



Tracer Survey of First Degree Graduates:
A Comparison of Three Cohorts

Office of Planning and Institutional Research
University of the West Indies, Mona Campus

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INTRODUCTION

For the third year, the Office of Planning and Institutional Research conducted a Tracer Survey of First Degree Graduates as part of a University-wide initiative. The survey targeted First degree graduates who completed their studies one and a half years earlier to see how they were faring in the job market. The information presented will help administrators assess the degree to which the programmes offered by the Mona Campus are in demand in the labour market as well as the extent to which students report being satisfied with the skills and training they received at the Mona Campus.

OVERVIEW

Since 2009, First degree graduates have been traced annually during the period January to March of each year. The Class of 2007 was first traced in 2009 while the Class of 2008 was traced in 2010. The most recent cohort, the Class of 2009, was traced in 2011.

Questionnaires were mailed in January to First degree graduates residing in Jamaica and other countries. All graduates were given the opportunity to reply to the survey by mail or online by early February. Non-respondents were then called to complete the survey over the telephone in an effort to reach the desired response rate.

As an incentive, graduates were offered a cash prize for completing the survey. The winners were then contacted by June and their names posted on the UWI Mona homepage.

By the end of the survey periods, the average response rate was 32% with a 42% response rate being achieved for the 2009 cohort.

Table 1. Number of First Degree Graduates and Percent Traced

Faculty	2007 Grads	% Traced	2008 Grads	% Traced	2009 Grads	% Traced
Hum. & Educ.	906	25%	772	33%	689	44%
Med. Sci.	366	23%	345	25%	393	37%
PAS	334	24%	321	26%	292	44%
Soc Sci	1038	23%	1015	31%	851	43%
Total	2644	24%	2453	30%	2225	42%

The sample of respondents was also representative of the total graduate population by faculty (Table 2).

Table 2. Distribution of First Degree Graduates by Faculty

Faculty	2007 Grads		2008 Grads		2009 Grads	
	Pop. Distr.	Sample Distr.	Pop. Distr.	Sample Distr.	Pop. Distr.	Sample Distr.
Hum. & Educ.	34%	36%	31%	35%	31%	32%
Med. Sci.	14%	13%	14%	12%	18%	15%
PAS	13%	12%	13%	11%	13%	14%
Soc Sci	39%	38%	41%	43%	38%	39%
Total %	100%	100%	100%	100%	100%	100%
Total N	2644	633	2453	745	2225	943

SURVEY INSTRUMENT

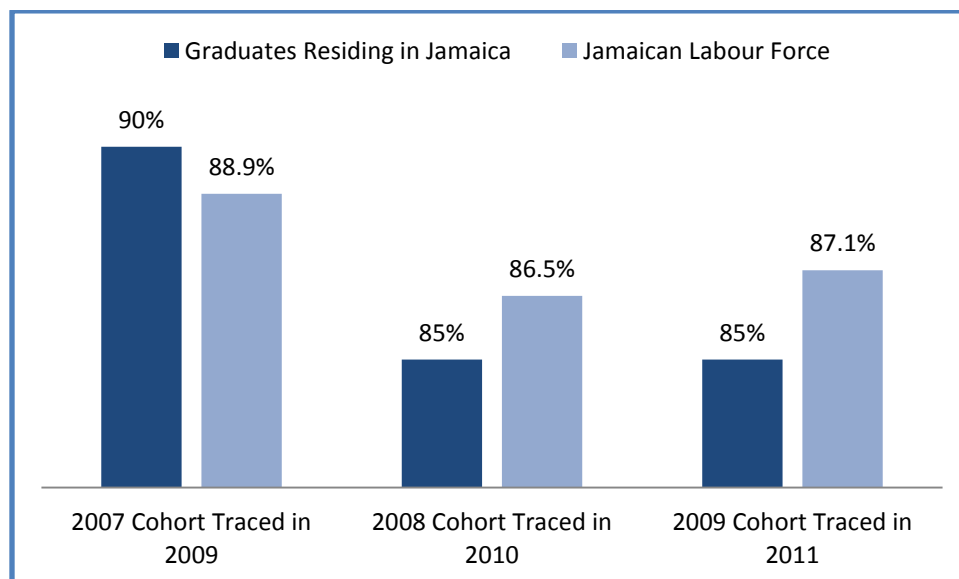
Graduates were asked to provide basic demographic information as well as information related to their programme of study and employment status. They were also asked to rate the degree to which UWI contributed to their skills and competencies in twelve areas (see questionnaire in the Appendices).

FINDINGS

Employment Rates

Based on the responses to the Tracer Surveys, most graduates reported being employed and these employment rates mirrored trends in the Jamaican labour force. The downward trend in employment rates is reflective of the impact of the global recession which continues to have a negative impact on the economy.

