GRADUATE TO EMPLOYMENT
A study of university degrees

1996-2003

ACSUG
AXENCIA para a CALIDADE do SISTEMA UNIVERSITARIO de GALICIA

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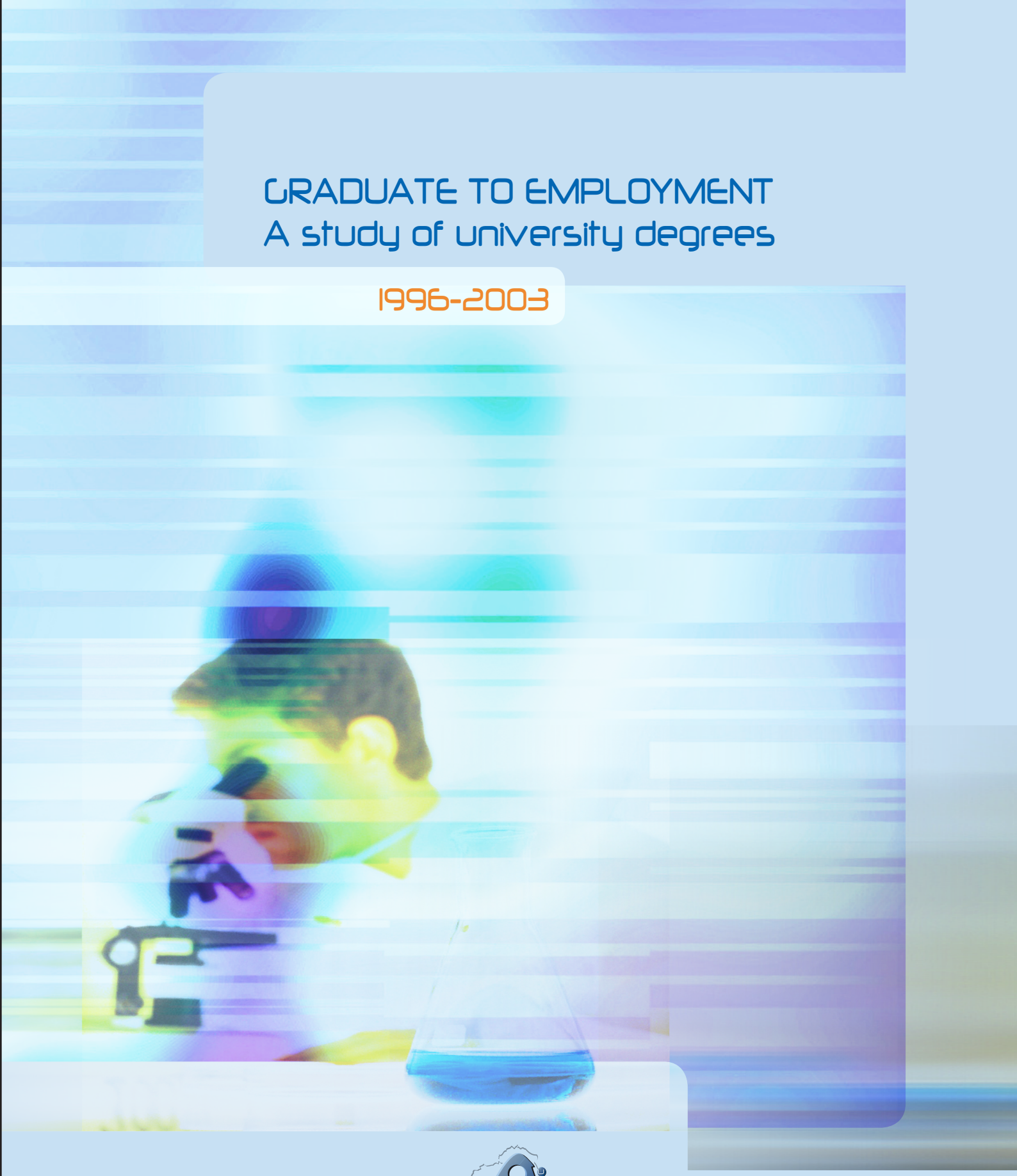

ACSUG
AXENCIA para a CALIDADE do SISTEMA UNIVERSITARIO de GALICIA

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ACSUG has implanted a system of quality assurance management certified in accordance with ISO-9001:2000 since 20/03/2006 with the certification number EC-2346/06 and with the following scope:

- Support to the certification of SUG administrative units.
- Processing of regional salary upgrades and the professorship report.
- Assessment of the SUG's degrees, programs and services.

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Presentation

The Agency for Quality Assurance in the Galician University System *(ACSUG)* introduces the publication Graduate to employment: a study of university degrees 1996-2003, a direct result of the previous studies on insertion into the labor market, corresponding to the periods 1996-2001 and 2001-2003.

Today, it is vital to know what is happening with graduates of the SUG, who are the wealth and reason for existence of our universities, since the information they provide us contributes to improving the quality of training of new generations of graduates.

For the first time, the analysis of the data on insertion into the labor market shows results corresponding to nine degrees, compared to the previous studies, in which the disaggregation of the overall data was limited to the major areas of knowledge. We hope that the knowledge of this data makes an outstanding contribution to the adaptation of our programs for designing our new university degrees.

Finally, I would like to express my thanks for the valuable contributions by all of the people who helped to make the study and its publication possible.

Guillermo Rojo Sánchez
Chairman of the ACSUG
Board of Directors

The Agency for Quality Assurance in the Galician University System (ACSUG) performs public service activities and has as its objective the evaluation of the University System of Galicia (SUG), the analysis of its results, and suggested ways of improving the quality of the services that the Galician public universities offer, especially teaching, research, administration, services and evaluating professors.

Since the founding of the ACSUG, a certain concern has always been shown for the future of our university graduates, ensuring high quality training consistent with the current needs of the labor market.

This report is a supplement to the studies on employment placement: " Proxecto de Inserción Laboral dos Titulados polo Sistema Universitario de Galicia 1996-2001" and "Estudo da Inserción Laboral dos Titulados no Sistema Universitario de Galicia 2001-2003", which presented only the major areas of knowledge as the maximum level of disaggregation.

It intends furthermore to serve as a support for the universities of the University System of Galicia (SUG), in its work of designing new degrees for adaptation to the model established by the European Space for Higher Education(EEES). The knowledge of the employment situation of our graduates provides significant information contributing to this work, since it allows us to compare the skills contributed by the graduates and those developed during employment, showing the gap between the skills acquired during studies and those necessary for work activities. Information is necessary for better use of the resources available in the universities and adaptation of the training received in the different degrees offered adapting themselves to the requirements of the labor market.

We take this opportunity to express our thanks for the valuable collaboration of the graduates who answered the surveys, without which this study could not have been carried out. Their participation contributes to improving the training of our future university students, and to increasing the quality of the university system, obtaining degrees that better prepare graduates for employment. We are also grateful for the collaboration of the Consellería de Traballo da Xunta de Galicia, which contributed to the development of field work in the "Estudo da Inserción laboral dos Titulados no Sistema Universitario de Galicia 2001-2003.

Julio Ernesto Abalde Alonso
Director of the ACSUG

Introduction

After a long period in which the degree of effectiveness of the University System of Galicia (SUG) became known, the initiatives that launched the Agency for Quality Assurance in the Galician University System (ACSUG) addressed this goal by incorporating systems for monitoring its own usefulness, so that now it cannot be imagined without them.

The results of these systems are the projects already implemented systematically as Employment Placement (PIL) of the University System of Galicia for the periods 1996-2001 and 2001-2003. These studies were the specific subject of the corresponding documents (PIL 1996-2001 and PIL 2001-2003) published for the ACSUG with details at the level of the area of knowledge.

Overall, these studies were not designed only in view of their own specific objectives, but rather were conceived of as an additional objective to begin building a detailed system of information on employment placement in the SUG, which can be enriched over the years and serves as assistance to all those that act on this system or receive the services of the same.

The actions that the ACSUG performs at the degree level with the objective of adapting the SUG to the European Space for Higher Education are a special circumstance greatly relying on PIL results. To complete the view of the degrees and allow a better analysis of the current situation, this document integrates and compares the specific degree results obtained in the of employment placement studies for the periods 1996-2001 and 2001-2003. As a consequence, socioeconomic and institutional concerns are valid for this document, which appear in the introduction of the cited documents.

These results had not been published with this level of detail, until now but rather integrated in the results of the corresponding areas of knowledge; however, they can be obtained at this time thanks to the flexibility of the information system built based on employment placement studies.

Objective and scope of the study

Objective: the analysis of Employment placement in the University System of Galicia in the overall period of 1996-2003, for the Graduates involved in some of the phases of the ACSUG's project PERFORMANCE OF STUDIES FOR THE ADAPTATION TO THE EUROPEAN SPACE FOR HIGHER EDUCATION IN DEGREES OF THE UNIVERSITY SYSTEM OF GALICIA: Degree in Biology, Degree in Law, Diploma in Nursing, Degree in Philology (Phase I) and Technical Engineering in Computer Systems, Teachers in the Specialty of Early Education, Degree in Mathematics, Degree in Psychology and Degree in Translation and Interpretation (Phase II).

With this objective, this study used data from projects performed in the period 1996-2003 (*Proxecto de Inserción Laboral dos Titulados no Sistema Universitario de Galicia 1996-2001, ACSUG 2004*) and 2001-2003 (*Estudo da Inserción Laboral dos Titulados no Sistema Universitario de Galicia 2001-2003, ACSUG 2006*).

A difficulty inherent to the study is the existence of different measurement instruments in the projects mentioned above (pertinent to the period 1996-2001 and to the period 2001-2003). Despite the questionnaire being created for the project of the period 2001-2003 being similar to that of the prior project, there are some relevant differences between the two, which prevent the total aggregation of the data.

Thus, this study's limited scope required the work team to analyze the two questionnaires in advance, with the goal of identifying the headings of the questionnaires and the specific variables that can either be studied as a group or comparatively.

The results obtained in this study provide information (for the degrees cited above) of the following aspects related to the transition of higher education to the labor market:

- Demographic, academic and employment circumstances.
- Job search.
- Circumstances encouraging employment.
- Aspects of the current labor situation.
- Salary. Number of contracts and of companies.
- Assessment of competencies required in employment.

Furthermore, it also provides a comparison with the overall results of the degree areas studied in previous project periods.

Previous studies: PIL 1996-2001 and PIL 2001-2003

The study of Employment Placement of the Graduates for the University System of Galicia 1996-2001 that was performed by the Agency for Quality Assurance in the Galician University System results from a survey of more than 5,000 students who received their degrees between the academic years 1996-99 and 2000-01, is the first exhaustive study of the employment placement of graduates with diplomas and degrees in the Galician Autonomous Community.

The results of the study were presented in nine areas of knowledge (four groups of Social and Legal Sciences and two in Humanities, along with the remaining areas defined by the Council of University Coordination), formed according to the skills acquired by the graduates in their university studies, with an aggregation that allows knowledge of the global situation in the SUG as well as the comparison between the previous groups.

The study intended to respond to various aspects: on one hand analyzing the employment situation of the graduates, the job search routes and their effectiveness, and the evaluation of the professional skills that constitute the collection of skills, knowledge and aptitudes necessary for performing the work activities with the required levels of quality and effectiveness during employment. And on the other hand, there is the relationship of the employment situation with the training that they received in the University, always from the perspective of recent graduates.

Some results

Of the 56,471 graduates, 65.72% were working in this period. Logically, the graduates in the academic year 1996-1997 presented a higher placement than those who obtained the degree in 2001. In the first of the cases, it exceeded 76% employment, while in the second it barely exceeded 52%. Ninety percent of those who worked did so in our Autonomous Community, with little mobility of the graduates of SUG.

With regard to the type of contract, greater stability was observed in the graduates of the first years, concerning the possibilities of the latter upon finishing their studies. Of the graduates in the first of the academic areas of study, 46.26% had an indefinite contract, compared to 19.92% in 2001. In the previous year, there were also a greater number of graduates with scholarships or in internships.

Knowledge of the method that was most effective to obtain employment on ending studies was (and continues to be) an aspect of great relevance in this study of the graduates' employment situation. Taking into consideration the most frequent responses that the graduates gave, it can be said that, personal relationships come first (28%) for them, followed by public competitions and response to employment advertisements.

The qualifications that the graduates of SUG considered most significant for obtaining employment were personal relationships, adaptability and flexibility and work or practical experience, this being a point where the universities can act by encouraging internships in companies.

On completing their studies, the graduates from the universities of SUG have, in addition to the specific knowledge acquired, different aptitudes and social capacities that present a high level of skill. According to the results of the study, the capacity for relationships, problem-solving ability, and being able to learn quickly stand out as the most significant aspects for the performance of their professional work.

The graduates were also questioned about their time in the University, being asked about their opinion of the teaching, infrastructures and administration of the University. In general, the graduates of SUG positively value the curriculum of the Universities, in the sense that it allows graduation in due time . The analysis of this section allows detecting aspects in which the graduates found deficiencies, such as language or computer systems training.

THE PIL 2001-2003

The PIL 2001-2003 was performed as a continuation of the PIL 1996-2001 to study the transition process from university education to the labor market of the promotions of graduates from the SUG in the academic years 2001-2002 and 2002-2003. The areas of knowledge established in the prior study were maintained and the body of the questionnaire, although some interesting items were included such as the salary or the number of companies and contracts since graduation.

Although the results were similar to those obtained in the PIL 1996-2001, some items should be emphasized. Internet appears as one of the most used routes for seeking employment, although personal relationships continue to be one of the most used means of job search, and also the most effective.

It is significant to note the percentages of the numbers of companies and numbers of contracts that the graduates had from the time they obtained their degrees until the time of the survey (performed in 2004). Around seventy percent worked in two companies, while only fifty percent had one or two contracts, reflecting certain employment instability. Regarding the salaries of the graduates, nearly three fourths earned less than a thousand euros per month.

The graduates in 2001-2003 worked in the geographic area that they desired, specifically in Galicia (consistent with the low mobility already detected in the PIL 1996-2001), but consider their salary inadequate, they did not observe possibilities of promotion within the company and neither did they consider their work stable.

The skills mentioned above continue to be significant, although also appearing in first place are loyalty and honesty towards the company, an item that was included in this second study.

A past PIL 2001-2003 shows that: 85% of the graduates would return to the university; 80% would repeat their degree and nearly 90% would enroll again to study at the same university.

Description of the results by degree

We present the results for each of the degrees selected, in reference to the period 1996-2003, in the following order:

- Degree in Mathematics.
- Degree in Biology.
- Degree in Translation and Interpretation.
- Degree in Psychology.
- Diploma in Nursing.
- Degree in Law.
- Degree in Philology.
- Technical Engineering in Computer Systems.
- Teachers

The responses of the graduates in the different philologies (German, Classic, French, Galician, Hispanic, English, Italian, Portuguese and Romance), were grouped under the Degree in Philology. In Technical Engineering for Computer Systems the specialties in Administration and in Systems are considered. Under the heading "Teachers," all the specialties are collected (Hearing and Speech, Early Education, Physical Education, Music Education, Primary Education and Foreign Language).

For each of the degrees, the following blocks of information are presented:

- Academic and employment circumstances.
- Job search.
- Circumstances encouraging employment.
- Current labor situation. In this section, the results of the number of contracts and companies and the salary of the graduates were only studied in the period 2001-2003.
- Skills, knowledge and attitudes. Within this block, those skills are noted with (*) that were valued only by the graduates of 1996-2001, and with (**) those that were valued only by the graduates of 2001-2003. The others are common to the two studies.

Degree	Area of knowledge(†)
Degree in Mathematics	Experimental sciences
Degree in Biology	Experimental sciences
Degree in Translation and Interpretation	Humanities II
Degree in Psychology	Social and Legal Sciences III
Diploma in Nursing	Health Sciences
Degree in Law	Social and Legal Sciences II
Degree in Philology	Humanities II
Technical Engineering in Computer Systems	Technical Teaching
Teachers	Social and Legal Sciences III

(†) Considering the distribution of the PIL 1996-2001 and PIL 2001-2003.

Regarding the job search

The analysis of the different ways of seeking employment provides knowledge of the mechanisms that the graduates use to introduce themselves into the working world. As it already done in the previous studies of reference, we contrast this information with the percentage of first positions obtained by each of the routes. Thus, it is possible to obtain a graphic that reflects the efficiency, in qualitative terms, of the different ways of seeking employment. To simplify, the items used in this section are summarized in the headings that are found in Table 1.

The results present no major differences among the degrees analyzed. In fact, the majority of the differences seen can be explained, taking into consideration the characteristics of the work that the graduates of the different degrees choose. The main employment search route indicated, when we speak of use, is Sending *Curriculum Vitae*. However, the route that appears favorable for first employment in the majority of the degrees is *Relatives/friends*, which reflects the reality of how the graduates found employment.

ITEMS	SUMMARY of the ITEMS
INEM	INEM
Servicio Gallego de Colocación	SGC
Offering services through letters of inquiry. Sending CV	Sending CV/Send CV Self-promotion
Responding to job advertisements	Apply for advertisements
Placing advertisements / Placed advertisements	Launch advertisements
Presentation to public entrance examination / temporary competition	Competition – public entrance examination Public employment offer
Temporary employment agency	ETT
Employment grant	Employment scholarships
Through friends and relatives	Friends and relatives
Self-employment	Self-employment

Table 1. Summary of the items for the block of ways of seeking employment.

Important aspects for recruitment

In a surprising coincidence, the survey recipients give scarce importance to the *Reputation of the center* where they study (in all the degrees it is the least valued item). Another of the least valued factors is the fact of having a *Postgraduate* degree, the item with the second lowest points. The adaptation of the degrees to the European Space of Higher Education may serve to give prestige to this type of specialization studies, since competing and being compared with the rest of the countries of our European environment (where in the majority the doctorate is valued very positively) this degree can begin to be valued as a factor of quality.

With regard to positive evaluations, the majority of those surveyed emphasize that *Personal relationships* and *Opportunity* are significant factors for obtaining employment. Only in specific cases, such as the Diploma in Nursing, is importance given to the specialization. *Persistence in the search* and the *Mobility* and *Absence of relative impediment* are also factors valued positively for incorporation into the labor market. These results are similar to the global data of prior studies of SUG.

ÍTEMS	SUMMARY of the ITEMS
Degree studied and academic specialization	Specialized training
Academic file	Final grade
Personal relationships	Relationships
Opportunity	Opportunity
Persistence in the search	Perseverance
Geographic mobility, absence of relative impediment	Mobility
Related work experience (including internships)	Working experience
Foreign language knowledge	Foreign languages
Knowledge of computer systems	Computer skills
Postgraduate courses, masters degree or doctorate courses	Postgraduate, masters degree
Attitude during the interview	Interview
Results of selection test	Entry exam
Reputation of the university center where they study	Faculty/school reputation

Table 2. Summary of the items for the block of factors in obtaining employment.

Regarding the current employment

The employment situation is one of the primary concerns in the development of a country, and in particular the youth employment situation. This concern is reflected in various publications and studies of a national (Human capital, 2007) and international nature (Project REFLEX: The Flexible Professional in the Knowledge Society), giving knowledge of the aspects that they most value in their work and the conditions in which the work is performed.

In this document, we wish to present the youth employment situation with degrees in the Galician community, in the collection of degrees mentioned in the introduction of this study, reflecting some of the results obtained. The comparative evaluations obtained in the degrees studied must be briefly addressed; on one hand, the *Geographic area* is one of the most valued aspects and on the other, the *Possibility of promotion* is one of the least valued in current employment.

ITEMS	SUMMARY of the ITEMS
Work in the geographic area desired	Geographic area
Consider their level of current compensation adequate	Salary
Consider their work stable	Stability
Observe real possibilities of promotion in the company	Promotion possibilities
The knowledge acquired in the degree was useful	Useful knowledge
Considers self sufficiently valued in his or her company	Valued in the company
The School / Department is well respected in his or her company	Well-respected center
The degree is well respected in his or her company	Well-respected degree
His or her employment situation is consistent with the effort of the degree	Effort
Required specific training to perform his or her work	Specific training
Sector belonging to the degree studied	Specialized training field

Table 3. Summary of the items for the block of the current labor situation.

Assessment of competencies

The evaluation of skills constitutes a key element for measuring the quality of university education as preparation for working life, and this evaluation can, therefore, affect the design of new curricula or the improvement of the existing higher education programs. As indicated in previous studies, professional skills are a series of capacities, aptitudes and knowledge necessary to perform the activities of the work with the quality and effectiveness required. The collection of skills (see Table 4) studied both in the PIL 1996-2001 and in the PIL 2001-2003 are collected in CHEERS (Career after Higher Education: a European Research Study), study of reference in the entire European Union during recent years, which finds its continuation in the REFLEX project.

Broad general knowledge	Problem-solving ability	Relationships skills*
Foreign language knowledge	Learning abilities	Availability in unexpected events *
Computer skills	Critical thinking and creativity	Loyalty, honesty**
Theoretical and practical field-specific	Working independently capacity	Motivation**
Planning, coordinating and organising	Working in a team capacity	Initiative**
Adaptability	Leadership	Written and oral communication skills**
	Taking responsibilities	Working under pressuare capacity**
		Analytical ability**

Table 4. Skills, knowledge and attitudes. (*) only for 1996-2001. (**) only for 2001-2003.

We find some results that should at least be considered. Some degrees present a great discrepancy with regard to their area, due to the type of employment to which the graduates have access or because the profiles of the degrees that make up the area are actually different. A common point is the low value of the *Foreign language knowledge*. This fact finds an explanation in the Galician structure of primarily small to medium-sized businesses.

Overall, the evaluation of the professional skills that the graduates acquire in the SUG cannot be made by taking into consideration only the graduates' view, but it is also desirable to have the opinion of their employers. The Social Council of the University of Santiago de Compostela (2005) performed a study on the demand for graduates by the companies linked to their internship programs. The most recent study in this area is that performed by ACSUG (2007), investigating the demand for graduates of the Galician PEMES. The comparison of the two views can give an explanation to a fact that, at first glance, might at least be peculiar.

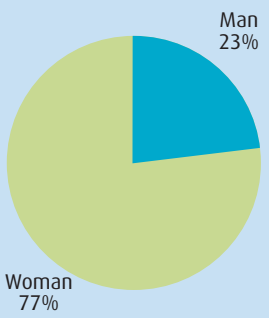
Results by degree

Degree in Mathematics

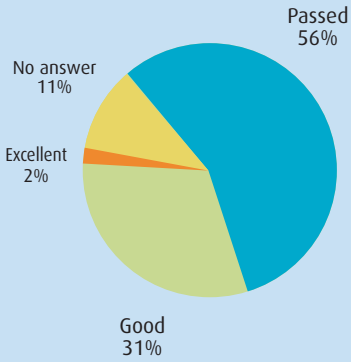
FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago Campus)
Area	Experimental sciences
Duration of studies	5 academic years
Period	1996-2003
Population	750 graduates
Sample	77 graduates

Demographic, academic and employment circumstances

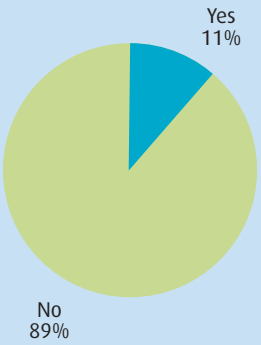
Distribution by gender



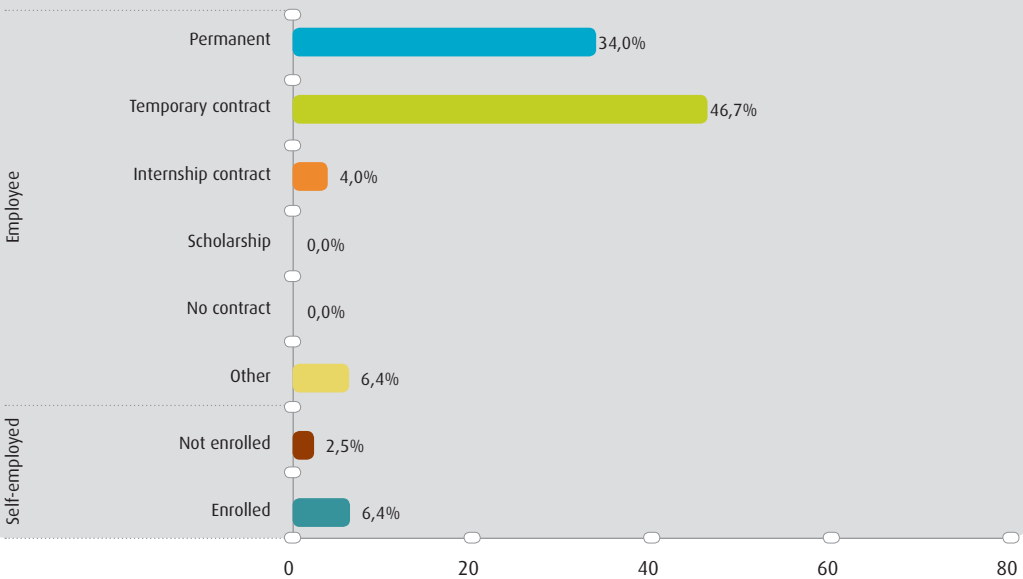
Average grade



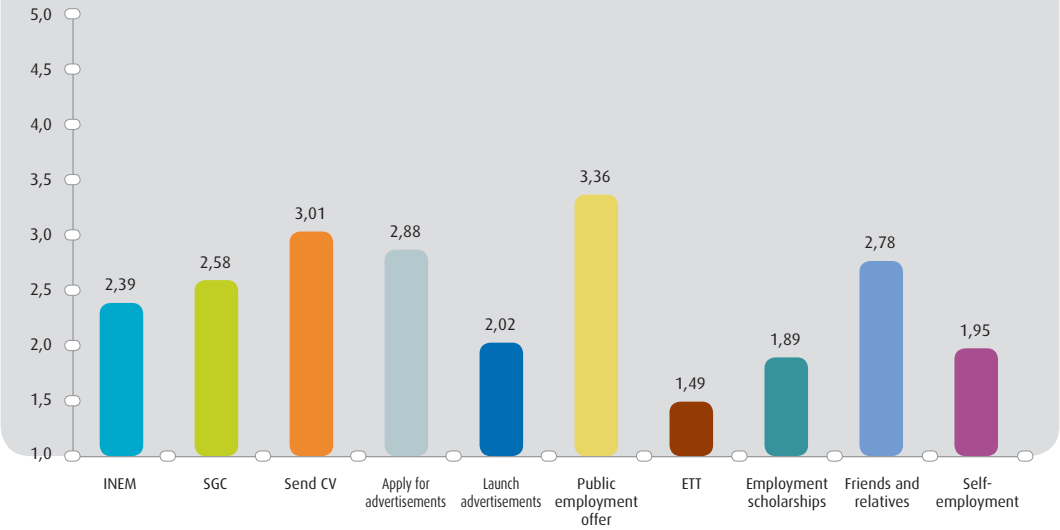
Currently studying



Contract type

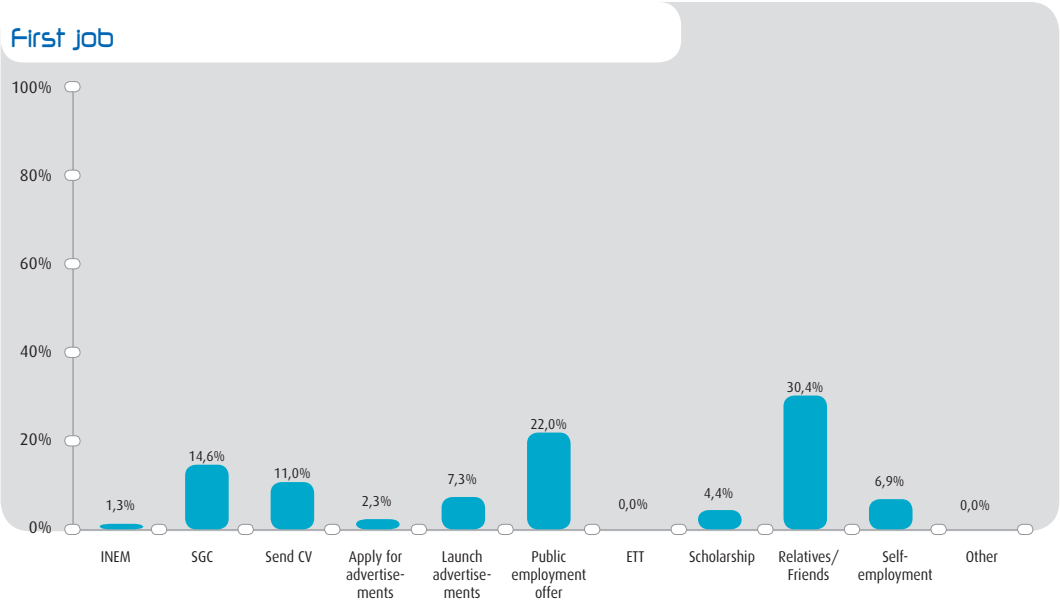


Seeking employment



The most common ways of seeking employment for graduates with in Mathematics Degrees are *Competition-public entrance examination* and *Sending CV*, valued above 3, on a scale of 1 to 5. Compared with the results obtained in the 2001-2003 study for the area of Experimental sciences, it is noteworthy that the graduates in Mathematics place greater value on the use of the *Competition-public entrance examination* and *Launch advertisements*.

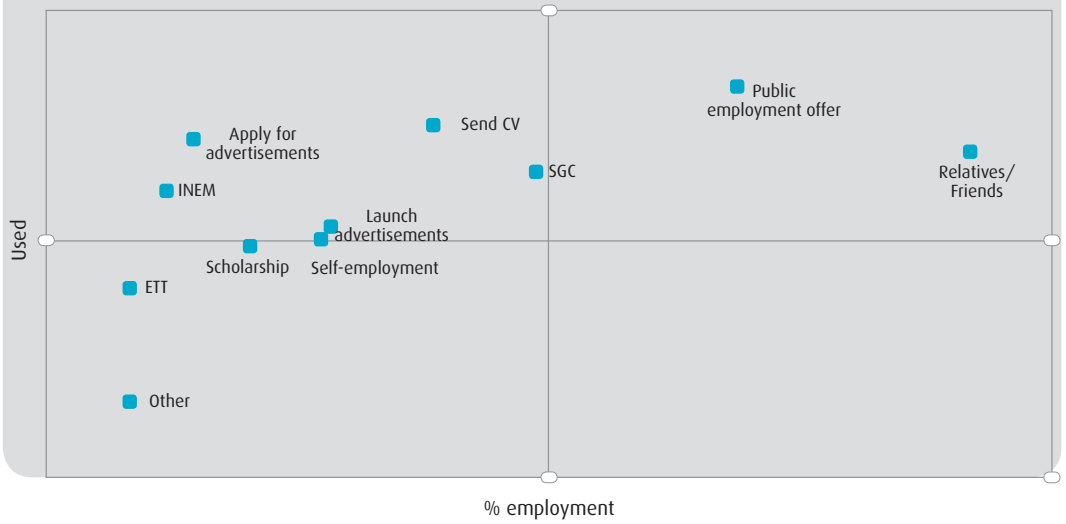
First job



With regard to the route leading to first employment, the graduates in mathematics indicate *Relatives/friends* and *Public announcement* as the routes through which they obtain a majority of the first employment positions. It is noteworthy that, compared with the results of the area of Experimental sciences, the percentage of *Public announcement* is differentiated as significantly higher for this degree.

A measure of effectiveness of the different routes is obtained by comparing the percentage of employment obtained compared to the degree in which different search routes are used. Graduates with a Mathematics indicate *Relatives/friends* as the most effective route. Compared with the results of the 2001-2003 study in the area of Experimental sciences, it is significant that *Public announcement* is better positioned with regard to effectiveness, and the lowest is *Self-promotion*.

