UPGRADE

Enhancing Graduates' Employability Tracking in Moldova

CONCEPT

of the National Platform for Graduates Employability Tracking

Milestone 10

GRADUATES'
EMPLOYABILITY
TRACKING

UPGRADE
ENHANCING GRADUATES' EMPLOYABILITY TRACKING IN MOLDOVA

MS10: CONCEPT OF THE NATIONAL PLATFORM FOR GRADUATES EMPLOYABILITY TRACKING

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1. NATIONAL PLATFORM FOR GRADUATES EMPLOYABILITY TRACKING

Once the need for a unique survey has been established , there is a need to implement a national platform that integrates this survey and centrally manages the data related to the employability of university graduates.

1.1. The importance of creating a national platform

1. <u>Centralization and efficient management of data</u>: National platform allows the centralization of all data collected from graduates in one place. This facilitates quick and easy access to information for both universities and educational authorities, providing a complete picture of educational performance and professional development of graduates.
2. <u>Comparability and coherence at national level:</u> Through a national platform , all universities will use the same system for data collection and analysis, thus ensuring comparability between institutions and facilitating analysis at the national level. This will help to formulate better informed educational and economic policies.
3. <u>Dynamic monitoring and updated </u>: The platform must allow the constant updating of data, so that graduates can update their professional status and experiences over time. Thus, the monitoring of employability will not be a static process, but a dynamic one, which reflects the changes in the labor market.
4. <u>Efficiency and low costs</u>: A single platform at the national level will be more cost-effective than developing separate solutions for each university. This will also allow the sharing of technical and financial resources, eliminating redundancies and maximizing the impact of investments .

1.2. Requirements for the national platform

1. **Personal profile for each graduate**: Each graduate will have a personal profile on the platform, which will include their educational information, professional development and evaluations of study programs. This profile will be able to be constantly updated to reflect the professional path of each graduate.

2. **Analysis tool and advanced reporting:** The platform must not only be a survey generator, but an advanced analysis tool that allows the automatic generation of detailed and customized reports. This will provide universities and educational authorities with relevant information for evaluating programs and developing educational policies.

3. **Data security and confidentiality**: The platform must comply with GDPR regulations and ensure a high level of data security, protecting the personal information of graduates and providing access only to those authorized.

4. **Comparability between universities:** The platform must include functionalities that allow the comparison of performances between universities, providing relevant data to evaluate the educational impact of each institution and and to identify best practices.

5. **Accessibility and technical support**: The platform must be easily accessible from all devices and provide technical support for users, ensuring an optimal experience for all those involved in the collection process and data analysis.

2. THE STRUCTURE OF THE NATIONAL PLATFORM FOR MONITORING THE EMPLOYMENT AND CAREER PATH OF GRADUATES

2.1. Mode of Operation

The platform is created to collect and analyze data about the educational and professional paath of graduates, providing a complete picture on their employability. An essential aspect is the automatic generation of graduate accounts based on data provided by universities .

2.2. Auto-generation of Accounts

Each graduate automatically receives an account on the platform without having to create it manually. The universities upload a file with the essential information (IDNP, name, surname, university, specialty, media, etc.), and the platform creates the graduate 's account . If a user is already in the system , the new information is integrated in his existing profile .

- **Automatic profile completion**: Once the account is created, the basic data , such as name, surname, IDNP, university and specialty, are already present in the profile.
- **Manual update**: Graduates have the option to access their account and manually add new information , such as work experience or other studies (for example, foreign degrees).

2.3. Informational blocks and how to complete them

1. **Block 1: Personal data**

   o **How to complete**: The information is automatically uploaded by the university and can be edited by the user in case of changes (email, phone).

2. **Block 2: Educational profile**

   o **Completion method**: The data on the graduated specialties are entered automatically from the information provided by the universities and the graduates can manually add other diplomas or additional studies.

3. **Block 3: Professional status and satisfaction**

   o **Completion** Mode: Users answer questions about their current professional status and career satisfaction .

4. **Block 4: Professional profile**

   o **Completion method**: Graduates enter their professional experiences manually with automatic suggestions for field, position and responsibilities.

5. **Block 5: Evaluation of graduated specialties**

   o **How to complete**: The platform automatically generates a grid for each graduated specialty and the graduate evaluates the relevance of the studies for his career.

