



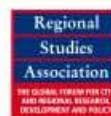
**Ural Federal
University**

named after the first President
of Russia B.N.Yeltsin

**Graduate School
of Economics
and Management**

Universities' and graduates' visibility for companies in Russia

D. Tolmachev
Director of GSEM UrFU

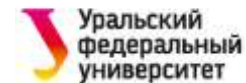




Employers' satisfaction with the graduates' education

Aug – Sep
2020

Start of a new project within the framework of the "All-Russian movement "Career time" in partnership with "Russia – country of opportunities" and the Foundation for Presidential Grants



Project's aim

To find out how companies in Russia evaluate recent graduates and what universities can provide them with better suited employees

4 area of focus

Information technologies
Biology and Chemistry
Energy
Industry/Engineering

Main questions

What universities prepare best graduates in the field?
What universities do you have partnership programs with?
How do you evaluate hard/soft/digital skills of recent graduates you employ?
What are you looking for in the new employee?



Professions in focus

Critical professions

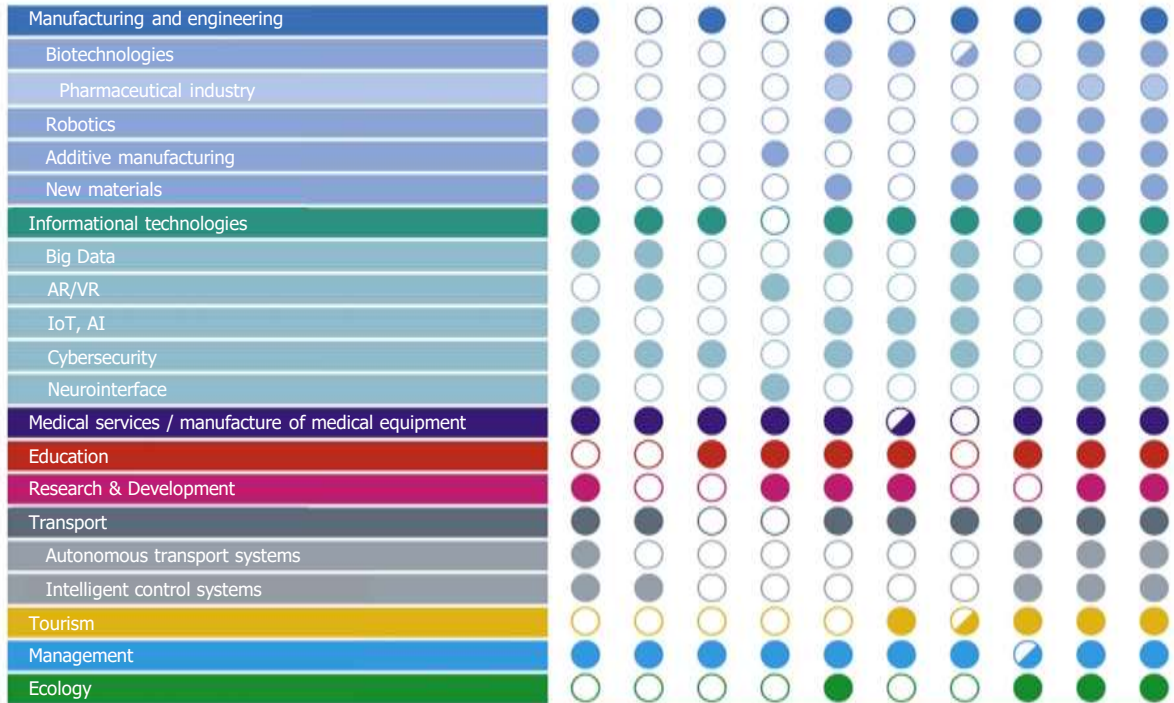
Professions that define/will define the economic development of countries

4 sectors based on

The list of specialties and areas of training for higher education, corresponding to the priority areas of modernization and technological development of the Russian economy



9 Russian and international foresights



2022 — 2023 2025 — 2030 2050

- Future of Jobs Report 2018 (WEF)
- Cognizant Jobs of the Future Index (US 2020)
- 30 of the Best Jobs for the Future, Kiplinger, (US 2018)
- Top Jobs a Decade from now (US)
- List of specialties and areas of training for higher education (2018)
- Atlas of Professions of the Future (HSE University 2019)
- Professions of the future (Brazil 2019)
- 100 Jobs of the future (Australia 2019)
- 100 professions of the future (RBC Russia)
- Skolkovo atlas of new professions (2020)



