

## 2016 Employer Survey of First Degree Graduates, Class of 2014

**Q1 Please tell us the name of the Employing Institution:**

[illegible]

2015	N
Bethlehem Moravian College	1
Bocage Secondary School	1
Child Development Agency	1
Church of the Holy Spirit	1
First Heritage Cooperative Credit Union	1
Forestry Department	1
GraceKennedy Foundation	1
Imprint Promotions	1
International Organization for Migration	1
Jamaica College	2
Jamaica National Building Society	1
KPMG in Jamaica	1
Lionel Town Hospital	1
Ministry of Finance and Planning	1
Ministry of Local Government- Point Fortin Borough Corporation	1
National Land Agency	1
National Peoples Cooperative Bank	1
Office of Disaster Preparedness and Emergency Management	1
Prince George's Community College	1
Royal Villas (Half Moon)	1
Sagicor Life Jamaica Limited	1
Scientific Research Council	1
Simpson Finance Jamaica Limited	1
Sutherland Global Services	2
Sutherland Global Services Jamaica	1
The University of the West Indies	1
UWI Open Campus	1
Victoria Hospital. St. Lucia	1
Water Resources Authority (WRA)	1
Xerox Services	1
Total	32

**Q2 What type of industry is the Employing Institution involved?**

Industry (2016)	N	%	2015
Hotels and Restaurants	2	10.0	3.1
Financial Intermediation	2	10.0	15.6
Real Estate, Renting & Business Services	0	.0	18.8
Public Administration and Defence; Compulsory Social Security	1	5.0	25.0
Education	6	30.0	21.9
Health and Social Work	1	5.0	6.3
Other Community, Social and Personal Service Activities	1	5.0	6.3
Mining & Quarrying	0	.0	.0
Manufacturing	2	10.0	.0
Electricity, Gas & Water	1	5.0	.0
Transport, Storage & Communication	1	5.0	.0
Wholesale & Retail Trade	2	10.0	.0
Extra-Territorial Organizations and Bodies	1	5.0	3.1
Total	20	100.0	100.0 / 32

**Q3 What is the name of the UWI graduate you supervise? [not shown]**

**Q4 What is the job title of the UWI Graduate?**

[illegible]

Job Title of Graduate (2015)	N
Academic Tutor	1
Administrative Assistant	1
Administrative Officer	1
Biology Laboratory Technician	1
Biology Laboratory Technician	1
Branch Manager	1
Children officer/investigator	1
Client Service Assistant	1
Consultant	1
Customer Support Assistant	1
Head of Department Mathematics	1
House Officer	1
HR Officer - Level 2	1
Hydro geologist	1
Information and Documentation Officer	1
Internal Auditor	1
Laboratory technologist	1
Librarian	1
Markets Associate	1
Member Service Representative	1
Office Administrator	1
On The Job Trainee	1
Payroll Analyst	1
Project Assistant Technical	1
Project Officer	1
Quality Analyst	1
Registered Nurse	1
Sales, Customer Service, Shipping Manager	1
Senior Secretary	1
Senior Superannuation Officer	1
Team Manager	1
Technical Information Officer	1
Total	32

**Q5 Please provide a brief job description of the UWI Graduate: [not shown]**

**Q6 How long has the UWI Graduate been employed in the current position?**

2016	N	%	2015
Less than one year	7	35.0	43.8
1 to 3 years	10	50.0	50.0
4 to 6 years	0	.0	6.2
7 or more years	2	10.0	.0
No answer	1	5.0	.0
Total	20	100.0	100.0 / 32

**Q7 Did this graduate hold a previous position with the company prior to working in this current post?**

2016	N	%	2015
Yes	8	40.0	43.8
No	10	50.0	53.1
Not sure	1	5.0	3.1
No answer	1	5.0	.0
Total	20	100.0	100.0 / 32

**Q8 For how many years did the person work in the previous post?**

2016	N	%	2015
Less than 1 year	1	12.5	28.6
1 to 3 years	4	50.0	42.9
4 to 6 years	0	0.0	7.1
7 or more years	1	12.5	7.1
Not sure	1	12.5	14.3
No answer	1	12.5	0.0
Total	8	100.0	100.0 / 14

Note: Based on number of graduates holding a previous position.

