



THE GRADUATE EXIT SURVEY

CLASS OF 2023

THE OFFICE OF QUALITY ASSURANCE AND
INSTITUTIONAL EFFECTIVENESS (QA&IE)

OCTOBER 2025



About the Graduate Exit Survey Class of 2023

Approach

The Graduate Exit Survey was administered to graduates of the 2023 class approximately 1.5 years following their graduation. The survey examined three main areas: graduates' perceptions about their achievement of desired learning outcomes; prospects for employment and further study; and their overall assessment of their UTT experience.

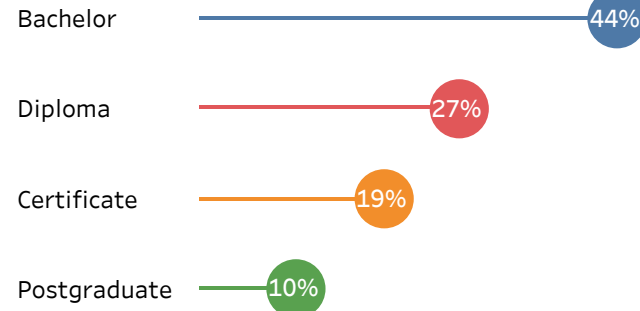
The survey was administered electronically during the period 5 June to 10 October 2025. The study population included 1312 students who successfully completed programmes and graduated in 2023. A total of 509 graduates responded to the survey, providing a participation rate of 39% and a margin of error of +/-3%.

The respondents to this survey were found to be broadly representative of the study population. The results presented in this report are based on the responses of the 509 graduates from the class of 2023.

Respondent profile

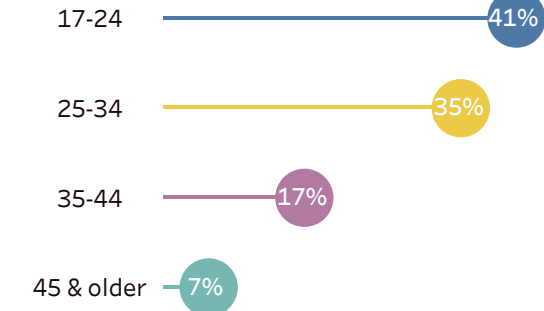
n=509

Programme level



n=509

Age-group



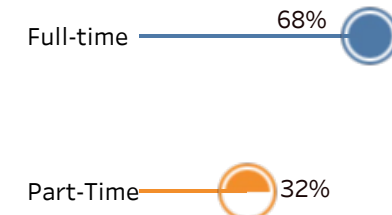
n=509

Academic area



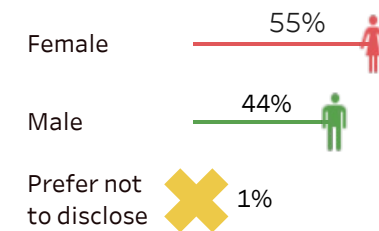
n=509

Enrolment status



n=509

Gender



Employment

Employment rates

The survey found that 58% of graduates were employed at the time of the survey, while 7% were unemployed but not seeking work, and 35% were still seeking employment.

The results also showed that those with higher-level qualifications were more likely to be employed full-time. It was found that 76% of those who earned a postgraduate qualification were employed full-time.

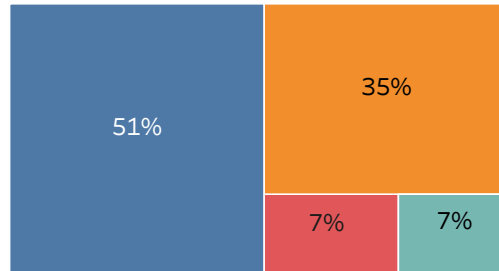
The survey found that 62% of graduates who were employed at the time of the study reported working in a permanent or long-term contract position. However, 15% held temporary jobs, 18% were on an internship or in the On-The-Job Training (OJT) programme, 2% were entrepreneurs, and 3% worked freelance respectively.

The percentage of those holding permanent or long-term contract positions was highest among those who earned a bachelor's degree or higher qualification.

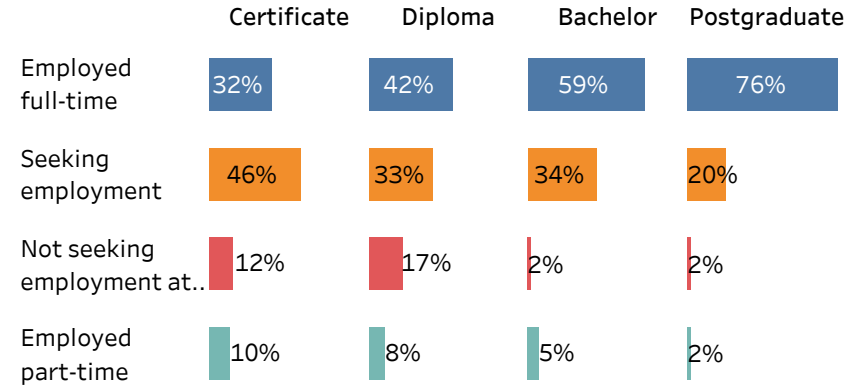
Are graduates finding jobs?

n=509 **All respondents**

- Employed full-time
- Employed part-time
- Seeking employment
- Not seeking employment at this time

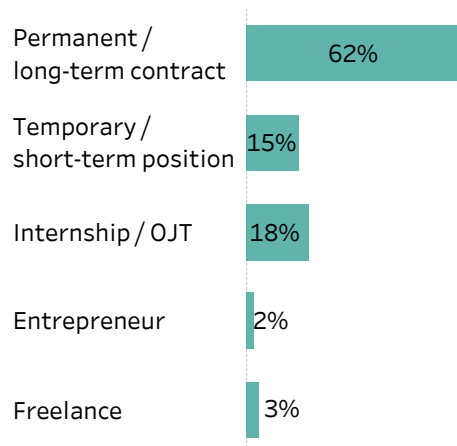


n=509 **All respondents by programme level**

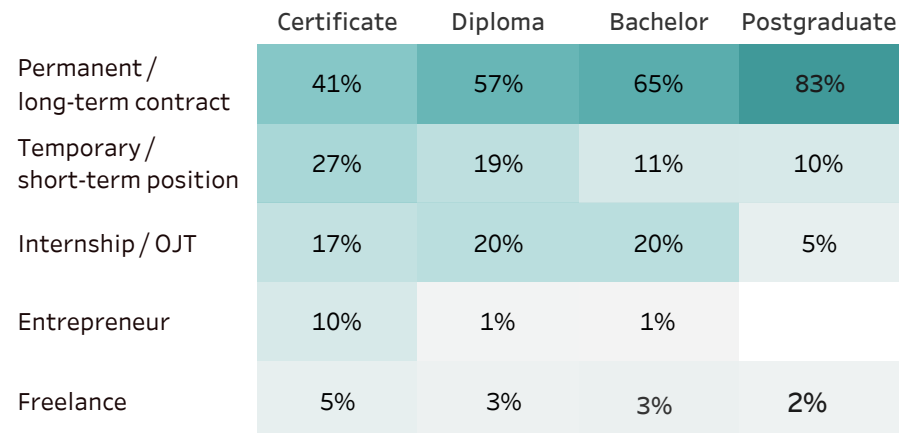


What type of jobs are graduates getting?

n=292 **Employed respondents**



n=292 **Employed respondents by programme level**



Employment

Job levels

The survey found that among graduates who were employed, 62% held entry-level positions, 24% were employed in supervisory positions, 10% were in middle management and 4% were executives or top management.

