

Questionnaire HBO-Monitor 2025

> Pick only one answer unless stated otherwise

General Questions

01 I identify as: 1 male 2 female 3 gender diverse geslid

OVERSLAAN ALS PRECODE == 1:

02 What is your age? lft

hbo bachelor programme 2022-2023

OVERSLAAN ALS PRECODE == 1:

03 Name of hbo bachelor programme go2

ONDERSTAANDE UITVRAGEN ALS PRECODE == 1:

02 This questionnaire is about [precode: name of study programme], is it correct that you followed this programme? 1 yes 2 no, I followed the following programme: go2_precode

OVERSLAAN ALS PRECODE == 1:

04 Type of programme 1 fulltime 2 parttime 3 dual govth

OVERSLAAN ALS PRECODE == 1:

05 Where did you complete your hbo bachelor programme? city: go_plt

OVERSLAAN ALS PRECODE == 1:

06 Starting date of your hbo bachelor programme month:.....year: gobgm/gobgj

OVERSLAAN ALS PRECODE == 1:

07 Graduation date (as stated on degree certificate) month:.....year: goeim/goeij

08 Average final grade 1 6 2 6.5 3 7 4 7.5 5 8 6 8.5 7 9 8 9.5 9 10 goexch

09a Experience during your hbo programme (only activities for which you received credits)
a. internship/work placement (in the Netherlands) 1 no 2 yes
b. internship/work placement completed abroad 1 no 2 yes, namely (country):.....
c. education completed abroad 1 no 2 yes, namely (country):.....
erstnl
erstbu/erstbuid
erowbu/erowbuid

09b How many times did you apply before you found an internship position? 1 1 time 2 2 - 3 times 3 4 - 6 times → go to question 09c stagesoll

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(If you've done multiple internships, think about the internship for which you applied the most times)

- 4 7 - 10 times → go to question 09c
5 more than 10 times → go to question 09c
6 no application was necessary

09c	What do you believe were the reasons your initial applications were rejected?		stagered
09d	Extra-curricular experience during your hbo programme (activities for which you received no credits)		erarw
	a. other work experience relevant to your field	1 no 2 yes	
	b. position in voluntary organization (e.g. secretary of student association)	1 no 2 yes	erbse
	c. started my own business	1 no 2 yes	erbdrijf

Prior to your hbo bachelor programme

10a	With what degree were you admitted to the hbo bachelor programme?	1 non-academic senior secondary education (e.g. havo) 2 academic senior secondary education (e.g. vwo) 3 vocational secondary education (e.g. mbo) 4 higher vocational education, Associate degree programme 5 other higher vocational education (e.g. hbo) 6 other, namely:.....	toedipl toedipl2
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10b t/m 10d alleen vragen als govth of pOpleiding (soort opleiding) = 2 (deeltijd)

10b	Did you have any work experience in your field prior to starting your parttime hbo programme?	1 no 2 yes, namely.....years of working experience	vowerk vowerkaj
10c	Did you enroll your hbo programme directly after graduation from the above-mentioned education programme?	1 yes --> go to question 11 2 no	govoddm

The next question concerns the period between the start of your parttime hbo programme and the completion of the education programme you followed prior to your hbo programme.

10d	What is the most suitable description of your situation during this period?	1 paid employment 2 self-employed 3 freelance 4 combination employment - in search of employment 5 unemployed 6 student 7 taking care of children/family 8 other, namely:.....	vomph vomphan2
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After your hbo bachelor programme

11	Did you follow any additional educational programme after completing your hbo programme? - Not a hobby course or company training	1 yes 2 no → go to question 13	vvogev
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<<< If you followed more than one other programme after graduation, the following questions refer to the course you followed first >>>

12a	What is the name of this programme? (no short course)	1 university bachelor:..... 2 university pre-master:..... 3 university master:..... 4 hbo Associate degree:.....	vvohboa vvo
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		5 hbo bachelor:.....	
		6 hbo master:.....	
		7 other, namely:.....	
12b	How well does this course correspond to the hbo programme you graduated from in 2021- 2022?	1 badly 2 moderately 3 sufficiently 4 well	vvoasn
13	How long were you unemployed before you found your first job? - if you haven't found a job yet, fill in the total months you have been unemployed so far.	1months 2 not applicable; I was not unemployed	iw4jn / iw4
14	Are you currently looking for (other) paid employment?	1 yes 2 no	bwzknu
15	Which description fits your current situation best?	1 employment 2 study 3 other, namely:.....	mpba mpand
16	Are you currently in paid employment?	1 yes 2 no → go to question 36	vwbw

