

Bridging the Gap: University Support and the Role of Industrial Apprentice Culture for Student Employability

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ABSTRACT

Universities today face increasing pressure to prepare graduates who are immediately capable of contributing in a fast-shifting labour market. This research explores how leadership, curriculum relevance, lecturer expertise, and campus infrastructure collectively shape graduate employability. It also evaluates how quality management systems (QMS) and a campus culture that supports apprenticeship experiences serve as mediators in this process. A quantitative approach using PLS-SEM was applied to survey data from 335 students enrolled at leading private universities in Indonesia. Findings highlight that strong academic leadership and competent lecturers play central roles in improving institutional quality and building a campus environment that values experiential learning. Both QMS and apprenticeship-supportive culture significantly contribute to employability outcomes, with cultural factors showing stronger influence. The findings highlight that employability is not an automatic outcome of education but a strategically structured process supported by institutional leadership, curriculum innovation, and a deeply embedded organisational culture that values experiential learning. The paper offers practical recommendations for university leaders and policymakers to strengthen institutional systems and learning culture in support of graduate readiness.

Keywords: Student Employability, Industrial Apprentice Culture, Organizational Culture, Institutional Quality, Higher Education, PLS-SEM, Indonesia.

INTRODUCTION

As competition for skilled work intensifies, internship and apprenticeship programmes have shifted from optional enrichment activities to essential pathways for students preparing to enter the job market. Rapid technological change and shifting workplace demands require graduates who can complement academic learning with hands-on skills and professional behaviour. Through internships, students gain the opportunity to translate classroom concepts into workplace practice, build job-specific abilities, and experience organisational dynamics first-hand.

Such exposure helps students refine communication, problem-solving, and adaptability—competencies widely recognised as core elements of employability. Previous studies show that students who undergo meaningful workplace training often transition into employment more smoothly, earn stronger entry-level positions, and report greater early-career confidence. Beyond career entry, internships promote self-efficacy and career identity, positioning them as pivotal elements within the employability framework of higher education.

While the existence of internship programs is vital, their success depends heavily on the institutional support systems within universities. Effective apprenticeships are not merely the product of procedural management but

of a deeply embedded 'industrial apprentice culture.' Drawing from Institutional Theory, universities function as structured organisations where policies and management practices influence performance. However, drawing from organisational culture theory, it is the shared values, beliefs, and underlying assumptions—the culture—that truly dictates behaviour and ensures quality (Schein 2010; Tierney 1988). Leadership commitment, curriculum alignment, and academic mentoring thus form the infrastructure that supports not just the apprenticeship program, but the culture that makes it effective.

Recent research highlights the apprenticeship context—including supervision and learning design—as a dominant predictor of employability. However, this study argues that the quality of this context is itself a product of the university's organisational culture (Jackson 2015).

Despite the abundant research, few studies integrate institutional quality factors and the cultural dimension of apprenticeship within a unified model. The mediating role of Quality Management Systems (QMS) and Industrial Apprentice Culture in linking institutional performance to employability remains underexplored. This study, therefore, investigates how leadership, curriculum, lecturer competence, and campus facilities affect student employability through the mediation of QMS and Industrial Apprentice Culture, using PLS-SEM to quantify and test the proposed relationships.

LITERATURE REVIEW

Concept of Employability in Higher Education

Employability generally refers to a graduate's ability not only to secure work, but also to sustain career development in evolving labour environments (Clarke 2018). It depends on a blend of knowledge, personal qualities, professional behaviour, and external factors such as institutional preparation and labour-market dynamics (Römgens et al. 2020). Therefore, universities are increasingly expected to not only transfer academic knowledge but also cultivate practical skills, adaptability, and confidence that students bring into the workplace.

Institutional Factors and Employability Development

Leadership

Leadership in universities influences strategic direction, helps embed employability into institutional priorities, and shapes the values that guide academic practice (Schein 2010). Strong leaders communicate a clear vision, promote quality systems, and build industry partnerships that contribute to meaningful student preparation. Institutional Theory suggests that leadership builds formal rules and norms that guide behaviour and reinforce quality-focused academic practice.

Curriculum

The curriculum forms the core academic structure through which employability-related knowledge and skills are developed. Effective curriculum design connects theory to real-world tasks, helping students build discipline-specific knowledge alongside relevant transferable abilities (Osmani et al. 2019). Approaches such as project-based learning, case applications, and industry-supported assignments are frequently associated with stronger workplace readiness. Embedding work-integrated components into the curriculum signals a university's commitment to experiential learning and a practice-oriented culture (Tierney 1988; Jackson & Bridgstock 2021).

Lecturer Competence

Lecturers serve not only as instructors but also as professional mentors who guide students' academic and career development. They support students through mentoring, model workplace conduct, and encourage reflective learning. Lecturers who bring industry insight into teaching and promote reflective engagement help students connect classroom learning to professional contexts. According to SCCT, lecturer support strengthens student self-efficacy, which contributes to motivation, persistence, and confidence in career environments (Thornhill-Miller et al. 2023).

Campus Facilities

Physical and digital learning facilities function as key enablers of both academic engagement and professional competence development. Access to modern laboratories, collaborative environments, and updated technology supports students in gaining hands-on experience and relevant technical skills. Facilities can be viewed as institutional assets that reinforce quality management efforts and communicate a university's investment in graduate preparation.

Higher Education Quality Management Systems (QMS)

A Quality Management System (QMS) represents the structured processes that universities use to plan, evaluate, and continuously improve academic and administrative performance (Abelha et al. 2020). Typical QMS components include curriculum evaluation, lecturer performance review, student feedback procedures, and engagement with external stakeholders. Drawing on Institutional Theory, QMS serves as a system that translates institutional resources and leadership directives into consistent educational outcomes. By coordinating internal functions, QMS supports accountability and fosters continuous enhancement of academic process quality.

Industrial Apprentice Culture and Experiential Learning

This research conceptualises “industrial apprentice culture” as a central construct within employability formation. Organisational culture refers to shared expectations and assumptions that shape behaviour and decision-making within institutions (Schein 2010). In universities, this reflects collective beliefs about the forms of learning that are valued and prioritised (Tierney 1988). Accordingly, an industrial apprentice culture describes a setting where practical learning and industry engagement are embraced, institutionalised, and embedded in the academic identity.

Apprenticeship Quality and Student Outcomes

Although numerous institutions provide work-integrated learning opportunities, their effectiveness frequently depends on supportive institutional culture (Jackson 2015). A robust apprenticeship culture encourages structured guidance, meaningful learning tasks, and academic relevance rather than treating internships as procedural requirements. Jackson (Jackson 2015) emphasises that employability capability is strongly shaped by the cultural environment surrounding work-integrated learning.

From a Social Cognitive Career Theory perspective, experiential learning strengthens students’ self-beliefs and expectations regarding career success. This study posits that a strong Industrial Apprentice Culture (the environment) fosters high-quality experiential learning, which in turn amplifies the SCCT mechanisms that lead to employability.

Theoretical Foundations

Institutional Theory

Institutional Theory offers a macro-level perspective on how organisational structures, policies, and governance mechanisms influence processes and outcomes. Within higher education, institutional forces—leadership, curriculum design, lecturer competence, and facilities—determine academic quality and the capacity to sustain employability-oriented practices. A strong “Industrial Apprentice Culture” is a prime example of the normative pillar of an institution—the shared values and beliefs that confer legitimacy and guide action.

Organisational Culture Theory

To deepen the analysis, this study also draws on Organisational Culture Theory (Schein 2010; Tierney 1988). Organisational Culture Theory clarifies how institutional practices shape shared norms, values, and assumptions that influence behaviour. It posits that a university's culture is the primary enabler of its strategies. A university cannot achieve employability goals simply by creating a QMS (a formal system); it must also foster a supportive culture (an informal system) that gives those goals meaning (Cameron & Quinn, 2011).

Social Cognitive Career Theory (SCCT)

SCCT contributes a behavioural lens by explaining how learning experiences shape self-efficacy, motivation, and career-related decisions. In this study, SCCT explains how a university's culture shapes the quality of experiential learning, which in turn mediates the relationship between institutional factors and employability by building student self-efficacy.

Hypothesis Development

Based on the theoretical and empirical foundations, the following hypotheses are proposed:

Drawing upon the established theoretical foundations of Institutional Theory, Organisational Culture Theory, and SCCT, this study proposes a comprehensive research model. This model visually articulates the hypothesised relationships between the institutional factors, the mediating mechanisms (Higher Education QMS and Industrial Apprentice Culture), and the outcome (Student Employability). The following figure illustrates this conceptual framework

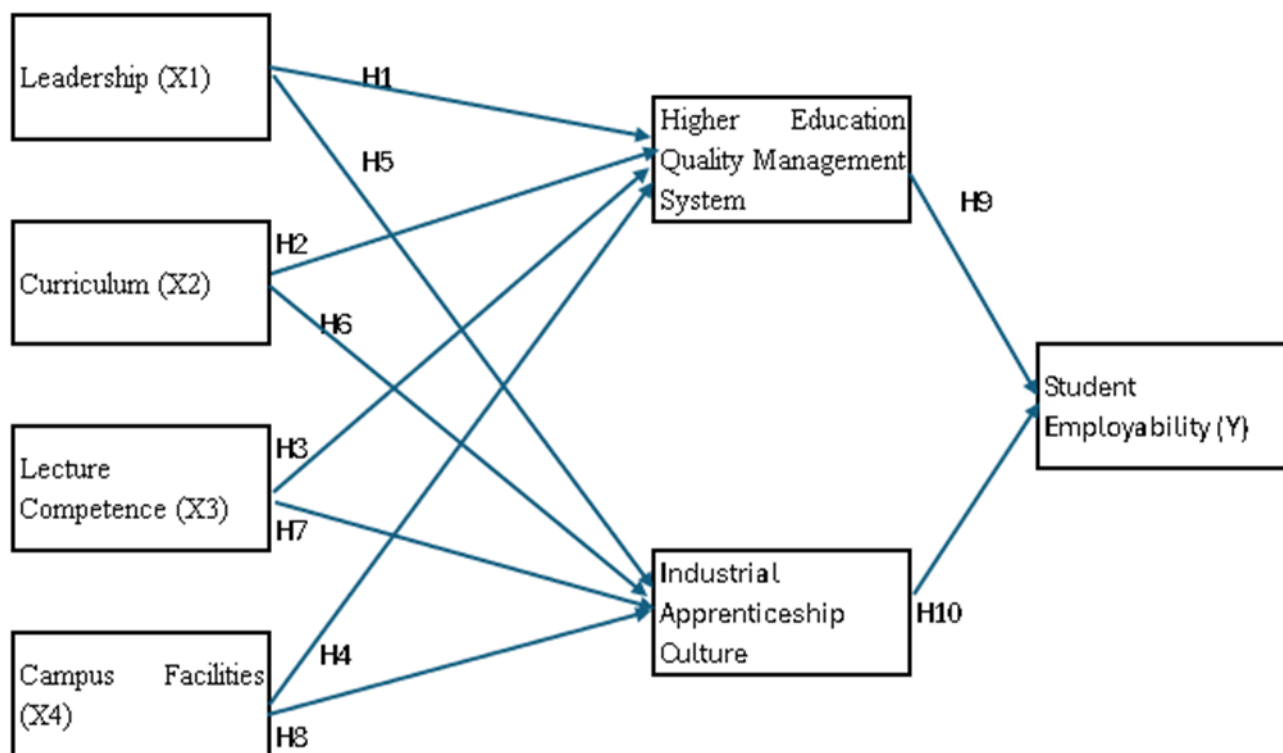


Figure 1. Research Model and Hypothesis.

Direct Effects

H1: Leadership positively influences Higher Education Quality Management Systems (QMS).

H2: Curriculum positively influences Higher Education QMS.

H3: Lecturer Competence positively influences Higher Education QMS.

H4: Campus Facilities positively influence Higher Education QMS.

H5: Leadership positively influences Industrial Apprentice Culture.

H6: Curriculum positively influences Industrial Apprentice Culture.

H7: Lecturer Competence positively influences Industrial Apprentice Culture.

H8: Campus Facilities positively influence Industrial Apprentice Culture.

H9: Higher Education QMS positively influences Student Employability.

H10: Industrial Apprentice Culture positively influences Student Employability.

Indirect (Mediating) Effects

H11: Higher Education QMS mediates the relationship between institutional factors (H1–H4) and Student Employability.

H12: Industrial Apprentice Culture mediates the relationship between institutional factors (H5–H8) and Student Employability.

This framework integrates these theories to construct a holistic model linking institutional mechanisms, organisational culture, and employability outcomes.

RESEARCH METHOD

Research Design

We used a quantitative survey to explore how institutional support, quality management practices, and an apprentice-focused campus culture shape students' employability. To test the model, the study employed PLS-SEM, chosen for its suitability in handling multiple latent variables and its strength for exploratory model testing. The methodological design integrates theoretical constructs from Institutional Theory, Organisational Culture Theory, and SCCT to assess both structural (organisational) and cultural (normative) mechanisms underlying employability outcomes.

Population and Sampling

The respondents were undergraduate students from private Indonesian universities who had completed structured industrial apprenticeships. We used purposive sampling and collected 335 valid responses via an online questionnaire distributed across several private institutions in Jakarta and Tangerang; inclusion required prior internship participation as part of the degree.

Data Collection Procedure

We administered a structured online questionnaire through university mailing lists and student organisations. Each invitation included an information consent statement; participation was voluntary, and responses were kept anonymous for academic use only. Before the main survey, a pilot with 30 students tested item clarity and content validity, and minor wording adjustments were made accordingly.

Measurement of Constructs

Constructs (leadership, curriculum, facilities, QMS, apprentice culture, and employability) were operationalised with items adapted from validated higher-education instruments. Most constructs used standard five-point Likert scales (1 = strongly disagree to 5 = strongly agree). Lecturer competence was recorded with a binary Guttman-style indicator (yes/no) to capture the presence of key competency markers.

Table 1. Constructs Measurement.

Construct	Definition	Key References
Leadership	"The ability of university management to provide direction, promote quality culture, and foster employability-oriented strategies."	"Fullan (Fullan 2014); Blackmore & Kandiko (Blackmore & Kandiko 2011)"
Curriculum	The degree to which academic programs are designed to integrate theoretical and practical learning.	"Osmani, et al. (Osmani, et al. 2019); Jackson & Bridgstock (Jackson & Bridgstock 2021)"
Lecturer Competence	"The pedagogical, professional, and mentoring capabilities of lecturers in fostering student readiness."	"Hénard & Roseveare (Hénard & Roseveare 2012); Thornhill-Miller, et al. (Thornhill-Miller, et al. 2023)"
Campus Facilities	The physical and technological resources that support learning and skill development.	"Jarvis & Mok (Jarvis & Mok 2019); Harvey & Williams (Harvey & Williams 2010)"
Higher Education Quality (QMS)	"The institutional processes ensure continuous improvement in teaching, learning, and stakeholder satisfaction."	"Harvey & Williams (Harvey & Williams 2010); Abelha, et al. (Abelha, et al. 2020)"
Industrial Apprentice Culture	The shared institutional values, beliefs, and practices that promote and support work-integrated learning.	"Schein (Schein 2010); Jackson (Jackson 2015); Tierney (Tierney 1988); Cameron & Quinn (Cameron & Quinn 2011)"
Student Employability	The graduate's ability to gain and sustain meaningful employment through relevant skills and attributes.	"Tomlinson (Tomlinson 2017); Clarke (Clarke 2018); Römgens, et al. (Römgens, et al. 2020)"

All constructs were validated through the literature to ensure content relevance and theoretical alignment. Each construct was operationalised using 3–6 items, adapted from existing scales and contextualised for the Indonesian higher education setting.

Data Analysis Technique

We analysed the data via a two-step PLS-SEM procedure. First, the measurement model was evaluated for reliability and validity (Cronbach's Alpha, Composite Reliability, AVE, and HTMT). Second, the structural model was assessed through bootstrapping (5,000 resamples) to estimate path coefficients (β) and significance levels for hypothesis testing.

Ethical Considerations

The study received institutional ethical approval before data collection. Participants received information about the study's purpose and could withdraw at any time without consequence. To preserve privacy, we did not collect personally identifying information and treated all responses confidentially.

RESULT AND DISCUSSION

Overview of Analysis

The study set out to understand the extent to which university structures and culture shape student employability outcomes. It assessed both the direct influence of institutional variables and the indirect effects operating through quality management systems and apprenticeship culture. Analysis using PLS-SEM on data from 335 respondents revealed strong model performance, with the majority of hypothesised links supported.

