

Department of Institutional Planning Management Information & Institutional Research Office

NUST Graduate Survey Report

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1 Introduction

- The Department of Institutional Planning at NUST in partnership with NCHE conducted a NUST Graduate Survey.
- The study targeted all graduates who completed their studies in 2012 and 2013. It was conducted from 28 October 2016 to end of March 2017.
- The main purpose was to access information on the current employment and economic status of the graduates as well as to gauge their assessment of the relevance, quality and utility of their education within their work environment.
- The aims of the report is to inform NUST management, stakeholders and the community about the relevance, quality, and impact that academic programmes and Higher Education has on the employability of graduates and their employability skills.
- The initial planning process of the National Graduate Survey involved updating graduates' contact details. This was followed by the development of survey tools; actual conducting of the survey; data analysis and report writing.



2 Methodology

- Quantitative survey methodology was adopted for the study.
- A structure online questionnaire was used as a data collection instrument.
- SPSS was used for data cleaning and Analysis.
- Results are presented in tables (from completed cross tabulations).
- Online data collection method was complemented by reminders to graduates through telephone calls, smses & emails, alumni websites, posters and word of mouth.



Population and Sampling

- Before we carried out the survey, we needed a survey population. All 1464 graduates of 2012 and 2013 (Certificates, Diplomas, Bachelor & Honours, PhD and Masters) with updated contact details were invited to participate in the survey.
- A formula to get the right representative sample size of the population was adopted from Smith (2013) as highlighted below:

Sample Size = Necessary Sample Size = (Z-score)² * StdDev*(1-StdDev) / (margin of error)²

StdDev = Standard Deviation = 0.5, so as to be 95% confident in the research

findings, the margin of error is 5% (0.05) and the Z-score = 1.96.

Sample size = $((1.96)^2 \times 0.5(0.5)) / (0.05)^2 = 0.9604/0.0025 = 384$

384 respondents were needed



2 Methodology continue..

Sampling continue...

- According to Fluid Surveys (2014), calculating the right sample size is crucial in order to avoid under and over sampling. Under sampling leads to poor survey results while over sampling tends to make survey undertaking too cost.
- The following finite population correction formula adopted from Fluid Surveys (2014) was applied to get the true sample size which take into account the current study population size.
- True Sample = (Sample Size * Population) / (Sample Size + Population 1)

n = (no * N) / (no + N- 1).

- Where n = sample size,
- no = is the sample size without considering the finite population correlation factor
- N = is the population.
- True sample size = ((384 * 1464) / (384 + 1464 1) = 304

The minimum required sample size was 304.

The actual responses considered for analysis after data collection were 371.



2 Methodology: Representativeness

Study Population by Faculty and Gender

Faculty Name		Number		Percentage		
	Female	Male	Grand Total	Female	Male	Grand Total
Computing and Informatics	64	79	143	4.4%	5.4%	9.8%
Engineering	18	57	75	1.2%	3.9%	5.1%
Health & Applied Sciences	56	39	95	3.8%	2.7%	6.5%
Humanities	50	45	95	3.4%	3.1%	6.5%
Management Sciences	636	310	946	43.4%	21.2%	64.6%
Natural Resources & Spatial						
Sciences	58	52	110	4.0%	3.6%	7.5%
Grand Total	882	582	1464	60.2%	39.8%	100.0%

Study Sample by Faculty and Gender

	Number			Percentage			
Faculty	Female	Male	Grand Total	Female	Male	Grand Total	
Computing and Informatics	20	14	34	5.6%	3.9%	9.6%	
Engineering	2	12	14	0.6%	3.4%	3.9%	
Health & Applied Sciences	21	5	26	5.9%	1.4%	7.3%	
Humanities	13	13	26	3.7%	3.7%	7.3%	
Management Sciences	149	83	232	41.9%	23.3%	65.2%	
Natural Resources & Spatial	10	14	24	2.00/	2.00/	6 70/	
Sciences	10	14	24	2.0%	5.9%	0.7%	
Grand Total	215	141	356	60.4%	39.6%	100.0%	

Note: 15 graduates did not provide their gender.

