

## 2016 Tracer Survey of Higher Degree Graduates, Class of 2014

Please help us to improve the quality of education by taking a few minutes to complete this questionnaire. All responses are treated as confidential by UWI and information collected will only be used to generate aggregate data for institutional planning and research.

### SECTION 1: YOUR PROGRAMME OF STUDY

Q1 In 2014, from which Faculty did you graduate?

| Faculty                        | Class of 2014 |       |            |       |
|--------------------------------|---------------|-------|------------|-------|
|                                | Sample        |       | Population |       |
|                                | N             | %     | N          | %     |
| Hum. & Educ.: Humanities       | 22            | 12.6  | 70         | 8.6   |
| Hum. & Educ.: Education        | 24            | 13.8  | 132        | 16.1  |
| Medical Sciences               | 28            | 16.1  | 190        | 23.2  |
| Science and Technology         | 22            | 12.6  | 65         | 7.9   |
| Social Sciences                | 78            | 44.8  | 355        | 43.4  |
| Gender and Development Studies | 0             | 0.0   | 6          | 0.7   |
| Total                          | 174           | 100.0 | 818        | 100.0 |

Q2 What type of higher degree did you obtain in 2014?

| Degree Obtained                             | Class of 2014 |       |            |       |
|---|---------------|-------|------------|-------|
|   | Sample        |       | Population |       |
|   | N             | %     | N          | %     |
| Taught Masters (M.Sc., MBA, M.P.H., etc.)   | 157           | 90.2  | 684        | 83.6  |
| Research Masters (M.Phil.)                  | 3             | 1.7   | 20         | 2.4   |
| Professional Doctorate (DBA, DPH, MD, etc.) | 7             | 4.0   | 78         | 9.5   |
| Research Doctorate (Ph.D.)                  | 7             | 4.0   | 36         | 4.4   |
| Other                                       | 0             | 0.0   | 0          | 0.0   |
| Total                                       | 174           | 100.0 | 818        | 100.0 |

Q3 In 2014, what was the major or specialization of your higher degree? [not shown]

## SECTION 2: FINANCING YOUR EDUCATION

Q4 How did you finance your higher degree at the University of the West Indies? (Check all that apply.)

| How financed education                                | Class of 2014 |      |
|---|---------------|------|
|   | N             | %    |
| Financial support from parents, etc. not to be repaid | 34            | 19.5 |
| Loans from banks and government agencies              | 71            | 40.8 |
| Loans from parents or other relatives                 | 7             | 4.0  |
| Financial assistance from employer                    | 30            | 17.2 |
| Tuition waivers, fellowships, grants, scholarships    | 26            | 14.9 |
| Assistanceships or work study                         | 7             | 4.0  |
| Earnings from employment                              | 103           | 59.2 |
| Other   | 15            | 8.6  |

Note: Sample N=174

Other=Government assisted tuition (4); grant from employer (1); loan from employer (1); own savings (7); loan from credit union (1); loan from insurance (1).

Q5 Approximately how much money did you borrow, from all sources, to finance your higher degree?

| In equivalent \$JMD    | Class of 2014 |           |            |
|------------------------|---------------|-----------|------------|
|                        | N             | Mean \$   | Median \$  |
| Local students         | 113           | 511,090   | 400,000    |
| Regional students      | 19            | 1,025,686 | 662,361    |
| International students | 3             | 1,163,616 | not avail. |
| Total students         | 135           | 598,015   | 400,000    |

Q6 As at March 2016, approximately how much money is still owed from the total amount borrowed to finance your higher degree?

| In equivalent \$JMD    | Class of 2014 |         |            |
|------------------------|---------------|---------|------------|
|                        | N             | Mean \$ | Median \$  |
| Local students         | 113           | 153,768 | not avail. |
| Regional students      | 18            | 729,958 | 211,740    |
| International students | 3             | 977,438 | not avail. |
| Total students         | 134           | 249,607 | not avail. |

### SECTION 3: CONTINUING EDUCATION

#### Formal Education

Q7 Do you have a First Professional or Bachelor's degree?

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| Yes       | 165           | 94.8  |
| No        | 2             | 1.1   |
| No answer | 7             | 4.0   |
| Total     | 174           | 100.0 |

Q8 If you have a First Professional or Bachelor's degree, did you receive this from the University of the West Indies?

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| Yes       | 103           | 59.2  |
| No        | 62            | 35.6  |
| No answer | 9             | 5.2   |
| Total     | 174           | 100.0 |

Q9 Since graduating from the UWI in 2014, have you enrolled or taken courses at a college or university?

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| Yes       | 42            | 24.1  |
| No        | 125           | 71.8  |
| No answer | 7             | 4.0   |
| Total     | 174           | 100.0 |

Q10 What is/was your enrolment status for courses with the highest qualification?

|  | Class of 2014 |       |
|--|---------------|-------|
|  | N             | %     |
| A full-time student in a degree programme              | 13            | 31.0  |
| A part-time student in a degree programme              | 12            | 28.6  |
| Not enrolled in a degree programme, but taking courses | 17            | 40.5  |
| No answer  | 0             | 0.0   |
| Total  | 42            | 100.0 |

Note: Based on students taking courses in Q9, n=42.

