



REPORT ON THE GRADUATE TRACER STUDY - CLASS OF 2012

Tracking the progress of our graduates

July 2015

ACKNOWLEDGEMENTS

The Office of Quality Assurance and Institutional Effectiveness (QA&IE) acknowledges all the respondents who participated in the survey. We also wish to thank the Office of the Registrar for providing the population information and for supporting the administration of the survey.

Table of Contents

ACKNOWLEDGEMENTS.....	1
Rationale	3
Approach	3
EMPLOYMENT	4
What is the current status of graduates with regard to paid employment?	4
What type of jobs did graduates get?	5
FURTHER STUDY	5
To what extent have graduates chosen to pursue further study?	5
ENTREPRENEURSHIP	7
To what extent have graduates started their own businesses?	7
LEARNING OUTCOMES	8
How do graduates rate the impact of their programme on their job skills?	8
How do graduates rate the impact of their programme on their entrepreneurial skills?	8
How do graduates rate the impact of their programme on their critical thinking skills?	9
How do graduates rate the impact of their programme on their sense of citizenship and ethics?	9
SOCIAL AND COMMUNITY ENGAGEMENT	10
Are graduates engaged in their community and society?	10
UNIVERSITY SERVICES	11
How do graduates rate UTT's programme quality?	11
How do graduates rate the quality of support services they received during their programme?	11
ALUMNI ASSOCIATION AND ITS SUPPORT SERVICES	12
How can the Alumni Association better support and engage graduates?	12
CONCLUSION	13
APPENDICES	14
APPENDIX 1- GRADUATE TRACER STUDY-CLASS OF 2012 INSTRUMENT	14
APPENDIX 2- SAMPLE AND POPULATION CHARACTERISTICS	20

INTRODUCTION

Rationale

The Graduate Tracer Study is developed and administered by the Office of Quality Assurance and Institutional Effectiveness to track graduates' progress in employment, further study, entrepreneurship and civic involvement approximately two years after graduation. The study also seeks to evaluate the general impact of UTT's programmes on graduates' competencies in several key areas and assess their view of the overall quality of university services during their period of study. Findings from this study provide invaluable information on graduates' current professional and academic activities and career paths and can be used to support university-wide improvement and planning initiatives for the delivery of current and future programmes and services.

Approach

This study was conducted on the graduating class of 2012. One thousand five hundred and eighty-one (1,581) persons graduated from UTT in 2012. The survey instrument (refer to Appendix 1) was administered electronically during the period 18 February 2015 to 6 May 2015 to 1,455 graduates who provided accurate telephone and email contact information. Periodic emails and telephone calls to invitees were used to encourage survey participation. A total of 453 graduates responded to the survey providing a participation rate of 31%. The respondent profile (refer to Appendix 2) is broadly representative of the 2012 graduating class. The survey has a margin of error of +/-5%.

The findings presented in this report are based on the responses of 453 alumni. Detailed survey results for specific programmes or academic fields can be accessed via UTT's Institutional Data Profile (IDP) which is available on the intranet.

EMPLOYMENT

What is the current status of graduates with regard to paid employment?

Seventy-six percent (76%) of graduates were employed as shown in Figure 1. Employment rates were significantly better for those graduates with Bachelor's degree qualifications or higher. Of the graduates who were employed, almost 60% found a new job after completing their programme in 2012. On average, these graduates took approximately one year to find a new job. Graduates at the sub-baccalaureate level who secured new jobs were generally able to do so in a shorter time compared to those with higher qualifications. Thirty-eight percent (38%) of graduates were employed by the Ministry of Education (a third of all graduates in 2012 were in the field of Education) and others were employed by a range of organisations across the private and public sectors.



Figure 1: Current employment status

What type of jobs did graduates get?

Seventy-one (71%) of employed graduates were in jobs related to their field of study and 64% believed that their programme curriculum was relevant to the job they held as shown in Figure 2. Fifty-seven percent (57%) of graduates occupied entry level positions. Thirty-one percent (31%) of graduates were employed in supervisory level positions, 9% were in middle management and 2% held top management positions. Seventy-two percent (72%) of graduates earned a salary of less than TT\$12,000 per month while 4% had a monthly salary of TT\$25,000 or more.