The sample is gender and faculty representative of the study population as demonstrated on the above tables.



Survey Results



Graduate Demographic Characteristics

- The majority of graduates at 60.4% (215) are females while 39.6% (141) are males (15 graduates did not provide their gender).
- The average year (arithmetic mean) of birth of graduates is 1985 and the median year of birth is 1988.
- On average each graduate have 2 people who financially depend on him/her.
- Only 1 graduate have a disability.
- 99% (355) of graduates are Namibians and 98% (347) completed high/secondary school national certificate in Namibia.



Graduate Demographic Characteristics continue

Region of birth by Gender (percent; only graduates born in Namibia)

		Gender		
		Male	Female	Total
Region of birth	Erongo	2	4	3
	Hardap	2	0	1
	Kharas	1	2	2
	Kavango East	5	1	2
	Kavango West	0	0	0
	Khomas	10	14	12
	Kunene	2	0	1
	Ohangwena	12	18	15
	Omaheke	5	1	3
	Omusati	17	23	21
	Oshana	19	12	15
	Oshikoto	16	15	15
	Otjozondjupa	2	3	2
	Zambezi (previously known as Caprivi)	9	4	6
Total	Percentage	100	100	100
	Count	129	201	330
Most (21%) of gra	duates where born in Omusati region while Oha	ngwena, Oshana	and Oshikoto rec	orded 15%

Most (21%) of graduates where born in Omusati region while Ohangwena, Oshana and Oshikoto recorded 15% each.

Note: count represents the number of students who responded on each specific question/item.

Where its not specified all results are represented in percentage.



University Services - Study Conditions and Provisions

Study conditions

Rating of study conditions by Gender (arithmetic mean)					
	Ger	nder			
	Male	Female	Total		
Contacts with fellow students	4.3	4.2	4.2		
Quality of buildings	4.1	4.0	4.0		
Quality of classroom learning	3.9	3.9	3.9		
Opportunity for consultation with teaching staff	4.1	3.9	4.0		
Teaching quality (methods) of lecturers	4.1	3.9	4.0		
Teaching/grading system	3.9	3.9	3.9		
Availability of technical equipment (e.g. lab equipment, measuring	3.9	3.8	3.8		
instruments, computer lab)					
Conducting research/dissertation/research paper	3.9	3.7	3.8		
Supply of teaching or learning materials	3.8	3.7	3.7		
Motivation offered to help in your studies	3.9	3.7	3.8		
Quality of technical equipment	3.8	3.6	3.7		
Chances for students to have an influence on higher education institution	3.4	3.2	3.3		
policies					
Student recreational facilities on campus	2.9	2.8	2.9		
Internship programme/field course/practicals	3.1	2.9	3.0		
Count	135	196	331		
"Contacts with fellow students" recorded the best scores with the average rating of 4.7	2, on the othe	er hand NUST	graduates		

rated lowest the provision of "Student recreational facilities on campus", at an average of 2.9.

The rating of the study conditions experienced by graduates at the institution is on a scale of answers from 1 = 'Very bad' to 5 = 'Very good'.



University Services - Study Conditions and Provisions

Other Study conditions

Rating of other study provisions by gender (arithmetic mean)				
	Gei	nder	Total	
	Male	Female	IOCAI	
Learning modules	4.1	3.9	4.0	
Variety of subjects offered	4.1	3.9	4.0	
Stocking of the library	4.2	3.9	4.0	
Catering facilities on the campus	3.1	3.0	3.0	
Medical facilities	3.2	3.1	3.1	
Higher education institution scholarships/bursaries	2.9	2.9	2.9	
Count	134	195	329	

Learning modules, variety of subjects offered and stocking of the library all got an average rating of 4 each. Provisioning of scholarships/bursaries received the lowest rating of 2.9.

