



Beyond Graduation Survey 2014

**Human Resource Development Division
Department of Human Resources
Ministry of Labour and Human Resources**



INTRODUCTION



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The first Beyond Graduation Survey was carried out in 2013 as part of the 2nd National Human Resource Development (HRD) Advisory Development. The initiative was carried out by the Human Resources Development Division (HRDD), Ministry of Labour and Human Resources (MoLHR) to profile and assess the graduate pool who have entered the labour market in 2013. The main objective of the survey was to collect outcome and experience data from graduates who have completed their University Degree and to have a detailed profiling. The HRDD has continued this survey in 2014 to assess change in profiling and perception of graduates over the last two years, so that tertiary education stakeholders; tertiary institutions, employers, graduates, parents and government agencies are in position to make guided interventions wherever necessary.

In the beyond graduation survey 2014, a detailed examination has been carried out on the activities, outcome, experience and perception of Bhutanese graduates who have undertaken tertiary education within and outside the country. A total of 1800 graduates have participated in the 2014 survey out of which survey data for 1780 graduates have been used. The survey has captured those attending the National Graduate Orientation Program (NGOP) 2014. Approximately 2300 attended the NGOP 2014 and although not all of them have participated in the survey, the survey result and outcome should provide a broad prospective on the profiling, experience and perception of overall Bhutanese higher education graduate population in 2014.

The Beyond Graduation survey report has been broadly categorized into four sections; first provides profiling of university graduates based on gender, age, residency, broad field of study, graduation year, university, location of institute and funding modality; second the factor determining choice of program and post-graduation outlook, which provides an indicative on various factors determining graduates' choice of program, their retrospective evaluation of the quality and relevance of study/program, their level of satisfaction with their study and as to whether they would recommend the same program or college to others; third the prior and current employment assessment, which provides assessment on prior employment and transition to employment. The last section takes a look into perception and preference of graduates. An assessment on preference of employment sector, criteria determining choice of employment and options on unemployment has been made. Further, the section also looks into whether an individual has undertaken additional training beyond graduation, the kind of competencies they think they require and their assessment on current unemployment.



ONE



GRADUATE PROFILING

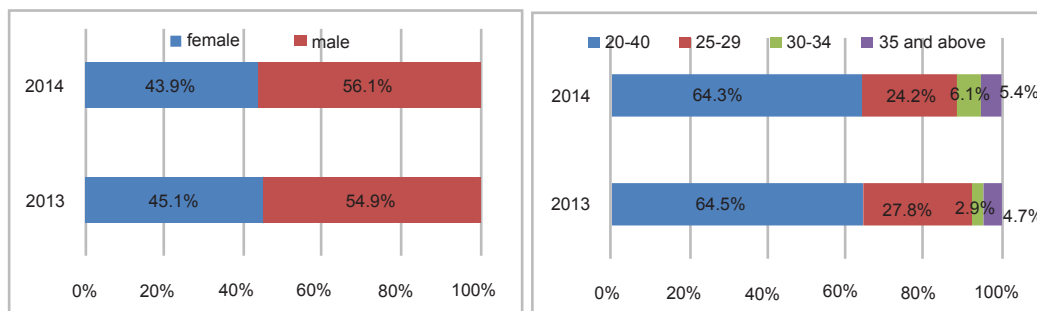
GRADUATE PROFILING

Out of the survey pool, 26.46% are residents of the Capital followed by Trashigang (8.9%), Paro (7.3%) and Chhukha (6%). 30.38% of the females and 23.39 of the males are residents of the Capital. 91.52% are those who graduated in the year 2014, 6.07% graduated in 2013 and others graduated in the previous years. Gender wise, 43.9% are female and 56.1% are male, thus indicating a slight gender discrepancy.

Majority fall within the age bracket of 20-24 (64.27%) and 25-29 (24.21%), however, the data also indicates those within the higher age bracket (30+). A significant number of these are in-service employees who have undergone higher education up-gradation. 86% of them continue to work with their employing sector post-graduation. However, a small number (14%) of these group have re-entered the labour market. Almost 84.3% of those who have undergone education up-gradation are from the Government sector, mainly from the sub-sector Agriculture and Forest, thus indicating a greater human resource development effort in the Government sector.

While an equal number male and female complete their higher secondary education (51% male and 49% female as per Statistical yearbook of Bhutan 2012), lesser number of female opt for higher education as is evident from the lower number of females graduating. The beyond graduation survey report for both 2013 as well as 2014 indicates slightly lower number of female completing university degree as compared to the higher number of females during the lower and middle secondary education.

