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# ICT GRADUATES JOB PLACEMENT: CASE OF STRATHMORE UNIVERSITY

*By*

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# Agenda

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

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



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# 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



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# 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)

<i>Intake</i>	<i>Admitted</i>	<i>Graduated</i>	<i>Attrition</i>	<i>% attrition</i>
2001	117	71	46	39%
2002	106	95	11	10%
2003	72	69	3	4%
	<b>295</b>	<b>235</b>	<b>60</b>	<b>18%</b>

### **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%)*



# Job placements (tallied at Faculty)

Year of completion	Completed	Placed (1 yr)	% Placement
2004	71	67	94%
2006	95	86	91%
2007	69	36	52% (6months)
	235	186	79% Avg



*79% of all graduates placed; High %ge of job placement an indication of quality of course/ graduates*

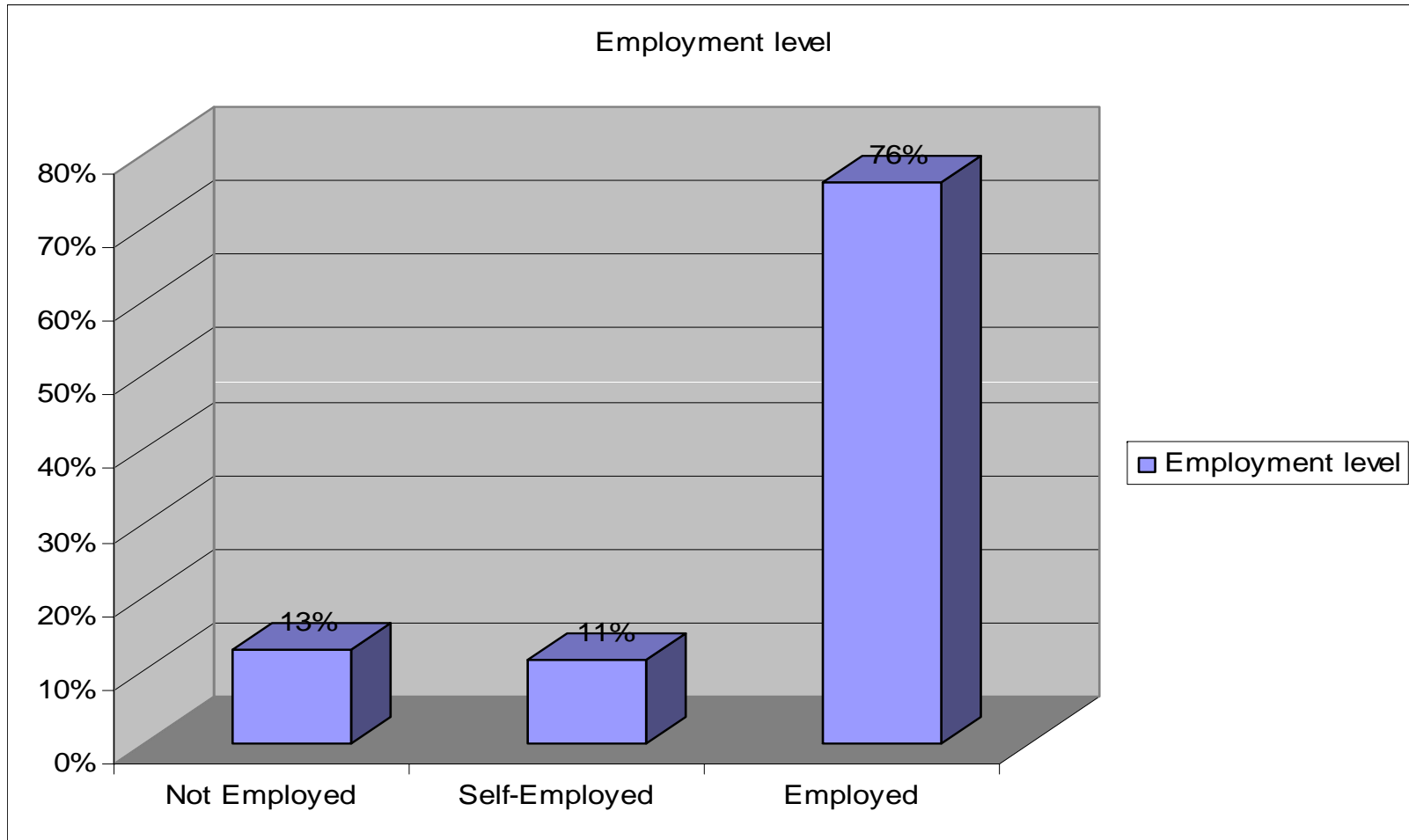
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## 2. FINDINGS FROM PLACEMENT SURVEY

