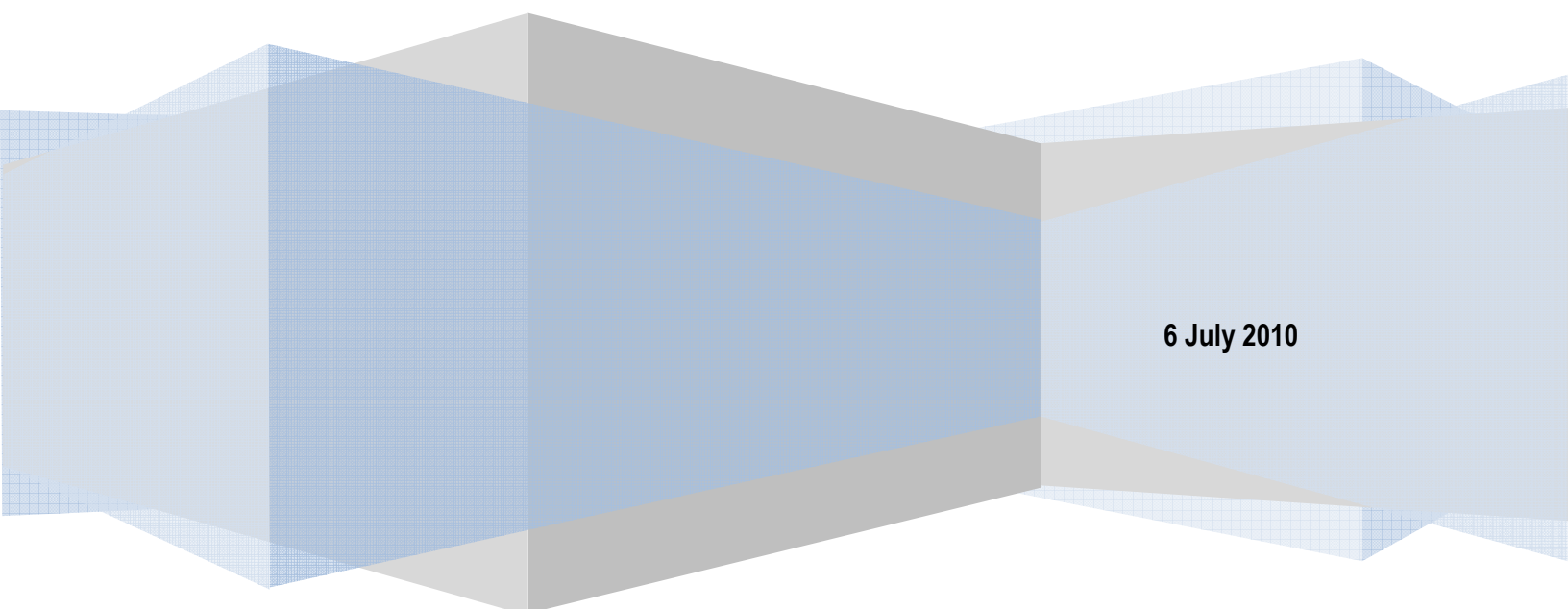


**The University of the West Indies**

**REPORT ON GRADUATE TRACER SURVEY OF  
FIRST DEGREE GRADUATES OF 2008 AND TREND  
ANALYSIS – COMPARATIVE REPORT FOR MONA,  
CAVE HILL AND ST AUGUSTINE CAMPUSES**

**One Year After Graduation**

University Office of Planning and Development –



**6 July 2010**

## COMPARATIVE GRADUATE TRACER SURVEY REPORT (2008 GRADUATES)

This is the second Graduate Tracer Report done for UWI graduates, the first having been done to follow the progress of 2007 graduates. Accordingly this report allows us to compare conditions over the period covered in both reports.

Individual Campus reports were done for Mona, Cave Hill and St. Augustine. The relevant reports were shared with Campus Principals and Faculty Deans and this comparative report has been prepared taking feedback from Campus participants into account.

The first draft of all reports relevant to the Graduate Tracer Survey was prepared by Mr. Anand Dass. Helpful comments and questions were provided by Mrs. Indrani Bachan-Persad. Feedback from the individual campuses was valuable. This version of the document was finalized following internal discussion at the Office of Planning and Development.

It is my hope that you will find this Report on the 2008 Graduates of UWI in the market place informative and useful. I shall be grateful for any thoughts, comments or feedback. You may send emails to [pvcplan@sta.uwi.edu](mailto:pvcplan@sta.uwi.edu) or [anand.dass@sta.uwi.edu](mailto:anand.dass@sta.uwi.edu).

It is also my hope that access to this document will help to enrich discussion at the Mid-term Review in August.

*Bhoendradatt Tewarie*  
*Pro Vice Chancellor, Planning and Development*

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## EXECUTIVE SUMMARY

The 2008 Graduate Tracer survey of first degree graduates from the St Augustine, Mona and Cave Hill Campuses is the second annual survey conducted by the University Office of Planning and Development in collaboration with the Office of Planning and Institutional Research at Mona and the Office of Planning and Projects at Cave Hill. The survey captures information on the destination of UWI graduates approximately one year after they complete their final year of study.

The survey was designed specifically to explore the areas of the graduates' post- university experience in relation to further studies, employment and income as well as the development of skills and attributes necessary for the 21st century graduate.

The survey was voluntary and used a mixture of mailing, online and telephone survey methodologies in an attempt to improve the response rate. A total of 1612 graduates or 28% of total graduates sampled responded to this survey. Graduates residing in the campus countries were more responsive than graduates residing in the non-campus countries.

Among the important findings of the survey are the following:

### **Further Studies**

- i. The 2008 Tracer Survey revealed that approximately thirty one percent (31%) of respondents were enrolled in further studies across campuses with the majority (61%) enrolled at the UWI.
- ii. A majority of 47% were enrolled in taught masters programmes, 23% in professional programmes, 10% in postgraduate diplomas, 8% in research degrees and 11% in other undergraduate programmes. A significant campus proportion ( 90% ) of those not pursuing postgraduate studies said that they intend to do so in the near future.
- iii. There was a marked increase in the percentage of graduates who opted to study and work at the same time moving from 23% for 2007 graduates to 29% for 2008 graduates at St Augustine, from 17 to 25% at Cave Hill and 12% to 16% at Mona.
- iv. When graduates were asked if the postgraduate programme in which they are enrolled in is in the same field or within the broader discipline as their first degree, 46% reported in the affirmative while 54% said they were enrolled in another field

### **Labour Market Outcomes – Employment Characteristics**

- i. As many as 84% of respondents indicated that they were employed at the time of survey for in Trinidad and Tobago and Barbados while 85% were gainfully employed in Jamaica

- ii. There has been a decline in the employment rates of graduates of 2008 when compared to those of 2007 at St Augustine and Mona. The overall employment rate fell from 91% to 84%, a decline of seven percentage points at St Augustine while at Mona it fell from 91% to 85%. Cave Hill increased from 79% to 83%.
- iii. At the Faculty level there were generally high employment rates for Education and Medical Sciences. High unemployment rates were observed for graduates from Science , Agriculture, Social Sciences and Humanities
- iv. Across the three campuses the largest segment of employed graduates ranging from 47% at Cave Hill to 52% at Mona were employed in their first job after graduating. 28.8% changed jobs after graduation at St Augustine and 41% returned to their previous job at Cave Hill.
- v. The main employer of UWI graduates at the St Augustine and Mona Campuses was the Public Sector accounting for about 58% and 56% of those employed, respectively. The Private Sector absorbed a majority of 56% of graduates at Cave Hill.
- vi. A significant proportion of graduates were employed in Professional and Managerial jobs in areas critical to the economy such as Education, Health care, Finance/Banking and Energy based industries. At St Augustine and Mona 56% of employed in Professional or Managerial positions while at Cave Hill the proportion was 43%. However there were worrying levels of underemployment as evidenced by the fact that a higher than desirable percentage of graduates classified their jobs as clerical or sales workers in Agriculture(27%), Social Sciences( 19% at St Augustine, 38% at Mona and 25% at Cave Hill) and Humanities(23% at Mona and 38% at Cave Hill)

### **Employment Earnings**

- i. At St Augustine, the top tier of median salaries reported in 2009 went to graduates from the Faculty of Medical Sciences (5 Yr) with TT\$19,500, followed by Education with TT\$9,240, Medical Sciences (3/4 yr) with \$10,000 and Engineering with TT\$9,000. In the second tier were graduates from Social Sciences with \$7,900. Median salaries were lowest among graduates of Agriculture, Science and Humanities, earning median salaries of \$5,125 and \$7,080 and \$7,380, respectively.
- ii. At Mona, the top tier of median salaries reported in 2009 went to graduates from the Faculty of Medical Sciences (5 Yr) with JA\$122,090, followed by Education with JA\$119,280. In the second tier were graduates from Pure & Applied Sciences with \$83,130. Median salaries were lowest among graduates of Medical Sciences (3 yr), Humanities and Social sciences, earning median salaries of \$55,690, \$75,000 and \$80,000, respectively.

- iii. At Cave Hill, the top tier of median salaries reported in 2009 went to graduates from the Faculty of Education with BDS\$4,000 and Humanities with BDS\$3,990. In the second tier were graduates from Pure & Applied Sciences with BDS\$3,720. Median salaries were lowest among graduates of Social Sciences with BDS\$2,920.
- iv. When the reported earnings of graduates are aggregated by sectors, median earnings in the Private sector lagged behind those in the Public sector across all campuses.
- v. A certain level of income inequality was observed between male and female graduates at St Augustine and Cave Hill. At St Augustine, the median earnings of male respondents were higher than their female counterparts in all faculties. Overall the median salaries of males were TT\$8,800 compared to \$7,500 for females. This translates into a gap of \$1,100. At Cave Hill, overall median salaries of males were BDS\$3,670 compared to \$3,150 for females. This translates into a gap of \$520
- vi. Results of the 2008 survey do not confirm any clear pattern that holders of degrees in the higher divisions tend to receive higher compensation and vice versa. There appears to be inconsistencies across Faculties showing no clear link between income and academic performance. In some instances, median salaries of graduates with 'Upper Second', 'Lower Second' or 'Pass' are higher than those with 'First Class'.

### **Skills match and Job Satisfaction**

- i. One year after graduation 47.5% of all graduates employed in full-time employment considered their work 'closely' related to their degree while 27.4% said 'somewhat related within the broader discipline'. The pattern that emerged for graduates of 2008 appears to be generally similar to those of 2007
- ii. The percentage of graduates indicating that a first degree is not the minimum requirement for their current jobs was 49.3% across the three campuses.
- iii. At St Augustine, when graduates were asked to rate their job satisfaction levels, a majority of 63.3% was either very satisfied or satisfied, 25% said tolerable and 11.4% unsatisfied. At the Faculty/School level, graduates in Agriculture, Social Sciences and Humanities were less likely to be very satisfied or satisfied with their jobs than others.
- iv. At Mona just over one half or 50.7% was either 'very satisfied' or 'satisfied', 37% said 'tolerable' and 12.2% were unsatisfied. At the Faculty/School level, graduates in Social Sciences and Medical Sciences (3 yr) were less likely to be 'very satisfied' or 'satisfied' with their jobs than others
- v. At Cave Hill, 57.7% was either 'very satisfied' or 'satisfied' while 34.4% said 'tolerable' and 7.8% were 'unsatisfied'. At the Faculty/School level, graduates in Humanities were less likely to be 'very satisfied' or 'satisfied' with their jobs than others.

## **Development of Attributes**

Graduates were asked to rate the extent to which their UWI education contributed towards each of the following twelve (12) competencies necessary for their personal and professional development in terms of ‘strong’, ‘moderate’, ‘very little’ or ‘none’:

- a) Critical thinking skills
- b) Problem solving skills
- c) Effective writing skills
- d) Effective speaking skills
- e) Working effectively with modern IT communication technologies
- f) Innovative and entrepreneurial
- g) Understanding and appreciating diversity and other cultures
- h) Ability to think and work independently
- i) Capacity to work effectively in teams
- j) Socio/Political awareness
- k) Ethical conduct
- l) Proficiency in a second language

- i. When all graduates of 2008 across campuses were asked to reflect on the skills they had developed ‘strongly’ as a result of their first degree experience, respondents indicated that those most developed were (i) their ability to think and work independently (62% rated as ‘strong’) (ii) their capacity to work effectively in teams (59% rated as ‘strong’) and (iii) understanding and appreciating diversity (56% rated as ‘strong’). At the other end of the spectrum, socio-political awareness, working effectively with modern IT, being innovative and entrepreneurial and proficiency in a foreign language were rated ‘strong’ by less than 35% of respondents.
- ii. Less graduates in 2008 were inclined to say that their UWI education contributed ‘strongly’ to their personal and professional development than for those in 2007 in all 12 attributes they were surveyed on e.g. in the 2007 survey, 54% of graduates rated UWI’s contribution to their critical thinking skills as ‘strong’ while in the 2008 survey only 49% of graduates said the same.

## **Major issues arising from findings of Graduate Tracer Survey**

Based on the results of the Survey of the 2008 graduates and a comparative analysis with the 2007 survey, a number of issues have emerged, many of which are pertinent to the success of the

2007-12 Strategic Plan. Some are common across campuses while others are unique to one or two of the campuses. These issues would require further examination, analysis and research by the University. The following is a brief summary of some of these issues:

- Low enrollment and projected growth in research degrees
- The issue of the attractiveness and competitiveness of UWI programmes as it relates to competition from other Tertiary level institutions
- Facilitating the increasing number of graduate students who work and study at the same time by making delivery of programmes more flexible
- High unemployment rates in certain disciplines
- Lack of entrepreneurial initiative by graduates
- Low rate of private sector employment as compared with public sector
- Underemployment of graduates as well as low salaries in some disciplines
- Limited relationship between academic performance and income
- Income gap by gender
- Mismatch between area of study to current job in some areas
- Development of key attributes of graduates lagging
- Need to look at the impact factor in terms of the initiatives being taken to strengthen attributes defined for the ideal UWI graduate

## **SECTION 1 – INTRODUCTION, METHODOLOGY AND OBJECTIVES OF SURVEY**

### **INTRODUCTION**

Graduate Tracer Studies provide pertinent information on some issues of strategic significance to an institution. Among the insights that Graduate Tracer Surveys might be able to provide are:

- (a) Labor market signals discernable from the job-search experience of recent graduates
- (b) Identifiable indicators of the potential demand for postgraduate education
- (c) Indicators of the sectoral patterns of absorption of new graduates
- (d) Feedback on the impact of university education on the professional as well as personal development of recent graduates.

At the University of The West Indies, little information has been available on outcomes of this nature and as a result, the University Office of Planning and Development has taken the initiative to conduct Graduate Tracer Surveys supported by the Office of Planning and Institutional Research at Mona and the Planning Office at Cave Hill.

This study provides a comparative analysis of the outcomes of the second annual Graduate Tracer surveys undertaken at the St Augustine, Mona and Cave Hill Campuses of the University of the West Indies all of which were conducted during the fourth quarter of calendar year 2009 and the first quarter of 2010. This paper also attempts a trend analysis between the surveys of graduates of 2007 and 2008.

An Appendix is included at the end of this report which gives detailed results of key aspects of this survey for the benefit of Faculties and Departments.

For the three campuses, 5,741 first degree graduates of the class of 2008 who are residing in Campus Countries as well as other Non-Campus Caribbean territories were surveyed approximately one (1) year after graduation of which 1612 graduates or 28% responded.

### **METHODOLOGY**

Questionnaires were mailed directly to all first degree graduates in 2008 of the University of the West Indies in their of residence. Self-addressed envelopes were included for graduates to return questionnaires. Graduates were also given the option to complete questionnaires online via an official link to the Graduate Tracer Survey. In an attempt to improve the response rate, incentives were offered in the form of cash prizes to be distributed via a random draw of respondents.

## MAIN OBJECTIVES OF SURVEY

The 2008 tracer study was designed primarily to explore the following areas of the graduates' post- university experience:

1. **FURTHER STUDIES** - percentage of graduates enrolled in further studies immediately after graduation, types of programs and institutions in which enrolled, relationship to first degree field and the intention of those not currently pursuing postgraduate studies to do so in the near future
2. **LABOUR MARKET OUTCOMES** – employment rates by area of study, employment earnings, employment by sectors, and compatibility of degree earned to employment, level of underemployment and names of employers and occupational types and job satisfaction levels.
3. **PREPARATION FOR JOB MARKET** – feedback from graduates on the extent of UWI's contribution towards their professional and personal development.

## SECTION 2 - RESPONSE RATES AND DEMOGRAPHIC PROFILE OF RESPONDENTS

### RESPONSE RATES BY FACULTY/SCHOOL

Five thousand and seven hundred and forty one students (5,741) from Mona, St Augustine and Cave Hill Campuses residing in the UWI contributing countries earned their first degrees in 2008. **Table 1** show that 745 or 29.5% at Mona, 653 or 29.5% at St Augustine and 214 or 21.2% at Cave Hill responded to the survey, giving an overall response rate for the University of 28.1%.

On a Faculty basis, response rates were best in Social Sciences (30%) and Humanities & Education (30%) while Law with 11% and Medical Sciences 24% were less responsive.

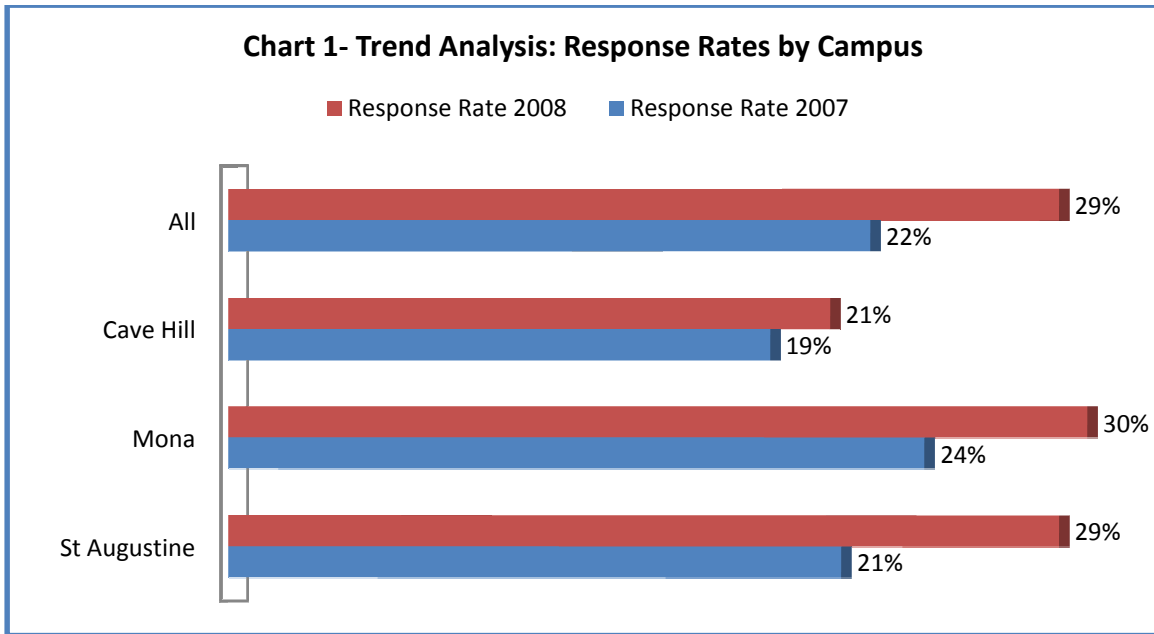
**TABLE 1- RESPONSE RATES BY FACULTY AND CAMPUS – SURVEY OF 2008 GRADUATES**

FACULTY	ST AUGUSTINE		MONA		CAVE HILL		ALL	
	NO. OF RESPONSES	RESPONSE RATES (%)	NO. OF RESPONSES	RESPONSE RATES (%)	NO. OF RESPONSES	RESPONSE RATES (%)	NO. OF RESPONSES	RESPONSE RATES (%)
ENGINEERING	103	28%	-	-	-	-	103	28%
HUMANITIES& EDUCATION	111	26.8%	258	33.8%	34	19.4%	403	29.8%
PURE & APPLIED SCIENCES/AGRICULTURE	140	29.9%	82	25%	27	19%	249	26.6%
LAW	-	-	-	-	20	11%	20	11%
MEDICAL SCIENCES	52	24%	85	26%	1	4%	138	24%
SOCIAL SCIENCES	245	32%	319	30%	132	28%	696	30%
<b>SUB-TOTAL</b>	<b>653</b>	<b>29.5%</b>	<b>745</b>	<b>29.5%</b>	<b>214</b>	<b>21,2%</b>	<b>1612</b>	<b>28.1%</b>

Note: The graduates of B.B.Med.Sci(Phase 1 of MBBS programme at St Augustine) were excluded from survey)

### TREND ANALYSIS –RESPONSE RATES

**Chart 1** below shows that when compared to the Survey of 2007 graduates, there has been an improvement in the response rate at St Augustine from 21% to 29% with an increase of 8 percentage points, at Mona from 24% to 30% with an increase of 6 percentage points while Cave Hill marginally increased from 19% to 21% with an increase of 2 percentage points. The overall response rate increased from 22% to 29%.



#### MIGRATION AND RESPONSE RATE

One of the factors which could have influenced lower than targeted response rates is migration of graduates since it was observed that some graduates could not be contacted because they were either studying or living abroad. No reliable data is available to indicate the extent of the proportion of UWI graduates migrating to first world countries and there is a need to determine the extent of such migration.

#### RESPONDENTS BY SEX

*Table 2* shows that, overall, women were slightly more likely to respond than men. Out of a total of 4142 female graduates, 28.6% responded while 26.3% of 1,582 male graduates responded to the survey. This trend was consistent across campuses. It should be noted that the percentage of female to male graduates in 2008 was 73% to 27%.

**TABLE 2 – SURVEY RESPONDENTS BY GENDER AND CAMPUS**

FACULTY/SCHOOL	TOTAL GRADUATES – MALES	TOTAL GRADUATES – FEMALE	NO. OF RESP. - MALES	% RES. – MALES	NO. OF RESP. – FEMALES	% RESP. - FEMALES
ST AUGUSTINE	751	1461	204	27.2%	443	30.3%
MONA	546	1957	155	28.4%	589	30.1%
CAVE HILL	285	724	58	20.4%	156	21.5%
<b>All</b>	<b>1582</b>	<b>4142</b>	<b>417</b>	<b>26.3%</b>	<b>1188</b>	<b>28.6%</b>

## AGE PROFILE OF RESPONDENTS

*Table (a)* shows that 47.2% of total respondents were 24 years or under, 24% were in the 25 to 29 age group while 11.6% were over 39 years of age. There were some variations across campuses with a lower figure of 40.7% of respondents at Cave Hill in the 24 and under age group compared to a corresponding figure of 46.4% for Mona and 50.1% for St Augustine.

The Faculty with the youngest group of graduates was Engineering with 69% of respondents 24 years or under followed by Science with 68% from the same group. A majority of graduates from the School of Education (54%) were over 35 years of age, reflecting the fact that the majority admitted were mature students from the teaching service. Twenty three percent (23%) of Social Sciences graduates were over 35 years due to the fact that a number of mature students were admitted to programmes in the Faculty.

**TABLE 3(A) - % DISTRIBUTION OF RESPONDENTS BY AGE GROUP AND CAMPUS**

FACULTY/SCHOOL	AGE GROUP				
	24 or Under	25 – 29	30 – 34	35 - 39	Over 39
ST AUGUSTINE	50.1%	27.1%	6.6%	5.5%	10.7%
MONA	46.4%	22.6%	12.6%	7.7%	10.7%
CAVE HILL	40.7%	19.2%	11.7%	11.7%	16.8%
Total	47.2%	23.9%	10.1%	7.3%	11.6%

**TABLE 3(B) - % DISTRIBUTION OF RESPONDENTS BY AGE GROUP AND FACULTY**

FACULTY/SCHOOL	AGE GROUP					Total Count
	24 or Under	25 – 29	30 – 34	35 - 39	Over 39	
Engineering	68.9%	26.2%	3.9%	1.0%	0.0%	103
Medical Sciences	24.5%	48.9%	12.2%	7.9%	6.5%	139
Agriculture	67.3%	28.6%	4.1%	0.0%	0.0%	49
Education	1.4%	19.6%	25.0%	19.6%	34.5%	148
Humanities	52.2%	26.3%	6.7%	7.5%	7.5%	255
Science	68.0%	24.0%	4.5%	2.0%	1.5%	200
Social Sciences	48.6%	18.2%	10.7%	7.7%	14.8%	698
Law	60.0%	30.0%	5.0%	0.0%	5.0%	20
Grand Total	47.1%	23.9%	10.0%	7.3%	11.5%	1612

## SECTION 3 - FURTHER STUDIES

### RESPONDENTS CURRENTLY PURSUING FURTHER STUDIES

One of the options open to new graduates is that of entering a programme of further study. Respondents were asked if they were currently enrolled in a programme of further studies in either postgraduate degrees (taught masters or research degrees) or postgraduate diplomas, professional non-degree programmes degrees or another undergraduate programme.

**Table 4** shows that comparatively across campuses, St Augustine Campus recorded the highest percentage of 39.4% of respondents indicating they had taken some form of further education in either higher degrees, professional non-degree qualifications or other first degrees. This was followed by 34.6% of graduates from Cave Hill and 24.3% of graduates from Mona.

Apart from Law, graduates from the Faculty of Social Sciences registered the highest proportion of new graduates going on to further their studies with approximately 37% while the Sciences had 35% enrolled. Medical Sciences (3/4 yr) had the lowest enrolment in further studies with 11% followed by Education with 16%.

Respondents who were not currently enrolled in postgraduate studies indicated a high level of interest in doing so in the near future across campuses with 93% at Mona, 90% at St Augustine and 84% at Cave Hill.

When asked if UWI would be their first choice, 68% answered in the affirmative at Mona, followed by 65% at St Augustine and 63% at Cave Hill. A low percentage of 30% Medical Sciences-5 yr at St Augustine indicated that UWI will be their first choice, while 33% of Social Sciences graduates at Cave Hill said the same. It is difficult to draw conclusions based on such information but it might be worth pursuing these issues at Faculty level.

**TABLE 4 – FURTHER STUDIES AND THE NEW GRADUATE BY CAMPUS/FACULTY- 2008**

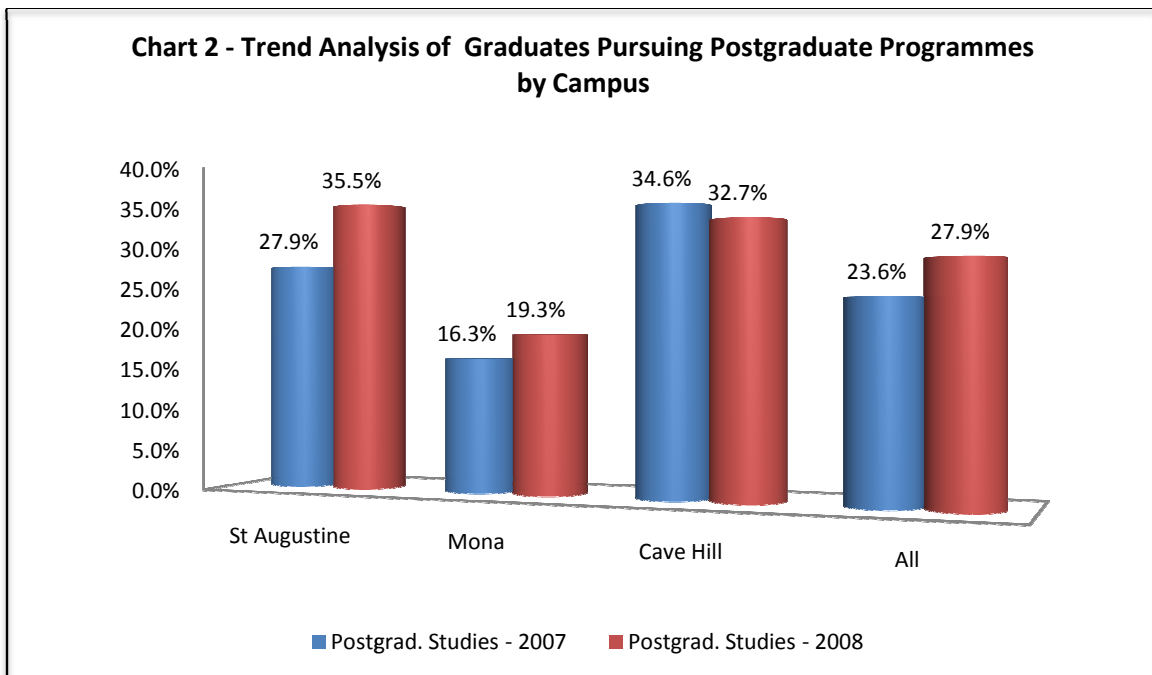
Faculty/School	No. of respondents	% Pursuing further studies	% of those not pursuing further studies but who intend to do so in the near future	% saying UWI will be first choice
<b>St Augustine Campus</b>				
Engineering	103	34%	88.2%	65%
Humanities	83	33.7%	90.9%	62%
Education	28	32.1%	84.2%	75%
Science	91	42.9%	82.7%	72.1%
Agriculture	49	36.7%	93.5%	75.9%
Medical Sciences(5yr)	44	27.3%	93.8%	30%
Medical Sciences(3/4 yr)	9	33.3%	100%	83.3%
Social Sciences	246	45.9%	91.1%	67.8%
<b>Total</b>	<b>653</b>	<b>39.4%</b>	<b>89.6%</b>	<b>65.1%</b>
<b>Mona Campus</b>				
Humanities	141	22.7%	89.9%	62.9%
Education	117	12%	95.1%	83.7%
Pure & Applied Sciences	91	31.7%	92.9%	53.8%
Medical Sciences(5yr)	19	0%	100%	73.7%
Medical Sciences(3yr)	66	7.6%	91.8%	75.0%
Social Sciences	320	32.5%	92.6%	66.0%
<b>Total</b>	<b>745</b>	<b>24.3%</b>	<b>92.6%</b>	<b>68.8%</b>
<b>Cave Hill Campus</b>				
Education	3	33.3%	50.0%	100.0%
Humanities	31	29.0%	84.2%	62.5%
Law*	20	90.0%	37.5%	66.7%
Social Sciences	132	31.1%	77.3%	33.3%
Pure and Applied Sciences	27	18.5%	90.7%	69.4%
<b>Total</b>	<b>214</b>	<b>34.6%</b>	<b>84.1%</b>	<b>63.8%</b>
<b>All Campuses</b>				
Engineering	103	34.0%	88.2%	65.0%
Humanities	255	27.0%	89.5%	62.6%
Education	148	16.2%	92.7%	82.6%
Science	209	34.9%	88.7%	62.9%
Agriculture	49	36.7%	93.5%	75.9%
Medical Sciences(5yr)	63	19.1%	96.1%	46.9%
Medical Sciences(3/4 yr)	75	10.7%	92.5%	75.8%
Social Sciences	698	37.0%	89.0%	60.7%
<b>Total – All</b>	<b>1600</b>	<b>31.1%</b>	<b>90.1%</b>	<b>64.8%</b>

\*The majority of law degree graduates usually enter into Law school upon graduation

## TREND ANALYSIS – GRADUATES PURSUING POSTGRADUATE STUDIES

A larger percentage of graduates of 2008 in all Faculties chose to enroll in postgraduate studies compared to those of 2007 (enrolment in undergraduate programmes excluded). *Chart 2* shows since the last survey, there has been a 4 point percentage increase in the number of students opting to pursue postgraduate studies, most significantly at St Augustine with an 8% percentage point increase followed by Mona with a 3 point percentage point increase. Cave Hill declined marginally by 2 percentage points.

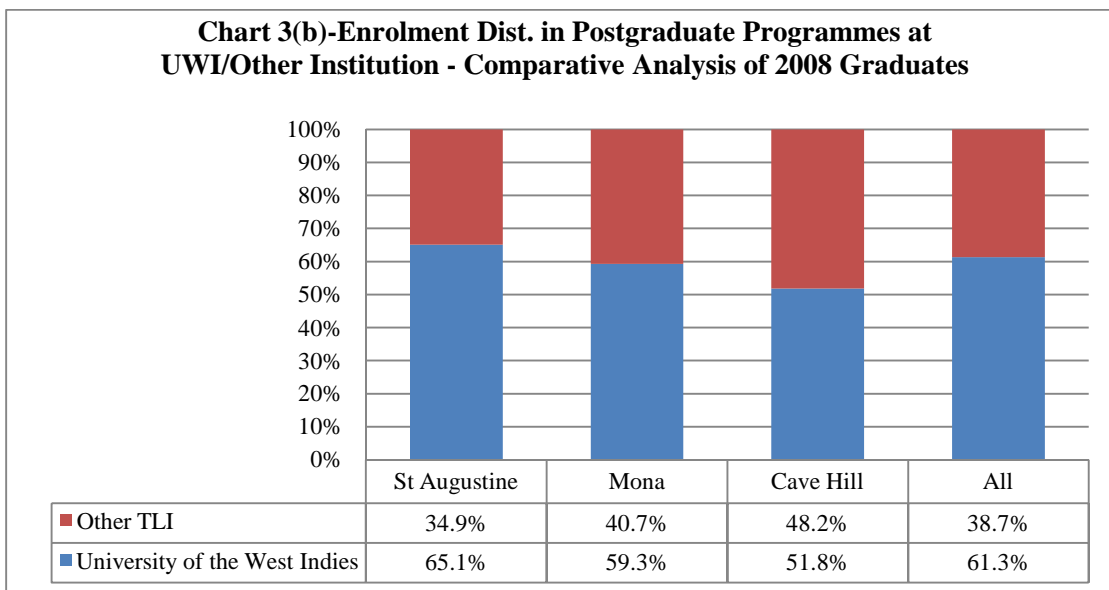
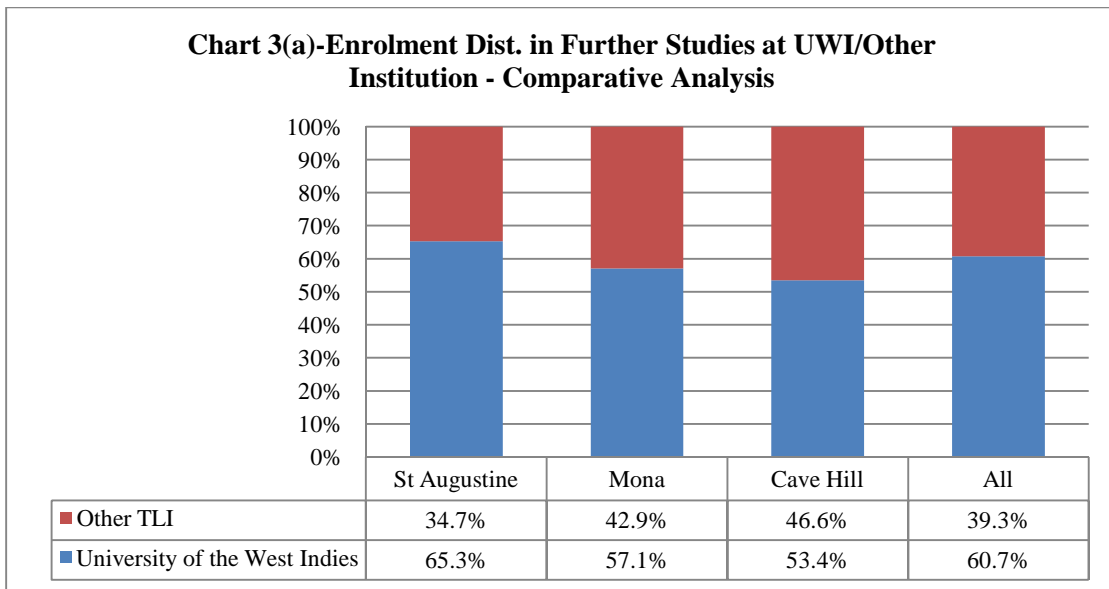
Students often enter post graduate studies in order to enhance career opportunities, however it is possible that increases in postgraduate enrolment, particularly at St Augustine, may in part be due to less full-time employment opportunities resulting from the impact of the economic downturn which began in the last quarter of 2008.



## GRADUATE ENROLLMENT IN FURTHER EDUCATION BY INSTITUTION

*Chart 3(a)* show that the majority of students are enrolled in further studies at the University of the West Indies with 65% of graduates from St Augustine, 57% from Mona and 53% from Cave Hill. The residual percentages of students i.e. 35% from St Augustine, 43% from Mona and 47% from Cave Hill were enrolled in either Local or Regional Tertiary level institutions or Foreign Institutions. Many of the local institutions offer programmes from Foreign institutions through

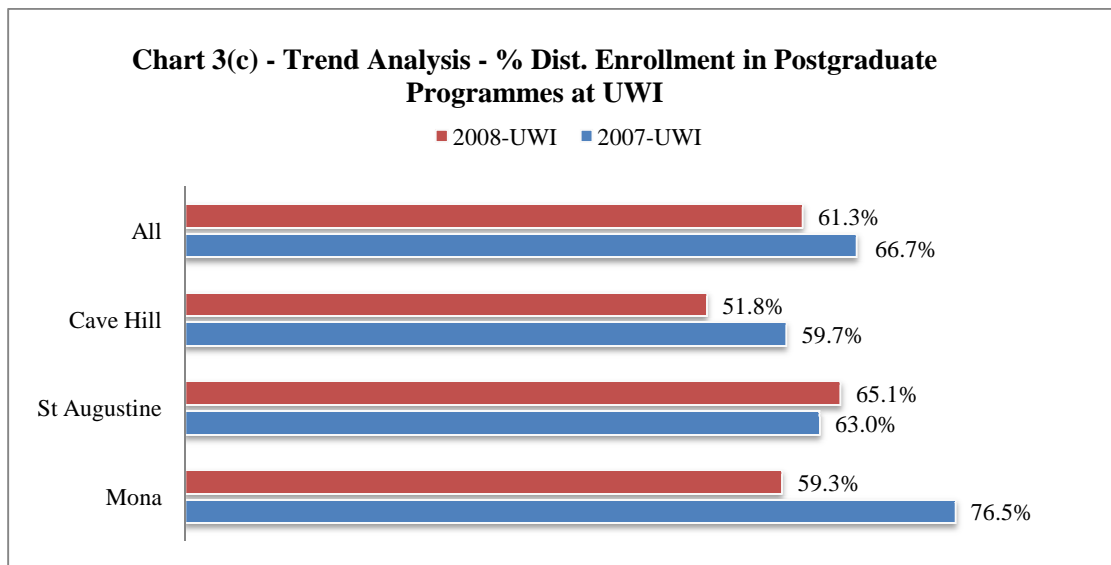
articulation agreements. *Chart 3(b)* shows a similar trend in terms of percentage distribution of graduates enrolled in postgraduate programmes only.



