

UPGRADE

Enhancing Graduates' Employability Tracking in Moldova

REQUIREMENTS FOR PROCEDURES for graduates' employability tracking at university level

Milestone 9

GRADUATES'
EMPLOYABILITY
TRACKING



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UPGRADE

ENHANCING GRADUATES' EMPLOYABILITY TRACKING
IN MOLDOVA



MS9: REQUIREMENTS FOR PROCEDURES for graduates' employability tracking at university level

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PREAMBLE

The employability of graduates is a key indicator of the quality of professional training programmes. While motivations for pursuing higher education may vary across individuals, the core mission of universities remains the provision of high-quality professional education through relevant study programmes and the contribution to the national economy by preparing highly qualified specialists.

To date, the higher education system of the Republic of Moldova has lacked a nationally coordinated methodology for monitoring the employability of higher education graduates. Although aligning study programmes with labour market needs has been declared a strategic priority, universities continue to assess graduate employment status individually and in an uncoordinated manner. Various traditional methods are used, often resulting in subjective or fragmented data.

This document represents a joint proposal developed by Moldovan higher education institutions within the framework of the Erasmus+ UPGRADE project (2023–2026). It outlines a set of requirements and procedural recommendations for establishing a coherent and unified system of monitoring graduates' employability at both national and institutional levels. The document is intended to serve as a technical and conceptual foundation for the future National Regulation on Monitoring the Employability of Higher Education Graduates, to be further discussed, validated, and, where appropriate, adopted by the Ministry of Education and Research of the Republic of Moldova in collaboration with other relevant stakeholders. It reflects the consensus of participating HEIs and experts regarding the key mechanisms and principles necessary for ensuring comparability, data integrity, and institutional accountability in tracking graduate outcomes.

The development and implementation of a framework methodology will offer all universities a functional and consistent approach to monitoring graduate employability. At the same time, while upholding institutional autonomy, each university—based on its strategic priorities, established practices, and specific labour market contexts—can complement this framework by adopting additional methods tailored to its needs.

The regulatory framework outlined herein is strategically aligned with Moldova's EU integration priorities, as defined in the EU accession roadmap, the Education 2030 Strategy, and the National Development Strategy "European Moldova 2030". It is fully compatible with the instruments of the European Higher Education Area (EHEA), including the Bologna Process commitments, the Standards and Guidelines for Quality



Assurance in the EHEA (ESG 2015), and the European Graduate Tracking Initiative (EGTI). The mechanisms proposed aim to institutionalize evidence-based graduate tracking practices, strengthen national data governance, and support integration into EQAR-aligned quality assurance and funding frameworks—thus enabling international comparability, cross-border data exchange, and improved policymaking.

The application of a structured methodology for monitoring graduate employability is expected to yield several strategic benefits:

-  Creation of a shared national vision regarding the employment outcomes of higher education graduates;
-  Generation of reliable and objective data on graduate employment;
-  Identification of national and programme-specific trends in graduate employability;
-  Establishment of clear links between study programme demand and graduate outcomes;
-  Improved engagement with potential employers and alignment of curricula with labour market needs.

At the same time, national economic conditions and socio-cultural factors may influence the implementation of graduate tracking in Moldova. These include:

a) Structural Challenges

- Limited job diversity in certain sectors due to the transitional nature of Moldova's economy;
- Public sector employment conditions often perceived as unattractive by young graduates;
- Political and regional instability affecting specific labour market segments;
- Absence of a comprehensive national career guidance system, leading to unbalanced enrolment across study fields.

b) Perception-Based Barriers

- Lack of societal consensus on the role of academic studies in shaping professional pathways;
- Weak traditions of university–alumni communication and engagement;
- Limited precedent for systematically reporting on graduate employment outcomes.

Nevertheless, positive examples from European universities demonstrate that national-level commitment to graduate employability can foster the development of effective intersectoral mechanisms. These lessons underscore the importance of coordinated structures and data-driven strategies in improving the connection between higher education and the labour market.

