



## NATIONAL COUNCIL FOR HIGHER EDUCATION



2021 National Graduate Survey Questionnaire

# Survey of Graduates who completed Studies in the year 2017 and 2018

*Dear Graduates,*

*As head of the research group, I kindly request your participation in a survey of graduates who completed their studies in 2017 and 2018*

*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 a job, did your studies prepare you well for the workplace, and do you use the knowledge and skills you have learned during your studies?*

*Mainly, the improvement of the study programmes and more specific, the revision of the curricular, are the core objectives of the graduate survey.*

*Your information will be treated with strict confidentiality. The results will be published in such a way that identification of individual persons is excluded.*

*Results of this survey will be published in (Month year ) on the web site of the **(insert HEI name and website page)**. On your request we will email you a soft copy version of the report with the main results of the survey.*

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

*Title Name Surname, Position, HEI name*

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

*For enquiries contact:*

*Name: Title, Name Surname*

*Tel: +264 xxxx xxxxx*

*Email: **(insert survey common email)***

## Explanatory Notes

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

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

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

### How to answer the questions?

Please answer all questions applicable to you. In some cases, you will note that the questionnaire suggests you to 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 take into consideration every specific detail of study and work, which might be relevant for 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 2017 or 2018</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 requirement and use of qualifications</i>	
<i>O</i>	<i>Assessment of Employment and Work</i>	
<i>P</i>	<i>COVID-19 Related Questions</i>	
<i>Q</i>	<i>Comments/recommendations</i>	

TH

## Survey of Graduates who completed studies in the Years 2017 and /or 2018

N001

Project identification: NA21

SE

### A Demographic information

N002

CV

**A1 In which year did you complete your higher education qualification? If you completed more than one qualification between 2017 and 2018, in which year did you complete your first qualification?**

N003

1  2017

V001

2  2018

SU

Year of completion of study

CV

**A2 From which institution of higher education did you obtain your qualification? Refer to your answer in question A1**

N004

1  University of Namibia (UNAM)

V002

2  Namibia University of Science and Technology (NUST) / Polytechnic of Namibia (PoN)

3  International University of Management (IUM)

4  Institute for Open Learning (IOL)

SU

Institution of higher education

CV

**A3 Your gender?**

N005

1  Male

V003

2  Female

SU

Gender

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

N006

V004

1  1970 and before

2  1971

3  1972

4  1973

5  1974

6  1975

7  1976

8  1977

9  1978

10  1979

11  1980

12  1981

13  1982

14  1983

15  1984

16  1985

17  1986

18  1987

19  1988

20  1989

21  1990

22  1991

23  1992

24  1993

25  1994

26  1995

27  1996

28  1997

29  1998

30  1999

31  2000 and after

SU Year of birth

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

N007

V005

1  Yes

2  No (*Please continue with question A8*)

SU Disability

MD A6 What kind of physical challenge are you experiencing?		
N008		
1	<input type="checkbox"/> Visually impaired - blind	V006_01
2	<input type="checkbox"/> 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="checkbox"/> Deaf	V006_03
4	<input type="checkbox"/> Wheelchair bound	V006_04
5	<input type="checkbox"/> Muscular/Skeletal/ joint/ limb deficiencies/diseases such as polio or muscular dystrophy	V006_05
7	<input type="checkbox"/> Other	V006_06
SU	Physical challenges	
FI	show_if variable="V005" value="1" ref="NA21-Q005"	
FT	Only graduates with a disability	

TE A7 Please specify what kind of other physical challenge are you experiencing.		
N009		
1	.....	V007_TXT
SU	Other physical challenges (open text answer)	
FI	show_if variable="V006" value="7" ref="NA21-Q006"	
FT	Only graduates with other physical challenge	

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

TE A9 Please specify your marital status.		
N011		
1	.....	V009_TXT
SU	Other marital status (open text answer)	
FI	show_if variable="V008" value="6" ref="NA21-Q008"	
FT	Only graduates with other marital status	

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

CV	<b>A11 What is your nationality?</b>	
N013		
1	<input type="checkbox"/> Namibian <i>(Please continue with question B1)</i>	V011
2	<input type="checkbox"/> 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="NA21-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="checkbox"/> Namibia <i>(Please continue with question B3)</i>	V013
2	<input type="checkbox"/> 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="NA21-Q013"	
FT	Only graduates with other country of high/secondary school national certificate	



**CV B3 Was your high/secondary school located in urban or rural area?**

N018

1  Urban V015

2  Rural

SU Kind of school region

**CV B4 From which type of high/secondary school did you receive your entry qualification for your first enrolment in higher/tertiary education?**

N019

1  Public/Government V016

2  Private

3  Other type of high/secondary school

SU Type of high/secondary school

**TE B5 Please specify the type of high/secondary school from which you received your entry qualification for your first enrolment in higher/tertiary education.**

N020

..... V017\_TXT

SU Other type of high/secondary school (open text answer)

FI show\_if variable="V016" value="3" ref="NA21-Q016"

FT Only graduates with other type of high/secondary school

**ME B6 What was your highest qualification when you left school? (best six subjects including English)**

N021

1   Points grade 12 V018\_01\_NUM

2   Points grade 10 V018\_02\_NUM

SU Highest school qualification;

**CV B7 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)?**

N022

1  Yes V019

2  No (*Please continue with question B9*)

SU Vocational training/post-secondary school courses before entering higher/tertiary education

**OR B8 To what extent was your vocational training/post-secondary school courses linked to your higher/tertiary education studies?**