Among graduates with a bachelor's degree or lower qualification, most employed persons held entry-level jobs. However, the majority of employed graduates who earned a postgraduate degree were in supervisory or management positions.

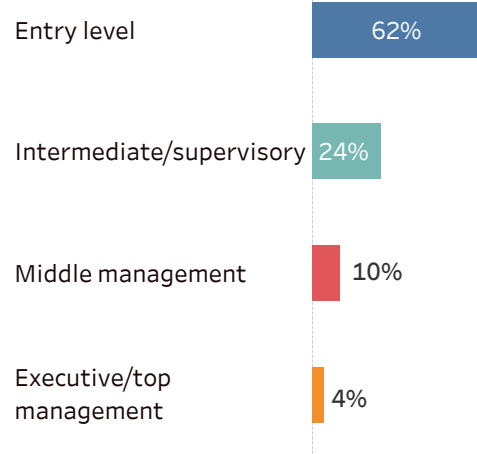
Earning levels

Forty-two percent (42%) of graduates earned less than \$7,000 per month, 36% earned between \$7,000 and \$11,999; 11% earned between \$12,000 to \$16,999; and 11% earned at least \$17,000 or more monthly.

Generally, graduates' earnings were positively associated with the level of qualification they acquired, as those with higher qualifications typically had higher earnings.

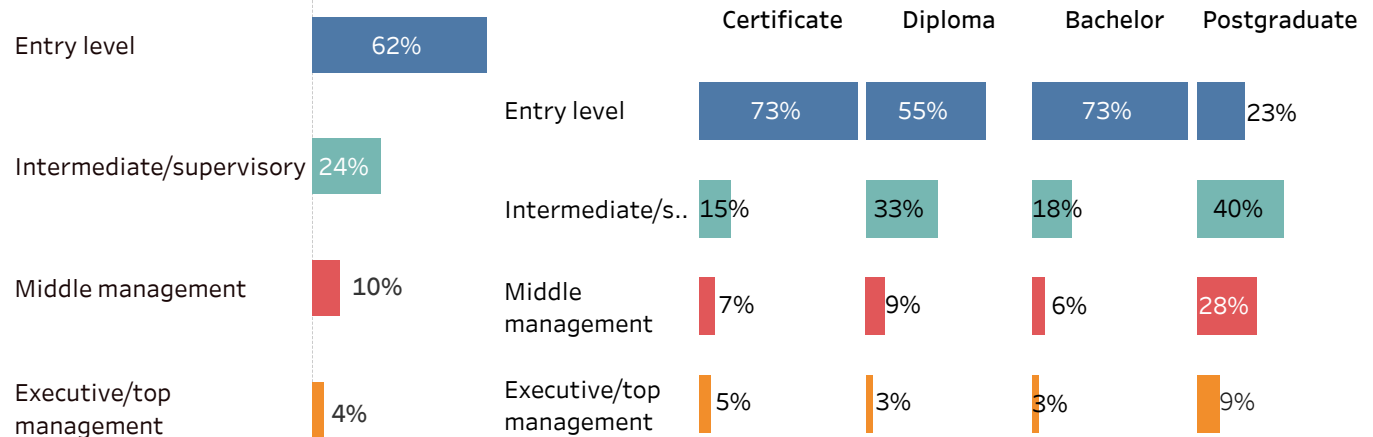
At what level are graduates finding jobs?

n=292 Respondents' job position



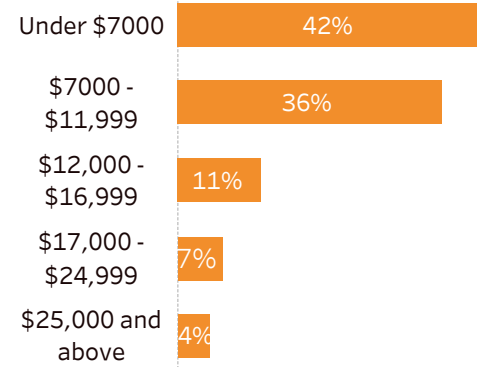
n=292

Respondents' job position by programme level



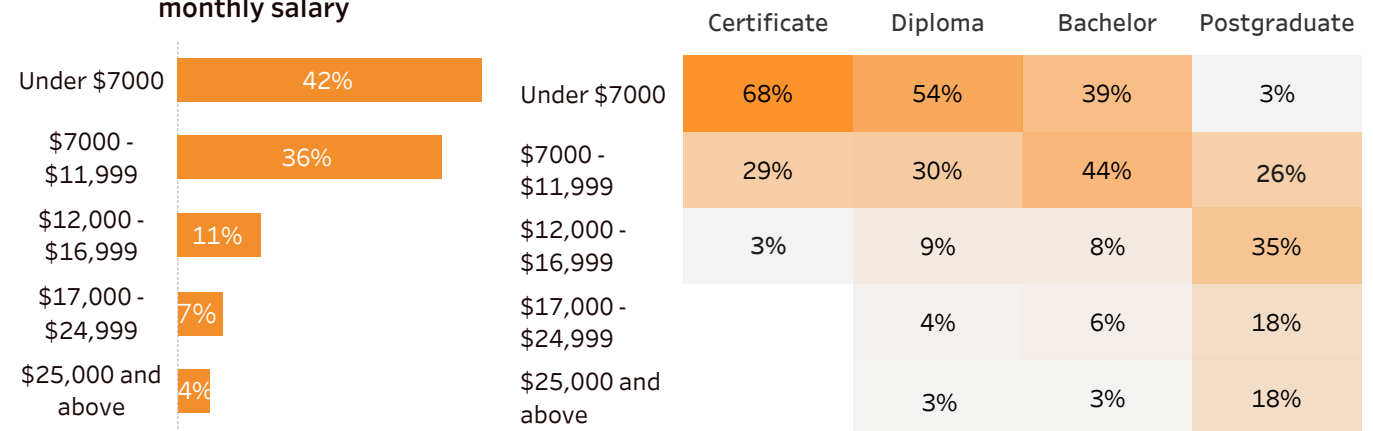
How much do graduates earn?

n=292 Employed respondents monthly salary



n=292

Respondents' salary by programme level



Further Study

The survey found that 22% of graduates had enrolled in further study, 46% planned to but had not yet enrolled, and 32% had no plans to pursue further study at the time of the survey.

Graduates from sub-baccalaureate programmes were more likely to have already enrolled than those with a bachelor's degree or higher.

Graduates' further study qualifications

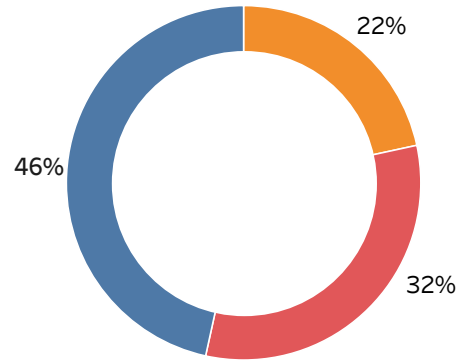
Among graduates who chose to pursue further study, the survey found that most had progressed to an advanced level relative to the qualification they previously earned at UTT.

Sixty-seven percent (67%) of certificate-level graduates who enrolled in further study were pursuing a bachelor's degree, 83% who previously earned a diploma are now enrolled in a bachelor's degree, and 61% of those who earned a bachelor's degree are pursuing a master's degree. Further, 50% of those who earned a postgraduate qualification are now enrolled in a PhD programme.

Are graduates progressing to further study?