Figure 1. Employment Rates of Graduates Residing in Jamaica and the Jamaican Labour Force



To better understand the reasons for unemployment, the 2009 cohort was asked to state the main reason for not working. As seen in Figure 2, 32% of the unemployed stated “no job opportunity” while 13% reported that they could not find a job related to their degree. A further 7% reported a lack of work experience. These categories combined accounted for 52% of responses. Almost 30% of the unemployed attributed their situation to further studies while 10% did not provide a reason. Another 10% stated other reasons. Other reasons included leaving their jobs or being made redundant.

Figure 2. Main Reason for Not Working Among the 2009 Cohort

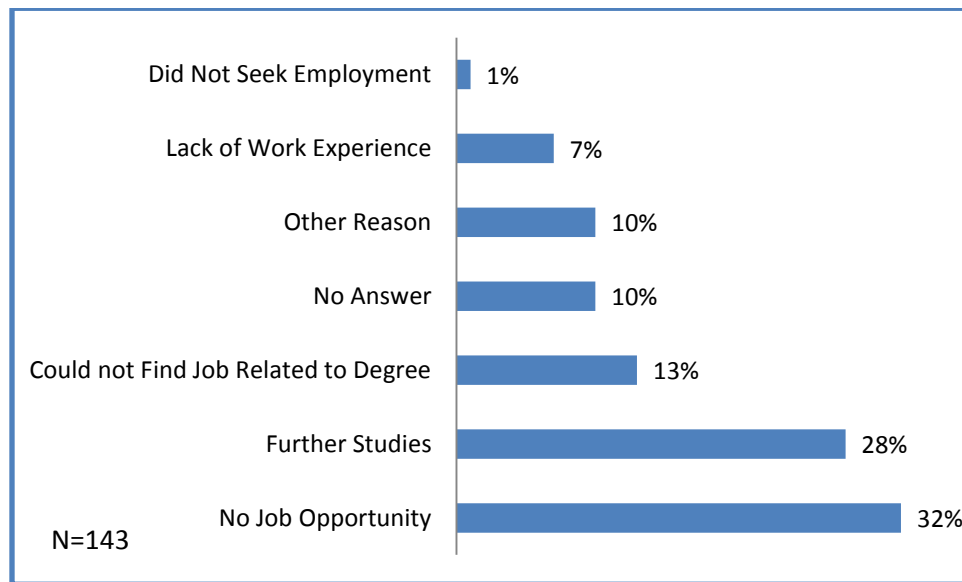


Table 3 presents employment rates of graduates by faculty and major.

Table 3: Employment Rates of First Degree Graduates by Faculty and Major

	2007 Cohort Employment Rate (%)	2008 Cohort Employment Rate (%)	2009 Cohort Employment Rate (%)
Overall	90	85	85
Faculty/Major			
Humanities	83	79	80
African Studies	--	100	--
Computer Science	100	86	86
Creative Arts	100	80	100
English	75	67	88
Geography	60	100	50
History	72	68	59
Lang Comm Society	83	76	76
Lang Comm	80	--	--
Liberal Studies	--	--	100

	2007 Cohort Employment Rate (%)	2008 Cohort Employment Rate (%)	2009 Cohort Employment Rate (%)
Humanities (cont'd)			
Library Studies	100	100	90
Linguistics	100	100	100
Lit in English	100	50	--
Media & Comm	89	91	88
Philosophy	67	78	75
Spanish	100	86	75
Theology	100	100	100
Education	100	98	99
Administration	100	100	100
Biology	100	100	100
Chemistry	--	--	100
Computer Sci	100	100	100
Education	100	--	--
Early Childhood	100	100	93
English Lang & Lit	100	94	100
Geography	100	100	100
History	100	100	90
Learning Difficulties	100	--	--
Literacy	100	96	100
Mathematics	100	100	100
Physics Education	--	--	100
Primary Education	100	100	100
Science Education	100	100	100
School Librarianship	100	100	100
Secondary Education	100	--	--
Social Studies	100	--	--
Spanish	--	100	100
Special Education	100	--	100
Medical Sciences-MBBS	100	100	97
MBBS	100	100	97
Medical Sciences-BSc.	92	99	94
Basic Med Sci	33	--	--
BBMedSci	--	83	75
Diagnostic Imaging	--	--	100
Nursing	95	100	94
Physical Therapy	86	100	100