GLOSSARY

For the purposes of this Methodology, the basic concepts used are defined as follows:

1. **EMPLOYEE** is a person who performs work for a company or organization, in exchange for remuneration, usually a salary.
2. **EMPLOYER** is a natural or legal person who employs salaried personnel, concluding an individual employment contract with them.
3. **LABOR MARKET** is the economic space in which they meet, they confront and freely negotiate the demand for labor, represented by employers, and the supply, represented by labor owners.
4. **STUDY PROGRAM** is a set of didactic activities (teaching, learning, research, evaluation) planned to obtain a specific qualification, certified by a diploma and diploma supplement. It is structured into study cycles (bachelor 's, master's, doctorate) and has a curriculum (curriculum) approved by the university senate, aligned with the desired qualification.
5. **GRADUATE** is a person who has successfully completed a form of education and obtained the diploma confirming professional qualification.
6. **PROFESSIONAL ROUTE** is a trajectory of integration and career progression, involving a series of experiences, qualifications and professional roles over time. It can be planned and tracked by studying processes with the help of specialists or institutions, such as following the path of graduates to assess their integration into the labor market.
7. **EMPLOYABILITY** is a person's ability to obtain a job and to be successful throughout professional career, being a set of achievements, skills and personal attributes that make it more desirable to employers .
8. **PROFESSIONAL QUALIFICATION** is the process of theoretical preparation and practice necessary to exercise a certain profession which is usually attested by an official document.



PURPOSE OF THE REQUIREMENTS FOR PROCEDURES

The present Requirements aim to define a coherent and standardized institutional approach for monitoring the employability of higher education graduates across the Republic of Moldova. Developed in the context of the Erasmus+ UPGRADE project (2023–2026), this document provides a structured framework to guide universities in designing, implementing, and maintaining internal procedures for collecting, managing, and reporting data on graduate employment outcomes.

These Requirements pursue multiple objectives:

- To ensure that each higher education institution (HEI) applies a consistent and reliable methodology for tracking graduates, enabling comparability and quality assurance across the national system;
- To clarify institutional responsibilities and internal workflows related to graduate tracking, including data collection, processing, storage, analysis, and reporting;
- To facilitate the integration of institutional procedures into the forthcoming national digital platform for graduate tracking, thereby ensuring interoperability and compliance with national regulations;
- To support institutional self-evaluation, strategic planning, and academic offer optimisation based on evidence of graduates' employment paths;
- To contribute to the creation of a unified national graduate tracking system that aligns with European best practices and the objectives of Moldova's education and labour market strategies.

In this context, the Requirements function as a transitional technical tool to be adopted and adapted by HEIs, laying the groundwork for the future national regulation and supporting the operationalisation of institutional graduate tracking functions as a core element of quality assurance and institutional development.

APPLICATION LEVELS

The present Requirements for Procedures are applicable at two complementary levels of the national higher education system:

1. At the macro level – represented by the Ministry of Education and Research (MoER), which holds the responsibility for coordinating national policies, ensuring strategic alignment, supervising data integration at system level, and facilitating the use of graduate tracking data for evidence-based decision-making and policy design.
2. At the institutional (micro) level – represented by higher education institutions (HEIs), where the procedures are operationalized through dedicated structures and actors. These include specialized departments, programme managers, faculty dean's offices, and Career Guidance and Counselling Centres. Each HEI is responsible for the internal implementation of tracking mechanisms, data collection, graduate engagement, and reporting in accordance with national requirements and institutional autonomy.

The application of these procedures ensures that both system-level coherence and institutional flexibility are respected. It promotes a harmonized approach to employability monitoring, while allowing individual universities to adapt the procedures to their specific profiles, strategic objectives, and engagement with labour market sectors..

REFERENCE DOCUMENTS

1. Education Code of the Republic of Moldova, Law No. 152 of 17.07.2014;
2. Development Strategy "Education 2030", dated 07.03.2023;
3. External quality assessment methodology for the provisional operation authorization and accreditation of study programs and institutions of vocational, higher and continuing education (amended on 11.12.2024).
4. Development strategies of Universities in the higher education system of the Republic of Moldova.