Measurement Model Evaluation

The measurement model met recommended reliability and validity criteria. Factor loadings fell between 0.71 and 0.91, indicating a strong contribution to their respective constructs. Composite reliability values (0.85–0.93) confirmed internal consistency, and AVE values above 0.50 supported convergent validity. HTMT values remained below 0.85, demonstrating adequate discriminant validity. Overall, the indicators and constructs were statistically sound for further structural testing.

With the measurement model validated, the next step involved evaluating the structural model. This phase assessed the size and direction of each hypothesised path and determined their statistical significance. The following figure presents the complete structural model with the resulting path coefficients from the PLS-SEM analysis.

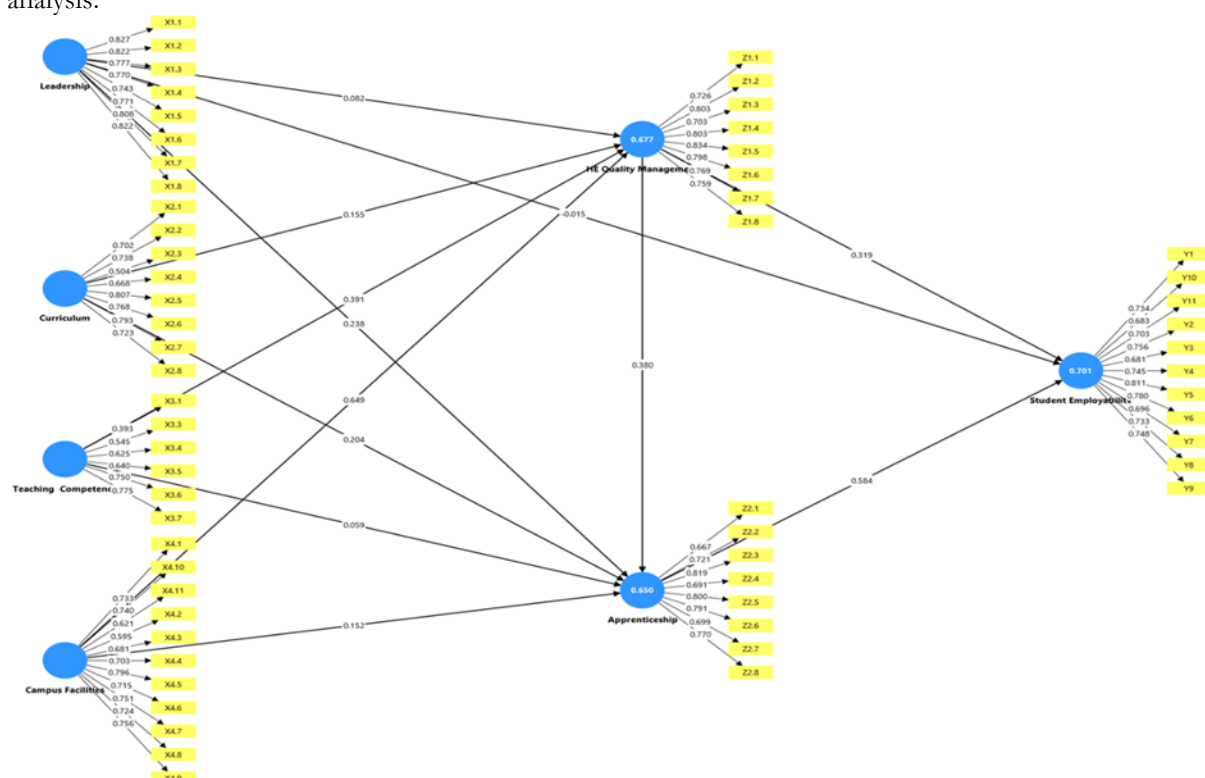


Figure 2. Structural Model Path Coefficients.

Structural Model Evaluation and Hypothesis Testing

Following the visual representation of the path coefficients, the structural (inner) model evaluation was conducted to formally test the proposed hypotheses (H1–H12). A bootstrapping procedure with 5,000 resamples was conducted to determine the path coefficients (β) and their statistical significance (p-values). The following table summarises the results of this hypothesis testing.

Table 2. Structural Model Evaluation and Hypothesis Testing.

Hypothesis	Path	β	p-value	Result
H1	Leadership → HE QMS	0.264	0.001	Supported
H2	Curriculum → HE QMS	0.243	0.002	Supported
H3	Lecturer Competence → HE QMS	0.392	0.000	Supported
H4	Campus Facilities → HE QMS	0.216	0.000	Supported
H5	Leadership → Ind. App. Culture	0.380	0.000	Supported
H6	Curriculum → Ind. App. Culture	0.015	0.000	Supported
H7	Lecturer Competence → Ind. App. Culture	0.471	0.000	Supported
H8	Campus Facilities → Ind. App. Culture	0.063	0.378	Not Supported
H9	HE QMS → Student Employability	0.319	0.000	Supported
H10	Ind. App. Culture → Student Employability	0.584	0.000	Supported
H11	Mediation via HE QMS			Supported

	Leadership → QMS → Employability	0.084	0.003	Supported
	Curriculum → QMS → Employability	0.077	0.004	Supported
	Lect. Comp. → QMS → Employability	0.125	0.000	Supported
	Facilities → QMS → Employability	0.069	0.001	Supported
H12	Mediation via Ind. App. Culture			Partially Supported
	Leadership → Culture → Employability	0.222	0.000	Supported
	Curriculum → Culture → Employability	0.009	0.001	Supported
	Lect. Comp. → Culture → Employability	0.275	0.000	Supported
	Facilities → Culture → Employability	0.037	0.381	Not Supported

The model demonstrated strong explanatory capability, accounting for 68% ($R^2 = 0.68$) of the variance in student employability. This suggests that institutional mechanisms and campus culture together play a meaningful role in shaping graduate outcomes.

Discussion of Major Findings

The Central Role of Lecturer Competence (H3, H7)

Results indicate that lecturer capability is the strongest institutional driver, exerting sizeable influence on both university quality processes and the development of apprenticeship-oriented culture. In practical terms, lecturers translate institutional goals into daily learning experiences and industry-relevant guidance. This suggests that lecturers function as core agents of institutional quality and key carriers of culture. They translate leadership vision (an espoused belief) into effective student learning experiences (a basic assumption) (Schein 2010). Viewed through SCCT, their ability to mentor, provide authentic academic-industry connections, and cultivate confidence directly strengthens students' belief in their career potential.

The Impact of Leadership and Curriculum (H1, H2, H5, H6)

Leadership and curriculum design also emerged as important contributors. Effective academic leadership sets direction and supports systems that prioritise employability, while an applied curriculum reinforces industry relevance. Together, they help normalise experiential learning and embed employability as an educational expectation. It is also important to note that the model tested for a direct path from Leadership to Student Employability, which was found to be non-significant ($\beta = -0.015$, $p = 0.843$). This result strengthens the model, indicating that the influence of university leadership on student employability is fully mediated and flows entirely through the institutional quality systems and the apprentice culture they create, rather than having a direct impact. Similarly, curriculum design that integrates applied learning acts as a formal artefact (Tierney 1988) that reinforces the culture.

The Limited Role of Campus Facilities (H4, H8)

Interestingly, campus facilities did not show a significant link to apprenticeship culture. Although infrastructure matters for student learning, the cultural emphasis on meaningful work-based learning appears to rely more heavily on academic leadership and teaching practices rather than physical resources alone. This is a critical finding. It indicates that, although infrastructure contributes to general educational quality, the culture of apprenticeship is not built on physical resources. Rather, it relies on human and relational factors, such as mentorship (H7) and leadership (H5). This finding underscores that a university's values are far more important than its physical assets in promoting employability.

The Power of Industrial Apprentice Culture (H10, H12)

The strongest path in the model was Industrial Apprentice Culture → Employability ($\beta = 0.584$), demonstrating the decisive impact of a supportive cultural environment on student readiness. The results suggest that the cultural dimension of apprenticeship learning carries even greater weight than formal quality procedures. When universities actively cultivate norms that prioritise industry experience, mentoring, and reflective practice, students are more likely to internalise professional skills and behaviours. This cultural commitment to work-based learning appears to build confidence and readiness in ways that formal processes alone cannot achieve.

The Mediating Role of Higher Education Quality (H9, H11)

A formal quality management framework appears to play an important supporting role in shaping student outcomes. The analysis shows that institutions with structured quality systems tend to produce more employable graduates, likely because these mechanisms ensure consistency in teaching standards, curriculum improvement, and stakeholder feedback. In other words, quality systems help translate institutional resources and intentions into measurable student development.

Theoretical Integration

Overall, the findings validate the multi-theoretical foundation of this study:

- Institutional Theory explains how systemic structures, leadership, curriculum, lecturers, and facilities create the formal pressures for quality.
- Organisational Culture Theory explains why those structures are only effective when they also create a shared, normative Industrial Apprentice Culture (Schein 2010; Tierney 1988).

SCCT clarifies how this supportive culture leads to high-quality experiences that strengthen students' self-efficacy and career adaptability.

MANAGERIAL IMPLICATIONS

The empirical findings of this study provide several critical insights for higher education institutions, educators, and policymakers. By confirming the mediating roles of Higher Education Quality (QMS) and Industrial Apprentice Culture, this research demonstrates that employability is not merely a by-product of academic achievement but rather a strategically engineered outcome of institutional management and cultural development.

Implications for University Leadership and Management

The results confirm that leadership is a primary driver of both institutional quality (H1) and, most importantly, organisational culture (H5). As Schein (Schein 2010) argues, leadership and culture are two sides of the same coin. Therefore, university leaders must go beyond managing programs and actively lead and build a culture of employability. To operationalise this vision, university management should:

- Integrate employability indicators into strategic plans, quality audits, and performance evaluations (Cameron & Quinn, 2011).
- Publicly champion and reward faculty and students who engage deeply with industry, embedding this value into the university's identity.
- Use leadership as a tool to align the visible artefacts (e.g., career centres) with the institutional values (e.g., practical learning is as important as theoretical learning).

Implications for Curriculum Development and Academic Policy

Curriculum design emerged as a strong predictor of educational quality (H2) and apprentice culture (H6). Academic policymakers should thus focus on creating industry-responsive curricula that codify the apprentice culture. Practical steps include:

- Embedding problem-based learning, case studies, and industry-led projects into course structures.
- Making work-integrated learning a mandatory, credit-bearing, and academically rigorous component of all degree programs, not an optional add-on.
- Continuously updating learning materials to reflect current industrial technologies and practices.

Implications for Lecturer Development and Pedagogy

Lecturer competence (H3, H7) emerged as the most influential institutional factor, underscoring the lecturer's role as the primary carrier of culture. Universities must therefore prioritise lecturer professional development through targeted training and industry exposure. Recommended initiatives include:

- Providing regular industry immersion programs for lecturers to stay updated with professional practices.
- Institutionalising mentorship programs where lecturers guide students through career planning and internship navigation.
- Recognising and rewarding pedagogical innovation and real-world integration in academic promotion systems.

Implications for Infrastructure and Institutional Resources

Although campus facilities enhanced educational quality (H4), their non-significant effect on apprentice culture (H8) reveals that infrastructure alone does not guarantee employability. Institutions should therefore align resource investments with human and relational components of learning. The emphasis should shift from physical capital to cultural capital.

Implications for Policymakers and Accreditation Bodies

The results also hold strong implications for policymakers responsible for higher education regulation and quality assurance. Since both QMS and Industrial Apprentice Culture mediate institutional impacts on employability (H11, H12), national and regional education authorities should:

- Encourage universities to adopt standardised QMS frameworks that include employability metrics.

- Develop policy incentives (e.g., grants, accreditation credits) for institutions that can demonstrate a strong, integrated culture of industry engagement, not just the existence of a career office.

In summary, employability development requires coordinated action across multiple institutional dimensions. Leadership vision, curriculum innovation, lecturer competence, and quality management systems collectively create an environment conducive to sustained employability growth.

CONCLUSION

The study demonstrates that both institutional systems and cultural conditions contribute significantly to preparing students for the workforce. Among the institutional factors, lecturer competence, leadership engagement, and curriculum relevance show the strongest influence, particularly when reinforced by robust quality processes and a culture that values experiential learning. These results signal the importance of aligning organisational structures with shared cultural commitments to produce graduates who are both knowledgeable and workplace-ready.

Among the institutional variables, lecturer competence emerged as the strongest determinant of both educational quality and apprentice culture (supporting H3 and H7). Leadership and curriculum design also played vital roles in ensuring the integration of academic learning with practical training (supporting H1, H2, H5, and H6). While campus facilities contributed to educational quality (H4), they did not significantly impact the apprentice culture (rejecting H8). Both mediating variables—Higher Education QMS and Industrial Apprentice Culture—significantly influenced student employability (supporting H9–H12), demonstrating that formal quality systems and informal cultural values are essential, parallel bridges between institutional capacity and employability outcomes.

In essence, employability is not a passive by-product of higher education but a strategic result of institutional alignment and cultural development. Universities that cultivate competent lecturers, implement quality assurance systems, and embed a deep, shared culture that values experiential learning are better positioned to prepare graduates for a dynamic and competitive labour market.

This study advances the theoretical understanding of employability by integrating Institutional Theory with Organisational Culture Theory (Schein 2010; Tierney 1988). It empirically demonstrates that formal institutional structures (QMS) and normative cultural systems (Apprentice Culture) are distinct and complementary mediators. It also reinforces SCCT by showing that the environment (culture) is a key antecedent to developing the experiences that build student self-efficacy.

Despite its contributions, this study has several limitations: self-reported data bias, a cross-sectional design, and a geographic focus on private universities in Indonesia.

Building on these findings, future research could explore several key extensions:

- Employer Perspectives: Future studies should incorporate employer assessments of graduate performance.
- Longitudinal Analyses: Tracking students would provide insights into how employability evolves.
- Measuring Culture: Future studies could use qualitative methods or established instruments (e.g., Cameron & Quinn 2011) to conduct a deeper diagnosis of university culture.
- Digital Apprenticeship Models: Further exploration of virtual internship platforms is essential to understand new forms of experiential learning.

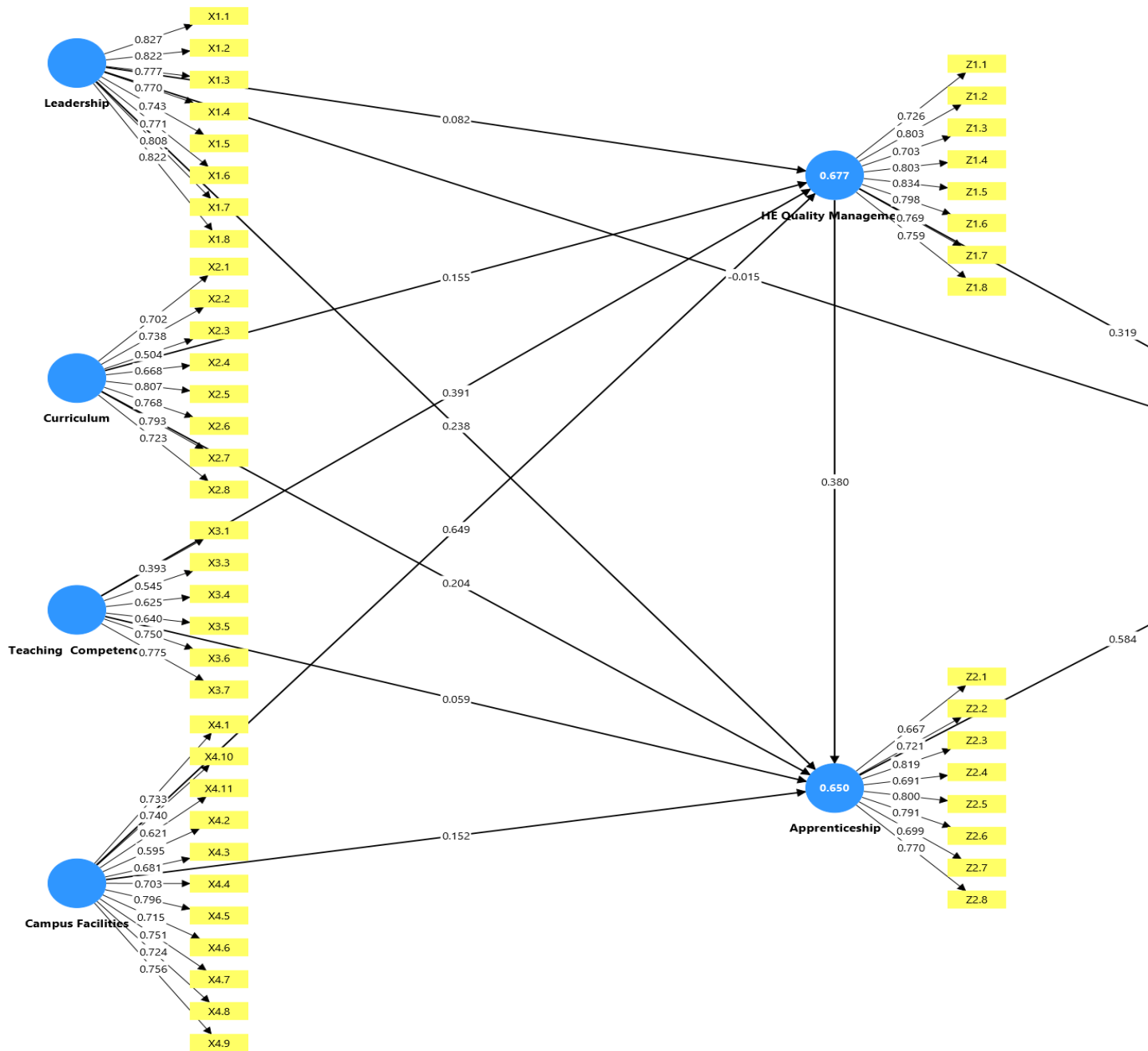
This study reinforces that employability is a shared institutional responsibility, emerging from the synergy of leadership vision, curriculum relevance, lecturer competence, and, most importantly, a deeply held organisational culture that champions applied learning.