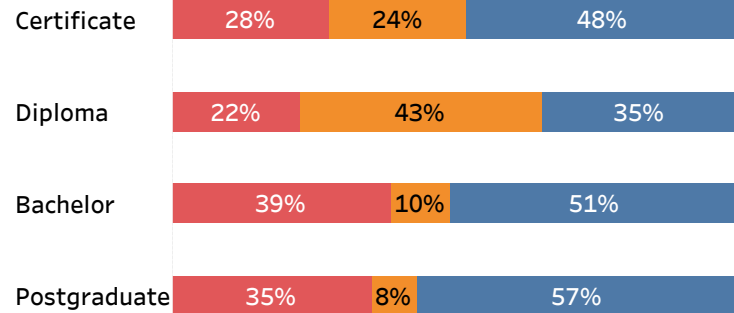
n=509

All respondents



n=509

All respondents by programme level



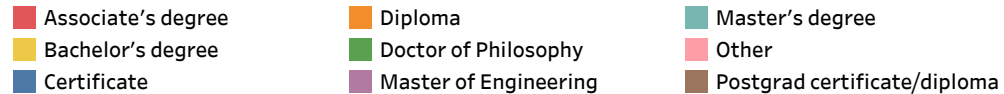
Already enrolled in a programme

Not planning to pursue a programme

Actively planning to pursue a programme

What level of further qualifications are graduates pursuing now?

n=110

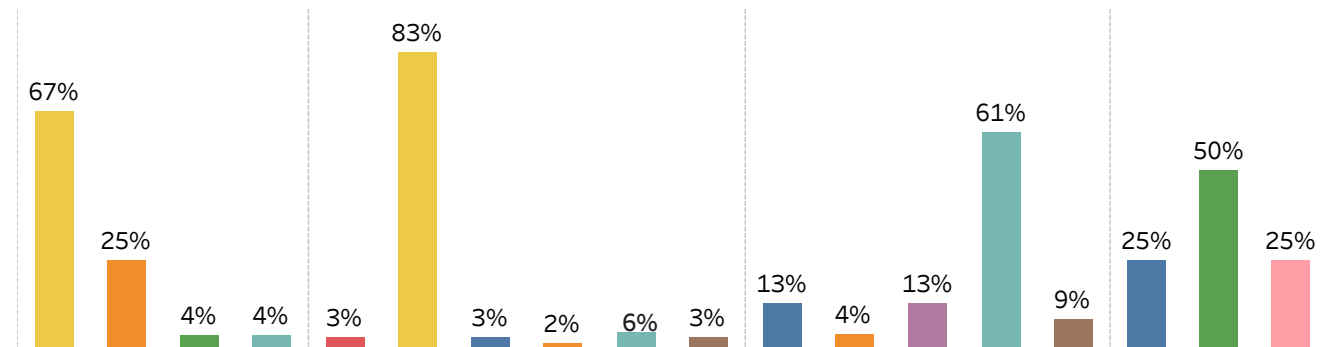


Certificate graduates

Diploma graduates

Bachelor's graduates

Post-graduates



Further Study

Further study in a similar field

The survey revealed that 75% of graduates who pursued further studies remained within their original field of study.

However, this trend was less pronounced among bachelor's degree holders, with only 43% continuing in the same academic field, suggesting a greater tendency for academic or career diversification at this level.

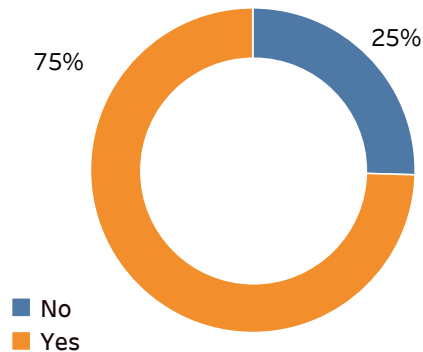
Alternative institutions of choice for further study

The survey found that 60% of graduates who pursued further studies after graduation chose to continue at UTT, while 20% enrolled at The University of the West Indies (UWI), making it the most popular destination for further study outside of UTT.

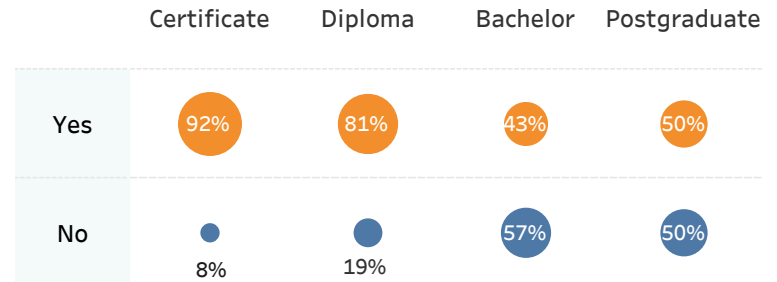
Among graduates who did not return to UTT, 55% indicated that their preferred programme was unavailable, 24% gave other unspecified reasons, 14% expressed concerns about the reputation or market acceptance of their UTT qualification, and 7% cited dissatisfaction with their previous student experience at UTT.

Are graduates pursuing further study staying in the same field?

n= 110 Respondents enrolled in further study in the same field

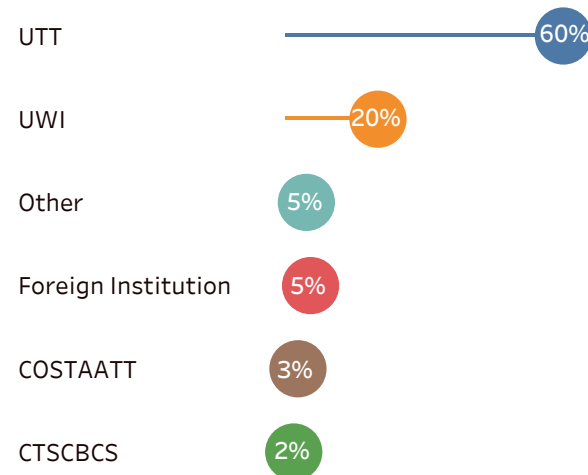


n= 110 Respondents enrolled in further study in the same field by programme level

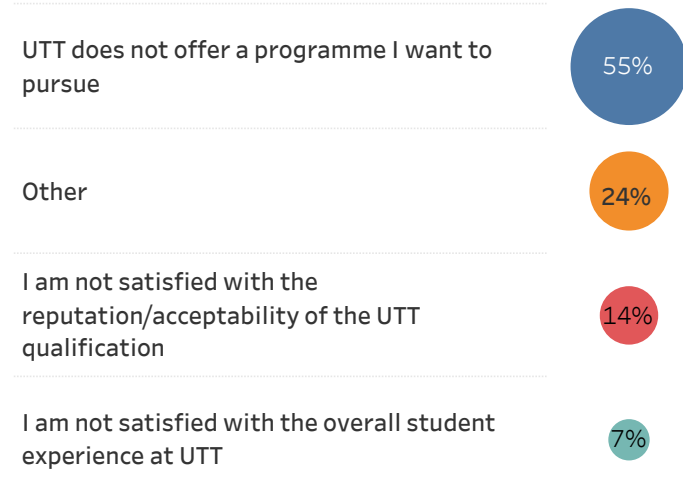


Are graduates returning to UTT to pursue further study?

