

While we're waiting in our virtual environment

For technical support:

→ Panayiotis: 22-555384

→ Revecca: 22-555646



- Mute yourself when you are not talking to minimise background noise and make conversations flow more naturally/ productively
- Raise your hand if you have a question/ comment



- Turn your video on when you can, we don't mind what you look like!
- Bandwidth permitted, keep your camera on



- Do NOT use a mobile device (i.e. cell phone or tablet)
- Use the following browsers



Chrome
51+



Safari
9+



Edge
43+



Firefox
46+

2nd cycle of the National Graduate Tracking Survey (NGTS)

07 December 2023



Κύπρος — το αύριο
ΣΧΕΔΙΟ ΑΝΑΚΑΜΨΗΣ ΚΑΙ ΑΝΘΕΚΤΙΚΟΤΗΤΑΣ



Με τη χρηματοδότηση
της Ευρωπαϊκής Ένωσης
NextGenerationEU

Our team!

PwC Cyprus & The Ministry of Education, Sport and Youth (MESY)

Project Management team members



Polyvios Dionysiou
PwC Cyprus



Charis Kourtelli
PwC Cyprus



Panayiotis Theodorides
PwC Cyprus



Revecca Nicolaidou
PwC Cyprus



Dr. Terpsa Constantinidou
MESY



Dr. Yiannis Kasoulides
MESY



Dr. Alexandra Petridou
MESY



Dr. Sofia Agathangelou
MESY



Agenda

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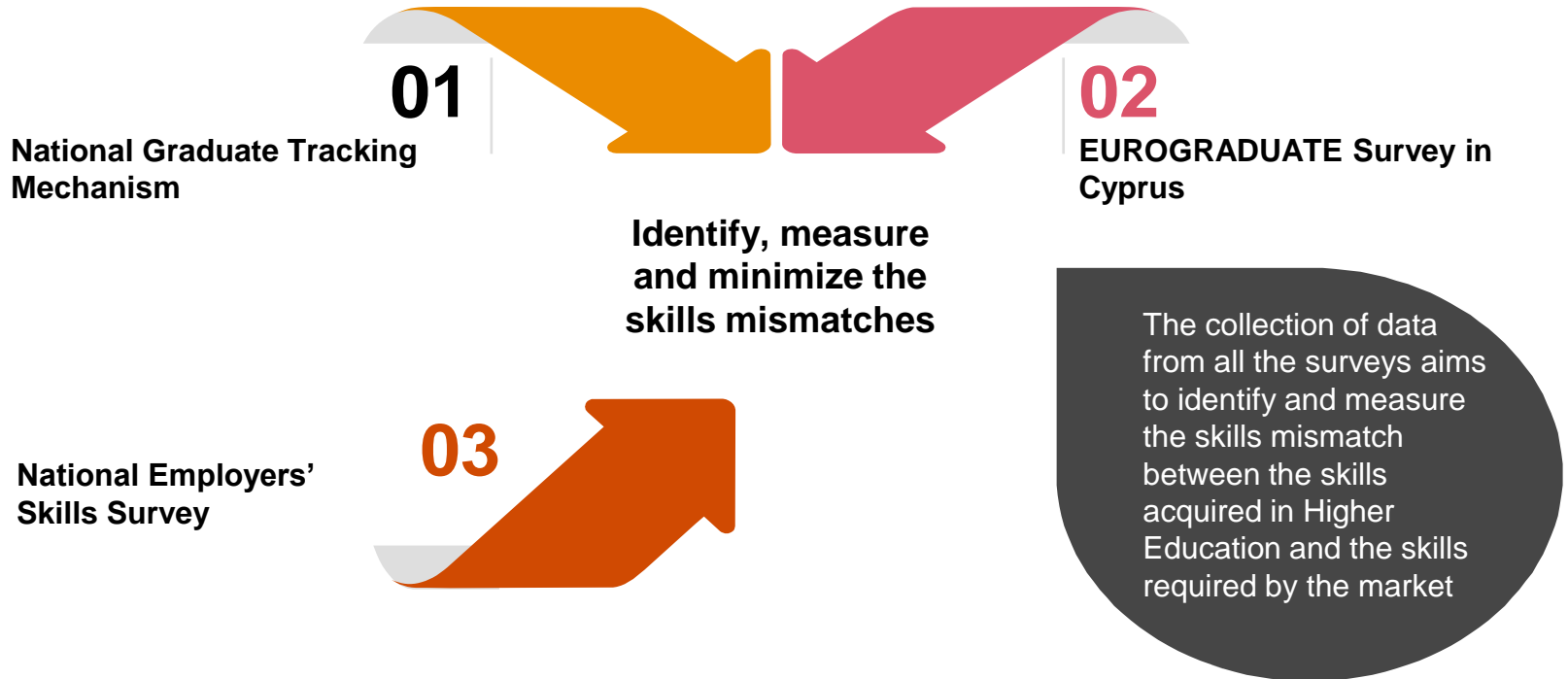