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PLS SEM



Path Coefficients

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship						0.584	
Campus Facilities	0.152			0.649			
Curriculum	0.204			0.155			
HE Quality Management	0.380					0.319	
Leadership	0.238			0.082		-0.015	
Student Employability							
Teaching Competence	0.059			0.391			

Total Indirect Effects

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship							
Campus Facilities	0.247					0.440	
Curriculum	0.059					0.203	
HE Quality Management						0.222	
Leadership	0.031					0.183	
Student Employability							
Teaching Competence	0.148					0.246	

Total Effects

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship						0.584	
Campus Facilities	0.399			0.649		0.440	
Curriculum	0.263			0.155		0.203	
HE Quality Management	0.380					0.541	
Leadership	0.269			0.082		0.168	
Student Employability							
Teaching Competence	0.208			0.391		0.246	

Outer Loadings

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
X1.1					0.827		
X1.2					0.822		
X1.3					0.777		
X1.4					0.770		
X1.5					0.743		
X1.6					0.771		
X1.7					0.808		
X1.8					0.822		
X2.1			0.702				
X2.2			0.738				
X2.3			0.504				
X2.4			0.668				
X2.5			0.807				
X2.6			0.768				
X2.7			0.793				
X2.8			0.723				
X3.1							0.393
X3.3							0.545
X3.4							0.625
X3.5							0.640
X3.6							0.750

X3.7							0.775
X4.1		0.733					
X4.10		0.740					
X4.11		0.621					
X4.2		0.595					
X4.3		0.681					
X4.4		0.703					
X4.5		0.796					
X4.6		0.715					
X4.7		0.751					
X4.8		0.724					
X4.9		0.756					
Y1						0.734	
Y10						0.683	
Y11						0.703	
Y2						0.756	
Y3						0.681	
Y4						0.745	
Y5						0.811	
Y6						0.780	
Y7						0.696	
Y8						0.733	
Y9						0.748	
Z1.1				0.726			
Z1.2				0.803			
Z1.3				0.703			
Z1.4				0.803			
Z1.5				0.834			
Z1.6				0.798			
Z1.7				0.769			
Z1.8				0.759			
Z2.1	0.667						
Z2.2	0.721						
Z2.3	0.819						
Z2.4	0.691						
Z2.5	0.800						
Z2.6	0.791						
Z2.7	0.699						
Z2.8	0.770						

Outer Weights

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
X1.1					0.192		
X1.2					0.190		
X1.3					0.152		
X1.4					0.153		
X1.5					0.129		
X1.6					0.139		
X1.7					0.140		
X1.8					0.161		
X2.1			0.161				
X2.2			0.173				
X2.3			0.116				
X2.4			0.159				
X2.5			0.209				
X2.6			0.210				
X2.7			0.185				

X2.8			0.162				
X3.1							0.175
X3.3							0.280
X3.4							0.280
X3.5							0.210
X3.6							0.300
X3.7							0.304
X4.1		0.124					
X4.1 0		0.134					
X4.11		0.113					
X4.2		0.111					
X4.3		0.117					
X4.4		0.147					
X4.5		0.141					
X4.6		0.122					
X4.7		0.132					
X4.8		0.122					
X4.9		0.136					
Y1						0.117	
Y10						0.109	
Y11						0.129	
Y2						0.120	
Y3						0.121	
Y4						0.125	
Y5						0.136	
Y6						0.139	
Y7						0.113	
Y8						0.123	
Y9						0.128	
Z1.1				0.156			
Z1.2				0.168			
Z1.3				0.160			
Z1.4				0.165			
Z1.5				0.173			
Z1.6				0.166			
Z1.7				0.152			
Z1.8				0.149			
Z2.1	0.161						
Z2.2	0.163						
Z2.3	0.182						
Z2.4	0.157						
Z2.5	0.178						
Z2.6	0.168						
Z2.7	0.157						
Z2.8	0.173						

Latent Variables

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
0	1.144	0.548	0.059	0.516	0.668	0.298	1.548
1	0.552	-0.858	0.697	0.242	0.970	-0.232	1.548
2	-1.601	-1.182	-0.755	-2.263	-1.066	-2.225	0.514
3	-0.394	-0.145	-0.178	-0.286	0.075	-0.466	1.548
4	1.144	1.305	1.296	1.268	1.192	1.234	1.548
5	1.144	0.548	-0.556	0.375	0.148	0.275	1.548
6	-0.750	-0.546	-0.337	-0.448	-0.088	-0.466	1.548
7	-0.516	0.589	0.626	-0.448	0.479	-0.675	1.548
8	0.069	-0.198	-0.148	-0.229	0.970	0.511	1.548
9	0.383	-0.161	0.109	0.207	0.032	0.388	1.548

10	-0.581	0.016	1.296	-0.448	1.192	-0.280	1.268
11	-0.421	-0.228	-0.357	0.204	-0.913	0.343	1.548
12	1.144	0.967	0.823	1.268	1.192	0.924	1.548
13	-0.361	-0.214	0.489	-0.448	0.072	-0.466	1.548
14	0.113	-0.242	0.670	-0.250	-0.608	-0.707	1.548
15	-0.937	-0.474	-0.558	-0.448	-0.689	-0.466	1.548
16	0.463	0.629	1.117	0.856	1.010	0.618	1.268
17	-0.581	-0.376	-0.337	-0.683	-0.818	-0.431	1.548
18	0.039	0.241	0.480	0.176	0.252	0.327	1.548
19	0.282	-0.376	0.748	-0.250	1.192	-0.319	1.548
20	0.258	1.134	0.512	0.539	0.819	1.088	1.548
21	0.552	-1.391	-0.384	-0.516	0.282	0.753	1.548
22	1.144	1.305	1.296	1.268	1.192	1.234	1.548
23	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
24	-1.208	0.324	-0.353	0.538	-3.973	-0.312	1.548
25	-0.553	0.897	0.895	-0.052	-0.086	-0.110	1.548
26	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
27	0.274	0.517	0.626	0.333	-0.650	0.490	1.548
28	1.144	1.305	1.296	1.268	0.508	1.234	1.548
29	0.691	1.094	-0.337	1.049	-0.284	0.637	1.548
30	0.975	0.534	0.211	0.225	-0.102	0.147	1.548
31	1.144	-0.462	0.476	1.268	-0.001	1.234	1.548
32	0.254	-0.718	0.001	-0.448	-0.667	0.023	1.548
33	-2.041	-0.332	-3.003	-1.895	-0.406	-4.250	1.548
34	-0.147	0.368	0.032	-0.829	-0.270	-0.372	1.548
35	-2.306	-0.133	-1.969	-2.164	-1.761	-2.166	1.373
36	0.044	0.869	0.641	0.340	0.259	0.774	1.548
37	0.039	-0.340	0.452	0.458	0.282	0.183	1.548
38	-0.581	-0.946	1.086	-1.237	0.788	0.491	1.548
39	-0.986	-2.850	-0.905	-1.253	-0.284	-1.684	1.268
40	-0.631	-0.976	-0.178	-1.300	-0.088	-0.056	1.548
41	0.665	0.444	0.539	1.069	0.002	0.757	1.548
42	-0.361	0.523	0.333	-0.195	0.072	0.015	1.548
43	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
44	1.144	1.305	1.296	1.268	1.192	1.234	1.548
45	0.925	-2.202	-0.107	-0.688	0.850	1.234	1.548
46	-2.073	-0.525	0.079	-0.902	-0.790	-0.611	1.548
47	-1.166	-0.587	-0.558	-0.667	-0.717	-1.130	1.548
48	-0.581	-1.673	-0.516	-0.866	-1.990	-0.466	1.548
49	0.535	1.305	1.296	1.268	-1.784	0.663	1.548
50	-2.306	-2.056	-1.969	-2.164	-1.761	-2.166	0.989
51	-1.312	0.077	-0.390	-0.903	-0.131	-0.669	1.548
52	0.012	-0.774	-1.760	-0.448	-1.355	-1.237	1.548
53	1.144	1.305	1.296	1.268	1.192	1.234	1.548
54	0.463	1.305	0.485	0.814	0.218	-0.164	1.548
55	0.354	0.521	0.489	-0.168	-0.594	-0.019	1.548
56	0.354	0.435	0.333	0.078	0.094	0.629	1.548
57	0.911	0.530	1.059	-0.014	0.788	0.035	1.548
58	0.323	0.579	1.086	1.268	0.604	1.234	1.548
59	-0.851	-0.263	0.626	-0.448	-2.858	1.234	1.548
60	-0.581	0.545	-0.148	-0.688	-1.430	-0.877	1.548
61	1.144	1.305	1.296	1.268	1.192	1.234	1.548
62	-0.306	-0.376	-0.337	0.375	-0.284	-0.312	1.548
63	0.502	0.697	-0.178	-0.078	0.444	0.454	1.548
64	0.742	0.298	0.282	0.870	0.094	-0.466	1.548
65	-1.403	-1.126	-1.153	-1.607	-1.027	-1.696	0.583
66	-0.412	-0.616	-0.337	-0.688	0.256	-0.466	1.548
67	0.019	0.457	0.269	0.934	0.242	-0.253	1.268
68	0.185	0.916	-0.503	0.184	0.162	-1.247	1.548
69	-3.812	-1.699	-3.339	-0.383	-2.804	-2.859	1.548

70	-0.315	-0.489	0.492	-0.186	-1.151	0.287	1.548
71	0.924	1.193	1.296	1.049	-0.088	0.818	1.548
72	0.737	1.305	1.086	1.028	0.480	1.089	1.548
73	-1.185	-0.984	-1.184	-1.440	-2.129	-1.208	1.548
74	-0.761	-1.493	-2.263	1.032	0.035	0.443	1.268
75	-0.180	-0.488	-0.178	-0.448	0.344	-0.280	1.548
76	0.287	-0.008	-0.551	0.027	-1.031	-1.487	1.548
77	1.144	0.967	0.895	-0.448	0.465	0.932	1.548
78	-1.162	0.065	-0.693	-0.403	-0.170	-0.464	1.244
79	-0.535	0.354	-0.159	0.442	-0.124	0.618	1.548
80	1.144	0.967	0.719	-0.276	0.640	0.525	1.548
81	1.144	0.587	-0.178	-0.005	-0.492	-0.119	1.548
82	0.975	1.207	1.296	1.268	0.508	1.234	1.034
83	0.490	-0.307	0.728	-0.448	-0.284	0.083	1.548
84	-0.349	-0.488	-0.516	-0.448	-0.947	-0.466	1.548
85	1.144	1.305	1.117	0.698	0.616	1.234	1.548
86	-0.941	-1.569	-0.487	0.600	-0.284	-0.321	1.548
87	0.326	-0.706	-1.294	-0.422	-0.164	-0.158	1.034
88	-0.570	-0.564	-0.593	-0.260	-0.121	-0.144	1.548
89	0.332	-0.896	-1.206	-0.782	-0.248	0.183	1.548
90	0.568	1.193	-0.937	0.772	-0.848	0.526	1.548
91	-2.057	-0.376	-1.440	-1.001	-1.797	-1.250	0.944
92	-0.038	1.305	0.154	1.268	0.788	-0.588	1.548
93	1.144	1.305	1.296	1.268	1.192	1.234	1.548
94	1.144	1.207	1.296	0.850	-0.124	1.089	1.548
95	0.287	-0.017	0.291	-0.421	1.192	0.271	1.373
96	-1.456	-0.785	-0.786	-0.610	-0.284	-1.999	1.548
97	-0.813	-1.651	-2.269	-2.420	1.192	-0.456	1.548
98	-0.586	-0.346	-0.593	0.204	0.283	0.483	0.735
99	-0.601	-0.400	0.759	-1.272	0.131	-0.916	1.548
100	1.144	0.575	0.019	1.268	0.982	0.932	1.548
101	0.305	1.134	-0.128	1.268	-2.327	0.398	1.034
102	1.144	-0.814	0.518	-0.297	0.504	0.933	1.548
103	1.144	0.543	0.027	0.667	0.664	0.486	1.548
104	1.144	-0.272	0.268	-0.385	1.192	0.099	0.735
105	1.144	1.305	1.296	0.924	1.032	0.472	1.548
106	0.065	1.193	-0.080	0.408	0.651	0.332	1.548
107	0.272	0.569	1.074	1.268	0.089	-0.118	1.548
108	0.090	-0.760	-0.148	0.254	-0.157	0.454	1.548
109	-0.051	-1.070	0.416	-0.341	-0.091	-0.532	1.548
110	0.957	-1.715	0.277	-1.449	0.474	0.681	1.244
111	1.144	0.603	1.296	-0.448	1.192	1.234	1.548
112	0.925	-0.566	0.509	-0.356	-0.270	-0.875	1.548
113	0.728	0.447	0.059	0.152	-0.071	0.331	1.548
114	-0.581	-0.376	1.296	-0.448	-0.624	-0.466	1.548
115	0.569	0.985	1.059	0.557	0.661	1.087	1.548
116	0.286	0.097	0.880	0.402	0.439	0.609	1.548
117	-0.513	-1.550	-1.460	-1.422	0.001	-1.870	0.944
118	0.929	1.305	1.086	1.268	0.061	1.234	1.548
119	0.085	-1.544	0.716	-0.421	0.458	1.049	1.548
120	0.474	0.309	-0.359	0.184	0.982	0.286	1.548
121	-0.781	-0.207	-2.683	-0.941	1.192	-1.793	1.338
122	-4.489	-0.870	-2.692	-1.712	-1.761	-3.289	0.455
123	1.144	1.158	0.686	0.553	-0.489	0.221	1.548
124	-0.069	-0.659	-0.100	-0.286	0.476	-0.280	1.548
125	0.168	0.686	0.030	0.813	0.760	0.368	1.548
126	1.144	1.108	1.117	1.069	1.192	1.087	1.548
127	0.925	0.597	1.117	1.268	1.192	1.087	1.548
128	-2.516	-0.793	-3.425	-1.935	-0.877	-4.405	0.385
129	0.929	0.756	-1.133	1.268	1.192	1.078	1.548