Figure 1: Gender-wise and age-wise profile of graduates in 2013 and 2014



A large number of graduates in 2013 as well as in 2014 are self-funded. While the number of self-funded graduates have slightly dropped in 2014, it is still the highest in number among the various funding modalities. Government funding is the second highest and it has slightly increased from 699 in 2013 to 775 in 2014.

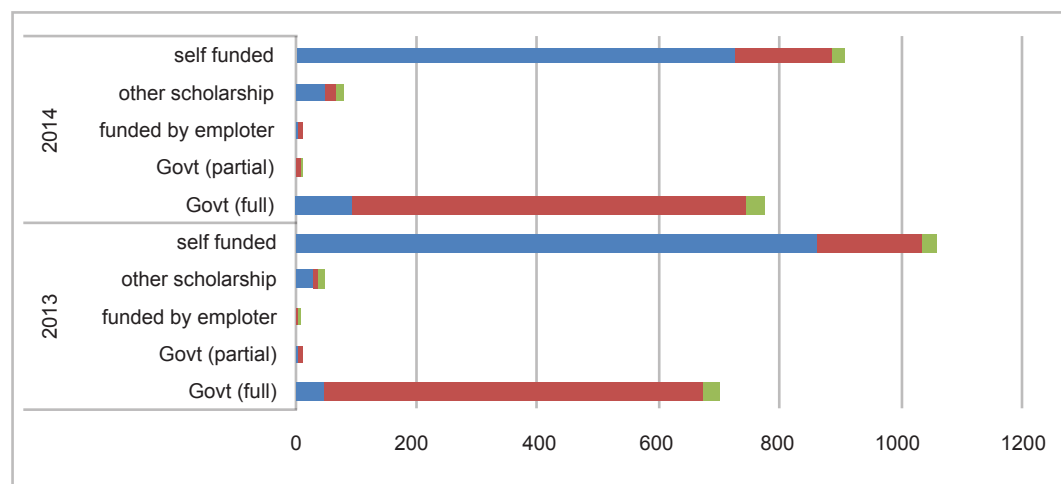
India continues to be the popular destination for higher education for many Bhutanese, mostly for self-funded students. Most government funded programs are conducted in-country. This can be seen from Royal University of Bhutan's (RUB) effort to increase intake capacity within their colleges. Further, Bhutan will now have many of its health and medical related programs conducted in-country through the University of Medical Sciences of Bhutan (UMSB).

Self-funded females have more tendency to study in-country whereas a higher percentage (85%) of males study outside Bhutan. Over the last two year, there is a slight increase in number graduating through government funding, leading to slight decrease in self-funded numbers.

Table 1: Funding modality by location of study in 2013 and 2014

funding Type	2013				2014			
	India	Bhutan	others countries	Total	India	Bhutan	others countries	Total
Government (full)	48	627	24	699	96	652	27	775
Government (partial)	6	3	0	9	4	7	1	12
funded by employer	3	2	1	6	6	3	0	9
other scholarship	31	7	7	45	50	21	6	77
Self-funded	864	172	22	1058	726	160	21	907
Total	952	811	54	1817	882	843	55	1780

Figure 2: Funding modality by location of study in 2013 and 2014



As indicated in the following figure, a significant number have graduated from the Business & Management field followed by Arts & humanities. This trend is common in 2013 as well as in 2014.

A slight increased can be seen in the number of Agriculture & forest whereas a slight decrease can be seen in the ICT field. With the current unemployment trend among the ICT graduates, over the year, Bhutan will see decreasing number of ICT graduates in subsequent years.

One significant change in 2014 pool is the increase in the number of technical graduates (Engineering and related technologies and Health) and decrease in general

graduates (Business & Management and Arts & humanities). The number of Business & Management graduates funded through government scholarship have significantly reduced in 2014, while the number graduating from self-funded and other scholarship have remain constant.

Gender segregation indicates a higher number of males in engineering, ICT, science and agriculture and forest related course and a higher number of female in arts and humanities courses in both 2013 as well as in 2014.

