Understanding employability



The Global Employability University Ranking and Survey

16th edition · Produced by Emerging Group · **Published with Times Higher Education**

An annual seismograph of employability

For 16 editions, GEURS has observed graduate employability through the experience of employers. Each annual survey examines which universities and schools they recognise, the reasons for their choices, and the changing demands of work.

Like a seismograph, GEURS records signals of change. Its value lies in the continuity of the research and Emerging's accumulated expertise in interpreting employer assessments. Across successive editions, this evidence helps reveal how expectations evolve and how institutions are positioned in different markets.

15,665
qualified respondents

40
countries

11
survey languages

A panel grounded in professional experience

The panel consists of operational managers involved in graduate hiring. Participants are screened for professional experience and direct involvement in recruiting or working with young graduates. Academic self-assessment and student opinion do not form part of the employer vote. The panel covers a range of sectors, business functions and organisation sizes.

65%
rate their influence on graduate hiring requirements at 7/10 or higher.

354,000
graduates recruited or worked with over the past two years, as estimated by respondents.

1 Eligibility screening → **2** Response quality checks

Only respondents passing both stages are retained. Checks address duplicate participation, unusually rapid completion, contradictory responses and repetitive answer patterns.

How the ranking is established



Employer votes form the basis of the ranking.
Consistent participation rules and quality checks support the annual results.

01

An international list reviewed annually

The list of eligible universities and schools is updated using employer nominations, previous survey evidence and Emerging's monitoring of institutions. Employers can also identify institutions outside the list. This allows the research to take account of institutions beyond familiar international names.

02

Choices made by qualified employers

Respondents select the universities and schools they consider strongest for graduate employability, with up to 15 votes per respondent. Their assessments draw on professional experience and knowledge of institutions within their field.

03

Responses checked before inclusion

Eligibility screening and response quality checks determine which respondents are retained. The ranking is then established from validated votes. Universities and schools do not assess themselves or determine their own position.

04

The same counting rule for all institutions

The ranking reflects the total number of validated employer votes received by each institution. Each vote carries equal weight, with the same counting rule applied across institutions of all sizes and countries.

A fresh annual result

Each edition draws exclusively on that year's votes. The institutions receiving the highest totals form the published ranking, which expands from 250 to 300 institutions in 2027.

~~250~~ → **300**
INSTITUTIONS IN 2027

What sixteen editions reveal



A continuing record of employer expectations,
institutional recognition and changes in graduate employability.

A position in the ranking is one part of the picture

The wider GEURS research examines the expectations behind employer assessments. Across 16 editions, it has built a body of evidence on how graduate employability is understood in different professional and geographical contexts. Emerging draws on this evidence to interpret institutional strengths and changes in market expectations.

16
editions of employer evidence

What this evidence helps institutions understand

01 **Their distinctive strengths**
Where employers recognise an institution and what they value in its graduates.

02 **Differences between markets**
How employer assessments vary across countries, sectors and professional contexts.

03 **Changing expectations**
What shifts in the world of work mean for graduate preparation and institutional positioning.

Research responsibilities

Emerging Group designs and produces GEURS. For the 2027 edition, online fieldwork was conducted by Pollup from 17 August to 7 September 2026. Trendence and Emerging carried out response quality checks.



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