First job vs. seeking employment



MOST VALUED	Average value
Relationships	4.25
Entry exam	4.22
Opportunity / Attitude in the interview	4.05

LEAST VALUED	Average value
Faculty/school reputation	2.75
Final grade	3.02
Postgraduate, master	3.07

The Mathematics Graduates value Relationships, the results of the Selection test and the Opportunity, as well as the Attitude in the interview as the most determining factors at the time of obtaining employment, deducting importance from the Reputation of the center, the Grade on file and the Postgraduate and masters degree studies. The comparison with previous results (overall results of SUG in 2001-2003) of the area of knowledge of Experimental sciences, also coincide as those most valued to obtain employment relationships. The results of the least valued circumstances are also similar to those of its area of knowledge. With all this, it must be pointed out that the graduates in Mathematics gave a high value to Opportunity and Knowledge of computer systems, which in this case are justified for their need to adapt themselves to employment where these abilities must be applicable.

Important aspects for recruitment (I)

Important aspects for recruitment (II)

Nearly 30% of the Mathematics Graduates had no work contract, but only 16% did not work for any company. With regard to the salary, approximately 45% earn between 500 and 1000 euros, a percentage that is repeated in the range of 1000 to 1,500 euros per month. Fewer than 10% receive a salary lower than 500 euros per month.

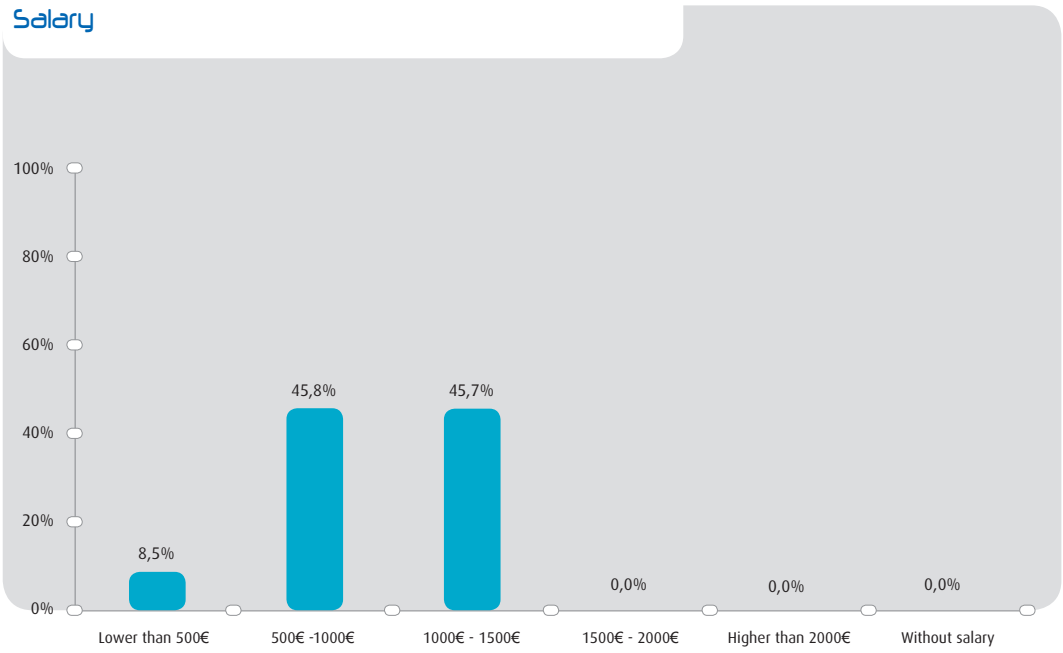
	Percentage	Cumulative Percentage
0	28.6%	28.6%
1	32.0%	60.6%
2	19.7%	80.3%
3	6.9%	87.3%
4	8.5%	95.8%
5	0.0%	95.8%
6 or more	4.2%	100.0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	16.2%	16.2%
1	48.6%	64.9%
2	30.9%	95.8%
3	4.2%	100.0%
4 or more	0.0%	100.0%

Number of companies in which graduates worked since graduation.

Salary

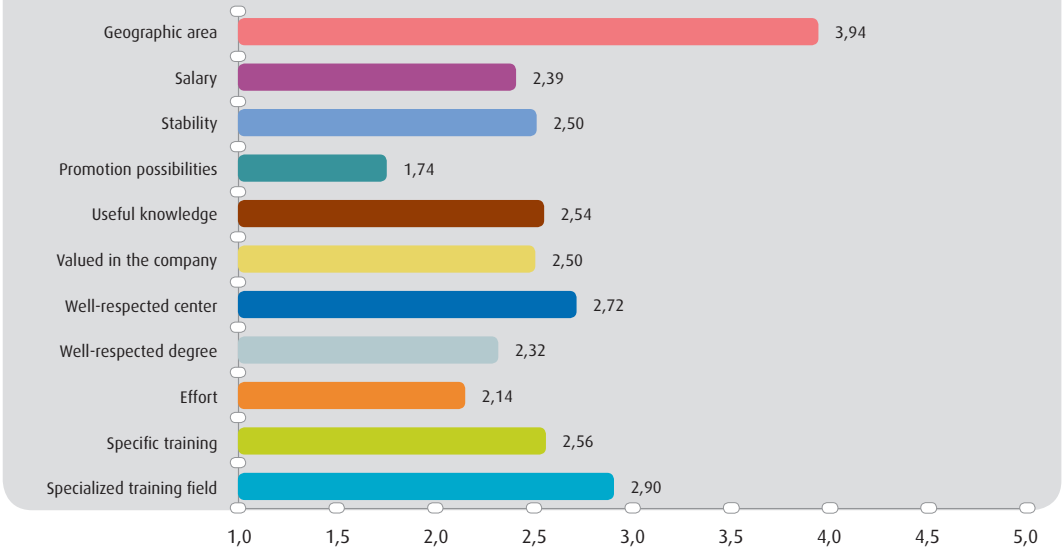


MOST VALUED	Average value
Geographic area	3.94
Specialized training field	2.90
Well-respected center	2.72

LEAST VALUED	Average value
Promotion possibilities	1.74
Effort	2.14
Well-respected degree	2.32

Considering their area of knowledge (Experimental sciences), the most valued aspects in their current employment are the *Geographic area* and the *Sector of the specialty* in which they work. The results of the least valued aspects are also similar to those of the area of knowledge, except the aspect of *Well-respected degree*. With all this, if we compare the overall results of SUG in 2001-2003, differences were found in the least valued aspects. While the Mathematics graduates give few points to the *Possibility of promotion*, to *Effort* and *Well-respected degree*, the results of SUG present a low value in *Specific training*, *Promotion and Stability*. It must be emphasized that the aspect of *Well-respected degree* is highly valued within the area of knowledge and in the overall results of SUG.

Current employment situation



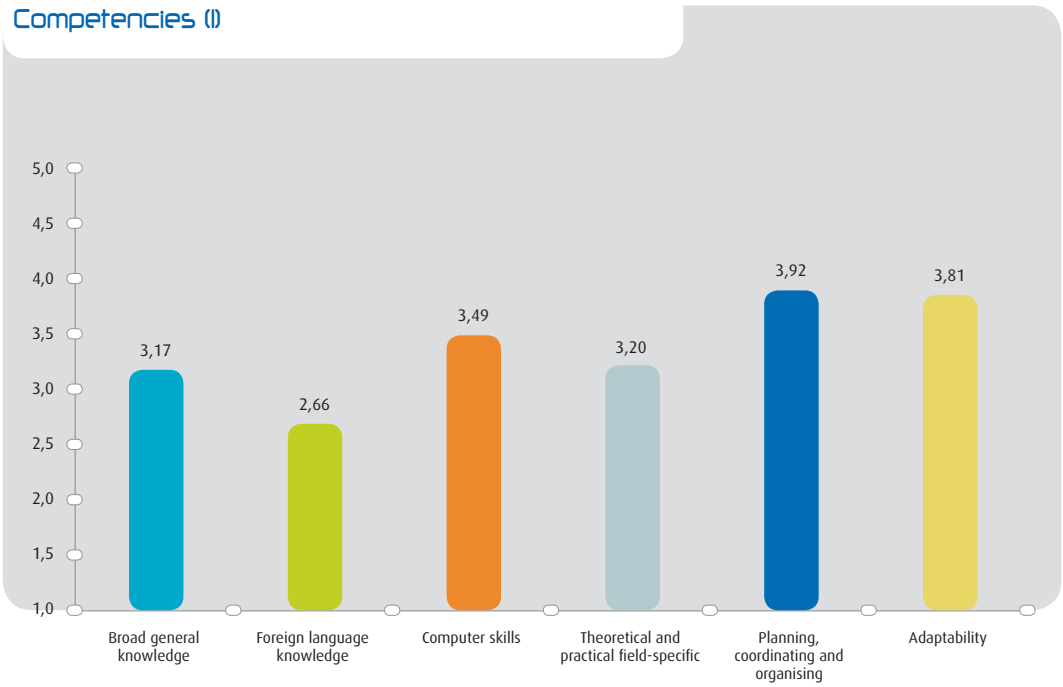
MOST VALUED	Average value
Learning abilities	4.08
Motivation**	4.07
Working under pressuare capacity**	4.07

LEAST VALUED	Average value
Foreign language knowledge	2.65
Initiative**	3.13
Critical thinking and creativity	3.14

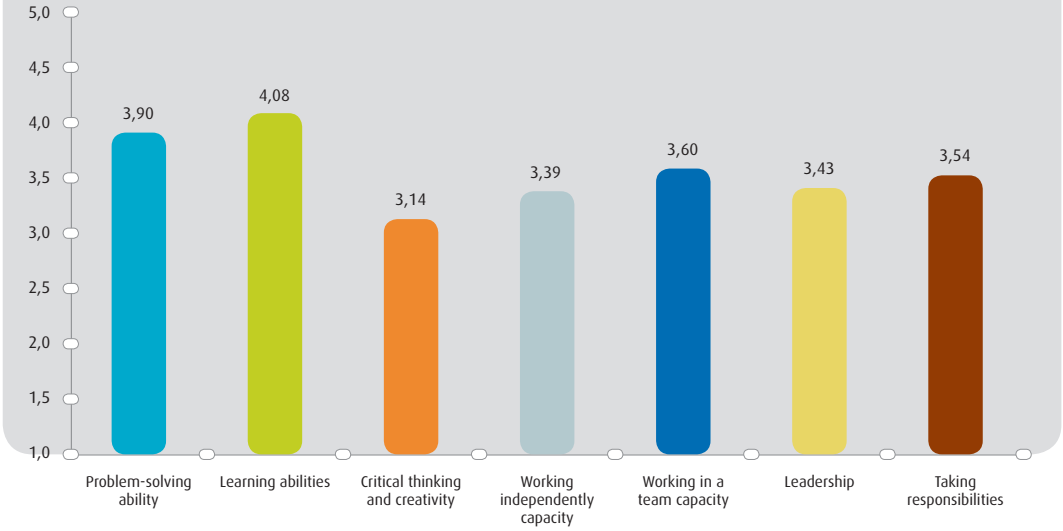
Continuing with the comparison, with regard to the area of knowledge (Experimental sciences), *Learning abilities* and *Motivation* coincide as the most valued. The results of the least-valued skills are also similar to those of the area of knowledge. In turn, there are no major differences with the overall results of SUG in 2001-2003. With all this, it must be pointed out that the graduates in Mathematics give high value to the *Working under pressuare capacity* (The second most valued within the degree), which is not shared within its area of knowledge.

[1] The items indicated with (*) correspond to the period 1996-2001. The items indicated with (**) were only analyzed for 2001-2003.

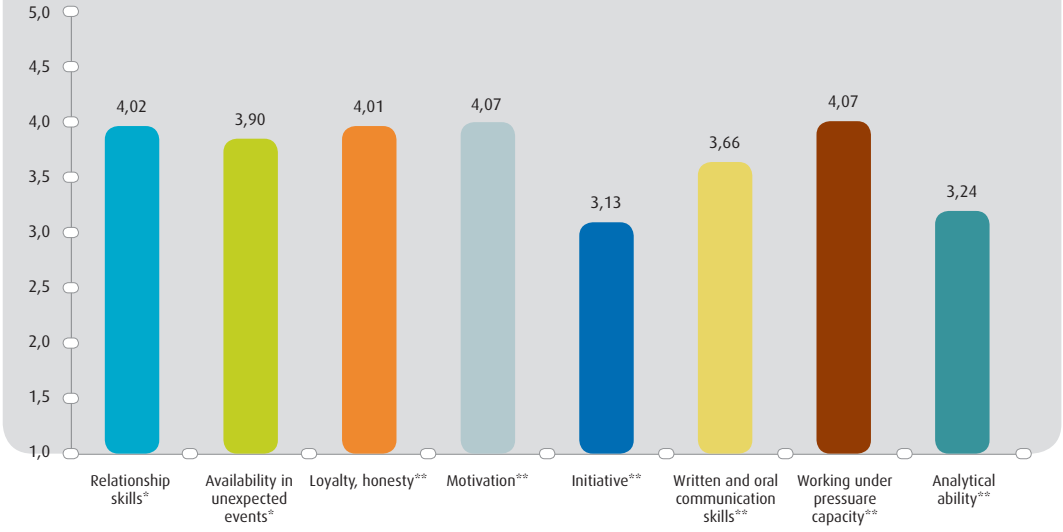
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Degree in Mathematics is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as the maximum level of disaggregation.

In general, of the results that were obtained, we can conclude the following:

- **Job search:** *Competition-public entrance examination* is the route indicated as the most used by Graduates in Mathematics. Other routes with high use are *Sending CV* and *Response to job advertisements*.

- **Circumstances encouraging employment:** *Related work experience*, *Selection test*, Relationships, *Attitude in the interview* and *Opportunity* are the factors that graduates with degrees in Mathematics consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work, although the effort made in the degree is not consistent with the employment situation and the few possibilities of promotion at work also stand out.

- **Salary. Number of contracts and of companies:** the range of compensation of 90% of the graduates is located between 500 and 1,500 €. Nearly thirty percent of the graduates had no work contract, despite only 16% not working for any company.

- **Skills required during employment:** We find in the collection of skills, knowledge and attitudes that receive greatest value *Loyalty and honesty*, the *Learning abilities* and the *Working under pressuare capacity*.

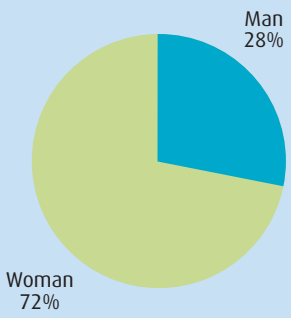
A Graduate in Mathematics tends to find work through competition-public entrance examination, or by sending a CV; this work (500-1,500 €/month) is in the geographic area desired although with few possibilities of promotion. To perform this work, it is necessary be loyal and honest,and have the Working under pressuare capacity, and a Learning abilities.

Degree in Biology

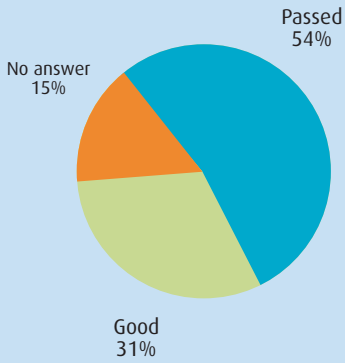
FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago Campus) University of A Coruña (Elviña Campus) University of Vigo (Lagoas-Marcosende Campus)
Area	Experimental sciences
Duration of studies	5 academic years
Period	1996-2003
Population	2,342 graduates
Sample	227 graduates

Demographic, academic and employment circumstances

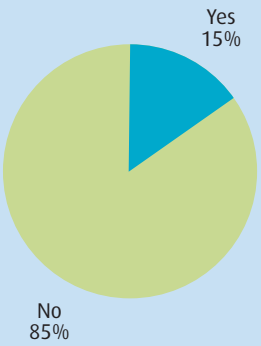
Distribution by gender



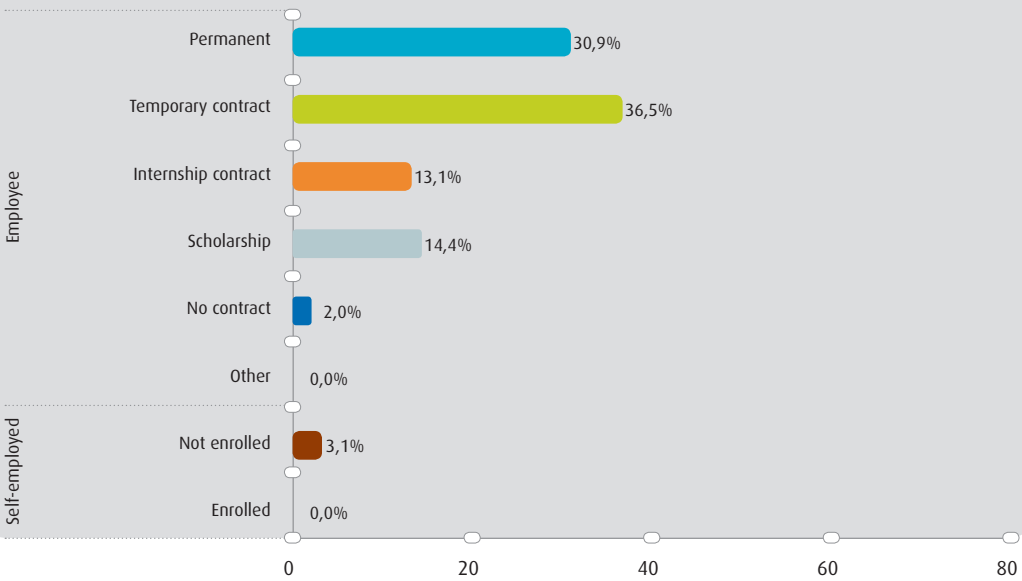
Average grade



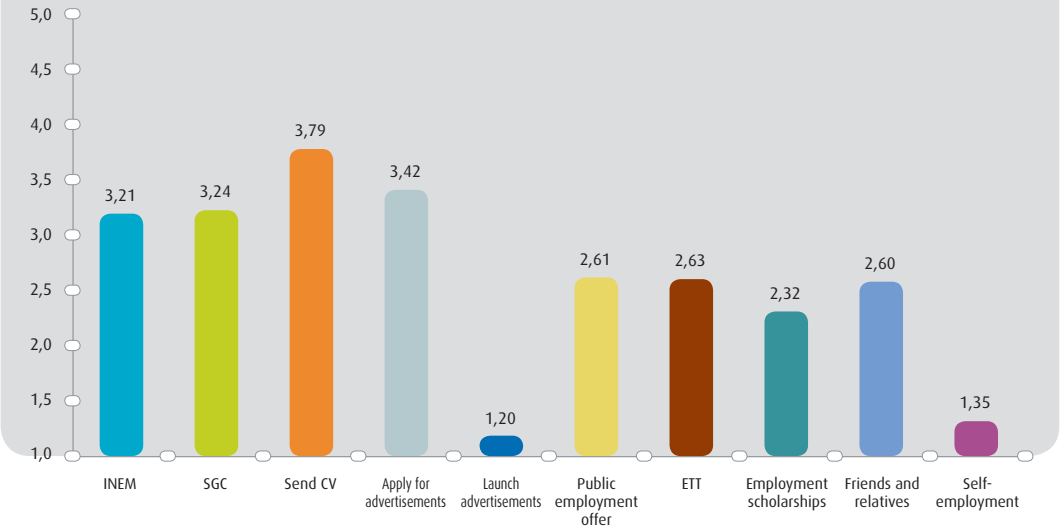
Currently studying



Contract type

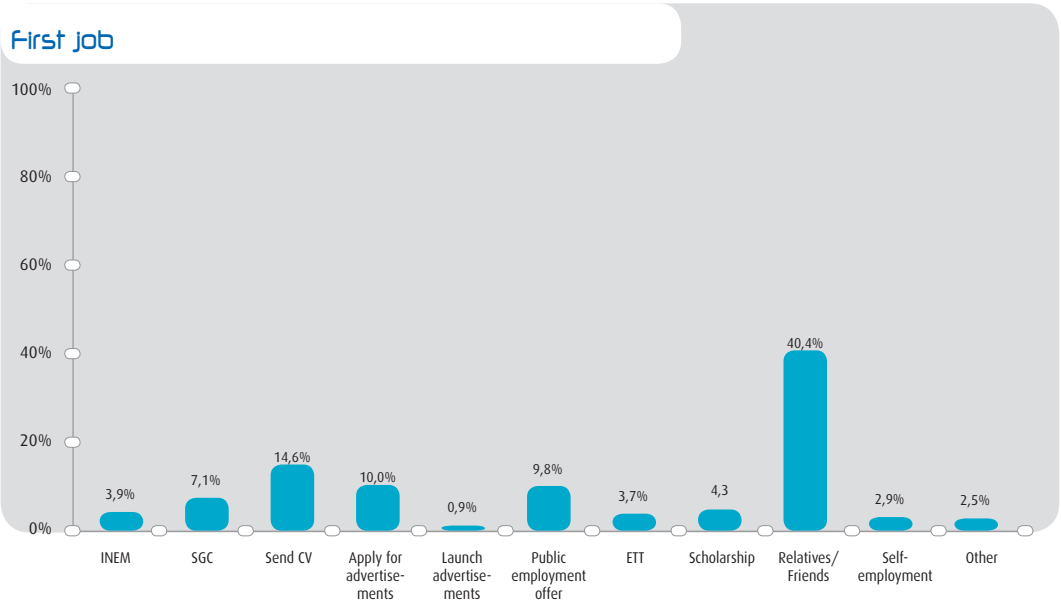


Seeking employment

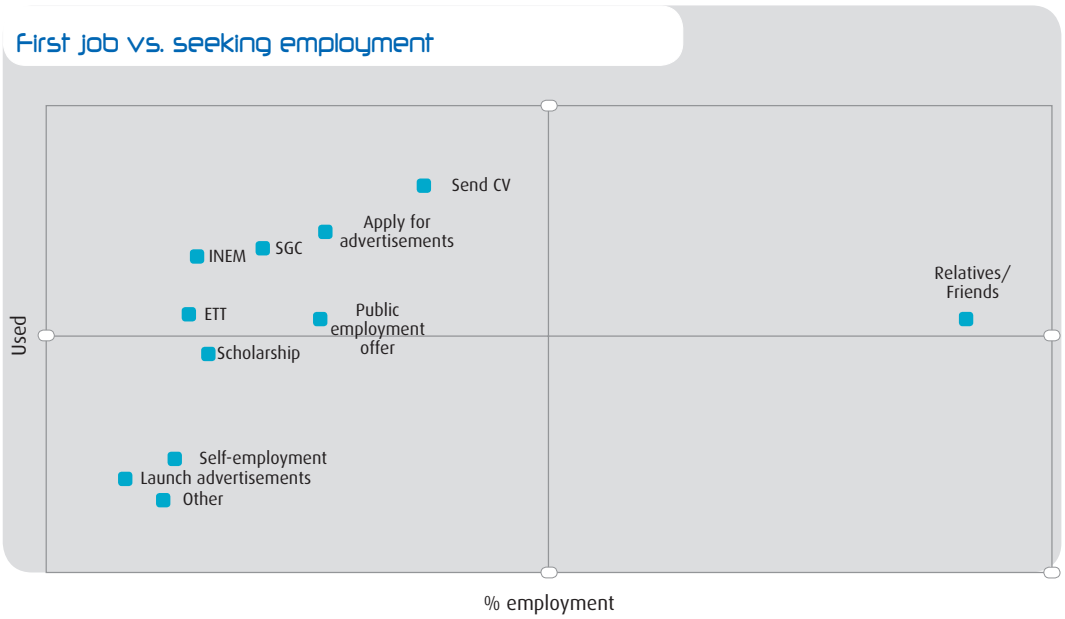


The Biology Graduates indicate *Sending CV, Apply to advertisements, SGC and INEM* as the routes most used in the job search. These results are very similar to those obtained in the 2001-2003 study in the area of Experimental sciences, with the exception of the *Competition-public entrance examination*, most used in this degree.

First job



With regard to the route leading to first employment, *Relatives/friends* is emphasized very much above the other routes. The difference in the percentage of employment obtained by this route above others is much greater in this degree compared with the results of the area of Experimental sciences (2001-2003 study).



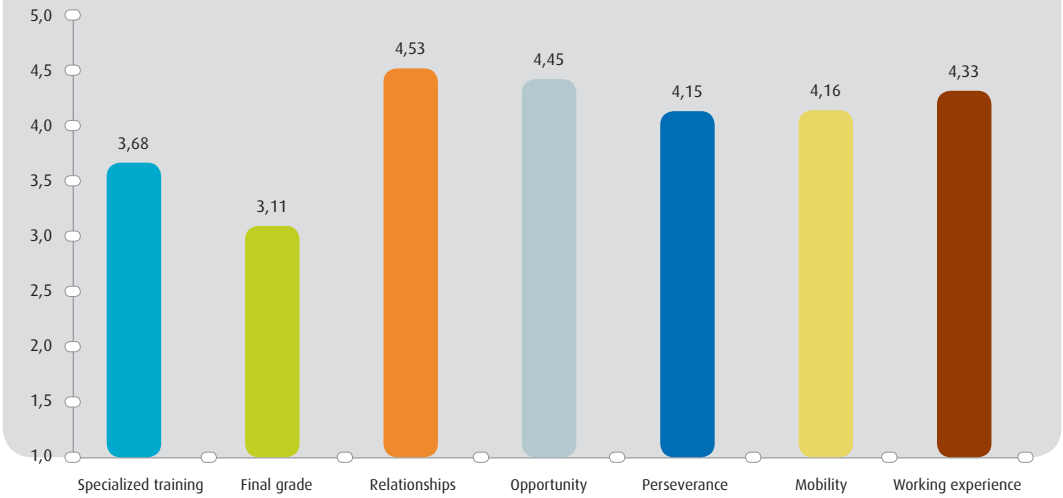
From the evaluations of use and of the percentage of first employment obtained through each route, it can be concluded that the most effective employment search route for the Biology graduates is *Relatives/friends*. This result coincides with that observed in the overall results of the area of Experimental sciences, emphasizing the poor positioning, with regard to effectiveness, of *Spontaneous candidature* in this degree.

MOST VALUED	Average value
Relationships	4.53
Opportunity	4.45
Work experience or internships	4.33

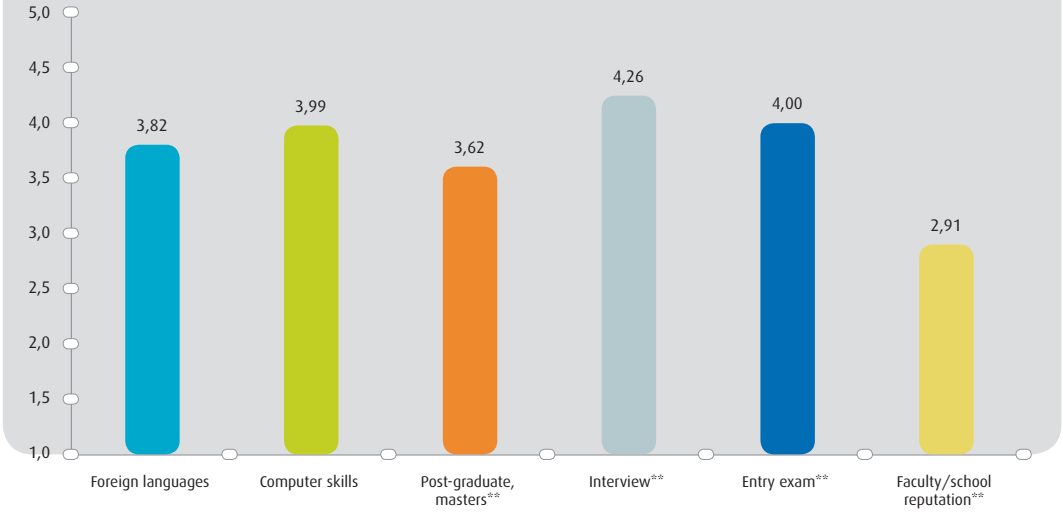
LEAST VALUED	Average value
Faculty/school reputation	2.90
Final grade	3.11
Postgraduate. Masters	3.62

In the case of Biology graduates *Relationships* and *Opportunity* are the most determinant factors in obtaining employment, deducting importance from the *Reputation of the center* and the studies of *Postgraduate* and *masters degree*. In this case, the importance of prior *Work experience* also plays a significant role. The results of the least valued circumstances are also similar to those of its area of knowledge, with no major differences existing from the overall results of SUG.

Important aspects for recruitment (I)



Important aspects for recruitment (II)



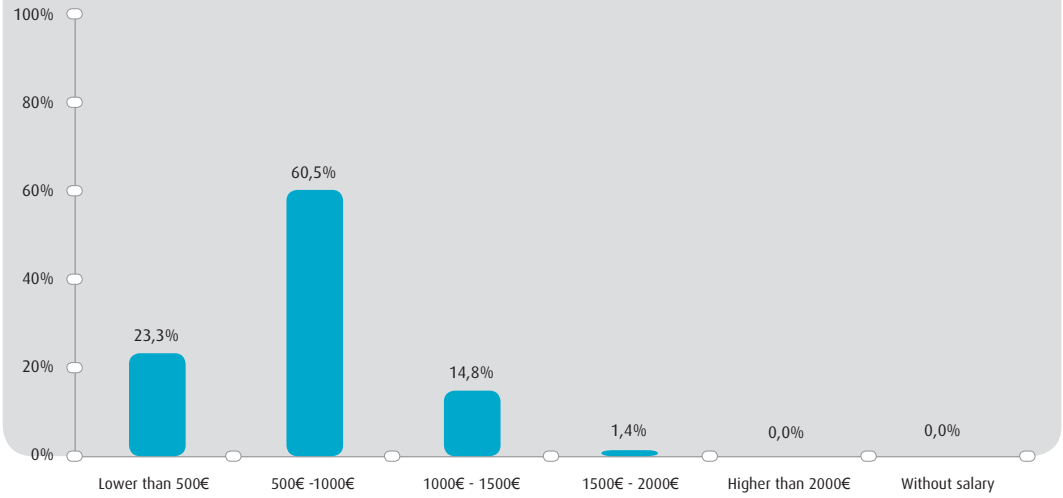
	Percentage	Cumulative Percentage
0	15,50%	15,70%
1	26,10%	41,60%
2	16,50%	58,10%
3	11,50%	69,60%
4	10,10%	79,70%
5	6,20%	85,90%
6 or more	14,10%	100,00%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	19,7%	19,7%
1	37,1%	56,8%
2	27,4%	84,2%
3	4,5%	88,7%
4 or more	11,3%	100,0%

Number of companies in which graduates worked since graduation.

Salary

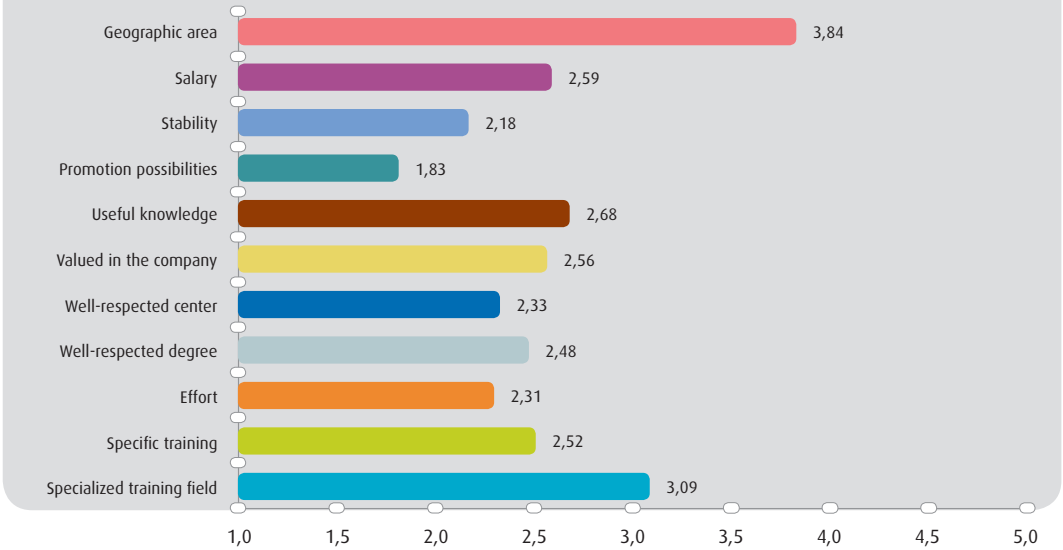


MOST VALUED	Average value
Geographic area	3.84
Specialized training field	3.09
Useful knowledge	2.68

LEAST VALUED	Average value
Promotion possibilities	1.83
Stability	2.18
Effort	2.31

If we compare the results obtained by area of knowledge (Experimental sciences), *Geographic area* and *Sector of the specialty* coincide as most valued, and *Effort made* and the *Possibilities of promotion* as least valued. With regard to *Useful knowledge*, the value was lower in the overall area, while *Stability* obtains a greater value. Furthermore, there are no major differences with the overall results of SUG.