- 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



# Employment status

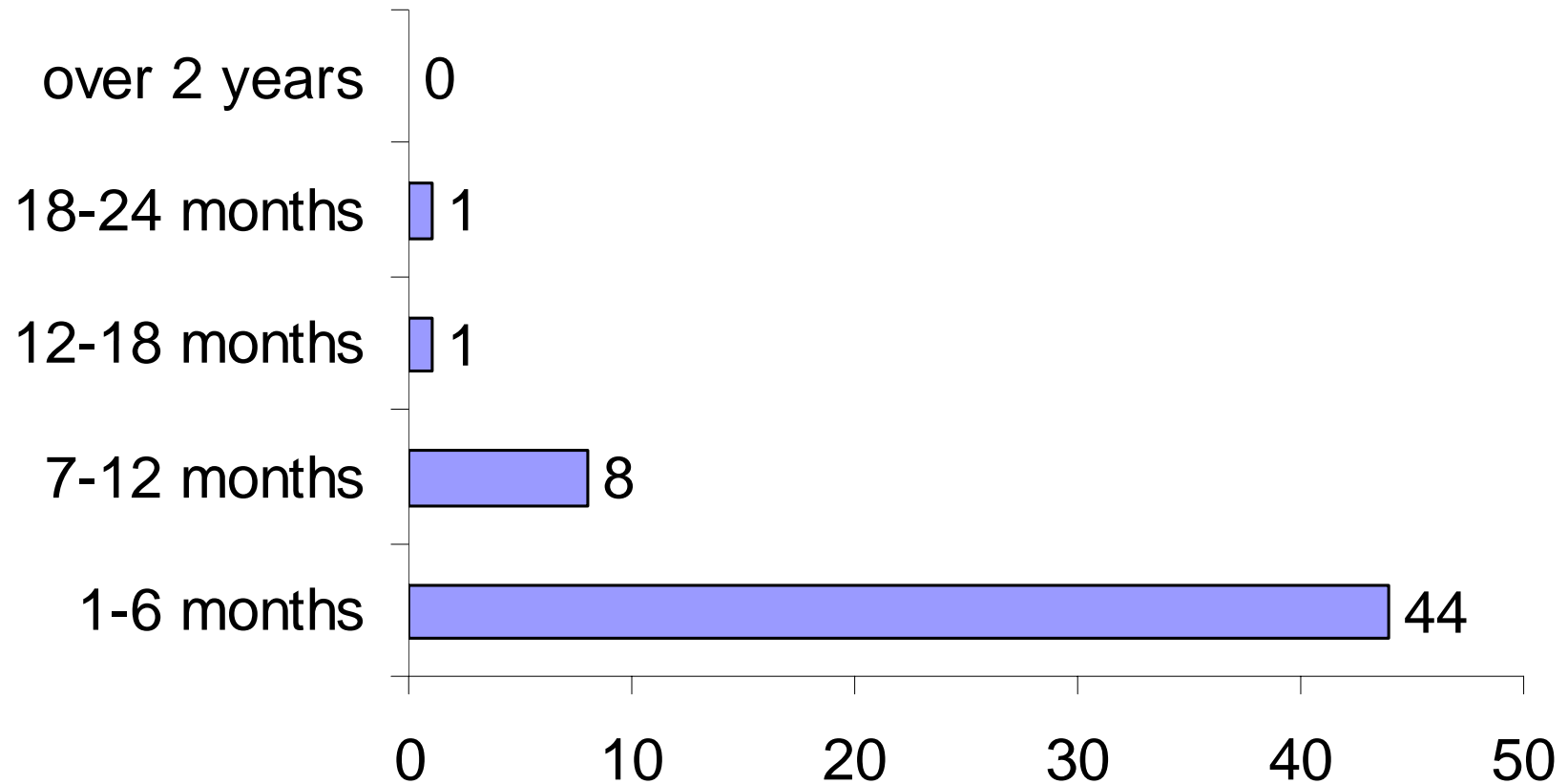


13% (9) yet to get gainful employment/ start any business venture. Of these 3 on unpaid internship; 4 at graduate studies; 2 looking for jobs.





