



## NATIONAL COUNCIL FOR HIGHER EDUCATION

To access the survey use this link:  
(Your information will be treated with confidentiality.)

### CONTACTS

#### IOL

[WWW.IOL.NA](http://WWW.IOL.NA)

Ms. Bronwin Basson

T: +264 61 270 9153

E: [Bronwin.Basson@iol.na](mailto:Bronwin.Basson@iol.na)



#### IUM

[WWW.IUM.EDU.NA](http://WWW.IUM.EDU.NA)

Ms. Taleni Matheus

T: +264 61 433 6404

E: [t.matheus@ium.edu.na](mailto:t.matheus@ium.edu.na)



#### NAMCOL

[WWW.NAMCOL.EDU.NA](http://WWW.NAMCOL.EDU.NA)

Ms. L. Ngeama

T: +264 61 320 5303

E: [ngeama@namcol.edu.na](mailto:ngeama@namcol.edu.na)



#### NUST

[WWW.NUST.NA](http://WWW.NUST.NA)

Mr. Efraim Dumeni

T: +264 61 207 2303

E: [graduates@nust.na](mailto:graduates@nust.na)



#### UNAM

[WWW.UNAM.EDU.NA](http://WWW.UNAM.EDU.NA)

Ms. K. Neshila-Immanuel

T: +264 61 206 3575

E: [graduates@unam.na](mailto:graduates@unam.na)



PARTICIPATE TO IMPROVE THE QUALITY AND RELEVANCE OF HIGHER EDUCATION IN NAMIBIA

# 2024 National Graduate Survey Questionnaire

# Survey of Graduates who completed Studies in the years 2019, 2020 or 2021

*Dear Graduates,*

*As head of the (HEI Name), I kindly request your participation in a survey of graduates who completed their studies in 2019, 2020 and 2021.*

*We would like to find out what happened to you after you completed your studies. Did you find a job, or are you still looking for one? Did your studies prepare you well for the workplace? Do you use the knowledge and skills you have learned during your studies?*

*The core objectives of the graduate survey are mainly to improve the study programmes and, more specifically, to revise the curriculum.*

*Your information will be treated with strict confidentiality. The results will be published without identifying individual persons.*

*The results of this survey will be published in March 2025 on the website of the (insert HEI name and website page). At your request, we will email you a soft copy of the report with the main survey results.*

*For enquiries contact:*

*Title Name Surname, Position, HEI name*

*Project leader of the (insert HEI name) graduate survey team*

*Or*

*Name: Title, Name Surname*

*Tel: +264 xxxx xxxxx*

*Email: (insert survey common email)*

*Thank you very much in advance for your kind support.*

*Head of HEI name*

*Position*

## Explanatory Notes

### How long does it take to fill out the questionnaire?

Most of you will need about half an hour. It depends, of course, on the kind of experiences you have had during the last years.

We have developed a highly standardized questionnaire, which mainly expects you to mark boxes that refer to relevant answers. With this approach, we hope we have made it easy for you to answer the questions.

### How do you answer the questions?

Please answer all questions applicable to you. In some cases, you will note that the questionnaire suggests you disregard some questions not applicable to you (e.g., → Please continue with question A8).

Please mark the most appropriate answer like this →

In some questions, we have employed answer scales from 1 to 5 (e.g., 1 = very bad to 5 = very good).

### Example of a 5-point-scale

→ Mark only one box for each item (row).

N1 In your current employment, how useful are the following elements of your study programme?						
	Not useful at all				Very useful	
	1	2	3	4	5	
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Course/programme content
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Variety of modules offered
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Opportunity for specialisation

### Open answers

In some cases, we ask you for numbers only, e. g

B6 What was your highest qualification when you left school?	
<input type="checkbox"/> <input type="checkbox"/>	Points grade 12
<input type="checkbox"/> <input type="checkbox"/>	Points grade 10

Sometimes we leave space for you to write an answer ( ..... ).

Every time you choose **Others** as an option, you will be required to specify.

### Correcting answers

→ If you would like to correct your answer, you can do so at any time as you can move back and forth as you please.

### Your comments and additional information are welcome

This questionnaire is used in different institutions of higher education in Namibia with a wide range of different fields of study. We could not consider every specific detail of the study and work that might be relevant to the survey. Therefore, we would appreciate your comments and additional information.

**Overview of the content of the questionnaire**

<i>A</i>	<i>Demographic information</i>	
<i>B</i>	<i>Education and work experience before study</i>	
<i>C</i>	<i>Regional and International Mobility</i>	
<i>D</i>	<i>Family Information</i>	
<i>E</i>	<i>Prior Higher/Tertiary Education</i>	
<i>F</i>	<i>Study programme that you completed in 2019,2020 or 2021</i>	
<i>G</i>	<i>Study conditions and provisions</i>	
<i>H</i>	<i>Employment search</i>	
<i>I</i>	<i>Further studies/training Completed</i>	
<i>J</i>	<i>Current Further Study</i>	
<i>K</i>	<i>Current Employment Status</i>	
<i>L</i>	<i>Search for Current Employment</i>	
<i>M</i>	<i>Current employment &amp; work</i>	
<i>N</i>	<i>Job requirements and use of qualifications</i>	
<i>O</i>	<i>Assessment of Employment and Work</i>	
<i>P</i>	<i>Comments/recommendations</i>	

TH **Survey of Graduates who completed studies in the Years 2019, 2020 or 2021**

N001 Project identification: NA24

SE **A Demographic information**

N002

CV **A1 In which year did you complete your higher education qualification? If you completed more than one qualification in 2019, 2020 or 2021, in which year did you complete your first qualification?**

N003

- 1  2019 V001
- 2  2020
- 3  2021

SU Year of completion of study

CV **A2 From which institution of higher education did you obtain your qualification? Refer to your first qualification in 2019, 2020 or 2021.**

N004

- 1  University of Namibia (UNAM) V002
- 2  Namibia University of Science and Technology (NUST)
- 3  International University of Management (IUM)
- 4  Institute for Open Learning (IOL)
- 5  Namibia College of Open Learning (NAMCOL)

SU higher education institution

CV **A3 Please indicate your sex.**

N005

- 1  Male V003
- 2  Female

SU Gender

CV **A4 In which year were you born?**

N006

- 1  1973 and before V004
- 2  1974
- 3  1975
- 4  1976
- 5  1977
- 6  1978
- 7  1979
- 8  1980
- 9  1981
- 10  1982
- 11  1983
- 12  1984
- 13  1985
- 14  1986
- 15  1987
- 16  1988
- 17  1989
- 18  1990
- 19  1991
- 20  1992
- 21  1993
- 22  1994
- 23  1995
- 24  1996
- 25  1997
- 26  1998
- 27  1999
- 28  2000
- 29  2001
- 30  2002
- 31  2003 and after

SU Year of birth

CV **A5 Do you have a disability?**

N007

- 1  Yes V005
- 2  No (*Please continue with question A8*)

SU Disability

MD <b>A6 What kind of physical challenge are you experiencing?</b>		
N008		
1	<input type="radio"/> Visually impaired - blind	V006_01
2	<input type="radio"/> Visually impaired - partially blind-difficult to read printed text. Need assistance in the form of audio cassettes or enlarged print	V006_02
3	<input type="radio"/> Deaf	V006_03
4	<input type="radio"/> Wheelchair bound	V006_04
5	<input type="radio"/> Muscular/Skeletal/ joint/ limb deficiencies/diseases such as polio or muscular dystrophy	V006_05
6	<input type="radio"/> Other	V006_06
SU	Physical challenges	
FI	show_if variable="V005" value="1" ref="NA24-Q005"	
FT	Only graduates with a disability	

TE <b>A7 Please specify what kind of other physical challenge you are experiencing.</b>		
N009		
1	.....	V007_TXT
SU	Other physical challenges (open text answer)	
FI	show_if variable="V006" value="7" ref="NA24-Q006"	
FT	Only graduates with other physical challenge	

CV <b>A8 What is your current marital status?</b>		
N010		
1	<input type="radio"/> Never married	V008
2	<input type="radio"/> Married	
3	<input type="radio"/> Divorced	
4	<input type="radio"/> Widow(er)	
5	<input type="radio"/> Separated	
6	<input type="radio"/> Other	
SU	Marital status	

TE <b>A9 Please specify your marital status.</b>		
N011		
1	.....	V009_TXT
SU	Other marital status (open text answer)	
FI	show_if variable="V008" value="6" ref="NA24-Q008"	
FT	Only graduates with other marital status	

CV	<b>A10 How many persons are financially dependent on you?</b>	
N012		
1	<input type="radio"/> No person	V010
2	<input type="radio"/> 1 person	
3	<input type="radio"/> 2 persons	
4	<input type="radio"/> 3 persons	
5	<input type="radio"/> 4 persons	
6	<input type="radio"/> 5 persons	
7	<input type="radio"/> More than 5 persons	
SU	Number of financially dependent persons	

CV	<b>A11 What is your nationality?</b>	
N013		
1	<input type="radio"/> Namibian ( <i>Please continue with question B1</i> )	V011
2	<input type="radio"/> Other nationality (please specify): .....	
SU	Nationality	

TE	<b>A12 Please specify your nationality.</b>	
N014		
	.....	V012_TXT
SU	Other nationality (open text answer)	
FI	Show_if variable="V011" value="2" ref="NA24-Q011"	
FT	Only graduates with other nationality	

SE	<b>B Education and Work Experience Before Study</b>
N015	

CV	<b>B1 In which country was your high/secondary school national certificate awarded?</b>	
N016		
1	<input type="radio"/> Namibia ( <i>Please continue with question B3</i> )	V013
2	<input type="radio"/> Other country	
SU	Country of high/secondary school national certificate	

TE	<b>B2 Please specify the name of the country of high/secondary school national certificate</b>	
N017		
	.....	V014_TXT
SU	Other country of high/secondary school national certificate (open text answer)	
FI	show_if variable="V013" value="2" ref="NA24-Q013"	
FT	Only graduates with other country of high/secondary school national certificate	

CV	<b>B3</b>	<b>Was your high/secondary school located in urban or rural area?</b>
N018		
1	<input type="radio"/>	Urban <span style="float: right;">V015</span>
2	<input type="radio"/>	Rural
SU		Kind of school region