Current employment situation

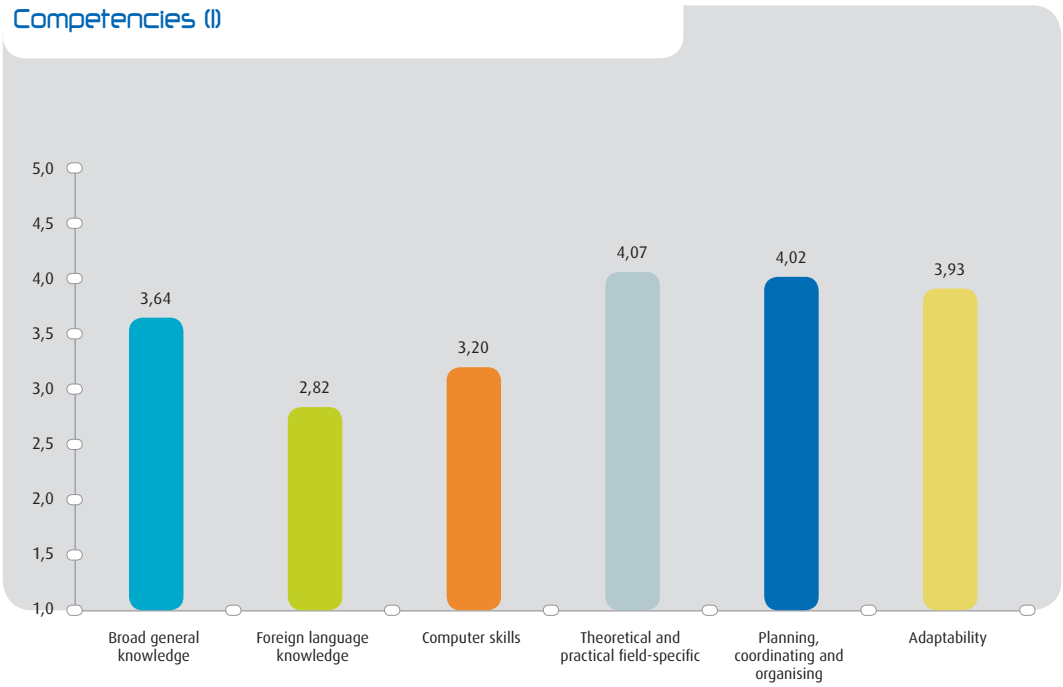


MOST VALUED	Average value
Written and oral communication skills**	4.51
Motivation**	4.36
Loyalty, honesty**	4.36

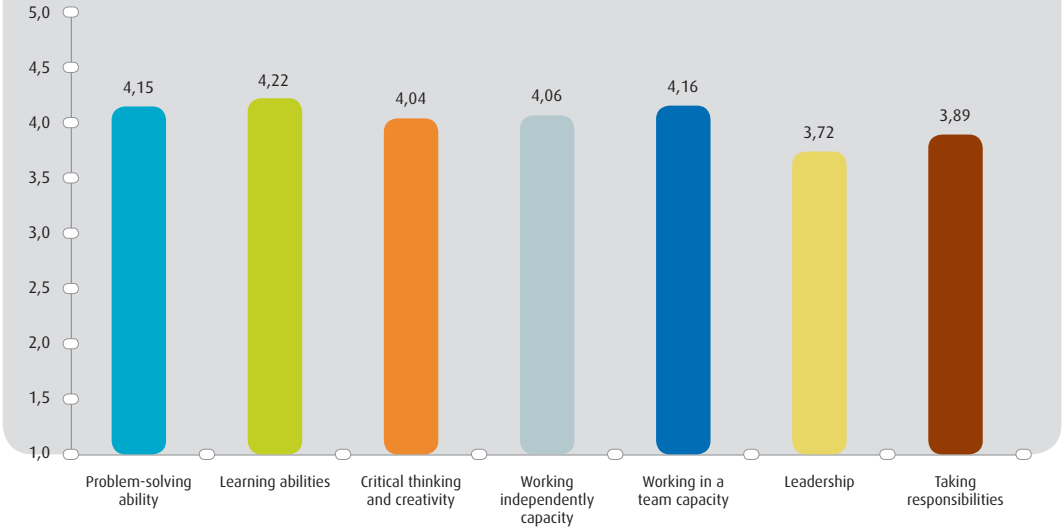
LEAST VALUED	Average value
Foreign language knowledge	2.82
Computer skills	3.20
Analytical ability**	3.46

The skills most valued by the Biology graduates coincide with their area of knowledge (Experimental sciences). The results of the least-valued skills are also similar to those of the area of knowledge, except the *Capacity of analysis*, which obtains a greater value in the overall area. In turn, there are no major differences with the overall results of SUG.

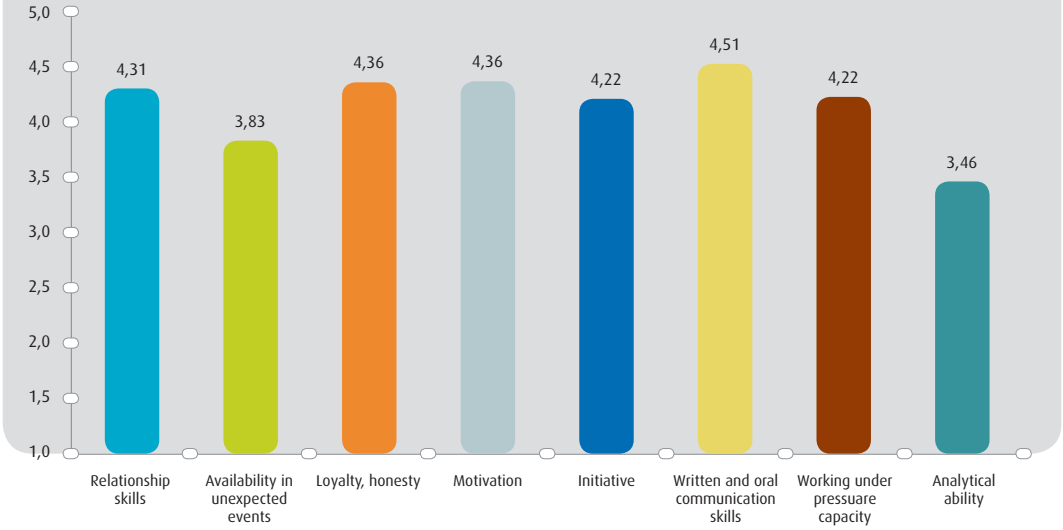
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Degree in Biology is to shed light on the problem of the employment placement of graduates, since the previous projects of employment placement only considered the major areas of knowledge as maximum levels of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by Graduates in Biology. Other routes with high use are the *Response to job advertisements* and the *SGC*.

- **Circumstances encouraging employment:** *Relationships*, *Opportunity* and *Work experience or internships* are the factors that the Biology graduates consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work and the knowledge acquired is useful for work, although the *Possibilities of promotion*, *Stability* and *Effort* are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range of less than 500 €. Of the graduates, 15% receive a salary higher than 1,000 euros per month.

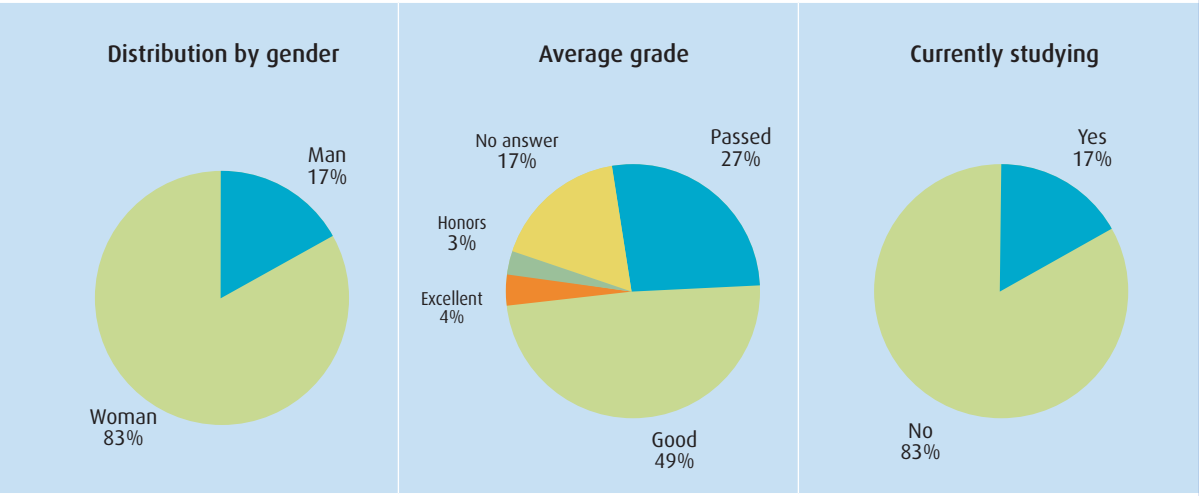
- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive greater value *Capacity for oral and written communication*, *Motivation*, and *Loyalty and honesty*.

A Graduate in Biology tends to find work by sending his or her CV; this work (500-1,000 €/month) is in the geographic area desired, although with few possibilities of promotion. To perform this work, it is necessary to have loyalty and honesty, motivation, and a capacity for communication.

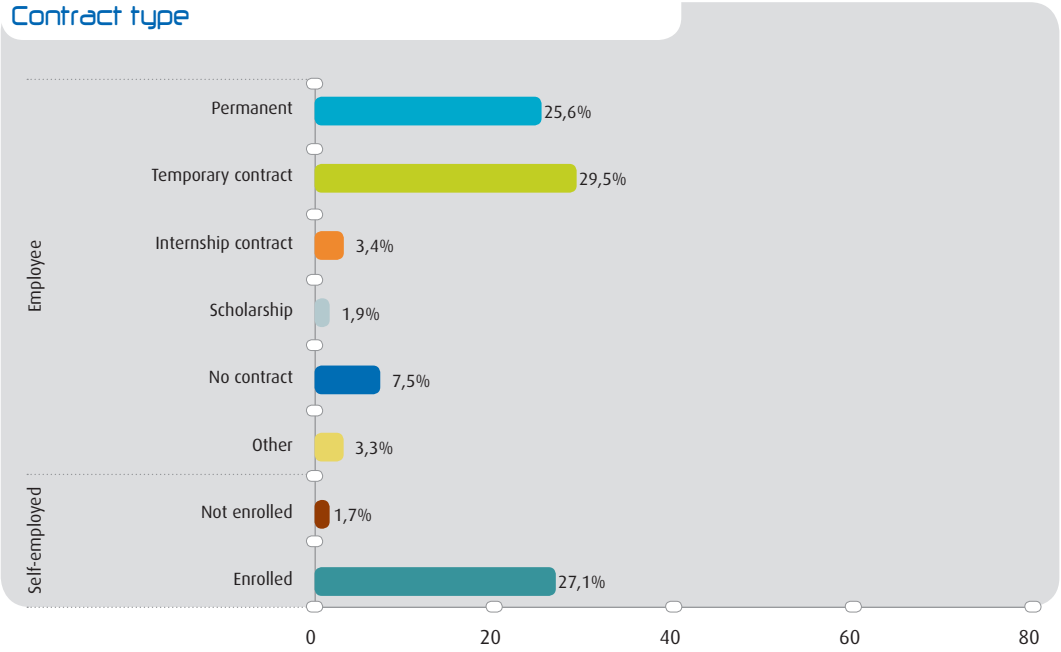
Degree in Translation and Interpretation

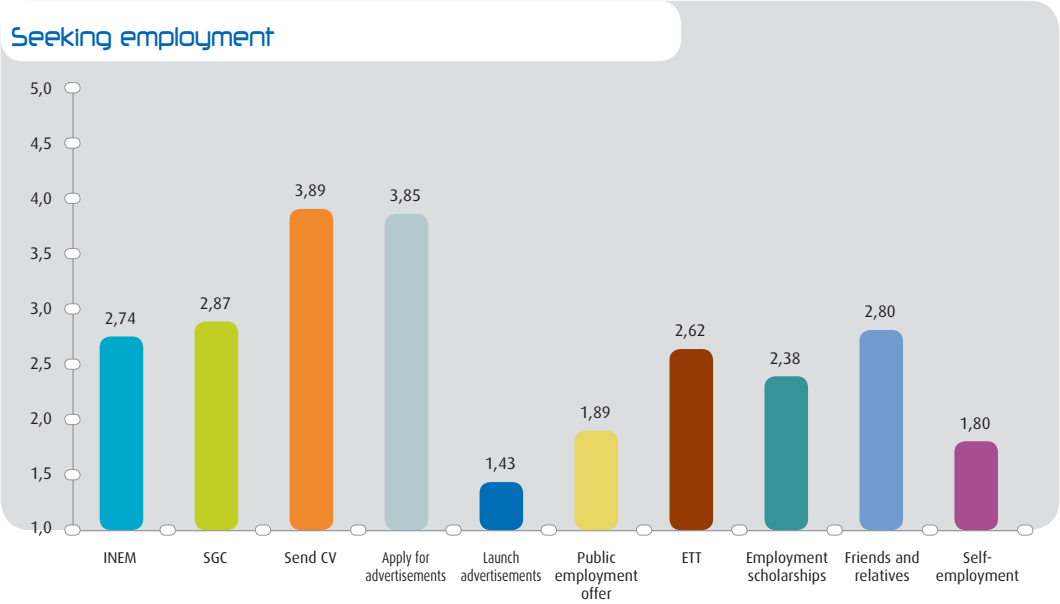
FORM OF DEGREE	
University/campus	University of Vigo
Area	Humanities II
Duration of studies	5 years depending on the curriculum
Period	1996-2003
Population	374 graduates
Sample	72 graduates

Demographic, academic and employment circumstances

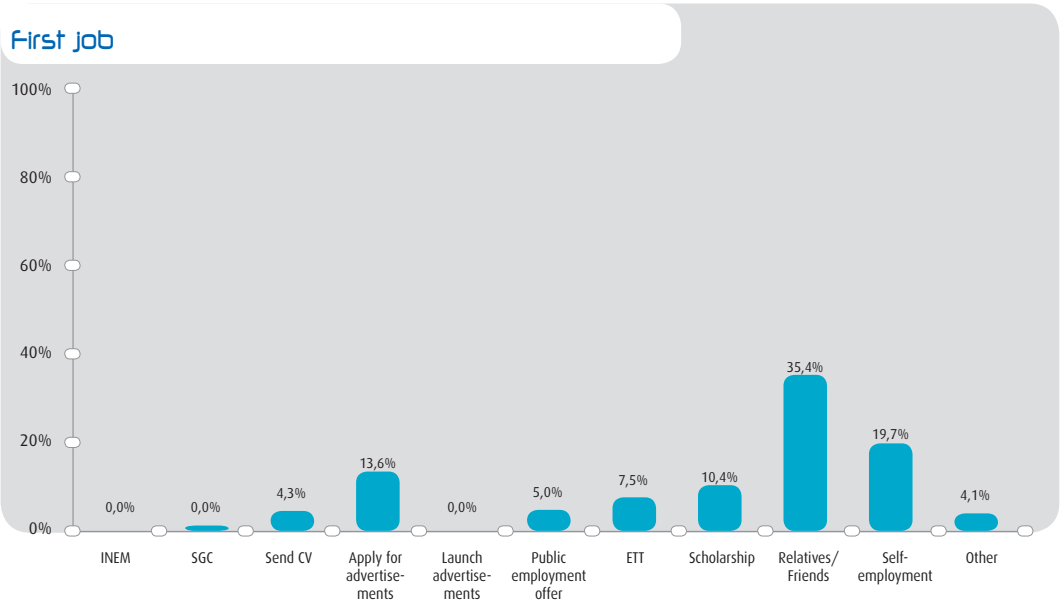


Contract type



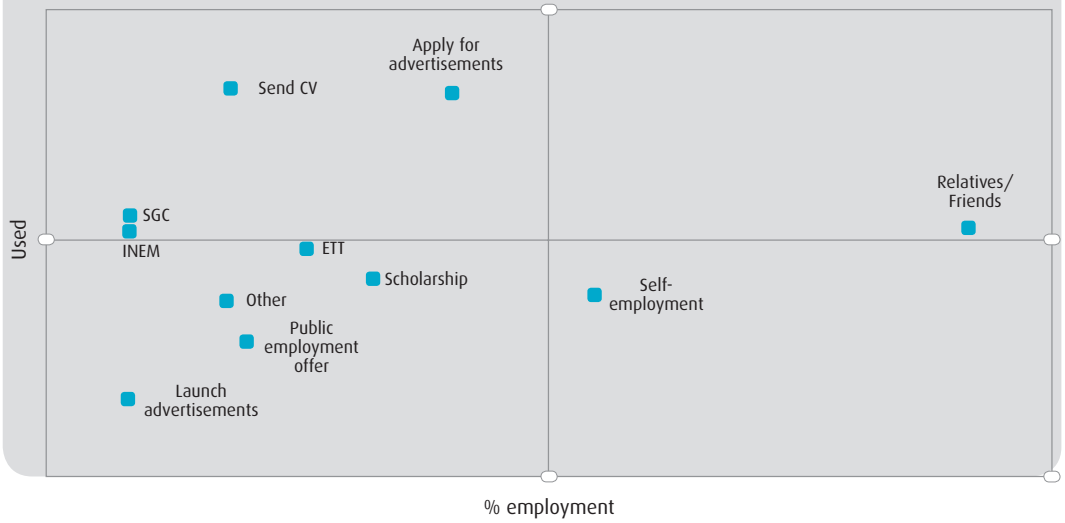


The graduates with a Degree in Translation and Interpretation indicate *Sending CV* and *Apply for advertisements* as the most used routes in the job search. The route least used by this group of graduates is *Launch advertisements*. Comparing these results with those observed in the 2001-2003 study for the area of Humanities II, no major differences are seen.



As a route leading to first employment *Relatives/friends* is emphasized, followed by *Self-employment* and *Apply for advertisements*, although very much below the first. Compared with the overall results for this area of knowledge, a higher percentage of *Self-employment* is indicated for this degree.

First job vs. seeking employment



Representing the percentage of employment obtained, comparing the degree of use of the different employment search routes, the higher effectiveness of *Relatives/friends* is observed. Compared with the overall results of the area Humanities II, there is an emphasis on the low effectiveness of *Spontaneous candidature* perceived by the graduates of this degree.

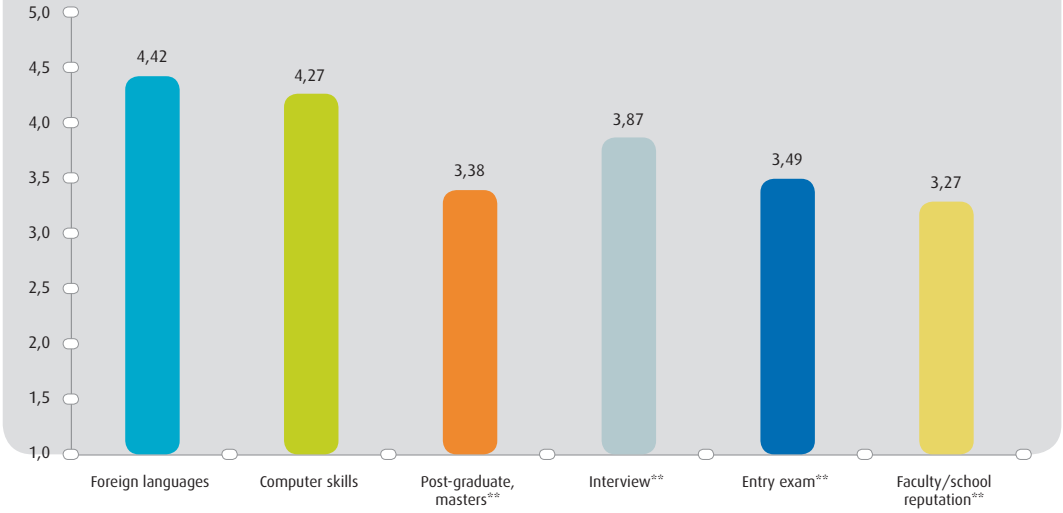
MOST VALUED	Average value
Foreign language knowledge	4.42
Opportunity	4.39
Computer skills	4.26

LEAST VALUED	Average value
Faculty/school reputation	3.27
Postgraduate, master	3.38
Entry exam	3.49

The Translation and Interpretation graduates value the *Foreign language knowledge* as the most determining factor toward obtaining employment, which in this case is obviously due to the true profile of the degree, deducting importance from the *Reputation of the center* and studies for *Postgraduate* and *Master's degrees*. The comparison with previous results (overall results of SUG in 2001-2003) offers results similar to those of their area of knowledge (Humanities II).

Important aspects for recruitment (I)

Important aspects for recruitment (II)



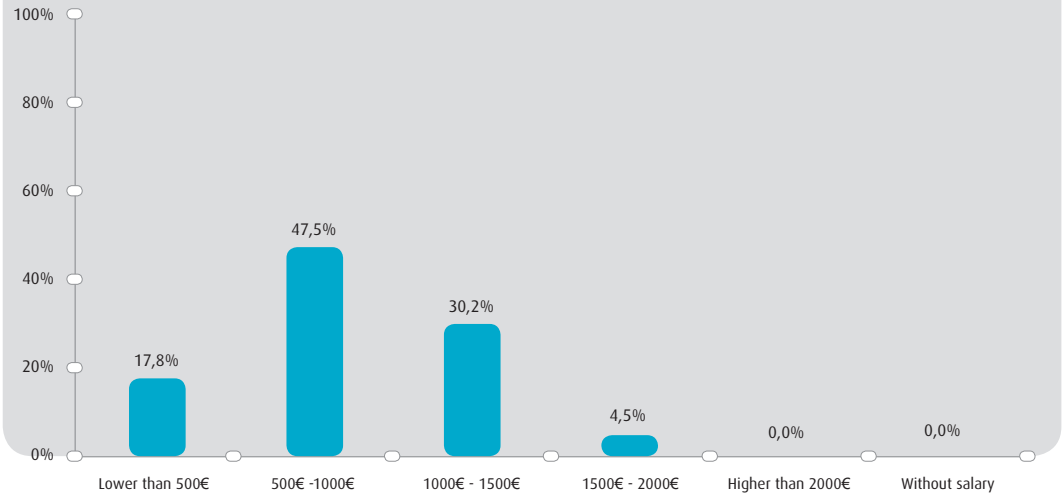
	Percentage	Cumulative Percentage
0	0,0%	0,0%
1	25,8%	25,8%
2	26,1%	51,9%
3	19,3%	71,2%
4	15,5%	86,7%
5	9,9%	96,6%
6 or more	3,4%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	0,0%	0,0%
1	36,3%	36,3%
2	18,0%	54,3%
3	5,7%	60,1%
4 or more	39,9%	100,0%

Number of companies in which graduates worked since graduation.

Salary

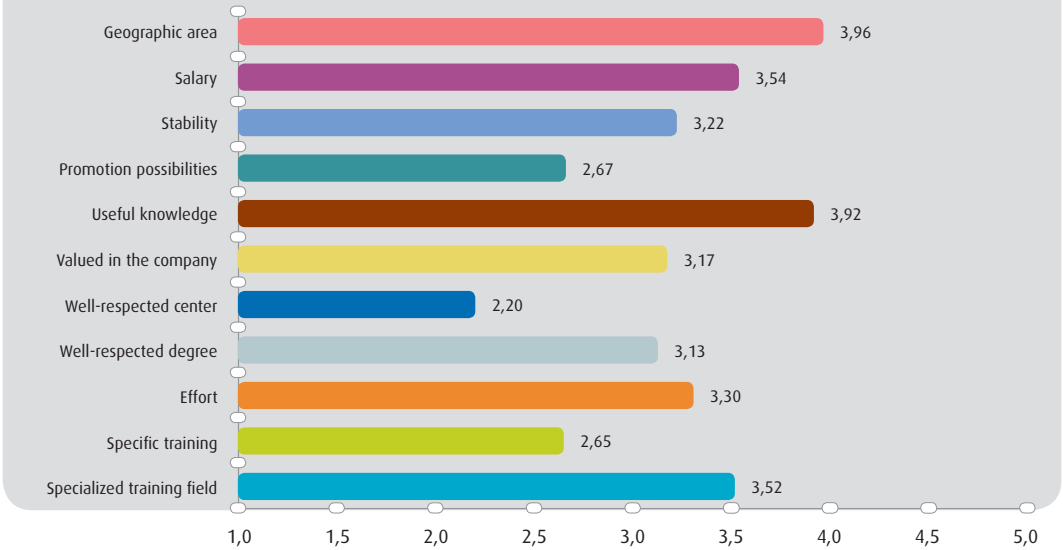


MOST VALUED	Average value
Geographic area	3.96
Useful knowledge	3.92
Salary	3.54

LEAST VALUED	Average value
Well-respected center	2.20
Specific training	2.65
Promotion possibilities	2.67

The aspects of work most valued by Translation and Interpretation graduates coincide with those of their area of knowledge (Humanities II) and with the results of SUG. They emphasize that *Useful knowledge* (knowledge acquired during the degree was useful) presents a lower value in the overall area, and the *Level of compensation* is found among the least valued. The results of the least-valued skills are similar to those of the area of knowledge, except *Center well respected*, which obtains greater value. With regard to the overall results of SUG, the comments are similar.

Current employment situation

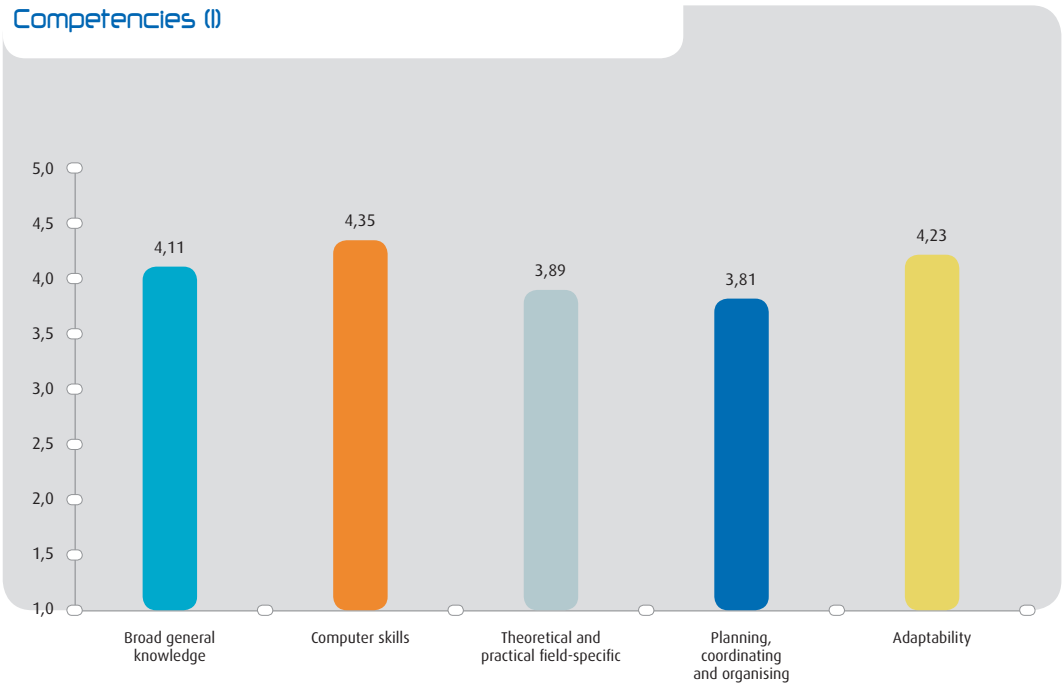


MOST VALUED	Average value
Loyalty, honesty**	4.74
Written and oral communication skills**	4.53
Learning abilities	4.46

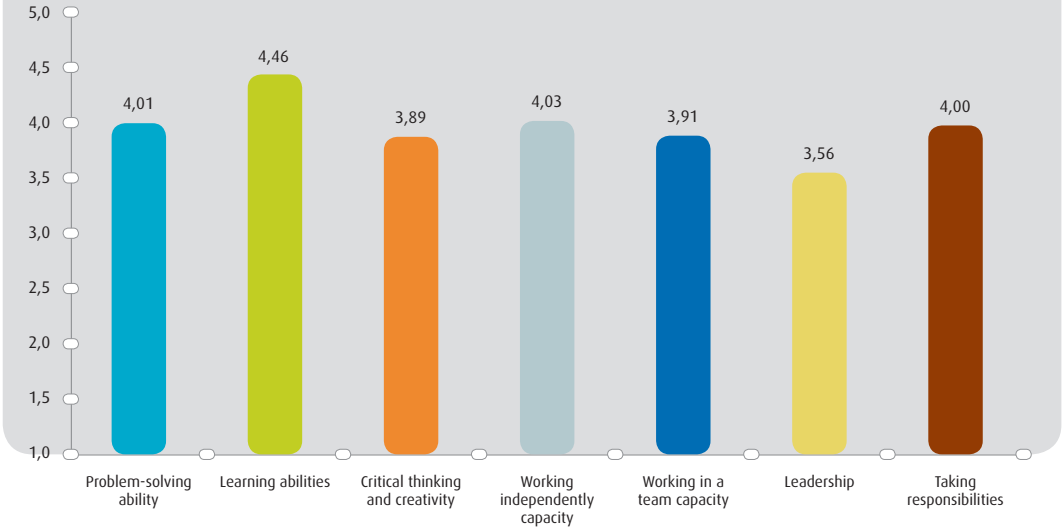
LEAST VALUED	Average value
Analytical ability**	3.37
Leadership ability	3.56
Planning, coordinating and organising	3.81

The skills most valued by Translation and Interpretation graduates coincide with those of its area of knowledge (Humanities II). The results of the least-valued skills are also similar to those of the area of knowledge, except *Planning, coordinating* and *organising*, which obtain greater value in the overall area. In the comparison with the overall results of SUG, it is noted that *Planning, coordinating and organising* receives a greater average value.

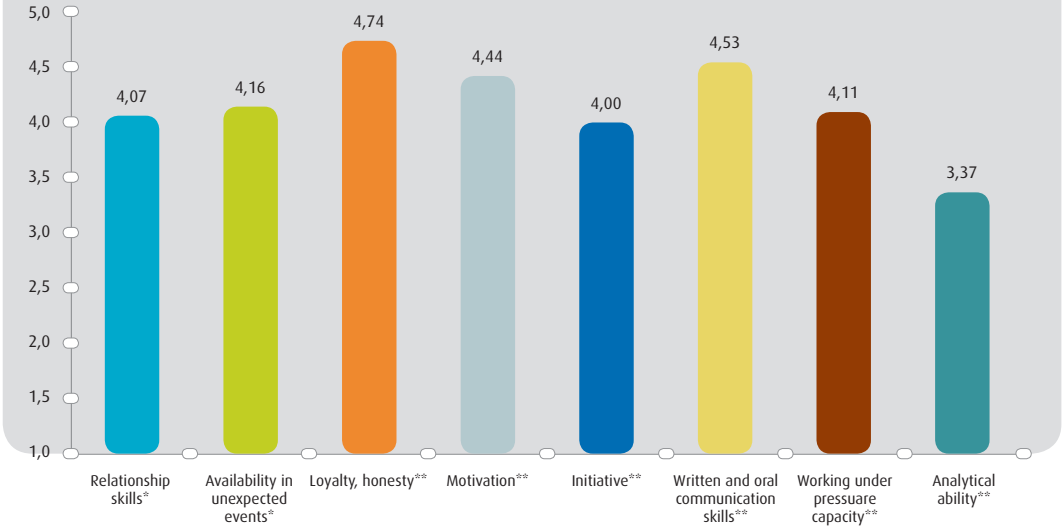
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Degree in Translation and Interpretation is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as maximum level of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by the graduates in Translation and Interpretation. Other routes with high use are *Response to job advertisements* and the SGC.