130	-0.147	-0.376	-0.337	-0.448	-0.445	-0.545	1.548
131	-1.639	-1.482	-0.876	-1.044	0.529	-2.621	1.548
132	0.806	1.207	1.296	0.631	1.192	0.933	1.548
133	0.924	1.174	0.539	1.268	0.480	0.641	1.548
134	0.957	0.850	1.086	0.934	0.847	1.234	1.248
135	0.687	0.052	-0.008	-1.001	0.651	0.100	1.244
136	-0.130	-0.784	0.907	-0.438	-0.121	-0.729	1.548
137	0.742	0.929	-0.056	0.276	0.242	0.316	1.548
138	-1.254	-0.893	-0.823	-0.218	-1.195	-2.281	1.244
139	1.144	1.305	1.296	1.268	1.192	1.234	1.548
140	-0.478	-1.319	-2.706	-0.247	-1.776	-1.011	1.548
141	0.925	0.445	0.685	0.217	-0.503	0.777	1.548
142	1.144	1.305	0.728	1.268	1.192	0.944	1.548
143	0.054	0.300	-0.905	0.262	-1.577	0.346	1.548
144	-0.919	-0.376	-0.337	-0.448	-3.068	-0.697	1.548
145	-0.096	-0.592	0.489	-0.448	0.420	0.052	1.548
146	-0.581	-1.246	-0.573	-0.448	1.192	-0.466	1.548
147	-0.531	-0.703	-0.920	-0.620	-0.270	-0.777	1.548
148	1.144	1.305	1.296	1.268	1.192	1.234	1.548
149	-0.503	-0.960	-0.399	-0.448	0.025	-0.581	1.548
150	1.144	1.305	1.296	1.268	1.192	1.234	1.548
151	-0.750	-0.645	-0.158	-0.448	-0.655	-0.726	1.548
152	0.637	0.912	1.296	1.268	1.192	-1.589	1.548
153	0.146	-0.936	-0.166	-2.605	-0.240	0.343	1.548
154	-0.209	-1.220	-1.653	-1.680	0.504	-0.730	0.965
155	-2.271	-0.177	-0.611	-1.294	-1.012	-0.602	0.969
156	-0.644	-0.599	-0.584	-0.620	-0.163	-1.153	1.034
157	-0.671	-1.001	-1.572	-1.272	-0.352	-0.565	1.268
158	-0.727	0.190	-0.536	-2.714	-1.081	-0.252	1.548
159	-0.457	-0.669	-1.011	-0.835	-0.425	-0.243	1.038
160	-0.295	-0.776	0.270	-0.729	0.266	0.160	1.548
161	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
162	1.144	1.207	1.296	1.268	0.850	0.820	1.548
163	1.144	1.207	1.296	1.268	1.192	1.003	1.548
164	-0.750	-0.669	0.641	-0.647	-0.284	-0.759	1.548
165	0.118	-0.038	0.728	-0.041	1.010	-0.164	1.548
166	0.710	0.337	0.059	0.480	0.686	0.322	1.548
167	0.128	0.202	-0.481	0.547	-0.220	0.932	1.268
168	0.040	-0.561	0.461	-0.792	0.464	-0.466	1.548
169	1.144	-0.376	-0.337	0.814	-0.466	0.337	1.548
170	1.144	1.305	1.296	1.268	1.192	1.234	1.548
171	-0.937	0.263	-0.755	-0.041	0.257	-0.737	1.548
172	0.254	0.652	0.260	0.189	0.280	0.302	1.548
173	-0.334	0.569	-0.458	-0.448	-1.179	-0.769	1.548
174	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
175	0.326	-0.153	-0.573	1.268	0.982	-0.466	1.548
176	-0.581	-0.488	-1.213	-0.683	-0.652	-0.466	1.548
177	1.144	1.305	1.086	0.871	0.098	0.932	1.548
178	-0.581	-1.425	-0.755	-1.263	-0.284	-0.759	1.548
179	1.144	1.305	1.296	1.268	1.192	1.234	1.548
180	1.144	0.736	0.464	1.049	-0.060	1.234	1.548
181	-1.968	-1.199	-1.243	-1.241	0.608	-0.643	1.548
182	0.135	-0.148	-0.044	-0.294	-0.530	0.031	1.548
183	0.227	-0.197	-0.069	1.069	0.283	-0.100	1.548
184	-0.796	0.280	-0.307	-0.688	-0.594	-0.164	1.548
185	0.039	-0.872	-0.775	-0.583	-1.207	-0.361	1.268
186	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
187	0.552	0.069	-0.361	-0.208	0.306	0.504	1.244
188	0.317	-0.190	-1.106	-1.300	-1.077	-1.538	1.548
189	0.351	0.658	0.779	1.032	0.446	1.234	1.548

190	0.323	0.230	0.716	0.244	0.280	0.214	1.548
191	0.705	0.057	0.071	-0.088	0.230	0.538	1.548
192	1.144	1.207	1.296	1.268	1.192	1.234	1.548
193	-1.043	-0.597	-0.417	-0.683	-0.100	-1.086	1.548
194	-0.377	-2.980	-1.569	-1.705	-0.899	-1.260	1.548
195	0.085	-0.005	1.296	1.268	-0.256	1.234	1.548
196	0.113	-0.376	-0.337	0.004	-0.062	-0.310	1.548
197	0.481	0.815	0.741	0.715	0.080	0.597	1.548
198	1.144	1.305	1.137	1.268	1.010	1.234	1.548
199	-0.581	0.726	-1.125	-1.909	0.148	-1.353	0.789
200	1.144	1.193	-5.235	1.268	-4.715	1.234	1.548
201	1.144	1.305	0.978	1.268	1.192	0.942	1.548
202	0.756	1.207	1.296	1.069	1.192	0.257	1.548
203	-1.233	-0.891	-0.337	-0.448	-0.689	-0.466	1.548
204	0.140	1.045	0.189	1.268	1.192	0.177	1.548
205	-0.283	-0.195	-0.536	-1.200	0.311	0.138	1.548
206	0.541	0.554	0.685	0.829	0.628	0.183	1.548
207	-0.362	0.985	-0.324	0.887	-0.334	0.476	1.548
208	1.144	1.305	1.296	1.268	1.192	1.234	1.548
209	1.144	1.305	1.296	1.268	1.192	1.234	1.548
210	-1.409	-0.679	-1.466	0.320	-0.281	-0.594	1.548
211	-0.801	-0.376	-0.337	-0.448	-1.565	-0.466	1.244
212	-0.349	-0.669	-0.178	0.480	0.257	-0.453	1.548
213	0.501	0.260	0.463	1.033	-0.284	0.772	1.548
214	1.144	0.098	-0.098	1.033	-0.062	1.234	1.548
215	-2.306	-2.276	-1.811	-2.164	-0.284	-2.166	1.548
216	-1.970	-0.364	0.390	-0.475	-0.801	-0.306	1.548
217	-0.160	0.272	0.268	-0.147	-1.035	0.264	0.735
218	1.144	1.305	1.296	1.268	1.192	1.234	1.548
219	-2.758	-2.050	-2.676	-2.092	-2.286	-2.386	1.034
220	1.144	1.305	0.489	1.049	0.634	0.486	1.548
221	1.144	1.305	1.296	1.268	1.192	1.234	1.548
222	1.144	-0.296	1.296	1.268	1.192	1.088	1.244
223	-0.771	-0.134	-0.835	-0.448	-0.629	0.118	1.548
224	-0.581	-0.636	-1.123	-0.902	-0.284	-0.466	1.548
225	-0.299	0.833	1.117	-0.276	-0.765	0.317	1.548
226	0.103	0.378	0.462	0.897	-0.442	0.650	1.548
227	1.144	0.523	0.748	1.069	1.192	1.234	1.548
228	-0.147	0.213	0.271	0.813	0.874	-0.118	1.548
229	-0.499	-0.826	-1.031	-1.177	-0.873	-0.572	1.548
230	0.689	0.382	0.302	0.431	0.465	0.783	1.548
231	1.144	1.305	1.074	1.268	1.192	1.234	1.548
232	1.144	0.690	0.191	0.834	-0.774	0.243	1.548
233	1.144	0.264	1.296	0.472	-4.715	1.234	0.000
234	1.144	0.416	-0.516	0.615	0.690	0.764	1.548
235	-1.851	0.005	-0.638	-0.277	-3.741	0.185	1.548
236	0.738	0.100	-0.140	0.672	0.282	0.546	1.548
237	-2.306	-1.391	-1.430	-1.930	-2.343	-2.166	1.548
238	-0.147	-0.468	-0.759	-1.044	-0.445	-0.620	1.244
239	-1.237	-1.205	-1.258	-0.195	-0.658	-0.673	1.548
240	-1.383	-2.728	-1.426	-2.504	0.039	-2.282	0.385
241	1.144	1.305	1.117	0.944	1.192	1.234	1.548
242	0.755	0.633	0.907	0.459	-0.023	0.933	1.548
243	-0.581	0.888	-0.337	-0.448	-0.495	-0.581	1.548
244	0.788	-0.534	0.702	0.012	-0.026	0.932	1.548
245	-1.557	-1.201	-0.577	-0.974	-0.775	-1.135	1.268
246	-0.993	-1.087	-1.718	-0.803	-1.013	-1.474	1.244
247	1.144	1.305	1.296	1.268	1.192	1.234	1.548
248	-2.306	-2.060	-0.682	-2.164	-0.507	-2.166	1.548
249	0.925	0.897	1.074	1.268	0.874	0.933	1.548

250	-1.748	-0.826	0.151	-0.448	0.098	-0.837	1.034
251	0.490	0.161	1.059	0.651	0.282	0.185	1.548
252	0.089	0.352	0.241	0.006	0.055	0.107	1.548
253	-1.448	-1.464	-0.556	-0.529	-0.345	-1.785	1.244
254	0.103	0.740	0.348	0.379	0.037	0.130	1.548
255	0.788	1.045	1.296	1.268	0.489	0.920	1.548
256	-1.449	-1.199	-2.019	-1.613	-0.258	-0.202	1.548
257	0.957	-1.977	0.639	-2.272	0.446	-0.055	1.548
258	1.144	1.305	1.296	1.268	0.970	1.234	1.548
259	-0.704	-1.724	-0.357	-1.454	-0.691	-0.794	0.944
260	-0.749	-0.270	0.659	-0.328	0.850	-0.823	1.548
261	0.760	1.305	0.639	1.268	0.824	1.049	1.548
262	0.541	1.305	0.669	0.850	0.442	0.360	1.548
263	0.573	0.960	0.729	0.887	1.192	0.909	1.548
264	1.144	1.305	0.280	1.049	-0.127	1.234	1.548
265	-2.639	-2.483	-1.544	-2.856	-0.893	-3.007	0.755
266	-1.219	-0.376	-0.337	-1.490	-1.059	-1.265	1.548
267	0.474	0.801	0.459	0.184	0.098	0.586	1.548
268	-2.324	-2.153	-1.378	-2.667	-1.881	-2.568	1.548
269	1.144	1.305	1.296	1.268	1.192	1.234	1.548
270	1.144	1.207	1.296	1.268	1.192	-0.017	1.548
271	0.534	1.080	0.014	0.600	0.446	1.234	1.548
272	0.957	0.384	-0.120	0.860	0.788	0.930	1.548
273	-0.146	-0.006	0.059	0.412	-0.066	-0.164	1.548
274	0.314	0.914	0.226	1.268	0.238	0.148	1.548
275	1.144	1.305	-0.110	1.268	0.002	0.828	1.548
276	0.290	0.567	0.498	0.653	0.455	0.473	1.548
277	-0.738	-0.376	-0.339	-0.448	-0.689	-0.766	1.548
278	-0.718	-1.688	0.411	-1.421	0.432	-1.321	1.038
279	-0.083	-1.715	-0.238	-1.169	0.640	-0.111	1.548
280	0.907	0.956	0.691	0.897	0.517	0.774	1.548
281	0.929	-0.270	-0.947	0.063	1.192	-0.006	1.548
282	0.332	0.727	0.467	0.813	0.419	0.543	1.548
283	0.689	-3.632	-0.320	-1.562	1.192	-0.338	1.548
284	1.144	1.305	1.057	1.268	1.010	1.234	1.548
285	-2.402	-1.991	-2.226	-2.336	-3.484	-1.359	0.455
286	0.309	0.226	0.051	0.615	0.869	0.640	1.548
287	0.103	0.122	-0.030	-0.009	-0.444	0.216	1.548
288	0.742	0.644	-0.415	0.307	0.686	0.283	0.755
289	-0.165	-1.254	-0.127	-0.610	0.086	0.414	1.548
290	1.144	1.158	1.074	1.268	1.010	1.234	1.548
291	0.957	0.287	0.659	0.444	0.847	0.632	1.548
292	-2.221	-0.163	-0.839	-0.448	-3.152	-0.906	1.548
293	-0.180	-0.685	-0.438	-0.469	-0.655	-0.466	1.548
294	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
295	-0.750	-0.678	-0.178	-0.667	1.192	-0.581	1.548
296	0.556	0.487	0.478	1.268	0.553	0.562	1.268
297	-1.050	-1.058	-0.746	-1.299	0.850	1.234	1.548
298	1.144	0.193	-0.202	-0.171	0.455	0.291	1.548
299	-0.581	-0.906	-1.143	-0.448	0.850	-0.466	1.548
300	0.692	0.801	0.068	1.268	0.774	1.119	1.548
301	0.957	1.305	0.728	1.268	0.774	0.124	1.548
302	0.319	0.452	0.668	0.217	0.134	0.213	1.548
303	-0.864	0.792	-0.959	0.887	-1.648	0.441	1.548
304	-0.581	-1.097	-0.178	-0.902	-0.677	-0.310	1.548
305	0.742	1.108	-0.337	0.259	-0.284	1.234	1.548
306	1.144	1.305	0.907	1.268	0.848	1.234	1.548
307	-0.581	-0.954	-0.558	-1.268	-0.972	-1.418	1.548
308	-0.581	0.423	1.296	-0.448	-0.284	0.604	1.548
309	0.957	0.211	-0.148	0.479	0.418	0.941	1.548

310	0.523	-0.379	0.211	-0.186	0.711	0.787	1.338
311	0.086	0.644	-0.327	0.176	-0.156	0.095	1.548
312	0.728	1.015	0.878	1.096	0.812	0.908	1.548
313	0.591	1.128	1.296	1.268	-0.382	-0.008	1.548
314	-0.778	-0.737	0.273	0.050	-0.525	-0.637	1.268
315	-0.158	-1.300	-0.357	-0.767	0.418	-0.132	0.665
316	-0.586	-0.798	-0.609	-0.688	-0.124	-0.466	0.964
317	-0.146	-0.376	0.420	-0.448	0.037	-0.466	1.548
318	-0.581	-0.812	1.296	0.006	0.996	-0.466	1.548
319	-0.796	-0.622	-0.547	-0.469	-0.677	-0.925	1.548
320	-0.333	-0.530	-2.365	-1.377	-0.406	-1.253	1.034
321	-1.686	-1.618	-1.244	-1.499	-0.116	-1.415	1.548
322	-0.151	-0.238	-0.205	0.408	0.292	0.112	1.338
323	-0.362	0.156	0.657	-0.250	0.458	-0.321	1.548
324	-2.306	-3.806	-1.969	-1.945	-0.469	-0.466	1.548
325	1.144	1.029	0.540	1.268	1.192	0.753	1.548
326	1.144	1.305	1.296	1.268	1.192	1.234	1.548
327	-0.796	-0.866	-0.337	-0.448	-0.689	-0.466	1.548
328	-0.075	-0.699	-0.178	-0.393	-0.394	-0.466	1.034
329	-0.362	-0.296	-0.337	-0.448	0.061	-0.435	1.548
330	1.144	0.869	-0.151	1.268	1.192	1.234	1.548
331	0.258	0.352	0.958	0.079	-0.082	0.670	1.248
332	-1.064	-0.656	-1.589	-0.839	-0.350	-1.239	1.548
333	0.957	0.897	1.296	1.268	-0.284	1.234	1.548
334	1.144	0.898	0.878	1.268	1.192	1.119	1.548

Scores

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
0	1.144	0.548	0.059	0.516	0.668	0.298	1.548
1	0.552	-0.858	0.697	0.242	0.970	-0.232	1.548
2	-1.601	-1.182	-0.755	-2.263	-1.066	-2.225	0.514
3	-0.394	-0.145	-0.178	-0.286	0.075	-0.466	1.548
4	1.144	1.305	1.296	1.268	1.192	1.234	1.548
5	1.144	0.548	-0.556	0.375	0.148	0.275	1.548
6	-0.750	-0.546	-0.337	-0.448	-0.088	-0.466	1.548
7	-0.516	0.589	0.626	-0.448	0.479	-0.675	1.548
8	0.069	-0.198	-0.148	-0.229	0.970	0.511	1.548
9	0.383	-0.161	0.109	0.207	0.032	0.388	1.548
10	-0.581	0.016	1.296	-0.448	1.192	-0.280	1.268
11	-0.421	-0.228	-0.357	0.204	-0.913	0.343	1.548
12	1.144	0.967	0.823	1.268	1.192	0.924	1.548
13	-0.361	-0.214	0.489	-0.448	0.072	-0.466	1.548
14	0.113	-0.242	0.670	-0.250	-0.608	-0.707	1.548
15	-0.937	-0.474	-0.558	-0.448	-0.689	-0.466	1.548
16	0.463	0.629	1.117	0.856	1.010	0.618	1.268
17	-0.581	-0.376	-0.337	-0.683	-0.818	-0.431	1.548
18	0.039	0.241	0.480	0.176	0.252	0.327	1.548
19	0.282	-0.376	0.748	-0.250	1.192	-0.319	1.548
20	0.258	1.134	0.512	0.539	0.819	1.088	1.548
21	0.552	-1.391	-0.384	-0.516	0.282	0.753	1.548
22	1.144	1.305	1.296	1.268	1.192	1.234	1.548
23	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
24	-1.208	0.324	-0.353	0.538	-3.973	-0.312	1.548
25	-0.553	0.897	0.895	-0.052	-0.086	-0.110	1.548
26	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
27	0.274	0.517	0.626	0.333	-0.650	0.490	1.548
28	1.144	1.305	1.296	1.268	0.508	1.234	1.548
29	0.691	1.094	-0.337	1.049	-0.284	0.637	1.548
30	0.975	0.534	0.211	0.225	-0.102	0.147	1.548