Survey characteristics

500 companies in Russia

>90% of companies – medium and large enterprises

~20% of companies – high-tech sector

Notable respondents

- The Russian Copper Company (RCC)



- KPMG



- Ernst & Young



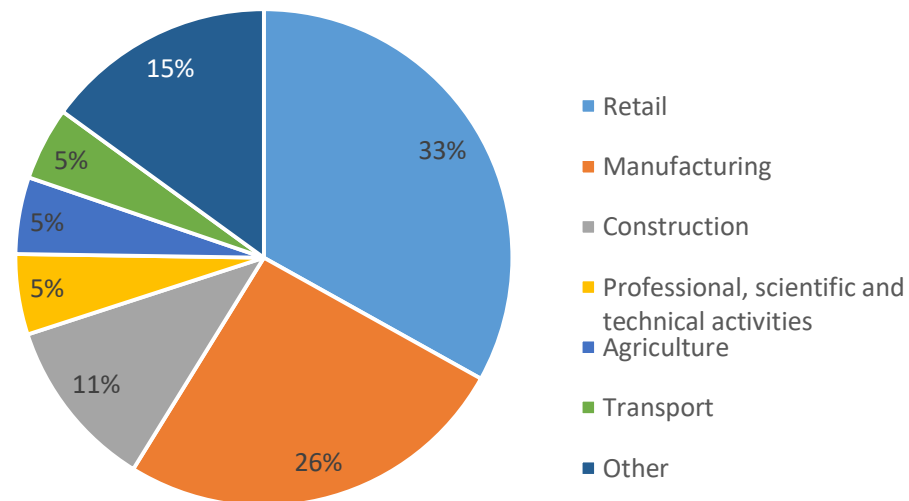
- SBERBANK-AST



- Skyeng



Companies' distribution by sector

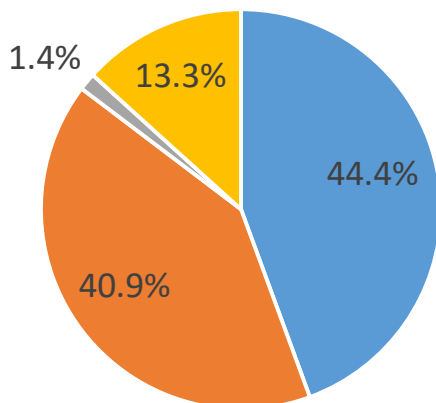




Results: Reputation and Partnerships

Which university prepares best graduates?

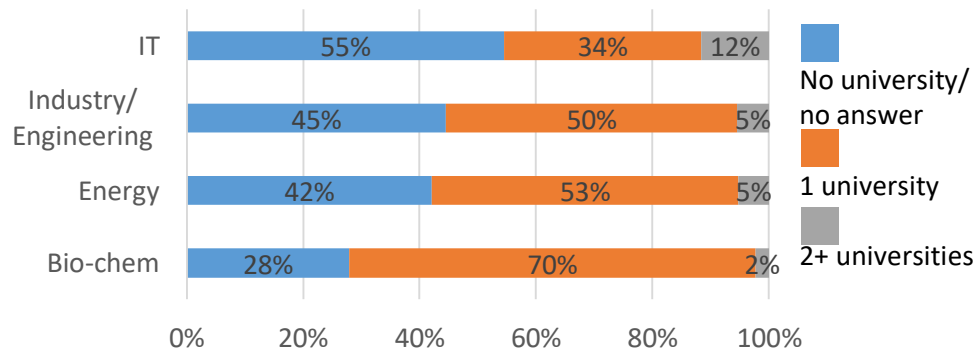
45% - have no university to say
41% - only have local universities in mind



- No university/no answer
- University in the same region
- University in the same region + other regions
- University in other regions

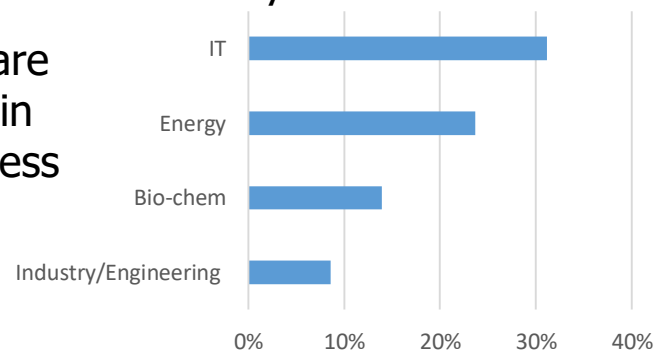
Which university prepares best graduates in selected spheres?