Q11 Which of the following degree programmes are you currently pursuing or pursued after graduation? (If more than one, mark the level for the highest qualification.)

|                           | Class of 2014 |       |
|---------------------------|---------------|-------|
|                           | N             | %     |
| No specific degree        | 16            | 38.1  |
| Bachelor's degree         | 4             | 9.5   |
| Master's degree           | 1             | 2.4   |
| Doctorate                 | 6             | 14.3  |
| Other Professional degree | 15            | 35.7  |
| No answer                 | 0             | 0.0   |
| Total                     | 42            | 100.0 |

Note: Based on students taking courses in Q9, n=42.

Q12 Please tell us at which institution you are currently pursuing or pursued courses with the highest qualification?  
[recoded]

|                     | Class of 2014 |       |
|---------------------|---------------|-------|
|                     | N             | %     |
| UWI                 | 23            | 54.8  |
| Other Local         | 3             | 7.1   |
| Other Regional      | 1             | 2.4   |
| Other International | 10            | 23.8  |
| No answer           | 5             | 11.9  |
| Total               | 42            | 100.0 |

Note: Based on students taking courses in Q9, n=42.

Q13 Compared with your UWI higher degree, which of the following best describes the courses that you are pursuing or pursued?

|   | Class of 2014 |       |
|---|---------------|-------|
|   | N             | %     |
| They are in the same field as my higher degree        | 14            | 33.3  |
| They are within the broader field of my higher degree | 13            | 31.0  |
| They are not related to my higher degree              | 12            | 28.6  |
| No answer   | 3             | 7.1   |
| Total   | 42            | 100.0 |

Note: Based on students taking courses in Q9, n=42.

Q14 For which of the following reasons are/were you taking courses or enrolled? (Check all that apply.)

|   | Class of 2014 |      |
|---|---------------|------|
|   | N             | %    |
| To gain further education before beginning a career.                      | 11            | 26.2 |
| To pursue further studies in graduate school or additional education.     | 13            | 31.0 |
| To change my academic or occupational field.                              | 8             | 19.0 |
| To gain further skills or knowledge in my academic or occupational field. | 26            | 61.9 |
| For licensure or certification.   | 11            | 26.2 |
| To increase opportunities for promotion, advancement or higher salary.    | 21            | 50.0 |
| Required or expected by my employer.                                      | 3             | 7.1  |
| For leisure or personal interest.   | 9             | 21.4 |
| Other   | 0             | 0.0  |

Note: Based on students taking courses in Q9, n=42.

## Informal Education

Q15 Have you deliberately tried in the past year (March 2015 to March 2016) to teach yourself anything at work or during your free time?

|  | Class of 2014        |      |
|--|----------------------|------|
|  | Number reporting Yes | %    |
| By learning from a family member, friend or colleague.                 | 74                   | 42.5 |
| Using printed material (books, professional magazines)                 | 90                   | 51.7 |
| Using computers (online or offline).                                   | 113                  | 64.9 |
| By guided tours of museums, historical, natural, and industrial sites. | 12                   | 6.9  |
| By visiting learning centres (including libraries).                    | 29                   | 16.7 |

Note: Based on total sample n=174.

Q16 Please list the 3 most important subjects you taught yourself.

Subject 1: Computer related

Subject 2: Business and Management related

Subject 3: Mathematics; Foreign Language related

## SECTION 4: UWI'S INFLUENCE ON KNOWLEDGE AND INTELLECTUAL ABILITIES

The next set of questions are intended to gauge the extent to which The UWI contributed to the development of ideal attributes in graduates during their programme of study at the University.

Q17 Thinking back to the start of your higher degree programme at UWI, to what extent were the following attributes developed based on previous academic and personal experiences.

|   | Not at all<br>developed<br>(1) | Somewhat<br>developed<br>(2) | Mostly<br>developed<br>(3) | Fully<br>developed<br>(4) | No<br>Answer | Mean<br>.../4 |
|---|--------------------------------|------------------------------|----------------------------|---------------------------|--------------|---------------|
| Confidence about independent learning.  | 4.0%                           | 29.3%                        | 22.4%                      | 23.0%                     | 21.3%        | 2.82          |
| Written communication skills.   | 1.1%                           | 14.9%                        | 45.4%                      | 18.4%                     | 20.1%        | 3.01          |
| Oral communication skills.  | 1.1%                           | 16.7%                        | 43.7%                      | 18.4%                     | 20.1%        | 2.99          |
| Ability to communicate information effectively and confidently to different audiences.              | 1.7%                           | 24.7%                        | 33.9%                      | 19.0%                     | 20.7%        | 2.88          |
| Information technology skills.  | 6.9%                           | 24.7%                        | 31.0%                      | 17.8%                     | 19.5%        | 2.74          |
| Capacity for research and enquiry.  | 4.6%                           | 29.9%                        | 33.3%                      | 12.6%                     | 19.5%        | 2.67          |
| Critical thinking ability.  | 1.1%                           | 19.5%                        | 43.1%                      | 16.7%                     | 19.5%        | 2.94          |
| Ability to think creatively.  | 1.7%                           | 23.0%                        | 36.2%                      | 19.0%                     | 20.1%        | 2.91          |
| Problem solving skills.   | 0.6%                           | 20.7%                        | 39.1%                      | 19.5%                     | 20.1%        | 2.97          |
| Theoretical understanding of subject areas.   | 2.9%                           | 25.9%                        | 35.6%                      | 15.5%                     | 20.1%        | 2.80          |
| Practical understanding of subject areas.   | 1.7%                           | 24.1%                        | 37.4%                      | 15.5%                     | 21.3%        | 2.85          |
| Ethical values in human/animal research.  | 9.8%                           | 29.3%                        | 23.0%                      | 15.5%                     | 22.4%        | 2.57          |
| Tools to advance innovative ideas.  | 9.2%                           | 33.9%                        | 29.3%                      | 6.3%                      | 21.3%        | 2.42          |
| Ability to create successful enterprises for commercial, social, policy or cultural value creation. | 20.7%                          | 33.3%                        | 21.8%                      | 4.0%                      | 20.1%        | 2.12          |

