



EPOKA UNIVERSITY

The Graduate Outcomes in the Labor Market:

Ten Years of Achievements

Epoka University
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The Graduate Outcomes in the Labor Market: Ten Years of Achievements

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Executive Summary

The Graduate Outcomes Survey provides a comprehensive picture of the success Epoka graduates have as it relates to their career and continuing education endeavors. The Executive Summary which follows, along with the comprehensive data reporting on which the summary is based, continues to show the strong success rate of Epoka graduates. This success is illustrated by an overall reported employment rate of 90.4%. Furthermore, of those who reported that they were employed:

- 98.1% indicated that they were satisfied with their current job;
- 88.5% reported that their current job was directly related to their academic major;
- 50.0% stated that they have received their job before their graduation;
- and, 63.5% have received more than one job offer.

Additionally, 94.1% of all the responders reported that they felt they have the necessary tools and resources to perform as better as possible their tasks in the workplaces. And finally, 82.7% of the graduates think that the reputation of the university they graduate is important. The categories which follow will illustrate some of the overall data that is presented in the comprehensive study.

Study Overview

Objective

The main objective of the Graduate Outcomes Survey was to understand the potential impact that studying a second or a third cycle of study at Epoka University has on a recent graduate's prospects in finding themselves appropriate for the labor market.

Methodology and Data Collection

Tables and figures contained in this report are reflective of the self-reporting of participants. As such, analyses are drawn from the subset of all second and third cycles at Epoka University. A survey was conducted online in November 2017 to address this objective. In order to obtain the most recent data available, the survey was sent to all alumni database. The respond rate was around 10 per cent of the graduates which is acceptable since it can be considered that a low number of graduates is actively using Epoka's email.

Key Findings



90.38%

Employed +
Continuing
Education



50%

Received job
before
graduation



63.46%

More than 1
job offer



98.08%

Satisfied with
their jobs



88.46%

Current job
related to
area of study



69.23%

Participated in
internships



82.69%

Reputation of
University is
important



94.13%

Useful tools
and resources



90%

Financial
University
support



The Graduate Profile

In this section, we have derived a general information regarding profile of graduates that were part of the survey. We have presented information regarding type of degree they finished, post-graduate programs, employment status, employment sector, period of job offer and number of job offer.

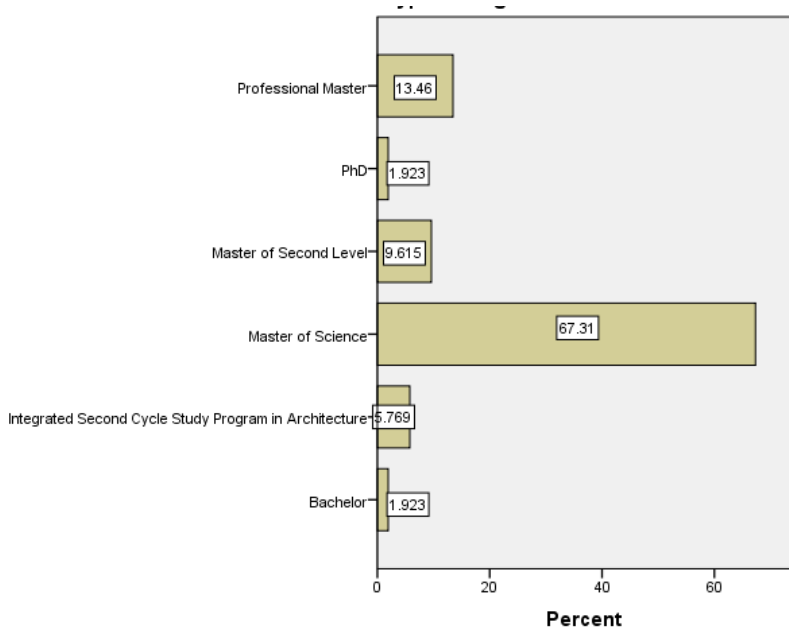


Figure 1: Type of Degree.

Figure1. provides general information regarding the percentage of students that were part of the survey conducted. The majority of the students' part of the survey are students in master of Sciences and professional master programs.