Companies that hire graduates in "Biology and Chemistry" have better understanding of universities' quality



Share of companies who have partnerships with university

IT companies are more involved in education process

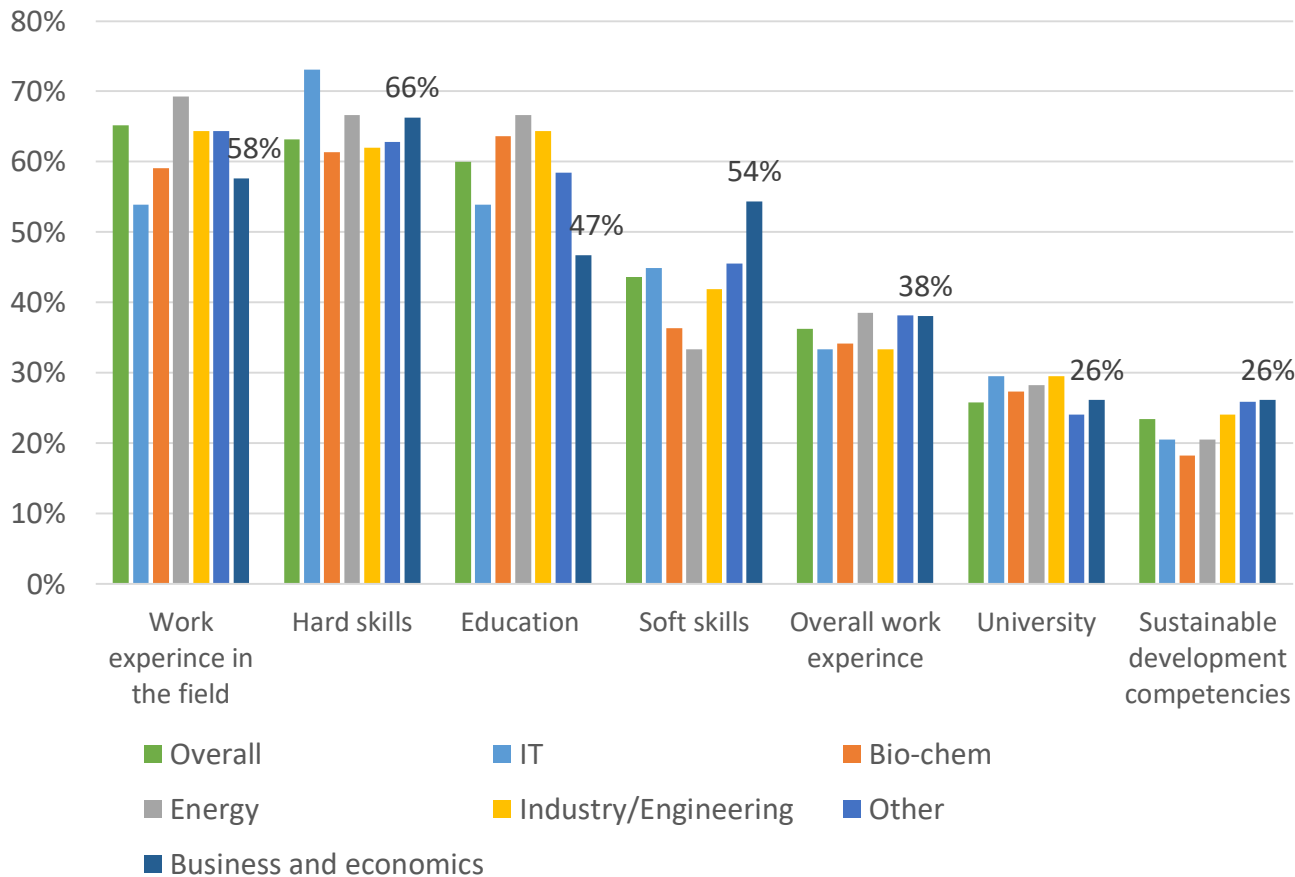




Results: Recruitment

What are your main considerations when choosing new employee?