31	1.144	-0.462	0.476	1.268	-0.001	1.234	1.548
32	0.254	-0.718	0.001	-0.448	-0.667	0.023	1.548
33	-2.041	-0.332	-3.003	-1.895	-0.406	-4.250	1.548
34	-0.147	0.368	0.032	-0.829	-0.270	-0.372	1.548
35	-2.306	-0.133	-1.969	-2.164	-1.761	-2.166	1.373
36	0.044	0.869	0.641	0.340	0.259	0.774	1.548
37	0.039	-0.340	0.452	0.458	0.282	0.183	1.548
38	-0.581	-0.946	1.086	-1.237	0.788	0.491	1.548
39	-0.986	-2.850	-0.905	-1.253	-0.284	-1.684	1.268
40	-0.631	-0.976	-0.178	-1.300	-0.088	-0.056	1.548
41	0.665	0.444	0.539	1.069	0.002	0.757	1.548
42	-0.361	0.523	0.333	-0.195	0.072	0.015	1.548
43	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
44	1.144	1.305	1.296	1.268	1.192	1.234	1.548
45	0.925	-2.202	-0.107	-0.688	0.850	1.234	1.548
46	-2.073	-0.525	0.079	-0.902	-0.790	-0.611	1.548
47	-1.166	-0.587	-0.558	-0.667	-0.717	-1.130	1.548
48	-0.581	-1.673	-0.516	-0.866	-1.990	-0.466	1.548
49	0.535	1.305	1.296	1.268	-1.784	0.663	1.548
50	-2.306	-2.056	-1.969	-2.164	-1.761	-2.166	0.989
51	-1.312	0.077	-0.390	-0.903	-0.131	-0.669	1.548
52	0.012	-0.774	-1.760	-0.448	-1.355	-1.237	1.548
53	1.144	1.305	1.296	1.268	1.192	1.234	1.548
54	0.463	1.305	0.485	0.814	0.218	-0.164	1.548
55	0.354	0.521	0.489	-0.168	-0.594	-0.019	1.548
56	0.354	0.435	0.333	0.078	0.094	0.629	1.548
57	0.911	0.530	1.059	-0.014	0.788	0.035	1.548
58	0.323	0.579	1.086	1.268	0.604	1.234	1.548
59	-0.851	-0.263	0.626	-0.448	-2.858	1.234	1.548
60	-0.581	0.545	-0.148	-0.688	-1.430	-0.877	1.548
61	1.144	1.305	1.296	1.268	1.192	1.234	1.548
62	-0.306	-0.376	-0.337	0.375	-0.284	-0.312	1.548
63	0.502	0.697	-0.178	-0.078	0.444	0.454	1.548
64	0.742	0.298	0.282	0.870	0.094	-0.466	1.548
65	-1.403	-1.126	-1.153	-1.607	-1.027	-1.696	0.583
66	-0.412	-0.616	-0.337	-0.688	0.256	-0.466	1.548
67	0.019	0.457	0.269	0.934	0.242	-0.253	1.268
68	0.185	0.916	-0.503	0.184	0.162	-1.247	1.548
69	-3.812	-1.699	-3.339	-0.383	-2.804	-2.859	1.548
70	-0.315	-0.489	0.492	-0.186	-1.151	0.287	1.548
71	0.924	1.193	1.296	1.049	-0.088	0.818	1.548
72	0.737	1.305	1.086	1.028	0.480	1.089	1.548
73	-1.185	-0.984	-1.184	-1.440	-2.129	-1.208	1.548
74	-0.761	-1.493	-2.263	1.032	0.035	0.443	1.268
75	-0.180	-0.488	-0.178	-0.448	0.344	-0.280	1.548
76	0.287	-0.008	-0.551	0.027	-1.031	-1.487	1.548
77	1.144	0.967	0.895	-0.448	0.465	0.932	1.548
78	-1.162	0.065	-0.693	-0.403	-0.170	-0.464	1.244
79	-0.535	0.354	-0.159	0.442	-0.124	0.618	1.548
80	1.144	0.967	0.719	-0.276	0.640	0.525	1.548
81	1.144	0.587	-0.178	-0.005	-0.492	-0.119	1.548
82	0.975	1.207	1.296	1.268	0.508	1.234	1.034
83	0.490	-0.307	0.728	-0.448	-0.284	0.083	1.548
84	-0.349	-0.488	-0.516	-0.448	-0.947	-0.466	1.548
85	1.144	1.305	1.117	0.698	0.616	1.234	1.548
86	-0.941	-1.569	-0.487	0.600	-0.284	-0.321	1.548
87	0.326	-0.706	-1.294	-0.422	-0.164	-0.158	1.034
88	-0.570	-0.564	-0.593	-0.260	-0.121	-0.144	1.548
89	0.332	-0.896	-1.206	-0.782	-0.248	0.183	1.548
90	0.568	1.193	-0.937	0.772	-0.848	0.526	1.548

91	-2.057	-0.376	-1.440	-1.001	-1.797	-1.250	0.944
92	-0.038	1.305	0.154	1.268	0.788	-0.588	1.548
93	1.144	1.305	1.296	1.268	1.192	1.234	1.548
94	1.144	1.207	1.296	0.850	-0.124	1.089	1.548
95	0.287	-0.017	0.291	-0.421	1.192	0.271	1.373
96	-1.456	-0.785	-0.786	-0.610	-0.284	-1.999	1.548
97	-0.813	-1.651	-2.269	-2.420	1.192	-0.456	1.548
98	-0.586	-0.346	-0.593	0.204	0.283	0.483	0.735
99	-0.601	-0.400	0.759	-1.272	0.131	-0.916	1.548
100	1.144	0.575	0.019	1.268	0.982	0.932	1.548
101	0.305	1.134	-0.128	1.268	-2.327	0.398	1.034
102	1.144	-0.814	0.518	-0.297	0.504	0.933	1.548
103	1.144	0.543	0.027	0.667	0.664	0.486	1.548
104	1.144	-0.272	0.268	-0.385	1.192	0.099	0.735
105	1.144	1.305	1.296	0.924	1.032	0.472	1.548
106	0.065	1.193	-0.080	0.408	0.651	0.332	1.548
107	0.272	0.569	1.074	1.268	0.089	-0.118	1.548
108	0.090	-0.760	-0.148	0.254	-0.157	0.454	1.548
109	-0.051	-1.070	0.416	-0.341	-0.091	-0.532	1.548
110	0.957	-1.715	0.277	-1.449	0.474	0.681	1.244
111	1.144	0.603	1.296	-0.448	1.192	1.234	1.548
112	0.925	-0.566	0.509	-0.356	-0.270	-0.875	1.548
113	0.728	0.447	0.059	0.152	-0.071	0.331	1.548
114	-0.581	-0.376	1.296	-0.448	-0.624	-0.466	1.548
115	0.569	0.985	1.059	0.557	0.661	1.087	1.548
116	0.286	0.097	0.880	0.402	0.439	0.609	1.548
117	-0.513	-1.550	-1.460	-1.422	0.001	-1.870	0.944
118	0.929	1.305	1.086	1.268	0.061	1.234	1.548
119	0.085	-1.544	0.716	-0.421	0.458	1.049	1.548
120	0.474	0.309	-0.359	0.184	0.982	0.286	1.548
121	-0.781	-0.207	-2.683	-0.941	1.192	-1.793	1.338
122	-4.489	-0.870	-2.692	-1.712	-1.761	-3.289	0.455
123	1.144	1.158	0.686	0.553	-0.489	0.221	1.548
124	-0.069	-0.659	-0.100	-0.286	0.476	-0.280	1.548
125	0.168	0.686	0.030	0.813	0.760	0.368	1.548
126	1.144	1.108	1.117	1.069	1.192	1.087	1.548
127	0.925	0.597	1.117	1.268	1.192	1.087	1.548
128	-2.516	-0.793	-3.425	-1.935	-0.877	-4.405	0.385
129	0.929	0.756	-1.133	1.268	1.192	1.078	1.548
130	-0.147	-0.376	-0.337	-0.448	-0.445	-0.545	1.548
131	-1.639	-1.482	-0.876	-1.044	0.529	-2.621	1.548
132	0.806	1.207	1.296	0.631	1.192	0.933	1.548
133	0.924	1.174	0.539	1.268	0.480	0.641	1.548
134	0.957	0.850	1.086	0.934	0.847	1.234	1.248
135	0.687	0.052	-0.008	-1.001	0.651	0.100	1.244
136	-0.130	-0.784	0.907	-0.438	-0.121	-0.729	1.548
137	0.742	0.929	-0.056	0.276	0.242	0.316	1.548
138	-1.254	-0.893	-0.823	-0.218	-1.195	-2.281	1.244
139	1.144	1.305	1.296	1.268	1.192	1.234	1.548
140	-0.478	-1.319	-2.706	-0.247	-1.776	-1.011	1.548
141	0.925	0.445	0.685	0.217	-0.503	0.777	1.548
142	1.144	1.305	0.728	1.268	1.192	0.944	1.548
143	0.054	0.300	-0.905	0.262	-1.577	0.346	1.548
144	-0.919	-0.376	-0.337	-0.448	-3.068	-0.697	1.548
145	-0.096	-0.592	0.489	-0.448	0.420	0.052	1.548
146	-0.581	-1.246	-0.573	-0.448	1.192	-0.466	1.548
147	-0.531	-0.703	-0.920	-0.620	-0.270	-0.777	1.548
148	1.144	1.305	1.296	1.268	1.192	1.234	1.548
149	-0.503	-0.960	-0.399	-0.448	0.025	-0.581	1.548
150	1.144	1.305	1.296	1.268	1.192	1.234	1.548

151	-0.750	-0.645	-0.158	-0.448	-0.655	-0.726	1.548
152	0.637	0.912	1.296	1.268	1.192	-1.589	1.548
153	0.146	-0.936	-0.166	-2.605	-0.240	0.343	1.548
154	-0.209	-1.220	-1.653	-1.680	0.504	-0.730	0.965
155	-2.271	-0.177	-0.611	-1.294	-1.012	-0.602	0.969
156	-0.644	-0.599	-0.584	-0.620	-0.163	-1.153	1.034
157	-0.671	-1.001	-1.572	-1.272	-0.352	-0.565	1.268
158	-0.727	0.190	-0.536	-2.714	-1.081	-0.252	1.548
159	-0.457	-0.669	-1.011	-0.835	-0.425	-0.243	1.038
160	-0.295	-0.776	0.270	-0.729	0.266	0.160	1.548
161	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
162	1.144	1.207	1.296	1.268	0.850	0.820	1.548
163	1.144	1.207	1.296	1.268	1.192	1.003	1.548
164	-0.750	-0.669	0.641	-0.647	-0.284	-0.759	1.548
165	0.118	-0.038	0.728	-0.041	1.010	-0.164	1.548
166	0.710	0.337	0.059	0.480	0.686	0.322	1.548
167	0.128	0.202	-0.481	0.547	-0.220	0.932	1.268
168	0.040	-0.561	0.461	-0.792	0.464	-0.466	1.548
169	1.144	-0.376	-0.337	0.814	-0.466	0.337	1.548
170	1.144	1.305	1.296	1.268	1.192	1.234	1.548
171	-0.937	0.263	-0.755	-0.041	0.257	-0.737	1.548
172	0.254	0.652	0.260	0.189	0.280	0.302	1.548
173	-0.334	0.569	-0.458	-0.448	-1.179	-0.769	1.548
174	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
175	0.326	-0.153	-0.573	1.268	0.982	-0.466	1.548
176	-0.581	-0.488	-1.213	-0.683	-0.652	-0.466	1.548
177	1.144	1.305	1.086	0.871	0.098	0.932	1.548
178	-0.581	-1.425	-0.755	-1.263	-0.284	-0.759	1.548
179	1.144	1.305	1.296	1.268	1.192	1.234	1.548
180	1.144	0.736	0.464	1.049	-0.060	1.234	1.548
181	-1.968	-1.199	-1.243	-1.241	0.608	-0.643	1.548
182	0.135	-0.148	-0.044	-0.294	-0.530	0.031	1.548
183	0.227	-0.197	-0.069	1.069	0.283	-0.100	1.548
184	-0.796	0.280	-0.307	-0.688	-0.594	-0.164	1.548
185	0.039	-0.872	-0.775	-0.583	-1.207	-0.361	1.268
186	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
187	0.552	0.069	-0.361	-0.208	0.306	0.504	1.244
188	0.317	-0.190	-1.106	-1.300	-1.077	-1.538	1.548
189	0.351	0.658	0.779	1.032	0.446	1.234	1.548
190	0.323	0.230	0.716	0.244	0.280	0.214	1.548
191	0.705	0.057	0.071	-0.088	0.230	0.538	1.548
192	1.144	1.207	1.296	1.268	1.192	1.234	1.548
193	-1.043	-0.597	-0.417	-0.683	-0.100	-1.086	1.548
194	-0.377	-2.980	-1.569	-1.705	-0.899	-1.260	1.548
195	0.085	-0.005	1.296	1.268	-0.256	1.234	1.548
196	0.113	-0.376	-0.337	0.004	-0.062	-0.310	1.548
197	0.481	0.815	0.741	0.715	0.080	0.597	1.548
198	1.144	1.305	1.137	1.268	1.010	1.234	1.548
199	-0.581	0.726	-1.125	-1.909	0.148	-1.353	0.789
200	1.144	1.193	-5.235	1.268	-4.715	1.234	1.548
201	1.144	1.305	0.978	1.268	1.192	0.942	1.548
202	0.756	1.207	1.296	1.069	1.192	0.257	1.548
203	-1.233	-0.891	-0.337	-0.448	-0.689	-0.466	1.548
204	0.140	1.045	0.189	1.268	1.192	0.177	1.548
205	-0.283	-0.195	-0.536	-1.200	0.311	0.138	1.548
206	0.541	0.554	0.685	0.829	0.628	0.183	1.548
207	-0.362	0.985	-0.324	0.887	-0.334	0.476	1.548
208	1.144	1.305	1.296	1.268	1.192	1.234	1.548
209	1.144	1.305	1.296	1.268	1.192	1.234	1.548
210	-1.409	-0.679	-1.466	0.320	-0.281	-0.594	1.548