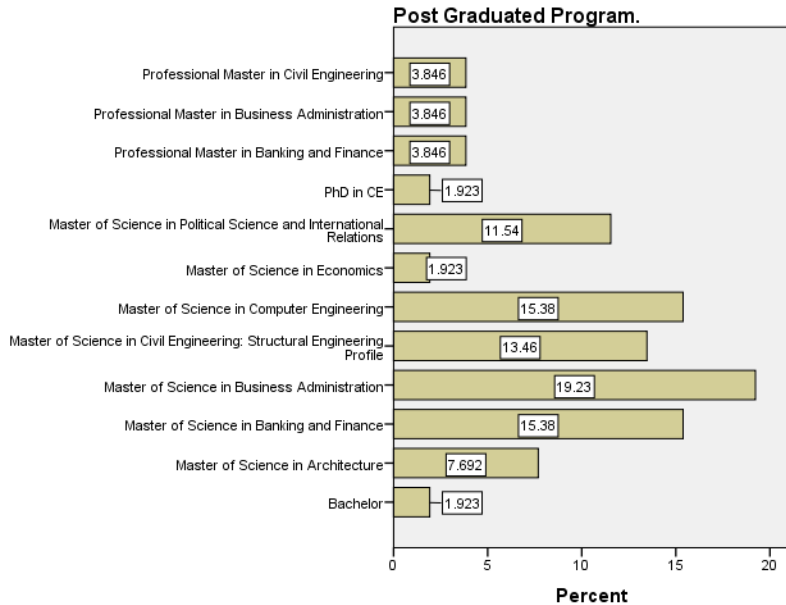


Figure 2: Post-graduate programs.

Results regarding Post-Graduate programs show that the majority of students have finished a master in Business Administration, Banking and Finance and Computer Engineering. Therefore 19% of graduates came from Master of Science in Business administration, 15% from Master of Sciences in Banking and Finance and 15% from Computer Engineering.

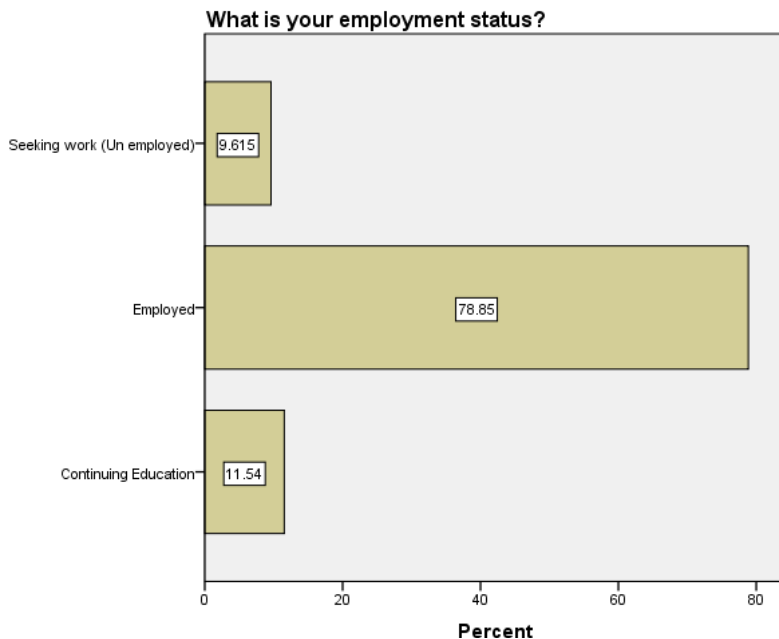


Figure 3: Employment status.

Looking at the employment status of the students graduated from Epoka University. 78.85% are employed; approximately 12% are continuing education and 10% unemployed. It is important to mention here the period required for new graduates to be employed. Almost 6% of the students have found a job within a period of 6 month and 22% within 3 months. However, taking into consideration the conditions of the labor market in Albania the percentage of unemployment and the period is considered to be not very high.



Figure 4: Employment sector.

This graph presents an overview of answers related to the employment sector of our students. The feedback of the 30% of graduates part of the survey from Epoka University shows that most of our students are employed in the private sector. Around 79% are oriented towards the private sector and the remaining part is in public administration and self-employed.

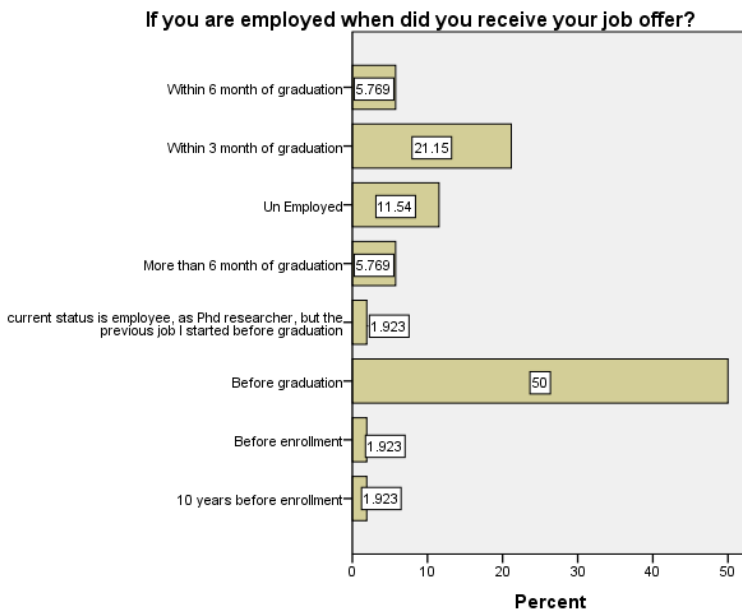


Figure 5: Period of job offer.