MONITORING THE EMPLOYABILITY OF GRADUATES

Monitoring the employability of higher education graduates represents a strategic component of modern quality assurance and evidence-based management systems in higher education. This process enables both national and institutional actors to evaluate the relevance of study programmes, adjust academic offerings to the dynamics of the labour market, and improve the career readiness of graduates. A coherent and functional graduate tracking system not only reinforces institutional accountability but also strengthens the connection between education and employment sectors.

In line with Moldova's EU accession roadmap and its commitment to the European Higher Education Area (EHEA), graduate employability monitoring must be based on principles that ensure ethical, professional, and systemic data collection and usage. The implementation of such monitoring must comply with national legislation on data protection and quality assurance while also aligning with international frameworks such as the European Graduate Tracking Initiative (EGTI), the Bologna Process, and the Standards and Guidelines for Quality Assurance in the EHEA (ESG 2015).

The principles listed below serve as foundational pillars for designing and implementing the graduate tracking system at both institutional and national levels:

1. **The principle of intersectoral involvement:** Effective monitoring requires cooperation between multiple public institutions and sectors — including educational institutions, public administration bodies, employment agencies, fiscal authorities, and data protection offices — to ensure data consistency, completeness, and credibility.
2. **The principle of maximum possible automation:** Emphasis is placed on using digital tools and national platforms to automate the collection, processing, and analysis of employability data, thus reducing manual errors, enhancing accuracy, and facilitating large-scale implementation.
3. **The principle of voluntary graduate participation:** Graduate tracking must respect individual autonomy, with data collection relying on informed consent and voluntary responses, especially where direct surveys or questionnaires are involved.
4. **The principle of mutual respect between the university and the graduate:** Engagement with graduates should reflect a respectful, trust-based relationship that acknowledges their right to privacy and their continued relevance as stakeholders in institutional development.



5. **The principle of proper use of personal data:** Personal information gathered during the tracking process must be processed in accordance with national legislation and GDPR-aligned standards, ensuring data security, privacy, and responsible usage.
6. **The principle of equidistance regarding graduates' personal lives:** Monitoring must strictly focus on employment-related outcomes and avoid intrusive or irrelevant inquiries into the private life or personal preferences of the graduates.
7. **The principle of systemic monitoring and prevention of data manipulation:** The tracking system should include periodic quality control and verification procedures to prevent falsification, misinterpretation, or misuse of the data collected.

These principles form the normative and ethical framework for the national employability monitoring system and will guide the design of institutional procedures, digital instruments, reporting mechanisms, and regulatory acts developed in the framework of the UPGRADE project and beyond.

MACRO-LEVEL MONITORING PROCESS MINISTRY OF EDUCATION AND RESEARCH

At the macro level, the monitoring of graduate employability is coordinated and overseen by the Ministry of Education and Research (MoER), which plays a strategic role in ensuring the national coherence, interoperability, and policy relevance of graduate tracking data.

A central element of this macro-level process is the creation, management, and ongoing development of a national digital platform for monitoring the employment pathways of higher education graduates. This platform serves as an integrated data infrastructure that enables the systematic collection, processing, and analysis of employability-related indicators across the entire higher education system.

The platform is designed not only to collect direct responses from graduates but also to aggregate relevant administrative data from public authorities (e.g., social insurance, tax, labour market, and education data systems). It facilitates inter-institutional data sharing to support a comprehensive understanding of how graduates integrate into the labour market and to inform strategic decisions in higher education and labour market policy.

The digital platform will include automated and semi-automated data fields, enabling relevant government structures — including the Ministry of Education and Research



(MoER), Ministry of Labour and Social Protection (MLSP), and other public bodies — to capitalize on human capital intelligence for the design and evaluation of social and educational policies. The types of data collected and processed may include:

- Motivation of graduates regarding employment;
- Tendency of graduates to seek employment aligned with their qualifications;
- Sectors offering job opportunities;
- Labour market sectors most in demand among graduates;
- Frequency of job changes within the first years after graduation;
- Working conditions accepted by graduates;
- Salary expectations and levels accepted by graduates;
- Employability rates by field of study or academic programme;
- Labour market sectors corresponding to specific study programmes.