The context

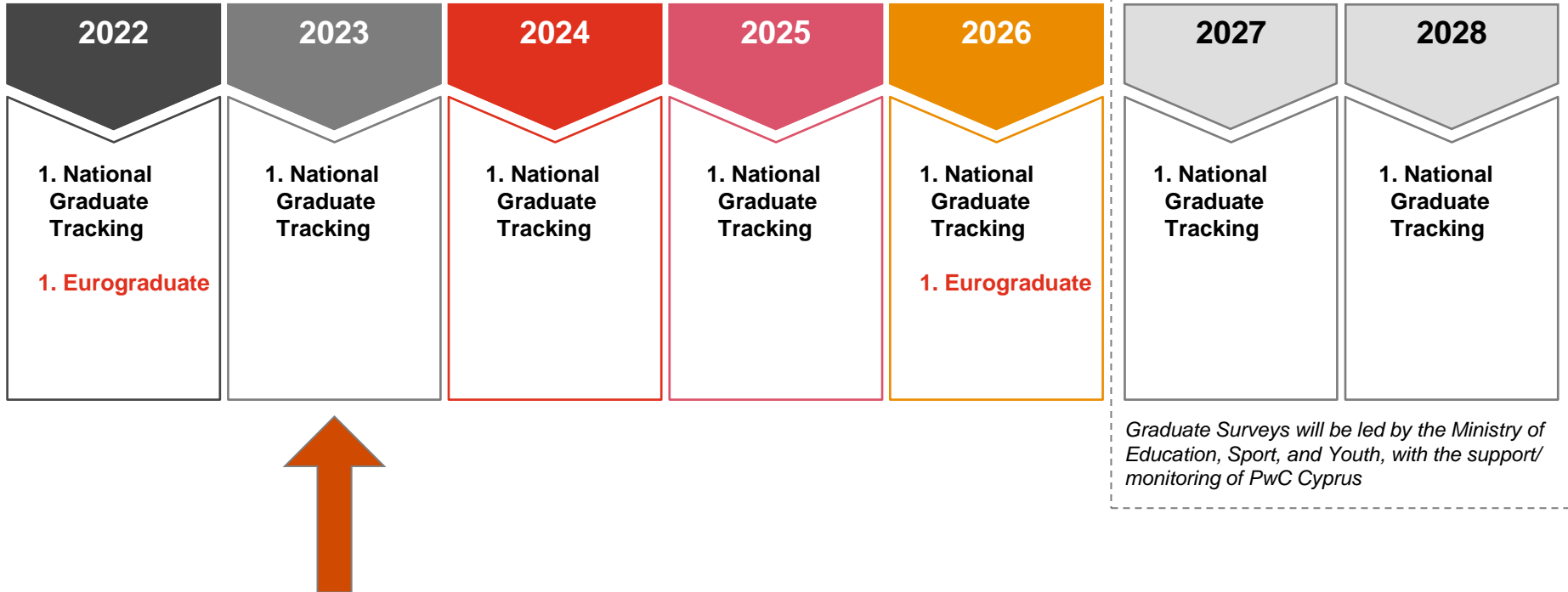
1

Purpose of the project

In Cyprus, the skills mismatch is a significant weakness highlighted in multiple policy reports, such as the Cyprus competitiveness reports from 2019 to 2021. The latest report (2021) identifies both vertical and horizontal skills mismatch, indicating that the educational system fails to provide a skilled workforce aligned with market demands.



Graduate Surveys to be completed as part of the project



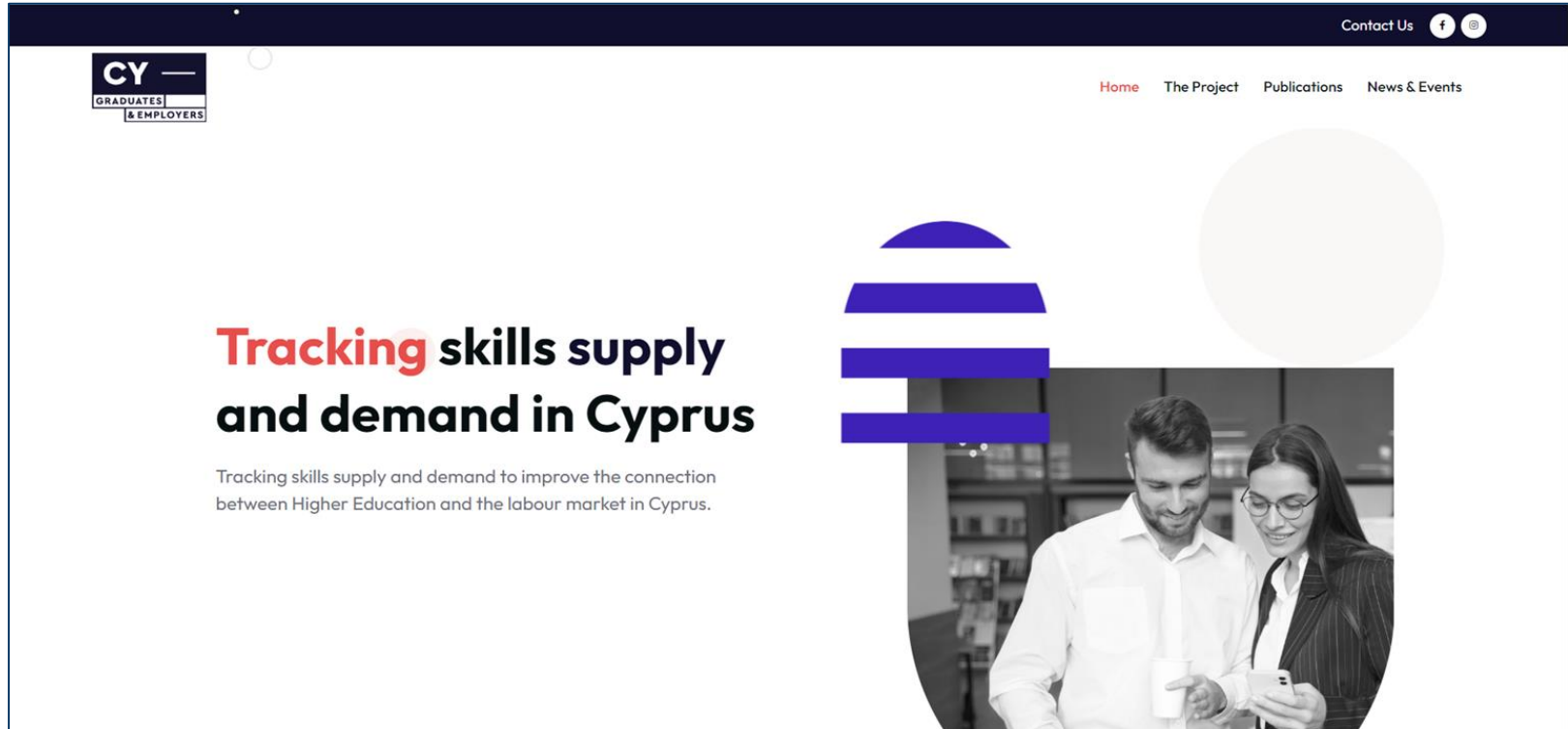


Project website

2

Project website

The project's website can be found at: <https://skilltracking.highereducation.ac.cy/>