In the survey student were asked: “If you are employed when did you receive your job offer. As showed in the figure half of the student received a job offer before graduation. This show the high demand of our students in different positions, mostly in private sector. Three to six-month duration of job search is considered to be normal in Albanian labor market.

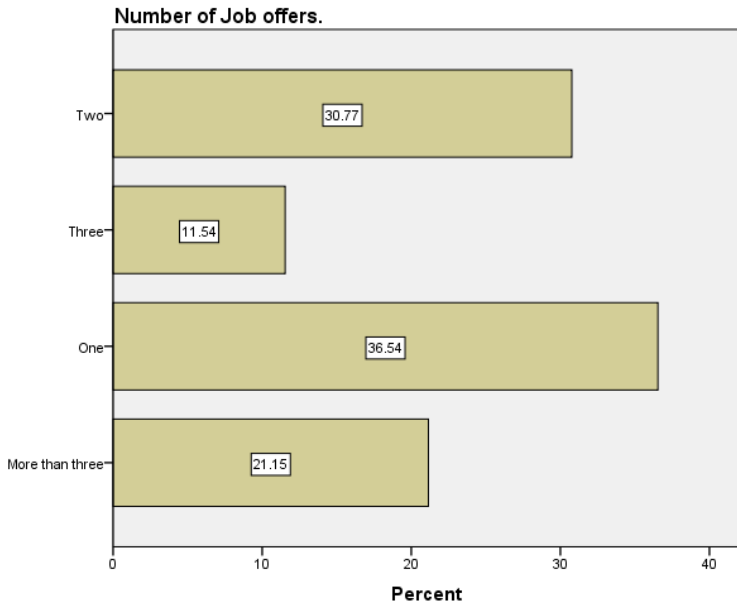


Figure 6: Number of jobs offers.

An important indicator that shows the demand of our students is the number of jobs offers received by them. Around 37% of them got at least one job offer and 21% more than three. One of the most important elements in hiring a recent graduate beside collage reputation, GPA and courses finished is experience outside the university or internships. Epoka University offers a range of internship opportunities with big companies in Albania such as KPMG, Deloitte, Vodafone, Raiffeisen Bank etc.

Graduates Satisfaction

Data regarding student satisfaction gives powerful tolls to improve the quality of student life and learning. They measure student’s satisfaction and priorities showing you how satisfied students are as well as what issues are important to them. There are various aspects of students’ satisfaction such as their satisfaction regarding university or program reputation or their satisfaction regarding the job after graduation.

How important was graduate UNIVERSITY reputation in your decision to enroll in your program at Epoka?

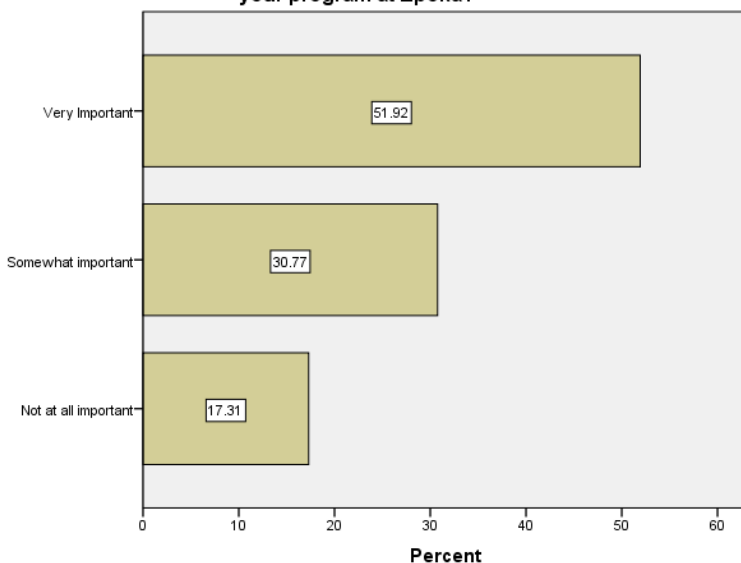


Figure 7: Importance of university reputation in enrollment at Epoka

There are a variety of factors influencing student’s decision on enrollment such as cost, financial aid, size of the institution, recommendation, geographic

are etc. However, on the top of the list is the academic reputation of the University. When students choose a college or university, they are essentially choosing their future. They are choosing which university will be in their resume for the rest of their life. Also from university perspective without a strong reputation universities are not able to attract the resources to construct a beneficial academic environment. A strong university reputation attracts from the best professor to the best students. This graph shows that 51 % of the respondents think that the university academic reputation was very important in their decision to enroll in a certain program at Epoka.