CV	<b>B4</b>	<b>From which type of high/secondary school did you receive your entry qualification for your first enrolment in higher/tertiary education?</b>
N019		
1	<input type="radio"/>	Public/Government <span style="float: right;">V016</span>
2	<input type="radio"/>	Private
3	<input type="radio"/>	Other type of high/secondary school
SU		Type of high/secondary school

TE	<b>B5</b>	<b>Please specify the type of high/secondary school from which you received your entry qualification for your first enrolment in higher/tertiary education.</b>
N020		
		..... <span style="float: right;">V017_TXT</span>
SU		Other type of high/secondary school (open text answer)
FI		show if variable="V016" value="3" ref="NA24-Q016"
FT		Only graduates with other type of high/secondary school

ME	<b>B6</b>	<b>What was your highest qualification when you left school? (best six subjects including English)</b>
N021		
1	<input type="radio"/> <input type="radio"/>	Points grade 12 <span style="float: right;">V018_01_NUM</span>
2	<input type="radio"/> <input type="radio"/>	Points grade 10 <span style="float: right;">V018_02_NUM</span>
3	<input type="radio"/> <input type="radio"/>	Points grade 11 <span style="float: right;">V018_03_NUM</span>
SU		Highest school qualification;

CV	<b>B7</b>	<b>Did you attend any vocational training/post-secondary school courses (NQF Level 1, 2, 3, 4, 5) before entering higher/tertiary education (NQF Level 5 and higher)?</b>
N022		
1	<input type="radio"/>	Yes <span style="float: right;">V019</span>
2	<input type="radio"/>	No ( <i>Please continue with question B9</i> )
SU		Vocational training/post-secondary school courses before entering higher/tertiary education

OR	<b>B8</b>	<b>To what extent were your vocational training/post-secondary school courses linked to your higher/tertiary education studies?</b>
N023		
	Not at all	To a very high extent
	1    2    3    4    5	

1	@ @ @ @ @	Linkage of vocational training/post-secondary school courses and higher/tertiary education studies	V020
SU		Linkage of vocational training/post-secondary school courses and higher/tertiary education studies	
FI		show_if variable="V019" value="1" ref="NA24-Q019"	
FT		Only graduates with vocational training/post-secondary school courses before entering higher/tertiary education	

**CV B9 Did you acquire any working experience before your enrolment in higher/tertiary education?**

N024			
1	@	Yes	V021
2	@	No ( <i>Please continue with question C1</i> )	
SU		Work experience before enrolment in higher/tertiary education	

**CV B10 How many full days did you work per week?**

N025			
1	@	One day	V022
2	@	Two days	
3	@	Three days	
4	@	Four days	
5	@	Five days	
6	@	Six days	
7	@	Seven days	
SU		Working days per week	
FI		Show_if variable="V021" value="1" ref="NA24-Q021"	
FT		Only graduates with work experience before study	

**SE C Regional and International Mobility**

N026

**CV C1 In which country were you born?**

N027			
1	@	Namibia ( <i>Please continue with question C3</i> )	V023
2	@	Other country	
SU		Country of birth	

**TE C2 Please specify the country where you were born.**

N028			
		.....	V024_TXT
SU		Other country of birth (open text answer)	
FI		show_if variable="V023" value="2" ref="NA24-Q023"	
FT		Only graduates born not in Namibia	

**FI If you were not born in Namibia → Please continue with question C4**

N029

CV	<b>C3 In which region of Namibia were you born?</b>	
N030		
1	<input type="radio"/> Erongo	V025
2	<input type="radio"/> Hardap	
3	<input type="radio"/>   Kharas	
4	<input type="radio"/> Kavango East	
5	<input type="radio"/> Kavango West	
6	<input type="radio"/> Khomas	
7	<input type="radio"/> Kunene	
8	<input type="radio"/> Ohangwena	
9	<input type="radio"/> Omaheke	
10	<input type="radio"/> Omusati	
11	<input type="radio"/> Oshana	
12	<input type="radio"/> Oshikoto	
13	<input type="radio"/> Otjozondjupa	
14	<input type="radio"/> Zambezi	
SU	Region of birth	
FI	show_if variable="V023" value="1" ref="NA24-Q023"	
FT	Only graduates born in Namibia	

CV	<b>C4 What is your country of residence?</b>	
N031		
1	<input type="radio"/> Namibia ( <i>Please continue with question D1</i> )	V026
2	<input type="radio"/> Other country	
SU	Country of residence	

TE	<b>C5 Please specify your country of residence.</b>	
N032		
	.....	V027_TXT
SU	Other country of residence (open text answer)	
FI	show_if variable="V026" value="2" ref="NA24-Q026"	
FT	Only graduates with residence outside of Namibia	

SE	<b>D Family Information</b>
N033	

CV	<b>D1 Were your parent(s) alive at the time of your first enrolment in higher/tertiary education? Multiple answers possible</b>	
N034		
1	<input type="radio"/> Yes, mother was alive at the time of first enrolment	V028
2	<input type="radio"/> Yes, father was alive at the time of first enrolment	
3	<input type="radio"/> Both alive	
4	<input type="radio"/> None alive ( <b>Not applicable for D4 and D6</b> )	
SU	Parent(s) alive at the time of first enrolment in higher/tertiary education	

MD	<b>D2 Who was responsible for paying for your studies? Multiple answers possible</b>	
N035		
1	<input type="checkbox"/> Parent(s)	V029_01
2	<input type="checkbox"/> Guardian(s) (other than biological parent(s))	V029_02
3	<input type="checkbox"/> Self (own savings/personal loan/own income)	V029_03
4	<input type="checkbox"/> Employer (public company)	V029_04
5	<input type="checkbox"/> Employer (private company)	V029_05
6	<input type="checkbox"/> Namibia Student Assistance Fund (NSFAF)	V029_06
7	<input type="checkbox"/> Government loan (excluding NSFAF)	V029_07
8	<input type="checkbox"/> Government bursary (excluding NSFAF)	V029_08
9	<input type="checkbox"/> Bursary (private organisations excluding Government bursary/loan/NSFAF)	V029_09
10	<input type="checkbox"/> Other	V029_10
SU	Responsible persons/institutions for the payment of studies	

TE	<b>D3 Please specify the other persons or institutions responsible for paying for your studies.</b>	
N036		
	.....	V030_TXT
SU	Other responsible persons for the payment of studies (open text answer)	
FI	show_if variable="V029_10" value="1" ref="NA24-Q029"	
FT	Only graduates with other responsible persons or institutions	

CV	<b>D4 What was your father's highest level of education at the time you enrolled in higher/tertiary education?</b>	
N037		
1	<input type="checkbox"/> Without education	V031
2	<input type="checkbox"/> Incomplete primary school	
3	<input type="checkbox"/> Complete primary school	
4	<input type="checkbox"/> Junior secondary	
5	<input type="checkbox"/> Senior secondary	
6	<input type="checkbox"/> Tertiary certificate	
7	<input type="checkbox"/> Diploma	
8	<input type="checkbox"/> Bachelor's degree	
9	<input type="checkbox"/> Honours degree	
10	<input type="checkbox"/> Master's degree	
11	<input type="checkbox"/> Doctorate degree	
12	<input type="checkbox"/> Don't know	
13	<input type="checkbox"/> Other	
SU	Highest level of education of a father	

TE	<b>D5 Please specify the other highest level of education of your father.</b>
N038	..... V032_TXT
SU	Other highest level of education of father (open text answer)
FI	show_if variable="V031" value="13" ref="NA24-Q031"
FT	Only graduates with other highest level of education of a father

CV	<b>D6 What was your mother's highest level of education at the time you enrolled in higher/tertiary education?</b>
N039	
1	<input type="radio"/> Without education V033
2	<input type="radio"/> Incomplete primary school
3	<input type="radio"/> Complete primary school
4	<input type="radio"/> Junior secondary
5	<input type="radio"/> Senior secondary
6	<input type="radio"/> Tertiary certificate
7	<input type="radio"/> Diploma
8	<input type="radio"/> Bachelor's degree
9	<input type="radio"/> Honours degree
10	<input type="radio"/> Master's degree
11	<input type="radio"/> Doctorate degree
12	<input type="radio"/> Don't know
13	<input type="radio"/> Other
SU	Highest level of education of mother

TE	<b>D7 Please specify the other highest level of education of your mother.</b>
N040	..... V034_TXT
SU	Other highest level of education of mother (open text answer)
FI	show_if variable="V033" value="13" ref="NA24-Q034"
FT	Only graduates with other highest level of education of mother

SE **E Prior Higher/Tertiary Education**

N041

CV **E1 In which year did you first enrol for higher/tertiary education?**

N042

- |    |                       |                 |      |
|----|-----------------------|-----------------|------|
| 1  | <input type="radio"/> | 2003 and before | V035 |
| 2  | <input type="radio"/> | 2004            |      |
| 3  | <input type="radio"/> | 2005            |      |
| 4  | <input type="radio"/> | 2006            |      |
| 5  | <input type="radio"/> | 2007            |      |
| 6  | <input type="radio"/> | 2008            |      |
| 7  | <input type="radio"/> | 2009            |      |
| 8  | <input type="radio"/> | 2010            |      |
| 9  | <input type="radio"/> | 2011            |      |
| 10 | <input type="radio"/> | 2012            |      |
| 11 | <input type="radio"/> | 2013            |      |
| 12 | <input type="radio"/> | 2014            |      |
| 13 | <input type="radio"/> | 2015            |      |
| 14 | <input type="radio"/> | 2016            |      |
| 15 | <input type="radio"/> | 2017            |      |
| 16 | <input type="radio"/> | 2018            |      |
| 17 | <input type="radio"/> | 2019            |      |
| 18 | <input type="radio"/> | 2020            |      |
| 19 | <input type="radio"/> | 2021            |      |

SU Year of first enrolment

CV **E2 Did you study any higher/tertiary education programme(s) before the one you completed in 2019, 2020 or 2021? Refer to your first qualification.**

N043

- |   |                       |  |      |
|---|-----------------------|--|------|
| 1 | <input type="radio"/> | Yes  | V036 |
| 2 | <input type="radio"/> | No ( <i>Please continue with question F1</i> ) |      |

