

**Analysis of the Survey of Stakeholders from the “Employers” Group
Educational Program “Psychology”
First (Bachelor’s) Level
Odesa Institute of PJSC “HEI “IAPM”**

Date of the survey: January 2025

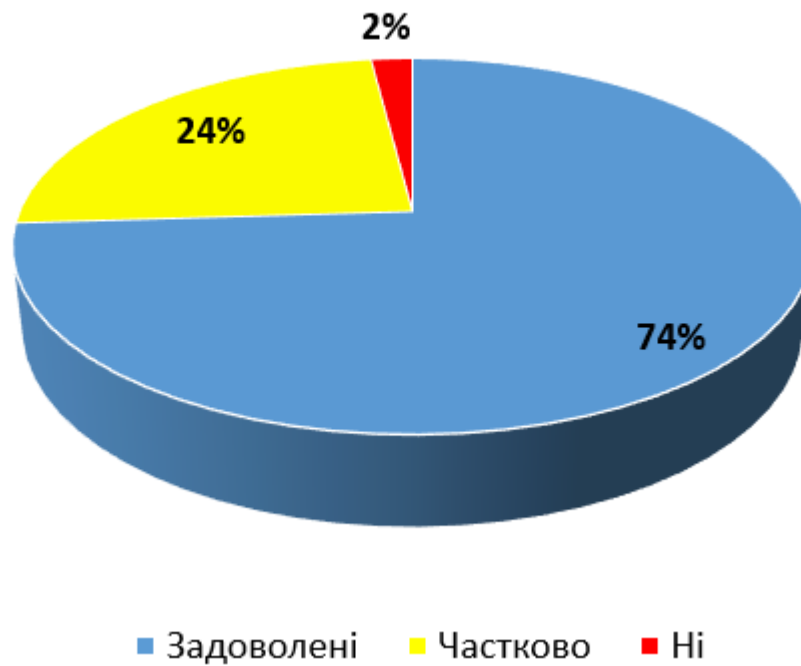
Number of organizations involved: 12

List of Employers:

- ✓ Odesa Lyceum No. 67 of the Odesa City Council, Odesa;
- ✓ Odesa Lyceum No. 15 of the Odesa City Council, Odesa;
- ✓ Regional Resource Center for the Support of Inclusive Education;
- ✓ Municipal Institution “Brytivskyi General Secondary Education Institution of I–III Levels” of the Shabo Village Council, Bilhorod-Dnistrovskyi District, Odesa Region;
- ✓ Municipal Institution “Family Social Services Center ‘RODYNA’”;
- ✓ Main Department of the National Police in Odesa Region, Human Resources Department, Psychological Support Unit;
- ✓ Municipal Non-Profit Enterprise “Odesa Regional Center for Emergency Medical Care and Disaster Medicine” of the Odesa Regional Council;
- ✓ LLC “Brovarska Gymnasium ‘Mozaika’”;
- ✓ Department for the Provision of Administrative Services of the Odesa City Council;
- ✓ Suvorov District Territorial Center for Recruitment and Social Support;
- ✓ Public Organization “Evolution of Generation”;
- ✓ Association “All-Ukrainian Union of Prosthetic and Orthopedic Enterprises ‘Ortonet’”.

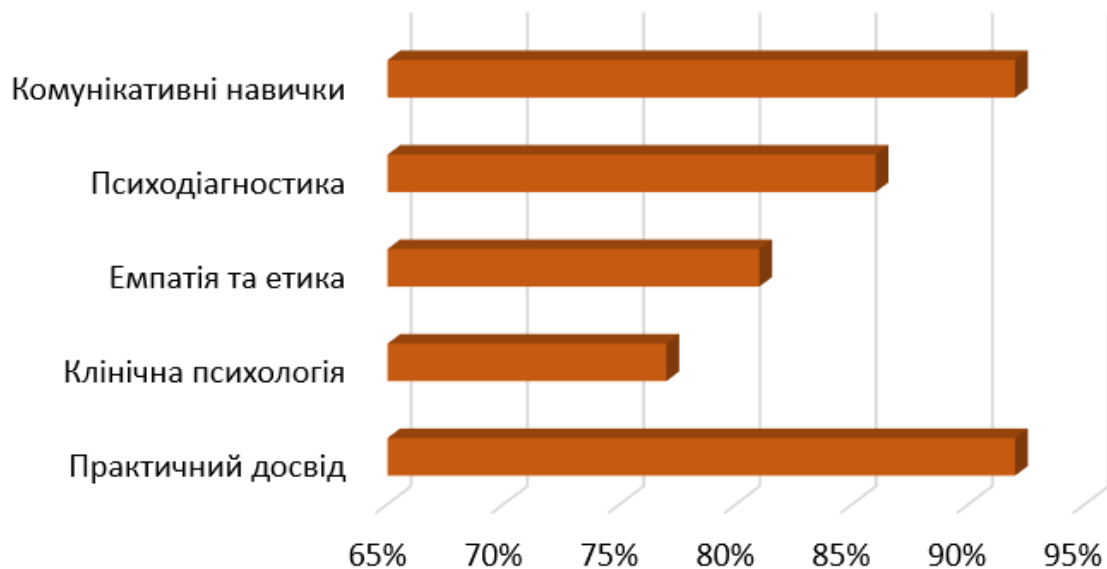
Question 1. How satisfied are you with the level of training of graduates of the “Psychology” educational program?

