

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

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

Name of Employer (2016)	N
Aerotel	1
Barbados Community College	1
Bellevue Hospital	1
Caribbean and North America Council for Mission (CANACAM)	1
Charlemont High School	1
Jamaica Mortgage Bank	1
Ministry of Education, Youth & Information	1
National Land Agency	1
Picton Presbyterian School	1
Princess Margaret Hospital, Nassau Bahamas	1
University of Connecticut	1
University of Technology, Jamaica	1
UWI Mona	1
Wesley College	1
Total	14

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

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

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

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

Job Title (2016)	N	%
Administrative Assistant	2	14.3
Client Support Technologist	1	7.1
Clinical Instructor	1	7.1
Graduate Assistant	1	7.1
Lecturer	1	7.1
Office Administrator - ICT	1	7.1
Regional Operations Manager	1	7.1
Registered Nurse	1	7.1
Registered Nurse	1	7.1
Senior Youth Empowerment Officer	1	7.1
Teacher	1	7.1
Teacher	1	7.1
Vice principal, Supervisor of Math Teachers	1	7.1
Total	14	100.0

**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?**

Length of Employment (2016)	N	%
Less than one year	1	7.1
1 to 3 years	5	35.7
4 to 6 years	3	21.4
7 or more years	5	35.7
Total	14	100.0

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

Previous Position (2016)	N	%
Yes	6	42.9
No	6	42.9
Not sure	2	14.3
Total	14	100.0

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

Time in Previous Position (2016)	N	%
1 to 3 years	4	66.7
7 or more years	1	16.7
No answer	1	16.7
Total	6	100.0

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?**

Desire 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

Note: Other=flexibility; and 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?**

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

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

**N=14**

	Poor (1)	Fair (2)	Good (3)	Excellent (4)	Not Applic.	No Answer	2016 Mean.../4
Knowledge specific to the employment position (1)	0.0%	7.1%	57.1%	35.7%	0.0%	0.0%	3.29
Skills specific to the employment position (2)	0.0%	0.0%	64.3%	35.7%	0.0%	0.0%	3.36
Related work experience (3)	0.0%	0.0%	64.3%	35.7%	0.0%	0.0%	3.36
Business management skills (4)	0.0%	14.3%	50.0%	7.1%	28.6%	0.0%	2.90
Mathematical/computational skills (5)	0.0%	7.1%	42.9%	50.0%	0.0%	0.0%	3.43
Reading skills (6)	0.0%	0.0%	21.4%	71.4%	7.1%	0.0%	3.77
Speaking skills (7)	0.0%	7.1%	21.4%	71.4%	0.0%	0.0%	3.64
Listening skills (8)	0.0%	7.1%	42.9%	50.0%	0.0%	0.0%	3.43
Writing skills (9)	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	3.43
Presentation skills (10)	0.0%	0.0%	42.9%	50.0%	7.1%	0.0%	3.54
Knowledge of specific computer or other technological applications for the job (11)	0.0%	0.0%	50.0%	42.9%	7.1%	0.0%	3.46
Problem solving skills (12)	0.0%	7.1%	57.1%	35.7%	0.0%	0.0%	3.29
Critical thinking skills (13)	0.0%	7.1%	57.1%	28.6%	7.1%	0.0%	3.23
Interpersonal skills (14)	7.1%	7.1%	42.9%	42.9%	0.0%	0.0%	3.21
Working cooperatively with others (15)	0.0%	21.4%	14.3%	57.1%	7.1%	0.0%	3.38
Cross cultural competence (16)	0.0%	7.1%	57.1%	28.6%	7.1%	0.0%	3.23
Organizational skills (17)	0.0%	7.1%	35.7%	42.9%	0.0%	14.2%	3.15
Networking skills (18)	0.0%	7.1%	50.0%	42.9%	0.0%	0.0%	3.36
Negotiation skills (19)	0.0%	7.1%	71.4%	21.4%	0.0%	0.0%	3.14
Time management skills (20)	0.0%	14.3%	57.1%	28.6%	0.0%	0.0%	3.14
Leadership potential/initiative (21)	7.1%	7.1%	50.0%	35.7%	0.0%	0.0%	3.14
Reliability (22)	0.0%	7.1%	28.6%	57.1%	7.1%	0.0%	3.54
Adaptability (23)	0.0%	14.3%	35.7%	50.0%	0.0%	0.0%	3.36
Accountability (24)	7.1%	0.0%	28.6%	64.3%	0.0%	0.0%	3.50
Punctuality (25)	7.1%	14.3%	42.9%	28.6%	7.1%	0.0%	3.00

**Q11. Cont'd**

	Poor (1)	Fair (2)	Good (3)	Excellent (4)	Not Applic.	No Answer	2016 Mean.../4
Integrity (26)	0.0%	7.1%	42.9%	42.9%	7.1%	0.0%	3.38
Judgement (27)	0.0%	7.1%	57.1%	35.7%	0.0%	0.0%	3.29
Maturity (28)	0.0%	21.4%	42.9%	35.7%	0.0%	0.0%	3.14
Politeness (29)	7.1%	7.1%	28.6%	50.0%	7.1%	0.0%	3.31
Initiative (30)	0.0%	21.4%	28.6%	50.0%	0.0%	0.0%	3.29
Innovativeness (31)	0.0%	21.4%	35.7%	42.9%	0.0%	0.0%	3.21
Independent thought (32)	0.0%	7.1%	28.6%	57.1%	7.1%	0.0%	3.54
Application of theory to practice (33)	0.0%	7.1%	50.0%	42.9%	0.0%	0.0%	3.36
Willingness to learn (34)	0.0%	7.1%	28.6%	64.3%	0.0%	0.0%	3.57
Professional ethics (35)	0.0%	7.1%	21.4%	71.4%	0.0%	0.0%	3.64
Quality of work (36)	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	3.50
Productivity (37)	0.0%	14.3%	35.7%	50.0%	0.0%	0.0%	3.36
General department (38)	0.0%	7.1%	35.7%	57.1%	0.0%	0.0%	3.50
Overall academic preparation (39)	0.0%	7.1%	35.7%	57.1%	0.0%	0.0%	3.50

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

Satisfaction with Performance of Graduate (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

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

Yes (100%)

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

Yes (100%)

**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 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 and business courses in nursing programmes covering conflict management, customer service and interpersonal skills, and banking and hotel resorts.

## Appendix

The 2016 Employer Survey of Higher Degree Graduates, Class of 2014, is the first survey that obtained consent from Higher Degree Graduates in the Tracer Survey, to contact their Supervisor for a performance appraisal. Of the Class of 2014 Higher Degree Graduates (818), 174 (21%) were traced, and 38 (22%) consented to a performance appraisal by their Supervisor.

For the 2016 Employer Survey, 14 of 38 Supervisors (36.8%) completed an appraisal of the UWI Graduate they supervise.

	2016
Employers Contacted	38
Employers Responding	14 (36.8%)