SU Pre study

CV	<b>E3 In which field of learning was the pre-study programme?</b>
N044	
1	<input type="checkbox"/> Agriculture and Nature Conservation <span style="float: right;">V037</span>
2	<input type="checkbox"/> Business, Commerce and Management Studies
3	<input type="checkbox"/> Communication Studies and Language
4	<input type="checkbox"/> Culture and Arts
5	<input type="checkbox"/> Education, Training and Development
6	<input type="checkbox"/> Manufacturing, Engineering and Technology
7	<input type="checkbox"/> Human and Social Studies
8	<input type="checkbox"/> Law, Military Science and Security
9	<input type="checkbox"/> Health Science and Social Services
10	<input type="checkbox"/> Physical, Mathematics and Computer Sciences
11	<input type="checkbox"/> Physical Planning and Construction
12	<input type="checkbox"/> Services and Life Science
SU	Field of learning in the pre-study
FI	show_if variable="V036" value="1" ref="NA24-Q025"
FT	Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2019, 2020 or 2021

TE	<b>E4 Please specify the name of the pre-study programme.</b>
N045	
1	<input type="text"/> <span style="float: right;">V038_TXT</span>
SU	Name of the pre-study programme
FI	show_if variable="V036" value="1" ref="NA24-Q036"
FT	Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2019, 2020 or 2021

**CV E5 What was the name of the institution of the pre-study programme?**

- N046
- 1 @ Namibia College of Open Learning (NAMCOL) V039
  - 2 @ Namibia University of Science and Technology (NUST)
  - 3 @ University of Namibia (UNAM)
  - 4 @ African Leadership Institute (ALI)
  - 5 @ Headstart Montessori Teacher Training College (HEADSTART)
  - 6 @ Academy of Banking in Namibia/ Institute of Bankers (IOB)
  - 7 @ Institute of Open Learning (IOL)
  - 8 @ International University of Management (IUM)
  - 9 @ International Training College LINGUA (LINGUA)
  - 10 @ River Higher Institute of Technology/ Monitronic Success College (MONITRONIC)
  - 11 @ Namibia Evangelical Theological Seminary (NETS)
  - 12 @ Philippi Trust Namibia (PHILIPPI)
  - 13 @ St. Charles Lwanga Major Seminary (ST. CHARLES)
  - 14 @ Triumphant College (TRIUMPHANT)
  - 15 @ Tulipohamba Training and Assessment Institute (TULIPOHAMBA)
  - 16 @ United Lutheran Theological Seminary Paulinum (PAULINUM)
  - 17 @ Welwitchia Health Training Centre (WELWITCHIA)
  - 18 @ Other

SU Name of the institution of the pre-study

FI show\_if variable="V036" value="1" ref="NA24-Q036"

FT Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2019, 2020 or 2021

**TE E6 Please specify the name of the other institution of the pre-study programme**

N047

..... V040\_TXT

SU Other institution (open text answer)

FI show\_if variable="V039" value="18" ref="NA24-Q036"

FT Only graduates who studied any higher/tertiary education programme(s) before 2019, 2020 or 2021

**F Study Programme that you Completed in 2019, 2020 or 2021. Refer to your first qualification.**

SE

N048

**CV F1 Which selection criterion was used for your entry to the study programme that you completed in 2019, 2020 or 2021? Refer to your first qualification.**

- N049
- 1 @ Grades achieved in secondary school V041
  - 2 @ Results of special entry exams (mature entry)
  - 3 @ Other
- SU Selection criterion for entry to the study programme

TE	<b>F2 Please specify the other selection criterion that was used for your entry into the study programme.</b>
N050	
1	..... V042_TXT
SU	Other selection criterion for entry to the study programme (open text answer)
FI	show_if variable="V041" value="3" ref="NA24-Q041"
FT	Only graduates who experienced other selection criteria

OR	<b>F3 How important were the following factors in choosing the higher/tertiary education institution where you completed your study programme?</b>																																																																																											
N051																																																																																												
	<table border="1"> <thead> <tr> <th></th> <th colspan="2">Not at all important</th> <th colspan="3">Very important</th> <th></th> </tr> <tr> <th></th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> <th></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Closeness to home V043_01</td> </tr> <tr> <td>2</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Availability of scholarship/loan/grants at the HEI V043_02</td> </tr> <tr> <td>3</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Availability of accommodation on or off campus V043_03</td> </tr> <tr> <td>4</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Availability of quality accommodation on or off campus V043_04</td> </tr> <tr> <td>5</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Attractiveness of town/suburb/region V043_05</td> </tr> <tr> <td>6</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Reputation/image of the HEI/campus V043_06</td> </tr> <tr> <td>7</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Practical emphasis of the study programme V043_07</td> </tr> <tr> <td>8</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Provision of area of specialisation V043_08</td> </tr> <tr> <td>9</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Admission standards and prior grades V043_09</td> </tr> <tr> <td>10</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Advise by parents/relatives/friends V043_10</td> </tr> <tr> <td>11</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>@</td> <td>Other V043_11</td> </tr> </tbody> </table>		Not at all important		Very important					1	2	3	4	5		1	@	@	@	@	@	Closeness to home V043_01	2	@	@	@	@	@	Availability of scholarship/loan/grants at the HEI V043_02	3	@	@	@	@	@	Availability of accommodation on or off campus V043_03	4	@	@	@	@	@	Availability of quality accommodation on or off campus V043_04	5	@	@	@	@	@	Attractiveness of town/suburb/region V043_05	6	@	@	@	@	@	Reputation/image of the HEI/campus V043_06	7	@	@	@	@	@	Practical emphasis of the study programme V043_07	8	@	@	@	@	@	Provision of area of specialisation V043_08	9	@	@	@	@	@	Admission standards and prior grades V043_09	10	@	@	@	@	@	Advise by parents/relatives/friends V043_10	11	@	@	@	@	@	Other V043_11
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11	@	@	@	@	@	Other V043_11																																																																																						
SU	Importance of factors in choosing the higher/tertiary education institution																																																																																											

TE	<b>F4 Please specify the other factors in choosing the higher/tertiary education institution.</b>
N052	
	..... V044_TXT
SU	Other factors in choosing the higher/tertiary education institution (open text answer)
FI	show_if variable="V043_11" value="1" ref="NA24-Q043"
FI	show_if variable="V043_11" value="2" ref="NA24-Q043"
FI	show_if variable="V043_11" value="3" ref="NA24-Q043"
FI	show_if variable="V043_11" value="4" ref="NA24-Q043"
FI	show_if variable="V043_11" value="5" ref="NA24-Q043"
FT	Only graduates who had other reasons in choosing the higher/tertiary education institution

**CV F5 What was the level of study that you completed?**

N053			
1	<input type="radio"/>	PhD	V045
2	<input type="radio"/>	Masters	
3	<input type="radio"/>	Honours	
4	<input type="radio"/>	Bachelor	
5	<input type="radio"/>	Post-graduate diploma	
6	<input type="radio"/>	Post-graduate certificate	
7	<input type="radio"/>	Diploma	
8	<input type="radio"/>	Certificate	
9	<input type="radio"/>	Short courses	
10	<input type="radio"/>	Other	
SU		Level of study	

**TE F6 Please specify the other level of study**

N054			
		.....	V046_TXT
SU		Other level of study (open text answer)	
FI		show_if variable="V045" value="10" ref="NA24-Q045"	
FT		Only graduates with other physical challenge	

**CV F7 In which field of learning was the study programme?**

N055			
1	<input type="radio"/>	Agriculture and Natural Science	V047
2	<input type="radio"/>	Business, Commerce and Management	
3	<input type="radio"/>	Communication Studies and Language	
4	<input type="radio"/>	Culture and Arts	
5	<input type="radio"/>	Education, Training and Development	
6	<input type="radio"/>	Manufacturing, Engineering and Technology	
7	<input type="radio"/>	Human and Social Studies	
8	<input type="radio"/>	Law, Military Science and Security	
9	<input type="radio"/>	Health Science	
10	<input type="radio"/>	Physical, Mathematics and Computer Sciences	
11	<input type="radio"/>	Physical Planning and Construction	
12	<input type="radio"/>	Services and Life Science	
SU		Field of learning	

TE	<b>F8 Please choose the name of the study programme you completed in 2019, 2020 or 2021.</b>	
N056		
1	.....	V048
SU	Name of the qualification	

CV	<b>F9 Through which mode of study did you complete your study programme?</b>	
N057		
1	<input type="radio"/> Full-time	V049
2	<input type="radio"/> Part-time	
3	<input type="radio"/> Distance	
4	<input type="radio"/> Other	
SU	Mode of study	

TE	<b>F10 Please specify the other mode of study used to complete your study.</b>	
N058		
	.....	V050_TXT
SU	Other mode of study (open text answer)	
FI	show_if variable="V049" value="4" ref="NA24-Q049"	

CV	<b>F11 Did you complete the study programme in the minimum required period?</b>	
N059		
1	<input type="radio"/> Yes ( <i>Please continue with question G1</i> )	V051
2	<input type="radio"/> No	
SU	Completion of the study programme in the minimum required period;	

MD	<b>F12 Which of the following reasons caused the delay? Multiple answers possible</b>	
N060		
1	<input type="checkbox"/> Financial challenges/difficulties	V052_01
2	<input type="checkbox"/> Failed examinations	V052_02
3	<input type="checkbox"/> Slow/difficulty in writing thesis/dissertation	V052_03
4	<input type="checkbox"/> Change of subject or major	V052_04
5	<input type="checkbox"/> Change of course	V052_05
6	<input type="checkbox"/> Family matters	V052_06
7	<input type="checkbox"/> Health problems/challenges	V052_07
8	<input type="checkbox"/> Work commitments	V052_08
9	<input type="checkbox"/> Long duration of research	V052_09
10	<input type="checkbox"/> Other	V052_10
SU	Reasons for prolongation of study	
FI	show_if variable="V051" value="2" ref="NA24-Q051"	

**TE F13 Please specify the reasons for the prolongation of the study.**

N061 ..... **V053\_TXT**

SU Other reasons for prolongation of study (open text answer)

FI show\_if variable="V052\_10" value="1" ref="NA24-Q052"

