ICT GRADUATES JOB PLACEMENT: CASE OF STRATHMORE UNIVERSITY

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Agenda

1. Introduction
2. Findings from survey of BBIT graduates
3. Discussion/analysis of findings
4. Recommendations

This paper dwells on the situation of ICT in Kenya with special reference to BBIT Graduates of SU.
1. INTRODUCTION

- Demand for ICT professional expanded; Supply responding
- Concern switching from quantity to quality of skills supply
- Kenya ICT Board formed 2007; mandate includes skill inventory
- ICT as popular as medicine, actuarial sc. & engineering
- Different ICT degrees in public & private varsities
- Increase enrolment, high demand for ICT degrees (Kashorda, 2007)
- ICT degrees: BSc CS, Comp Eng, IS, IT
- SU offers BBIT
  - Aims at ICT application in business
  - Graduates meant to be leaders and innovators in ICTs
  - Performance of graduates in market not been assessed before
- No data on graduate employment behaviour, hence the survey
Target jobs for BBIT graduates

- Systems analysts and designers
- Systems developers
- Network administrators
- Database developers/Administrators
- Project managers
- Researchers & Trainers in ICT
- Consultants in ICT and related areas
- Managers of ICT & Future CEOs ….
Progression—BBIT Graduates (3 intakes)

<table>
<thead>
<tr>
<th>Intake</th>
<th>Admitted</th>
<th>Graduated</th>
<th>Attrition</th>
<th>% attrition</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>117</td>
<td>71</td>
<td>46</td>
<td>39%</td>
</tr>
<tr>
<td>2002</td>
<td>106</td>
<td>95</td>
<td>11</td>
<td>10%</td>
</tr>
<tr>
<td>2003</td>
<td>72</td>
<td>69</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>295</td>
<td>235</td>
<td>60</td>
<td>18%</td>
</tr>
</tbody>
</table>

Attrition:
- Medical grounds (5%)
- Offers of scholarship in other universities (5%)
- Other “competitive” courses elsewhere (10%)
- Take up other courses due to misunderstanding of BBIT (10%).
- Fees problems (20%)
- Inability to cope up with academic rigours of the course (20%).
- Unexplained reasons (25%)
<table>
<thead>
<tr>
<th>Year of completion</th>
<th>Completed</th>
<th>Placed (1 yr)</th>
<th>% Placement</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>71</td>
<td>67</td>
<td>94%</td>
</tr>
<tr>
<td>2006</td>
<td>95</td>
<td>86</td>
<td>91%</td>
</tr>
<tr>
<td>2007</td>
<td>69</td>
<td>36</td>
<td>52%</td>
</tr>
</tbody>
</table>

(6months)

<table>
<thead>
<tr>
<th>Completed</th>
<th>Placed (1 yr)</th>
<th>% Placement</th>
</tr>
</thead>
<tbody>
<tr>
<td>235</td>
<td>186</td>
<td>79% Avg</td>
</tr>
</tbody>
</table>

79% of all graduates placed; High %ge of job placement an indication of quality of course/graduates
2. FINDINGS FROM PLACEMENT SURVEY

- Census survey approach of BBIT graduates
- Method: Questionnaire & interviews used
- 71 graduates surveyed (30% of graduates).
- 35% ladies and 65% men; Aged 20 – 25

- Measures:
  - Number placed/ in self employment
  - Duration before employment
  - Level of employment
  - Salaries drawn
  - Graduate perception/ rating of degree/ university
  - Additional qualifications/ studies
13% (9) yet to get gainful employment/ start any business venture. Of these 3 on unpaid internship; 4 at graduate studies; 2 looking for jobs.
Duration of Getting a job

- Over 2 years: 0
- 18-24 months: 1
- 12-18 months: 1
- 7-12 months: 8
- 1-6 months: 44

Majority of graduates employed in first 6 months from course completion
### Employment Levels

<table>
<thead>
<tr>
<th>Employment Level</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Middle Management</td>
<td>14</td>
<td>20%</td>
</tr>
<tr>
<td>Lower Management</td>
<td>28</td>
<td>39%</td>
</tr>
<tr>
<td>Support Level</td>
<td>25</td>
<td>35%</td>
</tr>
<tr>
<td>Not sure of level</td>
<td>2</td>
<td>3%</td>
</tr>
</tbody>
</table>

Great %ge of graduates employed in support & lower management
Positions held

- ICT Security: 6%
- IT Sales: 6%
- Instructors: 11%
- ICT Management & Consultancy: 15%
- ICT Support: 24%
- System Development: 19%
- Systems and Network Administration: 20%
Employment sector

Majority employed in industry, private sector
Salaries paid to graduates

**Monthly Income**

- **KSh. 20-30,000**: 43%
- **KSh. 20-40,000**: 11%
- **KSh. 60-80,000**: 13%
- **KSh. 80-100,000**: 9%
- **< KSh. 20,000**: 15%
- **> KSh. 100,000**: 9%

**Majority of graduates earning between 20 – 80,000/=**
Extra Qualification

- All employed have taken additional professional qualification
- Networking and software packages most popular
Graduates assessment of BBIT degree

76% very happy with course (very good - excellent)
Graduates coming back to SU?

- 70% (50) would gladly take another course at SU
- 27% (19) non-committal
- 3% (2) would not wish to take other course at SU
  (notable: the 2 yet to get jobs/ set up business!)

Recommend SU to others

- 93% (66) would recommend friends and relatives,
- 6% (4) non-committal
- 1% (1) would not recommend SU
Preferred destination for graduate studies

Preference for graduate course in local private university or abroad; 4 respondents already in universities abroad
3. INTERPRETATION OF FINDINGS

- High demand for BBIT graduates suggests a +ve perception of ICT careers
- Good career opportunities in ICT
- Self-employment low
- Technical/ professional skills important to get job placement
- Importance of generic (interpersonal) skills
- Progression to graduate courses slow, needs encouragement
4. RECOMMENDATIONS

- Interview presentation & public speaking necessary
- Encourage more entrepreneurship among graduates
- More practical lessons especially programming and hardware necessary to make graduates competitive
- Professional certification courses- CCNA, Oracle, MCSE should be encouraged
- Regular destination surveys would be useful
- More studies on performance of ICT (BBIT) graduates on the job including employer perceptions

Q&A