Q18 Thinking back to the completion of your higher degree programme at UWI, to what extent were the following attributes developed based on your higher degree programme at UWI.

|   | Not at all developed<br>(1) | Somewhat developed<br>(2) | Mostly developed<br>(3) | Fully developed<br>(4) | No Answer | Mean<br>.../4 |
|---|-----------------------------|---------------------------|-------------------------|------------------------|-----------|---------------|
| Confidence about independent learning.  | 1.1%                        | 9.8%                      | 27.0%                   | 38.5%                  | 23.6%     | 3.35          |
| Written communication skills.   | 1.1%                        | 9.8%                      | 33.9%                   | 31.6%                  | 23.6%     | 3.26          |
| Oral communication skills.  | 1.1%                        | 11.5%                     | 33.3%                   | 29.9%                  | 24.1%     | 3.21          |
| Ability to communicate information effectively and confidently to different audiences.              | 0.6%                        | 10.9%                     | 31.0%                   | 33.9%                  | 23.6%     | 3.29          |
| Information technology skills.  | 4.6%                        | 12.6%                     | 36.2%                   | 23.0%                  | 23.6%     | 3.02          |
| Capacity for research and enquiry.  | 0.6%                        | 12.1%                     | 31.6%                   | 32.2%                  | 23.6%     | 3.25          |
| Critical thinking ability.  | 0.0%                        | 12.1%                     | 32.2%                   | 32.2%                  | 23.6%     | 3.26          |
| Ability to think creatively.  | 1.1%                        | 14.4%                     | 28.2%                   | 31.6%                  | 24.7%     | 3.20          |
| Problem solving skills.   | 0.6%                        | 10.9%                     | 31.0%                   | 33.9%                  | 23.6%     | 3.29          |
| Theoretical understanding of subject areas.   | 0.6%                        | 9.2%                      | 38.5%                   | 28.2%                  | 23.6%     | 3.23          |
| Practical understanding of subject areas.   | 0.6%                        | 10.3%                     | 37.4%                   | 26.4%                  | 25.3%     | 3.20          |
| Ethical values in human/animal research.  | 7.5%                        | 14.9%                     | 28.2%                   | 25.3%                  | 24.1%     | 2.94          |
| Tools to advance innovative ideas.  | 6.9%                        | 16.1%                     | 36.2%                   | 16.7%                  | 24.1%     | 2.83          |
| Ability to create successful enterprises for commercial, social, policy or cultural value creation. | 10.3%                       | 24.7%                     | 30.5%                   | 10.3%                  | 24.1%     | 2.54          |



## SECTION 5: YOUR CURRENT EMPLOYMENT STATUS

Q19 Are you currently employed? (Employment includes volunteer work.)

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| Yes       | 136           | 78.2  |
| No        | 6             | 3.4   |
| No answer | 32            | 18.4  |
| Total     | 174           | 100.0 |

Q20 If you are not employed, please state the main reason why?

|                              | Class of 2014 |       |
|------------------------------|---------------|-------|
|                              | N             | %     |
| Retired                      | 0             | 0.0   |
| Student                      | 3             | 50.0  |
| Family responsibilities      | 0             | 0.0   |
| Health related reasons       | 1             | 16.7  |
| Suitable job not available   | 0             | 0.0   |
| Did not need or want to work | 0             | 0.0   |
| Other                        | 1             | 16.7  |
| No answer                    | 1             | 16.7  |
| Total                        | 6             | 100.0 |

Note: Based on those who reported unemployment in Q19, n=6.  
Other reason: employer ceased operations two months ago.

Q21 If you are not employed, have you ever engaged in paid or volunteer work?

|       | Class of 2014 |       |
|-------|---------------|-------|
|       | N             | %     |
| Yes   | 5             | 83.3  |
| No    | 1             | 16.7  |
| Total | 6             | 100.0 |

Note: Based on those who reported unemployment in Q19, n=6.

Q22 If you have engaged in paid or volunteer work, when did your last employment end?

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| 2015      | 2             | 33.3  |
| 2016      | 2             | 33.3  |
| No answer | 2             | 33.3  |
| Total     | 6             | 100.0 |

Note: Based on those who reported unemployment in Q19, n=6.

Q23 What was the title of your last employment position? [recoded based on 2015 Jamaica Standard Occupational Classification JSOC]

|                                   | Class of 2014 |       |
|-----------------------------------|---------------|-------|
|                                   | N             | %     |
| Manager                           | 2             | 33.3  |
| Professional                      | 2             | 33.3  |
| Technician & Assoc. Professionals | 2             | 33.3  |
| Total                             | 6             | 100.0 |

Note: Based on those who reported unemployment in Q19, n=6.