	2007 Cohort Employment Rate (%)	2008 Cohort Employment Rate (%)	2009 Cohort Employment Rate (%)
Pure & Applied Sciences	86	77	74
Actuarial Sci.	89	89	100
Biochemistry	90	50	72
Biology	80	53	74
Biotechnology	100	75	86
Botany	100	100	100
Chemistry	80	100	87
Computer Sci	80	91	83
Electronics	67	100	67
Environmental Sci	100	--	--
Food Chemistry	80	100	100
Geography & Geol	100	89	50
Mathematics	100	89	83
Natural Sciences	0	--	--
Physics	--	--	60
Renewable Energy	0	--	0
Zoology	100	50	33
Social Sciences	89	80	82
Banking & Finance	100	89	95
Busin. & Econ. Stats	100	0	75
Demography	100	--	67
Economics	67	65	76
Hosp./Tourism	91	83	87
Intl Relations	86	65	76
Labour & Empl	100	100	100
Management Studies	93	89	90
Political Science	100	43	69
Psychology	77	77	59
Public Sector Mgt	100	79	91
Social Policy & Dev	0	75	0
Social Work	100	79	73
Sociology	83	81	76

Note: "--" refers to no reported graduates, while "0" refers to no employed graduates.

Graduates from the Faculties of Medical Sciences and Education had the highest employment rates while a few graduates who majored in *Natural Sciences*, *Renewable/Alternative Energy*, and *Social Policy and Development* had problems finding work. Other majors with below average employment rates included *History* and *Geography* in Humanities, *Zoology* in Pure and Applied Sciences, and *Economics* and *Political Science* in the Social Sciences.

Employment by Occupation and Industry

The distribution of employed graduates by occupation is presented in Table 4. More than 60% of graduates were employed in Professional occupations while 12% to 18% were employed as Technicians and Associate Professionals. Another 12% to 15% of graduates were employed as Clerks.

Table 4. Employment by Occupation

Occupation	2007 Cohort Traced in 2009 (%)	2008 Cohort Traced in 2010 (%)	2009 Cohort Traced in 2011 (%)
Professionals	64.3	67.6	69.5
Technicians & Associate Professionals	17.5	13.7	12.2
Clerks	12.2	14.5	12.7
Legislators, Sr. Officials, and Technicians	4.0	3.3	3.2
Service, Shop, Market, Sales Workers	0.5	0.4	1.2
Elementary Occupations	0.1	0.0	0.1
Subtotal	98.6	99.5	98.8
No Answer	1.0	0.1	0.8
Total Percent	100%	100%	100%
Number of Employed Graduates	570	631	800

Based on the Jamaica Standard Occupational Classification, 1991

The professional group was an area in relatively high demand in the Jamaican labour market. As Table 5 shows, 35% to 40% of advertised vacancies were in the combined groups of *Professionals*; *Technicians and Associate Professionals*; and *Legislators, Senior Officials and Technicians*. Other areas in high demand were *Service Work* (26% to 29%) and *Elementary Occupations* (14% to 21%), areas where less than 2% of UWI graduates reported being employed.

Table 5. Advertised Vacancies in Jamaica by Occupational Group

Occupational Group	April to June 2010	April to June 2011
Professionals, Senior Officials and Technicians	40%	35%
Clerks	11%	10%
Service Workers, Shop & Market Sales Workers	29%	26%
Skilled Agricultural and Fishery Workers	0%	0%
Craft and Related Trades Workers	4%	4%
Plant and Machine Operators and Assemblers	3%	4%
Elementary Occupations	14%	21%
Total %	100%	100%
Total N	4,180	4,732

Source: Online Labour Market Information System.

UWI graduates who were employed were more distributed by industry of employment, with the top four industries being *Education; Health and Social Work; Public Administration and Defence and Social Security; and Financial Intermediation*.

Table 6. Employment by Industry

Industry	2007 Cohort Traced in 2009 (%)	2008 Cohort Traced in 2010 (%)	2009 Cohort Traced in 2011 (%)
Education	34.9	34.7	32.8
Health and Social Work	14.0	14.3	17.6
Public Admin & Defence; Social Security	14.4	12.7	10.1
Financial Intermediation	12.8	13.3	10.9
Real Estate, Renting & Business Activities	5.6	7.3	6.4
Community, Social & Personal Service Activities	4.7	5.4	3.6
Wholesale & Retail Trade, Repair of Vehicles & Goods	3.2	1.6	2.9
Manufacturing	2.9	1.1	3.3
Hotels & Restaurants	2.6	2.1	1.6
Transport, Storage & Communications	1.2	4.3	4.5
Mining & Quarrying	0.5	0.2	0.1
Electricity, Gas & Water Supply	0.5	0.6	1.1
Extra-Territorial Orgs and Bodies	0.4	0.5	0.5
Subtotal	97.7	98.1	95.4
No Answer	2.1	2.0	4.4
Total Percent	100%	100%	100%
Number of Employed Graduates	570	631	800

Based on the Jamaica Industrial Classification, 2005

In contrast, most of the vacancies advertised in Jamaica comprised four main industries: *Education*; *Wholesale and Retail Trade*; *Hotels and Restaurants*; and *Manufacturing*.