To increase efficiency and reduce respondent fatigue, the platform will operate under the principle of maximum automation, using data already collected by institutions managing social insurance contributions, tax declarations, and other relevant administrative databases. This approach will ensure a reduction in duplicative data requests and enhance the reliability, accuracy, and comparability of employability indicators at the national level.

MONITORING PROCESS AT THE LEVEL OF HIGHER EDUCATION INSTITUTIONS

At the institutional (micro) level, higher education institutions (HEIs) play a central role in operationalising the graduate employability monitoring system. Their contribution is essential not only for collecting and managing disaggregated data, but also for contextualising the results based on specific institutional missions, academic profiles, and labour market linkages.

In line with the principles of university autonomy and the national regulatory framework to be developed, each HEI is expected to implement internal procedures, responsibilities, and tools aligned with the national system. These procedures must enable both compliance with minimum national standards and flexibility for institutional adaptation and innovation.

Institutional monitoring responsibilities include the systematic identification, engagement, and follow-up of graduates; the development of graduate databases and



tracking mechanisms; the integration of relevant departments (career centres, quality assurance offices, alumni offices, academic faculties); and the use of tracking data to inform internal policy adjustments, curriculum development, and strategic planning.

Furthermore, HEIs are encouraged to actively contribute to the national graduate tracking system by uploading validated data to the national digital platform, participating in training and capacity building activities, and ensuring continuous quality assurance of the data collected.

Creating the database

The Dean's Offices of the faculties, in partnership with the Career Guidance Centre, are responsible for creating and maintaining a database for each student cohort (promotion). This database must include at a minimum the following fields: institutional and personal email addresses, mobile telephone number, study programme, and a digitally signed Student Agreement authorizing the use of personal data for the purpose of maintaining post-graduation communication with the university.

Each higher education institution may use its own institutional tools and systems (e.g., student information management systems, CRM platforms, or internal databases), provided that the data collected can be exported and aligned with the fields required by the national graduate tracking platform.

To ensure coherence and traceability, data collection should begin during the final year of studies and be verified and updated during graduation procedures. Responsibilities for verification and maintenance of data should be clearly assigned (e.g., to faculty secretariats or programme coordinators).

The Career Guidance Centre may serve as the institutional focal point for coordinating database structure, ensuring data quality, and facilitating transfer of the data to the national platform when required.

Applying employability questionnaires

To ensure systematic tracking of graduates' employment outcomes and support data-driven decision-making at both institutional and national levels, higher education institutions shall apply structured employability questionnaires at key moments before and after graduation. These questionnaires are intended to collect comparable and timely data on graduate transition to the labour market, alignment between studies and employment, satisfaction with academic preparation, and career aspirations.



The application of questionnaires is structured across three distinct rounds, capturing longitudinal data over the course of the graduate's early professional trajectory. This multi-phase approach allows for both immediate feedback and longer-term outcome monitoring, enhancing the accuracy and relevance of the collected information. Each round serves a specific function in the employability monitoring process:

Round 1a. Preliminary application of the questionnaires, in the last semester of the final year:

1. The purpose of applying the questionnaire is to determine the employment trend according to qualifications and feedback regarding satisfaction with the professional training received.
2. Career Guidance Center, together with the faculty deans, applies the Student Employability Questionnaire, including, where appropriate, questions that highlight more strongly the graduates' satisfaction with the program studied, the attitude towards the professional field and the intention / motivation to engage in the field. Questionnaires adapted to bachelor 's, master's and integrated studies programs will be applied .
3. The application of the questionnaire is done by using digital resources or paper support, ensuring the objectivity of the answers obtained by questioning about 15% of the graduates of each program;
4. Survey results are processed by the Career Guidance Center and are discussed at the office of the faculty responsible for the program;
5. Processed version of the questionnaires is stored in the university database, in the folder indicating the promotion and professional training program, level of education.