**TREND ANALYSIS – POSTGRADUATE ENROLMENT BY TYPE OF INSTITUTION**

Of those graduates pursuing postgraduate programmes, the percentage returning to UWI decreased from 67% to 61%. This decline was most significant at Mona and Cave Hill as shown in *Chart 3(c)*.

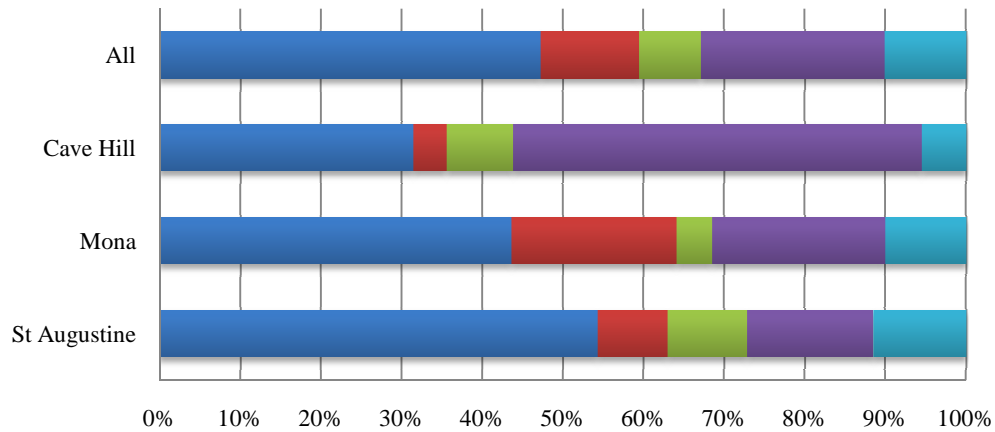
Although one does not expect all graduates pursuing postgraduate studies to do so at the institution from which they graduated, it is desirable to enroll a higher proportion of our graduates to pursue further studies. It may very well be that our programmes are not sufficiently attractive and competitive when compared to similar ones offered in other tertiary level institutions.



**TYPES OF POSTGRADUATE PROGRAMMES RESPONDENTS ARE ENROLLED IN**

*Chart 4(a)* shows that the largest group of graduates enrolled in further education at the time of the survey was pursuing Taught masters degrees (47.2%), while 7.7% were enrolled in Research degrees, 10% in Postgraduate diplomas, 23% in Professional non-degree programmes and 12% in undergraduate programmes. Comparatively, a larger percentage of graduates enrolled in taught masters at St Augustine with 54% while 51% of graduates enrolled at Cave Hill were pursuing professional programmes (including Law School). A significant amount of 20% of graduates enrolled at Mona was pursuing other undergraduate programmes.

**Chart 4(a) - % Dist. Enrollment in Further Studies by Type of programme - Comparative Analysis: 2008 Graduates**



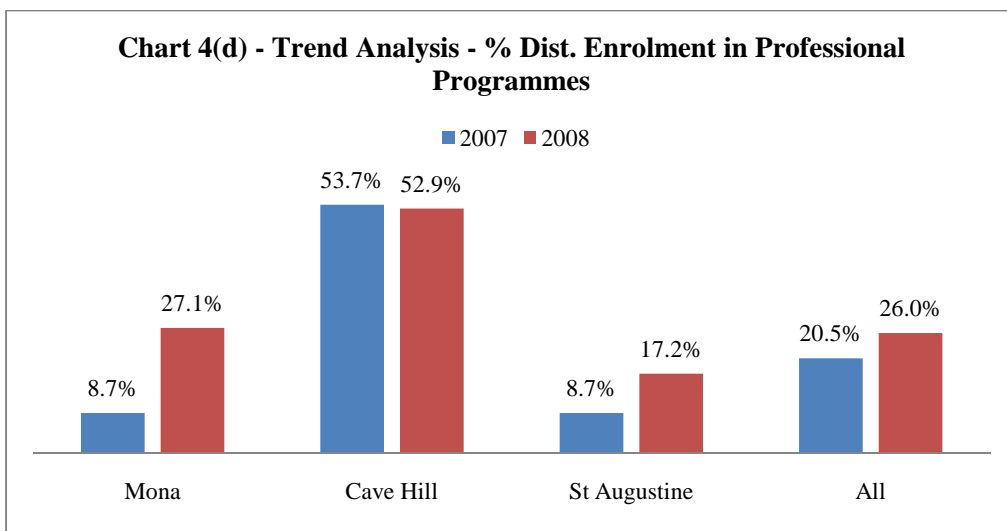
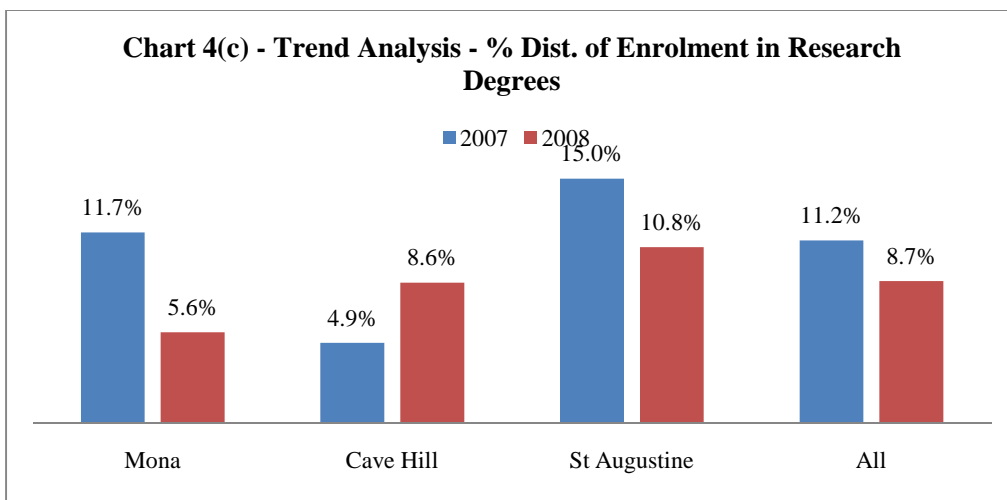
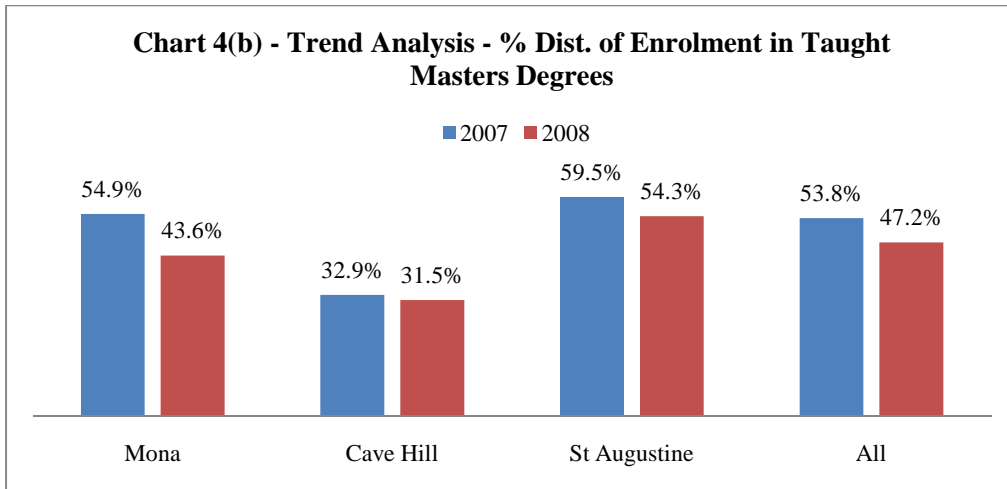
	St Augustine	Mona	Cave Hill	All
Taught masters	54.3%	43.6%	31.5%	47.2%
Other First Degree	8.7%	20.4%	4.1%	12.2%
Research Degree	9.8%	4.4%	8.2%	7.7%
Other Professional	15.7%	21.5%	50.7%	22.8%
PG Diplomas	11.4%	9.9%	5.5%	10.0%

#### TREND ANALYSIS – ENROLMENT IN POSTGRADUATE STUDIES BY TYPE OF PROGRAMME

**Chart 4(b)** shows the percentage of graduates pursuing taught masters declined from 54% to 47% coinciding with an increase in the percentage of graduates pursuing professional programmes from 21% to 26%.

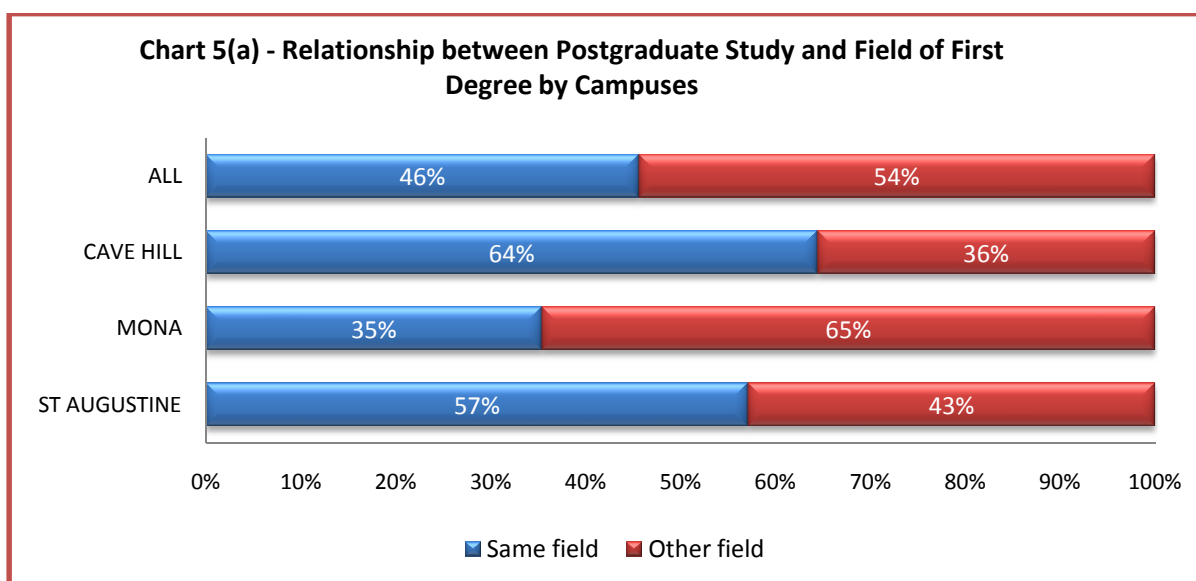
The percentage opting to pursue research degrees remained low, declining from 11% to 9% and it is just possible that this reflects the extent of marketability of research degrees in the labor market.

In terms of the decline in the percentage of graduates pursuing taught masters, the issue once more arises about the attractiveness and competitiveness of our masters programmes, the extent of their multidisciplinary orientation and consequently their value in the market place.



## RELATIONSHIP BETWEEN POSTGRADUATE STUDY AND FIELD OF FIRST DEGREE

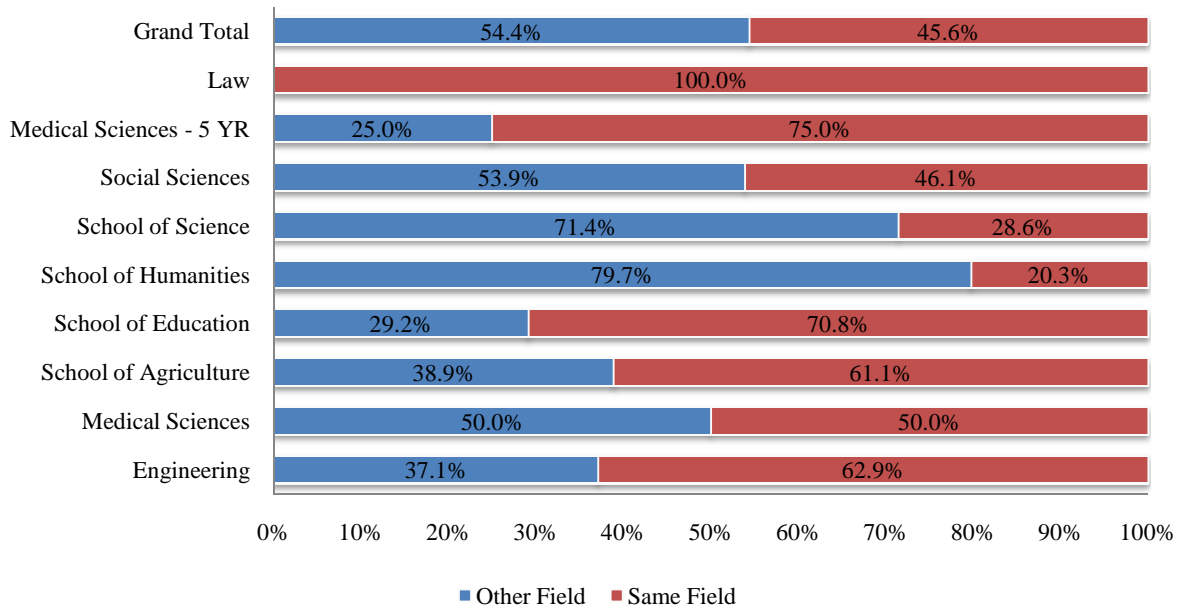
When graduates were asked if the postgraduate programme in which they are enrolled is in the same field or within the broader discipline linked to their first degree, 46% reported in the affirmative while 54% said they were enrolled in another field.



On a Faculty basis, the majority of graduates in Law, Medical Sciences (5 Yr), Education, Engineering and Agriculture indicated that their postgraduate programmes were in the same field as their first degree. The majority of graduates in Humanities, Science and Social Sciences opted to pursue further studies in a field different from their first degree as shown in Chart 6 below. It is possible that many would have done so in an attempt to make themselves more flexible in terms of career choices and better opportunities for new career choices. The evidence in this survey reveals that a significant minority of graduates in these Faculties (Humanities, Science and Agriculture and Social Sciences) are underemployed. An issue to consider here is whether taught masters programmes in these Faculties should have a greater multidisciplinary orientation. In any case it may be appropriate to engage stakeholders to discuss taught master's programmes as part of a process of rethinking offerings.

**See Appendix 1(a)-(c) at end of this report which gives details of Institutions graduates are enrolled in as well as field of study compared to first degree and type of programme enrolled in for all three Campuses.**

**Chart 5(b) - Relationship between Postgraduate Study and Field of First Degree by Faculty - All Campuses**



## SECTION 4 - LABOUR MARKET OUTCOMES – EMPLOYMENT CHARACTERISTICS

### EMPLOYMENT RATES BY FACULTY AND AREA OF STUDY

One of the main indicators in assessing the impact or success of University education is the ability of graduates to find meaningful employment. It should be noted that the Labor market analysis in this section is confined to the Nationals/residents working in the campus countries of Trinidad & Tobago, Jamaica and Barbados only. The small number of respondents from outside the campus countries makes it risky to draw conclusions about conditions in other territories.

#### EMPLOYMENT OF GRADUATES IN THE TRINIDAD AND TOBAGO ECONOMY

*Table 5(a)* shows that 84% of respondents indicated that they were employed while 16% were not employed at the time of survey.

At the Faculty level there were high employment rates for Education (90%), Medical Sciences (90%) and Humanities with 90%. Although the Humanities employment figure of 90% is higher than for Cave Hill and Mona, it is difficult to give any conclusive reasons for these differences. High unemployment rates were observed for graduates from Science with 30%, Agriculture with 20% and Social Sciences with 17%.

**TABLE 5 (A)- EMPLOYMENT RATES OF GRADUATES IN TRINIDAD & TOBAGO ECONOMY BY FACULTY/SCHOOL AREA OF STUDY-2008**

Faculty/Area of Study	No. of respondents employed - 2008	Employment Rates - 2008	Comparative Employment Rates - 2007
<b>Total graduates employed in Trinidad &amp; Tobago</b>	<b>524</b>	<b>83.6%</b>	<b>90.9%</b>
Engineering	84	88.4	94.8%
Medical Sciences	43	90.7	97.7%
School of Agriculture	46	80.4	92.6%
School of Education	26	96.3	100.0%
School of Humanities	70	89.7	90.5%
School of Science	61	69.3	79.7%
Social Sciences	241	82.6	90.6%

*For the benefit of Faculties/Departments further detailed employment data disaggregated by programme disciplines are included in an Appendix 2 (a) to this report.* This disaggregated data shows that there were significant variations within as well as across Faculties. Appendix 5 shows that above average unemployment rates (20% and over) were observed for graduates from

Chemical & Process Engineering, Surveying and Land Information, Life Sciences, Pharmacy, Human Ecology, General Agriculture, Environmental and Natural Resource Management, Computer Science, Life Sciences, Physical Sciences, Foreign Languages, Tourism and Hotel Management, Public Sector Management and Psychology. *Caution should be taken in interpreting the results of some programmes with low responses and Departments and Faculties would do well to follow up to determine more accurately the relationship between throughput of graduates and market absorption.*

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## TREND ANALYSIS – EMPLOYMENT RATES

Clearly there has been a decline in the employment rates of graduates of 2008 when compared to those of 2007. The overall employment rate fell from 91% to 84%, a decline of seven percentage points. This decline was evident for graduates of all Faculties but most significant for graduates from Science and Agriculture and Social Sciences. Clearly, even after taking into account the effects of the global economic downturn which began in the last quarter of 2008 or the fact that some graduates may have opted to study only and not work, these levels of unemployment for university graduates which are higher than the national unemployment levels (estimated to be 5.25% in 2009), are worrying and highly undesirable.

At the programme option level there is a need to monitor the job search outcomes of graduates in those programmes which have continuously over the two surveys shown above average unemployment rates and to evaluate the extent to which lack of employment opportunities or labour market saturation exist. These programmes include Surveying and Land Information, Human Ecology, History, Physical Sciences, Life Sciences, Environmental and Natural Resource Management and Hospitality and Tourism Management

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## EMPLOYMENT OF GRADUATES IN THE JAMAICAN ECONOMY

*Table 5(b)* shows that 84.7% of respondents indicated that they were employed while 15.3% were not employed at the time of survey.

At the Faculty level there were high employment rates for Education (98.3%), Medical Sciences-5 yr (100%) and Medical Sciences-3 yr with 98%. Higher than average unemployment rates were observed for graduates from Pure & Applied Sciences with 24.7%, Humanities with 20.7% and Social Sciences with 19.3%.

**TABLE 5(B) - EMPLOYMENT RATES OF GRADUATES IN JAMAICAN ECONOMY BY FACULTY/SCHOOL AREA OF STUDY-2008.**

<b>Faculty/Area of Study</b>	<b>No of employed respondents -2008</b>	<b>Employment Rates – 2008</b>	<b>Comparative Employment Rates – 2007</b>
Graduates employed in Jamaica	610	84.7%	90.0%
Humanities	110	79.1%	82.4%
Education	113	98.3%	100.0%
Medical Sciences-5 Yr	19	100%	92.9%
Medical Sciences-3 Yr	62	98.4%	
Pure and Applied Sciences	55	75.3%	86.1%
Social Sciences	251	80.7%	88.8%

When the data is further disaggregated at the program level, there were significant variations within as well as across Faculties. Appendix 5 shows that above average unemployment rates(20% and over) were observed for graduates in the areas of Creative Arts, English, History, Language & Communication, Life Sciences, Physical Sciences, Economics, Political Sciences, Public Sector Management, Psychology, Social Work, Social Policy and Development and International Relations..

One can argue that the economic downturn would have exacerbated the high unemployment rates in the above mentioned programmes. There is a need to monitor the job search outcomes of graduates in these programmes to evaluate the extent to which lack of employment opportunities or labour market saturation exist.

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#### **TREND ANALYSIS – EMPLOYMENT RATES**

There has been a decline in the employment rates of graduates of 2008 when compared to those of 2007. The overall employment rate fell from 90% to 84.7%, a decline of five percentage points. This decline was evident for graduates in Pure and Applied Sciences, Humanities and Social Sciences. Clearly, even after taking into account the effects of the global economic downturn which began in the last quarter of 2008 or the fact that some graduates may have opted to study only and not work, these levels of unemployment for university graduates one year after graduation are worrying and highly undesirable. It should be noted the national unemployment rate at the end of 2008 stood at 11.1% for Jamaica (Source ILO Statistics)

At the programme option level there is a need to monitor the job search outcomes of graduates in those programmes which have continuously over the two surveys shown above average unemployment rates and to evaluate the extent to which lack of employment opportunities or labour market saturation exist. These programmes include English, History, Physical Sciences, Economics and Psychology, among others.

## Employment of graduates in the Barbadian Economy

*Table 5©* shows that 83.3% of respondents were employed resulting in an unemployment rate of 16.7%. At the Faculty level there were high employment rates for Education (100%). Although there were no respondents from Medical Sciences in this survey, the employment rate of the previous survey was 100%. High unemployment rates were observed for graduates from Humanities (16%) and Law 100%. The high unemployment rate for Law graduates is not unexpected since most of these graduates would move directly into Law school.

**TABLE 5© - EMPLOYMENT RATES OF GRADUATES IN BARBADIAN ECONOMY  
BY FACULTY/SCHOOL AREA OF STUDY-2008**

Faculty/Area of Study	No of employed respondents -2008	Employment Rates – 2008	Comparative Employment Rates – 2007
Graduates employed in Barbados	145	83.3%	79.0%
Humanities	21	84%	81.5%
Education	3	100%	75%
Law	8	0%	0%
Medical Sciences	No Responses		100.0%
Pure and Applied Sciences	21	87.5%	78.2%
Social Sciences	100	87.7	83.2%

When the data is further disaggregated at the program level, there were significant variations within as well as across Faculties. Appendix 5 shows that above average unemployment rates (20% and over) were observed for graduates from History, Life Sciences, Mathematics, Political Science and Psychology.

### TREND ANALYSIS – EMPLOYMENT RATES

There has been marginal improvement in employment rates of graduates of 2008 when compared to those of 2007. The overall employment rate increased from 79% to 83.3%, an increase of four percentage points. However, despite the fact that unemployment declined marginally, these levels of unemployment for university graduates which are higher than the national unemployment levels(11% in 2008), are worrying and highly undesirable.

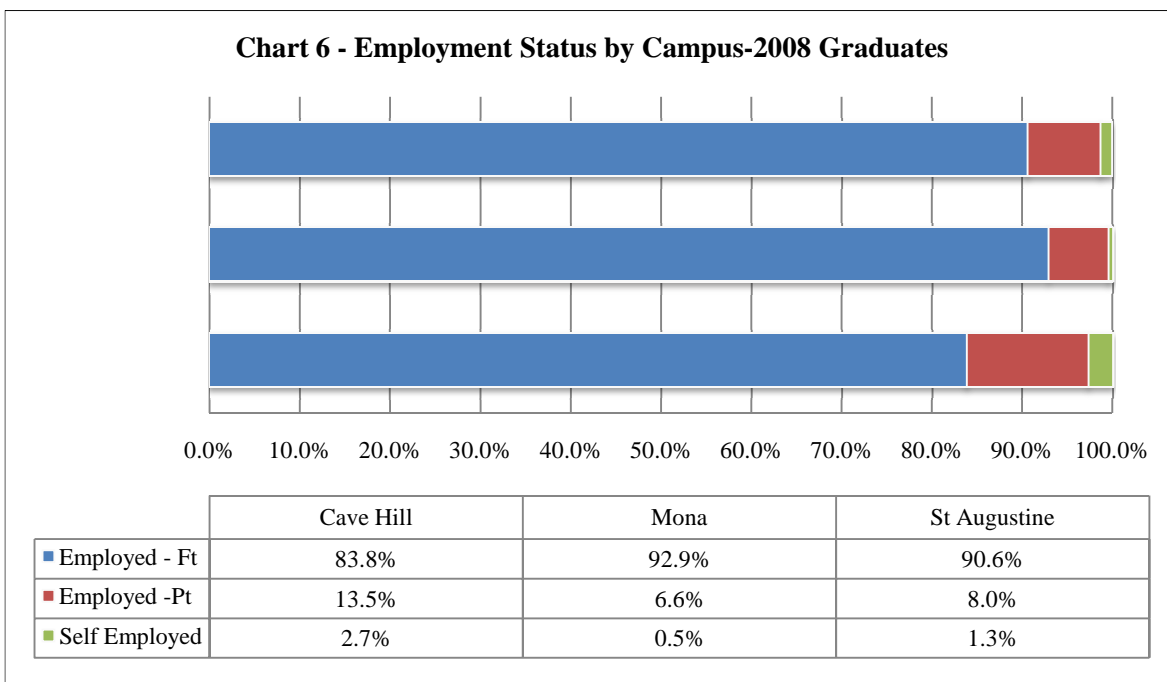
At the programme option level there is a need to monitor the job search outcomes of graduates in those programmes which have continuously over the two surveys shown above average unemployment rates and to evaluate the extent to which lack of employment opportunities or labour market saturation exist. These programmes include History, Life Sciences, Mathematics, Political Science and Psychology, among others.

## IMPACT ON THE BRAIN DRAIN

The net migration rate of countries in the Caribbean region is probably one of the highest in the world. The apparent widening of the gap between the University educated workforce and occupational opportunities as evidenced by higher unemployment rates could only serve to worsen the already high migration levels of skilled, professional and entrepreneurial members of the labour force. No reliable data is available to this effect and as such UWI researchers need to conduct studies examining the true extent of the brain drain as well as the impact it is having on the development of the region through the loss of human capital in the context of state subsidized educational opportunities (GATE in Trinidad & Tobago and free tertiary education in Barbados). Complimentary to this, there is need to examine the economies of the region to determine the extent of absorptive capacity and the match between UWI throughput and market demand. But there is an opportunity as well to explore the critical levers required to trigger diversification at a more rapid rate to improve absorptive capacity.

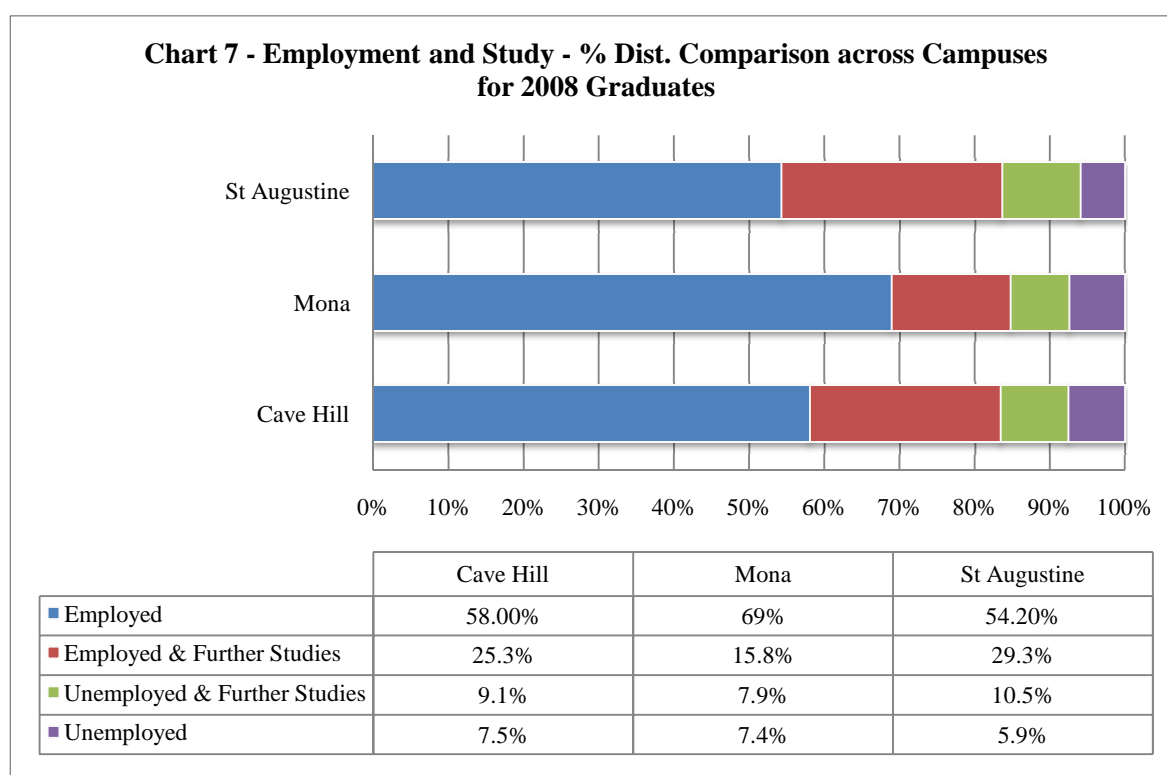
## STATUS OF EMPLOYED GRADUATES

*Chart 6* shows that the majority of employed graduates were employed in full-time jobs with 93% at Mona, 91% at St Augustine and 84% at Cave Hill. There was a higher level of graduates reporting to be in part time employment at Cave Hill with 13.5%.



## EMPLOYMENT AND STUDY

*Chart 7* below shows that many graduates choose to work and study at the same time at St Augustine with 29.3% and Cave Hill with 25.3% while only 16% at Mona chose to do likewise. An analysis of the respondents who were not employed revealed that 64% at St Augustine, 52% at Mona and 55% at Cave Hill were furthering their studies.



### TREND ANALYSIS – EMPLOYMENT AND STUDY

There is a marked increase in the percentage of graduates who opt to study and work at the same time moving from 23% to 29% at St Augustine, 17% to 25% at cave Hill and 12% to 16% at Mona. There is also a percentage increase in those graduates who are not studying and not employed at St Augustine moving from 3.4% to 5.9% and at Mona from 5.6% to 7.4%.

Less job opportunities during the period of economic recession would possibly have encouraged many more graduates to enroll in postgraduate studies.

With the increase in the number of students opting to work and study at the same time, one of the issues the University has to re-examine is the structure of delivery of the programmes in which many of these students are enrolled.

The success of these students will increasingly depend on flexible university structures and systems which suit their needs rather than those of the institution. The opportunities available to students in blended learning and e-learning need to be both increased and accelerated.

**TABLE 6 - TREND ANALYSIS – EMPLOYMENT AND STUDY - % DIST BY CAMPUS**

Faculty/School	Employed & Studying		Employed and not Studying		Not Employed & Studying		Not Employed & Not Studying	
	2007	2008	2007	2008	2007	2008	2007	2008
Mona	11.6%	15.8%	78.6%	68.9%	4.5%	7.9%	5.6%	7.4%
Cave Hill	17%	25.3%	62%	58%	12%	9.1%	9%	7.5%
St Augustine	23.1%	29.3%	67.8%	54.2%	5.8%	10.5%	3.4%	5.9%

### ARE GRADUATES CHANGING JOBS AFTER FIRST EMPLOYMENT?

*Table 7* below shows that across the three campuses the largest segment of employed graduates ranging from 47% at Cave Hill to 52% at Mona were employed in their first job after graduating. 29% changed jobs after graduation at St Augustine and Cave Hill while 23% did so at Mona. 41% returned to their previous job at Cave Hill while 28% at Mona and 23% at St Augustine did likewise.

**TABLE 7 - EMPLOYED GRADUATES BY FIRST JOB AFTER GRADUATION OR OTHERWISE**

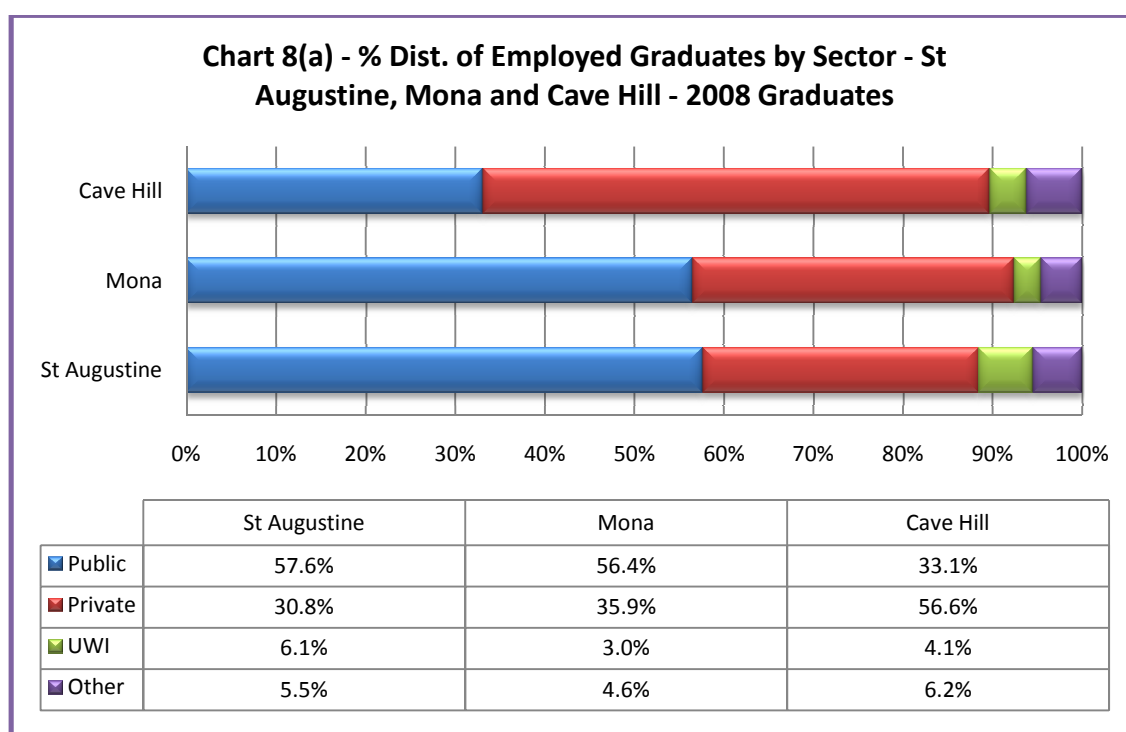
Faculty/School	First job after graduation (%)		Changed job after graduation (%)		Returned to previous job (%)		Total (headcount)	
	2007	2008	2007	2008	2007	2008	2007	2008
Mona	43.7%	52.0%	22.9%	20.0%	33.5%	28.1%	568	631
Cave Hill	39.9%	46.9%	29.5%	12.0%	30.6%	41.1%	183	175
St Augustine	42.5%	50.2%	28.8%	27.3%	28.6%	22.5%	416	524

### TREND ANALYSIS – EMPLOYED GRADUATES IN FIRST JOB AFTER GRADUATION OR OTHERWISE

Compared to the previous year, there was less mobility in a tight job market resulting in an increase in the percentage of graduates who were still in their first job after graduation from across the three campuses. Those who changed jobs declined across campuses.

## EMPLOYMENT BY SECTOR

*Chart 8(a)* shows that the main employer of UWI graduates in Trinidad & Tobago as well as Jamaica was the Public Sector accounting for about 58% and 56% of those employed, respectively. The Public sector would comprise of the civil service as well as state owned companies. Private Sector absorbed only 30% of graduates in Trinidad and Tobago while other entities accounted for the employment of 12% of graduates and in Jamaica 36% of graduates were employed in the Private sector while other entities accounted for 8%. The pattern in Barbados was somewhat different with the main employer of graduates being the Private sector with 57%.

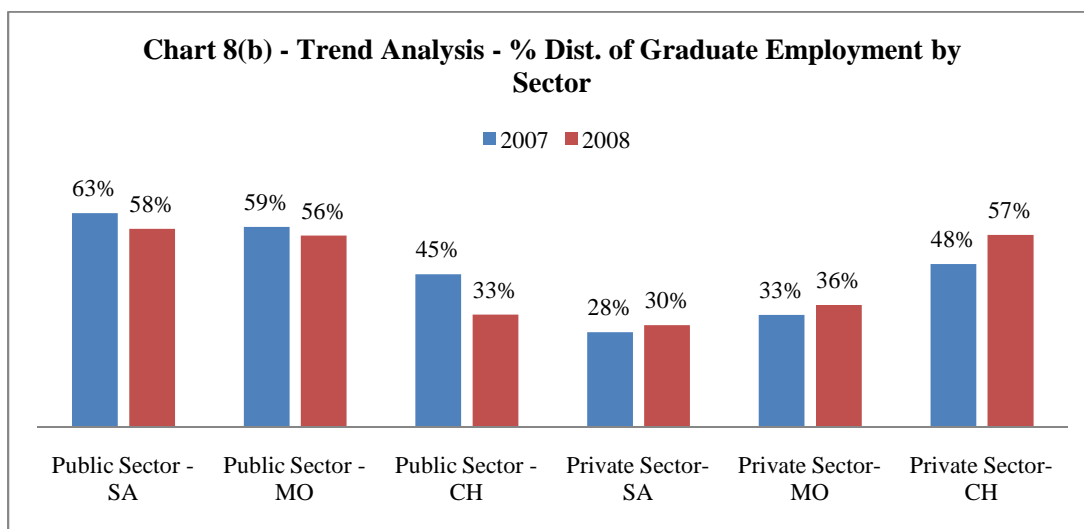


### TREND ANALYSIS – EMPLOYMENT BY SECTOR

Despite the fact that the percentage of graduates employed in the Public sector in Trinidad & Tobago declined from 63% to 58%, this sector remains the major employer of graduates of the St Augustine Campus. The fact that the Private sector only absorbed 30% of graduates is a result of the structure of the Trinidad and Tobago economy where the Energy sector drives the economy fueling high levels of public sector spending. The process of diversifying of the economy away from energy has been slow.

The percentage of graduates employed in the Private sector increased from 48% to 57% in Barbados, making this sector the major employer of graduates of the Cave Hill Campus. The fact that the Private sector absorbed the majority of graduates is a result of the structure of the Barbados economy where the tourism and the international business sector are the major drivers of the economy.

Despite the fact that the percentage of graduates employed in the Public sector declined marginally from 59% to 56% as shown in *Chart 8(b)*, this sector remains the major employer of graduates of the Mona Campus.