- **Circumstances encouraging employment:** *Foreign language knowledge*, *Opportunity* and *Knowledge of computer systems* are the factors that the degrees in Translation and Interpretation consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* in which they work, that the knowledge acquired is useful for work and that the *Level of compensation* also is well valued, although the *Possibilities for promotion*, *Specific training* and the *Reputation of the center* are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range 1,000-1,500 €.

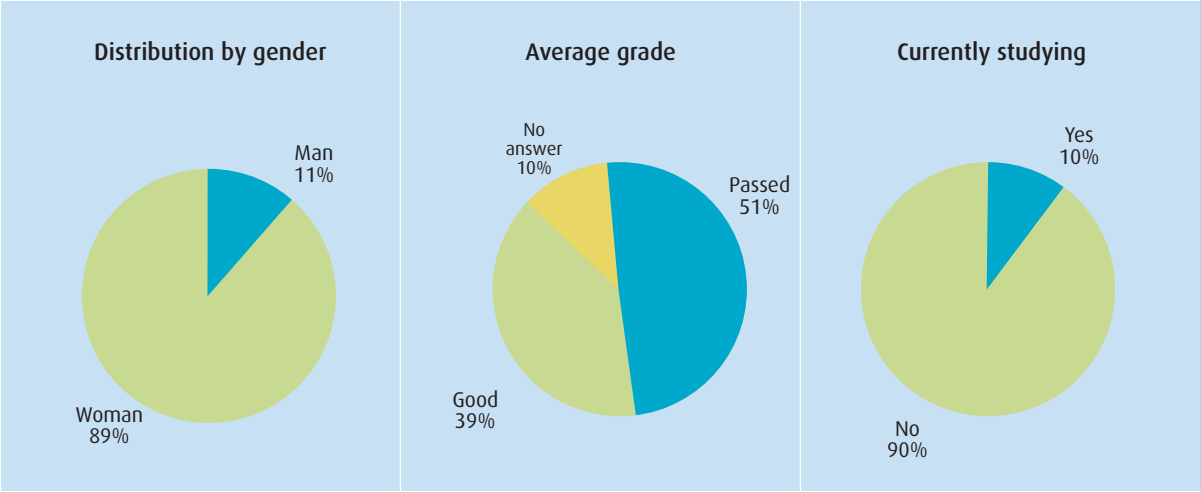
- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive greater value *Loyalty and honesty*, *Capacity for oral and written communication* and *Learning abilities*.

A Graduate in Translation and Interpretation tends to find work by sending his or her CV; this work (500-1,000 €/month) is in the geographic area desired and with a good level of compensation although with few possibilities of promotion. To perform this work, it is necessary to have loyalty and honesty, and a capacity for communication and for learning.

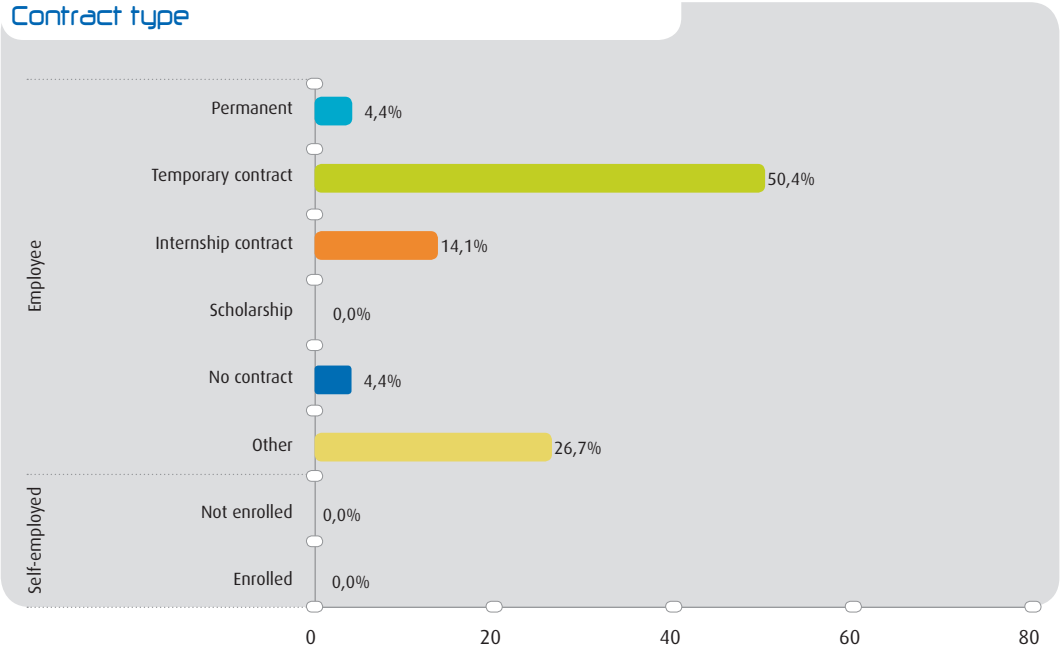
Degree in Psychology

FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago Campus
Area	Legal-Social III
Duration of studies	5 academic years
Period	1996-2003
Population	1,625 graduates
Sample	81 graduates

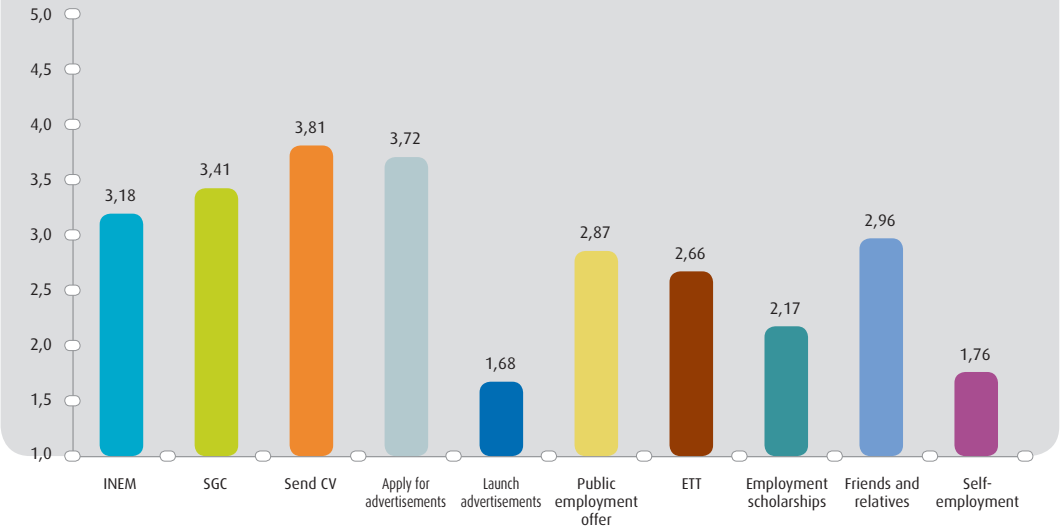
Demographic, academic and employment circumstances



Contract type

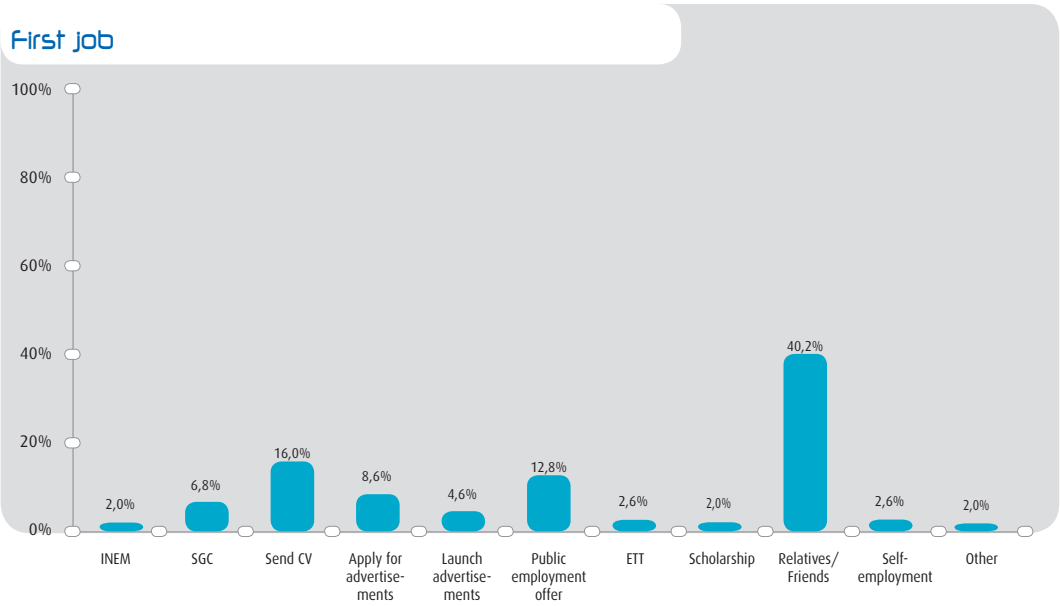


Seeking employment



The search routes most used by Graduates in Psychology are *Sending CV, Apply for advertisements, SGC* and *INEM,* coinciding with the overall results obtained in the area of Social and Legal Sciences III.

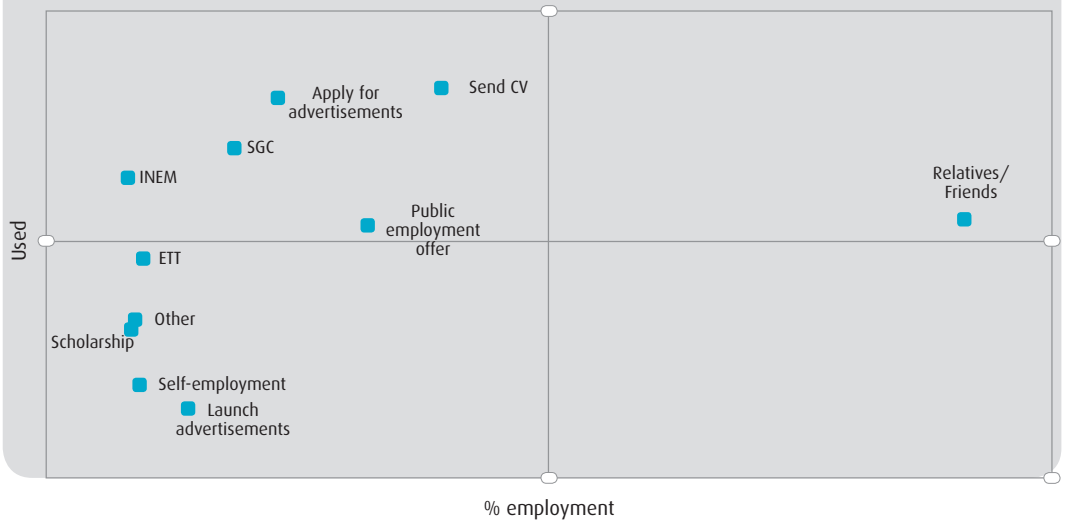
First job



As a route leading to first employment *Relatives/friends* is emphasized, followed by *Spontaneous candidature.*

The employment search route with greatest effectiveness is Relatives/friends, very far above all the other routes, as observed, also, in the overall results of the area of knowledge.

First job vs. seeking employment

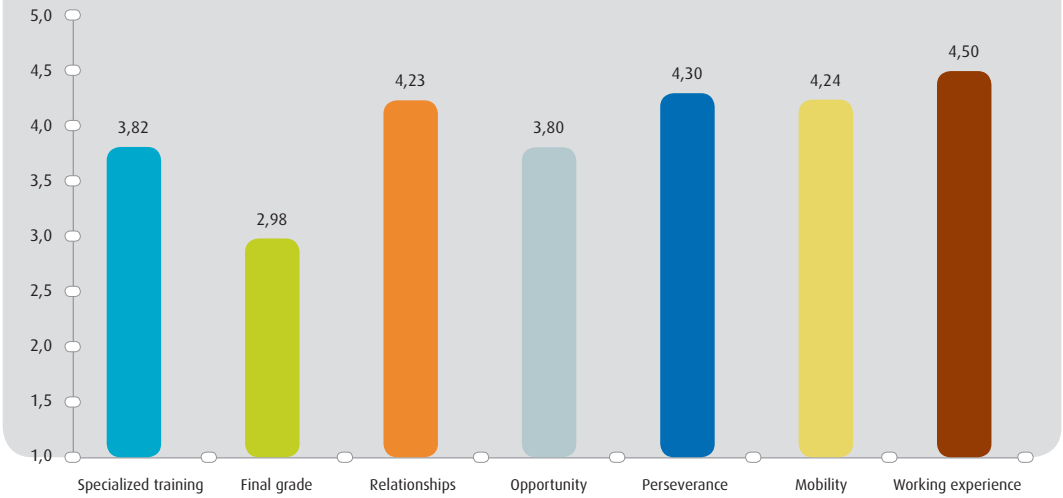


MOST VALUED	Average value
Work experience or internships	4.50
Attitude in the interview	4.33
Perseverance	4.30

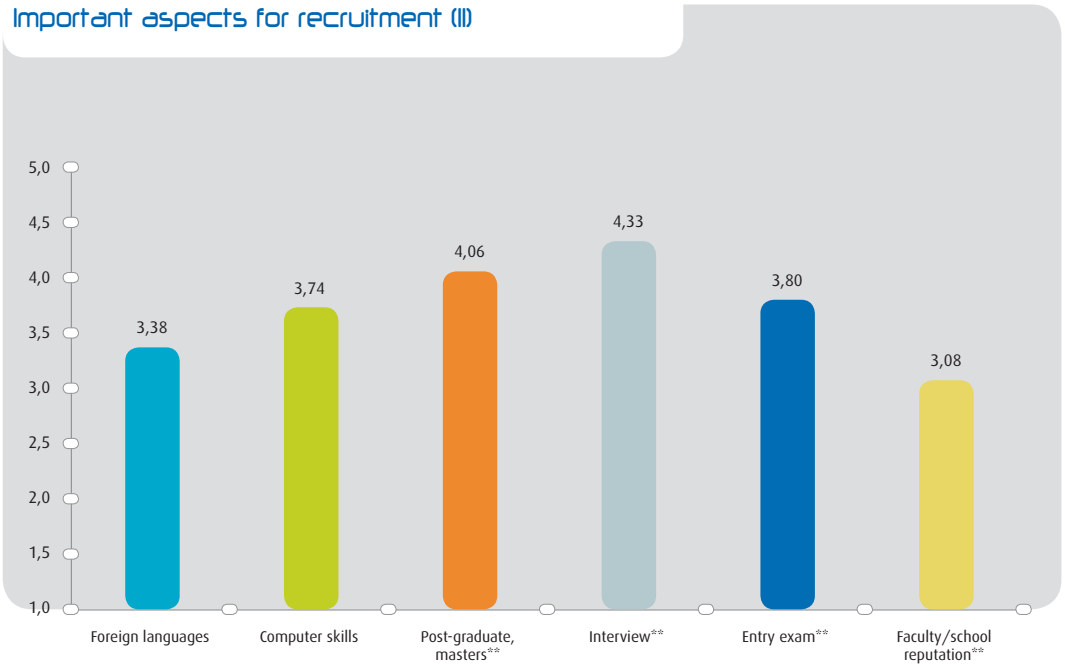
LEAST VALUED	Average value
Final grade	2.98
Faculty/school reputation	3.08
Foreign languages	3.38

In the particular case of the graduates with a degree in Psychology, they value *Work experience* and *Perseverance* as the most determining factors toward obtaining employment. This case is differentiated from the rest of the degrees studied. The comparison with previous results offers results similar to those of the area of knowledge (Social and Legal Sciences III). The items least valued by the graduates in Psychology continue to be the same as in the other degrees, being similar to those of the area of knowledge and to the overall results of SUG.

Important aspects for recruitment (I)



Important aspects for recruitment (II)



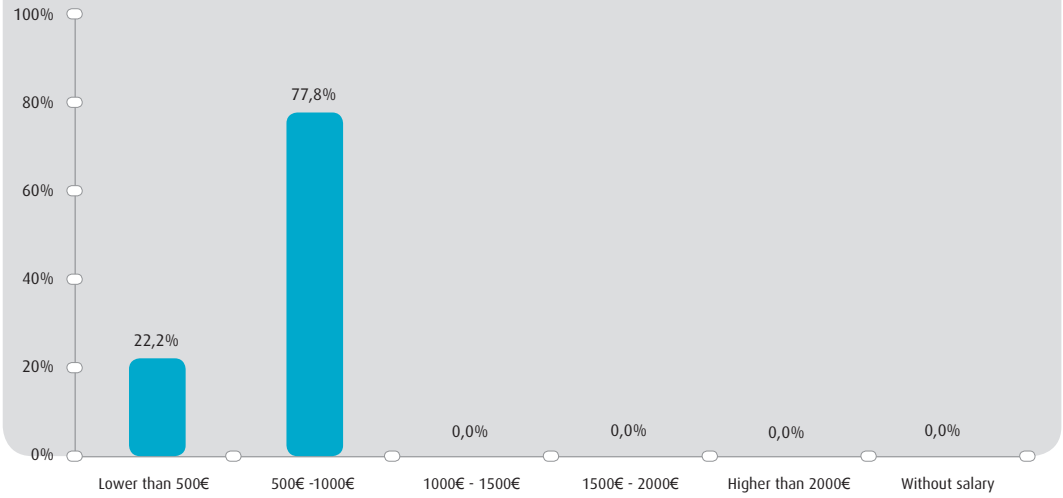
	Percentage	Cumulative Percentage
0	30,2%	30,2%
1	20,7%	50,9%
2	23,3%	74,1%
3	14,7%	88,8%
4	0,0%	88,8%
5	5,2%	94,0%
6 or more	6,0%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	25,0%	25,0%
1	29,3%	54,3%
2	8,6%	63,0%
3	20,7%	83,6%
4 or more	16,4%	100,0%

Number of companies in which graduates worked since graduation.

Salary

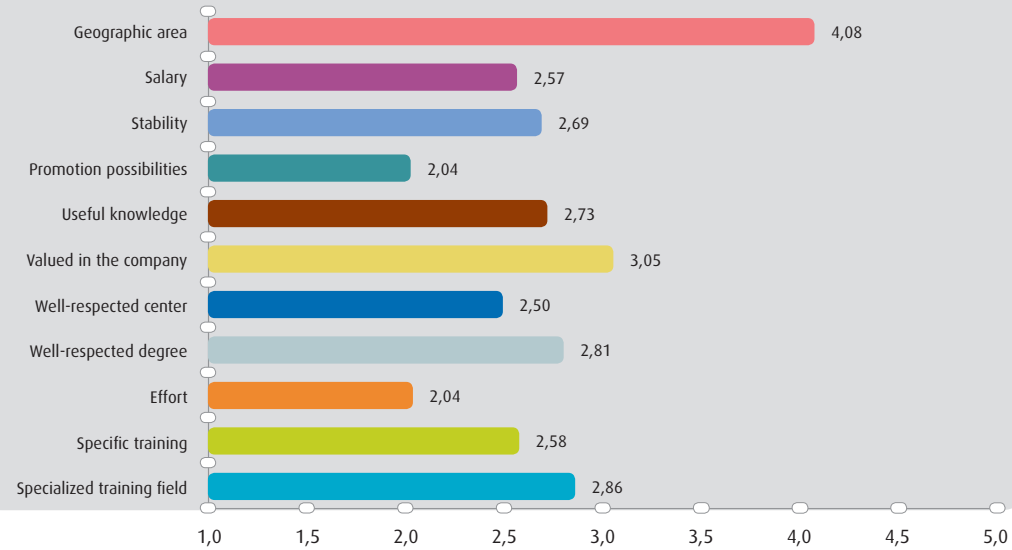


MOST VALUED	Average value
Geographic area	4.08
Valued in the company	3.05
Specialized training field	2.86

LEAST VALUED	Average value
Promotion possibilities	2.04
Effort	2.04
Well-respected center	2.50

The aspects most valued by Graduates in Psychology coincide with those of its area of knowledge (Social and Legal Sciences III). Regarding the least valued, the results are similar, with the item *Well-respected center* obtaining greater value in the global area. Regarding the overall evaluations of SUG, the comparison is similar. Again, the aspect *Well-respected center* obtained a higher value than that given by the graduates.

Current employment situation

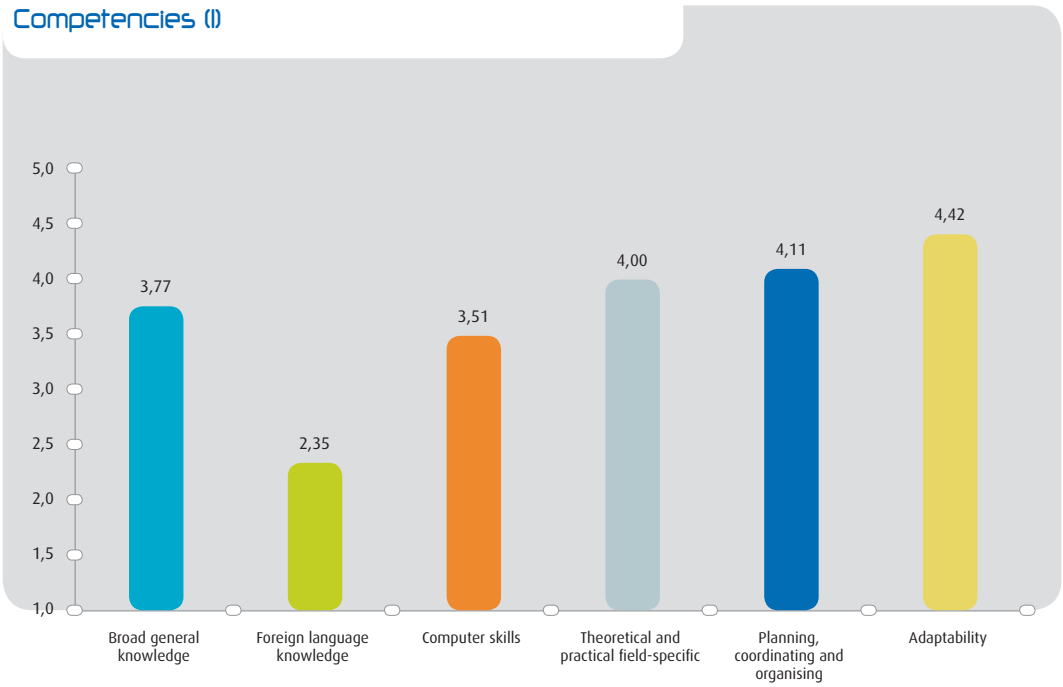


MOST VALUED	Average value
Working in a team capacity	4.59
Adaptability	4.42
Problem-solving ability	4.40

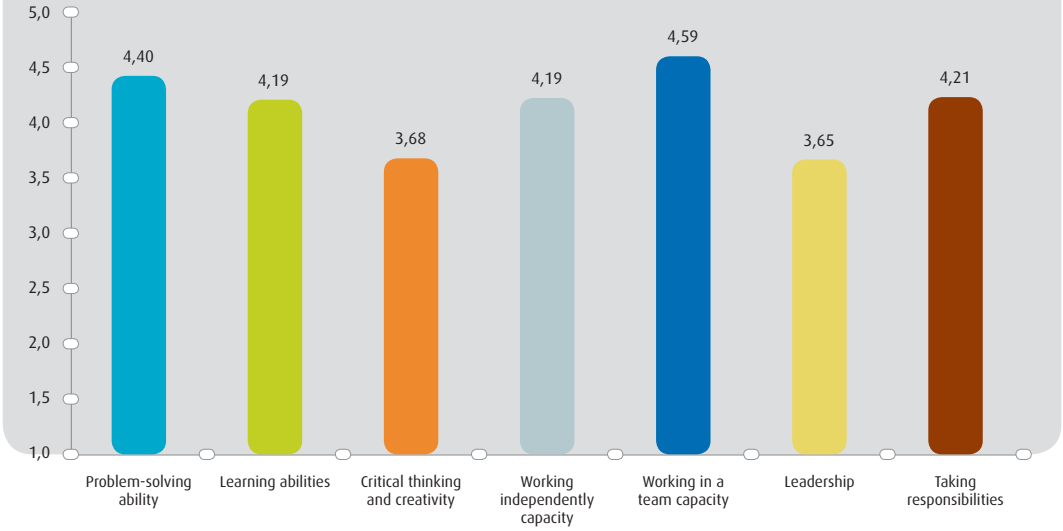
LEAST VALUED	Average value
Foreign language knowledge	2.35
Computer skills	3.51
Leadership	3.65

The skills most valued by the graduates in Psychology coincide with that of its area of knowledge (Social and Legal Sciences III), except *Problem-solving ability*, which for this group of graduates obtains a slightly higher average value. The items most valued by the graduates in Psychology also obtain high evaluations in the overall SUG results. The results of least-valued skills are similar to those of the area of knowledge and to the overall results of SUG.

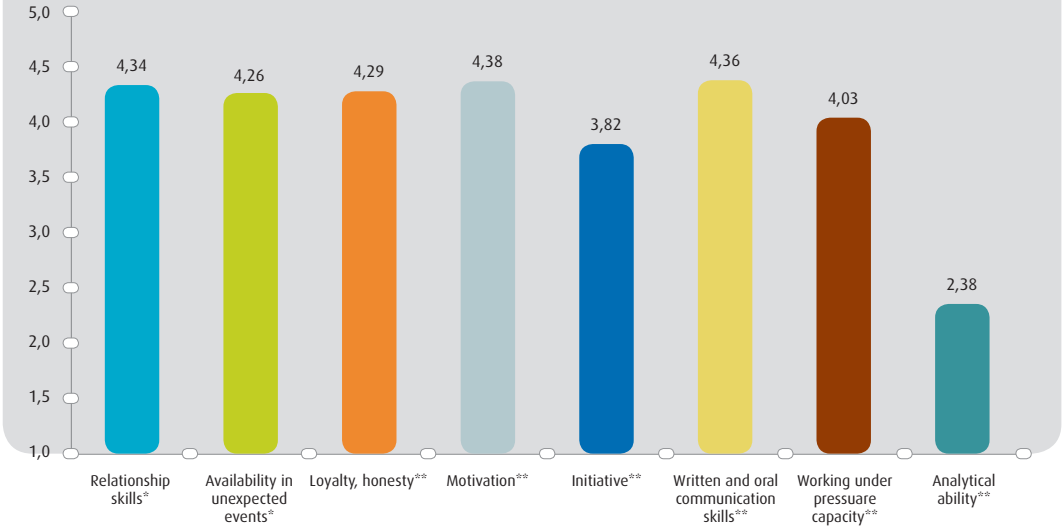
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Degree in Psychology is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered as maximum level of disaggregation the major areas of knowledge.

In general, of the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by the graduates in Psychology. Other routes with high use are *Response to job advertisements* and the SGC.

- **Circumstances encouraging employment:** *Work or practical experience*, *Attitude in the interview* and *Perseverance are* the factors that the graduates in Psychology consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work. They also state that they are well valued in the company, although the *Possibilities of promotion*, *Effort* and the *Reputation of the center* are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range of less than 500 €.

- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive a greater value *Capacity for teamwork*, *Adaptability* and *Problem-solving ability*.

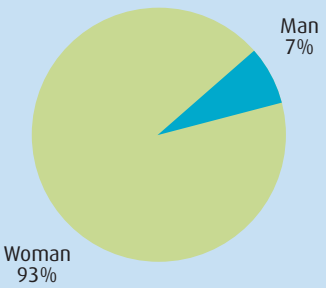
A Graduate in Psychology tends to find work by sending his or her CV; this work (500-1,000 €/month) is in the geographic area desired and with a good level of compensation although with few possibilities of promotion. To perform this work, it is necessary to have a capacity for teamwork, adaptability and problem-solving ability.