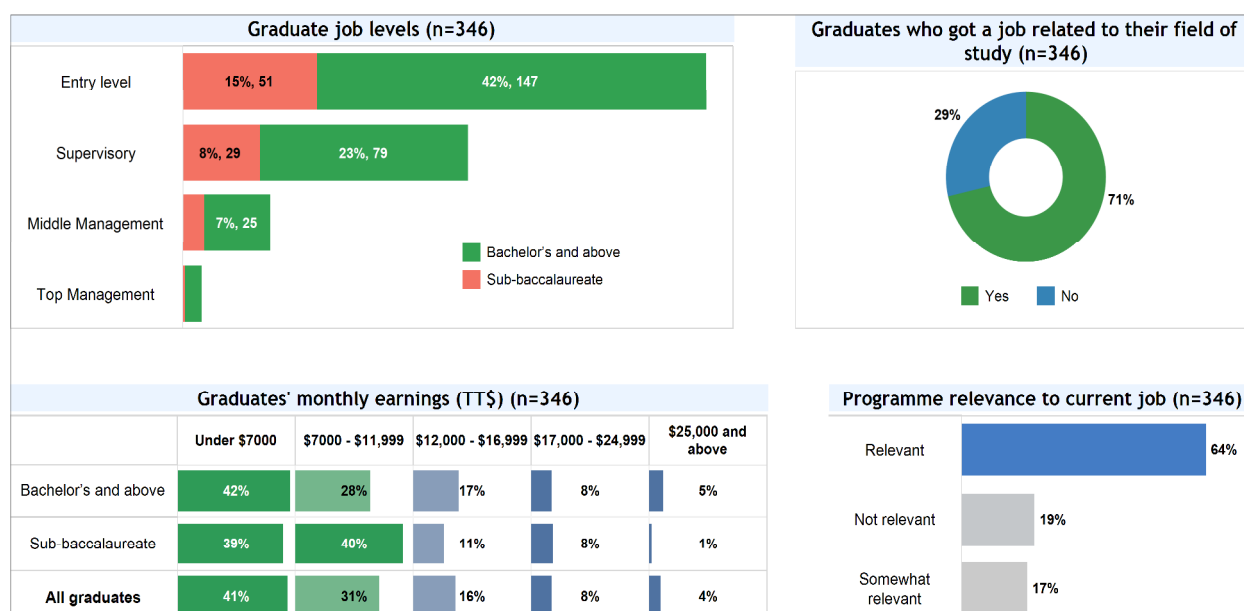


Figure 2: Types of graduate jobs

FURTHER STUDY

To what extent have graduates chosen to pursue further study?

Forty percent (40%) of graduates have pursued further study since graduation as shown in Figure 3. Among those that graduated with sub-baccalaureate qualifications, 56% went on to pursue further study. Forty-one percent (41%) of those graduates who started a programme of further study since graduation have already completed their programme. Additionally, 73% of all graduates have pursued at least one professional training course since graduating.

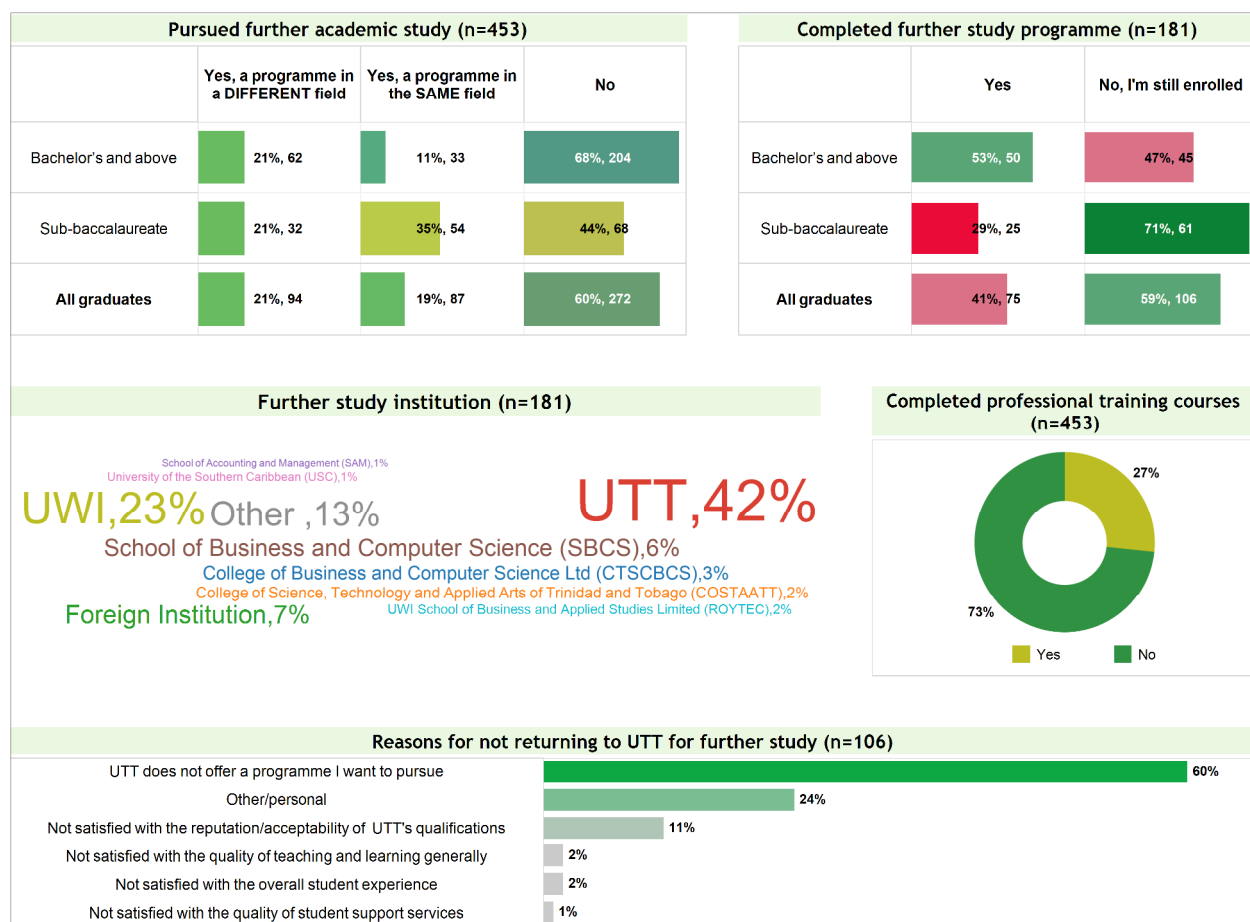


Figure 3: Further study

Over 40% of graduates who pursued further study since graduating in 2012 returned to UTT to do so while 23% chose to study at the University of the West Indies (UWI). Sixty percent (60%) of graduates who pursued further study but did not to return UTT said the university did not offer a programme in which they were interested. About half of those who pursued further study chose a programme in a different field from the one they pursued in 2012. However, 11% who did not choose UTT for further study said they were not satisfied with the reputation of UTT's qualifications.

