

Graduate Tracer Study Results & Dissemination Plans



11/2/2013 (11:15 – 13:00) . Tracer Studies in Eastern Africa:
Findings and their Relevance for University Strategies and Curriculum
Development

Moi University- MUTRACE

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Introduction

- Dissemination is "*passing information to an audience*"- Wikipedia
- Results dissemination is the link between results and use

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- There are several reasons why results of any graduate tracer survey should be turned into use at different levels;
 1. To feedback in study programmes
 2. To link between study and labour market
 3. To compare nationally and internationally
 4. To derive indicators of relevance of study programmes
 5. For Accreditation and evaluation of university programs
 6. Curricular development
 7. University affiliation, ranking and comparability
 8. As an information instrument to stakeholders



Objectives of MUTRACE

- The objectives of MUTRACE were:
 - to develop an address data bank;
 - to conduct a tracer survey (pilot & first one);
 - to analyze the tracer survey data and;
 - to disseminate the results of the survey.



Roadmap for dissemination

- Focused implementational, quality assurance and recommendational results to university management
- Simple consumable results to University faculties/departments
- Study experience results to students and parents
- Study and employment results to graduates
- Study-employment link results to potential employers
- Quality of study programs related results to HEIs managers in Eastern Africa i.e., CUE and IUCEA and rest
- Best practices results to interested HEIs in the region
- Scientific and methodological results to the Scientifics and academics by publication



Disseminated so far

- ✓ UNITRACE workshops (2011 and 2012)
- ✓ EXLIMA- International graduate tracer conference (Bali 2012)
- ✓ Moi University- MUAIC 2011 and 2012
- ✓ 6 reports and 2 scientific papers (MUAIC and EXLIMA)
- ✓ On going calls for tracer collaboration with CUE, AGGN, and IUCEA
- ✓ DIES-Alumni 2013 multiplication proposal to train mid level administrators and academics in tracer methodology

===== **Planned**

- ✓ Plans to train alumni officers, administrators, academics at Moi University in tracer methodology to build capacity (Seminars, workshops, newsletters, Maarifa, MU radio, MU Website)
- ✓ Plans for an Eastern Africa if not Africa graduate tracer consortium
- ✓ Plans to establish graduate tracer study center at Moi University



Some specific Results & dissemination plans

FOR:

- Moi University
- Students and parents
- Graduates
- Employer
- HEIs managers e.g., CHE and IUCEA

Results Moi1

Results for Moi University

Facilities and provisions

Facility	Rating
Library	53% high , 28% average
Learning courses	44% average
Variety of subjects	Good= 57%,
Leaning space	Average = median 3 (of 5 scale rating)
Accommodation	Average median & mode 3
Medical	Average median & mode 3
Recreation/students center	53% poor
ICT	53% poor
Laboratories	Poor= median & mode 4



Results Moi2

University Education

● Overall, learning conditions and facilities at Moi University were rated average by 37%

- 92% completed study in time
- Lectures are a mode of learning very highly emphasized (78%), research (53%), internship (57%), practical exercise, field course/practicum (62%) and discussions (59%)
- Demonstrations less emphasized (33%)
- Community services neglected (21%)
- Graduates undertook additional education training during their degree study
- Relationship between study field and area of work rated very highly (70%)
- Job search- 21% through work placement, internship and attachment. Career office, internet, fairs, Government and commercial agencies NOT USED
- 75% gained required competence for job and 64% indicate University contributed to this

Competencies contrast

Results Moi3

Attributed to University

- ✓ knowledge of one's field
- ✓ critical thinking skills
- ✓ research skills
- ✓ communication skills
- ✓ ability to learn under pressure, independently
- ✓ adaptability, loyalty and integrity
- ✓ report writing, presentation
- ✓ capability for continuous learning

Not attributed to University

- ❖ knowledge of other fields
- ❖ subsidiary knowledge
- ❖ computer & internet skills

These are obtained from supplementary and often parallel courses taken during degree study



Dissemination plan- to Moi University

- Report carrying results and recommendation for improvement to University management and Quality Assurance office
- Report carrying results and recommendation for improvement to specific faculties and departments of Moi University
- Report carrying results and recommendation for improvement to DVC R&E and especially Alumni and career offices
- Moi University Annual International Conference
- Special MUTRACE dissemination workshop at Moi University
- Direct debriefs with the above offices
- Seminars and public lectures for academics and students
- Post of results on the University website for wider audience
- Publication and especially in MAARIFA and journals alike