Figure 3: Broad field of study/program by gender in 2013 and 2014

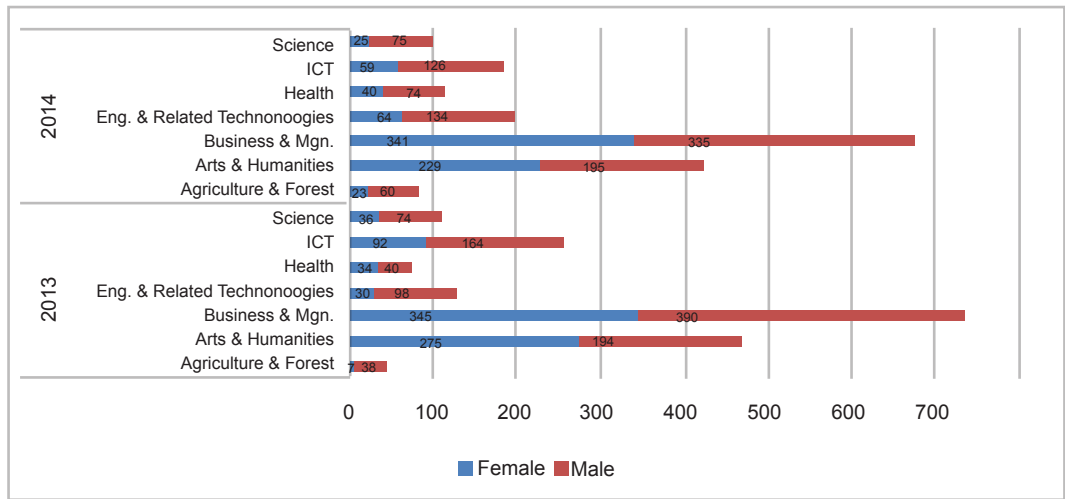
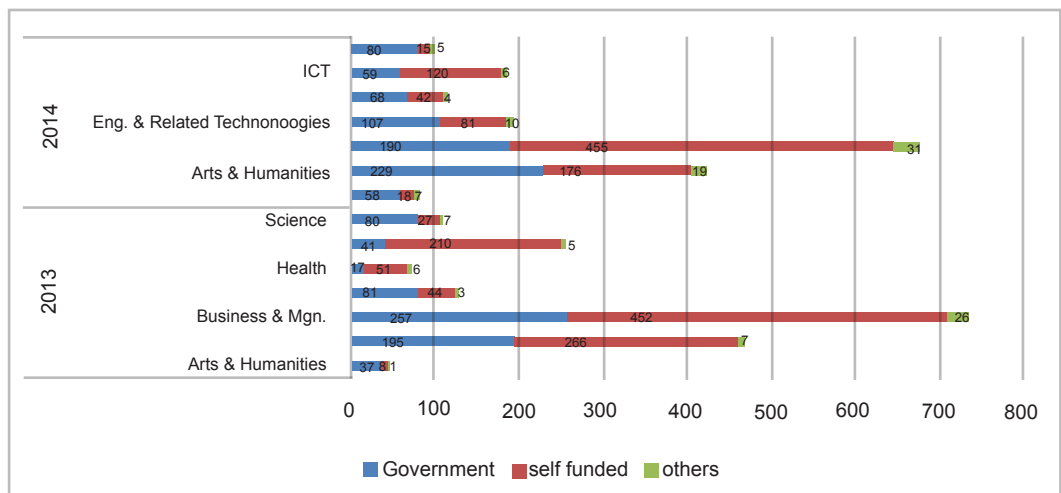


Figure 4: Broad field of study/program by fund type in 2013 and 2014





TWO



FACTORS DETERMINING CHOICE OF PROGRAM AND POST-GRADUATION

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The survey examined into factors such as advice from parents/guardian, influence of friends/relatives studying in the same program/college, reputation of the college, interest in the field, motivation to improve income and higher employment prospect in determining the choice of degree program.

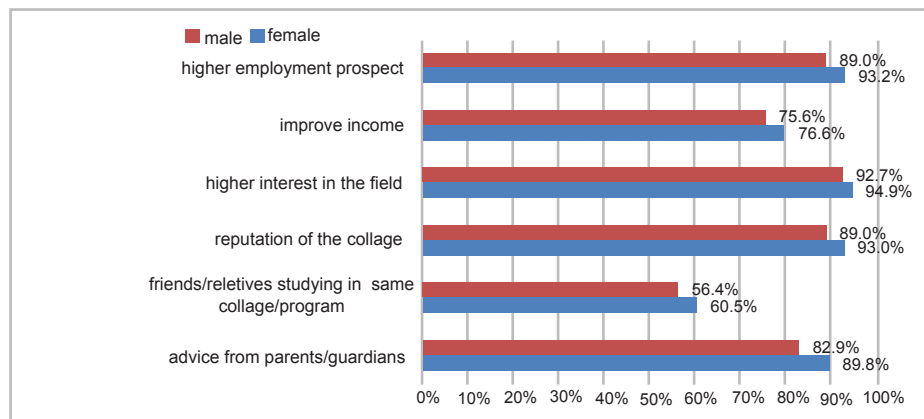
The result indicated that a greater emphasis is placed by individuals on higher employment prospect post-graduation and interest in the field in determining the choice of degree program. Factors such as advice from parents or guardian and reputation of the college also play a crucial role in determining choice of program. However less importance is placed on factors such as influence of friends/relatives studying in college or program. This clearly indicates careful assessment of employment prospects, interest in the field, reputation of the college and guidance from elders on choice of programs.