N023

	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 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="NA21-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	<input type="checkbox"/>	Yes					V021
2	<input type="checkbox"/>	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	<input type="checkbox"/>	One day					V022
2	<input type="checkbox"/>	Two days					
3	<input type="checkbox"/>	Three days					
4	<input type="checkbox"/>	Four days					
5	<input type="checkbox"/>	Five days					
6	<input type="checkbox"/>	Six days					
7	<input type="checkbox"/>	Seven days					
SU	Working days per week						
FI	show_if variable="V021" value="1" ref="NA21-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	<input type="checkbox"/>	Namibia <i>(Please continue with question C3)</i>					V023
2	<input type="checkbox"/>	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="NA21-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="checkbox"/> Erongo	V025
2	<input type="checkbox"/> Hardap	
3	<input type="checkbox"/> Kharas	
4	<input type="checkbox"/> Kavango East	
5	<input type="checkbox"/> Kavango West	
6	<input type="checkbox"/> Khomas	
7	<input type="checkbox"/> Kunene	
8	<input type="checkbox"/> Ohangwena	
9	<input type="checkbox"/> Omaheke	
10	<input type="checkbox"/> Omusati	
11	<input type="checkbox"/> Oshana	
12	<input type="checkbox"/> Oshikoto	
13	<input type="checkbox"/> Otjozondjupa	
14	<input type="checkbox"/> Zambezi (previously known as Caprivi)	
SU	Region of birth	
FI	show_if variable="V023" value="1" ref="NA21-Q023"	
FT	Only graduates born in Namibia	

CV	<b>C4 What is your country of residence?</b>	
N031		
1	<input type="checkbox"/> Namibia ( <i>Please continue with question D1</i> )	V026
2	<input type="checkbox"/> 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="NA21-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="checkbox"/> Yes, mother was alive at the time of first enrolment	V028
2	<input type="checkbox"/> Yes, father was alive at the time of first enrolment	
3	<input type="checkbox"/> Both alive	
4	<input type="checkbox"/> None alive	
SU	Parent(s) alive at the time of first enrolment in higher/tertiary education	

MD	<b>D2 Who was responsible for the payment of 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 responsible persons or institutions for the payment of 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="NA21-Q029"	
FT	Only graduates with other responsible persons or institutions	

CV	<b>D4 What was the highest level of education of your father 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 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="NA21-Q031"
FT	Only graduates with other highest level of education of father

CV	<b>D6 What was the highest level of education of your mother at the time you enrolled in higher/tertiary education?</b>
N039	
1	<input type="checkbox"/> Without education V033
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 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="NA21-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="checkbox"/> | 2000 and before | V035 |
| 2  | <input type="checkbox"/> | 2001            |      |
| 3  | <input type="checkbox"/> | 2002            |      |
| 4  | <input type="checkbox"/> | 2003            |      |
| 5  | <input type="checkbox"/> | 2004            |      |
| 6  | <input type="checkbox"/> | 2005            |      |
| 7  | <input type="checkbox"/> | 2006            |      |
| 8  | <input type="checkbox"/> | 2007            |      |
| 9  | <input type="checkbox"/> | 2008            |      |
| 10 | <input type="checkbox"/> | 2009            |      |
| 11 | <input type="checkbox"/> | 2010            |      |
| 12 | <input type="checkbox"/> | 2011            |      |
| 13 | <input type="checkbox"/> | 2012            |      |
| 14 | <input type="checkbox"/> | 2013            |      |
| 15 | <input type="checkbox"/> | 2014            |      |
| 16 | <input type="checkbox"/> | 2015            |      |
| 17 | <input type="checkbox"/> | 2016            |      |
| 18 | <input type="checkbox"/> | 2017            |      |
| 19 | <input type="checkbox"/> | 2018            |      |

SU Year of first enrolment

CV **E2 Did you study any higher/tertiary education programme(s) before the one you completed in 2017 or 2018? Refer to your answer in question A1**

N043

- |   |                          |  |      |
|---|--------------------------|--|------|
| 1 | <input type="checkbox"/> | Yes  | V036 |
| 2 | <input type="checkbox"/> | 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	V037
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="NA21-Q025"	
FT	Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2017/2018	

TE	<b>E4 Please specify the name of the pre-study programme.</b>	
N045		
1	<input type="text"/>	V038_TXT
SU	Name of the pre-study programme	
FI	show_if variable="V036" value="1" ref="NA21-Q036"	
FT	Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2017/2018	

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

N046

- 1  Namibian 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  Institute of Bankers (IOB)
- 7  Institute of Open Learning (IOL)
- 8  International University of Management (IUM)
- 9  International Training College LINGUA (LINGUA)
- 10  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="NA21-Q036"  
FT Only graduates who studied any higher/tertiary education programme(s) before the one they completed in 2017/2018

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

N047

..... V040\_TXT

SU Other institution (open text answer)  
FI show\_if variable="V039" value="18" ref="NA21-Q036"  
FT Only graduates who studied any higher/tertiary education programme(s) before 2017/2018

**F Study Programme that you Completed in 2017 or 2018. Refer to your answer in question A1**

N048

**CV F1 Which selection criterion was used for your entry to the study programme that you completed in 2017 or 2018? Refer to your answer in question A1**