Задоволеність підготовкою здобувачів

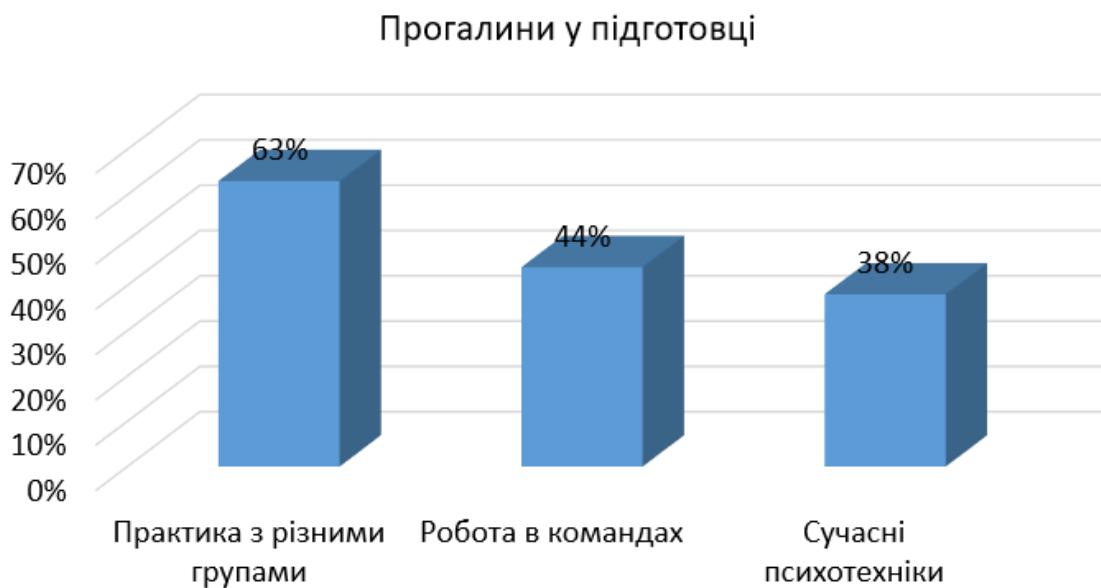


Question 2. Which competencies do you consider the most important for the employment of a psychologist?

Важливі компетентності



Question 3. Which skills, in your opinion, do graduates lack?

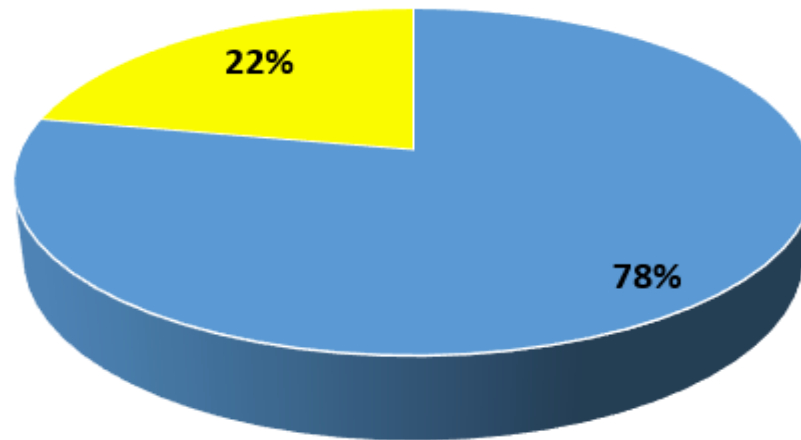


Question 4. Are you willing to participate in the development of the educational program?



Question 5. Are you interested in cooperating with the Academy in providing internships/practical training for students?