Q24 What kind of work were you doing in this last job, that is, what were your duties and responsibilities? Please be as specific as possible, including any area of specialization. [not shown]

## SECTION 6: YOUR MAIN EMPLOYER

Q25 Please state the name of the organization in which you are employed? [not shown]

Q26 Please identify your area of employment.

|                               | Class of 2014 |       |
|-------------------------------|---------------|-------|
|                               | N             | %     |
| Government sector             | 77            | 56.6  |
| Private sector                | 30            | 22.1  |
| Non-Governmental organization | 3             | 2.2   |
| International organization    | 7             | 5.1   |
| Regional organization         | 8             | 5.9   |
| Other                         | 9             | 6.6   |
| No answer                     | 2             | 1.5   |
| Total                         | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q27 Please state the location of your job. [recoded]

|               | Class of 2014 |       |
|---------------|---------------|-------|
|               | N             | %     |
| Local         | 104           | 76.5  |
| Regional      | 19            | 14.0  |
| International | 7             | 5.1   |
| No answer     | 6             | 4.4   |
| Total         | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q28 Please indicate the major economic activity of your employer from the following list. [Based on the 2005 Jamaica Industrial Classification JIC]

|  | Class of 2014 |       |
|--|---------------|-------|
|  | N             | %     |
| Agriculture, Hunting and Forestry  | 2             | 1.5   |
| Fishing  | 0             | 0.0   |
| Mining and Quarrying   | 0             | 0.0   |
| Manufacturing  | 7             | 5.1   |
| Electricity, Gas and Water Supply  | 3             | 2.2   |
| Construction   | 0             | 0.0   |
| Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods | 1             | 0.7   |
| Hotels and Restaurants   | 0             | 0.0   |
| Transport, Storage and Communications  | 11            | 8.1   |
| Financial Intermediation   | 9             | 6.6   |
| Real Estate, Renting and Business Activities   | 4             | 2.9   |
| Public Administration and Defence; Compulsory Social Security                                      | 14            | 10.3  |
| Education  | 54            | 39.7  |
| Health and Social Work   | 20            | 14.7  |
| Other Community, Social and Personal Service Activities  | 6             | 4.4   |
| Private Households with Employed Persons   | 0             | 0.0   |
| Extra-Territorial Organizations and Bodies   | 3             | 2.2   |
| No answer  | 2             | 1.5   |
| Total  | 136           | 100.0 |

Q29 Approximately how many people work in your organization?

|                              | Class of 2014 |       |
|------------------------------|---------------|-------|
|                              | N             | %     |
| 1 to 19 (small business)     | 17            | 12.5  |
| 20 to 99 (medium business)   | 27            | 19.9  |
| 100 or more (large business) | 79            | 58.1  |
| Don't know                   | 11            | 8.1   |
| No answer                    | 2             | 1.5   |
| Total                        | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q30 Did your employer come into being as a new business within the last five years?

|            | Class of 2014 |       |
|------------|---------------|-------|
|            | N             | %     |
| Yes        | 3             | 2.2   |
| No         | 130           | 95.6  |
| Don't know | 2             | 1.5   |
| No answer  | 1             | 0.7   |
| Total      | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

## SECTION 7: YOUR MAIN JOB

Q31 What is the title of your principal job? [recoded based on the 2015 Jamaica Standard Occupational Classification JSOC]

|   | Class of 2014 |       |
|---|---------------|-------|
|   | N             | %     |
| Managers                                  | 21            | 15.4  |
| Professionals                             | 74            | 54.4  |
| Technicians & Assoc. Professionals        | 12            | 8.8   |
| Clerical Support Workers                  | 2             | 1.5   |
| Service and Sales Workers                 | 1             | 0.7   |
| Skilled Agri., Forestry & Fishery Workers | 0             | 0.0   |
| Craft & Related Trades Workers            | 0             | 0.0   |
| Plant & Machine Operators & Assemblers    | 0             | 0.0   |
| Elementary Occupations                    | 0             | 0.0   |
| Armed Forces Occupations                  | 1             | 0.7   |
| No answer                                 | 25            | 18.4  |
| Total                                     | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q32 What kind of work are you doing in this job, that is, what are your duties and responsibilities? Please be as specific as possible, including any area of specialization. [not shown]

Q33 Which of the following best describes the status of your principal job?

|  | Class of 2014 |       |
|--|---------------|-------|
|  | N             | %     |
| Work for a person, company or organization                         | 106           | 77.9  |
| Self employed  | 4             | 2.9   |
| Contractual or freelance   | 9             | 6.6   |
| Volunteer (work for a person, company or organization without pay) | 0             | 0.0   |
| Other  | 2             | 1.5   |
| No answer  | 15            | 11.0  |
| Total  | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q34 How many hours do you work in a typical five-day week?

|                                | Class of 2014 |       |
|--------------------------------|---------------|-------|
|                                | N             | %     |
| 35 or more (full time)         | 112           | 82.4  |
| less than 35 hours (part time) | 7             | 5.1   |
| flexible work schedule         | 4             | 2.9   |
| No answer                      | 13            | 9.6   |
| Total                          | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q35 How long have you been employed in this current position?

|                     | Class of 2014 |       |
|---------------------|---------------|-------|
|                     | N             | %     |
| Less than one year  | 22            | 16.2  |
| One to three years  | 50            | 36.8  |
| Four to seven years | 15            | 11.0  |
| Eight or more years | 36            | 26.5  |
| No answer           | 13            | 9.6   |
| Total               | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q36 To what extent is your job related to your higher degree?

|                  | Class of 2014 |       |
|------------------|---------------|-------|
|                  | N             | %     |
| Closely related  | 74            | 54.4  |
| Somewhat related | 32            | 23.5  |
| Not related      | 17            | 12.5  |
| No answer        | 13            | 9.6   |
| Total            | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

Q37 Please state your gross monthly salary before taxes.

