

South East European University



SEEU CAREER CENTRE

IT'S TIME TO BLOOM

SEEU Alumni Destination Survey 2019

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Executive Summary:

Objective

The Employability Report is an annual report which provides data on the employment status of South East European University graduates. Moreover, the report is done in order for the University to determine what markets employ SEEU graduates, what percentage obtain employment, what positions they obtain, as well as to measure the market for future students. Those data will also help to improve our teaching sphere in order to meet the market needs for future graduates.

Methodology

In order to contact the graduates, the SEEU Student Services office provides the Career Centre with updated graduate lists and all needed personal information. The report is based on extensive research generated by contacting graduated students through direct phone calls and fulfilling the online Google form (https://docs.google.com/forms/d/e/1FAIpQLSdUj7iMrrG0Xv19KCBds5wmG-uHLDMDWH9R6ESSNRMXvo_geA/viewform?vc=0&c=0&w=1). But for the purpose of this report feedback from graduated students was necessary regarding their employment status. This was done through a questionnaire.

The questionnaire consisted of 30 questions divided into four parts:

1. Factual questions: i.d. number, name, surname, gender, study language, faculty, G.P.A.;
2. Employment status: are you employed, company name, company size, sector, time period;
3. Master studies status: university, faculty, city, country;
4. Preparations of SEEU for the labor market needs: did you need additional courses for the job, how much did the faculty prepare you for the labor market, do you recommend more practical subjects?

The answers received were organized in Google sheet forms, transferred into Excel tables and figures format, and are available in the Career Centre office. The intention is for those data to be available through the recently established SEEU e-Archive system. The contacts were realized in the period from 30.10.2019 till 06.12.2019.

Findings

The first part of the survey contains factual data. From the results, the largest group of those answering the survey was graduates from Business and Economy with 23, 1%; followed by Languages, Cultures and Communication faculty graduates, with 21.2%. Regarding gender, the overall percentage of male respondents was 50.3% and females 49.6%. According to the study language, graduates who studied in the Albanian language responded at a rate of 75.6%, those who studied in the English language constitute 12.9% of the respondents, and graduates from the Macedonian language programmes replied at a rate of 11.4%.

The overall employment rate of SEEU graduates of 2018 is 59.87%. If we remove the group of graduates who are not willing to work by choice (maternity leave; Master studies; Research; Personal issues and other graduates who do not want to work), the employment rate of SEEU graduates is 70% and the unemployment rate is 30%. 87.60% are employed full-time, 10.30% are self-employed (they own their own business), and 1.03% are employed part time and doing an internship. From the total number of unemployed students, 37.6% have indicated that they are unemployed by choice.

As in the Faculty level, the highest unemployment rate of graduates is from LAW graduates, with 44.8%, followed by Contemporary Social Sciences graduates, with 37.7%. The lowest unemployment rate this year is found for graduates of Contemporary Sciences and Technologies, with 7.03%.

Data on gender, study language and G.P.A. show that female graduates record a higher unemployment rate than male graduates do with 34.1%. When asked why they were unemployed, among female and male graduates, 41.5% of females and 31.4% of males responded that it was by choice. Graduates who studied in the Albanian language report an unemployment rate of 31.4%, graduates who studied in the English language report an unemployment rate of 20.5%, and those who studied in the Macedonian language reported 25.8%. This year's data show that students with a G.P.A. of between 7—8 experience the highest unemployment rate, at 38.2%. Graduates with a G.P.A. of between 9 and 10 experience an unemployment rate of 25%, which shows that they are more employed than those with a lower G.P.A. Students with a high G.P.A. were also looking for the best jobs offered (are more selective) and were not willing to find employment in any random job offered to them.

According to the way how they learned about their current job position, 35.5% of them learned of the opportunity from family members; 24.07% from the internet and 14.9% from the SEEU Career Centre.

As for the time period, 20.6% of SEEU graduates have indicated that they were employed before graduation; and 29.3% of the graduates found a job in the first 1-3 months after graduation. As can be seen here, 73% of our graduates are employed in the last year of their studies or in the first six months after graduation.

The Report contains data on sector of employment depending on the Faculty background. Business and Economy graduates are mostly employed in Trade (48.9%) and Services (26.5%). Graduates with a background in Contemporary Sciences mostly found employment in IT (60.5%) and with Services (15.7%). (48.1%) of LAW graduates found employment in Services and (22.2%) in Trade. Not surprisingly, the main employer of graduates with a background in Languages, Cultures and Communications this year is Education and Service, each with (26.1%), followed by “Other” industries with (23.8%). (28.9%) of graduates with an undergraduate degree in Contemporary Social Sciences found employment in “Other industries”, while (26.3%) of them work in Trade, followed by Services with (15.7%).

According to the cities and counties in which SEEU graduates founded employment, we can see that 26.8% of them work in Tetovo, 27.8% in Skopje, and 10.3% in Gostivar. This year’s graduates have also found employment in Europe and other Non-European Countries with approximately 24.1%, which is a high percentage.

The University is interested to know the percentage of students pursuing Master studies. From the results, 65.10% of graduates are not continuing to a 2nd-cycle degree, and 34.80% of them continued into MA studies. The majority of graduates pursuing a 2nd-cycle degree are continuing their education at SEEU, while 8% of them did so in Europe, and 3.5% are pursuing a master degree in ‘Other’ universities. These results show the interest of our students to continue their studies at the same university more than other universities.

There was a section where students had to determine if the study programme prepared them for the job market. 34.50% of them answered that the faculty study programme did prepare them for the job market: 63.50% very much, 10.10% neutral.

When asked whether our graduates-alumni would recommend the University to other students, almost all of them, 98.40%, stated yes, which shows they are satisfied with SEEU.

The questionnaire also asked what subjects SEEU graduates-alumni think should be added to our existing study programmes. According to their feedback, 84.80% suggest practical subjects, 5.80% Professional Skills, 1.8% ‘other’ skills, 5.5% General skills and only 1.80% of them indicated ‘Theoretical subjects.’ It seems our study programmes include enough theory; what we should be focused on is the practical part.

Limitations

Some of the difficulties that arose from this process were that some of the students had changed their contact number, or were international students, which at SEEU usually means students who come from Turkey, Albania, or Kosovo. The

alternative way to get a hold of these students was through social networks such as: LinkedIn, Facebook and Instagram from the PR Office-Webmaster. This composed 14% of the data gathered.

In the question regarding industries where our graduates found employment, the 'Other' category represents the second highest percentage; accordingly, this report suggests that next year we should add more categories in the field of operations, to identify employment sectors more specifically.

1. Survey Findings

This year's sample was selected based on the calendar year of graduation 2018.

The total number of survey population of 2018 was 457 graduated. The initial intention was to include all graduates, but some of them did not want to answer the survey so the sample size was reduced to 364 graduates. From the total number of those willing to answer the survey, we reached 324 of them; the response rate for the survey is 89% (324 out of 364). Data have been collected through telephone interviews, LinkedIn, Facebook and Instagram. Collected data have been initially entered on an Excel spreadsheet and subsequently exported to a pivoting worksheet where they have been processed/analyzed using simple quantitative analysis and Multivariate analysis (cross analysis).

At an overall response rate of 89%, the survey findings are believed to be highly reliable and valid. Due to the consistently high response rates at variable level, no information on these has been provided in this report. These data and analysis outputs are available and can be requested at any time at the Career Centre.

1.1 Who participated in the survey?

This first section provides an overview of the respondent distribution in the survey based on the classification variables: Faculty, Study, Gender, and Study language.

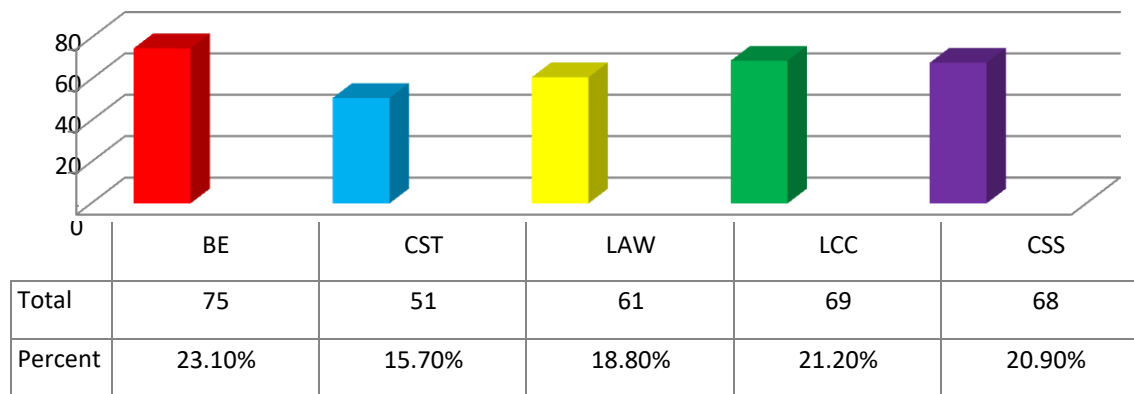


Figure 1. Respondent distribution by Faculty/Department

Figure 1 represents graduate feedback according to their Faculty. The largest number of respondents is from Business and Economy with 23, 1%; followed by Languages, Cultures and Communication faculty graduates, with 21, 2%. The lowest number of respondents is from graduates of the Contemporary Sciences and Technologies faculty, with 15.7%.

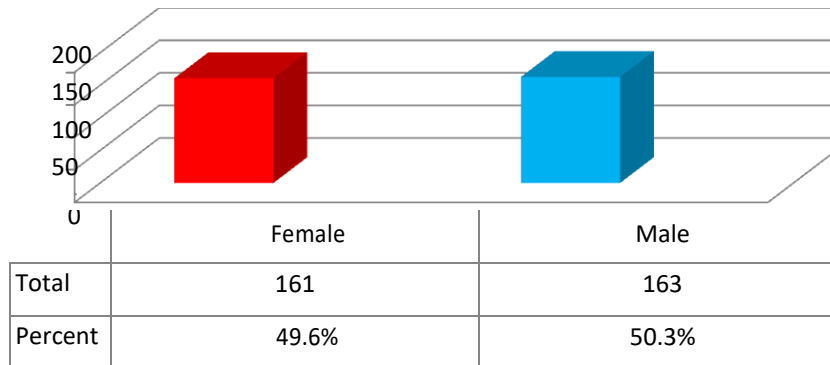


Figure 2. Respondent distribution by Gender

Figure 2 shows the percentage of participants based on their gender. The overall percentage of males is 50.3% and females 49.6%.