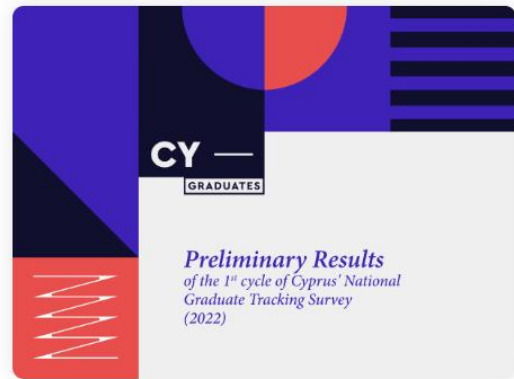
Results from the first cycle of NGTS

3

Publication of Report

The “*Preliminary results of the first cycle of Cyprus’ National Graduate Tracking Survey*” were published by the Department of Higher Education of the Ministry of Education, Sports and Youth on the 6th of October 2023.

The report can be found on both the **project’s website** ([here](#)) and the **Ministry’s website** ([here](#)).



📅 October 6, 2023

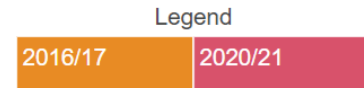
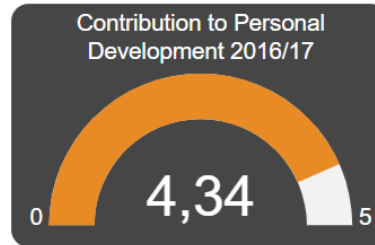
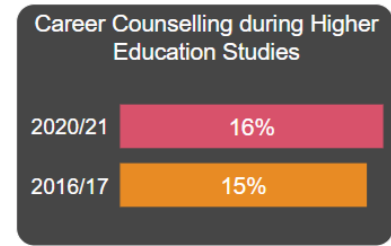
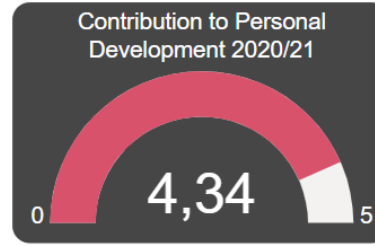
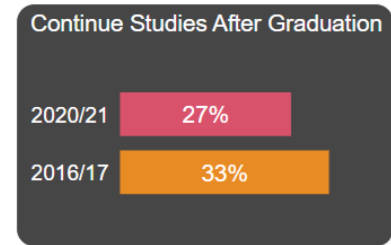
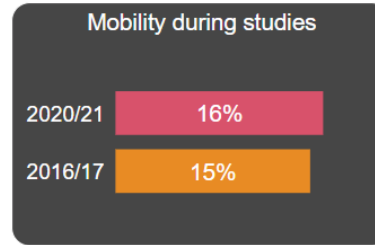
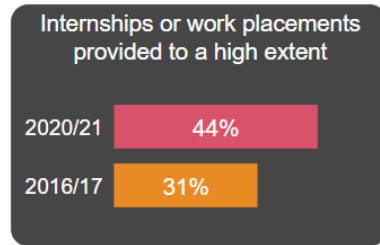
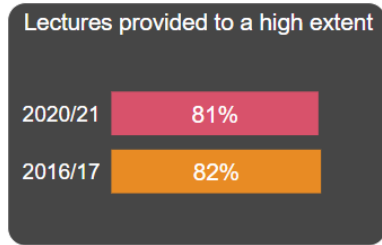
Publication of the “Preliminary results of the first cycle of Cyprus’ National Graduate Tracking Survey” report

The Department of Higher Education of the Ministry of Education, Sports and Youth announces...

Read More

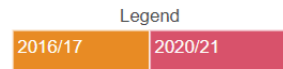
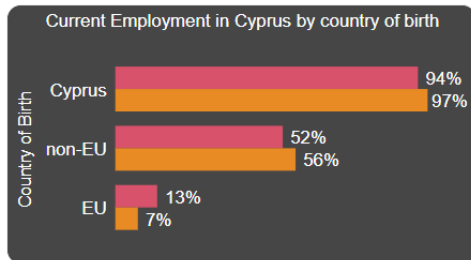
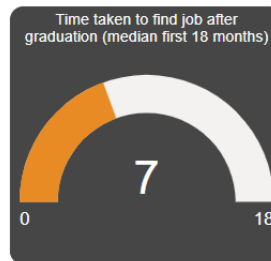
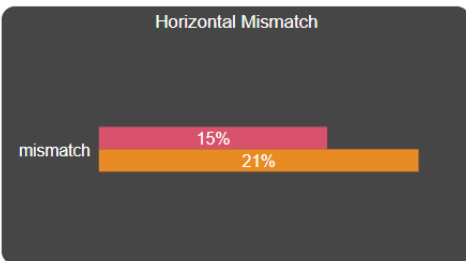
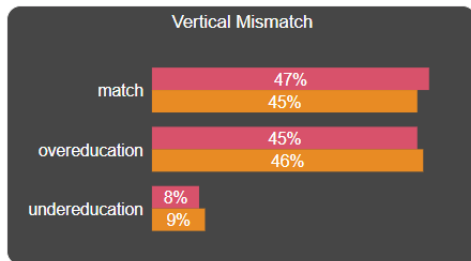
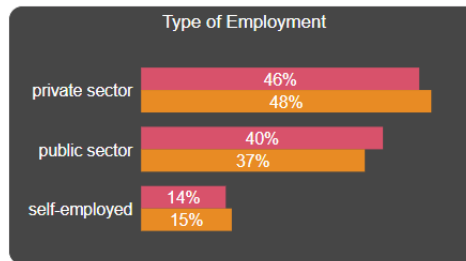
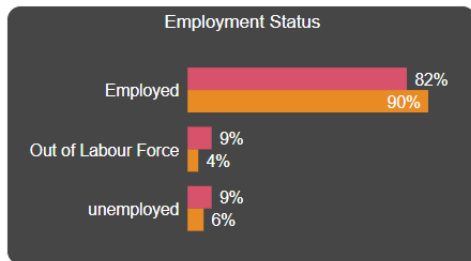
Main findings