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 which was used for your entry to 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="NA21-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 rowspan="2"></th> <th colspan="2">Not at all important</th> <th colspan="3">Very important</th> <th rowspan="2"></th> <th rowspan="2"></th> </tr> <tr> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>1</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Closeness to home</td> <td>V043_01</td> </tr> <tr> <td>2</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Availability of scholarship/loan/grants at the HEI</td> <td>V043_02</td> </tr> <tr> <td>3</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Availability of accommodation on or off campus</td> <td>V043_03</td> </tr> <tr> <td>4</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Availability of quality accommodation on or off campus</td> <td>V043_04</td> </tr> <tr> <td>5</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Attractiveness of town/suburb/region</td> <td>V043_05</td> </tr> <tr> <td>6</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Reputation/image of the HEI/campus</td> <td>V043_06</td> </tr> <tr> <td>7</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input 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8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provision of area of specialisation	V043_08																																																																																																
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Admission standards and prior grades	V043_09																																																																																																
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advise by parents/relatives/friends	V043_10																																																																																																
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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="NA21-Q043"	
FI	show_if variable="V043_11" value="2" ref="NA21-Q043"	
FI	show_if variable="V043_11" value="3" ref="NA21-Q043"	
FI	show_if variable="V043_11" value="4" ref="NA21-Q043"	
FI	show_if variable="V043_11" value="5" ref="NA21-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="checkbox"/>	PhD	V045
2	<input type="checkbox"/>	Masters	
3	<input type="checkbox"/>	Honours	
4	<input type="checkbox"/>	Bachelor	
5	<input type="checkbox"/>	Post-graduate diploma	
6	<input type="checkbox"/>	Post-graduate certificate	
7	<input type="checkbox"/>	Diploma	
8	<input type="checkbox"/>	Certificate	
9	<input type="checkbox"/>	Short courses	
10	<input type="checkbox"/>	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="NA21-Q045"

FT Only graduates with other physical challenge

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

N055

1	<input type="checkbox"/>	Agriculture and Natural Science	V047
2	<input type="checkbox"/>	Business, Commerce and Management	
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	
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

TE	<b>F8 Please specify the name of the study programme.</b>
N056	
1	..... V048_TXT
SU	Name of the study programme

CV	<b>F9 Through which mode of study did you complete your study programme?</b>
N05 9	
1	<input type="checkbox"/> Full-time V049
2	<input type="checkbox"/> Part-time
3	<input type="checkbox"/> Distance
4	<input type="checkbox"/> Other
SU	Mode of study

TE	<b>F10 Please specify the other mode of study.</b>
N060	
	..... V050_TXT
SU	Other mode of study (open text answer)
FI	show_if variable="V049" value="4" ref="NA21-Q049"

CV	<b>F11 Did you complete the study programme in the minimum required period of time?</b>
N061	
1	<input type="checkbox"/> Yes ( <i>Please continue with question G1</i> ) V051
2	<input type="checkbox"/> No
SU	Completion of the study programme in the minimum required period of time;

MD	<b>F12 Which of the following reasons caused the delay? Multiple answers possible</b>
N062	
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="NA21-Q051"

TE	<b>F13 Please specify the reasons for prolongation of study.</b>
N063	..... V053_TXT
SU	Other reasons for prolongation of study (open text answer)
FI	show_if variable="V052_10" value="1" ref="NA21-Q052"

SE **G Study Conditions and Study Provisions**

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

TE	<b>G2 Please specify the rating of study provisions at your institution.</b>
N064	..... V055_TXT
SU	Other rating of study provisions (open text answer)
FI	show_if variable="V054_15" value="1" ref="NA21-Q054"
FI	show_if variable="V054_15" value="2" ref="NA21-Q054"
FI	show_if variable="V054_15" value="3" ref="NA21-Q054"
FI	show_if variable="V054_15" value="4" ref="NA21-Q054"
FI	show_if variable="V054_15" value="5" ref="NA21-Q054"

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

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

**TE G4 Please specify the rating of study provisions at your institution.**

N066		.....											V057_TXT	
SU		Other rating of study provisions (open text answer)												
FI		show_if variable="V056_07" value="1" ref="NA21-Q056"												
FI		show_if variable="V056_07" value="2" ref="NA21-Q056"												
FI		show_if variable="V056_07" value="3" ref="NA21-Q056"												
FI		show_if variable="V056_07" value="4" ref="NA21-Q056"												
FI		show_if variable="V056_07" value="5" ref="NA21-Q056"												

**SE H Employment Search**

N067

**CV H1 Have you searched for employment after completion of your study programme? Refer to your answer in question A1.**

N068														
1	<input type="checkbox"/>	Yes ( <i>Please continue with question H4</i> )										V058		
2	<input type="checkbox"/>	No												
SU		Employment search												

MD	<b>H2 Why have you not searched for employment? Multiple answers possible</b>
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 search for employment
FI	show_if variable="V058" value="2" ref="NA21-Q058"
FT	Only graduates who did not search for employment

TE	<b>H3 Please specify the other reasons.</b>
N070	
1	..... V060_TXT
SU	Other reasons for not search for employment (open text answer)
FI	show_if variable="V059_08" value="1" ref="NA21-Q059"
FI	hide_if variable="V058" value="1" ref="NA21-Q058"

FI	<b>If you have not searched for employment → Please continue with question I1</b>
N071	

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

N072

- 1  Less than 1 month V061
- 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 for first job;

FI show\_if variable="V058" value="1" ref="NA21-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="NA21-Q058"	
FT	Only graduates who searched for employment	

TE	<b>H6 Please specify the reasons for engaging in further studies.</b>	
N074		
1	.....	V063_TXT
SU	Other reasons for engaging in further studies (open text answer)	
FI	show_if variable="V062_12" value="1" ref="NA21-Q062"	

