

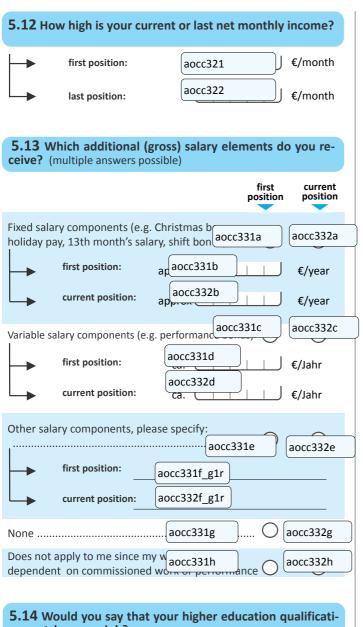
| first position | current position |
|--|---------------------|
| Over 1,000 employees | \circ |
| Over 500 to 1,000 employees | \bigcirc |
| Over 100 to 500 employee aocc291a aocc29 | 92a |
| Over 20 to 100 employees 4 | \bigcirc |
| Over 5 to 20 employees 5 | \circ |
| Less than 5 employees 6 | \bigcirc |
| Freelance, without employees 7 | \bigcirc |
| Other, please specify:8 | 0 |
| first position: aocc291b_g1r aocc29 | 92b_g1r |
| current position: | |

5.10 Which economic sector does the business or establishment you work in specialise in?

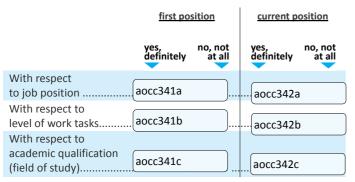
| | first current position position | |
|---|------------------------------------|---|
| Please enter code from list (see last page of the questionnaire): | | 1 |
| (occiono page or me queenement). | aocc301a | J |
| Other, not listed: | aocc302a | J |
| first position: | aocc301b_g1r | |
| current position: | aocc302b_g1r | |

5.11 How high is your current or last gross monthly

| | first position: | aocc311 | €/month |
|----------|-----------------|---------|---------|
| L | last position: | aocc312 | €/month |



on matches your job?



5.15 Do you work in a position in which ...

| | first position | current position |
|--|-------------------|---------------------|
| a university degree is essential (e.g. doctor, pharmacologist, teacher)? | . 0 | 1 0 |
| a university degree is the general rule?, | \Box | \sim |
| a university degree is not the general rule aocc35 but an advantage? | | aocc352 |
| a university degree is irrelevant? | . 0 | 4 |

5.16 How satisfied are you with your occupation?

| | to a great no extent at a |
|--------------------------------------|---------------------------|
| Job tasks | aocc36a |
| Job position | aocc36b |
| Earnings/income | аосс36с |
| Work conditions | aocc36d |
| Opportunities for career advancement | aocc36e |
| Opportunities for further training | aocc36f |
| Work/life balance | aocc36g |
| Job security | aocc36h |
| Appropriateness of qualification | aocc36i |
| Provision of work materials | aocc36j |
| Opportunities to introduce own ideas | aocc36k |
| Work atmosphere | aocc36l |
| Family friendliness | aocc36m |

5.17 How satisfied are you on the whole

| | to a great extent | not at all |
|--------------------------------------|----------------------|---------------|
| with your job situation? | аосс37а | |
| with your life situation in general? | aocc37b | |

5.18 From today's perspective, which choices would you make with regard to your professional career?

| | definitely | under no circum- stances |
|---|------------|--------------------------------|
| I would acquire my higher education entrance | | |
| qualification again | aocc38a | |
| Begin with employment immediately after my high school graduation (Abitur)/advanced | | |
| technical college certificate (Fachhochschulreife) | aocc38b | |
| Begin with employment after vocational training | | |
| without entering higher education | aocc38c | |
| Study again | aocc38d | |
| Only study after vocational training | aocc38e | |
| Study the same subject again | aocc38f | |
| Select the same type of university (e.g. university of applied sciences, university) | aocc38g | |
| Obtain the same degree (e.g. graduate diploma university of applied sciences (FH-Diplom), | | |
| bachelor's degree etc.) | aocc38h | |
| Study at the same university | aocc38i | |
| Choose the same occupation again | aocc38j | |