Table 7. Industries with the Highest Vacancies in Jamaica

Rank	July to September 2010	April to June 2011
1	Education	Wholesale and Retail; Repair of Household Goods; Motor Vehicles
2	Wholesale and Retail; Repair of Household Goods; Motor Vehicles	Other Community, Social and Personal Services
3	Hotels and Restaurants	Education
4	Manufacturing	Manufacturing
5	Public Administration	Hotels and Restaurants

Source: Online Labour Market Information System.

A high proportion of graduates were employed in *Education* (32% to 35%) while less than 4% were employed in *Wholesale and Retail Trade; Hotels and Restaurants; and Manufacturing* (Table 6).

Occupations which were in demand locally were mainly in Business/Sales/Management; Teaching; and Services.

Table 8. Top Ten Advertised Vacancies in Jamaica by Occupation

2009		April to June 2010		April to June 2011	
Occupations	Vacancies	Occupations	Vacancies	Occupations	Vacancies
Babysitters/ Domestic Helpers	20%	Teachers/Lecturers	17%	Teachers/Lecturers	18%
Managers	17%	Sales Representatives	16%	Sales Representatives	14%
Sales Representatives	15%	Managers	13%	Managers	13%
Lecturers/Teachers	11%	Domestic Helpers/ Babysitters	11%	Domestic Helpers/ Babysitters	11%
Janitors/Handymen	8%	Security Guards	10%	Personal Care Specialists	9%
Bearers/Drivers/ Dispatchers	8%	Supervisors	8%	Packers/Wrappers/ Labellers	8%
Bartenders	7%	Chefs/Cooks/ Bakers	7%	Bartenders/ Waiters	8%
Bakers/Cooks/ Chefs	6%	Early Childhood Practitioners	6%	Chefs/Cooks/ Bakers	7%
Maintenance Workers	5%	Bartenders	6%	Supervisors	7%
Practical Nurses	3%	Packers	5%	Drivers/ Delivery Riders	6%
Total %	100%	Total %	100%	Total %	100%
Total Number of Ads	2,829	Total Number of Ads	1,951	Total Number of Ads	1,940

Source: 2009 Economic and Social Survey of Jamaica (21.13) and the Online Labour Market Information System.

In comparison, the top jobs reported by graduates who were traced are presented below:

Table 9. Top Jobs of First Degree Graduates

Job Title	2007 Cohort Traced in 2009 (N)	Job Title	2008 Cohort Traced in 2010 (N)	Job Title	2009 Cohort Traced in 2011 (N)
Teacher/Lecturer	134	Teacher/Lecturer	180	Teacher/Lecturer	191
Nurse	57	Nurse	56	Officer	81
Officer	56	Assistant	50	Nurse	80
Assistant	32	Officer	43	Assistant	53
Agent/Teller	28	Representative	43	Representative	29
Manager	27	Agent/Teller	20	Clerk	28
Representative	18	Doctor	18	Agent/Teller	26
Analyst	14	Clerk	15	Manager	25
Doctor	10	Manager	13	Analyst	22
Coordinator	8	Coordinator	12	Coordinator	11
Clerk	8	Analyst	10	Doctor	7
Total Number	392	Total Number	460	Total Number	553
Percentage of Employed Grads	69%	Percentage of Employed Grads	73%	Percentage of Employed Grads	69%

As seen in Table 9, a good number of graduates found jobs in teaching while other graduates reported employment as a *Nurse*, *Officer*, *Assistant*, *Agent/Teller*, and *Representative* among others. It is important to note that many graduates found jobs in areas that weren't necessarily in demand in the labour market but, at the same time, many of the service type jobs that were in demand in the labour market were not suitable for UWI graduates who were over qualified for these positions.

Given that the University may be graduating more students than can be absorbed in the labour market, *self-employment* and *entrepreneurship* have become part of the UWI curriculum in an effort to expose students to these employment options and to stimulate growth in the economy.

While less than 2% of First degree graduates reported self-employment, 69% of graduates from the 2009 cohort said they could see themselves starting their own business in the future. Among those who reported this, 48% gave a timeline of more than 5 years, while 37% estimated in 3 to 5 years. Fifteen percent (14.7%) said they could see this happening in 1 to 2 years (data not shown).

Entrepreneurship is an important area of growth for the Mona Campus. Nearly two-thirds of First degree graduates reported employment in the public sector (Table 10), an area which has come under scrutiny by the Jamaican government. The government and other stakeholders are undoubtedly relying on the UWI to provide cutting edge courses and technology which can help expand and grow the economy.

Table 10. Employment by Sector

Sector of Employment	2007 Cohort Traced in 2009 (%)	2008 Cohort Traced in 2010 (%)	2009 Cohort Traced in 2011 (%)
Private	34.0	35.9	37.4
Public	59.6	59.4	59.5
Other	6.1	4.6	3.0
No Answer	0.2	0.0	0.1
Total %	100%	100%	100%
Total Employed	570	631	800

The top employers of UWI graduates are presented below. Note that the University and the University Hospital are among the top employers of UWI graduates.