CV	<b>H7 What was the most successful method for finding your first job? Choose only one answer</b>	
N075		
1	<input type="checkbox"/> Press advertisements (e.g. newspapers)	V064
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 HEI	
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 finding the first job	
FI	show_if variable="V058" value="1" ref="NA21-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="NA21-Q064"

**CV H9 How many employers have you approached after completion of your study programme?**

N077

- 1  No employer approached V066
- 2  One employer
- 3  Two employers
- 4  Three employers
- 5  Four employers
- 6  Five employers
- 7  Six employers
- 8  Seven employers
- 9  Eight employers
- 10  Nine employers
- 11  Ten employers
- 12  11 to 15 employers
- 13  16 to 20 employers
- 14  21 to 25 employers
- 15  26 to 30 employers
- 16  31 to 40 employers
- 17  41 to 50 employers
- 18  51 to 60 employers
- 19  More than 60 employers

SU Number of employers approached;

FI show\_if variable="V058" value="1" ref="NA21-Q058"

FT Only graduates who searched for employment

CV	H10 How many acknowledgements have you received?	
N078		
1	<input type="checkbox"/> No acknowledgement	V067
2	<input type="checkbox"/> One acknowledgement	
3	<input type="checkbox"/> Two acknowledgements	
4	<input type="checkbox"/> Three acknowledgements	
5	<input type="checkbox"/> Four acknowledgements	
6	<input type="checkbox"/> Five acknowledgements	
7	<input type="checkbox"/> Six acknowledgements	
8	<input type="checkbox"/> Seven acknowledgements	
9	<input type="checkbox"/> Eight acknowledgements	
10	<input type="checkbox"/> Nine acknowledgements	
11	<input type="checkbox"/> Ten acknowledgements	
12	<input type="checkbox"/> 11 to 15 acknowledgements	
13	<input type="checkbox"/> 16 to 20 acknowledgements	
14	<input type="checkbox"/> 21 to 25 acknowledgements	
15	<input type="checkbox"/> 26 to 30 acknowledgements	
16	<input type="checkbox"/> 31 to 40 acknowledgements	
17	<input type="checkbox"/> 41 to 50 acknowledgements	
18	<input type="checkbox"/> 51 to 60 acknowledgements	
19	<input type="checkbox"/> More than 60 acknowledgements	
SU	Number of received acknowledgements	
FI	show_if variable="V058" value="1" ref="NA21-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 interview approached;

FI show\_if variable="V058" value="1" ref="NA21-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 2017 or 2018? Please refer to your answer in question A1.**

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 V070_01
2	<input type="checkbox"/>	Enhancing career V070_02
3	<input type="checkbox"/>	For promotion V070_03
4	<input type="checkbox"/>	Updating knowledge V070_04
5	<input type="checkbox"/>	Acquiring new skills V070_05
6	<input type="checkbox"/>	Other reasons V070_06
SU	Reasons for engaging in further studies	
FI	show_if variable="V069" value="1" ref="NA21-Q069"	
FT	Only graduates with further studies	

TE	<b>I3</b>	<b>Please specify the reasons for engaging in further studies.</b>
N083		
		..... V071_TXT
SU	Other reasons for engaging in further studies (open text answer)	
FI	show_if variable="V070_06" value="1" ref="NA21-Q070"	

MD	<b>I4</b>	<b>What level of further study have you completed? Multiple answers possible</b>
N084		
1	<input type="checkbox"/>	PhD V072_01
2	<input type="checkbox"/>	Masters V072_02
3	<input type="checkbox"/>	Honours V072_03
4	<input type="checkbox"/>	Bachelor V072_04
5	<input type="checkbox"/>	Post-graduate diploma V072_05
6	<input type="checkbox"/>	Post-graduate certificate V072_06
7	<input type="checkbox"/>	Diploma V072_07
8	<input type="checkbox"/>	Certificate V072_08
9	<input type="checkbox"/>	Short courses V072_09
10	<input type="checkbox"/>	Other V072_10
SU	Level of completed further study	
FI	show_if variable="V069" value="1" ref="NA21-Q069"	
FT	Only graduates with completed further studies	

TE	<b>I5</b>	<b>Please specify the level of completed further study.</b>
N085		
		..... V073_TXT
SU	Other level of completed further study (open text answer)	
FI	show_if variable="V072_10" value="1" ref="NA21-Q072"	
FT	Only graduates with completed further studies	

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

N086

- |    |                          |   |      |
|----|--------------------------|---|------|
| 1  | <input type="checkbox"/> | Agriculture and Natural Science             | V074 |
| 2  | <input type="checkbox"/> | Business, Commerce and Management           |      |
| 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                              |      |
| 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 of completed further study

FI show\_if variable="V069" value="1" ref="NA21-Q069"

FT Only graduates with completed further studies

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

N087

- |   |                          |      |      |
|---|--------------------------|------|------|
| 1 | <input type="checkbox"/> | 2018 | V075 |
| 2 | <input type="checkbox"/> | 2019 |      |
| 3 | <input type="checkbox"/> | 2020 |      |

SU Year of enrolment in completed further studies

FI show\_if variable="V069" value="1" ref="NA21-Q069"

FT Only graduates with completed further studies

CV	I8 In which month did you enrol for this further study?	
N088		
1	<input type="checkbox"/> January	V076
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="NA21-Q069"	
FT	Only graduates who completed further study	

OR	I9 To what extent is the field of your further studies linked to the field that you graduated in?													
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	V077											
SU	Linkage between the field of further studies and the field that was completed before													
FI	show_if variable="V069" value="1" ref="NA21-Q069"													
FT	Only graduates with completed further studies													