Note: The study provisions at the institution is rated on the scale from 1 ='Very bad' to 5 ='Very good".



Employment Search

Employment search by gender (percent)

		Ge	Gender	
		Male	Female	TOLAT
Employment conveh	Yes	68	79	75
Employment search	No	32	21	25
Total	Percentage	100	100	100
	Count	133	197	330

Although not all graduates searched for a job after completion of their studies in 2012/2013, the majority at 75% searched for jobs.

Reasons for not searching for employment by gender (percent) (only graduates who did not search for employment)

		Gender		Total
		Male	Female	ΤΟΙΔΙ
	Continued a job I already had before/during studies	79	73	76
	Found a job without searching	24	20	22
Doocons for not	Continued studying	7	9	8
Reasons for not Becam	Became self-employed	0	0	0
omployment	Ill-health	0	0	0
employment	Prevented due to family commitments	2	2	2
	Chose not to work	0	0	0
	Other reason	0	0	0
	Count	42	44	86

The reasons why some NUST graduates did not search for a job were quite different. The most common reason was that they continued with a job they already had before or during studies.



Duration of job search for first job by gender

Duration of job search for first job by gender (median; only graduates who searched for employment)

		Ge	Gender	
		Male	Female	Total
Duration of job search in months	Median	8	7	7
(including job search period before	Count	89	142	231
graduation)				

On average graduates takes 7 months to get first employment.

Used job search methods by gender (percent; multiple responses; only graduates who searched for employment)

		Gender		
		Male	Female	Total
Used job search	Press advertisements (e.g. newspapers)	90	88	89
methods	Through family, friends or acquaintances	32	41	37
	Contacted employer on own initiative	40	37	38
	Private employment agency (e.g. Jobs Unlimited)	41	39	39
	Social media (e.g. Facebook, LinkedIn)	29	34	32
	Radio/TV	11	24	19
	Through work placement/attachment during	23	25	24
	higher/tertiary education			
	Contacted by employer	12	11	11
	Through the Ministry of Labour	8	15	12
	Through help of higher/tertiary education institution	7	10	9
	Set up own business	11	6	8
	Other	1	2	2
	Count	91	153	244
The most often used	d method for job search is "press advertisements (e.g. newspape	ers)" which is	reported by	89% of
araduates.				



Most successful method for finding the first job

Most successful method for finding the first job by gender (percent; only graduates who searched for employment)

		Gender		
		Male	Female	Total
Most successful method for	Press advertisements (e.g. newspapers)	62	48	53
finding the first job	Through family, friends or	7	14	11
	acquaintances			
	Contacted employer on own initiative	12	9	10
	Through work placement/attachment	7	4	5
	during higher/tertiary education			
	Contacted by employer	2	4	3
	Through the Ministry of Labour	0	5	3
	Radio/TV	0	5	3
	I did not get/found a job	1	4	3
	Social media (e.g. Facebook, LinkedIn)	2	3	3
	Set up own business	1	3	2
	Through help of higher education	2	1	2
	institution			
	Other	2	0	1
	Private employment agency (e.g. Jobs	0	1	0
	Unlimited)			
Total	Percentage	100	100	100
	Count	85	150	235

The most successful method for securing the first job is the use of press advertisements which is reported by 53% of graduates, followed by the help of family, friends or acquaintances (11%) and contacting the employer on own initiative (10%).



Employers approached by graduates

Number of employers approached by gender (median; only graduates who searched for employment)

		Gen	der	Total	
		Male	Male Female		
Number of employers approached	Median	7	6	6	
	Count	87	150	237	
On average each graduate approached 6 employers after completion the study program.					

Number of acknowledgements and calls for interviews received by graduates

Number of acknowledgements and calls for interviews by gender (median; only graduates who searched for employment)

		Gender		Total		
		Male	Female	Total		
Number of acknowledgements	Median	5	4	4		
-	Count	86	131	217		
Number of calls for interviews	Median	4	5	4		
	Count	85	144	229		
After completion of study, on average each graduate received 6 acknowledgements or calls for interviews before finding first employment.						