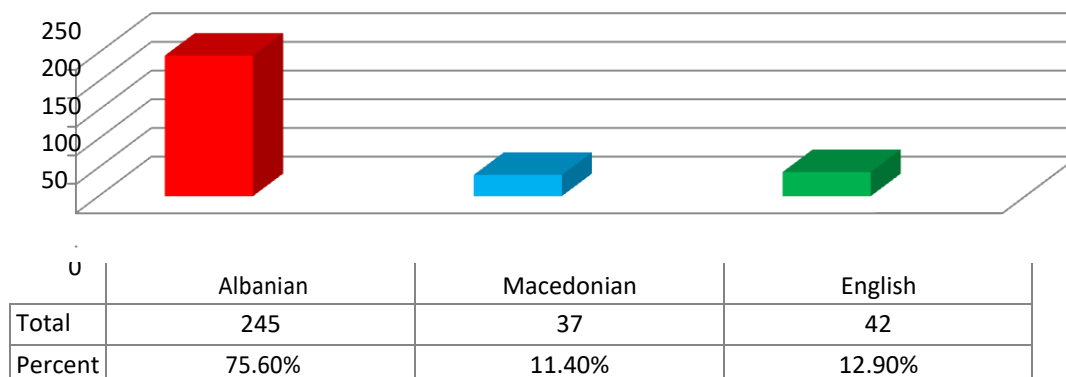


Figure 3. Respondent distribution by Study language

According to the study language, the overall percentage of graduates who studied in the Albanian language is 75.6%. Those who studied in the English language constitute approximately 12.9% and graduates with Macedonian study language were represented by 11.4%.

1.2 Employment/Unemployment Rate

This section presents findings relating to the employment rate of SEEU graduates of 2018. The overall employment rate is presented in section 1.2.1, following the examination for possible statistically significant relationships between the variable employment status and the various classification variables.

1.2.1 Overall Employment/Unemployment Rate

The overall employment rate of SEEU graduates of 2018 (Figure 4) is 59.87%. If we remove the group of graduates who are not willing to work by choice (maternity leave; Master studies; Research; Personal issues and other graduates who do not want to work), because this is a group of students who are not searching for job, and thus cannot be considered as graduates who are asking/applying for a job, the employment rate of SEEU graduates is 70% and the unemployment rate is 30%.

Detailed descriptions of the employment rate are shown at Figures 6 and 7.

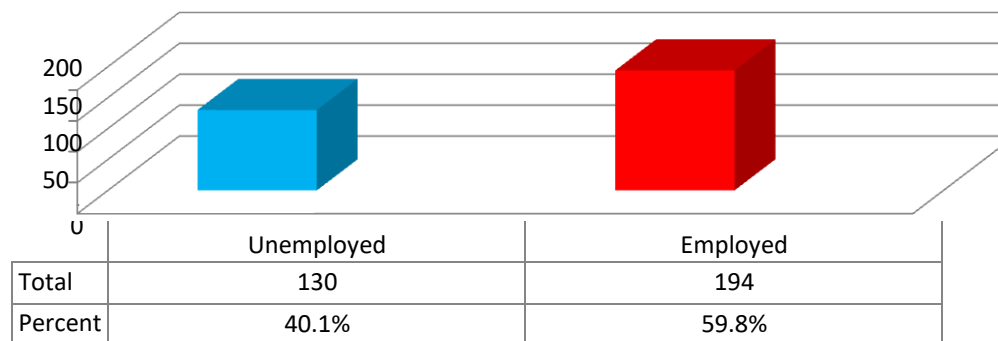


Figure 4. SEEU Alumni Employment Rate

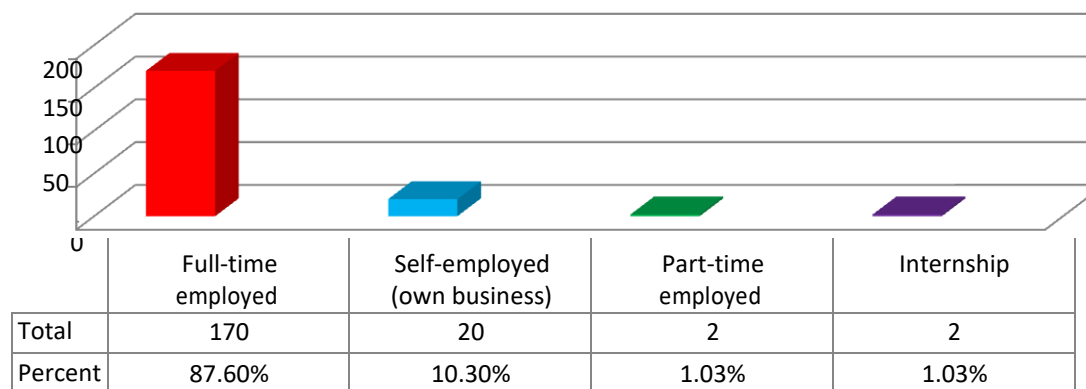


Figure 5. Type of Employment

According to the employed graduates, 87.60% are employed full-time, 10.30% are self-employed (they own their own business), and 1.03% are employed part time and doing an internship.

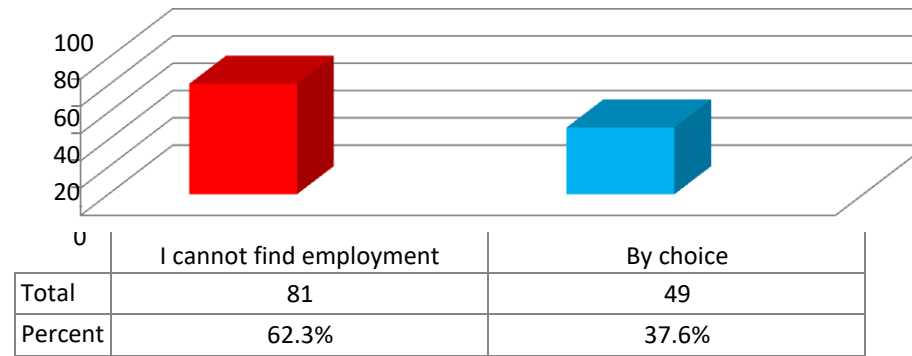


Figure 6. Reason for unemployment

From the total number of unemployed students (40.1%), shown at Figure 4, there are two categories divided in Figure 6: those who are unemployed by choice (not searching for a job at all), and the other category who are looking for a job, but are not able to find one. As can be seen from Figure 6, 37.6% have indicated that they are unemployed by choice, it being their own decision (not searching/applying for a job). On the other hand, 62.3% of those who are not employed cannot find a job, and are searching and applying but they have not been employed. Additional measurements regarding the rate of graduates pursuing a master level degree is provided in section 1.4.

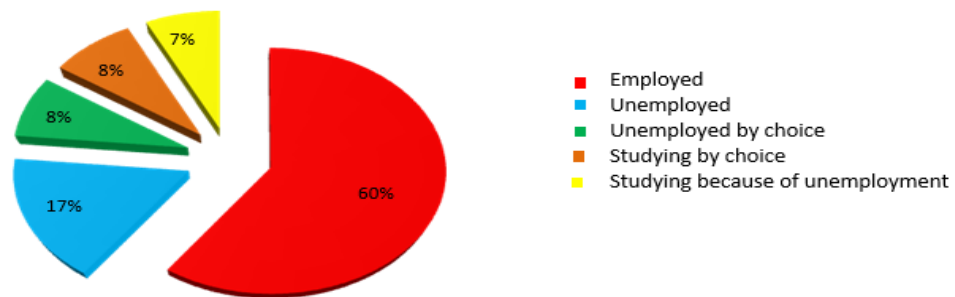


Figure 7. Unemployment Reason * Pursuing Master Studies

Figure 7 and Figure 4 represent a detailed description of the Unemployment reason of SEEU students. As mentioned in Figure 4, the Employment level of SEEU students is approximately 60% and the unemployment rate is 40%.

While analyzing the unemployment (40%) rate of SEEU graduates and the reasons of their unemployment, 15% of those unemployed are pursuing Master studies. In this category, 8% are studying by choice (so they only want to study and are not looking for a job) and 7% study because of unemployment (but are searching for a job).

On the other hand, from the other half of unemployment graduates 25% left from the pie, are a group of students who are unemployed either by choice (8%: not applying for a job, personal issues, maternity leave) or unemployed because they cannot find a job at all (applying but not being able to get employment).

To this Figure are not added the group of students continuing their Master studies but are at the same time are employed. Figure 7 only shows a detailed description of unemployment reasons.

Additional measurements regarding the rate of graduates pursuing a master level degree is provided in section 1.4.

1.2.2 Employment Rate within Faculty

Figure 8 shows the results on employment status related to graduate Faculty background. As can be seen, the highest unemployment rate of graduates is from the LAW Faculty with 44.8%, followed by Contemporary Social Sciences graduates with 37.7%. The lowest unemployment rate this year is found for graduates of Contemporary Sciences and Technologies, with 7.03%. Computer Sciences students are usually employed while they study and this experience helps them build earlier careers and increases the employment percentage for CST to 92.60%. As for other Faculties, Business and Economy students have an employment rate of 76.50%, followed by 70% of students from Faculty of Languages, Cultures and Communications, 62.20% of graduates from Contemporary Social Sciences and 55.10% of those graduated from LAW Faculty.