n=110 Where respondents are enrolled for further study (top 6)



n=110 Respondents enrolled in further study at institutions other than UTT



Career Preparation and Prospects

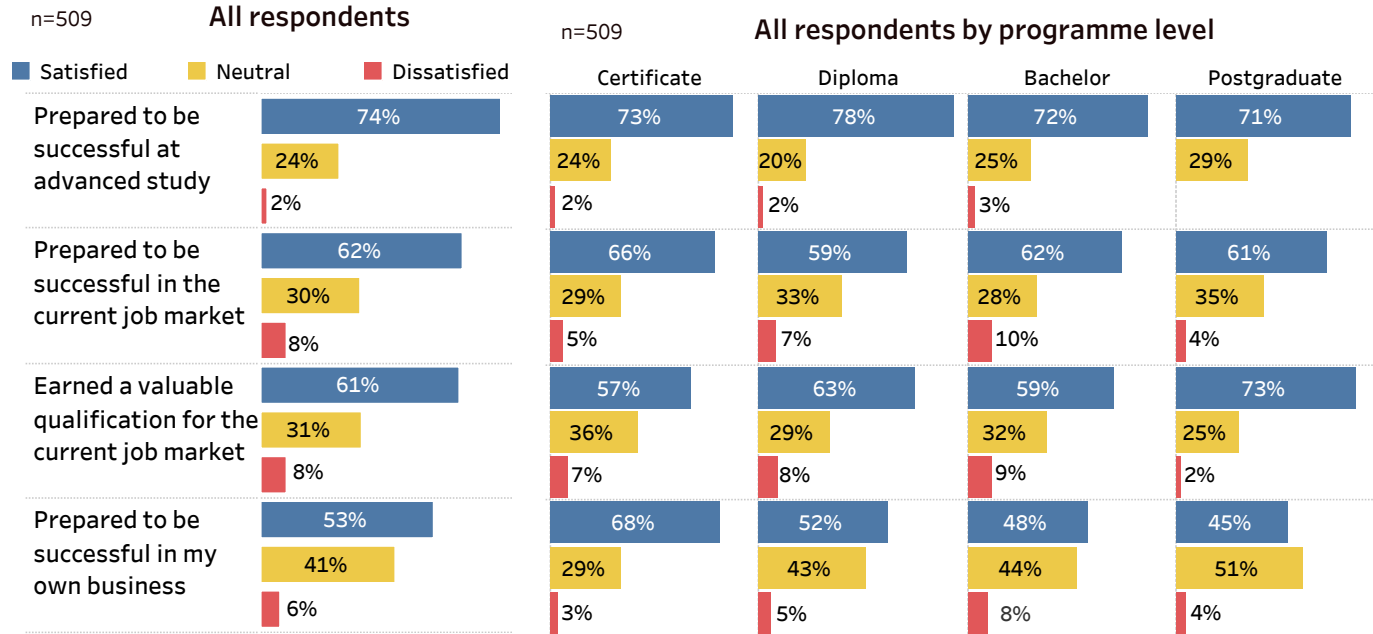
Career preparedness

Survey results indicated that most graduates felt their UTT programme strengthened their preparedness for both career and academic advancement. Overall, 74% were satisfied with their readiness for further study, 62% with their preparation for the job market, and 53% with their preparedness for entrepreneurship. Satisfaction levels were highest among diploma and certificate graduates across most areas.

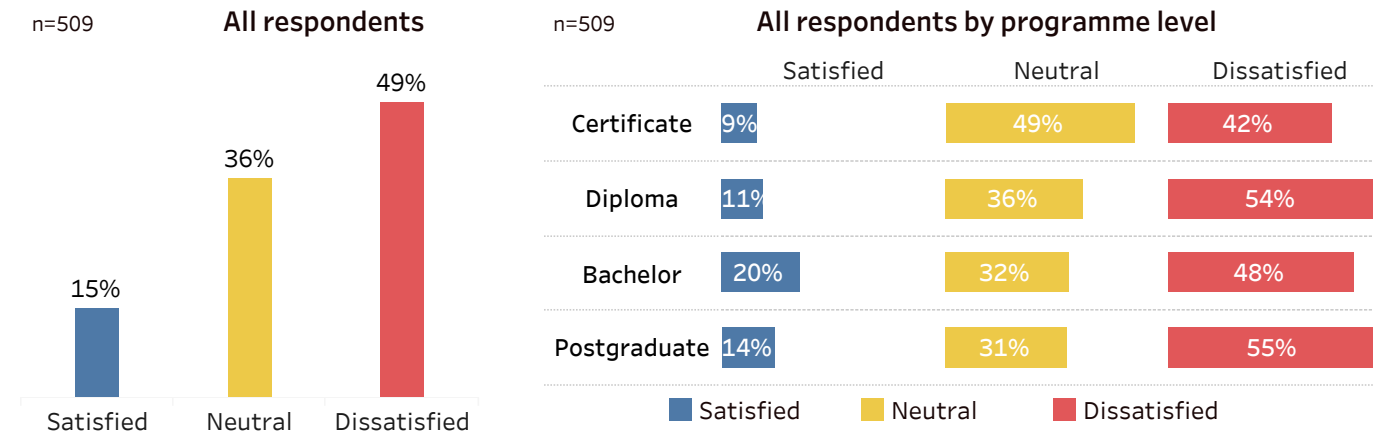
Career prospects

Survey results show that only 15% of graduates were satisfied with their career prospects, compared to 49% who were dissatisfied and 36% who were neutral. These low satisfaction levels suggest job market uncertainty or a gap between graduate expectations and available opportunities rather than programme-specific factors. Confidence was low across all programme levels, though bachelor's graduates were slightly more optimistic. This contrasts with earlier findings where over half felt well-prepared for study and employment, indicating a disconnect between perceived readiness and actual job market outcomes.

Do graduates feel prepared for the job market and further study?



How satisfied are graduates with their career prospects?



Job Skills

Job skills

The survey also assessed graduates' perceptions of their UTT programme's impact on their job-related skills.

The survey found that 67% of graduates reported that their field-specific theoretical knowledge improved significantly, while 50% felt similarly about their practical job and writing skills.

However, fewer than half reported significant improvement in other areas including oral presentation skills (49%), planning and organisation (48%), teamwork (45%), numeracy (39%), and IT skills (39%).

When disaggregated by programme level, the analysis showed that graduates with bachelor's degrees reported the greatest improvement in job-related skills, outperforming those from other programme levels.

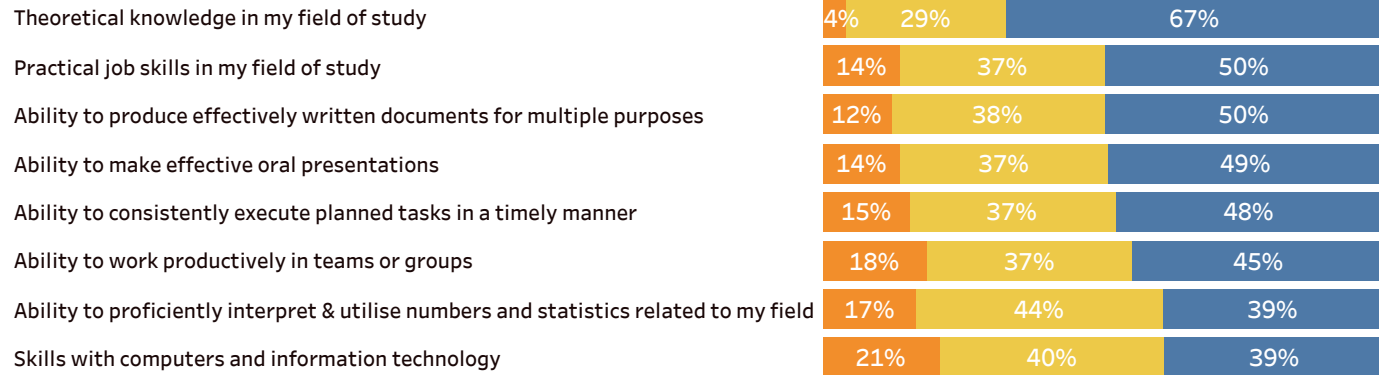
Do graduates believe their UTT programme improved their job skills?