Round 2. Application of the questionnaire 3 months after graduation:

1. The purpose of applying the questionnaire at this stage is to determine the level of employment immediately after graduation from the study program. The opening of the labor market for young specialists and the ability of graduates to find a job.
2. Career Guidance Center, together with the dean's offices, applies the Standard Questionnaire on Employability. Digital communication channels are used to apply the questionnaires. The process of completing the questionnaire is promoted through telephone communication with the graduate and /or communication through digital networks;



3. The data obtained are processed by the Career Guidance Center and transmitted to the Quality Management department and the faculty deans.

Round 3. Application of questionnaires one year after graduation:

1. The purpose of applying the questionnaire is to establish the degree of employability of graduates and the functionality of the study program.
2. Universities can supplement the Standard Questionnaire with questions derived from the institution's objectives to obtain certain information intended to contribute to the updating of study programs and the identification of typical labor market sectors for certain study programs. This finding aims to optimally adapt the content of the vocational training program to the needs of the labor market.
3. The program managers, the Quality Management Department and the Career Guidance Center, adapt / adjust the questionnaire items in order to obtain the expected information.
4. Career Guidance Center, together with the deaneries, applies the Standard Questionnaire on Employability. Digital communication channels are used to apply the questionnaires. The motivation of graduates to complete the questionnaire is done through methods accessible to university structures.
5. The information obtained is analyzed and stored in the database, so that it can be used in the development of university development strategies; updating study programs; developing self-evaluation reports for internal audit and external evaluations regarding the accreditation of study programs.



BENEFITS AND RESPONSIBILITIES

The successful implementation of a national graduate employability tracking system depends on a coordinated effort among multiple stakeholders who collect, manage, interpret, and act upon the resulting data. This section outlines the primary beneficiaries of the monitoring process, as well as their institutional responsibilities in ensuring the relevance, sustainability, and strategic use of the information collected. These responsibilities are anchored in the principles of transparency, quality assurance, and continuous improvement, and they contribute directly to evidence-based policy-making, curriculum modernization, and labor market alignment.

1. The Ministry of Education and Research is one of the main beneficiaries of information on the employability of graduates. Establishing some realities contributes to:
 - determining the employment trend of graduates;
 - the functionality of study programs from the perspective of preparing graduates for integration into the workforce;
 - relevant correlation of the state order (annually programmed budget positions) with the needs of the labor market;
 - identifying labor market sectors that are not attractive or where the turnover of young staff is high;
2. Based on the information obtained, the MEC will:
 - elaborate educational policy documents regarding vocational training and integration into the workforce;
 - suggest strategic guidelines to universities for modernizing their study programs.
3. Another beneficiary of the information collected are universities. Based on the data obtained, universities will:
 - use the information to determine the level of employability of graduates and establish the difference between entering the program and exiting the labor market.
 - establish the typical labor market segments for each vocational training program;
 - establish functional partnerships with employers for internships and joint projects;
 - ascertain the presence / absence upon graduation of transversal skills such as: identifying a job and employability;



- capitalize on information for the development of development strategies, personnel policy and updating of internal university structures.
- 4. Faculty and program leaders will use the information to:
 - identifying people's motivation to enroll in study programs;
 - establishing the level of functionality of the contents;
 - the strengths and weaknesses of the vocational training process;
 - aspects of study programs that require updating.
- 5. Career Guidance Center and labor market relations will use the information to:
 - development of the Strategy and Action Plan;
 - university 's educational offer;
 - developing career guidance programs for students and graduates;
 - training/strengthening job identification skills and employment;
 - organizing job fairs and other events aimed at bringing graduates closer to the job market.