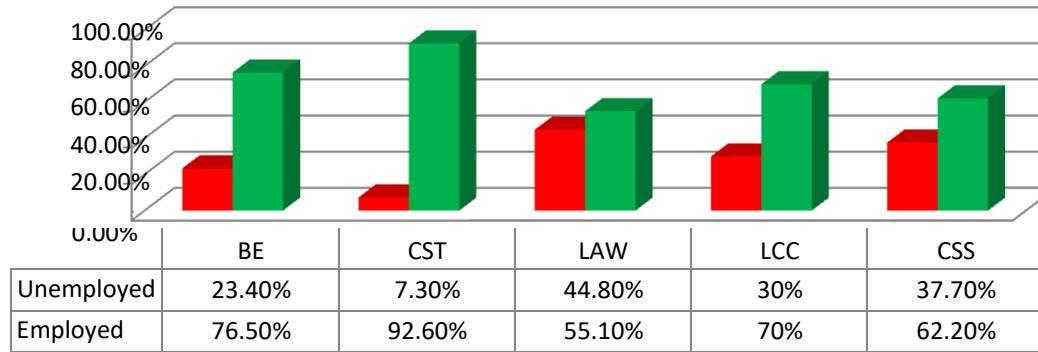


Figure 8. Employment status by Faculty

1.2.3 Employment Rate by Gender

Figure 9 and 10 show the employment rates by gender. As can be seen, female graduates record a higher unemployment rate with 34.1 % than male graduates do with 25.3%. If we analyze the employment rate of graduates, we can see that, males are more employed with 74.6% than females are with 65.8%.

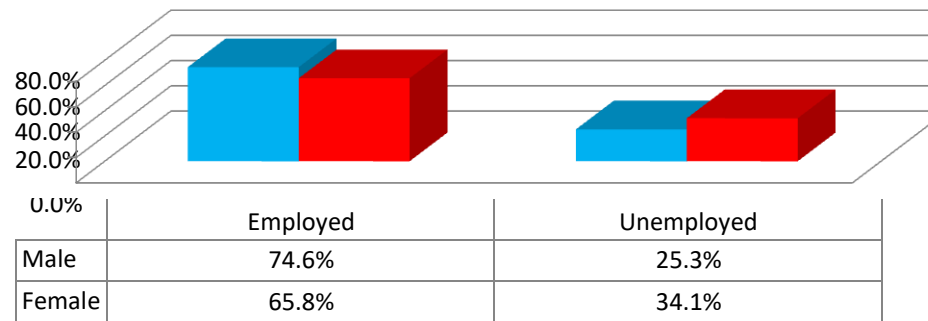


Figure 9. Employment status by Gender

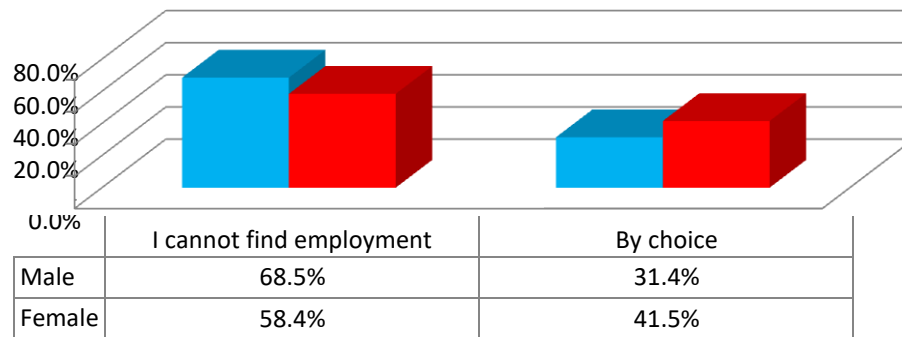


Figure 10. Unemployment reason by Gender

When asked why they were unemployed, among female and male graduates, 41.5% of females and 31.4% of males responded that it was by choice. Figure 10 shows how many graduates cannot find employment, from the results, 68.5% of males and less of them females with 58.4% were not able to find job at all.

1.2.4 Employment Rate within Study Language

As can be seen from the graph below, there are differences between graduates whose study language was Albanian and those whose study language was English and Macedonian, according to their unemployment. Graduates who studied in the Albanian language report an unemployment rate of 31.4%, graduates who studied in the Macedonian language reported 25.8% of unemployment rate and those who studied in the English language report an unemployment rate of 20.5%. As from the results the highest employment rate of graduates was at those studying in the English language with 79.4%, followed by those studying in the Macedonian language with 74.1% and least employed were graduates from Albanian language programmes, with 68.5%. This graph shows the necessity of labor market need for graduates whose study language is English because beside there is need for graduates who are also skilled in English.

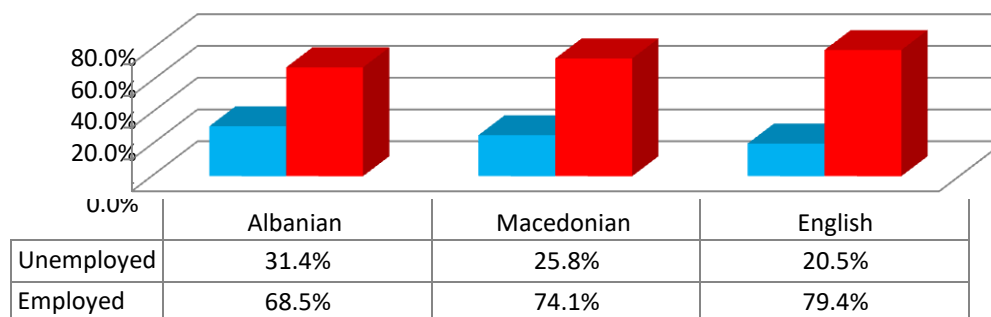


Figure 11. Employment status by Study Language

1.2.5 Employment Rate by G.P.A.

Figure 12 shows the employment status with the students' G.P.A. (grade point average). This year's data shows that students with a G.P.A. of between 7—8 experience the highest unemployment rate, 38.2%. Graduates with a G.P.A. of between 9 and 10 experience an unemployment rate of 25%, which shows that they are more often employed than those with a lower G.P.A. Students with a high

G.P.A. were also looking for the best jobs offered (are more selective) and were not willing to find employment in any random job offered to them. As for the employment rate, graduates with a G.P.A between 9—10 experience the highest employment with 75%, followed by those who's G.P.A. is 6—7 with 73%. Less employed are graduates with a G.P.A. 7—8 with 61.70%. Details regarding the sector of employment are provided in section 1.3.

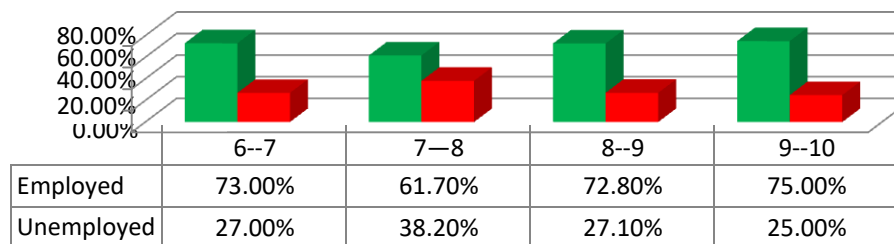


Figure 12. Employment rate within GPA

1.2.6 How did You Learn about the Position?

According to employed graduates, 35.5% of them have learned about their current job position from family members; 24.07% from the internet and 14.9% from the SEEU Career Center. The lowest scores have been reported for newspapers, which only score 4.60%.

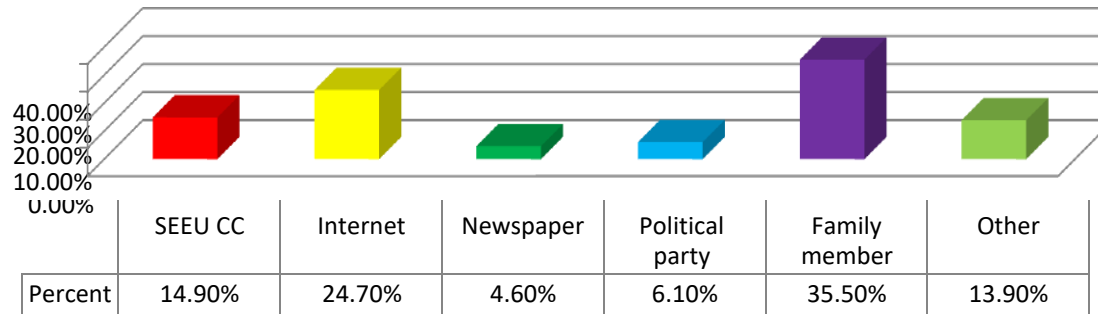


Figure 13. How did you learn about this position?

1.2.7 How Long after Graduation did You find a Job?

As shown in the graphic presentation below, 20.6% of graduates have indicated that they were employed before graduation; and 29.3% of the graduates have found a job in the first 1-3 months after graduation. As can be seen here, 73% of our graduates are employed in the last year of their studies or the first six months after graduation.

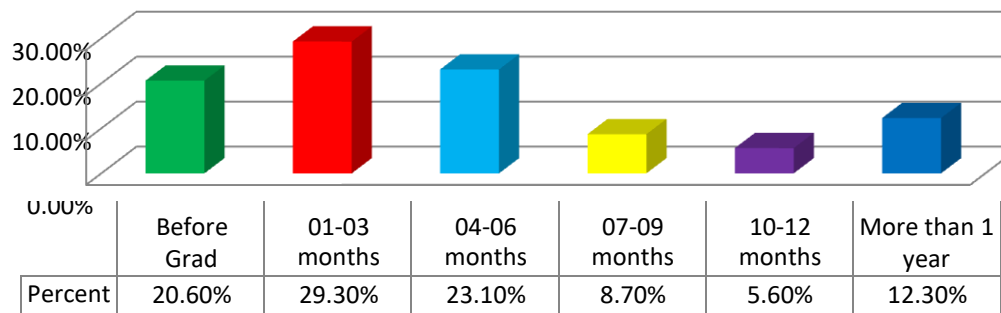


Figure 14. How long after graduation did you find a job?

1.3 Employment per Sector of Employment

The following section provides data regarding the sector of employment. It is noteworthy that the term “sector” in this report distinguishes among three categories: Public, Private, and Other. Yet this does not generate many details in terms of the employment of graduates. A second variable is included called “industry”, which provides a more detailed description of graduate employment in terms of destination.

These two variables have been examined for possible relationships with several of the classification variables, but only those cases that have proven to be statistically relevant have been included.

1.3.1 Employment per Field of Operation

According to the sector, the figure below shows that the private and public sector are roughly even regarding the percentage of employment. 42% of SEEU graduates have found employment in the private sector and 41% of the total number of employed graduates work in the public sector. The relationship between the sector of employment and study language is presented in section 1.3.4.