$5.19\ \mbox{How important}$ are the following work and life goals to you?

very very important

| To give an above-average performance professionally | aocc39a |
|---|---------|
| To make full use of my capabilities | aocc39b |
| To take on a management role | аосс39с |
| Earn recognition in my profession | aocc39d |
| To stand up for other people | aocc39e |
| To be politically active | aocc39f |
| To earn well | aocc39g |
| To commit myself to the family | aocc39h |
| To enjoy life | aocc39i |
| To pursue an interesting career | aocc39j |
| Have good work conditions | aocc39k |
| Have enough time for myself and for my interests | aocc39l |
| Have a secure workplace | aocc39m |
| Compatibility of family and career | aocc39n |
| To continually educate myself further | aocc39o |
| | |

6. Questions on the surveyed person

6.1 Which higher education entrance qualification did you begin your (first) degree with?

| General higher education entrance qualification | 🔾 1 |
|--|-----------------------|
| Subject-related higher education entrance quali | fication \bigcirc_2 |
| Advanced technical college certificate (Fachhoch | adem01a |
| Foreign entrance qualification | 🔾 |
| Other,please specify: | adem01b_g1r |

6.2 How did you attain your higher education entrance qualification?

| Grammar school/High school (Gymnasium) | \bigcirc_1 |
|--|---------------------------|
| Specialised grammar school (Fachgymnasium) | \bigcirc_2 |
| Comprehensive school | \bigcirc_3 |
| Evening classes, collegeadem02a | 4 |
| Technical secondary school | $\overline{\bigcirc}_{5}$ |
| Other vocational school | |
| Other course of education,adem02b_g1r | \bigcirc_7 |
| please specify: adem02b_g1r | |

6.3 When did you attain your higher education entrance qualification?

in the yeadem03

6.4 Which final grade did you achieve?

Average grade of your graduate dipl adem04

| 6.5 | Where | and | in | which | federal | state | or | country | did | you |
|------|---------|-------|-----|---------|----------|--------|-------|----------|-----|-----|
| gain | your hi | igher | edi | ucatior | n entran | ce qua | alifi | ication? | | |

| Federal state/country: | adem05a_g1r |
|--|--------------------------|
| Location (first 3 postcode digits): | adem05b_o |
| If postcode is unknown, please indicate location: | |
| | |
| 6.6 Did you complete a vocational train ning your (first) course of study? | ing before begin- |
| Yes, before/whilst obtaining the higher education | on entrance \bigcirc_1 |
| Yes, after obtaining the higher education entran | aocc40a 2 |
| No | 🔾 3 |
| If yes, | 2 |
| which vocational training did you complete | aocc40b_g1d |
| (please enter exact job title) | |
| please indicate year of graduation: | aocc40c |
| 6.7. W | |
| 6.7 Were you employed before your vocational training, military/civilian service, volun | |
| Yes | aocc41a |
| Please indicate number of months: | aocc41b |
| No | |
| 6.9 Varingandar? | |
| 6.8 Your gender? | |
| MaleFemale | adem06 |
| I CHICIC | 2 |
| 6.9 In which year were you born? | |
| in | adem07_d |
| | |
| 6.10 Which nationality do you have? (zenship please mark both categories with a cross | |
| German citizenship | adem08a |
| Other citizenship, | |
| please specify: | adem08b_g1o |
| 6.11 Were you born in Germany? | |
| | adam00= |
| Yes | adem09a |
| No, I was born in | adem09b_g1o 2 |
| and came to Germany in the year | adem09c |
| 6.12 Did your parents immigrate to Gern (multiple answers possible) | nany? |
| No | adem10a |
| Vac my fathar | adom10h |