**SE G Study Conditions and Study Provisions**

N062

**OR G1 How would you rate the study conditions you experienced at your institution?**

N063

	Very bad				Very good		
	1	2	3	4	5		
1	@	@	@	@	@	Opportunity for consultation with teaching staff	V054_01
2	@	@	@	@	@	Motivation offered to help in your studies	V054_02
3	@	@	@	@	@	Conducting research/dissertation/research paper	V054_03
4	@	@	@	@	@	Teaching quality (methods) of lecturers	V054_04
5	@	@	@	@	@	Teaching/grading system	V054_05
6	@	@	@	@	@	Internship programme/field course/practicals	V054_06
7	@	@	@	@	@	Contacts with fellow students	V054_07
8	@	@	@	@	@	Chances for students to have an influence on HEI policies	V054_08
9	@	@	@	@	@	Quality of technical equipment	V054_09
10	@	@	@	@	@	Availability of technical equipment (e.g. lab equipment, measuring instruments, computer lab)	V054_10
11	@	@	@	@	@	Supply of teaching or learning materials	V054_11
12	@	@	@	@	@	Quality of buildings	V054_12
13	@	@	@	@	@	Quality of classroom learning	V054_13
14	@	@	@	@	@	Student recreational facilities on campus	V054_14
15	@	@	@	@	@	Other	V054_15

SU Rating of study conditions

**TE G2 Please specify other study condition you rated at your institution.**

N064 ..... **V055\_TXT**

SU Other rating of study provisions (open text answer)

FI show\_if variable="V054\_15" value="1" ref="NA24-Q054"

FI show\_if variable="V054\_15" value="2" ref="NA24-Q054"

FI show\_if variable="V054\_15" value="3" ref="NA24-Q054"

FI show\_if variable="V054\_15" value="4" ref="NA24-Q054"

FI show\_if variable="V054\_15" value="5" ref="NA24-Q054"

OR **G3 How do you rate the following study provisions at your institution?**

N065							
	Very bad					Very good	
	1	2	3	4	5		
1	@	@	@	@	@	Stocking of the library	V056_01
2	@	@	@	@	@	Learning modules	V056_02
3	@	@	@	@	@	Variety of subjects offered	V056_03
4	@	@	@	@	@	Catering facilities on the campus	V056_04
5	@	@	@	@	@	Medical facilities	V056_05
6	@	@	@	@	@	HEI scholarships/bursaries	V056_06
7	@	@	@	@	@	Other	V056_07
SU	Rating of study provisions						

TE **G4 Please specify other study provision you rated at your institution.**

N066		V057_TXT
SU	Other rating of study provisions (open text answer)	
FI	show_if variable="V056_07" value="1" ref="NA24-Q056"	
FI	show_if variable="V056_07" value="2" ref="NA24-Q056"	
FI	show_if variable="V056_07" value="3" ref="NA24-Q056"	
FI	show_if variable="V056_07" value="4" ref="NA24-Q056"	
FI	show_if variable="V056_07" value="5" ref="NA24-Q056"	

SE **H Employment Search**

N067

CV **H1 Have you searched for employment after completion of your study programme? Refer to your first qualification completed in 2019, 2020 or 2021.**

N068		
1	@ Yes ( <i>Please continue with question H4</i> )	V058
2	@ No	
SU	Employment search	

**MD H2 Why have you not searched for employment? Multiple answers possible**

N069		
1	<input type="checkbox"/> Continued studying	V059_01
2	<input type="checkbox"/> Found a job without searching	V059_02
3	<input type="checkbox"/> Continued a job I already had before/during studies	V059_03
4	<input type="checkbox"/> Became self-employed	V059_04
5	<input type="checkbox"/> Ill-health	V059_05
6	<input type="checkbox"/> Prevented due to family commitments	V059_06
7	<input type="checkbox"/> Chose not to work	V059_07
8	<input type="checkbox"/> Other reason	V059_08
SU	Reasons for not searching for employment	
FI	show_if variable="V058" value="2" ref="NA24-Q058"	
FT	Only graduates who did not search for employment	

**TE H3 Please specify the other reasons.**

N070		
1	.....	V060_TXT
SU	Other reasons for not searching for employment (open text answer)	
FI	show_if variable="V059_08" value="1" ref="NA24-Q059"	
FI	hide_if variable="V058" value="1" ref="NA24-Q058"	

**FI If you have not searched for employment → Please continue with question I1**

N071

CV H4 How long have you searched for your first job?

N072

- |    |                       |                     |      |
|----|-----------------------|---------------------|------|
| 1  | <input type="radio"/> | Less than 1 month   | V061 |
| 2  | <input type="radio"/> | 1 month             |      |
| 3  | <input type="radio"/> | 2 months            |      |
| 4  | <input type="radio"/> | 3 months            |      |
| 5  | <input type="radio"/> | 4 months            |      |
| 6  | <input type="radio"/> | 5 months            |      |
| 7  | <input type="radio"/> | 6 months            |      |
| 8  | <input type="radio"/> | 7 months            |      |
| 9  | <input type="radio"/> | 8 months            |      |
| 10 | <input type="radio"/> | 9 months            |      |
| 11 | <input type="radio"/> | 10 months           |      |
| 12 | <input type="radio"/> | 11 months           |      |
| 13 | <input type="radio"/> | 12 months           |      |
| 14 | <input type="radio"/> | 13 months           |      |
| 15 | <input type="radio"/> | 14 months           |      |
| 16 | <input type="radio"/> | 15 months           |      |
| 17 | <input type="radio"/> | 16 months           |      |
| 18 | <input type="radio"/> | 17 months           |      |
| 19 | <input type="radio"/> | 18 months           |      |
| 20 | <input type="radio"/> | 19 months           |      |
| 21 | <input type="radio"/> | 20 months           |      |
| 22 | <input type="radio"/> | 21 months           |      |
| 23 | <input type="radio"/> | 22 months           |      |
| 24 | <input type="radio"/> | 23 months           |      |
| 25 | <input type="radio"/> | 24 months           |      |
| 26 | <input type="radio"/> | More than 24 months |      |

SU Duration of job search for first job;

FI show\_if variable="V058" value="1" ref="NA24-Q058"

FT Only graduates who searched for employment

MD	<b>H5 What methods have you used to search for your first job after completion of your study programme? Multiple answers possible</b>	
N073		
1	<input type="checkbox"/> Press advertisements (e.g. newspapers)	V062_01
2	<input type="checkbox"/> Private employment agency (e.g. Jobs Unlimited)	V062_02
3	<input type="checkbox"/> Social media (e.g. Facebook, LinkedIn)	V062_03
4	<input type="checkbox"/> Contacted employer on own initiative	V062_04
5	<input type="checkbox"/> Contacted by employer	V062_05
6	<input type="checkbox"/> Through work placement/attachment during higher/tertiary education	V062_06
7	<input type="checkbox"/> Through family, friends or acquaintances	V062_07
8	<input type="checkbox"/> Through help of higher/tertiary education institution	V062_08
9	<input type="checkbox"/> Set up own business	V062_09
10	<input type="checkbox"/> Through the Ministry of Labour	V062_10
11	<input type="checkbox"/> Radio/TV	V062_11
12	<input type="checkbox"/> Other	V062_12
SU	Used job search methods	
FI	show_if variable="V058" value="1" ref="NA24-Q058"	
FT	Only graduates who searched for employment	

TE	<b>H6 Please specify other methods have you used to search for your first job after completion of your study programme.</b>	
N074		
1	.....	V063_TXT
SU	other methods have you used to search for your first job after completion of your study programme. (open text answer)	
FI	show_if variable="V062_12" value="1" ref="NA24-Q062"	

**CV H7 What was the most successful method for finding your first job? Choose only one answer**

N075

- 1  Press advertisements (e.g. newspapers) V064
- 2  Private employment agency (e.g. Jobs Unlimited)
- 3  Social media (e.g. Facebook, LinkedIn)
- 4  Contacted employer on own initiative
- 5  Contacted by employer
- 6  Through work placement/attachment during higher/tertiary education
- 7  Through family, friends or acquaintances
- 8  Through help of HEI
- 9  Set up own business
- 10  Through the Ministry of Labour
- 11  Radio/TV
- 12  Other

SU Most successful method for finding the first job

FI show\_if variable="V058" value="1" ref="NA24-Q058"

FT Only graduates who searched for employment

**TE H8 Please specify the most successful method.**

N076

..... V065\_TXT

SU Other most succesful method (open text answer)

FI show\_if variable="V064" value="12" ref="NA24-Q064"

CV	H9	How many employers have you approached after completion of your study programme?	
N077			
1	<input type="checkbox"/>	No employer approached	V066
2	<input type="checkbox"/>	One employer	
3	<input type="checkbox"/>	Two employers	
4	<input type="checkbox"/>	Three employers	
5	<input type="checkbox"/>	Four employers	
6	<input type="checkbox"/>	Five employers	
7	<input type="checkbox"/>	Six employers	
8	<input type="checkbox"/>	Seven employers	
9	<input type="checkbox"/>	Eight employers	
10	<input type="checkbox"/>	Nine employers	
11	<input type="checkbox"/>	Ten employers	
12	<input type="checkbox"/>	11 to 15 employers	
13	<input type="checkbox"/>	16 to 20 employers	
14	<input type="checkbox"/>	21 to 25 employers	
15	<input type="checkbox"/>	26 to 30 employers	
16	<input type="checkbox"/>	31 to 40 employers	
17	<input type="checkbox"/>	41 to 50 employers	
18	<input type="checkbox"/>	51 to 60 employers	
19	<input type="checkbox"/>	More than 60 employers	
SU		Number of employers approached;	
FI		show_if variable="V058" value="1" ref="NA24-Q058"	
FT		Only graduates who searched for employment	

CV	H10 How many acknowledgements have you received?	
N078		
1	<input type="radio"/> No acknowledgement	V067
2	<input type="radio"/> One acknowledgement	
3	<input type="radio"/> Two acknowledgements	
4	<input type="radio"/> Three acknowledgements	
5	<input type="radio"/> Four acknowledgements	
6	<input type="radio"/> Five acknowledgements	
7	<input type="radio"/> Six acknowledgements	
8	<input type="radio"/> Seven acknowledgements	
9	<input type="radio"/> Eight acknowledgements	
10	<input type="radio"/> Nine acknowledgements	
11	<input type="radio"/> Ten acknowledgements	
12	<input type="radio"/> 11 to 15 acknowledgements	
13	<input type="radio"/> 16 to 20 acknowledgements	
14	<input type="radio"/> 21 to 25 acknowledgements	
15	<input type="radio"/> 26 to 30 acknowledgements	
16	<input type="radio"/> 31 to 40 acknowledgements	
17	<input type="radio"/> 41 to 50 acknowledgements	
18	<input type="radio"/> 51 to 60 acknowledgements	
19	<input type="radio"/> More than 60 acknowledgements	
SU	Number of received acknowledgements	
FI	show_if variable="V058" value="1" ref="NA24-Q058"	
FT	Only graduates who searched for employment	