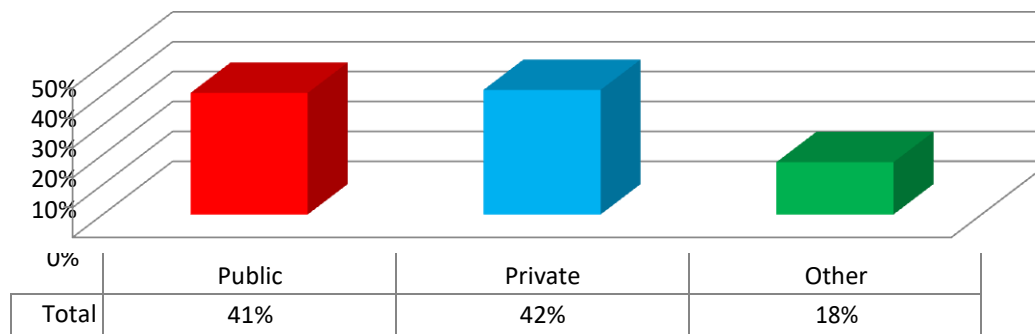


Figure 15. Employment per sector

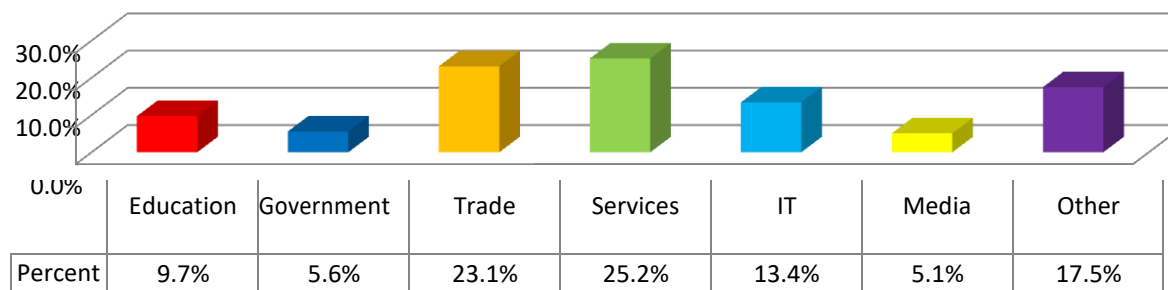


Figure 16. Employment per field of operation

This trend is also presented in figure 16; showing data at industry level, where ‘Services’ are represented with 25.2%, and ‘Trade’ at 23.1%, both of which are by far the largest employers of SEEU graduates. The sector ‘Other’ is still represented with 17.5% which shows space for more divisions related to sector of employment in the future.

1.3.2 Faculty within Industry of Employment

Business and Economy

As can be seen from figure 17, Business and Economy graduates are employed across industry categories included in this survey. ‘Trade’ 48.9% and ‘Services’ 26.5% are the industries employing the most graduates from Business and Economy Faculty.

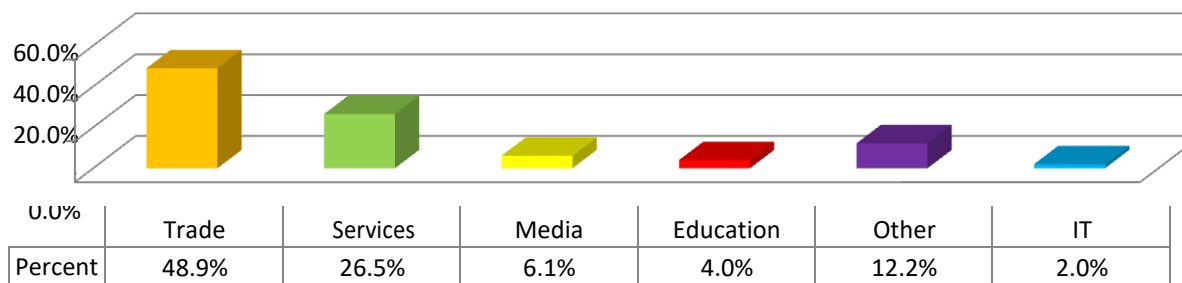


Figure 17. Employment per field of operation in BE Faculty

Contemporary Sciences and Technologies

Graduates with a background in Contemporary Sciences mostly found employment in ‘IT’ with 60.5% and with ‘Services’ 15.7%. Less represented sectors are: ‘Education,’ ‘Trade,’ ‘Media,’ and ‘Other.’

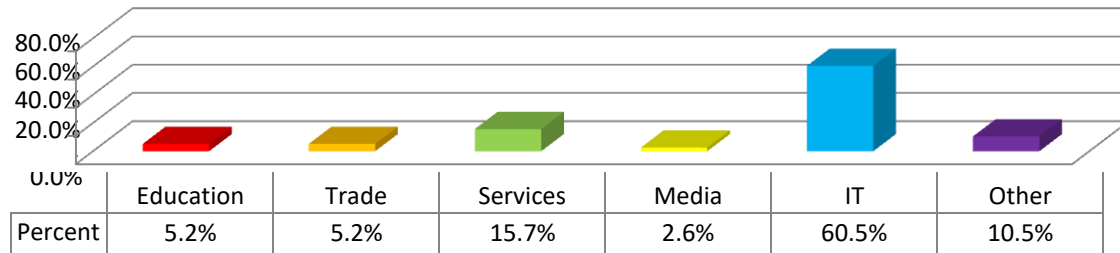


Figure 18. Employment per field of operation in CST Faculty

LAW

48.1% of graduates have found employment in ‘Services’ and 22.2% in ‘Trade.’ The remaining numbers have mostly found employment in ‘Government’ with 18.5%, and ‘Other industries’ with 11.1%.

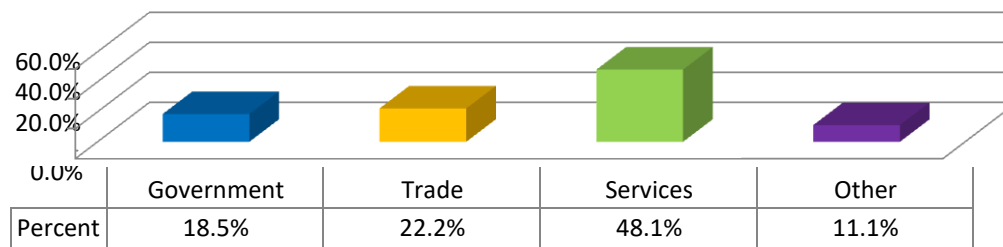


Figure 19. Employment per field of operation in LAW Faculty

Field of operation LAW	Percent
Public Institutions	22.2%
Other	51.8%
Notary	25.9%

Table 1. Employment per field of operation in Law Faculty (additional division)

Table one shows the percentage of Law graduates employed by sector. According to the table, the highest percentage found employment in 'Other' Institutions, with 51.8%, which shows that we have to add more divisions in the next Employability Report, followed by 'Notary' with 25.9% and 'Public Institutions' with 22.2%.

Languages, Cultures and Communications

Not surprisingly, the main employer of graduates with a background in Languages, Cultures and Communications this year is 'Education' and 'Service' each with 26.1%, followed by 'Other' industries with 23.8%. 'Media' is represented with 14.2% and 'Trade' with 7.1%.

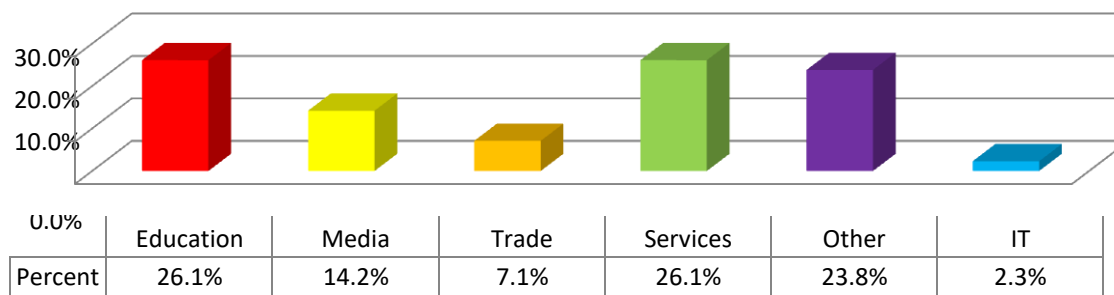


Figure 20. Employment per field of operation in LCC Faculty

Contemporary Social Sciences

As can be seen from the graphic presentation, 28.9% of graduates with an undergraduate degree in Contemporary Social Sciences have found employment in 'Other industries,' while 26.3% of them work in 'Trade,' followed by 'Services' with 15.7%.

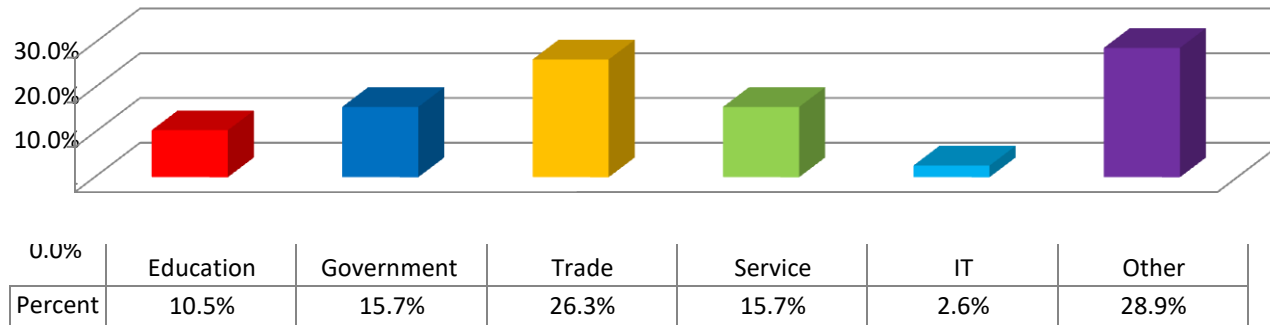


Figure 21. Employment per field of operation in CSS Faculty

1.3.3 Gender within Industry of Employment

As can be seen from the graphic presentation below, there is not a vast difference in the employment rates of males and females within specific sectors of employment, although there are sectors in which one gender has found employment more often than the other.