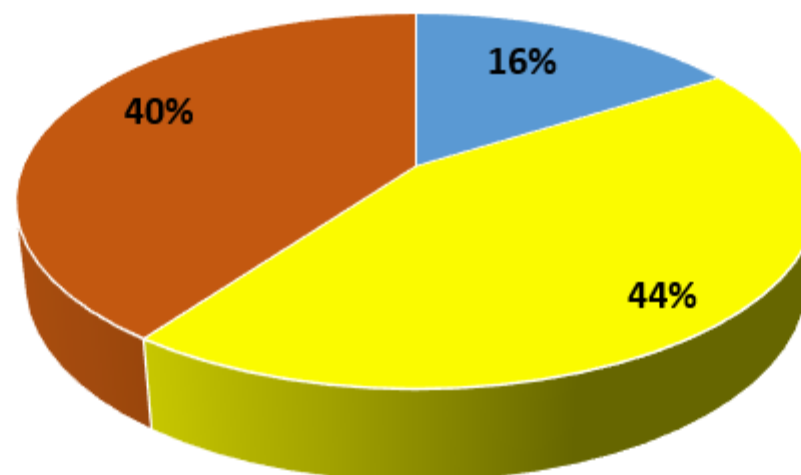
Співпраця щодо практики



■ Так ■ За узгодженням ■ Ні

Question 6. Which types of practical training are the most convenient for you in cooperation with higher education institutions?

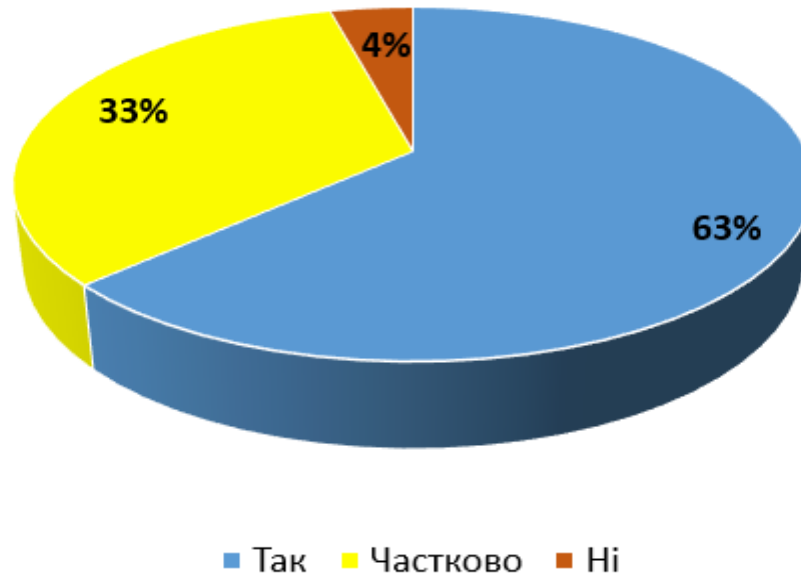
Типи практики для взаємодії



■ Ознайомча ■ Виробнича ■ Переддипломна

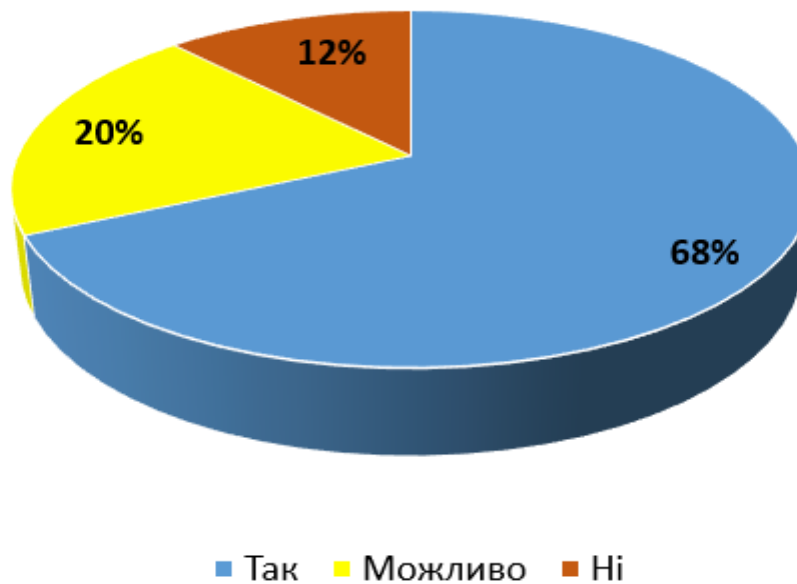
Question 7. Do the learning outcomes meet the needs of your organization?