How important was graduate PROGRAM'S reputation in your decision to enroll in your program at Epoka?

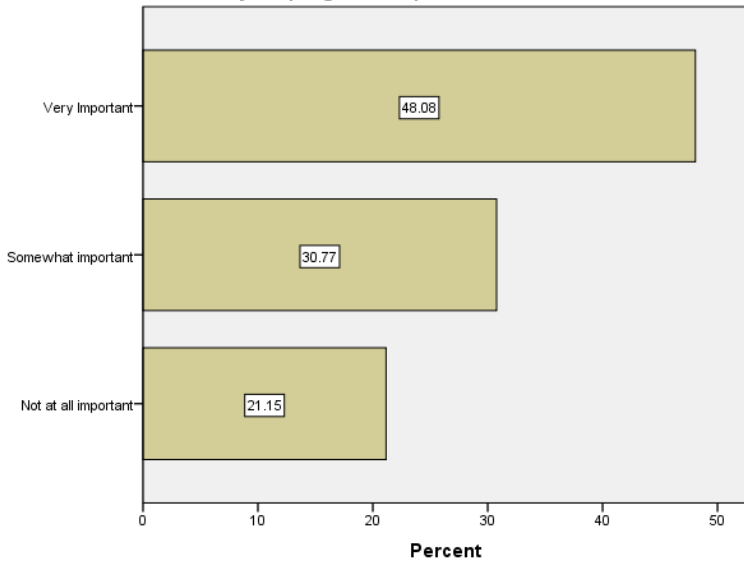


Figure 8: Importance of program reputation in enrollment at epoka

Similarly, this graph indicates that 80% of them think that the programs reputation is very important and somewhat important in their decision of

enrollment at Epoka University.

How important was graduate areas of specialization in the program match my interests in your decision to enroll in your program at Epoka?

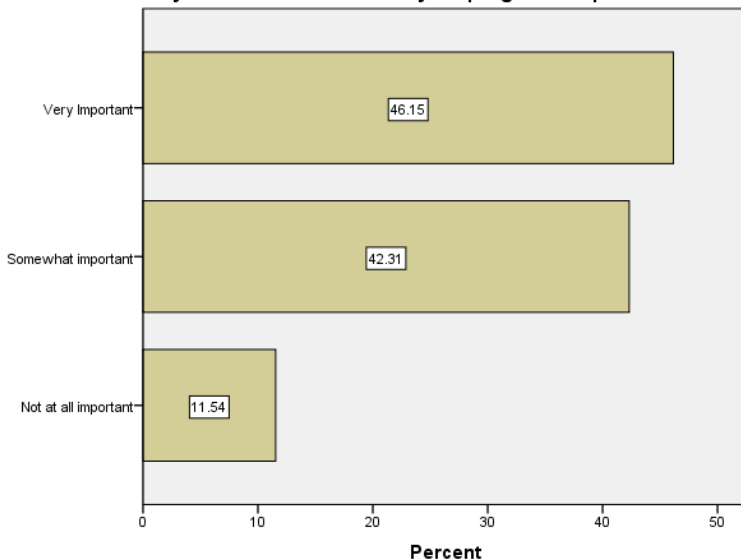


Figure 9: How important was graduate areas of specialization in the program match my interests in enrollment decision at Epoka.

The results of this graphs show that graduate are of specialization in the program matching their interest is important. In order to be successful students need to select courses that match their skills, interest and goals. Therefore, an important element that impact their satisfaction regarding their university is how well do their expectations match the reality. 88% of the graduates responded that this element was an important when they considered to enroll at Epoka University. They believed that Epoka University matched their expectations.

In the graph below we have also asked about the importance of a friend, acquaintance, colleague or undergraduate administrator or faculty member in their decisions to enroll in their program at Epoka University. 85% of them think that their recommendation was very important and somewhat important. This also is an indicator of the good reputation that Epoka University has. The reputation of a University is not just its ranking but also different individuals' opinion regarding the quality of its education.

How important was graduate recommendation of a friend, acquaintance, colleague, or undergraduate administrator or faculty member in your decision to enroll in your program at Epoka?

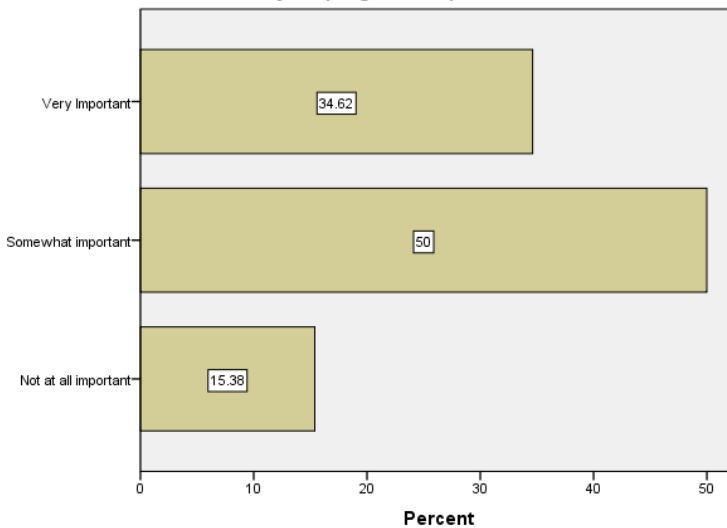


Figure 10: Importance of recommendations in enrollment decision at Epoka.