ENTREPRENEURSHIP

To what extent have graduates started their own businesses?

Twelve percent (12%) of graduates said they own a business with less than half of those starting after they graduated in 2012, as shown in Figure 4. Fifty-eight percent (58%) of graduate business owners said their business is directly related to the UTT programme from which they graduated in 2012. Generally, businesses owned by graduates were small and clustered in the services sector employing between 1-3 persons. Among graduate business owners, 60% said they have made a small profit in the last year. Among graduates who have not yet started a business, 63% said their main reason was a lack of funding for a business start-up.



Figure 4: Graduate business ownership

LEARNING OUTCOMES

How do graduates rate the impact of their programme on their job skills?

Sixty-four percent (64%) of graduates reported that their programme had a high impact on their teamwork skills as shown in Figure 5. More than half of all graduates believed that their programme had a high impact on their theoretical knowledge in their field (53%), oral presentation skills (53%), planning skills (51%) and writing skills (51%). However, less than 50% believed that their programme had a high impact on their practical jobs skills (43%), proficiency with computers and information technology (42%) and proficiency in numeracy and statistics (40%).

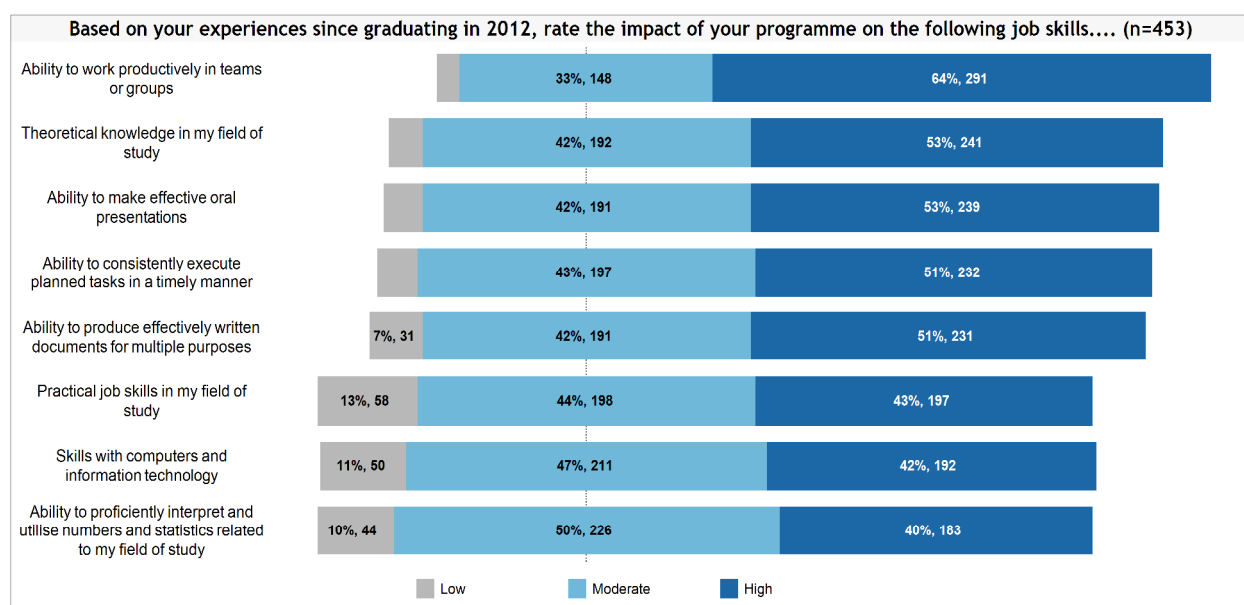


Figure 5: Programme impact on job skills

How do graduates rate the impact of their programme on their entrepreneurial skills?

Overall, graduates' perception of their programme's impact on the competencies related to entrepreneurship assessed in this section (as shown in Figure 6) was notably less positive than other skill areas assessed in the survey. Twenty-eight percent (28%) of graduates believed that their programme had a high impact on their organisational skills and 21% believed it had a high impact on their ability to prepare effective business plans. Fifteen percent (15%) of graduates believed that their programme had a high impact on their negotiation skills and 13% believed it had a high impact on their understanding of capital markets and potential business opportunities.

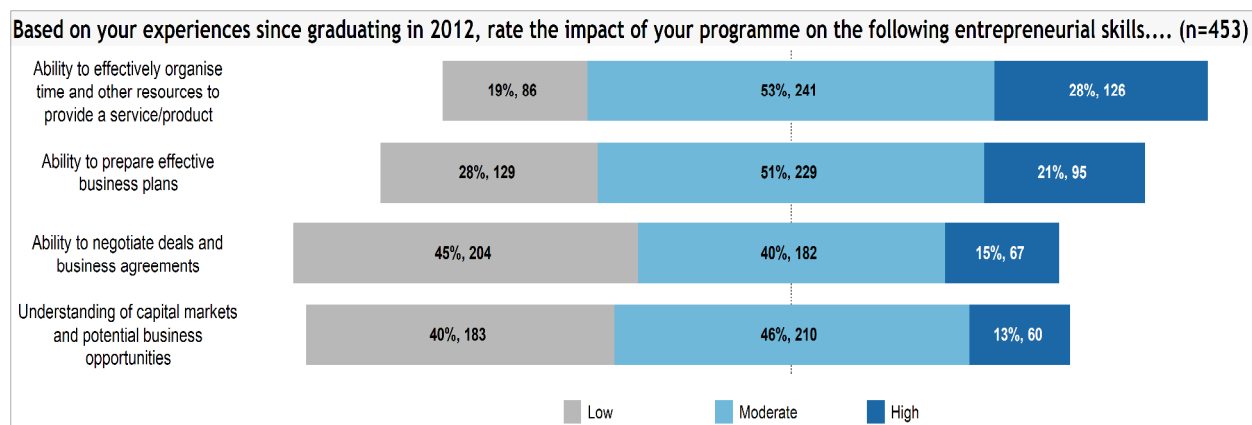


Figure 6: Programme impact on entrepreneurial skills

How do graduates rate the impact of their programme on their critical thinking skills?