In equivalent \$JMD

| Job Location  | N  | Mean \$ | Median \$ |
|---------------|----|---------|-----------|
| Local         | 77 | 232,752 | 175,000   |
| Regional      | 15 | 278,948 | 261,770   |
| International | 7  | 382,275 | 418,519   |
| Total         | 99 | 250,323 | 195,000   |

In equivalent \$JMD

| Programme                 | N   | Mean \$ | Median \$ |
|---------------------------|-----|---------|-----------|
| Taught Masters            | 90  | 240,137 | 185,000   |
| Research Masters          | 2   | 220,333 | 220,333   |
| Professional<br>Doctorate | 6   | 421,498 | 416,994   |
| Research Doctorate        | 2   | 183,333 | 183,333   |
| Total                     | 100 | 249,487 | 194,500   |

Q38 Please rate your level of satisfaction or dissatisfaction with your job in terms of the following conditions.

|                                  | Very<br>dissatisfied<br>(1) | Somewhat<br>dissatisfied<br>(2) | Somewhat<br>satisfied<br>(3) | Very<br>satisfied<br>(4) | No<br>Answer | Mean<br>.../4 |
|----------------------------------|-----------------------------|---------------------------------|------------------------------|--------------------------|--------------|---------------|
| Salary                           | 19.9%                       | 20.6%                           | 36.8%                        | 12.5%                    | 10.3%        | 2.47          |
| Benefits                         | 15.4%                       | 21.3%                           | 38.2%                        | 14.7%                    | 10.3%        | 2.58          |
| Job security                     | 9.6%                        | 9.6%                            | 39.0%                        | 32.4%                    | 9.6%         | 3.04          |
| Job location                     | 3.7%                        | 11.8%                           | 35.3%                        | 39.7%                    | 9.6%         | 3.23          |
| Opportunities for<br>advancement | 18.4%                       | 22.8%                           | 36.0%                        | 13.2%                    | 9.6%         | 2.49          |
| Intellectual challenge           | 8.8%                        | 14.0%                           | 39.0%                        | 27.9%                    | 10.3%        | 2.96          |
| Level of responsibility          | 7.4%                        | 16.2%                           | 35.3%                        | 31.6%                    | 9.6%         | 3.01          |
| Degree of<br>independence        | 4.4%                        | 14.0%                           | 39.0%                        | 33.1%                    | 9.6%         | 3.11          |
| Contribution to society          | 3.7%                        | 8.8%                            | 32.4%                        | 44.9%                    | 10.3%        | 3.32          |

Q39 Please rate your overall satisfaction with your job.

|                       | Class of 2014 |       |
|-----------------------|---------------|-------|
|                       | N             | %     |
| Very dissatisfied     | 7             | 5.1   |
| Somewhat dissatisfied | 25            | 18.4  |
| Somewhat satisfied    | 63            | 46.3  |
| Very satisfied        | 28            | 20.6  |
| No answer             | 13            | 9.6   |
| Total                 | 136           | 100.0 |

Note: Based on those reporting employment in Q19, n=136.

## SECTION 8: YOUR SATISFACTION WITH YOUR HIGHER DEGREE PROGRAMME

Q40 Was your graduate degree your first choice of study?

|           | Class of 2014 |       |
|-----------|---------------|-------|
|           | N             | %     |
| Yes       | 99            | 56.9  |
| No        | 27            | 15.5  |
| No answer | 48            | 27.6  |
| Total     | 174           | 100.0 |

Note: Based on total sample, n=174.

Q41 Do you think the choice of higher degree in this area was right?

|   | Class of 2014 |       |
|---|---------------|-------|
|   | N             | %     |
| Yes, it was just right.                   | 106           | 60.9  |
| No, I should have studied something else. | 8             | 4.6   |
| I do not know.                            | 14            | 8     |
| No answer                                 | 46            | 26.4  |
| Total                                     | 174           | 100.0 |

Note: Based on total sample, n=174.



Q42 If your answer is "I should have studied something else," please indicate your reason.

|  | Class of 2014 |       |
|--|---------------|-------|
|  | N             | %     |
| Should have studied Higher Education Management                          | 1             | 12.5  |
| Should have studied MBA  | 1             | 12.5  |
| Degree not conducive to employment                                       | 2             | 25.0  |
| Degree did not broaden my horizons or allow for learning new skill sets. | 1             | 12.5  |
| Courses should have focussed more on methodological studies than theory. | 1             | 12.5  |
| Structure of the programme ok, but delivery not well done.               | 1             | 12.5  |
| No answer  | 1             | 12.5  |
| Total  | 8             | 100.0 |

Note: Based on those who answered "No, I should have studied something else" in Q41, n=8.