Table 11. Top Employers of UWI Graduates

Employers of Ten or More Graduates	2007 Cohort (N)	2008 Cohort (N)	2009 Cohort (N)
Ministry of Education	158	192	199
Ministry of Health	51	75	84
University Hospital of the West Indies	27	17	41
University of the West Indies	25	18	45
National Commercial Bank	18	20	11
Bank of Nova Scotia	14	11	23
Total Number of Graduates	293	333	403
% of Employed Graduates	51%	53%	50%

Earnings of First Degree Graduates

In an effort to gauge how competitive the salaries were of UWI graduates, the average income of First degree graduates was compared with the average income of all employed Jamaicans in 2009 by industry. The results in Table 12 show that UWI graduates earned higher than average income in the following industries: *Mining; Manufacturing; Trade, Hotels and Restaurants; and Community, Social and Personal Services*. UWI graduates earned lower than average income in the industries comprising *Electricity, Gas and Water; Transport, Storage and Communications; and Financing, Insurance, Real Estate, and Business Services*.

Table 12. Median Monthly Income of First Degree Graduates Working in Jamaica Compared to Average Monthly Income of All Employed Persons in Large Establishments in Jamaica, by Major Industry Groups

Industry	2007 Cohort Traced in 2009 (N)	Median Monthly Income of 2007 Cohort J\$	Avg. Monthly Earnings of Jamaicans in 2009 J\$	Median Monthly Income of 2008 Cohort Traced in 2010 J\$	Median Monthly Income of 2009 Cohort Traced in 2011 J\$
Mining	3	160,000	96,000	200,000	161,000
Manufacturing	16	89,000	49,816	77,500	82,500
Electricity, Gas & Water	3	73,000	130,272	87,000	80,000
Construction	--	--	73,864	--	74,250
Trade, Hotels & Restaurants	28	68,714	51,284	54,992	77,000
Transport, Storage & Communications	7	64,166	89,044	69,100	75,000
Financing, Insurance, Real Estate & Busin.	98	74,082	81,148	76,253	83,980
Community, Social & Personal Services	22	68,333	53,356	75,000	70,000
All Sectors	177	74,912	64,332	74,068	80,593

Source: *Employment, Earnings and Hours Worked in Large Establishments 2007-2009* (STATIN).

Note 1: Average earnings of all employed persons in 2009 represent the average of the first three quarters in 2009.

Note 2: Graduates and establishments in the Public sector not included.

When all industries were taken into account, UWI graduates recorded higher than average income than the general population. This is probably due to the value of a university degree and to the kinds of jobs graduates are employed in, namely, professional occupations.

The Tracer Survey is a valuable tool for collecting information on income, considering the challenges faced by STATIN in obtaining information on income from the general population. There are currently no reliable data on personal or household income of Jamaicans in the Census or Labour Force Survey. As a result, the information collected by UWI is not only of value to students, but to academics, businesses and researchers.

As a guide to researchers studying income, Table 13 presents the median income of First Degree graduates by faculty and major. It is important to note that income is determined by a number of factors including the sector and location of the employer as well as the age, experience and qualifications of the worker.

Table 13. Median Monthly Income of First Degree Graduates Working in Jamaica by Faculty and Major

	2007 Cohort	2008 Cohort	2009 Cohort
Overall	80,500	83,465	85,000
Faculty/Major			
Humanities	69,000	72,000	84,723
African Studies	--	--	--
Computer Science	--	70,500	71,288
Creative Arts	124,840	105,124	55,000
English	80,779	85,000	83,500
Geography	53,500	100,000	58,000
History	50,893	51,560	75,891
Lang Comm Society	77,447	82,299	70,000
Lang Comm	63,000	--	--
Liberal Studies	--	--	96,000
Library Studies	79,451	79,000	84,723
Linguistics	44,000	93,726	134,361
Lit in English	64,500	28,000	--
Media & Comm	80,000	66,000	97,500
Philosophy	53,250	69,571	72,000
Spanish	69,000	78,994	120,000
Theology	43,000	90,000	36,000
Education	120,000	118,861	120,000
Administration	127,000	120,233	159,000
Biology	110,000	120,000	120,000
Chemistry	--	--	104,060
Computer Sci	120,000	90,000	127,818
Education	121,035	--	--
Early Childhood	122,004	114,671	130,000
English Lang & Lit	99,030	114,715	119,817
Geography	120,000	114,000	127,000
History	103,940	116,861	119,861
Learning Difficulties	143,000	--	--
Literacy	103,439	119,778	118,000
Mathematics	132,506	114,000	115,000
Physics Education	--	--	169,000
Primary Education	125,404	122,004	130,000
Science Education	--	100,000	129,931
School Librarianship	122,839	120,087	118,000
Secondary Education	90,000	--	--