Employment and Work

Current employment status by gender

Current employment status by gender (percent)

	Gender		
	Male	Female	Total
Employed	89	86	87
Self-employed	4	0	1
Unemployed	7	14	11
Percentage	100	100	100
Count	142	217	359
	Employed Self-employed Unemployed Percentage Count	Employed 89 Self-employed 4 Unemployed 7 Percentage 100 Count 142	Employed8986Self-employed40Unemployed714Percentage100100Count142217

87% of graduates are employed, moreover 1% are self-employed. Only 11% of graduates are unemployed.

Other activity at the time of the survey by gender (percent; multiple responses; only unemployed graduates)

		Gen	der	
		Male	Female	Total
Other activity at the time of	Unemployed, seeking employment	100	89	91
the survey	Unemployed, not seeking employment	0	0	0
	Further studies/training	0	19	14
	Child rearing, family care	13	7	9
	Other	0	4	3
	Count	8	27	35

Majority of unemployed graduates (91%) are seeking employment. The second largest group represents graduates who are still studying at 14%. Only 9% of graduates are unemployed because of child rearing and family care.



Type of employment

Type of employment by gender (percent)						
		Gender		Tatal		
	-	Male	Female	Iotai		
Tura of another meant	Employment only	58	56	57		
	Employment and study	36	31	33		
Type of employment	Study only	1	7	4		
	No employment - no study	5	7	6		
Tabal	Percentage	100	100	100		
lotal	Count	130	190	320		
1/3 rd of graduates con	bines employment with further s	study, 57% are	regularly employe	d (no study)		

1/3rd of graduates combines employment with further study, 57% are regularly employed (no study) and 4% study without employment. Only 6% are not employed and not studying.

Number of jobs after completion of the study programme

Number of jobs after completion of the study programme by gender (median)						
		Gen	T			
		Male	Female	Iotai		
Number of town over a location of inde	Median	2	1	1		
Number of temporary/contract jobs	Count	69	91	160		
Number of norman out is he	Median	1	1	1		
Number of permanent jobs	Count	109	151	260		



Permanent employment contracts and job mobility

Permanent employment contract by gender (percent; only employed graduates) Gender Male Female Total Permanent employment Yes 87 90 89 9 9 No 10 2 Not applicable, I am self-4 0 employed Total 100 100 Percentage 100 117 163 Count 280

The majority of graduates are employed on permanent contracts at 89%. Only 9% of graduates reported that they have none-permanent contract.

Change of employer/employment by gender (percent; only employed graduates)

		Gen	Gender	
		Male	Female	Iotai
Change of employer/employment	No change of employer/employment	49	54	52
	Once	21	16	18
	Twice	14	20	17
	Three times	10	8	9
	Four times	3	2	3
	Five times or more	3	1	1
Total	Percentage	100	100	100
	Count	117	162	279

The majority of graduates at 52% did not change employer/employment in first 3 to 4 years after completing studies. 18% changed employer only once and 17% changed twice. Only 17% of employed graduates changed their employer more than 2 times. 9% of graduates changed employment 3 times.



Duration of work experiences

Duration of work experiences	by gender (med	ian; only employ	ed graduates	5)
		Gender		Total
		Male	Female	IULAI
Duration of working with current employer (months)	Median	28	29	29
	Count	111	152	263
Duration of working in current	Median	18	23	21
	Count	85	125	210
Duration of working with previous	Median	12	11	11
	Count	72	86	158

On average graduates have worked for 29 months with current employer.

On average graduates have been in their current position for 21 months and have already worked for previous employer for 11 months.