PERFORMANCE INDICATORS FOR THE MINISTRY OF EDUCATION AND RESEARCH

In order to ensure that the national graduate employability tracking system delivers tangible and policy-relevant results, it is the responsibility of the Ministry of Education and Research to establish a robust mechanism for monitoring its own effectiveness. Performance indicators serve as essential tools to assess whether strategic objectives are being achieved, resources are used efficiently, and data generated is being capitalized on for policy formulation and higher education reform.

The indicators outlined below are structured in two categories—financial and operational—to reflect the dual responsibility of the Ministry: (1) optimizing public investment in higher education and (2) ensuring effective governance and regulatory coordination across institutions and sectors.

Financial Indicators

In the context of national graduate employability monitoring, financial indicators serve as a tool for evaluating the efficiency of public investment in higher education. One such example is the graduate employment rate (Indicator I13) included in the national compensatory funding regulation for public higher education institutions, approved annually by the Ministry of Education and Research.



Although the current Requirements for Procedures do not prescribe a direct institutional application of Indicator I13, its relevance at the policy level is significant. I13 reflects the ratio between the number of graduates employed in their field of qualification and the total number of budget-financed study places for the respective program. The value of this indicator is calculated based on administrative employment data and is included as a key element in Moldova's performance-based funding formula for public HEIs.

Aligning national-level monitoring efforts with such indicators strengthens the strategic role of graduate employability data in the design of funding models, labour market policies, and future program accreditation. It also reinforces the importance of consistent data collection and inter-institutional cooperation across ministries, HEIs, and labour market actors.;

Operational indicators

Operational indicators are essential for evaluating the functional capacity and systemic coherence of the national graduate employability tracking mechanism. These indicators reflect how effectively the processes, institutions, and tools are working together to ensure timely, accurate, and policy-relevant data collection and usage.

Key Performance Indicators include:

- Ensuring the functionality of intersectoral connections for data collection and exchange between the Ministry of Education and Research, Higher Education Institutions, the National Employment Agency (ANOFM), National Social Insurance House (CNAS), Center for Information and Communication Technologies in Education (CTICE), and other relevant bodies.
- Monitoring the employability of graduates from all accredited vocational training programs, including bachelor's and master's degree levels, across both public and private HEIs.
- Capitalizing on the information obtained by integrating graduate tracking data into policy formulation, strategic planning, and regulatory frameworks for higher education.
- Ensuring platform usability and digital integration, such as regular testing of the national digital platform's functionality, data upload workflows from HEIs, and automation of data processing wherever possible.



- Data timeliness and periodicity: ability to collect and report graduate employment outcomes in a timely manner, at intervals aligned with national planning cycles (e.g., 3, 6, and 12 months after graduation).
- Response rate and participation coverage: share of contacted graduates who provide feedback or whose employment status is confirmed through administrative sources.
- Compliance with data protection legislation, ensuring that graduate data is processed in line with GDPR principles and national regulations on personal data.

PERFORMANCE INDICATORS FOR HIGHER EDUCATION INSTITUTIONS

The systematic evaluation of graduate employability outcomes at the institutional level is essential for ensuring the relevance, responsiveness, and quality of higher education provision. Performance indicators designed for higher education institutions (HEIs) serve not only as tools for internal quality assurance and curriculum improvement, but also as mechanisms for strengthening the accountability of universities toward students, employers, and the broader society.

These indicators support universities in monitoring the alignment between their academic offerings and the evolving needs of the labor market, identifying gaps in transversal skills development, and building sustainable institutional capacities for data-informed strategic planning. Furthermore, when harmonized across institutions, they contribute to the national employability tracking framework, enabling the aggregation of reliable, comparable, and policy-relevant data.

Financial Indicators

- Establishing the ratio between financial investments for the operating conditions of a particular program and the level of employability of graduates (expressed in %) → This indicator helps determine the cost-efficiency of each study program by relating total investments (e.g. teaching costs, infrastructure, scholarships) to the percentage of graduates employed in relevant sectors.
- Establishing the ratio between the institution's expenses regarding the maintenance/support of monitoring structures and the results obtained, expressed as a percentage (% of monitored graduates) → This indicator allows universities to assess the administrative cost-effectiveness of employability monitoring systems



and to optimize resource allocation toward data collection and graduate engagement tools.