	2007 Cohort	2008 Cohort	2009 Cohort
Education (cont'd)			
Social Studies	112,000	--	--
Spanish	--	118,720	96,500
Special Education	65,000	--	115,000
Medical Sci-MBBS	150,000	124,000	150,000
MBBS	150,000	124,000	150,000
Medical Sci-BSc.	51,834	58,715	67,742
Basic Med Sci	70,000	--	--
BBMedSci	--	79,083	103,333
Diagnostic Imaging	--	--	87,000
Nursing	50,472	55,679	61,000
Physical Therapy	65,000	72,500	70,000
Pure & Applied	80,000	83,000	80,000
Actuarial Sci.	91,666	81,667	90,000
Biochemistry	69,041	67,112	78,000
Biology	104,888	149,143	65,385
Biotechnology	68,501	86,143	80,556
Botany	110,000	35,000	71,000
Chemistry	94,333	95,000	85,333
Computer Sci	80,500	75,000	95,550
Electronics	72,000	84,167	97,500
Environmental Sci	--	--	--
Food Chemistry	54,958	68,333	57,500
Geography & Geol	73,000	40,000	46,950
Mathematics	78,666	102,329	64,635
Natural Sciences	--	--	--
Physics	--	--	71,333
Renewable Energy	--	--	--
Zoology	79,666	83,970	67,744
Social Sciences	80,000	80,000	80,000
Banking & Finance	89,000	75,000	110,000
Busin. & Econ. Stats	64,901	--	100,000
Demography	82,500	--	60,000
Economics	81,550	71,002	80,700
Hosp./Tourism	77,182	71,923	64,096
Intl Relations	78,033	73,939	75,000
Labour & Empl	70,000	78,488	110,000
Management Studies	86,872	86,206	81,818
Political Science	72,000	65,000	61,250
Psychology	75,833	69,500	58,284

	2007 Cohort	2008 Cohort	2009 Cohort
Social Sciences (cont'd)			
Public Sector Mgt	87,739	87,500	92,946
Social Policy & Dev	--	90,000	--
Social Work	74,188	89,186	110,500
Sociology	81,222	76,818	73,000

Note: "--" refers to no reported graduates working in Jamaica.

As Table 13 shows, the highest income earners were from the MBBS programme in Medical Sciences and the Education programme in Humanities and Education. The overall median incomes increased for each cohort.

Earnings by Occupation and Industry

When the earnings of First degree graduates was examined by occupation, graduates who were Senior Officials earned the highest wages. The next highest remunerated group was persons in Professional occupations. Technicians, Clerks and Service Workers earned below average income.

Table 14. Median Monthly Income of First Degree Graduates Working in Jamaica by Occupation

Occupation	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Legislators, Sr. Officials, and Technicians	137,015	119,000	143,000
Professionals	88,120	89,000	93,000
Technicians & Associate Professionals	77,000	76,000	63,250
Clerks	64,583	65,000	59,583
Service, Shop, Market, Sales Workers	50,000	27,500	60,000
Elementary Occupations	40,000	--	25,000
Total Median Income	80,500	83,500	85,000
Number of Graduates in Jamaica	491	555	670

When all industrial groups were examined, graduates who were employed in Mining followed by Extra Territorial entities earned the highest salaries. Above average income was also reported by graduates in the Education and Public Administration industries. Graduates employed in Health and Social Work (i.e., nurses) reported the lowest salaries.

Table 15. Median Monthly Income of First Degree Graduates Working in Jamaica by Industry

Industry	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Mining & Quarrying	160,000	200,000	161,000
Extra-Territorial Orgs and Bodies	90,000	138,000	141,126
Education	100,000	100,000	102,000
Public Admin & Defence; Social Security	85,500	90,000	86,666
Manufacturing	89,000	77,500	82,500
Financial Intermediation	80,000	79,583	87,600
Electricity, Gas & Water Supply	73,000	87,000	80,000
Construction	--	--	74,250
Hotels & Restaurants	70,000	62,396	70,000
Community, Social & Personal Service Activities	68,333	75,000	70,000
Wholesale & Retail Trade, Repair of Vehicles & Goods	68,000	45,739	80,000
Real Estate, Renting & Business Activities	60,000	70,000	76,833
Transport, Storage & Communications	64,166	69,100	75,000
Health and Social Work	53,000	61,100	64,000
Total Median Income	81,000	83,970	85,332
Number of Graduates Working in Jamaica	488	547	649

When the industries were collapsed into three main sectors, graduates in the public sector earned the highest incomes over the period. While public sector salaries declined, private sector salaries increased over the three year period.