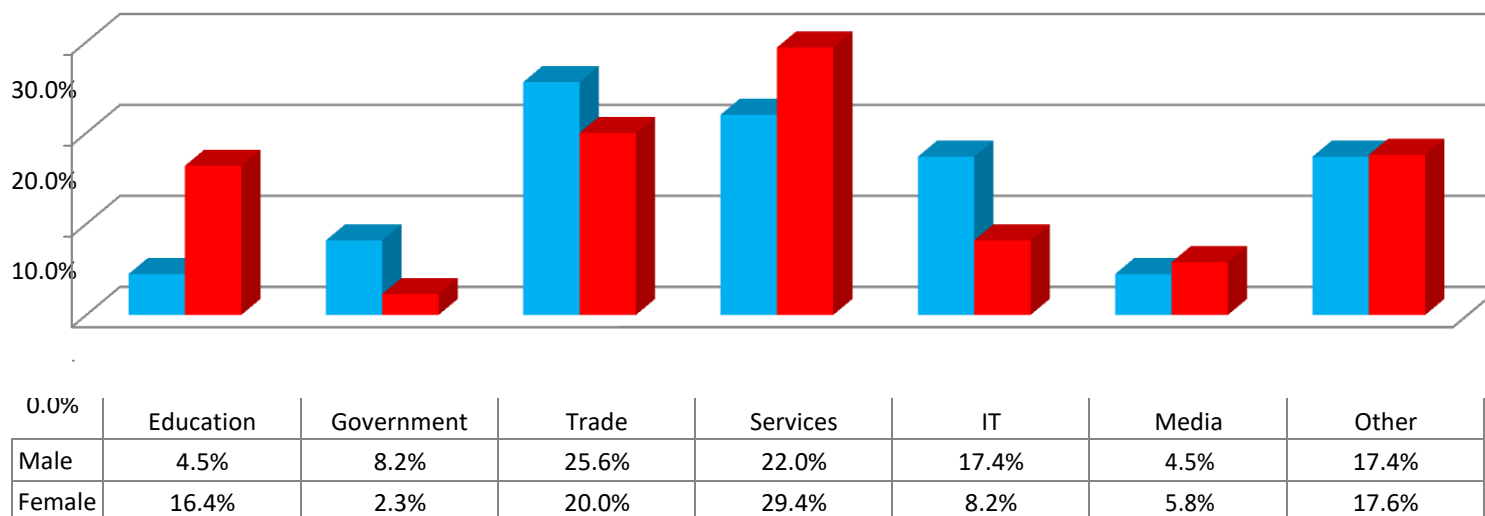


Figure 22. Gender distribution in employment field of operation

Looking at the largest employer of SEEU graduates, males are more employed in ‘Trade’ with 25.6%, and ‘Services’ with 22.0%. Males are less employed in ‘Media’ and ‘Education’, with 4.5%. On the other hand, females are more employed in ‘Services’ with 29.4%.

Females are less employed in ‘Government’ with 2.3%, and ‘Media’ with 5.8%.

1.3.4 Study Language within Industry of Employment

There is not a big difference in the dispersion of graduates within specific industries of employment when considering their study language. Notably, though, some of the sectors are mostly represented in relation to the study language.

SEEU Alumni with the Albanian study language are more represented in industries such as ‘Trade’ with 27.0%, ‘Service’ with 25.6% and ‘Other’ with 15.2%, while they are less employed in ‘Media’ with 5.5% and ‘Education’ with 6.2%. Graduates with a Macedonian study language are more represented in ‘Services’ and ‘Other’ with 26.0%, followed by ‘Education’ with 17.3%, and very little in ‘Government’ and ‘Media’ with approximately 4.3%. Graduates with English study language found employment mostly in ‘Education,’ ‘Services’ and ‘Other’ with 22.2%, and not at all in ‘Government.’

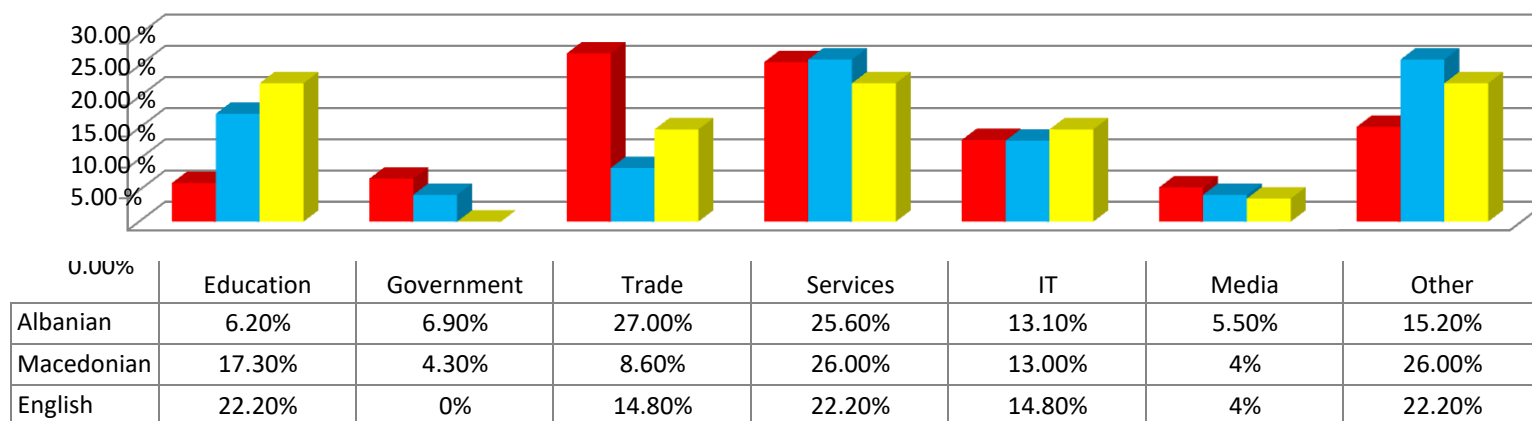


Figure 23. Study language distribution in employment field of operation

1.3.5 Grade Point Average (GPA) within Industry of Employment

The next graph presents the relationship between the variables G.P.A. (Grade Point Average) and industry of employment. As can be seen from the figure, a relationship between these two variables seems to exist.

Although represented in all sectors, graduates with a high and low G.P.A. have mostly found employment in the same industries. Graduates with a high G.P.A. have mostly found employment in ‘Services’ 28%, followed by ‘IT’ with 22.2%, but are less employed in ‘Media’ and ‘Government’ with 3%. Graduates with a G.P.A. (8—9) have mostly found employment in ‘Trade’ with 26, and are less employed in ‘Government’ with 2%. On the other hand, graduates with a G.P.A. (7—8) have mostly found employment in ‘Services’ with 26.10%, and are less employed in ‘Government’ with 4.70%. Graduates with a low G.P.A have mostly found employment in ‘Services’ with 28.7%, and are less employed in ‘Media’ with 2.7%.

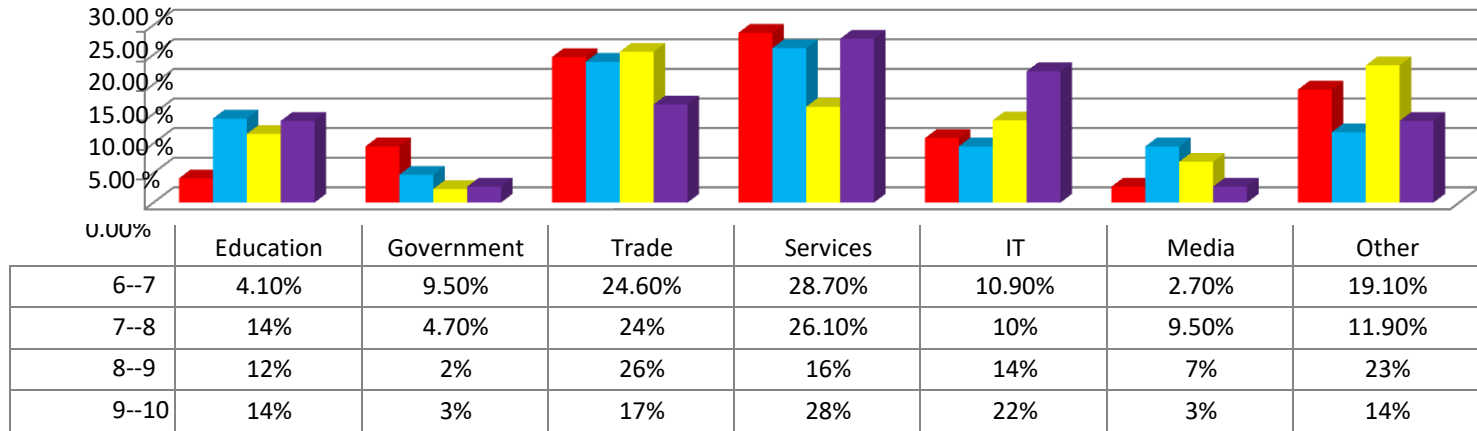


Figure 24. Grade Point Average (GPA) within Industry of Employment

1.3.6 Employment according to Company Size

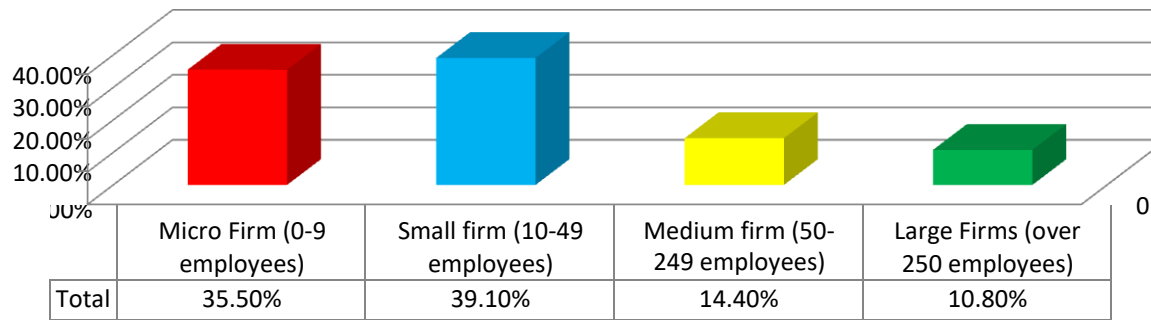


Figure 25. Employment per Company Size

According to the company size and country-city division, the vast majority of graduates have found employment in small firms (10-49 employees) 39.1%, followed by micro-firms (0-9 employees) with 35.5%. According to the company size, graduates from 2018 are less employed in large firms (over 250 employees), with 10.8%.