Overall, more than half of all graduates believed that their programme had a high impact on the skills and competencies surveyed with respect to critical thinking as shown in Figure 7.

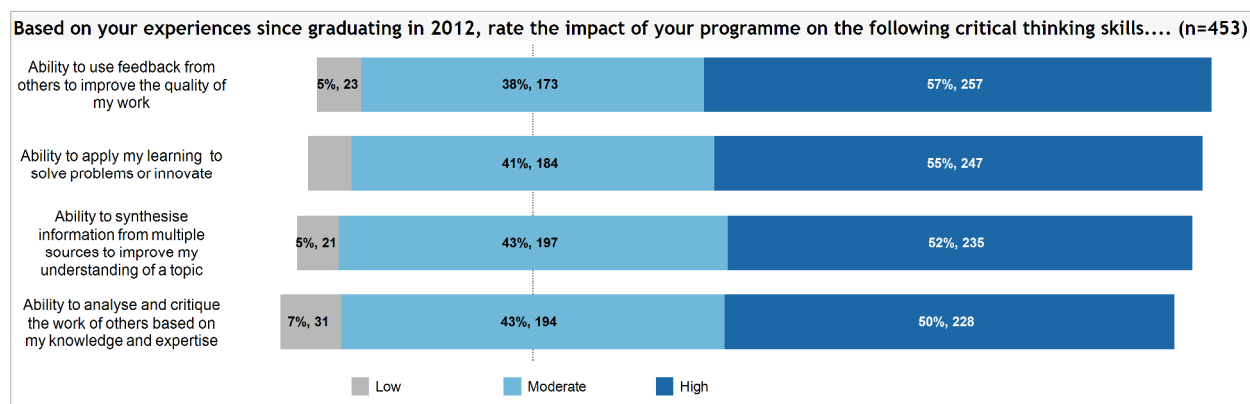


Figure 7: Programme impact on critical thinking skills

How do graduates rate the impact of their programme on their sense of citizenship and ethics?

As shown in Figure 8, over 50% of graduates believed that their programme had a high impact on their commitment to make sound moral decisions and act ethically (58%) and their understanding of moral values and ethical standards (56%). However, less than half (46%) reported that their programme had a high impact on their commitment to use their learning to make a difference in their community. Graduates also appear less confident about the impact of their programme on their sensitivity to issues of the ethnic and cultural diversity in Trinidad and Tobago and knowledge

of major national issues with 29% and 21% respectively rating their programme's impact as high in these areas.

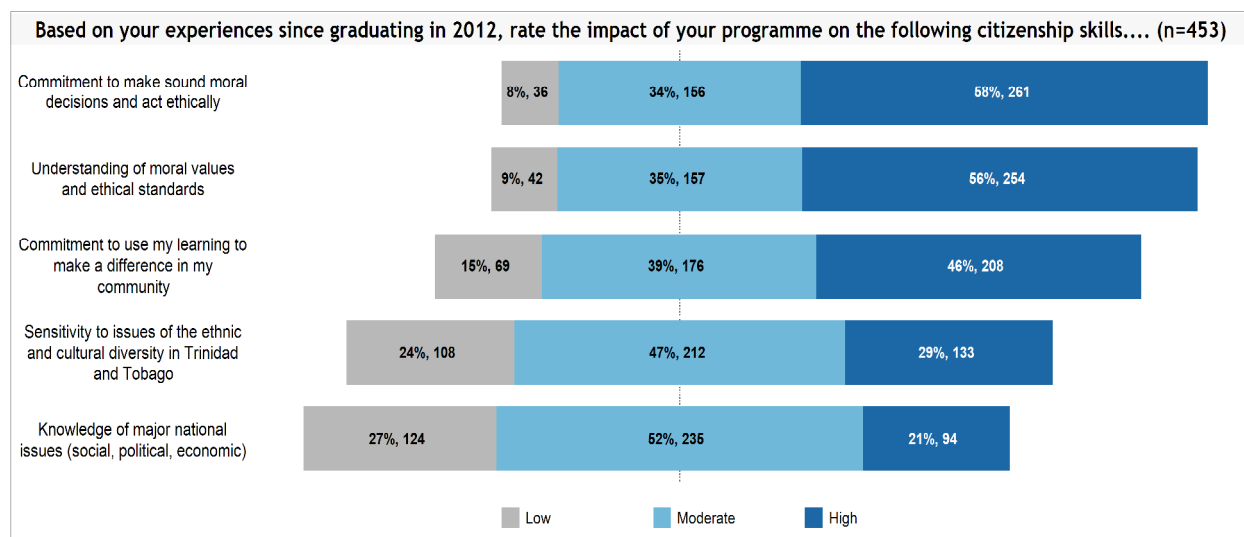


Figure 8: Impact on citizenship skills and ethical awareness

SOCIAL AND COMMUNITY ENGAGEMENT

Are graduates engaged in their community and society?

Over 65% of graduates are involved in community service, religious and fitness activities as shown in Figure 9. However, less than 20% are involved in cultural activities and 10% are engaged in political activism.