   ### 2.4.   Advantages for users

- **Automatic account creation**: Graduates do not have to create their account manually, it is generated based on university data.
- **Easy access to resumes and career opportunities:** Graduates can generate professional resumes and access personalized job opportunities.
- **Continuous evaluation of specialties and careers:** The platform facilitates feedback about the relevance of studies in the professional course.

2.5. The structure of the graduate profile on the platform

1. **Authentication and account creation**
   - o The graduate logs in in the platform using IDNP and other personal data preloaded automatically from the system (e.g. email, phone number) .
   - o If it is a new account, the platform automatically creates a profile based on the data uploaded by the university (name, surname, specialty, university, degree).
   - o If there is already an account associated with the IDNP, the platform adds the new information about the graduated specialty to the existing profile.

2. **Structure of the graduate profile** The user profile is organized into 5 essential blocks :

Block 1: Personal data

   - o Information is automatically taken from the data provided by the university, but can be edited or completed manually by the user .
   - o Information included: Name, Surname, IDNP, Email, Phone, City .

Block 2: Educational profile

   - o Automatically generated section with data on the specialties graduated at universities . The information included are:
     - ▪ University graduate
     - ▪ Specialty/Field of studies
     - ▪ Level of education (Bachelor , Master, Doctorate)
     - ▪ Study period
     - ▪ Graduation grade point average (if relevant)
   - o The user can manually add information about other studies that were not automatically integrated (eg international studies or at universities that no longer operate) .

Block 3: Professional status and degree of satisfaction

   - o The user answers questions about his current professional status:

- Employment status (with norm whole, self - employed, entrepreneur, unemployed , etc.)
- The degree of satisfaction with the current workplace
- Salary level compared to the average in the economy
- Professional recognition and achievements

Block 4: Professional profile

- o Manually completed section with information about his professional career.
  - Name of employer (optional)
  - The employer's field of activity
  - Position occupied
  - Employment period (start and end)
  - Main responsibilities
- o The platform suggests a predefined grid for easy filling , similar to LinkedIn.

Block 5: Evaluation of the graduated specialty

- o The graduate receives a grid for each graduated specialty , where he can evaluate:
  - Relevance of studies in the career
  - The usefulness of theoretical and practical knowledge
  - Development of transferable skills (communication, leadership, teamwork , etc.)
- o Ratings are made on a scale of 1 to 10 , with free comment options for improvements .

3. **Profile update**
   - o The graduate can periodically update his profile, adding new professional experiences, modifying personal data or evaluating other graduated specialties .
   - o The platform sends automatic notifications to update the data , depending on the professional development.
4. **Access to reports and analyses**
   - o The collected data are anonymized and used for statistical analyzes regarding the employability and professional path of the graduates.
   - o Personalized reports on the evolution of their own career compared to other graduates in the same field .

2.6. Benefits to motivate graduates to complete information and update personal data on the platform:

1. **Access to employment opportunities**: Providing priority access to personalized jobs, through partnerships with employers.
2. **Professional network:** The possibility to interact with other graduates from the same field for networking and mentoring .
3. **Access to exclusive events**: Invitation to conferences, seminars and workshops organized by universities or partners.
4. **Discounts and benefits :** Discounts on advanced courses, access to research resources or subscriptions to publications .
5. **Professional Certification:** The ability to receive additional certifications for assessments completed and updates made .
6. **Gamification and rewards**: Points system, badges and leaderboards for active engagement on the platform .
7. **Helpful feedback and personalized reports**: Detailed reports on career progress compared to the industry average.
8. **Automatic CV generation**: Quickly create and update a professional CV, automatically generated from the information entered in the profile.

2.7. Reports that can be generated by the platform for universities :

1. **Employment rate report**:
   - Universities can monitor the percentage of graduates employed in the field studied, how long after graduation and in which industries they work.
2. **Report on the relevance of specialties**:
   - Analysis of the contribution of each specialty to professional success, including data on the usefulness of theoretical and practical knowledge, acquired skills and their relevance to the labor market .
3. **Report on the evolution of the professional path**:
   - Long-term career monitoring of graduates, with job changes, promotions and salary increases. This report can show your success in professional development .
4. **Evaluation report of educational programs**:
   - Based on the evaluations provided by the graduates on the study programs, the universities can adjust the curricula, teaching methods and services offered (internships, counseling).