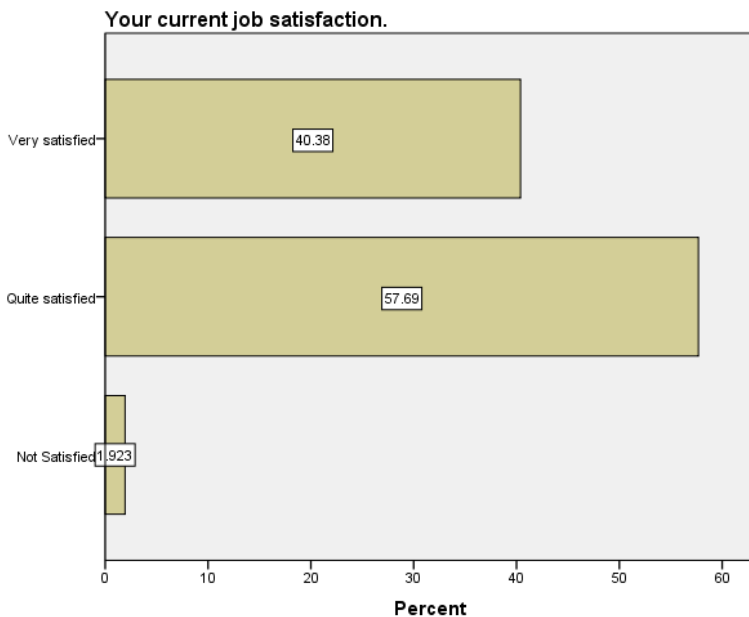


Figure 11: Current job satisfaction.

Job satisfaction can briefly be described as your feeling towards your job and how happy do you feel doing your work. It is an element able to increase the productivity and performance. It depends on a variety of factors such as feeling content with the work itself and the responsibilities related with it, salary, job security, workplace conditions etc. However, two key elements that have their impact on job satisfaction are education level and quality. Education is not just a piece of paper but the time spent in school but help you advance both basic and advanced skills. 58% of the graduates part of the survey reported to be quite satisfied, 40% very satisfied and only 2 % not satisfied.

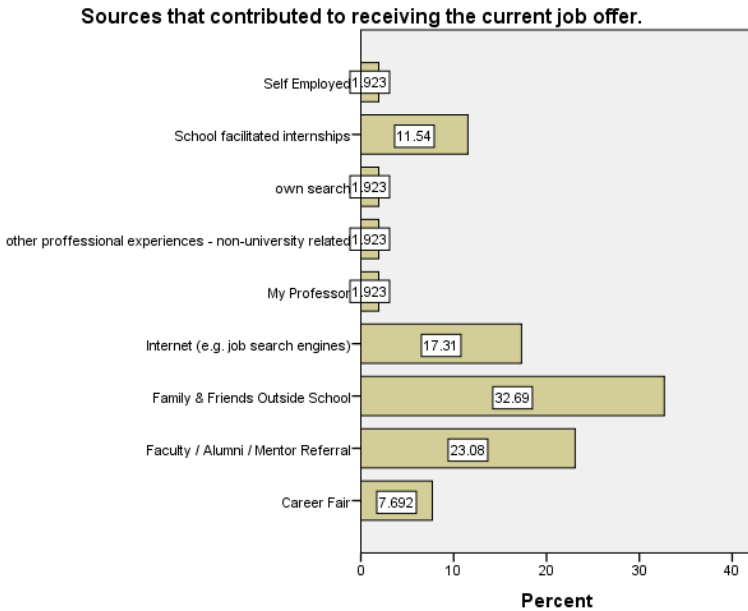


Figure 12: Sources that contribute at receiving the current job offer.

Regarding sources that contribute to receiving school facilitated internships, faculty, internet, friends and families seem to be important in this regard. A considerable amount of 36% of respondents believe that school facilitated internships and faculty has played an important role in their employment and around 33% think that their family was a source to contribute to receiving the current job offer.

Students attend universities and select degree fields in hope of succeeding in the labor market. One aspect of labor market success is the ability to utilize the investment in school in your future employment. The literature on education and occupation matching shows that earnings are affected by how individual education matched that required by their occupation. Around 89%

of the graduates of this survey answered yes to the question; “Is your current job related to your area of study? This indicates that their investments though years of schooling have been valid and they are using their skills to their full potential.