## Duration of Getting a job



*Majority of graduates employed in first 6 months from course completion*



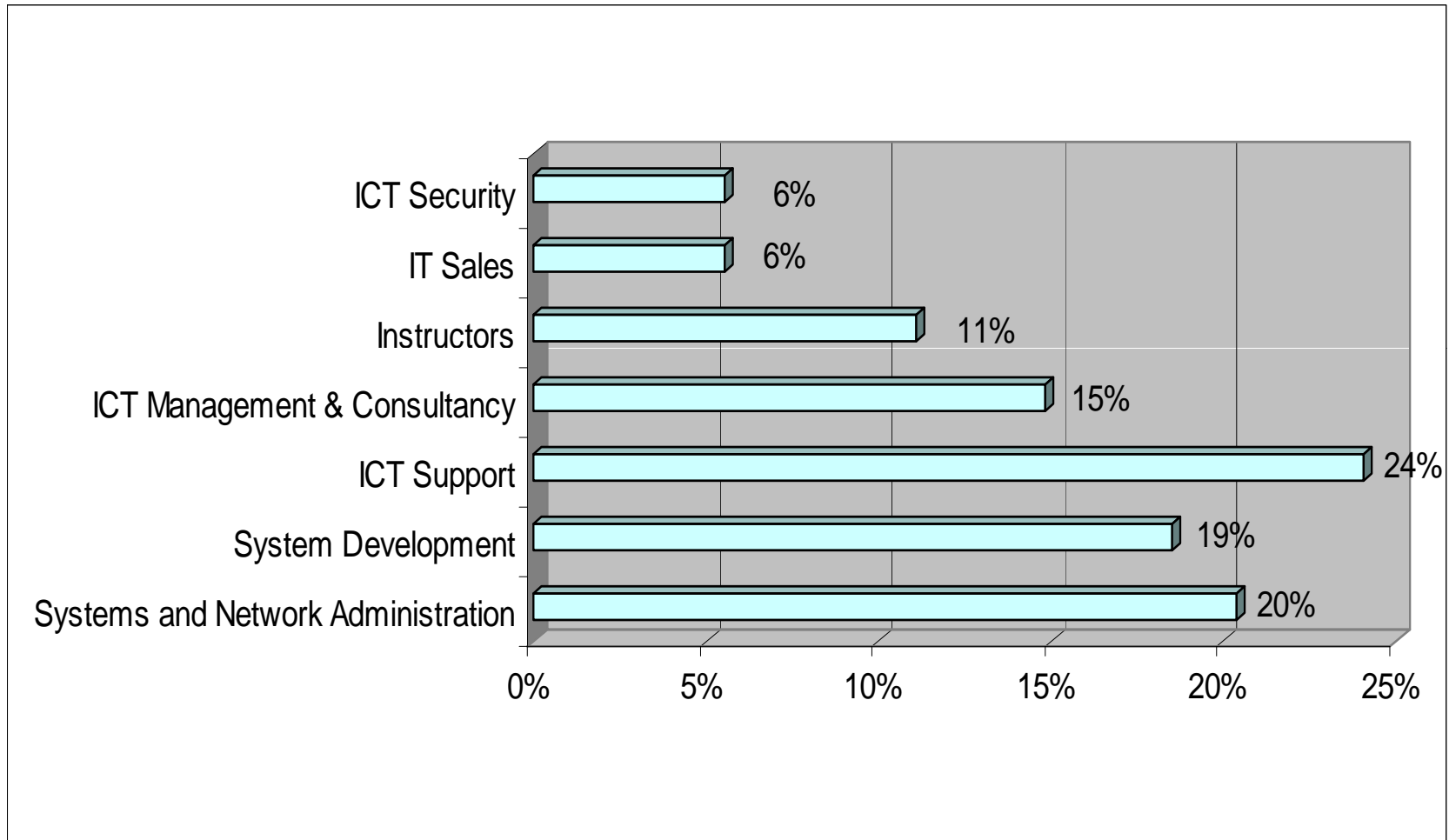
# Employment Levels

Employment Level	Number	%
Senior Management	2	3%
Middle Management	14	20%
Lower Management	28	39%
Support Level	25	35%
Not sure of level	2	3%