Region of current employment

Region of current employment by gender (percent; multiple responses; only employed graduates)

		Gender		
		Male	Female	Total
Region of	Erongo	13	7	10
current	Hardap	5	2	3
employment	Karas	10	1	5
	Kavango East	1	2	1
	Kavango West	2	1	1
	Khomas	66	65	65
	Kunene	5	1	3
	Ohangwena	7	3	5
	Omaheke	6	4	5
	Omusati	3	4	4
	Oshana	7	9	8
	Oshikoto	9	2	5
	Otjozondjupa	8	3	5
	Zambezi (previously known as Caprivi)	2	3	3
	Outside Namibia	0	0	0
Total	Percentage	145	107	123
	Count	119	161	280
The majority of Windhoek.	f graduates (65%) are employed in the Khor	nas region wh	ich hosts the cap	oital city,



Type of Employer and Sector of employment

lype of employer				
		Gender		Tatal
		Male	Female	TOCAL
Type of employer	Public/government	50	53	52
	Parastatal	16	23	20
	Private	27	21	24
	Self-employed	3	0	1
	Non-governmental organisation (NGO)	3	2	2
	Other	1	1	1
Total	Percentage	100	100	100
	Count	117	160	277
Only 24% of graduates	are employed in the private sector. 1% of gradua	aduates are self-e	employed.	Jy Falastatais.
Only 24% of graduates	are employed in the private sector. 1% of gradua of graduation of gradua	aduates are self-e graduates are self-e graduates) Ger	employed.	
Only 24% of graduates	are employed in the private sector. 1% of gradua of gradues gradues are employed in the private sector. 1% of gradues of	aduates are self-e graduates) Gei Male	nder Female	Total
Economic sector tends	are employed in the private sector. 1% of gradua of gender (percent; only employed Administration	aduates are self-e graduates) Ger Male 19	nder Female 24	Total
Economic sector tends Only 24% of graduates Economic sector E	Administration Education	aduates are self-e aduates are self-e graduates) Ger Male 19 19	nder Female 24 17	Total 22 18
Economic sector tends Only 24% of graduates Economic sector b	Administration Education Accounting and Finance	tes in Namibia. 2 aduates are self-e graduates) Ger Male 19 19 13	nder Female 24 17 19	Total 22 18 16
Economic sector tends Only 24% of graduates Economic sector b	Administration Education Accounting and Finance ICT	aduates are self-e aduates are self-e graduates) Ger Male 19 19 13 20	nder Female 24 17 19 10	Total 22 18 16 14
Economic sector tends Solve tends Economic sector b	Administration Education Accounting and Finance ICT Other	tes in Namibia. 2 aduates are self-e graduates) Ger 19 19 13 20 13	nder Female 24 17 19 10 9	Total 22 18 16 14 10
Contraction tends Only 24% of graduates Economic sector b	Administration Education Accounting and Finance ICT Other Health and Social Services	tes in Namibia. 2 aduates are self-e graduates) Ger 19 19 13 20 13 5	nder Female 24 17 19 10 9 9	Total 22 18 16 14 10 7
Economic sector tends Only 24% of graduates Economic sector b	Administration Education Accounting and Finance ICT Other Health and Social Services Law and Justice	tes in Namibia. 2 aduates are self-e graduates) Ger 19 19 13 20 13 5 5	nder Female 24 17 19 10 9 9 9 7	Total 22 18 16 14 10 7 6
Contraction for the public sector tends Only 24% of graduates Economic sector b	Administration Education Accounting and Finance ICT Other Health and Social Services Law and Justice Mining and Industries	tes in Namibia. 2 aduates are self-e graduates) Ger Male 19 19 13 20 13 5 5 5 5	nder Female 24 17 19 10 9 9 9 7 4	Total 22 18 16 14 10 7 6 4
Economic sector tends Solve tends Economic sector b	Administration Education Accounting and Finance ICT Other Health and Social Services Law and Justice Mining and Industries Agriculture, Water and Fisheries	tes in Namibia. 2 aduates are self-e graduates) Ger Male 19 19 19 13 20 13 5 5 5 5 5 3	nder Female 24 17 19 10 9 9 9 9 7 4 1	Total 22 18 16 14 10 7 6 4 1
Total	Administration Education Accounting and Finance ICT Other Health and Social Services Law and Justice Mining and Industries Agriculture, Water and Fisheries Percentage	tes in Namibia. 2 aduates are self-e graduates) Ger Male 19 19 13 20 13 20 13 5 5 5 5 5 3 100	nder Female 24 17 19 10 9 9 9 9 7 4 1 1 10 10	Total 22 18 16 14 10 7 6 4 1 10 10 10 10 10 100