Education Experience

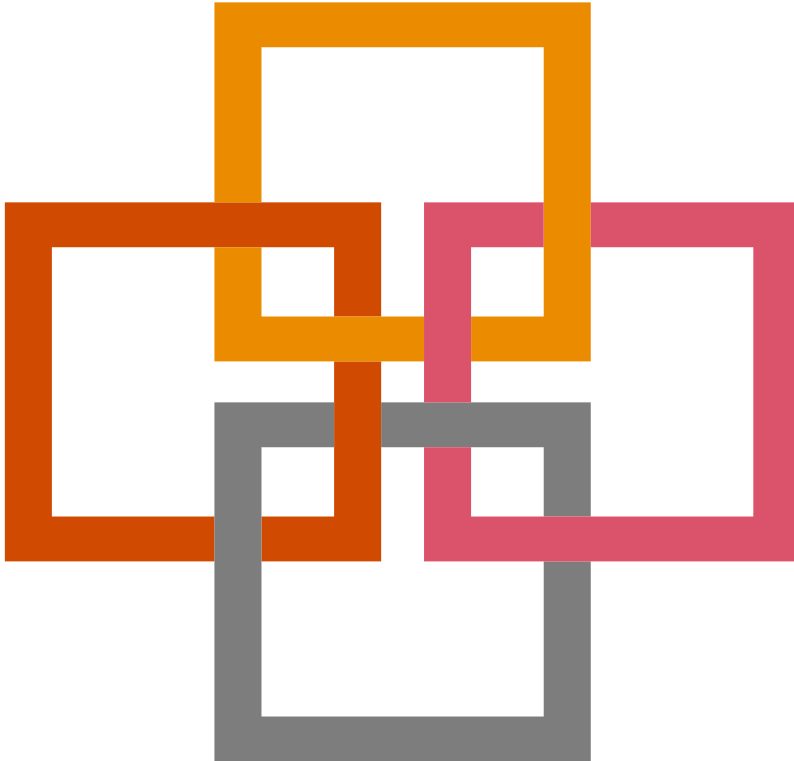


Main findings

Labour Market Participation and Labour Market Outcomes



Sharing data with HEIs



- Each HEI will have access to their graduates' data.
- Comparisons with National average will be possible as soon as the national dataset is made available.
- Insights into graduates' educational experiences and satisfaction with their studies, transition and participation to the labour market, as well as skills acquired.
- An agreement will be sent from the Ministry to all HEIs, which needs to be signed ⇒ This is a safeguard that identification of people will not be possible and/or their data will not be misused.



Second cycle of NGTS

4

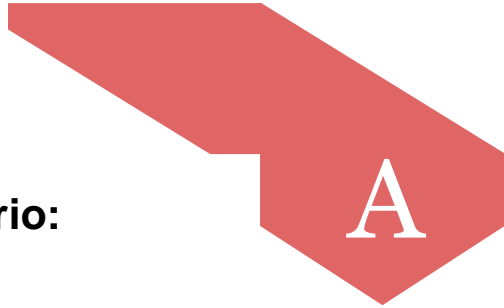
Target Groups



- ◆ Graduates of academic years 2017-18 (five years after graduation-T+5) and 2021-22 (one year after graduation-T+1) from all HEIs in Cyprus, both private and public universities and institutions.
- ◆ Graduates holding degrees corresponding to NQF levels 5, 6, and 7.
- ◆ Graduates of all nationalities, irrespective of their current or permanent location after graduation (the survey sample includes graduates of Cyprus Higher Education, whether they reside within or outside Cyprus).
- ◆ Graduates of all enrolment statuses (e.g., full-time, part-time, distance learning).
- ◆ Graduates in Scenarios B and C, according to the Data Protection Memo shared.

Reminder - Data Protection Memo

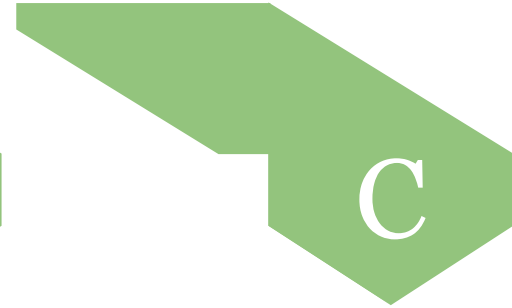
Scenario:



The graduate student **opted out** from the processing of his or her personal data for the purposes of communicating surveys for research or statistical analysis.



The graduate student **consented** to the processing of his or her personal data for the purposes of communicating surveys for research or statistical analysis.



The graduate student **neither consented nor opted out** from the processing of his or her personal data for the purposes of communicating surveys for research or statistical analysis.

Action:



Do **NOT** send Invitation and/or Reminder emails



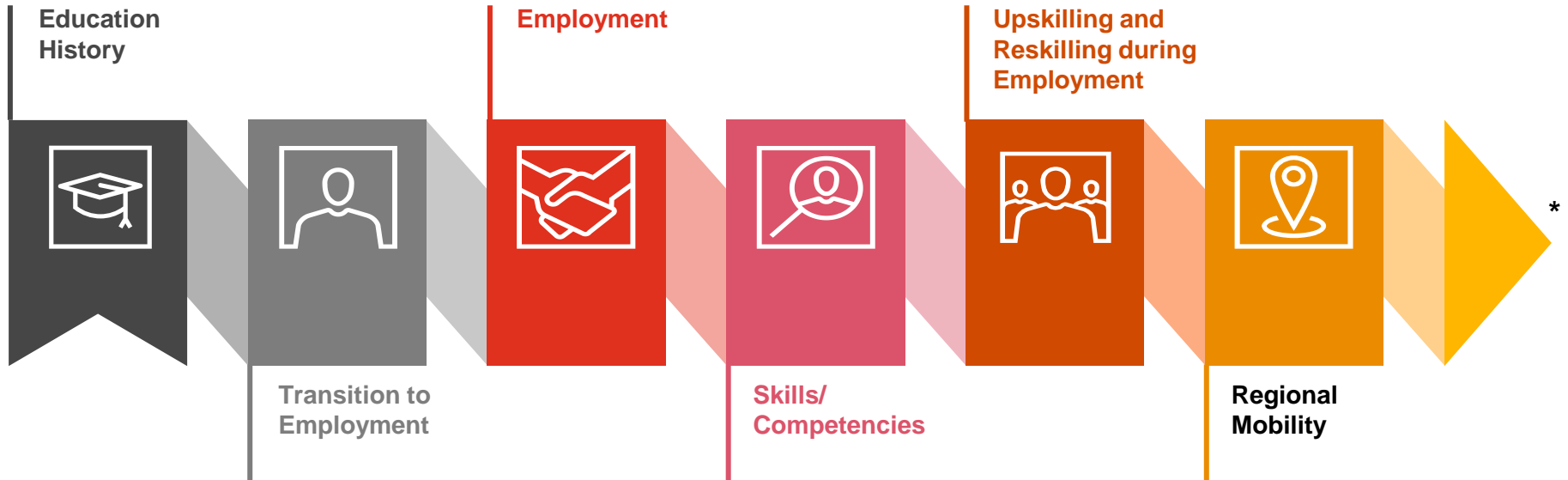
Send Invitation and/or Reminder emails



Send Invitation and/or Reminder emails

Questionnaire content

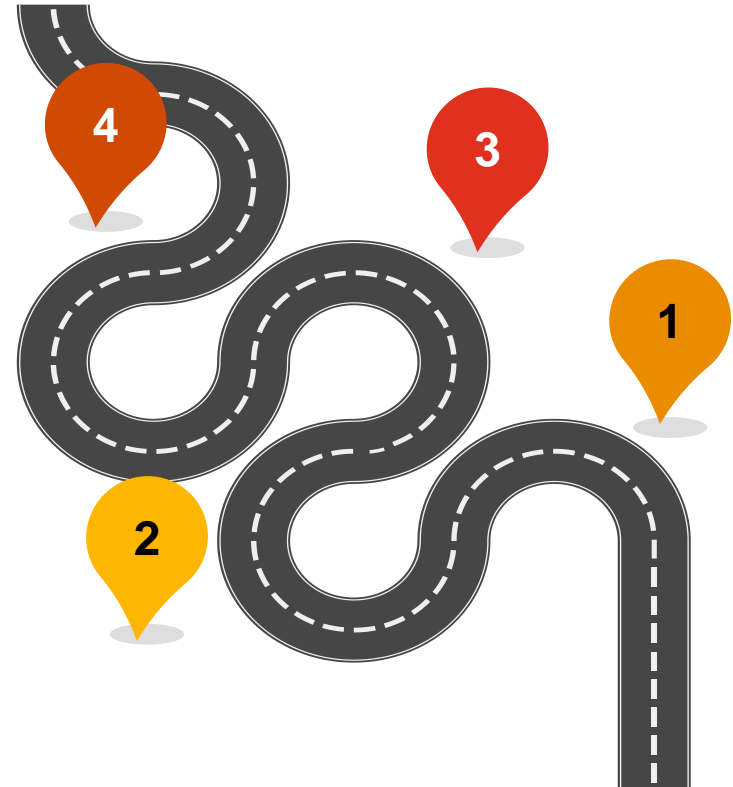
The questionnaire will include questions in six thematic areas, as follows:



* It is noted that, an additional section will collect data on personal and social background

Timeline

- 1 16 January 2024**
Milestone - Data collection cycle start
- 2 09 February 2024***
Milestone - First Reminder
- 3 04 March 2024***
Milestone - Second Reminder
- 4 27 March 2024***
Milestone - Third Reminder









* **Indicative date** - Final date will be communicated by PwC and/or MESY closer to the date.

HEIs' Role and Required Actions for the second cycle

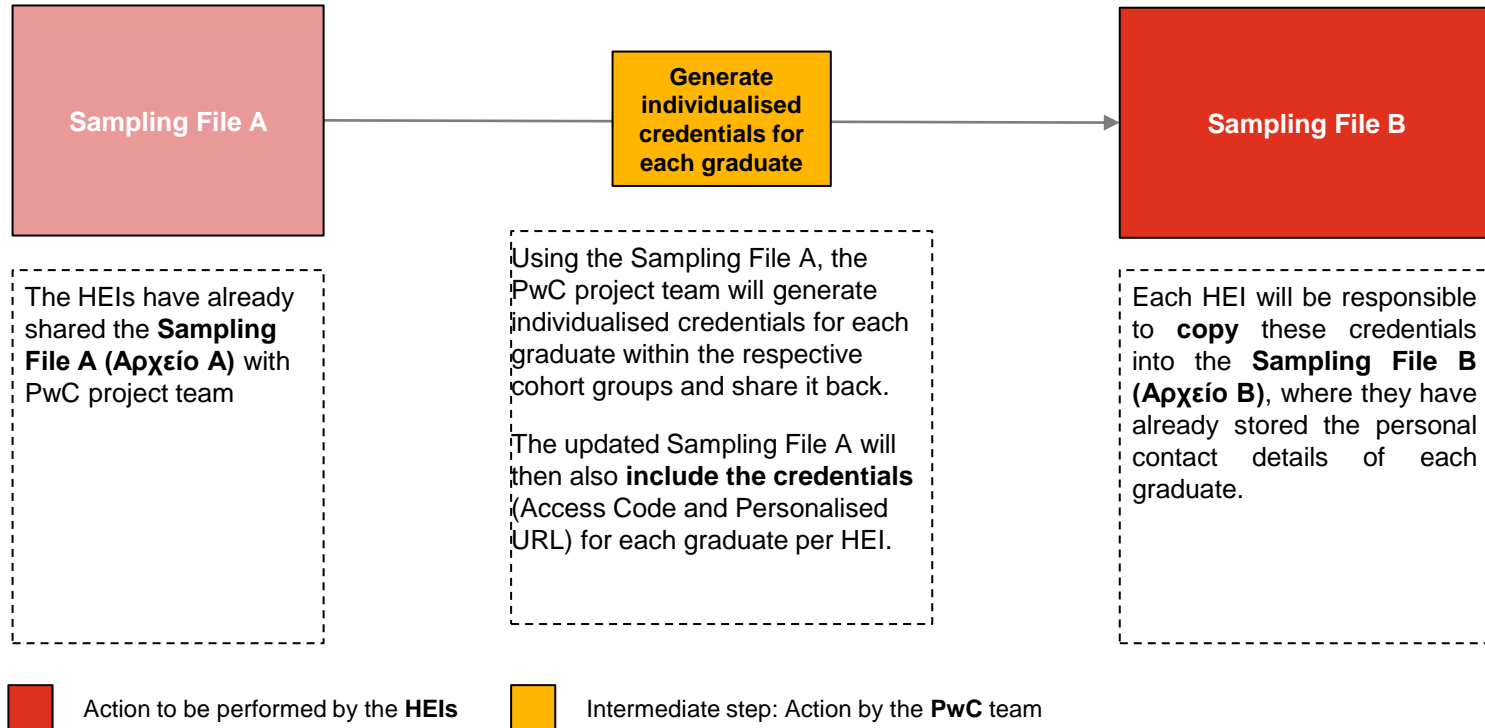
Role:

Every HEI will serve as a **liaison**, facilitating communication between the PwC Cyprus team, MESY, and the target population groups of graduates. Specifically, the HEIs will act on our behalf to communicate with two cohorts of graduates: 2021/22 (one year after graduation - T+1) and 2017/18 (five years after graduation - T+5).

Actions:

1	Preparation of Credentials file (Αρχείο Β)	
2	Adaptation of invitation/reminder emails/SMS	
3	Send invitations using mail merge	
4	Complete and submit process reporting after invitation emails/SMS	
5	Send reminders on predefined dates to graduates	
6	Complete and submit process reporting after each reminder	

Step 1: Preparation of Credentials file (Αρχείο Β)



Project teams of PwC Cyprus and MESY will be supporting each HEI, where needed, throughout each survey cycle.

Step 2: Adaptation of invitation/reminder emails/SMS

Survey Invitation - Email Sample Template (1/2)

(Subject:) Invitation for participation in the National Graduate Tracking Survey 2023

ΑΚΟΛΟΥΘΕΙ ΤΟ ΜΗΝΥΜΑ ΣΤΗΝ ΕΛΛΗΝΙΚΗ

You are INVITED to participate in the National Graduate Tracking Survey (2023) and share your experiences from your program of study at <name of the HEI>, as well as your path after graduation.

The NGTS is conducted every year by the Ministry of Education, Sport, and Youth (MESY) in cooperation with PwC Cyprus. This year, MESY invites graduates of the academic year <academic year> from all Cyprus Higher Education Institutions to participate in this very important survey.

Your participation is very important to improve graduates' employability as well as the connection between Cyprus Higher Education and the labour market.

The survey takes approximately **10-12 minutes** to complete. Your answers to the survey are **anonymous** and fully **confidential**. Your participation is **voluntary**, and all legal requirements of data protection are adhered to. By completing the questionnaire, you will be able to participate in a draw to **win big prizes**.

This personalised link leads you directly to the survey:

<https://dherp.moec.gov.cy/SurveyResponse/45cc8967-3604-4cf4-ae46-598b54f1830b/login?draft=1>

Alternatively, go to <https://skilltracking.highereducation.ac.cy/cygraduates> and log in with your individual access code: <personalized access code>

For more information about the survey, please visit: <https://skilltracking.highereducation.ac.cy/>.

Thank you very much in advance for your time, cooperation and support!

Yours sincerely,

Yours sincerely,

Dr. Terpsa Konstantinidou

Polyvios Dionysiou

Director of the Department of Higher Education

Project Manager, PwC Cyprus

Any points highlighted with grey will be customised by the HEI, applicable for all graduates.

Any points highlighted with grey and purple-red letters are customisations to be made separately for each graduate

Survey Invitation - Email Sample Template (2/2)

Αγαπητέ/ή απόφοιτε/η,

Σας ΠΡΟΣΚΑΛΟΥΜΕ να συμμετάσχετε στην Εθνική Έρευνα Παρακολούθησης Αποφοίτων (2023) και να μοιραστείτε μαζί μας τις δικές σας εμπειρίες από τη φοίτησή σας στο Πρόγραμμα Σπουδών του <name of the HEI>, καθώς και για την επαγγελματική σας πορεία μετά την αποφοίτηση.

Η Εθνική Έρευνα Παρακολούθησης Αποφοίτων διεξάγεται κάθε χρόνο από το Υπουργείο Παιδείας, Αθλητισμού και Νεολαίας (ΥΠΑΝ), σε συνεργασία με την εταιρεία PwC Κύπρου. Φέτος, το ΥΠΑΝ καλεί τους/τις απόφοιτους/ες του ακαδημαϊκού έτους <academic year> από όλα τα Ιδρύματα Ανώτερης Εκπαίδευσης της Κύπρου για να συμμετάσχουν σε αυτή την πολύ σημαντική έρευνα.

Η συμμετοχή σας είναι πολύ σημαντική για τη βελτίωση των προοπτικών απασχόλησης των αποφοίτων, καθώς και για τη σύνδεση της Ανώτερης Εκπαίδευσης της Κύπρου με την αγορά εργασίας.

Η συμπλήρωση του ηλεκτρονικού ερωτηματολογίου είναι εθελοντική, ανώνυμη και διαρκεί περίπου **10-12 λεπτά**. Οι απαντήσεις σας θα παραμείνουν απολύτως εμπιστευτικές και όλες οι νομικές απαιτήσεις για την **προστασία των προσωπικών σας δεδομένων** θα τηρηθούν. Με τη συμπλήρωση του ερωτηματολογίου θα έχετε τη δυνατότητα να συμμετέχετε σε κλήρωση για να κερδίσετε μεγάλα δώρα.

