

Graduate Employment and Professional Success in Ethiopia: A Case Study of Addis Ababa University

**Teshome Nekatibeb and Aklilu Amsalu
EXLIMA Conference, Bali, Indonesia
October 18 – 25, 2012**



Addis Ababa University
www.aau.edu.et

Context and Objectives

Context

- Expansion of higher education in Ethiopia for human capital and productive behavior
- Lack of comprehensive tracer study to follow up how university education fares with the labor market.

General objective

- To describe and analyse Graduate employment and professional success in Ethiopia taking Addis Ababa University as case study.



Context and Objectives

Specific objectives

- Assess the study conditions, provisions , and study experiences of Graduates;
- Analyse the process of job search and transition to the world of work;
- Examine the employment situation of Graduates and appropriateness of study to work; and
- Investigate the competencies Graduates acquired from the University and draw relevant lessons.



Methodology

- A cross-sectional survey with a particular focus on the cohort of 2009 Graduates.
- Purposive sampling procedure involving commercial college
- A total of 250 graduates who were willing and accessible to participate were included.
- Paper based and structured questionnaire. Calls, reminders and physical contact were used.
- Data analysis involves descriptive statistics and summaries using SPSS.

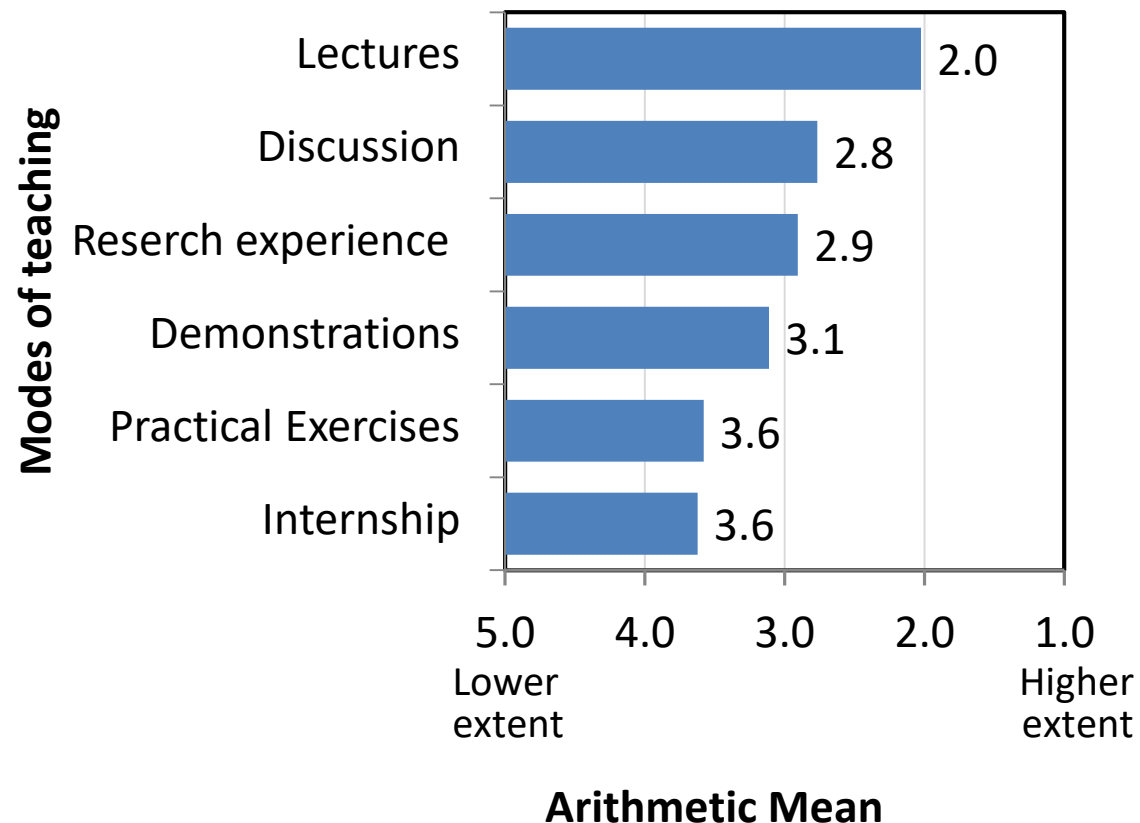


Results

a) Study conditions and provisions

- 94% of the graduates completed their study during the standard period of time
- Lectures and discussion were the most emphasized modes of teaching and learning