Using your full potential in your current job position is also an element related to your job satisfaction. It is connected with a variety of elements such as the working environment, your skills and abilities, university preparation etc. In the graph below we can also see that 62% answered that they are using their skills to their full potential. In Albanian labor market, recent graduates are finding very difficult to find a job and those do find work often do not work in their profession. However, Epoka University students report to good statistics in this regard.

Do you feel you are using all you skills to fullest potential in your current position?

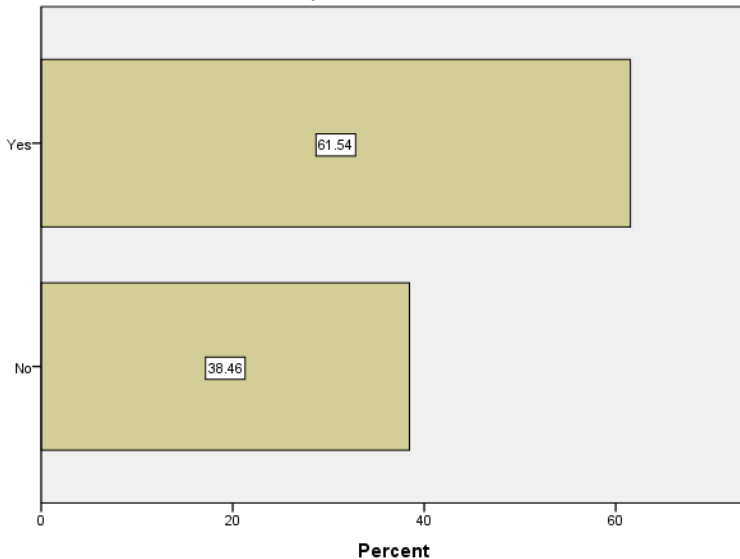


Figure 13: Using your skills at fullest potential in current job position.

University support for graduates

University support for graduates comes in many forms. They can support their graduates after graduation from the bachelor degree by awarding scholarships and other financial supports so they can continue a post-graduate program or they can offer opportunities to be part of different internships. The success of graduate students depends on their universities commitments to and degree of help in this regard. Although your alumni employment after study depends on their personal skills and interest, university support in this regard is essential to their success. Epoka university provides extensive support to students who are oriented towards the job market and to those who want to pursue further studies.

When asked to indicate their primary source of support while they are in a post graduate at Epoka, 21% of the graduates responded that their primary source were university founded scholarships.

Please indicate the PRIMARY source(s) of support that you received while in a Post-graduate program at Epoka University.

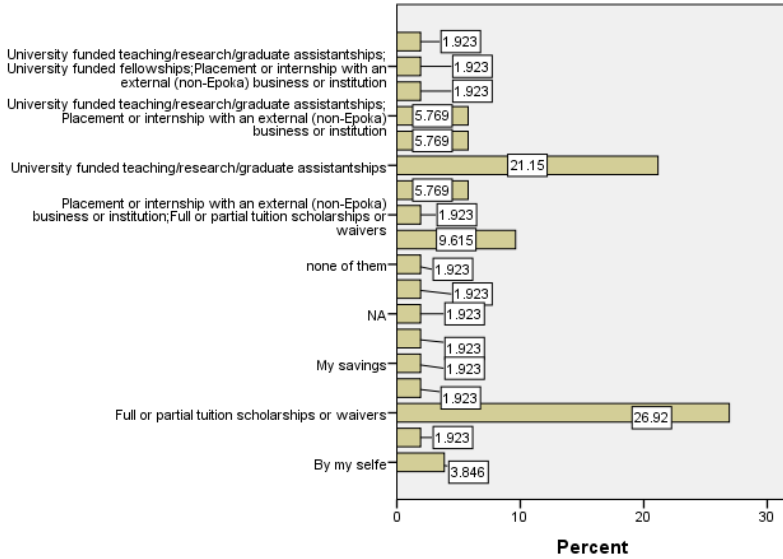


Figure 14: Primary source of support while in a post-graduate program at Epoka

Did you participated in at least one internship related to your academic program while a student at the Epoka University

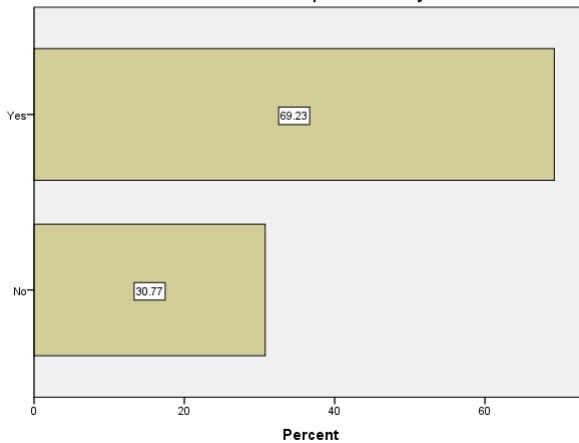


Figure 15: Participation in internship program while a student at Epoka.