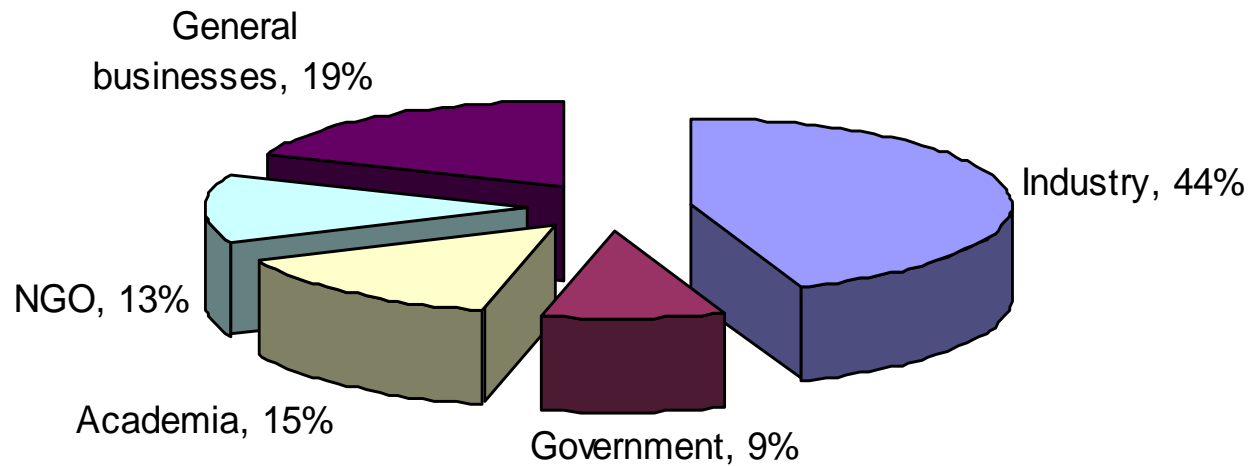
*Great %ge of graduates employed in support & lower management*