Modes of teaching and learning emphasized



Results

Rating of study conditions

	Good	Fair	Bad
Contact with teaching staff outside	26.7	32.3	41.0
Academic advice	33.8	37.8	28.4
Exposure to research projects	32.3	38.2	29.5
Class room conditions	53.6	33.3	13.0

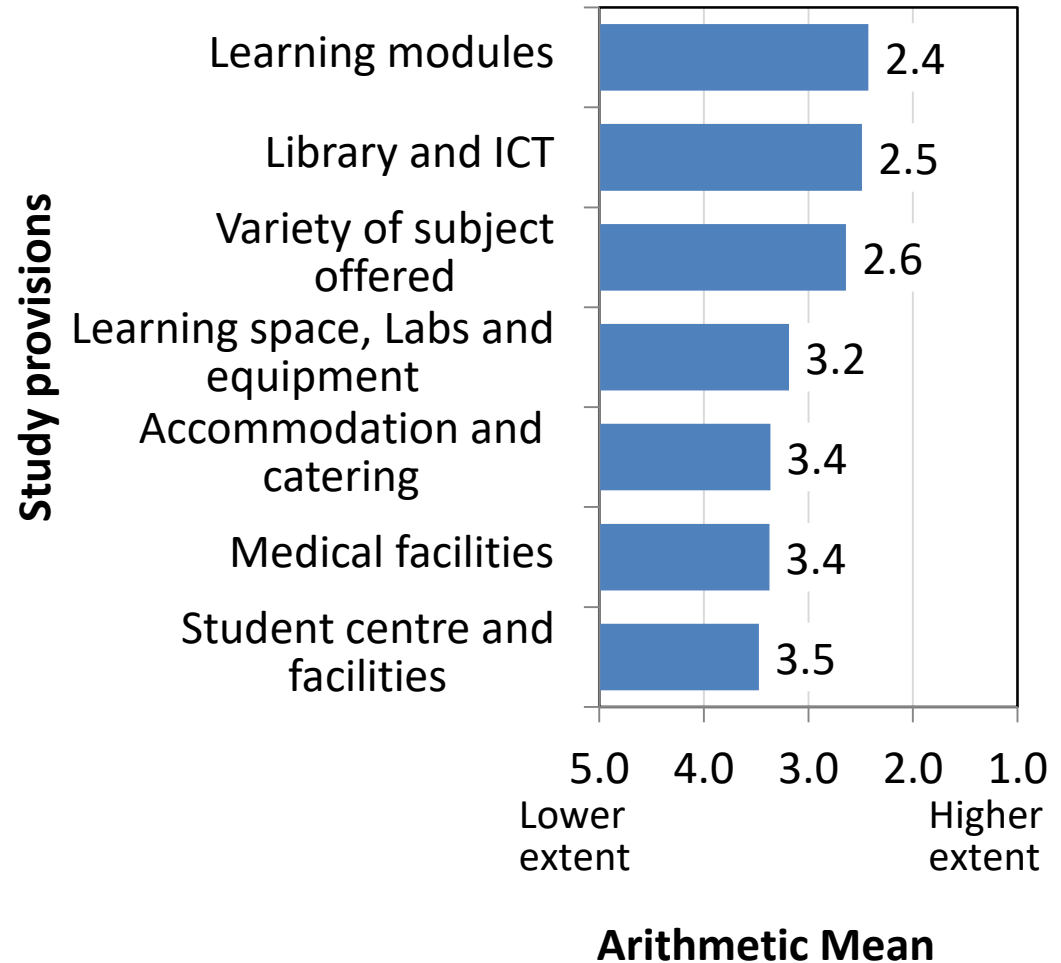
- Contact with teaching staff was unfavorably rated by 41% of the graduates whereas academic advice, exposure to research and class room conditions were favorably rated.