211	-0.801	-0.376	-0.337	-0.448	-1.565	-0.466	1.244
212	-0.349	-0.669	-0.178	0.480	0.257	-0.453	1.548
213	0.501	0.260	0.463	1.033	-0.284	0.772	1.548
214	1.144	0.098	-0.098	1.033	-0.062	1.234	1.548
215	-2.306	-2.276	-1.811	-2.164	-0.284	-2.166	1.548
216	-1.970	-0.364	0.390	-0.475	-0.801	-0.306	1.548
217	-0.160	0.272	0.268	-0.147	-1.035	0.264	0.735
218	1.144	1.305	1.296	1.268	1.192	1.234	1.548
219	-2.758	-2.050	-2.676	-2.092	-2.286	-2.386	1.034
220	1.144	1.305	0.489	1.049	0.634	0.486	1.548
221	1.144	1.305	1.296	1.268	1.192	1.234	1.548
222	1.144	-0.296	1.296	1.268	1.192	1.088	1.244
223	-0.771	-0.134	-0.835	-0.448	-0.629	0.118	1.548
224	-0.581	-0.636	-1.123	-0.902	-0.284	-0.466	1.548
225	-0.299	0.833	1.117	-0.276	-0.765	0.317	1.548
226	0.103	0.378	0.462	0.897	-0.442	0.650	1.548
227	1.144	0.523	0.748	1.069	1.192	1.234	1.548
228	-0.147	0.213	0.271	0.813	0.874	-0.118	1.548
229	-0.499	-0.826	-1.031	-1.177	-0.873	-0.572	1.548
230	0.689	0.382	0.302	0.431	0.465	0.783	1.548
231	1.144	1.305	1.074	1.268	1.192	1.234	1.548
232	1.144	0.690	0.191	0.834	-0.774	0.243	1.548
233	1.144	0.264	1.296	0.472	-4.715	1.234	0.000
234	1.144	0.416	-0.516	0.615	0.690	0.764	1.548
235	-1.851	0.005	-0.638	-0.277	-3.741	0.185	1.548
236	0.738	0.100	-0.140	0.672	0.282	0.546	1.548
237	-2.306	-1.391	-1.430	-1.930	-2.343	-2.166	1.548
238	-0.147	-0.468	-0.759	-1.044	-0.445	-0.620	1.244
239	-1.237	-1.205	-1.258	-0.195	-0.658	-0.673	1.548
240	-1.383	-2.728	-1.426	-2.504	0.039	-2.282	0.385
241	1.144	1.305	1.117	0.944	1.192	1.234	1.548
242	0.755	0.633	0.907	0.459	-0.023	0.933	1.548
243	-0.581	0.888	-0.337	-0.448	-0.495	-0.581	1.548
244	0.788	-0.534	0.702	0.012	-0.026	0.932	1.548
245	-1.557	-1.201	-0.577	-0.974	-0.775	-1.135	1.268
246	-0.993	-1.087	-1.718	-0.803	-1.013	-1.474	1.244
247	1.144	1.305	1.296	1.268	1.192	1.234	1.548
248	-2.306	-2.060	-0.682	-2.164	-0.507	-2.166	1.548
249	0.925	0.897	1.074	1.268	0.874	0.933	1.548
250	-1.748	-0.826	0.151	-0.448	0.098	-0.837	1.034
251	0.490	0.161	1.059	0.651	0.282	0.185	1.548
252	0.089	0.352	0.241	0.006	0.055	0.107	1.548
253	-1.448	-1.464	-0.556	-0.529	-0.345	-1.785	1.244
254	0.103	0.740	0.348	0.379	0.037	0.130	1.548
255	0.788	1.045	1.296	1.268	0.489	0.920	1.548
256	-1.449	-1.199	-2.019	-1.613	-0.258	-0.202	1.548
257	0.957	-1.977	0.639	-2.272	0.446	-0.055	1.548
258	1.144	1.305	1.296	1.268	0.970	1.234	1.548
259	-0.704	-1.724	-0.357	-1.454	-0.691	-0.794	0.944
260	-0.749	-0.270	0.659	-0.328	0.850	-0.823	1.548
261	0.760	1.305	0.639	1.268	0.824	1.049	1.548
262	0.541	1.305	0.669	0.850	0.442	0.360	1.548
263	0.573	0.960	0.729	0.887	1.192	0.909	1.548
264	1.144	1.305	0.280	1.049	-0.127	1.234	1.548
265	-2.639	-2.483	-1.544	-2.856	-0.893	-3.007	0.755
266	-1.219	-0.376	-0.337	-1.490	-1.059	-1.265	1.548
267	0.474	0.801	0.459	0.184	0.098	0.586	1.548
268	-2.324	-2.153	-1.378	-2.667	-1.881	-2.568	1.548
269	1.144	1.305	1.296	1.268	1.192	1.234	1.548
270	1.144	1.207	1.296	1.268	1.192	-0.017	1.548

271	0.534	1.080	0.014	0.600	0.446	1.234	1.548
272	0.957	0.384	-0.120	0.860	0.788	0.930	1.548
273	-0.146	-0.006	0.059	0.412	-0.066	-0.164	1.548
274	0.314	0.914	0.226	1.268	0.238	0.148	1.548
275	1.144	1.305	-0.110	1.268	0.002	0.828	1.548
276	0.290	0.567	0.498	0.653	0.455	0.473	1.548
277	-0.738	-0.376	-0.339	-0.448	-0.689	-0.766	1.548
278	-0.718	-1.688	0.411	-1.421	0.432	-1.321	1.038
279	-0.083	-1.715	-0.238	-1.169	0.640	-0.111	1.548
280	0.907	0.956	0.691	0.897	0.517	0.774	1.548
281	0.929	-0.270	-0.947	0.063	1.192	-0.006	1.548
282	0.332	0.727	0.467	0.813	0.419	0.543	1.548
283	0.689	-3.632	-0.320	-1.562	1.192	-0.338	1.548
284	1.144	1.305	1.057	1.268	1.010	1.234	1.548
285	-2.402	-1.991	-2.226	-2.336	-3.484	-1.359	0.455
286	0.309	0.226	0.051	0.615	0.869	0.640	1.548
287	0.103	0.122	-0.030	-0.009	-0.444	0.216	1.548
288	0.742	0.644	-0.415	0.307	0.686	0.283	0.755
289	-0.165	-1.254	-0.127	-0.610	0.086	0.414	1.548
290	1.144	1.158	1.074	1.268	1.010	1.234	1.548
291	0.957	0.287	0.659	0.444	0.847	0.632	1.548
292	-2.221	-0.163	-0.839	-0.448	-3.152	-0.906	1.548
293	-0.180	-0.685	-0.438	-0.469	-0.655	-0.466	1.548
294	-0.581	-0.376	-0.337	-0.448	-0.284	-0.466	1.548
295	-0.750	-0.678	-0.178	-0.667	1.192	-0.581	1.548
296	0.556	0.487	0.478	1.268	0.553	0.562	1.268
297	-1.050	-1.058	-0.746	-1.299	0.850	1.234	1.548
298	1.144	0.193	-0.202	-0.171	0.455	0.291	1.548
299	-0.581	-0.906	-1.143	-0.448	0.850	-0.466	1.548
300	0.692	0.801	0.068	1.268	0.774	1.119	1.548
301	0.957	1.305	0.728	1.268	0.774	0.124	1.548
302	0.319	0.452	0.668	0.217	0.134	0.213	1.548
303	-0.864	0.792	-0.959	0.887	-1.648	0.441	1.548
304	-0.581	-1.097	-0.178	-0.902	-0.677	-0.310	1.548
305	0.742	1.108	-0.337	0.259	-0.284	1.234	1.548
306	1.144	1.305	0.907	1.268	0.848	1.234	1.548
307	-0.581	-0.954	-0.558	-1.268	-0.972	-1.418	1.548
308	-0.581	0.423	1.296	-0.448	-0.284	0.604	1.548
309	0.957	0.211	-0.148	0.479	0.418	0.941	1.548
310	0.523	-0.379	0.211	-0.186	0.711	0.787	1.338
311	0.086	0.644	-0.327	0.176	-0.156	0.095	1.548
312	0.728	1.015	0.878	1.096	0.812	0.908	1.548
313	0.591	1.128	1.296	1.268	-0.382	-0.008	1.548
314	-0.778	-0.737	0.273	0.050	-0.525	-0.637	1.268
315	-0.158	-1.300	-0.357	-0.767	0.418	-0.132	0.665
316	-0.586	-0.798	-0.609	-0.688	-0.124	-0.466	0.964
317	-0.146	-0.376	0.420	-0.448	0.037	-0.466	1.548
318	-0.581	-0.812	1.296	0.006	0.996	-0.466	1.548
319	-0.796	-0.622	-0.547	-0.469	-0.677	-0.925	1.548
320	-0.333	-0.530	-2.365	-1.377	-0.406	-1.253	1.034
321	-1.686	-1.618	-1.244	-1.499	-0.116	-1.415	1.548
322	-0.151	-0.238	-0.205	0.408	0.292	0.112	1.338
323	-0.362	0.156	0.657	-0.250	0.458	-0.321	1.548
324	-2.306	-3.806	-1.969	-1.945	-0.469	-0.466	1.548
325	1.144	1.029	0.540	1.268	1.192	0.753	1.548
326	1.144	1.305	1.296	1.268	1.192	1.234	1.548
327	-0.796	-0.866	-0.337	-0.448	-0.689	-0.466	1.548
328	-0.075	-0.699	-0.178	-0.393	-0.394	-0.466	1.034
329	-0.362	-0.296	-0.337	-0.448	0.061	-0.435	1.548
330	1.144	0.869	-0.151	1.268	1.192	1.234	1.548

331	0.258	0.352	0.958	0.079	-0.082	0.670	1.248
332	-1.064	-0.656	-1.589	-0.839	-0.350	-1.239	1.548
333	0.957	0.897	1.296	1.268	-0.284	1.234	1.548
334	1.144	0.898	0.878	1.268	1.192	1.119	1.548

Correlations

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship	1.000	0.662	0.659	0.729	0.558	0.808	0.314
Campus Facilities	0.662	1.000	0.598	0.796	0.343	0.645	0.284
Curriculum	0.659	0.598	1.000	0.614	0.529	0.673	0.304
HE Quality Management	0.729	0.796	0.614	1.000	0.411	0.739	0.345
Leadership	0.558	0.343	0.529	0.411	1.000	0.442	0.267
Student Employability	0.808	0.645	0.673	0.739	0.442	1.000	0.347
Teaching Competence	0.314	0.284	0.304	0.345	0.267	0.347	1.000

Covarians

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship	1.000	0.662	0.659	0.729	0.558	0.808	0.074
Campus Facilities	0.662	1.000	0.598	0.796	0.343	0.645	0.067
Curriculum	0.659	0.598	1.000	0.614	0.529	0.673	0.071
HE Quality Management	0.729	0.796	0.614	1.000	0.411	0.739	0.081
Leadership	0.558	0.343	0.529	0.411	1.000	0.442	0.063
Student Employability	0.808	0.645	0.673	0.739	0.442	1.000	0.082
Teaching Competence	0.074	0.067	0.071	0.081	0.063	0.082	0.055

Descriptives

	Mean	Median	Observed min	Observed max	Standard deviation	Excess kurtosis	Skewness	Number of observations used	Cramér-von Mises test statistic	Cramér-von Mises P value
Apprenticeship	0.000	0.113	-4.489	1.144	1.000	1.164	-0.972	335.000	0.806	0.000
Campus Facilities	-0.000	0.069	-3.806	1.305	1.000	0.380	-0.672	335.000	0.435	0.000
Curriculum	-0.000	0.030	-5.235	1.296	1.000	2.330	-1.069	335.000	0.480	0.000
HE Quality Management	-0.000	-0.005	-2.856	1.268	1.000	-0.362	-0.497	335.000	0.670	0.000

Leadership	-0.000	0.075	-4.715	1.192	1.000	3.874	-1.504	335.000	0.807	0.000
Student Employability	0.000	0.130	-4.405	1.234	1.000	1.750	-1.048	335.000	0.575	0.000
Teaching Competence	1.456	1.548	0.000	1.548	0.235	10.111	-3.067	335.000	17.006	0.000

Residual**Outer Model Descriptives**

	Mean	Median	Observed min	Observed max	Standard deviation	Excess kurtosis	Skewness	Number of observations used	Cram�r-von Mises test statistic	Cram�r-von Mises p value
X1.1	0.000	-0.021	-1.854	1.720	0.563	0.604	-0.340	335.000	0.675	0.000
X1.2	-0.000	0.001	-2.196	1.367	0.569	1.315	-0.651	335.000	0.828	0.000
X1.3	-0.000	-0.038	-2.852	1.862	0.630	1.322	-0.201	335.000	0.437	0.000
X1.4	-0.000	0.068	-2.249	2.433	0.639	1.427	-0.066	335.000	0.621	0.000
X1.5	0.000	0.024	-2.636	2.991	0.670	1.989	0.368	335.000	0.441	0.000
X1.6	-0.000	-0.066	-2.586	2.646	0.637	1.439	-0.107	335.000	0.700	0.000
X1.7	0.000	0.107	-2.107	1.413	0.589	1.098	-0.738	335.000	0.997	0.000
X1.8	-0.000	0.064	-2.175	2.397	0.570	2.239	-0.413	335.000	0.912	0.000
X2.1	0.000	0.120	-3.054	1.913	0.712	2.373	-0.966	335.000	1.561	0.000
X2.2	0.000	0.107	-3.990	2.225	0.674	4.952	-1.127	335.000	1.422	0.000
X2.3	0.000	0.046	-3.411	2.420	0.863	2.151	-0.878	335.000	0.750	0.000
X2.4	-0.000	0.128	-3.066	2.192	0.744	2.266	-0.608	335.000	1.318	0.000
X2.5	-0.000	0.035	-2.303	1.690	0.591	1.865	-0.721	335.000	1.018	0.000
X2.6	-0.000	-0.014	-2.085	2.125	0.641	1.413	-0.283	335.000	0.883	0.000
X2.7	0.000	0.035	-2.725	1.616	0.609	2.092	-0.616	335.000	0.830	0.000
X2.8	-0.000	-0.086	-3.114	3.267	0.690	3.656	-0.229	335.000	1.043	0.000
X3.1	0.409	0.391	-0.540	0.849	0.128	24.140	-2.849	335.000	16.027	0.000
X3.3	0.174	0.157	-0.691	0.752	0.153	13.506	-1.631	335.000	15.880	0.000
X3.4	0.030	0.032	-0.793	0.635	0.185	9.923	-2.054	335.000	16.262	0.000
X3.5	0.003	0.010	-0.856	0.754	0.191	8.609	-1.503	335.000	16.415	0.000
X3.6	-0.149	-0.161	-0.936	0.434	0.153	9.184	-0.903	335.000	15.706	0.000
X3.7	-0.233	-0.199	-0.964	0.602	0.201	6.616	-1.700	335.000	16.766	0.000
X4.1	0.000	0.044	-3.996	2.196	0.681	4.295	-0.937	335.000	1.189	0.000
X4.10	0.000	-0.049	-3.320	2.426	0.673	3.556	-0.533	335.000	1.166	0.000
X4.11	-0.000	0.249	-2.995	2.396	0.784	1.016	-0.620	335.000	0.778	0.000
X4.2	-0.000	0.193	-3.234	1.857	0.804	1.927	-1.000	335.000	1.629	0.000
X4.3	-0.000	-0.033	-3.111	1.874	0.732	1.551	-0.585	335.000	0.587	0.000
X4.4	-0.000	0.185	-3.312	1.945	0.711	2.654	-1.031	335.000	1.477	0.000

X4.5	0.000	0.057	-3.071	1.728	0.606	4.717	-1.229	335.000	1.160	0.000
X4.6	0.000	0.005	-2.882	2.095	0.699	2.660	-0.654	335.000	1.173	0.000
X4.7	-0.000	-0.043	-2.931	2.000	0.660	2.581	-0.564	335.000	1.057	0.000
X4.8	0.000	0.038	-2.861	1.686	0.689	2.558	-0.967	335.000	1.077	0.000
X4.9	0.000	-0.039	-2.790	1.957	0.655	2.140	-0.450	335.000	0.957	0.000
Y1	0.000	0.119	-3.209	2.908	0.680	2.757	-0.532	335.000	1.315	0.000
Y10	-0.000	0.121	-2.483	2.918	0.730	1.546	-0.559	335.000	1.799	0.000
Y11	0.000	-0.044	-3.155	2.836	0.711	2.730	-0.158	335.000	0.435	0.000
Y2	-0.000	0.064	-3.462	1.946	0.654	2.785	-0.401	335.000	1.107	0.000
Y3	-0.000	-0.031	-3.651	2.031	0.732	4.520	-1.226	335.000	1.370	0.000
Y4	0.000	0.050	-3.044	1.800	0.667	2.626	-1.002	335.000	1.462	0.000
Y5	0.000	-0.027	-2.386	1.765	0.584	1.647	-0.375	335.000	0.841	0.000
Y6	-0.000	-0.065	-3.336	2.138	0.625	3.304	-0.527	335.000	1.181	0.000
Y7	-0.000	-0.064	-2.883	2.785	0.718	1.405	-0.094	335.000	0.522	0.000
Y8	0.000	0.044	-3.253	2.831	0.680	3.303	-0.657	335.000	1.869	0.000
Y9	0.000	0.056	-2.742	3.116	0.664	2.808	-0.497	335.000	1.255	0.000
Z1.1	0.000	0.053	-1.873	2.864	0.688	1.547	0.475	335.000	0.848	0.000
Z1.2	0.000	0.092	-2.007	2.133	0.595	1.087	0.010	335.000	1.467	0.000
Z1.3	-0.000	0.040	-4.372	2.805	0.711	6.170	-0.921	335.000	2.203	0.000
Z1.4	-0.000	-0.019	-2.986	2.164	0.595	3.013	-0.252	335.000	1.508	0.000
Z1.5	-0.000	-0.124	-2.713	2.118	0.552	4.170	-0.155	335.000	1.745	0.000
Z1.6	0.000	-0.052	-2.292	2.207	0.602	1.920	-0.220	335.000	1.652	0.000
Z1.7	0.000	0.005	-2.578	1.920	0.639	1.952	-0.628	335.000	1.617	0.000
Z1.8	0.000	0.039	-2.872	2.471	0.651	3.366	-1.033	335.000	2.155	0.000
Z2.1	-0.000	0.087	-4.280	2.481	0.745	5.533	-1.109	335.000	1.299	0.000
Z2.2	0.000	-0.028	-3.212	2.267	0.693	2.408	-0.493	335.000	1.336	0.000
Z2.3	0.000	-0.026	-2.665	1.806	0.574	2.526	-0.430	335.000	1.339	0.000
Z2.4	-0.000	0.201	-3.424	2.730	0.723	3.414	-0.754	335.000	2.207	0.000
Z2.5	0.000	0.016	-2.746	2.790	0.600	4.145	-0.591	335.000	1.733	0.000
Z2.6	-0.000	-0.030	-2.226	2.438	0.612	1.872	-0.116	335.000	1.365	0.000
Z2.7	0.000	0.113	-2.761	2.536	0.716	1.878	-0.633	335.000	1.777	0.000
Z2.8	0.000	-0.076	-3.257	2.207	0.638	3.361	-0.380	335.000	1.481	0.000