**GRADUATE DESTINATION –MAJOR ACTIVITY OF EMPLOYERS AND TYPE OF JOBS GRADUATE ARE EMPLOYED IN**

**ST AUGUSTINE CAMPUS-EMPLOYMENT BY TYPE OF JOB**

*Chart 8(a)* shows that the majority of graduates were employed as Professionals (51%), followed the Technicians/Associate professionals (12%). At the Faculty level, the overwhelming majority of graduates in Medical Sciences and Education were employed as Professionals. A higher than average percentage of graduates in Agriculture, Social Sciences and Humanities were employed in Clerical jobs

**TABLE 8(A) – GRADUATES EMPLOYED IN TRINIDAD AND TOBAGO BY TYPE OF JOB**

Type of Job/Faculty	Engineering	Education	Humanities	Medical Sciences-3 Yr	Medical Sciences - 5 Yr	Science	Social Sciences	Agriculture	All
Legislators, Senior Officials	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Other	4.8%	7.4%	22.9%	14.3%	0.0%	13.1%	10.6%	13.5%	10.9%
Managerial	7.1%	0.0%	4.3%	0.0%	0.0%	3.3%	7.5%	5.4%	5.3%
Service and Sales	1.2%	0.0%	2.9%	0.0%	0.0%	0.0%	3.0%	8.1%	2.3%
Clerks	0.0%	0.0%	11.4%	0.0%	0.0%	1.6%	15.6%	18.9%	9.0%
Armed Forces	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.4%
Professionals	53.6%	85.2%	51.4%	71.4%	100.0%	42.6%	41.2%	32.4%	51.1%
Supervisory	6.0%	3.7%	2.9%	14.3%	0.0%	8.2%	13.6%	2.7%	8.0%
Technicians & Associate Professionals	27.4%	3.7%	1.4%	0.0%	0.0%	27.9%	7.0%	18.9%	12.0%
Skilled Workers/Craftsmen	0.0%	0.0%	1.4%	0.0%	0.0%	3.3%	0.5%	0.0%	0.8%
Grand Total	84	27	70	7	39	61	199	37	524

\*See Appendix 3(a) for List of Employers and Title of Jobs

#### MONA CAMPUS-EMPLOYMENT BY TYPE OF JOB

*Chart 8(b)* shows that the majority of graduates were employed as Professionals (47.7%), followed by Clerks with 13.3%. At the Faculty level, the overwhelming majority of graduates in Medical Sciences and Education were employed as Professionals. The largest segment of graduates of Social Sciences (24%) reported that they were employed in clerical positions followed by Professional posts with 21%. Science graduates were employed predominantly as Technicians with 31% followed by Professionals with 27%.

**TABLE 8(B) – GRADUATES EMPLOYED IN JAMAICA BY TYPE OF JOB**

Faculty	Educa tion	Humanit ies	Medical Sciences - 3 Yr	Medical Sciences – 5 Yr	Pure and Applied Sciences	Social Sciences	All
Legislator, Senior Officials	0.0%	0.0%	1.6%	0.0%	0.0%	0.4%	0.3%
Professionals	84.1%	46.4%	95.2%	94.7%	27.3%	21.1%	47.7%
Managerial	5.3%	3.6%	0.0%	5.3%	7.3%	9.6%	6.4%
Supervisory	10.6%	7.3%	1.6%	0.0%	5.5%	15.1%	10.2%
Service and Sales	0.0%	10.9%	0.0%	0.0%	5.5%	13.9%	8.2%
Technicians & Associate Professionals	0.0%	11.8%	1.6%	0.0%	30.9%	7.6%	8.2%
Clerks	0.0%	12.7%	0.0%	0.0%	10.9%	24.3%	13.3%
Armed Forces	0.0%	0.9%	0.0%	0.0%	5.5%	0.4%	0.8%
Other	0.0%	6.4%	0.0%	0.0%	7.3%	7.6%	4.9%
Grand Total	113	110	62	19	55	251	610

**\*See Appendix 3(b) for List of Employers and Title of Jobs**

**CAVE HILL CAMPUS-EMPLOYMENT BY TYPE OF JOB**

*Chart 8(c)* shows that the majority of graduates employed in Barbados were Professionals (32%), followed by Clerks with 17% and Technicians and Associate Professionals with 16%. At the Faculty level, the majority of graduates in Education and Pure and Applied Sciences were employed as Professionals. A higher than average percentage of graduates in Humanities (29%) and Social Sciences (17%) were employed in Clerical jobs

**TABLE 8(C) – GRADUATES EMPLOYED IN BARBADOS BY TYPE OF JOB AND FACULTY**

	Education	Humanities	Pure and Applied Sciences	Social Sciences	All
Managerial	0.0%	14.3%	9.5%	11.0%	11.0%
Sales & Service Workers	0.0%	9.5%	4.8%	8.0%	7.6%
Clerks	0.0%	28.6%	4.8%	17.0%	16.6%
Armed Forces	0.0%	0.0%	0.0%	3.0%	2.1%
Professionals	66.7%	28.6%	52.4%	28.0%	32.4%
Supervisory	33.3%	14.3%	4.8%	14.0%	13.1%
Technicians & Associate Professionals	0.0%	0.0%	23.8%	18.0%	15.9%
Other	0.0%	4.8%	0.0%	1.0%	1.4%
Grand Total	3	21	21	100	145

**\*See Appendix 3(c) for List of Employers and Title of Jobs**

## EMPLOYMENT BY MAJOR ACTIVITY OF EMPLOYER – ALL CAMPUSES

The data in **Table 9** confirm that a significant proportion of graduates (29%) are absorbed in the Education sector mainly as teachers, followed by Health and Finance, Insurance and Real estate with 14% each.

The majority of graduates from Mona are employed in Education, Health and Social Services and Finance, Insurance and Real Estate. Graduates from St Augustine were employed mainly in Education, Health and Social Services and Finance, Insurance and Real Estate and Energy. Graduates from Cave Hill were employed mainly in Finance, Insurance and Real Estate and Energy, Education, and Professional, Scientific & Technical Services.

**TABLE 9 - EMPLOYER BY MAJOR ACTIVITY AND CAMPUS**

Major Activity of Employer	St Augustine	Mona	Cave Hill	All
Arts, Entertainment & Recreation	0.8%	3.5%	2.8%	2.4%
Construction	3.3%	0.3%	0.7%	1.4%
Transportation	0.6%	1.5%	0.0%	1.0%
Information Technology and Communication	1.3%	4.4%	7.6%	3.6%
Professional, Scientific & technical Activities	5.2%	1.0%	11.0%	3.6%
Health & Social Services	15.7%	14.4%	5.5%	14.0%
Other	13.2%	9.7%	11.7%	11.2%
Energy	7.7%	0.6%	0.7%	3.2%
Electricity, Gas, Water	3.4%	0.1%	0.0%	1.4%
Wholesale and Retail Trade	1.5%	1.0%	5.5%	1.7%
Accommodation & Food Service	1.7%	1.5%	2.8%	1.7%
Finance, Insurance & Real Estate	8.6%	14.3%	26.9%	13.5%
Education	30.7%	30.7%	20.0%	29.6%
Agriculture	2.5%	0.7%	0.7%	1.4%
Manufacturing	3.8%	1.0%	4.1%	2.4%
Grand Total	522	720	145	1387

## SECTION 5 - EMPLOYMENT EARNINGS - MEDIAN MONTHLY SALARIES OF GRADUATES EMPLOYED FULL-TIME

Salaries earned by new graduates are a standard measure of competitiveness used by many universities in the industrialized countries. Obtaining information on starting salaries for recent graduates is a difficult task, since many graduates are often reluctant to provide this information for a number of reasons. As anticipated this part of the survey was less complete than other information collected in the survey since approximately 10% of employed graduates did not provide information on their salaries.

### FREQUENCY DISTRIBUTION OF MONTHLY SALARIES OF EMPLOYED GRADUATES

#### ST AUGUSTINE – GRADUATES EMPLOYED IN TRINIDAD & TOBAGO

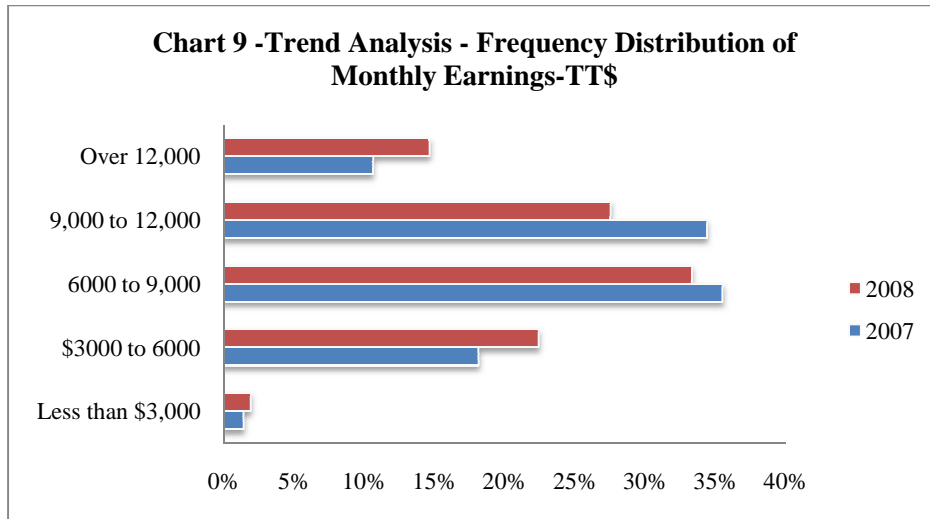
*Table 10* below shows the distribution of monthly earnings of employed graduates working in Trinidad. If one considers a monthly salary of over \$6,000 to be a reasonable starting salary for a first degree holder, it means that approximately 24.3% of employed graduates earn lower than expected salaries. The largest segment of 33.3% earned between \$6,000 and \$9,000, 27.5% earned between \$9,000 and \$12,000 while 14.6% earned over \$12,000.

#### Trend Analysis – Frequency Distribution of Salaries

A higher percentage of graduates earned lower than expected salaries i.e. 24.3% for 2008 graduates compared to 19.5% for 2007 graduates. This is probably the result of the higher levels of underemployment in 2008 as a result of less job opportunities in a contracting economy.

**TABLE 10 – FREQUENCY DISTRIBUTION OF MONTHLY EARNINGS OF GRADUATES**

Monthly Earnings(TT\$)	All - 2008	All – 2007
Less than \$3,000	1.9%	1.4%
\$3,000 to \$6,000	22.4%	18.1%
\$6,000 to \$9,000	33.3%	35.5%
\$9,000 to \$12,000	27.5%	34.4%
\$12,000 and Over	14.6%	10.6%
Total Count	473	349



### MONA – GRADUATES EMPLOYED IN JAMAICA

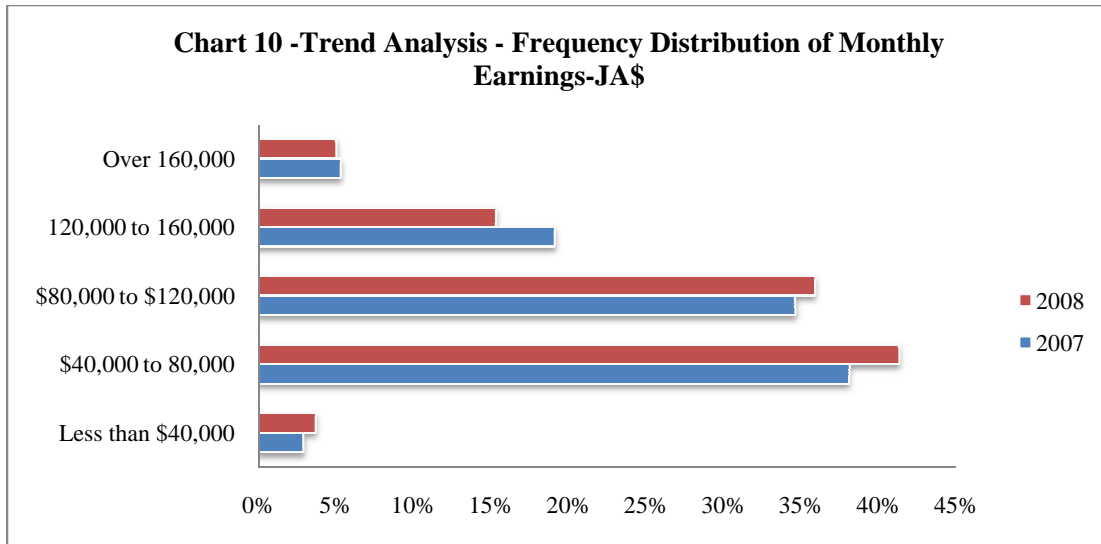
Table 11 below shows the distribution of monthly earnings of employed graduates working in Jamaica. If one considers a monthly salary of over JA\$80,000 to be a reasonable starting salary for a first degree holder, it means that approximately 45% of employed graduates earn lower than expected salaries. The largest segment of 41% earned between \$40,000 and JA\$80,000, 36% earned between JA\$80,000 and JA\$120,000 while 19% earned over JA\$120,000.

### TREND ANALYSIS – FREQUENCY DISTRIBUTION OF SALARIES

A higher percentage of graduates earned lower than expected salaries i.e. 45% for 2008 graduates compared to 41% for 2007 graduates. On the other end of the spectrum, a lower percentage of graduates earned over JA\$120,000, falling from 24% to 19%. This could be reflective of challenges in the Jamaican economy, an employer’s market as well as underemployment of graduates.

**TABLE 11 – FREQUENCY DISTRIBUTION OF MONTHLY EARNINGS OF GRADUATES IN FULL-TIME EMPLOYMENT**

Monthly Earnings(JA\$)	All - 2008	All – 2007
Less than \$40,000	3.7%	2.9%
\$40,000 to \$80,000	41.3%	38.1%
\$80,000 to 120,000	35.9%	34.6%
\$120,000 to \$160,000	15.3%	19.1%
\$160,000 and Over	3.9%	5.3%
Total Count	510	486



### CAVE HILL – GRADUATES EMPLOYED IN BARBADOS

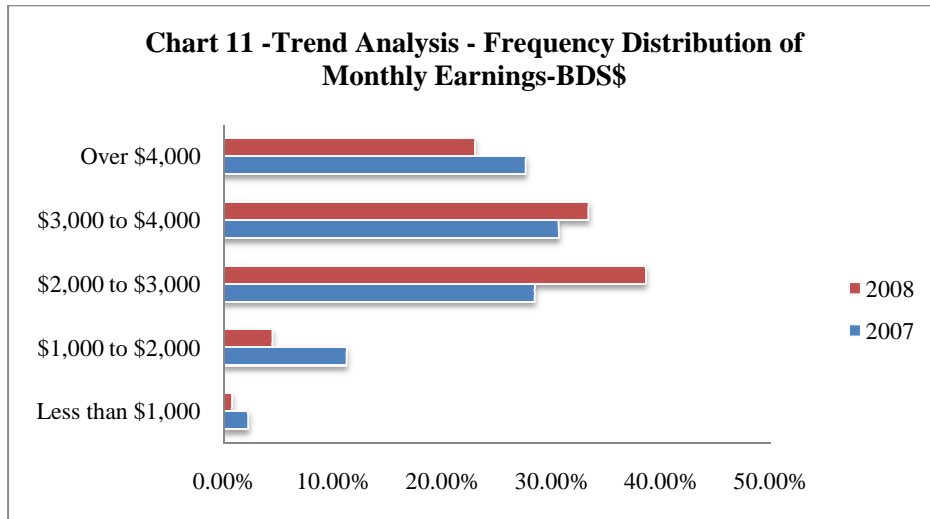
**Table 12** below shows the distribution of monthly earnings of employed graduates working in Barbados. If one considers a monthly salary of over \$2,000Bds to be a reasonable starting salary for a first degree holder, it means that approximately 5.1% of employed graduates earn lower than expected salaries. The largest segment of 38% earned between \$2,000 and \$3,000, 33% earned between \$3,000 and \$4,000 while 23% earned over \$4,000.

### TREND ANALYSIS – FREQUENCY DISTRIBUTION OF SALARIES

Compared to the previous survey, a lower percentage of graduates earned lower than expected salaries i.e. 5.1% for 2008 graduates compared to 13.4% for 2007 graduates while more graduates earned between \$2,000 to \$3000 i.e. 38.5% for 2008 compared to 28.4% 2007 graduates. In terms of earnings, graduates of Cave Hill seem to be slightly better off than their counterparts in Jamaica and Trinidad and Tobago. However, it is possible that this could translate differently in terms of purchasing power.

**TABLE 12 – FREQUENCY DISTRIBUTION OF MONTHLY EARNINGS OF GRADUATES**

Monthly Earnings(BDS\$)	All - 2008	All – 2007
Less than \$1,000	0.7%	2.2%
\$1,000 to \$2,000	4.4%	11.2%
\$2,000 to \$3,000	38.5%	28.4%
\$3,000 to \$4,000	33.3%	30.6%
Over \$4,000	22.9%	27.6%
Total Count	135	144



## MONTHLY SALARIES (MEDIAN) OF EMPLOYED GRADUATES BY FACULTY

### MEDIAN MONTHLY SALARIES BY FACULTY – GRADUATES EMPLOYED IN TRINIDAD & TOBAGO ECONOMY

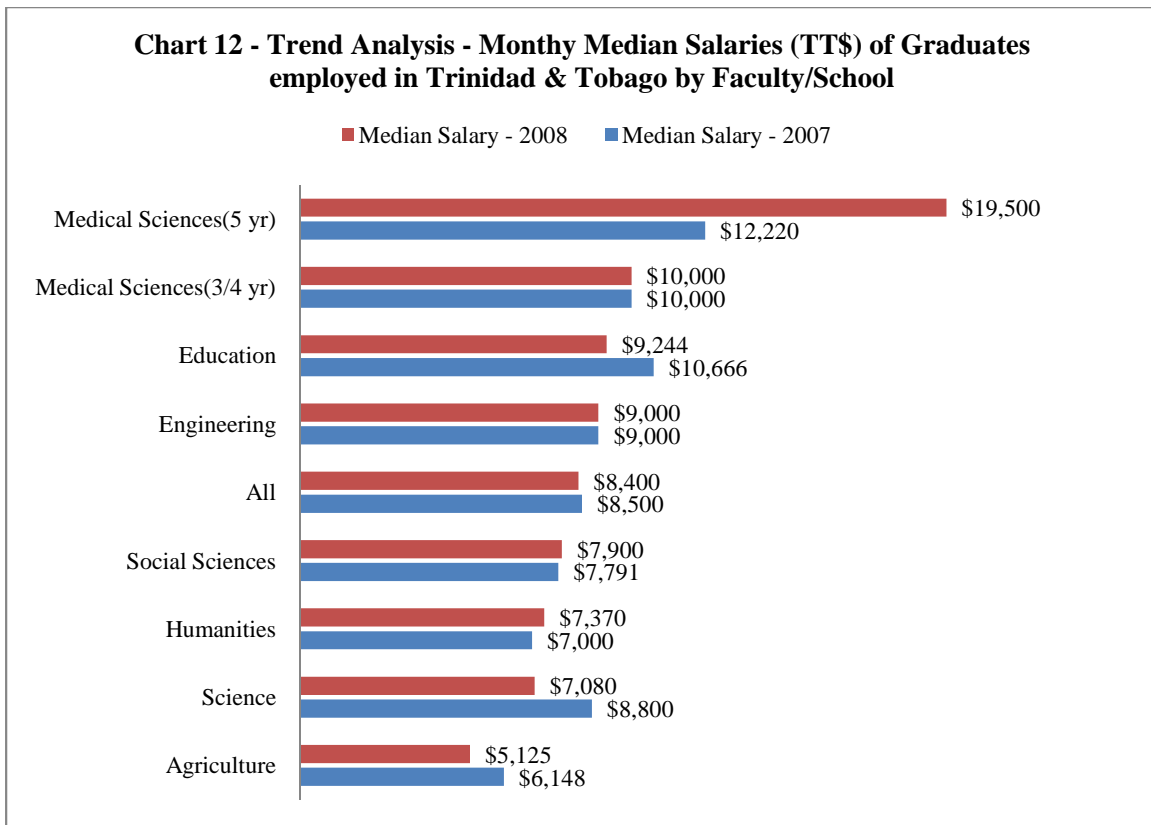
*Chart 12* sets out Median Monthly Salaries earned by graduates employed in full-time jobs one year after graduation. The top tier of median salaries reported in 2009 went to graduates from the Faculty of Medical Sciences (5 Yr) with TT\$19,500, followed by Education with TT\$9,240, Medical Sciences (3/4 yr) with TT\$10,000 and Engineering with TT\$9,000. In the second tier were graduates from Social Sciences with TT\$7,900. Median salaries were lowest among graduates of Agriculture, Science and Humanities, earning median salaries of TT\$5,125 and TT\$7,080 and TT\$7,380, respectively.

### TREND ANALYSIS – MONTHLY MEDIAN SALARIES BY FACULTY

Even though the overall median salary remained fairly stable i.e. moving from TT\$8,500 to TT\$8,400 or showing a marginal decline of \$100, the real income of graduates would have declined by a greater margin when one takes cost of living factors into consideration.

At the Faculty level there were some significant variations in median salaries over the two year period. Medical Sciences graduates (5 yr) mainly in Medicine and Dentistry showed a steep increase in median salaries from TT\$12,220 to TT\$19,500 which were due to increases in remuneration packages of these professionals. On the other hand there were some troubling signs for graduates from Science and Agriculture where there were decreases in median salaries from TT\$8,800 to TT\$7,080 in Science and from TT\$6,180 to TT\$5,125 in Agriculture. Labour

market saturation resulting in some levels of underemployment would possibly have been the major contributor to low incomes.



\*See Appendix 4(a) for Details of Median Salaries by Area of Study

#### GRADUATE SALARIES BY AREA OF STUDY (MEAN AND MEDIAN) – ST AUGUSTINE

Looking at the data a significant feature of the income profile of these graduates is the substantial variations across disciplines. **Appendix 3** provides details of Mean and Median salaries by area of study within Faculties for 2007 and 2008 while **Chart 13** below gives a ranking of median salaries by area of study for the 2008 graduates. At the upper end of the income earning scale are the graduates in Medicine & Surgery with median earnings of TT\$18,960, followed by graduates in Dental Surgery (TT\$14,000). Other high income earners are graduates from Nursing, Petroleum Geosciences all of whom had median salaries of over TT\$10,000. At the other end of the spectrum lower than average earnings were reported by graduates from Communication Studies (TT\$6,400), Life Sciences (TT\$6,150), History (TT\$5,800), International Tourism (TT\$6,000), Agribusiness Management (TT\$5,610) and Linguistics (TT\$4,000). Low salaries are normally a reflection of labour market saturation.

The median salaries are based on those who have responded to this survey and some care should be taken in interpreting the results of those programs with low response rates. Notwithstanding this fact, it is very evident that many graduates are earning lower than expected salaries and special attention should be paid by the University to the performance of these graduates in the labour market

An important factor one must bear in mind when comparing the income earnings of graduates across disciplines is the fact that some graduates may be at the beginning of their career and others at mid-career (most of these are over 35 years of age and are in most cases are returning to their previous employer). Almost all the graduates in Education and Nursing, as well as a significant proportion of graduates in Social Work and Public Sector Management are mid-career graduates.

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#### **MEDIAN MONTHLY SALARIES BY FACULTY – GRADUATES EMPLOYED IN THE JAMAICAN ECONOMY**

*Chart 14* sets out Median Monthly Salaries earned by graduates employed in full-time jobs one year after graduation. The top tier of median salaries reported in 2009 went to graduates from the Faculty of Medical Sciences (5 Yr) with JA\$122,090, followed by Education with JA\$119,280. In the second tier were graduates from Pure & Applied Sciences with JA\$83,130. Median salaries were lowest among graduates of Medical Sciences (3 yr), Humanities and Social sciences, earning median salaries of JA\$55,690, JA\$75,000 and JA\$80,000, respectively.

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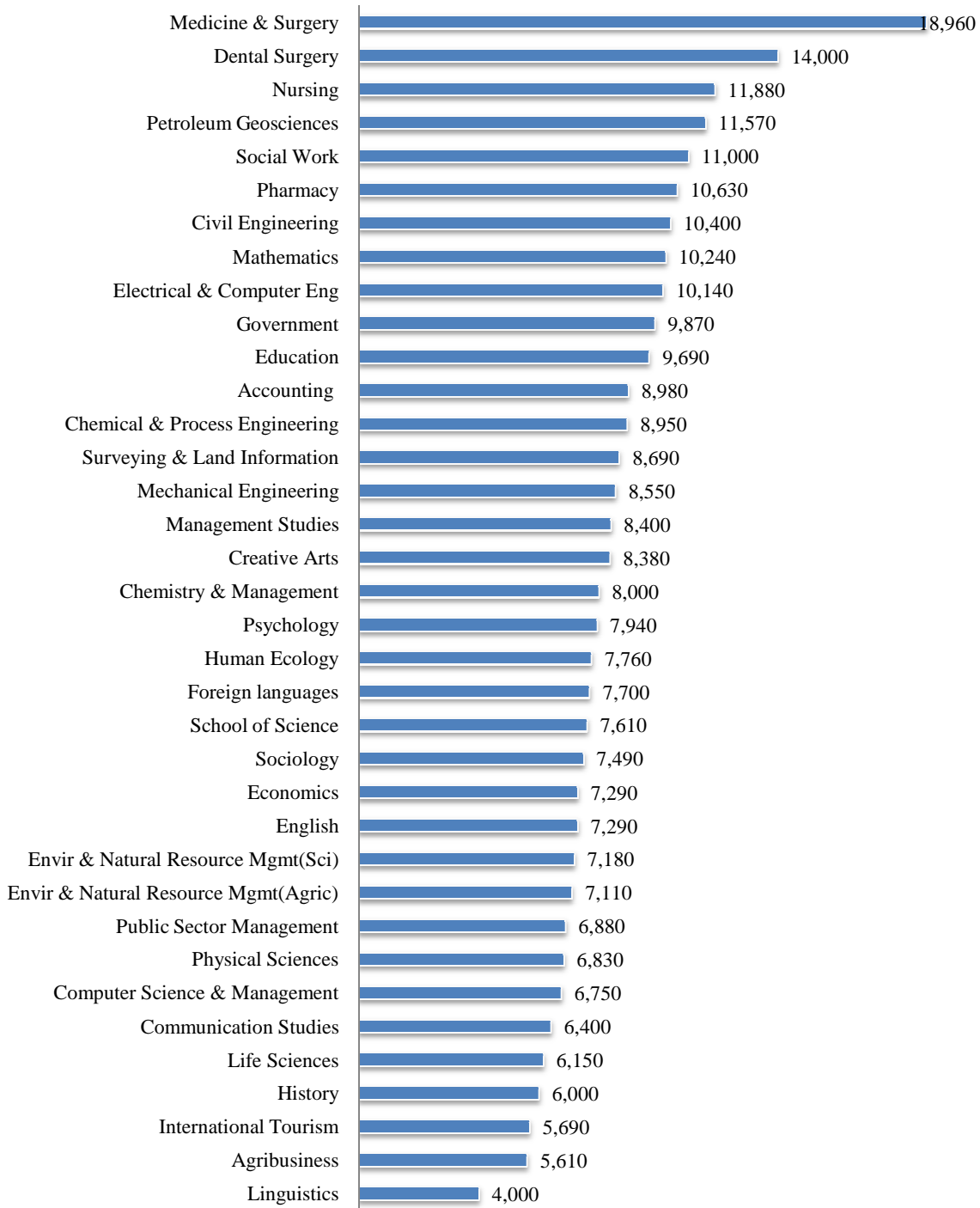
#### **TREND ANALYSIS – MONTHLY MEDIAN SALARIES BY FACULTY**

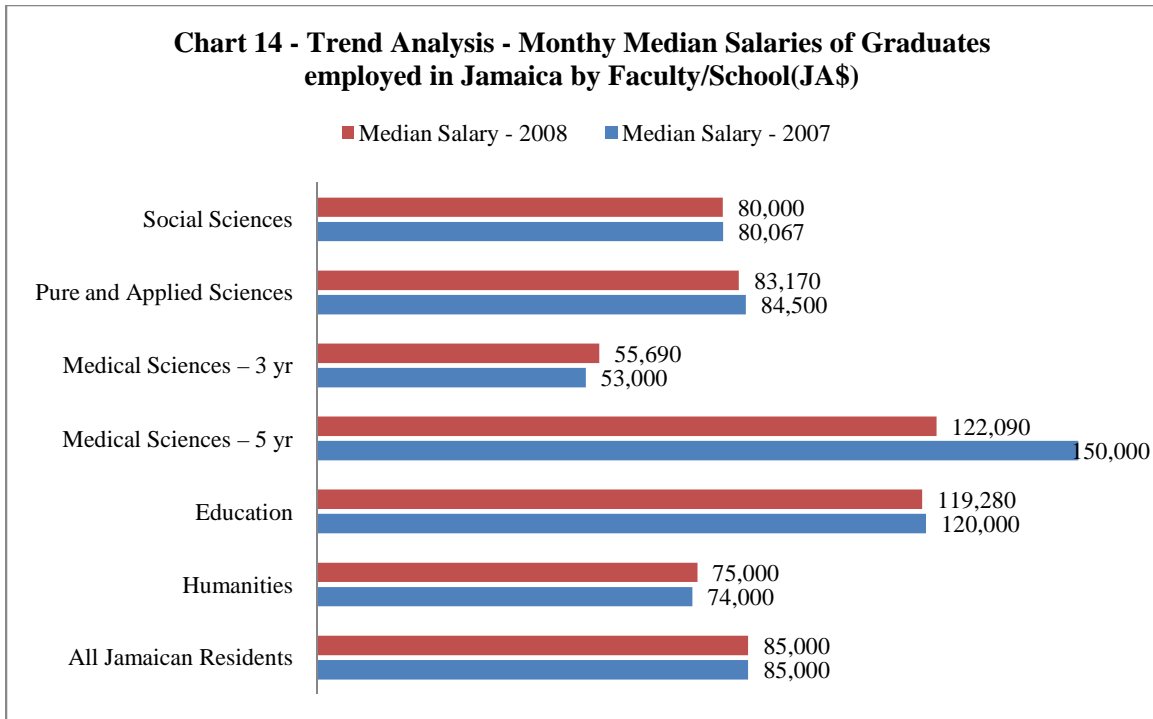
The overall nominal median salary remained fairly stable at JA\$85,000; however, the real income of graduates would have declined when one takes cost of living factors into consideration. A conversion to US\$ using the 2007 and 2008 exchange rates shows a decline from US\$1,164 to US\$966 or a decrease of 17%.

At the Faculty level there were no significant changes in nominal median salaries over the two year period with the possible exception of Medical Sciences graduates (5 yr) mainly in Medicine, which showed a decline in median salaries from 150,000 to 122,090. There is no rational explanation for this except to say that this could either be under reporting by graduates or a statistical error.

Labour market saturation resulting in some levels of underemployment is a major contributing factor to low incomes.

**Chart 13- Ranking of Gross Monthly Salary(Median) by Area of Study- 2008-TT\$**





**\*See Appendix 4(b) for Details of Median Salaries by Area of Study**

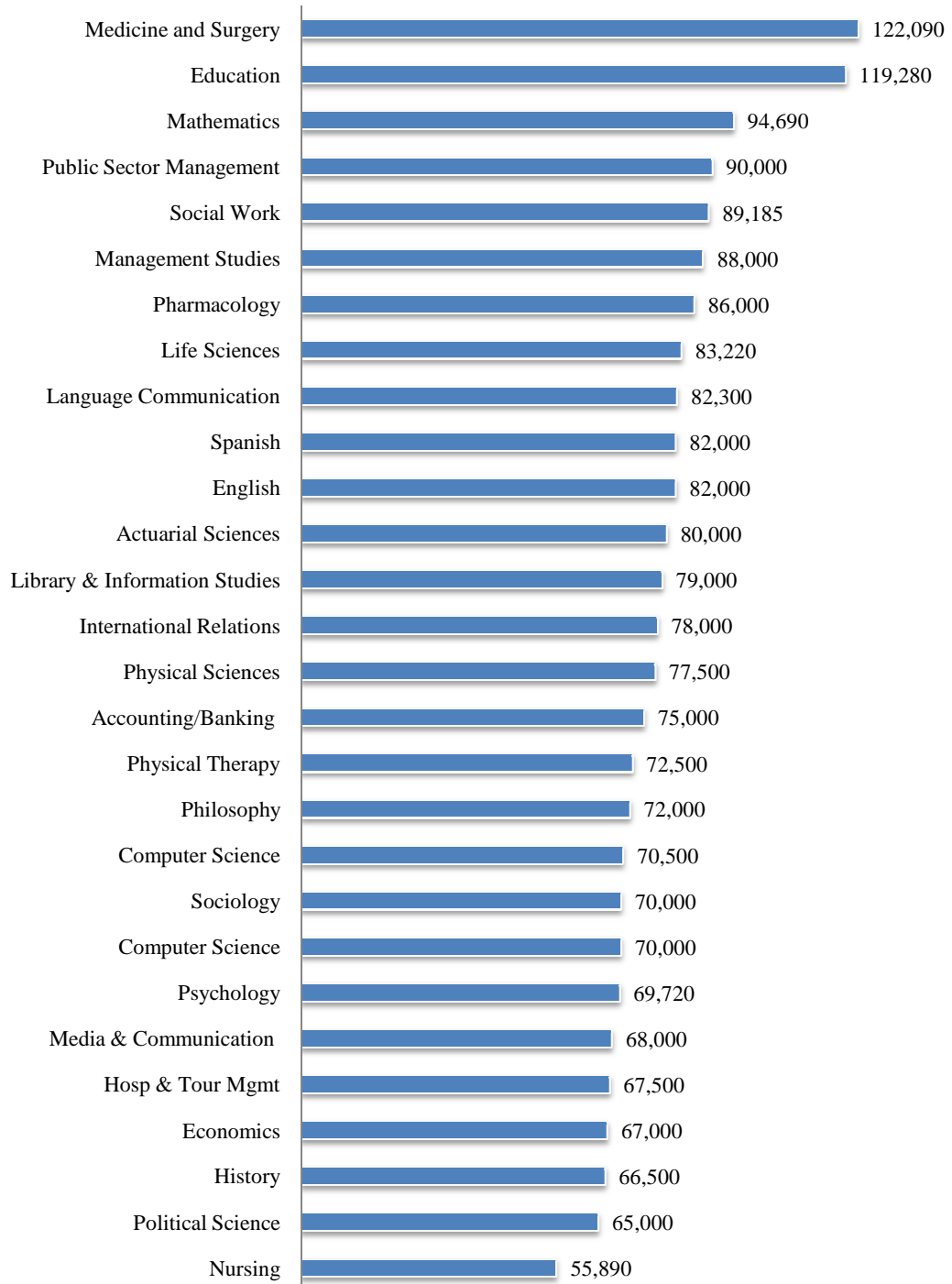
#### GRADUATE SALARIES BY AREA OF STUDY (MEAN AND MEDIAN) - MONA

Looking at the data in *Table 9*, a significant feature of the income profile of these graduates is the substantial variations across disciplines. *Chart 15* gives a ranking of median salaries by area of study for the 2008 graduates. At the upper end of the income earning scale are the graduates in Medicine & Surgery with median earnings of JA\$122,090, followed by graduates in Education (JA\$119,290). At the other end of the spectrum lower than average earnings (below JA\$80,000) were reported by graduates from Library & Information Studies, International Relations, Physical Sciences, Sociology, Computer Sciences, Psychology, Media & Communication, Hospitality & Tourism Management, Economics, History, Political Science and Nursing.

The median salaries are based on those who have responded to this survey and some care should be taken in interpreting the results of those programs with low response rates. Notwithstanding this fact, it is very evident that many graduates are earning lower than expected salaries and special attention should be paid by the University to the performance of these graduates in the labour market

An important factor one must bear in mind when comparing the income earnings of graduates across disciplines is the fact that some graduates may be at the beginning of their career and others at mid-career (most of these are over 35 years of age and are in most cases are returning to their previous employer). Almost all the graduates in Education as well as a proportion of graduates in Social Sciences and Humanities are mid-career graduated.

**Chart 15- Ranking of Gross Monthly Salary(Median) by Area of Study-  
2008-JA\$**



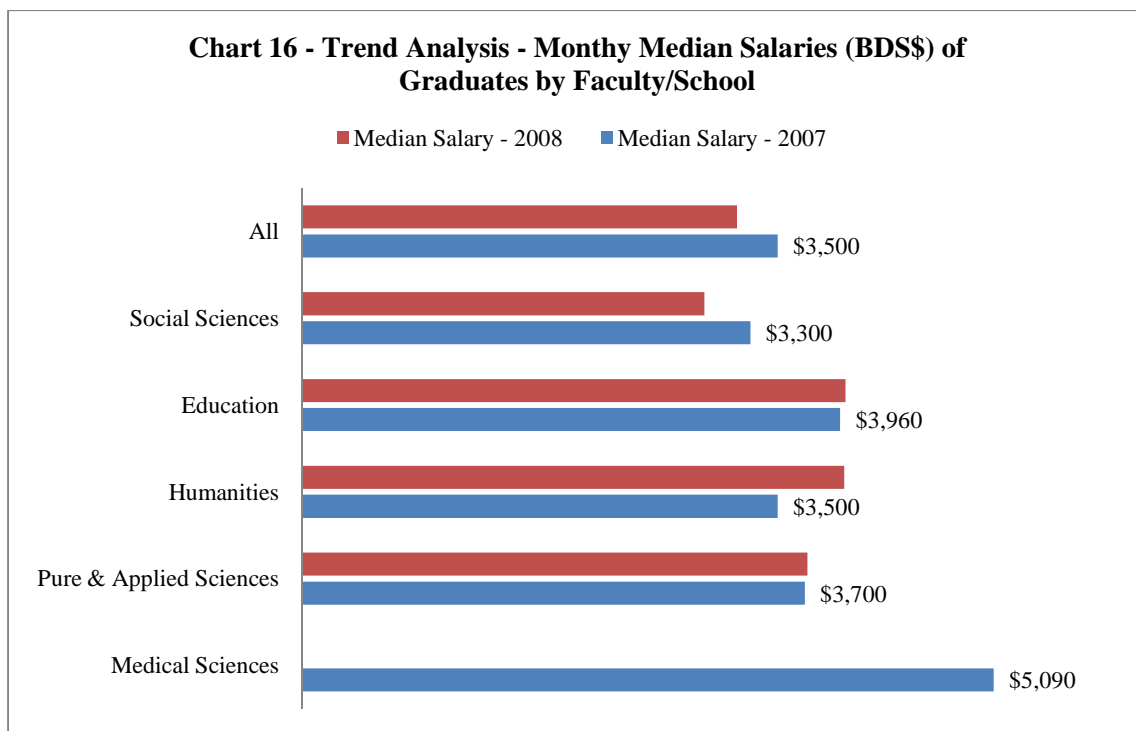
## MEDIAN MONTHLY SALARIES BY FACULTY – GRADUATES EMPLOYED IN THE BARBADIAN ECONOMY

**Chart 16** sets out Median Monthly Salaries earned by graduates employed in full-time jobs one year after graduation. The top tier of median salaries reported in 2009 went to graduates from the Faculty of Education with BDS\$4,000 and Humanities with BDS\$3,990. In the second tier were graduates from Pure & Applied Sciences with BDS\$3,720. Median salaries were lowest among graduates of Social Sciences with BDS\$2,920.

