

# WORKPLACE RESEARCH CENTRE

THE UNIVERSITY OF SYDNEY  
BUSINESS SCHOOL



THE UNIVERSITY OF  
SYDNEY

## **EMPLOYER SATISFACTION SURVEY 2014**

DATA DICTIONARY

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# INTRODUCTION

This data dictionary provides information on the dataset produced as part of the *Employer Satisfaction Survey (ESS) Pilot Project*. This project was conducted over between October 2013 and March 2014 and involved a survey of recent domestic bachelor degree graduates from four Australian universities and their current workplace supervisors.

The survey was designed to capture information on the graduates' and supervisors' perceptions of how well university qualifications were equipping graduates with the technical and generic skills needed to function effectively in the Australian graduate labour market.

The first stage of the survey involved contacting recent graduates and collecting data on their current employment experiences and their appraisal of how well their qualification had prepared them for the workplace. Graduates were then asked to provide details of their workplace supervisors. In total, 2 749 graduates participated in the survey, with 677 providing details of their supervisors.

The second stage of the survey involved contacting supervisors using the details provided by the graduates. Supervisors were asked a small number of demographic questions and a more extensive range of questions about how well the graduate's qualification had prepared them for the workplace, including providing the graduate with the appropriate range and level of technical, foundation, adaptive, interpersonal, disciplinary, employability and enterprise skills. In total, 539 supervisor responses were collected as part of the ESS.

The dataset produced from the survey includes data from four sources:

- Administrative data held by the four universities participating in the pilot study. This basic demographic data – sex, qualification name, ASCED field of education, and when the qualification was completed.
- Survey responses from the Australian Graduate Survey (AGS). To reduce the amount of data that needed to be collected as part of the ESS, and to assist with analysis of potential non-response bias, various fields from the AGS survey were included in the dataset, including current activity, current occupation, industry and location of current employer, hours currently worked. However, at three of the four universities participating in the pilot, the sample was expanded to include graduates who did not respond to the AGS. Therefore, in most cases, data are missing for these fields.
- Responses from the Graduate component of the ESS.
- Responses from the Supervisor component of the ESS.

A copy of the Employer Satisfaction Survey (graduate and supervisor components) has been included as an appendix.

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# DATA ELEMENTS

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---

## Survey ID

---

Variable name: ID

---

**Purpose**

To create unique identifiers for each of the survey respondents.

---

**Survey**

ESS Survey (Graduate survey and Supervisor survey)

---

**Population**

All graduate and all linked supervisor respondents to the ESS.

---

**Variable label: Survey ID**

---

**Variable format: Numeric (F4. 0)**

---

**Values**

VALUE	LABEL
1 - 2749	

---

**Notes**

This ID has been created by the consortium and is not linked to any ID created by universities supplying graduate data.

---



---

## Supervisor response

---

Variable name: SUPER

### Purpose

A dummy variable created to identify if the supervisor completed the survey.

### Survey

Employer Satisfaction Survey – Supervisor Survey.

### Population

All respondents completing the ESS Graduate Survey.

### Question text: N/A

Derived item.

### Variable label: Completed supervisor survey

### Variable format: Numeric (1.0)

### Values:

VALUE	LABEL
0	No supervisor survey
1	Supervisor completed survey

### Notes

This variable was created only to assist with analysis.

---



---

## University where graduate completed qualification

---

Variable name: UNI

**Purpose**

To identify at which university the graduate completed their qualification.

**Survey**

N/A Variable created by fieldwork company.

**Population**

All ESS graduate respondents.

**Question text: N/A**

Source: Derived field

**Variable label: UNIVERSITY****Variable type: Numeric (F1.0)****Values**

VALUE	LABEL
1	University A
2	University B
3	University C
4	University D

**Notes**

This field has been anonymised.

---

---

## Sex of graduate

---

Variable name: uni\_sex

---

**Purpose**

To determine the sex of the graduate.

---

**Survey**

N/A University administrative data.

---

**Population**

All ESS graduate respondents.

---

**Question text: N/A**

**Source:** Pre-populated data supplied by universities

---

**Variable label: Sex****Variable type: Numeric (F1.0)**

---

**Values**

VALUE	LABEL
1	Male
2	Female

---

---

## University qualification

---

Variable name: uni\_qualification

---

### Purpose

To determine the name of the qualification that was completed by the graduate.

---

### Survey

N/A University administrative data.

---

### Population

All ESS graduate respondents.

---

### Question text: N/A

Source: Pre-populated data supplied by universities

---

### Variable label: Name of qualification

---

### Response type: Open response text

---

### Variable format: String (720)

---

### Values:

VALUE	LABEL
[text]	[None]

---



---

## ASCED Field of Study (Primary)

---

Variable name: uni\_asced

### Purpose

To determine the field of study for the qualification that was completed by the graduate.

### Survey

N/A University administrative data.

### Population

All ESS graduate respondents.

### Question text: N/A

**Source:** Pre-populated data supplied by universities

### Variable label: Primary Field of Education (ASCED)

### Variable format: Numeric (F6.0)

### Values:

VALUE	LABEL
[5-digit ASCED code]	[Field of education]

### Notes

---

---

## ASCED Field of Study (Secondary)

---

Variable name: uni\_asc2

### Purpose

To determine the field of study for the qualification that was completed by the graduate.

### Survey

N/A University administrative data

### Population

All ESS graduate respondents.

### Question text: N/A

Source: Pre-populated data supplied by universities

### Variable label: Secondary Field of Education (ASCED)

### Variable format: Numeric (F6.0)

### Values:

VALUE	LABEL
[5-digit ASCED code]	[Field of education]

### Notes

Not all universities supplied a secondary field of education.

---



---

## ASCED Field of Study (1 digit) (Derived)

---

Variable name: uni\_ascedR

### Purpose

To summarise the field of study for the qualification that was completed by the graduate.

### Survey

N/A University administrative data.

### Population

All ESS graduate respondents.

### Question number: n/a

Question: n/a

Source: Pre-populated data supplied by universities

### Variable label: Field of Education (Broad)

### Variable format: Numeric (F2.0)

### Values:

VALUE	LABEL
1	Natural and physical sciences
3	Engineering and related technologies
7	Education
8	Management and commerce
9	Society and culture
99	Other

### Notes

Derived from uni\_asced and uni\_asced2.



---



---

## Completer of AGS

---

Variable name: ags\_completer

### Purpose

To determine if the graduate completed the Australian Graduate Survey.

### Survey

N/A: University administrative data

### Population

All respondents.

### Question text: n/a

**Source:** Sample file information supplied by universities

### Variable label: AGS Completed the AGS

### Variable format: Numeric (F1.0)

### Values

VALUE	LABEL
1	Yes
2	No

### Notes

This variable was part of the sample files supplied by the universities to the consortium, or was created by the consortium according to whether there were AGS responses recorded for the respondent.

---



---

## AGS Census Period

---

Variable name: ags\_date

### Purpose

To identify which AGS census period the graduate belonged to (October 2012 or April 2013).

### Survey

N/A University administrative data

### Population

All respondents.

### Question number: n/a

**Source:** Sample file information supplied by universities

### Variable label: AGS Census Period

### Variable format: Numeric (F2.0)

### Values:

VALUE	LABEL
1	Oct-12
2	Apr-13

### Notes

There are two waves of each annual Australian Graduate Survey. The main wave takes place in April and includes graduates who finished toward the end of the preceding year (or at the beginning of the current year). The smaller wave takes place in October of the preceding year, and includes graduates who finished mid-year or earlier.

All graduates are invited to participate in the Australian Graduate Survey.

---

## Paid employment at time of completing AGS

---

Variable name: ags\_working

### Purpose

To determine whether the graduate was in paid employment at the time they completed the Australian Graduate Survey.

### Survey

Australian Graduate Survey.

### Population

Graduate respondents to the ESS who participated in the AGS.

### Question text:

**Question:** What was your position regarding paid work (including permanent, contract, casual and self employment) on 20 April 2013?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Employment Status

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	Did not complete AGS
-77	Missing or incomplete response
1	FT work or had accepted an offer FT work (35 hpw or more)
2	PT work or had accepted an offer PT work (fewer 35 hpw)
3	Not working

---

## AGS Activity

---

Variable name: ags\_activity

### Purpose

To determine whether the graduate was in paid employment at the time of completing the AGS Survey.

### Survey

Australian Graduate Survey (AGS).

### Population

Graduate respondents to the ESS who participated in the AGS.

### Question text

**Question:** What was your position regarding paid work (including permanent, contract, casual and self-employment) on 30 April 2013?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Activity

### Response type: Single response

### Variable format: Numeric (F2.0)

### Values

VALUE	LABEL
-99	Did not complete AGS
-77	Missing or incomplete response
-1	Not available for work (no further detail)
1	Working full-time
2	Working full-time, seeking other work
3	Working part-time, seeking full-time
4	Working part-time, not seeking full-time
5	Not working, seeking full-time work
6	Not working, seeking part-time work
7	Not working, seeking any work
8	Not available for work (studying)
10	FT Study (Work status unknown)
11	PT Study (Work status unknown)

### Notes

University A and University D did not supply this field. Values for these universities are either (-99) or (-77). The variable ags\_working provides some less detailed information on the work activity of AGS respondents.

---

---

## Usual hours of paid work at time of completing AGS

---

Variable name: ags\_hours

---

### Purpose

To determine the graduate's usual hours of work, if in paid employment at the time of completing the Australian Graduate Survey.

---

### Survey

Australian Graduate Survey.

---

### Population

AGS respondents in paid employment at the time of completing the AGS.

---

### Question text:

**Question:** How many hours per week on average were you working in your main job?

**Source:** AGS survey data supplied by universities

---

### Variable label: AGS Working Hours

---

### Response type: Single response

---

### Variable format: Numeric (F4.0)

---

### Values:

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
NUM [0-1000]	Valid response

---

## Occupation at time of completing AGS

---

Variable name: ags\_occ

### Purpose

To determine the occupation of graduate if they were in paid employment at the time they completed the AGS.

### Survey

Australian Graduate Survey.

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** What was the full title of your occupation / What were the main tasks or duties in your job?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Occupation (Raw)

### Response type: Open-ended Response

### Variable format: String (720)

### Values:

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
[text]	[no label]

### Notes

Used to code ags\_anzsco

---

## Work duties at time of completing AGS

---

Variable name: ags\_duties

**Purpose**

To determine the work duties of the graduate, if in paid employment at the time of completing the AGS.

**Survey**

Australian Graduate Survey (AGS).

**Population**

Graduate respondents who completed the AGS and who were in paid employment at time of completing AGS.

**Question text:**

**Question:** What were the main duties or tasks in your job?

**Source:** AGS survey data supplied by universities.

**Variable label: AGS Duties****Response type: Open-ended Response****Variable format: String (720)****Values**

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
[text]	[no label]

**Notes**

This variable was used by GCA to code open-ended response to 6-digit ANZSCO (see ags\_anzsco).

If the graduate indicated they had not changed jobs since completing the AGS, the coded response was carried across to the current occupation (see grad\_occ).

---



---

## Occupation at time of AGS [ANZSCO code]

---

Variable name: ags\_anzsco

**Purpose**

To determine what the occupation of the graduate if in paid employment at the time of completing the AGS.

**Survey**

Australian Graduate Survey.

**Population**

AGS Respondents in paid employment at the time of completing the AGS.

**Question text:**

**Question:** What was the full title of your occupation?

**Question:** What were the main tasks or duties in your job?

**Source:** AGS survey data supplied by universities

**Variable label: AGS Graduate occupation (6 digit ANZSCO)****Response type: Single response****Variable format: Numeric (F6.0)****Values: 6 digit ANZSCO**

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
100000 – 899999	ANZSCO 6 digit categories

**Notes**

This variable was created from two open-ended questions in the AGS (“What was the full title of your occupation?” and “What were the main tasks or duties in your job?”). These are saved in the dataset as ags\_occ and ags\_duties. Coding was conducted by Graduate Careers Australia (GCA).



---



---

## AGS Industry

---

Variable name: ags\_industry

---

**Purpose**

To determine the industry of the graduate's employer at the time they completed the AGS.

---

**Survey**

Australian Graduate Survey.

---

**Population**

AGS Respondents in paid employment at the time of completing the AGS.

---

**Question text:**

**Question:** What is your employers main business?

**Source:** AGS survey data supplied by universities

---

**Variable label: AGS Industry (raw)****Response type: Open-ended Response****Variable format: String (720)****Values:**

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
[text]	[no label]

---

**Notes**

Used to code ags\_anzsic.

Where the graduate respondent had not changed employers since completing the AGS, this information was also used to complete grad\_ind.

---



---

## AGS Industry [ANZSIC code]

---

Variable name: ags\_anzsic

### Purpose

To determine the main business of the employer, if graduate was in paid employment at the time of completing the AGS.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** What was your employer's main business?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Graduate industry (4 digit ANZSIC)

### Response type: Single response

### Variable format: Numeric (F4.0)

### Values: 4 digit ANZSIC

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
100 - 9600	ANZSIC 4 digit categories

### Notes

This variable was created from an open-ended question in the AGS ("What was your employer's main business?"). This is saved in the dataset as ags\_industry. Coding was conducted by Graduate Careers Australia (GCA).

---

## Year graduate commenced job employed in at time of completing AGS

---

Variable name: ags\_year

### Purpose

To determine the year the graduate commenced their current job.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS respondents in paid employment at time of completing AGS.

### Question text:

**Question:** In what month and year did you start this job?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Year Started Current Job

### Response type: Single response

### Variable format: Numeric (F4.0)

### Values

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1979-2013	[year]

### Notes

Where the graduate respondent is still in the same job as when they completed the AGS, this variable is used to create tenure\_total.

---



---

## Month started job at time of completing AGS

---

Variable name: ags\_month

### Purpose

To determine the month the graduate started the job they were employed in at the time they completed the Australian Graduate Survey.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** In what month and year did you start this job?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Month Started Current Job

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
[1-12]	[Month]

### Notes

Where the graduate respondent is still in the same job as when they completed the AGS, this variable is used to create tenure\_total.

---

## Location of employer at time of completing AGS

---

Variable name: ags\_aus

### Purpose

To determine whether the employer of the graduate in paid employment at the time of completing the AGS was located within Australia.

### Survey

Australian Graduate Survey.

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question number: n/a

**Question:** Were you working in Australia?

**Source:** AGS survey data supplied by universities

### Variable label: AGS In Australia

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Yes [Working in Australia]
2	No [Not working in Australia]

---

## Postcode of graduate employer at time of completing AGS

---

Variable name: ags\_postcode

---

### Purpose

To determine the postcode of graduate's employer at time they completed the AGS

---

### Survey

Australian Graduate Survey (AGS).

---

### Population

All graduate respondents in paid employment at time of completing AGS.