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

N090

1	<input type="checkbox"/>	Namibian 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"/>	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)	
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="NA21-Q069"

FT Only graduates with completed further studies

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

N091

..... V079\_TXT

SU Other institution of completed further study (open text answer)

FI show\_if variable="V078" value="10" ref="NA21-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="NA21-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="NA21-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="checkbox"/> Up to 3 months V082
2	<input type="checkbox"/> 4 to less than 12 months
3	<input type="checkbox"/> One year
4	<input type="checkbox"/> Two years
5	<input type="checkbox"/> Three years
6	<input type="checkbox"/> More than three years
SU	Duration of further study programme
FI	show_if variable="V069" value="1" ref="NA21-Q069"
FT	Only graduates with completed further studies

SE	<b>J Current Further Studies/Training</b>
N095	

CV	<b>J1 Are you undertaking further studies at present?</b>
N096	
1	<input type="checkbox"/> Yes, I am studying V083
2	<input type="checkbox"/> 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="NA21-Q083"
FT	Only graduates who are currently studying



TE <b>J3 Please specify the 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="NA21-Q081"
FT	Only graduates who are currently studying

CV <b>J4 To which field of learning fits your current further study best?</b>	
N099	
1	<input type="checkbox"/> Agriculture and Nature Conservation V086
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 Service
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 of current further study
FI	show_if variable="V083" value="1" ref="NA21-Q083"
FT	Only graduates who are currently studying

CV <b>J5 In which year did you enrol for this further study?</b>	
N100	
1	<input type="checkbox"/> 2018 V087
2	<input type="checkbox"/> 2019
3	<input type="checkbox"/> 2020
4	<input type="checkbox"/> 2021
SU	Year of enrolment in current further study
FI	show_if variable="V083" value="1" ref="NA21-Q083"
FT	Only graduates who are currently studying

CV	<b>J6 In which month did you enrol for this 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="NA21-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></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> <td></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="NA21-Q083"															
FT	Only graduates who are currently studying															

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

N103

1	<input type="checkbox"/>	Namibian 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"/>	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)	
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="NA21-Q083"

FT Only graduates who are currently studying

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

N104

1	.....	V091_TXT
---	-------	----------

SU Other institution of current further studies (open text answer)

FI show\_if variable="V090" value="9" ref="NA21-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="NA21-Q083"

FT Only graduates who are currently studying

TE	<b>J11 Please specify the 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="NA21-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="checkbox"/> Up to 3 months V094
2	<input type="checkbox"/> 4 to less than 12 months
3	<input type="checkbox"/> One year
4	<input type="checkbox"/> Two years
5	<input type="checkbox"/> Three years
6	<input type="checkbox"/> More than three years
SU	Duration of further study programme
FI	show_if variable="V083" value="1" ref="NA21-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="checkbox"/> Employed ( <i>Please continue with question K5</i> ) V095
2	<input type="checkbox"/> Self-employed ( <i>Please continue with question K5</i> )
3	<input type="checkbox"/> Unemployed
4	<input type="checkbox"/> Other
SU	Current employment status

TE	<b>K2 Please specify your current employment status.</b>
N110	
1	..... V096_TXT
SU	Other current employment status (open text answer)
FI	show_if variable="V095" value="4" ref="NA21-Q095"
FT	Only graduates with other employment status

MD	K3	What applies to your current situation? Multiple answers possible
N111		
	1	<input type="checkbox"/> Unemployed, seeking employment V097_01
	2	<input type="checkbox"/> Unemployed, not seeking employment V097_02
	3	<input type="checkbox"/> Further studies/training V097_03
	4	<input type="checkbox"/> Child rearing, family care V097_04
	5	<input type="checkbox"/> Other V097_05
SU		Other activity at the time of the survey
FI		show_if variable="V095" value="3" ref="NA21-Q095"
FI		show_if variable="V095" value="4" ref="NA21-Q095"
FT		Only unemployed graduates

TE	K4	Please specify the other activity at the time of the survey.
N112		
	1	..... V098_TXT
SU		Other activity at the time of the survey (open text answer)
FI		show_if variable="V097_05" value="1" ref="NA21-Q097"
FT		Only graduates with other activities

CV	K5	How many temporary/contract jobs have you had after completion of your study programme?
N113		
	1	<input type="checkbox"/> No temporary/contract job V099
	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	K6	How many permanent jobs have you had after completion of your study programme?
N114		
	1	<input type="checkbox"/> No permanent job V100
	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 job
SU		Number 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="checkbox"/> 1 to 10 hours per week	V101
2	<input type="checkbox"/> 11 to 39 hours per week	
3	<input type="checkbox"/> 40 hours per week	
4	<input type="checkbox"/> 41 to 50 hours per week	
5	<input type="checkbox"/> More than 50 hours per week	
SU	Working time per week (hours);	
FI	hide_if variable="V095" value="3" ref="NA21-Q095"	
FT	Only employed graduates	

CV	<b>K8 Are you permanently employed?</b>	
N117		
1	<input type="checkbox"/> Yes	V102
2	<input type="checkbox"/> No	
3	<input type="checkbox"/> Not applicable, I am self-employed	
SU	Kind of employment contract	
FI	hide_if variable="V095" value="3" ref="NA21-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="checkbox"/> No change of employer/employment ( <i>Please continue with question M1</i> )	V103
2	<input type="checkbox"/> Once	
3	<input type="checkbox"/> Twice	
4	<input type="checkbox"/> Three times	
5	<input type="checkbox"/> Four times	
6	<input type="checkbox"/> Five times or more	
SU	Change of employer/employment	
FI	hide_if variable="V095" value="3" ref="NA21-Q095"	
FT	Only employed graduates	

