## The impact of Covid-19 on recent graduates' career decisions and outcomes

## 1. Information for participants

This project is exploring the ways in which Covid-19 has affected recent graduates' career decisions, behaviours and outcomes. We plan to use the data to inform policy and provide graduates with the right support to help them achieve their post-graduation goals. We also aim to feedback findings to employers to improve graduates' access to employment and job opportunities.

Graduating into a pandemic must be immensely challenging and you may not have achieved what you hoped to achieve after leaving university but it is important to recognise that you are still developing positive attributes like agility, digital literacy, communication and adaptability - perhaps without even realising it. Your careers service is there to support you, so please do get in touch with them.

## Are there any risks involved?

There are minimal risks to taking part in this study. The research will ensure that sensitive or personal issues are handled with due care and this includes minimising any discomfort you may feel when participating in this research. This also extends to respecting you right to withdraw from the study should you wish.

If you would like any further information about your participation in the research, including about how your data will be used and how you can request that your data is deleted or amended, then please read this participant information sheet (https://www.agcas.org.uk/write/MediaUploads/Resources/Research%20and%20knowledge/Participant information sheet -\_The\_impact\_of\_Covid-19\_on\_recent\_graduates%E2%80%99\_career\_decisions\_and\_outcomes.pdf) or contact the project lead, Dr Michael Tomlinson (m.b.tomlinson@soton.ac.uk).

Do you agree with the following statements? *			
		Yes	No
I have read and understood the information sheet and have had the opportunity to ask questions about the study.			
l agree to take part in this research project and agree for my data to be used for the purpose of this study.			
I understand that only the research team will have access to my personal data and all reporting of data will be fully anonymised and I will not be identified in any project dissemination.			
I give permission for my anonymised survey data to be stored and deposited as part of the UK Data Archive as specified in the Participant Information Sheet			
I understand my participation is voluntary and I may withdraw at any time for any reason without my participation rights being affected.			
What year did you complete your most recent degree? For example, if you graduated from a BSc Maths degree in 2018 and an MSc in Acc *	ountar	ncy in 2020 then	type "2020"

## 2. Section 1: Background information

Email address:

If you prefer to self-define, please do	so in the comments box below. *	
Male		
Female		
Prefer not to say		
Prefer to self-define:		
At which university did you complete example an undergraduate BSc and t	your most recent degree? If you h then a postgraduate MSc, then plea	ave completed more than one degree, for use give the institution that you gained your
pootgradate moo aogrooi		
Institution name (in alphabetical order)	Please select (if you wish to mar	nually input your institution's name, select the firs option):
Input the institution name manually if yo	ou prefer:	
Level of study	Please select:	
Other:		
Which of the categories below best d BSc in Computer Science in 2015 and degree, such as History and French, t	d a PGCE in 2020, then select 'Educ	subject? For example, if you graduated with a cation' If you studied a combined/dual-honour
Other:		
Where was your area of permanent re university degree? If your area of per country in the comments box. *	esidence (where you lived most of to manent residence was not the UK	the time) before starting your most recent before starting your degree, please input the
Other country:		

3. Section 2. My experiences of job searching and recruitment

Which of the fo	ollowing best describes what you are doing at the moment? *
Other:	
solid idea of y	top three preferred employment sectors/industries? Select a maximum of three. You may not have a our career in mind so please pick the sectors that are of most interest to you. If you are already working, to include your current industry/sector in your top three. *
Arts, sport	ts and leisure
Charity &	third sector
Constructi	ion, engineering and research and development (R&D)
Education	
Health	
Hospitality	y & tourism
IT and tele	ecoms
Legal and	accountancy
Local and	central government
Logistics	
Managem	ent consultancy
Manufactu	uring
Marketing	& Public relations (PR)
Media & p	ublishing
Other busi	iness and finance
Retail	
Social care	e e
Other (please s	specify):
level job' as a	n/s would you consider working in graduate-level employment? Select all that apply We define 'graduate- paid part-time or full-time job that normally requires knowledge and skills developed on a three-year ree, but is not necessarily directly related to your degree subject. *
England -	East Midlands
England -	East of England
England -	London
England -	North East
England -	North West
England -	South East
England -	South West
England -	West Midlands