Internships are very useful to interns themselves due to the fact that they offer them the chance to learn how is working for a certain company or in a certain position is. They also allow students to make contact with managers and recruiters, which later can contribute in their employment. Graduated students with a paid or unpaid internship in their resume have more chances at earning a full-time position after graduation. Nowadays the working environment is constantly changing and even though your educative preparation might be relevant to these changes during internships students gain knowledge related specifically to certain working positions. In general companies that devote time and resources to training interns are also looking for a return to their investment by choosing these interns to work as employee. Epoka University offers opportunities for their students to conduct an internship in some of the biggest companies in Albania.

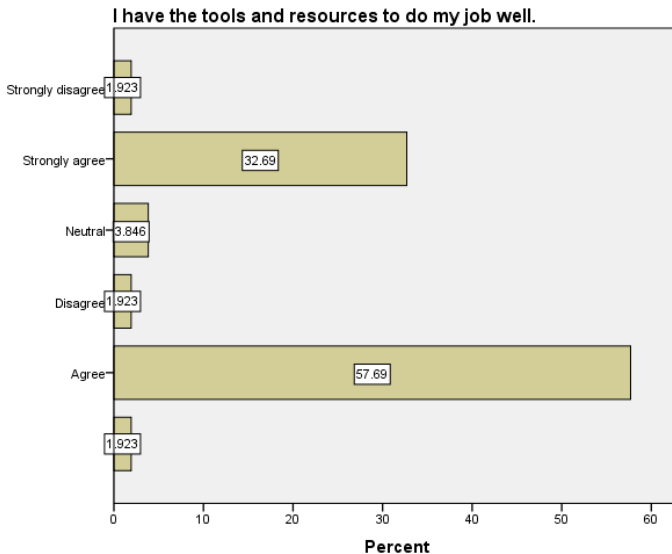


Figure 16: I have tools and resources to do my job well.

Having your tools and resources to do your job well means to have the required background and knowledge to be successful at your job. Epoka University students have the necessary elements to enrich their background. They are able to profit from library facilities, have the opportunity to learn several foreign languages and computer programs. As it is reported in the graphs above 93% of the respondents strongly agree and agree to this statement.

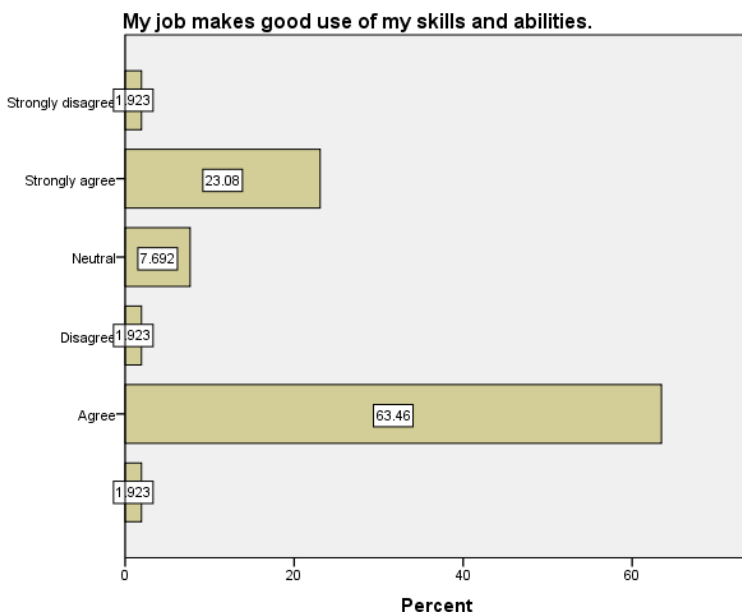


Figure 17: My job make use of my skills and abilities.

Does your employer recognize your talents and put them to use effectively? Do you find your work stimulating and challenging in a satisfying way? These are important question that someone should be asking to himself while working in a particular job or environment. If your skills and potential are not fully utilized you are not being used at your full potential and as a result you fill uninspired and unfulfilled. Around 88% of the respondents of this survey are answered

agree and strongly agree to the statement: My job make good use of my skills and abilities.