Graduates who have undergone degree on self-funding have indicated that employment post-graduation (90%) and advice from parents/guardian (88%) as an important factor for choosing the program. The trend is same with gender segregation, however, female place more emphasis on the various factors in determining their choice of program as compared to the male counterpart.

Table 2: Factors determining choice of degree program

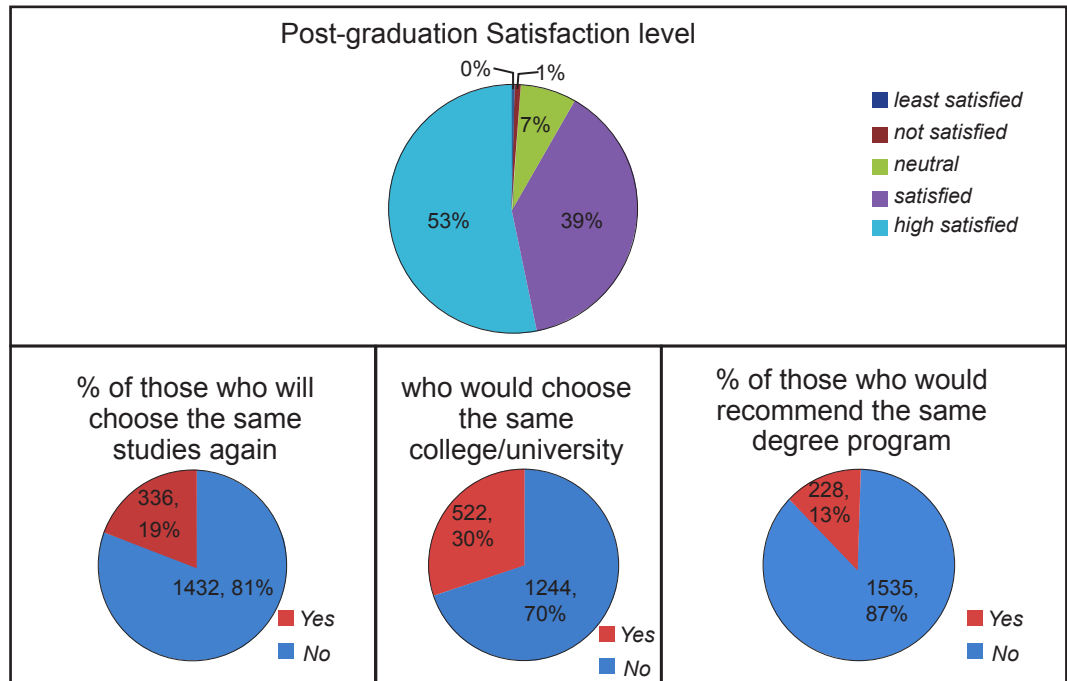
Factors >>	advice from parents/guardians	Influence of friends/relatives studying in same college/program	reputation of the college	higher interest in the field	improve income	higher employment prospect
important	85.9%	58.2%	91.7%	93.7%	77.3%	90.9%
neutral	10.2%	22.4%	6.5%	5.4%	17.4%	7.4%
not important	3.9%	19.4%	1.8%	0.9%	5.3%	1.7%
	100%	100%	100%	100%	100%	100%