# Positions held



# Employment sector

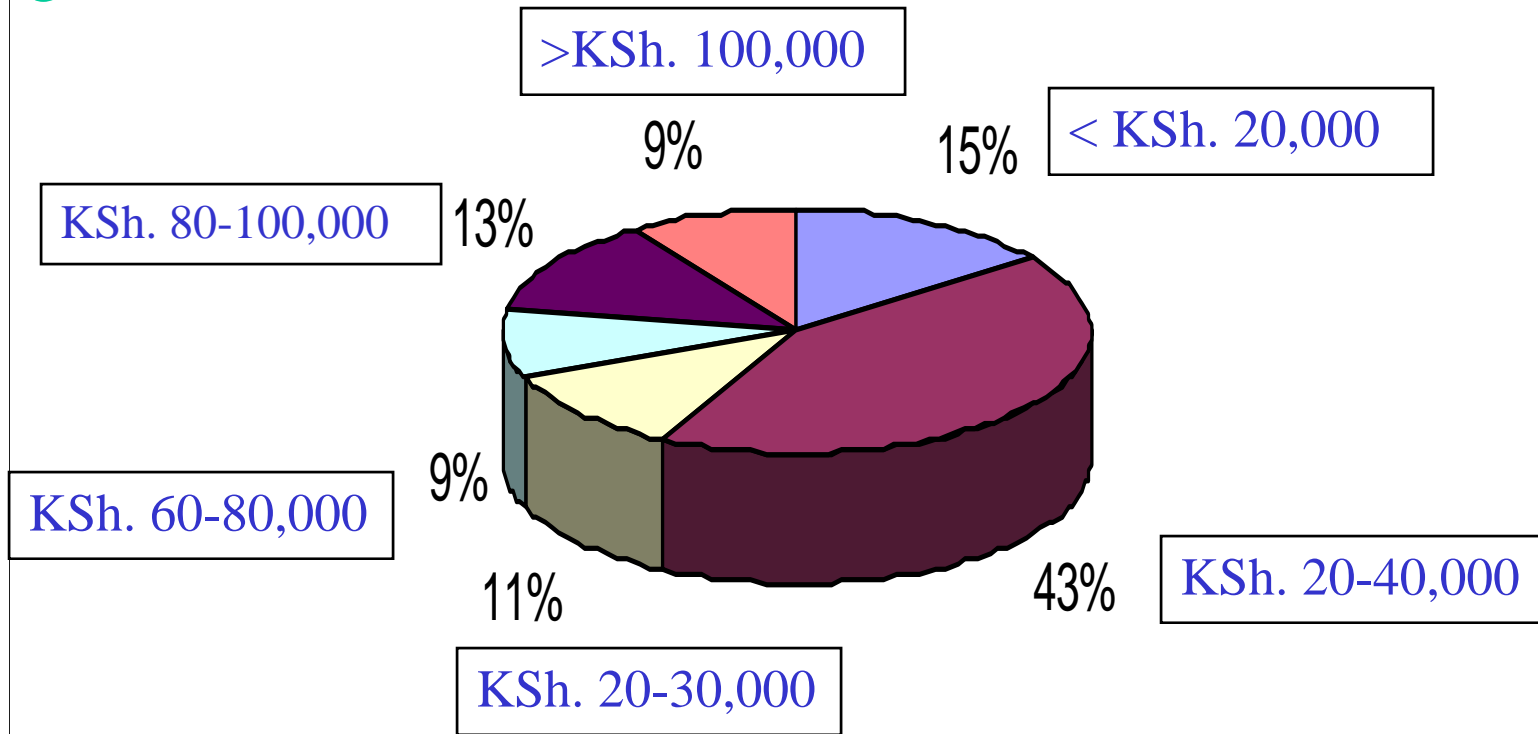


*Majority employed in industry, private sector*



## Salaries paid to graduates

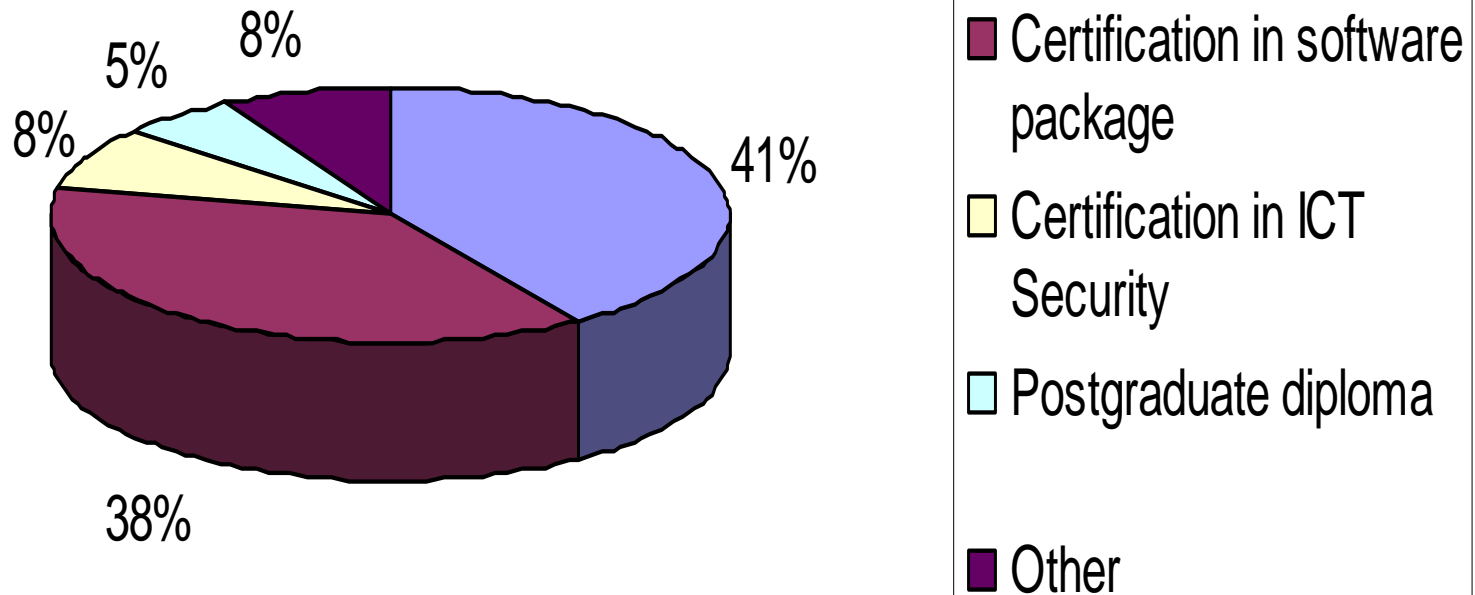
### Monthly Income



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



## Extra Qualification

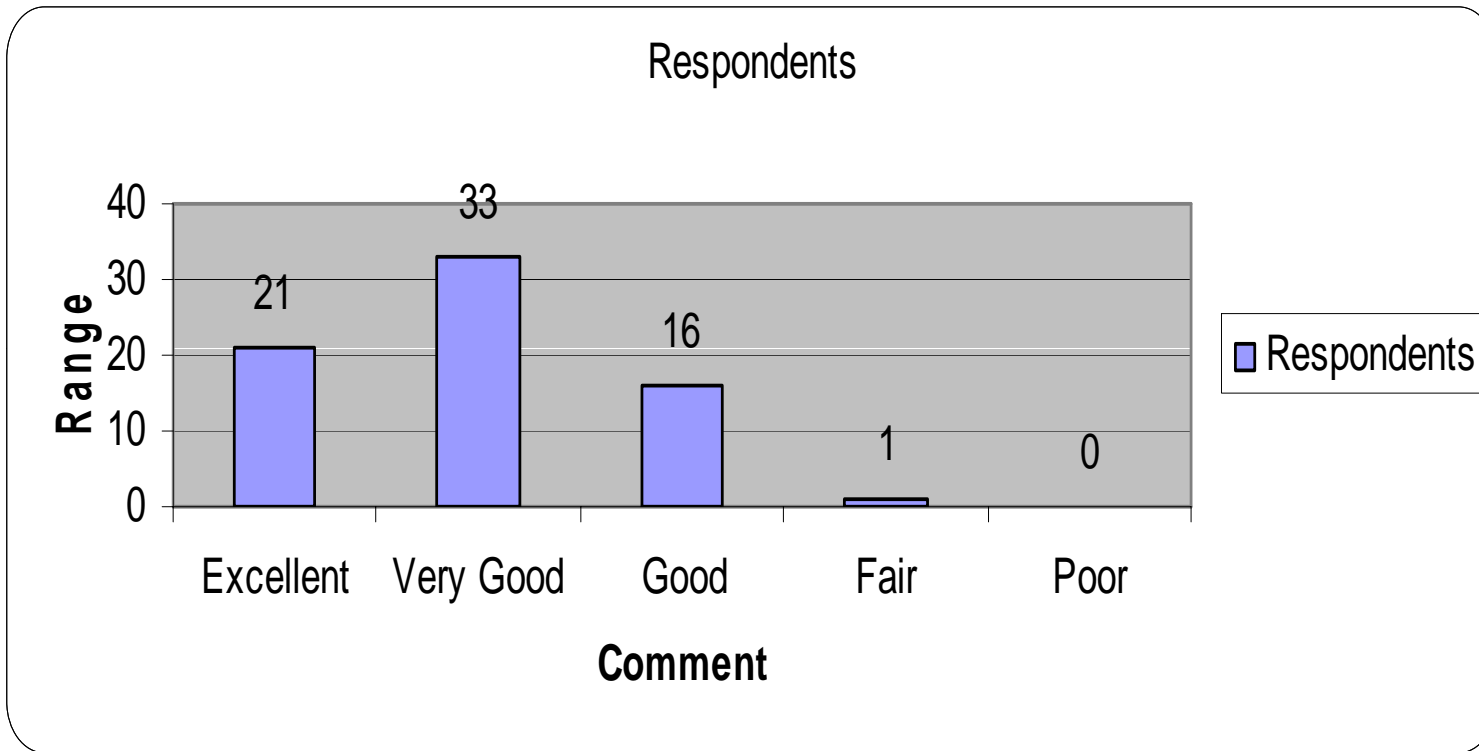


*-All employed have taken additional professional qualification*

*-Networking and software packages most popular*



# Graduates assessment of BBIT degree



*76% very happy with course (very good - excellent)*



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# 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!)