n=509 All Respondents

■ About the same

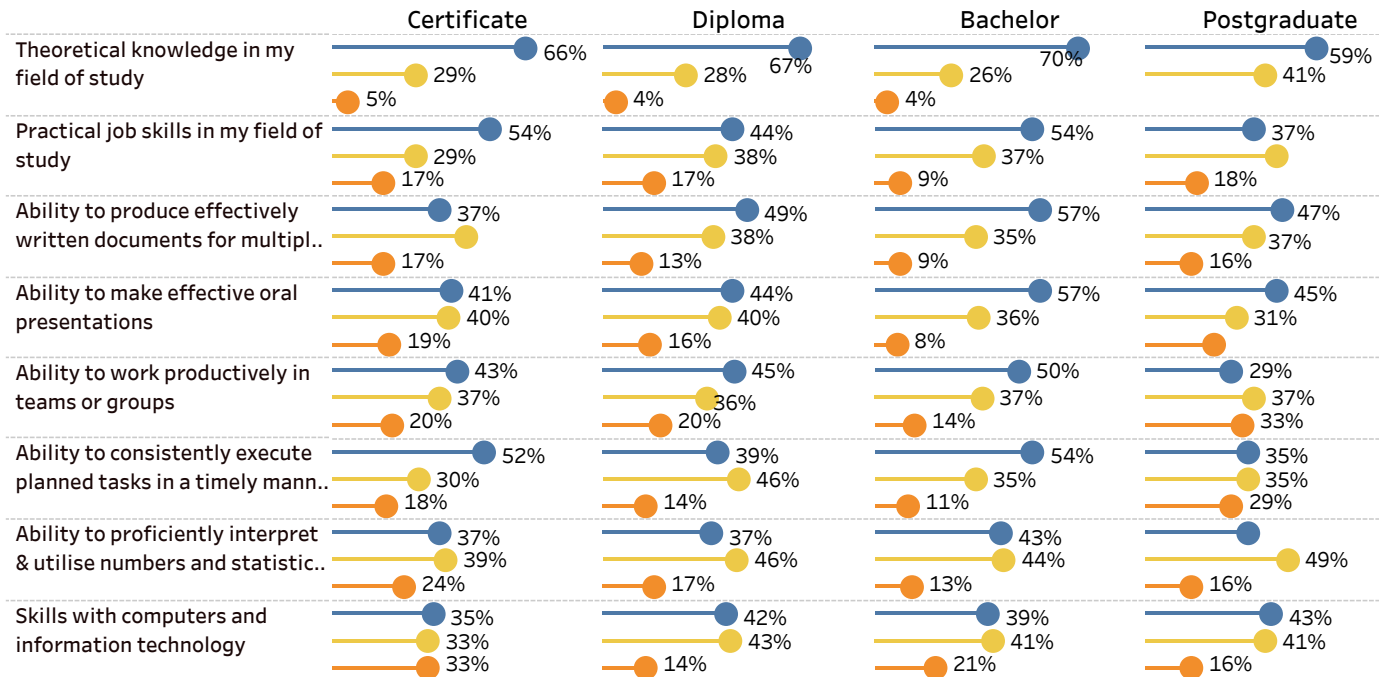
■ Improved somewhat

■ Increased significantly



n=509

Improvement in job skills by programme level



Critical Thinking Skills

Critical thinking skills

The survey also examined how graduates perceived the impact of their UTT programme on their critical thinking skills.

Results indicated that 58% reported significant improvement in using feedback to enhance their work, while 57% saw similar gains in applying learning to solve problems and drive innovation.

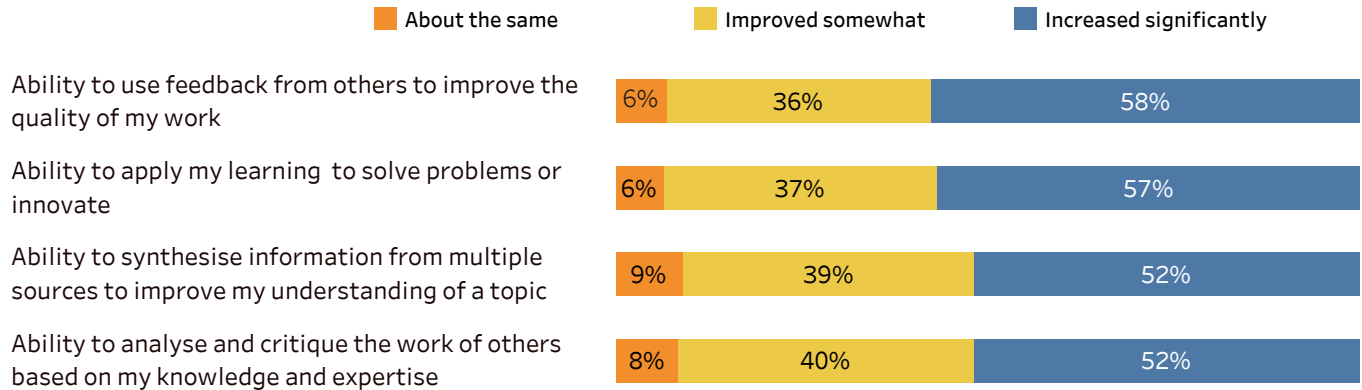
Just over half (52%) noted major improvement in synthesising diverse information to deepen understanding of a topic and in critiquing others' work using prior knowledge.

Overall, graduates with a bachelor's degree were more likely to report significant development in these critical thinking competencies compared to those at other programme levels.

Do graduates believe their UTT programme improved their critical thinking skills?

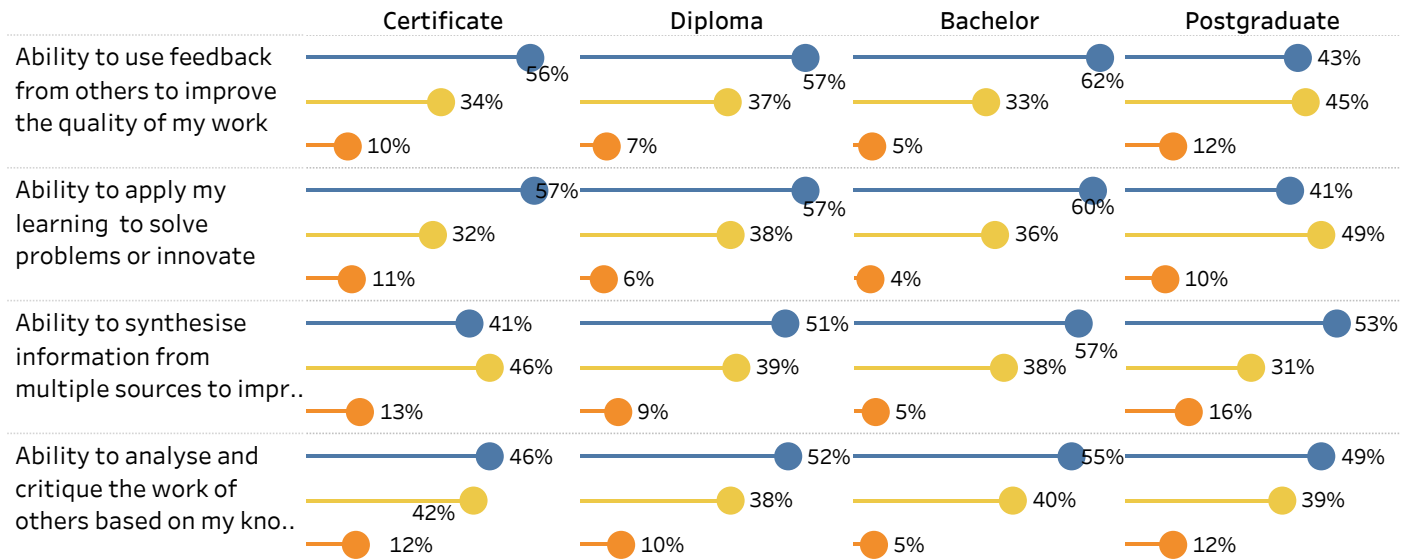
n=509

All respondents



n=509

Improvement in critical thinking skills by programme level



Entrepreneurial Skills

Entrepreneurial skills

The survey assessed the extent to which UTT programmes enhanced graduates' entrepreneurial skills and found noticeably lower ratings compared to other skill areas. While many graduates reported strong gains in technical and professional competencies, fewer indicated substantial growth in entrepreneurship-related abilities.