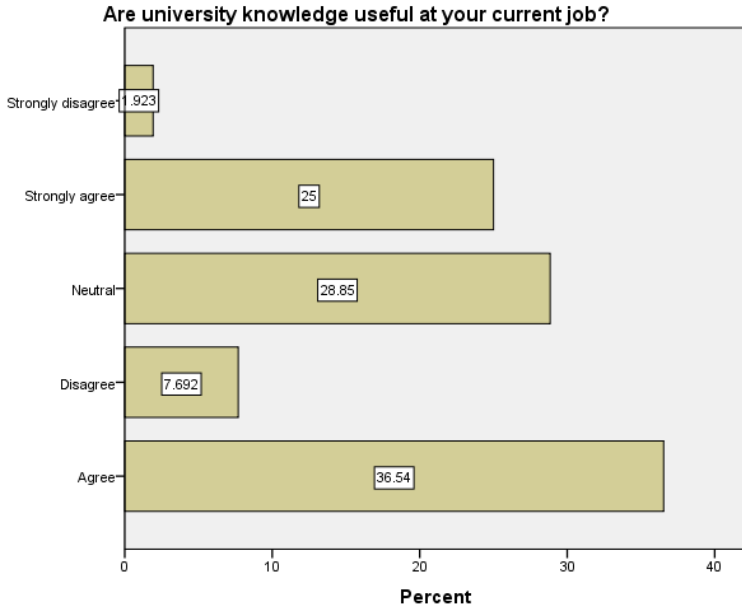


Figure 18: Are university knowledge useful at your current job?

University is not about getting a job but is still important considering how your choice your university could affect your career. Universities don't just teach you specifics in your subjects but also a variety of skills such as research, communication, organization etc. Around 71% of respondents agree and strongly agree that their university knowledge is useful at their current job and 29% also are neutral.

Appendix: Graduate Outcomes Survey

The Graduate Outcomes Survey is conducted to gather graduate employment information. All information provided will be kept CONFIDENTIAL. Data may be provided to appropriate departments/offices within the Epoka University for administrative and academic purposes, under a duty of confidentiality to the University. No personal identity will be disclosed to any third party outside the University without your prior consent.

A) Personal Information

- a. Post- Graduated Program_____
- b. Type of Degree
 - i. Professional Master
 - ii. Master of Science
- c. Graduation Year_____

B) Professional Information

- a. What is your employment status?
 - i. Employed
 - ii. Seeking work (Unemployed)
 - iii. House Wife

- iv. Continuing Education
- v. Other_____
- b. If you are employed, when did you receive job offer?
 - i. Before graduation
 - ii. Within 3 months of graduation
 - iii. Within 6 months of graduation
 - iv. More than 6 months of graduation
 - v. Un Employed
- c. If you are employed, are you working at:
 - i. State administration
 - ii. Private sector
 - iii. Self employed
 - iv. Other_____
- d. Number of Job offers
 - i. One
 - ii. Two
 - iii. Three
 - iv. More than three

- e. Your current job satisfaction
 - i. Very satisfied
 - ii. Quite satisfied
 - iii. Not Satisfied

- f. Sources that contributed to receiving the current job offer
 - i. School facilitated internships
 - ii. Career Fair
 - iii. Faculty / Alumni / Mentor Referral
 - iv. Internet (e.g. job search engines)
 - v. Family & Friends Outside School

- g. Your current job is related to your area of study?
 - i. Yes
 - ii. No

- h. Do you feel you are using all your skill to fullest potential in your current position?
 - i. Yes
 - ii. No

- i. Did you participated in at least one internship related to your academic program while a student at the Epoka

University?

- i. Yes
- ii. No

C) University Resources and Support

- a. Please indicate the PRIMARY source(s) of support that you received while in a Post-graduate program at Epoka University. (You may mark up to two choices.)
 - i. University funded teaching/research/graduate assistantships
 - ii. University funded fellowships
 - iii. Placement or internship with an external (non-Epoka) business or institution
 - iv. Full or partial tuition scholarships or waivers
 - v. Other
- b. How important were each of the following factors in your decision to enroll in your program at Epoka?
 - i. Graduate program's reputation
 - 1. Not at all important
 - 2. Somewhat important

3. Very Important
 - ii. University's reputation
 1. Not at all important
 2. Somewhat important
 3. Very Important
 - iii. Areas of specialization in the program match my interests
 1. Not at all important
 2. Somewhat important
 3. Very Important
 - iv. Recommendation of a friend, acquaintance, colleague, or undergraduate administrator or faculty member
 1. Not at all important
 2. Somewhat important
 3. Very Important
- D) Please take a few minutes to tell us about your job and how the organization assists you.
- a. I have the tools and resources to do my job well.

- i. Strongly Disagree
 - ii. Somewhat Disagree
 - iii. Nether Agree or Disagree
 - iv. Somewhat Agree
 - v. Strongly Agree
- b. My job makes good use of my skills and abilities
- i. Strongly Disagree
 - ii. Somewhat Disagree
 - iii. Nether Agree or Disagree
 - iv. Somewhat Agree
 - v. Strongly Agree
- c. Are university knowledge useful at your current job
- i. Strongly Disagree
 - ii. Somewhat Disagree
 - iii. Nether Agree or Disagree
 - iv. Somewhat Agree
 - v. Strongly Agree

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