Results

- Learning modules, library and ICT services and variety of subjects offered were rated adequate where as provision of other facilities was rated inadequate.
- Inadequacy in study provisions would have negative influence on students professional competence.

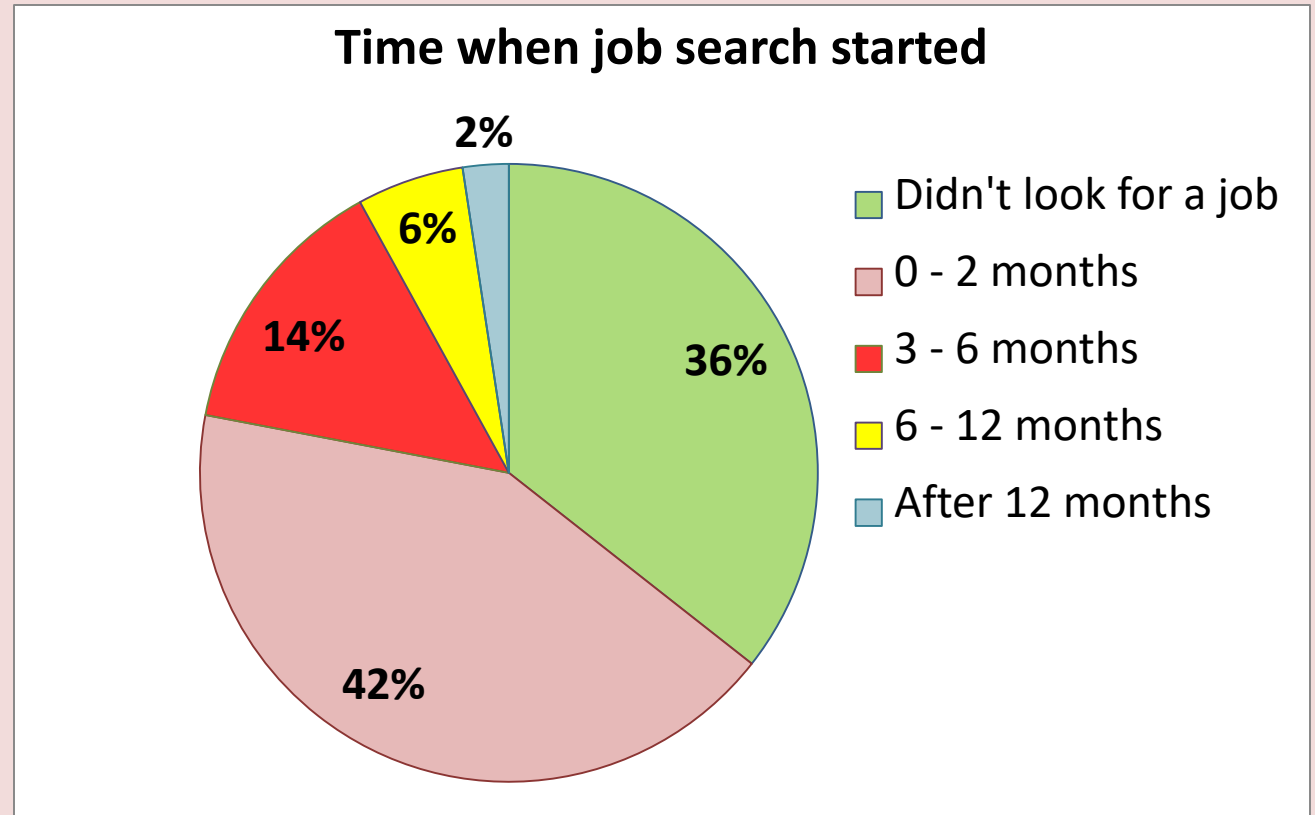
Assessment of study provisions



Results

b) Job search

- 42% of the graduates started job search within two months after graduation, whereas 36% did not look for a job.