Ο πιο κάτω εξατομικευμένος ηλεκτρονικός σύνδεσμος σας οδηγεί απευθείας στο ερωτηματολόγιο:

<https://dherp.moec.gov.cy/SurveyResponse/45cc8967-3604-4cf4-ae46-598b54f1830b/login?draft=1>

Μπορείτε επίσης να ακολουθήσετε τον ηλεκτρονικό σύνδεσμο <https://skilltracking.highereducation.ac.cy/cygraduates> και να καταχωρήσετε τον προσωπικό σας κωδικό πρόσβασης: <personalized access code>

Περισσότερες πληροφορίες για την Εθνική Έρευνα Παρακολούθησης Αποφοίτων, μπορείτε να βρείτε στην ιστοσελίδα: <https://skilltracking.highereducation.ac.cy/>.

Σας ευχαριστούμε εκ των προτέρων για το χρόνο, τη συνεργασία και την υποστήριξή σας!

Με εκτίμηση,

Δρ. Τέρψα Κωνσταντινίδου

Διευθύντρια της Διεύθυνσης Ανώτερης Εκπαίδευσης,

Υπεύθυνος Έργου, PwC Κύπρου

Με εκτίμηση,

Πολύβιος Διονυσίου,

Any points highlighted with grey will be customised by the HEI, applicable for all graduates.

Any points highlighted with grey and purple-red letters are customisations to be made separately for each graduate

Survey Invitation - Sample Template as a Text Message (1/1)

We invite you to participate in the CYGraduates survey as a graduate of <academic year> from the <name of the HEI>. Complete the questionnaire (in Greek or English) by using this link <Personalized URL> and participate in a draw to win big prizes.
on behalf of the Cyprus Ministry of Education, Sport, and Youth

Any points highlighted with grey will be customised by the HEI for the HEI.

Any points highlighted with grey and purple-red letters are customisations to be made separately for each graduate

Step 3: Send invitations using mail merge

Guide on how to use mail merge to send bulk email messages

Word for Microsoft 365

Before you begin, open the mail template in Word and edit the body of the email message you want to send.

To send an email, a MAPI-compatible email program, like Outlook, needs to be installed and configured as the mail will be sent from this account.

To successfully send the bulk emails you will need to use:

1. the Word document template provided by us (Invitation/Reminders), for the email text
2. the Excel spreadsheet where you have matched your graduates' contact details with the Unique IDs (credentials) provided.

Be aware that following this step-by-step walkthrough **will result in the email being sent at step 2.7.**

Step 1: Set up your mailing list

The mailing list is your data source. In our case, this is the Excel spreadsheet. Make sure that all the information is in the sheet before we continue.

A column named "**email**" must be present as the first column on your spreadsheet.

Read file "**Guide - Send bulk email messages - 2023**" for instructions:

01
Step

Set up your mailing list

02
Step

**Prepare your Word document
(Invitation/ Reminder text)**

Step 4: Complete and submit process reporting after invitation emails/SMS

Sending Process Reporting

Process Report



National Graduate Tracking Survey Invitation - Process Report

Thank you for supporting our team in the implementation of the second cycle of the National Graduate Tracking survey!

Following the survey invitation sent to the graduates of your Higher Education Institute, you are requested to complete the following process report so we can keep track of responses, logistics and content.

panayiotis.theodorides@pwc.com [Switch account](#)



* Indicates required question

Email *

Your email

Name of HEI: *

Your answer

In order to effectively monitor the progress of the survey, we are requesting from the HEIs to complete a sending process report **after the invitation stage and each reminder stage**:

- The report can be completed via a dedicated google form (as seen in the bottom right picture) - *relevant link will be shared closer to the date of the 1st Process Report (at the Invitation Phase).*

The reports need to be completed and submitted **up to 2 working days after every invitation/ reminder action.**

Steps 5 and 6: Send reminders on predefined dates to graduates and complete and submit process reporting after each reminder

February 09, 2024*



1st Reminder

We will share the UniqueIDs of **graduates who have not responded to date** within each HEI. The HEIs will then send reminders via email or text, using the **first reminder template**. Again, you will need to customize certain points within the text.

Sending Process
Report

March 04, 2024*



2nd Reminder

We will share the UniqueIDs of **graduates who have not responded to date** within each HEI. The HEIs will then send a personalized reminder via email using the **second reminder template**, which will need customisation for certain points within the text.

Sending Process
Report

March 27, 2024*



3rd Reminder

We will share the UniqueIDs of **graduates who have not responded to date** within each HEI. HEIs will then send a personalized reminder via email using the **third reminder template**. The template will again need customization for certain points within the text.

Sending Process
Report

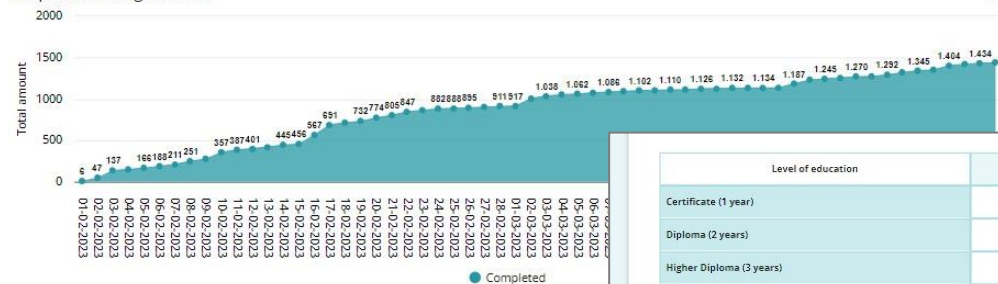
* **Indicative date** - Final date will be communicated by PwC and/or MESY closer to the date.

Live Response Overview available to HEIs

This is the first chapter

All the data in this page is provisional and based on the raw data.