CV **H11 How many calls for interview have you received?**

N079

- 1  No call for interview V068
- 2  One call for interview
- 3  Two calls for interview
- 4  Three calls for interview
- 5  Four calls for interview
- 6  Five calls for interview
- 7  Six calls for interview
- 8  Seven calls for interview
- 9  Eight calls for interview
- 10  Nine calls for interview
- 11  Ten calls for interview
- 12  11 to 15 calls for interview
- 13  16 to 20 calls for interview
- 14  21 to 25 calls for interview
- 15  26 to 30 calls for interview
- 16  31 to 40 calls for interview
- 17  41 to 50 calls for interview
- 18  51 to 60 calls for interview
- 19  More than 60 calls for interview

SU Number of calls for interviews recieved;

FI show\_if variable="V058" value="1" ref="NA24-Q058"

FT Only graduates who searched for employment

SE **I Further Studies/Training Completed**

N080

CV **I1 Did you already complete a further studies programme after completing your study programme in 2019, 2020 or 2021? Please Refer to your first qualification.**

N081

- 1  Yes V069
- 2  No (*Please continue with question J1*)

SU Further studies completed

MD	<b>I2</b>	<b>What was your reason for engaging in further studies? Multiple answers possible</b>
N082		
1	<input type="checkbox"/>	Could not find employment <span style="float: right;">V070_01</span>
2	<input type="checkbox"/>	Enhancing career <span style="float: right;">V070_02</span>
3	<input type="checkbox"/>	For promotion <span style="float: right;">V070_03</span>
4	<input type="checkbox"/>	Updating knowledge (advanced studies) <span style="float: right;">V070_04</span>
5	<input type="checkbox"/>	Acquiring new skills (broadening your skills) <span style="float: right;">V070_05</span>
6	<input type="checkbox"/>	Other reasons <span style="float: right;">V070_06</span>
SU		Reasons for engaging in further studies
FI		show_if variable="V069" value="1" ref="NA24-Q069"
FT		Only graduates with further studies

TE	<b>I3</b>	<b>Please specify the other reasons for engaging in further studies.</b>
N083		
		..... <span style="float: right;">V071_TXT</span>
SU		Other reasons for engaging in further studies (open text answer)
FI		show_if variable="V070_06" value="1" ref="NA24-Q070"

MD	<b>I4</b>	<b>What level of further study have you completed? Multiple answers possible</b>
N084		
1	<input type="checkbox"/>	PhD <span style="float: right;">V072_01</span>
2	<input type="checkbox"/>	Masters <span style="float: right;">V072_02</span>
3	<input type="checkbox"/>	Honours <span style="float: right;">V072_03</span>
4	<input type="checkbox"/>	Bachelor <span style="float: right;">V072_04</span>
5	<input type="checkbox"/>	Post-graduate diploma <span style="float: right;">V072_05</span>
6	<input type="checkbox"/>	Post-graduate certificate <span style="float: right;">V072_06</span>
7	<input type="checkbox"/>	Diploma <span style="float: right;">V072_07</span>
8	<input type="checkbox"/>	Certificate <span style="float: right;">V072_08</span>
9	<input type="checkbox"/>	Short courses <span style="float: right;">V072_09</span>
10	<input type="checkbox"/>	Other <span style="float: right;">V072_10</span>
SU		Level of completed further study
FI		show_if variable="V069" value="1" ref="NA24-Q069"
FT		Only graduates with completed further studies

TE	<b>I5</b>	<b>Please specify the other level of completed further study.</b>
N085		
		..... <span style="float: right;">V073_TXT</span>
SU		Other level of completed further study (open text answer)
FI		show_if variable="V072_10" value="1" ref="NA24-Q072"
FT		Only graduates with completed further studies

CV **I6 Which field of learning fits your further study best?**

N086

- 1  Agriculture and Natural Science V074
- 2  Business, Commerce and Management
- 3  Communication Studies and Language
- 4  Culture and Arts
- 5  Education, Training and Development
- 6  Manufacturing, Engineering and Technology
- 7  Human and Social Studies
- 8  Law, Military Science and Security
- 9  Health Science
- 10  Physical, Mathematics and Computer Sciences
- 11  Physical Planning and Construction
- 12  Services and Life Science

SU Field of learning of completed further study

FI show\_if variable="V069" value="1" ref="NA24-Q069"

FT Only graduates with completed further studies

CV **I7 In which year did you enrol for this completed further study?**

N087

- 1  2019 V075
- 2  2020
- 3  2021
- 4  2022
- 5  2023
- 6  2024

SU Year of enrolment in completed further studies

FI show\_if variable="V069" value="1" ref="NA24-Q069"

FT Only graduates with completed further studies

CV	<b>I8</b>	<b>In which month did you enrol for this further study?</b>
N088		
1	<input type="checkbox"/>	January <span style="float: right;">V076</span>
2	<input type="checkbox"/>	February
3	<input type="checkbox"/>	March
4	<input type="checkbox"/>	April
5	<input type="checkbox"/>	May
6	<input type="checkbox"/>	June
7	<input type="checkbox"/>	July
8	<input type="checkbox"/>	August
9	<input type="checkbox"/>	September
10	<input type="checkbox"/>	October
11	<input type="checkbox"/>	November
12	<input type="checkbox"/>	December
SU		Month of enrolment in completed further study
FI		show_if variable="V069" value="1" ref="NA24-Q069"
FT		Only graduates who completed further study

OR	<b>I9</b>	<b>To what extent is the field of your completed further studies linked to the field that you graduated in?</b>												
N089														
		<table border="0"> <tr> <td></td> <td>Not at all</td> <td></td> <td></td> <td>To a very high extent</td> <td></td> </tr> <tr> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>		Not at all			To a very high extent			1	2	3	4	5
	Not at all			To a very high extent										
	1	2	3	4	5									
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Linkage between the field of further studies and the field that was completed before <span style="float: right;">V077</span>								
SU						Linkage between the field of further studies and the field that was completed before								
FI						show_if variable="V069" value="1" ref="NA24-Q069"								
FT						Only graduates with completed further studies								

**CV I10 At which institution have you done your further studies?**

N090			
1	<input type="checkbox"/>	Namibia College of Open Learning (NAMCOL)	V078
2	<input type="checkbox"/>	Namibia University of Science and Technology (NUST)	
3	<input type="checkbox"/>	University of Namibia (UNAM)	
4	<input type="checkbox"/>	African Leadership Institute (ALI)	
5	<input type="checkbox"/>	Headstart Montessori Teacher Training College (HEADSTART)	
6	<input type="checkbox"/>	Academy of Banking in Namibia/ Institute of Bankers (IOB)	
7	<input type="checkbox"/>	Institute of Open Learning (IOL)	
8	<input type="checkbox"/>	International University of Management (IUM)	
9	<input type="checkbox"/>	International Training College LINGUA (LINGUA)	
10	<input type="checkbox"/>	Monitronic Success College (MONITRONIC) now River Higher Institute of Technology	
11	<input type="checkbox"/>	Namibia Evangelical Theological Seminary (NETS)	
12	<input type="checkbox"/>	Philippi Trust Namibia (PHILIPPI)	
13	<input type="checkbox"/>	St. Charles Lwanga Major Seminary (ST. CHARLES)	
14	<input type="checkbox"/>	Triumphant College (TRIUMPHANT)	
15	<input type="checkbox"/>	Tulipohamba Training and Assessment Institute (TULIPOHAMBA)	
16	<input type="checkbox"/>	United Lutheran Theological Seminary Paulinum (PAULINUM)	
17	<input type="checkbox"/>	Welwitchia Health Training Centre (WELWITCHIA)	
18	<input type="checkbox"/>	Other	
SU		Institution of completed further study	
FI		show_if variable="V069" value="1" ref="NA24-Q069"	
FT		Only graduates with completed further studies	

**TE I11 Please specify the name and the country of the other institution where you completed further study.**

N091			V079_TXT
		.....	
SU		Other institution of completed further study (open text answer)	
FI		show_if variable="V078" value="10" ref="NA24-Q078"	
FT		Only graduates who completed further studies at other institutions	

**CV I12 What was the mode of your further study?**

N092			
1	<input type="checkbox"/>	Full-time	V080
2	<input type="checkbox"/>	Part-time	
3	<input type="checkbox"/>	Distance	
4	<input type="checkbox"/>	Other	
SU		Mode of further study	
FI		show_if variable="V069" value="1" ref="NA24-Q069"	
FT		Only graduates with completed further studies	

TE	<b>I13 Please specify the other mode of completed further studies.</b>
N093	..... V081_TXT
SU	Other mode of further studies (open text answer)
FI	show_if variable="V080" value="4" ref="NA24-Q080"
FT	Only graduates with completed further studies

CV	<b>I14 What was the duration of your further study programme?</b>
N094	
1	<input type="radio"/> Up to 3 months V082
2	<input type="radio"/> 4 to less than 12 months
3	<input type="radio"/> One year
4	<input type="radio"/> Two years
5	<input type="radio"/> Three years
6	<input type="radio"/> More than three years
SU	Duration of further study programme
FI	show_if variable="V069" value="1" ref="NA24-Q069"
FT	Only graduates with completed further studies

SE **J Current Further Studies/Training**

N095

CV	<b>J1 Are you undertaking further studies at present?</b>
N096	
1	<input type="radio"/> Yes, I am studying V083
2	<input type="radio"/> No ( <b><i>Please continue with question K1</i></b> )
SU	Undertaking further studies at present