Diploma in Nursing

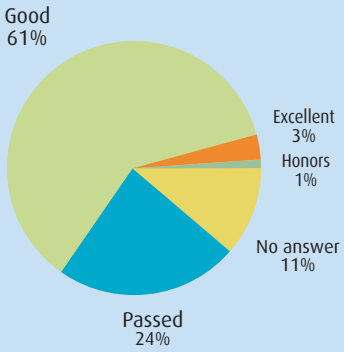
FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago and Lugo Campus) University of A Coruña (Coruña and Ferrol Campus) University of Vigo (Pontevedra, Vigo and Ourense Campus)
Area	Health Sciences
Duration of studies	3 academic years
Period	1996-2003
Population	3,652 graduates
Sample	489 graduates

Demographic, academic and employment circumstances

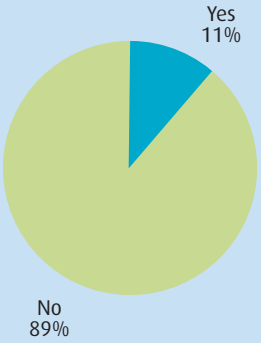
Distribution by gender



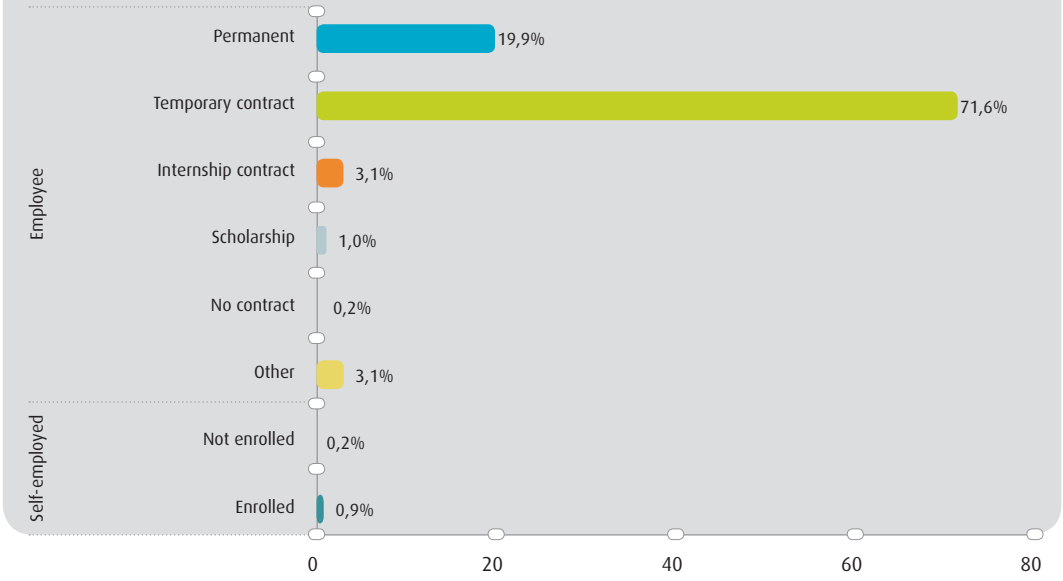
Average grade

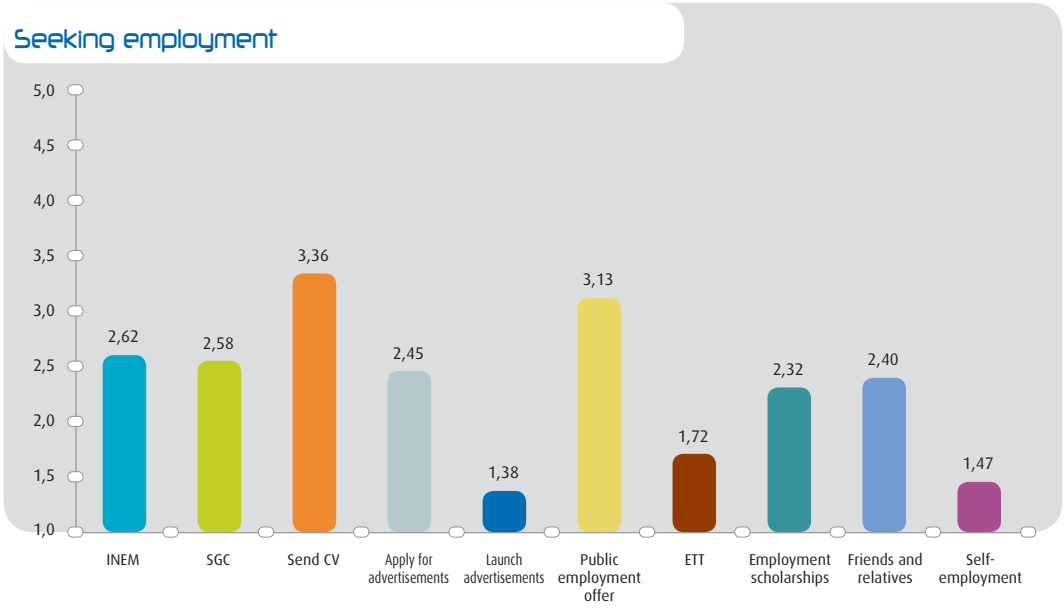


Currently studying

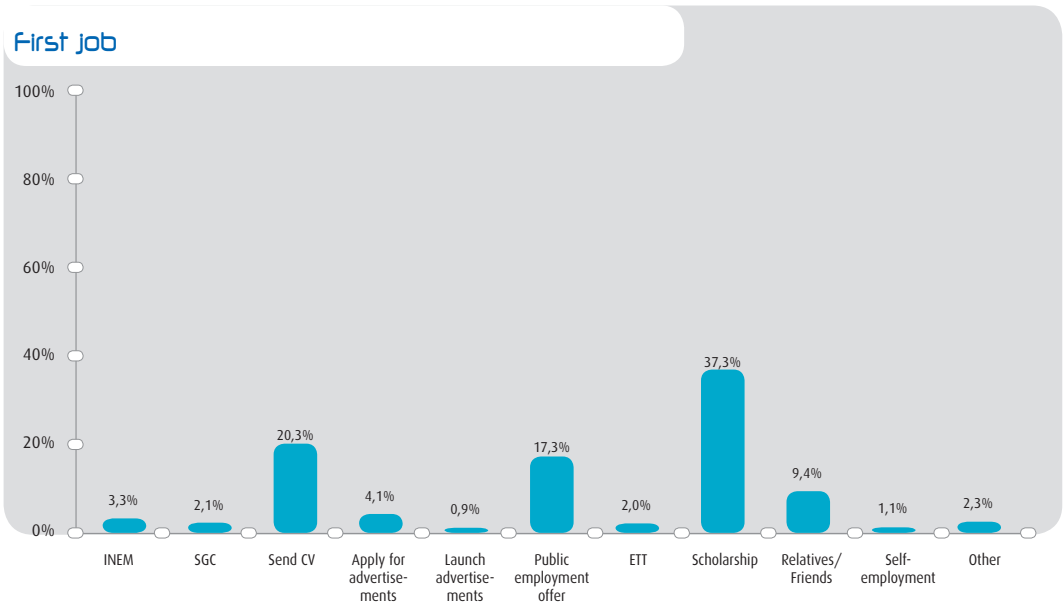


Contract type



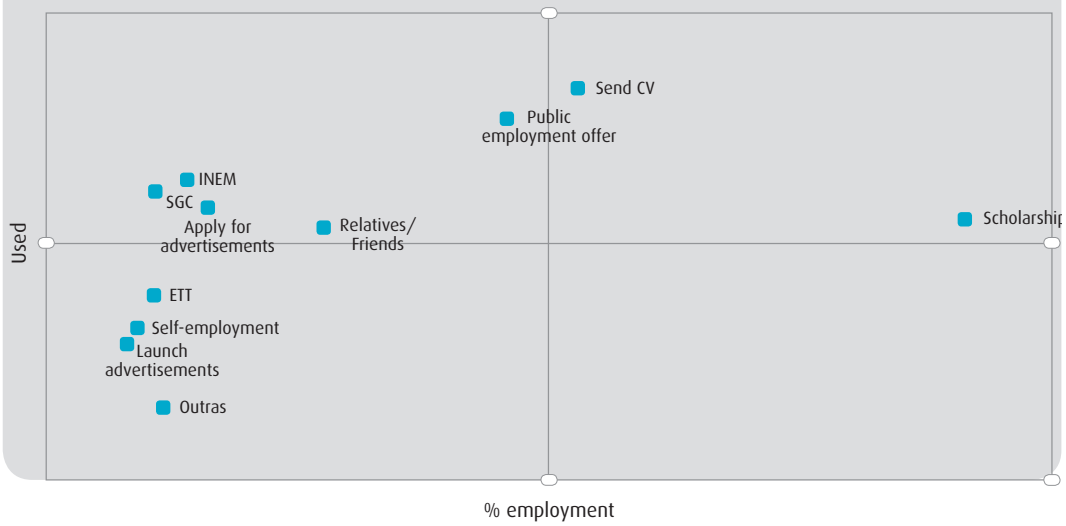


The graduates with a Diploma in Nursing give greater points of use in the job search to the routes *Sending CV* and *Competition-public entrance examination*. The results are very similar to those obtained in the 2001-2003 study in the area of Health Sciences, although it must be emphasized that the graduates of Nursing give greater value to *Competition-public entrance examination,* one point more than the average, compared to the other graduates of the area.



The percentages of first employment obtained with each search route show that nearly 40% of the first employment came through *Employment scholarships*, followed by *Spontaneous candidature* and *Public announcement*. In this degree, *Relatives/friends* obtain a lower percentage than in the overall results for the area of knowledge. Furthermore, in the overall results the relationship between *Spontaneous candidature* and scholarships is reversed.

First job vs. seeking employment



The high percentage of first employment obtained through *Employment scholarships*, indicated in the section above, is translated as high effectiveness of this route, when we represent the percentage of employment compared to the degree of use of the employment search routes. This is the greatest difference that was observed compared with the overall results of the area of Health Sciences, in which the greater effectiveness results in *Spontaneous candidature*. *Relatives/friends* lose positions, with regard to effectiveness, with regard to the overall result in the area.

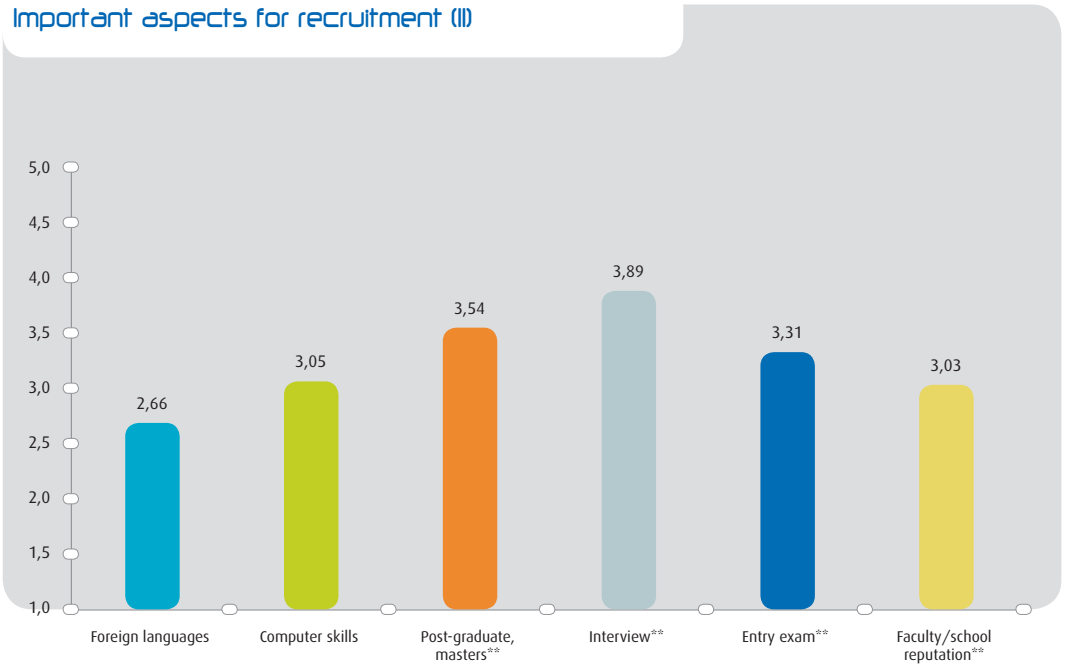
MOST VALUED	Average value
Specialization	4.28
Opportunity	4.27
Mobility	4.24

LEAST VALUED	Average value
Foreign languages	2.66
Faculty/school reputation	3.03
Computer skills	3.05

The Nursing graduates coincide with those of its area of knowledge (Health Sciences) in the period 2001-2003. The *Specialization* receives a higher value, which in this collection constitutes a fundamental condition for access to employment, aside from *Opportunity*, *Mobility* stands out as a factor to take into consideration for obtaining employment. The items least valued are similar to those of the area of knowledge and to the overall results of SUG.

Important aspects for recruitment (I)

Important aspects for recruitment (II)



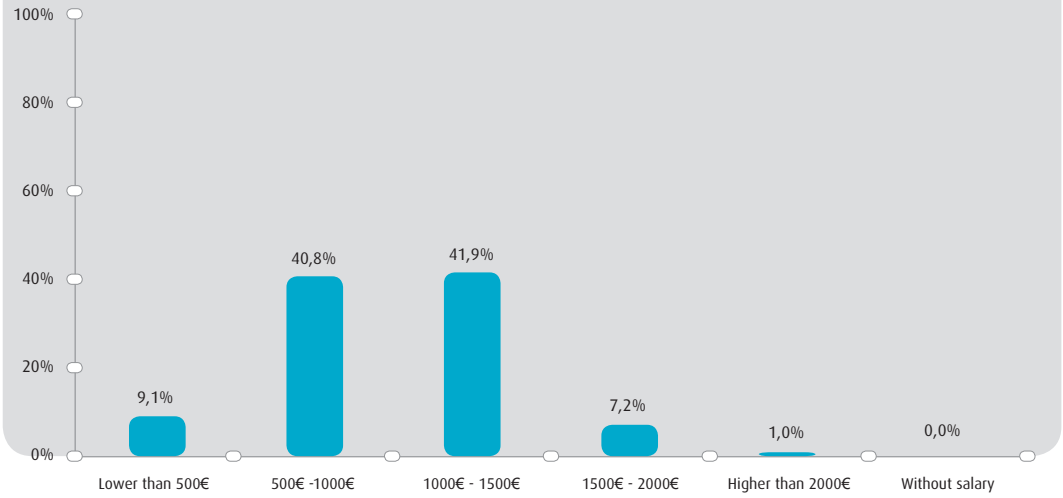
	Percentage	Cumulative Percentage
0	1,0%	1,0%
1	16,8%	17,7%
2	14,3%	32,1%
3	15,3%	47,3%
4	9,1%	56,4%
5	10,5%	66,9%
6 or more	33,1%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	0,9%	0,9%
1	30,2%	31,1%
2	40,5%	71,6%
3	20,6%	92,2%
4 or more	7,8%	100,0%

Number of companies in which graduates worked since graduation.

Salary

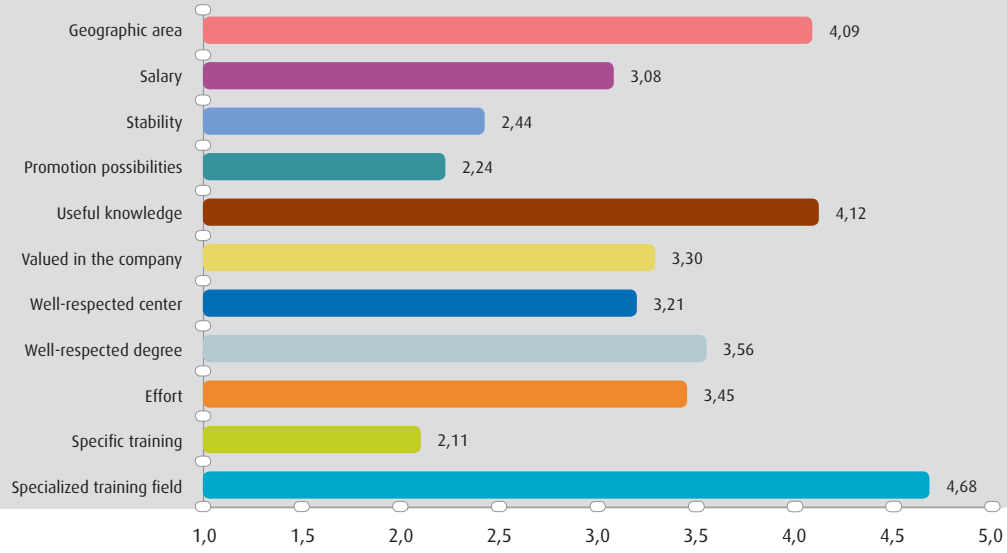


MOST VALUED	Average value
Specialized training field	4.68
Useful knowledge	4.12
Geographic area	4.09

LEAST VALUED	Average value
Specific training	2.11
Promotion possibilities	2.24
Stability	2.44

The evaluations of the graduates in Nursing are similar to those of its area of knowledge (Health Sciences) and to the overall results of SUG. It is emphasized that the item *Useful knowledge* is highly valued by the graduates, while in its area of knowledge the value is slightly less, as when we compare the overall results of SUG.

Current employment situation

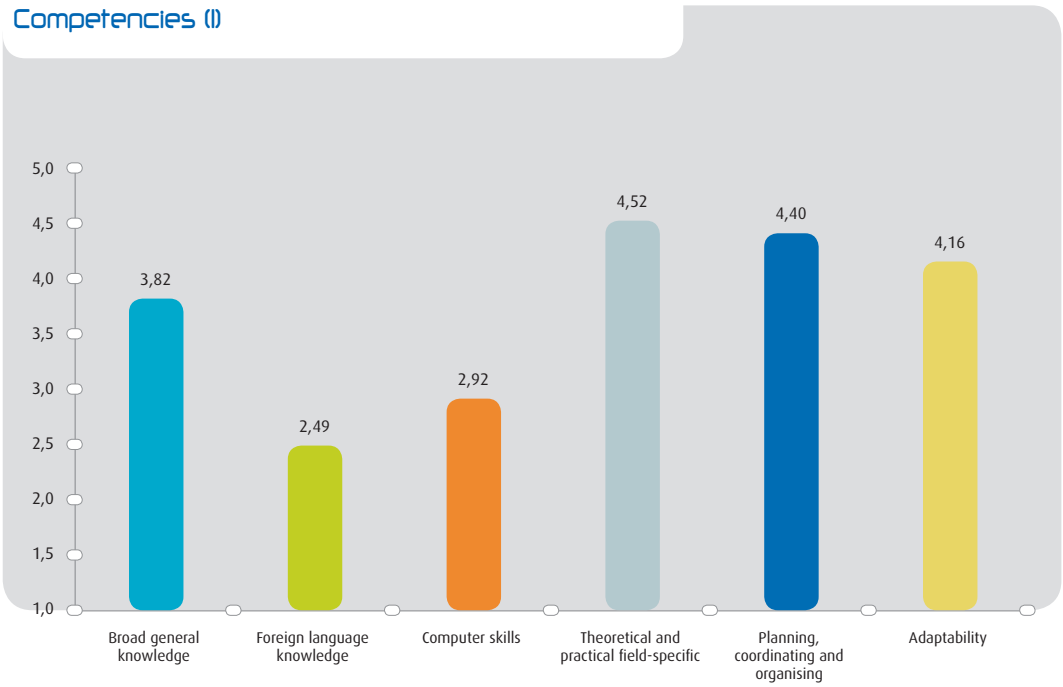


MOST VALUED	Average value
Loyalty, honesty**	4.67
Motivation**	4.65
Working in a team capacity	4.61

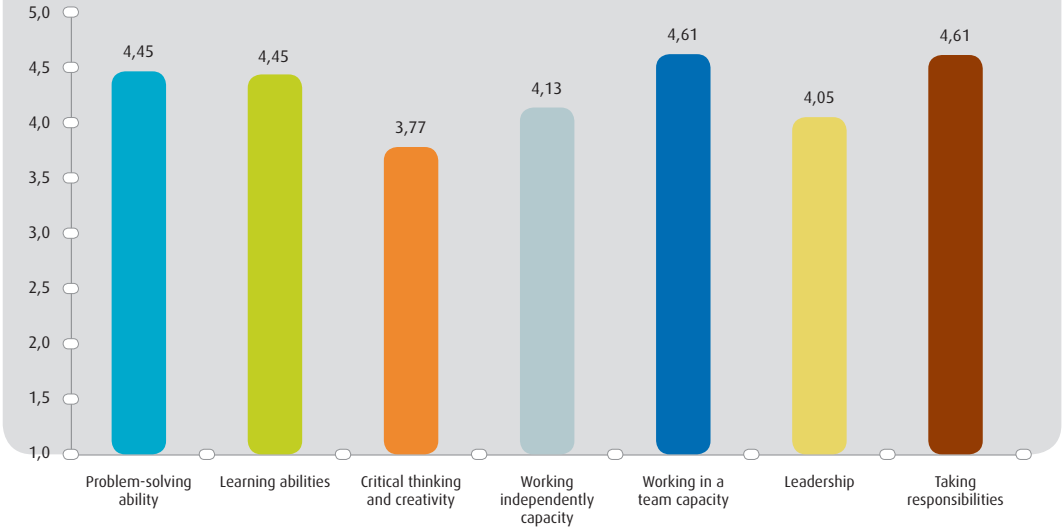
LEAST VALUED	Average value
Foreign language knowledge	2.49
Computer skills	2.92
Analytical ability**	3.42

The graduates in Nursing coincide with those of their area of knowledge (Health Sciences) in the period studied. The *Capacity for teamwork* receives a high value in both periods. The least valued items are similar to those of its area of knowledge and to the overall results of SUG, except for the *Analytical ability*, which obtains a slightly higher value.

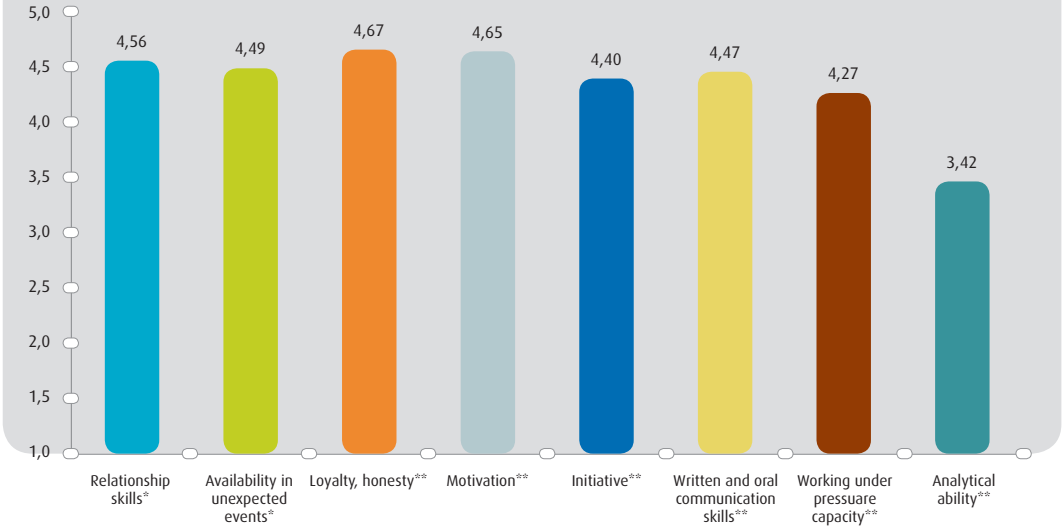
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Diploma in Nursing is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as maximum level of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by the Graduates in Nursing. Other routes with high use are *Competition-public entrance examination* and the SGC.

- **Circumstances encouraging employment:** *Specialization*, *Opportunity* and the *Mobility and Absence of impediments* are the factors that the Graduates in Nursing consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work. Furthermore, they indicate that the Knowledge acquired is useful for work, although the *Specific training*, *Possibilities for promotion* and *Stability* are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 1,000 and 1,500 €, followed by the range 500-1,000 €.

- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive a greater value *Loyalty and honesty*, *Motivation* and the *Capacity for teamwork*.

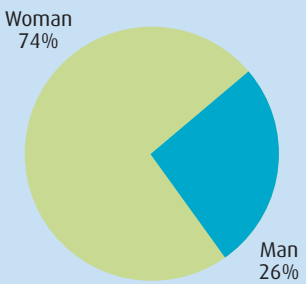
A Graduate in Nursing tends to find work by sending a CV and through a competition-public entrance examination; this work (1,000-1,500 €/month) is in the geographic area desired although with little stability. To perform this work, it is necessary to have Loyalty and honesty, Motivation and Capacity for teamwork.

Degree in Law

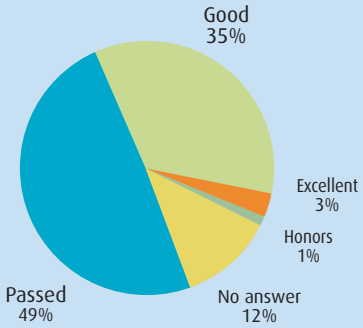
FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago Campus) University of A Coruña (Elviña Campus) University of Vigo (Lagoas-Marcosende and Ourense Campus)
Area	Legal-Social II
Duration of studies	5 academic years
Period	1996-2003
Population	4,805 graduates
Sample	332 graduates

Demographic, academic and employment circumstances

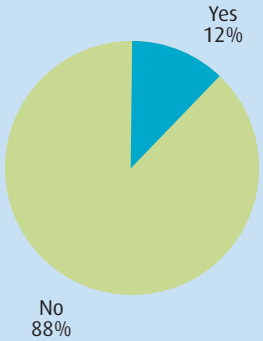
Distribution by gender



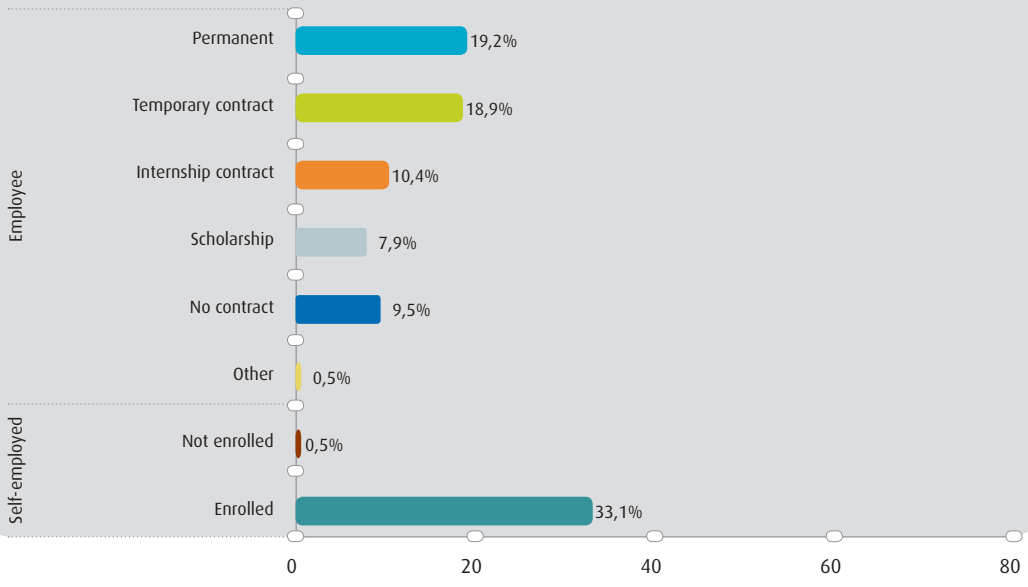
Average grade



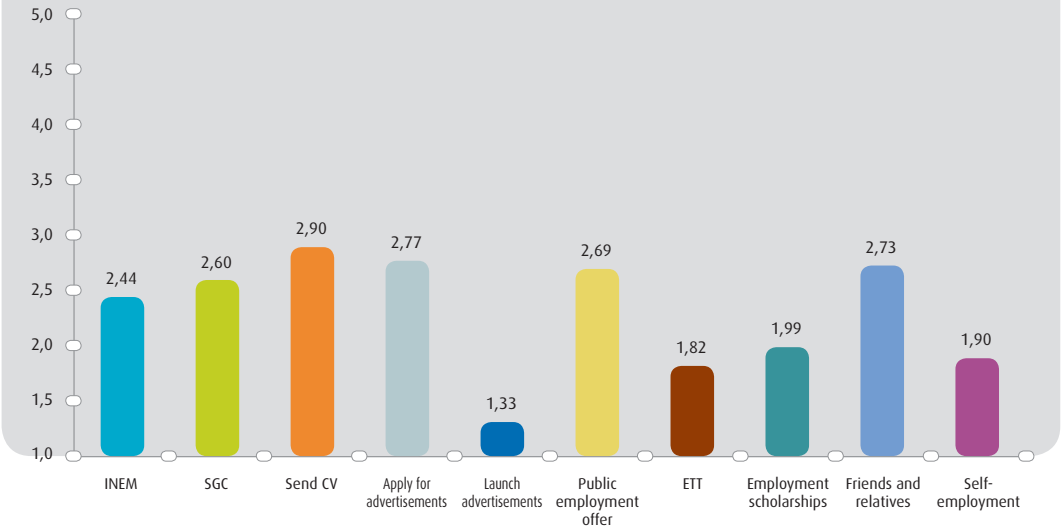
Currently studying



Contract type

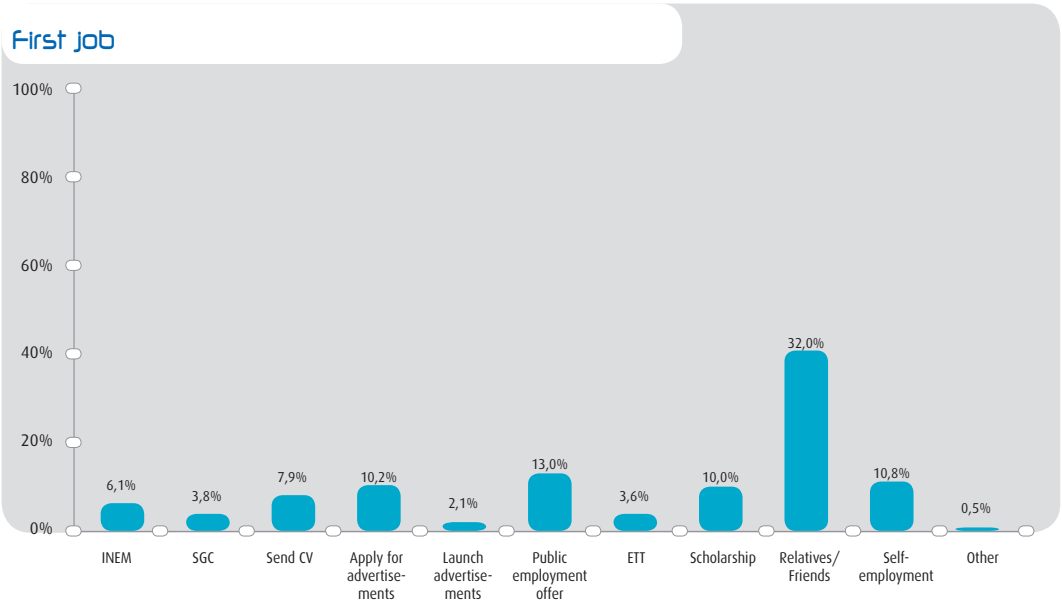


Seeking employment



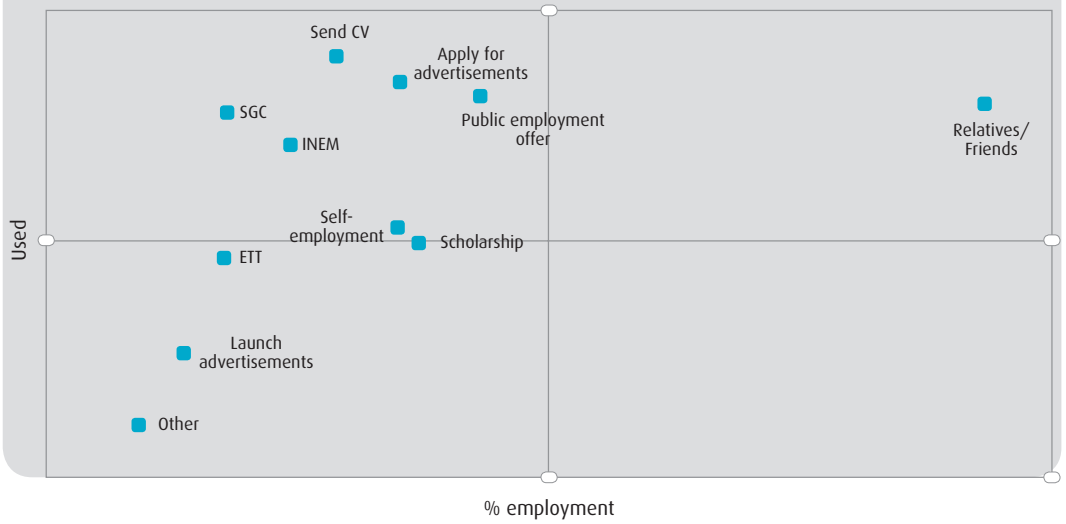
The Law's graduates do not value, the use of any employment search route above a 3 on a scale of 1 to 5. The routes most used are *Sending CV*, *Apply for advertisements* and *Relatives/friends*. In the comparison with the overall results of the areas of Social and Legal Sciences II (2001-2003 study), the greater value must be emphasized that the graduates of Law place on *Competition/public entrance examination* and the lower value that they give to *Temporary Employment Companies*. The other points are very similar to overall results.

First job



The employment search route through which more Law graduates obtain employment is *Relatives/friends*, with a percentage nearly 3 times higher than the following, *Public announcement*. These percentages are very similar to those collected in the overall results of the area of knowledge.

First job vs. seeking employment



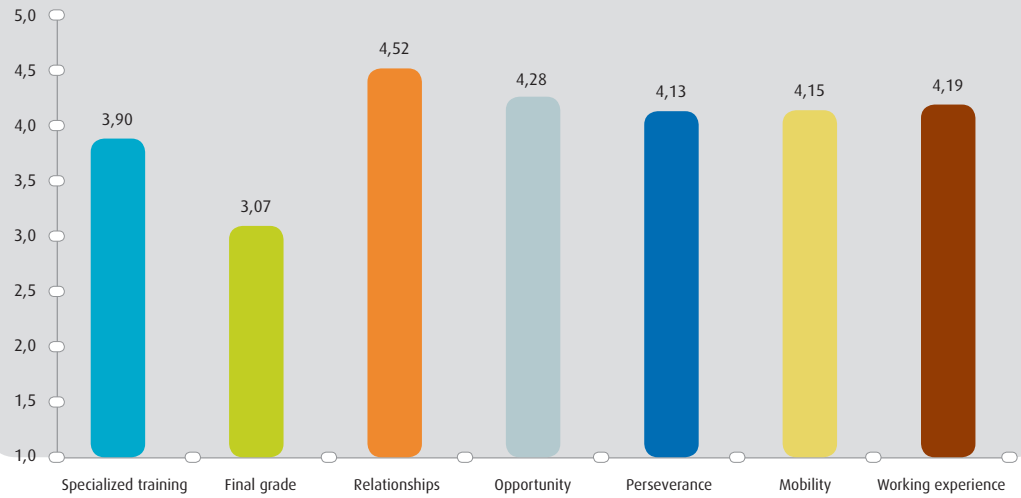
Representing the percentage of employment obtained compared to the degree of use of the different employment search routes, it is observed that the most effective search route is *Relatives/friends*, very far above all the others. This same fact is collected in the overall results of the area of knowledge.