Selected results- Students & Parents

- 92% completed study in time
- 52% of the graduates took some course when at University and after graduation to prepare themselves for the workplace. These trainings were mainly strategic to add advantage for competition in job search and were useful at work
- **Job search-** career office, job fairs, Government and commercial agencies NOT USED. Most graduates (54%) relied on adverts in newspapers. 32% through parents, relatives and friends
- Relationship between the field of study for graduates and the area of work was rated very highly (70%)
- Likelihood of mismatch between study program and job (JAB, parent and individual student influences)



Dissemination plan- to students thus parents

- Moi University Annual International Conference
- Special MUTRACE dissemination workshop at Moi University
- Briefs with MUSO academic office
- Seminars and public lectures for academics and students
- MUSO and other students newsletters
- Strategic notice-board posting of briefs
- Post of results on the University website for wider audience
- Publication and especially in MAARIFA and journals alike



Selected results- graduates (to be)

Results graduates1

- They start looking for jobs 5 months before graduation.
- Most (54%) relied on adverts in newspapers. 21% through work placement, internship and attachment
- Half checked through the internet. Only 10% established an e-network for job search
- Career office, job fairs, Government and commercial agencies NOT USED.
- They contacted at least 10 (mode) institutions to seek employment
- Job search trends corroborate with the actual job acquisition pattern
- 42% consider salary to select job



Selected results- graduates (to be) Results graduates2

- 79% graduates were employed by the time of the survey but 21% were not employed one year after graduation
- 56% work for the private employer
- Surprise public employer has only 25% and NGO 12%
- self employment takes up 6%.
- Graduates had worked for 2 employers in one year time and 1 person had for 50 employers
- **Where occupied-** Research 12%, legal work 10%, mechanical and technical work 8%, ICT 7%, writing, publishing and media 5%, business, marketing and commerce 5%, administrative assignments 5% and in patients' treatment and management 5%
- Approximate monthly gross income from current major job excluding overtime is Kshs. 41,870 per month = 511 USD\$



Dissemination plan- to graduates

- Post of results on the University website for wider audience
- Alumni meetings and newsletters
- Publication and especially in media avenues e.g., Journals like Maarifa and through radio and TV
- Direct feedback of results especially to those we have contacts and survey participants

Selected results- Employer

Results Employer1

- 56% of graduates work for private employer. Only 25% public & 12% NGO. And 6% were self employed
- Graduates had worked for 2 employers in one year time
- They contacted at least 10 institutions to seek employment
- 42% of graduates consider salary to select job
- Relationship between the field of study for graduates and the area of work was rated very highly (70%,)
- 75% indicate gained required competence for jobs at graduation
- Approximate monthly gross income from current major job excluding overtime is Ksh. 41,870 per month = 511 USD\$



Results Employer2

Employer considerations in recruiting

From which university are you and what degree do you hold?

- 46% study programme important
 - 65% University reputation important
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- 64% grades not important
- 52% specialization not important
- 52% computer skills not important
- 71% experience not important (surprise)
- 75% organizational skills not important





Dissemination plan- to Employer

- Post of results on the University website for wider audience
- Alumni meetings and newsletter
- Channel key results through career and public relations office contacts
- Publication and especially in media avenues



Selected results- HEI bodies

- Lectures are a mode of learning very highly emphasized (78%), research (53%), internship (57%), practical exercise, field course/practicum (62%) and discussions (59%)
- Demonstrations less emphasized (33%)
- Community services neglected (21%)
- Learning conditions and facilities at Moi University were rated average by 37%

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- From which university are you and what degree do you hold?
- 92% completed study in time
- 79% graduates were employed by the time of the survey
- But 21% were not employed one year after graduation
- Relationship between the field of study for graduates and the area of work was rated very highly (70%)
- 75% indicate gained required competence for job
- 64% indicate University contributes to their competence for job



Dissemination plan- to HEI bodies

- Direct debriefs with HEI manager
- Meetings involving HEI managers and CEO, QA office or their delegations
- Quality assurance debriefs and reports from the University

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- Avail results on the University website for specialized reference
- MUAIC and other conferences
- Publication and especially in media avenues



Way forward- Dissemination

- Call upon University to facilitate platforms for dissemination to stakeholders like students, academic staff ,quality assurance and other administrative and management officers
- Seek University grants for proposed activities such as workshops

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- Write grants proposals to finance forums for dissemination
- Seize available opportunities to disseminate
- Use existing and proposed collaborators such as DAAD, DIES, INCHER, AGGN, NCST, CUE, IUCEA etc



End

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