Response throughtout time

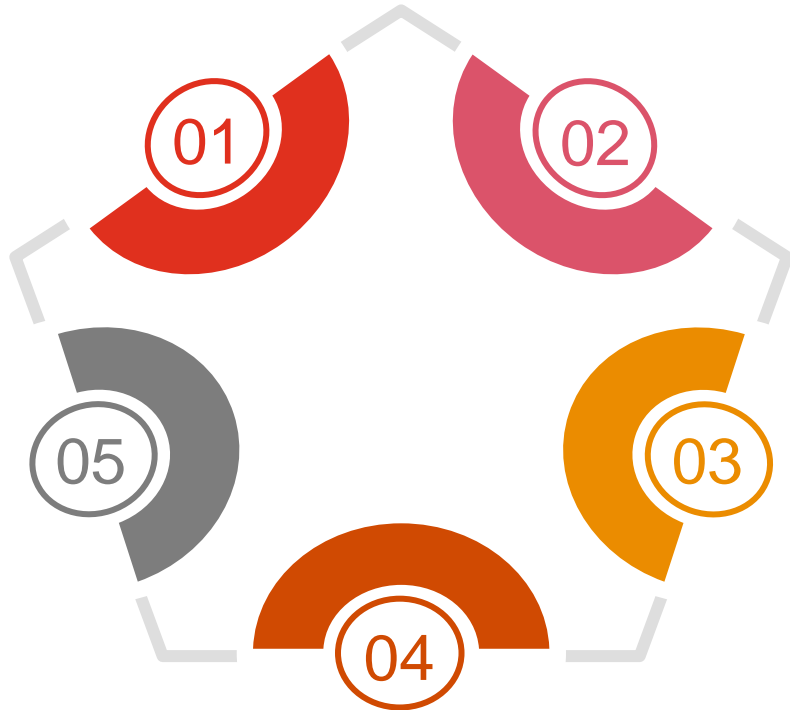


Level of education	Not started				Started	
	t+1		t+5		t+1	
Certificate (1 year)	0	0 %	0	0 %	14	1,3 %
Diploma (2 years)	0	0 %	0	0 %	114	10,5 %
Higher Diploma (3 years)	0	0 %	0	0 %	46	4,2 %
Bachelor	0	0 %	0	0 %	383	35,3 %
Master	0	0 %	0	0 %	529	48,7 %
Totaal	0	0 %	0	0 %	1086	100 %

Level of education	Not started		Started		User reached finish page		Completed	
	Certificate (1 year)	0	0 %	21	1,2 %	0	0 %	7
Diploma (2 years)	0	0 %	159	8,9 %	0	0 %	88	6,2 %
Higher Diploma (3 years)	0	0 %	77	4,3 %	0	0 %	60	4,2 %
Bachelor	0	0 %	646	36,1 %	0	0 %	553	38,7 %
Master	0	0 %	884	49,5 %	0	0 %	720	50,4 %
Totaal	0	0 %	1787	100 %	0	0 %	1428	100 %

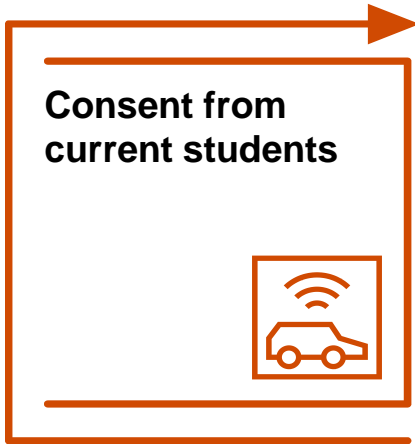
A3sub7	t+1		t+5		Totaal	
	Employed	771	65,6 %	531	72,1 %	1302
Self-employed	91	7,7 %	75	10,2 %	166	8,7 %
Student, pupil	118	10,0 %	36	4,9 %	154	8,1 %
Unemployed	78	6,6 %	30	4,1 %	108	5,7 %
Parental leave	17	1,4 %	9	1,2 %	26	1,4 %
Compulsory military service, civilian or voluntary service	8	0,7 %	3	0,4 %	11	0,6 %
Taking care of family or home tasks	66	5,6 %	38	5,2 %	104	5,4 %
Other, please specify:	26	2,2 %	14	1,9 %	40	2,1 %
Totaal	1175	100 %	736	100 %	1911	100 %

Encouraging participation



- 1 **Inform current students and academic staff about the National Graduate Tracking Survey.**
- 2 **Encourage students and staff to take a look at the findings.**
- 3 **Follow the Social Media accounts of the project and share on a regular basis the posts in your social media accounts (HEIs and Alumni).**
- 4 **Upload Banners in HEIs websites.**
- 5 **Other visibility activities (suggestions are welcome).**

Consent from students



Obtain consent and contact details* from current students to be contacted by MESY for the purposes of the NGTM.



Obtain consent and contact details* from new students on enrolment in order to be contacted by MESY for the purposes of the NGTM.



Update contact details before graduation

Moving gradually to a centralised system for sending invitations and reminders

* Contact details: Personal email address and mobile phone number, if possible



Contact persons

5

Contact Persons


In case more information regarding the survey are needed, project team members from both PwC Cyprus and the Ministry of Education, Sport, and Youth will be available via either email or phone.

Contact Persons from PwC

Name	E-mail	Tel. Number
Revecca Nicolaidou	cy_graduatetracking@pwc.com	+357 - 22555646
Panayiotis Theodorides		+357 - 22555384

Contact Persons from MESY

Name	E-mail	Tel. Number
Dr Alexandra Petridou	apetridou@moec.gov.cy	+357 - 22800966
Dr Sofia Agathangelou	sagathangelou@schools.ac.cy	+357 - 22800507

 Main contact points



Immediate next steps

6

Immediate next steps

1
(HEI)

Testing the invitation

Each HEI is encouraged to prepare draft invitation(s)/ reminder(s) and send to any PwC project team member **by the 15th of December 2023**, in order to make sure that everyone is aware how to prepare them and to confirm that the samples created are in the correct format.

2
(PWC)

Final Templates (Invitation & Reminders)

PwC Cyprus will provide the final Invitation template to be used by Wednesday, 10 January 2024.

Each Reminders template will be sent closed to the due date of each reminder message.

Final reflections and questions from this session



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Thank you.



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