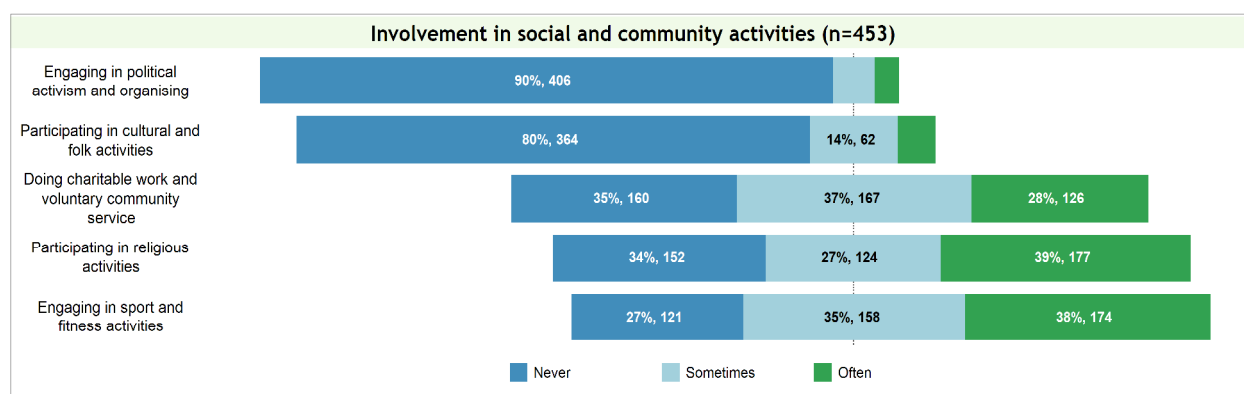


Figure 9: Civic engagement and social involvement

How do graduates rate UTT's programme quality?

Having spent over two years either in the workplace or pursuing programmes of further study, graduates were asked to look back and rate the programme they completed in 2012. Seventy-four percent (74%) of graduates rated the overall teaching quality in their programme as good and 60% believed the industry relevance of their programme was also good as shown in Figure 10. Research opportunities and the quality of facilities and equipment were rated as good by 55% and 51% of graduates respectively. However, less than half (47%) rated interdisciplinary learning and academic advising in their programme as good. Thirty-four percent (34%) rated as good the availability of practical work opportunities in their programme.

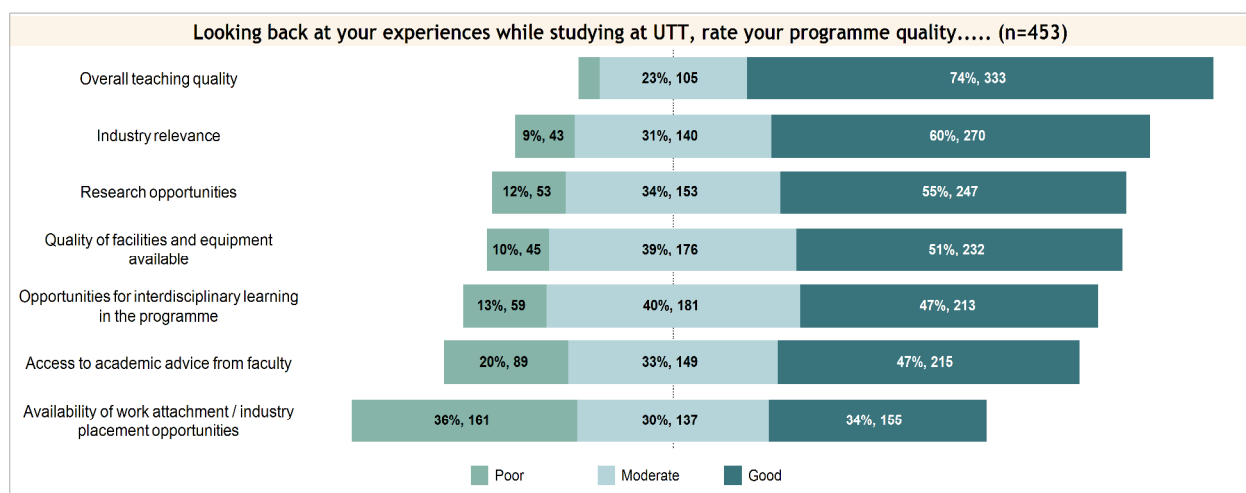


Figure 10: Programme quality rating

How do graduates rate the quality of support services they received during their programme?

Fifty percent (50%) or more of graduates rated exams administration, library services, and admissions as good during their programme of study as shown in Figure 11. However, less than half of all graduates believed that student records management (47%), student development opportunities (42%) and access to counseling services (39%) were good. Overall, career development services received the lowest rating in this area as 27% of graduates rated these services as good.