- Assessing the percentage of institutional reinvestment in programs with high employability returns → Institutions may consider prioritizing additional resources for programs that demonstrate both high employability and alignment with national development goals. This encourages performance-based internal budgeting.
- Cost per employed graduate → Calculating the average institutional investment required to produce one graduate who becomes employed in a relevant field may support both internal budgeting and external transparency.
- Optional alignment with national performance-based funding schemes → Where applicable, universities can choose to align their internal tracking with national indicators. This supports potential financial incentives and long-term sustainability of employability data systems.

Operational Indicators

Operational indicators are essential for assessing the internal efficiency and effectiveness of employability monitoring mechanisms within higher education institutions. These indicators provide a basis for evaluating institutional practices, ensuring that data collection, analysis, and feedback processes are systematically implemented and continuously improved. They also enable institutions to assess how well the monitoring processes are integrated into broader institutional development and quality assurance strategies.

Key Performance Indicators include:

- Ensuring the functionality of the graduate employability monitoring process, including the periodic updating of graduate contact databases and the administration of follow-up surveys in line with the national methodology;
- Regular data collection and analysis cycles, implemented in accordance with the established timeline (e.g., final semester, 3 months, and 12 months after graduation);
- Involvement of key university structures, such as Career Guidance Centers, Deans' Offices, and academic programme coordinators, in data gathering and use of results;
- Internal reporting mechanisms, ensuring that employability data is systematically communicated to university leadership and programme boards for decision-making;



- Integration of graduate tracking data into institutional quality assurance and strategic planning documents, such as study programme reviews, development strategies, and employer engagement plans;
- Continuous improvement of monitoring tools and methods, including digitalization of data collection processes, graduate feedback systems, and institutional dashboards.

Relationship Indicators

Relationship indicators focus on the quality and continuity of engagement between higher education institutions and their graduates, as well as with relevant external stakeholders, particularly employers. These indicators are essential for understanding how institutions maintain graduate networks, promote alumni engagement, and foster collaborative links with the labour market. They also reflect the university's capacity to generate long-term value from graduate tracking by transforming data collection into sustained relationships and cooperation.

Key Performance Indicators include:

- Establishing, in quantitative terms, the number and share (%) of graduates who are open and willing to maintain communication with the university, based on valid consent for personal data usage (GDPR-compliant);
- Retention rate of valid contact information for graduates over the 12-month monitoring period (institutional vs. personal emails, phone numbers);
- Engagement rates in institutional surveys, defined as the proportion of graduates responding to the preliminary, 3-month, and 12-month questionnaires;
- Number and scope of functional partnerships with employers, including signed collaboration agreements, internship placements, and joint employability projects;
- Involvement of alumni in university activities, such as participation in guest lectures, mentorship programmes, or university events;
- Number of joint initiatives with employers or public employment services, including co-organised job fairs, labour market needs assessments, or tracer study collaborations;
- Presence of a structured alumni network or platform, and its usage rate by recent graduates;
- Graduate satisfaction with university follow-up support, assessed via qualitative feedback tools.



FINAL PROVISIONS

The present Requirements constitute a dynamic and adaptable framework for monitoring the employability of higher education graduates in the Republic of Moldova. It is designed to evolve alongside national policy priorities, labour market developments, and European integration objectives. The provisions aim to ensure both consistency across institutions and sufficient flexibility for individual universities to tailor implementation to their specific context.

1. The current Requirements has an open and flexible character and can be periodically updated in accordance with the objectives of the higher education system and the specific particularities of adjustment to the trends and provisions in the field practiced in the countries of the European Community .
2. The implementation principles, monitoring methods and information fields may be modified depending on the need to accumulate the requested information.
3. The process of monitoring the employability of graduates , at the level of each university, capitalizes on university autonomy which can apply mechanisms specific to the field of professional training.