Figure 5: Factors determining choice of degree program by gender



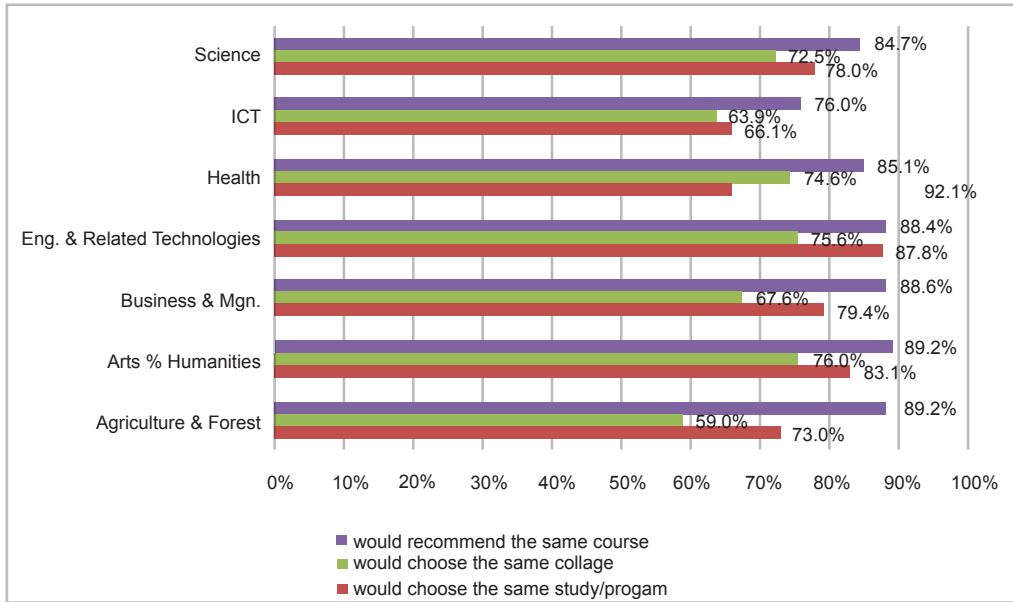
As indicated in the following figure, majority of graduates are satisfied with the under-graduation program they have undertaken. 39% are highly satisfied and 53% are satisfied. 7% are neutral and only 1% are not satisfied. Majority of them have indicated that they would choose the same study/college and would recommend the program to others. Those who have indicated lower level of satisfaction or those who have said that they would not recommend the program have specified issue with college or the course as the main reason. Others have stated job scarcity, bad performance and desire for higher education as their reasons.

Figure 6: Post-graduation satisfaction level



A closer look into the different aspect mention above by different field of study gives a different result. As indicated in the following figure, lower percentage of ICT graduates are satisfied with their course and the college. While a high number of agriculture & forest graduates have indicated their satisfaction with the course and said they would recommend the program, they have indicated their dissatisfaction with the college.

Figure 7: Post-graduation satisfaction by broad field of study





THREE



PRIOR AND CURRENT EMPLOYMENT

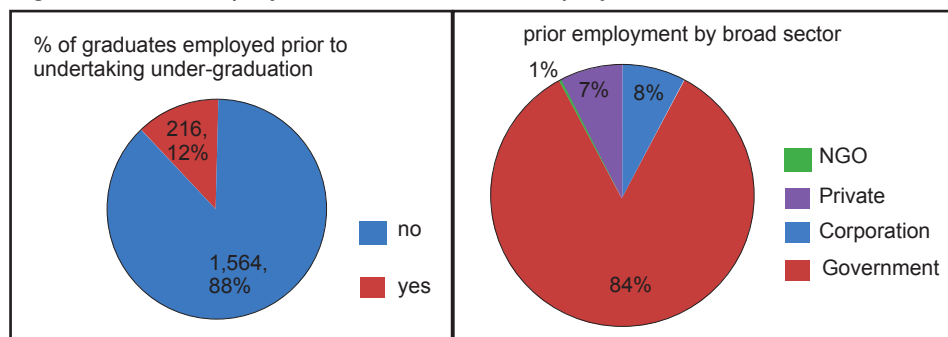
PRIOR AND CURRENT EMPLOYMENT

The survey indicates that 12% of the graduates were employed prior to the under-graduation program, thus indicating a good percentage of in-service candidates opting for continued education. 84.3% of these graduates are from the government sector, 7.9% from the corporation, 7.4% from the private sector and 0.5% from the NGOs.

91.8% of the in-services who have undergone under-graduation studies from the Government sector continue to work with their employing agency post-graduation and 70.6% of the in-services from the corporation continue working with their employing agency. However, only 35% of those from the private sector continue working with their previous employer. This indicates greater human resource development and retention efforts in the government sector as compared to the other sector.

Further, the data indicated that only 25% of those who have pursued continued education are females out of which 80% are from the government agencies. Only 23% of those who have pursued higher education from the government sector are female. Lesser number of female pursuing higher education post-employment indicates policy interventions required in term of human resource management within our organizations.

Figure 8: Prior employment and sector of employment



From the survey pool, 12% have indicated that they are currently employed. While 86.1% of those previously employed have retained employment post-graduation, 13.9% have re-entered the labour market. From those who were not previously employed (fresh graduates), only 2.17% have secured employment and 97.8% are not employed. However, it is important to note that 91% of the graduate pool completed their degree in 2014.