MOST VALUED	Average value
Relationships	4.52
Opportunity	4.28
Work experience or internships	4.19

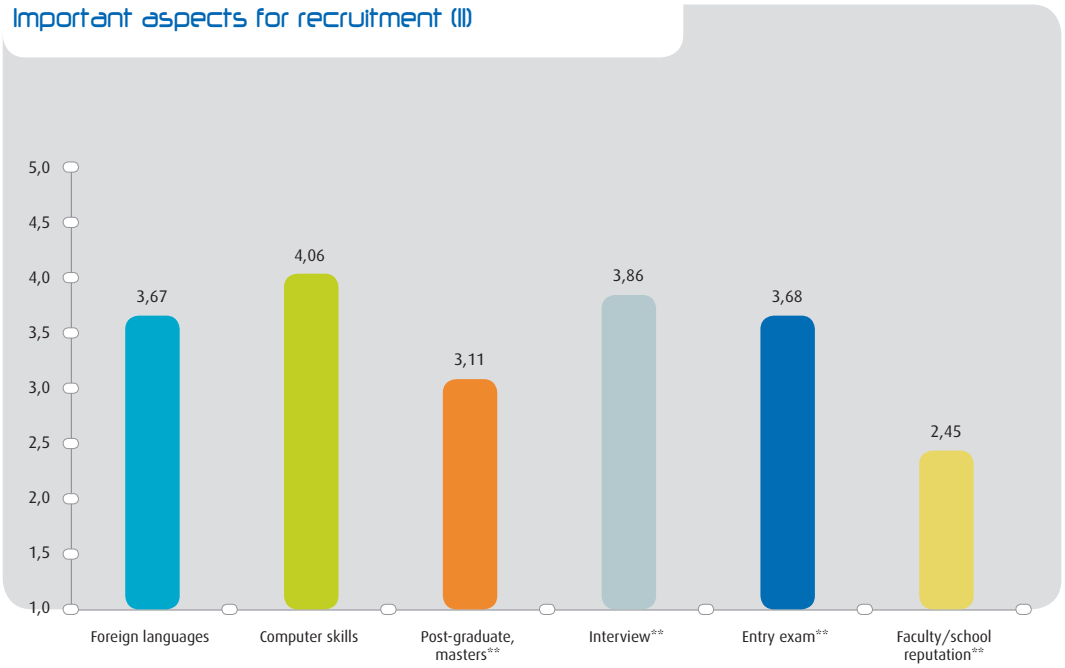
LEAST VALUED	Average value
Faculty/school reputation	2.45
Final grade	3.07
Postgraduate, master	3.10

The Law's graduates value *Relationships*, *Opportunity* and *Work experience or internships* as the most determining factors toward obtaining employment, deducting importance from the *Reputation of the center* and to *Postgraduate Studies*. The results are similar to those of its area of knowledge (Social and Legal Sciences II).

Important aspects for recruitment (I)



Important aspects for recruitment (II)



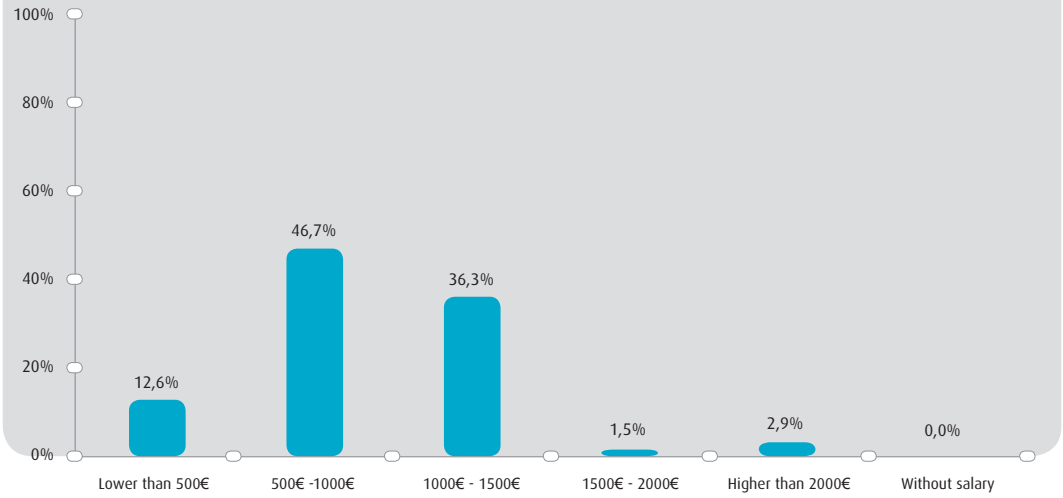
	Percentage	Cumulative Percentage
0	12,9%	12,9%
1	38,0%	50,9%
2	11,8%	62,7%
3	14,4%	77,1%
4	3,8%	80,9%
5	7,3%	88,2%
6 or more	11,8%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	23,7%	23,7%
1	37,0%	60,6%
2	22,1%	82,7%
3	13,5%	96,2%
4 or more	3,8%	100,0%

Number of companies in which graduates worked since graduation.

Salary

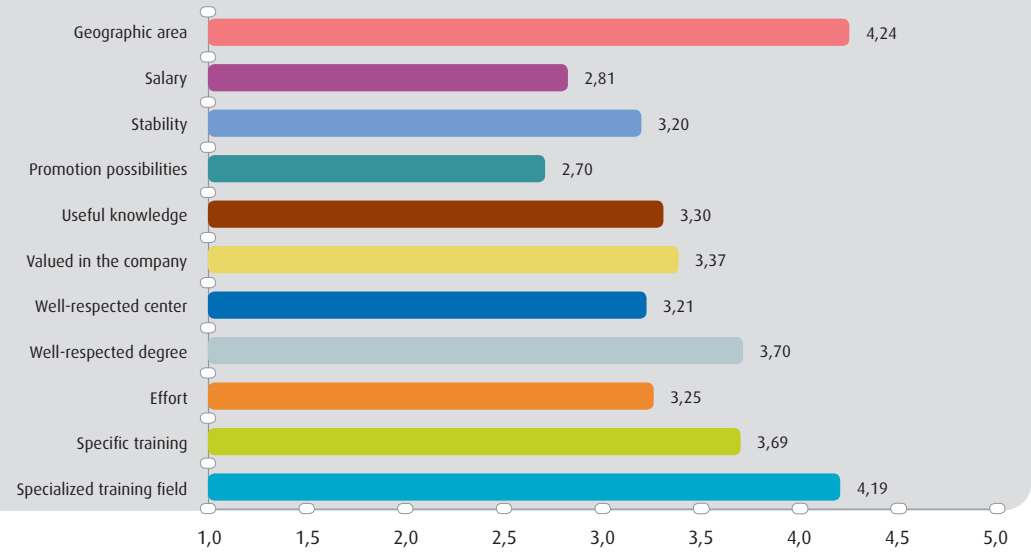


MOST VALUED	Average value
Geographic area	4.24
Specialized training field	4.19
Well-respected degree	3.70

LEAST VALUED	Average value
Promotion possibilities	2.70
Salary	2.81
Stability	3.20

The Law's graduates present a value of the aspects of the employment situation similar to that obtained by area of knowledge (Social and Legal Sciences II) and to the overall results of SUG. With regard to higher evaluations, the *Sector of the specialty* presents a slightly higher value for the graduates than for area of knowledge. The *Level of compensation* is least valued by the Law graduates than by the area of knowledge or with regard to the overall SUG results. *Stability* is also an aspect of the employment situation more valued in the area of knowledge than in the Law degree.

Current employment situation

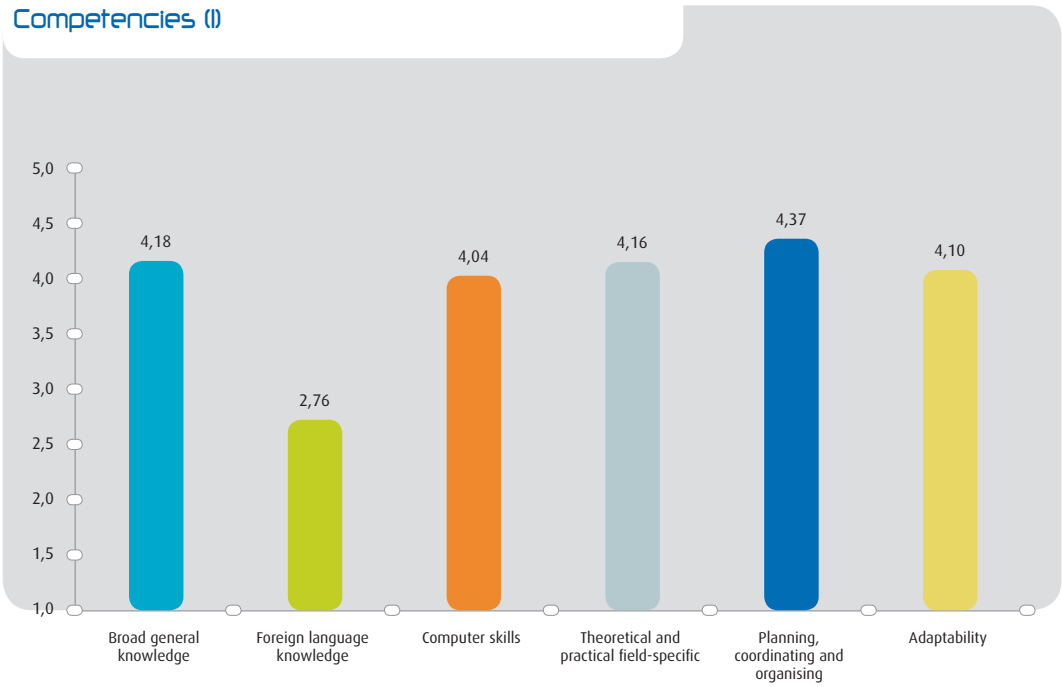


MOST VALUED	Average value
Working independently capacity	4.66
Learning abilities	4.64
Taking responsibilities	4.48

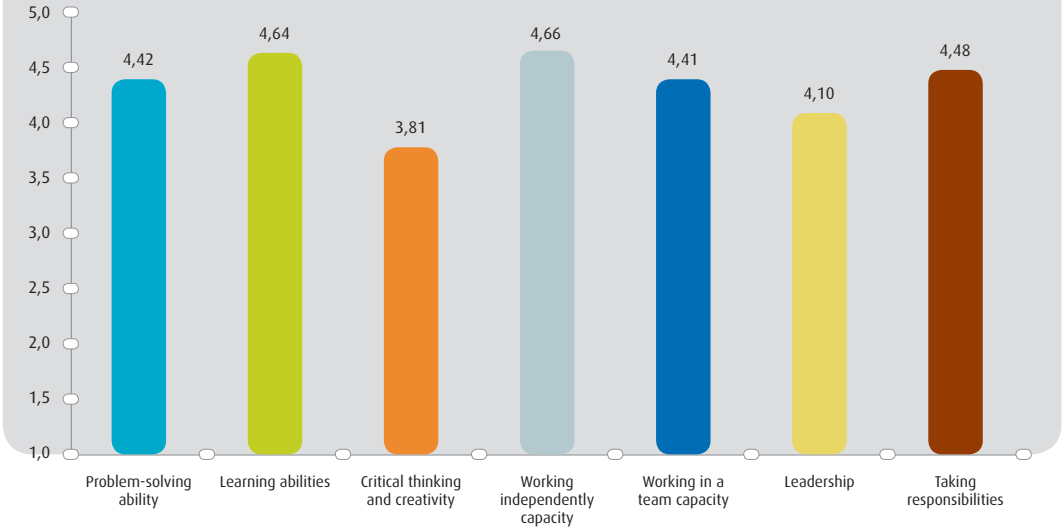
LEAST VALUED	Average value
Foreign language knowledge	2.76
Critical thinking and creativity	3.81
Computer skills	4.04

With regard to the results of the area of knowledge (Social and Legal Sciences II), the graduates in Law coincide in the least-valued skills with the other degrees of the area (and with the overall SUG results). In the case of the skills most valued, the *Capacity for individual work* and the *Capacity to assume responsibilities* receive higher evaluations in this degree than in the overall results for the area and than in the overall SUG results.

Competencies (I)



Competencies (II)



The objective of this study for the Degree in Law is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as a maximum level of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by the Graduates in Law. Other routes with high use are the *Response to job advertisements* and *Relatives/friends*.

- **Circumstances encouraging employment:** *Relationships*, *Opportunity* and *Work experience or internships* are the factors that the Graduates in Law consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work. Furthermore, they indicate that the degree is well respected, although the *Possibilities of promotion*, the *Level of compensation* and the *Stability are* the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range 1,000-1,500 €.

- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive a greater value the *Capacity for individual work*, the *Learning abilities* and the *Capacity for assuming responsibilities*.

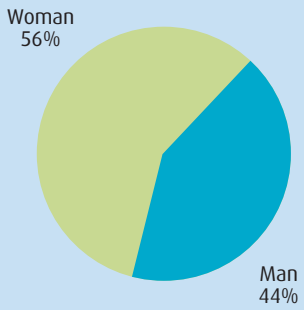
A Graduate in Law tends to find work by sending his or her CV; this work (500-1,000 €/month) is in the geographic area desired, although with few possibilities of promotion. To perform this work it is necessary to have a capacity for individual work, a Learning abilities and a capacity for assuming responsibilities.

Degree in Philology

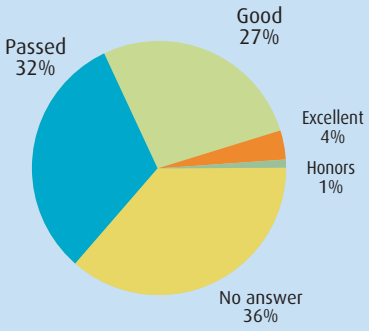
FORM OF DEGREE	
University/campus	University of Santiago de Compostela (Santiago and Lugo Campus) University of A Coruña (Elviña Campus) University of Vigo (Lagoas-Marcosende Campus)
Area	Humanities II
Duration of studies	4 academic years
Period	1996-2003
Population	4,986 graduates
Sample	826 graduates

Demographic, academic and employment circumstances

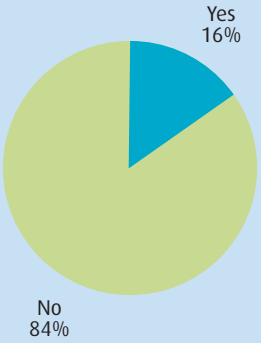
Distribution by gender



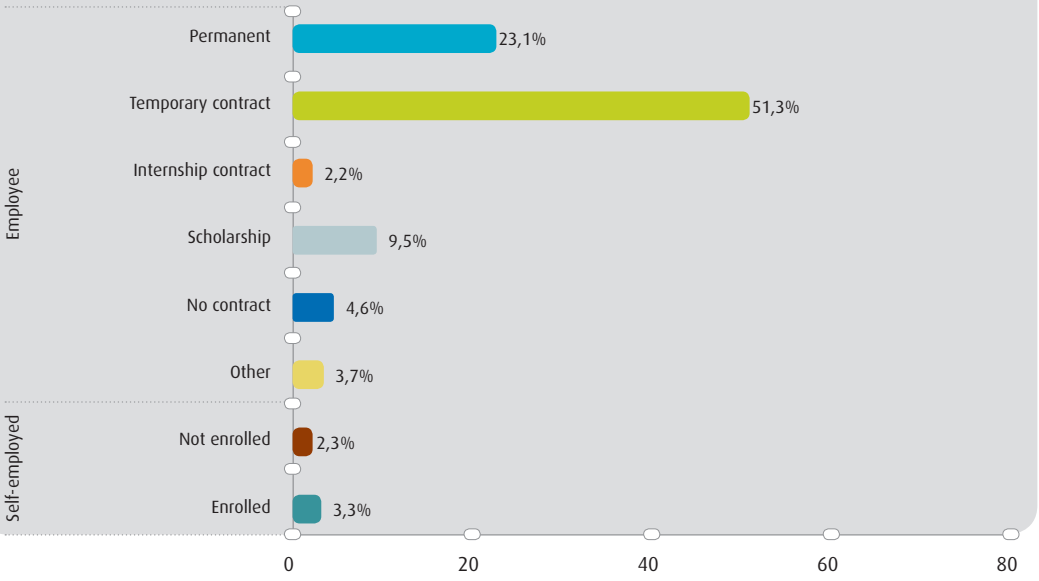
Average grade



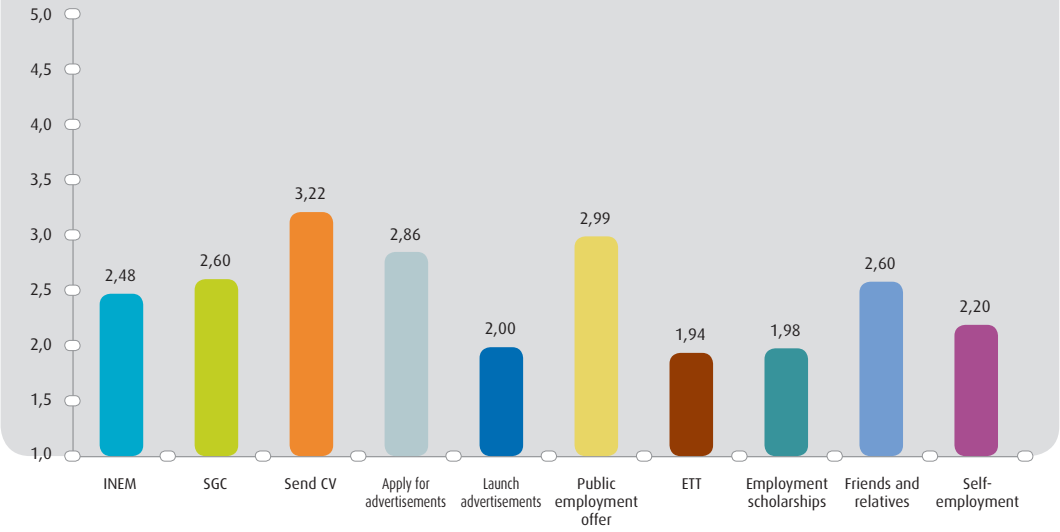
Currently studying



Contract type

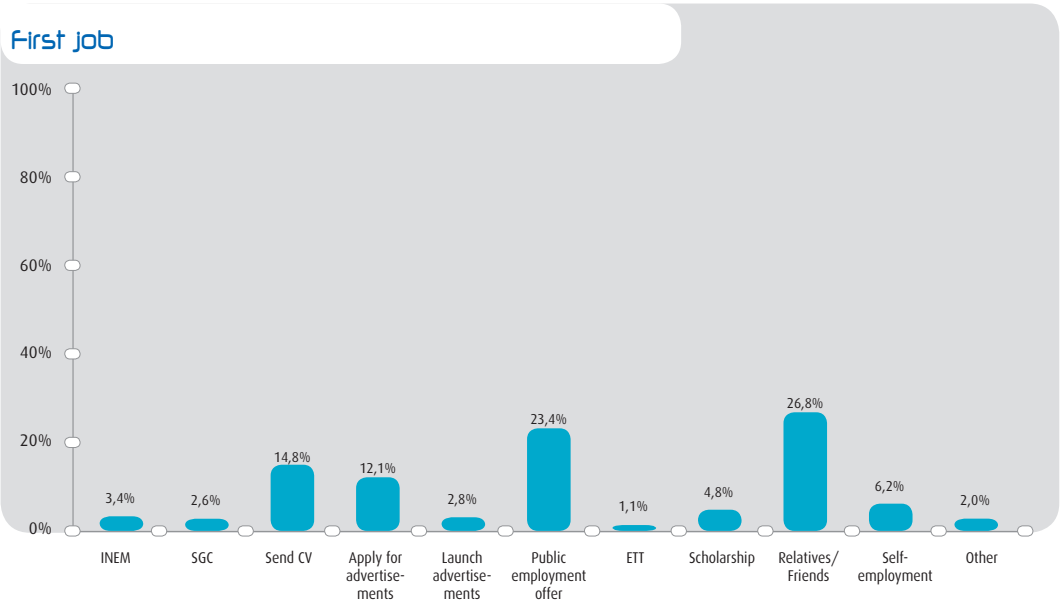


Seeking employment

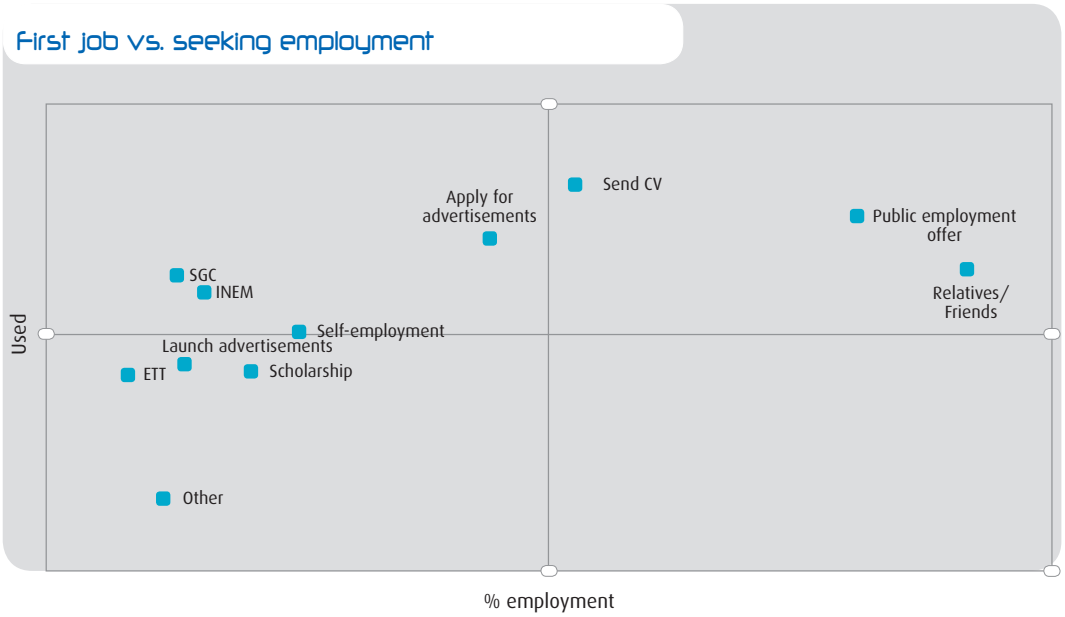


The Philology graduates (German, Classic, French, Galician, Hispanic, English, Italian, Portuguese and Romance) give greater value of use to the employment search routes: *Sending CV, Competition/public entrance examination* and *Apply for advertisements*. Compared with the results obtained in the 2001-2003 study for the area Humanities II, small differences are observed; greater value is placed on *Competition/public entrance examination* by the graduates of this degree and lower value on INEM and SGC.

First job



Among the routes favoring first employment, *Relatives/friends*, *Public announcement* and *Spontaneous candidature* stand out. Compared with the overall results of the area, the higher percentage of employment found through *Public announcement* is emphasized.



In the effectiveness of the employment search routes, understood as the relationship between the percentage of employment and the degree of use, the high effectiveness of *Relatives/friends* and *Public announcement* are emphasized. The positioning, with regard to effectiveness, of the different routes is very similar to the overall result obtained in the area of knowledge, except for the position of the *Public announcement*, significantly most effective and used in the case of the degree in Philology.

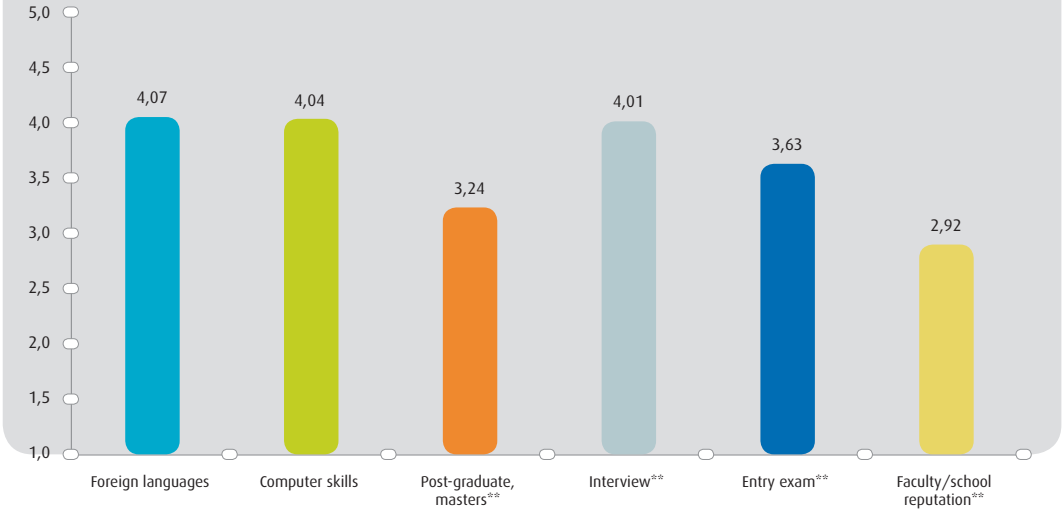
MOST VALUED	Average value
Relationships	4.32
Opportunity	4.30
Perseverance	4.26

LEAST VALUED	Average value
Faculty/school reputation	2.92
Postgraduate, master	3.24
Final grade	3.38

The favorable circumstances for obtaining employment most valued by the graduates of Philology coincide with those of the area of knowledge (Humanities II). The results of the least valued factors are less similar to those of the area of knowledge, except the *Reputation of the center*, which is a common denominator in all the degrees; for this case, in prior studies the *Specific degree* also stands out as least valued.

Important aspects for recruitment (I)

Important aspects for recruitment (II)



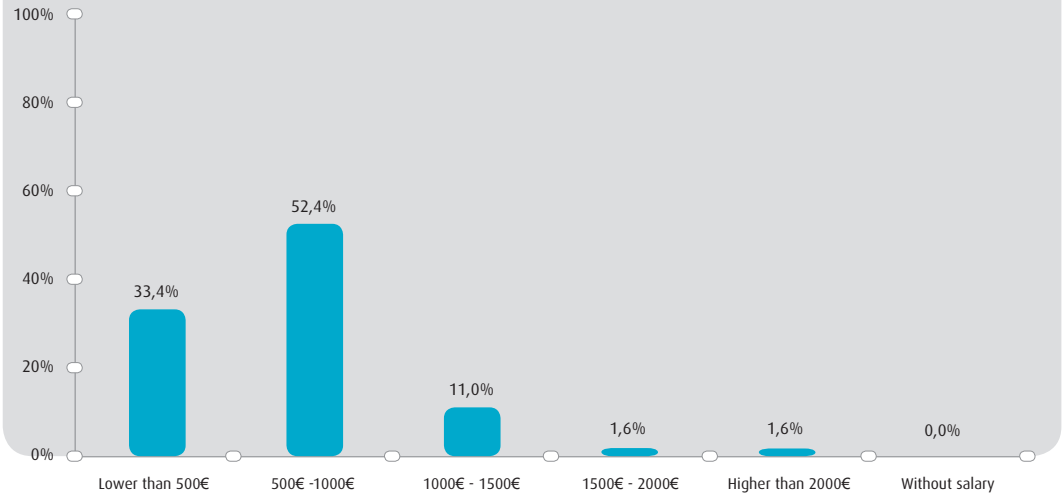
	Percentage	Cumulative Percentage
0	19,0%	19,0%
1	27,6%	46,6%
2	24,3%	70,9%
3	11,3%	82,2%
4	6,9%	89,1%
5	2,0%	91,1%
6 or more	8,9%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	12,9%	12,9%
1	37,1%	49,9%
2	28,6%	78,5%
3	11,3%	89,8%
4 or more	10,2%	100,0%

Number of companies in which graduates worked since graduation.

Salary



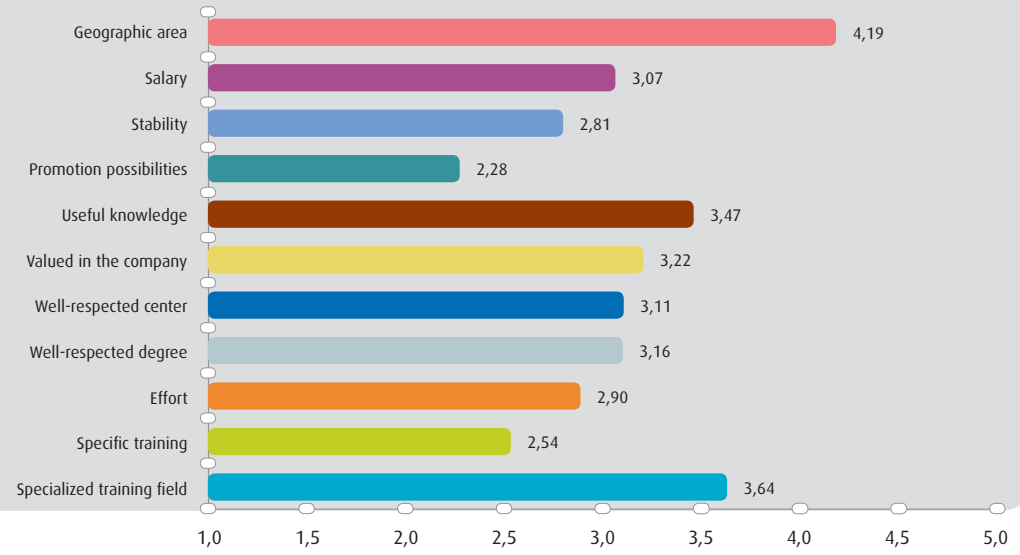
MOST VALUED	Average value
Geographic area	4.19
Specialized training field	3.64
Useful knowledge	3.47

LEAST VALUED	Average value
Promotion possibilities	2.28
Specific training	2.54
Stability	2.81

The aspects of the employment situation that the graduates of Philology value most are similar to those of the area of knowledge (Humanities II), although the *Sector of the specialty* is slightly most valued in the degree. If we compare the results obtained by the SUG, *Useful knowledge* presents a lower value.

Regarding the aspects of the employment situation least valued by the graduates, the results are very similar to those of SUG and to that of the area of knowledge, the *Possibility of promotion* obtaining a slightly higher value in the area.