---

### Question text:

**Question:** If yes, in what postcode was your employment based?

**Source:** AGS survey data supplied by universities

---

### Variable label: AGS Postcode of Employer

---

### Response type: Single response

---

### Variable format: Numeric (F4.0)

---

### Values

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
[200 – 7320]	[postcode]

---

## Sector of employment at time of completing AGS

---

Variable name: ags\_sector

### Purpose

To determine the sector of employment of the graduate, if they were employed at time of completing the Australian Graduate Survey.

### Survey

Australian Graduate Survey.

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** In what sector were you wholly or mainly employed?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Sector

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Public/Govt
2	Private
3	Not for Profit
9	Not reported

---

## Graduate self-employment at time of completing AGS

---

Variable name: ags\_selfemp

### Purpose

To determine if the graduate was self-employed at the time they completed the Australian Graduate Survey.

### Survey

Australian Graduate Survey (AGS).

### Population

All graduate respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** Were you self-employed?

**Source:** Pre-populated data supplied by universities

### Variable label: AGS Self Employed

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Yes, self-employed
2	No, not self-employed



---

## Employer size at time of completing AGS

---

Variable name: ags\_empsize

### Purpose

To determine the size of the employer for graduates who were in paid employment at the time of completing the AGS.

### Survey

Australian Graduate Survey.

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** Both within Australia and overseas, approximately how many people are employed in this organisation?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Employer Size

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	2 to 19 (small business)
2	20 to 99 (medium business)
3	100 or more (large business)
9	Don't know

---



---

## Form of employment at time of completing AGS

---

Variable name: ags\_form

### Purpose

To determine the graduate's form of employment at the time of completing the AGS.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** Which one of the following best describes the type of employment in your main paid work?

**Source:** AGS survey data supplied by universities

### Variable label: AGS Form of Employment

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Permanent or open-ended contract
2	Fixed term contract more than 12 months
3	Fixed term contract up to 12 months
4	Temporary or casual

---

## AGS Graduate perception: Importance of field of study

---

Variable name: ags\_impfield

### Purpose

To determine the graduate's perception of how relevant the field of study is to be able to do their current job.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS respondents in paid employment at time of completing AGS.

### Question text:

**Question:** How important are the following to your employment in your main paid job? [Major fields of education you studied]

**Source:** AGS survey data supplied by universities

### Variable label: AGS Importance of Field of Education

### Response type: Single Response (4- point scale)

### Variable format: Numeric (F3.0)

### Values: 4-point scale

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Formal requirement
2	Important
3	Somewhat important
4	Not important
9	Do not know

---

## AGS Graduate perception: Importance of qualification

---

Variable name: ags\_impqual

### Purpose

To determine whether the graduate perceived their qualification to be important to be able to do their current job.

### Survey

Australian Graduate Survey.

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** How important are the following to your employment in your main paid job?  
[Qualification you have just completed]

**Source:** AGS survey data supplied by universities

### Variable label: AGS Importance of Qualification

### Response type: Single Response (4- point scale)

### Variable format: Numeric (F3.0)

### Values: 4-point scale

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Formal requirement
2	Important
3	Somewhat important
4	Not important
9	Do not know

---

## AGS Graduate perception: Importance of skill

---

Variable name: agsimpskill

### Purpose

To determine whether the graduate perceived the skills and knowledge acquired during their university study to be important to be able to do their current job.

### Survey

Australian Graduate Survey (AGS).

### Population

AGS Respondents in paid employment at the time of completing the AGS.

### Question text:

**Question:** How important are the following to your employment in your main paid job? [Other skills and knowledge acquired during your course]

**Source:** AGS survey data supplied by universities

### Variable label: AGS Importance of Skills Learnt at Uni

### Response type: Single Response (4- point scale)

### Variable format: Numeric (F3.0)

### Values: 4-point scale

VALUE	LABEL
-99	Did not complete AGS
-88	Not working
-77	Missing or incomplete response
1	Formal requirement
2	Important
3	Somewhat important
4	Not important
9	Do not know

---



---

## Survey Type

---

Variable name: QSURVEY\_TYPE

---

**Purpose**

To determine whether the survey respondent participated in the pre-pilot or the main pilot survey stage of Employer Satisfaction Survey (ESS).

---

**Survey**

Employer Satisfaction Survey (ESS)

---

**Population**

All ESS graduate respondents.

---

**Question text: n/a**

**Source:** Variable created by the field work company

---

**Variable label: JOBTYP MAIN OR PILOT****Variable format: Numeric (F1.0)****Values:**

VALUE	LABEL
1	Pilot
2	Main survey

---

**Notes**

The dataset contains a small number of responses collected during the initial testing phase of the study. As only very small changes were made to the survey, the responses from the pre-pilot have been retained in the dataset.

---



---

## Paid employment at time of completing ESS

---

Variable name: QG1\_EMPLOYED

---

### Purpose

To determine whether the graduate was in paid employment at the time of completing the Employer Satisfaction Survey (ESS) .

---

### Survey

ESS – Graduate survey.

---

### Population

All ESS graduate respondents.

---

### Question number: QG1 EMPLOYED

Question: Do you currently have a paid job of any kind?

Source: Australia at Work

---

### Variable label: QG1 CURRENTLY IN PAID JOB

---

### Response type: Single Response

---

### Variable format: Numeric (F3.0)

---

### Values

VALUE	LABEL
-98	Missing
-97	Refused
-96	Don't know/Cannot recall
1	Yes
2	No

---

## Usual hours of work at time of completing the ESS

---

Variable name: QG2\_HOURS

---

### Purpose

To determine what the graduate's usual hours of work were at the time of completing the ESS.

---

### Survey

ESS – Graduate survey.

---

### Population

All ESS graduate respondents in paid employment at the time of completing the ESS.

---

### Question number: QG2 Hours

Question How many hours per week do you usually work in your job? If you are employed in more than one job, please answer only for the job you currently work the most hours in. We will call this your main job.

Source: Australia at Work

---

### Variable label: QG2 HOURS WORK

---

### Response type: Single response

---

### Variable format: Numeric (F3.0)

---

### Values:

VALUE	LABEL
-98	Missing
-97	Refused
-96	Don't know/Cannot recall
0-112	Valid responses

---

### Notes

A new derived variable has been created from responses to QG2\_HOURS. See QG2\_FTPT.



---



---

## Graduate working hours (Derived)

---

Variable name: QG2\_FTPT

---

**Purpose**

To summarise whether the graduate was working full-time or part-time hours at the time of the ESS.

---

**Survey**

ESS – Graduate survey.

---

**Population**

All ESS graduate respondents employed at the time of the ESS survey.

---

**Question text: n/a**

Derived field.

---

**Variable label: QG2\_Codes**

Graduate working hours (full-time or part-time)

---

**Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-98	Missing, refused or cannot recall
1	Full-time (35 hours or more per week)
2	Part-time (less than 35 hours per week)

---

**Notes:**

This field has been derived from the information in QG2\_HOURS and QG2\_HOURS\_CODES.

Full-time hours are considered 35 hours or more per week.

---

## Previous full-time employment at time of completing ESS

---

Variable name: QG3A

### Purpose

To determine whether the respondent had spent any time in full-time employment prior to starting their current job.

### Survey

ESS – Graduate survey.

### Population

All Graduate Respondents to ESS Graduate survey.

### Question number: QG3

**Question:** Before starting this job, had you spent any time working in full-time paid employment?

**Source:** Original item

### Variable label: QG3A PREVIOUSLY IN FULL TIME EMPLOYMENT

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-98	Missing
-97	Refused
-96	Cannot recall
1	Yes, previously in full-time employment
2	No, not previously in full-time employment

### Notes

This question was not asked during the pre-testing stage. Responses for the pre-testing stage have been post-coded using the information from QG3\_TOTAL (Total length of time previously in full-time employment).

---



---

## Length of time employed in months

---

Variable name: QG3\_TOTAL

### Purpose

To determine how long the graduate had been in previous full-time employment at the time of completing the ESS – Graduate survey

### Survey

ESS –Graduate survey.

### Population

All graduate respondents to the ESS – Graduate survey who had been in previous full-time employment.

### Question number: QG3b Time previously spent in full-time employment

**Question:** Before this job, how many years and months had you spent working in full-time paid employment?

**Source:** custom variable

### Variable label: QG3 Total length of time previously in full-time employment (months)

### Variable format: Numeric (F3.0)

### Values

VALUE	LABEL
-98	Missing
-97	Refused
-96	Don't know/Cannot recall
0-540	Valid responses (number of months)

### Notes

This item was calculated by ORC International using separate responses for the number of years and number of months (not included on dataset). Value reflects the number of months in full-time employment before current job.

---

## Same main job as AGS

---

Variable name: QG4

---

### Purpose

To determine if the graduate is still employed in the same job they held at the time they completed the Australian Graduate Survey.

---

### Survey

ESS – Graduate survey.

---

### Population

AGS Respondents in paid employment at the time of completing the AGS for whom an employer name was recorded.

---

### Question number: QG4

**Question:** When you completed the Australian Graduate Survey you said that you were working at <employer name>? Is that still your main job?

**Source:** Original item

---

### Variable label: QG4 STILL IN MAIN JOB

---

### Response type: Single Response

---

### Response type: Numeric (F3.0)

---

### Values:

VALUE	LABEL
-99	NA No relevant AGS data, question not asked
-98	Refused
1	Yes
2	No
98	Refused

---

---

## Same occupation as AGS

---

Variable name: QG5

### Purpose

To determine whether the graduate is in the same occupation as they were at the time they completed the AGS.

### Survey

Employer Satisfaction Survey (ESS).

### Population

AGS respondents for whom a valid occupation was recorded in the AGS.

### Question number: QG5 Occupation

Question: In that job, are you still working as a/an <QG99OCC>?

Source: Original item

### Variable label: QG5 STILL WORKING AS

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values

VALUE	LABEL
-99	NA No relevant AGS data, question not asked
-98	Refused
1	Yes
2	No

---



---

## Current occupation

---

Variable name: QG6\_RAW

---

**Purpose**

To determine the occupation of the graduate, for those who are employed in a different job to the job they had when they completed the AGS.

---

**Survey**

Employer Satisfaction Survey (ESS).

---

**Population**

Graduate respondents to the ESS who completed the AGS, who are with the same employer as when they completed the AGS but who have changed occupations since completing the AGS.

---

**Question number: QG6 Occupation**

**Question:** What is the title of your occupation in your current job? That is, what is your job usually called?

**Source:** Australia at Work

---

**Variable label: QG6 Occupation (open response)****Response type: Open-ended Response****Variable format: String (1500)****Values:**

VALUE	LABEL
-99	NA – Question not asked
-97	Refused
-96	Don't know/cannot recall
[text]	[no value]

---

**Notes**

Information from this question was used to create the derived fields GRAD\_OCC, GRAD\_OCC1

---



---

## Current duties

---

Variable name: QG7\_RAW

**Purpose**

To determine the main duties of the graduate's current job, if they are not employed in the same job as they were in at the time of completing the Australian Graduate Survey.

**Survey**

ESS – Graduate survey.

**Population**

All graduate respondents to the ESS.

**Question number: QG7 MAIN TASKS**

Question: What are the main tasks you usually perform in this job?

Source: Australia at Work

**Variable label: QG7 Main duties (Open response)****Response type: Open-ended Response****Variable format: String (1500)****Values:**

VALUE	LABEL
-98	Refused
-99	Don't know/cannot recall
[text]	[open-ended text]

**Notes**

Information from this question was used to create the derived fields GRAD\_OCC, GRAD\_OCC1, where the information from QG6\_RAW or QG9\_RAW was insufficient.

The question was also used to help respondents consider the technical skills they require in the workplace (See QG21).

---



---

## Total months worked in new job [derived]

---

Variable name: QG8\_TOTAL

---

### Purpose

To determine the date the graduate started their current job, as the graduate was not employed in the same jobs as they were when they completed the Australian Graduate Survey.

---

### Survey

ESS – Graduate survey.

---

### Population

ESS graduate respondents in paid employment, except those still in the same job as when they completed the AGS.

---

### Question number: QG8 Duration

**Question:** In what month and year did you start your current job?

**Source:** Adapted from AGS

---

### Variable label: QG8 Total length of time in current job

---

### Response type: Single response (open)

---

### Variable format: Numeric (F3.0)

---

### Values:

VALUE	LABEL
-99	NA Respondent in same job as AGS. Question not asked.
-98	Missing
-97	Refused
-96	Do not know
0 – 285	Valid range

---

### Notes

A new variable QG8\_TOTAL was created by ORC by combining all of the responses from QG8. This variable reflects the total number of months spent in the current job. The original responses (month started job, year started job) have not been retained on the dataset.

This question was not asked of ESS graduate respondents who indicated they were in the same job as when they were completed the AGS.

A new derived variable TENURE\_TOTAL (see following) was created, combining responses from QG8\_TOTAL (for ESS graduate respondents who had changed jobs since the AGS or who did not complete the AGS) and from AGS\_month and AGS\_year (for ESS graduate respondents still in the same job as when they completed the AGS).



---



---

## Total months worked in current job [derived]

---

Variable name: TENURE\_TOTAL

---

**Purpose**

To identify how many months the ESS graduate respondent has been working in his/her current job..

---

**Survey**

ESS – Graduate survey.

AGS

---

**Population**

All ESS graduate respondents in paid employment.

---

**Question text: NA**

Derived field.

---

**Variable label: Graduate tenure (Total months in current job)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-98	Refused
-99	Do not know
0 – 361	Valid range

---

**Notes**

A new variable TENURE\_TOTAL was created by combining information from QG8\_TOTAL for ESS respondents who

- Had changed jobs since completing the AGS
- Did not complete the AGS

with responses from AGS\_YEAR and AGS\_MONTH, for ESS graduate respondents who

- completed the AGS and
- were still in the same job as when then they completed the AGS.

---



---

## Occupation (new)

---

Variable name: QG9\_RAW

**Purpose**

To determine the occupation of the graduate, if they were not employed in the same job as when they completed the Australian Graduate Survey.

**Survey**

Employer Satisfaction Survey (ESS) – Graduate survey.

**Population**

All Graduate Respondents in paid employment at the time of completing the ESS, except those still in the same occupation as when completed the AGS.

**Question number: QG9 Occupation (new)**

Question: What is the full title of your occupation?

Source: AGS

**Variable label: QG9 Occupation (Open response)****Response type: Open-ended response****Variable format: String (1500)****Values:**

VALUE	LABEL
-99	NA – Question not asked
-98	Missing
-97	Refused
-96	Don't know/cannot recall
[text]	[open-ended text]

**Notes**

Information from this question was used to create the derived fields QG9, GRAD\_OCC, GRAD\_OCC1.

---



---

## Occupation (new)(coded)

---

Variable name: QG9

### Purpose

To determine the occupation of the graduate, if they were not employed in the same job as when they completed the Australian Graduate Survey.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS, except those still in the same occupation as when completed the AGS.