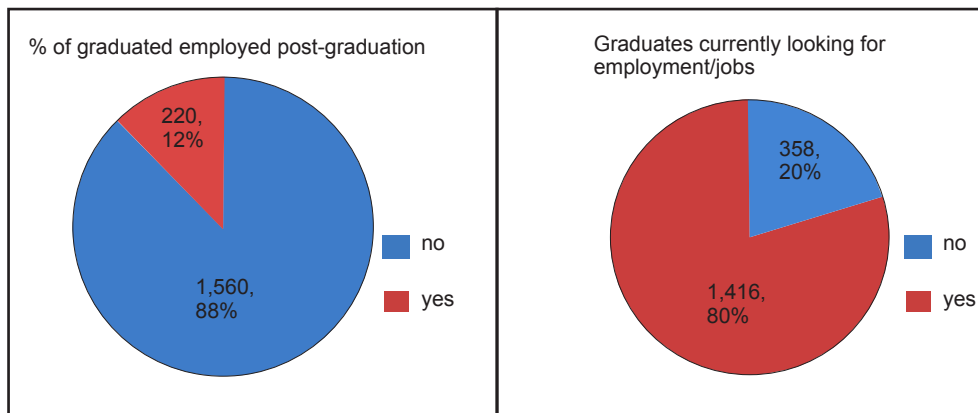
While one would expect majority of those graduating in previous years to be employed, the survey data indicates that there are those who have graduated in the previous years and are unemployed; 2008 (2 out of 3), 2011 (15 out of 16), 2012 (19 out of 23) and 2013 (86 out of 108).

For those who are employed, 48.6% have indicated that it took them less than 3 months to find employment. 7.08% indicated that it took them 3 to 6 months and 6.6% took 6 to 12 months. 37.7% indicated that it took more than a year to secure their current position/job. A further assessment into the sector they are working in indicates

that 80.1% are working in government sector, 9.1% in corporation, 7.8% in private sector and remaining in the NGOs. 70% have indicated that the degree program they have undertaken is highly relevant to their current job and 22.5% said its moderately relevant. Others do not find their program relevant to their current position/job.

While only 12% of the graduate pool are employed and it is expected for the remaining 88% to be looking for jobs, only 79.8% have indicated that they are actively looking for jobs. Therefore, there are those who are currently unemployed but they are not looking for jobs.

Figure 9: Graduates employed and currently looking for employment





FOUR



PERCEPTION AND PREFERENCE

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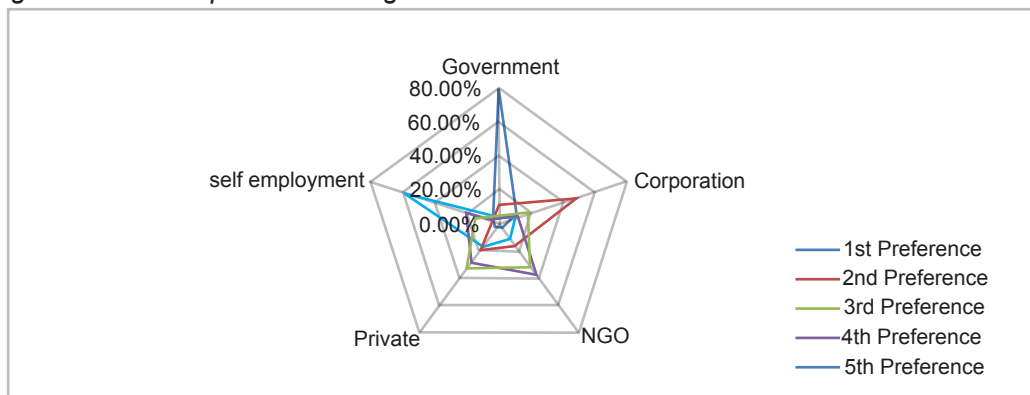
The 2013 beyond graduation survey indicates that majority of the graduates have chosen government jobs as their first preference followed by corporation, NGOs and private sector jobs. Self-employment was seen as the last option for employment. The same trend can be seen among the graduate pool of 2014. Almost 80 % of the graduates have chosen government as their first preference of work and 58% has chosen self-employment as their last preference. The preference for Government jobs over others is same across different field of study, age groups and gender. 80% of both males and females have said that government jobs are their first choice of employment, whereas 60% of the females and 56% of the males have said that self-employment is their last preference. Only 8.6% of the females and 8.5% of the males have chosen self-employment as their first or second preference of employment.