Відповідність освітніх результатів потребам



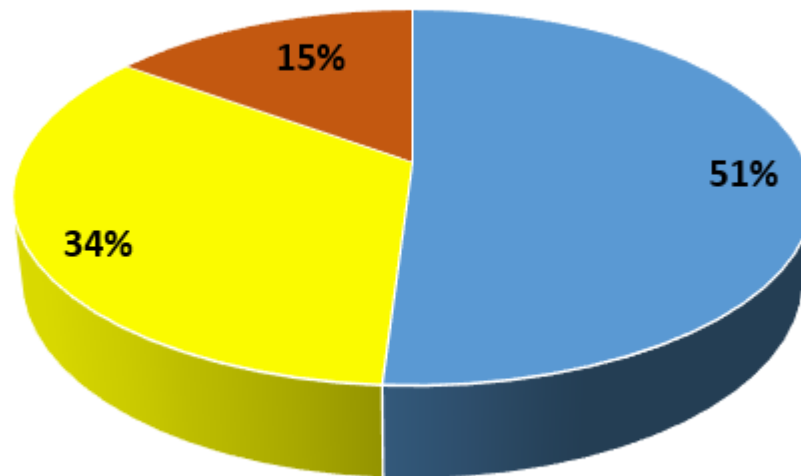
Question 8. Do the learning outcomes meet the needs of your organization?

Потреба в підвищенні кваліфікації



Question 9. What level of digital competencies do you expect from young professionals?

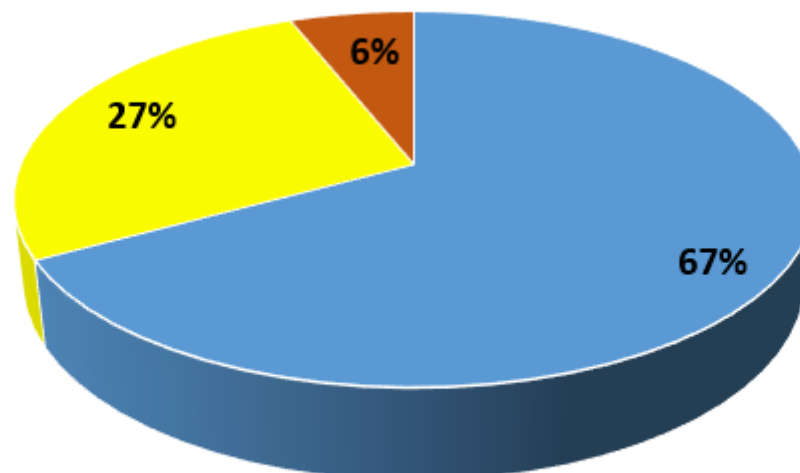
Очікуваний рівень цифрових компетентностей



■ Високий ■ Середній ■ Базовий

Question 10. How important is volunteer or social activity experience for you when evaluating graduates?

Важливість волонтерського/соціального досвіду



■ Важливо ■ Частково важливо ■ Неважливо

Conclusions:

➤ The overall level of satisfaction with graduates' training is high, which indicates the relevance of the educational program and the compliance of the basic level of competencies with current labor market requirements. At the same time, there are indications of the need to strengthen the practical component of training.

➤ Employers consider the most valuable competencies to be communication skills, the ability to work in a team, the use of psychodiagnostic tools, and modern psychotechnics.

➤ A lack of practical skills and experience in teamwork is one of the most frequently mentioned concerns among employers. This emphasizes the importance of real-life internships and practical training, as well as the implementation of case-based methods, supervision, and training sessions in the educational process.

➤ The majority of surveyed employers are interested in cooperation with the Academy, particularly in hosting students for internships (78%) and participating in the development of the educational program (76%). This creates favorable conditions for building partnerships and designing educational programs with active stakeholder involvement.

➤ Employers give preference to industrial and pre-graduation internships, as these allow students to immerse themselves more deeply in the professional environment and demonstrate their skills.

➤ Learning outcomes generally meet the needs of organizations; however, it is important to continue monitoring and to involve practitioners in the periodic updating of the program.

➤ More than half of the respondents (68%) expressed interest in professional development programs offered by higher education institutions, which may become an additional area of cooperation between universities and employers.

➤ The level of graduates' digital competencies should be high, taking into account the growing demand for remote communication, digital diagnostics, and work in online environments.

➤ Social activity and volunteer experience are regarded as advantages in recruitment, as they indicate proactivity, emotional maturity, and the ability to work with

diverse social groups.

➤ All of the above findings demonstrate the need for a flexible and adaptive educational program that responds to changes in the professional field, societal challenges, and labor market needs.