## TREND ANALYSIS – MONTHLY MEDIAN SALARIES BY FACULTY

The overall median salary declined marginally from BDS\$3,500 to BDS\$3,200 or showed a marginal decline of \$300. In interpreting these results, one must take into account the fact that no responses were received from Medical Sciences in the 2008 survey. In the previous survey, graduates from Medical Sciences recorded the highest median salary (BDS\$5,090) which would most likely have influenced the higher overall median salary for 2007 graduates when compared to those of 2008.

At the Faculty level there were some variations in median salaries over the two year period. Social Sciences graduates showed an overall decrease in median salary from BDS\$3,300 to BDS\$2,960 while Humanities showed an increase from BDS\$3,500 to BDS\$3,990.



**\*See Appendix 4(c) for Details of Median Salaries by Area of Study**

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## GRADUATE SALARIES BY AREA OF STUDY (MEAN AND MEDIAN) – CAVE HILL

Looking at the data in *Table 9*, a significant feature of the income profile of these graduates is the substantial variations across disciplines. *Chart 17* gives a ranking of median salaries by area of study for the 2008 graduates. At the upper end of the income earning scale are the graduates in Linguistics, Public sector Management, Physical Sciences and Education all of whom had median salaries of \$4,000 and over. As indicated earlier, no data was available for Medical Sciences graduates, however, one can reasonably assume that based on previous data, salaries of these graduates would be at the upper end of the scale. At the other end of the spectrum, lower than average earnings (less than 3,000) were reported by graduates from Accounting, Psychology, Economics, Management Studies and Hospitality and Tourism Management. Low salaries are normally a reflection of labour market saturation.

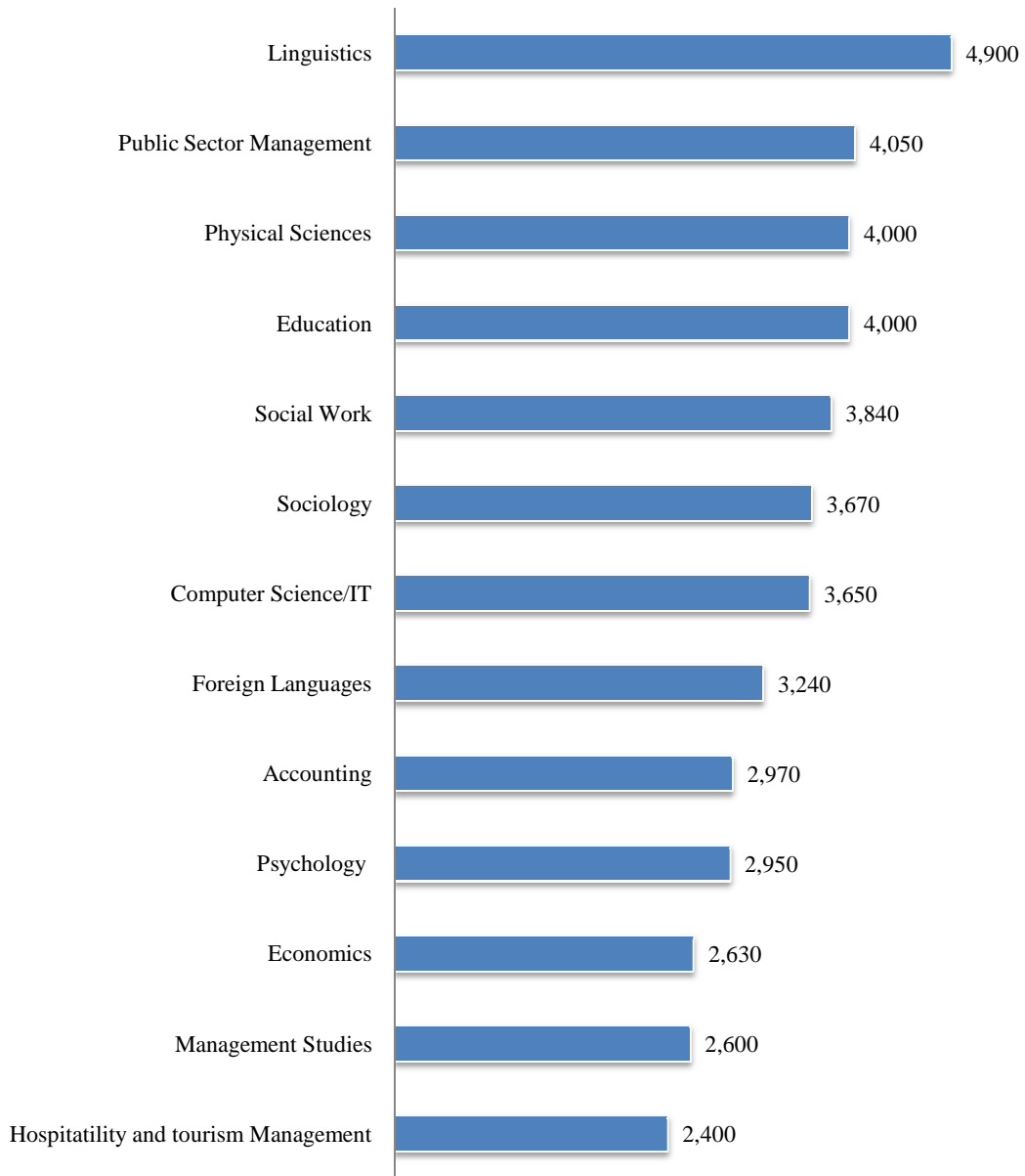
The median salaries are based on those who have responded to this survey and some care should be taken in interpreting the results of those programs with low response rates. Notwithstanding this fact, it is very evident that graduates in certain areas are earning lower than expected salaries and special attention should be paid by the University to the performance of these graduates in the labour market

## EARLY CAREER VS MID-CAREER GRADUATES

An important factor one must bear in mind when comparing income earnings of graduates across disciplines is the fact that some graduates may be at the beginning of their career and others at mid-career (most of these are over 35 years of age and in most cases are returning to their previous employer). Most of the graduates in Education are mid-career graduates.

**Table 13(a)** below distinguishes between early career graduates (under 35) and mid-career graduates (35 and over). Not surprisingly, salaries of mid-career graduates are higher than early career graduates in all Faculties where applicable across all campuses.

**Chart 17- Ranking of Gross Monthly Salary(Median) by Area of Study-  
2008-BDS\$**



**TABLE 13(A) – COMPARATIVE MEDIAN MONTHLY SALARIES OF EARLY CAREER VS. MID-CAREER GRADUATES-2008 GRADUATES**

2008	St Augustine		Mona		Cave Hill	
	Early Career	Mid-Career	Early Career	Mid-Career	Early Career	Mid-Career
Faculty/School						
Engineering	8,800	-	-	-	-	-
Humanities	6,900	8,685	74,000	94,500	3,600	4,000
Education	8,528	10,000	118,000	120,000	3,900	4,120
Medical Sciences – 5 Yr	18,000	-	120,100	-	-	-
Medical Sciences – 3 Yr	10,000	13,000	55,700	55,700	-	-
Science	7,000	-	83,000	-	3,700	4,650
Agriculture	5,125	7,970	-	-	-	-
Social Sciences	7,000	9,980	76,000	109,000	2,800	3,800
All	8,000	9,600	81,000	116,300	3,000	4,000

**TABLE 13(B) – COMPARATIVE MEDIAN MONTHLY SALARIES OF EARLY CAREER VS. MID-CAREER GRADUATES-2007 GRADUATES**

2007	St Augustine		Mona		Cave Hill	
	Early Career	Mid-Career	Early Career	Mid-Career	Early Career	Mid-Career
Faculty/School						
Engineering	9,000	-	-	-	-	-
Humanities	6,400	8,240	67,330	108,330	3,260	3,820
Education		10,820	118,360	122,000		
Medical Sciences – 5 Yr	12,220	-	150,000	-	5,090	-
Medical Sciences – 3 Yr	8,770	10,340	50,000	60,700	-	-
Science	8,000	-	84,500	123,000	3,500	4,280
Agriculture	6,000	7,970	-	-	-	-
Social Sciences	6,750	9,210	80,000	93,944	2,900	4,130
All	7,500	10,000	80,000	117,170	3,000	4,100

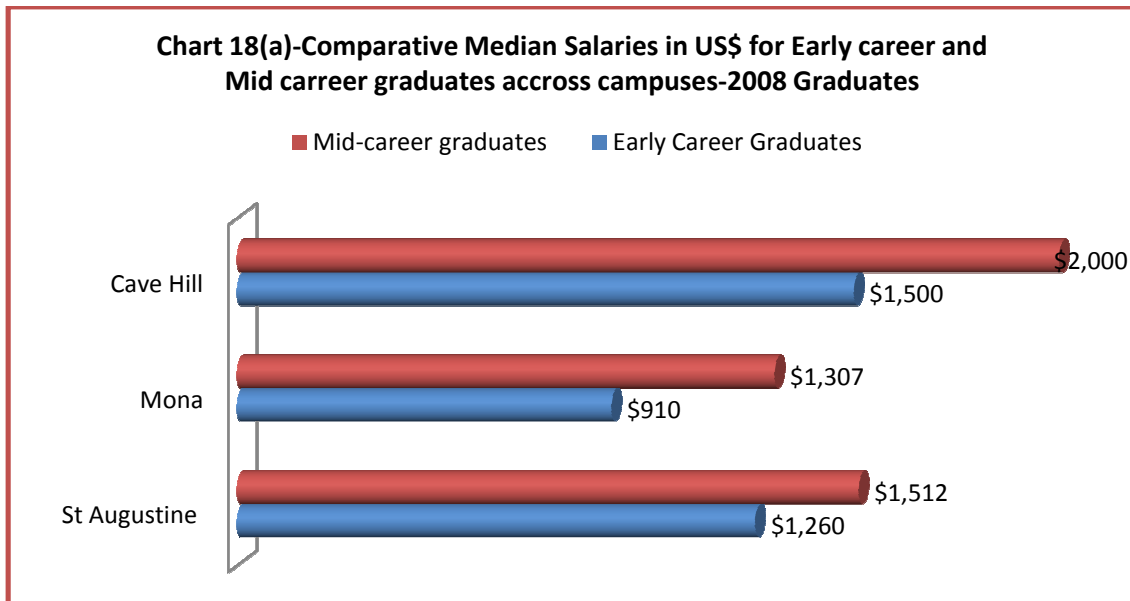
### TREND ANALYSIS – EARLY CAREER VS MID CAREER GRADUATES

In terms of nominal values, the pattern of median income earned by early and mid-career graduates across campuses and faculties appears to be similar with no significant variations.

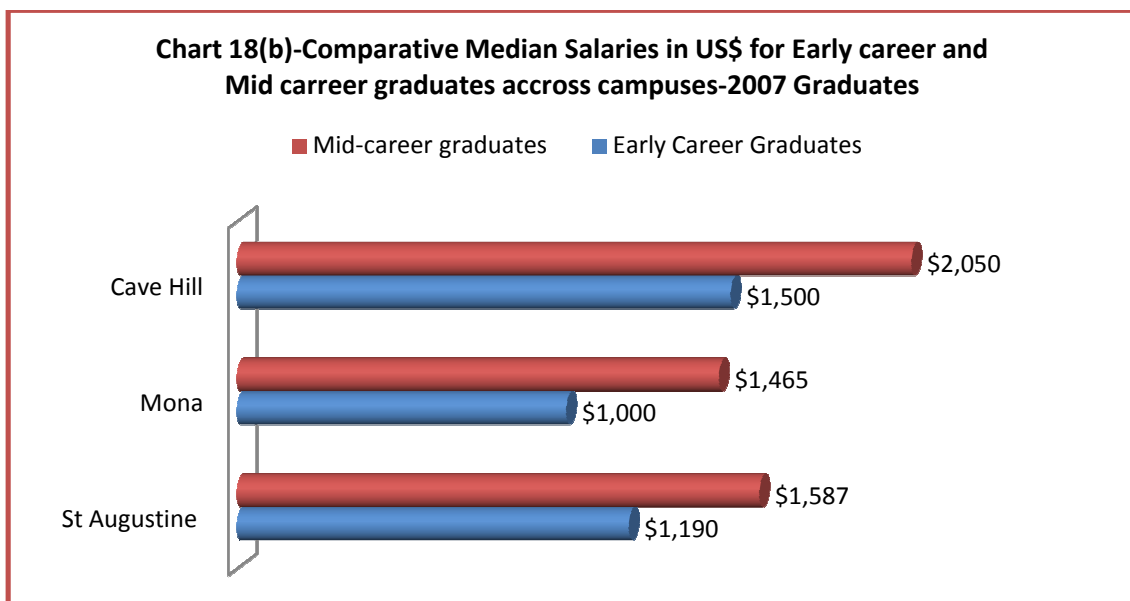
Median salaries of early -career and mid-career graduates were converted to US Dollars and shown in *Chart 18(a)* below.

This comparison is based strictly on prevailing exchange rates at the time of survey and does not take into account cost of living indices of the respective countries.

A strict interpretation based solely on exchange rate conversion to US equivalency suggests that graduates in Barbados earn the highest income, followed by those from Trinidad and Tobago with Jamaican graduates at the lower end of the scale.



*Note: Exchange Rates used are: 6.35TT = 1US, 89,000JA = 1 US and 2 BDS = 1US*



*Note: Exchange Rates used are: 6.30TT = 1US, 80,000JA = 1 US and 2 BDS = 1US*

Compared to 2007, when incomes were converted to US dollars, the Jamaican graduates had a decline in salaries which was primarily due to the continued devaluation in their currency accompanied by little movement in nominal income

## GRADUATE SALARIES BY SECTOR

When the reported earnings of graduates are aggregated by sectors, median earnings in the Private sector lagged behind those in the Public sector in all Campuses as shown in Table 14 below.

**TABLE 14 – MEDIAN SALARIES BY SECTOR-2008**

Faculty/School	Public	Private	UWI	Other
St Augustine(TT\$)	\$8,750	\$7,500	\$6,380	\$7,000
Mona(JA\$)	\$90,200	\$70,000	\$70,000	\$72,500
Cave Hill(BDS\$)	\$3,650	\$3,,030	\$3,750	\$3,940

## GENDER DIFFERENTIALS IN SALARIES

*Table 15(a)* suggests that a certain level of income inequality exists between male and female graduates at St Augustine and Cave Hill. Overall the median salaries of males were TT\$8,800 compared to \$7,500 for females at St Augustine. This translates into a gap of \$1,100. The median salaries of males were BDS\$3,670 compared to \$3,150 for females at Cave Hill. At Mona, income levels appear to be on par between male and female graduates.

**TABLE 15(A) - MEDIAN SALARIES (FT EMPLOYMENT) BY GENDER-2008 GRADUATES**

Faculty/School	Male		Female	
	Count	Median Salary	Count	Median Salary
St Augustine(TT\$)	154	\$8,780	317	\$7,500
Mona(JA\$)	120	\$84,200	452	\$84,000
Cave Hill(BDS\$)	46	\$3,670	88	\$3,150

**TABLE 15(B) - MEDIAN SALARIES BY GENDER – 2007 GRADUATES**

Faculty/School	Male		Female	
	Count	Median Salary	Count	Median Salary
St Augustine(TT\$)	98	\$8,500	255	\$8,500
Mona(JA\$)	62	\$90,000	486	\$85,000
Cave Hill(BDS\$)	29	\$3,300	102	\$3,542

## TREND ANALYSIS – MEDIAN SALARIES BY GENDER

Comparative data suggest a widening of the gap between male and female graduates at the St Augustine and Cave Hill Campuses. Clearly, further studies need to be done to determine the extent to which the gender gap in the earnings of UWI graduates does in fact exist and why and what are the factors that influence gender differentials in the earnings of graduates and how this issue needs to be addressed..

## THE INFLUENCE OF CLASS OF DEGREE ON INCOME

An interesting consideration is the extent to which degree quality or ‘class of degree’ might influence the size of the salary premium that the graduate can earn upon entering the labour market. The data in *Table 16(a)* do not confirm that on average holders of degrees in the higher divisions tend to receive higher compensation. There appears to be no clear link between income and academic performance across campuses. In some instances, median salaries of graduates with ‘Upper Second’ or ‘Pass’ are higher than those with ‘First Class’.

**TABLE 16(A) – MEDIAN SALARIES OF GRADUATES BY CLASS OF DEGREE – 2008 GRADUATES**

Class of Degree	St Augustine		Mona		Cave Hill	
	Median Salary(TT\$)	Count	Median Salary(JA\$)	Count	Median Salary(BDS\$)	Count
First Class	\$8,530	47	86,100	64	3,250	11
Second Class(Upper)	\$8,750	115	80,000	185	3,450	30
Second Class(Lower)	\$7,000	204	83,300	242	2,900	75
Pass	\$7,500	63	84,500	62	3,750	11

*Note: Medical Sciences 5-year programmes are excluded because classifications are different.*

**TABLE 16(B) – MEDIAN SALARIES OF GRADUATES BY CLASS OF DEGREE – 2007 GRADUATES**

Class of Degree	St Augustine		Mona		Cave Hill	
	Median Salary(TT\$)	Count	Median Salary(JA\$)	Count	Median Salary(BDS\$)	Count
First Class	\$9,787	60	80,000	54	3,575	8
Second Class(Upper)	\$8,838	89	89,000	167	3,500	46
Second Class(Lower)	\$7,984	152	80,133	221	3,200	62
Pass	\$7,296	26	77,000	35	3,700	10

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## TREND ANALYSIS – INFLUENCE OF CLASS OF DEGREE ON INCOME

When one compares the data for the 2007 in Table 12 above with the 2008 data, a similar pattern of inconsistency between class of degree and income earnings emerged at Mona and Cave Hill. At St Augustine the pattern was somewhat different, showing consistency between class of degree and income earned.

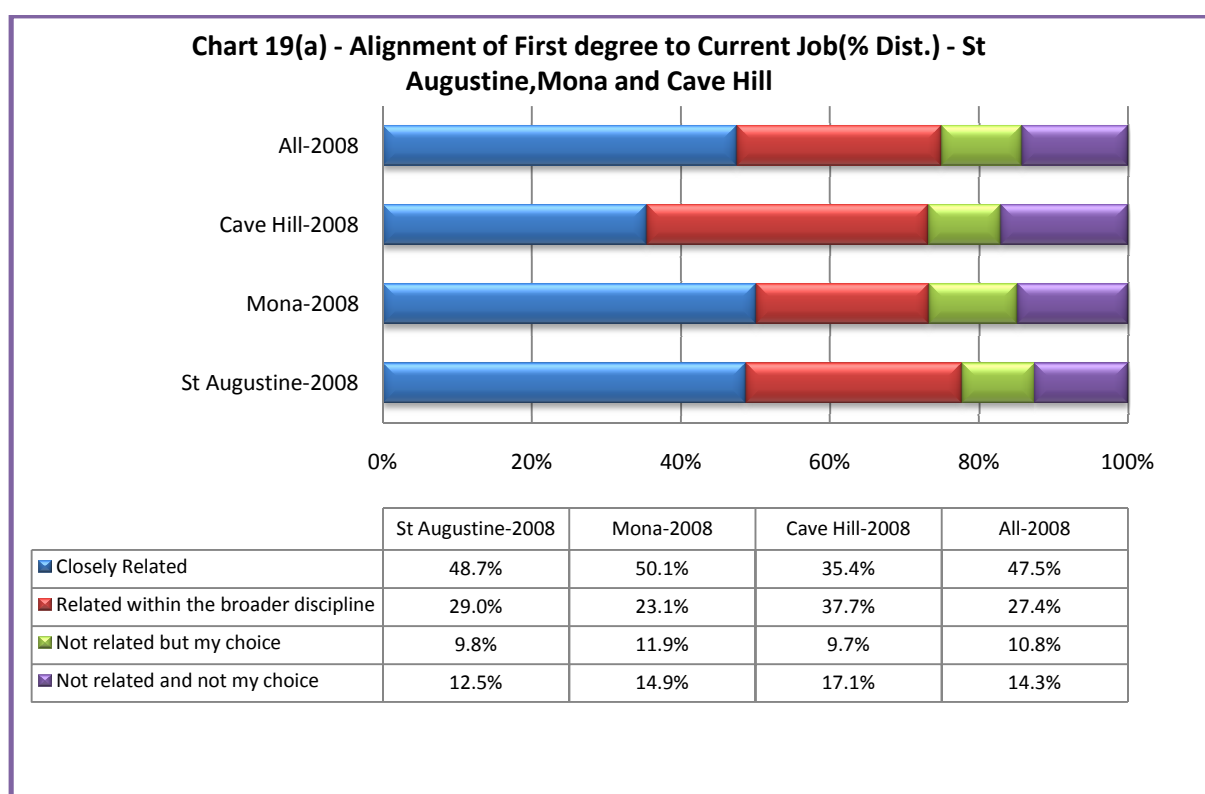
These findings raise the issue of meritocracy in the workplace. Normally, one expects that graduates who perform better academically would obtain better jobs and earn higher salaries. Further studies need to be done to determine whether factors such as discrimination by class or political patronage among others influences the apparent lack of meritocracy in the workplace for University graduates and how this issue needs to be addressed.

## SECTION 6 -SKILLS MATCH AND JOB SATISFACTION

### ALIGNMENT IF CURRENT JOB TO FIRST DEGREE EARNED

Graduates were asked the extent to which their current jobs are related to their UWI degree. Although some students do choose to work in areas outside of their disciplines, as a general rule the evidence suggests that students pick a major because they expect to work in that field,

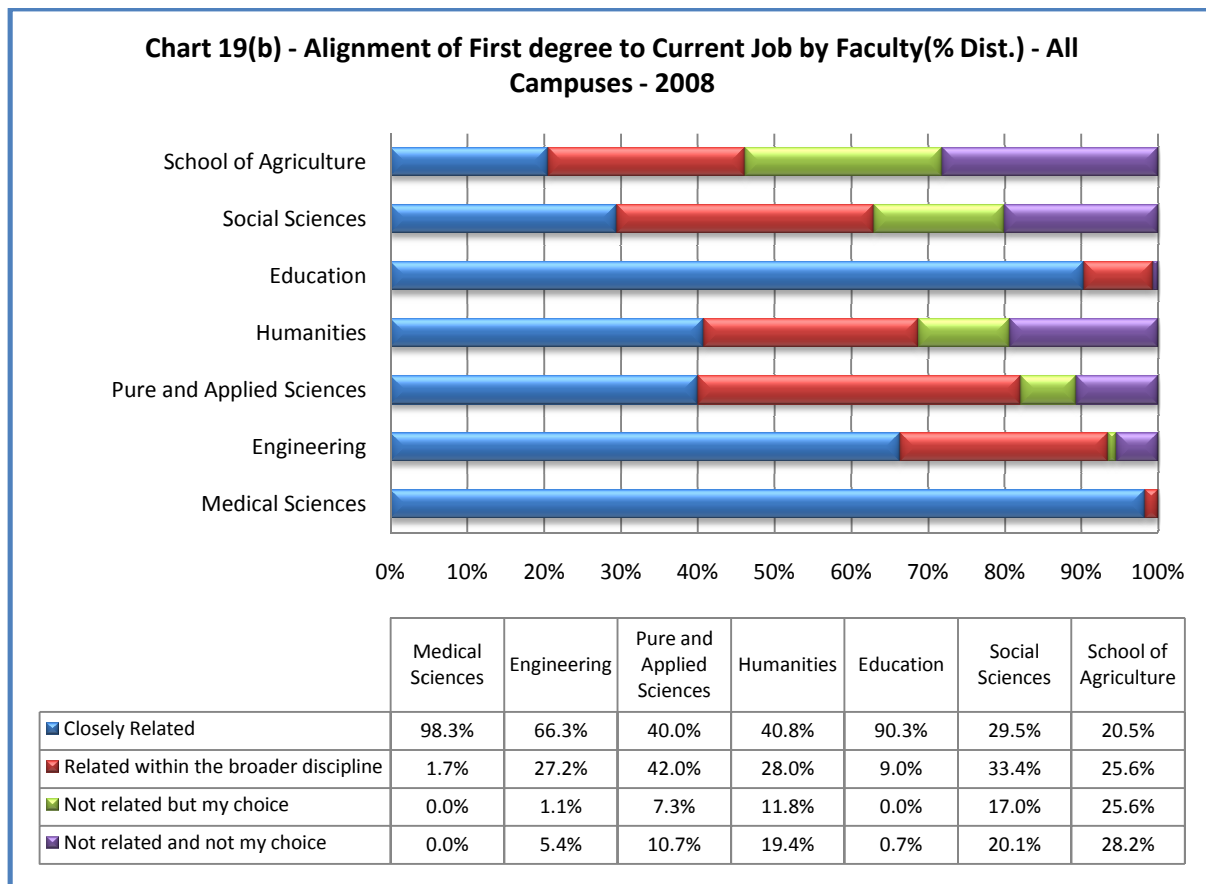
*Chart 19(a)* shows that one year after graduation 50% of all graduates employed in full-time employment considered their work ‘closely’ related to their degree at Mona and 48.7% at St Augustine while 35.4% said so at Cave Hill. Across campuses around 27% of students said their job was ‘somewhat related within the broader discipline’ to their degree. This data indicates that from a broad perspective the skills acquired by UWI graduates are generally aligned to the jobs that they hold and consequently one may conclude that skills acquired at UWI are being applied in the workplace.



When the data is disaggregated across faculties as shown in *Chart 19(b)*, the story appears to be somewhat different in some Faculties. A significant number of graduates in Agriculture (53.8%), Social Sciences (38.1%) and Humanities (31.2%) indicated that their degrees were not related to their current jobs. Although some of the graduates would have chosen a different field,

for many it may be the fact that job market saturation would have forced many of these graduates to seek employment in a field not related to their degree.

Over 90% of graduates in Medical Sciences, Engineering and Education said that their university degree was either ‘closely related’ or ‘somewhat related’ to their current employment.



### TREND ANALYSIS – ALIGNMENT OF CURRENT JOB TO DEGREE EARNED

**Table 17** shows that one year after graduation 49% of all graduates employed in full-time employment considered their work ‘closely’ related to their degree in 2007 compared to 48% in 2008. The pattern that emerged for graduates of 2008 appears to be generally similar to those of 2007. Some 24% of graduates stated that their degree was not related to their job in 2007, increasing from 21% in the previous survey. Clearly there is some level of mismatch of skills in the labour market that have forced a segment of graduates particularly those from Social Sciences, Humanities and Pure and Applied Sciences to seek employment in a field not related to their degree.

**TABLE 17 - ALIGNMENT OF FIRST DEGREE TO CURRENT JOB (% DIST.) – TREND ANALYSIS**

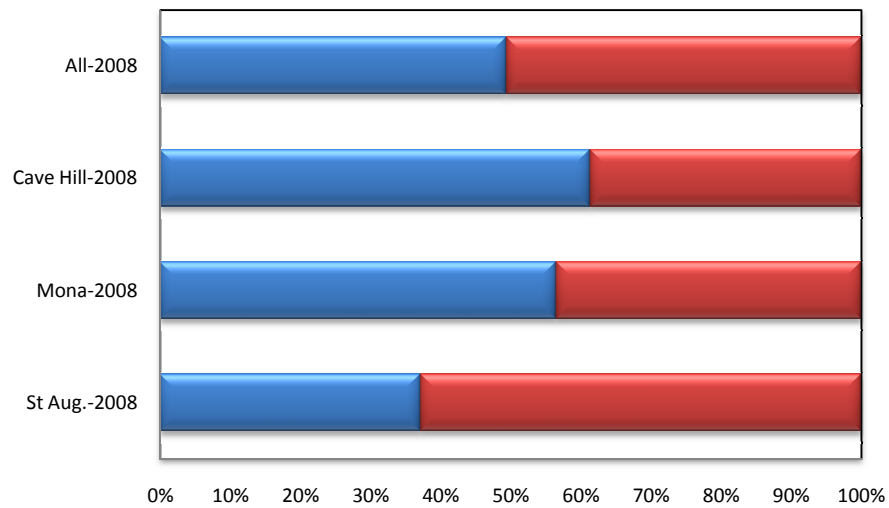
	<b>Closely Related</b>	<b>Related within the broader discipline</b>	<b>Not related but my choice</b>	<b>Not related and not my choice</b>
St Augustine-2007	51.0%	31.0%	6.0%	12.0%
St Augustine-2008	48.7%	29.0%	9.8%	12.5%
Mona -2007	51.0%	27.0%	12.0%	10.0%
Mona-2008	50.1%	23.1%	11.9%	14.9%
Cave Hill-2007	38.0%	32.0%	7.0%	23.0%
Cave Hill-2008	35.4%	37.7%	9.7%	17.1%
All-2007	49.2%	29.4%	9.1%	12.3%
All-2008	47.5%	27.4%	10.8%	14.3%

**RELATION OF JOB TO QUALIFICATION – IS THE MINIMUM REQUIREMENT FOR CURRENT JOB A FIRST DEGREE**

One way of determining whether graduates are employed in jobs that are commensurate with their qualifications is to ask whether a First degree is the minimum requirement for their current job

*Chart 20(a)* shows that a significant overall percentage (46%) of respondents across campuses who are employed indicated that a first degree is not the minimum requirement for their current job suggesting that most, if not all of these graduates are overqualified for their current jobs. At the Campus level, a large majority of graduates at Cave Hill (60.6%) indicated that a first degree is not the minimum requirement for their current job, while at Mona 56% said the same. At St Augustine a minority of graduates (37%) indicated that a first degree is not the minimum requirement for their current job.

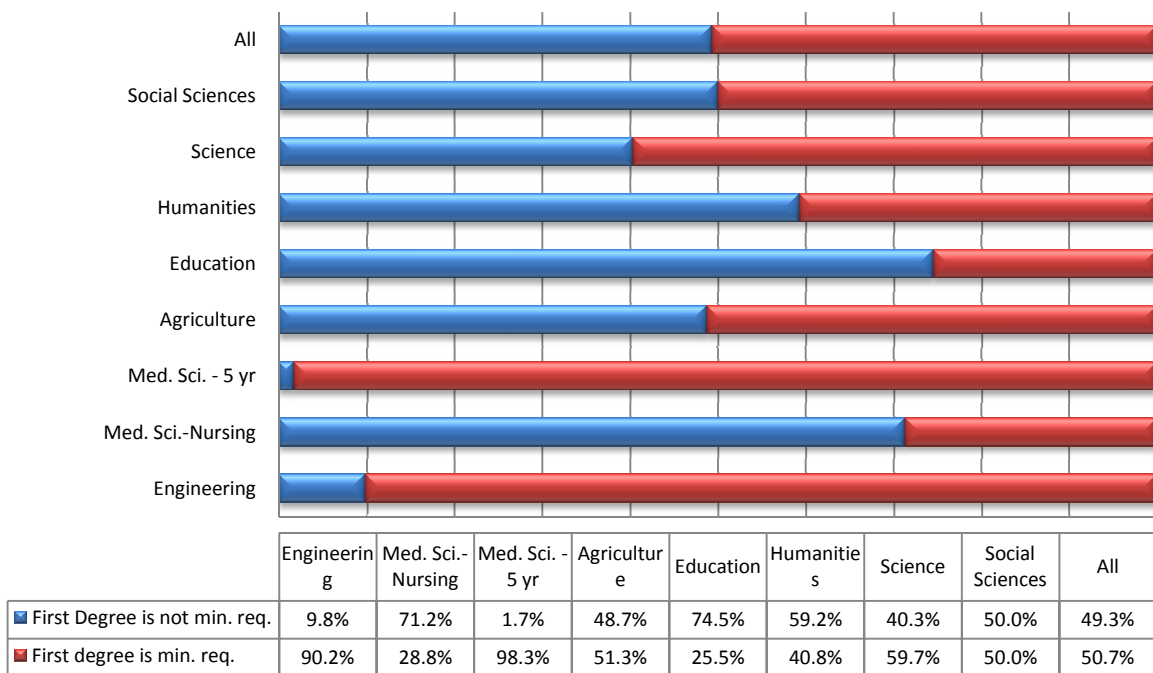
**Chart 20(a) - Minimum Requirement for Job(% Dist.) - St Augustine, Mona and Cave Hill**



	St Aug.-2008	Mona-2008	Cave Hill-2008	All-2008
■ First Degree is not minimum requirement for current job	37.1%	56.4%	60.6%	49.3%
■ First Degree is minimum requirement for current job	62.9%	43.6%	38.4%	50.7%

A deeper analysis of these respondents in *Chart 20(b)* shows that a significant majority of graduates from the Education and Medical Sciences – 3 Yr Nursing programmes indicated that their current jobs do not require a first degree. This is somewhat expected since these are mid career graduates returning to their previous employers in the public service as teachers and nurses. Of greater concern is the fact that across campuses a significant number of graduates in Social Sciences (50%), Humanities (59%) and Agriculture (48.7%), most of whom are early career graduates, reported that a first degree was not the minimum requirement for their current jobs one year after graduation. This observation is reinforced by the fact that a number of these graduates reported that they were employed in clerical and other low level positions.

**Chart 20(b) - Minimum Requirement for Job by Faculty/School% Dist.)-2008  
Graduates - All Campuses**



**TREND ANALYSIS – MINIMUM REQUIREMENT FOR CURRENT JOB**

*Table 18* shows that the number of graduates indicating that their jobs do not necessarily require a first degree remained significant increasing from 47% to 49%.

This suggests that many graduates leaving UWI are taking jobs normally occupied by secondary school graduates probably because of the narrow range of opportunities currently available to them.

**TABLE 18 - MINIMUM REQUIREMENT FOR JOB – COMPARATIVE SUMMARY ACROSS CAMPUSES (% DIST.)**

Minimum Requirement for Job	St Aug.-2007	St Aug.-2008	Mona-2007	Mona-2008	Cave Hill-2007	Cave Hill-2008	All-2007	All-2008
First Degree is not minimum requirement for current job	42%	37.1%	51.0%	56.4%	56.0%	60.6%	47.4%	49.3%
First Degree is minimum requirement for current job	58%	62.9%	49.0%	43.6%	44.0%	38.4%	52.6%	50.7%

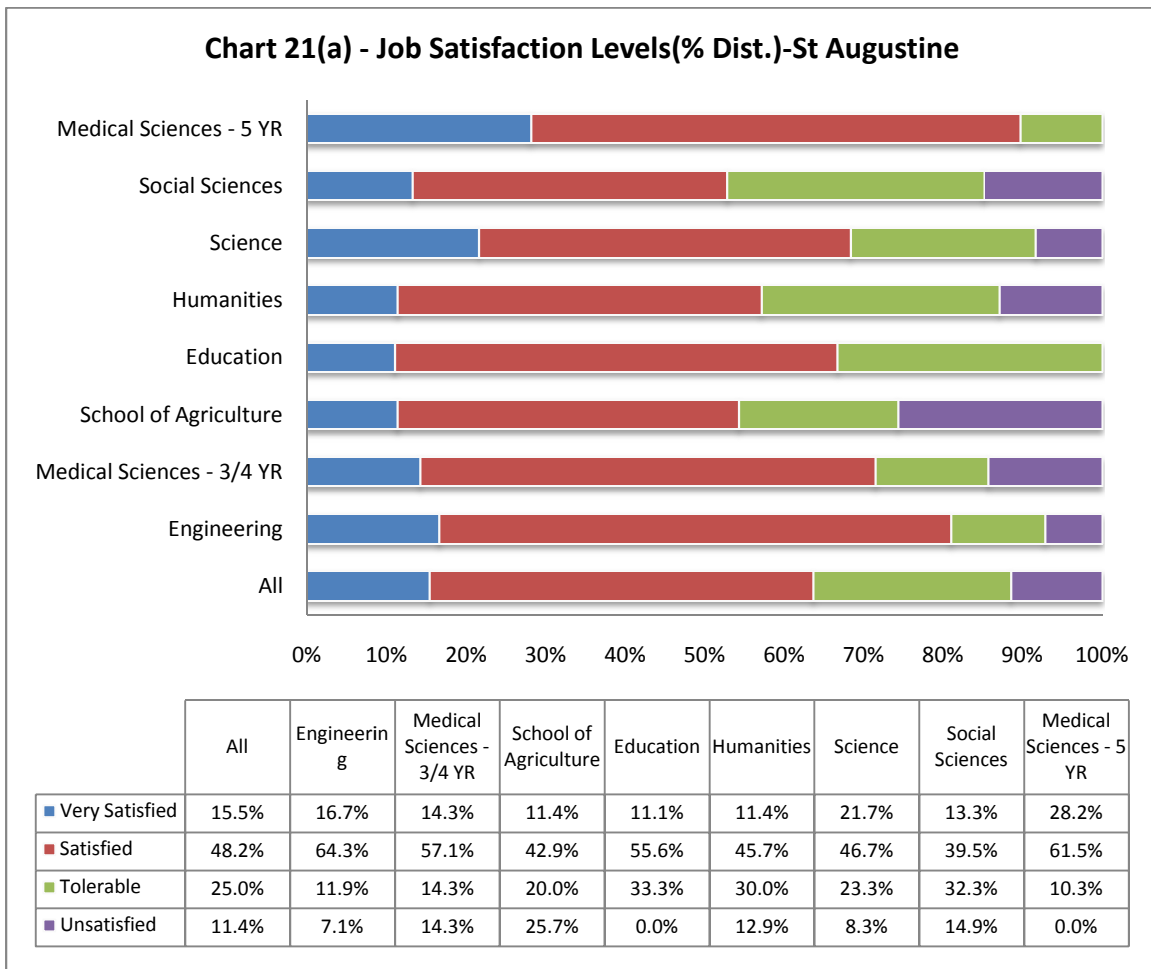
## JOB SATISFACTION

### ST AUGUSTINE GRADUATES

In the 2008 survey graduates were asked to rate their job satisfaction levels. At St Augustine a majority of 63.3% was either very satisfied or satisfied while 25% said tolerable and 11.4% were unsatisfied.