Ireland Scotland - Aberdeen and Aberdeenshire Scotland - Ayrshire Scotland - Borders Scotland - Dumfries and Galloway Scotland - Dunbartonshire and Argyll & Bute Scotland - Edinburgh and the Lothians
Scotland - Ayrshire Scotland - Borders Scotland - Dumfries and Galloway Scotland - Dunbartonshire and Argyll & Bute
Scotland - Borders Scotland - Dumfries and Galloway Scotland - Dunbartonshire and Argyll & Bute
Scotland - Dumfries and Galloway Scotland - Dunbartonshire and Argyll & Bute
Scotland - Dunbartonshire and Argyll & Bute
Scotland - Edinburgh and the Lothians
Scotland - Fife
Scotland - Forth Valley
Scotland - Glasgow City
Scotland - Highlands and Islands
Scotland - Lanarkshire
Scotland - Renfrewshire
Scotland - Tayside
Northern Ireland
Wales
Other non-UK country/countries (please specify)
country/countries:
have you looked for graduate-level jobs since March 2020? Select all that apply We define 'graduate-level job' as part-time or full-time job that normally requires knowledge and skills developed on a three-year university degree s not necessarily directly related to your degree subject. If you have not looked for graduate-level jobs since h 2020 please select 'I have not looked for graduate-level jobs since March 2020'. *
I have not looked for graduate-level jobs since March 2020
By checking internet jobs boards that specialise in graduate roles, such as Gradcracker or Prospects
By checking other internet job sites
By checking my university/college website/jobs portal
By checking the websites of companies I'm interested in
Through personal relationships such as family, friends, colleagues, or boss
Through personal relationships such as family, friends, colleagues, or boss Through an employment/recruitment agency
Through an employment/recruitment agency
Through an employment/recruitment agency On social networking sites, such as LinkedIn or Facebook
Through an employment/recruitment agency On social networking sites, such as LinkedIn or Facebook By posting CV on an online platform, such as Indeed or CV Library
Through an employment/recruitment agency On social networking sites, such as LinkedIn or Facebook By posting CV on an online platform, such as Indeed or CV Library By approaching employer/s directly

number numerically, for exa full-time job that normally r necessarily directly related	equires knowledge a	"20" not "twent nd skills develo	y". We define 'grad	duate-level job' as	a paid part-time or
What is the furthest stage y If you have not applied for a 2020'. *				any graduate roles	s since March
Have not applied for any	y graduate roles since	March 2020			
CV/application form					
Online tests, e.g. psycho	ometric tests or recruiti	ment games			
Assessment centre (in-p	person or online)				
Group interview (in-pers	son or online)				
Individual interview (in-p	person or online)				
Received a job offer but	I declined				
Received a job offer but	it was withdrawn				
Received a job offer that	t I accepted				
Other (please specify)					
To what extent do you agre	e with the following s	statements abou	t graduate jobs sir	nce March 2020? *	
	Strongly disagree	Disagree	Neither agree or	Agree	Strongly agree
l have found it a challenge to	0, 0	_	disagree		<b>37 3</b>
find graduate jobs I want to apply for					
I have noticed a fall in the number of available opportunities					
I have felt supported by employers during the recruitment process					
I have the sufficient experience that employers require					
I have found the recruitment process challenging					
I feel able to access different types of opportunities					
How far do you agree with t	the following stateme	ents? The Covid	·19 situation has: *	•	
	Characht dia ama	Diagona	Neither agree or	A	Chanal and a super
Significantly damaged my job	Strongly disagree	Disagree	disagree	Agree	Strongly agree
prospects Made me think differently		J J			
about my future Affected the types of jobs I		J J			
have targeted  Made me less confident  about my future employment					
about my fatale employment					