### Question text: QG9 Occupation (new)

Question: What is the full title of your occupation?

Source: AGS

### Variable label: QG9 Occupation

### Variable format: Numeric (F4.0)

### Values:

VALUE	LABEL
-99	NA Question not asked
1000 – 8999	ANZSCO Occupation 4 digit

### Notes

This variable was created by ORC information, coded using the ANSCO from the fields QG6\_RAW, QG9\_RAW and where additional information was required, QG7\_RAW.

This variable does not contain information for all of those respondents who are in the same occupation as when they completed the AGS.

Information from this question (and where necessary, AGS\_ANZSCO) was used to create the derived fields GRAD\_OCC, GRAD\_OCC1.

---



---

## Duties of current job

---

Variable name: QG10\_RAW

---

**Purpose**

To determine the duties of the graduate's current job.

---

**Survey**

ESS – Graduate survey.

---

**Population**

All ESS Graduate Respondents in paid employment at the time of completing the ESS, except those still in the same occupation as when completed the AGS.

---

**Question text:**

**Question:** What were the main tasks that you usually perform in your job?

**Source:** See QG7\_RAW

---

**Variable label: QG10 Main tasks****Response type: Open-ended Response****Variable format: String (1500)****Values:**

VALUE	LABEL
-99	NA Question not asked
-98	Refused
[text]	[no label]

---

**Notes**

Information from this question was used to create the derived fields GRAD\_OCC, GRAD\_OCC1, where QG6/QG9 contained insufficient detail.

In some cases, respondents were asked QG7 and QG10. This was due to a routing error on the CATI. In any future version of the survey, this question should be asked only once of all respondents.

---



---

## Graduate Occupation (derived)

---

Variable name: GRAD\_OCC

### Purpose

To match the graduate's occupation to the Australia and New Zealand Standard Classification of Occupations

### Survey

Derived field.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS.

### Question number:

NA

### Variable label: Graduate Occupation (ANZSCO 4 digit)

### Variable format: Numeric (F4.0)

### Values:

VALUE	LABEL
1000 – 8999	ANZSCO 4 digit
9996	Other occupation (could not be coded)
9997	Missing
9998	Don't know
9999	Refused

### Notes

This variable was created using the following information:

- If the graduate respondent participated in the AGS, had not moved jobs since the AGS, and had a valid occupation recorded, AGS\_ANZSCO was used.
- If the graduate had completed the AGS and had changed jobs but not employer, the coded response from QG6\_RAW was used (Note that the coded responses are contained in QG9).
- If there was no detail from the AGS or the graduate respondent had changed employers since the AGS, the coded response from QG9\_RAW (see QG9) was used.

---



---

## Graduate Occupation (1 digit) (derived)

---

Variable name: GRAD\_OCC1

### Purpose

To match the graduate's occupation to the Australia and New Zealand Standard Classification of Occupations at the 1 digit level

### Survey

Derived field.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS.

### Question text:

NA

### Variable label: Graduate Occupation (ANZSCO 1 digit)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
1	Managers and Administrators
2	Professionals
3	Technicians and Trades Workers
4	Community & Personal Service Workers
5	Clerical & Administrative Workers
6	Sales Workers
7	Machinery Operators & Drivers
8	Labourers
97	Other occupation (missing or could not be coded)
98	Don't know
99	Refused

### Notes

This variable was created by truncating GRAD\_OCC to 1 digit.

---



---

## Industry (new)

---

Variable name: QG11\_RAW

### Purpose

To determine the industry of the graduate employer, if the graduate was not working for the same employer as they were at the time they completed the Australian Graduate Survey.

### Survey

ESS – Graduate survey.

### Population

All graduate respondents in paid employment at the time of completing the ESS, except those who were AGS respondents and who are still in the same job as when they completed the AGS.

### Question number: QG11 Industry

Question: What does your workplace make or do?

Source: Australia at Work

### Variable label: QG11 Industry (raw)

### Response type: Open-ended Response

### Variable format: String (1500)

### Values

VALUE	LABEL
-99	NA Question not asked
[text]	[no label]

### Notes

Coded by ORC International to 3 digit ANZSIC – see QG11, GRAD\_IND.

---



---

## Industry (new)(Coded)

---

Variable name: QG11

---

### Purpose

To determine the industry of the graduate employer, if the graduate was not working in the same employer as they were at the time they completed the Australian Graduate Survey.

---

### Survey

Employer Satisfaction Survey (ESS) – Graduate survey.

---

### Population

All graduate respondents in paid employment at the time of completing the ESS, except those who were AGS respondents and who are still in the same job as when they completed the AGS.

---

### Question number: QG11 Industry

Question: What does your workplace make or do?

Source: Australia at Work

---

### Variable label: QG11 Industry (ANZSIC 3 digit)

---

### Variable format: Numeric, F3.0

---

### Values

VALUE	LABEL
-99	Missing
1	Other industry (could not be coded)
10-960	ANZSIC 3 digit

---

### Notes

Coded by ORC International using 3 digit ANZSIC.

This variable does not contain responses for ESS graduate respondents who completed the AGS and who are still with the same employer (AGS\_ANZSIC). Responses from the two variables were combined – see GRAD\_IND.



---



---

## Graduate Industry (derived)

---

Variable name: GRAD\_IND

---

### Purpose

To match the graduate's industry to the Australia and New Zealand Standard Industrial Classification

---

### Survey

Derived field.

---

### Population

All ESS graduate respondents in paid employment at the time of completing the ESS.

---

### Question text:

NA

---

### Variable label: Graduate Industry (ANZSIC 3 digit)

---

### Variable format: Numeric (F3.0)

---

### Values:

VALUE	LABEL
1-960	ANZSIC 3 digit
996	Could not be coded
997	Missing
998	Refused
999	Don't know/cannot recall

---

### Notes

This variable was created using the following information:

- If the graduate respondent participated in the AGS, had not moved employers since the AGS, and had a valid industry recorded, AGS\_ANZSIC was used.
- Otherwise if there was no detail from the AGS or the graduate respondent had changed employers since the AGS, the coded response from QG11 was used.

---



---

## Enterprise Size (new)

---

Variable name: QG12

---

**Purpose**

To identify the size of the enterprise.

---

**Survey**

ESS – Graduate survey..

---

**Population**

All Graduate Respondents in paid employment at the time of completing the ESS.

---

**Question number: QG12 Enterprise Size**

**Question:** Both within Australia and overseas, approximately how many people are employed in your organisation?

**Source:** AGS

---

**Variable label: QG12 ENTERPRISE SIZE****Response type: Single Response****Variable format: Numeric (F2.0)****Values:**

VALUE	LABEL
1	1 to 19
2	20 to 99
3	100 or more
98	Refused (Not read out)
99	Do not know (Not read out)

---

---

## Working in Australia

---

Variable name: QG13

---

**Purpose**

To determine whether the graduate is working in Australia or abroad.

---

**Survey**

ESS – Graduate survey.

---

**Population**

All graduate respondents in paid employment at the time of completing the ESS.

---

**Question number: QG13**

Question: Are you working in Australia?

Source: AGS

---

**Variable label: QG13 Are you working in Australia?**

---

**Response type: Single Response**

---

**Variable format: Numeric (F2.0)**

---

**Values**

VALUE	LABEL
1	Yes
2	No
98	Refused

---



---

## Postcode of employer

---

Variable name: QG14

**Purpose**

To determine the postcode of the employer.

**Survey**

ESS – Graduate survey.

**Population**

All ESS Graduate Respondents in paid employment at the time of completing the ESS.

**Question number: QG14 Postcode**

Question: In what postcode is your employment based?

Source: AGS

**Variable label: QG14 POSTCODE of EMPLOYER****Response type: Single response (open)****Response type: Numeric (F4.0)****Values:**

VALUE	LABEL
-98	Missing
-97	Refused
-96	Do not know/cannot recall
[800 – 8000]	[Postcode]

**Notes**

If respondents did not know their employer's postcode, they were asked for the suburb in which they worked.

---



---

## Work suburb

---

Variable name: QG15\_RAW

**Purpose**

To determine the suburb of the employer.

**Survey**

ESS – Graduate survey.

**Population**

Graduate respondents in paid employment who did not know the postcode of their employment.

**Question number: QG15 Suburb**

Question: What suburb is your employment based in?

Source: Original item

**Variable label: QG15 Suburb (Open response)****Response type: Open-ended Response****Variable format: String (1500)****Values**

VALUE	LABEL
-99	NA Question not asked
-98	Missing
-97	Refused
-96	Don't know/Cannot recall
[text]	[open-ended text]

**Notes**

ESS graduate respondents were only asked this question if they did not know the postcode of their employer.

---

---

## Sector

---

Variable name: QG16

---

### Purpose

To determine the sector of employment.

---

### Survey

ESS – Graduate survey.

---

### Population

All Graduate Respondents in paid employment at the time of completing the ESS.

---

### Question number: QG16 Sector

Question: Are you mainly employed in .....?

Source: AGS

---

### Variable label: QG16 SECTOR

---

### Response type: Single Response (Numeric, 2.0)

---

### Variable format: Numeric (2.0)

---

### Values:

VALUE	LABEL
1	The public/government sector
2	The not for profit sector, or
3	The private sector
98	Refused (Not read out)
99	Don't know (Not read out)

---



---

## Self-employed

---

Variable name: QG17

---

### Purpose

To determine whether the graduate is self-employed.

---

### Survey

ESS – Graduate survey.

---

### Population

All ESS graduate respondents.

---

### Question number: QG17 Self-employed

Question: Are you self-employed?

Source: Adapted from AGS

---

### Variable label: QG17 SELF EMPLOYED

---

### Response type: Single Response

---

### Variable format: Numeric (F2.0)

---

### Values

VALUE	LABEL
1	Yes
2	No
98	Refused (Not read out)
99	Don't know (Not read out)

---

## Graduate Rating: Whether qualification is formal requirement to do job

---

Variable name: QG18

### Purpose

To determine whether the formal qualification (or similar) held by the graduate is a formal requirement to be able to do their current job.

### Survey

ESS – Graduate survey.

### Population

All Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG18 Formal Requirement

Question: Is your <qualification> [<QG99QUAL] or similar qualification a formal requirement to be able to do your current job?

Source: Adapted from AGS

### Variable label: QG18 FORMAL REQUIREMENT

### Response type: Single Response

### Variable format: Numeric (F2.0)

### Values:

VALUE	LABEL
1	Yes
2	No
98	Refused (Not read out)
99	Don't know (Not read out)



---



---

## Graduate: Rating: Relevance of qualification (Main survey)

---

Variable name: QG19\_MAIN

**Purpose**

To determine how important the graduate perceives having their formal qualification is to be able to do their current job.

**Survey**

ESS – Graduate survey.

**Population**

All Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

**Question number: QG19 Relevance of qualification**

Question: How relevant is your university qualification to your current role?

Source: Adapted from AGS

**Variable label: QG19M Relevance of qualification to job (Main survey****Response type: Single Response (4-point scale)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA Question not asked (main pilot only)
1	Not at all relevant
2	Not that relevant
3	Fairly relevant
4	Very relevant
98	Refused (Not read out)
99	Don't know/Unsure (Not read out)

**Notes**

A change was made to the wording of this question after the pre-testing phase. See Q19\_PILOT.

---



---

## Graduate: Rating: Importance of qualification (Pilot)

---

Variable name: QG19\_PILOT

**Purpose**

To determine how important the graduate perceives their university qualification is to their current role.

**Survey**

ESS – Graduate survey.

**Population**

All ESS graduate respondents in paid employment at the time of completing the ESS Graduate survey.

**Question number: QG19 Relevance of qualification**

Question: How important is your university qualification to your current role?

Source: Adapted from AGS

**Variable label: QG19P Importance of university qualification (Pre-testing stage)****Response type: Single Response (4-point scale)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA Question not asked (pre-testing only)
1	Not at all important
2	Not that important
3	Fairly important
4	Very important
98	Refused (not read out)
99	Do not know (not read out)

**Notes**

A change was made to the wording of this item and the response categories between the pre-pilot and the main pilot phase. See Q19\_MAIN.

---



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## Graduate: Rating: Overall impression of qualification

---

Variable name: QG20

**Purpose**

To determine the overall impression of how well the graduate believes their qualification prepared them for their current job.

**Survey**

ESS – Graduate survey.

**Population**

All Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

**Question number: QG20 Overall impression of qualification (graduate)**

Question: Overall, how well did your qualification prepare you for your current job?

Source: Original item

**Variable label: QG20 Overall impression of qualification****Response type: Single Response (4-point scale)****Variable format: Numeric (F2.0)****Values:**

VALUE	LABEL
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
98	Refused (Not read out)
99	Don't know/Unsure (Not read out)

---



---

## Overall Rating (Graduate)

---

Variable name: OVERALL\_G\_SAT

### Purpose

To provide an overall measure of the graduate's assessment of how well the graduate's qualification prepared them with the skills required to perform their current job.

### Survey

ESS – Graduate survey.

### Population

All ESS graduate respondents with valid responses to QG20.