SE **L Search for Current Employment**

N119

FI hide\_if variable="V103" value="1" ref="NA21-Q103"

FT Only employed graduates

CV **L1 How long did it take you to find your current job after completing your studies in 2017 or 2018? Refer to your answer in question A1.**

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="NA21-Q103"

FT Only employed graduates who changed employment

MD	<b>L2 What methods have you used to search for your current job? Multiple answers possible</b>	
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="NA21-Q103"	
FT	Only employed graduates who changed employment	

TE	<b>L3 Please specify what methods you have used to search for your current job.</b>	
N122		
	.....	V106_TXT
SU	Other used job search methods for current job (open text answer)	
FI	show_if variable="V102_12" value="1" ref="NA21-Q102"	
FT	Only employed graduates who changed employment	

CV	<b>L4 What was the most successful method for getting your current job? One answer only</b>	
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="NA21-Q103"	
FT	Only employed graduates	



TE	<b>L5 Please specify the 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="NA21-Q104"
FT	Only employed graduates with other most successful method for getting the current job

CV	<b>L6 How many employers did you contact/job positions or opportunities did you apply for before you took up your current job?</b>
N125	
1	<input type="checkbox"/> No employer contacted V109
2	<input type="checkbox"/> 1 employer
3	<input type="checkbox"/> 2 employers
4	<input type="checkbox"/> 3 employers
5	<input type="checkbox"/> 4 employers
6	<input type="checkbox"/> 5 employers
7	<input type="checkbox"/> 6 to 10 employers
8	<input type="checkbox"/> 11 to 20 employers
9	<input type="checkbox"/> 21 to 30 employers
10	<input type="checkbox"/> More than 30 employers
SU	Number of employers contacted;
FI	hide_if variable="V103" value="1" ref="NA21-Q103"
FT	Only employed graduates

SE	<b>M Current Employment and Work</b>
N126	
FI	hide_if variable="V095" value="3" ref="NA21-Q095"
FT	Only employed graduates

CV	<b>M1 How long have you been working with your current employer?</b>	Q110
N127		NA21-Q110
1	<input type="checkbox"/> 1 to 12 months V110	
2	<input type="checkbox"/> 13 to 24 months	
3	<input type="checkbox"/> 25 to 36 months	
4	<input type="checkbox"/> 36 to 48 months	
5	<input type="checkbox"/> More than 4 years	
SU	Duration of work experiences;	
FI	hide_if variable="V095" value="3" ref="NA21-Q095"	
FT	Only employed graduates	

CV	M2	How long have you been working in current position?	Q111
N128			NA21-Q111
1	<input type="checkbox"/>	1 to 12 months	V111
2	<input type="checkbox"/>	13 to 24 months	
3	<input type="checkbox"/>	25 to 36 months	
4	<input type="checkbox"/>	36 to 48 months	
5	<input type="checkbox"/>	More than 4 years	
SU		Duration of work experiences in current position;	
FI		hide_if variable="V095" value="3" ref="NA21-Q095"	
FT		Only employed graduates	

CV	M3	How long have you been working with previous employer(s)?	
N129			
1	<input type="checkbox"/>	1 to 12 months	V112
2	<input type="checkbox"/>	13 to 24 months	
3	<input type="checkbox"/>	25 to 36 months	
4	<input type="checkbox"/>	36 to 48 months	
5	<input type="checkbox"/>	More than 4 years	
6	<input type="checkbox"/>	Not applicable; I have no previous employer	
SU		Duration of work experiences with previous employer;	
FI		hide_if variable="V095" value="3" ref="NA21-Q095"	
FT		Only employed graduates	

MD	M4	In which region(s) are you employed? Multiple answers possible	
N130			
1	<input type="checkbox"/>	Erongo	V113_01
2	<input type="checkbox"/>	Hardap	V113_02
3	<input type="checkbox"/>	Karas	V113_03
4	<input type="checkbox"/>	Kavango East	V113_04
5	<input type="checkbox"/>	Kavango West	V113_05
6	<input type="checkbox"/>	Khomas	V113_06
7	<input type="checkbox"/>	Kunene	V113_07
8	<input type="checkbox"/>	Ohangwena	V113_08
9	<input type="checkbox"/>	Omaheke	V113_09
10	<input type="checkbox"/>	Omusati	V113_10
11	<input type="checkbox"/>	Oshana	V113_11
12	<input type="checkbox"/>	Oshikoto	V113_12
13	<input type="checkbox"/>	Otjozondjupa	V113_13
14	<input type="checkbox"/>	Zambezi (previously known as Caprivi)	V113_14
15	<input type="checkbox"/>	Outside Namibia	V113_15
SU		Region of current employment	
FI		hide_if variable="V095" value="3" ref="NA21-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="NA21-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="checkbox"/> Erongo V115
2	<input type="checkbox"/> Hardap
3	<input type="checkbox"/> Karas
4	<input type="checkbox"/> Kavango East
5	<input type="checkbox"/> Kavango West
6	<input type="checkbox"/> Khomas
7	<input type="checkbox"/> Kunene
8	<input type="checkbox"/> Ohangwena
9	<input type="checkbox"/> Omaheke
10	<input type="checkbox"/> Omusati
11	<input type="checkbox"/> Oshana
12	<input type="checkbox"/> Oshikoto
13	<input type="checkbox"/> Otjozondjupa
14	<input type="checkbox"/> Zambezi (previously known as Caprivi)
15	<input type="checkbox"/> Outside Namibia
SU	Main region of current employment
FI	hide_if variable="V095" value="3" ref="NA21-Q095"
FT	Only employed graduates