**Q9 In your opinion, which factor had the greatest influence in the decision to hire this UWI Graduate?**

2016	N	%	2015
Academic qualifications	13	65.0	43.7
Previous work experience	3	15.0	15.6
Specialized knowledge	0	.0	12.5
Specialized skills	1	5.0	3.1
Established contacts and networks in business	0	0.0	6.3
Other	1	5.0	18.8
No answer	2	10.0	0.0
Total	20	100.0	100.0 / 32

Note: Other=graduate was employed before I joined the organization.

**Q10 How well do you think the University of the West Indies prepared the graduate for the position?**

2016	N	%	2015
Very Poorly	0	0.0	0.0
Less than Sufficiently	1	5.0	3.1
Sufficiently	14	70.0	50.0
More than Adequately	2	10.0	31.3
Extremely Well	2	10.0	15.6
No answer	1	5.0	0.0
Total	20	100.0	100.0 / 32

**Q11 When evaluating your employees, how would you rate this graduate from the University of the West Indies on the following attributes?**

**N=20**

	Poor (1)	Fair (2)	Good (3)	Excellent (4)	Not Applic.	No Answer	2016 Mean.../4	2015 Mean.../4
Knowledge specific to the employment position (1)	0.0%	20.0%	50.0%	20.0%	5.0%	5.0%	3.00	3.43
Skills specific to the employment position (2)	0.0%	25.0%	50.0%	20.0%	0.0%	5.0%	2.95	3.26
Related work experience (3)	15.0%	20.0%	35.0%	10.0%	10.0%	10.0%	2.50	2.76
Business management skills (4)	5.0%	25.0%	30.0%	25.0%	10.0%	5.0%	2.88	na
Mathematical/computational skills (5)	0.0%	20.0%	40.0%	25.0%	5.0%	10.0%	3.06	3.31
Reading skills (6)	0.0%	5.0%	30.0%	55.0%	0.0%	10.0%	3.56	3.75
Speaking skills (7)	0.0%	10.0%	40.0%	45.0%	0.0%	5.0%	3.37	3.59
Listening skills (8)	0.0%	5.0%	45.0%	40.0%	5.0%	5.0%	3.39	3.66
Writing skills (9)	0.0%	10.0%	45.0%	35.0%	5.0%	5.0%	3.28	3.52
Presentation skills (10)	0.0%	15.0%	45.0%	30.0%	5.0%	5.0%	3.17	3.28
Knowledge of specific computer or other technological applications for the job (11)	0.0%	15.0%	40.0%	35.0%	5.0%	5.0%	3.22	3.57
Problem solving skills (12)	5.0%	20.0%	40.0%	30.0%	0.0%	5.0%	3.00	3.34
Critical thinking skills (13)	5.0%	15.0%	25.0%	50.0%	0.0%	5.0%	3.26	3.31
Interpersonal skills (14)	0.0%	15.0%	30.0%	50.0%	0.0%	5.0%	3.37	3.42
Working cooperatively with others (15)	0.0%	20.0%	25.0%	50.0%	0.0%	5.0%	3.32	3.55
Cross cultural competence (16)	5.0%	10.0%	45.0%	20.0%	15.0%	5.0%	3.00	na
Organizational skills (17)	5.0%	10.0%	55.0%	25.0%	0.0%	5.0%	3.05	3.33
Networking skills (18)	0.0%	20.0%	35.0%	30.0%	5.0%	10.0%	3.12	3.20
Negotiation skills (19)	5.0%	25.0%	40.0%	20.0%	5.0%	5.0%	2.83	2.89
Time management skills (20)	5.0%	15.0%	45.0%	30.0%	0.0%	5.0%	3.05	na
Leadership potential/initiative (21)	5.0%	20.0%	25.0%	40.0%	5.0%	5.0%	3.11	3.19
Reliability (22)	5.0%	10.0%	25.0%	55.0%	0.0%	5.0%	3.37	3.63
Adaptability (23)	5.0%	10.0%	25.0%	55.0%	0.0%	5.0%	3.37	na
Accountability (24)	0.0%	10.0%	20.0%	55.0%	5.0%	10.0%	3.53	na
Punctuality (25)	0.0%	10.0%	45.0%	40.0%	0.0%	5.0%	3.32	3.38

