

## 2018 Employer Survey of Higher Degree Graduates, Class of 2016

Between June 5<sup>th</sup> and July 27<sup>th</sup> 2018, employers of UWI Graduates were invited to participate in an online survey administered via Qualtrics.

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

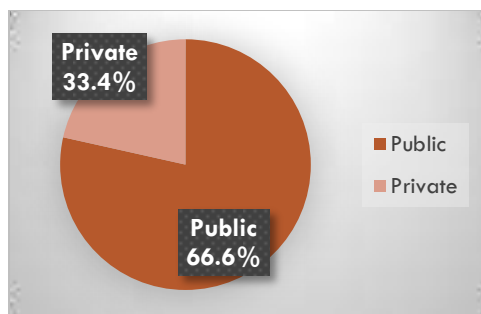
### Profile of Respondents

Of the total cohort of supervisors (28), 12 participated in the survey.

Employers	Number of Respondents	Response Rate
28	12	42.9%

Employers and UWI graduates were engaged primarily in the Public Administration (25%) and Education sectors (25%), followed by the Real Estate, Renting and Business Activities (16.7%) and Financial Intermediation (16.7%) sectors.

Industry (2018)	N	%
Hotels and Restaurants	1	8.3
Financial Intermediation	2	16.7
Real Estate, Renting & Business Activities	2	16.7
Public Administration & Defence	3	25.0
Education	3	25.0
Health and Social Work	1	8.3
Total	12	100.0



### Graduates' Work Experience

Most of the graduates who were evaluated held upper level positions such as professionals (75%). The remaining were equally distributed among managers (8.3%), associate professionals (8.3%) and unknown (8.3%).

	N	%
Managers	1	8.3
Professionals	9	75.0
Associate Professionals	1	8.3
No answer	1	8.3
Total	12	100.0

The majority of Higher Degree graduates were seasoned employees working for 1 to 3 years (50%). The remaining graduates were employed for less than 1 year (33.3%), 7 or more years (8.3%), and unknown (8.3%).

### Academic Preparation of UWI Graduates

Most graduates were hired based on their previous work experience (58.3%). Other factors included specialized knowledge (8.3%), specialized skills (8.3%), and other reasons (8.3%).

Desire to Hire (2018)	N	%	2016 (%)
Previous work experience	7	58.3	0.0
Academic qualifications	0	0.0	35.7
Specialized knowledge	1	8.3	35.7
Specialized skills	1	8.3	14.3
Other *	1	8.3	14.3
No answer	2	16.7	0.0
Total	12	100.0	100.0 / 14

\* Note: Other= academic qualifications and work experience.

The majority of employers (83.3%) also felt that the University of the West Indies prepared its graduates sufficiently, more than sufficiently, or extremely well for the position.

UWI's Preparation of UWI Graduate (2018)	N	%	2016 (%)
Very poorly	0	0.0	0.0
Less than sufficiently	0	0.0	0.0
Sufficiently	6	50.0	50.0
More than adequately	1	8.3	28.6
Extremely well	3	25.0	21.4
No answer	2	16.7	0.0
Total	12	100.0	100.0 / 14

### **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 integrity (3.82/4), initiative (3.82), willingness to learn (3.82) as well as productivity (3.73), professional ethics (3.73), maturity (3.73), reliability (3.73), and reading skills (3.73), among others.

Areas accorded lower ratings were negotiation skills (3.09), networking skills (3.18), business management skills (3.18), knowledge of specific computer applications for the job (3.27), leadership potential (3.36), and punctuality (3.36).

### **Performance of UWI Graduates**

When asked to rate the performance of UWI graduates, 33.3% of employers were "satisfied," while 50% of employers were "very satisfied." Nearly all employers (91.7%) responded that they would continue to hire UWI graduates and recommend the hiring of UWI graduates to other employers.

Satisfaction with Performance of Graduate (2018)	N	%	2016 (%)
Very dissatisfied	1	8.3	0.0
Dissatisfied	0	0.0	0.0
Neither dissatisfied nor satisfied	0	0.0	14.3
Satisfied	4	33.3	35.7
Very satisfied	6	50.0	50.0
No answer	1	8.3	0.0
Total	12	100.0	100.0 / 14

### Additional Comments or Suggestions for Improvement

Two employers provided comments. One was to continue to keep standards high and as internationally diverse as possible and to incorporate practicals for the transition to the world of work. The other employer had no complaints as UWI graduates have performed satisfactorily at their establishment.

### Campus Response

In response to the need for more practical, hands-on experience in the form of practicals for the transition to the world of work, over the period 2012-13 to 2016-17, the number of students participating in internships and practicums as part of their academic programme increased from 1,116 students in 2012-13 to 1,760 students in 2016-17. This is an area that the Campus will continue to place emphasis on as part of the thrust to develop the ideal graduate.