Results

Modes of job search used by graduates

	N	%
Advertisement in newspaper/magazine, fliers	163	67
Directly contacting employers without vacancies	63	26
Through the internet	57	24
Relations (parents, relatives, friends, etc.)	56	23
Contacted by the employer	23	10
Through a state working agency	17	7
Information from student affairs office	12	5

- Many graduates use advertisement, direct contact with employers, internet and social relation and depend less on institutional services such as use of the student affairs office and the state working agency.



Results

Criteria considered by employers for recruitment

	N	%
GPA/Grades	149	62
Computer skills	108	45
Relevance of field of study	80	33
Work experience while studying	71	30
English proficiency	66	27
Internship during study	28	12
Reputation of higher education institution	25	10
Third party's recommendation	25	10

- Employers focus on personal competencies of graduates such as Grades, computer skills and relevance of field of study, but they give little consideration to non-personal attributes such as institutional reputation and third party's recommendations.



Results

Criteria considered by graduates for job selection

	N	%
Salary	122	58
Matching with field of study	29	14
Challenges in the job	28	13
Benefits (housing, transportation, overtime)	14	7
Scholarship opportunity	12	6
Proximity to house	5	2

- Salary was considered as the prime criterion for job selection by 51% of the graduates rather than match of field of study with the job and challenges in the job.

