2022 Survey of Employers of UWI Graduates, Class of 2020

POPULATION AND SAMPLE

Employers	Responses	Response Rate
56	32	57%

Graduates appraised

	N	%
Undergraduate	21	66
Postgraduate	11	34
Total	32	100

QUESTIONNAIRE

Q1. Please tell us the name of the employing institution? [not shown]

Q2. What type of industry is the employing institution involved?

Industry of Employers based on the 2016 Jamaica Industrial Classification (JIC)

	N	%
Education	12	38
Administrative and Support Service Activities	2	6
Financial and Insurance Activities	4	13
Human Health and Social Work Activities	3	9
Information and Communication	1	3
Mining and Quarrying	1	3
Other Service Activities	3	9
Professional, Scientific and Technical Activities	2	6
Public Administration and Defence; Compulsory Social Security	3	9
Wholesale and Retail Trade	1	3
Total Employers	32	100

Q3. What is the name of the UWI Graduate you supervise? [not shown]

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

Occupations of Appraised Graduates based on the 2015 Jamaica Standard Occupational Classification (JSOC)

	N	%
Manager	2	6
Professional	22	69
Technician and Associate Professional	2	6
Clerical Support Worker	6	19
Total Employers	32	100

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?

	N	%
Less than one year	5	16
1 to 3 years	17	53
4 to 6 years	4	13
7 or more years	6	19
Total Employers	32	100

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

	N	%
Yes	12	38
No	16	50
Not sure	4	13
Total Employers	32	100

Q8. If the graduate held a previous position with the company, for how many years did the person work in the previous post?

	N	%
Less than 1 year	2	17
1 to 3 years	4	33
4 to 6 years	1	8
7 or more years	1	8
Don't know/No answer	4	33
Total Employers Responding 'Yes'	12	100

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

	N	%
Academic qualifications	13	41
Previous work experience	4	13
Specialized knowledge	3	9
Specialized skills	6	19
Established networks/contacts in the business	1	3
Other	5	16
Total Employers	32	100

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

	% Distribution	
	Undergraduates	Postgraduates
Very poorly	0	0
Sufficiently	52	55
More than adequately	29	45
Extremely well	19	0
Total Employers (N)	21	11

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

	% Distribution	
Writing skills	Undergraduate	Postgraduate
Poor	0	0
Fair	5	18
Good	48	27
Excellent	48	55
Not applicable	0	0
Total Employers (N)	21	11

	% Distribution	
Presentation skills	Undergraduate	Postgraduate
Poor	0	0
Fair	0	0
Good	52	64
Excellent	38	36
Not applicable	10	0
Total Employers (N)	21	11

	% Distribution	
Problem solving	Undergraduate	Postgraduate
Poor	5	0
Fair	10	0
Good	38	46
Excellent	48	55
Not applicable	0	0
Total Employers (N)	21	11

	% Distribution	
Critical thinking	Undergraduate	Postgraduate
Poor	5	0
Fair	10	9
Good	33	37
Excellent	52	55
Not applicable	0	0
Total Employers (N)	21	11

Interpersonal skills	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	10	9
Good	43	46
Excellent	48	46
Not applicable	0	0
Total Employers (N)	21	11

Knowledge of information technology	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	5	0
Good	57	46
Excellent	38	55
Not applicable	0	0
Total Employers (N)	21	11

Cross cultural competence	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	5	10
Good	48	40
Excellent	43	40
Not applicable	5	10
Total Employers (N)	21	11

	% Distribution	
Adaptability	Undergraduate	Postgraduate
Poor	0	0
Fair	14	18
Good	24	18
Excellent	62	64
Not applicable	0	0
Total Employers (N)	21	11

	% Distribution	
Innovativeness	Undergraduate	Postgraduate
Poor	5	0
Fair	0	0
Good	43	50
Excellent	52	50
Not applicable	0	0
Total Employers (N)	21	11

	% Distribution	
Independent thought	Undergraduate	Postgraduate
Poor	5	0
Fair	5	0
Good	43	46
Excellent	43	55
Not applicable	5	0
Total Employers (N)	21	11

Application of theory to practice	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	5	0
Good	29	0
Excellent	67	90
Not applicable	0	10
Total Employers (N)	21	11

Professional ethics	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	5	0
Good	29	0
Excellent	67	90
Not applicable	0	10
Total Employers (N)	21	11

Overall academic preparation	% Distribution	
	Undergraduate	Postgraduate
Poor	0	0
Fair	5	0
Good	24	37
Excellent	67	64
Not applicable	5	0
Total Employers (N)	21	11

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

	% Distribution	
	Undergraduate	Postgraduate
Very dissatisfied	0	0
Dissatisfied	5	0
Neither dissatisfied nor satisfied	5	0
Satisfied	37	55
Very satisfied	53	46
Total Employers (N)	21	11

Q13. Based on your experience employing UWI Graduates at your institution, will you continue to hire them?

	% Distribution	
	Undergraduate	Postgraduate
Yes	100	100
No	0	0
Total Employers (N)	21	11

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

	% Distribution	
	Undergraduate	Postgraduate
Yes	100	100
No	0	0
Total Employers (N)	21	11

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?

Greater exposure to internships, leadership training, ethical and professional standards, emotional intelligence and soft skills, and practical applications of knowledge. Teaching candidates should be taught to write proper lesson plans while library courses need to focus on emerging trends in a post-pandemic library environment as well as training in sign language to improve service delivery.

END OF SURVEY