Current job/activities

17	Starting date:	month:..... year:	hbgm/hbgj
18	Your job/occupation	Name job/occupation: Main tasks:	hberisco hwkz
19	The company/organisation you work for	Type of company/organisation: Kind of product/service: Name of company/organisation:	hbra hprod hnmldr
20	Size of the company/organisation (also include other branches, if any)	1 1 - 24 persons 2 25 - 99 persons 3 100 - 999 persons 4 1000 persons or more	hpocatvier
	Do you work abroad?	1 Yes → Which country? 2 No	hvlndchk hvlnd
21	In which town or city do you work?	Town/city: (if not in the Netherlands) country:	hvpit hvlnd
22	Your type of employment: (one answer: if you have multiple jobs, the question is about the job you work most hours in)	1 salaried employment 2 work via commercial 'temping' agency 3 self-employed → go to question 24 4 freelance → go to question 24 5 other, namely:.....	hdvbm hdvbm2
23	Type of position	1 permanent position 2 temporary position (with prospect of permanent position) 3 temporary position (without prospect of permanent position) 4 not applicable	hash

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24	What minimum required level of education was set by your employer for your current job/activities? (If self-employed or freelance: the question refers to the level of education required by your main client)	1 higher vocational education, master 2 higher vocational education, bachelor 3 higher vocational education, Associate degree 4 university education, master 5 university education, bachelor 6 vocational secondary education (e.g. mbo) 7 senior secondary education (e.g. havo/vwo) 8 junior secondary education (e.g. vmbo) or no education	honwgvereist
25	Which field of study was required by your employer for your current job/activities? (If self-employed or freelance: the question refers to the field of study required by your main client) < Information screen: Field of study refers to the specific field or discipline in which a degree program specializes. For example Dutch language teacher, Nursing or Software developer.>	1 my own field 2 my own or a related field 3 another field 4 no particular field	horw gw
26	Do you supervise other employees?	1 yes, I supervise people 2 no	hld hldap
27	Average number of working hours (teachers: 1 teaching hour = 1.5 working hours)	Regular/contractual working hours in main job hours per week Working hours in other paid job(s) hours per week	haurw nautot
28	Gross income in euro's Gross income: From contractual working hours in main job (bonuses and extra allowances included) From other paid job(s).	approximately gross euro per month approximately gross euro per month	hbi nbi

Your opinion about your current job/activities

29	How well does the hbo programme you followed correspond to your current position/activities? <i>Infoscherm: It is possible that you already had this position during and/or before you started the training. Also then we are interested in the extent to which your position fits with the hbo programme you followed.</i>	1 badly 2 moderately 3 sufficiently 4 well	hason
30	To what extent are your capacities utilized in your current job/activities?	not at all <-> to a large extent 1 2 3 4 5	ohfnut
31	To what extent do you lack capacities necessary for carrying out your current job/activities?	not at all <-> to a large extent 1 2 3 4 5	ohfkorn
32	Does your job provide good career opportunities?	almost none <-> very many 1 2 3 4 5	ohfcar
33	How satisfied are you with your current job/activities?	very dissatisfied <-> very satisfied 1 2 3 4 5	ohftevr

34	Are you working in a crossover role? Info: A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, sports psychologist, music therapist, neuromarketer or climate journalist.	1 yes 2 no → naar vraag 35b	ohfcross
35a	What different disciplines or domains does this crossover role consist of?	 (open question).....	ohfcross2

AI is increasingly being used in the workplace, for example through tools like ChatGPT or other text- and image-generating applications. We're interested to hear whether and how you use such tools in your work. You don't need to be an expert.

35b	For which types of tasks do you use AI applications at work? (multiple answers possible)			
	1. Writing or editing texts (e.g. emails, reports, proposals)	0 no	1 yes	aitk1
	2. Translation or language support	0 no	1 yes	aitk2
	3. Summarising or analysing texts	0 no	1 yes	aitk3
	4. Proofreading or giving feedback (e.g. error detection, quality control)	0 no	1 yes	aitk4
	5. Generating ideas or brainstorming	0 no	1 yes	aitk5
	6. Looking up or verifying information (e.g. legislation, guidelines, procedures)	0 no	1 yes	aitk6
	7. Administrative tasks (e.g. scheduling, filling out forms, meeting notes)	0 no	1 yes	aitk7
	8. Interactions with clients or staff (e.g. chatbots, auto-replies)	0 no	1 yes	aitk8
	9. Editing or generating images	0 no	1 yes	aitk9
	10. Editing or generating videos	0 no	1 yes	aitk10
	11. Writing or debugging code	0 no	1 yes	aitk11
	12. Analysing or visualising data (e.g. client, employee, or patient data)	0 no	1 yes	aitk12
	13. Analysing scenarios or supporting strategic decision-making	0 no	1 yes	aitk13
	14_1. Other	0 no	1 yes	aitk14_1
	14_2. namely			aitk14_2
	15. I have never used AI applications	0 no	1 yes	aitk15