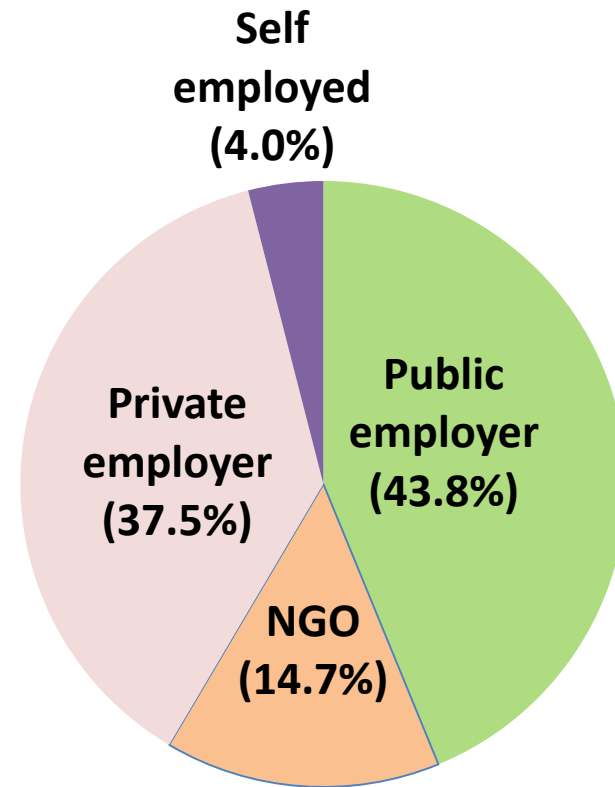


Results

c) Employment and work

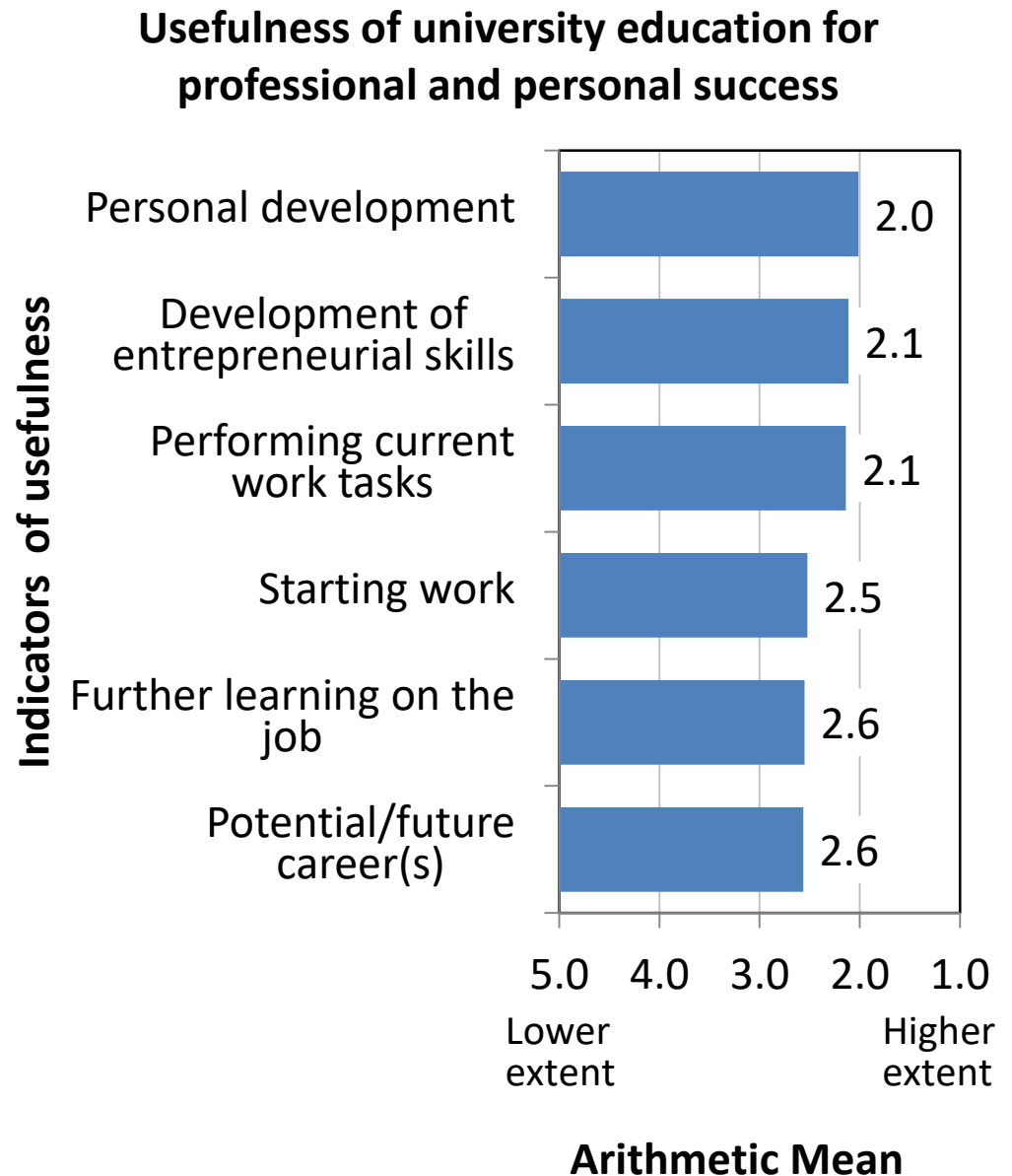
- Of the total number of graduates included in the survey, 90% had jobs including self employment.
- Government was the main employer of graduates followed by the private sector.

Type of employment



Results

- University education was rated as a good basis for enhancement of generic skills such as personal development, entrepreneurial skills and carry out current tasks.



Conclusions and Implications

- In the study process, less emphasis was given to practice based instruction and to essential study provisions.
- Employers focus on personal competencies of graduates for recruitment, but salary is a top priority for job selection by graduates.
- Graduates use more of individual channels of job search than organized institutional methods.
- University education was rated as a good basis for enhancement of generic skills such as personal development, entrepreneurial skills and carrying out current tasks, but this requires further research.



Thank You!



Addis Ababa University