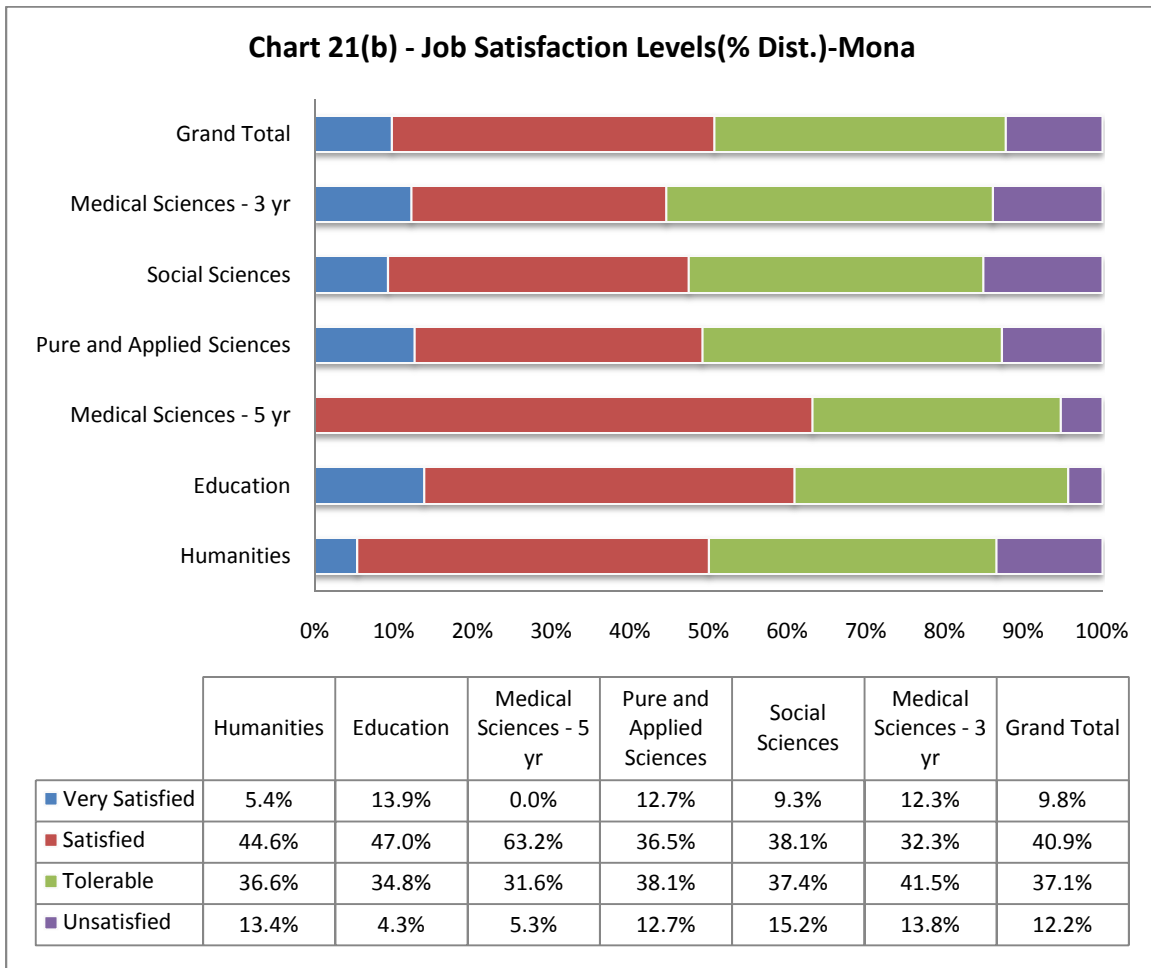
At the Faculty/School level, graduates in Agriculture, Social Sciences and Humanities were less likely to be very satisfied or satisfied with their jobs than others.

Not surprisingly many of these graduates are employed in low paying jobs that in many cases are not related to their first degree as well as the fact that some of these jobs are low level not commensurate with their qualifications.(see *Table 8(a)*)



## MONA GRADUATES

In the 2008 survey graduates were asked to rate their job satisfaction levels. At Mona just over one half or 50.7% was either ‘very satisfied’ or ‘satisfied’, 37% said ‘tolerable’ and 12.2% were unsatisfied.

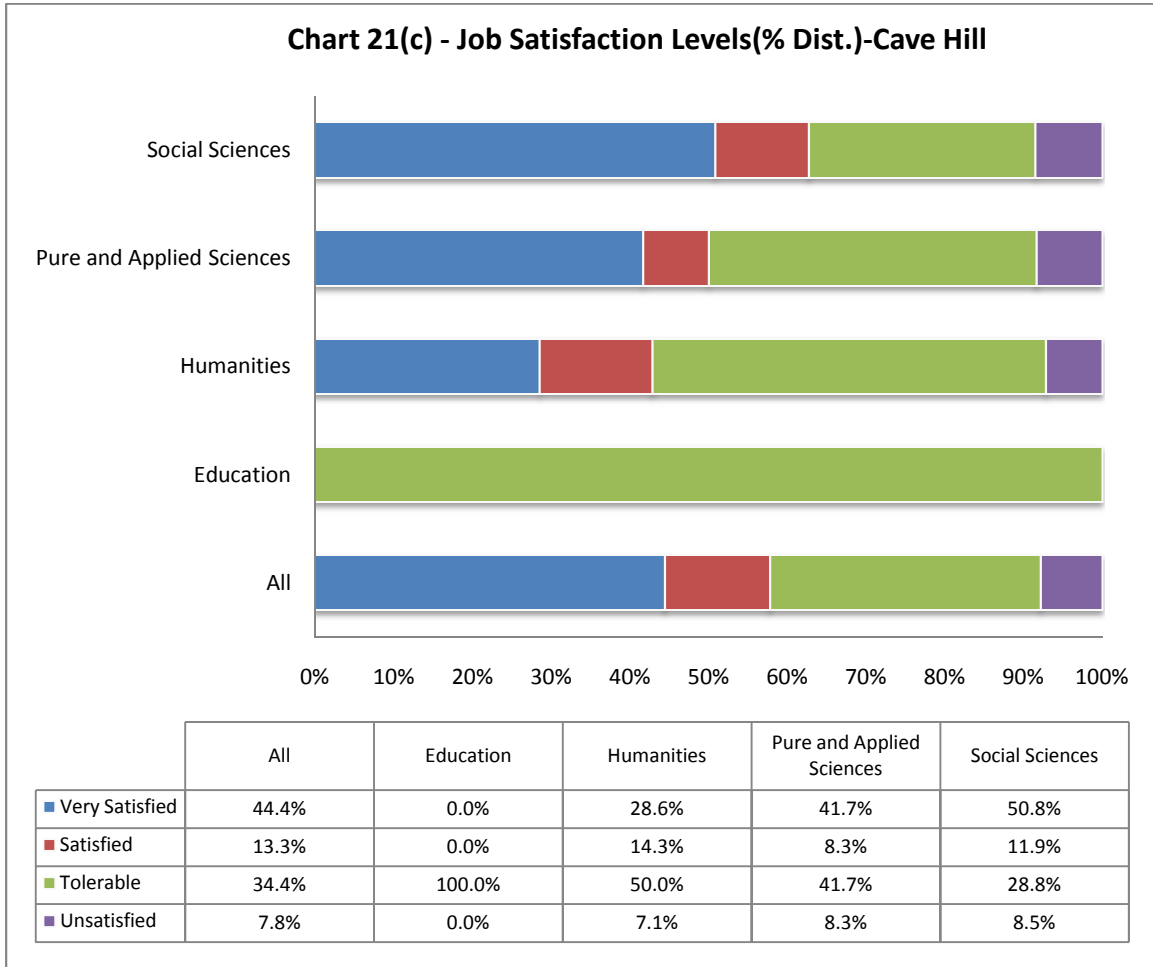


At the Faculty/School level, graduates in Social Sciences and Medical Sciences (3 yr) were less likely to be ‘very satisfied’ or ‘satisfied’ with their jobs than others.

## CAVE HILL GRADUATES

At Cave Hill, 57.7% was either ‘very satisfied’ or ‘satisfied’ while 34.4% said ‘tolerable’ and 7.8% were ‘unsatisfied’.

At the Faculty/School level, graduates in Humanities were less likely to be ‘very satisfied’ or ‘satisfied’ with their jobs than others.



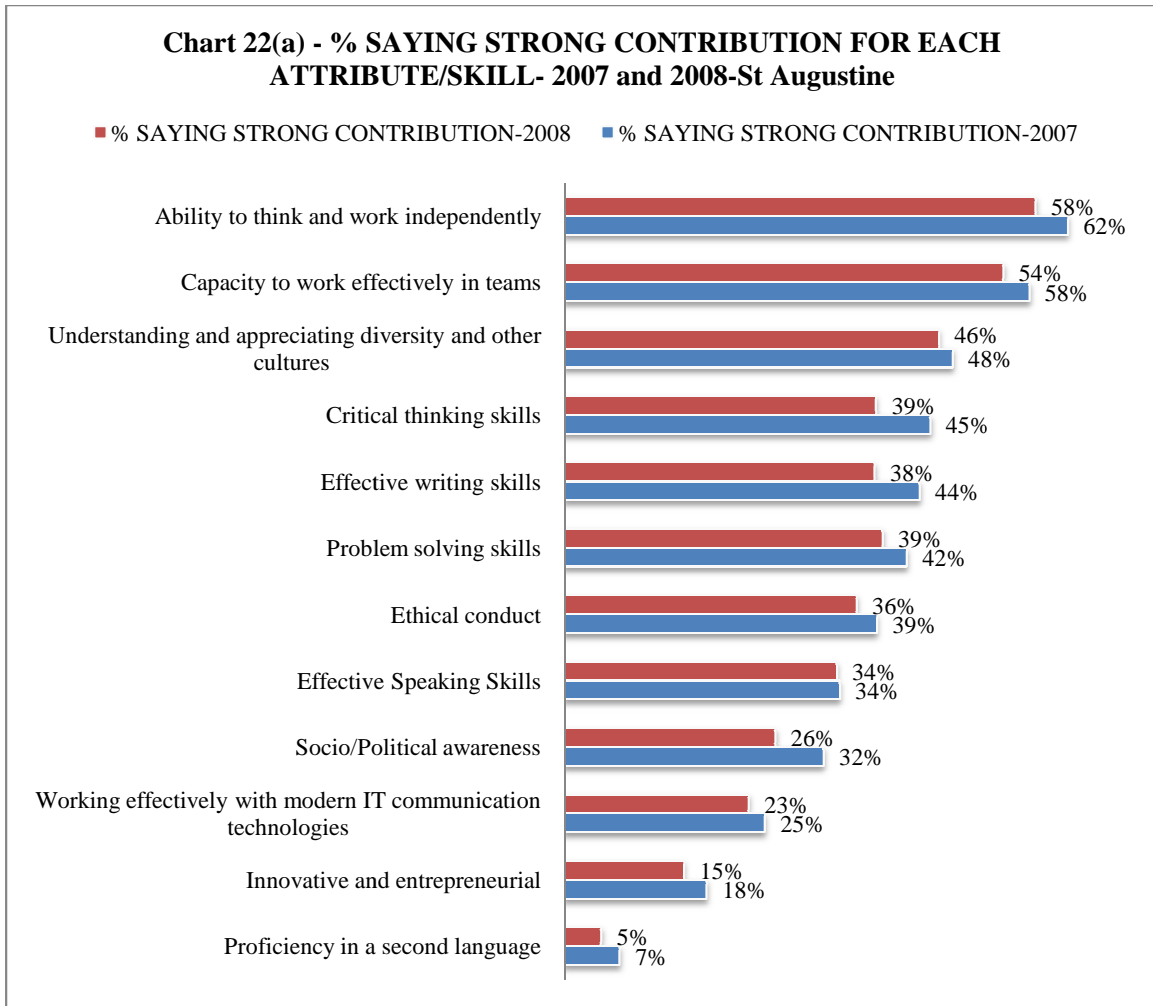
## **SECTION 7 - PREPARATION FOR THE JOB MARKET – SKILLS AND ATTRIBUTES ACQUIRED THROUGH BACHELORS DEGREE**

It is now universally accepted that University graduates need to possess critical skills and attributes to address the needs of 21<sup>st</sup> century development. Graduates were asked to rate the extent to which their UWI education contributed towards each of the following twelve (12) competencies necessary for their personal and professional development in terms of ‘strong’, ‘moderate’, ‘very little’ or ‘none’:

- a) Critical thinking skills
- b) Problem solving skills
- c) Effective writing skills
- d) Effective speaking skills
- e) Working effectively with modern IT communication technologies
- f) Innovative and entrepreneurial
- g) Understanding and appreciating diversity and other cultures
- h) Ability to think and work independently
- i) Capacity to work effectively in teams
- j) Socio/Political awareness
- k) Ethical conduct
- l) Proficiency in a second language

### **SUMMARY OF GRADUATES’ OPINION ON THEIR DEVELOPMENT OF ATTRIBUTES/SKILLS – PERCENTAGE OF RESPONDENTS SAYING ‘STRONGLY’ ENHANCED RANKED IN ASCENDING ORDER: 2007 AND 2008 GRADUATES COMPARED**

**St Augustine Campus - Summary of percentage of graduates saying ‘Strongly’ enhanced ranked in ascending order: 2007 and 2008 graduates compared**



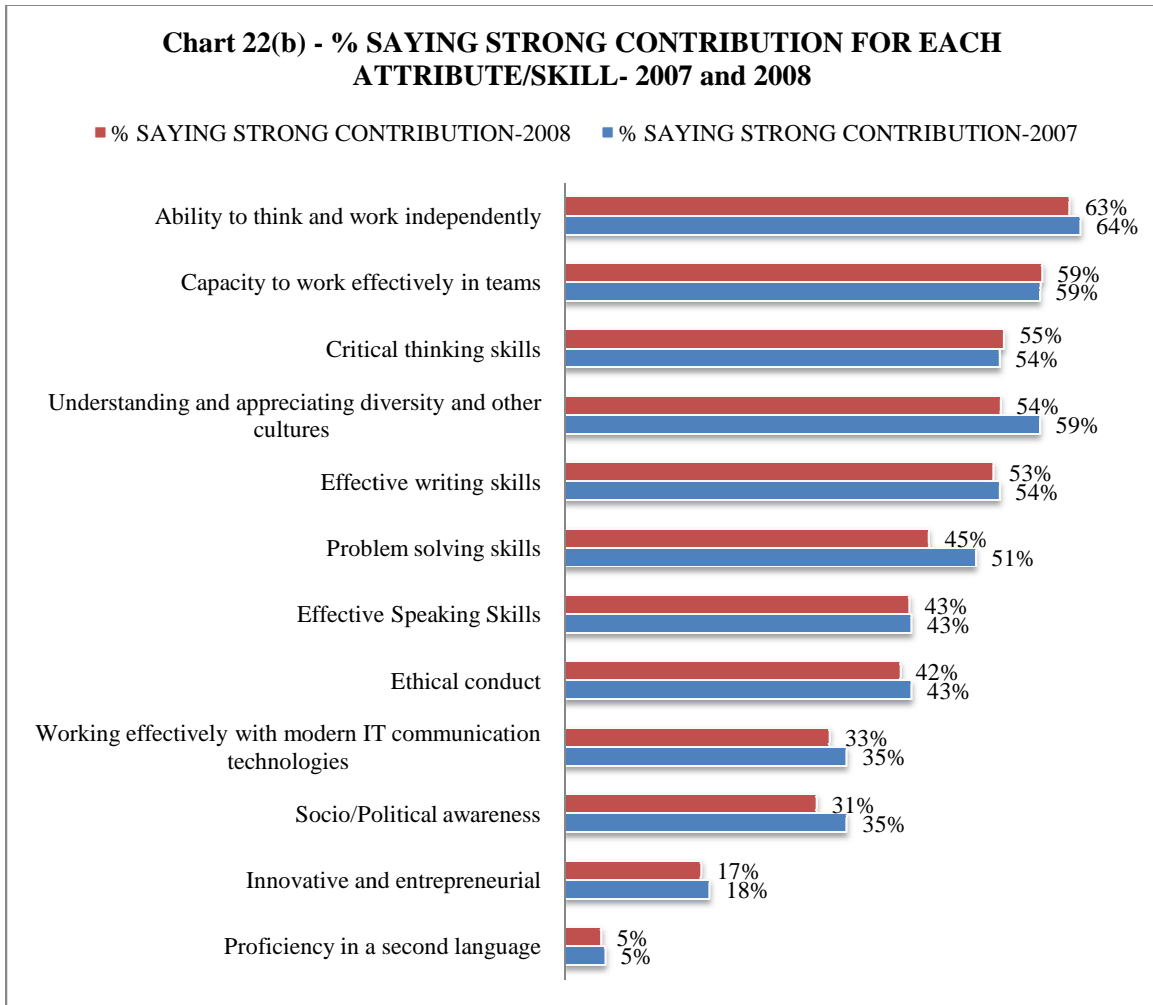
*Chart 22(a)* gives a ranking in ascending order of the opinions of graduates of 2008 and 2007 at St Augustine. When graduates of 2008 were asked to reflect on the skills they had developed ‘strongly’ as a result of their first degree experience, respondents indicated that those most developed were their ability to think and work independently(58.2% rated as ‘strong’) and their capacity to work effectively in teams(54.4% rated as ‘strong’). At the other end of the spectrum, the development of effective speaking skills, socio-political awareness, working effectively with modern IT, being innovative and entrepreneurial and proficiency in a foreign language were rated ‘strong’ by less than 35% of respondents.

#### TREND ANALYSIS – GRADUATES’ OPINION, MONA

There appears to be a marginal decline in the percentage graduates saying that their UWI education contributed ‘strongly’ to their personal and professional development in all areas when the responses of the 2008 survey are compared to that of 2007. Added to this, the percentages the

ranking of graduate opinions in terms of the 12 competencies in terms of those saying ‘strongly’ remained the same.

**Mona Campus - Summary of percentage of graduates saying ‘Strongly’ enhanced ranked in ascending order: 2007 and 2008 graduates compared**

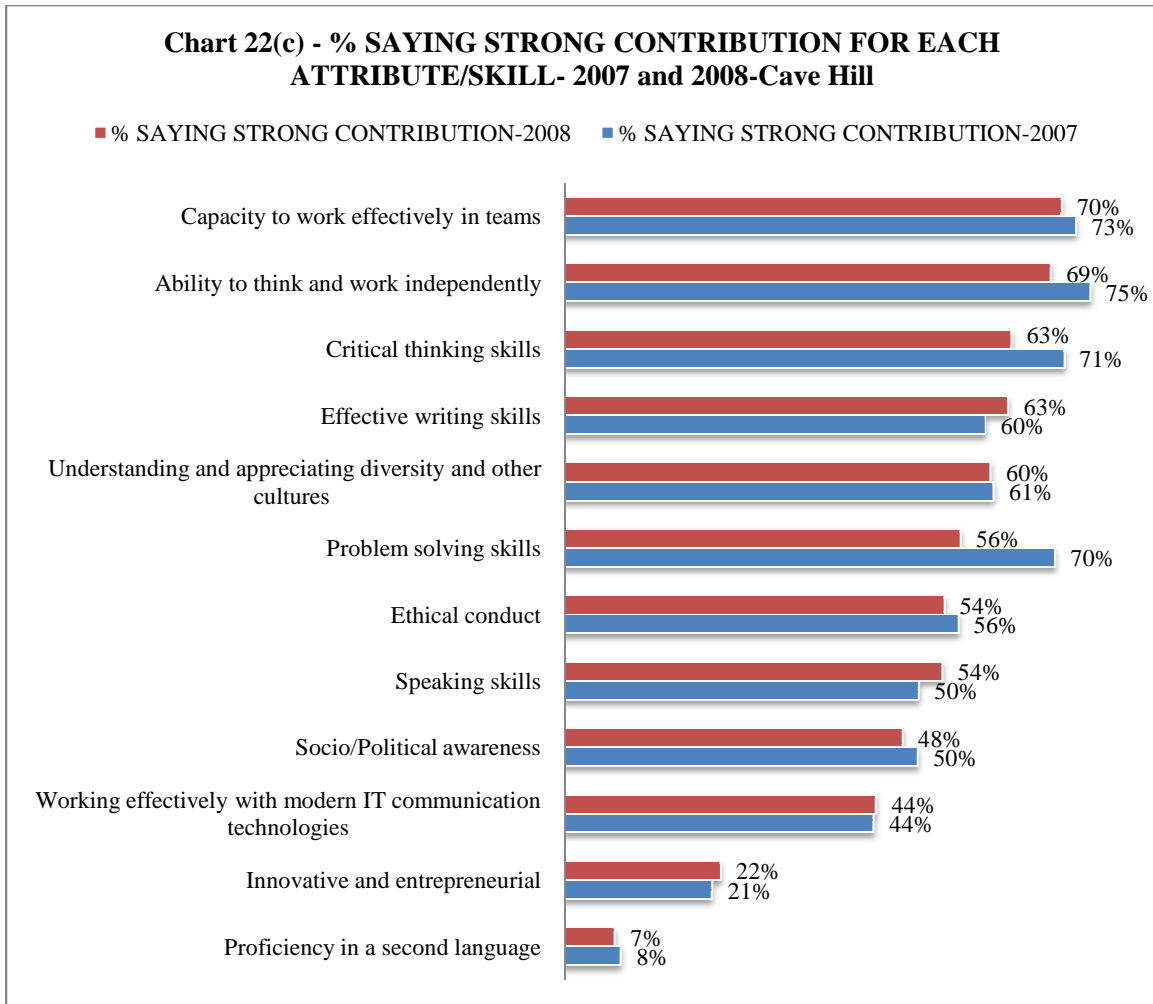


**Chart 22(b)** gives a ranking in ascending order of the opinions of graduates of 2008 and 2007 at Mona. When graduates of 2008 were asked to reflect on the skills they had developed ‘strongly’ as a result of their first degree experience, respondents indicated that those most developed were their ability to work and think independently(63% rated as ‘strong’) and their capacity to work effectively in teams(59% rated as ‘strong’). At the lower end of the spectrum, socio-political awareness, working effectively with modern IT, being innovative and entrepreneurial and proficiency in a foreign language were rated ‘strong’ by less than 35% of respondents.

**TREND ANALYSIS – GRADUATES’ OPINION, CAVE HILL**

There appears to be marginal declines or no changes in the percentage graduates saying that their UWI education contributed ‘strongly’ to their personal and professional development when the responses of the 2008 survey are compared to that of 2007. Added to this, the ranking of graduates’ opinion of the 12 competencies in terms of those saying ‘strongly’ remained basically the same.

**Cave Hill Campus - Summary of percentage of graduates saying ‘Strongly’ enhanced ranked in ascending order: 2007 and 2008 graduates compared**



*Chart 22(c)* gives a ranking in ascending order of the opinions of graduates of 2008 and 2007 at Cave Hill. When graduates of 2008 were asked to reflect on the skills they had developed ‘strongly’ as a result of their first degree experience, respondents indicated that those most developed were their ability to think and work independently (69% rated as ‘strong’), their capacity to work effectively in teams (70% rated as ‘strong’), critical thinking skills (63% rated

as ‘strong’) and effective writing skills (63% rated as ‘strong’). At the other end of the spectrum, the development of socio-political awareness, working effectively with modern IT, being innovative and entrepreneurial and proficiency in a foreign language were rated ‘strong’ by less than half of respondents.

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#### **TREND ANALYSIS – GRADUATES’ OPINION, ST. AUGUSTINE**

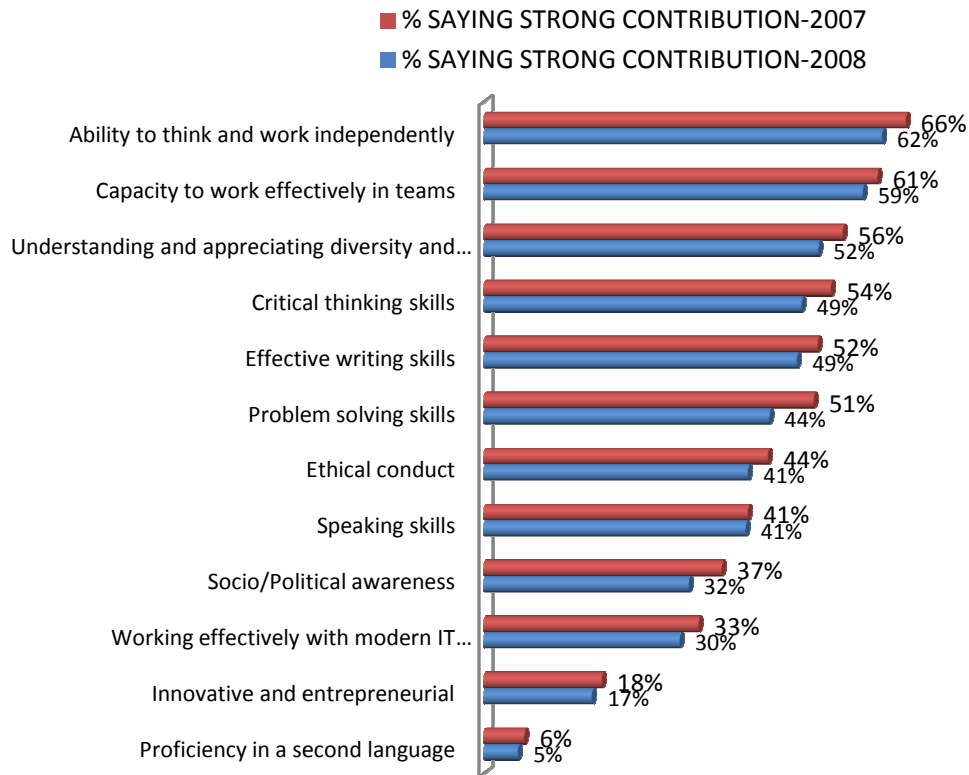
There appears to be a marginal decline in the percentage of graduates saying that their UWI education contributed ‘strongly’ to their personal and professional development in most attributes (eight out of twelve) when the responses of the 2008 survey are compared to that of 2007. Added to this, the percentages the ranking of graduate opinions in terms of the 12 competencies in terms of those saying ‘strongly’ remained basically same with a few exceptions.

#### **All Campuses - Summary of percentage of graduates saying ‘Strongly’ enhanced ranked in ascending order: 2007 and 2008 graduates compared**

There appears to be marginal declines or no changes in the percentage graduates saying that their UWI education contributed ‘strongly’ to their personal and professional development when the responses of the 2008 survey are compared to that of 2007. Added to this, the ranking of graduates’ opinion of the 12 competencies in terms of those saying ‘strongly’ remained basically the same.

As we approach mid-term, the results of the two surveys conducted thus far suggest that we are yet to see signs of significant advance in the preparation of distinctive graduates for the 21<sup>st</sup> century that exemplifies attributes such as being a critical thinker, a problem solver, an effective communicator etc. Although more time may be required to see tangible results, since the Strategic Plan would have been less than 2 years in implementation at the time of the 2008 graduation, there is indeed still cause for concern.

**Chart 22(d) - % SAYING STRONG CONTRIBUTION FOR EACH ATTRIBUTE/SKILL-ALL CAMPUSES-2008**



**TREND ANALYSIS - GRADUATES' OPINION ON THEIR DEVELOPMENT OF ATTRIBUTES/SKILLS BY FACULTY/SCHOOL – PERCENTAGE SAYING 'STRONG'**

*Table 19* below compares the percentage of graduates saying UWI contributed strongly to their personal and professional development for each attribute by Faculty/School

**TABLE 19 – TREND ANALYSIS - PERCENTAGE SAYING ‘STRONG’ CONTRIBUTION FOR EACH ATTRIBUTE/SKILL BY FACULTY/SCHOOL**

<b>Attribute</b>	<b>Grad. Year</b>	<b>Educ.</b>	<b>Hum.</b>	<b>Law</b>	<b>Med. Sci.</b>	<b>Eng.</b>	<b>Agric.</b>	<b>Science</b>	<b>Soc. Sci.</b>
Critical thinking skills	2007	62.3	63.5	59.3	60.7	23.1	37.9	49	51.9
	2008	65.5	62.5	63.2	43.8	31.4	35.4	37.7	48.8
Problem solving skills	2007	54.9	48.1	59.3	58.5	36.9	31	51.9	51.6
	2008	56.1	43.3	52.6	43.8	42.7	41.7	44.7	44.5
Effective writing skills	2007	62.3	72.6	55.6	40.7	21.5	44.8	36.5	53.1
	2008	58.1	68.0	52.6	34.3	29.1	37.5	28.6	51.6
Effective speaking skills	2007	49.1	57.7	48.1	43.7	15.4	24.1	31.3	38.6
	2008	47.3	54.7	42.1	33.6	25.7	39.6	24.6	42.2
Working effectively with modern IT communication technologies	2007	41.4	26.9	22.2	28.9	24.6	34.5	39.9	33.5
	2008	42.9	33.5	15.8	22.8	29.1	29.2	28.6	29.3
Innovative and entrepreneurial	2007	23	18.8	18.5	17	15.4	17.2	11.5	20.2
	2008	24.3	15.7	21.1	9.5	13.6	27.1	10.2	18.5
Understanding and appreciating diversity and other cultures	2007	61.1	68.3	77.8	45.5	32.3	44.8	46.2	58
	2008	57.4	64.6	72.2	38.7	24.3	52.1	45.7	54.7
Ability to think and work independently	2007	69.1	69.7	66.7	63.7	49.2	62.1	63	66.3
	2008	70.3	64.6	73.7	54.7	57.3	62.5	52.3	63.3
Capacity to work effectively in teams	2007	63.6	54.3	48.1	65.9	53.8	61.1	56.3	65.5
	2008	68.9	53.3	63.2	56.2	63.1	64.9	45.7	61.4
Socio/Political awareness	2007	30.9	43.3	44.4	22.2	10.8	55.2	26.9	46.2
	2008	30.4	43.3	52.6	14.6	8.7	14.6	20.1	38.8
Ethical conduct	2007	45.1	43.3	59.7	58.4	15.4	37.9	30.9	48.9
	2008	53.4	43.3	42.1	44.5	31.1	33.3	22.7	44.1
Proficiency in a second language	2007	3.1	20.2	11.1	3.7	1.5	0.0	3.4	4.1
	2008	4.1	13.4	5.3	2.9	1.0	4.2	1.5	4.8

**\*See Appendix 5 at end of this report for details of graduates’ opinion by Faculty**

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## TREND ANALYSIS – GRADUATES’ OPINION ON THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT

### **Areas of improvement**

- There has been an improvement in the percentages of Engineering graduates indicating ‘strong contribution’ to all attributes, however, graduates in this Faculty were still less likely to say ‘strong contribution’ than those in other Faculties.

### **Areas of concern**

- The percentage of Medical Sciences and Science indicating ‘strong contribution’ to all attributes showed marginal declines since the last survey in 2007. Clearly this is a disturbing trend for these faculties.
- Moderate to weak Critical thinking and problem solving skills for Science, Engineering and Medical Sciences. Graduates in the Humanities, Education and law tended to rate their critical skills higher than those in the Sciences.
- Weak communication skills(speaking and writing) for Science and technology graduates
- Moderate to Weak IT skills across Faculties
- Weak entrepreneurial skills across Faculties
- Low socio-political awareness by graduates of Medical Sciences, Engineering and Sciences

## SECTION 8– SUMMARY, ISSUES TO CONSIDER AND TREND ANALYSIS

### POSITIVE TRENDS

The results of the Graduate Tracer Survey of 2008 First Degree graduates confirm or reinforce many of the findings of the 2007 survey.

As was the case previously, this survey confirms the overall positive impact of a university education for graduates of UWI in many areas. One year after graduation a majority of respondents were employed with 85% at Mona, 84% at St Augustine and 83% at Cave Hill. Many graduates were employed in Professional and Managerial jobs in areas critical to the economy such as Education, Health care, Finance/Banking and Energy based industries.

About thirty percent of respondents were enrolled in postgraduate studies with the majority enrolled at UWI in taught masters and research degree programmes. Furthermore a significant proportion of those not currently pursuing postgraduate studies said that they intend to do so in the near future.

Many of our graduates are reasonably paid, particularly those working in the energy, health and education sectors.

Data also indicate that the majority of respondents indicated that their overall skills acquired at UWI are generally being applied in the workplace. One year after graduation 48% of all graduates employed in full-time employment considered work ‘closely’ related while 27% said ‘somewhat related within the broader discipline’, which means that 75% of employed graduates are engaged in a job related to their area of study at UWI.

### CHALLENGING TRENDS

While many aspects of the results of the survey speak positively about the quality of education at UWI, as was the case in the 2007 survey, the data does reveal some troubling aspects of the graduates’ experiences beyond university which are worthy of further and closer examination. Many of the issues which were raised in the last survey are once more being mentioned based on the results of the 2008 survey. Some are common across campuses while others are unique to one or two of the campuses

- **Low percentage of graduates enrolled in research degrees** - Only 7.7% of graduates across campuses pursuing further studies are enrolled in research degrees.

- **Competition from other institutions for our graduates** – a significant number of graduates pursuing further studies (39%) are enrolled in other local, regional or foreign tertiary level institutions.
- **Increase in those opting to work and study simultaneously**– a significant number of graduates (29%) chose to work and study at the same time at St Augustine, 25% at Cave Hill and to a lesser extent 16% at Mona.
- **High unemployment of graduates in certain areas**- Higher than average unemployment rates reported by graduates in the Science(31%) and Agriculture(19%) and Social Sciences(17%) at St Augustine while at Mona there were high unemployment rates in Pure & Applied Sciences(25%), Humanities(21%) and Social Sciences(19%).
- **Lack of entrepreneurial initiatives by graduates**- The low percentage of self-employed graduates i.e. only 1.5% reported to be self-employed at St Augustine, 1% at Mona and 2.7% at Cave Hill
- **Low private sector employment** – A lower than desirable percentage of graduates are employed in the private sector at St Augustine (31%) and at Mona (36%). Salaries in the private sector were lower than in the Public sector across all campuses
- **Underemployment of graduates in some disciplines** -Underemployment, particularly among graduates from Social Sciences, Agriculture and the Humanities. Higher than desirable percentage of graduates classified their jobs as clerical or sales workers.
- **Low salaries in some disciplines** - Lower than desirable reported salaries for graduates in Humanities as well some disciplines in Social Sciences, Sciences & Agriculture.
- **Disconnect between academic performance and salary**– There is little evidence to show that the class of degree obtained influences graduate incomes.
- **Disconnect between current job and area of study in certain areas** - The fact that a higher than desirable proportion of graduates in disciplines in Agriculture, Humanities and Social Sciences revealed that their degree is not related to their current job (whether by choice or not).
- **Slow progress on development of graduate re: critical thinking and problem solving skills** - A large proportion of Engineering, Science, Agriculture and Medical Sciences said that their university only moderately contributed to their critical thinking and problem solving skills.
- **Slow progress on development of graduate re: working effectively with modern IT Communication skills, being innovative and entrepreneurial and proficiency in a foreign language** - A substantial majority of respondents indicated than the university contributed moderately or very little to the following attributes (a) working effectively

with modern IT Communication skills (b) Being innovative and entrepreneurial (c) proficiency in a foreign language

- **Slow progress on development of graduate re: writing and speaking skills** - The fact that many graduates in Science and Technology were of the opinion that their university education did not impact strongly on their writing and speaking skills.