TE	<b>M7 Please specify the 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="NA21-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
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="NA21-Q095"
FT	Only employed graduates

TE	<b>M9 Please specify the type of your 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="NA21-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="NA21-Q095"
FT	Only self-employed graduates

TE	<b>M11 Please specify the 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="NA21-Q119"
FT	Only self-employed graduates

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

N139

- 1  1 employee V121
- 2  2 employees
- 3  3 employees
- 4  4 employees
- 5  5 employees
- 6  More than 5 employees

SU Number of employees;

FI show\_if variable="V095" value="2" ref="NA21-Q095"

FT Only employed graduates

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

N140

- 1  Fishing and fish processing on board V122
- 2  Mining and quarrying
- 3  Manufacturing
- 4  Electricity and water
- 5  Construction
- 6  Wholesale and retail trade
- 7  Hotels and restaurant
- 8  Transport and communication
- 9  Financial intermediation
- 10  Real estate and business services
- 11  Public administration and defence
- 12  Education
- 13  Health

SU Economic sector of employment

FI hide\_if variable="V095" value="3" ref="NA21-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="NA21-Q095"

FT Only employed graduates

<b>TE 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="NA21-Q095"
FT	Only employed graduates

<b>CV M16 What is the level of your current position?</b>	
N143	
1	<input type="checkbox"/> Non-supervisory V125
2	<input type="checkbox"/> Supervisory
3	<input type="checkbox"/> Middle management
4	<input type="checkbox"/> Senior management
5	<input type="checkbox"/> Other
SU	Level of current position
FI	hide_if variable="V095" value="3" ref="NA21-Q095"
FT	Only employed graduates

<b>TE M17 Please specify the 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="NA21-Q125"

<b>CV M18 What is/are your current total/gross monthly income/earnings?</b>	
N145	
1	<input type="checkbox"/> Less than N\$ 2,501 V127
2	<input type="checkbox"/> N\$ 2,501 - 4,000
3	<input type="checkbox"/> N\$ 4,001 - 6,000
4	<input type="checkbox"/> N\$ 6,001 - 8,000
5	<input type="checkbox"/> N\$ 8,001 - 10,000
6	<input type="checkbox"/> N\$ 10,001 - 15,000
7	<input type="checkbox"/> N\$ 15,001 - 20,000
8	<input type="checkbox"/> N\$ 20,000 - 25,000
9	<input type="checkbox"/> N\$ 25,001 - 30,000
10	<input type="checkbox"/> N\$ 30,001 - 35,000
11	<input type="checkbox"/> N\$ 35,001 - 40,000
12	<input type="checkbox"/> More than N\$ 40,000
SU	Gross monthly income/earnings
FI	hide_if variable="V095" value="3" ref="NA21-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="NA21-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="NA21-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="NA21-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="NA21-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="NA21-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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Course/programme content						V132_01
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Variety of modules offered						V132_02
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Opportunity for specialisation						V132_03
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Research emphasis/orientation						V132_04
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Practical emphasis/orientation of teaching/learning						V132_05
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Work experience (internships/work integrated learning)						V132_06

SU Usefulness of elements of the study programme

FI hide\_if variable="V095" value="3" ref="NA21-Q095"

FT Only employed graduates

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

N152

1	<input type="checkbox"/>	No higher education needed	V133
2	<input type="checkbox"/>	Certificate/diploma	
3	<input type="checkbox"/>	Bachelors	
4	<input type="checkbox"/>	Honours	
5	<input type="checkbox"/>	Masters	
6	<input type="checkbox"/>	PhD	

SU Most appropriate level of education for employment

FI hide\_if variable="V095" value="3" ref="NA21-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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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="NA21-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	<input type="checkbox"/>	At the beginning of the career envisaged I had to accept work hardly linked to my study	V135_01
2	<input type="checkbox"/>	My current job ensures high income	V135_02
3	<input type="checkbox"/>	In doing this job I have better career prospects	V135_03
4	<input type="checkbox"/>	My interests have changed	V135_04
5	<input type="checkbox"/>	My current job is very satisfactory	V135_05
6	<input type="checkbox"/>	I was promoted to a position less linked to my studies and my previous position	V135_06
7	<input type="checkbox"/>	My current job provides the opportunity for part time or flexible schedules	V135_07
8	<input type="checkbox"/>	My current job provides the opportunity to work in a locality/area I prefer	V135_08
9	<input type="checkbox"/>	My current job allows me to take into account family needs	V135_09
10	<input type="checkbox"/>	I could not find any job closely linked to my study	V135_10
11	<input type="checkbox"/>	Other	V135_11
SU	Reasons for taken up a job hardly linked to study		
FI	show_if variable="V134" value="1" ref="NA21-Q134"		
FI	show_if variable="V134" value="2" ref="NA21-Q134"		
FI	show_if variable="V134" value="3" ref="NA21-Q134"		
FT	Only employed graduates		

**TE N5 Please specify your 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="NA21-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="NA21-Q095"						
FT	Only employed graduates						

<b>OR O2 Overall, to what extent are you satisfied with your current work situation?</b>							
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="NA21-Q095"						
FT	Only employed graduates						

MD	<b>O3</b>	Since completing your study programme in 2017 or 2018, 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 COVID-19 Effects**