MD	<b>J2 What level of further study are you undertaking? Multiple answers possible</b>
N097	
1	<input type="checkbox"/> PhD V084_01
2	<input type="checkbox"/> Masters V084_02
3	<input type="checkbox"/> Honours V084_03
4	<input type="checkbox"/> Bachelor V084_04
5	<input type="checkbox"/> Post-graduate diploma V084_05
6	<input type="checkbox"/> Post-graduate certificate V084_06
7	<input type="checkbox"/> Diploma V084_07
8	<input type="checkbox"/> Certificate V084_08
9	<input type="checkbox"/> Short courses V084_09
10	<input type="checkbox"/> Other V084_10
SU	Level of current further study
FI	show_if variable="V083" value="1" ref="NA24-Q083"
FT	Only graduates who are currently studying

TE	<b>J3</b>	<b>Please specify the other level of current further study.</b>
N098		..... V085_TXT
SU		Other level of current further study (open text answer)
FI		show_if variable="V084_10" value="1" ref="NA24-Q081"
FT		Only graduates who are currently studying

CV	<b>J4</b>	<b>Which field of learning fits your current further study best?</b>
N099		
	1	<input type="radio"/> Agriculture and Nature Conservation V086
	2	<input type="radio"/> Business, Commerce and Management Studies
	3	<input type="radio"/> Communication Studies and Language
	4	<input type="radio"/> Culture and Arts
	5	<input type="radio"/> Education, Training and Development
	6	<input type="radio"/> Manufacturing, Engineering and Technology
	7	<input type="radio"/> Human and Social Studies
	8	<input type="radio"/> Law, Military Science and Security
	9	<input type="radio"/> Health Science and Social Service
	10	<input type="radio"/> Physical, Mathematics and Computer Sciences
	11	<input type="radio"/> Physical Planning and Construction
	12	<input type="radio"/> Services and Life Science
SU		Field of learning of current further study
FI		show_if variable="V083" value="1" ref="NA24-Q083"
FT		Only graduates who are currently studying

CV	<b>J5</b>	<b>In which year did you enrol for this current further study?</b>
N100		
	1	<input type="radio"/> 2019 V087
	2	<input type="radio"/> 2020
	3	<input type="radio"/> 2021
	4	<input type="radio"/> 2022
	5	<input type="radio"/> 2023
	6	<input type="radio"/> 2024
SU		Year of enrolment in current further study
FI		show_if variable="V083" value="1" ref="NA24-Q083"
FT		Only graduates who are currently studying

CV	<b>J6 In which month did you enrol for this current further study?</b>	
N101		
1	<input type="checkbox"/> January	V088
2	<input type="checkbox"/> February	
3	<input type="checkbox"/> March	
4	<input type="checkbox"/> April	
5	<input type="checkbox"/> May	
6	<input type="checkbox"/> June	
7	<input type="checkbox"/> July	
8	<input type="checkbox"/> August	
9	<input type="checkbox"/> September	
10	<input type="checkbox"/> October	
11	<input type="checkbox"/> November	
12	<input type="checkbox"/> December	
SU	Month of enrolment in current further study	
FI	show_if variable="V083" value="1" ref="NA24-Q083"	
FT	Only graduates who are currently studying	

OR	<b>J7 To what extent is the field of your further studies linked to the field that you graduated in?</b>													
N102														
	<table border="0"> <tr> <td></td> <td>Not at all</td> <td></td> <td></td> <td>To a very high extent</td> <td></td> </tr> <tr> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>		Not at all			To a very high extent			1	2	3	4	5	
	Not at all			To a very high extent										
	1	2	3	4	5									
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Linkage between the field of current further studies and the field that was completed before	V089							
SU	Linkage between the field of current further studies and the field that was completed before													
FI	show_if variable="V083" value="1" ref="NA24-Q083"													
FT	Only graduates who are currently studying													

**CV J8 At which institution are you doing your further studies?**

N103

1	<input type="checkbox"/> Namibia College of Open Learning (NAMCOL)	V090
2	<input type="checkbox"/> Namibia University of Science and Technology (NUST)	
3	<input type="checkbox"/> University of Namibia (UNAM)	
4	<input type="checkbox"/> African Leadership Institute (ALI)	
5	<input type="checkbox"/> Headstart Montessori Teacher Training College (HEADSTART)	
6	<input type="checkbox"/> Academy of Banking in Namibia / Institute of Bankers (IOB)	
7	<input type="checkbox"/> Institute of Open Learning (IOL)	
8	<input type="checkbox"/> International University of Management (IUM)	
9	<input type="checkbox"/> International Training College LINGUA (LINGUA)	
10	<input type="checkbox"/> River Higher Institute of Technology/ Monitronic Success College (MONITRONIC)	
11	<input type="checkbox"/> Namibia Evangelical Theological Seminary (NETS)	
12	<input type="checkbox"/> Philippi Trust Namibia (PHILIPPI)	
13	<input type="checkbox"/> St. Charles Lwanga Major Seminary (ST. CHARLES)	
14	<input type="checkbox"/> Triumphant College (TRIUMPHANT)	
15	<input type="checkbox"/> Tulipohamba Training and Assessment Institute (TULIPOHAMBA)	
16	<input type="checkbox"/> United Lutheran Theological Seminary Paulinum (PAULINUM)	
17	<input type="checkbox"/> Welwitchia Health Training Centre (WELWITCHIA)	
18	<input type="checkbox"/> Other	

SU Institution of current further studies  
 FI show\_if variable="V083" value="1" ref="NA24-Q083"  
 FT Only graduates who are currently studying

**TE J9 Please specify the name of the other institution of current further studies.**

N104

1	.....	V091_TXT
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SU Other institution of current further studies (open text answer)  
 FI show\_if variable="V090" value="9" ref="NA24-Q090"  
 FT Only graduates who are currently studying

**CV J10 What is the mode of your further study?**

N105

1	<input type="checkbox"/> Full-time	V092
2	<input type="checkbox"/> Part-time	
3	<input type="checkbox"/> Distance	
4	<input type="checkbox"/> Other	

SU Mode of current further studies  
 FI show\_if variable="V083" value="1" ref="NA24-Q083"  
 FT Only graduates who are currently studying

TE	<b>J11 Please specify the other mode of current further studies.</b>	
N106	.....	V093_TXT
SU	Other mode of current further studies (open text answer)	
FI	show_if variable="V092" value="4" ref="NA24-Q092"	
FT	Only graduates who are currently studying	

CV	<b>J12 What is the duration of your further study programme?</b>	
N107		
1	<input type="radio"/> Up to 3 months	V094
2	<input type="radio"/> 4 to less than 12 months	
3	<input type="radio"/> One year	
4	<input type="radio"/> Two years	
5	<input type="radio"/> Three years	
6	<input type="radio"/> More than three years	
SU	Duration of further study programme	
FI	show_if variable="V083" value="1" ref="NA24-Q083"	
FT	Only graduates with current further studies	

SE	<b>K Current Employment Status</b>
N108	

CV	<b>K1 What is your current employment status?</b>	
N109		
1	<input type="radio"/> Employed ( <i>Please continue with question K5</i> )	V095
2	<input type="radio"/> Self-employed ( <i>Please continue with question K5</i> )	
3	<input type="radio"/> Unemployed	
4	<input type="radio"/> Other	
SU	Current employment status	

TE	<b>K2 Please specify your other current employment status.</b>	
N110		
1	.....	V096_TXT
SU	Other current employment status (open text answer)	
FI	show_if variable="V095" value="4" ref="NA24-Q095"	
FT	Only graduates with other employment status	

MD	<b>K3 What applies to your current situation? Multiple answers possible</b>
N111	
1	<input type="checkbox"/> Unemployed, seeking employment <span style="float: right;">V097_01</span>
2	<input type="checkbox"/> Unemployed, not seeking employment <span style="float: right;">V097_02</span>
3	<input type="checkbox"/> Further studies/training <span style="float: right;">V097_03</span>
4	<input type="checkbox"/> Child rearing, family care <span style="float: right;">V097_04</span>
5	<input type="checkbox"/> Other <span style="float: right;">V097_05</span>
SU	Other activity at the time of the survey
FI	show_if variable="V095" value="3" ref="NA24-Q095"
FI	show_if variable="V095" value="4" ref="NA24-Q095"
FT	Only unemployed graduates

TE	<b>K4 Please specify the other activity at the time of the survey.</b>
N112	
1	..... <span style="float: right;">V098_TXT</span>
SU	Other activity at the time of the survey (open text answer)
FI	show_if variable="V097_05" value="1" ref="NA24-Q097"
FT	Only graduates with other activities

CV	<b>K5 How many temporary/contract jobs have you had after completion of your study programme?</b>
N113	
1	<input type="checkbox"/> No temporary/contract job <span style="float: right;">V099</span>
2	<input type="checkbox"/> One temporary/contract job
3	<input type="checkbox"/> Two temporary/contract jobs
4	<input type="checkbox"/> Three temporary/contract jobs
5	<input type="checkbox"/> More than three temporary/contract job
SU	Number of temporary/contract jobs after completion of the study programme;

CV	<b>K6 How many permanent jobs have you had after completion of your study programme?</b>
N114	
1	<input type="checkbox"/> No permanent job <span style="float: right;">V100</span>
2	<input type="checkbox"/> One permanent job
3	<input type="checkbox"/> Two permanent jobs
4	<input type="checkbox"/> Three permanent jobs
5	<input type="checkbox"/> More than three permanent jobs
SU	Number of permanent jobs after completion of the study programme;

**FI If you are currently unemployed → Please continue with question O3**

N115

CV	<b>K7 How many hours do you work per week?</b>	
N116		
1	<input type="radio"/> 1 to 10 hours per week	V101
2	<input type="radio"/> 11 to 39 hours per week	
3	<input type="radio"/> 40 hours per week	
4	<input type="radio"/> 41 to 50 hours per week	
5	<input type="radio"/> More than 50 hours per week	
SU	Working time per week (hours);	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

CV	<b>K8 Are you permanently employed?</b>	
N117		
1	<input type="radio"/> Yes	V102
2	<input type="radio"/> No	
3	<input type="radio"/> Not applicable, I am self-employed	
SU	Kind of employment contract	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

CV	<b>K9 How many times did you change employer/employment since completing your studies?</b>	
N118		
1	<input type="radio"/> No change of employer/employment ( <i>Please continue with question M1</i> )	V103
2	<input type="radio"/> Once	
3	<input type="radio"/> Twice	
4	<input type="radio"/> Three times	
5	<input type="radio"/> Four times	
6	<input type="radio"/> Five times or more	
SU	Change of employer/employment	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

SE **L Search for Current Employment**

N119

FI hide\_if variable="V103" value="1" ref="NA24-Q103"