Table 16. Median Monthly Income of First Degree Graduates Working in Jamaica by Sector

Sector	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Public	89,700	89,102	87,760
Private	73,000	70,000	80,000
Other	59,400	72,500	75,000
Total Median Income	80,500	83,465	85,000
Number of Graduates Working in Jamaica	495	556	672

Other Determinants of Income

The incomes of graduates were compared by a number of other variables. Higher incomes were evident for graduates who were employed full-time, whose jobs required a first degree, whose jobs were not their first, and who were more than 34 years old (Tables 17 to 20).

Table 17. Median Monthly Income of First Degree Graduates Working in Jamaica by Employment Status

Employment Status	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Full-Time	84,000	85,000	87,752
Part-Time	50,000	50,530	29,000
Self-Employed	--	80,000	80,000
Total Median Income	80,500	83,465	85,000
Number of Graduates Working in Jamaica	495	556	672

Table 18. Median Monthly Income of First Degree Graduates Working in Jamaica by Requirement for First Degree

Job Requires First Degree	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Yes	83,806	90,000	88,120
No	80,000	80,000	85,000
Total Median Income	81,000	83,465	85,332
Number of Graduates Working in Jamaica	493	556	657

Table 19. Median Monthly Income of First Degree Graduates Working in Jamaica by First Job

	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
First Job Since Graduation			
Yes	68,000	75,000	75,000
No	90,000	90,000	100,000
Total Median Income	80,500	83,465	85,352
Number of Graduates Working in Jamaica	495	556	666

Table 20. Median Monthly Income of First Degree Graduates Working in Jamaica by Age Group

	2007 Cohort Traced in 2009 J\$	2008 Cohort Traced in 2010 J\$	2009 Cohort Traced in 2011 J\$
Age Group			
19-24	66,333	70,000	70,000
25-29	80,000	88,560	85,000
30-34	91,400	100,000	108,000
35+	114,833	115,000	120,000
Total Median Income	80,500	83,465	85,000
Number of Graduates Working in Jamaica	495	556	672

Satisfaction of Graduates

The Tracer Survey asked graduates a number of questions about their level of job satisfaction and the degree to which UWI contributed to their personal and professional development.

One question asked was the extent to which their current job was directly related to their field of study.

Approximately 50% of graduates reported that their job was *directly* related to their field of study. Another 20% to 27% reported that their job was *somewhat* related to their field of study. Between 10% and 15% of graduates reported working in a job unrelated to their field of study and in which they had no choice but to accept (Table 21).

Table 21. First Degree Graduates Whose Jobs Were Related to their Field of Study

Job Related to Field of Study	2007 Cohort	2008 Cohort	2009 Cohort
Yes, directly related	51%	50%	51%
Yes, somewhat related	27%	23%	22%
No, but my choice	12%	12%	10%
No, not my choice	10%	15%	15%
No Answer	0.2%	0%	1%
Total %	100%	100%	100%
Number of Employed Graduates	570	631	800

The majority (41% to 44%) of First Degree graduates were satisfied with their jobs while 10% were very satisfied. Approximately one third of graduates found their jobs tolerable while 12% were unsatisfied with their employment.

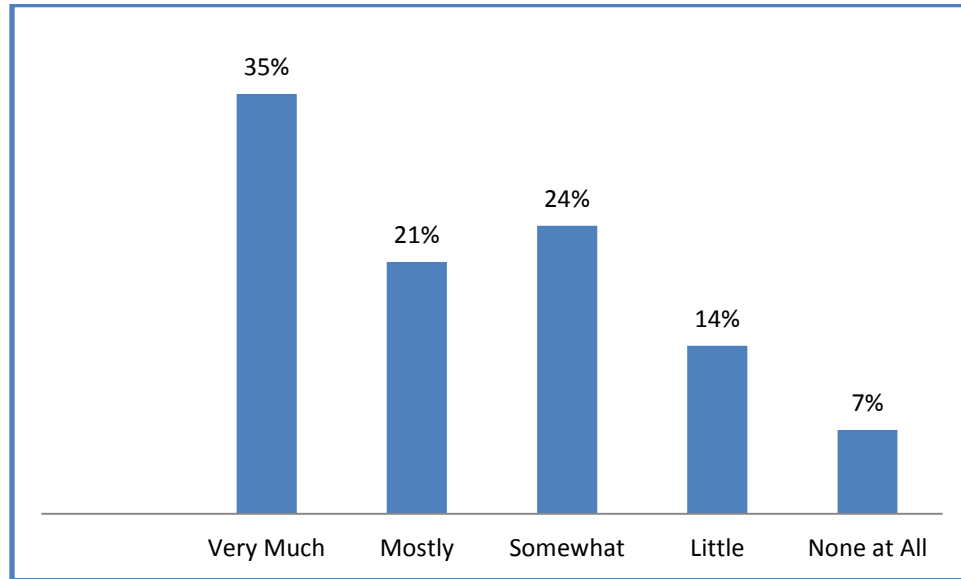
Table 22. Level of Job Satisfaction among First Degree Graduates

Level of Satisfaction	2008 Cohort	2009 Cohort
Very Satisfied	10%	9%
Satisfied	41%	44%
Tolerable	37%	35%
Unsatisfied	12%	12%
No Answer	0%	1%
Total %	100%	100%
Number of Employed Graduates	631	800

The 2009 cohort was asked to indicate the degree to which their skills were being effectively put to use in their current jobs.