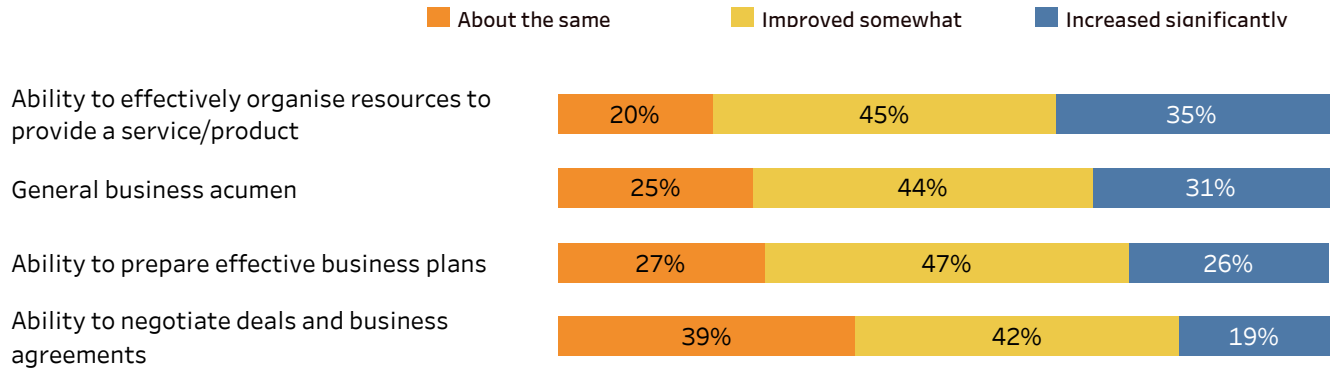
Only 35% of graduates reported significant improvement in organisational skills, 31% in general business acumen, 26% in developing effective business plans, and 19% in negotiation skills. These findings suggest that while UTT programmes effectively build technical and professional strengths, there may be fewer structured opportunities for students to cultivate entrepreneurial capabilities such as business planning and negotiation.

When examined by programme level, graduates from certificate and bachelor's degree programmes were more likely to report significant improvement in entrepreneurial skills.

Do graduates believe their UTT programme improved their entrepreneurial skills?

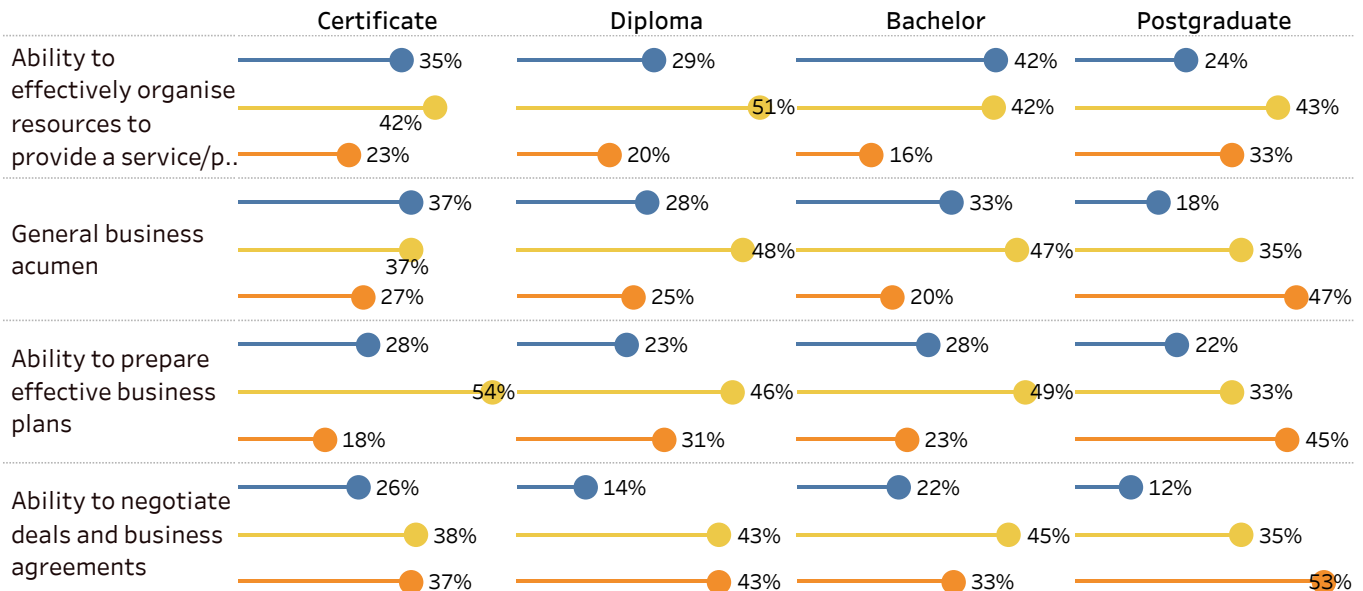
n=509

All respondents



n=509

Improvement in entrepreneurial skills by programme level



Citizenship and Ethical Responsibility

Citizenship skills

The survey asked graduates to assess how their UTT programme influenced their citizenship and ethical responsibility competencies.

Results showed that 49% reported significant improvement in making ethical decisions, understanding moral values, and applying their knowledge to create positive community impact.

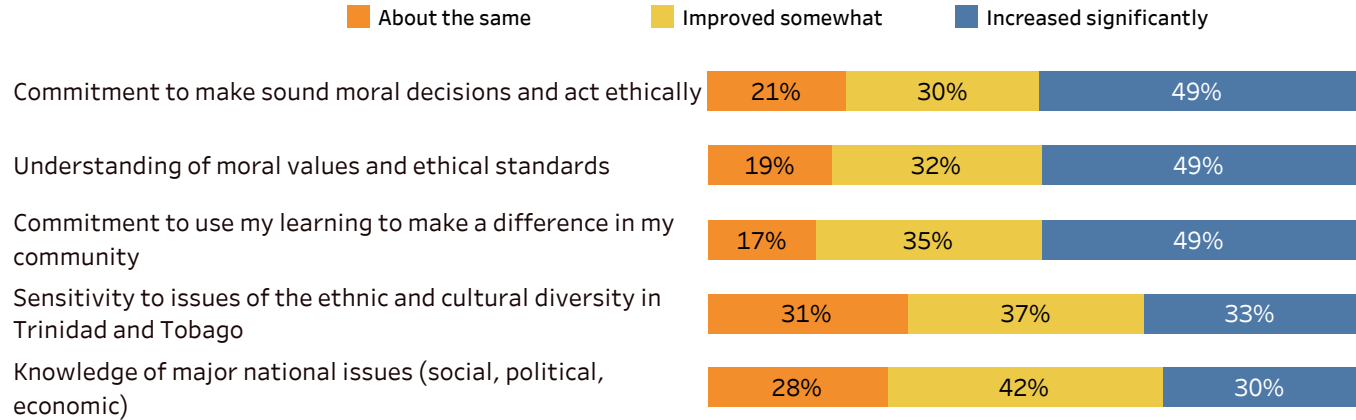
However, fewer than one-third indicated major gains in sensitivity to cultural and ethnic diversity (33%) or awareness of major national issues (30%).