Inner Model Scores

	Apprenticeship	HE Quality Management	Student Employability
0	0.601	-0.509	-0.524
1	0.125	0.007	-0.617
2	-0.184	-1.492	-0.585
3	-0.337	-0.776	-0.143
4	-0.177	-0.483	0.180
5	0.904	-0.512	-0.510
6	-0.499	-0.639	0.114
7	-0.770	-1.572	-0.223
8	-0.107	-0.762	0.558
9	0.207	-0.313	0.099
10	-1.037	-1.253	0.220
11	-0.266	-0.123	0.510
12	-0.029	-0.190	-0.130
13	-0.367	-0.996	-0.111

14	0.161	-0.752	-0.702
15	-0.508	-0.603	0.214
16	-0.502	-0.304	0.090
17	-0.093	-0.925	0.114
18	-0.314	-0.681	0.252
19	-0.095	-0.824	-0.386
20	-0.511	-0.949	0.778
21	0.879	-0.181	0.599
22	-0.177	-0.483	0.180
23	-0.309	-0.734	0.012
24	-0.534	0.101	0.162
25	-0.924	-1.371	0.228
26	-0.309	-0.734	0.012
27	0.004	-0.652	0.214
28	-0.014	-0.427	0.170
29	0.171	-0.191	-0.105
30	0.697	-0.751	-0.495
31	0.544	0.889	0.162
32	0.600	-0.533	0.008
33	-0.654	-1.785	-2.460
34	0.077	-1.657	-0.026
35	-0.723	-2.165	-0.156
36	-0.502	-0.950	0.643
37	-0.334	-0.019	0.018
38	-0.468	-1.461	1.237
39	0.101	0.265	-0.712
40	-0.023	-1.237	0.726
41	-0.011	0.092	0.028
42	-0.544	-1.197	0.288
43	-0.309	-0.734	0.012
44	-0.177	-0.483	0.180
45	1.249	0.083	0.927
46	-1.570	-1.114	0.875
47	-0.630	-0.747	-0.248
48	0.491	-0.143	0.120
49	-0.077	-0.241	-0.080
50	-0.407	-0.767	-0.156
51	-0.962	-1.487	0.383
52	0.890	-0.168	-1.121
53	-0.177	-0.483	0.180
54	-0.288	-0.732	-0.691
55	0.289	-1.138	-0.181
56	0.076	-0.869	0.399
57	0.340	-1.192	-0.481
58	-0.705	0.069	0.651
59	-0.179	-0.747	1.831
60	-0.124	-1.507	-0.340
61	-0.177	-0.483	0.180
62	-0.346	0.089	-0.257
63	0.264	-1.144	0.193
64	0.194	0.020	-1.175
65	-0.176	-0.841	-0.379
66	-0.141	-0.862	-0.002
67	-0.593	0.080	-0.559
68	-0.053	-0.951	-1.411
69	-2.150	0.861	-0.554
70	-0.088	-0.456	0.513
71	0.008	-0.525	-0.058
72	-0.280	-0.633	0.338
73	0.169	-1.049	-0.089

74	-0.547	1.854	0.558
75	-0.073	-0.737	-0.027
76	0.544	-0.403	-1.679
77	0.781	-1.858	0.414
78	-0.911	-0.810	0.340
79	-0.787	-0.358	0.787
80	0.710	-1.673	-0.045
81	1.118	-0.923	-0.792
82	-0.137	-0.163	0.269
83	0.534	-0.944	-0.065
84	0.135	-0.579	-0.134
85	0.213	-0.978	0.353
86	-0.854	1.113	0.033
87	0.836	-0.154	-0.216
88	-0.328	-0.397	0.270
89	0.979	-0.598	0.235
90	0.394	-0.393	-0.065
91	-0.954	-0.757	0.243
92	-1.030	-0.273	-0.958
93	-0.177	-0.483	0.180
94	0.310	-0.730	0.149
95	0.025	-1.090	0.256
96	-0.969	-0.561	-0.958
97	0.444	-1.699	0.808
98	-0.601	0.211	0.765
99	-0.336	-1.746	-0.157
100	0.245	0.206	-0.126
101	0.170	0.336	-0.220
102	1.063	-0.495	0.368
103	0.552	-0.349	-0.385
104	0.949	-0.635	-0.427
105	-0.009	-0.814	-0.475
106	-0.502	-1.012	0.174
107	-0.629	0.119	-0.680
108	0.085	0.178	0.318
109	0.087	-0.308	-0.395
110	1.526	-0.904	0.592
111	0.582	-1.743	0.728
112	1.015	-0.651	-1.305
113	0.515	-0.746	-0.143
114	-0.561	-0.960	0.007
115	-0.258	-0.906	0.586
116	-0.257	-0.438	0.321
117	0.505	-0.559	-1.117
118	-0.080	-0.358	0.289
119	0.133	-0.173	1.140
120	0.104	-0.646	-0.034
121	-0.209	-1.010	-1.019
122	-2.764	-0.763	-0.149
123	0.642	-0.870	-0.631
124	-0.045	-0.487	-0.141
125	-0.525	-0.304	0.022
126	-0.035	-0.526	0.096
127	-0.251	0.005	0.160
128	-0.775	-0.968	-2.332
129	0.187	0.250	0.150
130	0.163	-0.721	-0.322
131	-1.056	-0.594	-1.323
132	-0.258	-1.056	0.279
133	-0.053	-0.222	-0.295

134	-0.025	-0.343	0.391
135	0.832	-1.573	0.028
136	-0.092	-0.665	-0.515
137	0.357	-0.944	-0.202
138	-0.656	0.100	-1.497
139	-0.177	-0.483	0.180
140	0.701	0.569	-0.680
141	0.663	-0.743	0.161
142	-0.061	-0.395	-0.110
143	0.377	-0.269	0.207
144	0.017	-0.507	-0.064
145	-0.128	-0.779	0.257
146	-0.480	-0.253	0.034
147	-0.029	-0.604	-0.273
148	-0.177	-0.483	0.180
149	-0.203	-0.370	-0.144
150	-0.177	-0.483	0.180
151	-0.385	-0.557	-0.156
152	-0.624	-0.228	-2.348
153	1.277	-2.557	1.085
154	0.775	-1.050	-0.064
155	-1.444	-1.380	1.121
156	-0.221	-0.531	-0.582
157	0.294	-0.845	0.227
158	0.550	-3.271	1.022
159	0.207	-0.615	0.284
160	-0.110	-0.894	0.569
161	-0.309	-0.734	0.012
162	-0.081	-0.391	-0.240
163	-0.162	-0.419	-0.051
164	-0.557	-0.895	-0.119
165	-0.342	-0.816	-0.205
166	0.209	-0.409	-0.235
167	-0.036	0.013	0.680
168	0.130	-1.143	-0.230
169	0.980	0.543	-0.597
170	-0.177	-0.483	0.180
171	-0.961	-0.721	-0.173
172	-0.129	-0.903	0.098
173	0.032	-1.256	-0.448
174	-0.309	-0.734	0.012
175	-0.341	0.771	-1.046
176	0.064	-0.730	0.081
177	0.277	-0.758	-0.012
178	0.246	-0.803	-0.021
179	-0.177	-0.483	0.180
180	0.461	-0.102	0.231
181	-1.297	-0.925	0.911
182	0.312	-0.752	0.038
183	-0.294	0.579	-0.570
184	-0.465	-1.379	0.511
185	0.764	-0.294	-0.216
186	-0.309	-0.734	0.012
187	0.547	-0.709	0.253
188	1.230	-1.522	-1.325
189	-0.499	-0.158	0.707
190	-0.110	-0.644	-0.048
191	0.568	-0.760	0.158
192	-0.162	-0.419	0.180
193	-0.675	-0.828	-0.261

194	1.167	-0.059	-0.510
195	-0.691	0.486	0.777
196	0.160	-0.300	-0.378
197	-0.177	-0.541	0.089
198	-0.101	-0.444	0.178
199	0.181	-2.527	-0.402
200	2.580	1.085	0.091
201	-0.112	-0.434	-0.112
202	-0.474	-0.618	-0.508
203	-0.786	-0.367	0.387
204	-0.916	-0.142	-0.291
205	0.145	-1.621	0.691
206	-0.240	-0.294	-0.388
207	-0.795	-0.280	0.399
208	-0.177	-0.483	0.180
209	-0.177	-0.483	0.180
210	-1.153	0.406	0.122
211	-0.206	-0.511	0.121
212	-0.546	0.316	-0.398
213	-0.050	0.210	0.146
214	0.679	0.384	0.236
215	-0.792	-0.988	-0.134
216	-1.715	-0.839	0.984
217	0.003	-0.567	0.389
218	-0.177	-0.483	0.180
219	-0.622	-0.564	-0.143
220	0.204	-0.532	-0.507
221	-0.177	-0.483	0.180
222	0.085	0.675	0.034
223	-0.352	-0.786	0.701
224	0.064	-0.897	0.157
225	-0.458	-1.534	0.568
226	-0.377	0.011	0.297
227	0.129	-0.089	0.244
228	-0.844	-0.044	-0.278
229	0.400	-1.015	0.082
230	0.202	-0.507	0.250
231	-0.132	-0.449	0.180
232	0.775	-0.185	-0.702
233	1.783	0.484	0.345
234	0.696	-0.236	-0.090
235	-0.817	-0.481	1.298
236	0.337	0.001	-0.095
237	-0.603	-1.219	-0.240
238	0.507	-1.072	-0.208
239	-0.658	0.232	0.102
240	0.243	-0.666	-0.676
241	-0.018	-0.779	0.284
242	0.212	-0.696	0.346
243	-0.452	-1.538	-0.107
244	0.636	-0.353	0.467
245	-0.777	-0.538	0.073
246	-0.004	-0.235	-0.654
247	-0.177	-0.483	0.180
248	-1.002	-1.285	-0.137
249	-0.213	-0.158	0.002
250	-1.568	-0.348	0.328
251	-0.157	-0.246	-0.305
252	-0.122	-0.869	0.054
253	-0.902	0.049	-0.776

254	-0.326	-0.764	-0.051
255	-0.325	-0.257	0.063
256	-0.272	-1.106	1.155
257	1.793	-1.729	0.118
258	-0.124	-0.465	0.177
259	0.292	-0.592	0.071
260	-1.012	-0.929	-0.269
261	-0.340	-0.351	0.213
262	-0.314	-0.743	-0.220
263	-0.435	-0.552	0.309
264	0.428	-0.437	0.230
265	-0.692	-1.226	-0.569
266	-0.366	-1.713	-0.095
267	0.073	-1.020	0.252
268	-0.346	-1.508	-0.388
269	-0.177	-0.483	0.180
270	-0.162	-0.419	-1.071
271	-0.059	-0.745	0.738
272	0.317	-0.040	0.109
273	-0.390	-0.193	-0.211
274	-0.501	0.015	-0.436
275	0.393	-0.168	-0.244
276	-0.347	-0.434	0.102
277	-0.369	-0.701	-0.203
278	-0.170	-0.830	-0.442
279	0.427	-0.676	0.320
280	0.065	-0.478	-0.034
281	0.763	-0.317	-0.551
282	-0.375	-0.371	0.096
283	1.524	0.143	-0.223
284	-0.085	-0.431	0.178
285	0.046	-0.592	0.736
286	-0.269	-0.216	0.277
287	0.108	-0.653	0.152
288	0.403	-0.398	-0.238
289	0.171	-0.389	0.706
290	-0.066	-0.338	0.178
291	0.316	-0.518	-0.056
292	-1.195	-0.560	0.486
293	0.256	-0.508	-0.221
294	-0.309	-0.734	0.012
295	-0.733	-0.902	0.087
296	-0.305	0.336	-0.158
297	-0.538	-1.170	2.274
298	1.020	-0.908	-0.315
299	-0.334	-0.357	0.029
300	-0.202	0.069	0.322
301	-0.148	-0.361	-0.827
302	-0.092	-0.796	-0.041
303	-0.826	0.050	0.638
304	0.034	-0.712	0.307
305	0.519	-0.990	0.714
306	-0.016	-0.395	0.175
307	0.300	-1.088	-0.689
308	-0.764	-1.506	1.082
309	0.582	-0.274	0.235
310	0.360	-0.554	0.552
311	-0.067	-0.783	-0.014
312	-0.308	-0.371	0.146
313	-0.328	-0.239	-0.763

314	-0.691	0.033	-0.207
315	0.265	-0.162	0.212
316	-0.106	-0.443	0.094
317	-0.105	-0.878	-0.237
318	-1.053	-0.355	-0.113
319	-0.342	-0.530	-0.321
320	0.789	-1.036	-0.626
321	-0.680	-0.851	0.045
322	-0.377	0.048	0.075
323	-0.626	-1.095	-0.023
324	-0.565	0.265	1.493
325	0.019	-0.187	-0.301
326	-0.177	-0.483	0.180
327	-0.353	-0.383	0.131
328	0.250	-0.284	-0.303
329	-0.185	-0.814	-0.079
330	0.184	0.025	0.180
331	-0.076	-0.779	0.493
332	-0.330	-0.743	-0.355
333	0.050	-0.098	0.267
334	-0.030	-0.154	0.065

Inner Model Correlations

	Apprenticeship	HE Quality Management	Student Employability
Apprenticeship	1.000	-0.000	-0.070
HE Quality Management	-0.000	1.000	-0.088
Student Employability	-0.070	-0.088	1.000

Inner Model Descriptives

	Mean	Median	Observed min	Observed max	Standard deviation	Excess kurtosis	Skewness	Number of observations used	Cramér-von Mises test statistic	Cramér-von Mises p value
Apprenticeship	-0.087	-0.124	-2.764	2.580	0.592	2.779	0.168	335.000	0.525	0.000
HE Quality Management	-0.569	-0.532	-3.271	1.854	0.568	2.939	-0.247	335.000	0.519	0.000
Student Employability	0.000	0.034	-2.460	2.274	0.547	3.924	-0.558	335.000	1.003	0.000

R Square

	R-square	R-square adjusted
Apprenticeship	0.650	0.644
HE Quality Management	0.677	0.673
Student Employability	0.701	0.698

F Square

	Apprenticeship	Campus Facilities	Curriculum	HE Quality Management	Leadership	Student Employability	Teaching Competence
Apprenticeship						0.442	
Campus Facilities	0.023			0.824			
Curriculum	0.059			0.039			

HE Quality Management	0.133					0.159	
Leadership	0.113			0.015		0.001	
Student Employability							
Teaching Competence	0.000			0.023			