FT Only employed graduates

CV **L1 How long did it take to find your current job after completing your studies in 2019, 2020 or 2021? Refer to your first qualification.**

N120

- 1  Less than 1 month V104
- 2  1 month
- 3  2 months
- 4  3 months
- 5  4 months
- 6  5 months
- 7  6 months
- 8  7 months
- 9  8 months
- 10  9 months
- 11  10 months
- 12  11 months
- 13  12 months
- 14  13 months
- 15  14 months
- 16  15 months
- 17  16 months
- 18  17 months
- 19  18 months
- 20  19 months
- 21  20 months
- 22  21 months
- 23  22 months
- 24  23 months
- 25  24 months
- 26  More than 24 months

SU Duration of job search;

FI hide\_if variable="V103" value="1" ref="NA24-Q103"

FT Only employed graduates who changed employment

MD	L2	What methods have you used to search for your current job? Multiple answers possible
N121		
1	<input type="checkbox"/>	Press advertisements (e.g. newspapers) V105_01
2	<input type="checkbox"/>	Private employment agency (e.g. Jobs Unlimited) V105_02
3	<input type="checkbox"/>	Social media (e.g. Facebook, LinkedIn) V105_03
4	<input type="checkbox"/>	Contacted employer on own initiative V105_04
5	<input type="checkbox"/>	Contacted by employer V105_05
6	<input type="checkbox"/>	Through work placement/attachment during higher/tertiary education V105_06
7	<input type="checkbox"/>	Through family, friends or acquaintances V105_07
8	<input type="checkbox"/>	Through help of higher/tertiary education institution V105_08
9	<input type="checkbox"/>	Set up own business V105_09
10	<input type="checkbox"/>	Through the Ministry of Labour V105_10
11	<input type="checkbox"/>	Radio/TV V105_11
12	<input type="checkbox"/>	Other V105_12
SU		Used job search methods for current job
FI		hide_if variable="V103" value="1" ref="NA24-Q103"
FT		Only employed graduates who changed employment

TE	L3	Please specify what methods you have used to search for your current job.
N122		
		..... V106_TXT
SU		Other used job search methods for current job (open text answer)
FI		show_if variable="V102_12" value="1" ref="NA24-Q102"
FT		Only employed graduates who changed employment

CV	L4	What was the most successful method for getting your current job? One answer only
N123		
1	<input type="checkbox"/>	Press advertisements (e.g. newspapers) V107
2	<input type="checkbox"/>	Private employment agency (e.g. Jobs Unlimited)
3	<input type="checkbox"/>	Social media (e.g. Facebook, LinkedIn)
4	<input type="checkbox"/>	Contacted employer on own initiative
5	<input type="checkbox"/>	Contacted by employer
6	<input type="checkbox"/>	Through work placement/attachment during higher/tertiary education
7	<input type="checkbox"/>	Through family, friends or acquaintances
8	<input type="checkbox"/>	Through help of higher/tertiary education institution
9	<input type="checkbox"/>	Set up own business
10	<input type="checkbox"/>	Through the Ministry of Labour
11	<input type="checkbox"/>	Radio/TV
12	<input type="checkbox"/>	Other
SU		Most successful method for getting the current job
FI		hide_if variable="V103" value="1" ref="NA24-Q103"
FT		Only employed graduates

TE	<b>L5 Please specify the other most successful method for getting the current job.</b>	
N124	.....	V108_TXT
SU	Other most successful method for getting the current job (open text answer)	
FI	show_if variable="V104" value="12" ref="NA24-Q104"	
FT	Only employed graduates with other most successful method for getting the current job	

CV	<b>L6 How many employers did you contact, and what job positions or opportunities did you apply for before you took up your current job?</b>	
N125		
1	<input type="radio"/> No employer contacted	V109
2	<input type="radio"/> 1 employer	
3	<input type="radio"/> 2 employers	
4	<input type="radio"/> 3 employers	
5	<input type="radio"/> 4 employers	
6	<input type="radio"/> 5 employers	
7	<input type="radio"/> 6 to 10 employers	
8	<input type="radio"/> 11 to 20 employers	
9	<input type="radio"/> 21 to 30 employers	
10	<input type="radio"/> More than 30 employers	
SU	Number of employers contacted;	
FI	hide_if variable="V103" value="1" ref="NA24-Q103"	
FT	Only employed graduates	

SE	<b>M Current Employment and Work</b>	
N126		
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

CV	<b>M1 How long have you been working with your current employer?</b>	Q110
N127		NA24-Q110
1	<input type="radio"/> 1 to 12 months	V110
2	<input type="radio"/> 13 to 24 months	
3	<input type="radio"/> 25 to 36 months	
4	<input type="radio"/> 36 to 48 months	
5	<input type="radio"/> More than 4 years	
SU	Duration of work experiences;	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

CV	M2	How long have you been working in current position?	Q111
N128			NA24-Q111
1	@	1 to 12 months	V111
2	@	13 to 24 months	
3	@	25 to 36 months	
4	@	37 to 48 months	
5	@	More than 4 years	
SU		Duration of work experiences in current position;	
FI		hide_if variable="V095" value="3" ref="NA24-Q095"	
FT		Only employed graduates	

CV	M3	How long have you been working with previous employer(s)?	
N129			
1	@	1 to 12 months	V112
2	@	13 to 24 months	
3	@	25 to 36 months	
4	@	37 to 48 months	
5	@	More than 4 years	
6	@	Not applicable; I have no previous employer	
SU		Duration of work experiences with previous employer;	
FI		hide_if variable="V095" value="3" ref="NA24-Q095"	
FT		Only employed graduates	

MD	M4	In which region(s) are you employed? Multiple answers possible	
N130			
1	@	Erongo	V113_01
2	@	Hardap	V113_02
3	@	Kharas	V113_03
4	@	Kavango East	V113_04
5	@	Kavango West	V113_05
6	@	Khomas	V113_06
7	@	Kunene	V113_07
8	@	Ohangwena	V113_08
9	@	Omaheke	V113_09
10	@	Omusati	V113_10
11	@	Oshana	V113_11
12	@	Oshikoto	V113_12
13	@	Otjozondjupa	V113_13
14	@	Zambezi	V113_14
15	@	Outside Namibia	V113_15
SU		Region of current employment	
FI		hide_if variable="V095" value="3" ref="NA24-Q095"	
FT		Only employed graduates	

TE	<b>M5 Please specify the country of current employment.</b>
N131	..... V114_TXT
SU	Other country of current employment (open text answer)
FI	show_if variable="V113_15" value="1" ref="NA24-Q113"
FT	Only employed graduates

CV	<b>M6 If you work in several regions, in which region are you based? Only one answer</b>
N132	
1	<input type="radio"/> Erongo V115
2	<input type="radio"/> Hardap
3	<input type="radio"/>   Kharas
4	<input type="radio"/> Kavango East
5	<input type="radio"/> Kavango West
6	<input type="radio"/> Khomas
7	<input type="radio"/> Kunene
8	<input type="radio"/> Ohangwena
9	<input type="radio"/> Omaheke
10	<input type="radio"/> Omusati
11	<input type="radio"/> Oshana
12	<input type="radio"/> Oshikoto
13	<input type="radio"/> Otjozondjupa
14	<input type="radio"/> Zambezi
15	<input type="radio"/> Outside Namibia
SU	Main region of current employment
FI	hide_if variable="V095" value="3" ref="NA24-Q095"
FT	Only employed graduates

TE	<b>M7 Please specify the other main region of current employment.</b>
N133	..... V116_TXT
SU	Other main region of current employment (open text answer)
FI	show_if variable="V115" value="15" ref="NA24-Q115"

CV	<b>M8 What type of employer do you work for?</b>
N134	
1	<input type="checkbox"/> Public/government <span style="float: right;">V117</span>
2	<input type="checkbox"/> Parastatal/ Public Enterprise
3	<input type="checkbox"/> Private
4	<input type="checkbox"/> Self-employed
5	<input type="checkbox"/> Non-governmental organisation (NGO)
6	<input type="checkbox"/> International and diplomatic
7	<input type="checkbox"/> Other
SU	Type of employer
FI	hide_if variable="V095" value="3" ref="NA24-Q095"
FT	Only employed graduates

TE	<b>M9 Please specify the other type of employer.</b>
N135	
	..... <span style="float: right;">V118_TXT</span>
SU	Other type of employer (open text answer)
FI	show_if variable="V117" value="7" ref="NA24-Q117"

FI	<b>If you are not self-employed → Please continue with question M13.</b>
N136	

MD	<b>M10 If you are self-employed, Which of the following are applicable to you? Multiple answers possible</b>
N137	
1	<input type="checkbox"/> I established a new firm <span style="float: right;">V119_01</span>
2	<input type="checkbox"/> I took over an existing firm, office <span style="float: right;">V119_02</span>
3	<input type="checkbox"/> I am a sole trader <span style="float: right;">V119_03</span>
4	<input type="checkbox"/> I have a partnership/company with others <span style="float: right;">V119_04</span>
5	<input type="checkbox"/> I am working from home <span style="float: right;">V119_05</span>
6	<input type="checkbox"/> Other <span style="float: right;">V119_06</span>
SU	Kind of self-employment
FI	show_if variable="V095" value="2" ref="NA24-Q095"
FT	Only self-employed graduates

TE	<b>M11 Please specify the other kind of self-employment.</b>
N138	
1	..... <span style="float: right;">V120_TXT</span>
SU	Other kind of self-employment (open text answer)
FI	show_if variable="V119_06" value="1" ref="NA24-Q119"
FT	Only self-employed graduates

**CV M12 How many employees do you have?**

N139		
1	<input type="checkbox"/> 1 employee	V121
2	<input type="checkbox"/> 2 employees	
3	<input type="checkbox"/> 3 employees	
4	<input type="checkbox"/> 4 employees	
5	<input type="checkbox"/> 5 employees	
6	<input type="checkbox"/> More than 5 employees	
SU	Number of employees;	
FI	show_if variable="V095" value="2" ref="NA24-Q095"	
FT	Only employed graduates	