| 6.13 Please indicate your primary re | esidence. | 6.19 What is the highest professional que your parents? | alification | held b |
|---|-----------------------------|---|---------------|-----------|
| Location (first 3 postcode digits): | adem11a_o | | Father | Moth |
| If postcode unknown, please indicate location of | or country if abroad: | DkD/destarate | Ŏ | |
| | adem11b_g1r | PhD/doctorate University graduation | | |
| | | (incl. teacher training) | | m171 |
| 6.14 Are you | | Graduation from an (engineering) university of business/commercial academy | applied scie | nces, |
| | | Graduation from a technical school (only GDR) | O | \sim |
| without a long-term partner? | continue with question 6.16 | Graduation from master/technical school, prof | essional or t | echnic |
| cohabitating with a long-term | adem12 | academy | aden | m172 |
| partner? | continue with | Vocational business training qualification | | |
| 2 | question 6.15 | (e.g. apprenticeship or skilled worker education Professional educational training qualification | 1) | |
| married? | J | (technical, business school) | 0 | C |
| | | No professional qualification | \circ | \subset |
| 6.15 Is your partner employed? | | Professional qualification unknown | 0 | C |
| Very second and full divers | 0 | | | |
| Yes, employed full-time | | | | |
| Yes, employed part-time | | 6.20 What is the occupational status of y | | |
| No | | (If no longer employed, please enter the la status.) | ist occupati | ional |
| | | Status. | Father | Moth |
| 6.16 Do you have children? | | | - Tatilei | Width |
| 0 - | continue with | Self-employed adem181 | \neg | C |
| Yes 1 | adem14 | Employee | - 0 | C |
| No | question 6.18 | Civil servant | O | \subset |
| | 44.5511511 51.25 | Labourer adem182 | | C |
| C 17 w | | Never employed | 0 | C |
| 6.17 When were your children born | • | Occupational status unknown | 0 | C |
| 1 st child: adem151a | rea adem151b | | | |
| 2 nd child: adem152a | dem152b | | | |
| rd . | /ear adem153b | 6.21 What is/was your parents' professi | on (full-tim | ie) at |
| | | the moment/most recently? | | |
| | adem154_g1 | Exact job description: If possible, please indicate an exact description | lo a | |
| 6.18 What is the highest school-leav | ving qualification held | measurement technology engineer, personnel | | |
| by your parents? | Father Mother | educational social worker). | | |
| | | Father: adem191 | | |
| A-Levels / high school graduation (Abitur). Advanced technical college certificate | | | | |
| (Fachhochschulreife), technical secondary | school O | Mother: | | |
| (Fachoberschule)secondary school (Realschule), intermedia | ate school adem161 | adem19 | 2_g1d | |
| leaving certificate (Mittlere Reife), Year 10 |) | | | |
| Elementary school (Volksschule), lower se | condary school | | | |
| (Hauptschule), at least Year 8 | adem162 | | | |
| No school-leaving qualification | | | | |
| consorredving qualification unknown | | 361 | ys01a_o | |
| ne final request: | | .g. parents) where we can reach you in Germany) | | |
| order to contact you for First Nam | ne: | Name: asys | s01b_d | |
| e next survey, we kindly k you to enter your Street: | | House numl | s01c_d | |
| ame and address. | | | | |
| our address will be Postcode | : Ort: | | | |

Email:

questionnaire.

Economic sector of business or establishment (for questions 4.12 and 5.10)

Agriculture and forestry, fishery, energy and water industry, mining

- 1 Agriculture and forestry, fishery
- 2 Energy and water industry, mining

Manufacturing sector, industry, construction

- 3 Chemical industry
- 4 Mechanical, automotive engineering
- **5** Electrical engineering, electronics, IT hardware
- 6 Metal production, metal processing
- **7** Construction industries (key construction industry)
- **8** Other manufacturing trade

Service industry

- **9** Trade
- 10 Banks, credit business
- 11 Insurance sector
- **12** Transportation

(passenger, goods, warehousing)

- 13 Telecommunication (telephone company, internet providers)
- **14** Engineering office (also architectural office)
- **15** Software development
- **16** IT services (e.g. training, consultancy, system installation)
- 17 Legal/business/personnel consultancy
- 18 Press, radio, television
- **19** Publishing
- **20** Healthcare
- 21 Social services (e.g. youth or elderly care, environmental services, drug counselling)
- 22 Other services

Education, research, culture

- 23 Private training and further training
- 24 Schools
- **25** Universities
- **26** Research institutes
- **27** Art, culture

Associations, organisations, foundations

- **28** Churches, faith communities
- 29 Professional or trade associations, political parties, associations, international organisations (e.g. UN)
- **30** General public administration (federal government, federal states, local gov.)
- **31** Other