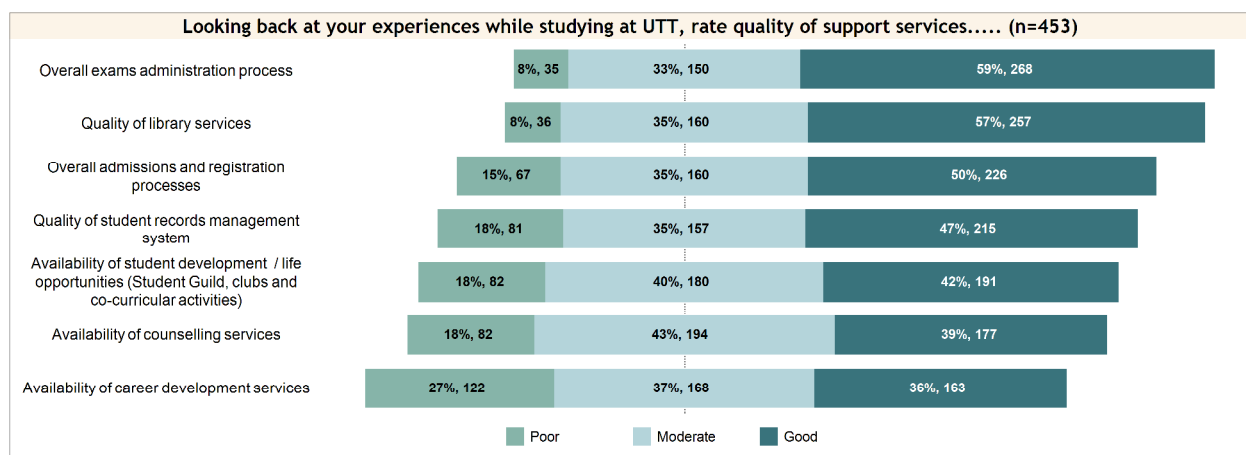


Figure 11: Quality rating of support services

ALUMNI ASSOCIATION AND ITS SUPPORT SERVICES

How can the Alumni Association better support and engage graduates?

Among the graduates surveyed, 12% are members of the UTT Alumni Association as shown in Figure 12. Most graduates who have not joined the association said their main reason for not joining was that they were not aware of the association. Career fairs, mentorship programmes, professional development opportunities, community-based charitable work and reunions were the highest ranked activities by graduates when asked about the ways in which the association can better support and engage UTT alumni.

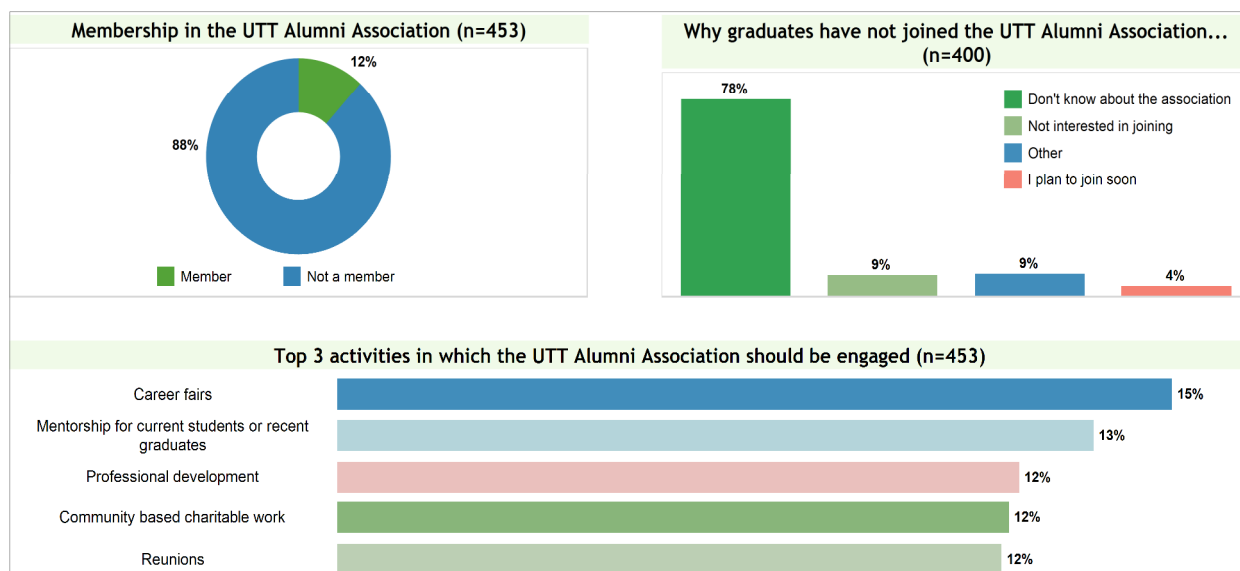


Figure 12: Alumni Association membership and support services

CONCLUSION

The findings presented in this report represent a source of rich feedback from alumni and provide some indication of their progress since graduating in 2012. It provides useful information on their employment status and earnings, entrepreneurial pursuits, community involvement and further study. It also facilitated feedback from graduates about the extent to which desired learning outcomes have been achieved and the overall quality of UTT's programmes. Additionally, empirical evidence on the achievements of UTT graduates, such as this report, provides an important marketing tool to be used for student recruitment. Figure 13 presents a summary of the main findings of the survey. Results from this study are intended to be used along with other institutional research information to strengthen the UTT curriculum and improve the overall quality of UTT's offerings.



Figure 13: Summary of the main findings of the survey

APPENDICES

APPENDIX 1- GRADUATE TRACER STUDY-CLASS OF 2012 INSTRUMENT

SECTION A: PROFILE

1. **What is your gender**
 - a. Male
 - b. Female
2. **What is your age? (text entry)**
3. **Which level of qualification did you attain upon graduating in 2012?**
 - a. Certificate
 - b. Diploma
 - c. Bachelor's Degree
 - d. M.Eng. Degree
 - e. Master's Degree
 - f. Doctoral Degree
4. **What is the title of the UTT programme you completed in 2012? (Drop-down list provided by the Registry)**
5. **Are you a member of the UTT Alumni Association?**
 - a. Yes (go to q7)
 - b. No
6. **Which is the MAIN reason why you have not yet become a member of the UTT Alumni Association?**
 - a. I plan to join soon
 - b. I do not know much about the UTT Alumni Association
 - c. I am not interested in joining the UTT Alumni Association
 - d. Other
7. **Which one of the following best describes your current activity with regard to paid employment?**
 - a. Employed [Skip to q8]
 - b. Running my own business [Skip to q21]
 - c. Unemployed [Skip to q19]
 - d. Unemployed but not looking for work [Skip to q19]