Q43 Did the higher degree programme at UWI meet your expectations?

|   | Class of 2014 |       |
|---|---------------|-------|
|   | N             | %     |
| Yes, it met my expectations.                | 46            | 26.4  |
| Somewhat, it partially met my expectations. | 72            | 41.4  |
| No, it did not meet my expectations.        | 8             | 4.6   |
| I am not sure.                              | 2             | 1.1   |
| No answer                                   | 46            | 26.4  |
| Total                                       | 174           | 100.0 |

Note: Based on total sample, n=174.

Q44 If your answer is "No, it did not meet my expectations," please indicate your reason.

|   | Class of 2014 |       |
|---|---------------|-------|
|   | N             | %     |
| Programme not well organized                                  | 1             | 12.5  |
| Poor delivery   | 1             | 12.5  |
| Programme not challenging                                     | 1             | 12.5  |
| Some courses not well defined                                 | 1             | 12.5  |
| Course coordinator disorganized                               | 1             | 12.5  |
| Facilitation should have been more practical than book based. | 1             | 12.5  |
| Not enough focus on research methods                          | 1             | 12.5  |
| Programme needs better support system                         | 1             | 12.5  |
| Total   | 8             | 100.0 |

Note: Based on those who answered "No, it did not meet my expectations" in Q43, n=8.

Q45 How long did it take you to get a job in your chosen field after graduation?

|  | Class of 2014 |       |
|--|---------------|-------|
|  | N             | %     |
| Was employed in chosen field at graduation | 49            | 28.2  |
| Less than one year                         | 13            | 7.5   |
| 1 to 2 years                               | 10            | 5.7   |
| Still searching                            | 20            | 11.5  |
| Not applicable                             | 36            | 20.7  |
| No answer                                  | 46            | 26.4  |
| Total                                      | 174           | 100.0 |

Note: Based on total sample, n=174.

Q46 Please rate the extent to which your higher degree programme at UWI has contributed to the following professional benefits.

|   | Strongly disagree<br>(1) | Disagree<br>(2) | Neither disagree<br>nor agree<br>(3) | Agree<br>(4) | Strongly agree<br>(5) | Not applic | No Answer | Mean<br>.../5 |
|---|--------------------------|-----------------|--------------------------------------|--------------|-----------------------|------------|-----------|---------------|
| Recognition for your enhanced skills in your organization | 5.7%                     | 5.2%            | 9.2%                                 | 27.0%        | 24.7%                 | 1.7%       | 26.4%     | 3.83          |
| Higher progression in the same job                        | 10.9%                    | 7.5%            | 13.2%                                | 21.8%        | 13.2%                 | 6.3%       | 27.0%     | 3.28          |
| Higher mobility across jobs                               | 8.0%                     | 7.5%            | 16.1%                                | 19.0%        | 16.7%                 | 6.3%       | 26.4%     | 3.43          |
| Higher income   | 13.2%                    | 9.8%            | 10.9%                                | 19.0%        | 17.8%                 | 2.9%       | 26.4%     | 3.26          |

## SECTION 9: ABOUT YOU

Q47 To what age group do you belong?

|          | Class of 2014 |       |            |       |
|----------|---------------|-------|------------|-------|
|          | Sample        |       | Population |       |
|          | N             | %     | N          | %     |
| 19 to 24 | 3             | 1.7   | 94         | 11.5  |
| 25 to 29 | 38            | 21.8  | 224        | 27.4  |
| 30 to 34 | 47            | 27.0  | 184        | 22.5  |
| 35 to 39 | 32            | 18.4  | 142        | 17.4  |
| 40 to 44 | 24            | 13.8  | 67         | 8.2   |
| 45 to 49 | 11            | 6.3   | 58         | 7.1   |
| 50+      | 19            | 10.9  | 49         | 6.0   |
| Total    | 174           | 100.0 | 818        | 100.0 |

Q48 What is your sex?

| Sex    | Class of 2014 |       |            |       |
|--------|---------------|-------|------------|-------|
|        | Sample        |       | Population |       |
|        | N             | %     | N          | %     |
| Male   | 40            | 23    | 206        | 25.2  |
| Female | 134           | 77    | 612        | 74.8  |
| Total  | 174           | 100.0 | 818        | 100.0 |

Q49 Please indicate your country of origin.

| Country                      | Sample |       | Population |       |
|------------------------------|--------|-------|------------|-------|
|                              | N      | %     | N          | %     |
| Antigua & Barbuda            | 1      | 0.6   | 2          | 0.2   |
| The Bahamas                  | 2      | 1.1   | 11         | 1.3   |
| Barbados                     | 4      | 2.3   | 9          | 1.1   |
| Belize                       | 1      | 0.6   | 3          | 0.4   |
| Bermuda                      | 0      | 0.0   | 0          | 0.0   |
| British Virgin Islands       | 0      | 0.0   | 1          | 0.1   |
| Cayman Islands               | 0      | 0.0   | 0          | 0.0   |
| Dominica                     | 1      | 0.6   | 3          | 0.4   |
| Grenada                      | 1      | 0.6   | 1          | 0.1   |
| Jamaica                      | 149    | 85.6  | 730        | 89.2  |
| Montserrat                   | 0      | 0.0   | 0          | 0.0   |
| St. Kitts & Nevis            | 0      | 0.0   | 3          | 0.4   |
| St. Lucia                    | 1      | 0.6   | 7          | 0.9   |
| St. Vincent & The Grenadines | 1      | 0.6   | 3          | 0.4   |
| Trinidad & Tobago            | 9      | 5.2   | 22         | 2.7   |
| Guyana                       | 1      | 0.6   | 3          | 0.4   |
| Other                        | 3      | 1.7   | 20         | 2.4   |
| Total                        | 174    | 100.0 | 818        | 100.0 |