### Question text: N/A

Derived item

### Variable label: Overall Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very well prepared or well prepared

### Notes

This derived variable was computed using the following syntax:

```
RECODE QG20 (3 THRU 4=1) (-99=-99) (98 THRU 99=-98) (ELSE=0) INTO OVERALL_G_SAT.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

## Graduate Rating: Technical Skills

Variable name: QG21A

### Purpose

To determine how well the graduate believes their qualification prepared them to perform technical tasks required in their current job.

### Survey

ESS – Graduate survey.

### Population

All Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG21 Technical rating

Question: I asked you earlier about the main tasks or duties in your job [QG7/QG10]. How well do you think your qualification prepared you to perform these tasks, at the level your workplace required from a recent graduate? Would you say .....

Source: Original item

### Variable label: QG21A Technical rating

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable
98	Refused (Not read out)
99	Don't know/Unsure (Not read out)

### Notes

This question was not asked during the pre-testing stage.

It was inserted following discussions at the Project Advisory Group (PAG) about the difficulty of asking about “technical” skills in a way that will have equal relevance for graduates from all fields of education. For this reason, it was decided to ask graduates to reflect on their usual duties (as this will involve at least some element of technical skill).

---

## Technical Rating (Graduate)

---

Variable name: TECHNICAL\_G\_SAT

---

### Purpose

To provide an overall measure of the graduate's assessment of how well the graduate's qualification prepared them with the technical skills required to perform their current job.

---

### Survey

ESS – Graduate survey.

---

### Population

All ESS graduate respondents with valid responses to QG21A.

---

### Question text: N/A

Derived item

---

### Variable label: Technical Skills Rating (Supervisor)

---

### Variable format: Numeric (F3.0)

---

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very well prepared or well prepared

---

### Notes

This derived variable was computed using the following syntax:

```
RECODE QG21A (3 THRU 4=1) (-99=-99) (97 THRU 99=-98) (ELSE=0) INTO TECHNICAL_G_SAT.
```

---

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

## Graduate Rating: Foundation Skills: Oral Communication Skills

Variable name: QG22A1

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of the foundation skill: Oral communication skills.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills A1

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Oral communication skills?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - A. Foundation Skills - Oral communication skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

Items QG22A1 – QG22C13 were asked as a battery of items. Respondents were read the introductory question “For each skill or attribute...” once and then asked to respond to each individual item. The order of the skill clusters (A, B, C) was not changed but items were rotated within the skill clusters. An overall rating was computed for cluster A - Foundation Skills (the only cluster where all items asked of supervisors were also asked of graduates).

See also: FOUNDATION\_G\_SAT.

## Graduate Rating: Foundation Skills: Written Communication Skills

Variable name: QG22A2

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of the foundation skill: Written communication skills.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills A2

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Written communication skills?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - A. Foundation Skills - Written communication skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_G\_SAT.



## Graduate Rating: Foundation Skills: Numeracy

Variable name: QG22A3

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of the foundation skill: Numeracy.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills A3

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Numeracy?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - A. Foundation Skills - Numeracy

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_G\_SAT.

## Graduate Rating: Foundation Skills: Capacity to develop knowledge

Variable name: QG22A4

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of the foundation skill: Capacity to develop knowledge.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills A4

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Capacity to develop knowledge and skills?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - A. Foundation Skills - Capacity to develop knowledge and skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_G\_SAT.

---

## Graduate Rating: Capacity to analyse and solve problems

---

Variable name: QG22A5

**Purpose**

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of the foundation skill: Capacity to analyse and solve problems.

**Survey**

ESS – Graduate survey.

**Population**

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

**Question number: QG22 Rating of skills A5**

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Capacity to analyse and solve problems?

**Source:** Adapted from UniSA survey

---

**Variable label: QG22 - A. Foundation Skills - Capacity to analyse and solve problems**


---

**Response type: Single Response (4-point scale)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

**Notes**

This question was added after pre-testing.

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_G\_SAT.

## Foundation Skills (Graduate Rating)

Variable name: FOUNDATION\_G\_SAT

### Purpose

To provide an overall measure of how well the graduate's qualification prepared them with the foundation skills required to perform their current job.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey with valid responses to four out of five graduate foundation skills items.

### Question text: N/A

Derived item

### Variable label: Foundation Skills Rating (Graduate)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA not asked during pre-testing
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QG21A (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG21A_R.
RECODE QG22A1 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG22A1_R.
RECODE QG22A2 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG22A2_R.
RECODE QG22A3 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG22A3_R.
RECODE QG22A4 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG22A4_R.
RECODE QG22A5 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QG22A5_R.

COMPUTE FOUNDATION_G=MEAN.4(QG22A1_R, QG22A2_R, QG22A3_R, QG22A4_R, QG22A5_R).
RECODE FOUNDATION_G (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO FOUNDATION_G_SAT.
DO IF (QSURVEY_TYPE=1).
RECODE FOUNDATION_G_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

## Graduate Rating: Adaptive skills and attributes: Broad background general knowledge

Variable name: QG22B6

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of adaptive skills and attributes: Broad background general knowledge.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills B6

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Broad background general knowledge?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - B. Adaptive Skills and attributes - Broad background general knowledge

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

## Graduate Rating: Adaptive skills and attributes: Capacity to understand different viewpoints

Variable name: QG22B7

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of adaptive skills and attributes: Capacity to understand different viewpoints.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills B7

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Capacity to understand different viewpoints?

**Source:** Adapted from UniSA survey

**Variable label: QG22 - B. Adaptive Skills and attributes - Capacity to understand different viewpoints**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

## Graduate Rating: Adaptive skills and attributes: Capacity to work autonomously

Variable name: QG22B10

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of adaptive skills and attributes: Capacity to work autonomously.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills B10

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Capacity to work autonomously?

**Source:** Adapted from UniSA survey

### Variable label: QG22 - B. Adaptive Skills and attributes - Capacity to work autonomously

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

## Graduate Rating: Teamwork and interpersonal skills: Getting on well with colleagues and co-workers

Variable name: QG22C12

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of teamwork and interpersonal skills: Getting on well with colleagues and co-workers.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills C12

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Getting on well with colleagues and co-workers?

**Source:** Adapted from UniSA survey

**Variable label: QG22 - C. Teamwork and interpersonal skills - Getting on well with colleagues and co-workers**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.



## Graduate Rating: Teamwork and interpersonal skills: Collaborating effectively with colleagues to complete tasks

Variable name: QG22C13

### Purpose

To determine how well the graduate believes their qualification prepared them to perform their current role in terms of teamwork and interpersonal skills: Collaborating effectively with colleagues to complete tasks.

### Survey

ESS – Graduate survey.

### Population

All ESS graduate respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG22 Rating of skills C13

**Question:** For each skill or attribute, how well do you think your qualification prepared you to perform your current role: Collaborating effectively with colleagues to complete tasks?

**Source:** Adapted from UniSA survey

**Variable label:** QG22 - C. Teamwork and interpersonal skills - Collaborating effectively with colleagues to complete tasks

**Response type:** Single Response (4-point scale)

**Variable format:** Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA – Question not asked during pre-testing
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

This question was added after pre-testing.

---



---

## Graduate: Open (Positive)

---

Variable name: QG23\_RAW

---

**Purpose**

To determine in what ways the graduate believes their qualification prepared them well for employment in their organisation.

---

**Survey**

ESS – Graduate survey.

---

**Population**

All ESS graduate respondents in paid employment at the time of completing the ESS Graduate survey.

---

**Question number: QG23 Open (Positive)**

**Question:** In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared you well for employment in your organisation?

**Source:** Original item

---

**Variable label: QG23 Positive aspect of qualification (Open Response)****Response type: Open-ended response****Variable format: String (150)****Values:**

VALUE	LABEL
[text]	[no labels]

---

**Notes**

This item has been post coded by ORC International according to a coding frame developed by WRC. See G23\_2 – G23\_19. Responses could be coded to multiple items.

## Graduate: Positive (Coded)

Variable name: QG23\_2 – QG23\_19

### Purpose

To categorise the open responses identifying positive aspects of the graduate's course.

### Survey

ESS – Graduate survey.

### Population

All ESS graduate respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG23 Open (Positive)

Question: In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared you well for employment in your organisation?

Source: Original item

### Variable label: G23\_1 – G23\_19 (Positive)

QG23_2	Q9QG23 (Positive) - Written & oral communication skills
QG23_3	Q9QG23 (Positive) - Problem solving
QG23_4	Q9QG23 (Positive) - Autonomy, self-organisation & flexibility
QG23_5	Q9QG23 (Positive) - Time management
QG23_6	Q9QG23 (Positive) - Ability to learn new skills & acquire new knowledge
QG23_7	Q9QG23 (Positive) - Teamwork & interpersonal skills
QG23_8	Q9QG23 (Positive) - Broad general knowledge suitable for the field
QG23_9	Q9QG23 (Positive) - Specific knowledge and skills suitable for the field
QG23_10	Q9QG23 (Positive) - Openness to new ideas and other points of view
QG23_11	Q9QG23 (Positive) - Practical job-based skills
QG23_12	Q9QG23 (Positive) - Information technology skills
QG23_13	Q9QG23 (Positive) - Management & leadership skills
QG23_14	Q9QG23 (Positive) - Research skills
QG23_15	Q9QG23 (Positive) - Career management skills
QG23_16	Q9QG23 (Positive) - Work ethic
QG23_17	Q9QG23 (Positive) - Confidence
QG23_18	Q9QG23 (Positive) - Critical thinking and analytical skills
QG23_19	Q9QG23 (Positive) -Other

---

**Response type: Multiple Response (post-coded)**

---

---

**Variable format: Numeric (F3.0)**

---

---

**Values:**

---

VALUE	LABEL
-99	NA Question not asked during pre-testing
0	No
1	Yes
93	No comment
94	NA - qualification not relevant to job
95	NA - formal qualification only
97	No positive aspects – qualification did not prepare graduate well
98	Refused
99	Don't know

---



---

## Graduate: Open (Improve)

---

Variable name: QG24\_RAW

### Purpose

To determine in what ways the graduate believes their qualification could have better prepared them for employment in their organisation.

### Survey

ESS – Graduate survey.

### Population

All ESS graduate respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG24 Open (Improve)

Question: In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared you for employment in your organisation?

Source: Original item

### Variable label: QG24 Aspect of qualification in need of improvement (Open Response)

### Response type: Open-ended Response

### Variable format: String (150)

### Values:

VALUE	LABEL
[text]	[no labels]

### Notes

This item has been post coded. See QG24\_2 – QG24\_19.

## Graduate: Improve (Coded)

Variable name: QG24\_2 – QG24\_19

### Purpose

To categorise the open responses identifying aspects of the graduate's course that could be improved.

### Survey

ESS – Graduate survey.

### Population

All ESS Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

### Question number: QG24 Open (Improve)

Question: In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared you for employment in your organisation?

Source: Original item

### Variable label: QG24\_2 – QG24\_19 (Improve)

QG24_2	Q9QG24 (Improve) - Written & oral communication skills
QG24_3	Q9QG24 (Improve) - Problem solving
QG24_4	Q9QG24 (Improve) - Autonomy, self-organisation & flexibility
QG24_5	Q9QG24 (Improve) - Time management
QG24_6	Q9QG24 (Improve) - Ability to learn new skills & acquire new knowledge
QG24_7	Q9QG24 (Improve) - Teamwork & interpersonal skills
QG24_8	Q9QG24 (Improve) - Broad general knowledge suitable for the field
QG24_9	Q9QG24 (Improve) - Specific knowledge and skills suitable for the field
QG24_10	Q9QG24 (Improve) - Openness to new ideas and other points of view
QG24_11	Q9QG24 (Improve) - Practical job-based skills
QG24_12	Q9QG24 (Improve) - Information technology skills
QG24_13	Q9QG24 (Improve) - Management & leadership skills
QG24_14	Q9QG24 (Improve) - Research skills
QG24_15	Q9QG24 (Improve) - Career management skills
QG24_16	Q9QG24 (Improve) - Work ethic
QG24_17	Q9QG24 (Improve) - Confidence
QG24_18	Q9QG24 (Improve) - Critical thinking and analytical skills
QG24_19	Q9QG24 (Improve) - Other

---

**Response type: Multiple Response**

---

---

**Variable format: Numeric (F3.0)**

---

**Values:**

VALUE	LABEL
-99	NA – question not asked during pre-testing
0	No
1	Yes
93	No comment
94	NA - qualification not relevant to job
95	NA - formal qualification only
97	No positive aspects – qualification did not prepare graduate well
98	Refused
99	Don't know

---



---

## Graduate: Have Supervisor

---

Variable name: Q9R1

---

**Purpose**

To determine whether the graduate has a current supervisor for recruitment.

---

**Survey**

ESS – Graduate survey.

---

**Population**

All Graduate Respondents in paid employment at the time of completing the ESS Graduate survey.

---

**Question number: QR1 Supervisor**

Question: Do you have a current supervisor?

Source: Original item

---

**Variable label: Q9QR1 HAVE SUPERVISOR****Response type: Single Response****Variable format: Numeric (F2.0)****Values:**

VALUE	LABEL
1	Yes
2	No
98	Refused

---

**Notes**

All ESS graduate respondents were asked this question, including those who had indicated they were self-employed. Some self-employed respondents nonetheless indicated that they had a workplace supervisor.



---



---

## Supervisor: Supervisor relationship duration

---

Variable name: QS1

**Purpose**

To determine how long respondent has been the supervisor of the graduate.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS1 Supervisor Relationship Duration**

Question: In total how long have you been &lt;QG99NAME&gt;'s supervisor?

Source: original item

**Variable label: Q9QS1 Supervisor Relationship Duration****Response type: Single Response****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA no supervisor response
1	Less than a month
2	At least a month but less than three months
3	At least three months but less than a year
4	One year or more
98	Refused (Not read out)
99	Don't know (Not read out)

---



---

## Supervisor Occupation (Raw)

---

Variable name: QS2\_RAW

### Purpose

To determine the occupation of the graduate's supervisor.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS2 Occupation

**Question:** What is the title of your occupation in your current job? That is, what is your job usually called?

**Source:** Australia at Work

### Variable label: QS2 Supervisor Occupation (Open response)

### Response type: Open-ended Response

### Variable format: String (150)

### Values:

VALUE	LABEL
-99	NA No supervisor response
-97	Refused
-96	Don t know
[text]	[no label]

### Notes

This item was post-coded by ORC International to ANZSCO four digit. See QS3, SUPER\_OCC.

---



---

## Supervisor Duties

---

Variable name: QS3\_RAW

---

**Purpose**

To determine the duties of the graduate's supervisor.

---

**Survey**

ESS – Supervisor Survey.

---

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

---

**Question number: QS3 Duties**

**Question:** What are the main tasks that you usually perform in this job?

**Source:** Australia at Work

---

**Variable label: QS3 Supervisor Duties (Open Response)****Response type: Open-ended Response****Variable format: String (150)****Values:**

VALUE	LABEL
-99	NA No supervisor response
-97	Refused
-96	Don t know
[text]	[no label]

---

**Notes**

Data from this item was used where needed to code QS3 (Supervisor's Occupation).

---



---

## Supervisor Occupation (ANZSCO)

---

Variable name: QS3

### Purpose

To classify the occupation of the supervisor according to the Australia and New Zealand Standard Classification of Occupations.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS3 Duties

Question: What are the main tasks that you usually perform in this job?

Source: Australia at Work

### Variable label: QS3 Supervisor Occupation (4 digit ANZSCO)

### Variable format: Numeric (F4.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Other occupation (inc could not be coded)
98	Refused
99	Don't know
1000 – 8999	ANZSCO 4 digit

---



---

## Supervisor Rating: Whether qualification is formal requirement to do job

---



---

Variable name: QS4

### Purpose

To determine whether the supervisor perceives their formal qualification (or similar) is a formal requirement for the graduate to be able to do their current job.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS4 Formal requirement

Question: Is a <QG99QUAL> or similar qualification a formal requirement to be able to do the job currently performed by <QG99NAME>?

Source: Adapted from AGS

### Variable label: QS4 Qualification a formal requirement (Supervisor)

### Response type: Single Response

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Yes
2	No
98	Refused (Not read out)
99	Don't know/Unsure (Not read out)

---



---

## Supervisor Rating: Importance of Qualification

---

Variable name: QS5

### Purpose

To determine how important the supervisor believes is having the formal qualification (or similar) held by the graduate to be able to do their current job well.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS5 Importance of qualification

Question: How important is having a <QG99QUAL> university qualification to be able to do the job well? Is it ....

Source: Adapted from AGS

### Variable label: QS5 Importance of qualification (Supervisor)

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all important
2	Not that important
3	Fairly important
4	Very important
98	Refused (Not read out)
99	Don't know/Unsure (Not read out)

---



---

## Supervisor: Duties of graduate

---

Variable name: QS6\_RAW

---

**Purpose**

To determine the duties of the graduate as specified by their current supervisor.

---

**Survey**

ESS – Supervisor Survey.

---

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

---

**Question number: QS6 Duties (graduate)**

Question: What are the main tasks or duties in <QG99NAME>'s job?

Source: Adapted from AGS

---

**Variable label: QS6 Supervisor explanation of graduate duties (open)****Response type: Open-ended Response****Variable format: String (150)****Values:**

VALUE	LABEL
-99	NA No supervisor response
-97	Refused (Not read out)
-96	Don t know (Not read out)
[text]	[no label]

---

**Notes**

This question was included in the questionnaire only to prompt the supervisor to consider the usual tasks associated with the graduate's role. This is to assist recall for the following item, QS7 Supervisor Rating: Technical Skills.

---



---

## Supervisor Rating: Technical Skills

---

Variable name: QS7

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform technical tasks required in the graduate's current job.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS7 Technical rating

**Question:** How well do you think <QG99NAME>'s qualifications prepared them to perform these tasks, at the level your workplace requires from a recent graduate? Would you say ....

**Source:** Original item

### Variable label: QS7 Technical Rating (Supervisor)

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
98	Refused (Not read out)
99	Don't know (Not read out)

### Notes

This question was designed to assess the range of 'technical' tasks performed by graduates from different fields of education.



---



---

## Technical Rating (Supervisor)

---

Variable name: TECHNICAL\_S\_SAT

---

**Purpose**

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the technical skills required to perform their current job.

---

**Survey**

ESS – Supervisor survey.

---

**Population**

All ESS supervisor respondents with valid responses to QS7.

---

**Question text: N/A**

Derived item

---

**Variable label: Technical Skills Rating (Supervisor)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very well prepared or well prepared

---

**Notes**

This derived variable was computed using the following syntax:

```
RECODE QS7 (3 THRU 4=1) (-99=-99)(98 THRU 99=-98) (ELSE=0) INTO TECHNICAL_S_SAT.
```

---

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

## Supervisor Rating: Foundation Skills: Oral Communication Skills

Variable name: QS8A1

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of the foundation skill: Oral communication skills.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 A1

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Oral communication skills?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - A. Foundation Skills - Oral communication skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Items QG22A1 – QG22C13 were asked as a battery of items. Respondents were read the introductory question “For each skill or attribute...” once and then asked to respond to each individual item. The order of the skill clusters (A, B, C) was not changes but items were rotated within the skill clusters.

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_S\_SAT.

---



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## Supervisor Rating: Foundation skills: Written communication skills

---



---

Variable name: QS8A2

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of the foundation skill: Written communication skills..

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 A2

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Written communication skills?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - A. Foundation Skills - Written communication skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_S\_SAT.

---



---

## Supervisor Rating: Foundation skills: Numeracy

---

Variable name: QS8A3

**Purpose**

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of the foundation skill: Numeracy.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS8 A3**

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Numeracy?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - A. Foundation Skills - Numeracy****Response type: Single Response (4-point scale)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

**Notes**

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_S\_SAT.

---

## Supervisor Rating: Foundation skills: Capacity to develop knowledge and skills

---

Variable name: QS8A4

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of the foundation skill: Capacity to develop knowledge and skills.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 A4

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity to develop knowledge and skills?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - A. Foundation Skills - Capacity to develop knowledge and skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_S\_SAT.

---



---

## Supervisor Rating: Foundation skills: Capacity to analyse and solve problems

---



---

Variable name: QS8A5

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of the foundation skill: Capacity to analyse and solve problems.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 A5

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity to analyse and solve problems?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - A. Foundation Skills - Capacity to analyse and solve problems

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Foundation Skills” items to create a single “Foundation skills” rating out of 100. See. FOUNDATION\_S\_SAT.

## Foundation Skills (Supervisor Rating)

Variable name: FOUNDATION\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the foundation skills required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to four out of five supervisor foundation skills items.

### Question text: N/A

Derived item

### Variable label: Foundation Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8A1 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8A1_R.
RECODE QS8A2 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8A2_R.
RECODE QS8A3 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8A3_R.
RECODE QS8A4 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8A4_R.
RECODE QS8A5 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8A5_R.

COMPUTE FOUNDATION_S=MEAN.4(QS8A1_R, QS8A2_R, QS8A3_R, QS8A4_R, QS8A5_R).
RECODE FOUNDATION_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO FOUNDATION_S_SAT.
DO IF (SUPER=0).
RECODE FOUNDATION_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

---



---

## Supervisor Rating: Adaptive skills and attributes: Broad background general knowledge

---



---

Variable name: QS8B6

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of adaptive skills and attributes: Broad background general knowledge.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 B6

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Broad background general knowledge?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - B. Adaptive Skills and attributes - Broad background general knowledge

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Adaptive Skills and Attributes” items to create a single “Adaptive skills” rating out of 100. See. ADAPTIVE\_S\_SAT.



---



---

## Supervisor Rating: Adaptive Skills and attributes: Capacity to understand different viewpoints

---



---

Variable name: QS8B7

**Purpose**

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of adaptive skills and attributes: Capacity to understand different viewpoints.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS8 B7**

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity to understand different viewpoints?

**Source:** Adapted from UniSA survey

**Variable label: QS8- B. Adaptive Skills and attributes - Capacity to understand different viewpoints**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

**Values:**

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

**Notes**

Responses from this item were combined with responses from the other “Adaptive Skills and Attributes” items to create a single “Adaptive skills” rating out of 100. See. ADAPTIVE\_S\_SAT.

---



---

## Supervisor Rating: Adaptive skills and attributes: Ability to develop innovative ideas or identify new opportunities

---



---

Variable name: QS8B8

**Purpose**

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of adaptive skills and attributes: Ability to develop innovative ideas or identify new opportunities.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS8 B8**

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Ability to develop innovative ideas or identify new opportunities?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - B. Adaptive Skills and attributes - Ability to develop innovative ideas or identify new opportunities**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

**Values:**

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

**Notes**

Responses from this item were combined with responses from the other “Adaptive Skills and Attributes” items to create a single “Adaptive skills” rating out of 100. See. ADAPTIVE\_S\_SAT.

---

## Supervisor Rating: Adaptive skills and attributes: Ability to operate in an international and multicultural context

---

Variable name: QS8B9

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of adaptive skills and attributes: Ability to operate in an international and multinational context.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 B9

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Ability to operate in an international and multicultural context?

**Source:** Adapted from UniSA survey

**Variable label:** QS8 - B. Adaptive Skills and attributes - Ability to operate in an international and multicultural context

**Response type:** Single Response (4-point scale)

**Variable format:** Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Adaptive Skills and Attributes” items to create a single “Adaptive skills” rating out of 100. See. ADAPTIVE\_S\_SAT.

---



---

## Supervisor Rating: Adaptive skills and attributes: Capacity to work autonomously

---



---

Variable name: QS8B10

**Purpose**

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of adaptive skills and attributes: Capacity to work autonomously.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS8 B10**

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity to work autonomously?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - B. Adaptive Skills and attributes - Capacity to work autonomously**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

**Values:**

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

**Notes**

Responses from this item were combined with responses from the other “Adaptive Skills and Attributes” items to create a single “Adaptive skills” rating out of 100. See. ADAPTIVE\_S\_SAT.

## Adaptive Skills (Supervisor Rating)

Variable name: ADAPTIVE\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the adaptive skills and attributes required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to four out of five supervisor adaptive skills items.

### Question text: N/A

Derived item

### Variable label: Adaptive Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8B6 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8B6_R.
RECODE QS8B7 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8B7_R.
RECODE QS8B8 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8B8_R.
RECODE QS8B9 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8B9_R.
RECODE QS8B10 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8B10_R.

COMPUTE ADAPTIVE_S=MEAN.4(QS8B6_R, QS8B7_R, QS8B8_R, QS8B9_R, QS8B10_R).
RECODE ADAPTIVE_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO ADAPTIVE_S_SAT.
DO IF (SUPER=0).
RECODE ADAPTIVE_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

---

## Supervisor Rating: Teamwork and interpersonal skills: Capacity for co-operation and teamwork

---

Variable name: QS8C11

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of teamwork and interpersonal skills: Capacity for co-operation and teamwork.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 C11

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity for cooperation and teamwork?

**Source:** Adapted from UniSA survey

**Variable label:** QS8- C. Teamwork and interpersonal skills - Capacity for co-operation and teamwork

**Response type:** Single Response (4-point scale)

**Variable format:** Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Teamwork and interpersonal skills” items to create a single “Teamwork and interpersonal skills” rating out of 100. See. TEAMWORK\_S\_SAT.

---

## Supervisor Rating: Teamwork and interpersonal skills: Getting on well with colleagues and co-workers

---

Variable name: QS8C12

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of teamwork and interpersonal skills: Getting on well with colleagues and co-workers.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 C12

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Getting on well with colleagues and co-workers?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - C. Teamwork and interpersonal skills - Getting on well with colleagues and co-workers**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Teamwork and interpersonal skills” items to create a single “Teamwork and interpersonal skills” rating out of 100. See. TEAMWORK\_S\_SAT.

---

## Supervisor Rating: Teamwork and interpersonal skills: Collaborating effectively with colleagues to complete tasks

---

Variable name: QS8C13

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of teamwork and interpersonal skills: Collaborating effectively with colleagues to complete tasks.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 C13

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Collaborate effectively with colleagues to complete tasks?

**Source:** Original item

### Variable label: QS8 - C. Teamwork and interpersonal skills - Collaborating effectively with colleagues to complete tasks

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Teamwork and interpersonal skills” items to create a single “Teamwork and interpersonal skills” rating out of 100. See. TEAMWORK\_S\_SAT.



## Teamwork Skills (Supervisor Rating)

Variable name: TEAMWORK\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the teamwork and interpersonal skills and attributes required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to two out of three supervisor teamwork and interpersonal skills items.

### Question text: N/A

Derived item

### Variable label: Teamwork Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8C11 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8C11_R.
RECODE QS8C12 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8C12_R.
RECODE QS8C13 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8C13_R.

COMPUTE TEAMWORK_S=MEAN.2(QS8C11_R, QS8C12_R, QS8C13_R).
RECODE TEAMWORK_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO TEAMWORK_S_SAT.
DO IF (SUPER=0).
RECODE TEAMWORK_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

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## Supervisor Rating: Technical skills and domain-specific knowledge: Using knowledge and concepts and principles to understand new workplace problems

---



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Variable name: QS8D14

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of technical skills and domain-specific knowledge: Using knowledge and concepts and principles to understand new workplace problems.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 D14

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Using knowledge of concepts and principles to understand new workplace problems?

Source: Original item

**Variable label: QS8 - D. Technical skills and domain-specific knowledge - Using knowledge of concepts and principles to understand new workplace problems**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Technical skills and domain-specific knowledge” items to create a single “Disciplinary skills” rating out of 100. See. DISCIPLINARY\_S\_SAT.

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## Supervisor Rating: Technical skills and domain-specific knowledge: Effective use of technologies

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Variable name: QS8D15

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of technical skills and domain-specific knowledge: Effective use of technologies.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 D15

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Effective use of technologies?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - D. Technical skills and domain-specific knowledge - Effective use of technologies

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Technical skills and domain-specific knowledge” items to create a single “Disciplinary skills” rating out of 100. See. DISCIPLINARY\_S\_SAT.

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## Supervisor Rating: Technical skills and domain-specific knowledge: Applying technical skills in a workplace context

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---

Variable name: QS8D16

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of technical skills and domain-specific knowledge: Applying technical skills in a workplace context.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 D16

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Applying technical skills in a workplace context?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - D. Technical skills and domain-specific knowledge - Applying technical skills in a workplace context

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Technical skills and domain-specific knowledge” items to create a single “Disciplinary skills” rating out of 100. See. DISCIPLINARY\_S\_SAT.

---



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## Supervisor Rating: Technical skills and domain-specific knowledge: Observing professional and general ethical standards

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Variable name: QS8D17

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of technical skills and domain-specific knowledge: Observing professional and general ethical standards.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 D17

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Observing professional and general ethical standards?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - D. Technical skills and domain-specific knowledge - Observing professional and general ethical standards

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Technical skills and domain-specific knowledge” items to create a single “Disciplinary skills” rating out of 100. See. DISCIPLINARY\_S\_SAT.

## Disciplinary Skills (Supervisor Rating)

Variable name: DISCIPLINARY\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the disciplinary skills and attributes (technical skills and domain-specific knowledge) required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to three out of four supervisor technical skills and domain-specific knowledge items.

### Question text: N/A

Derived item

### Variable label: Disciplinary Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8D14 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8D14_R.
RECODE QS8D15 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8D15_R.
RECODE QS8D16 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8D16_R.
RECODE QS8D17 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8D17_R.

COMPUTE DISCIPLINARY_S=MEAN.3(QS8D14_R, QS8D15_R, QS8D16_R, QS8D17_R).
RECODE DISCIPLINARY_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO DISCIPLINARY_S_SAT.
DO IF (SUPER=0).
RECODE DISCIPLINARY_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

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## Supervisor Rating: Employability skills: Ability to cope with work pressure and stress

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Variable name: QS8E18

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of employability skills: Ability to cope with work pressure and stress.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 E18

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Ability to cope with work pressure and stress?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - E. Employability skills - Ability to cope with work pressure and stress**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Employability skills” items to create a single “Employability skills” rating out of 100. See. EMPLOYABILITY\_S\_SAT.

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## Supervisor Rating: Employability skills: Capacity to be flexible and adaptable

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Variable name: QS8E19

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of employability skills: Capacity to be flexible and adaptable.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 E19

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Capacity to be flexible and adaptable?

**Source:** Adapted from UniSA survey

**Variable label: QS8 - E. Employability skills - Capacity to be flexible and adaptable**

**Response type: Single Response (4-point scale)**

**Variable format: Numeric (F3.0)**

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Employability skills” items to create a single “Employability skills” rating out of 100. See. EMPLOYABILITY\_S\_SAT.



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## Supervisor Rating: Employability skills: Ability to meet deadlines

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Variable name: QS8E20

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of employability skills: Ability to meet deadlines.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 E20

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Ability to meet deadlines?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - E. Employability skills - Ability to meet deadlines

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Employability skills” items to create a single “Employability skills” rating out of 100. See. EMPLOYABILITY\_S\_SAT.

## Employability Skills (Supervisor Rating)

Variable name: EMPLOY\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the employability skills required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to two out of three supervisor employability skills items.

### Question text: N/A

Derived item

### Variable label: Employability Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8E18 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8E18_R.
RECODE QS8E19 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8E19_R.
RECODE QS8E20 (1=0) (2=33.3) (3=66.6) (4=100) (ELSE=SYSMIS) INTO QS8E20_R.

COMPUTE EMPLOY_S=MEAN.2(QS8E18_R, QS8E19_R, QS8E20_R)..
RECODE EMPLOY_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO EMPLOY_S_SAT.
DO IF (SUPER=0).
RECODE EMPLOY_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

---

## Supervisor Rating: Enterprise skills: Understanding how to research to get results

---

Variable name: QS8F21

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of enterprise skills: Understanding how to research to get results.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 F21

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Understanding how to research to get results?

**Source:** Adapted from UniSA survey

**Variable label:** QS8 - F. Enterprise skills - Understanding how to research to get results

**Response type:** Single Response (4-point scale)

**Variable format:** Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Enterprise skills” items to create a single “Enterprise skills” rating out of 100. See. ENTERPRISE\_S\_SAT.

---



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## Supervisor Rating: Enterprise skills: Understanding the fundamentals of business performance

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Variable name: QS8F22

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of enterprise skills: Understanding the fundamentals of business performance.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 F22

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Understanding the fundamentals of business performance?

**Source:** Adapted from UniSA survey

**Variable label:** QS8 - F. Enterprise skills - Understanding the fundamentals of business performance

**Response type:** Single Response (4-point scale)

**Variable format:** Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Enterprise skills” items to create a single “Enterprise skills” rating out of 100. See. ENTERPRISE\_S\_SAT.

---

## Supervisor Rating: Enterprise skills: Managerial and leadership skills

---

Variable name: QS8F23

### Purpose

To determine how well the supervisor believes the qualification held by the graduate prepared them to perform their current role in terms of enterprise skills: Managerial and leadership skills.

### Survey

ESS – Supervisor Survey.

### Population

All supervisor respondents completing the ESS Supervisor Survey.

### Question number: QS8 F23

**Question:** For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate: Managerial and leadership skills?

**Source:** Adapted from UniSA survey

### Variable label: QS8 - F. Enterprise skills - Managerial and leadership skills

### Response type: Single Response (4-point scale)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
1	Not at all prepared
2	Not that well prepared
3	Well prepared
4	Very well prepared
97	Not applicable (Not read out)
98	Refused (Not read out)
99	Don't know/ Unsure (Not read out)

### Notes

Responses from this item were combined with responses from the other “Enterprise skills” items to create a single “Enterprise skills” rating out of 100. See. ENTERPRISE\_S\_SAT.

## Enterprise Skills (Supervisor Rating)

Variable name: ENTERPRISE\_S\_SAT

### Purpose

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the enterprise skills required to perform their current job.

### Survey

ESS – Supervisor survey.

### Population

All ESS Supervisor Respondents with valid responses to two out of three supervisor enterprise skills items.

### Question text: N/A

Derived item

### Variable label: Enterprise Skills Rating (Supervisor)

### Variable format: Numeric (F3.0)

### Values:

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very relevant or fairly relevant

### Notes

This derived variable was computed using the following syntax:

```
RECODE QS8F21_R (55 THRU 100=1) (MISSING=SYSMIS) (ELSE=0) INTO QS8F21_S.
RECODE QS8F22_R (55 THRU 100=1) (MISSING=SYSMIS) (ELSE=0) INTO QS8F22_S.
RECODE QS8F23_R (55 THRU 100=1) (MISSING=SYSMIS) (ELSE=0) INTO QS8F23_S.

COMPUTE ENTERPRISE_S=MEAN.2(QS8F21_R, QS8F22_R, QS8F23_R).
RECODE ENTERPRISE_S (55 THRU 100=1) (MISSING=-98) (ELSE=0) INTO ENTERPRISE_S_SAT.
DO IF (SUPER=0).
RECODE ENTERPRISE_S_SAT (-98=-99).
END IF.
```

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

---



---

## Supervisor: Open (Positive)

---

Variable name: QS9\_RAW

**Purpose**

To determine in what ways the supervisor believes their qualification prepared the graduate well for employment in their organisation.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS9 Open (Positive)**

**Question:** In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared this graduate well for employment in your organisation?

**Source:** Original item

**Variable label: QS9 Positive aspect of qualification (open response)****Response type: Open-ended Response****Variable format: String (150)****Values:**

VALUE	LABEL
-99	NA No supervisor response
-97	Refused
-96	Don t know
[text]	[no label]

**Notes**

This item was coded by ORC International using a coding frame developed by WRC. See QS9\_2 – QS9\_19.

---

## Supervisor: Positive (Coded)

---

Variable name: QS9\_2 – QS9\_19

---

### Purpose

To categorise the open responses of supervisors identifying positive aspects of the graduate's course.

---

### Survey

ESS – Supervisor survey.

---

### Population

All ESS Supervisor Respondents.

---

### Question number: QS9 Open (Positive)

**Question:** In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared this graduate well for employment in your organisation?

**Source:** Original item

---

### Variable label: QS9\_2 – QS9\_19 (Positive)

QS9_2	QS9 (Positive) - Written & oral communication skills
QS9_3	QS9 (Positive) - Problem solving
QS9_4	QS9 (Positive) - Autonomy, self-organisation & flexibility
QS9_5	QS9 (Positive) - Time management
QS9_6	QS9 (Positive) - Ability to learn new skills & acquire new knowledge
QS9_7	QS9 (Positive) - Teamwork & interpersonal skills
QS9_8	QS9 (Positive) - Broad general knowledge suitable for the field
QS9_9	QS9 (Positive) - Specific knowledge and skills suitable for the field
QS9_10	QS9 (Positive) - Openness to new ideas and other points of view
QS9_11	QS9 (Positive) - Practical job-based skills
QS9_12	QS9 (Positive) - Information technology skills
QS9_13	QS9 (Positive) - Management & leadership skills
QS9_14	QS9 (Positive) - Research skills
QS9_15	QS9 (Positive) - Career management skills
QS9_16	QS9 (Positive) - Work ethic
QS9_17	QS9 (Positive) - Confidence
QS9_18	QS9 (Positive) - Critical thinking and analytical skills
QS9_19	QS9 (Positive) - Other



---

**Response type: Multiple Response**

---

---

**Variable format: Numeric (F3.0)**

---

---

**Values:**

---

VALUE	LABEL
-99	NA no supervisor response
0	No
1	Yes
93	No comment
94	NA - qualification not relevant to job
95	NA - formal qualification only
97	No positive aspects – qualification did not prepare graduate well
98	Refused
99	Don't know

---



---

## Supervisor: Open (Improve)

---

Variable name: QS10\_RAW

**Purpose**

To determine in what ways the supervisor believes their qualification could have better prepared the graduate well for employment in their organisation.

**Survey**

ESS – Supervisor Survey.

**Population**

All ESS supervisor respondents.

**Question number: QS10 Open (Improve)**

**In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared this graduate for employment in your organisation?**

Source: Original item

**Variable label: QS10 Aspect of qualification in need of improvement (Open response)**

**Response type: Open-ended Response**

**Variable format: String (150)**

**Values:**

VALUE	LABEL
-99	NA No supervisor response
-97	Refused (Not read out)
-96	Don t know (Not read out)
[text]	[no label]

**Notes**

This item was coded by ORC International using a coding frame developed by WRC. See QS102 – QS10\_19.

---



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## Supervisor: Improve (Coded)

---

Variable name: QS10\_2 – QS10\_19

**Purpose**

To categorise the open responses from the supervisor identifying aspects of the graduate's course that could have been improved.

**Survey**

ESS – Supervisor survey.

**Population**

All ESS Supervisor Respondents.

**Question number: QS10 Open (Improve)**

**In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared this graduate for employment in your organisation?**

Source: Original item

**Variable label: QS10\_2 – QS10\_19 (Positive)**

QS10_2	QS10 (Improve) - Written & oral communication skills
QS10_3	QS10 (Improve) - Problem solving
QS10_4	QS10 (Improve) - Autonomy, self-organisation & flexibility
QS10_5	QS10 (Improve) - Time management
QS10_6	QS10 (Improve) - Ability to learn new skills & acquire new knowledge
QS10_7	QS10 (Improve) - Teamwork & interpersonal skills
QS10_8	QS10 (Improve) - Broad general knowledge suitable for the field
QS10_9	QS10 (Improve) - Specific knowledge and skills suitable for the field
QS10_10	QS10 (Improve) - Openness to new ideas and other points of view
QS10_11	QS10 (Improve) - Practical job-based skills
QS10_12	QS10 (Improve) - Information technology skills
QS10_13	QS10 (Improve) - Management & leadership skills
QS10_14	QS10 (Improve) - Research skills
QS10_15	QS10 (Improve) - Career management skills
QS10_16	QS10 (Improve) - Work ethic
QS10_17	QS10 (Improve) - Confidence
QS10_18	QS10 (Improve) - Critical thinking and analytical skills
QS10_19	QS10 (Improve) - Other

---

**Response type: Multiple Response**

---

---

**Variable format: Numeric (F3.0)**

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---

**Values:**

---

VALUE	LABEL
-99	NA no supervisor response
0	No
1	Yes
93	No comment
94	NA - qualification not relevant to job
95	NA - formal qualification only
97	No positive aspects – qualification did not prepare graduate well
98	Refused
99	Don't know

---



---

## Supervisor: Overall rating

---

Variable name: QS11

**Purpose**

To identify how confident the supervisor would be in recommending another graduate with same qualification obtained from the same university for a similar position in their organisation.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS11 Overall rating**

Question: On the basis of your experience with <QG99NAME>, how confident would you be recommending another <QG99QUAL> graduate from the <QG99UNI> for a similar position in your organisation?

Source: Original item

**Variable label: QS11 OVERALL RATING****Response type: Single Response (4-point scale)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA No supervisor response
1	Not at all confident
2	Not that confident
3	Fairly confident
4	Very confident
98	Refused (not read out)
99	Do not know (not read out)

**Notes:**

This item was developed as a form of overall rating.

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## Overall Rating (Supervisor)

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Variable name: OVERALL\_S\_SAT

---

**Purpose**

To provide an overall measure of the supervisor's assessment of how well the graduate's qualification prepared them with the skills required to perform their current job.

---

**Survey**

ESS – Supervisor survey.

---

**Population**

All ESS Supervisor Respondents with valid responses to QS11.

---

**Question text: N/A**

Derived item

---

**Variable label: Overall Rating (Supervisor)****Variable format: Numeric (F3.0)****Values:**

VALUE	LABEL
-99	NA no supervisor response
-98	Missing (insufficient valid responses)
0	Other valid response
1	Very confident or fairly confident

---

**Notes**

This derived variable was computed using the following syntax:

```
RECODE QS11 (3 THRU 4=1) (-99=-99)(98 THRU 99=-98) (ELSE=0) INTO OVERALL_S_SAT.
```

---

This approach mirrors that used for the satisfaction ratings used in the University Experience Survey.

---



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## Supervisor: Open (Survey Feedback)

---

Variable name: QS14\_RAW

**Purpose**

To provide an opportunity for the supervisor to provide feedback on the survey.

**Survey**

ESS – Supervisor Survey.

**Population**

All supervisor respondents completing the ESS Supervisor Survey.

**Question number: QS14 Survey Feedback**

**Question:** Do you have any feedback about the conduct or design of this survey?

**Source:** Original item

**Variable label: QS14 Other feedback (Open response)****Response type: Open-ended Response****Variable format: String (150)****Values:**

VALUE	LABEL
-99	NA No supervisor response
-97	Refused
-96	None
[text]	[no label]

**Notes**

This item was coded by ORC International using a coding frame developed by WRC. See QS14\_1 – QS14\_9. .

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## Supervisor: Survey feedback (Coded)

---

Variable name: QS14\_1 – QS14\_9

---

**Purpose**

To categorise the open responses of the supervisor identifying feedback on the design or conduct of the survey.

---

**Survey**

ESS – Supervisor survey.

---

**Population**

All ESS Supervisor respondents.

---

**Question number: QS14 Survey Feedback**

**Question:** Do you have any feedback about the conduct or design of this survey?

**Source:** Original item

**Source:** Original item

---

**Variable label: QS14\_1 – QS14\_9**

QS14_1	QS14 feedback about survey - other
QS14_3	QS14 feedback about survey - Difficult to separate course & personal attributes/attitude
QS14_4	QS14 feedback about survey - More answer options on rating scale
QS14_5	QS14 feedback about survey - Questions not suited to role/field of employment
QS14_6	QS14 feedback about survey - Survey timeliness - Do later/more often/including not surveying graduates who are still studying, etc
QS14_7	QS14 feedback about survey - Open questions good chance to express own point of view
QS14_8	QS14 feedback about survey - Prefer self-complete
QS14_9	QS14 feedback about survey - Pre-warn (email not received)

---

**Response type: Multiple Response****Values:**

-99	NA – no supervisor response
0	No
1	Yes
93	NA Positive comments
97	None
98	Refused
99	Don't know



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## **APPENDIX 1: Graduate Survey**

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## Employer Satisfaction Study

## GRADUATE SURVEY

## ORC RESPONSE TYPE CATEGORIES:

Single Response	SR
Multiple Response	MR
Battery of Statements	LOOP
Open-ended Response	OE
Numeric (specify range e.g. 1-900)	NUM

QG99QUAL = LOAD QUALIFICATION NAME FROM SAMPLE

QG99UNI = LOAD UNIVERSITY NAME FROM SAMPLE

QG99NAME = LOAD GRADUATE NAME FROM SAMPLE

QG99YEAR = LOAD COMPLETION YEAR FROM SAMPLE

## INTRODUCTION

Verbal Participation Information Statement

Hello. My name is <Interviewer Name>. I'm calling to conduct a survey on behalf of the <QG99UNI>. I'm calling from ORC International, a social research company in Melbourne. Am I speaking with QG99NAME>?

**IF NO, ASK TO SPEAK TO NAMED RESPONDENT & RE-INTRODUCE**

This interview relates to the <QG99QUAL> qualification you completed at the <QG99UNI> in <QG99YEAR>. The Australian Department of Education, and the University, would like your feedback on how well you feel your qualification has prepared you for the workplace. Your feedback will help your university and others improve their courses.

This interview is part one of a two-stage process. Part two involves getting your help to arrange a time to ask your workplace supervisor for their feedback on how your university could improve its qualifications to better prepare graduates like you for the workplace. Having feedback from both you and your supervisor will be very valuable for the university.

**IF REQUIRED:**

This survey aims to ensure that universities are responsive to labour market and industry needs. The questions are designed to measure how well the university has prepared graduates for the workforce, and the employer's satisfaction of the graduate's skills. The survey is not interested in the employer's satisfaction with the graduate as an individual, and the questions in the survey for the supervisor are targeted at skills and work attributes gained through university study.

**(IF THEY SAY THAT THEY DO NOT HAVE A SUPERVISOR OR THEY DON'T WANT THEIR SUPERVISOR TO TAKE PART):** That's okay. We are still interested in getting some feedback from you about your qualification.

Participation is voluntary and you may withdraw at any time or refuse to answer particular questions. All information you provide is confidential.

Interviews will take less than 10 minutes to complete.

**IF NECESSARY:** If you wish to speak to someone about the research you can contact Dr. Damian Oliver (Chief Investigator) at the Workplace Research Centre of the University of Sydney on 02 9351 5718 or damian.oliver@sydney.edu.au.

May I go ahead with the survey now?

Yes – OK now	1	Continue
Not now – but OK later	2	Arrange Call Back
Refusal	98	Thank & Close

## MONITOR

### ASK ALL

This call may be monitored by my supervisor for quality control or coaching purposes. If you do not want this call to be monitored please let me know.

OK to be monitored	1	Continue
Refuses to be monitored	2	

## EMPLOYMENT SCREENER

### ASK ALL

#### QG1 Employed

Do you currently have a paid job of any kind?

### SR

Yes	1	CONTINUE
No	2	END SURVEY - Thank you for your assistance. The rest of this survey only relates to graduates who are currently in paid work.
Refused – DO NOT READ OUT	98	

### ASK ALL

#### QG13 Australian

Are you working in Australia?

Yes	1	CONTINUE
No	2	END SURVEY – Thank you for your assistance. The rest of this survey only relates to graduates who are currently working in Australia.
Refused – DO NOT READ OUT	98	

### ASK ALL

#### QG2 Hours

How many hours per week do you usually work in your job? If you are employed in more than one job, please answer only for the job you currently work the most hours in. We will call this your MAIN job.

**<INTERVIEWER: MAIN JOB DEFINITION: IF MORE THAN ONE JOB: MAIN = JOB WITH MOST HOURS. IF EQUAL HOURS, MAIN = HIGHEST PAID. IF EQUAL HOURS AND EQUAL PAY: MAIN = JOB MOST RECENTLY WORKED AT.>**

<b>RECORD HOURS PER WEEK</b>	<b>NUM [1-1000]</b>	1
------------------------------	---------------------	---

Refused – DO NOT READ OUT		98
Can't Recall – DO NOT READ OUT		99

**ASK ALL****QG3a Previously in full-time employment**

Before starting this job, had you spent any time working in full-time paid employment?

Yes	1	GO TO QG3b
No	2	GO TO QG4

**ASK IF QG3a=YES (1)****QG3b Time previously spent in full-time employment**

Before this job, how many years and months had you spent working in full-time paid employment?

**INTERVIEWER NOTE: FULL TIME = APPROX 35 HRS**

<b>RECORD YEARS</b>	<b>NUM [0-50]</b>	1
<b>RECORD MONTHS</b>	<b>NUM [0-1000]</b>	2
Refused – DO NOT READ OUT		98
Can't Recall – DO NOT READ OUT		99

**QG99EMP = LOAD EMPLOYER NAME FROM SAMPLE**

**QG99OCC = LOAD JOB OCCUPATION FROM SAMPLE**

**QG99DUT = LOAD DUTIES FROM SAMPLE**

**QG99IND = LOAD INDUSTRY FROM SAMPLE**

**QG99HRS = LOAD HOURS FROM SAMPLE**

**SECTION 1 - FOR PEOPLE FOR WHOM THERE ARE EMPLOYMENT DETAILS ON FILE:****ASK IF QG99EMP OR QG99IND NOT BLANK, OTHERS GO TO QG5 FILTER****QG4 Confirmation: Main Job**

When you completed the Australian Graduate Survey you said that you were working at <QG99EMP>? Is that still your main job?

**OR IF MISSING EMPLOYER NAME:** In April when you completed the Australian Graduate Survey you said that you were working in the <QG99IND> industry. Is that still correct?

Yes	1	GO TO QG5 FILTER
No	2	GO TO QG8 FILTER
Refused – DO NOT READ OUT	98	GO TO QG8 FILTER

**ASK IF QG4 = YES (1) AND QG99OCC NOT BLANK****QG5 Confirmation - Occupation**

In that job, are you still working as a/an <QG99OCC>?

Yes	1	GO TO QG8 FILTER
No	2	GO TO QG6 FILTER
Refused – DO NOT READ OUT	98	GO TO QG6 FILTER

**ASK IF QG5 = NO OR REFUSED (2 OR 98)**

**QG6 Occupation**

What is the title of your occupation in your current job? That is, what is your job usually called?

**INTERVIEWER: GET FULL TITLE. TRY TO AVOID ONE WORD ANSWERS.**

**FOR E.G. CHILDCARE AIDE, MATHS TEACHER, PASTRY COOK, TANNING MACHINE OPERATOR, APPRENTICE TOOLMAKER, SHEEP AND WHEAT FARMER.**

**FOR PUBLIC SERVANTS, PROVIDE OFFICIAL DESIGNATION AND OCCUPATION.**

**FOR ARMED SERVICES PERSONNEL, PROVIDE RANK AND OCCUPATION.**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**QG7 Duties**

What are the main tasks that you usually perform in your job?

**SECTION 2 - FOR PEOPLE WHO HAVE CHANGED JOBS, DID NOT HAVE AN EMPLOYER RECORDED, OR WHO WERE NOT WORKING AT THE TIME OF THE AGS:**

**ASK IF:**

**QG4 = NO OR REFUSED (2 OR 98), OR**

**QG99EMP AND QG99IND = BLANK**

**QG8 Duration**

In what month and year did you start your current job?

<b>RECORD MONTH</b>	<b>NUM [1-12]</b>	1
<b>RECORD YEAR</b>	<b>NUM [1900-2014]</b>	2
Refused – DO NOT READ OUT		98
Don't know – DO NOT READ OUT		99

**ASK IF: QG4 = NO OR REFUSED (2 OR 98) OR QG99OCC = BLANK**

**QG9 Occupation (new)**

What is the full title of your occupation?

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QG10 Duties**

What are the main tasks that you usually perform in your job?

**INTERVIEWER: GET FULL DETAILS.**

**PROMPT, IF NECESSARY:** What tasks do you do in a usual day?

**FOR EXAMPLE: LOOKING AFTER CHILDREN AT A DAY CARE CENTRE, TEACHING SECONDARY SCHOOL STUDENTS, MAKING CAKES AND PASTRIES, OPERATING LEATHER TANNING MACHINE, LEARNING TO MAKE AND REPAIR TOOLS AND DIES, RUNNING A**

**SHEEP AND WHEAT FARM.****FOR MANAGERS, PROVIDE MAIN ACTIVITIES MANAGED.**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK IF: QG4 = NO OR REFUSED (2 OR 98) OR QG99IND = BLANK****QG11 Industry**

What does your workplace make or do?

**INTERVIEWER: DESCRIBE AS FULLY AS POSSIBLE, USING TWO WORDS OR MORE.****FULLY PROBE: MANUFACTURING, PROCESSING, DISTRIBUTING, ETC AND MAIN GOODS PRODUCED, MATERIALS USED, WHOLESALE OR RETAIL, ETC.****FOR EXAMPLE, WHEAT AND SHEEP, BUS CHARTER HEALTH INSURANCE, PRIMARY SCHOOL EDUCATION, CIVIL ENGINEERING CONSULTANCY SERVICE, HOUSE BUILDING, STEEL PIPES.**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL****QG12 Enterprise size**

Both within Australia and overseas, approximately how many people are employed in your organisation?

**INTERVIEWER NOTE: THIS INCLUDES ALL EMPLOYEES, I.E. FULL-TIME, PART-TIME AND CASUAL.**

1 to 19  
 20 to 99  
 100 or more  
 Don't know

1 to 19	1
20 to 99	2
100 or more	3
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL****QG14 Postcode**

In what postcode is your employment based?

<b>RECORD POSTCODE</b>	<b>NUM [0-9999]</b>	1	Go to QG16
Refused – DO NOT READ OUT		98	Go to QG15

Don't know – DO NOT READ OUT		99	
------------------------------	--	----	--

**ASK IF QG14 = REFUSED OR DK (98 OR 99), ELSE QG16**

**QG15 Suburb**

What suburb is your employment based in?

RECORD SUBURB - <b>OE</b>	1
RECORD STATE	2
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QG16 Sector**

Are you mainly employed in...?

**SR**

**READ OUT CODES 1-3, DO NOT READ OUT REFUSED/DK**

**INTERVIEWER NOTE:**

**RSL CLUBS = CODE AS NOT-FOR-PROFIT**

**UNIVERSITIES = CODE AS PUBLIC/GOVERNMENT**

**PUBLIC SCHOOLS AND PUBLIC HOSPITALS = CODE AS PUBLIC/GOVERNMENT**

**PRIVATE SCHOOLS = IF DON'T KNOW CODE AS NOT FOR PROFIT**

**PRIVATE HOSPITALS = IF DON'T KNOW CODE AS PRIVATE**

**PUBLIC LISTED COMPANY = PRIVATE**

The public/government sector	1
The not for profit sector, or	2
The private sector	3
Refused – DO NOT READ OUT	98
Don't know/unsure – DO NOT READ OUT	99

**ASK ALL**

**QG17 Self-employed**

Are you self-employed?

Yes	1
No	2
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**GO TO QG18**

**SECTION 3 - ANSWERED BY ALL WORKING RESPONDENTS**

**ASK ALL**

**QG18 Formal requirement**

Firstly, is <"your qualification" IF QG99QUAL = BLANK, OTHERWISE "a QG99QUAL or similar qualification"> a formal requirement to be able to do your current job?

Data Dictionary

**PROMPT, IF NECESSARY:** Were you only eligible to apply for and get your current job because you had that particular qualification?

**SR**

Yes	1
No	2
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QG19 Relevance of qualification**

Now, how relevant is your university qualification to your current role? Is it...

**READ OUT 1-4**

**SR**

Not at all relevant	1
Not that relevant	2
Fairly relevant	3
Very relevant	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**ASK ALL**

**QG20 Overall impression of qualification (graduates)**

Overall, how well did your qualification prepare you for your current job:

**READ OUT 1-4**

**SR**

Not at all prepared	1
Not that well prepared	2
Well prepared	3
Very well prepared	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**QG21 Technical rating**

I asked you earlier about the main tasks or duties in your job: **[DISPLAY DUTIES FROM QG7]**.

How well do you think your qualification prepared you to perform these tasks, at the level your workplace requires from a recent graduate? Would you say....

**READ OUT 1-4, DO NOT READ OUT REFUSED OR DK**

**SR**

Not at all prepared	1
Not well prepared	2
Well prepared	3
Very well prepared	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99



**ASK ALL****QG22 Rating of skills**

I'd now like to ask you about some specific skills that may be important in your role. For each skill or attribute, how well do you think your qualification prepared you to perform your current role?

For each skill or attribute, I'd like you to answer using the following scale...

**READ OUT CODES 1-4, DO NOT READ OUT CODES 97-98**

**SR**

Not at all prepared	1
Not well prepared	2
Well prepared	3
Very well prepared	4
Not Applicable – DO NOT READ OUT	97
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**LOOP****RANDOMISE STATEMENTS WITHIN CATEGORIES****A. Foundation Skills**

1. Oral communication skills
2. Written communication skills
3. Numeracy
4. Capacity to develop knowledge and skills
5. Capacity to analyse and solve problems

**B. Adaptive Skills and attributes**

6. Broad background general knowledge
7. Capacity to understand different viewpoints
10. Capacity to work autonomously

**C. Teamwork and interpersonal skills**

12. Getting on well with colleagues and co-workers
13. Collaborating effectively with colleagues to complete tasks

**ASK ALL****QG23 Open (Positive)**

In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared you well for employment in your organisation?

**SR**

**PROBE**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**QG24 Open (Improve)**

In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared you for employment in your organisation?

**SR**

**PROBE**

SPECIFY (RECORD) – <b>OE</b>	1
------------------------------	---

Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

#### SECTION 4 – RECRUITMENT OF SUPERVISOR

As I mentioned at the beginning of the interview, the University would also like to collect some feedback about its courses from your current workplace supervisor. The information will be used to improve university courses and the questions are not in any way intended to collect data on your individual performance at work.

**IF NECESSARY:** We want to get the views of supervisors so that we can link their views to specific university courses in terms of how well these courses equip graduates for the workforce. Only aggregated data will be used in the survey results).

#### READ OUT ONLY IF PROMPTED:

By supervisor, we mean someone who has the authority to direct you to do certain tasks and who has a good idea of the work that you do in your job.

#### IF NECESSARY, PROMPT:

If you have more than one supervisor, it does not matter who you nominate.

#### ASK ALL

##### QR1 Supervisor

Do you have a current supervisor?

Yes	1	Continue
No	2	Go to CLOSE 1 & abort with NOT RECRUITED
Refused – DO NOT READ OUT	98	
Don't know/Unsure – DO NOT READ OUT	99	

#### ASK IF QR1 = YES (1), ELSE GO TO CLOSE 1

##### QR3 Supervisor assist

Would you be willing to talk to your supervisor and ask if they would be willing to assist us with the survey? We would be asking them about the relevance of your qualification to the work you do. The survey would take about the same length of time as this interview – around 10 minutes. The information they provide will be completely confidential.