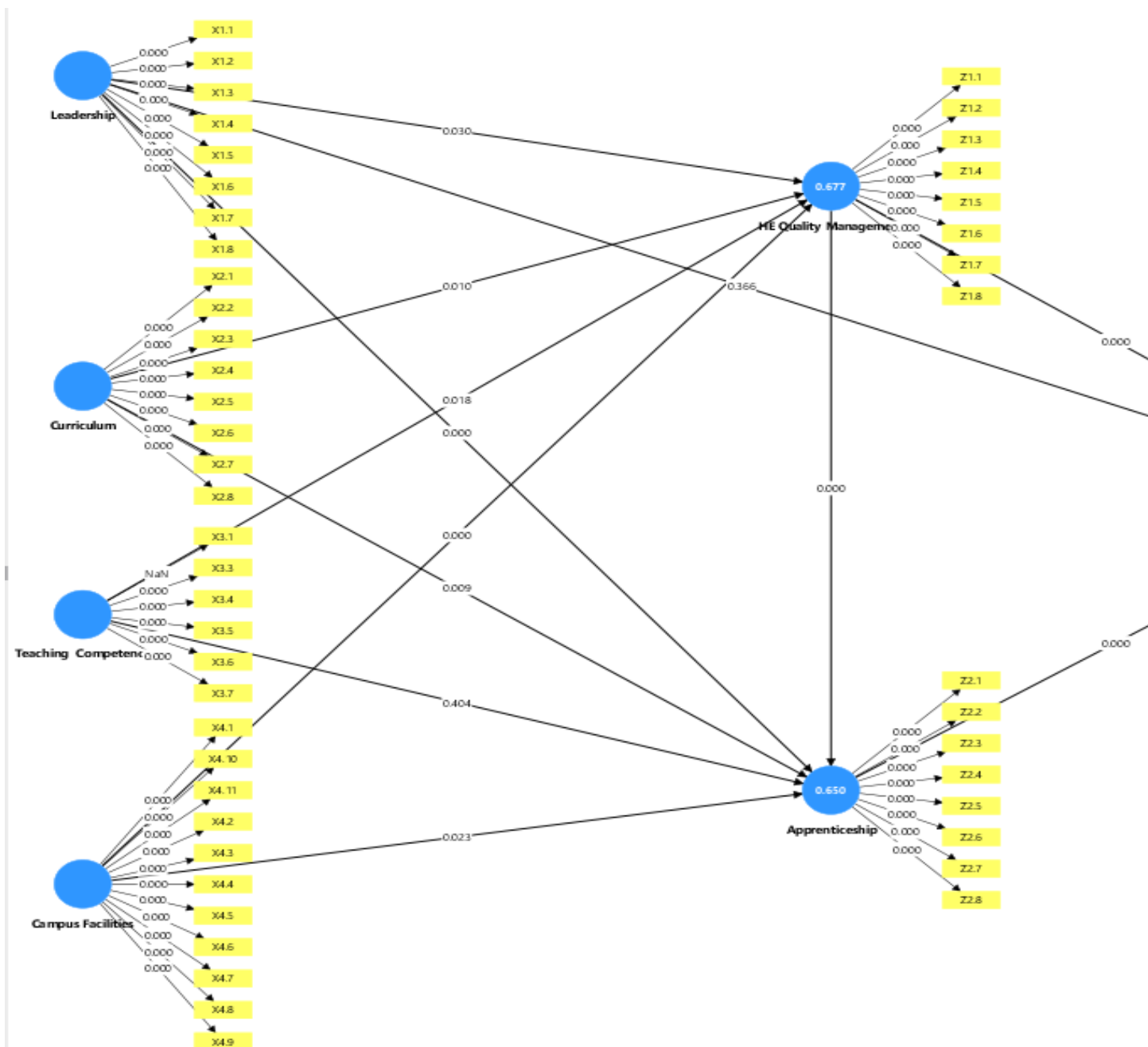
F Square List

	f-square
Apprenticeship -> Student Employability	0.442
Campus Facilities -> Apprenticeship	0.023
Campus Facilities -> HE Quality Management	0.824
Curriculum -> Apprenticeship	0.059
Curriculum -> HE Quality Management	0.039
HE Quality Management -> Apprenticeship	0.133
HE Quality Management -> Student Employability	0.159
Leadership -> Apprenticeship	0.113
Leadership -> HE Quality Management	0.015
Leadership -> Student Employability	0.001
Teaching Competence -> Apprenticeship	0.000
Teaching Competence -> HE Quality Management	0.023

Construct Reliability and Validity

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Apprenticeship	0.885	0.888	0.909	0.557
Campus Facilities	0.902	0.905	0.919	0.508
Curriculum	0.863	0.877	0.894	0.517
HE Quality Management	0.905	0.906	0.923	0.601
Leadership	0.916	0.923	0.931	0.629
Student Employability	0.914	0.916	0.928	0.540
Teaching Competence	0.704	0.720	0.795	0.402

PLS SEM Bootstrapping Result



Path coefficients – Means, STDEV, T values, p values

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Apprenticeship -> Student Employability	0.584	0.582	0.055	10.563	0.000
Campus Facilities -> Apprenticeship	0.152	0.151	0.076	2.001	0.023
Campus Facilities -> HE Quality Management	0.649	0.643	0.052	12.508	0.000
Curriculum -> Apprenticeship	0.204	0.204	0.086	2.364	0.009
Curriculum -> HE Quality Management	0.155	0.155	0.066	2.345	0.010
HE Quality Management -> Apprenticeship	0.380	0.370	0.082	4.623	0.000
HE Quality Management -> Student Employability	0.319	0.321	0.051	6.275	0.000

Leadership -> Apprenticeship	0.238	0.247	0.055	4.351	0.000
Leadership -> HE Quality Management	0.082	0.089	0.043	1.880	0.030
Leadership -> Student Employability	-0.015	-0.013	0.044	0.344	0.366
Teaching Competence -> Apprenticeship	0.059	0.091	0.244	0.243	0.404
Teaching Competence -> HE Quality Management	0.391	0.411	0.186	2.098	0.018

Confidence Intervals

	Original sample (O)	Sample mean (M)	5.0%	95.0%
Apprenticeship -> Student Employability	0.584	0.582	0.488	0.670
Campus Facilities -> Apprenticeship	0.152	0.151	0.027	0.276
Campus Facilities -> HE Quality Management	0.649	0.643	0.556	0.725
Curriculum -> Apprenticeship	0.204	0.204	0.059	0.342
Curriculum -> HE Quality Management	0.155	0.155	0.044	0.263
HE Quality Management -> Apprenticeship	0.380	0.370	0.239	0.510
HE Quality Management -> Student Employability	0.319	0.321	0.238	0.407
Leadership -> Apprenticeship	0.238	0.247	0.155	0.339
Leadership -> HE Quality Management	0.082	0.089	0.019	0.162
Leadership -> Student Employability	-0.015	-0.013	-0.084	0.059
Teaching Competence -> Apprenticeship	0.059	0.091	-0.304	0.505
Teaching Competence -> HE Quality Management	0.391	0.411	0.120	0.724

Confidence Intervals Bias Corrected

	Original sample (O)	Sample mean (M)	Bias	5.0%	95.0%
Apprenticeship -> Student Employability	0.584	0.582	-0.002	0.490	0.671
Campus Facilities -> Apprenticeship	0.152	0.151	-0.001	0.029	0.279
Campus Facilities -> HE Quality Management	0.649	0.643	-0.006	0.565	0.731
Curriculum -> Apprenticeship	0.204	0.204	-0.000	0.059	0.342
Curriculum -> HE Quality Management	0.155	0.155	-0.001	0.045	0.263
HE Quality Management -> Apprenticeship	0.380	0.370	-0.009	0.260	0.534
HE Quality Management -> Student Employability	0.319	0.321	0.002	0.236	0.402
Leadership -> Apprenticeship	0.238	0.247	0.009	0.136	0.316
Leadership -> HE Quality Management	0.082	0.089	0.008	0.006	0.144
Leadership -> Student Employability	-0.015	-0.013	0.002	-0.088	0.056
Teaching Competence -> Apprenticeship	0.059	0.091	0.031	-0.344	0.452
Teaching Competence -> HE Quality Management	0.391	0.411	0.020	0.093	0.691

Total Indirect Effects – Mean, STDEV, T values, p values

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
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Campus Facilities -> Apprenticeship	0.247	0.239	0.061	4.020	0.000
Campus Facilities -> Student Employability	0.440	0.433	0.062	7.096	0.000
Curriculum -> Apprenticeship	0.059	0.057	0.027	2.151	0.016
Curriculum -> Student Employability	0.203	0.203	0.072	2.813	0.002
HE Quality Management -> Student Employability	0.222	0.214	0.047	4.674	0.000
Leadership -> Apprenticeship	0.031	0.033	0.017	1.835	0.033
Leadership -> Student Employability	0.183	0.192	0.044	4.153	0.000
Teaching Competence -> Apprenticeship	0.148	0.152	0.078	1.912	0.028
Teaching Competence -> Student Employability	0.246	0.274	0.195	1.263	0.103

Confidence Intervals

	Original sample (O)	Sample mean (M)	5.0%	95.0%
Campus Facilities -> Apprenticeship	0.247	0.239	0.144	0.347
Campus Facilities -> Student Employability	0.440	0.433	0.334	0.535
Curriculum -> Apprenticeship	0.059	0.057	0.015	0.105
Curriculum -> Student Employability	0.203	0.203	0.082	0.317
HE Quality Management -> Student Employability	0.222	0.214	0.139	0.295
Leadership -> Apprenticeship	0.031	0.033	0.007	0.062
Leadership -> Student Employability	0.183	0.192	0.120	0.265
Teaching Competence -> Apprenticeship	0.148	0.152	0.040	0.289
Teaching Competence -> Student Employability	0.246	0.274	-0.034	0.601

Confidence Interval Bias Corrected

	Original sample (O)	Sample mean (M)	Bias	5.0%	95.0%
Campus Facilities -> Apprenticeship	0.247	0.239	-0.007	0.163	0.372
Campus Facilities -> Student Employability	0.440	0.433	-0.007	0.345	0.549
Curriculum -> Apprenticeship	0.059	0.057	-0.002	0.021	0.114
Curriculum -> Student Employability	0.203	0.203	-0.000	0.081	0.317
HE Quality Management -> Student Employability	0.222	0.214	-0.007	0.155	0.317
Leadership -> Apprenticeship	0.031	0.033	0.002	0.005	0.059
Leadership -> Student Employability	0.183	0.192	0.008	0.104	0.249
Teaching Competence -> Apprenticeship	0.148	0.152	0.003	0.048	0.300
Teaching Competence -> Student Employability	0.246	0.274	0.027	-0.080	0.560

Specific Indirect Effect

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Leadership -> HE Quality Management -> Apprenticeship	0.031	0.033	0.017	1.835	0.033
Campus Facilities -> HE Quality Management -> Student Employability	0.207	0.206	0.036	5.795	0.000

Teaching Competence -> HE Quality Management -> Apprenticeship	0.148	0.152	0.078	1.912	0.028
Curriculum -> HE Quality Management -> Student Employability	0.050	0.050	0.023	2.108	0.018
Campus Facilities -> Apprenticeship -> Student Employability	0.089	0.088	0.045	1.977	0.024
Leadership -> HE Quality Management -> Student Employability	0.026	0.029	0.015	1.714	0.043
Campus Facilities -> HE Quality Management -> Apprenticeship -> Student Employability	0.144	0.138	0.036	4.053	0.000
Curriculum -> Apprenticeship -> Student Employability	0.119	0.120	0.055	2.180	0.015
HE Quality Management -> Apprenticeship -> Student Employability	0.222	0.214	0.047	4.674	0.000
Teaching Competence -> HE Quality Management -> Student Employability	0.125	0.133	0.067	1.867	0.031
Curriculum -> HE Quality Management -> Apprenticeship -> Student Employability	0.034	0.033	0.016	2.189	0.014
Leadership -> Apprenticeship -> Student Employability	0.139	0.144	0.035	4.017	0.000
Leadership -> HE Quality Management -> Apprenticeship -> Student Employability	0.018	0.019	0.010	1.872	0.031
Teaching Competence -> Apprenticeship -> Student Employability	0.035	0.053	0.143	0.242	0.404
Teaching Competence -> HE Quality Management -> Apprenticeship -> Student Employability	0.087	0.087	0.044	1.973	0.024
Campus Facilities -> HE Quality Management -> Apprenticeship	0.247	0.239	0.061	4.020	0.000
Curriculum -> HE Quality Management -> Apprenticeship	0.059	0.057	0.027	2.151	0.016

Confidence Intervals

	Original sample (O)	Sample mean (M)	5.0%	95.0%
Leadership -> HE Quality Management -> Apprenticeship	0.031	0.033	0.007	0.062
Campus Facilities -> HE Quality Management -> Student Employability	0.207	0.206	0.150	0.267
Teaching Competence -> HE Quality Management -> Apprenticeship	0.148	0.152	0.040	0.289
Curriculum -> HE Quality Management -> Student Employability	0.050	0.050	0.014	0.090
Campus Facilities -> Apprenticeship -> Student Employability	0.089	0.088	0.015	0.163
Leadership -> HE Quality Management -> Student Employability	0.026	0.029	0.006	0.055
Campus Facilities -> HE Quality Management -> Apprenticeship -> Student Employability	0.144	0.138	0.084	0.201
Curriculum -> Apprenticeship -> Student Employability	0.119	0.120	0.032	0.212
HE Quality Management -> Apprenticeship -> Student Employability	0.222	0.214	0.139	0.295

Teaching Competence -> HE Quality Management -> Student Employability	0.125	0.133	0.035	0.250
Curriculum -> HE Quality Management -> Apprenticeship -> Student Employability	0.034	0.033	0.009	0.060
Leadership -> Apprenticeship -> Student Employability	0.139	0.144	0.088	0.203
Leadership -> HE Quality Management -> Apprenticeship -> Student Employability	0.018	0.019	0.004	0.036
Teaching Competence -> Apprenticeship -> Student Employability	0.035	0.053	-0.175	0.294
Teaching Competence -> HE Quality Management -> Apprenticeship -> Student Employability	0.087	0.087	0.023	0.165
Campus Facilities -> HE Quality Management -> Apprenticeship	0.247	0.239	0.144	0.347
Curriculum -> HE Quality Management -> Apprenticeship	0.059	0.057	0.015	0.105

Confidence Interval Bias Corrected

	Original sample (O)	Sample mean (M)	Bias	5.0%	95.0%
Leadership -> HE Quality Management -> Apprenticeship	0.031	0.033	0.002	0.005	0.059
Campus Facilities -> HE Quality Management -> Student Employability	0.207	0.206	-0.001	0.154	0.271
Teaching Competence -> HE Quality Management -> Apprenticeship	0.148	0.152	0.003	0.048	0.300
Curriculum -> HE Quality Management -> Student Employability	0.050	0.050	0.000	0.015	0.092
Campus Facilities -> Apprenticeship -> Student Employability	0.089	0.088	-0.001	0.020	0.167
Leadership -> HE Quality Management -> Student Employability	0.026	0.029	0.003	0.003	0.050
Campus Facilities -> HE Quality Management -> Apprenticeship -> Student Employability	0.144	0.138	-0.005	0.096	0.218
Curriculum -> Apprenticeship -> Student Employability	0.119	0.120	0.001	0.034	0.214
HE Quality Management -> Apprenticeship -> Student Employability	0.222	0.214	-0.007	0.155	0.317
Teaching Competence -> HE Quality Management -> Student Employability	0.125	0.133	0.008	0.033	0.247
Curriculum -> HE Quality Management -> Apprenticeship -> Student Employability	0.034	0.033	-0.001	0.012	0.066
Leadership -> Apprenticeship -> Student Employability	0.139	0.144	0.005	0.082	0.195
Leadership -> HE Quality Management -> Apprenticeship -> Student Employability	0.018	0.019	0.001	0.004	0.035
Teaching Competence -> Apprenticeship -> Student Employability	0.035	0.053	0.018	-0.202	0.265
Teaching Competence -> HE Quality Management -> Apprenticeship -> Student Employability	0.087	0.087	0.001	0.028	0.174
Campus Facilities -> HE Quality Management -> Apprenticeship	0.247	0.239	-0.007	0.163	0.372
Curriculum -> HE Quality Management -> Apprenticeship	0.059	0.057	-0.002	0.021	0.114

Total Effect

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Apprenticeship -> Student Employability	0.584	0.582	0.055	10.563	0.000
Campus Facilities -> Apprenticeship	0.399	0.391	0.084	4.736	0.000

Campus Facilities -> HE Quality Management	0.649	0.643	0.052	12.508	0.000
Campus Facilities -> Student Employability	0.440	0.433	0.062	7.096	0.000
Curriculum -> Apprenticeship	0.263	0.261	0.094	2.802	0.003
Curriculum -> HE Quality Management	0.155	0.155	0.066	2.345	0.010
Curriculum -> Student Employability	0.203	0.203	0.072	2.813	0.002
HE Quality Management -> Apprenticeship	0.380	0.370	0.082	4.623	0.000
HE Quality Management -> Student Employability	0.541	0.536	0.064	8.476	0.000
Leadership -> Apprenticeship	0.269	0.280	0.058	4.612	0.000
Leadership -> HE Quality Management	0.082	0.089	0.043	1.880	0.030
Leadership -> Student Employability	0.168	0.178	0.054	3.106	0.001
Teaching Competence -> Apprenticeship	0.208	0.242	0.270	0.769	0.221
Teaching Competence -> HE Quality Management	0.391	0.411	0.186	2.098	0.018
Teaching Competence -> Student Employability	0.246	0.274	0.195	1.263	0.103