The survey data also indicated that graduates in higher age bracket have more tendency to choose government jobs compared to their younger cohort. However, the same trend can be seen for self-employment. The younger cohort have more tendency to choose self-employment as their last option. This trend is common even with gender segregation. 7.6% of those within the age bracket of 20-24, 10.3% within the age bracket of 25-29 and 11% above 30+ have chosen self-employment as their first or second choice for employment.

Table 3: Employment preference by broad sector of employment

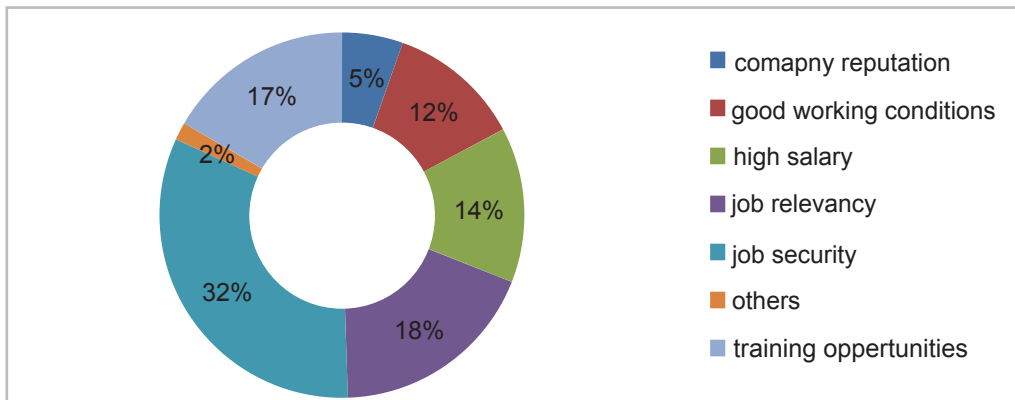
Broad Sector of Employment	1st Preference	2nd Preference	3rd Preference	4th Preference	5th Preference
Government	79.99%	11.63%	3.22%	2.49%	3.79%
Corporation	10.85%	47.63%	17.89%	11.48%	10.28%
NGO	3.26%	16.37%	31.94%	37.37%	11.24%
Private	2.70%	18.96%	33.24%	28.04%	16.72%
self-employment	3.20%	5.42%	13.71%	20.63%	57.97%
	100%	100%	100%	100%	100%

Figure 10: Sector preference of graduates



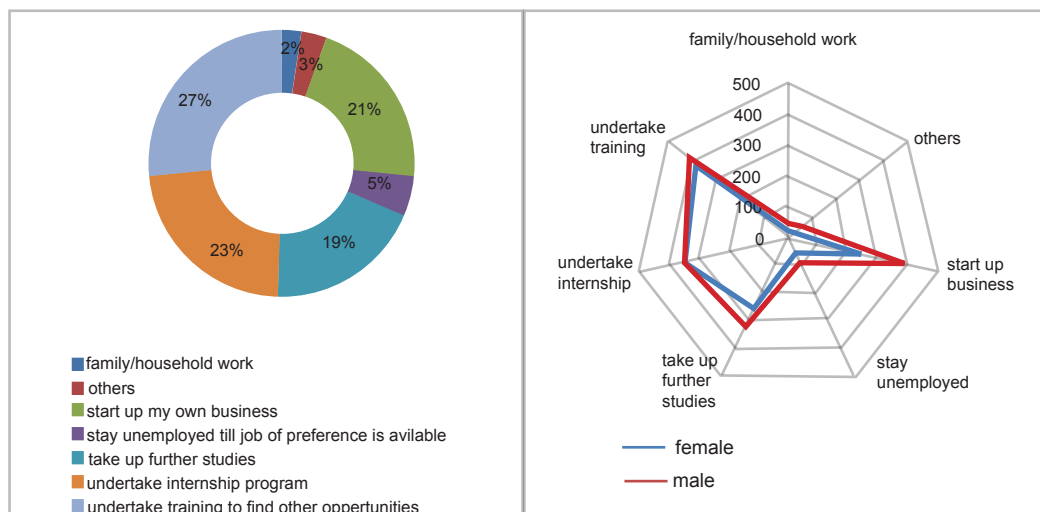
Besides the broad sector of preference, the survey also looked into specific factors a graduate looks at when seeking employment. These factors are broadly classified as job security, good working conditions, company's reputation/ image, job relevancy to the degree undertaken, high salary, training opportunities and others. Majority, almost 32% have indicated that job security is an important determinant for them in finding employment. 18% have indicated job relevancy, 14% indicated high salary and 17% training opportunities as determinant for finding employment. The same trend was seen in the graduate pool of 2013.