Current employment situation

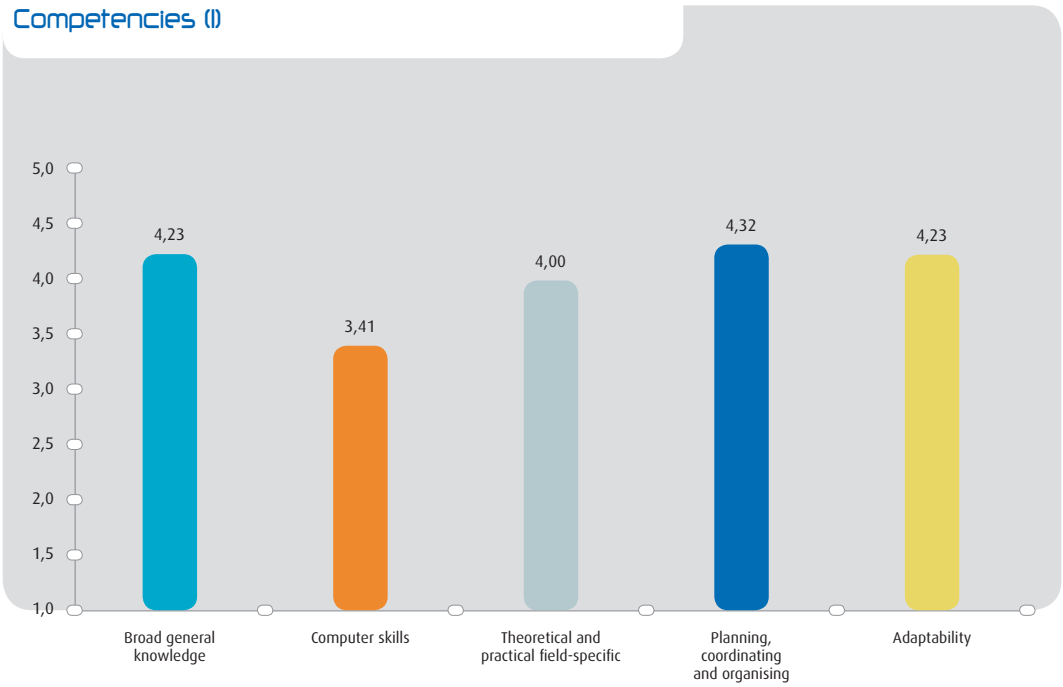


MOST VALUED	Average value
Relationships skills*	4.39
Problem-solving ability	4.36
Planning, coordinating and organising	4.32

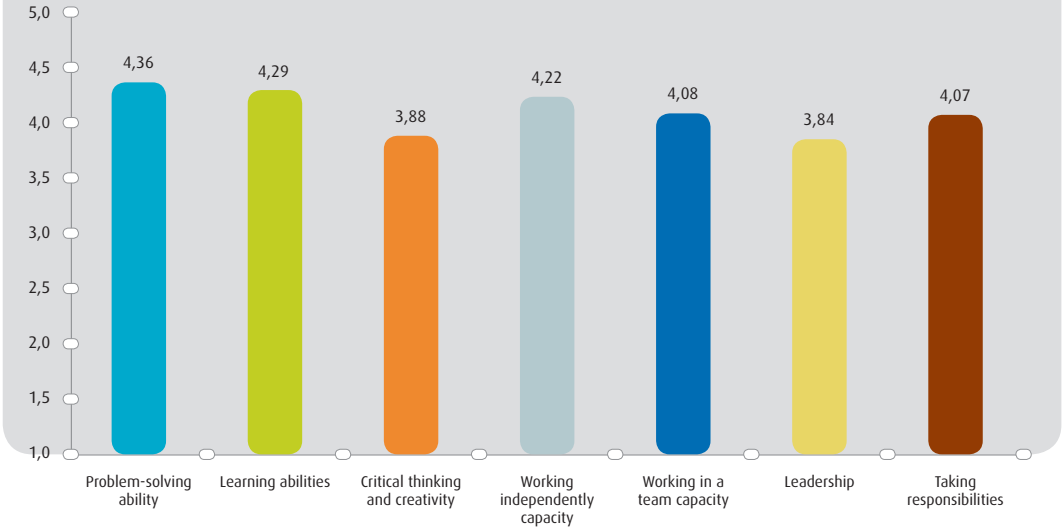
LEAST VALUED	Average value
Analytical ability**	3.15
Computer skills	3.41
Working under pressuare capacity**	3.59

The skills most valued by the graduates of Philology coincide with those of the area of knowledge (Humanities II). The results of the least-valued skills are less similar to those of the area of knowledge, although both the *Capacity of analysis* and the *Working under pressuare capacity* receive evaluations slightly higher in the overall area. The same behavior is seen in the comparison with the overall SUG results.

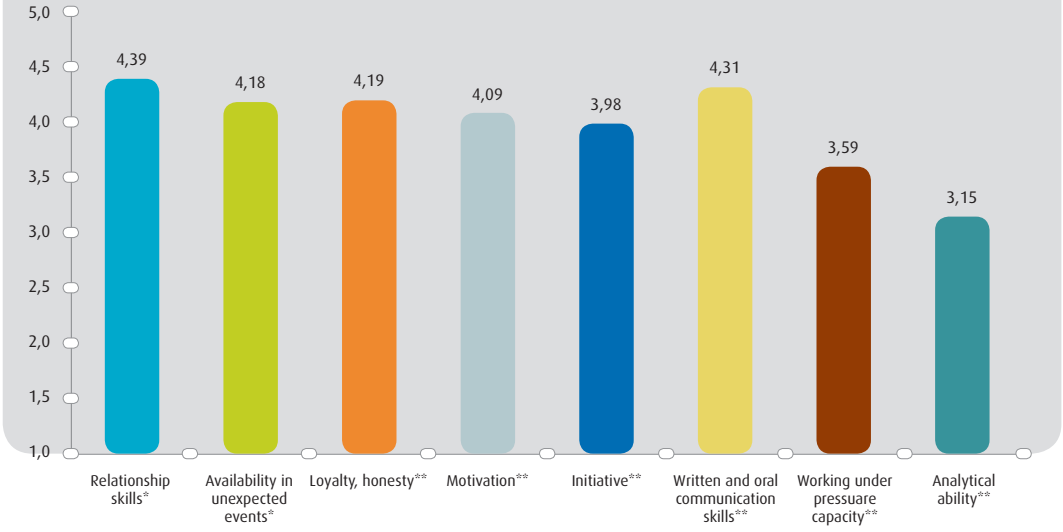
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Degree in Philology (German, Classic, French, Galician, Hispanic, English, Italian, Portuguese and Romance) is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as the maximum level of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** *Sending a CV* is the route indicated as the most used by the Graduates in Philology. Other routes with high use are *Response to job advertisements* and *Competition-public entrance examination*.

- **Circumstances encouraging employment:** *Relationships*, *Opportunity* and *Persistence* are the factors that the Graduates in Philology consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in the work and that the Knowledge acquired is useful for work, although *Possibilities of promotion*, *Specific training* and *Stability* are the least valued aspects.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range of less than 500 €.

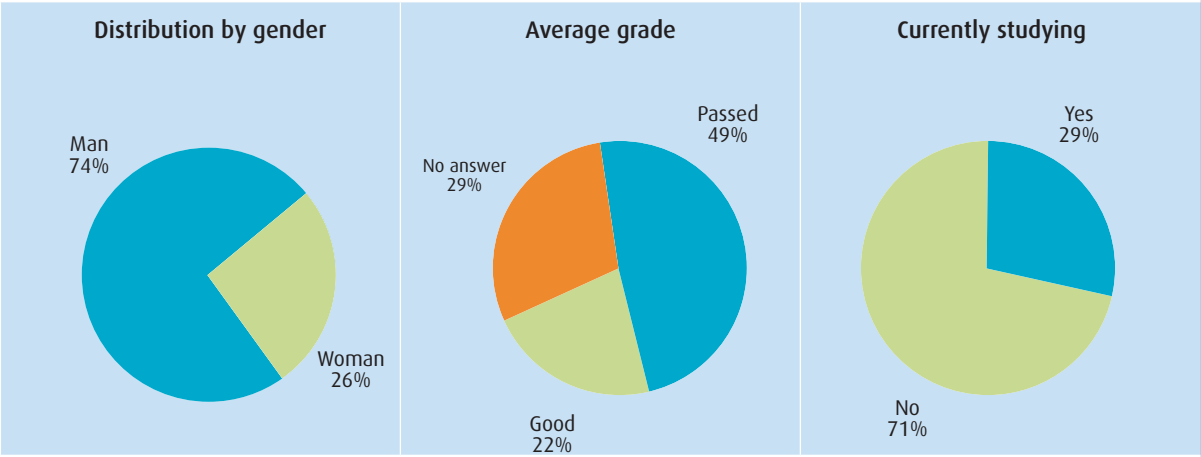
- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive a greater value *Capacity for relationships*, *Problem-solving ability* and *Planning, organising and coordinating*.

A Graduate in Philology tends to find work by sending his or her CV; this work (500-1,000 €/month) is in the geographic area desired although with few possibilities of promotion. To perform this work it is necessary to have capacity for relationships, problem-solving ability and planning, coordinating and organising.

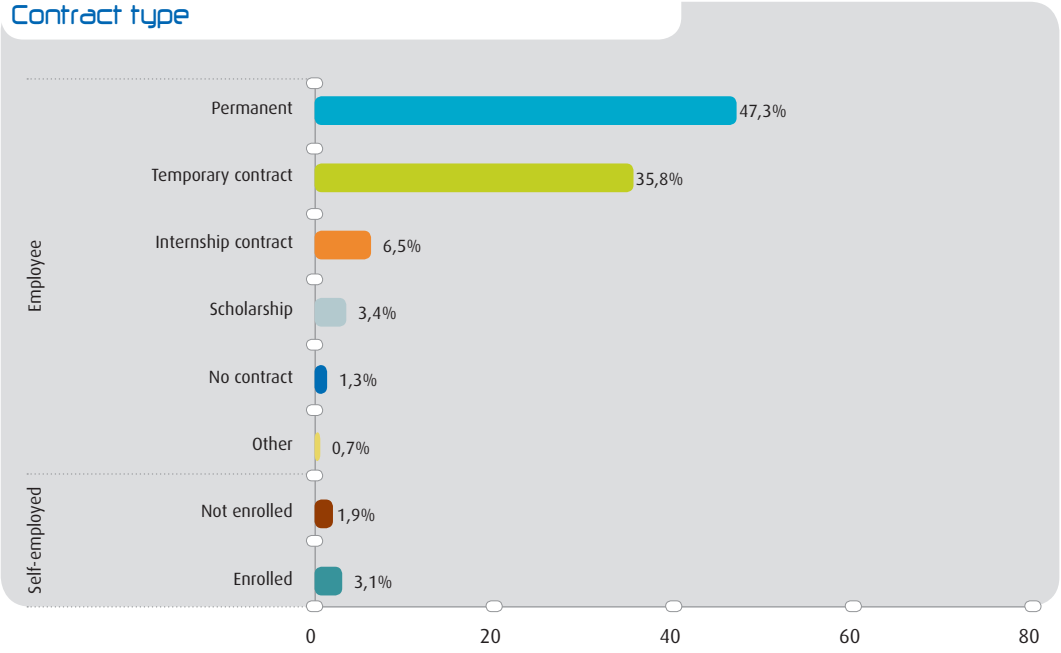
Technical Engineering in Computer Systems

FORM OF DEGREE	
University/campus	University of A Coruña (Elviña Campus) University of Vigo (Ourense Campus)
Area	Technical Teaching
Duration of studies	3 academic years
Period	1996-2003
Population	975 graduates
Sample	158 graduates

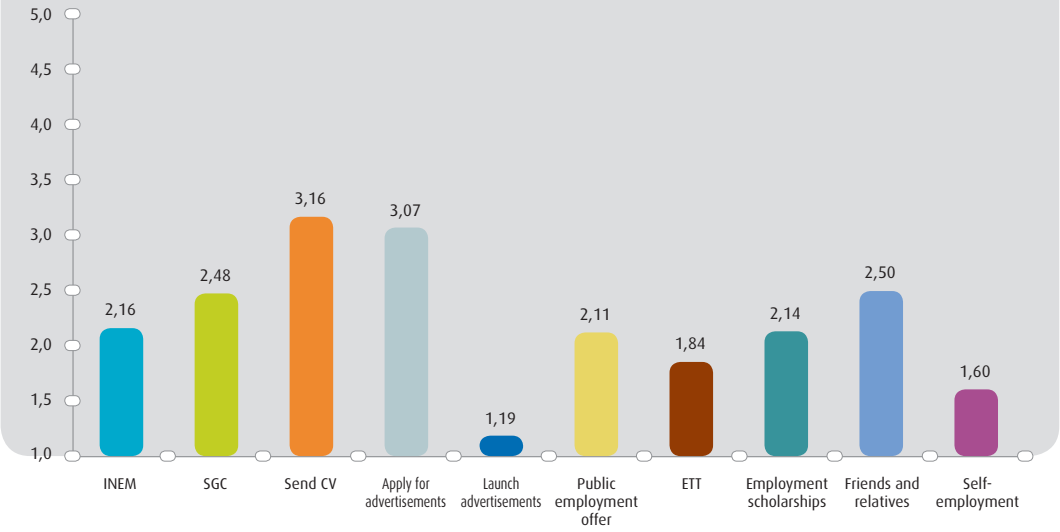
Demographic, academic and employment circumstances



Contract type

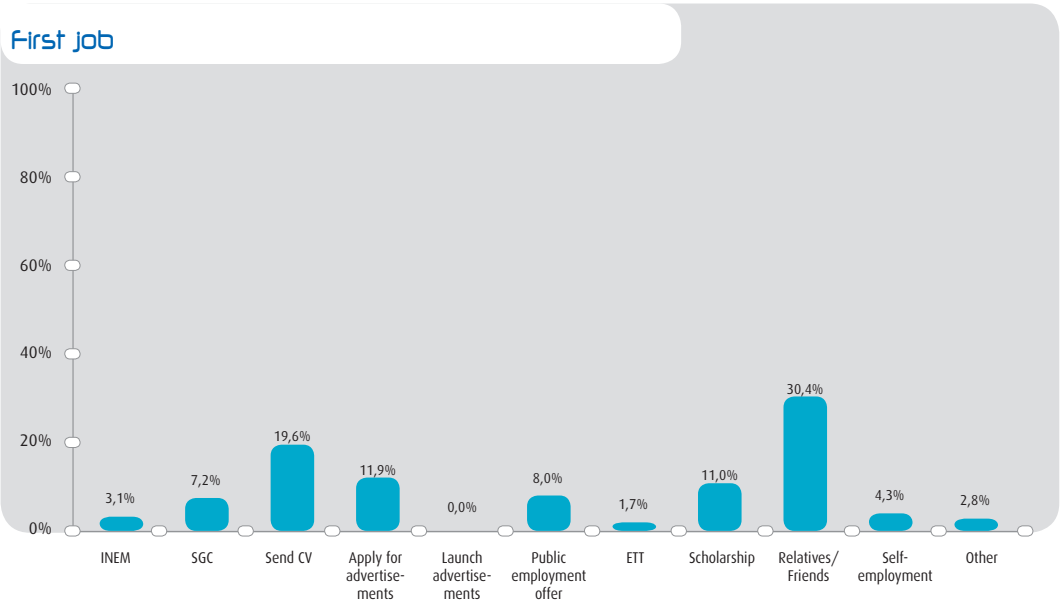


Seeking employment

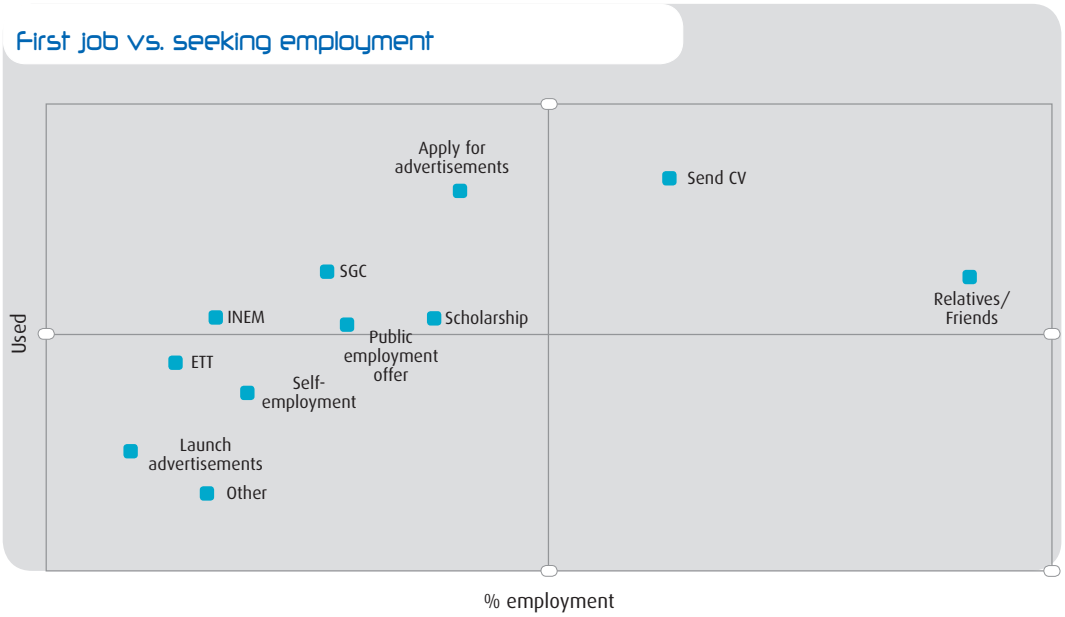


The employment search routes most used by the graduates of Technical Engineering in Computer Systems are *Sending CV* and *Apply for advertisements*. No major differences are observed from the overall results obtained in the 2001-2003 studies for the area of Technical Teaching.

First job



The greater percentage favoring first employment corresponds to *Relatives/friends*, followed by *Spontaneous candidature*. The percentages are very similar to the overall area of knowledge.



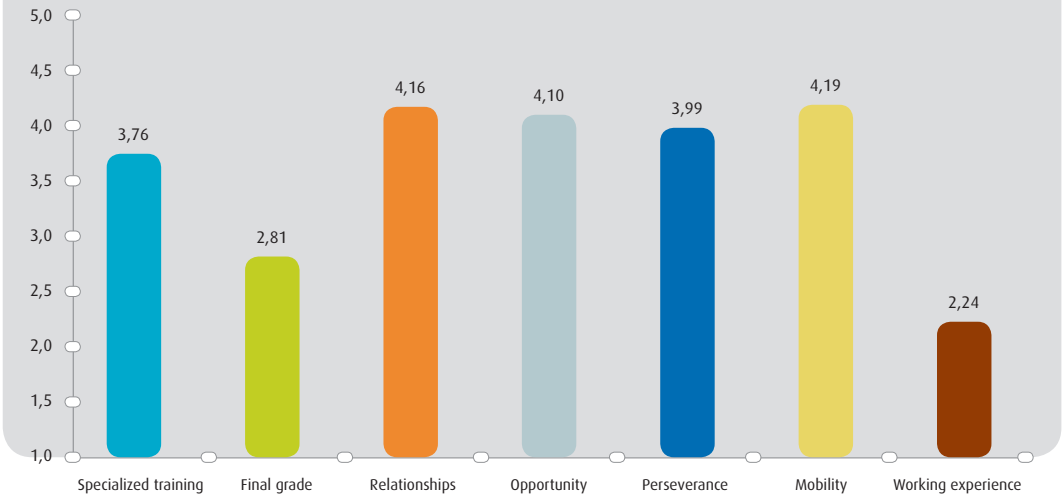
According to the relationship between the percentage of first employment and the degree of use, the most effective employment search route is *Relatives/friends*. The positioning of all the employment search routes is very similar to that obtained with the overall results of the area of knowledge.

MOST VALUED	Average value
Mobility, absence of impediments	4.19
Relationships skills	4.16
Opportunity	4.10

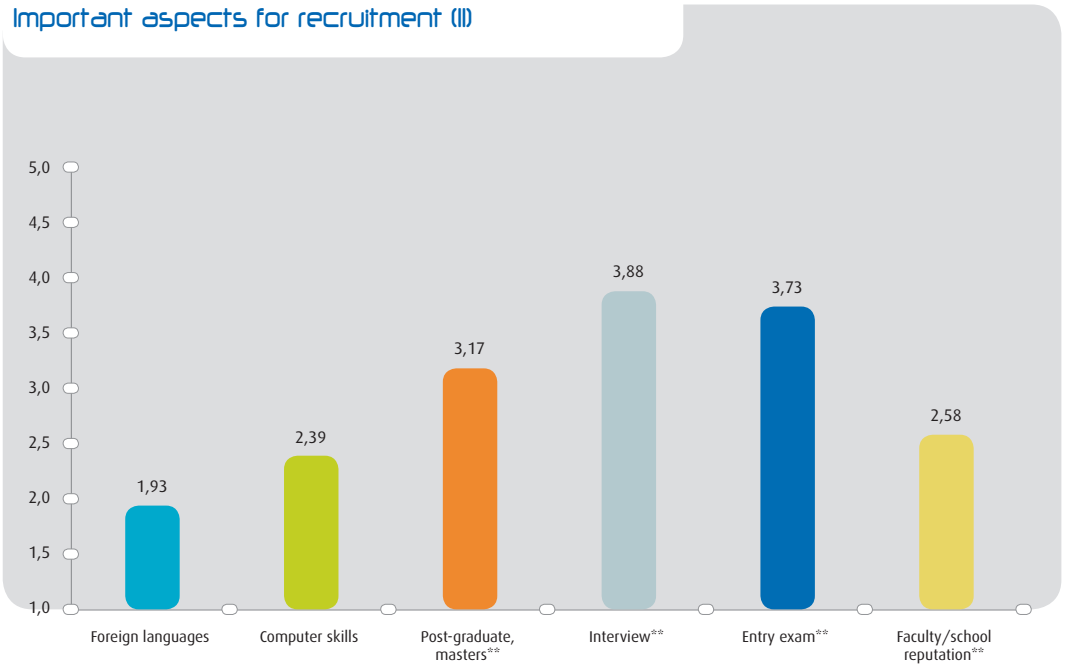
LEAST VALUED	Average value
Foreign languages	1.93
Work experience or internships	2.24
Faculty/school reputation	2.58

Mobility and *Absence of impediments* are the factors most valued by the graduates of Technical Engineering in Computer Systems. This is a significant aspect of this degree since the rest of the evaluations would coincide with those of its area of knowledge (Technical Teaching). With regard to the overall SUG evaluation, the results are similar, except in the case of *Mobility* already noted that would be before the contacts or friends, which obtained a higher value in the overall SUG results.

Important aspects for recruitment (I)



Important aspects for recruitment (II)



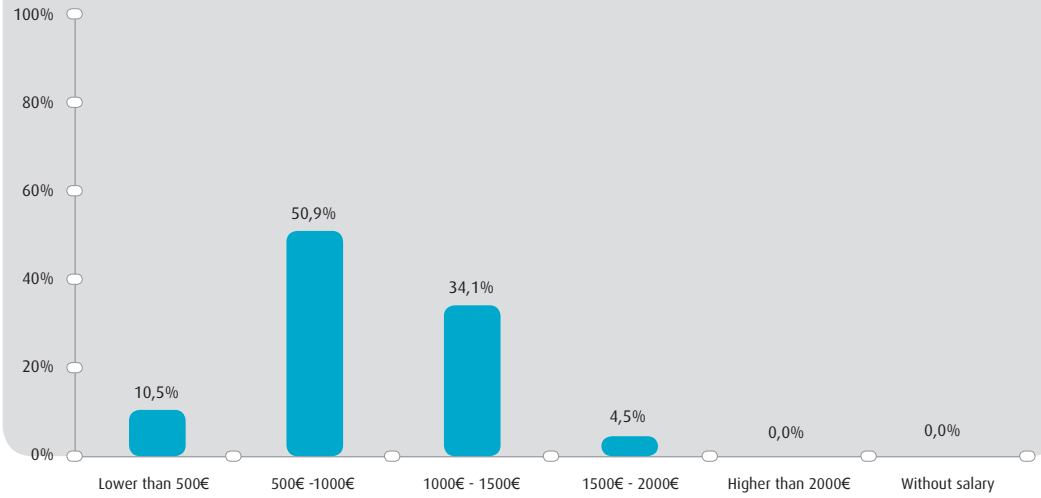
	Percentage	Cumulative Percentage
0	2,3%	2,3%
1	32,3%	34,6%
2	33,0%	67,6%
3	20,8%	88,5%
4	2,3%	90,8%
5	5,4%	96,2%
6 or more	3,8%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	4,5%	4,5%
1	42,1%	46,5%
2	34,0%	80,5%
3	11,3%	91,8%
4 or more	8,2%	100,0%

Number of companies in which graduates worked since graduation.

Salary

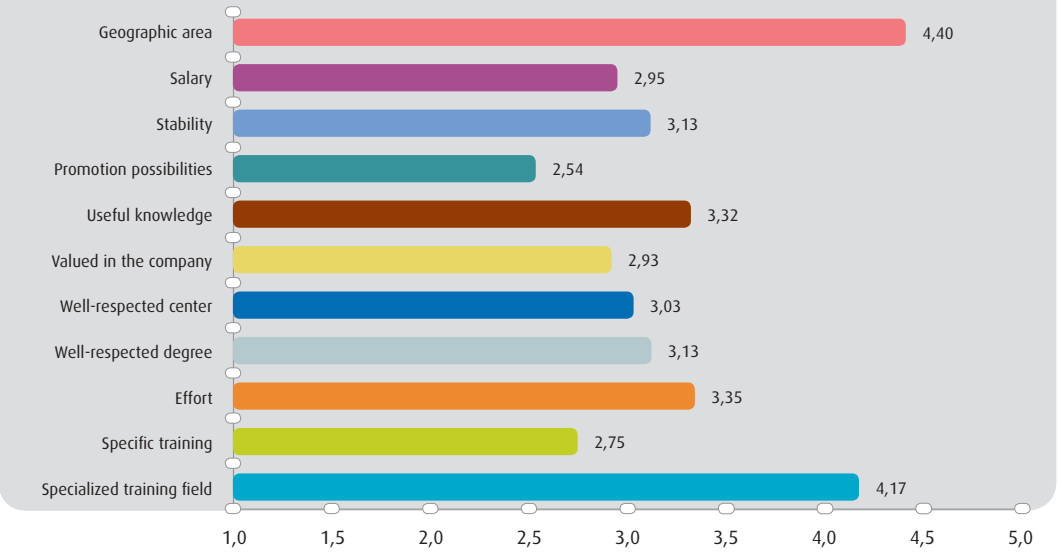


MOST VALUED	Average value
Geographic area	4.40
Specialized training field	4.17
Effort	3.35

LEAST VALUED	Average value
Promotion possibilities	2.54
Specific training	2.75
Valued in the company	2.93

The aspects of the employment situation most and least valued by the graduates of Technical Engineering in Computer Systems are similar to those of its area of knowledge (Technical Teaching) and to the overall results of SUG. Except *Effort* found among the aspects least valued for the area of knowledge and for the overall SUG results, and the item *Valued in the company*, which is most valued.

Current employment situation

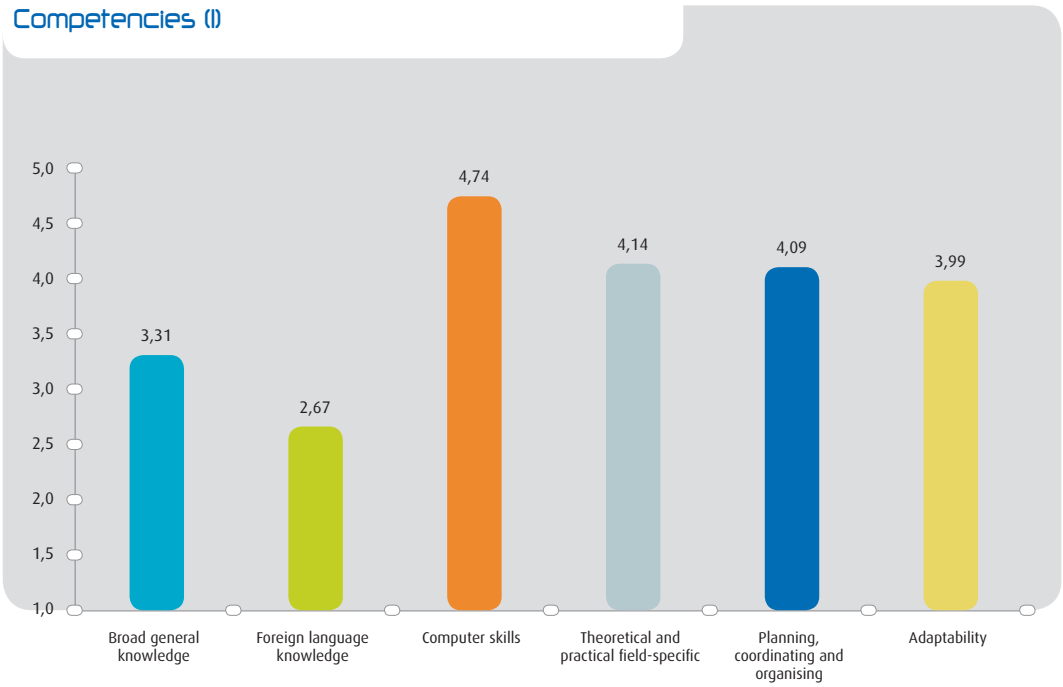


MOST VALUED	Average value
Computer skills	4.74
Problem-solving ability	4.45
Learning abilities	4.43

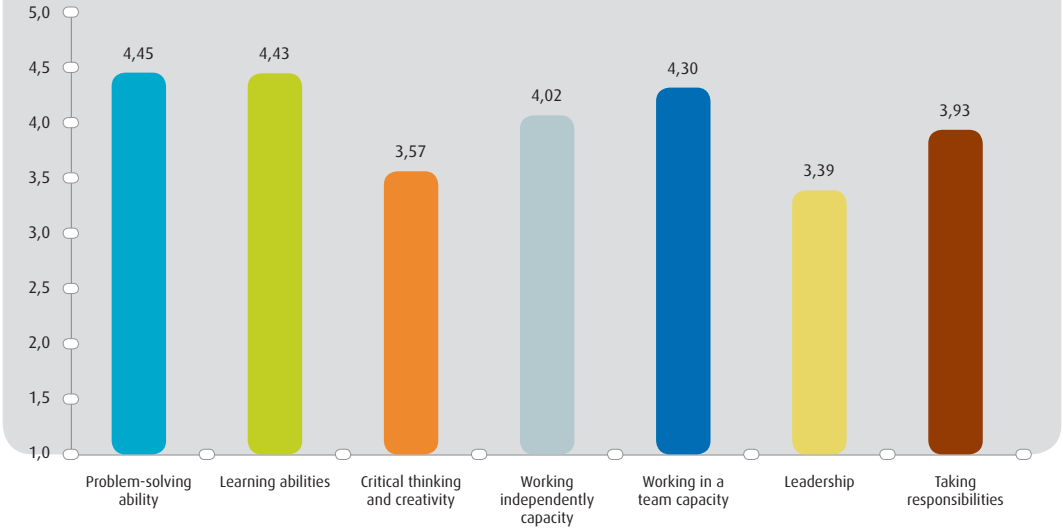
LEAST VALUED	Average value
Foreign language knowledge	2.67
Analytical ability**	2.93
Broad general knowledge	3.31

The skills most and least valued by the graduates of Technical Engineering in Computer Systems coincide with those of its area of knowledge (Technical Teaching). With regard to the overall SUG evaluation, the results are similar, except in the case of the *Knowledge of computer systems* (for obvious reasons for this degree) and the *Analytical ability*, which obtains a higher value in the overall SUG results.

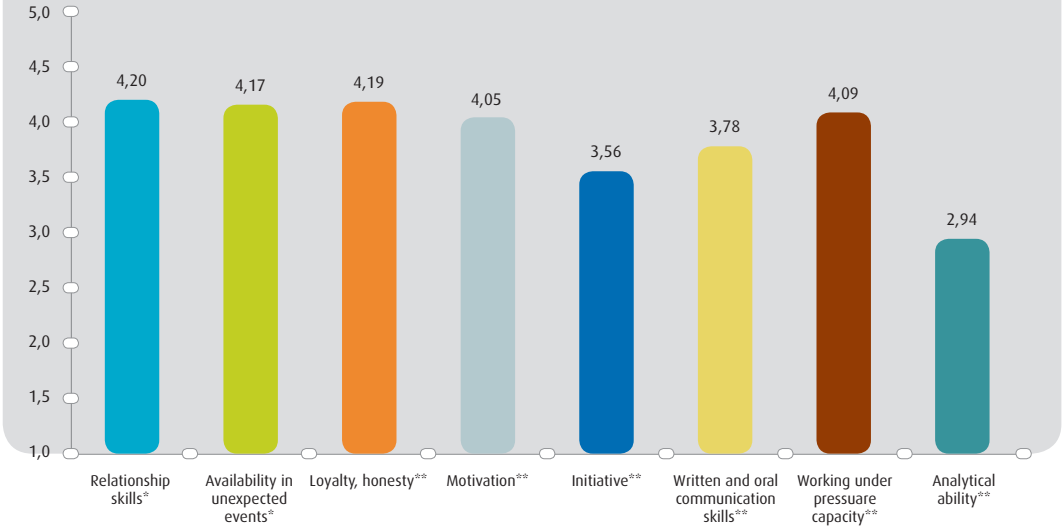
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for Technical Engineering in Information technology is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as the maximum level of disaggregation.