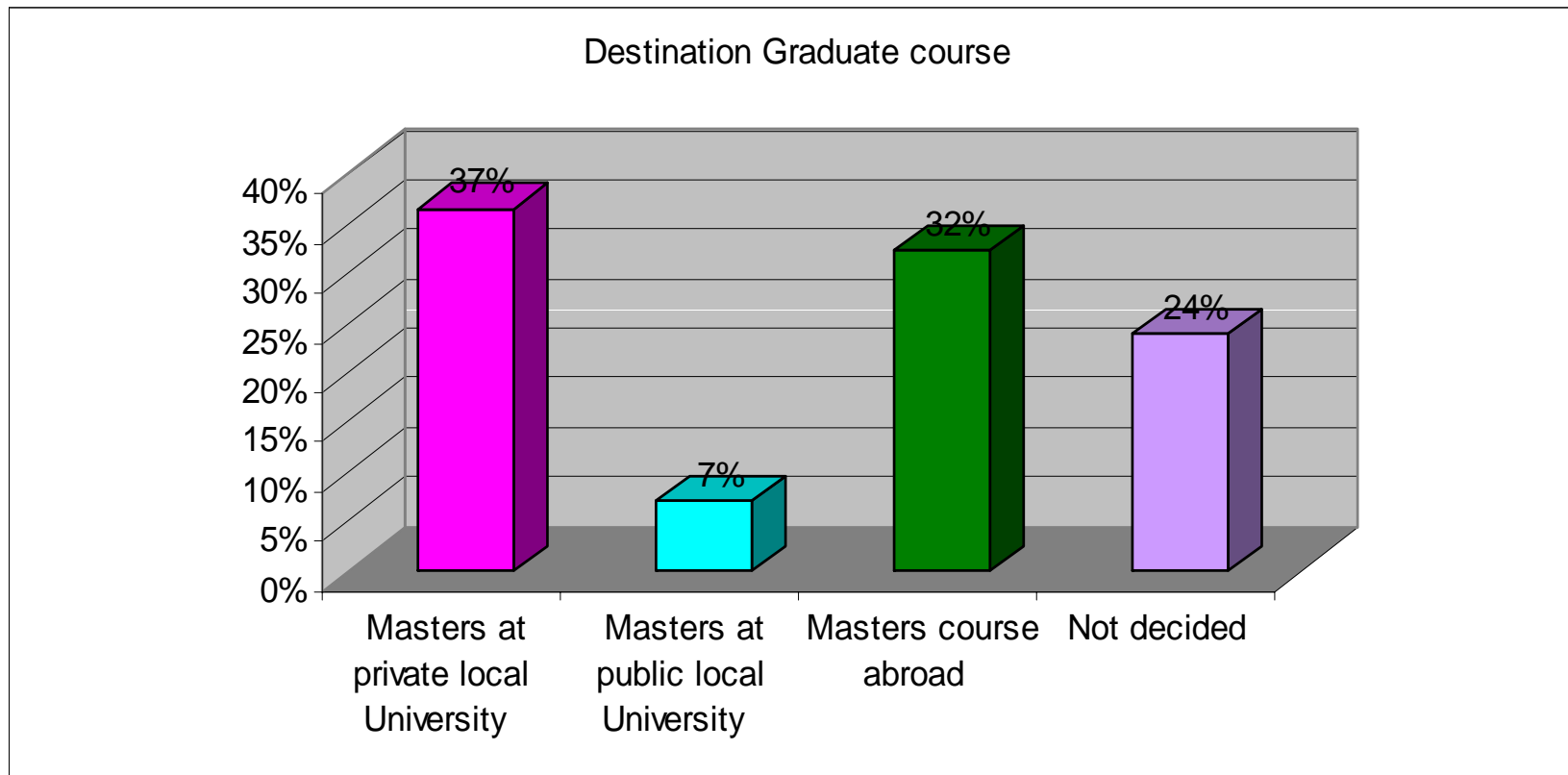
## Recommend SU to others

- 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*



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### 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



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## 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

