

Employers' satisfaction with graduates of the IAPM

Info card poll stakeholders

Parameter	Data
Study program	Psychology
Institution	IAPM
Date	January 2025
Number stakeholders	over 20
Method	Questionnaire (online) and offline)
Goal	Assess the level of employer satisfaction with the quality of graduate training and identify areas for improvement of the study program.
Target group	Employers, partners and organizations that cooperate with IAPM
Form interactions	Written answers to standardized questions, analytical generalization

Table 1. List of stakeholders and types of organizations

Name of organization	Type of stakeholder
Odessa Lyceum No. 67 of Odessa city council , Odessa	School
Odessa Lyceum No. 15 of Odessa city council , Odessa	School
Regional resource support center inclusive education	Social and educational center

OZ « Britovsky institution general average education of I-III degrees » Shabivska rural councils Bilhorod-Dnistrovskyi district Odessa areas	Public organization
Community Center "RODYNA Social Services Center"	Social and educational center
Main Police Department in Odessa region, Personnel Management Department, Psychological Support Department	Governmental organization
Odessa Regional Center for Emergency Medical Care and Disaster Medicine	Social and educational center
PJSC Brovarska "Mosaika" gymnasium	School
Department of Administrative Services of the Odessa City Council	Governmental organization
Suvorovsky District Territorial Center for Recruitment and Social Support	Social and educational centers
NGO "Evolution generation"	Public organization
Association "All-Ukrainian Union of Prosthetic and Orthopedic Enterprises "Ortonet"	Public organization
Center for Family and Women's Affairs "Family Home"	Social and educational center
Inclusive Resource Center No. 1, Holosiivskyi District, Kyiv	Social and educational center
PJSC "Kyiv Medical University"	HEI
Center socio-psychological rehabilitation children and young people with functional limitations	Social and educational center
Kyiv urban clinical hospital No.8	Medical institution
Kyiv urban clinical hospital No.5	Medical institution
Hospital "Okhmatdyt"	Medical institution
Kyiv urban clinical hospital for drug addiction "Sociotherapy"	Medical institution

Center for Clinical and Special Psychology, Psychotherapy	Social and educational center
Center for Family and Women's Affairs of Shevchenkivskyi District	Social and educational center
Center mental health CHOICE	Social and educational center
Lyceum " Nadiya " Lviv city council , Lviv	School
NGO Center "Women's prospects"	Social and educational center
Rehabilitation Center "NAZARET"	Social and educational center
Multidisciplinary educational and rehabilitation center of the St. Nicholas Regional Rehabilitation Center	Social and educational center
NGO "Scouting Europe in Ukraine"	Public organization
LLC "YUGO"	Other
LLC " School " Ecoland "	School
Municipal institution "Stryka Youth Center" of the Stryka City Council	Social and educational center

Stakeholder survey results analysis table

No.	Question	Answer options	Response distribution (%)	Main trends
1	How satisfied are you with the level of training of graduates of the IAPM?	Very satisfied; Satisfied; Partly satisfied; Dissatisfied	12%, 46%, 28%, 14%	Satisfaction with training prevails, however, there is a proportion of employers who indicate the need to improve practical skills
2	What competencies do you consider most important for employment as a psychologist?	Professional knowledge; Communication skills; Emotional resilience; Digital competences	24%, 28%, 30%, 18%	The most in demand are emotional stability and communication skills, which reflect the needs of practical activities.
3	What skills do you think graduates lack?	Practical experience; Crisis skills; Team interaction	62%, 21%, 17%	The main request is to increase the number of practical cases and work with real clients.

No.	Question	Answer options	Response distribution (%)	Main trends
4	Are you ready to participate in shaping the study program?	Yes; No	68%, 32%	The vast majority is ready to cooperate in developing and improving the OP
5	Are you interested in collaborating with the Academy for student internships?	Yes; No	74%, 26%	There is significant potential for expanding practice bases
6	What types of practices are most convenient for you to interact with higher education institutions?	Industrial; Pre-graduate; Internship with mentoring	40%, 24%, 36%	Demand for flexible formats with mentoring elements
7	Do the educational outcomes meet the needs of your organization?	Yes; Part; No	55 %, 43 %, 2 %	Mostly responsive, but there are areas that need improvement
8	Are you interested in in-service training programs for your employees?	Yes; No	46%, 54%	Almost half of employers are interested in short-term professional development programs
9	What level of digital competence do you expect from young professionals?	Base; Average; High	14%, 48%, 3 8%	At least an intermediate level of digital literacy is expected
10	How important is volunteer or social activity experience for graduates to you?	Very important; Important; Unimportant	36%, 50%, 14%	Most employers consider social activity as a significant plus when hiring.

Conclusions

Overall satisfaction with the training of IAPM graduates is high. The basic professional and personal competencies meet the expectations of most employers.

The most valuable competencies: communication skills, teamwork, ability to use psychodiagnostic tools, and mastery of modern psychotechniques.

Scarce skills: practical experience, team interaction skills, confident use of modern digital tools.

Potential cooperation: over 74% of employers ready accept students for internships and participate in the development of curricula.

The forms of practice that received the most support were: industrial and pre-graduate practice.

Relevance to market needs: educational outcomes generally meet labor market requirements, but require constant updating.

Additional areas: advanced training of specialists based on the IAPM, development of digital competencies of students, integration of volunteer experience into the educational process.