In general, from the results that obtained, we can conclude the following:

- **Job search:** Sending a *CV is* the route indicated as the most used by the Technical Engineers in Computer systems. Other routes with high use are *Response to job advertisements* and *Relatives/friends*.

- **Circumstances encouraging employment:** *Mobility and Absence of impediments*, relationships and the *Opportunity* are the factors that the Technical Engineers in Computer Systems consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* and the *Sector of the specialty* in which they work, and that the employment situation is consistent with the effort during the degree, although the *Possibilities of promotion*, *Specific training* and *Value in the company* are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range 1,000-1,500 €.

- **Skills required during employment:** We find among the collection of skills, knowledge and attitudes that receive a greater value *Problem-solving ability* and the *Learning abilities*.

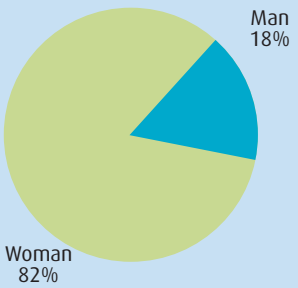
A Technical Engineer in Computer Systems tends to find work by sending his or her CV; this work (500-1,000 €/ month) is in the geographic area desired although with few possibilities of promotion. To perform this work, it is necessary to have problem-solving ability and Learning abilities.

Teachers

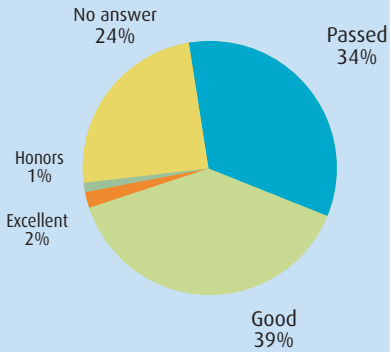
Form of DEGREE	
University/campus	University of Santiago de Compostela (Santiago and Lugo Campus) University of A Coruña (Zapateira Campus) University of Vigo (Pontevedra, Ourense and Vigo Campus)
Area	Legal-Social III
Duration of studies	3 academic years
Period	1996-2003
Population	8,942 graduates
Sample	1,155 graduates

Demographic, academic and employment circumstances

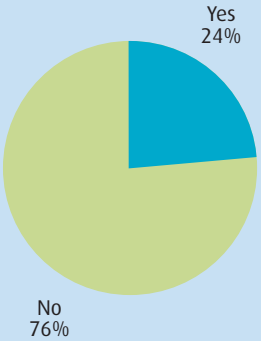
Distribution by gender



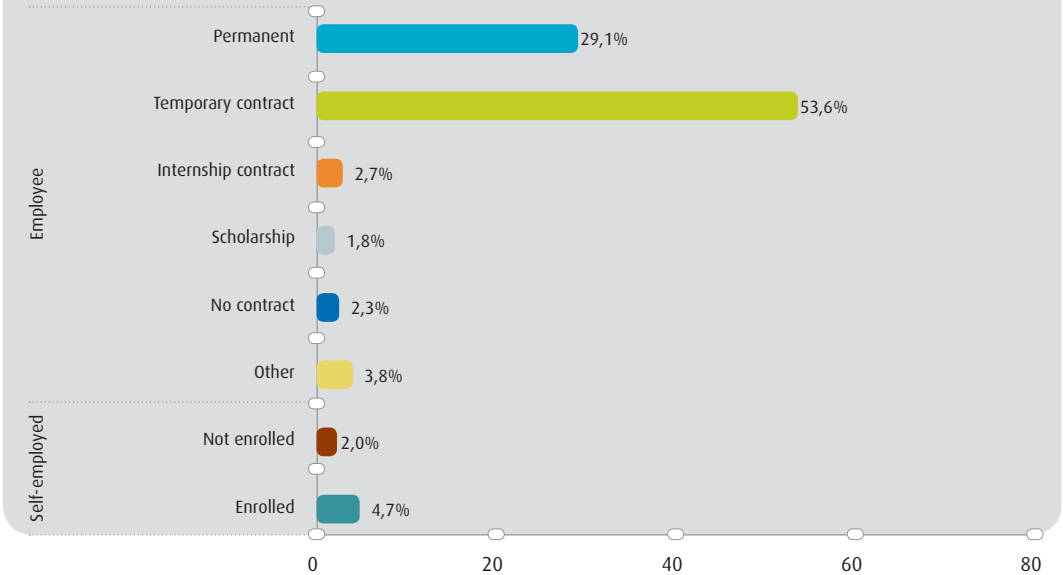
Average grade

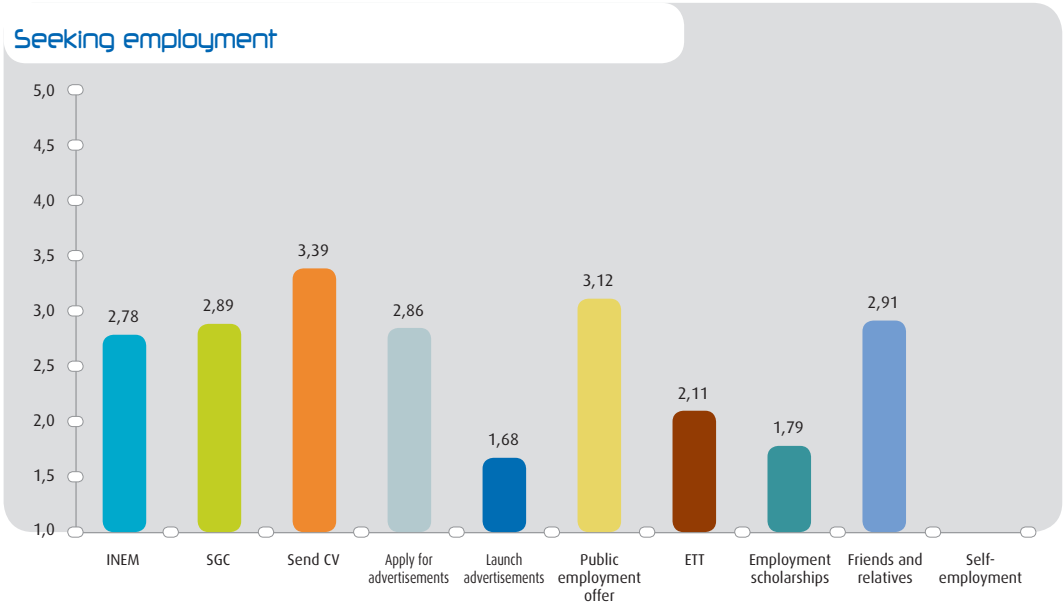


Currently studying

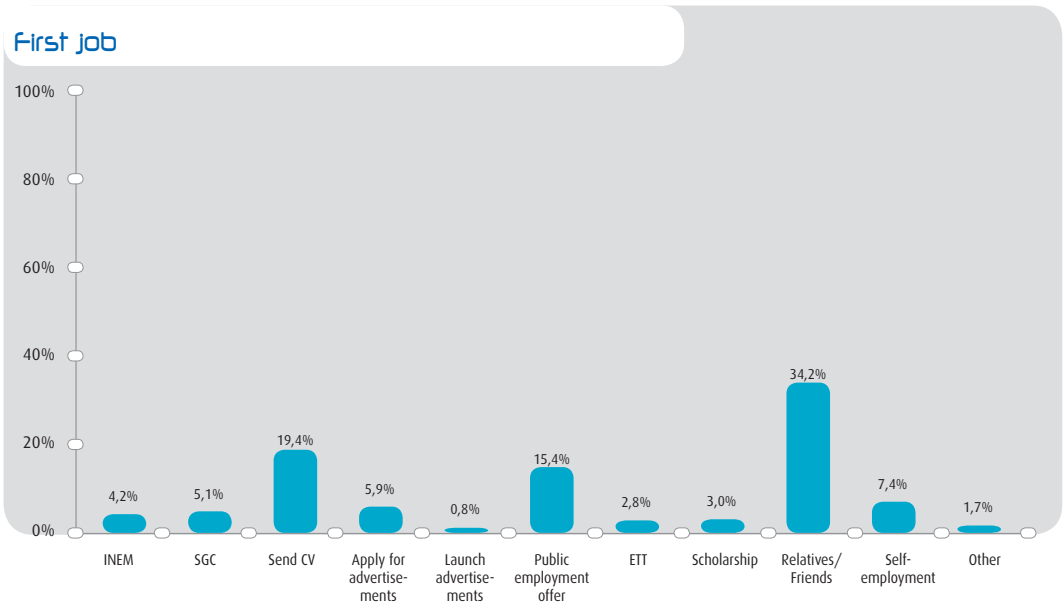


Contract type



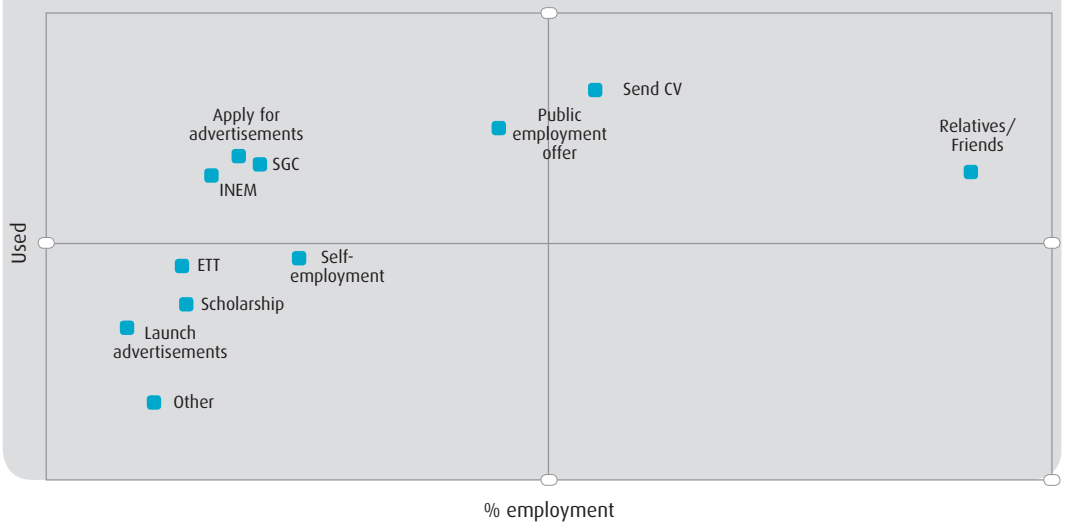


The search routes most used by the Teachers graduates are *Sending CV* and *Competition/ public entrance examination*. It must be emphasized the lack of use of the *Self-employment* as employment search route. Compared with the results of the area of knowledge (Social and Legal Sciences III) according to the 2001-2003 study, some differences are found, such as the second position of *Responding to advertisements* overall, and the greater value that the Graduates with Masters degrees give to *Competition/public entrance examination*.



The greater percentages of circumstances favoring first employment in this degree correspond to *Relatives/friends*, *Spontaneous candidature* and *Public announcement*. The results are very similar to those obtained for the area of knowledge, except for the greater percentage corresponding to *Public announcement* in this degree, with regard to the global.

First job vs. seeking employment



The relationship between the percentage of employment encouraged and the degree of use shown by the graduates, places *Relatives/ friends* as the employment search route of greatest effectiveness. The positioning of all the routes is similar in the overall results of the area of knowledge.

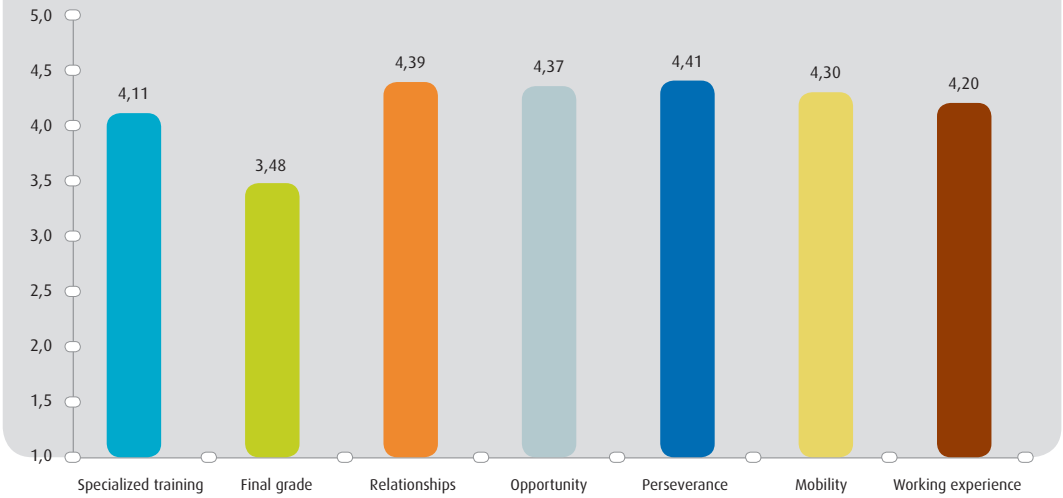
MOST VALUED	Average value
Perseverance	4.41
Relationships skills	4.39
Opportunity	4.37

LEAST VALUED	Average value
Faculty/school reputation	2.97
Final grade	3.48
Postgraduate, master	3.56

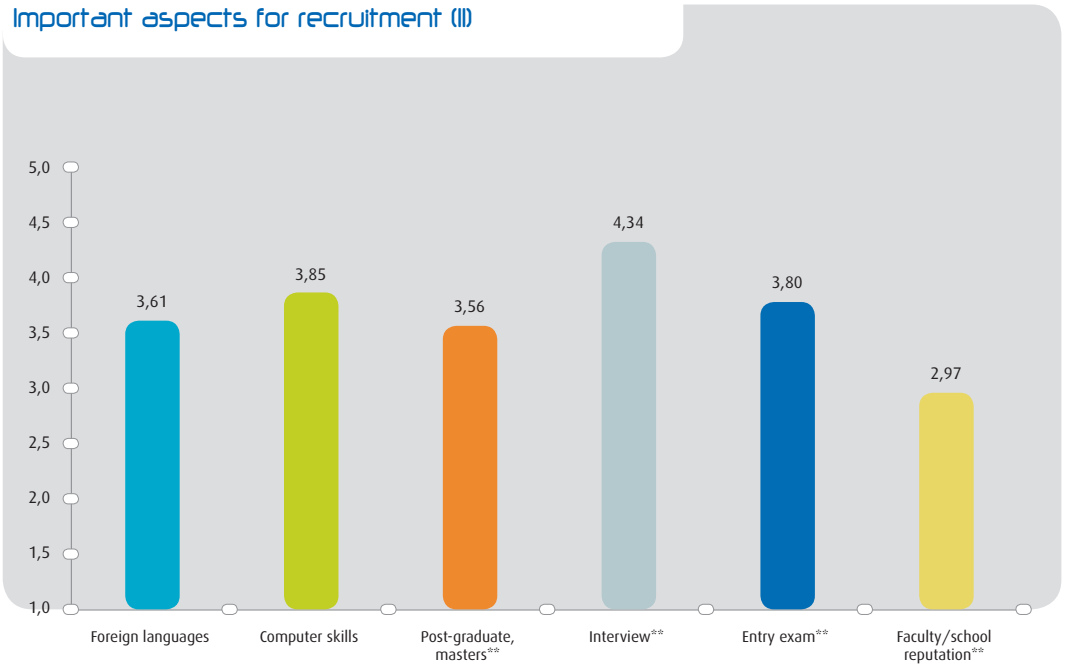
The factors most valued by the Teachers graduates to obtain employment coincide with those of the area of knowledge (Social and Legal Sciences III). The items most valued by the Teachers graduates also obtain high evaluations in the overall SUG results, emphasizing that, unlike prior studies, in this case, placing *Persistence in the search* as the attitude most valued for finding employment.

In the case of the items least valued, there is a small discrepancy since in the prior studies the *Foreign language knowledge and computer systems* were least valued within this area of knowledge.

Important aspects for recruitment (I)



Important aspects for recruitment (II)



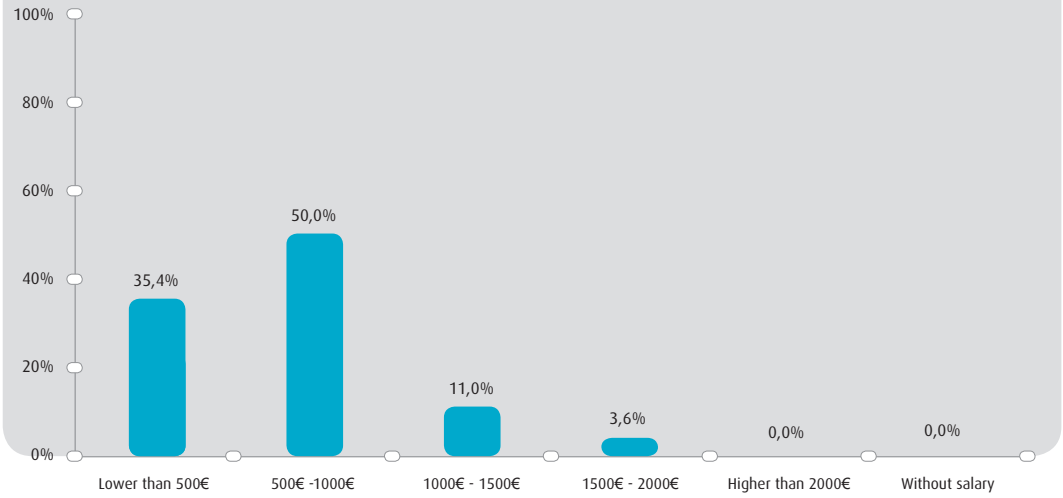
	Percentage	Cumulative Percentage
0	23,5%	23,5%
1	30,3%	53,7%
2	15,6%	69,3%
3	10,5%	79,8%
4	4,3%	84,0%
5	8,3%	92,4%
6 or more	7,6%	100,0%

Number of employment contracts since graduation.

	Percentage	Cumulative Percentage
0	24,0%	24,0%
1	37,3%	61,3%
2	19,8%	81,1%
3	10,8%	91,9%
4 or more	8,1%	100,0%

Number of companies in which graduates worked since graduation.

Salary

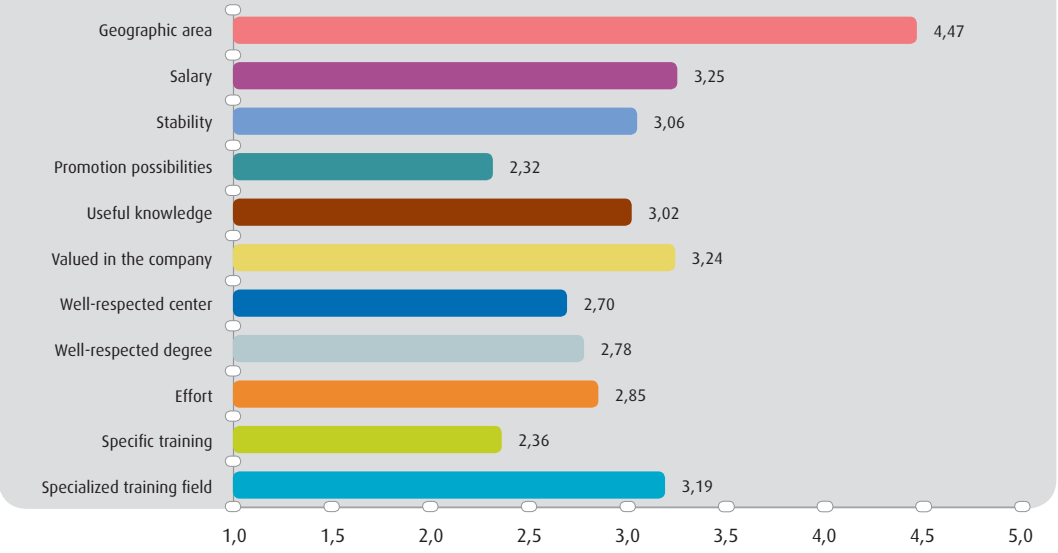


MOST VALUED	Average value
Geographic area	4.47
Salary	3.25
Valued in the company	3.24

LEAST VALUED	Average value
Promotion possibilities	2.32
Specific training	2.36
Well-respected center	2.70

The aspects of the employment situation most valued by the Teachers graduates coincide with those of the area of knowledge (Social and Legal Sciences III), except *Level of compensation* that has a lower value. Regarding the least valued, *Center well respected* is found as more valued for the area of knowledge than for the degree. If we compare the overall results of SUG, the items *Valued in the company* and the *Level of compensation* receive a lower value, and again, the *Center well respected* is more valued.

Current employment situation

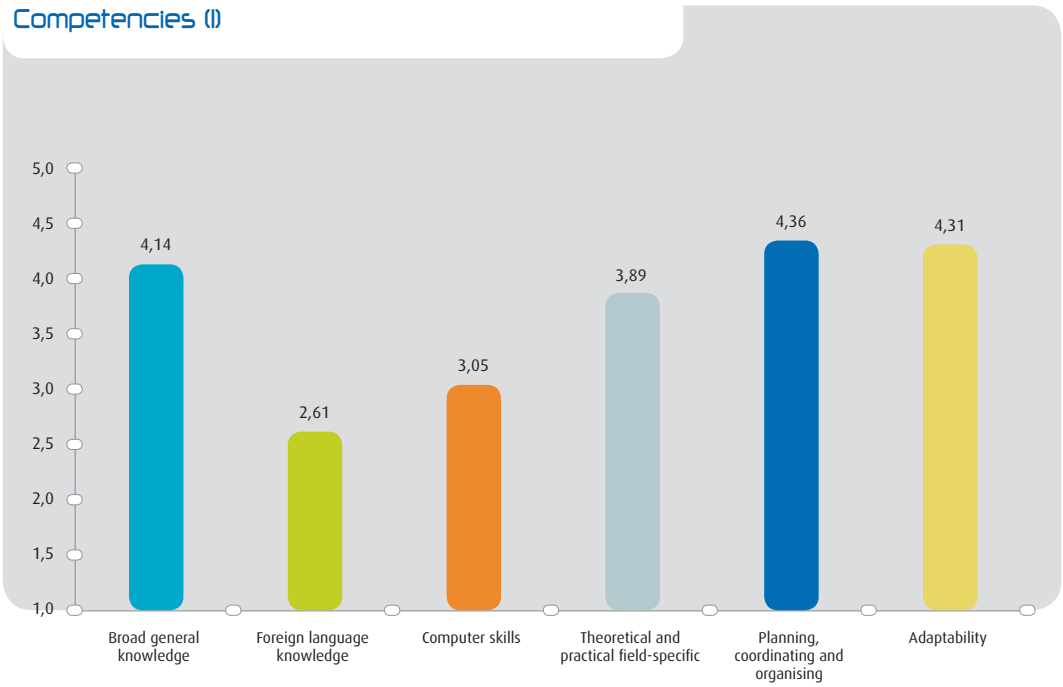


MOST VALUED	Average value
Relationships skills*	4.56
Working independently capacity	4.46
Written and oral communication skills**	4.46

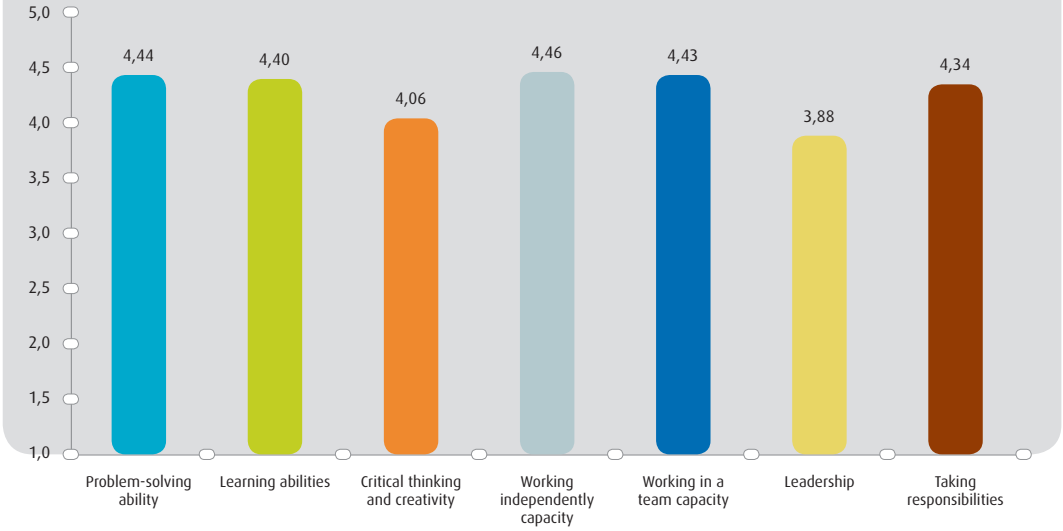
LEAST VALUED	Average value
Foreign language knowledge	2.61
Analytical ability**	2.76
Computer skills	3.05

The skills most valued by the Teachers graduates coincide with those of its area of knowledge (Social and Legal Sciences III). The items most valued by the Teachers graduates also obtain high evaluations in the overall SUG results. In the case of the items least valued, the *Analytical ability* receives a value slightly higher in the overall area and in the overall SUG results.

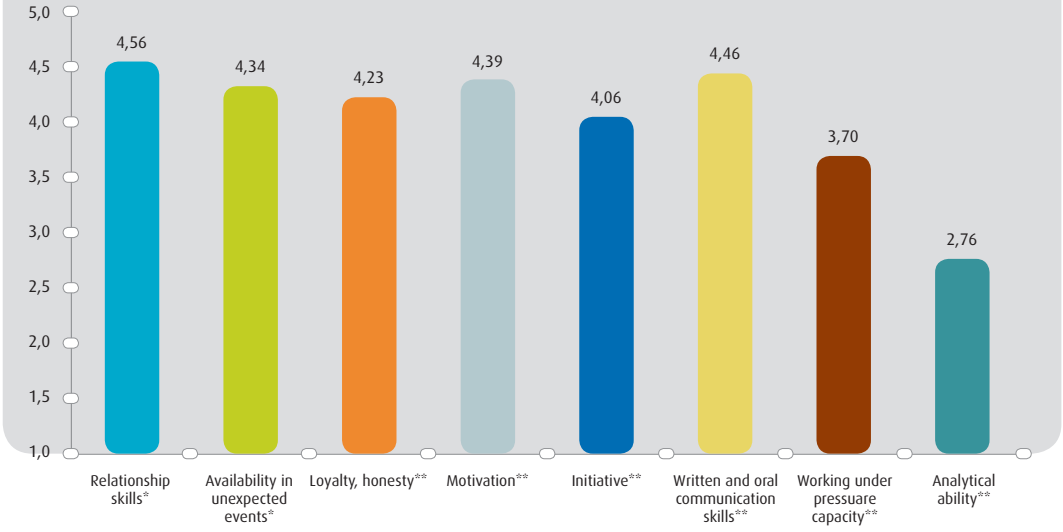
Competencies (I)



Competencies (II)



Competencies (III)



The objective of this study for the Teachers graduates (Hearing and Speech, Early Education, Physical Education, Musical Education, Primary Education and Foreign Language) is to shed light on the problem of the employment placement of the graduates, since the previous projects of employment placement only considered the major areas of knowledge as the maximum level of disaggregation.

In general, from the results that were obtained, we can conclude the following:

- **Job search:** Sending a *CV* is the route indicated as most used by the Teachers graduates. Other routes with high use are *Competition-public entrance examination* and *Relatives/friends*.

- **Circumstances encouraging employment:** *Persistence*, *Relationships* and *Opportunity* are the factors that the Teachers graduates consider significant for becoming employed.

- **Aspects of the current labor situation:** the graduates positively value the *Geographic area* in which they work, that the *Level of compensation is* well valued and that they are *Well valued in the company*, although the *Possibilities of promotion*, *Specific training* and the *Reputation of the center* where they study are the aspects least valued.

- **Salary:** the most representative range of compensation is located between 500 and 1,000 €, followed by the range of less than 500 €.

- **Skills required during employment:** We find between the collection of skills, knowledge and attitudes that receive a greater value the *Capacity for relationships*, the *Capacity for individual work and the Capacity for oral and written communication*.

A graduate with a Master Degree tends to find work by sending his or her CV and through competition-public entrance examination; this work (500-1,000 €/month) is in the geographic area desired and with a good level of compensation, although with few possibilities of promotion. To perform this work, it is necessary to have a capacity for relationships, capacity for individual work and capacity for communication.

Appendix

The databases used to create this study were those analyzed in the *Proxecto de Inserción Laboral dos Titulados no Sistema Universitario de Galicia 1996-2001 (ACSUG, 2004)* & *in the Estudo da Inserción Laboral dos Titulados no Sistema Universitario de Galicia 2001-2003 (ACSUG, 2006)*. To consult the technical details of the PIL1996-2001, see Section 5 (technical data) and in Section 6 (field work) of the corresponding publication (ACSUG, 2004). In the case of PIL2001-2003, see the technical details section(ACSUG, 2006).

The headings listed below are included in this study of employment placement in the SUG by degree. To consult the exact formulation of the questions, see Proxecto de Inserción Laboral dos Titulados no Sistema Universitario de Galicia 1996-2001 (ACSUG, 2004), pgs. 270-274 and Estudo da Inserción Laboral dos Titulados no Sistema Universitario de Galicia 2001-2003 (ACSUG, 2006), pgs. 99-106.

1. Demographic Circumstances:

1.1. Sex.

2. Academic and Employment Circumstances:

2.1. Approximate grade point average on file.
2.2. Currently studying.
2.3. Type of contract.

3. Job search:

3.1. Routes used:
- 3.1.1. INEM.
- 3.1.2. Servizo Galego de Colocación.
- 3.1.3. Work grant.
- 3.1.4. Self-promotion (sending CV).
- 3.1.5. Response to employment advertisement.
- 3.1.6. Placing advertisements.
- 3.1.7. Presentation to public entrance examination/ public competition.
- 3.1.8. Temporary employment agency.
- 3.1.9. Through Relatives/friends.
- 3.1.10. Self-employment.

3.2. Route leading to first employment (of the above).
3.3. Circumstances encouraging employment.
- 3.3.1. Subject studied and academic specialization.
- 3.3.2. Academic file.
- 3.3.3. Related work experience (including internships).
- 3.3.4. Foreign language knowledge.

3.3.5. Knowledge of computer systems.
3.3.6. Relationships.
3.3.7. Persistance in the search.
3.3.8. Flexibility (geographic mobility, absence of relative impediment).
3.3.9. Opportunity.

4. Current labor situation:

4.1. Number of employment contracts since graduation (2001-2003).
4.2. Number of companies since graduation (2001-2003).
4.3. Net monthly salary from work in June 2004 (2001-2003).
4.4. Value of work:
4.4.1. Work in the geographic area desired.
4.4.2. Consider current level of compensation adequate.
4.4.3. Consider the job stable.
4.4.4. Observe real possibilities of promotion in the company.
4.4.5. The knowledge acquired for the degree was useful.
4.4.6. Considers self sufficiently valued in his or her company.
4.4.7. The School/Department is well respected in his or her company.
4.4.8. The degree is well respected in his or her company.
4.4.9. His or her employment situation is consistent with the effort of the degree.
4.4.10. Required specific training to perform his or her work.
4.4.11. Sector belonging to the degree studied.

5. Skills:

5.1. Learning abilities.
5.2. Adaptability.
5.3. Critical thinking and creativity.
5.4. Broad general knowledge.
5.5. Theoretical field-specific knowledge.
5.6. Teamwork capacity.
5.7. Independent work capacity.
5.8. Taking responsibilities.
5.9. Problem-solving abilities.
5.10. Planning, coordinating and organizing.
5.11. Foreign language knowledge.
5.12. Knowledge of computer systems.
5.13. Capacity for relationships (*).
5.14. Availability in case of unexpected events (*).
5.15. Loyalty, honesty (*).
5.16. Motivation (**).
5.17. Initiative (**).
5.18. Written and oral communication skills (**).
5.19. Working under pressuare capacity (**).
5.20. Analytical capacity (**).

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