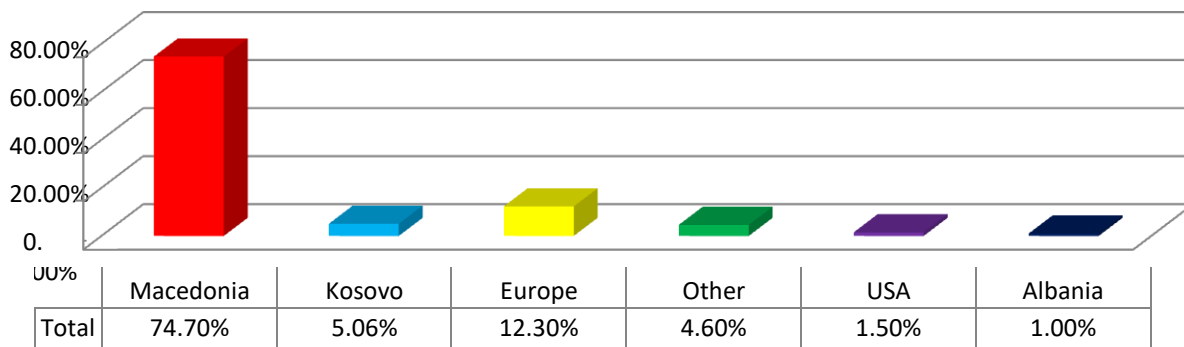


Figure 26. Employment per Country/Region

As can be seen in the above figure, 74.7% of graduates have found employment in North Macedonia, 12.3% in European countries, 5.06% in Kosovo, 4.60 in 'Other' places, and Albania and the USA are each represented with 1%.

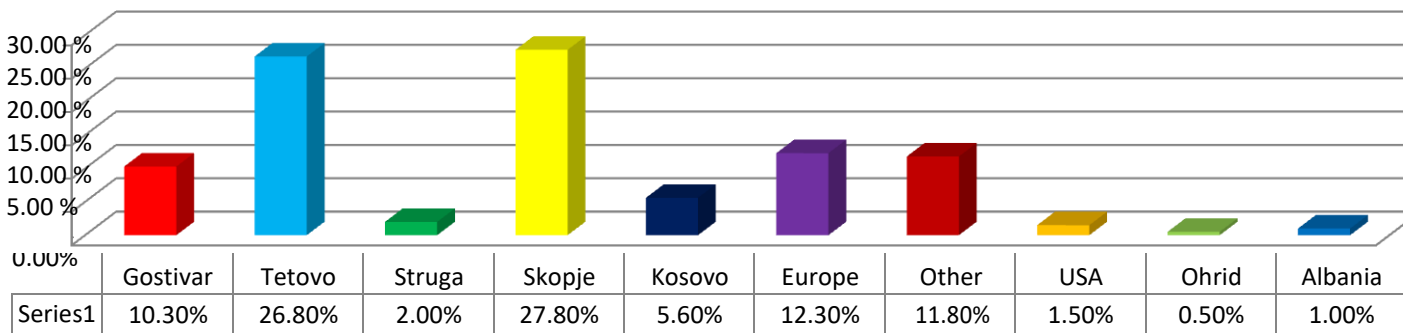


Figure 27. Employment distribution within North Macedonian cities

Figure 27 shows the employment distribution within North Macedonian cities. As can be seen, 26.8% of graduates have found employment in Tetovo, 27.8% in Skopje, and 10.3% in Gostivar. This year's graduates have also found employment in Europe and other Non-European Countries with 24.1%, which is a high percentage.

1.4 Are You pursuing a 2nd-Cycle Programme?

Figure 28 shows the total number of SEEU graduates pursuing their MA studies. 65.10% of graduates are not pursuing a 2nd-Cycle degree and 34.80% of them have continued into MA studies. There is an additional question measuring the reasons of not pursuing MA studies.

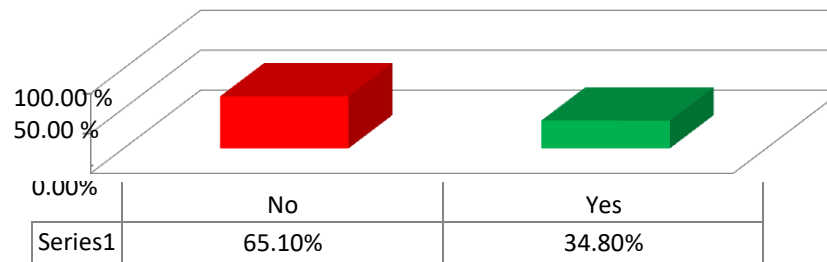


Figure 28. Are you pursuing a Master degree?

The University is interested to know where our alumni continue their studies. The majority of graduates (84.9%) pursuing a 2nd-Cycle degree are continuing their education at SEEU, while 8% of them did so in Europe and 3.5% are pursuing a Master degree in 'Other' universities. This results show the interest of our students to continue their studies at the same university more than other universities.

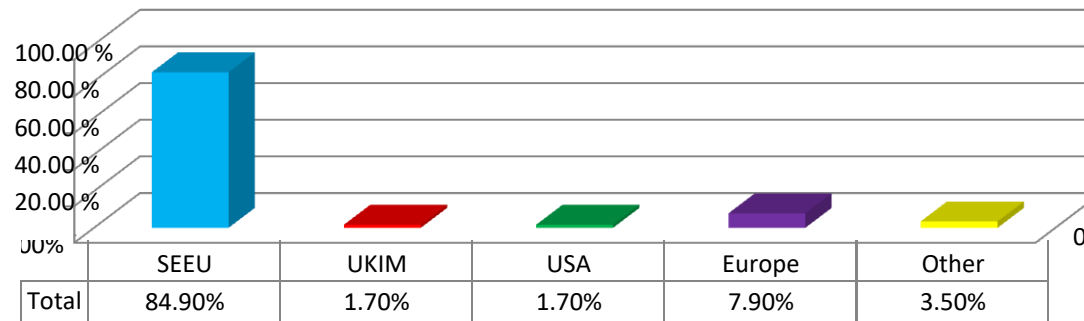


Figure 29. University of Study

Looking at the rate of graduates pursuing a Master degree within each Faculty, figure 30 clearly shows that LAW (27.4%) and Business and Economy (24.7%) graduates tend to continue their education after finishing undergraduate programmes. This year, graduates of Languages, Cultures and Communications are represented with 18.50%, graduates of Contemporary Sciences and Technologies with 15.90% followed by Contemporary Social Sciences graduates with 13.20% who seem to have less interest in pursuing their MA studies.

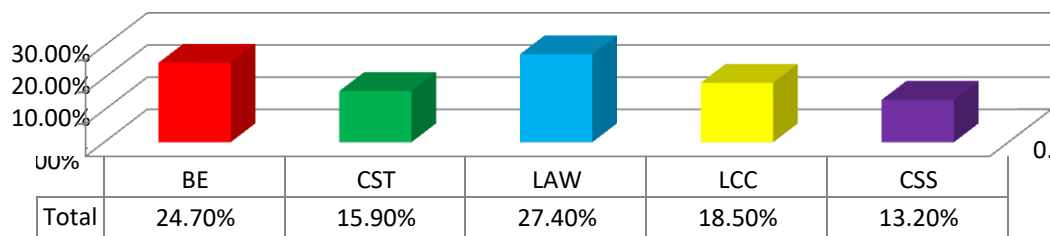


Figure 30. 2nd-Cycle students by Faculty

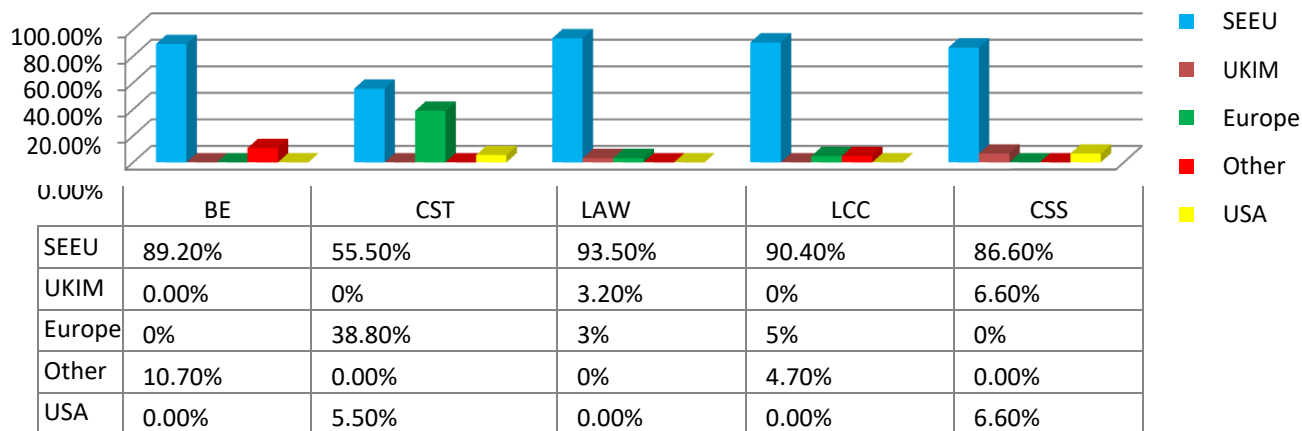


Figure 31. 2nd-Cycle students by Faculty and University

Figure 31 shows the relationship between registration of 2nd=Cycle studies according to Faculty and University. The highest number of Business and Economy students continues their 2nd-Cycle study at SEEU, 89.2%. The percentage of students enrolled in MA studies at SEEU from Contemporary Sciences and Technologies is 55.5%, followed by European universities, with 38.8%, which shows a very close percentage of these students willing to continue their studies out of the country as opposed to SEEU. With a percentage of 93.5%, LAW students continue their MA studies at SEEU, and Languages, Cultures and Communications students register their 2nd-Cycle at SEEU with 90.4%. Contemporary Social Sciences students register to pursue their MA at SEEU with 86.60%.