Yes – need to check with supervisor. CALL BACK	1	GO TO QR2
Yes – no need to check with supervisor, can provide contact details straight away. CONTINUE	2	Go to QR2
Yes – supervisor willing to do survey (supervisor details not collected from graduate). CONTINUE	3	Go to QR2 then Supervisor Intro
No	4	Go to CLOSE 1 & abort with NOT RECRUITED

#### ASK IF QR3 = YES (1-3), ELSE GO TO CLOSE 1

##### QR2 Supervisor name

What is their name?

SPECIFY (RECORD) – <b>OE</b>	1	IF CODE 3 at QR3 go to Supervisor Intro, otherwise go to QR4.
------------------------------	---	---

Refused – DO NOT READ OUT	98	Go to CLOSE 1 & abort with NOT RECRUITED
Don't know – DO NOT READ OUT	99	

**ASK IF QR3 = YES, ELSE GO TO CLOSE 1****QR4 Email (supervisor)**

Is there an email address for your supervisor that I can send an information sheet about the study to? Please only supply a work email address.

**INTERVIEWER: READ BACK SUPERVISOR EMAIL ADDRESS**

Can I just read that back to you to check that I have recorded it correctly?

Yes – RECORD EMAIL ADDRESS	1	Go to QR5
No, do not have email address	2	
Refused – DO NOT READ OUT	98	
Don't know – DO NOT READ OUT	99	

**ASK IF QR3 = YES, ELSE GO TO CLOSE****QR5 Supervisor phone**

What telephone number can we contact your supervisor on? **IF CODE 1 AT QR4:** We will only telephone your supervisor after they have received information about the study.

Please only supply a work telephone number.

**INTERVIEWER: RECORD PHONE NUMBER INCLUDING THE AREA CODE**

Specify – RECORD PHONE NUMBER	1	Go to QR6
Refused – DO NOT READ OUT	98	Go to CLOSE 1 & abort with NOT RECRUITED
Don't know – DO NOT READ OUT	99	

**QS99NAME = LOAD NAME FROM QR2**

**QS99EMAIL = LOAD EMAIL FROM QR4**

**QS99PHONE = LOAD PHONE FROM QR5**

**ASK IF QR5 = 1, ELSE GO TO CLOSE****QR6 Callback time**

Is there a good time of day for us to call your supervisor when they are more likely to be able to speak with us?

**INTERVIEWER: RECORD DAY AND TIME**

Specify – RECORD DAY AND TIME	1	Go to QR7
Refused – DO NOT READ OUT	98	Go to QR7
Don't know – DO NOT READ OUT	99	

**QR7 Switchboard phone**

Is there a general switchboard number for your organisation that we can call if we have any trouble reaching your supervisor?

**INTERVIEWER: RECORD PHONE NUMBER INCLUDING THE AREA CODE**

Specify – RECORD PHONE NUMBER	1	CONTINUE
Refused – DO NOT READ OUT	98	CONTINUE
Don't know – DO NOT READ OUT	99	

**QR8 Appointment**

It would be great if you could talk to your supervisor to see if you can arrange a convenient day and time for us to call them. If you'd be willing to do that, we could call you back in the next couple of days to see how you've gone with that. Would you be willing to do that?

Yes	1	Arrange time to call back graduate
No	98	CONTINUE

**QR9 Mobile number**

In case we have trouble contacting you on this landline, would you mind providing a mobile phone number that we could contact you on?

**INTERVIEWER: RECORD MOBIEL PHONE NUMBER**

Specify – RECORD PHONE NUMBER	1	CONTINUE
Refused – DO NOT READ OUT	98	CONTINUE
Don't know – DO NOT READ OUT	99	

**ASK ALL****QG21 Email (graduate)**

Thank you for your assistance with this survey. We would like to provide some feedback to participants about the outcomes of the study. We anticipate finishing the survey in June 2014. If you would like to receive a brief summary of the results, what is the best email address for me to send that to?

**INTERVIEWER: READ BACK GRADUATE EMAIL ADDRESS**

Can I just read that back to you to check that I have recorded it correctly?

Specify – RECORD EMAIL ADDRESS	1
No email address	97
Not interested in results – DO NOT READ OUT	98

**DISPLAY CLOSE 1 IF QR3 = NO OR QR5 = R OR DK (98 OR 99)****CLOSE 1 – SUPERVISOR NOT RECRUITED**

Thank you once again for your time today. The researchers appreciate you sharing some of your experiences in the workplace and your views on how well your university qualification prepared you.

As a market research company, we comply with the requirements of the Privacy Act. The information you have provided is confidential and will only be used for market research purposes.

If you wish to verify our company's bona fides, please contact the Australian Market & Social Research Society's Survey Line on 1300 364 830. Should you need to contact us in relation to this survey please call us on (03) 9935 5700.

**IF NECESSARY:** If you wish to speak to someone about the research you can contact Dr. Damian Oliver (Chief Investigator) at the Workplace Research Centre of the University of Sydney on 02 9351 5718 or [damian.oliver@sydney.edu.au](mailto:damian.oliver@sydney.edu.au).

## DISPLAY CLOSE 2 IF QR3 & QR5 = YES

### CLOSE 2 – SUPERVISOR RECRUITED

Thank you once again for your time today. The researchers appreciate you sharing some of your experiences in the workplace and your views on how well your university qualification prepared you.

We will be asking similar questions of your workplace supervisor if they agree to take part. The Information Sheet that I am about to email you contains more information about the questions we will be asking your supervisor and what to do if you have any concerns.

As a market research company, we comply with the requirements of the Privacy Act. The information you have provided is confidential and will only be used for market research purposes.

If you wish to verify our company's bona fides, please contact the Australian Market & Social Research Society's Survey Line on 1300 364 830. Should you need to contact us in relation to this survey please call us on (03) 9935 5700.

**IF NECESSARY:** If you wish to speak to someone about the research you can contact Dr. Damian Oliver (Chief Investigator) at the Workplace Research Centre of the University of Sydney on 02 9351 5718 or [damian.oliver@sydney.edu.au](mailto:damian.oliver@sydney.edu.au).

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## **APPENDIX 2: Supervisor Survey**

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## Employer Satisfaction Study SUPERVISOR SURVEY

### INTRODUCTION

#### Verbal Participation Information Statement

Hello. My name is <Interviewer Name>. I'm calling from ORC International to conduct a survey on behalf of the Australian Department of Education and the <QG99UNI>. **IF NOT CODE 3 AT QR3, DISPLAY:** Am I speaking with <QS99NAME>?

#### **IF NO, ASK TO SPEAK TO NAMED RESPONDENT, RE-INTRODUCE**

Your colleague <QG99NAME> <IF NOT CODE 3 QR3 “provided us with your details and”> indicated that you may be prepared to participate in a survey of how well their qualification/degree from the <QG99UNI> has prepared them for their role in your organisation.

This is an important study. The Australian Department of Education wants to ensure that graduates leave university well equipped to meet the needs of organisations like yours.

#### **IF REQUIRED:**

This survey aims to ensure that universities are responsive to labour market and industry needs. The questions are designed to measure how well the university has prepared graduates for the workforce, and the employer's satisfaction of the graduate's skills. This survey provides employers and industry with an opportunity to provide feedback and input into the improvement of the quality of future university graduates.

Participation is voluntary and you may withdraw at any time or refuse to answer particular questions. All information you provide is confidential.

Interviews will take around 10 minutes to complete.

**IF NECESSARY:** If you wish to speak to someone about the research you can contact Dr. Damian Oliver (Chief Investigator) at the Workplace Research Centre of the University of Sydney on 02 9351 5718 or damian.oliver@sydney.edu.au.

May I go ahead with the survey now?

Yes – OK now	1	Continue
Not now – but OK later	2	Arrange Call Back
Refusal	98	Thank & Close

### MONITOR

This call may be monitored by my supervisor for quality control or coaching purposes. If you do not want this call to be monitored please let me know.

OK to be monitored	1	Continue
Refuses to be monitored	2	

### SECTION 1 - SUPERVISOR BACKGROUND

First I have a few questions about your own job role, so we can understand your relationship to

<QG99NAME>.

### ASK ALL

#### QS1 Supervisor Relationship Duration

In total how long have you been <QG99NAME>'s supervisor?

#### READ OUT ONLY IF PROMPTED:

By supervisor, we mean a person who has the authority to direct someone to do certain tasks and who has a good idea of the work that the person does in their job.

Less than a month	1
At least a month but less than three months	2
At least three months but less than a year	3
One year or more	4
Refused – DO NOT READ OUT	98
Don't know/Can't Say – DO NOT READ OUT	99

### ASK ALL

#### QS2 Occupation

What is the title of your occupation in your current job? That is, what is your job usually called?

**INTERVIEWER: GET FULL TITLE. TRY TO AVOID ONE WORD ANSWERS.**

**FOR E.G. CHILDCARE AIDE, MATHS TEACHER, PASTRY COOK, TANNING MACHINE OPERATOR, APPRENTICE TOOLMAKER, SHEEP AND WHEAT FARMER.**

**FOR PUBLIC SERVANTS, PROVIDE OFFICIAL DESIGNATION AND OCCUPATION.**

**FOR ARMED SERVICES PERSONNEL, PROVIDE RANK AND OCCUPATION.**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

### ASK ALL

#### QS3 Duties

What are the main tasks that you usually perform in this job?

**INTERVIEWER: GET FULL DETAILS.**

**PROMPT, IF NECESSARY:** What tasks do you do in a usual day?

**FOR EXAMPLE: LOOKING AFTER CHILDREN AT A DAY CARE CENTRE, TEACHING SECONDARY SCHOOL STUDENTS, MAKING CAKES AND PASTRIES, OPERATING LEATHER TANNING MACHINE, LEARNING TO MAKE AND REPAIR TOOLS AND DIES, RUNNING A SHEEP AND WHEAT FARM.**

**FOR MANAGERS, PROVIDE MAIN ACTIVITIES MANAGED.**



**SECTION 2 - MIX OF ATTRIBUTES**

I'd now like to ask you about what aspects of university study and what skills and attributes you think it is important for recent graduates coming into your organisation to have. Specifically, please answer them in relation to the job currently performed by <QG99NAME>.

**ASK ALL****QS4 Formal requirement**

Firstly, is a <QG99QUAL> or similar qualification a formal requirement to be able to do the job currently performed by <QG99NAME>?

Yes	1
No	2
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**ASK ALL****QS5 Importance of qualification**

Now, how important is having a <QG99QUAL> university qualification to being able to do the job well? Is it...

**READ OUT 1-4, DO NOT READ OUT REFUSED OR DK  
SR**

Not at all important	1
Not that important	2
Fairly important	3
Very important	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**ASK ALL****QS6 Duties (graduate)**

What are the main tasks or duties in <QG99NAME>'s job?

**INTERVIEWER: GET FULL DETAILS.**

**PROMPT, IF NECESSARY:** What tasks do they do in a usual day?

**FOR EXAMPLE: LOOKING AFTER CHILDREN AT A DAY CARE CENTRE, TEACHING SECONDARY SCHOOL STUDENTS, MAKING CAKES AND PASTRIES, OPERATING LEATHER TANNING MACHINE, LEARNING TO MAKE AND REPAIR TOOLS AND DIES, RUNNING A SHEEP AND WHEAT FARM.**

**FOR MANAGERS, PROVIDE MAIN ACTIVITIES MANAGED.**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QS7 Technical rating**

How well do you think <QG99NAME>'s qualification prepared them to perform these tasks, at the level your workplace requires from a recent graduate? Would you say....

**READ OUT 1-4, DO NOT READ OUT REFUSED OR DK  
SR**

Not at all prepared	1
Not well prepared	2
Well prepared	3
Very well prepared	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

### SECTION 3 - RATING OF UNIVERSITY'S PERFORMANCE RE SKILLS

**ASK ALL****QS8 Rating of skills**

I'd now like to ask you about some specific skills and attributes that may be important for employees in your organisation to have. For each skill or attribute, how well do you think <QG99NAME>'s <QG99QUAL> from the <QG99UNI> prepared them to perform their current role, at the level your workplace requires from a recent graduate?

For each skill or attribute, I'd like you to answer using the following scale...

**READ OUT CODES 1-4, DO NOT READ OUT CODES 97-98  
SR**

Not at all prepared	1
Not well prepared	2
Well prepared	3
Very well prepared	4
Not Applicable – DO NOT READ OUT	97
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

If the skill is not required by <QG99NAME> in their role, you can answer "Not applicable".

**LOOP****RANDOMISE STATEMENTS WITHIN CATEGORIES****A. Foundation Skills**

1. Oral communication skills
2. Written communication skills
3. Numeracy
4. Capacity to develop knowledge and skills
5. Capacity to analyse and solve problems

**B. Adaptive Skills and attributes**

6. Broad background general knowledge
7. Capacity to understand different viewpoints
8. Ability to develop innovative ideas or identify new opportunities
9. Ability to operate in an international and multicultural context
10. Capacity to work autonomously

**C. Teamwork and interpersonal skills**

11. Capacity for co-operation and teamwork
12. Getting on well with colleagues and co-workers
13. Collaborating effectively with colleagues to complete tasks

**D. Technical skills and domain-specific knowledge**

14. Using knowledge of concepts and principles to understand new workplace problems
15. Effective use of technologies
16. Applying technical skills in a workplace context
17. Observing professional and general ethical standards

**E. Employability skills**

18. Ability to cope with work pressure and stress
19. Capacity to be flexible and adaptable
20. Ability to meet deadlines

**F. Enterprise skills**

21. Understanding how to research to get results
22. Understanding the fundamentals of business performance
23. Managerial and leadership skills

**ASK ALL**

**QS9 Open (Positive)**

In what ways do you feel that the <QG99QUAL> from the <QG99UNI> prepared this graduate well for employment in your organisation?

**SR**

**PROBE**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QS10 Open (Improve)**

In what ways do you feel that the <QG99QUAL> from the <QG99UNI> could have better prepared this graduate for employment in your organisation?

**SR**

**PROBE**

SPECIFY (RECORD) – <b>OE</b>	1
Refused – DO NOT READ OUT	98
Don't know – DO NOT READ OUT	99

**ASK ALL**

**QS11 Overall rating**

On the basis of your experience with <QG99NAME>, how confident would you be recommending another <QG99QUAL> graduate from the <QG99UNI> for a similar position in your organisation?

Would you say...

**SR**

**READ OUT CODES 1 TO 4, DO NOT READ OUT REFUSED OR DK**

Not confident at all	1
Not that confident	2
Fairly confident	3
Very confident	4
Refused – DO NOT READ OUT	98
Don't know/Unsure – DO NOT READ OUT	99

**CONCLUSION****QS12 Results Feedback**

Thanks you for your assistance with this survey. We would like to provide some feedback to participants about the outcomes of the study. We anticipate finishing the survey in June 2014. Would you like to receive a one page summary of the outcomes of the study?

Yes	Go to QS13
No	Go to QS14

**QS13 Supervisor Email (confirm)**

What is the best email address for the research team to send the summary to?

**INTERVIEWER: READ BACK SUPERVISOR EMAIL ADDRESS**

Can I just read that back to you to check that I have recorded it correctly?

SPECIFY – RECORD EMAIL ADDRESS	1	Go to QS14
Refused – DO NOT READ OUT	98	
Don't know – DO NOT READ OUT	99	

Note: Provide checkbox to send Supervisor Participant Information Sheet if transferred directly from Graduate Interview.

**QS14 Survey Feedback**

Do you have any feedback about the conduct or design of this survey?

**SR**

SPECIFY – RECORD COMMENTS	1	Go to CLOSE
Refused – DO NOT READ OUT	98	
Don't know – DO NOT READ OUT	99	

**CLOSE**

Thank you once again for your time today.

As a market research company, we comply with the requirements of the Privacy Act. The information you have provided is confidential and will only be used for market research purposes.

If you wish to verify our company's bona fides, please contact the Australian Market & Social Research Society's Survey Line on 1300 364 830. Should you need to contact us in relation to this survey please call us on (03) 9935 5700.

**IF NECESSARY:** If you wish to speak to someone about the research you can contact Dr. Damian Oliver (Chief Investigator) at the Workplace Research Centre of the University of Sydney on 02 9351 5718 or damian.oliver@sydney.edu.au.

**MORE INFORMATION**

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