> Noot aan programmeurs: als aitik15 = 1 (JA), dan 35c en 35d overslaan, door naar 36

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35c	How often do you use AI applications in your work?	1 I've tried it a few times, but don't use it regularly 2 Monthly 3 Weekly 4 Daily	aihvg
35d	Do you perceive the introduction of AI applications on your work as positive or negative?	Slider from 0 to 100	aipn1
	Slider from 0 to 100 → 0 = negative / negative → 100 = positive / beneficial		
	Can you explain your answer? → [Open text]	Open answer	aipn2

Your opinion about your hbo bachelor programme

36	Please indicate how satisfied you are with:	very dissatisfied <-> very satisfied	
	a. your programme in general?	1 2 3 4 5	oopsa
	b. the preparation for the (further) professional career?	1 2 3 4 5	oopvb tooivo
	c. the content of the programme?	1 2 3 4 5	
	d. the embedding of applied research within the programme?	1 2 3 4 5	tooipo
	e. your lecturers?	1 2 3 4 5	toodvo
	f. the information during the programme on career opportunities?	1 2 3 4 5	toovlb
37a	To what extent does your hbo bachelor programme offer a good basis:	not at all <-> to a large extent	
	a. to start on the labour market?	1 2 3 4 5	goaarb
	b. for the further development of knowledge and skills?	1 2 3 4 5	goaont
	c. to deal with social issues (e.g. climate change, social safety and diversity)?	1 2 3 4 5	goamv
	d. To fulfill a cross-over role at your work	1 2 3 4 5	goafcr
	Info bij (d): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, sports psychologist, music therapist, neuromarketer or climate journalist.		
37b	In what way(s) did you encounter cross-over roles during your hbo bachelor programme? (multiple answers are possible)		
	(a) Trough internships and practical projects	0 nee 1 ja	tocosp

(b) Through specific courses (e.g., minors) or workshops	0	nee	1	ja	tocomw
(c) Through assignments and case studies in regular classes	0	nee	1	ja	tocovoc
(d) Other, namely.....	0	nee	1	ja	tocoa/ tocoa2
(e) I did not encounter cross-over roles during my education	0	nee	1	ja	toconia

Info: A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, sports psychologist, music therapist, neuromarketer or climate journalist.

38	Indicate your opinion about your hbo programme in terms of:					
a. scope	much too narrow <-> much too broad					
	1	2	3	4	5	
b. depth	much too shallow <-> much too deep					goabren5
	1	2	3	4	5	
c. difficulty	much too low <-> much too high					goadien5
	1	2	3	4	5	
d. balance between theory and practice	much too theoretical <-> much too practice-based					goamoen5
	1	2	3	4	5	goatvp5

39a	In retrospect, would you choose the same hbo bachelor programme again?	1	yes, same programme at the same hbo college → <i>ga naar vraag 39c</i>	azo1k
		2	yes, same programme, but at another hbo college, namely..... (name hbo college)	
		3	No, a different programme at the same hbo college, namely the course:.....	azonms
		4	No, a different programme at another hbo college or university, namely the programme:	azo2
		5	No, I would not study at all → <i>ga naar vraag 39c</i>	
39b	Why would you choose another programme/another hbo college or university?			wazo2_1/_7
39c	Would you recommend your hbo programme to friends, family or colleagues?	1	Definitely not	goaanr
		2	Probably not	
		3	Maybe	
		4	Probably	
		5	Definitely	

39d t/m 39e alleen vragen als govth of pOpleiding (soort opleiding) = 2 (deeltijd)

39d	In retrospect, are you satisfied with the type of education you chose (parttime education)?	1	yes	tvrdeel
		2	no, I should have chosen a different type of education, namely:.....	tvrdeel2
39e	Why did you chose for this parttime programme?	1	to develop myself further in my current field/discipline	goreden
		2	to develop myself further in another field/discipline	
39f	Please explain any further suggestions on how to improve the hbo programme you followed. (e.g. What did you miss during the course, what should be done differently or what was redundant?)			woovb1
				

Knowledge and skills

> Noot aan programmeurs: vraag 40a alleen tonen als men antwoord 1 heeft aangekruist bij vraag 16. Dus als $v_{wbw} = 1$