SECTION B: EMPLOYMENT

8. **What is the name of your current employer? _____ (optional)**
9. **Which one of the following best describes your current job?**
 - a. I have had this job before enrolling in the UTT programme [Skip to q12]
 - b. I got this job while pursuing my UTT programme [Skip to q12]
 - c. I was promoted to this position following completion of my UTT programme [Skip to q10]
 - d. I got this job after completing my UTT programme [Skip to q10]
10. **How long did it take you to get a new job / promotion after completing your UTT programme? (Answer in months)**
11. **How long have you been employed in your present position? (Answer in months)**

12. **What is your current job level?**
- Entry level
 - Intermediate/Supervisory
 - Middle Management
 - Executive/ Top Management
13. **What is your current gross monthly salary/earnings (TT\$)?**
- Under \$7000
 - \$7000 - \$11,999
 - \$12,000 - \$16,999
 - \$17,000 - \$24,999
 - \$25,000 and above
14. **Is your current job directly related to your field of study completed at UTT?**
- Yes
 - No
15. **How relevant was the programme curriculum to the work you do in your current job?**
- Very relevant
 - Relevant
 - Somewhat relevant
 - Barely relevant
 - Not relevant
16. **How satisfied are you with your current career?**
- Very satisfied [Skip to q19]
 - Satisfied [Skip to q19]
 - Somewhat satisfied [Skip to q19]
 - Dissatisfied [Skip to q17]
 - Very dissatisfied [Skip to q17]
17. **Are you considering changing to a new career / profession?**
- Yes [Skip to q18]
 - No [Skip to q19]
18. **Which of the following best describes the academic preparation required for that new career path?**
- Enrolment in further study in the same area
 - Enrolment in a new field of study
 - Does not require any new or further academic preparation
 - I don't know
19. **Do you own a business?**
- Yes [If yes, Skip to q21]
 - No [If no, Skip to q20]
20. **Which are some of the main reasons you have not started your own business? [Please select all that apply]**
- Lack of interest
 - Lack of expertise
 - Lack of funding
 - Lack of support from family / friends
 - Lack of time
 - Fear of failure or financial loss
- (Move to q30)**

SECTION C: ENTREPRENEURSHIP

21. **Which of the following best describes your current business?**
- I started this business before I enrolled at UTT [Skip to q24]
 - I started this business while pursuing my UTT programme [Skip to q23]
 - I started this business after completing my UTT programme [Skip to q22]
22. **How long did it take you to start your own business after completing your UTT programme in 2012?** (Answer in months)
23. **Did your UTT programme influence you to become self-employed or start your own business?**
- Yes
 - No
24. **Is your business activity related to the field of study of your UTT programme in 2012?**
- Yes
 - No
25. **How long has the business been in operation?** (Answer in months)
26. **Which of the following best describes the area of activity of your business? (drop down list)**
- Accommodation and Food Service Activities
 - Administrative and Support Service Activities
 - Agriculture, Forestry and Fishing
 - Arts, Entertainment and Recreation
 - Construction
 - Education
 - Electricity, Gas, Steam and Air Conditioning Supply
 - Financial and Insurance Activities
 - Healthcare and Social Services
 - Information and Communication
 - Manufacturing
 - Mining and Quarrying
 - Motor Vehicles Sales and Service
 - Professional, Scientific, and Technical Activities
 - Real Estate Activities
 - Transportation and Storage
 - Water Supply, Sewage, Waste Management and Remediation Activities
 - Wholesale and Retail Trade
 - Other Service Activities
27. **How many persons do you employ in your business? (1 to 100 persons)**
28. **Which one of the following statements best describes your business activity in the last financial year?**
- Made a significant profit
 - Made a small profit
 - The business broke even (expenses and revenue were equal)
 - Made a small loss
 - Made a significant loss
 - Only recently started
29. **What were your main sources of start-up capital for your business?** [Please select all that may apply]
- Personal/Family Funds
 - Bank/Credit Agency Loan
 - State/Government Grant / Loan
 - Other (please specify) _____

SECTION D: EDUCATION

30. **Have you pursued any academic programmes since completing your UTT programme in 2012?**
- Yes, I completed a programme in the **SAME** field (Skip to q31)
 - Yes, I completed a programme in a **DIFFERENT** field (Skip to q31)
 - No (Skip to q35)
31. **Please indicate the qualification you pursued since graduation.**
- Certificate
 - Diploma
 - Bachelor's Degree
 - M.Eng. Degree
 - Postgraduate Diploma
 - Master's Degree
 - Doctoral Degree
 - Other (please specify) _____
32. **Have you completed that programme?**
- Yes, I completed the programme
 - No, I am still enrolled in the programme
 - No, I dropped out of the programme before completion.
33. **At which institution did you pursue this qualification?**
- UTT
 - University of the West Indies (UWI)
 - University of the Southern Caribbean (USC)
 - College of Science, Technology and Applied Arts of Trinidad and Tobago (COSTAATT)
 - School of Accounting and Management (SAM)
 - School of Business and Computer Science (SBCS)
 - College of Business and Computer Science Ltd (CTSCBCS)
 - Trinidad and Tobago Hospitality and Tourism Institute (THTI)
 - UWI School of Business and Applied Studies Limited (ROYTEC)
 - Automation Technology College (ATC)
 - Foreign Tertiary Level Institution
 - Other (please specify) _____
34. **Why did you choose not to pursue that programme of study at UTT? [only if UTT was not selected]**
- UTT does not offer a programme I want to pursue
 - I am not satisfied with the quality of teaching and learning at UTT generally
 - I am not satisfied with the overall student experience at UTT
 - I am not satisfied with the reputation/acceptability of the UTT qualifications
 - I am not satisfied with the quality of student support services at UTT
 - Other
35. **Have you completed any professional certification in skills training to improve your job skills since graduating from UTT?**
- Yes [Skip to q36]
 - No (Skip to q37)
36. **Please provide a general description of any training which you have undertaken since completing your UTT programme. For example "Events Planning", "Project Management" etc.**

SECTION E: CIVIC ENGAGEMENT & SOCIAL INVOLVEMENT

37. **How frequently do you participate in the following activities?** On the scale below (very often – never) indicate your level of participation in each of the following activities.