**CV M13 In which economic sector are you currently employed/self-employed?**

N140		
1	<input type="checkbox"/> Fishing and fish processing on board	V122
2	<input type="checkbox"/> Mining and quarrying	
3	<input type="checkbox"/> Manufacturing	
4	<input type="checkbox"/> Electricity and water	
5	<input type="checkbox"/> Construction	
6	<input type="checkbox"/> Wholesale and retail trade	
7	<input type="checkbox"/> Hotels and restaurant	
8	<input type="checkbox"/> Transport and communication	
9	<input type="checkbox"/> Financial intermediation	
10	<input type="checkbox"/> Real estate and business services	
11	<input type="checkbox"/> Public administration and defence	
12	<input type="checkbox"/> Education	
13	<input type="checkbox"/> Health	
SU	Economic sector of employment	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

**TE M14 What is your occupation/job title? (e.g. primary school teacher)**

N141		
1	..... .....	V123_TXT
SU	Occupation/job title	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

TE	<b>M15 Outline the 3 main duties of your job description.</b>	
N142		
1	.....	V124_01_TXT
2	.....	V124_02_TXT
3	.....	V124_03_TXT
SU	Main duties	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

CV	<b>M16 What is the level of your current position?</b>	
N143		
1	<input type="radio"/> Non-supervisory	V125
2	<input type="radio"/> Supervisory	
3	<input type="radio"/> Middle management	
4	<input type="radio"/> Senior management	
5	<input type="radio"/> Other	
SU	Level of current position	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

TE	<b>M17 Please specify the other level of your current position.</b>	
N144		
	.....	V126_TXT
SU	Other level of current position (open text answer)	
FI	show_if variable="V125" value="5" ref="NA24-Q125"	

CV	<b>M18 What is/are your current total/gross monthly income/earnings?</b>	
N145		
1	<input type="radio"/> Less than N\$ 2,501	V127
2	<input type="radio"/> N\$ 2,501 - 4,000	
3	<input type="radio"/> N\$ 4,001 - 6,000	
4	<input type="radio"/> N\$ 6,001 - 8,000	
5	<input type="radio"/> N\$ 8,001 - 10,000	
6	<input type="radio"/> N\$ 10,001 - 15,000	
7	<input type="radio"/> N\$ 15,001 - 20,000	
8	<input type="radio"/> N\$ 20,000 - 25,000	
9	<input type="radio"/> N\$ 25,001 - 30,000	
10	<input type="radio"/> N\$ 30,001 - 35,000	
11	<input type="radio"/> N\$ 35,001 - 40,000	
12	<input type="radio"/> More than N\$ 40,000	
SU	Gross monthly income/earnings	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

MD M19 What kind of fringe/other benefit(s) do you receive? Multiple answers possible		
N146		
1	<input type="checkbox"/> Housing (subsidy, rent allowance)	V128_01
2	<input type="checkbox"/> Transportation (car/transport allowance)	V128_02
3	<input type="checkbox"/> Health (medical aid, insurances)	V128_03
4	<input type="checkbox"/> Education and training (staff development, family study rebate)	V128_04
5	<input type="checkbox"/> Retirement (pension, gratuity)	V128_05
6	<input type="checkbox"/> None	V128_06
7	<input type="checkbox"/> Other	V128_07
SU	Kind of fringe/other benefit(s)	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

TE M20 Please specify the other kind of fringe/other benefit(s).		
N147		
	.....	V129_TXT
SU	Other kind of fringe/other benefit(s) (open text answer)	
FI	show_if variable="V128_07" value="1" ref="NA24-Q128"	
FT	Only employed graduates with other kind of fringe benefit(s)	

CV M21 Do you have any other sources of income?		
N148		
1	<input type="checkbox"/> Yes	V130
2	<input type="checkbox"/> No ( <i>Please continue with question N1</i> )	
SU	Other sources of income	
FI	hide_if variable="V095" value="3" ref="NA24-Q095"	
FT	Only employed graduates	

TE M22 What kind of other sources of income do you have?		
N149		
1	.....	V131_TXT
SU	Kind of other sources of income (open text answer)	
FI	show_if variable="V130" value="1" ref="NA24-Q130"	
FT	Only employed graduates with other kind of other sources of income	

SE **N Job Requirement and Use of Qualifications**

N150

FI hide\_if variable="V095" value="3" ref="NA24-Q095"

FT Only employed graduates

OR **N1 In your current employment, how useful are the following elements of your study programme?**

N151

	Not useful at all						Very useful				
	1	2	3	4	5		1	2	3	4	5
1	@	@	@	@	@	Course/programme content	V132_01				
2	@	@	@	@	@	Variety of modules offered	V132_02				
3	@	@	@	@	@	Opportunity for specialisation	V132_03				
4	@	@	@	@	@	Research emphasis/orientation	V132_04				
5	@	@	@	@	@	Practical emphasis/orientation of teaching/learning	V132_05				
6	@	@	@	@	@	Work experience (internships/work integrated learning)	V132_06				

SU Usefulness of elements of the study programme

FI hide\_if variable="V095" value="3" ref="NA24-Q095"

FT Only employed graduates

CV **N2 What is the most appropriate level of education for your employment? One answer only**

N152

1	@	No higher education needed	V133
2	@	Certificate/diploma	
3	@	Bachelors	
4	@	Honours	
5	@	Masters	
6	@	PhD	

SU Most appropriate level of education for employment

FI hide\_if variable="V095" value="3" ref="NA24-Q095"

FT Only employed graduates

OR **N3 To what extent does your field of study relate to your area of work?**

N153

	Not at all			To a very high extent			
	1	2	3	4	5		
1	@	@	@	@	@	Relationship between field of study and area of work	V134

SU Relationship between field of study and area of work

FI hide\_if variable="V095" value="3" ref="NA24-Q095"

FT Only employed graduates

**MD N4 If you consider your employment not related to your knowledge and your study, why did you take it up? Multiple answers possible**

N154

- 1  @ At the beginning of the career envisaged I had to accept work hardly linked to my study V135\_01
- 2  @ My current job ensures high income V135\_02
- 3  @ In doing this job I have better career prospects V135\_03
- 4  @ My interests have changed V135\_04
- 5  @ My current job is very satisfactory V135\_05
- 6  @ I was promoted to a position less linked to my studies and my previous position V135\_06
- 7  @ My current job provides the opportunity for part time or flexible schedules V135\_07
- 8  @ My current job provides the opportunity to work in a locality/area I prefer V135\_08
- 9  @ My current job allows me to take into account family needs V135\_09
- 10  @ I could not find any job closely linked to my study V135\_10
- 11  @ Other V135\_11

SU Reasons for taken up a job hardly linked to study  
 FI show\_if variable="V134" value="1" ref="NA24-Q134"  
 FI show\_if variable="V134" value="2" ref="NA24-Q134"  
 FI show\_if variable="V134" value="3" ref="NA24-Q134"  
 FT Only employed graduates

**TE N5 Please specify the other reasons for taking up a job hardly linked to study.**

N155

..... V136\_TXT

SU Other reasons for taken up a job hardly linked to study (open text answer)  
 FI show\_if variable="V135\_11" value="1" ref="NA24-Q135"

**SE O Assessment of Employment and Work**

N156

**OR O1 How satisfied are you with the following characteristics of your professional work situation?**

N157

	Not at all			To a very high extent
	1	2	3	4 5

1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Content of work	V137_01
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Working atmosphere	V137_02
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job security	V137_03
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Possibility to use knowledge and skills acquired during my studies	V137_04
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Challenges of the job	V137_05
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Current position	V137_06
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Income	V137_07
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Promotion prospect	V137_08
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Opportunity to benefit society	V137_09
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Chance of realising my own ideas	V137_10
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Fringe/other benefits	V137_11
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Equipment of workplace	V137_12
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Workplace surroundings (noise, space, climate)	V137_13
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Equal treatment of all employees	V137_14
SU	Satisfaction with characteristics of the professional work situation						
FI	hide_if variable="V095" value="3" ref="NA24-Q095"						
FT	Only employed graduates						

**OR O2 Overall, to what extent are you satisfied with your current work situation?**

N158							
	Not at all		To a very high extent				
	1	2	3	4	5		
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		V138
SU	General job satisfaction						
FI	hide_if variable="V095" value="3" ref="NA24-Q095"						
FT	Only employed graduates						

**MD O3 Since completing your study programme in 2019, 2020 or 2021 , which of the following applied to you? Multiple answers possible**

N159							
1	<input type="checkbox"/>	I considered working outside Namibia					V139_01
2	<input type="checkbox"/>	I sought employment outside Namibia					V139_02
3	<input type="checkbox"/>	I received an offer to work outside Namibia					V139_03
4	<input type="checkbox"/>	I had regular employment outside Namibia					V139_04
5	<input type="checkbox"/>	I have been sent outside Namibia by employer on work assignment					V139_05
6	<input type="checkbox"/>	None of the above					V139_06
SU	Aspects of international mobility after study						

**SE P Comments/Recommendations**

N160

EX	<b>Please share further comments and recommendations about your higher/tertiary education institution/study programme in this part.</b>	
N161		

TE	<b>P1 What did you like about your study?</b>	
N162		
1	.....	V140_01_TXT
2	.....	V140_02_TXT
3	.....	V140_03_TXT
SU	Liked study elements	

TE	<b>P2 What did you not like about your study?</b>	
N163		
1	.....	V141_01_TXT
2	.....	V141_02_TXT
3	.....	V141_03_TXT
SU	Not liked study elements	

TE	<b>P3 Which important changes would you recommend for your higher/tertiary education institution/study programme?</b>	
N164		
1	.....	V142_01_TXT
2	.....	V142_02_TXT
3	.....	V142_03_TXT
SU	Recommendations for higher/tertiary education institution/study programme	

TE	<b>P4 Other comments</b>	
N164		
1	.....	V143_01_TXT
2	.....	V143_02_TXT
3	.....	V143_03_TXT
SU	Other comments	

TE	<b>P5 Comments/suggestions regarding this survey</b>	
N165		
1	.....	V144_01_TXT
2	.....	V144_02_TXT
3	.....	V144_03_TXT
SU	Comments/suggestions regarding this survey	



**Thank you very much for completing the questionnaire!**



## CONTACTS

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**National Council for Higher Education**

P. O. Box 90890

Klein Windhoek

NAMIBIA

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TEL: +264 61 287 1500

[info@nche.org.na](mailto:info@nche.org.na)

[www.nche.org.na](http://www.nche.org.na)

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