Bachelor's degree graduates were generally more likely to report significant improvement in citizenship-related competencies than those at other qualification levels.

Do graduates believe their programme improved their sense of citizenship and ethical responsibility?

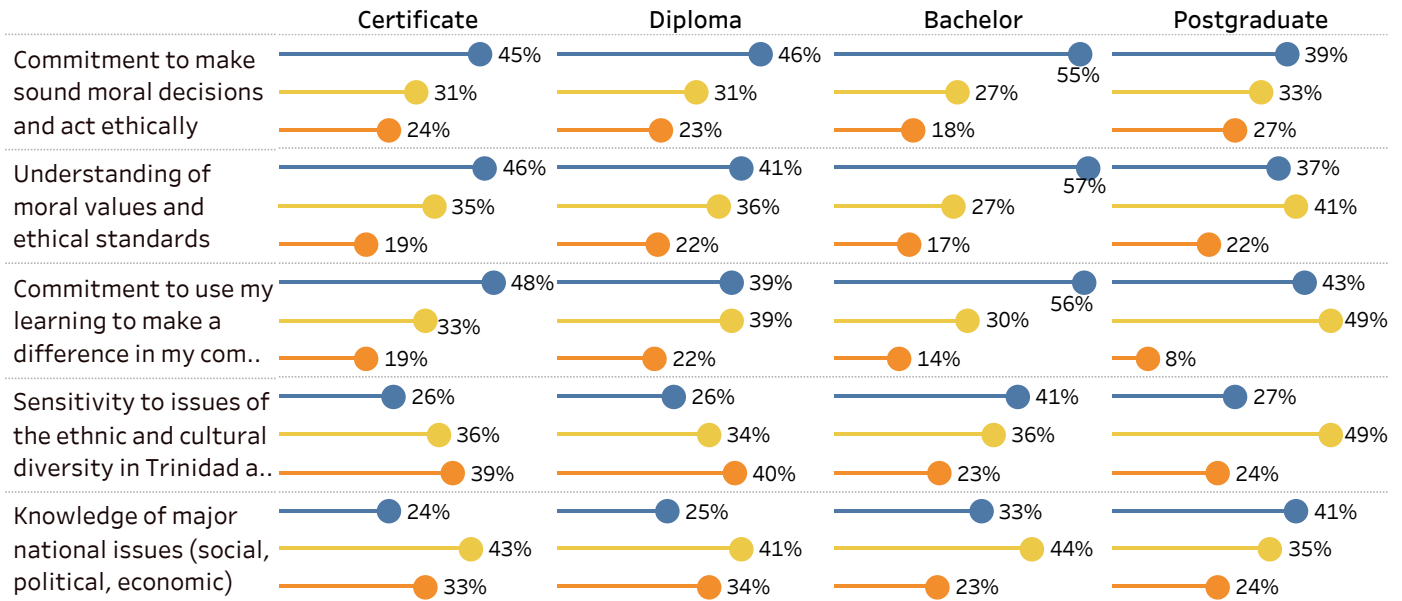
n=509

All respondents



n=509

Improvement in citizenship skills by programme level



The Overall UTT Experience

The UTT experience

Graduates were asked to respond to several questions which provide an indication about their satisfaction with their overall student experience while at UTT.

The survey found that 91% of graduates reported that they would still choose to register for a programme at UTT if given the opportunity to do so again. The survey results also indicated that 81% of graduates would recommend UTT to friends and family seeking to pursue higher education.

However, responses were mixed when graduates were asked to rate the UTT experience as compared to what they knew about other local tertiary institutions.

Forty-eight percent (48%) of graduates believed that the UTT experience was generally better than other local tertiary institutions, while 46% said they did not know, and 6% said the UTT experience was worse.

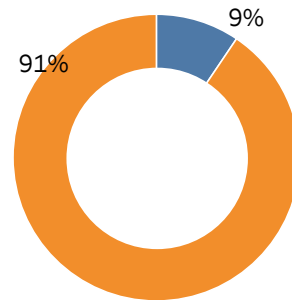
How do graduates rate their overall UTT experience?

n=509

All respondents

Would graduates choose UTT again?

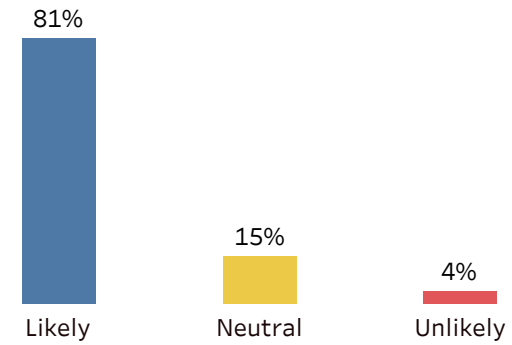
■ No ■ Yes



n=509

All respondents

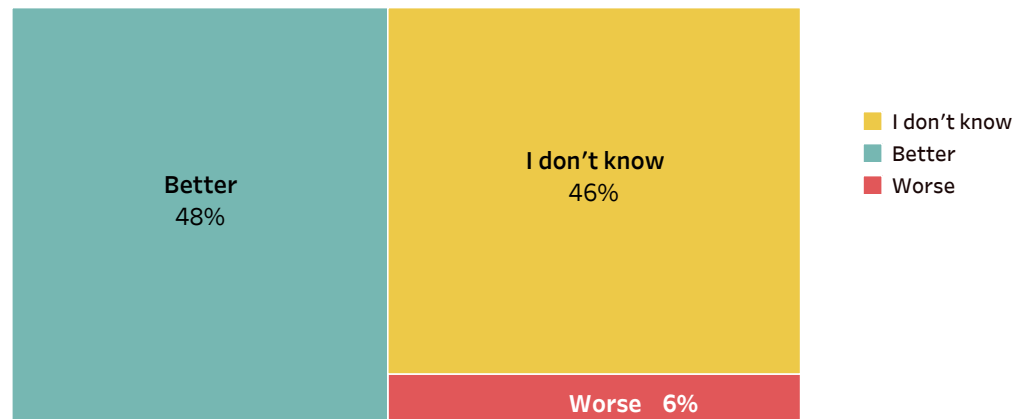
Would graduates recommend UTT?