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
Resulted in greater challenges finding employment than I expected					
Had a detrimental impact on graduates' employment prospects					
To what extent do you agree future employment prospec		vith statements a	about how employ	ers can best supp	ort graduates'
	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
They should provide a clear training pathway for graduates					
They should provide internships for students before they graduate					
They should provide better information about available openings					
They should be clearer about what they're looking for in job applicants					
They should provide more information about how they recruit graduates					
Employers can only do so much as it's really up to graduates to be proactive and do the hard work	, 🗆				
do the hald work					
Have you experienced any o	of the following since	e completing you	ır most recent deg		
Being unemployed for a perio	d of more than 2 week	ks?		Select	rom the following:
Being employed in a job whic	h did not draw on your	graduate qualific	ations or skills?		
Being furloughed for any perion	od of time?				
Being made redundant at any	point after 01 March 2	2020?			
If you have experienced any of the above, how would you describe its effects? Please leave blank if you have not experienced the following since you graduated: Being unemployed for more than two weeks Being employed in a job that did not draw on your graduate qualifications or skills Being furloughed for any period of time Being made redundant					
	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
It negatively affected my employment outlook					
It is a necessary step to future employment					
It felt like something that could become long-term It affected my confidence		_			
about what I can offer to employers		J			

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
It affected my wellbeing and/or morale					
It made me concerned that my skills were not going to be valued					
It made me question the value of my degree					
It gave me a chance to develop experience and new skills					
It gave me the chance to reflect on what I want from my career					
Please feel free to comment (optional)	on your employm	ent/recruitment ex	perience since co	mpleting your mos	st recent degree
4. Section 3: My	beliefs abo	out my care	er prospe	cts	
How far do you agree with t	he following states	nente on career as	nirations? *		
now iai do you agree with t	ne following states	nents on career as	pirations:		
now lai do you agree with t	Strongly disagree	Disagree	Neither agree or	Agree	Strongly agree
It is important for others to see me as having a	_		-	Agree	Strongly agree
It is important for others to	_		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings	_		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others'	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to work autonomously It is important to do something which is creatively	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to work autonomously It is important to do something which is creatively fulfilling It is important to do something which is	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to work autonomously It is important to do something which is creatively fulfilling It is important to do something which is challenging It is important to have a balance between work and	Strongly disagree		Neither agree or	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to work autonomously It is important to do something which is creatively fulfilling It is important to do	Strongly disagree	Disagree  Disagree	Neither agree or disagree	Agree	Strongly agree
It is important for others to see me as having a successful career It is important that I have job security It is important for me to attain high earnings It is important that I gain job satisfaction from what I do It is important that I can make a good contribution to others' lives and society It is important to be able to work autonomously It is important to do something which is creatively fulfilling It is important to do something which is challenging It is important to have a balance between work and life	Strongly disagree	Disagree  Disagree	Neither agree or disagree	Agree	Strongly agree

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
l am keen to get on the career ladder					
Having a career is important to me					
l have a clear career plan					
I think a lot about my future career					
I think it is important that my career reflect my values					
I know what is important to					
me in my future career I am quite anxious thinking about my careers at present					
I am not interested at all in thinking about my career at this stage					
My career is just a means to an end					
I keep a record of my personal development					
l look to explore as many					
opportunities as I can I do lots of research into					
different jobs and sectors I am happy to wait for the					
right job to appear					
How far do you agree with t	he following staten	nents on your netw	vorks and network	ing skills? *	
	Strongly disagree	Disagree	Neither agree or	Agree	Strongly agree
I have good notworking skills	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I have good networking skills I have good contacts with	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my targeted career	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my	Strongly disagree	Disagree	_	Agree	Strongly agree
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my targeted career I have adequate support from my peers/friends in pursuing			disagree		
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my targeted career I have adequate support from my peers/friends in pursuing my targeted career			disagree  disagree  nment with your ta		
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my targeted career I have adequate support from my peers/friends in pursuing my targeted career  How far do you agree with the I feel I have strong ties with members of my current (or target) employment	he following statem	nents on your align	disagree	argeted future care	
I have good contacts with relevant people in my targeted career I have developed strong relations with employers I have good levels of information about jobs and job opportunities I use social media to market myself and develop contacts I have adequate support from my family in pursuing my targeted career I have adequate support from my peers/friends in pursuing my targeted career  How far do you agree with the life of the people with the peo	he following statem	nents on your align	disagree  disagree  nment with your ta	argeted future care	