40a&b	Below you find a number of aspects that may be important for carrying out a job. For each aspect, please indicate: a. the level required for your current job/ activities (if you are in paid employment) b. your own level						
	Knowledge of:						
	moderate <-> excellent						
	your own field or discipline						
	The level required for your current job						vnfev
	Your own level						uenev
	other fields or disciplines						
	The level required for your current job						vnfav
	Your own level						uenav
	methods and techniques for practically-orientated research						vnfmtp
	The level required for your current job						uenmtp
	Your own level						
	Ability to:						
	use information and communication technology:						
	Info: Information and communication technologies are e.g. internet, different types of software and hardware)						vnfict
	The level required for your current job						uenict
	Your own level						
	work within a budget, plan or guideline						
	The level required for your current job						vnfcw
	Your own level						uencw
	come up with new ideas and solutions						
	The level required for your current job						vnfnio
	Your own level						uennio
	learn new things						
	The level required for your current job						vnfndl
	Your own level						uenndl
	make your meaning clear to others						
	The level required for your current job						vnfadb
	Your own level						uenadb
	cooperate productively with others						
	The level required for your current job						vnfps
	Your own level						uenfps
	perform your work without supervision						
	The level required for your current job						vnfzww
	Your own level						uenzww
	think analytically						
	Info: Analytical thinking is the systematic and logical analysis of complex problems in order to arrive at solutions.						vnfayd
	The level required for your current job						uenayd
	The level required for your current job						
	Your own level						
	take initiative						
	Info: Taking initiative means being proactive, taking responsibility, and taking action without anyone asking you to.						vnfoin
	The level required for your current job						uenoin
	Your own level						
	be flexible						
	Info: Being flexible refers to showing adaptability to changes in tasks, responsibilities, circumstances or work environment.						vnfofz
	The level required for your current job						uenofz
	Your own level						

intercommunicate with people with different cultural backgrounds, values, and/or norms

The level required for your current job

The level equal
Your own level

1 2 3 4 5

1	2	3	4	5
1	2	3	4	5

vnfcdv

uencdiv

In conclusion

41	Country of birth:	Your country of birth: 1 Netherlands 2 Another country, namely:..... 3 I prefer not to answer this question Your father's country of birth: 1 Netherlands 2 Another country, namely:..... 3 I prefer not to answer this question Your mother's country of birth: 1 Netherlands 2 Another country, namely:..... 3 I prefer not to answer this question	gblndrp1 gblndrp2 lndpa1 lndpa2 lndma1 lndma2																																
42a	Where do you live now?	town/city:..... (if abroad) country:.....	wpltnu wlnthu																																
42b	Where did you live at the age of 16?	town:..... (if abroad) country:.....	wplt16 wlnth16																																
42c	Where did you live during the last year of your hbo programme?	town:..... (if abroad) country:.....	wpltlj wlnthlj																																
43	Education level parents Mark the education level of both your parents 1 elementary school 2 junior secondary education (lbo/vbo/vmbo/mavo) 3 senior secondary education (havo/ vwo) 4 vocational secondary education (mbo) 5 higher vocational education (hbo) 6 university education (wo) 7 I do not know 9 not applicable	<table border="0"> <thead> <tr> <th></th><th>Father</th><th>Mother</th></tr> </thead> <tbody> <tr><td>1</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td><td>7</td></tr> <tr><td>9</td><td>9</td><td>9</td></tr> </tbody> </table>		Father	Mother	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	9	9	9	nivpa3 nivma3					
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44	In the future, would you: a. like to receive general information per e-mail from your hbo college? b. like to receive a short summary of the results of this survey per e-mail? c. be willing to participate in further research? d. like to receive information from your hbo college by e-mail regarding further training/retraining? e. like to receive information from your hbo college by e-mail regarding supervising interns? f. be open to guest lectureship or provide information on behalf of your hbo college? g. like to receive information from your hbo college by e-mail about something else? Specify something else:	<table border="0"> <tbody> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> <tr> <td>1</td><td>yes</td><td>2</td><td>no</td></tr> </tbody> </table>	1	yes	2	no	1	yes	2	no	1	yes	2	no	1	yes	2	no	1	yes	2	no	1	yes	2	no	1	yes	2	no	1	yes	2	no	mail_jn samenva toekom infobijs infobgst gastdoc infoand infoand2
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45	Could you please fill in your e-mail address for this purpose? <i>The e-mail address will only be used for purposes specified by you.</i>	e-mail	nawmail
46	Do you give us permission to pass your answers on to your hbo college in recognizable form?	1 yes 2 no	gegdg

Remarks

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.....

Thanks for filling in the questionnaire!