## TREND ANALYSIS – WHAT HAS CHANGED SINCE THE 2007 SURVEY?

- **Higher response rates** - When compared to the survey of 2007 graduates, there has been an improvement in the overall response rates from 22% to 29%
- **Increase in graduates pursuing postgraduate programmes** - Overall there has been an increase in the percentage of students enrolled in postgraduate studies from 24% to 28%.
- **Increasing in graduates working and studying simultaneously**- There is a marked increase in the percentage of graduates who opt to study and work across campuses
- **Increase in unemployment rates** - The percentage of graduates who indicated that they were unemployed rose sharply from 9% to 17% at St Augustine and from 10% to 15% at Mona.
- **Decrease in job mobility** - Compared to the previous year, there was less mobility in a tight job market resulting in an increase in the percentage of graduates who were still in their first job after graduation, moving from 42.5% to 52% at St Augustine, 44 to 42% at Mona and 40 to 47% at Cave Hill
- **Increase in percentage of graduates earning lower than expected salaries** - Compared to 2007, the percentage of graduates earning lower than expected salaries increased from 19.5% to 24.4% at St Augustine and from 41% to 45% at Mona. At Cave Hill there was a decline from 13% to 5%.
- **Decline in percentage of graduates saying ‘strong contribution’ in the development of attributes** - Generally the rankings of attributes across campus remained basically the same as that in the 2007 survey with a marginal decline in the percentages of those saying ‘strong contribution’ in all 12 attributes

## ISSUES TO CONSIDER ARISING OUT OF MAJOR FINDINGS OF SURVEY

- *Enrollment and projected growth in research degrees* - *The challenge here is how to build a research enterprise at UWI that will drive a regional culture of research and innovation in a context where funding is scarce and the market for research degrees at this time is weak*

- **Competitiveness of graduate studies programmes** – bearing in mind that a significant percentage of graduates pursuing further studies (39%) are enrolled in other local, regional or foreign tertiary level institutions, there is a need to examine whether programmes are more competitive or attractive than UWI's in certain key areas
- **Significant number of graduate students prefer to work and study at the same time** – bearing in mind that an increasing number of postgraduates opt to study and work at the same time, there is a need re-examine the way we structure these graduate programme since the success of these students will increasingly depend on flexible university structures and systems which suit their needs rather than those of the institution.
- **Unemployment of graduates** - Any unemployment of University graduates in any field, one year after graduation in countries of our region is unacceptable. There is a need to examine what are the causes of graduate unemployment and to evaluate the extent of market saturation and skills mismatch. A goal of 60% tertiary level participation rate (Trinidad and Tobago) or one graduate per household (Barbados) or expanded tertiary participation (Jamaica) must be accompanied by rationalization as well as and reallocation of resources to those programmes vital to the development of key sectors.
- **Entrepreneurship** – A low percentage of self- employed graduates would suggest that the exposure of students to entrepreneurship is still limited or weak. Development of graduates to be entrepreneurial, innovative and self reliant must be key initiatives in our quest to transform and restructure our economy.
- **Private sector initiative** – Low private sector employment in Trinidad and Tobago and Jamaica is a direct result of large government and lack of diversification of the economy. The University should have a greater impact on national policy making, analysis and evaluation particularly as it relates to economic transformation and diversification. The perception is that the engagement between academics and policy makers is not as strong as it should be.
- **Underemployment of graduates as well as low salaries in some disciplines** –There is a higher than desirable percentage of graduates who classified their jobs as clerical or sales workers (no university graduate should be employed as a clerk one year after graduation). This may be a direct result of the mismatch between graduates produced in certain disciplines at UWI and skills required in the job market. As mentioned earlier, UWI should consider reallocation of resources towards teaching in areas to fill gaps in the labour market that are critical to development.
- **Non-Correlation between academic performance and income**– There is little evidence to show that the class of degree obtained influences graduate incomes. The issue of meritocracy in the workplace arises and studies need to be conducted to explain the phenomenon of graduates with good honours earning less than others especially those

*with pass degrees. Is this a result of discrimination by class, political patronage or other factors?*

- ***Relationship between area of study to current job*** – Many graduates say that their first degree is not related to their current job. The issue here is whether these programmes are addressing the labour market needs of the society and should these programmes have a greater multidisciplinary orientation so that students can have greater flexibility.
- ***Development of Attributes*** – As we approach mid-term, greater focus should be placed on strategies to strengthen UWI's impact on its graduates re: critical thinking, problem solving, communication skills and working effectively with modern Information technology. These skills are necessary to prepare distinctive graduates for the 21<sup>st</sup> century and progress in these areas is critical to the success of the 2007-12 Strategic Plan.
- ***The gender pay gap in graduate employment*** – Although this phenomenon is not unique to UWI graduates in Trinidad and Tobago or Barbados, studies need to be conducted to determine factors that influence gender pay gaps in this country as well as the wider Caribbean.
- ***The brain drain*** - UWI needs to conduct studies to examine the true extent of the brain drain, the factors affecting it as well as the impact it will have on the development of the region through the loss of human capital that has been developed through state subsidized educational opportunities.

## GENERAL OBSERVATIONS

While this study is about tracing the fortunes of the 2008 graduates one year after graduation, it is also about the effectiveness of UWI in providing skills for the market and the capacity of national and regional economies to absorb what UWI produces.

A cursory assessment will indicate that there is room for the University of the West Indies to play a more effective and decisive role in the transformation of economies of the region. Unless Caribbean economies diversify, expand and become more competitive, increased throughput from UWI will not be absorbed by regional economies. Unless there is a link between research and expansion of knowledge and entrepreneurship, new business creation and knowledge transfer which results in industry innovation, the future of the UWI is threatened and the role of UWI in regional development will diminish.

## APPENDICIES TO REPORT ON GRADUATE TRACER SURVEY OF FIRST DEGREE GRADUATES OF 2008 AND TREND ANALYSIS

Appendix 1A - Enrolment in Further studies by graduates' First degree, Program Type enrolled in, Field of study and Name of Institution – ST Augustine Campus

Appendix 1B - Enrolment in Further studies by graduates' First degree, Program Type enrolled in, Field of study and Name of Institution – Mona Campus

Appendix 1C - Enrolment in Further studies by graduates' First degree, Program Type enrolled in, Field of study and Name of Institution – Cave Hill Campus

Appendix 2A - Comparative Employment Rates by Faculty and Area of Study – Trinidad and Tobago

Appendix 2B - Comparative Employment Rates by Faculty and Area of Study – Jamaica

Appendix 2C - Comparative Employment Rates by Faculty and Area of Study – Barbados

Appendix 3A - List of Employers and Job Titles – St Augustine Campus

Appendix 3B - List of Employers and Job Titles – Mona Campus

Appendix 3C - List of Employers and Job Titles – Cave Hill Campus

Appendix 4A - Comparative Monthly Median Salaries by Faculty and Area of Study – St Augustine Campus

Appendix 4B - Comparative Monthly Median Salaries by Faculty and Area of Study – Mona Campus

Appendix 4C - Comparative Monthly Median Salaries by Faculty and Area of Study – Cave Hill Campus

Appendix 5 - Graduates' Opinion of UWI's Contribution to their Attributes/Skills by Faculty – All Campuses

**APPENDIX 1A ENROLMENT IN FURTHER STUDIES BY GRADUATES' FIRST DEGREE, PROGRAM TYPE ENROLLED IN, FIELD OF STUDY AND NAME OF INSTITUTION – ST AUGUSTINE CAMPUS**

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Engineering			
Chemical & Process Engineering	Taught Masters	Same	UWI
Chemical & Process Engineering	Taught Masters	Same	UWI
Chemical & Process Engineering	Taught Masters	Environmental Engineering	UWI
Civil Engineering	Taught Masters	Environmental Engineering	UWI
Civil Engineering	Taught Masters	Same	UWI
Civil Engineering	Taught Masters	Same	UWI
Civil Engineering	Taught Masters	Same	UWI
Civil Engineering	Taught Masters	Same	Polytechnic Institute, New York University
Civil Engineering	Taught Masters	Civil with Environmental Engineering	UWI
Electrical & Computer Eng	Postgrad. Dip.	Economics	University of London (External)
Electrical & Computer Eng	Taught Masters	Same	UWI
Electrical & Computer Eng	Taught Masters	Same	University of Bath
Electrical & Computer Eng	Taught Masters	Computing Science	Imperial College London
Mech Eng with Biosystems	Professional	Same	MIC
Mechanical Engineering	Mphil	Same	UWI
Mechanical Engineering	Professional	Project Management for Business Professionals	SBCS
Mechanical Engineering	Professional	Theology	Open Bible Institute of Theology
Mechanical Engineering	Taught Masters	Petroleum Engineering	UWI
Mechanical Engineering	Taught Masters	Engineering Asset Management	UWI
Mechanical Engineering	Taught Masters	Engineering Management	UWI
Mechanical Engineering	Taught Masters	Industrial Innovation, Entrepreneurship and Management	UTT
Mechanical Engineering	Taught Masters	Petroleum Engineering	UWI
Mechanical Engineering	Taught Masters	Petroleum Engineering	UWI
Petroleum Geoscience	Postgrad. Dip.	Technology Management & Entrepreneurship	UWI
Petroleum Geoscience	Taught Masters	MBA	SBCS
Petroleum Geoscience	Taught Masters	Same	Repsol Centro Superior de Fornacion and Heriot Watt
Petroleum Geoscience	Taught Masters	Same	UTT
Surveying & Land Information	First Degree	LLB	Institute of Law and Academic Studies
Surveying & Land Information	First Degree	Architecture	University of Technology , Jamaica
Surveying & Land Information	First Degree	Civil Engineering	UWI

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Surveying & Land Information	Taught Masters	Geo Informatics	UWI
Surveying & Land Information	Taught Masters	Geographic Information Systems	UWI
Surveying & Land Information	Taught Masters	Coastal Engineering and Management	UWI
<b>Medical Sciences</b>			
Nursing	Professional	Law	
Pharmacy	First Degree	Same	UWI
Pharmacy	Taught Masters	Health Administration	UTT
Medicine & Surgery	First Degree	Mechanical Engineering	UWI
Medicine & Surgery	Professional	Same	
Medicine & Surgery	Professional	Same	USLME
Medicine & Surgery	Professional	Same	UWI
Medicine & Surgery	Professional	Same	UWI
Medicine & Surgery	Professional	Same	
Medicine & Surgery	Professional	Same	
Medicine & Surgery	Professional	Same	
Medicine & Surgery	Taught Masters	Same	Royal College
Medicine & Surgery	Taught Masters	Same	UWI
Medicine & Surgery		Same	UWI
Veterinary Medicine	Professional	Same	
<b>Agriculture</b>			
Agribusiness	First Degree	Naval Studies	Royal Britannia Institute
Agribusiness	Taught Masters	Same	UWI
Agribusiness Management	Postgrad. Dip.	Purchasing Logistics and Supply Chain Management	SBCS
Agribusiness Management	Postgrad. Dip.	Purchasing and Supply	Purchasing Supplies and Management Tuition Services
Agribusiness Management	Professional	ACCA	Omardeen's School of Accounting
Agribusiness Management	Professional	Events Management	SBCS
Agribusiness Management	Taught Masters	Same	SBCS
Agribusiness Management	Taught Masters	Same	UWI
Envir & Natural Resource Mgmt	Mphil	Crop Science	UWI
Envir & Natural Resource Mgmt	Mphil	Same	UWI
Envir & Natural Resource Mgmt	Mphil	Same	UWI
General Agriculture	Mphil	Same	UTT
General Agriculture	Mphil	Same	UWI
General Agriculture	Mphil	Same	UWI
Geography	Postgrad. Dip.	Engineering Land Management	UWI
Human Nutrition & Dietetics	Postgrad. Dip.	Same	UWI
Human Nutrition & Dietetics	Postgrad. Dip.	Same	UWI
Human Nutrition & Dietetics	Taught Masters	Same	Florida International University
<b>Education</b>			
Administration	Taught Masters	Reading	UWI
Early Childhood Care	Taught Masters	Same	Framingham State College

Faculty/First Degree	Program Type enrolled in	Field of Study	Name of Institution enrolled in
Education			
Early Childhood Care Education	Taught Masters	Certificate in Speech and Language Pathology	
Educational Administration	Taught Masters	Same	UWI
Mathematics	Taught Masters	Same	UWI
Primary Education	Mphil	Same	UWI
Primary Education	Taught Masters	Educational Leadership & Mgmt	University of Nottingham
Primary Education	Taught Masters	Same	UWI Cave Hill
Primary Education		Reading	UWI
Humanities			
Communication Studies	Mphil	Med-Concentration in Youth Guidance	School of Education, UWI
Communication Studies	Postgrad. Dip.	Marketing, Advertising & Public Relations	Institute of Tertiary Tutors
Communication Studies	Taught Masters	International Relations	UWI
Communication Studies	Taught Masters	EMBA-Business	UWI
English Lang & Lit with Educ	Postgrad. Dip.	Postgraduate Diploma in Education	UWI
English Lang & Lit with Educ	Professional	Human Resource Mgmt	Sital
English Lang & Lit with Educ	Taught Masters	Same	UWI
English Lang & Lit with Educ	Taught Masters	Literatures in English	UWI
English Lang & Lit with Educ	Taught Masters	Same	UWI
English Lang & Lit with Educ	Taught Masters	Reading	UWI
French	Postgrad. Dip.	DIPG TESOL	UWI
French & Spanish	Postgrad. Dip.	Education	UWI, St Augustine
History	First Degree	Law	UWI
History	Mphil	Same	UWI
History	Postgrad. Dip.	Spanish	Langdons Language Institute
History	Professional	Diploma in Events Mgmt	Arthur Lok Jack
History	Taught Masters	Same	UWI
History	Taught Masters	Same	UWI
History	Taught Masters	Cultural Studies	UWI
Literatures in English	First Degree	Social Sciences	UWI
Literatures in English	First Degree	Same	UWI
Literatures in English	Postgrad. Dip.	Nebosh (Level 6) National Diploma	CHESS
Literatures in English	Professional	Public Relations	
Musical Arts (Special)	Postgrad. Dip.	Arts and Cultural Mgmt	UWI
Spanish	Taught Masters	Family Life Education	
Spanish	Taught Masters	Masters of Education in Reading	UWI
Spanish	Taught Masters	Human Resource Mgmt	University of Glasgow UK
Science			
Biochemistry (Science)	First Degree	Medicine	UWI
Biochemistry (Science)	Mphil	Same	UWI
Biochemistry (Science)	Mphil	Reproductive Endocrinology	UNIVERSITY OF WESTERN ONTARIO
Biochemistry (Science)	Postgrad. Dip.	Same	AMT
Biology	First Degree	Medical Sciences	UWI
Biology	First Degree	Doctor of Veterinary Medicine	UWI
Biology	Mphil	Medical Microbiology	UWI

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Biology	Postgrad. Dip.	Education	UWI
Biology	Taught Masters	Food Science Technology	UWI
Biology	Taught Masters	Engineering	UWI
Biology	Taught Masters	Food Science Technology	UWI
Chemistry	First Degree	Medicine	UWI
Chemistry	First Degree	MBBS	UWI
Chemistry	Mphil	Same	UWI
Chemistry	Mphil	Soil Science	UWI
Chemistry	Professional	Biology and Physics	UWI SCHOOL OF CONTINUING STUDIES
Chemistry	Taught Masters	Environment Engineering	UWI
Chemistry	Taught Masters	Manufacturing	UTT
Computer Science & Management	Mphil	Same	UWI
Envir & Natural Resource Mgmt	Postgrad. Dip.	Land Administration	UWI
Envir & Natural Resource Mgmt	Postgrad. Dip.	Economics	LONDON SCHOOL OF ECONOMICS
Envir & Natural Resource Mgmt	Postgrad. Dip.	Industrial Safety	PROFESSIONAL ASSOCIATES LTD
Envir & Natural Resource Mgmt	Taught Masters	Same	UTT
Envir & Natural Resource Mgmt	Taught Masters	Coastal Engineering	UWI
Envir & Natural Resource Mgmt	Taught Masters	Same	UWI
Envir & Natural Resource Mgmt	Taught Masters	Same	UTT
Mathematics	Mphil	Statistics	UWI
Mathematics	Postgrad. Dip.	Education	UWI
Mathematics	Professional	Actuarial Science	FACULTY & INSTITUTE OF ACTUARIES
Mathematics	Taught Masters	Same	UWI
Physics	Mphil	Same	UWI
Physics	Mphil	Renewable Energy	UWI
Physics	Mphil	Climatic Analysis	UWI
Physics	Taught Masters	Environmental Management	UTT
Physics	Taught Masters	Petroleum Engineering	UTT
Physics	Taught Masters	Geoinformatics	UWI
Zoology	First Degree	Doctor of Veterinary Medicine	UWI
Zoology	Postgrad. Dip.	Entomology	FLORIDA UNIVERSITY
Zoology	Taught Masters	Public Health	UWI
<b>Social Sciences</b>			
Accounting (Special)	Postgrad. Dip.	Project Management	University of Bradford
Accounting (Special)	Professional	Same	Omardeen School of Accounting Ltd
Accounting (Special)	Professional	Same	SBCS
Accounting (Special)	Professional	Project Management	School of Business and Computer Science
Accounting (Special)	Professional	Same	SAC Chaguanas
Banking & Finance (Special)	Professional	Same	Omardeen's School of Accountancy

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Economics	First Degree	LLB	University of London
Economics	Mphil	Same	UWI
Economics	Professional	ACCA	Omardeens School of Accountancy
Economics	Professional	Accounting	Chartered Financial Analysts Institute
Economics	Taught Masters	Same	UWI
Economics	Taught Masters	Business Administration	SBCS
Economics	Taught Masters	Same	UWI
Economics (Special)	First Degree	Mathematics	UWI
Government	First Degree	Law	Institute of Law and Academic Studies
Government	Mphil	Same	UWI
Government	Taught Masters	Same	UWI
Government	Taught Masters	Same	UWI
Government	Taught Masters	Business Administration	Arthur Lok Jack Graduate School of Business
Government	Taught Masters	Criminology and Criminal Justice	UWI
Government	Taught Masters	Human Resource Management	Arthur Lok Jack School of Business
Government	Taught Masters	Same	UWI
Government	Taught Masters	Strategic Leadership & Mgmt	UWI
Hosp & Tour Mgmt (Hosp Spec)	Postgrad. Dip.	Accounting	School of Business and Computer Science
Hosp & Tour Mgmt (Hosp Spec)	Taught Masters	Public Sector Management	UWI
Hosp & Tour Mgmt (Hosp Spec)	Taught Masters	Same	UWI
Hosp & Tour Mgmt (Tour Spec)	Taught Masters	Same	UWI
Hosp & Tour Mgmt (Tour Spec)	Taught Masters	Same	UWI
Hosp & Tour Mgmt (Tour Spec)	Taught Masters	Same	UWI
International Tourism Mgmt	First Degree	Theology	San Fernando Open Bible Institute of Theology
International Tourism Mgmt	Taught Masters	Marketing	Arthur Lok Jack Graduate School of Business
Management Studies	First Degree	Law	K. Beckles and Associates
Management Studies	First Degree	Banking and Finance	UWI
Management Studies	Mphil	Same	
Management Studies	Postgrad. Dip.	Mediation Studies	UWI
Management Studies	Professional		UWI
Management Studies	Professional	ACCA	SAC
Management Studies	Professional	Same	Students Accountancy Centre Ltd
Management Studies	Professional	ACCA	Student's Accounting Centre
Management Studies	Professional	Finance/Investments	CFA Institute
Management Studies	Taught Masters	Same	SBCS
Management Studies	Taught Masters	Same	UWI
Management Studies	Taught Masters	Same	University of Leicester

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Management Studies	Taught Masters	Same	Arthur Lok Jack School of Business
Management Studies	Taught Masters	Same	SBCS
Management Studies	Taught Masters	Same	School of Business and Computer Studies
Management Studies	Taught Masters	Same	Heriot Watt University, Edinburgh Business School
Management Studies	Taught Masters	Same	UWI
Management Studies	Taught Masters	CFA Certification	Self-Study
Management Studies	Taught Masters	Same	SBCS
Management Studies	Taught Masters	Same	Arthur Lok Jack School of Business
Management Studies	Taught Masters	Urban and Regional Planning	UWI
Management Studies	Taught Masters	Same	
Management Studies	Taught Masters	Same	Arthur Lok Jack School of Business
Management Studies	Taught Masters	Same	UWI
Management Studies (Special)	Professional	Theology	Open Bible Institute of Theology
Management Studies	Taught Masters	Same	SAM
Management Studies (Special)	Taught Masters	Same	Arthur Lok Jack School of Graduate Studies
Management Studies (Special)	Taught Masters	Student Administration	UWI Mona
Psychology	Mphil	Cultural Studies	UWI
Psychology	Postgrad. Dip.	Same	UWI
Psychology	Postgrad. Dip.	Same	UWI
Psychology	Taught Masters	Same	Mt Hope
Psychology	Taught Masters	Same	Caribbean Nazarene College
Psychology	Taught Masters	International MBA	Arthur Lok Jack School of Business
Psychology	Taught Masters	Same	SBCS
Psychology	Taught Masters	Human Communication Studies	UWI
Psychology	Taught Masters	Same	UWI
Psychology	Taught Masters	Same	UWI
Psychology	Taught Masters	Same	UWI
Psychology (Special)	Taught Masters	MED Reading	UWI
Psychology (Special)	Taught Masters	Same	
Psychology (Special)	Taught Masters	Mediation Studies	UWI
Psychology (Special)	Taught Masters	Same	USC
Public Sector Management	Professional	ACCA	Student's Accountancy Centre
Public Sector Management	Taught Masters	Global Studies/International Relations	UWI - Institute of International Relations
Public Sector Management	Taught Masters	Same	UWI
Public Sector Mgmt (Special)	Professional	ACCA	Student's Accountancy Centre
Public Sector Mgmt (Special)	Professional	Human Resource Management	Cipriani College of Labour and Cooperative Studies
Public Sector Mgmt (Special)	Professional	Legal Law Bachelors Degree	University of London
Public Sector Mgmt (Special)	Professional	MBA (International)	Arthur Lok Jack Graduate

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
			School Of Business
Public Sector Mgmt (Special)	Professional	Business Administration	School of Business and Computer Studies
Public Sector Mgmt (Special)	Professional	Electrical Installation	MIC
Public Sector Mgmt (Special)	Taught Masters	Sociology	UWI
Public Sector Mgmt (Special)	Taught Masters	Business Management	SBCS
Public Sector Mgmt (Special)	Taught Masters	Same	School of Business and Computer Studies
Public Sector Mgmt (Special)	Taught Masters	Same	UWI
Public Sector Mgmt (Special)	Taught Masters	Business Administration	Arthur Lok Jack School of Business
Public Sector Mgmt (Special)	Taught Masters	Same	UWI
Public Sector Mgmt (Special)	Taught Masters	Same	UWI Cave Hill
Public Sector Mgmt (Special)	Taught Masters	International Relations	UWI
Social Work	Taught Masters	MHRM	Arthur Lok Jack
Social Work (Special)	Taught Masters	Engineering	UWI
Social Work (Special)	Taught Masters	Same	UWI
Social Work (Special)	Taught Masters	Criminology	UWI
Social Work (Special)	Taught Masters	Same	UWI
Social Work (Special)	Taught Masters	Human Resource Management	Arthur Lok Jack School of Business
Social Work (Special)	Taught Masters	Same	UWI
Sociology	Mphil	Same	UWI
Sociology	Postgrad. Dip.	Mediation Studies	UWI
Sociology	Postgrad. Dip.	Mediation Studies	UWI
Sociology	Postgrad. Dip.	Gender and Development Studies	UWI
Sociology	Taught Masters	Msc Development Statistics	UWI
Sociology	Taught Masters	Human Resource Management	Arthur Lok Jack College
Sociology	Taught Masters	Criminology and Criminal Justice	UWI
Sociology	Taught Masters	Criminology	UWI
Sociology	Taught Masters	Business Administration	USC
Sociology	Taught Masters	Masters in Health Promotion	UWI
Sociology	Taught Masters	Global Studies	UWI
Sociology	Taught Masters	Psychology	Capella University
Sociology	Taught Masters	Same	UWI
Sports Management	Taught Masters	Same	Arthur Lok Jack
	Taught Masters	HRM	Arthur Lok Jack

**APPENDIX 1B - ENROLMENT IN FURTHER STUDIES BY GRADUATES' FIRST DEGREE, PROGRAM TYPE ENROLLED IN, FIELD OF STUDY AND NAME OF INSTITUTION – MONA CAMPUS**

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Early Childhood Education	Postgraduate Dip.	Same	St.Joseph Teachers College
Early Childhood Education	Professional	Supervisory Management	UWI Open Campus
Early Childhood Education	Taught masters	Same	University of the West Indies
Early Childhood Education	Taught masters	Same	Nothern Caribbean University
Education Science	Taught masters	Same	University of the West Indies
Educational Administration	Taught masters	Communication for Social/Behav	CARIMAC Mona
English Language and Literature	Professional	Supervisory Management	UWI Open Campus
English Language and Literature	Taught masters	Same	University of the West Indies
English Language and Literature	Taught masters	Same	University of the West Indies
English Language and Literature	Taught masters	Same	University of the West Indies
English Language and Literature	Taught masters	Same	Mico University College
Mathematics	Taught masters	Education	F.I.U.
Mathematics	Taught masters	Same	University of the West Indies
School Librarianship	Taught masters	Same	UWI Open Campus
Computer Science	Professional	Same	Excelsior Community College
English	First Degree	Theology	United Theological College W.I
History	Postgraduate Dip.	Education	Shortwood Teachers College
History	First Degree	Law	Caribbean Legal Practice
History	First Degree	Law	University of London
History	First Degree	Law	University of London
History	First Degree	Law	University of the West Indies
History	First Degree	Law	University of the West Indies
History	First Degree	Law	UTECH
History	Mphil	Same	University of the West Indies
History	Mphil	Same	University of the West Indies
History	Professional	Insurance	UCC/College of Insurance
History	Taught masters	Education	Mico/Mona School of Business
History	Taught masters	Government	University of the West Indies
History & Archaeology	First Degree	Law	University of the West Indies
History & Economics	First Degree	Law	University of London
History & Literatures in English	Postgraduate Dip.	Education	University of the West Indies
Language, Communication and Society	First Degree	Law	University of London
Language, Communication and Society	Taught masters	Education	University of the West Indies
Language, Communication and Society	Taught masters	English Language	University of the West Indies
Language, Communication	Taught masters	Human Resource Development	University of the West Indies

Faculty/First Degree	Program Type enrolled in	Field of Study	Name of Institution enrolled in
and Society			
Language, Communication and Society	Taught masters	Psychology	International University Carib
Linguistics	Postgraduate Dip.	Business Administration	Mona School of Business
Literatures in English	Postgraduate Dip.	Human Resource Mngt.	MIND
Media & Communication	Taught masters	International Management	University of Liverpool
Media & Communication	Taught masters	Same	University of the West Indies
Philosophy	Postgraduate Dip.	Project Mgmt	Mona School of Business
Philosophy	Professional	Custom Brokering	MIND
Spanish	Taught masters	Education	University of the West Indies
Spanish and French	Mphil	Same	University of the West Indies
Spanish and French	Taught masters	Education	University of the West Indies
Theology	Postgraduate Dip.	Education	VTDI
Nursing	Professional	Supervisory Management	UWI Open Campus
Nursing	Taught masters	Human Resource Development	University of the West Indies
Pharmacology	Mphil	Same	University of the West Indies
Pharmacology	Professional	Same	
Physical Therapy	Taught masters	EMBA	Mona School of Business
Actuarial Science	Postgraduate Dip.	Same	College of Insurance & Profess
Actuarial Science	Professional	Accounting	CFA Institute
Actuarial Science	Professional	Same	Society of Actuaries
Actuarial Science	Professional	Same	
Biochemistry	Postgraduate Dip.	Education	University of the West Indies
Biochemistry	First Degree	Education	Mico University College
Biochemistry & Chemistry	First Degree	MBBS	University of the West Indies
Biochemistry & Chemistry	First Degree	MBBS	University of the West Indies
Biotechnology & Botany	First Degree	MBBS	University of the West Indies
Chemistry & Applied Chemistry	Taught masters	Occupational Health & Safety	University of the West Indies
Computer Science	Professional	CCNA	HEART
Computer Science	Professional	Same	Vector Technology Institute
Computer Science	Taught masters	Same	University of the West Indies
Electronics & Computer Science	Professional	Same	University of the West Indies
Environmental Biology	First Degree	MBBS	University of the West Indies
Environmental Biology	Professional	Medical	ASA Institute
Environmental Biology	Taught masters	Marine & Terrestrial Ecosystem	University of the West Indies
Environmental Biology	Taught masters	Same	University of the West Indies
Food Chemistry	Professional	Occupational Health & Safety	University of New Brunswick
Geology	Taught masters	Environmental Science/Mgt	University of Trinidad & Tobago
Geology	Taught masters	Exploration Geophysics	University of Edinburgh
Geology & Geography	Taught masters	Same	UWI Cave Hill
Mathematics	Mphil	Financial Mathematics	Florida State University
Mathematics	Professional	Finance	B&B Institute
Microbiology	First Degree	Pharmacy	UTECH
Molecular Biology	First Degree	MBBS	University of the West Indies
Banking & Finance	Professional	CFA Designation	CFA Institute
Banking & Finance	Professional	Same	Institute Chartered Accountant

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Banking & Finance	Taught masters	Same	Mona School of Business
Banking & Finance	Taught masters	Same	Okanagan College
Business, Economics and Social Statistics	Taught masters	Same	University of the West Indies
Economics	First Degree	Law	University of London
Economics	Professional	Accounting	
Economics	Professional	CFA Designation	B&B Institute
Economics	Taught masters	International Economics & Law	University of the West Indies
Economics	Taught masters	Same	University of the West Indies
Economics	Taught masters	Same	University of the West Indies
Economics and Criminology	Taught masters	International Relations	University of the West Indies
Economics and Statistics	Taught masters	Same	University of the West Indies
Economics and Statistics	Taught masters	Same	University of the West Indies
Economics and Statistics	Taught masters	Same	University of the West Indies
Economics and Statistics	Taught masters	Same	University of the West Indies
Hotel Management	Taught masters	Same	GULL University
International Relations	Postgraduate Dip.	Education	VTDI
International Relations	Postgraduate Dip.	Business Administration	Mona School of Business
International Relations	First Degree	Law	University of the West Indies
International Relations	First Degree	Law	University of London
International Relations	First Degree	Law	UTECH
International Relations	First Degree	Law	UTECH
International Relations	First Degree	Law	University of the West Indies
International Relations	Taught masters	International Economics & Law	University of the West Indies
International Relations	Taught masters	Agricultural Economics	UWI St. Augustine
International Relations	Taught masters	Same	University of the West Indies
International Relations and Political Science	First Degree	Law	University of the West Indies
International Relations and Spanish	Taught masters	Same	University of the West Indies
Labour & Employment Relations	Taught masters	Global Human Resource Mgmt	University of Liverpool
Management Studies	Postgraduate Dip.	Education	University of the West Indies
Management Studies	First Degree	Law	University of the West Indies
Management Studies	First Degree	Law	University of the West Indies
Management Studies	Mphil	Same	University of the West Indies
Management Studies	Professional	Computer Graphics	Edna Manley
Management Studies	Professional	Certified Internal Auditor	American Exam
Management Studies	Professional	Accounting	Institute Chartered Accountant
Management Studies	Professional	Accounting	Student Accountancy Training
Management Studies	Professional	Occupational Health & Safety	University of New Brunswick
Management Studies	Professional	Law	UTECH
Management Studies	Professional	Same	A.C.C.A
Management Studies	Professional	Same	A.C.C.A
Management Studies	Professional	Same	UK Exam
Management Studies	Professional	Same	B&B Institute
Management Studies	Professional	Same	CAJ
Management Studies	Professional	Same	A.C.C.A
Management Studies	Professional	Same	Student Accountancy Training
Management Studies	Professional	Same	AICPA

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Management Studies	Professional	Same	Student Accountancy Training
Management Studies	Professional	Same	Home Study
Management Studies	Taught masters	Marketing	UTECH
Management Studies	Taught masters	International Relations	University of the West Indies
Management Studies	Taught masters	Gender & Development	University of the West Indies
Management Studies	Taught masters	Education	UWI Open Campus
Management Studies	Taught masters	Marketing	UTECH
Management Studies	Taught masters	Accounting	University of the West Indies
Management Studies	Taught masters	National Security & Strat	University of the West Indies
Management Studies	Taught masters	Law	University of London
Management Studies	Taught masters	Same	University of the West Indies
Management Studies	Taught masters	Same	F.I.U.
Management Studies	Taught masters	Same	University of the West Indies
Management Studies	Taught masters	Same	Leicester University
Political Science	First Degree	Law	UWI Cave Hill
Political Science	First Degree	Law	UTECH
Political Science	First Degree	Law	University of London
Political Science	Taught masters	Psychology	Northern Caribbean University
Psychology	Postgraduate Dip.	Information Technology	University of the West Indies
Psychology	Postgraduate Dip.	Social Work	University of the West Indies
Psychology	Postgraduate Dip.	Population & Development	University of the West Indies
Psychology	Postgraduate Dip.	Business Administration	Mona School of Business
Psychology	First Degree	Registered Nurse	Broward College
Psychology	Taught masters	Law	CGST/UOL
Psychology	Taught masters	Same	University of the West Indies
Psychology	Taught masters	Same	University of the West Indies
Psychology	Taught masters	Same	University of the West Indies
Psychology	Taught masters	Same	University of the West Indies
Psychology and Criminology	Taught masters	Same	University of the West Indies
Public Sector Management	First Degree	Law	University of the West Indies
Public Sector Management	First Degree	Law	University of the West Indies
Public Sector Management	Professional	Accounting	A.C.C.A
Public Sector Management	Professional	Accounting	University of the West Indies
Public Sector Management	Professional	Accounting	
Public Sector Management	Taught masters	Human Resource Development	University of the West Indies
Public Sector Management	Taught masters	Governance & Policy	SALISES
Public Sector Management	Taught masters	Same	University of the West Indies
Social Policy and Development	First Degree	Law	University of London
Social Policy and Development	First Degree	Law	UWI Cave Hill
Social Policy and Development	Taught masters	Same	University of the West Indies
Social Policy and Development	Taught masters	Same	University of the West Indies
Social Work	Postgraduate Dip.	Education	HEART
Social Work	Postgraduate Dip.	Education	College of Agriculture Science
Social Work	Taught masters	Public Health	University of the West Indies
Social Work	Taught masters	Communication for Social/Behav	CARIMAC Mona
Social Work	Taught masters	Same	University of the West Indies

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Sociology	First Degree	Law	University of London
Sociology	First Degree	Law	University of the West Indies
Sociology	First Degree	Education	UTECH
Sociology	Taught masters	Psychology	University of the West Indies
Sociology	Taught masters	Business	Edinburgh Business School
Sociology	Taught masters	MBA	Mona School of Business
Sociology	Taught masters	Demography	University of the West Indies
Sociology	Taught masters	Same	University of the West Indies
Sociology	Taught masters	Same	University of the West Indies
Sociology and Psychology	Taught masters	Education	Mico University College

**APPENDIX 1C - ENROLMENT IN FURTHER STUDIES BY GRADUATES' FIRST DEGREE, PROGRAM TYPE ENROLLED IN, FIELD OF STUDY AND NAME OF INSTITUTION – CAVE HILL CAMPUS**

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Education	Taught Masters	Same	UWI (Cave Hill)
French	Taught Masters	Labour and Employment Relations	UWI (Cave Hill)
History	Postgraduate Dip.	Information Technology	UWI Cave Hill
History	First degree	Law	UWI (Cave Hill)
History	Mphil	Same	UWI (Cave Hill)
Literatures in English	Taught Masters	Communications, Media & Public Relations	University of Leicester
Psychology	Mphil	Education with Psychology	UWI,CH
Psychology	Professional	Educational Management & Administration	Erdiston Teacher's Training College
Spanish	Taught Masters	Public Administration	University of Birmingham
Theology	Mphil	Gender and Development	UWI Cave Hill
Bachelor of Laws	Taught Masters	Same	Norman Manley Law School
Law	Professional	Same	BPP Law School
Law	Professional	Same	
Law	Professional	Same	Hugh Wooding Law School
Law	Professional	Same	Hugh Wooding Law School
Law	Professional	Same	
Law		Same	
LLB	Professional	Same	Norman Manley Law School
LLB	Professional	Same	Hugh Wooding Law School
LLB	Professional	Same	Norman Marley Law School- Jamaica
LLB	Professional	Same	Hugh Wooding Law School
LLB	Professional	Same	Norman Manley Law School
LLB	Professional	Same	Hugh Wooding Law School (Trinidad)
LLB	Professional	Same	Eugene Dupuch Law School
LLB	Professional	Same	Council of Legal Education
LLB	Postgraduate Dip.	Same	Hugh Wooding Law School (Trinidad)
	Professional	Same	Hugh Wooding Law School
	Professional	Same	
Electronics	Taught Masters	Business Management	University of Derby
Information Technology	Taught Masters	E-Commerce	UWI (Cave Hill)
Information Technology	Professional	Same	BIMAP
Mathematics, Physics	Mphil	Same	UWI (Cave Hill)
	Taught Masters	Same	UWI/Barbados Online
Accounting	Postgraduate Dip.	Same	CGA Canada
Accounting	Professional	Same	ACCA
Accounting	Professional	Same	Certified General Accountant
Accounting	Professional	Same	ACCA
Accounting	Professional	Same	ACCA
Accounting	Professional	Same	ACCA
Accounting	Professional	Same	
Accounting	Taught Masters	Same	UWI (Cave Hill)

<b>Faculty/First Degree</b>	<b>Program Type enrolled in</b>	<b>Field of Study</b>	<b>Name of Institution enrolled in</b>
Accounting	Taught Masters	Same	University of Manchester
Accounting (Special)	Professional	Same	Yaeger USA
Accounting (Special)	Professional	Same	ACCA
Banking & Finance	Professional		
Economics	Professional	Certified General Accountant	
Economics	Professional	Same	Certified General Accountant
Economics	Professional	Same	Certified General Accountant
Economics	Professional	Same	ACCA
Economics and Accounting	Professional	Same	CMA-Canada, ACCA-United Kingdom
Economics and Accounting	Professional	Same	
Hospitality & Tourism Management	Taught Masters	Marketing	
Management (Special)	Taught Masters	Same	UWI Cave Hill
Management Studies	Mphil	Psychology	
Management Studies	Professional	Accounting	
Management Studies	Professional	Administrative Corporate Secretaries	UWI (Cave Hill)
Management Studies	Professional		ACCA
Management Studies	Taught Masters	Labour and Employment Relations	UWI (Cave Hill)
Management Studies	Taught Masters	Economic Development	University of Birmingham
Management Studies	Taught Masters	E-Commerce	UWI (Cave Hill)
Management Studies	Taught Masters	Same	Durham University
Management Studies	Taught Masters	Same	
Project Management	First degree	LAW	UWI (Cave Hill)
Psychology	Taught Masters	Same	UWI (Cave Hill)
Psychology	Taught Masters	Same	University of West Florida
Sociology	Taught Masters	Education	
Sociology	Mphil	Same	UWI (Cave Hill)
Sociology and Psychology	Taught Masters	Labour and Employment Relations	UWI Cave Hill
Sociology, Psychology	Taught Masters	Same	UWI (Cave Hill)
	Professional	Accounting	
	Professional		
	Professional	Same	ACCA
	Taught Masters	Same	