Activity	Never	Rarely	Sometimes	Often	Very Often
	1	2	3	4	5
Participating in cultural and folk activities (e.g. Best Village, Heritage Festival)					
Engaging in political activism and organising					
Doing charitable work and voluntary community service					
Participating in religious activities and Faith-based organisations					
Engaged in sport and fitness activities					

SECTION F: PROGRAMME RATING

38. **Based on your experiences since completing your UTT programme in 2012, what impact do you believe it has had on your skills and knowledge in the following areas:**

	Low	Moderate	High
Skill/Attribute	1	2	3
JOB SKILLS			
Skills with computers and information technology			
Ability to work productively in teams or groups			
Ability to make effective oral presentations			
Ability to produce effectively written documents for multiple purposes			
Ability to proficiently interpret and utilise numbers and statistics related to my field of study			
Ability to consistently execute planned tasks in a timely manner			
Theoretical knowledge in my field of study			
Practical job skills in my field of study			
ENTREPRENEURIAL SKILLS			
Ability to prepare effective business plans			
Understanding of capital markets and potential business opportunities			
Ability to negotiate deals and business agreements			
Ability to effectively organise time and other resources to provide a service/product			
CRITICAL THINKING			
Ability to synthesise information from multiple sources to improve my understanding of a topic			
Ability to analyse and critique the work of others based on my knowledge and expertise			
Ability to apply my learning to solve problems or innovate			
Ability to use feedback from others to improve the quality of my work			
CITIZENSHIP/SERVICE			

Knowledge of major national issues (social, political, economic)			
Sensitivity to issues of the ethnic and cultural diversity in Trinidad and Tobago			
Commitment to use my learning to make a difference in my community			
Understanding of moral values and ethical standards			
Commitment to make sound moral decisions and act ethically			

39. Looking back at your experiences during your UTT programme in 2012, how would you now rate the following areas:

	Extremely Poor	Poor	Moderate	Good	Excellent
	1	2	3	4	5
a. Overall teaching quality					
b. Opportunities for interdisciplinary learning in the programme (emphasis on connection between different disciplines)					
c. Industry relevance					
d. Research opportunities					
e. Availability of work attachment / industry placement opportunities					
f. Quality of facilities and equipment available					
g. Overall admissions and registration processes					
h. Overall exams administration process					
i. Quality of student records management system					
j. Availability of counselling services					
k. Availability of student development / life opportunities (Student Guild, clubs and co-curricular activities)					
l. Availability of career development Services					
m. Quality of library services					
n. Access to academic advice from faculty					

40. Please select the activities in which you think the UTT Alumni Association should be engaged [Select all that apply]

- Alumni magazine/newsletter/e-bulletin/website
- Professional development for alumni
- Career fairs for alumni (recruiters and job seekers)
- Mentorship for current students or recent graduates
- Reunions
- Awards/recognition functions for alumni
- Faculty recognition functions
- Fundraising for Scholarships, Bursaries and Grants
- Community based charitable work
- Other (please specify) _____

APPENDIX 2- SAMPLE AND POPULATION CHARACTERISTICS

	POPULATION		SAMPLE	
	Frequency	Percentage	Frequency	Percentage
PROGRAMME LEVEL				
Certificate	189	12%	35	8%
Diploma	540	34%	119	26%
Undergraduate Degree	772	49%	265	58%
Postgraduate Degree	80	5%	34	8%
All graduates	1,581	100%	453	100%
ACADEMIC FIELD				
Arts, Letters and Public Affairs	13	1%	2	0%
Biosciences, Agriculture and Food Technologies	66	4%	7	2%
Civil Engineering	74	5%	23	5%
Crime, Justice and Public Safety	17	1%	5	1%
Design and Manufacturing Engineering	32	2%	11	2%
Education Programmes	482	30%	146	32%
Fashion and Design	54	3%	19	4%
Foundation Programmes	62	4%	7	2%
Health Sciences and Biomedical Engineering	8	1%	5	1%
Information and Communication Technology	74	5%	24	5%
Marine Sciences and Environmental Studies	18	1%	8	2%
Maritime Studies	37	2%	6	1%
Mechanical Engineering	114	7%	23	5%
Performing Arts	25	2%	5	1%
Petroleum Engineering	71	4%	24	5%
Process Engineering	141	9%	40	9%
Research Programmes	6	0%	4	1%
Sports and Leisure Studies	61	4%	16	4%
Utilities Engineering	226	14%	78	17%
All graduates	1,581	100%	453	100%
GENDER				
Female	771	49%	234	52%
Male	810	51%	219	48%
All graduates	1,581	100%	453	100%

AGE GROUP				
15-24	368	23%	84	19%
25-34	913	58%	267	59%
35-44	195	12%	66	15%
>45	105	7%	36	8%
All graduates	1,581	100%	453	100%

-END OF REPORT-