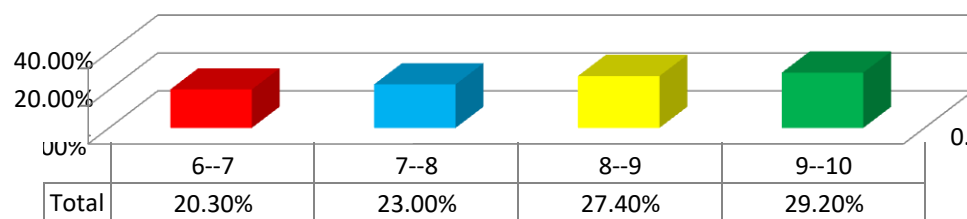


Figure 32. 2ndCycle students by GPA

Figure 32 shows a relationship between MA students and their G.P.A. (grade point average). The highest percentage of those continuing their Master studies graduated with 9 -10 and 8—9 G.P.A., respectively 29.20% and 27.40%. The lowest percentage continuing their MA studies are those with a G.P.A. between 6-7 with 20.30%.

Figures 33 and 34 examine the relationship between the variables for pursuing a 2nd-Cycle degree, employment status and unemployment reason. As can be seen from figure 34, graduates who cannot find employment are pursuing a Master degree. 46% of MA students are unemployed, while 45.1% are full-time employed. 54% of MA students are unemployed by choice and 54% of them cannot find employment.

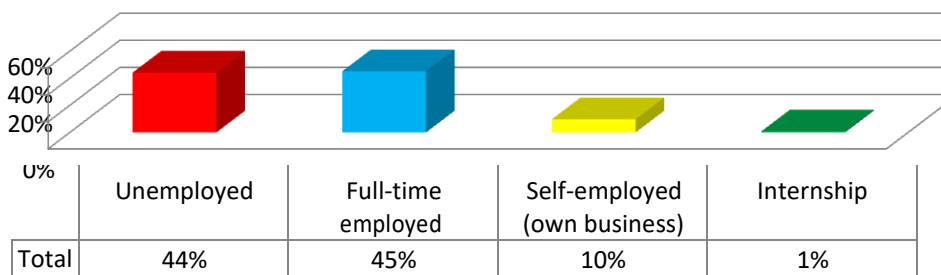


Figure 33. 2ndCycle students by Employment status



Figure 34. 2ndCycle students by reason for unemployment

1.5 Job Market Preparation of Study Programme

In this section, students had to answer if the study programme has prepared them for the job market. The variable has been measured on a five point Likert scale (1=very little & 5=very much).

However, as this question relates to programme of study and not to the University in general, an even better picture is provided when considering the Faculty of study. The results of this cross tabulation analysis are provided in figure 36.

34.50% of students have answered that the Faculty-study programme prepared them for the job market: 63.50% very much, 10.10% neutral. This year there were none of them who answered very little.

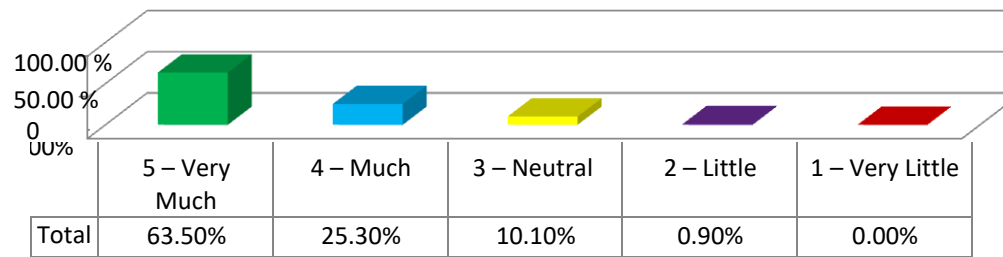


Figure 35. Study program rating

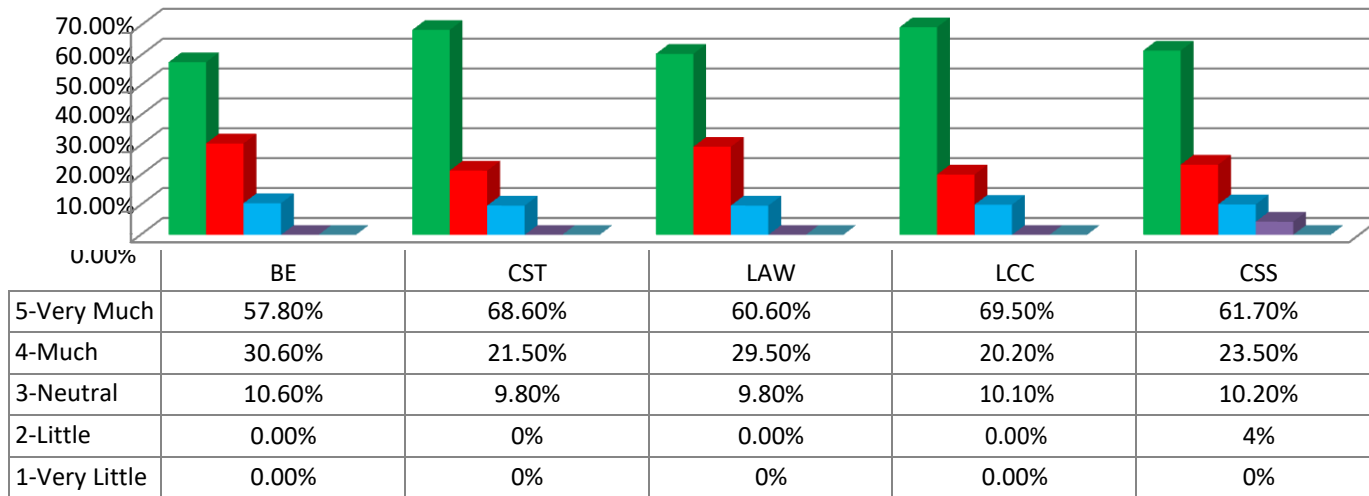


Figure 36. Study programme rating by Faculty

Figure 36 presents the mean values scored per Faculty so that a comparison can be made. As can best be seen from the figure of mean values, Languages, Cultures and Communication graduates 69.50% report being very much satisfied, and 68.60% of Contemporary Sciences and Technologies graduates are mostly satisfied by their study programme.

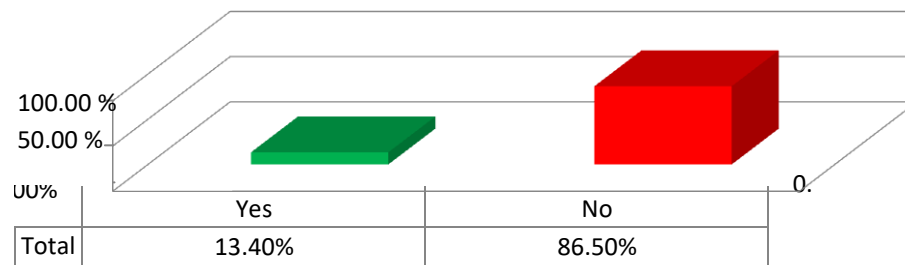


Figure 37. Did you need additional courses for the job you are performing now?

Measuring the quality of the study programme and how alumni faced their employment, we have added a question regarding whether they needed additional courses to better prepare them for their current job. From the results, we can see that 13.4% of graduates needed additional courses and 86.5% did not need any additional courses for the job that they are doing.

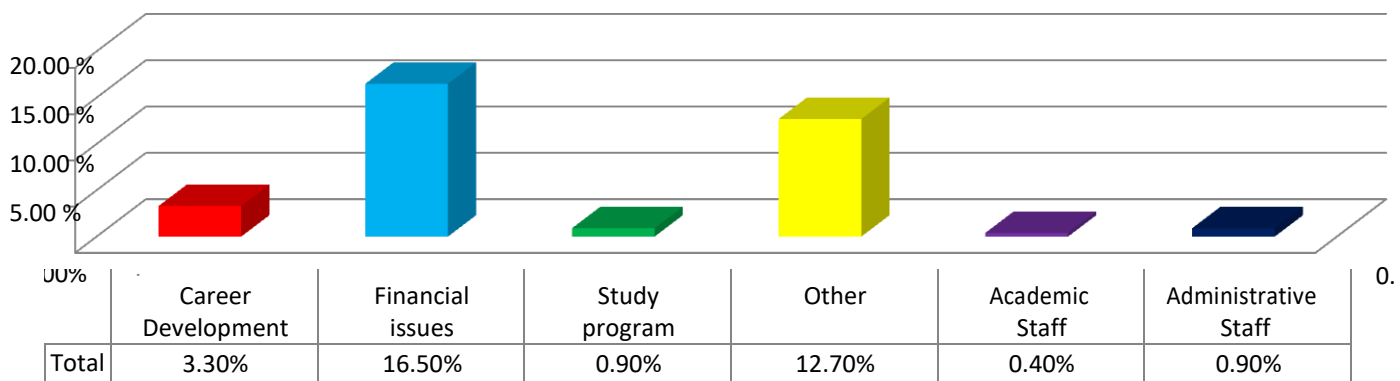


Figure 38. What is the reason you have not continued your MA studies?

Analyzing the employment rate of graduates, and the way they enter trade markets, business changes and needs, the University is also interested to know why our graduates have not continued their MA studies. According to their answers we can see in figure 38 that 16.5% of them have stated that they have discontinued study because of ‘Financial Issues,’ and 12.7% for ‘Other.’ There are 3.30% that have not continued their studies because of ‘Career Development.’ Less than 1% of them are not satisfied by the administrative, academic staff and the study programme, which is a low percentage. These percentages show that our graduates are satisfied with the Diploma and the conditions and the staff they encounter at SEEU. Most of them not continuing their MA are the group of graduates who are looking to find employment and then to continue their MA studies.