Only **25%** of companies take graduate's university in consideration



Soft skills plays less of a role in choosing candidate (except in Business and economics)

When hiring in IT companies are more focused on skills than on work experience or appropriate education

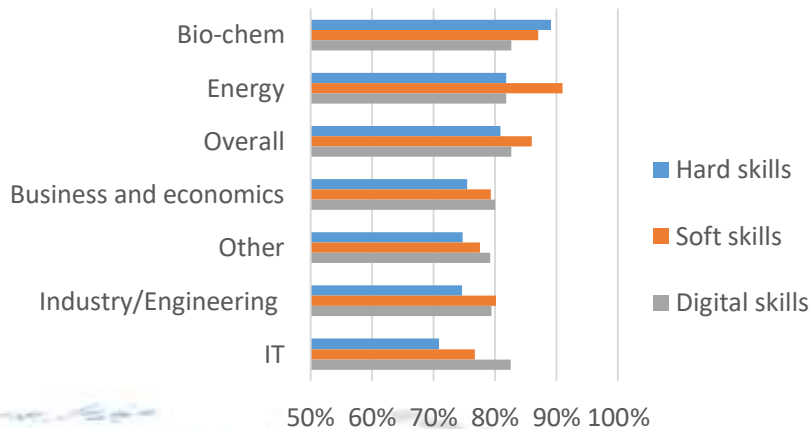
Appropriate education plays more important role in employing graduates in "Energy", "Engineering" and "Biology and Chemistry"



Results: Employers' satisfaction

Share of companies that were satisfied with the graduates' skill

Companies are generally satisfied with graduates' skills. Possible reason: companies have little ability to compare (?)



Moscow has a fairly low satisfaction level

Regional satisfaction (examples)

Tyumen Oblast	89%
Tatarstan	87%
Sverdlovsk Oblast	83%
Saint Petersburg	82%
Moscow	77%

Regions with least satisfaction

Tambov Oblast	50%
Rostov Oblast	48%
Amur Oblast	44%
Orenburg Oblast	33%
Volgograd Oblast	29%



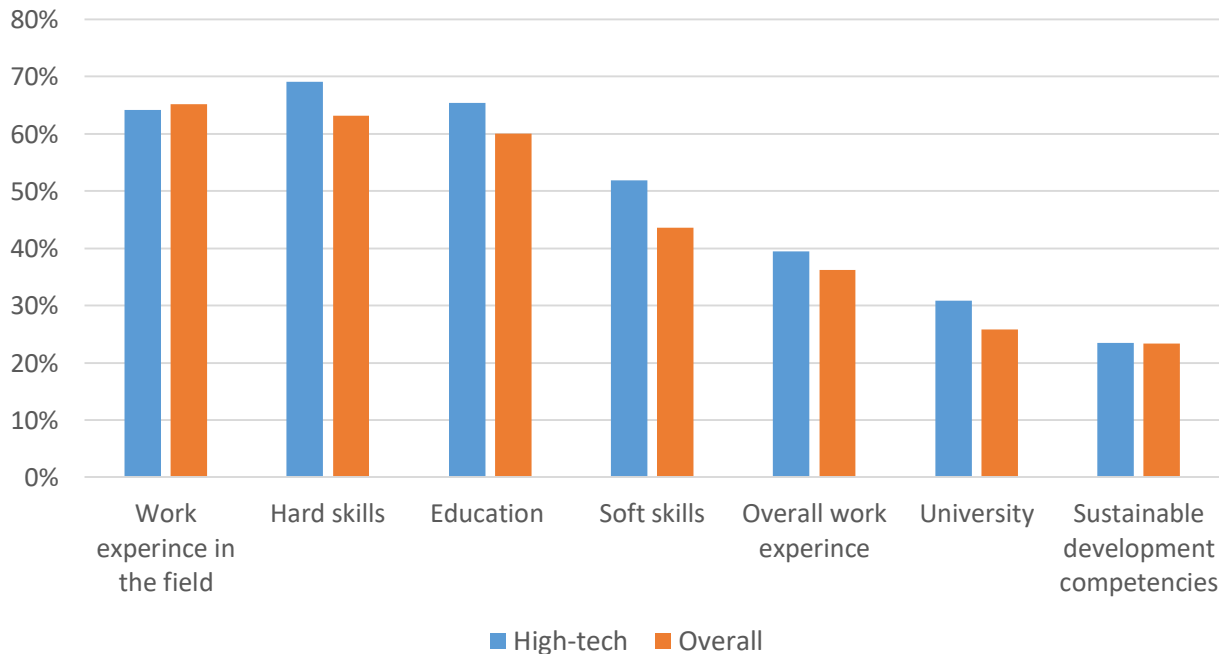


Results: High-tech companies

High-tech companies are generally more focused on candidate skills, education suitability and what university they graduated from

High-tech companies are generally less satisfied in employees' skills

Main considerations when choosing new employee



Average satisfaction