## APPENDIX 2A - COMPARATIVE EMPLOYMENT RATES BY FACULTY AND AREA OF STUDY – TRINIDAD AND TOBAGO

Faculty/Area of Study	No of respondents employed - 2008	Employment Rates - 2008	Comparative Employment Rates - 2007
Trinidad and Tobago Nationals	524	83.6%	90.9%
Engineering	84	88.4	94.8%
Chemical & Process Engineering	7	77.8	100.0%
Civil Engineering	11	81.8	100.0%
Electrical & Computer Eng	20	95.2	100.0%
Industrial Engineering	3		100.0%
Mechanical Engineering	32	91.4	100.0%
Petroleum Geosciences	9	90	100.0%
Surveying & Land Information	8	75	70.0%
Medical Sciences	43	90.7	97.7%
Dental Surgery	5	100	100.0%
Medicine & Surgery	31	88.6	90.0%
Nursing	3	100	100.0%
Pharmacy	4	80	100.0%
Veterinary Medicine	3	100	100.0%
School of Agriculture	46	80.4	92.6%
Agribusiness	25	89.3	93.3%
Envir & Natural Resource Mgmt	5	62.5	100.0%
General Agriculture	2	66.7	100.0%
Human Ecology	4	66.7	80.0%
School of Education	26	96.3	100.0%
Education	26	96.3	100.0%
School of Humanities	70	89.7	90.5%
Communication Studies	9	100	90.0%
Creative Arts	10	100	80.0%
English	23	92	90.5%
Foreign languages	12	80	100.0%
History	11	84.6	88.9%
Linguistics	4	100	66.7%
School of Science	61	69.3	79.7%
Chemistry & Management	2	100	100.0%
Computer Science/ Computer Sci. & Man	4	66.7	100.0%
Envir & Natural Resource Mgmt	14	70	72.2%
Life Sciences	12	54.5	75.0%
Mathematics	12	92.3	75.0%
Physical Sciences	17	68	80.0%
Social Sciences	241	82.6	90.6%
Accounting	9	100	100.0%
Economics	17	81	88.2%
Government	14	82.4	100.0%
Hosp & Tour Mgmt	11	78.6	71.4%
Management Studies	62	90.3	87.5%
Psychology	27	77.1	86.7%
Public Sector Management	23	76.7	100.0%
Social Work	10	83.3	100.0%
Sociology	24	72.7	88.9%
Sports Management	3	100	

## APPENDIX 2B - COMPARATIVE EMPLOYMENT RATES BY FACULTY AND AREA OF STUDY – JAMAICA

Faculty/Area of Study	No of employed respondents -2008	Employment Rates – 2008	Comparative Employment Rates – 2007
All Graduates employed in Jamaica	<b>610</b>	<b>84.7%</b>	<b>90.0%</b>
Humanities	<b>110</b>	<b>79.1%</b>	<b>82.4%</b>
Creative Arts	3	75%	100.0%
English	7	58.3%	77.8%
Geography			55.6%
History	39	69.2%	72.4%
Library & Information Studies	12	100%	100.0%
Linguistics	3	100%	
Media & Communication	22	90.9%	89.5%
Foreign Languages	5	83.3%	100.0%
Language Communication	16	76.2%	85.7%
Computer Science	6	85.7	
Theology	3	100%	
Education	<b>113</b>	<b>98.3%</b>	<b>100.0%</b>
Education	113	98.3%	100.0%
Medical Sciences-5 Yr	<b>19</b>	<b>100%</b>	<b>92.9%</b>
Medicine and Surgery	19	100%	100.0%
Medical Sciences-3 Yr	<b>62</b>	<b>98.4%</b>	
Nursing	54	100%	95.3%
Pharmacology	3	100%	
Physical Therapy	3	100%	83.3%
Pure and Applied Sciences	<b>55</b>	<b>75.3%</b>	<b>86.1%</b>
Actuarial Sciences	6	85.7%	88.9%
Computer Science	10	90.9%	80.0%
Geography/Geology	2	100%	100.0%
Life Sciences	17	58.6%	89.7%
Mathematics	8	88.2%	100.0%
Physical Sciences	12	80%	66.7%
Social Sciences	<b>251</b>	<b>80.7%</b>	<b>88.8%</b>
Accounting/Banking	15	88.2%	93.3%
Economics	11	61.1%	70.6%
Political Science	3	42.9%	100.0%
Tourism/Hotel Mgmt	13	81.3%	90.6%
Management Studies	108	90%	93.2%
Psychology	31	77.5%	76.7%
Public Sector Management	19	79.2%	100.0%
Social Work	15	78.9%	100.0%
Sociology	13	81.3%	78.6%
Social Policy and Development	3	75%	
International Relations	19	67.9	85.7%

## APPENDIX 2C - COMPARATIVE EMPLOYMENT RATES BY FACULTY AND AREA OF STUDY – BARBADOS

Faculty/Area of Study	2008 Graduates		2007 Graduates	
	No of respondents employed	Employment Rates	No of respondents employed	Employment Rates
All Graduates employed in Barbados	145	83.3%	158	79%
Humanities	21	84%	22	81.5%
English	N.R.		3	100%
History	2	40%	2	66.7%
Psychology	5	100%	10	90.9%
Foreign Languages	3	100%	4	66.7%
Education			3	75%
Education	3	100%	3	75%
Law				
LLB	8	0%	1	12.5%
Medical Sciences			5	100.0%
Medicine and Surgery			5	100.0%
Pure and Applied Sciences	21	87.5%	43	78.2%
Computer Science	11	91.7	12	92.3%
Computer Science & Management			12	92.3%
Information Technology			6	75.0%
Life Sciences	1	50%	5	62.5%
Mathematics	3	75%	2	50.0%
Physical Sciences	6	100%	6	66.7%
Social Sciences	100	87.7	84	83.2%
Accounting	14	82.4%	11	100.0%
Economics	10	90.9%	10	66.7%
Political Science	2	66.7%	2	66.7%
Hosp & Tour Mgmt	5	100%5	2	100%
Management Studies	29	93.5%	29	83.0%
Psychology	5	55.5%	6	54.5%
Public Sector Management	6	100%	4	100.0%
Social Work	6	100%	10	100.0%
Sociology	9	90%	7	100.0%
Social Sciences			3	100.0%

## APPENDIX 3A - LIST OF EMPLOYERS AND JOB TITLES – ST AUGUSTINE CAMPUS

### ENGINEERING

Programme Option	Name of Employer	Name or Description of Job
Chemical & Process Engineering	IPSL	Process engineer
	IPSL	Process Engineer
	PETROTRIN	Engineering Trainee
	Atlantic LNG	Graduate Trainee
	Powergen	Plant Engineer in Training
	Self employed	Independent Distributor
	BHP Billiton Trinidad and Tobago	Graduate Process Engineer
Civil Engineering	Ministry of Works	Engineering Assistant
	Ministry of Works and Transport	Engineering Assistant (OJT)
	National Petroleum Marketing Co. Ltd.	Graduate Intern
	Vikab Engineering	Civil Engineer
	Alpha Engineering and Designs Ltd.	Project Engineer
	MAAK Technologies Group Inc.	Junior Engineer
	S.T.E.L	Project Engineer
TSTT	Faculty Planner ( Civil Works)	
Civil with Envir. Eng	eTeck	Civil Engineer
Electrical & Computer Eng	WASA	Engineer Apprentice
	UWI	Research Assistant
	MIC	Engineer (Jr.)
	Arcelor MITTAL	Engineering Trainee
	IPSL	Graduate in Training
	Ministry of Education	Teacher
	Digicel Trinidad and Tobago Ltd.	Transmissions Engineer
	Digicel T& T Ltd.	Network Engineer
	Petroleum Company of Trinidad and Tobago	Graduate Trainee- Electrical Engineer
	IPSL	Engineering Trainee
	T&TEC	Engineering Trainee
	CARIB Glass Works	Electrical and Instrumentation Engineer
	Acuitas Caribbean Ltd.	Project Engineer
	The Carlton Savannah	Assistant Maintenance Manager
	TYE Manufacturing Company	Electrical Engineer
	Powergen	Plant Engineer Trainee
	PCS Nitrogen Ltd.	Electrical and Instrumentation Engineer
	T&TEC	Engineer in Training
	Mechatronics	Electrical Engineer
	Powergen	Plant Engineer Trainee
Industrial Engineering	PETROTRIN	Graduate Engineer
Mech Eng with Biosystems	MIC	Engineer in Training
	MIC	Engineer in Training
Mechanical Engineering	Eric Williams Medical Sciences Complex	Mechanical Engineering Trainee

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	MIC	Engineer in Training
	Gulf Engineering Services Ltd.	Quality Engineer
	Super Industrial Services Ltd.	Planner
	WASA	Apprentice Engineer
	WASA	Engineer Apprentice
	DESALCOTT	Mechanical Engineer
	General Dirt Movers	Quality Control Technician
	IPSL	Graduate in Training, Mechanical Engineer
	IPSL	Graduate in Training
	Tricon	Maintenance Engineer
	UWI	Teaching Assistant
	Genivar Trinidad and Tobago	Junior Engineer
	NP	Graduate Intern
	IPSL	Engineering and Maintenance Graduate in Training
	CARIRI	Technologist
	CARIRI	Technologist
	Fine Choice Meats	Mechanical Engineer
	NH International	Service and Technical Officer
		Engineer in Training
	ANSA McAL	Project Manager
	PETROTRIN	Graduate Trainee
	PETROTRIN	Graduate Trainee
	BGTT	Graduate Mechanical Engineer
	Petrotrin	Operator
	Powergen	Plant Engineer Trainee
	BpTT	Mechanical Engineer Challenger
	Powergen	Plant Engineer Trainee
BP	Completions Engineer	
Petroleum Geosciences	Ministry of Energy	Geophysicist
	Petrocom	Geoscience Technologist
	St. Augustine Community College	A'Level Teacher
	PETROTRIN	Trainee Geologist
	Trinidad LMKR	Geoscientist
	BpTT	Challenge Geoscientist
	BG	Graduate Geologist
	BPTT	Geologist
	Repsol E&P T&T Ltd.	New Professional
Surveying & Land Information	Geomatics Management Ltd.	Graduate Surveyor
	UWI	Research
	Trinity Housing	Engineering Surveyor
	PETROTRIN	Graduate Engineer
	Atlas Engineering	Surveyor
	PETROTRIN	Surveyor

## MEDICAL SCIENCES – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Nursing	South West Regional Health Authority	Head Nurse
	Tobago Regional Health Authority	District Health Visitor
Pharmacy	Tobago Regional Health Authority	Pharmacist
	SuperPharm	Pharmacist
	Bhagans Drugs	Pharmacist
	SuperPharm Ltd	Pharmacist
Dental Surgery	UWI	
	North West Regional Health Authority	Dentist
	Ian Dash	Associate Dentist
	DR. Pravin Sharma	Doctor of Dental Surgery
	Suite Dental Health	Associate Dentist
Medicine & Surgery	Ministry of Health	Medical House Officer
	North Central Regional Health Authority	House Officer
		Medical Doctor
	San Fernando General Hospital	House Officer
	North West Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	North Central Regional Health Authority	Medical Doctor
	San Fernando General Hospital	Doctor
	South West Regional Health Authority	Medical House Officer
	Eric Williams Medical Sciences Complex	Doctor
	Eastern Regional Health Authority	Medical House Officer
	North Central Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	South West Regional Health Authority	Medical Doctor
	South West Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	North West Regional Health Authority	House Officer
	South West Regional Health Authority	Medical House Officer
	North West Regional Health Authority	House Officer
	South West Regional Health Authority	Medical Doctor
	North Central Regional Health Authority	House Officer
	North Central Regional Health Authority	House Officer
	North West Regional Health Authority	House Officer
	South West Regional Health Authority	House Officer
	Eastern Regional Health Authority	House Officer
	Mt. Hope	House Officer
	San Fernando General Hospital	House Officer
	Ministry of Health	House Officer
Veterinary Medicine	North West Veterinary Clinical	Veterinarian
	Self Employed	Doctor
	Self Employed	Vet

## AGRICULTURE – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Agribusiness	Andy Balgobin	Clerical Assistant
	Ministry of National Security	Clerk 1
	NAMDEVCO	Research Assistant I
	Coast Guard	Officer Cadet
Agribusiness Management	First Citizen's Bank	Customer Service Representative
	NAMDEVCO	Research Assistant
	Eastern Veterinary Clinic	Veterinary/Administrative Assistant
	Ministry of Finance	Temporary Clerk
	Trevor Baddaloo Enterprises Ltd	Marketing Assistant
	Southwest Regional Health Authority	Graduate Trainee
	Trinidad and Tobago Prison Services	Administrative Assistant
	On the Job Training	Teacher Assistant
	Ministry of Energy and Energy Industries	Health Safety and Environmental Trainee
	Colfire	Trainee Claims Technician
	Ansa Mc Al	Legal Clerk
	Specialist Chemicals	Customer Service Representative
	MMS Chartered Accountants	Accounting Assistant
	Algico	Clerical Assistant
	Self Employed	Event Planner
	Trinidad and Tobago Agribusiness Association	Research Assistant
	NAMDEVCO	Research Assistant III
	Kentz-Oj's E& I Services	Procurement/Materials Manager
	PCS Nitrogen	Project Assistant
	Research Associates	Research Officer
NAMDEVCO	Field Officer	
Agricultural Science	Ministry of Education	Teacher III
Envir & Natural Resource Mgmt	UTT	Research Assistant
	Sugarcane Feed Centre	Trainee Technician
	Ministry of Public Administration	Associate Professional
	Ministry of Education	Teacher III
	UWI	Demonstrator
General Agriculture	UTT	Graduate Fellowship Student
Geography	Estate Management Company Ltd.	Land Administration Officer
Human Ecology	UTT	Instructor
Human Nutrition & Dietetics	Ministry of Community Development	Nutrition and Health Promotion Tutor
	Bryden-Psi	Medical Representative

## SCIENCE – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Biochemistry (Science)	Instyle Interior Accents	Finance and Project Administration Manager
	THA	Medical Laboratory Technician
	UWI	Lab Technician
	Self Employed	Manager
	UWI	Part-time Demonstrator
Biology	UWI	Demonstrator
	Signature Collection	Apprentice Jeweler
	NIPDEC	Scanning Analyst
	Kaiaen Environmental Services	Analyst
	SWRHA	Pharmacist I
	THA	Teacher
Chemistry	UWI	Demonstrator
	UWI	Laboratory Technician
	STTE	Lab Assistant
	UWI	Lab Technician
	UWI	Oncology Lab Technician
	Angostura Ltd.	Laboratory Technician
	CARIRI	Technologist
	THA	Teacher III
	CI Blanchfield	Chemist
Chemistry & Management	Angostura Ltd.	Quality Systems Contractor
	Unilever	Quality Control Technician
Computer Science	Ministry of Education	Classroom Assistant
	First Citizens Bank	Programmer Analyst
Computer Science & Management	NIHERST	IT Support Technician
	Sam Caribbean Ltd.	Lecturer
Envir & Natural Resource Mgmt	Zoological Society of Trinidad and Tobago	Temporary Biologist
	Sugarcane Feed Centre	Agriculture Technician
	OJT	Research Assistant
	Ministry of Agriculture	Data Collection Agent
	OJT	Teaching Assistant
	School of Veterinary Medicine	Clerical Assistant II
	Ministry of Education	Analyst
	Institute of Marine Affairs	Laboratory Technician

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of Planning, Housing and the Environment	Research Officer
	Ministry of Agriculture	Fisheries Officer
	Ministry of Education	Teacher III
		Environmental Policy Analyst
	Point Lisas Nitrogen Ltd	HSC Officer
	Wild Fowl Trust	Education Officer
Geography	Kiss Baking Company	Quality Control Technician
	Eco-Engineering Consultants	Ecologist
Mathematics	UWI	Demonstrator
	Gulf Insurance Ltd	Statistical Recorder
	Bacon Woodrow and De Souza Ltd.	Analyst
	Ministry of Education	Teacher
	Bacon Woodrow & De Souza Ltd.	Actuarial Analyst
	Ministry of Education	Teacher III
	Ministry of Education	Teacher
	Republic Bank Ltd	Programmer Analyst
	NIPDEC	Application Programmer
	Ministry of Education	Teacher III
	Caribbean Airlines	Distribution Analyst
Physics	UWI	Demonstrator
	Coastal Dynamics Ltd	Data Analyst
	UWI Open Campus	Tutor
	Ministry of Education	Teacher II
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Zoology	Caribbean Epidemiology Centre	Technologist

## HUMANITIES – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Communication Studies	UWI	Part Time Lecturer/Tutor
	Ministry of STTE (OJT)	Clerical Assistant
	Ministry of STTE OJT	Assistant Clerk
	T&T National Commission for UNESCO	Administrative Assistant (OJT)
	Republic Bank Ltd	User Administrator
	Ministry of Trade & Industry	Communications Assistant
	Ministry of National Security	Spanish Language Programme Coordinator
	Elections and Boundaries Commission	Communications Assistant
	Ministry of Community Development Culture & Gender Affairs	Social Work
English Lang & Lit with Educ	Central Educational Institute	Teacher
	Ministry of STTE	Teaching Assistant
	OJT Central Division	Teaching Assistant
	Skerrit's Interpreting & Remedial Reading Agency	Language Skilled Interpreter
	Ministry of Education	Teacher
	Ministry of Education, Secondary	Teacher II (Awaiting Reassignment)
	Ministry of Education	Primary School Teacher I
	NALIS	Librarian I (Acting)
		Admissions Counsellor
	Ministry of Education	Teacher
	Ministry of Education	Teacher III
	Ministry of Education	Teacher
French	Ministry of Education	Administrative Officer
	Austin Learning Centre	Teacher
French & Spanish	Ministry of Education	Teacher III
History	Trinidad Publishing Co	Sub Editor
	POS City Cooperation	Clerk
	Yearbooks Caribe	Reporter
	UTT (OJT)	Archives
	Lakshmi Girls' Hindu College	OJT
	OJT	Teacher's Assistant
	Ministry of STTE (OJT)	Classroom Assistant
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	UWI	Administrative Assistant
Latin American Studies	American Airlines	International Sales & Reservations Representative
Linguistics	Shaheed Hosein & Co. Attorney at Law	Receptionist/Clerk/Typist
	Eshe's Learning Centre	Teacher
	Caribbean Water & Waste Water Association	Assistant Communications/Marketing Officer
	Studio Works Ltd	Executive Assistant/Junior Accountant
Literatures in English	Center for A'Level Studies	A'Level History Teacher

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Script-J	Administrative Assistant
	Amour et Café	Owner
	Sagicor General Insurance Inc	Underwriting Assistant
	Ministry of STTE	Classroom Assistant
	En-Safe Health & Safety Training & Consultancy services	Quality Assurance Officer/Lecturer
	Ministry of Legal Affairs	Media Research Assistant
	Ministry of Education	Teacher
	Ministry of Education	Educator
	Ministry of Education	Teacher III
Musical Arts (Special)	National Steel Symphony of T&T	Musician II
	Ministry of Education	Music Teacher III
	Ministry of Education	Teacher III
	Ministry of Education	Music Teacher
	Maple Leaf International School	Teacher
	Ministry of Education	Teacher III
Spanish	Elections and Boundaries Commission	Temporary Clerk I
	T&T National Commission for UNESCO	Research Assistant
	T&T Water Taxi Service	Customer Service Representative
	Ministry of Education	Spanish Teacher (AT3)
	Ministry of Education	Teacher
	Ministry of Education	Teacher III
	Ministry of Education	Teacher II
	Ministry of Education	Spanish Teacher
	Ministry of Education	Secondary Teacher III
Visual Arts (Special)	H Williams Bookstore Ltd	Graphic Artist
		Printery Supervisor & Graphic Designer
	Ministry of Education	Teacher III of Secondary School
	Teacher	Teacher

## EDUCATION – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Administration	Ministry of Education	Teacher II
Early Childhood Care Education	Family Development & Early Children's Research Centre	Early Childhood Education
	Ministry of Education	ECC Curriculum Programme Facilitator
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
Educational Administration	Ministry of Education	Teacher
	Ministry of Education	Principal (Primary)
Mathematics	Ministry of Education	Teacher/Educator
Primary Education	Ministry of Education	Teacher I
	Ministry of Education	Teacher I
		Teacher I
	Ministry of Education	Teacher I
	Ministry of Education	Teacher I
	Ministry of Education	Teacher I
	Ministry of Education	Teacher I Primary
	Ministry of Education	Teacher I
	Ministry of Education	Teacher
	Ministry of Education	Teacher I
	Ministry of Education	Head of Department (Teacher Primary)
	Ministry of Education	Teacher I
	Ministry of Education	Teacher I
	Ministry of Public Administration	Student
	Ministry of Education	Teacher I
	Ministry of Education	
	Ministry of Education	Teacher I
	Ministry of Education	Teacher
Ministry of Education	Principal (Primary)	

## SOCIAL SCIENCES – ST AUGUSTINE

Programme Option	Name of Employer	Name or Description of Job
Accounting (Special)	Ministry of Science Technology & Tertiary Education	Assistant Teacher
	KPMG	Staff Assistant I
	South West Regional Health Authority	Accounting Assistant II
	Ernst & Young	Auditor
	Petrotrin	Graduate Trainee
	Mainstream Foods Ltd	Internal Auditor
	Ministry of Education	Teacher III
	BPTT	Rewards Analyst
Banking & Finance (Special)	Cipriani College of Labour & Co-Operative Studies	Accountant
	First Citizens Bank	Credit Analyst
	Republic Bank Ltd	Senior Credit Analyst
Economics	First Citizens Bank Ltd	Operations Officer
	Blue Waters Ltd	Accounting Officer
	Mt Hope Medical Sciences Complex	Project Officer
	JD Sellier & Co.	Paralegal
	Ernst and Young	External Auditor
	Water and Sewage Authority	Customer Service Assistant
	WASA	Accounts Clerk
	Tube City IMS	Executive Assistant
	Ministry of Finance	Economist
	RBTT	Loans Officer
	First Citizens Bank Ltd	Marketing Officer
	GIS Ltd	Reporter
	Ministry of Energy	Energy Professional
	Ministry of Social Development	Programme Officer I
	Ministry of Finance	Economic Policy Analyst
Government	National Petroleum Marketing Co.	Graduate Intern
	Central Bank of Trinidad and Tobago	Economist
	OJT Teaching Assistant	Teaching Assistant
	Public Services Credit Union	Used Car Sales
	UWI	Health Plan Administrator
	UWI	Research Assistant
	Clico	Team Leader
	Ministry of Social Development	Community Development Officer II
	T&T Agri Business Association	Research Officer
	Land Settlement Agencies	Administrative Officer
	Judiciary	Human Resource Officer III
	Ministry of National Security	Human Resource Assistant
	UTT	Administrative Officer
Hosp & Tour Mgmt (Hosp Spec)	Hilo Food Stores	Buyer
	Ministry of Finance	Clerical Officer
	Believer's Training Centre	Coordinator/Counsellor
	UWI	Teaching Assistant
	National Petroleum	Purchasing Clerk
	Ministry of Science and Technology	Acting Clerk Stenographer I
	Couples for Christ and It's Family Ministries	Missionary
International Tourism Mgmt	TTHTI	Audit Assistant
	Judiciary of Trinidad and Tobago - OJT	Administrative Assistant
	South West Regional Health Authority	OJT
	Ministry of Community Development, Culture & Gender Affairs	Clerk
	Trinsatech Ltd	Marketing Sales Executive
	T&T Anapausis Centre	Receptionist
	Government Information Services Ltd	Project Assistant
Beaches Turks and Caicos Resort Villas and Spa	Concierge Agent	

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
Management Studies	Nick Nack Caterers	Management Trainee
	UWI	Research Assistant
	Eastern Regional Health Authority	Clerk/ Stenographer I
	Division of Settlement and Labour	Client Relations Officer
	North Central Regional Health Authority	HR Assistant
	Ministry of National Security	Clerk II
	Guardian Asset Management	Accounting Assistant
	Ministry of Energy	Research Assistant
	Nalis	Library Assistant 1
	Trinidad and Tobago Mortgage Finance Co.	Mortgage Assistant
	Price Waterhouse Coopers	Auditing Associate
	Land Settlement Agency	Social Surveyor
	Trinidad and Tobago Mortgage Finance Company Ltd	Customer Service Representative
	NWRHA	Dietetic Technician
	Port Authority of Trinidad and Tobago	Junior Clerical Officer
	Ernst and Young	Staff II Auditor
	Bourse Securities Ltd	Investment Analyst
	First Citizens Bank Ltd	Corporate Associate
	Ministry of Community Development, Culture and Gender Affairs	Secretary
		Human Resource Supervisor
	Ministry of Education	Temporary Primary Teacher
	Trinidad and Tobago Fire Service	Firefighter
	UWI	Marketing Representative
	Ministry of Education	Teacher
	T&T Mortgage Finance Co. Ltd	Mortgage Officer
	Ministry of Public Utilities	Economic Policy Analyst
	E-Teck	Management Trainee
	Ministry of Public Administration	Associate Professional
	Ministry of Public Administration	Associate Professional
	Ministry of Planning	Planning Officer
	Ministry of Public Administration	Associate Professional
	National Petroleum	Graduate Intern -Marketing
	Ministry of Public Administration	Public Management Consultant
	Ministry of Education	Teacher
	Water and Sewage Authority	Administrative Assistant
	UWI Open Campus	Tutor
	Ministry of Public Administration	Public Management Consultant
	Ministry of Education	Teacher
	Bishops and Trinity College East Sixth Form	Teacher
	Ministry of Education	Teacher 1 (Primary)
	Unilever	Human Resource Management Trainee
	Agostini Pharmaceutical Ltd	Brand Manager
	Ministry of Science and Technology	OJT
	Ministry of Education	Teacher I
	Angostura LTD	Human Resource Assistant
	UWI	Research Assistant
	Tobago House of Assembly	Supervisor
	Ministry of Public Administration	Strategic Analyst
	Arima Cooperation	Sanitation Foreman II
	RBC/Republic Bank of Trinidad and Tobago	Officer in Charge Administrative Services
Ministry of Education	Quality Assurance Officer	
Ministry of Public Administration	Manager	
UWI	Administration Assistant	
First Caribbean International Bank	Supervisor - Treasury Operations	

Programme Option	Name of Employer	Name or Description of Job
	Leadership Consulting Group Ltd	Office Manager
	Republic Bank Limited	Clerical Officer
Psychology	NCRHA	Clerk I
	Families in Action	Counsellor/Parenting Facilitator
	Ministry of Social Development	Social Work Assistant
	Ministry of Legal Affairs	Senior Clerical Assistant
	Ministry of Social Development	Graduate Trainee
	St. George's College	Teacher Trainee
	UTT	Assistant Student Counsellor
	Carib Brewery	Executive Assistant
	Government Information Services Ltd	HR Administrator
	United National Economic Commission for Latin American and the Caribbean, Sub regional Headquarters for the Caribbean	Research/ Project Assistant
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Guidance Counsellor
	Human Systems LTD	Consultant
	UWI	Administrative Assistant
	Auditor General Department	Auditor II
	Ministry of Education	Teacher
	Ministry of Education	Trainee Guidance Counsellor
	Leadership Consulting Group	Training Facilitator (Management Consultant)
	Ministry of Community Development	Helpline Supervisor
	Ministry of Education	Teacher I
	Ministry of Education	Teacher I
	Ministry of Education	Guidance Officer I
	Office of the President	Auditor
	Childline	Outreach Officer
		Administrative Officer/Systems Trainer
	Costatt	Adjunct Lecturer
Public Sector Management	UWI	Technical Assistant
	Ministry of Education	
	Ministry of National Security	Immigration Officer I
	Ministry of Social Development	Office Manager
	Ministry of Finance	Budget Analyst
	Guardian Holdings Ltd	Corporate Services Assistant
	Ministry of National Security	Clerical Relief
	Ministry of Finance (OJT)	Data Operation Clerk/Data Verification Analyst
	OSHA Bank	Processing Clerk
	Milat/ Mypart Military Academy	Administrative Assistant
	Ministry of Foreign Affairs	Human Resource Assistant
	Ministry of Education	Administrative Assistant
	Katerserv Ltd	Operations Administration
	Ministry of Trade and Industry	
	Judiciary (Family Court)	Administrative Assistant
	Ministry of National Security	Human Resource Officer
	Ministry of Social Development	Coordinating Assistant
	Clico	Foreign Exchange Trader
	Parliament of Trinidad and Tobago	Procedural Clerk Assistant
	Ministry of National Security-Police Service Division	Human Resource Officer III (Ag)
Ministry of Labour Small and Micro Enterprise	Cooperative Officer III	
West Indian Tobacco Company	Management and Manufacturing Trainee	

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of Works & Transport	Clerk/Typist I
Social Work	Student Support Services	Social Worker
	Judiciary	Social Worker
	Ministry of Education	School Social Worker
	Ministry of National Security	Prison Officer
	Ministry of Health	Health Social Worker
	Ministry of Education	Head of Dept-Technology Education
	Ministry of Education	Guidance Officer I
	Ministry of Community Development, Culture & Gender Affairs	Best Village Officer
	Ministry of Social Development	Family Social Work
Sociology	UWI	Part Time Tutor
	Family Court	Assistant to Assessment Officer
	Family Court of Trinidad and Tobago	Social Work Assistant
	Maritime Financial Group	Accounts Executive (Corporate)
	Caribbean Agri-Business Association	Research Assistant
	Ministry of Education	Assistant Teacher Primary
	Land Settlement Agency, Ministry of Housing	Social Surveyor
		Executive Assistant
	Clico	Processing Clerk
	UWI	Senior Lab Assistant
	Judiciary	Statistical Clerk
	TRICON	Human Resource Officer
	UWI	Clerical Assistant
	Ministry of Science, Technology & Tertiary Education	Life Skill Facilitator
	Petrotrin-Trinmar	Clerk
	Ministry of Public Administration	Associate Professional
	Ministry of Agriculture	Administrative Officer II
	Ministry of Education	Teacher I
	Ministry of National Security	Fire Station Officer
	Accreditation Council of Trinidad and Tobago	Acting Research Officer
	Ministry of Education	School Social Worker
	Ministry of Health - North Central Division	Clinical Instructor
	Upper Level Educational Institute	Teacher
Sports Management	Ministry of Social Development	Social Welfare Advisor
	The Sports Company of Trinidad and Tobago	Sports Services Officer
	Ministry of Education	Teacher

## APPENDIX 3B - LIST OF EMPLOYERS AND JOB TITLES – MONA CAMPUS

### PURE & APPLIED SCIENCES

Programme Option	Name of Employer	Name or Description of Job
Actuarial Science	Jamaica Money Market Brokers	Express Transaction Officer
	National Commercial Bank	Securities Administrator
	Jamaica National Building Society	Performance Mgmt Analyst
	Marathon Insurance Brokers Ltd	Accounts Executive
	Victoria Mutual Building Society	Junior Business Analyst
Biochemistry	Federated Pharmaceutical	Quality Assurance Analyst
	Ministry of Justice	Assistant Clerk of Court
	Ministry of Education	Teacher
Biochemistry & Chemistry	Ministry of Education	Teacher
Biochemistry & Zoology	Digicel Jamaica	Customer Service Rep.
	Ministry of Education	Teacher
Biotechnology	Ministry of Education	Teacher
Biotechnology & Botany	Ministry of Education	Teacher
	Ministry of Education	Teacher
Botany & Zoology	IMSCO Ltd.	Office Administrator
Chemistry	H2O Technical Services	Laboratory Manager
Chemistry & Applied Chemistry	University of Technology	Laboratory Technologist
Computer Science	Air Jamaica Ltd	Customer Service Rep.
	Consumer Affairs Commission	Research Assistant
	PriceWaterhouseCoopers	IT Auditor
	National Commercial Bank	Data Control Admin.
	Fujitsu Caribbean	Systems Engineer
	Management Institute for National Development	Creative Dev. & Product. Officer
	Fujitsu Caribbean	Systems Engineer
	Ministry of Education	User Support Officer
	Symttai Consulting Ltd	System Administrator
Family Business	Managing Director	
Electronics	Claro	Technical Specialist
	Automatic Control Engineering	Technical Sales Rep
	Nokia	Marketing Trades Rep & Tech Ass.
Electronics & Computer Science	Fujitsu Caribbean	Systems Engineer
	ZTE Corporation	Wireless Engineer
	Ministry of Health	Biomedical Engineering Technic
Environmental Biology	University of the West Indies	Administrative Assistant
	Ministry of Education	Teacher
	Institute of Jamaica	Asst. Edu. Outreach Officer
	Ministry of Agriculture	Fisheries Officer
Experimental Biology	Ministry of Education	Teacher
Food Chemistry	Grace Foods	Quality Assurance Analyst

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of National Security	Student Constable
Geography	Self Employed	Managing Director
Geology & Geography	Ministry of Water & Housing	Project Assistant/Core Logger
Mathematics	National Commercial Bank	Teller
	Digicel Jamaica	Inventory Analyst
	National Commercial Bank	Collections Officer
Mathematics & Computer Science	Ministry of Education	Teacher
Mathematics & Electronics	Jamaica Constabulary Force	Constable
Mathematics & Molecular Biology	Guardian Life	Group Life Administrator
Mathematics with Education	Ministry of Education	Teacher
	Ministry of Education	Teacher-HOD Math
Microbiology	Self Employed	C.E.O
Molecular Biology	Caledonia Medical Laboratory	Scientific Officer
Molecular Biology & Chemistry	Jamaica Defense Force	Officer
Zoology and Chemistry	Ministry of Education	Teacher

## MEDICAL SCIENCES - MONA

Programme Option	Name of Employer	Name or Description of Job
MBBS	Ministry of Health	Senior House Officer
	Ministry of Health	Senior House Officer
	Ministry of Health	Medical Doctor
	Ministry of Health	Medical Doctor
	Ministry of Health	Medical Doctor
	Ministry of Health	Senior House Officer
	University Hospital of the West Indies	Medical Doctor
	Ministry of Health	Senior House Officer
	Ministry of Health	Senior House Officer
	Ministry of Health	Medical Doctor
	University Hospital of the West Indies	Medical Doctor
	University Hospital of the West Indies	Medical Doctor
	Ministry of Health	Senior House Officer
	Ministry of Health	Senior House Officer
	Ministry of Health	Medical Doctor
	Ministry of Health	Senior House Officer
	Ministry of Health	Senior House Officer
	Ministry of Health	Registered Nurse
Biochemistry	National Rums of Jamaica Ltd.	Production Supervisor
Nursing	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	University Hospital of the West Indies	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
	Ministry of Health	Registered Nurse
Ministry of Health	Registered Nurse	



## HUMANITIES - MONA

Programme Option	Name of Employer	Name or Description of Job
African & African Diaspora Studies	Ministry of Education	Teacher-Table Tennis Coach
Computer Science	Victoria Mutual Building Society	Customer Service Rep.
	Ministry of Education	Teacher
	Ministry of Agriculture	Data Control Admin.
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Computer Lab Tech/Assistant
Drama & Cultural Studies	Ministry of Education	Teacher
Drama & Philosophy	Ministry of Education	Teacher
English	Ministry of Education	Teacher
	Ministry of Education	Teacher
	The National Land Agency	Customer Service Rep.
	Ministry of Education	Teacher
Geography	Ministry of Education	Teacher
History	Profitable Cooperate Solutions	Sales Representative
	Binns Business College	Teacher
	Imaginations	Production Assistant
	Contaxx Jamaica Solutions Ltd	Customer Service Rep.
	Ministry of National Security	Police Officer
	Electoral Office of Jamaica	Personal Assistant
	Ministry of Education	Teacher
	Affiliated Computer Services	Asset Mgnt. Analyst
	Self Employed	Managing Director
	Insurance Company of the West Indies	Customer Service Rep.
	RBTT Bank	Compliance Rep.
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	National Commercial Bank	Customer Service Rep.
	Ministry of Industry, Investment & Commerce	Special Assistant
	Bank of Nova Scotia	Personal Banking Assistant
	News Talk 93 FM	Technical Operator
	Jamaica Public Service	Customer Service Rep.
	Ministry of Health	Customer Service Rep.
	Quality Academics	Teacher
	Marathon Insurance Brokers Ltd	Claims Officer
	Trafalgar Farm	
History & Archaeology	Jamaica National Heritage Trust	Junior Archaeologist
	Bank of Nova Scotia	Bank Teller
History & Economics	Bank of Nova Scotia	Operations Officer -Teller
History & Literatures in English	Ministry of Education	Teacher

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
Language, Communication and Society	Power 106FM	Business Executive
	US Embassy-Transperfect Staffi	Customer Service Rep.
	Flow Jamaica Ltd.	Customer Service Rep.
	SportsMax	Traffic Co-ordinator
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	First Global Bank	Banking Supervisor
	Ministry of Education	Training Agent
	Alcoa Minerals of Jamaica	Land Agent
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Michael Manley Foundation	Administrative Assistant
Micheal Lorne Law Firm	Paralegal Officer	
Library & Information Studies	Jamaica Library Service	Librarian
	Ministry of Education	Librarian
	Ministry of Education	Librarian
	Jamaica Library Service	Librarian
	Jamaica Library Service	Librarian
	Jamaica Library Service	Librarian
	Jamaica Library Service	Librarian
	Jamaica Library Service	Librarian
	Ministry of Foreign Affairs	Librarian
	Ministry of Health	Librarian
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Linguistics	Ministry of Education	Teacher
	Jamaica National Building Society	Administrative Assistant
Linguistics and Language Education	Ministry of Education	Teacher
Literatures in English	Rapid True-Value	Customer Service Rep.
	Clarendon Parish Council	Clerical Assistant
	University of the West Indies	Faculty Representative
Media & Communication	Sagicor Life Jamaica Ltd	Personal Assistant
	Zip 103 FM	Producer
	Salary.Com	Sales Representative
	Jamaica Export Association	Marketing Officer
	Cara Ltd	Accounts Executive
	Sandals Hotel	Video Editor
	Re-TV	Producer
	The Tryall Club	Public Relations Co-ordinator

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of Education	Teacher
	Main Event Entertainment Group	Client Services Coordinator
	Institute of Jamaica	Education Outreach Officer
	Ministry of Water & Housing	Community Relations/PR Assistant
	RJR Communications Group TVJ	Reporter/Producer/Presenter
	Sandals Hotel	Video Editor
	Great House OMNIMedia Ltd	Accounts Executive
	Jamaica Cultural Development Commission	Marketing & Promotions Coord.
	Nation Wide Radio	Production Assistant
	Communication Services Limited	Executive Assistant
	SportsMax	Producer
	Ministry of Education	Teacher
Philosophy	Credit Union	Member Service Rep
	Insurance Company of the West Indies	Customer Service Rep.
	Independent Radio Company	Producer
	The Gleaner Company	Sub-Editor
	University of the West Indies	Senior Secretary
	ATC Freight & Shipping	Operations Manager
Philosophy & Visual Arts	Intralot Jamaica Limited	Junior Accountant
Spanish	University of the West Indies	Clerical Assistant
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Spanish and French	Ministry of Education	Teacher
	Ministry of Education	Teacher
Theology	Jamaica Baptist Union	Pastor
	Diocese of Jamaica	Priest
	Ministry of Education	Teacher
Visual Arts	Ministry of Education	Teacher