N160

CV	<b>P1</b>	Has COVID-19 affected your employment status/situation?
N161		
1	<input type="checkbox"/>	Yes V140
2	<input type="checkbox"/>	No ( <i>Please continue with question P4</i> )
SU	Employment status or situation due to COVID-19	

MD	<b>P2</b>	P1, How did COVID-19 affect your employment status/ situation? Multiple answers possible
1	<input type="checkbox"/>	Could not find employment V141_01
2	<input type="checkbox"/>	Unemployed V141_02
3	<input type="checkbox"/>	Income /salary was cut V141_03
4	<input type="checkbox"/>	Working hours were reduced V141_04
5	<input type="checkbox"/>	Lost employment V141_05
6	<input type="checkbox"/>	Gained employment V141_06
7	<input type="checkbox"/>	Industry heavily affected V141_07
8	<input type="checkbox"/>	Others V141_08
SU	Employment status or situation due to COVID-19	
FI	show_if variable="V140" value="1" ref="NA21-Q140"	

TE	<b>P3</b>	Please specify Other employment status/ situation due to COVID-19.
N163		
1		..... V142_TXT
SU	Other employment status/situation (open text answer)	
FI	show_if variable="V141_09" value="1" ref="NA21-Q141"	
FT	Only graduates with other employment status or situation	

CV	<b>P4</b>	Has COVID-19 affected your further studies
N164		
1	<input type="checkbox"/>	Yes, I was affected V143

2  No (Please continue with question Q1)

SU Undertook/ Undertaking further studies during COVID-19

**OR P5 How did COVID-19 affect your further studies in terms of the following?**

N165

	Very bad					Very good		
	1	2	3	4	5			
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ability to pay tuition fees	V144_01	
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to internet connectivity	V144_02	
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to a device e.g. laptop, computer	V144_03	
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Availability of online learning platform	V144_04	
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Access to accommodation	V144_05	
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other	V144_06	

SU Rating of COVID-19 effect on further studies

FI show\_if variable="V143" value="1" ref="NA21-Q143"

FT Only graduates with other employment status or situation

**TE P6 Please specify and rate how else COVID-19 affected your further studies when you choose "Other."**

N166

1 ..... V145\_TXT

SU Other rating of study provisions (open text answer)

FI show\_if variable="V144\_06" value="1" ref="NA21-Q144"

FI show\_if variable="V144\_06" value="2" ref="NA21-Q144"

FI show\_if variable="V144\_06" value="3" ref="NA21-Q144"

FI show\_if variable="V144\_06" value="4" ref="NA21-Q144"

FI show\_if variable="V144\_06" value="5" ref="NA19-Q144"

EX V145\_TXT

**SE Q Comments/Recommendations**

N167

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

N168

**TE Q1 What did you like about your study?**

N169

1 ..... V146\_01\_TXT

2 ..... V146\_02\_TXT

3 ..... V146\_03\_TXT

SU Liked study elements

TE Q2 What did you not like about your study?	
N170	
1	..... V147_01_TXT
2	..... V147_02_TXT
3	..... V147_03_TXT
SU	Not liked study elements

TE Q3 Which important changes would you recommend for your higher/tertiary education institution/study programme?	
N171	
1	..... V148_01_TXT
2	..... V148_02_TXT
3	..... V148_03_TXT
SU	Recommendations for higher/tertiary education institution/study programme

TE Q4 Other comments	
N172	
1	..... V149_01_TXT
2	..... V149_02_TXT
3	..... V149_03_TXT
SU	Other comments

TE Q5 Comments/suggestions regarding this survey	
N173	
1	..... V150_01_TXT
2	..... V150_02_TXT
3	..... V150_03_TXT
SU	Comments/suggestions regarding this survey

TE Q6 Comments/suggestions regarding this questionnaire	
N174	
1	..... V151_01_TXT
2	..... V151_02_TXT
3	..... V151_03_TXT
SU	Comments/suggestions regarding this questionnaire

**OR Q7 How do you rate the following aspects of this questionnaire?**

N175		Optional question						
	Very bad				Very good			
	1	2	3	4	5			
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Length of the questionnaire	V152_01	
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Clarity of the questions	V152_02	
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Understandable phrasing	V152_03	
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Relevance of the questions to improve the study programme	V152_04	
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Relevance of the questions to inform about the labour market situation of graduates	V152_05	
SU		Evaluation of the questionnaire						

**CV Q8 How many minutes did you need to fill in this questionnaire?**

N176		Optional question		
1	<input type="checkbox"/>	Up to 15 minutes		V153
2	<input type="checkbox"/>	16 to 20 minutes		
3	<input type="checkbox"/>	21 to 25 minutes		
4	<input type="checkbox"/>	26 to 30 minutes		
5	<input type="checkbox"/>	31 to 35 minutes		
6	<input type="checkbox"/>	36 to 40 minutes		
7	<input type="checkbox"/>	41 to 50 minutes		
8	<input type="checkbox"/>	51 to 60 minutes		
9	<input type="checkbox"/>	More than 60 minutes		
SU		Time needed to fill in the questionnaire (minutes)		

**TE Q9 Please provide cellphone numbers of three of your colleagues who finished their study in the same year like you. This will help us to invite all graduates to participate in this survey.**

N177			
1	Name .....		
	Cellphone .....		V154_01_TXT
	Email .....		
2	Name .....		
	Cellphone .....		V154_02_TXT
	Email .....		
3	Name .....		
	Cellphone .....		V154_03_TXT
	Email .....		
SU		Contact addresses (text answer)	

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



## CONTACTS

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