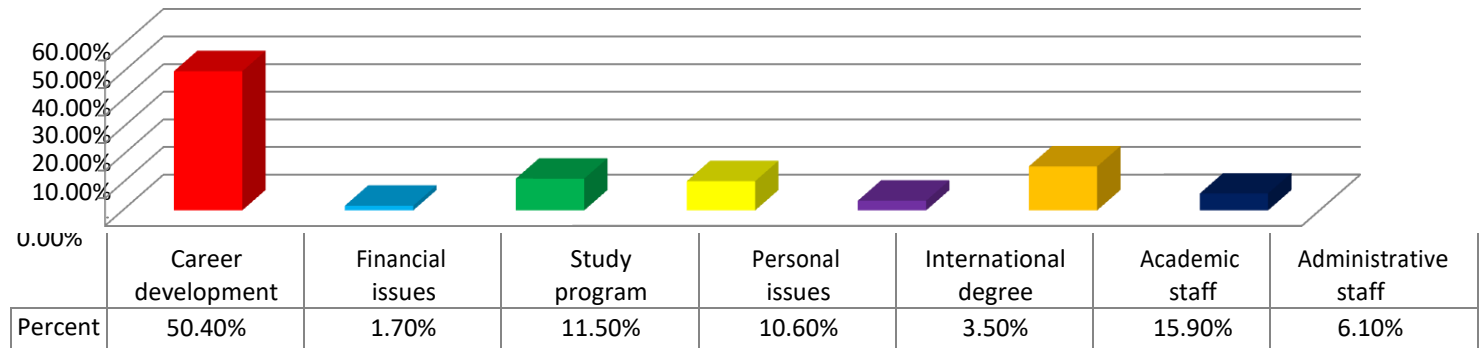


Figure 39. What is the reason you have decided to continue your MA studies at SEEU?

On the question ‘what is the reason you have decided to continue MA studies,’ 50.40% have decided because of ‘Career Development,’ and 11.50% because of the ‘Study Programme.’ Only 10.60% of them have indicated that they continued because of ‘Personal Issues.’

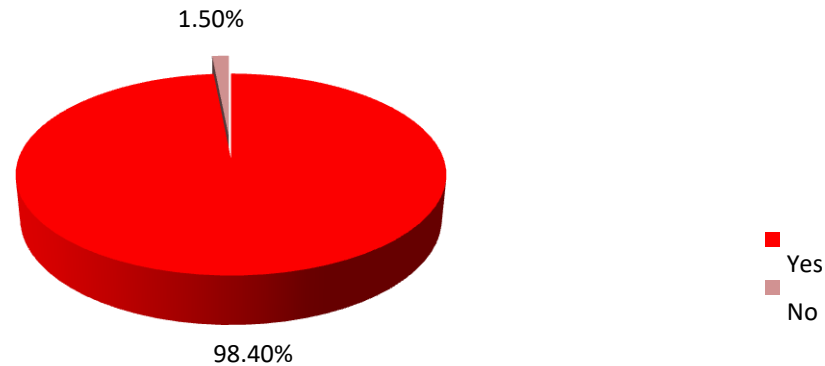


Figure 40. Would you recommend the university to the others?

When asked whether our graduates-alumni would recommend the University to other students, almost all of them, 98.40%, have stated ‘Yes,’ which shows they are satisfied with SEEU.

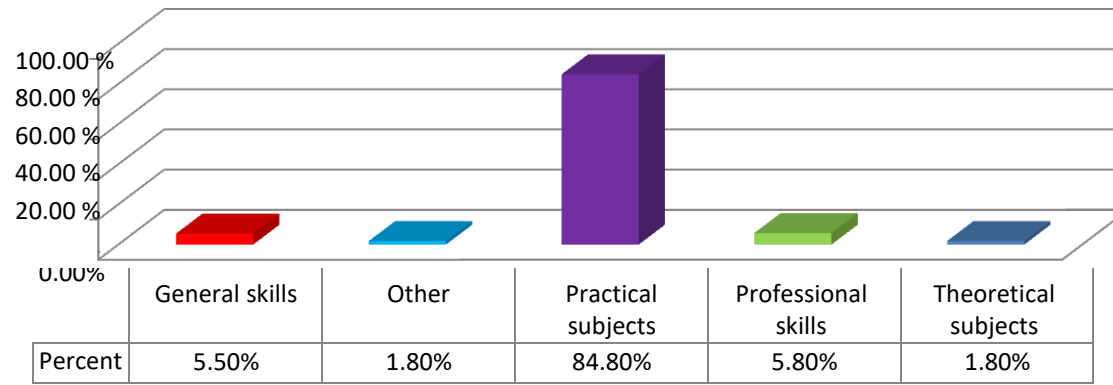


Figure 41. Subject that you recommend at your study programme

What subjects do SEEU graduates-alumni think should be added to our existing study programmes? According to their feedback, 84.80% suggest 'Practical Subjects,' 5.80% 'Professional Skills,' 1.8% 'Other' skills, 5.5% 'General Skills' and only 1.80% of them have indicated 'Theoretical Subjects.' It seems our study programmes include enough theory; what we should be focused on is the practical part.

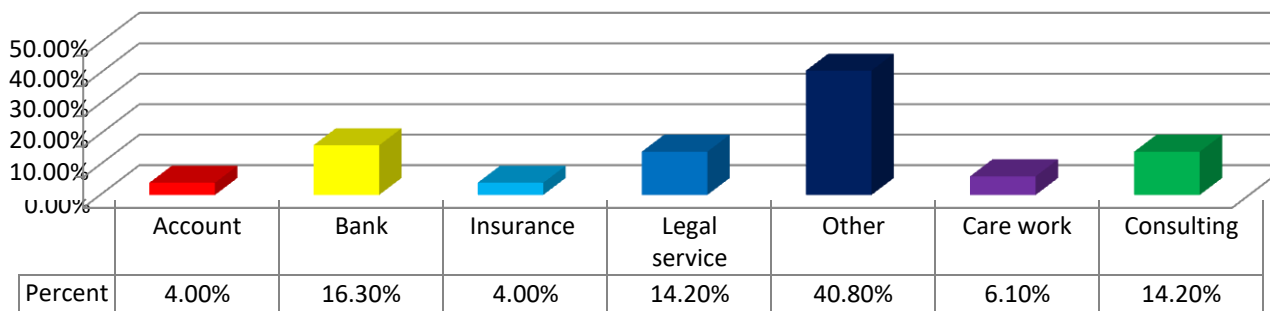


Figure 42. Types of services

The need to know the type of services in which our graduates find employment is the reason we have added additional divisions. According the tables below, we can see that 40.80% work in 'Other' services. 16.3% work in 'Banks,' 14.20% at 'Legal Services,' and 'Consulting.' The lowest percentage, only 4% of the graduates, work in 'Accounting' companies and 'Insurance.'

As for Computer Sciences students, we can see that most of them, 39.40%, work at 'Programming and Software Development' companies, while 21% of our Computer Sciences graduates have found a job in 'Computer Sciences and Research,' and 15.7% in 'Other' fields, and 7.80 % in 'Training and Support.' The lowest percentage of Computer Sciences graduates found a job in 'Web and Internet' and 'Telecommunications,' with only

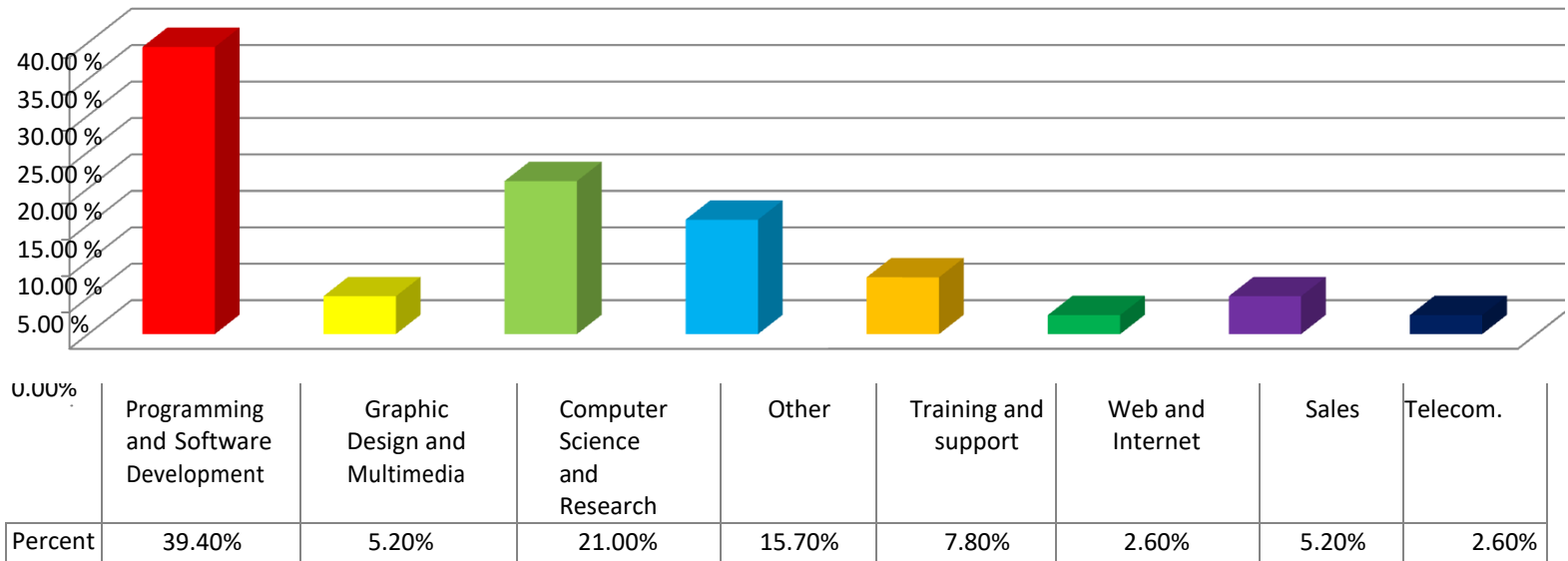


Figure 43. IT companies profile

Recommendations

- Our alumni answered that they followed training after finding a job, so we should ask which training they followed. This data will help the University to offer courses as free electives in the next years and offering training through the Business Development Centre.
- As for the experiences and further development: the analyses of the current report lead to a conclusion that at this stage there are 30% of students who are not able to find a job. The University should think about offering courses during their study process on career development: writing a CV, Motivation letters, Interviewing techniques, job search tools, languages and the like.
- The University should encourage graduates to approach the Business and Innovation Center (Tech Park) with startup ideas so they will come up with successful business plan immediately after they finish their studies.
- 84.80% of our alumni declared that we should add more practical subjects. The University should think about what subjects are needed for labor market needs.
- 65% of our alumni answered that they are not following Master studies. The University should make more analyses on the reasons why SEEU students do not continue with degree-level study.