

Follow up survey - The impact of Covid-19 on recent graduates' career decisions and outcomes

1. Information for participants

This is the second survey in the project 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 your 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? I have read and understood the information sheet and have had the opportunity to ask questions about the study. I 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. *

☐ Yes

☐ No

What is your User ID number?

This is the 9-digit number in your email invite. *

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

Which of the following best describes where you feel you are in your employment/education situation right now? Choose one option. *

☐ I'm very far away from where I want to be

- ☐ I've made some progress towards where I want to be
- ☐ I'm not too far from where I want to be
- ☐ I'm more or less where I want to be

Which of the following best describes what you are doing at the moment? *

3. Questions about your employment

Thinking about your current main employment, to what extent do you agree with the following statements?
If you are employed in more than one role, just think about the one you consider your main employment. This could be the job you spent the most hours working per week or the one that more closely aligns to your career goals. *

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My current work fits in with my future plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My current work is meaningful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am utilising what I learnt during my studies in my current work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am currently doing a job that is suitable for a graduate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am developing relevant skills that will be valuable for future employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am fulfilling the potential I had when I graduated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am developing transferrable skills that will help me in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is giving me confidence about what I can achieve in my future employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am experiencing job satisfaction and fulfilment in my current work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am developing my profile in way that may makes me attractive to other employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Do you believe you are currently employed in a job that aligns with your career aspirations? *

- ☐ Yes
- ☐ No

4. Questions about work that does not align with your career aspirations

To what extent would you agree with the following statements about being employed in a job that does not align with your career aspirations? *

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
It negatively affected my employment outlook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is a necessary step to future employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It felt like something that could become long-term	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It affected my confidence about what I can offer to employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It affected my wellbeing and/or morale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It made me concerned that my skills were not going to be valued	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It made me question the value of my degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It gave me a chance to develop experience and new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It gave me the chance to reflect on what I want from my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Questions about your further study

To what extent do you agree with the following statements about the further study you are currently undertaking? *

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My current study fits with my future plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My current study is meaningful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am utilising what I learnt during my studies in my current study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that what my further study will help with my job prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am pleased to be studying rather than having to look for employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I chose further study because of concerns about my immediate job prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Further study was always a part of my longer-term career plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My current study is at a higher level than my previous degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My current study is in the same field or subject as my previous degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Questions about your experience of being unemployed

To what extent would you agree with the following statements about being unemployed? *

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
It negatively affected my employment outlook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is a necessary step to future employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It felt like something that could become long-term	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
It affected my confidence about what I can offer to employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It affected my wellbeing and/or morale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It made me concerned that my skills were not going to be valued	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It made me question the value of my degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It gave me a chance to develop experience and new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It gave me the chance to reflect on what I want from my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Questions about the impact of Covid-19 on the graduate jobs market

How would you describe your situation since you completed the last survey? *

- ☐ My situation has improved
- ☐ My situation has not changed
- ☐ My situation has got worse

How far do you agree with the following statements? The Covid-19 situation has: *

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
Significantly damaged my short-term job prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Significantly damaged my long-term job prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made me think differently about my future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Affected the types of jobs I have targeted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made me less confident about my future employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resulted in greater challenges finding employment than I expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Had a detrimental impact on graduates' employment prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent do you agree with the following statements about graduate jobs since you completed the last survey? If the statement does not apply to you, for example if you have not applied for graduates jobs since the last survey, please leave blank.

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I have found it a challenge to find graduate jobs I want to apply for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have noticed a fall in the number of available opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have felt supported by employers during the recruitment process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the sufficient experience that employers require	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I have found the recruitment process challenging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel able to access different types of opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel more optimistic about my employment prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I am moving in the right direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am anxious about my employment prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel empowered to make my own career decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Since the last time you completed this survey, which of the following have you found most challenging? Please select up to 5. *

- ☐ Being able to access careers support and guidance
- ☐ Being able to market myself and what I can offer
- ☐ Finding help to make decisions about my career
- ☐ Gaining relevant experience that employers say they want
- ☐ Knowing what employers are looking for
- ☐ Knowing what I want to do/what my career aspirations are
- ☐ Knowing where to find careers support and guidance
- ☐ Knowing where to find relevant job opportunities
- ☐ Networking with people in my chosen field because of social restrictions
- ☐ Progressing in my career, in terms of role or salary
- ☐ Trying to adapt to new challenges in my current job
- ☐ Trying to stay motivated and focused
- ☐ Working remotely

Thinking about your longer-term job prospects, to what extent do you agree with the following statements? *

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am confident about my longer-term career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I will be able to find future employment that matched my skills and qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I will be able to pursue a fulfilling future career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel less certain about my longer-term career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am making good progress towards my long-term goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OPTIONAL: Please share any comments on your employment situation since you completed the last survey.

8. Section 4: My engagement with my careers service

Have you engaged with your careers service at all since you completed your most recent degree? This could include using their online resources and jobs board, attending a one-to-one appointment, attending a workshop etc *

☐ Yes

☐ No

If you have not engaged with your careers service, why not? Select all that apply

☐ I did not need to

☐ I already have a job

☐ I did not know there was a careers service

☐ I did not know they would support me after graduation

☐ I did not know what I want to do/what my career goals are

☐ I did not know what support is available

☐ I did not know how to access the support I need

☐ I sought support from somewhere else

☐ I am too far away from where the careers service is based

☐ I haven't had the time

☐ I haven't had the motivation

☐ It hasn't been a priority for me

☐ I've felt too nervous or anxious to seek support

☐ I don't know what I want to do or want from a career

☐ I didn't think they could help me because I am an international graduate

☐ I didn't think they could help me because I am a mature graduate

☐ I didn't think they could help me because of the type of jobs I am interested in

☐ I didn't think they could help me because I am self-employed or want to start my own business

☐ They are too busy

☐ Other (please specify):

What 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 and evaluate possible career options
- ☐ Support to help me understand my skills
- ☐ Guidance on how to develop different skills
- ☐ Help identifying opportunities to develop my skills
- ☐ Help to understand what employers are looking for
- ☐ Support to help me gain the confidence to approach employers
- ☐ Advice on how to market myself to employers
- ☐ Advice on how to approach the recruitment process
- ☐ Support to look for jobs
- ☐ Help with my CV, cover letter or application
- ☐ Guidance on completing psychometric tests
- ☐ Help with interviews or assessment centres
- ☐ Advice on working remotely in a graduate job
- ☐ Advice on how to progress in my career
- ☐ Help to navigate challenges at work
- ☐ Guidance on changing careers/jobs
- ☐ Help to find a mentor
- ☐ Other (please specify):

OPTIONAL: Is there anything you would like to tell us about your experiences since completing the previous survey?