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
feel I share characteristics with other members of my current (or target)					
employment feel confident to enter my argeted employment field					
feel I am aware of the values and behavioural expectations of my employment field					
low far do you agree with t	he following stateme	nts on your res	ponse to challeng	ing job market exp	eriences? *
	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
feel I have responded to employment-related setbacks vell overall					
am adaptable in the face of challenge					
am able to bounce back rom negative employment- elated experiences					
get discouraged and demotivated if I experience negative employment					
outcomes f I received over 20 job ejections I would begin doubting myself					
5. Section 4: My  So you know what support  Yes  No Other (please specify):	is available from you	r university car	eers service? *		
lave you engaged with you ising their online resources f no, why not? *	r careers service at a s and jobs board, atte	all since you contending a one-to-	mpleted your most -one appointment,	t recent degree? TI attending a works	nis could include hop etc
Yes					
No					
Other (please specify):					
No, I have not engaged with n	ny careers service bec	ause:			

Wha	at kind of careers service support will be most helpful to you right now? Select up to five. *
	Help researching career options
	Help to clarify my career preferences/goals
	Support to identify possible career options
	Support to help me understanding my skills
	Help identifying opportunities to develop my skills
	Help to understand what employers are looking for
	Support to look for jobs
	Advice on to approach recruitment process
	Advice on how to market myself to employers
	Guidance on how to develop different skills
	Support to help me gain the confidence to approach employers
	Help to start my own business or become self-employed
	Help with my CV, cover letter or application
	Help with interviews or assessment centres
	Guidance on completing psychometric tests
	Other (please specify):
ls th	nere anything else you would like your careers service to know? (Optional)
Tha abo	Final questions and thanks  nk you for your time which is greatly appreciated by the research team. This final page will ask you some further questions ut your background and whether you are interested in helping us further with our research. All questions about your kground are optional so please leave them blank if you prefer not to answer.

Please select from the drop-down list the category which most closely describes your ethnicity. If you do not wish to provide this information, please select I prefer not to say.

How old are you?

Select from the drop-down list
Ethnic origin
Other (please describe):
Do you have a disability, long-term health condition, special educational need or mental health condition? If yes, blease select all that apply from the list below If you have a disability, long-term health condition, special educational need or mental health condition that you do not want to disclose, please select 'Yes, but I prefer not to say' If you do not have a disability, long-term health condition, special educational need or mental health condition, then select 'No, do not have a disability, long-term health condition, special educational need or mental health condition'
No, I do not have a disability, long-term health condition, special educational need or mental health condition
Yes, but I prefer not to say
Yes, I have a social/communication condition such as Asperger's syndrome/other autistic spectrum disorder
Yes, I am blind or have a serious visual impairment uncorrected by glasses
Yes, I am Deaf or have a serious hearing impairment
Yes, I have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
Yes, I have a mental health condition, such as depression, schizophrenia or anxiety disorder
Yes, I have a specific learning difference such as dyslexia, dyspraxia or AD(H)D
Yes, I have a physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches
Yes, I have a disability, impairment or medical condition that is not listed above
Have you ever been in care? This incudes any time living in public care as a looked after child, including in local authority care and living with foster carers or in a children's home or being 'looked after' at home under a home supervision order in Scotland. Please note this does not refer to time spent working in a care or healthcare setting or i you are or have been a carer for a relative
Do any of your parents, step-parents or guardians have any higher education qualifications, such as a degree, diplome or certificate of higher education? f you are unsure, please select 'Don't know', or if you do not wish to disclose this information please select 'I prefer not to say'.
What was the job done by the main earner in the house you grew up in? For example: Primary school teacher, Car nechanic, Structural engineer, etc.
As the project is keen to explore your experiences over time, would you be willing to be take part in another survey in approximately 6-7 months' time? *
☐ Yes
☐ No
Other (please specify):

We'd really welcome the opportunity to explore some of these issues further in a one-to-one interview with a member of the research team that would last approximately 45 minutes. Would you be willing to be interviewed some time within the next six weeks? *				
	Yes			
	No			
	Other (please specify):			