

2016 Employer Survey of Higher Degree Graduates, Class of 2014

September 2016



Between July and August 2016, employers of Higher Degree Graduates were invited to participate in an online survey administered by Qualtrics.

The survey asked employers about the graduates' work experience, academic preparation, skill sets, and performance on the job.

Profile of Respondents

Of the total cohort of supervisors (38), 14 participated in the survey.

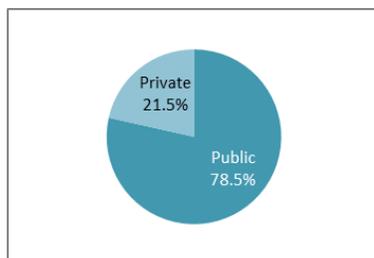
Employers	Number of Respondents	Response Rate
38	14	36.8%

Graduates' Work Experience

Employers and UWI graduates were engaged primarily in the Education sector (57%), with 78.5% of graduates working in the public sector and 21.5% in the private sector.

Most of the graduates who were evaluated held upper level positions such as professionals (50%) and associate professionals (35.7%). The remaining (14.3%) were in supervisory positions.

The majority of Higher Degree graduates were seasoned employees working for 1 to 3 years (35.7%), 4 to 6 years (21.4%), and 7 or more years (35.7%). One graduate (7.1%) was employed for less than one year.



Industry (2016)	N	%
Transport, Storage & Communications	1	7.1
Financial Intermediation	1	7.1
Public Administration & Defence	1	7.1
Education	8	57.1
Health and Social Work	2	14.3
Other Community, Social & Personal Service	1	7.1
Total	14	100.0

Academic Preparation of UWI Graduates

Most graduates were hired based on their academic qualifications (35.7%) and specialized knowledge (35.7%) followed by specialized skills (14.3%).

Decision to Hire (2016)	N	%
Academic qualifications	5	35.7
Specialized knowledge	5	35.7
Specialized skills	2	14.3
Other	2	14.3
Total	14	100.0

*Other= flexibility; and graduate was employed before I joined the organization.

The majority of employers (100%) also felt that the University of the West Indies prepared its graduates sufficiently or better for the position.

UWI's Preparation of UWI Graduate (2016)	N	%
Very poorly	0	0.0
Less than sufficiently	0	0.0
Sufficiently	7	50.0
More than adequately	4	28.6
Extremely well	3	21.4
Total	14	100.0

Graduates' Skill Sets

Employers gave positive ratings to Higher Degree graduates on a variety of skill sets. For each attribute, supervisors were asked to rate the UWI graduate on a 4-point scale ranging from 1 (poor) to 4 (excellent).

Employers gave high ratings to reading skills (3.77/4), speaking skills (3.64/4) as well as professional ethics (3.64/4), willingness to learn (3.57/4), independent thought (3.54/4), and reliability (3.54/4), among others.

Areas accorded lower ratings were business management skills (2.90/4), leadership potential (3.14/4), negotiation skills (3.14/4) and time management skills (3.14/4).

Performance of UWI Graduates

When asked to rate the performance of UWI graduates, 35.7% of employers were "satisfied," while 50% of employers were "very satisfied." All employers (100%) responded that they would continue to hire UWI graduates and recommend the hiring of UWI graduates to other employers.

Satisfaction with Performance of Graduates (2016)	N	%
Very dissatisfied	0	0.0
Dissatisfied	0	0.0
Neither dissatisfied nor satisfied	2	14.3
Satisfied	5	35.7
Very satisfied	7	50.0
Total	14	100.0

Suggestions for Improvement

Of the eight employers who provided suggestions, two expressed satisfaction with the status quo while others suggested courses in critical and innovative thinking, professional ethics and attitudes, and competence in writing Standard English. Other suggestions included more internships, as well as business courses in nursing programmes covering conflict management, customer service and interpersonal skills, and banking and hotel resorts.

Campus Response

As always, curriculum renewal remains an important thrust of the Campus.

Over the period 2012-13 to 2015-16, student participation in internships and practicums as part of their academic programme has increased from 1,116 to 2,022 students.