## EDUCATION - MONA

Programme Option	Name of Employer	Name or Description of Job
Biology	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
Computer Science	Ministry of Education	Teacher
	Ministry of Education	Teacher
Early Childhood Education	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Principal
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	National Commercial Bank	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Principal
Education Science	Ministry of Education	Teacher
Educational Administration	Ministry of Education	Senior Teacher
	Ministry of Education	Principal
	Ministry of Education	Teacher
	Ministry of Education	Principal
	Ministry of Education	Teacher
	Ministry of Education	Teacher
English	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
English Language and Literature	Ministry of Education	Teacher

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Geography	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
History	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
Literacy Studies	Ministry of Education	Principal
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Principal
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Senior Teacher
	Barita Education Foundation	Teacher
	Ministry of Education	Teacher
Mathematics	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Primary Education	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Senior Teacher
	Ministry of Education	Teacher
School Librarianship	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher
Spanish	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Education	Teacher

## SOCIAL SCIENCES - MONA

Programme Option	Name of Employer	Name or Description of Job
Banking & Finance	Financial and Management Services	Audit Clerk
	Ministry of Education	Accounting Technician
	Bank of Nova Scotia	Teller
	National Commercial Bank	Customer Service Rep.
	Citibank N.A.	Service Transaction Rep
	Desmond Mair Insurance Brokers Ltd.	Customer Service Rep.
	National Commercial Bank	Teller
	First Caribbean International Bank	Teller
	Sagicor Life Jamaica Ltd	New Business Clerk
	Stocks & Securities Ltd	Research Assistant
	National Commercial Bank	Teller
	Guardsman Armoured Ltd	Treasuring Officer
	RBTT Bank	Collections Officer
	Bank of Nova Scotia	Floor Manager
	PriceWaterhouseCoopers	Associate Accountant
Economics	Ministry of Health	Store Manager
	Merit Development	Home Purchase Facilitator
	Ministry of Agriculture	Agricultural Economist
	National Commercial Bank	Bank Teller
	CGM Gallgher Insurance Brokers	Insurance Broker
	National Commercial Bank	Business Support Clerk
	Victoria Mutual Building Society	Mortgage Clerk
	National Commercial Bank	Bank Teller
Economics and Criminology	Ministry of Labour & Social Security	Parish Accounting Assistant
Economics and Statistics	King Alarm Systems	Collections Officer
	Berts Auto Parts	Store Clerk
Hotel Management	University College of the Caribbean	Programmes Officer
International Relations	Jamaica Customs Department	Delivery Officer
	Jamaica Institute of Environmental Professionals	Secretariat Coordinator
	Lawe Insurance Brokers	Marketing Assistant
	Ministry of Labour & Social Security	Social Worker
	Ministry of Labour & Social Security	Social Worker
	Social Development Commission	Parish Administrator
	Ministry of Transport & Works	Administrator
	Digicel Jamaica	Customer Service Rep.
	National Commercial Bank	Teller
	Ministry of Tourism	Administrative Assistant
	Air Jamaica Ltd	Customer Service Rep.
	First Caribbean International Bank	Customer Service Rep.
	High Commission of Canada	Material Officer
	HD Hopwood & Company	Export Coordinator
	Ministry of Education	Teacher
	Jamaica College Boys Association	Administrator
	Jamaica Pegasus Hotel	Banqueting Sales Executive
University of the West Indies	Teacher	
International Relations and Political Science	Digicel Jamaica	Customer Service Rep.
Labour & Employment Relations	Ministry of Labour & Social Security	Senior Fingerprint Tech
Management Studies	West Indies Home Contractors	Accounts Trainee

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Affiliated Computer Services	Collections Officer
	Affiliated Computer Services	Customer Service Rep.
	Orion Insurance Brokers Ltd	Clerical Assistant
	Affiliated Computer Services	Customer Service Rep.
	Ministry of Justice	Administrator
	Crichton Mullings & Associates	Staff Accountant
	Daly Garrick Daly	Audit Senior
	Council of Community Colleges of Jamaica(CCCJ)	Data Control Admin.
	Nesco Stationery	Manager
	Bank of Nova Scotia	Customer Service Rep.
	Hanover Parish Council	General Administer
	G-Tech Jamaica	Procall Operator
	Guardian Life	Insurance Broker
	Digicel Jamaica	Customer Service Rep.
	Victoria Mutual Building Society	Teller
	Affiliated Computer Services	Payroll Analyst
	Jamaica National Building Society	Office Services Clerk
	University Hospital of the West Indies	Administrative Assistant
	Pan Caribbean Bank	Teller
	Air Jamaica Ltd	Customer Service Rep.
	La Maison Property Services Ltd	Personal Assistant
	CGM Gallgher Insurance Brokers	Insurance Broker
	Image One	Graphic Designer
	University of the West Indies	Human Resource Assistant
	KPMG	Marketing Assistant
	Ernst and Young	Auditor
		External Auditor
	Brandy & Company	Accounting Clerk
	Jamaica National Building Society	Administrative Assistant
	Ministry of Education	Teacher
	Restaurants of Jamaica	Marketing Coordinator
	Affiliated Computer Services	Listener Care Rep
	R & D Chess	Managing Director
	University of the West Indies	Course Delivery Assistant
	Ministry of Education	Teacher
	The Gleaner Company	Administrative Assistant
	Ministry of Health	Regional Asset Accountant
	First Caribbean International Bank	Verification Officer
	Sagicor Life Jamaica Ltd	Senior Clerk
	National Commercial Bank	Teller
	Telecommunications	Web Specialist
	University of Technology	Librarian
	University of Technology	Administrative Assistant
	University of the West Indies	Accounting Clerk
	Ministry of Education	Personnel Officer
	National Commercial Bank	Customer Service Rep.
	Ministry of Health	Civil Servant
	National Commercial Bank	Payables Clerk
	The National Land Agency	Paralegal Officer
	Auditor General Department	Auditor
	Communications & Business Solutions	Marketing Executive

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Jamaica Private Power Company Limited	Junior Accountant
	Office of the Cabinet	Procurement Officer
	Ministry of Finance & Public Service	Auditor
	Ministry of Water & Housing	Senior Inspector
	Ministry of Education	Administrator
	Ministry of Education	Teacher
	Ministry of Water & Housing	Supervisor
	Careeras Group Ltd.	Junior Treasurer Analyst
	Unicomer Jamaica	Extended Warranty Manager
	National Commercial Bank	Product Analyst
	Office of the Prime Minister	Procurement Officer
	National Commercial Bank	Direct Sales Agent
	Ministry of Education	Senior Teacher
	National Commercial Bank	Desk Collections Officer
	Ministry of Education	Principal
	MBJ Airport Limited	Human Resource Assistant
	Jamaica Customs Department	Customs Officer
	Port Royal Administrative Group	Office Manager
	Jamaica National Building Society	Administrative Assistant
	Office of the Prime Minister	Accountant
	British High Commission	Clerical Assistant
	Urban Development Corporation	Senior Secretary
	Lime Jamaica	Engineer
	Jamaica Defense Force	Detachment Commander(Training)
	Carimed Ltd	Sales Representative
	Bank of Nova Scotia	Teller
	Bank of Nova Scotia	Customer Service Rep.
	Marchwell Enterprise Ltd.	Managing Director
	Ministry of Finance & Public Service	Supervisor Computation Officer
	Mair Russell Grant Thornton	External Auditor
	Lee Clarke Chang Chartered Acc	Semi-Senior Auditor
	Deloitte and Touche	Junior Accountant
	Victoria Mutual Building Society	Customer Service Rep.
	Auditor General Department	Assistant Auditor
	Betco Premier Ltd.	Accounting Supervisor
	Bureau of Standards Jamaica	Treasury Clerk
	PriceWaterhouseCoopers	Staff Accountant
	Mona Community Co-op. Credit U	Assistant Internal Auditor
	PriceWaterhouseCoopers	Staff Accountant
	Ernst and Young	Auditor
	PriceWaterhouseCoopers	Staff Accountant
	Ministry of Education	Teacher
	Jamaica International Insurance Company Limited	Business Development Officer
	Ministry of Water & Housing	Senior Internal Auditor
	Real Properties R Us	Personal Assistant
	Ghad Fisher	Manager
	University of the West Indies	Resident Advisor
	Victoria Mutual Building Society	Mortgage Officer
	Airport Authority of Jamaica	Administrative Assistant
	Scientific Research Council	Administrative Assistant

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Woodcats International Limited	Accountant
	University of the West Indies	Site Coordinator
	Ministry of Education	Assistant Lecturer
	Micro Investment Development	Accountant
	Corruption Prevention Comm.	Senior Financial Investigator
	Sagicor Life Jamaica Ltd	Pension Administration Manager
Political Science	University of Technology	Records Clerk
	Jamaica Customs Department	Customs Officer
	First Regional Credit Union	Loan Officer
Psychology	Early Achievers Learning Center	Teacher
	China Garden Restaurant	Bartender
	Digicel Jamaica	Customer Service Rep.
	Digicel Jamaica	Customer Service Rep.
	Notchilus Pees	Managing Director
	Strategic Management & Training	Special Projects Co-ord.
	Victoria Mutual Building Society	Telecare Representative
	First Global Bank	Teller
	Ministry of Education	Teacher
	Air Jamaica Ltd	Accountant
	Government of Jamaica	Administrator
	Ministry of Transport & Works	Secretary
	Guardian Life	Customer Service Rep.
	Emmanuel Counselling Centre	Counsellor
	Ministry of Water & Housing	Human Resource Assistant
	Freelance	Managing Director
	Jamaica Civil Aviation Authority	Aeronautical Info. Services Of
	Ministry of Education	Teacher
	Devereux Foundation	Direct Care Professional
	RBTT Bank	Supervisor
	Pre-University School	Administrator
	Development Options Ltd.	Executive Assistant
	Sandals Hotel	Human Resource Coordinator
		Securities Officer
	Victoria Mutual Building Society	Business Development Officer
	Self Employed	Fashion Design Producer
	Shipping Association	Marketing Associate
	University of the West Indies	Administrative Assistant
	University of the West Indies	Assistant Controller
	University of the West Indies	Records Clerk
Donald A Bryan + Associates	Legal Assistant	
Public Sector Management	Ministry of Health	Hospital Administrator
	Tax Audit and Assessment Department	Tax Audit
	Statistical Institute of Jamaica	Registry Clerk
	Local Government	HR Officer
	Ministry of Education	Teacher
	Ministry of Education	Teacher
	Ministry of Health	Assistant Dietician
	Ministry of Justice	Executive Secretary
	House of Parliament	Senior Stenotype Writer
	University of the West Indies	Senior Secretary
	Ministry of Water & Housing	Administrative Assistant
Ministry of Health	Operation's Manager	

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
	Office of the Services Commission	Senior Court Report
	Ministry of Finance & Public Service	Accounting Technician
	Whole Life Ministries	Junior Accountant
	Ministry of Finance & Public Service	Accounting Technician
	Ministry of National Security	Senior Human Resource Officer
	Jamaica Customs Department	Customs Officer
	Office of the Prime Minister	Acting Director
Social Policy and Development	Digicel Jamaica	Customer Service Rep.
	University of the West Indies	Research Assistant
	Office of the Children's Registry	Registration Officer
Social Work	Ministry of Labour & Social Security	Social Worker
	Ministry of Health	Social Worker
	Ministry of Health	Midwife
	Hanover Parish Council	Poor Relief Officer
	Ministry of Health	Social Worker
	Child Development Agency	Children's Officer
	Ministry of Education	Guidance Counsellor
	Ministry of Education	Teacher
	University Hospital of the West Indies	Social Worker
	University of the West Indies	Office Manager
	Petrojam	Purchasing Assistant
	Social Development Commission	Governance Coordinator
	Ministry of Education	Teacher
	Ministry of Education	Dean of Discipline
	Centre for Disabilities Studies	Research Assistant
Sociology	El Shadhai Learning Centre	Teacher
	Victoria Mutual Building Society	Arrears Control Clerk
	Development Options Ltd.	Assisting Analyst
	National Commercial Bank	Bank Teller
		Administrative Assistant
	Ministry of Finance & Public Service	Data Control Admin.
	Institute of Jamaica	Research Assistant
	Jamaica Cooperative Credit Union	Training Assistant
	Sunday Herald	Consultant
	University of the West Indies	Research Assistant
Sociology & Human Resource Development	University Hospital of the West Indies	Assistant Director Recruitment
Sociology and Psychology	Ministry of Education	Teacher
Tourism Management	Bank of Nova Scotia	Contract Teller
	Merrills Beach Resorts	Manager
	Jamaica Customs Department	Customs Officer
	Sandals Hotel	Front Office Supervisor
	Digicel Jamaica	Customer Service Rep.
	Guardian Life	Customer Service Rep.
	Affiliated Computer Services	Administrative Assistant
	Bank of Nova Scotia	Contractor
	Urban Development Corporation	Junior Marketing Officer
	Ministry of Education	Teacher
	Bank of Nova Scotia	Debt Collector
	Sandals Hotel	Operations Assistant



## APPENDIX 3C LIST OF EMPLOYERS AND JOB TITLES – CAVE HILL CAMPUS

### PURE & APPLIED SCIENCES

Programme Option	Name of Employer	Name or Description of Job
Chemistry	Forensic Science Centre	Forensic Scientist I
Chemistry	Global Drug Supply	Pharmacist Assistant
Computer Science	Sagicor Life Inc	Customer Service Representative
Computer Science	Moore Paragon Caribbean Ltd	Account Executive
Computer Science	R-Tech Networks	Owner/Manager
Computer Science	Barbados Shipping & Trading	Graduate Trainee
Computer Science	First Caribbean International Bank	Systems Developer
Computer Science and Mathematics	Insurance Corporation of Barbados Ltd	Underwriter
Electronics and Mathematics	Ministry of Education	Teacher
Electronics	UWI	Senior Lab Tech
Electronics	Barbados Bottling Company	Asset Care Zone Leader
Electronics	Williams Industries	Computer Administrator
Information Technology	Samuel Jackman Prescod Polytechnic	Instructor
Information Technology	Ellerslie Secondary School	Graduate Teacher
Information Technology	Government of Barbados	Library Assistant
Information Technology	Sagicor Financial Corporation	Programmer/Analyst
Information Technology	Blue Communications Ltd	Network Engineer
Mathematics	First Caribbean International Bank	Audit Officer
Mathematics	Springer Memorial Secondary School	Graduate Teacher
Mathematics, Physics	UWI	Student Demonstrator
Ecology	The University of the West Indies	Lab Technician

## HUMANITIES AND EDUCATION – CAVE HILL

Programme Option	Name of Employer	Name or Description of Job
Education	Ministry of Education	Graduate Teacher
Education	Ministry of Education	Teacher
Education	Barbados Vocational Training Board	Supervisor
French	National Sports Council	Clerk/Typist
French, Management	Regional Business Systems	Corporate Account Executive
History	UWI	Stenographer Clerk I
History	Government of Barbados, Ministry of Community Development & Culture	Clerical Officer, Accounts Section
Linguistics	UWI	Steno/Clerk
Linguistics	Cable & Wireless	Account Manager
Linguistics and Psychology	St. Leonards Boys' Secondary School	Graduate Teacher
Literatures in English	Royal Bank of Canada	Customer Service Representative
Philosophy	Management Commission of Parliament	Library Assistant
Psychology	Ministry of Education	Teacher
Psychology	St. Gabriel's School	Teacher
Psychology	Cable & Wireless Barbados Ltd	Human Resources Coordinator
Psychology	Ministry of Education	Teacher
Psychology	Government of Barbados	Clerical Officer
Spanish and Management Studies	Foster and Ince Cruise Services	Check-in Agent
Theology	Child Care Board	Co-ordinator Private Day Care
Theology	O & E Hardware Inc	Manager
Humanities(programme not stated)	Ministry of Education	Teacher
	Ministry of Education	Primary School Teacher
	Anglican Church	Deacon

## SOCIAL SCIENCES – CAVE HILL

Programme Option	Name of Employer	Name or Description of Job
Accounting		Auditor
Accounting	General Post Office	Clerical Officer
Accounting	Treasury Department	Clerical Officer
Accounting	Auditor General Department	Auditor II
Accounting	Central Bank of Barbados	Research Officer
Accounting	Guardian Life	Senior Accounting Assistant
Accounting	Hobbs, Niles & Co.	Junior Staff Accountant
Accounting	Pricewaterhouse/Coopers	Auditor
Accounting	Sagicor Life Inc	Accounting Assistant
Accounting	Ernst & Young	Tax Professional
Accounting	Trans Executive Inc	Accountant
Accounting (Special)	Ernst & Young	Auditor (Staff 2)
Accounting (Special)	Cruise Management Ltd	Accountant
Accounting (Special)	R.B.C. Wealth Management	Trust Accountant
Bachelor of Science Management Studies	Barbados Community College	Clerical Officer
Bachelor of Science: Management Studies (Special)	SAGICOR	ADMINISTRATIVE ASSISTANT
Banking & Finance	Almond Resorts Inc	Head Hotel Cashier
Banking & Finance	KPMG	Assistant Accountant
Bsc Management Studies	Cable and Wireless (LIME)	Accounts Clerk
BSc. Economics and Accounting	PriceWaterHouseCoopers	Staff Assistant 1
BSc. Management Studies	Alleyne School	Graduate Teacher
Economics	BNB Finance and Trust	Clerk
Economics	Stansfeld Scott & Co. Ltd	Administrative Assistant
Economics	Business Advisory Services	Assistant Accountant
Economics	PriceWaterHouseCoopers	Staff Assistant
Economics	PriceWaterHouseCoopers	Auditor
Economics	Tropical computer Ltd	Accounts Assistant
Economics	Ministry of Economic Affairs	Economist I
Economics and Accounting	PriceWaterHouseCoopers	Auditor
Economics and Management	C.S. Construction Ltd	Office Manager
Hospitality & Tourism	Market One	Tele-Marketing Analyst
Hospitality & Tourism Management	Foster & Ince Cruise Services	Cruise Operations Executive
Hospitality & Tourism Management	Island Resorts Ltd	Waiter
Hospitality & Tourism Management	Suntours Caribbean-Virgin Holidays	Tour Representative
Hospitality and Tourism Management	Intimate Hotels of Barbados	Web Marketing Assistant
Management	Michael Greaves Associates Inc	Office Administrator
Management (Special)	Pruco Assignment Corporation	Assistant to Business Manager
Management and Psychology	Cables and Accessories	Manager
Management Special	Caribbean Institute for Meteorology & Hydrology	Senior Administrative Officer

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
Management Studies	Registration Department	Clerical Officer
Management Studies	Sagicor Life Inc	Administrative Assistant
Management Studies	Barbados Bottling Company Ltd	Asset Care Assistant
Management Studies	Ministry of Housing & Lands	Steno/Typist
Management Studies	Gildain Activewear SRC	Retain and Forecasting Assistant
Management Studies	RBC	Processing Agent
Management Studies	Q'Max Solutions	Administrative Assistant
Management Studies	Royal Bank of Canada	Processing Agent
Management Studies	RWE Npower	Customer Administrant
Management Studies	Associates for International Development Inc	Project Administrator
Management Studies	Consumers Guarantee Insurance	Customer Service Representative
Management Studies		Sales Clerk
Management Studies	Quantum Technology	Customer Relations Manager
Management Studies	G and A communication	Marketing Executive
Management Studies	Food and Agriculture Division of the UN	National Administrative Officer
Management Studies	Self Employed	Systems Engineer
Management Studies	Barbados Lights and Power Co. Ltd.	Administrative Clerk
Management Studies	Marcus Evans	Marketing Research
Management Studies	Permanent Value Asset Management	Finance Management
Management Studies	Sagicor Life Inc	Supervisor
Management Studies	Barbados Advocate Newspaper	Journalist
Political Science	National Library Service	Library Assistant
Political Science	Government of Barbados	Graduate Teacher
Psychology	RBTT (Barbados) Ltd	Customer Service Representative
Psychology	Steve A.H. Gollop Attourney-at-Law	Legal Clerk
Psychology	Royal Bank of Canada	Client Services Representative
Psychology (Special)	University of the West Indies	Research Assistant
Psychology and Management	Ministry of Education	Teacher
Public Sector Management	Government of Barbados	Senior Supervisor
Public Sector Management	Ministry of Community Development and Culture	Clerical Officer
Public Sector Management	Government of Barbados (Police)	Inspector of Police
Public Sector Management	Ministry of Health	Environmental Health
Public Sector Management	Ministry of Health	Environmental Health Officer
Public Sector Management (Special)	Coastal Zone Management Unit	Accountant
Social Work	Psychiatric Hospital	Psychiatric Social Worker
Social Work	Welfare Department	Welfare Officer
Social Work	Ministry of Health	Care Coordinator
Social Work	Queen Elizabeth Hospital	Medical Social Worker
Social Work	Challenor Creative Arts and Training Center	Social Worker
Social Work	Royal Barbados Police Force	Sergeant
Sociology	Sagicor Life Inc.	Pension Plan Administrator
Sociology	Commissioner of Police	Inspector of Police

<b>Programme Option</b>	<b>Name of Employer</b>	<b>Name or Description of Job</b>
Sociology	Self Employed	Consultant
Sociology & Psychology	Ministry of Education	Teacher
Sociology and Psychology	UWI	Part-time Tutor
Sociology, Psychology	Alrick Scott, Attorney-At-Law	Legal Secretary
Sociology, Psychology	Self Employed	Owner
Sociology, Psychology	Gildain Activewear SRC	Customer Service Representative
Sociology, Psychology	Codrington School	Teaching Assistant
Social Sciences(programme not stated)	Sagicor Life Inc.	Administrative Assistant
	Attorney General's Office	Stereographer
	Lauril Elcock	Office Manager
	Sagicor Life Inc.	Administrative Assistant
	E.G. Hutson	Trainee Auditor
	Barbados National Bank Inc	Accounting Officer
	UWI	Research Assistant
	Government of Barbados	Petty Officer
	Immigration Department	Endorsement Officer
	Bank of Nova Scotia	Processing Clerk
	Friendly Signs Inc	Director/Office Manager
	Substance Abuse foundation	Clinical Administrative Assistant

**APPENDIX 4A COMPARATIVE MONTHLY MEDIAN SALARIES BY FACULTY AND AREA OF STUDY – ST AUGUSTINE CAMPUS**

Faculty/Programme	2007			2008		
	No of respondents	Gross Monthly Salary(Average)-TT\$	Gross Monthly Salary(Media n)-TT\$	No of respondents	Gross Monthly Salary(Average)-TT\$	Gross Monthly Salary(Media n)-TT\$
Graduates employed in Trinidad and Tobago	340	8,576	8,500	435	8,860	8,400
Engineering	49	9,570	9,000	79	9,510	9,000
Chemical & Process Engineering	5	10,382	10,000	5	8,750	8,950
Civil Engineering	7	9,787	9,900	9	10,500	10,400
Electrical & Computer Eng	8	9,779	9,850	20	10,000	10,140
Mechanical Engineering	16	9,108	7,961	32	8,000	8,550
Petroleum Geosciences	3	14,150	12,450	8	11,000	11,570
Surveying & Land Information	7	8,194	8,600	4	8,380	8,690
Medical Sciences – 3/4 yr	25	10,000	10,000	7	10,000	11,160
Medical Sciences – 5 yr	11	12,300	12,220	30	20,000	18,470
Dental Surgery	3	11,333	10,000	3	16,000	14,000
Medicine & Surgery	8	13,330	13,360	27	20,000	18,960
Nursing	20	10,965	10,343	3	13,000	11,880
Pharmacy	5	10,146	10,000	4	10,000	10,630
School of Agriculture	23	6,403	6,148	28	5,130	6,270
Agribusiness	14	6,029	6,148	18	5,000	5,610
Envir & Nat Resource Mgmt	6	6,800	6,000	4	7,000	7,180
Human Ecology	2	7,968	7,968	3	8,290	7,760
School of Education	27	11,010	10,666	19	9,240	9,620
Education	27	11,010	10,666	18	9,450	9,690
School of Humanities	51	6,993	7,000	57	7,370	7,010
Communication Studies	7	6,298	7,000	5	6,000	6,400
Creative Arts	4	6,975	6,850	9	9,000	8,380
English	18	6,573	6,500	18	7,585	7,290
Foreign languages	11	8,170	7,979	11	7,840	7,700
History	7	5,828	5,800	10	5,000	6,000
Linguistics	2	10,000	10,000	4	4,000	4,000
School of Science	49	8,000	8,800	54	7,080	7,610
Chemistry & Management	5	8,213	8,050	2	8,000	8,000
Computer Science & Management	4	9,590	9,650	4	6,000	6,750
Envir & Natural Resource Mgmt	11	8,673	9,000	12	6,160	7,110
Life Sciences	5	4,500	4,000	9	6,340	6,150
Mathematics	5	9,720	9,700	12	9,800	10,240
Physical Sciences	19	7,700	8,000	15	7,000	6,830
Social Sciences	104	7,999	7,791	161	7,900	8,100
Accounting	5	6,578	6,392	8	7,300	8,980
Economics	14	6,688	6,550	15	7,000	7,290
Government	6	6,701	6,500	9	8,750	9,870
Hosp & Tour Mgmt	4	7,177	7,450			
Management Studies	32	9,276	9,013	49	8,750	8,400
International Tourism				8	5,000	5,690
Psychology	11	6,231	6,250	22	8,750	7,940
Public Sector Management	12	7,696	8,250	21	6,800	6,880
Social Work	11	8,411	8,500	8	10,500	11,000
Sociology	7	9,204	9,666	16	6,600	7,490

**APPENDIX 4B COMPARATIVE MONTHLY MEDIAN SALARIES BY FACULTY AND AREA OF STUDY – MONA CAMPUS**

Faculty/Area of Study	2007			2008		
	No of respondent employed full-time	Mean	Median	No of respondent employed full-time	Mean	Median
<b>Graduates employed in Jamaica</b>	<b>488</b>	<b>92,567</b>	<b>85,000</b>	<b>510</b>	<b>93,370</b>	<b>85,000</b>
<b>Humanities</b>	<b>73</b>	<b>78,184</b>	<b>74,000</b>	<b>88</b>	<b>77,920</b>	<b>75,000</b>
Creative Arts	3	124,840	119,000	2	115,000	115,000
Computer Science				6	78,430	70,500
English	6	71,537	72,250	5	77,400	82,000
Geography	3	60,667	42,000	1	100,000	100,000
History	15	71,584	50,000	18	63,910	66,500
Library & Information Studies	9	88,441	83,613	10	85,520	79,000
Media & Communication	16	87,103	80,000	16	73,110	68,000
Spanish	7	75,601	80,000		75,240	82,000
Language Communication	11	69,874	70,000	14	91,970	82,300
Philosophy				7	66,110	72,000
<b>Education</b>	<b>107</b>	<b>116,093</b>	<b>120,000</b>	<b>102</b>	<b>113,700</b>	<b>119,280</b>
Education	107	116,093	120,000	102	113,700	119,280
<b>Medical Sciences – 5 yr</b>	<b>10</b>	<b>161,333</b>	<b>150,000</b>	<b>18</b>	<b>148,390</b>	<b>122,090</b>
Medicine and Surgery	10	161,333	150,000	18	148,390	122,090
<b>Medical Sciences – 3 yr</b>			<b>53,000</b>	<b>52</b>	<b>59,760</b>	<b>55,690</b>
Nursing	53	63,883	52,000	44	56,340	55,890
Physical Therapy	5	71,600	65,000	4	73,750	72,500
Pharmacology				3	91,670	86,000
<b>Pure and Applied Sciences</b>	<b>58</b>	<b>94,168</b>	<b>84,500</b>	<b>44</b>	<b>97,932</b>	<b>83,170</b>
Actuarial Sciences	8	114,842	93,834	5	92,983	80,000
Computer Science	4	115,125	110,250	9	78,330	70,000
Geography/Geology	9	81,740	80,000			
Life Sciences	24	87,443	80,000	12	107,490	83,220
Mathematics	5	118,600	84,000	8	105,210	94,690
Physical Sciences	8	81,906	83,000	10	100,750	77,500
<b>Social Sciences</b>	<b>180</b>	<b>89,857</b>	<b>80,067</b>	<b>206</b>	<b>92,610</b>	<b>80,000</b>
Accounting/Banking	13	89,338	79,166	12	78,080	75,000
Economics	10	82,090	80,500	9	71,450	67,000
Political Science	3	63,000	72,000	3	63,930	65,000
Hosp & Tour Mgmt	25	78,392	80,000	10	88,020	67,500
Management Studies	56	95,595	88,500	98	101,950	88,000
Psychology	17	79,937	80,133	16	86,420	69,720
Public Sector Management	24	95,152	94,500	17	96,250	90,000
Social Work	8	84,564	79,188	14	99,593	89,185
Sociology	9	117,974	82,500	10	73,550	70,000
International Relations	15	85,669	80,000	14	74,890	78,000

## APPENDIX 5 - GRADUATES' OPINION OF UWI'S CONTRIBUTION TO THEIR ATTRIBUTES/SKILLS BY FACULTY – ALL Campuses

<b>Critical thinking skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
Education	0.0%	4.1%	30.4%	65.5%	148
Humanities	0.0%	3.9%	33.9%	62.2%	254
Engineering	0.0%	11.8%	56.9%	31.4%	102
Medical Sciences - 5 YR	1.6%	7.9%	61.9%	28.6%	63
Medical Sciences	0.0%	4.0%	40.0%	56.0%	75
Science	1.0%	11.6%	49.7%	37.7%	199
Agriculture	2.1%	8.3%	54.2%	35.4%	48
Social Sciences	1.0%	5.4%	44.9%	48.7%	690
Law	0.0%	5.3%	31.6%	63.2%	19
<b>Grand Total</b>	<b>0.7%</b>	<b>6.3%</b>	<b>43.7%</b>	<b>49.2%</b>	<b>1598</b>
<b>Problem solving skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	6.1%	37.8%	56.1%	148
School of Humanities	1.2%	7.1%	48.6%	43.1%	255
Engineering	1.0%	3.9%	52.4%	42.7%	103
Medical Sciences - 5 YR	3.2%	7.9%	50.8%	38.1%	63
Medical Sciences	1.3%	6.7%	44.0%	48.0%	75
School of Science	1.0%	10.1%	44.2%	44.7%	199
School of Agriculture	0.0%	8.3%	50.0%	41.7%	48
Social Sciences	0.7%	7.5%	49.3%	42.5%	692
Law	0.0%	0.0%	47.4%	52.6%	19
<b>Grand Total</b>	<b>0.9%</b>	<b>7.3%</b>	<b>47.5%</b>	<b>44.3%</b>	<b>1602</b>
<b>Effective writing skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	2.7%	39.2%	58.1%	148
School of Humanities	0.4%	3.1%	28.7%	67.7%	254
Engineering	2.9%	25.2%	42.7%	29.1%	103
Medical Sciences - 5 YR	7.9%	44.4%	34.9%	12.7%	63
Medical Sciences	1.3%	0.0%	46.7%	52.0%	75
School of Science	2.0%	19.1%	50.3%	28.6%	199
School of Agriculture	0.0%	16.7%	45.8%	37.5%	48
Social Sciences	0.3%	7.2%	41.0%	51.5%	693
Law	0.0%	5.3%	42.1%	52.6%	19
<b>Grand Total</b>	<b>1.0%</b>	<b>10.2%</b>	<b>40.3%</b>	<b>48.5%</b>	<b>1602</b>
<b>Effective speaking skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	6.8%	45.9%	47.3%	148

<b>Critical thinking skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Humanities	0.8%	9.0%	35.7%	54.5%	255
Engineering	5.0%	21.8%	47.5%	25.7%	101
Medical Sciences - 5 YR	11.1%	19.0%	52.4%	17.5%	63
Medical Sciences	4.0%	2.7%	46.7%	46.7%	75
School of Science	7.5%	24.6%	43.2%	24.6%	199
School of Agriculture	4.2%	12.5%	43.8%	39.6%	48
Social Sciences	1.9%	14.9%	41.1%	42.1%	693
Law	0.0%	21.1%	36.8%	42.1%	19
Grand Total	2.9%	14.4%	42.1%	40.5%	1601
<b>Working effectively with modern IT communication technologies</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	13.5%	43.9%	42.6%	148
School of Humanities	5.9%	19.6%	41.2%	33.3%	255
Engineering	3.9%	15.5%	51.5%	29.1%	103
Medical Sciences - 5 YR	16.1%	37.1%	41.9%	4.8%	62
Medical Sciences	4.0%	16.0%	42.7%	37.3%	75
School of Science	7.0%	16.1%	48.2%	28.6%	199
School of Agriculture	2.1%	18.8%	50.0%	29.2%	48
Social Sciences	4.3%	21.4%	45.0%	29.3%	693
Law	10.5%	15.8%	57.9%	15.8%	19
Grand Total	4.9%	19.5%	45.2%	30.3%	1602
<b>Count of Question 30: Innovative and entrepreneurial</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	6.8%	27.0%	41.9%	24.3%	148
School of Humanities	11.0%	29.8%	43.5%	15.7%	255
Engineering	10.7%	24.3%	51.5%	13.6%	103
Medical Sciences - 5 YR	19.0%	34.9%	41.3%	4.8%	63
Medical Sciences	8.0%	29.3%	49.3%	13.3%	75
School of Science	19.8%	37.6%	32.5%	10.2%	197
School of Agriculture	4.2%	14.6%	54.2%	27.1%	48
Social Sciences	9.1%	28.6%	43.8%	18.5%	692
Law	10.5%	26.3%	42.1%	21.1%	19
Grand Total	10.8%	29.3%	43.1%	16.8%	1600
<b>Count of Question 30: Understanding and appreciating diversity and other cultures</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	8.8%	33.8%	57.4%	148
School of Humanities	0.8%	5.9%	29.0%	64.3%	255
Engineering	7.8%	15.5%	52.4%	24.3%	103
Medical Sciences - 5 YR	6.3%	27.0%	36.5%	30.2%	63
Medical Sciences	1.3%	10.7%	42.7%	45.3%	75

<b>Critical thinking skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Science	6.0%	17.1%	31.2%	45.7%	199
School of Agriculture	6.3%	14.6%	27.1%	52.1%	48
Social Sciences	2.6%	9.5%	33.8%	54.0%	692
Law	0.0%	0.0%	27.8%	72.2%	18
Grand Total	3.0%	11.0%	34.2%	51.8%	1601
<b>Ability to think and work independently</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.7%	3.4%	25.7%	70.3%	148
School of Humanities	0.8%	5.9%	29.0%	64.3%	255
Engineering	1.9%	8.7%	32.0%	57.3%	103
Medical Sciences - 5 YR	3.2%	7.9%	44.4%	44.4%	63
Medical Sciences	1.3%	0.0%	34.7%	64.0%	75
School of Science	1.5%	6.5%	39.7%	52.3%	199
School of Agriculture	0.0%	8.3%	29.2%	62.5%	48
Social Sciences	1.2%	6.4%	29.2%	63.2%	691
Law	0.0%	0.0%	26.3%	73.7%	19
Grand Total	1.2%	5.9%	31.2%	61.7%	1601
<b>Capacity to work effectively in teams</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	0.0%	4.7%	26.4%	68.9%	148
School of Humanities	1.6%	9.4%	35.3%	53.7%	255
Engineering	0.0%	4.9%	32.0%	63.1%	103
Medical Sciences - 5 YR	4.8%	4.8%	50.8%	39.7%	63
Medical Sciences	1.3%	0.0%	28.0%	70.7%	75
School of Science	2.0%	10.6%	41.7%	45.7%	199
School of Agriculture	2.1%	2.1%	31.3%	64.6%	48
Social Sciences	1.3%	5.6%	31.6%	61.5%	693
Law	5.3%	21.1%	10.5%	63.2%	19
Grand Total	1.4%	6.5%	33.3%	58.8%	1603
<b>Socio/Political awareness</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	2.0%	15.5%	52.0%	30.4%	148
School of Humanities	2.4%	14.1%	40.4%	43.1%	255
Engineering	15.5%	34.0%	41.7%	8.7%	103
Medical Sciences - 5 YR	17.5%	44.4%	30.2%	7.9%	63
Medical Sciences	6.7%	13.3%	60.0%	20.0%	75
School of Science	11.1%	32.2%	36.7%	20.1%	199
School of Agriculture	10.4%	27.1%	47.9%	14.6%	48

<b>Critical thinking skills</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
Social Sciences	3.3%	14.0%	43.9%	38.7%	692
Law	5.3%	10.5%	31.6%	52.6%	19
<b>Grand Total</b>	<b>5.7%</b>	<b>19.2%</b>	<b>43.3%</b>	<b>31.8%</b>	<b>1602</b>
<b>Ethical conduct</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	4.1%	15.5%	27.0%	53.4%	148
School of Humanities	5.9%	14.1%	36.9%	43.1%	255
Engineering	9.7%	20.4%	38.8%	31.1%	103
Medical Sciences - 5 YR	6.3%	15.9%	34.9%	42.9%	63
Medical Sciences	2.7%	10.7%	40.0%	46.7%	75
School of Science	10.1%	30.8%	36.4%	22.7%	198
School of Agriculture	8.3%	18.8%	39.6%	33.3%	48
Social Sciences	4.1%	14.9%	36.9%	44.1%	691
Law	5.3%	21.1%	31.6%	42.1%	19
<b>Grand Total</b>	<b>5.6%</b>	<b>17.2%</b>	<b>36.1%</b>	<b>41.1%</b>	<b>1600</b>
<b>Proficiency in a second language</b>					
<b>Row Labels</b>	<b>none</b>	<b>very little</b>	<b>moderate</b>	<b>strong</b>	<b>Total</b>
School of Education	60.8%	22.3%	12.8%	4.1%	148
School of Humanities	25.9%	33.3%	27.5%	13.3%	255
Engineering	59.2%	27.2%	12.6%	1.0%	103
Medical Sciences - 5 YR	71.0%	25.8%	3.2%	0.0%	62
Medical Sciences	64.0%	20.0%	10.7%	5.3%	75
School of Science	61.3%	26.1%	11.1%	1.5%	199
School of Agriculture	58.3%	31.3%	6.3%	4.2%	48
Social Sciences	60.3%	24.0%	10.9%	4.8%	688
Law	63.2%	26.3%	5.3%	5.3%	19
<b>Grand Total</b>	<b>55.5%</b>	<b>25.9%</b>	<b>13.3%</b>	<b>5.3%</b>	<b>1597</b>