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EXTRACT FROM THE DOCUMENT REPORT OF EMPLOYERS' REFLECTIONS ON EMPLOYED GRADUATES AND THE QUALITY OF THE PROGRAMS OF DARDANIA COLLEGE

FINDINGS FROM THE QUESTIONNAIRE

From the survey and interviews, it is evident that there are noticeable differences in graduate employment based on gender and employment sectors. These changes show a progressive increase across the periods 2019/2020, 2020/2021, 2021/2022, 2022/2023, 2023/2024 and particularly in 2024/2025.

A progressive improvement is also observed in employers' opinions regarding the skills and competencies demonstrated by graduates in their workplaces. On average, 65.71% of respondents state that they are fully satisfied with the performance of Dardania College graduates in their institutions, 24.57% are relatively satisfied, 9.42% are moderately satisfied, and 2% rate it slightly.
In response to the second question regarding graduates' ability to perform job tasks, 64.14% of respondents and interviewees are fully satisfied, 25.71% are relatively highly satisfied, while 10.14% report a moderate level of satisfaction with their work.
In response to the third question regarding graduates' readiness for teamwork, 67.75% consider them fully prepared, 22.24% relatively well prepared, and 14% moderately prepared for teamwork.

Meanwhile, in the fourth question, "Do graduates possess the necessary skills for the job and position in which they are employed?", surveyed and interviewed employers consider that 67% are fully prepared to contribute in their workplace, 21.57% consider them relatively well prepared for their job position, and only 11.42% consider them moderately prepared for their job roles.
From the survey and interviews with employers, the following conclusions are drawn:

- Study programs have equipped graduates with sufficient knowledge, skills, and competencies for the workplace;
- Study programs include content that develops the necessary potential for successfully fulfilling job responsibilities;
- The study programs offered by Dardania College are aligned with labor market needs and enable secure employment for graduates;
- Study courses within programs support the development of teamwork and collaboration skills;
- Compulsory and elective courses correspond to the relevant professions and support their comprehensive professional development;
- Respondents highlight the need for continuous cooperation with the College;
- Interviewees and respondents emphasize that practical and pre-service volunteer work has enabled students to become more collaborative and capable of performing team tasks;
- Employers believe the College should organize various professional development activities such as trainings, workshops, and experience-sharing meetings;
- Employers consider that graduates possess the necessary knowledge and skills for preparing and implementing projects related to their profession;
- Students demonstrate satisfactory skills for applied research.

The interviewed and surveyed officials consider cooperation with Dardania College to be highly important, which is carried out through the Career Development Office and the Quality Assurance Office. Regular contacts contribute to strengthening cooperation and exchanging information in various areas of mutual interest. The experiences of graduates who are already employed serve as a valuable source of information and support for current students of the institution.

RECOMMENDATIONS

The above conclusions from the survey and interviews have enabled the identification of aspects for improving the quality of study programs as well as the services offered by the college, with the aim that, as a private higher education institution, it educates quality professionals for businesses and the labor market. The findings provided help improve the overall quality of activity (academic knowledge, practical training, and research preparation), as follows:

- Continue joint work on monitoring and evaluating study programs, academic activities, practical work, and pre-service services;
- Integrate data on the performance of employed graduates, provided by employers as external quality assurance mechanisms, and use their information to complement the findings from the internal evaluation system, in order to ensure consistent findings;
- Further strengthen joint work on evaluating the performance of graduates of the college;
- Continue updating and modernizing existing programs, including more aspects of practical training for pre-service students;
- Continue work on developing new programs based on labor market needs and in accordance with levels 6 and 7 of the National Qualifications Framework;
- Request more frequent reflections from employees regarding their in-service training needs;
- Apply a comprehensive strategic framework for the professional development of academic staff and other officers to support the evaluation of graduate student performance;
- Strengthen links between the college and the labor market, including analysis of training needs in the labor market, as well as providing and disseminating necessary information for strategic planning and institutional work management;
- Enable the addition of a module/course on institutional work management systems according to the study profile, for example: work management in Social Care and Welfare institutions, etc.;
- Encourage and develop incentive policies for identifying labor market needs, both in the private and public sectors, with the aim of diversifying forms of training and developing new professional staff.