As seen in Figure 3, most employed graduates were effectively putting their skills to use on the job. Thirty-five percent (35%) of employed graduates reported that they were applying their skills *very much* on the job. Another 21% reported that they were *mostly* applying their skills, while 24% said they were *somewhat* applying their skills. Only 14% said they were applying their skills *a little* while 7% reported *none at all*.

Figure 3. Application of Skills to Current Job among First Degree Graduates



Graduates were also asked to rate the degree to which the Mona Campus contributed to their skills and competencies. The ratings ranged from 1 to 4 with 1 representing “no contribution” and 4 representing “strong contribution” to their competencies.

As seen in Table 23, average ratings ranged from *none* to *moderate* in terms of UWI’s contribution to their competencies. Lowest ratings were given to *innovative and entrepreneurial* and *second language skills* while the highest ratings were given to *ability to think and work independently*, *capacity to work effectively in teams*, and *critical thinking skills*.

Table 23. Mean Ratings of UWI's Contribution to the Competencies of First Degree Graduates

Competency	2007 Cohort	2008 Cohort	2009 Cohort
Critical thinking skills	3.52	3.50	3.70
Problem solving skills	3.47	3.38	3.66
Effective writing skills	3.48	3.47	3.65
Effective speaking skills	3.29	3.27	3.50
Working effectively with IT	3.11	3.05	3.29
Innovative and Entrepreneurial	2.73	2.70	2.81
Understanding & appreciating diversity/cultures	3.46	3.41	3.55
Ability to think and work independently	3.57	3.55	3.70
Capacity to work effectively in teams	3.51	3.51	3.72
Socio-Political awareness	3.18	3.08	3.35
Ethical conduct	3.23	3.16	3.45
Proficiency in a second language	1.67	1.71	1.85

Note: Ratings of UWI's contribution were 1=None, 2=Very Little, 3=Moderate, 4=Strong.

Summary and Conclusion

The Tracer Survey of First Degree graduates has helped to identify areas of strength and areas for remediation at the Mona Campus. With regard to the performance of graduates in the labour market, the study found that First degree graduates shared similar employment rates to the general population. Graduates from the Faculties of Medical Sciences and Education enjoyed the highest employment rates, while graduates who majored in *Natural Sciences, Renewable/Alternative Energy, and Social Policy and Development* had problems finding work.

First Degree graduates were employed principally in professional occupations (over 60%) an area which was in relatively high demand (40% and 35%) in 2010 and 2011. However, just over 50% of advertised vacancies fell in the combined categories of service, trade, and elementary occupations, areas not suitable for UWI graduates. This suggests, then, that the labour market in which graduates compete for professional occupations may not be large enough to absorb every graduate in their desired field of study. This assumption is supported by the fact that approximately 10% to 15% of graduates reported working in a job unrelated to their field of study and in which they had no choice but to accept. Additionally, 12% of graduates were unsatisfied with their jobs.

To what extent, then, can the Mona Campus influence trends in the labour market? One area of emphasis is exposing students to self-employment and entrepreneurship opportunities. Courses are available to students, but more effort needs to be applied to make this a viable option for graduates. When asked to rate the extent to which UWI contributed to their competency as "innovative and entrepreneurial," graduates registered a mean score of 2.75 out of 4 suggesting very little contribution from the Mona Campus. In response, the Campus recently launched the JBDC/UWI Business Centre on the Mona Campus in January 2011. One of the aims of the Centre is to develop an ideas and knowledge data bank and to allow investors, after registering, to browse for listed business opportunities. As a satellite of the JBDC, the Centre will provide business advice and consultancy, market research and

guidance, export information services, business plan assessment, and loan proposal and financial statements to students and members.

In terms of the value of a University education, the data show that First Degree graduates enjoy above average income compared to the general population. A degree allows unlimited opportunities for the graduate to work in a professional occupation and to build on their experience and education. At the same time, many of our graduates are employed as public servants and for the economy to grow and prosper, more graduates need to stimulate growth in the private sector by growing their own businesses and exporting overseas.

And finally, in addition to entrepreneurship, students need increased exposure to foreign languages, an area identified as lacking among First Degree graduates. Second language skills can also increase the opportunities for business and trade in the international arena.