Department of Institutional Planning Management Information \& Institutional Research Office

## NUST Graduate Survey Report



## 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.


## 2. Methodology continue

## 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 $=(Z-s c o r e)^{2} *$ 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 $=\left((1.96)^{2} \times 0.5(0.5)\right) /(0.05)^{2}=0.9604 / 0.0025=384$

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$)$

$$
\mathrm{n}=(\mathrm{no} * N) /(\mathrm{no}+\mathrm{N}-1) .
$$

- Where $\mathrm{n}=$ sample size,
- no $=$ is the sample size without considering the finite population correlation factor
- $\mathrm{N}=$ 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 <br> Sciences | 58 | 52 | 110 | $4.0 \%$ | $3.6 \%$ | $7.5 \%$ |
| Grand Total | $\mathbf{8 8 2}$ | $\mathbf{5 8 2}$ | $\mathbf{1 4 6 4}$ | $\mathbf{6 0 . 2} \%$ | $\mathbf{3 9 . 8 \%}$ | $\mathbf{1 0 0 . 0 \%}$ |

## Study Sample by Faculty and Gender

| Faculty | Number |  |  | Percentage |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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 <br> Sciences | 10 | 14 | 24 | $2.8 \%$ | $3.9 \%$ | $6.7 \%$ |
| Grand Total | $\mathbf{2 1 5}$ | $\mathbf{1 4 1}$ | $\mathbf{3 5 6}$ | $\mathbf{6 0 . 4 \%}$ | $\mathbf{3 9 . 6 \%}$ | $\mathbf{1 0 0 . 0 \%}$ |

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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| 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 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)

|  | Gender |  |  |
| :--- | :---: | :---: | :---: |
|  | 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) |  |  |  |

"Contacts with fellow students" recorded the best scores with the average rating of 4.2, on the other 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)

|  | Gender |  | Total |
| :--- | :---: | :---: | :---: |
|  | Male | Female |  |
| 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 | $\mathbf{1 3 4}$ | $\mathbf{1 9 5}$ | $\mathbf{3 2 9}$ |

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 $\mathbf{1}=$ 'Very bad' to $\mathbf{5}=$ 'Very good".

## Employment Search

## Employment search by gender (percent)

|  |  | Gender |  | Total |
| :--- | :---: | :---: | :---: | :---: |
|  |  | Female |  |  |
| Total | Yes | 68 | 79 | 75 |
|  | No | 32 | 21 | 25 |
|  | Percentage | $\mathbf{1 0 0}$ | $\mathbf{1 0 0}$ | $\mathbf{1 0 0}$ |
|  | Count | $\mathbf{1 3 3}$ | $\mathbf{1 9 7}$ | $\mathbf{3 3 0}$ |

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 |  |
| Reasons for not search for employment | Continued a job I already had before/during studies | 79 | 73 | 76 |
|  | Found a job without searching | 24 | 20 | 22 |
|  | Continued studying | 7 | 9 | 8 |
|  | Became self-employed | 0 | 0 | 0 |
|  | Ill-health | 0 | 0 | 0 |
|  | 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)

|  |  | Gender |  |  |
| :--- | :--- | :--- | :---: | :---: | :---: |
|  | Male | Female | Total |  |
| Duration of job search in months <br> (including job search period before <br> graduation) | Median | 8 | 7 | 7 |

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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Used job search methods | Press advertisements (e.g. newspapers) | 90 | 88 | 89 |
|  | 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 higher/tertiary education | 23 | 25 | 24 |
|  | 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 |

[^0] graduates.

## 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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Most successful method for finding the first job | Press advertisements (e.g. newspapers) | 62 | 48 | 53 |
|  | Through family, friends or acquaintances | 7 | 14 | 11 |
|  | Contacted employer on own initiative | 12 | 9 | 10 |
|  | Through work placement/attachment during higher/tertiary education | 7 | 4 | 5 |
|  | 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 institution | 2 | 1 | 2 |
|  | Other | 2 | 0 | 1 |
|  | Private employment agency (e.g. Jobs Unlimited) | 0 | 1 | 0 |
| 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)

|  |  | Gender |  | Total |
| :---: | :--- | :---: | :---: | :---: |
| Number of employers approached | Median | Male | Female |  |
|  | Count | $\mathbf{7}$ | 6 | 6 |

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 |  |
|  | Count | $\mathbf{8 6}$ | $\mathbf{1 3 1}$ | $\mathbf{2 1 7}$ |
| Number of calls for interviews | Median | 4 | 5 | 4 |
|  | Count | $\mathbf{8 5}$ | $\mathbf{1 4 4}$ | $\mathbf{2 2 9}$ |

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 |  | Total |
| :--- | :--- | :--- | :---: | :---: |
| Current employment status | Employed | 89 | 86 |  |
|  | Self-employed | 4 | 0 | 1 |
|  | Unemployed | 7 | 14 | 11 |
| Total | Percentage | $\mathbf{1 0 0}$ | $\mathbf{1 0 0}$ | $\mathbf{1 0 0}$ |
|  | Count | $\mathbf{1 4 2}$ | $\mathbf{2 1 7}$ | $\mathbf{3 5 9}$ |