Relationship Between Study and Work

Usefulness of elements of the study programme by gender (arithmetic mean; only employed graduates)

	Gender		Total
	Male	Female	TOLAT
Course/programme content	4.0	3.9	3.9
Variety of modules offered	4.1	3.7	3.8
Opportunity for specialisation	3.9	3.6	3.7
Research emphasis/orientation	3.6	3.6	3.6
Practical emphasis/orientation of teaching/learning	3.9	3.6	3.8
Work experience (internships/work integrated learning)	3.8	3.9	3.8
Count	111	154	265

On the scale of 1 (not useful) to 5 (very useful) the Course/programme content was the most useful element of the study programme to graduates in their current employment with an average score of 3.9.



Most appropriate level of education for employment

Most appropriate level of education for employment by gender (percent; only employed graduates)

		Gender		
		Male	Female	Total
Most appropriate level	No higher education needed	5	9	7
of education for	Certificate/diploma	26	35	31
employment	Bachelors	51	44	47
	Honours	7	5	6
	Masters	9	6	7
	PhD	2	1	1
#Total	Percentage	100	100	100
	Count	112	155	267

Graduates reported that in their view, the most appropriate level of education for their employment was a bachelor's degree (47%). 31% indicated that the most appropriate level of education for their employment was a Certificate/diploma.

Appropriateness of own level of education for employment by gender (percent; only employed graduates)

		Gender			
		Male	Female	Total	
Appropriate level of	No HE	5	9	8	
education	Lower	26	34	31	
	Same	49	44	46	
	Higher	20	13	16	
Total	Percentage	100	100	100	
	Count	111	154	265	

The most appropriate level of education for employment was "same' with 46%, followed by "Lower" with 31%.



Relationship between field of study and area of work

Relationship between field of study and area of work by gender (percent; arithmetic mean; only employed graduates)

		Gender		
		Male	Female	Total
Relationship between field	1 Not at all	7	9	8
of study and area of work	2	7	5	6
	3	12	19	16
	4	19	22	20
	5 To a very high extent	55	45	50
	Total	100	100	100
	Count	112	152	264
Recoded values	High (values 4 and 5)	74	67	70
	Medium (value 3)	12	19	16
	Low (values 1 and 2	14	14	14
Arithmetic mean		4.1	3.9	4.0

The majority at 70% of employed graduates reported a close relationship between their field of study and area of work. Only 14% of graduates reported that they were working in the fields different from their fields of study.



Reasons for taken up a job hardly linked to study

Reasons for taken up a job hardly linked to study by gender (percent; multiple responses; only employed graduates)

		Gender		Tatal
		Male	Female	Iotai
Reasons for taken up a job hardly linked to study	I could not find any job closely linked to my study	29	24	26
	My current job is very satisfactory	21	17	19
	In doing this job I have better career prospects	12	19	16
	My current job allows me to take into account family needs	12	20	17
	My current job provides the opportunity for part time or flexible schedules	14	14	14
	My current job provides the opportunity to work in a locality/area I prefer	9	9	9
	My current job ensures high income	14	6	10
	My interests have changed	8	4	6
	I was promoted to a position less linked to my studies and my previous position	4	3	3
	At the beginning of the career envisaged I had to accept work hardly linked to my study	0	0	0
	Other	11	11	11
	At the beginning of the career envisaged I had to accept work hardly linked to my study	26	24	25
Total	Percentage	161	154	157
	Count	76	98	174
'I could not find any job closely linked to my study" was the common reason for taken up a job hardly inked to study at 26%.				



End - Thank You

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