Figure 11: Criteria for choice of employment



The survey also looked into various options a graduate would consider incase job of their preference is not found. The different options being setting up their own businesses, engaging in family/household work, undertake training to avail other job opportunities, taking up further studies, internship programs, or staying unemployed until job of their preference is available. While graduates choose government and corporation jobs as their first or second options for employment, it is interesting to note that majority of them would consider setting up their own businesses if jobs of their preference is not found. Other popular choices are undertaking internship or training program, to enable them to get experience and skills required to find employment. Females have more inclination towards undertaking a training or an internship programs, whereas males have more inclination towards setting up their own businesses or pursuing further studies. Similar trend was seen in 2013 graduate pool.

Figure 12: Options graduates would consider in case not employed and options by gender

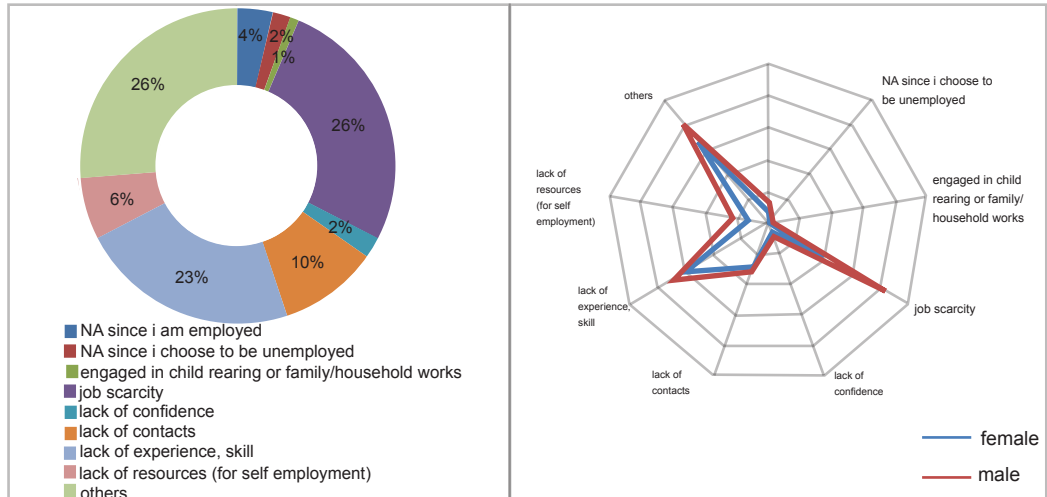


The survey indicates that only 27.7% of graduates have undergone some kind of training to find employment and others have not. These are internship with various employing agencies, IT training, finance, management or marketing related trainings or other short-term training program. Very few have undertaken specialized training in their own subjects or sector of interest. Majority of graduates indicated that they require additional competencies in term of communication and soft skills, work experience and vocational training to be employable.

The survey also looked into the perception of graduate on their current unemployment. Most graduates feel that lack of relevant experience and skill and job scarcity are the main reasons for unemployment. A small percentage (1%) of graduates are engaged in child rearing or household works due to which they are unemployed. Interestingly, there are also those who choose to stay unemployed. Graduates who have put 'others' (15%) as the reason for their current unemployment have specified that they are yet too early to assess themselves since they have graduated very recently and have not applied for any jobs.

The perception is similar with gender segregation. Both the male and female counterpart feel that job scarcity and lack of experience and skills are the main reason for their unemployment. While 1.1% of females and 0.7% of male specified that they are engaged in child rearing or engaged in family/household care, 1.2% of female and 2.3% of the male specified that they choose to stay unemployed.

Figure 13: Graduates' self-assessment of unemployment and assessment by gender



The perception and preference of the graduates over the last two years have not changed. In fact, the data and analysis on the sector preference and criteria for employment in the graduate pool of 2014 is same as that of 2013. This indicates that a lot of effort needs to be put in by the tertiary educational institutions, and others tertiary education stakeholders in changing the perception of graduates. While the labour market indication is seeing a shift from government oriented jobs to entrepreneurship and private sector development, graduates continue looking forward to government jobs with job security. This perception needs to change and education institutions needs to prepare graduates for the world of work and to face the labour market reality.

While a large number of graduates are completing their higher education in the field of business and management, these pool of graduates are least interested in becoming entrepreneurs. The curriculum and modules offered by the tertiary institution in the field of business and management need to equip graduates to become entrepreneurs post-graduation. Career counselling at the tertiary education institutions needs to prepare and inform graduates on the labour market information and dynamics.