Q50 Please state your country of residence if different from your country of origin.

| Country of Origin | Country of Residence |
|-------------------|----------------------|
| Jamaica           | Canada               |
| Guyana            | Barbados             |
| Trinidad & Tobago | Jamaica              |
| France            | Trinidad & Tobago    |
| Jamaica           | Canada               |
| Jamaica           | Bermuda              |
| Trinidad & Tobago | Jamaica              |
| Nigeria           | Jamaica              |
| Jamaica           | USA                  |
| Jamaica           | USA                  |

Note: N=10 respondents

#### SECTION 10: CONCLUSION/FOLLOW UP

Q51 As part of our Quality Assurance activities, the Mona Campus is interested in how Employers of UWI graduates rate our graduates. Would you consent to the Mona Campus contacting your immediate Supervisor to obtain feedback on your work performance?

Eligible candidates providing consent: 38

# Appendix 1 Employment Rate of All Respondents with a Taught Master's Degree

|   | 2014 Cohort<br>Employment<br>Rate (%) |
|---|---------------------------------------|
| <b>Overall Taught Masters</b>                 | <b>95</b>                             |
| <b>Faculty/Major</b>                          |                                       |
| <b>Humanities &amp; Education: Humanities</b> | <b>100</b>                            |
| Communication Studies                         | 100                                   |
| English Language                              | 100                                   |
| Heritage Studies                              | 100                                   |
| Higher Educ. Student Personnel Administration | 100                                   |
| Leadership in TVET & Workforce Development    | 100                                   |
| Library & Information Studies                 | 100                                   |
| Teaching                                      | 100                                   |
|   |                                       |
| <b>Humanities &amp; Education: Education</b>  | <b>100</b>                            |
| Curriculum Development                        | 100                                   |
| Educational Administration                    | 100                                   |
| Educational Measurement                       | 100                                   |
| Leadership in Early Childhood Development     | 100                                   |
| Primary Education                             | 100                                   |
| Teacher Education                             | 100                                   |
|   |                                       |
| <b>Medical Sciences</b>                       | <b>83</b>                             |
| Counselling                                   | 67                                    |
| Forensic Science                              | 75                                    |
| Medical Microbiology                          | 0                                     |
| Nursing                                       | 100                                   |
| Public Health                                 | 100                                   |
|   |                                       |
| <b>Science and Technology</b>                 | <b>100</b>                            |
| Digital Technology                            | 100                                   |
| Food & Agro-Processing Technology             | 100                                   |
| Medical Physics                               | 100                                   |
| Natural Resource Management                   | 100                                   |
| Occupational & Environmental Safety & Health  | 100                                   |

|  | 2014 Cohort<br>Employment<br>Rate (%) |
|--|---------------------------------------|
| <b>Social Sciences</b>                     | <b>95</b>                             |
| Accounting                                 | 75                                    |
| Applied Psychology                         | 100                                   |
| Banking and Finance                        | 75                                    |
| Business Management                        | 100                                   |
| Clinical Psychology                        | 100                                   |
| Development Studies                        | 100                                   |
| Economics                                  | 100                                   |
| Enterprise Risk Management                 | 100                                   |
| General Management                         | 88                                    |
| Government                                 | 100                                   |
| Human Resource Development                 | 100                                   |
| Human Resource Management                  | 100                                   |
| International Business                     | 100                                   |
| Management Information Systems             | 100                                   |
| Marketing                                  | 100                                   |
| National Security & Strategic Studies      | 100                                   |
| Politics and International Cooperation     | 100                                   |
| Sociology                                  | 100                                   |
| Taxation                                   | 100                                   |
| Telecommunication Policy & Technology Mgt. | 100                                   |
|  |                                       |

## Appendix 2 Employment Rate of All Respondents with a Research Master's Degree

|   | 2014 Cohort<br>Employment<br>Rate (%) |
|---|---------------------------------------|
| <b>Overall Research Master's</b>              | <b>100</b>                            |
| <b>Faculty/Major</b>                          |                                       |
| <b>Humanities &amp; Education: Humanities</b> | <b>100</b>                            |
| Cultural Studies                              | 100                                   |
|   |                                       |
| <b>Science and Technology</b>                 | <b>100</b>                            |
| Chemistry                                     | 100                                   |
| Physics                                       | 100                                   |
|   |                                       |



### Appendix 3 Employment Rate of All Respondents with a Professional Doctorate

|                                       | 2014 Cohort<br>Employment<br>Rate (%) |
|---------------------------------------|---------------------------------------|
| <b>Overall Professional Doctorate</b> | <b>100</b>                            |
| <b>Faculty/Major</b>                  |                                       |
| <b>Medical Sciences</b>               | <b>100</b>                            |
| Anaesthesia and Intensive Care        | 100                                   |
| Family Medicine                       | 100                                   |
| Internal Medicine                     | 100                                   |
| Paediatrics                           | 100                                   |
| Public Health                         | 100                                   |
| Surgery - Orthopaedic                 | 100                                   |