n=509

All respondents

Comparing UTT to other local insitutions



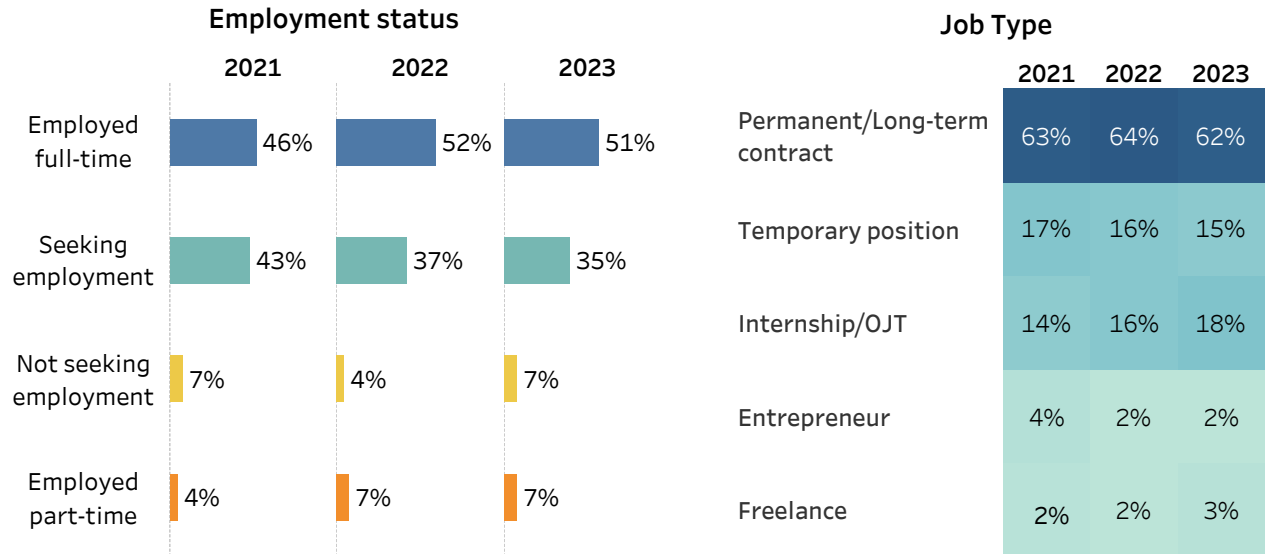
GES Comparison (2021-2023)

GES trends 2021 - 2023

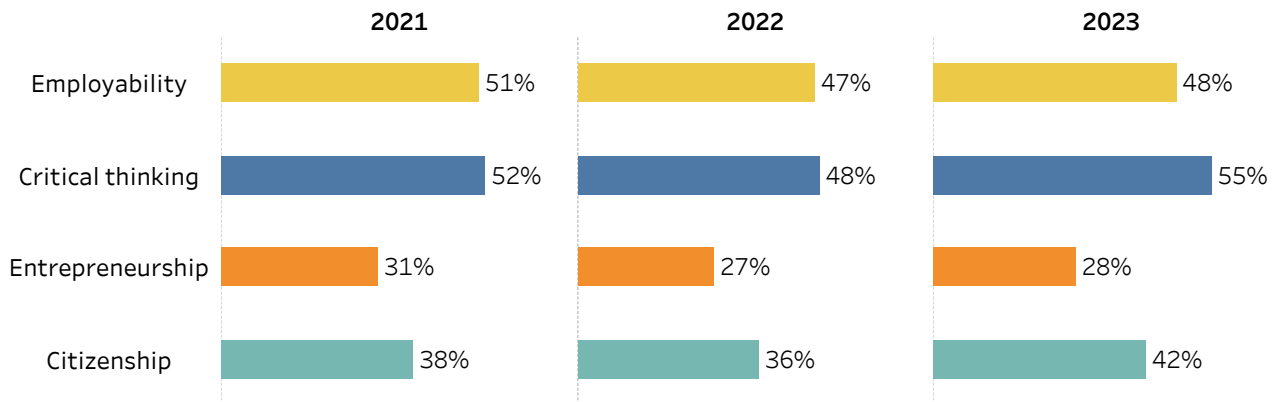
Graduate feedback from 2021 to 2023 indicates a generally stable employment trend with modest year-to-year shifts. In 2023, 51% of graduates were employed full-time, comparable to 52% in 2022 and slightly higher than 46% in 2021. Part-time employment rose from 4% in 2021 to 7% in both 2022 and 2023, suggesting increased access to flexible work arrangements. The proportion of graduates seeking employment declined from 43% in 2021 to 35% in 2023, reflecting improved employability and stronger job market absorption, while those not seeking work increased slightly from 4% to 7%.

Among employed 2023 graduates, 62% held permanent or long-term positions, a marginal decrease from 64% in 2022 and 63% in 2021. Temporary roles accounted for 15%, and internship or on-the-job training placements rose to 18% from 14% in 2021. Entrepreneurial activity remained low (2%), while freelance work increased slightly to 3%.

Employability, while slightly improving in 2023 (48% from 47% in 2022), remains below its 2021 level (51%); Entrepreneurship rose modestly to 28% but also stayed below 2021 levels (31%). Critical Thinking fell from 52% in 2021 to 48% in 2022 before climbing to a three-year high of 55% in 2023, while Ethics/Citizenship moved from 38% to 36% to a peak of 42% in 2023.



Skills Improvement



Summary of the Findings

Employability

The findings indicated that 58% of 2023 graduates were employed at the time of the survey, 35% were seeking employment, and 7% were not seeking work. This represents a modest improvement from 2021, when employment stood at 50%, and aligns closely with the 2022 figure of 59%. Overall, the trend indicates steady gains in graduate employability and a gradual decline in active job-seeking over the three-year period.

Most employed graduates had entry-level jobs (62%) and earned less than \$7000 TT per month (42%). The results also showed that generally graduates' job position and salary were positively associated with the level of qualification they earned. The majority of those graduates who earned higher-level qualifications tended to have higher job positions and earned more income from their jobs.

The survey found that 62% of graduates felt adequately prepared for the job market, and 61% regarded their UTT qualification as a valuable asset. However, only 15% were satisfied with their career prospects (consistent with 2022 but markedly lower than in previous years). This suggests a disconnect between perceived readiness and job market confidence, possibly reflecting limited employment opportunities or broader economic factors. While most graduates (67%) reported significant gains in theoretical knowledge, only half (50%) indicated similar improvement in practical job skills, underscoring the need to enhance experiential and hands-on learning within UTT programmes.

Further Study

The survey findings indicated that 74% of graduates were satisfied that their programme adequately prepared them for success at further study. Additionally, 22% of graduates had already enrolled in a programme of further study and 46% said they were actively planning to pursue a programme of further study.

Survey findings showed that 60% of graduates who enrolled in a programme of further study returned to UTT, and 75% stayed within the same academic field. Most of those who pursued further study elsewhere did so because UTT did not offer a programme they wanted to pursue (55%). Among graduates who chose to pursue further study, most had progressed to an advanced level relative to the qualification they previously earned.

Entrepreneurship

The survey results indicated that just over half of graduates believed that their programme adequately prepared them for success in entrepreneurship (53%). When assessing specific entrepreneurial skills, ratings were notably lower compared to other competencies investigated in the survey. Only 35% of graduates reported significant improvement in organisational skills, 31% in business acumen, 26% in developing business plans, and just 19% in negotiation skills.

Critical Thinking

The survey found that 58% of graduates reported significant improvement in using feedback to enhance their work, and 57% saw similar gains in applying learning to problem-solving and innovation. Meanwhile, 52% noted substantial improvement in both synthesising information and critiquing others' work using prior knowledge. Graduates with a bachelor's degree were the most likely to report significant gains across these critical thinking areas.

Citizenship and Ethical Responsibility

The survey found that less than half of 2023 graduates reported significant improvement in citizenship and ethical competencies. Specifically, 49% indicated major gains in making ethical decisions, understanding moral standards, and applying their learning to create positive community impact respectively. In comparison, 33% reported significant improvement in sensitivity to national diversity, while 30% noted greater awareness of Trinidad and Tobago's socio-economic and political context.

Overall UTT Experience

Overall, graduates from the Class of 2023 expressed positive views of their UTT experience. If given the choice again, 91% indicated they would still choose UTT, 81% said they would recommend the University to friends and family, and 48% felt their UTT experience was better than that of other local tertiary institutions.