$87 \%$ 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)

|  |  | Gender |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Other activity at the time of the survey | Unemployed, seeking employment | 100 | 89 | 91 |
|  | 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

|  |  | Gender |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Type of employment | Employment only | 58 | 56 | 57 |
|  | Employment and study | 36 | 31 | 33 |
|  | Study only | 1 | 7 | 4 |
|  | No employment - no study | 5 | 7 | 6 |
| Total | Percentage | 100 | 100 | 100 |
|  | Count | 130 | 190 | 320 |

$1 / 3^{\text {rd }}$ 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)

|  | Gender |  | Total |  |
| :--- | :--- | :---: | :---: | :---: |
|  | Male | Female |  |  |
| Number of temporary/contract jobs | Median | 2 | 1 | 1 |
|  | Count | $\mathbf{6 9}$ | $\mathbf{9 1}$ | $\mathbf{1 6 0}$ |
| Number of permanent jobs | Median | 1 | 1 | 1 |
|  | Count | $\mathbf{1 0 9}$ | $\mathbf{1 5 1}$ | $\mathbf{2 6 0}$ |

On average graduates had 1 permanent or temporary/contract job.

## Permanent employment contracts and job mobility

| Permanent employme | contract by gender (p | only | ed gra |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
|  |  | Male | Female | Total |
| Permanent employment | Yes | 87 | 90 | 89 |
|  | No | 9 | 10 | 9 |
|  | Not applicable, I am selfemployed | 4 | 0 | 2 |
| Total | Percentage | 100 | 100 | 100 |
|  | Count | 117 | 163 | 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)

|  |  |  | r |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | Otal |
| 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 (median; only employed graduates)

|  | Gender |  | Total |  |
| :--- | :--- | :---: | :---: | :---: |
|  | Male | Female |  |  |
| Duration of working with current <br> employer (months) | Median | 28 | 29 | $\mathbf{2 6 3}$ |
|  | Count | $\mathbf{1 1 1}$ | $\mathbf{1 5 2}$ | 21 |
| Duration of working in current <br> position (months) | Median | 18 | 23 | $\mathbf{2 1 0}$ |
|  | Count | $\mathbf{8 5}$ | $\mathbf{1 2 5}$ | 11 |
| Duration of working with previous <br> employer (months) | Median | 12 | 11 | $\mathbf{1 5 8}$ |
|  | Count | $\mathbf{7 2}$ | $\mathbf{8 6}$ |  |

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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Region of current employment | Erongo | 13 | 7 | 10 |
|  | Hardap | 5 | 2 | 3 |
|  | 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 graduates (65\%) are employed in the Khomas region which hosts the capital city, Windhoek.

## Type of Employer and Sector of employment

Type of employer by gender (percent; only employed graduates)

|  |  | Gender |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| 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 |

The public sector tends to employs more than half (52\%) of graduates in Namibia. 20\% are employed by Parastatals.
Only $24 \%$ of graduates are employed in the private sector. $1 \%$ of graduates are self-employed.
Economic sector by gender (percent; only employed graduates)

|  |  | Gender |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Economic sector | Administration | 19 | 24 | 22 |
|  | Education | 19 | 17 | 18 |
|  | Accounting and Finance | 13 | 19 | 16 |
|  | ICT | 20 | 10 | 14 |
|  | Other | 13 | 9 | 10 |
|  | Health and Social Services | 5 | 9 | 7 |
|  | Law and Justice | 5 | 7 | 6 |
|  | Mining and Industries | 5 | 4 | 4 |
|  | Agriculture, Water and Fisheries | 3 | 1 | 1 |
| Total | Percentage | 100 | 100 | 100 |
|  | Count | 111 | 156 | 267 |

$22 \%$ of graduates are working in the Administration sector, and $18 \%$ are working in the Education sector.

## Relationship Between Study and Work

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

|  | Gender |  | Total |
| :--- | :---: | :---: | :---: |
|  | Male | Female |  |
| Course/programme content | 4.0 | 3.9 | 3.8 |
| Variety of modules offered | 4.1 | 3.7 | 3.7 |
| Opportunity for specialisation | 3.9 | 3.6 | 3.6 |
| Research emphasis/orientation | 3.6 | 3.6 | 3.8 |
| Practical emphasis/orientation of teaching/learning | 3.9 | 3.6 | 3.8 |
| Work experience (internships/work integrated learning) | 3.8 | 3.9 | $\mathbf{2 6 5}$ |
|  | $\mathbf{1 1 1}$ | $\mathbf{1 5 4}$ | $\mathbf{2 6 4 n t}$ |

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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Most appropriate level of education for employment | No higher education needed | 5 | 9 | 7 |
|  | Certificate/diploma | 26 | 35 | 31 |
|  | 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)

|  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  | 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 |

## 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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| Relationship between field of study and area of work | 1 Not at all | 7 | 9 | 8 |
|  | 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 |  | Total |
| :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female |  |
| 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 linked to study at $26 \%$.

## End - Thank You


[^0]:    The most often used method for job search is "press advertisements (e.g. newspapers)" which is reported by $89 \%$ of