#### Appendix 4 Employment Rate of All Respondents with a Research Doctorate

|                                   | 2014 Cohort<br>Employment<br>Rate (%) |
|-----------------------------------|---------------------------------------|
| <b>Overall Research Doctorate</b> | <b>100</b>                            |
| <b>Faculty/Major</b>              |                                       |
| <b>Science and Technology</b>     | <b>100</b>                            |
| Biotechnology                     | 100                                   |
| Environmental Biology             | 100                                   |
|                                   |                                       |
| <b>Social Sciences</b>            | <b>100</b>                            |
| Sociology                         | 100                                   |
|                                   |                                       |

Appendix 5 Median Monthly Income (in current \$JMD) of Respondents Working in Jamaica with a Taught Master's Degree

|   | 2014 Cohort<br>Median<br>Monthly<br>Salary |
|---|--|
| <b>Overall Taught Masters</b>                 | <b>170,000</b>                             |
| <b>Faculty/Major</b>                          |  |
| <b>Humanities &amp; Education: Humanities</b> | <b>168,000</b>                             |
| English Language                              | 250,000                                    |
| Higher Educ. Student Personnel Administration | 168,000                                    |
| Leadership in TVET & Workforce Development    | 152,000                                    |
| Library & Information Studies                 | 180,000                                    |
| Teaching                                      | 144,749                                    |
|   |  |
| <b>Humanities &amp; Education: Education</b>  | <b>150,000</b>                             |
| Curriculum Development                        | 106,288                                    |
| Educational Administration                    | 238,500                                    |
| Teacher Education                             | 195,524                                    |
|   |  |
| <b>Medical Sciences</b>                       | <b>138,317</b>                             |
| Forensic Science                              | 149,708                                    |
| Nursing                                       | 119,106                                    |
| Public Health                                 | 420,000                                    |
|   |  |
| <b>Science and Technology</b>                 | <b>175,000</b>                             |
| Digital Technology                            | 275,000                                    |
| Food & Agro-Processing Technology             | 212,500                                    |
| Natural Resource Management                   | 91,666                                     |
| Occupational & Environmental Safety & Health  | 160,000                                    |
|   |  |
| <b>Social Sciences</b>                        | <b>172,500</b>                             |
| Accounting                                    | 140,000                                    |
| Applied Psychology                            | 152,221                                    |
| Banking and Finance                           | 635,000                                    |
| Business Management                           | 105,000                                    |
| Clinical Psychology                           | 195,000                                    |
| Development Studies                           | 150,000                                    |

|                                       | 2014 Cohort<br>Median<br>Monthly<br>Salary |
|---------------------------------------|--|
| <b>Social Sciences cont'd</b>         |  |
| Economics                             | 25,000                                     |
| Enterprise Risk Management            | 375,000                                    |
| General Management                    | 391,500                                    |
| Government                            | 98,500                                     |
| Human Resource Development            | 170,000                                    |
| Human Resource Management             | 170,000                                    |
| International Business                | 384,000                                    |
| Management Information Systems        | 127,500                                    |
| Marketing                             | 180,000                                    |
| National Security & Strategic Studies | 400,000                                    |
| Sociology                             | 190,000                                    |
|                                       |  |

Appendix 6 Median Monthly Income (in current \$JMD) of Respondents Working in Jamaica with a Research Master's Degree

|   | 2014 Cohort<br>Median<br>Monthly<br>Salary |
|---|--|
| <b>Overall Research Master's</b>              | <b>220,333</b>                             |
| <b>Faculty/Major</b>                          |  |
| <b>Humanities &amp; Education: Humanities</b> | <b>166,666</b>                             |
| Cultural Studies                              | 166,666                                    |
|   |  |
| <b>Science and Technology</b>                 | <b>274,000</b>                             |
| Physics                                       | 274,000                                    |
|   |  |

Appendix 7 Median Monthly Income (in current \$JMD) of Respondents Working in Jamaica with a Professional Doctorate

|                                       | 2014 Cohort<br>Median<br>Monthly<br>Salary |
|---------------------------------------|--|
| <b>Overall Professional Doctorate</b> | <b>350,000</b>                             |
| <b>Faculty/Major</b>                  |  |
| <b>Medical Sciences</b>               | <b>350,000</b>                             |
| Anaesthesia and Intensive Care        | 195,000                                    |
| Family Medicine                       | 500,000                                    |
| Internal Medicine                     | 300,000                                    |
| Public Health                         | 700,000                                    |
| Surgery - Orthopaedic                 | 350,000                                    |

Appendix 8 Median Monthly Income (in current \$JMD) of Respondents Working in Jamaica with a Research Doctorate

|                                   | 2014 Cohort<br>Median<br>Monthly<br>Salary |
|-----------------------------------|--|
| <b>Overall Research Doctorate</b> | <b>200,000</b>                             |
| <b>Faculty/Major</b>              |  |
| <b>Science and Technology</b>     | <b>200,000</b>                             |
| Environmental Biology             | 200,000                                    |
|                                   |  |