**Q11. Cont'd**

	Poor (1)	Fair (2)	Good (3)	Excellent (4)	Not Applic.	No Answer	2016 Mean.../4	2015 Mean.../4
Integrity (26)	0.0%	5.0%	40.0%	50.0%	0.0%	5.0%	3.47	3.78
Judgement (27)	5.0%	10.0%	40.0%	35.0%	5.0%	5.0%	3.17	3.31
Maturity (28)	0.0%	25.0%	30.0%	40.0%	0.0%	5.0%	3.16	3.63
Politeness (29)	0.0%	5.0%	25.0%	60.0%	5.0%	5.0%	3.61	3.61
Initiative (30)	5.0%	10.0%	30.0%	50.0%	0.0%	5.0%	3.32	3.63
Innovativeness (31)	5.0%	10.0%	35.0%	40.0%	5.0%	5.0%	3.22	3.68
Independent thought (32)	5.0%	15.0%	35.0%	35.0%	5.0%	5.0%	3.11	na
Application of theory to practice (33)	5.0%	10.0%	45.0%	25.0%	5.0%	10.0%	2.89	na
Willingness to learn (34)	0.0%	15.0%	25.0%	55.0%	0.0%	5.0%	3.42	3.69
Professional ethics (35)	0.0%	10.0%	25.0%	55.0%	5.0%	5.0%	3.50	3.69
Quality of work (36)	5.0%	5.0%	35.0%	50.0%	0.0%	5.0%	3.37	3.68
Productivity (37)	5.0%	15.0%	15.0%	60.0%	0.0%	5.0%	3.37	3.65
General deportment (38)	0.0%	15.0%	35.0%	40.0%	5.0%	5.0%	3.28	3.55
Overall academic preparation (39)	5.0%	10.0%	50.0%	25.0%	5.0%	5.0%	3.06	3.41

**Q12 Overall, please indicate your level of satisfaction or dissatisfaction with the performance of the UWI Graduate.**

2016	N	%	2015
Very Dissatisfied	0	.0	6.3
Dissatisfied	1	5.0	0.0
Neither dissatisfied nor satisfied	1	5.0	0.0
Satisfied	9	45.0	40.6
Very Satisfied	7	35.0	53.1
No answer	2	10.0	0.0
Total	20	100.0	100.0 / 32

**Q13 Based on your experience employing UWI Graduates in your Institution, will you continue to hire them?**

Yes (90%)

**Q14 Would you recommend the hiring of UWI Graduates to other employers?**

2016	N	%	2015
Yes	18	90.0	90.6
No	0	.0	6.3
Missing	2	10.0	3.1
Total	20	100.0	100.0 / 32

**Q15 Please add any additional comments or suggestions you may wish to make. What could the University of the West Indies do to better prepare its graduates to meet your institution's present and future needs, and possibly, the local job market in general?**

Of the nine employers (45%) who responded, two suggested closer links with industry and more emphasis on practical rather than theoretical knowledge. Employers were also seeking more development in professional skills concerning the separation of personal and professional viewpoints, business conversational skills, and cross culture exposure. Skills in need of refinement included technical writing, and the writing of proper English. One employer thought the UWI was doing a fine job while another employer suggested more financial assistance to students.



## Appendix

The 2016 Employer Survey of First Degree Graduates, Class of 2014, is the second survey that obtains consent from First Degree Graduates in the Tracer Survey, to contact their Supervisor for a performance appraisal. Of the Class of 2014 First Degree Graduates (2,495), 458 (18%) were traced, and 56 (12%) consented to a performance appraisal by their Supervisor. Of the Class of 2013 First Degree Graduates (2,581), 433 (16.8%) were traced, and 61 (14%) graduates consented to a performance appraisal by their Supervisor.

For the 2016 Employer Survey, 20 of 56 Supervisors (35.7%%) completed an appraisal of the UWI Graduate they supervise.

	2016	2015
Employers Contacted	56	61
Employers Responding	20 (35.7%)	32 (52.4%)