

Royal University of Phnom Penh

Quality Assurance Unit

Report

Tracer Study

On

“RUPP Students’ Employability”

Academic year: 2003-2004

I. Introduction

RUPP Tracer Study Survey (TSS) was conducted in 2006 by the Quality Assurance Unit founded by Maryknoll NGO with the endorsement from the Executive Board of RUPP. Due to an increase in number of graduates from year to year and challenges in the job market, Quality Assurance Unit established a tracer study on students' employability, graduate activity and feedback on the quality of RUPP programs. In order to collect data, we selected a sample size of 250, which is 15% of the whole population of the students who graduated in 2003-2004. Moreover, we wanted to find out which areas of the programs needed for improvement in order to work for change within the institution.

1. Purpose

The purpose of the survey is to find out the employability of the students who graduated from RUPP in 2003-2004.

2. Objectives

The objectives of the tracer study are to find out how students experience with the following items:

- Work in final year (year 4)
- Current employment
- Job search methods
- Course experience related to job market
- Further study

II. Research Methods

1. Sample selection

In selecting sample, we used Random Sampling to select students who graduated from RUPP in 2003-2004.

2. Sample size

Due to difficulty in means of transport and budget constraint, we decided to select a sample of 250 from the whole population of the graduates.

3. Study areas

We select a group of students who graduated from RUPP and live in provinces and cities.

4. Data collection

Data collection was conducted by interviewing students through telephone conversation.

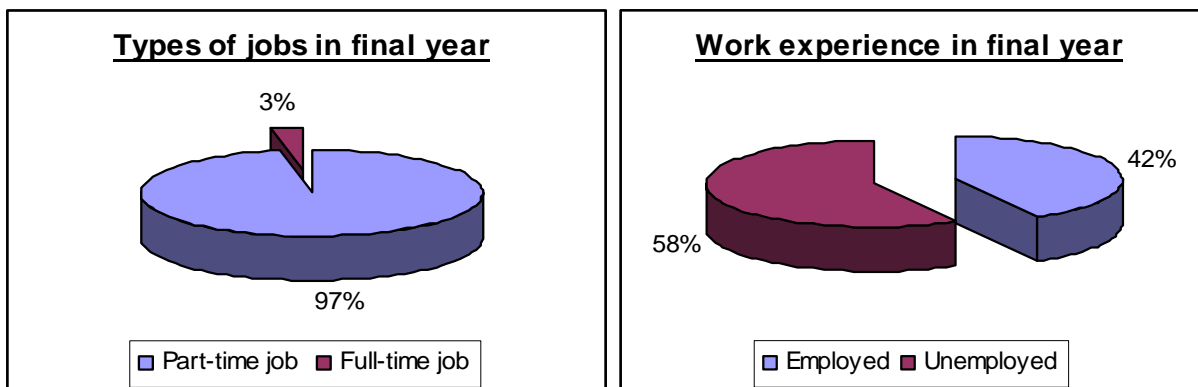
III. Data analysis

Based on data analysis, it shows that:

1. Work in final year (year 4)

Among 2003-2004 graduates, 42% of the students worked during their study; 97% of whom worked on a full-time basis and 3% worked part time. This indicated that RUPP students had capacity, ability and skills to work even though they were studying.

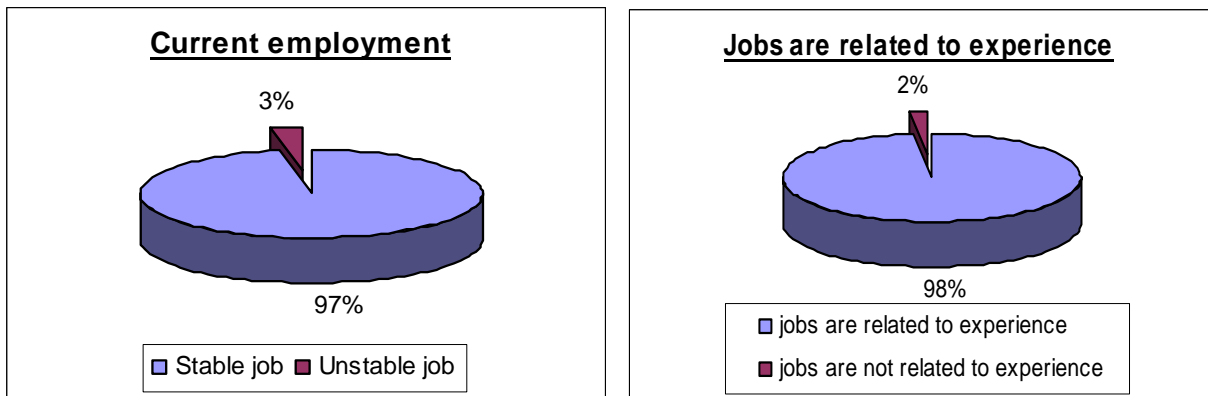
Table 1: Experience and types of jobs in final year (year 4)



2. Current employment

Among RUPP graduates in January 2005, 97% are employed, while 3% are seeking a job. In regard to working place, 65.6% of the graduates work in provinces and 34.4% work in Phnom Penh. Almost all of them work on a full time basis. 98% of the graduates indicated that their jobs are connected with skills, experience, and knowledge. Only 2% of them said that their jobs are not connected with skills, experience, and knowledge.

Table 2: Current employment



3. Types of current employment

A. Full time jobs

With respect to types of current employment, 90.9 of the graduates work for the government; about 40% are employed by the government to teach at secondary schools; 4.1% work for private sector; 4.5 for NGOs and 0.4% for private education. 94.6% of the students who got jobs in 2005; only 5.4% of whom worked before 2005, and all of whom worked on a full time basis. As for their salaries, 41.3% receive salary between 100,000 -140, 000 Riels; 16.5% receive between 150,000- 190,000; 9.1% receive between 20,000-240,000 Riels, while 12% can earn more than USD \$ 100.

Table 3: Types of current employment

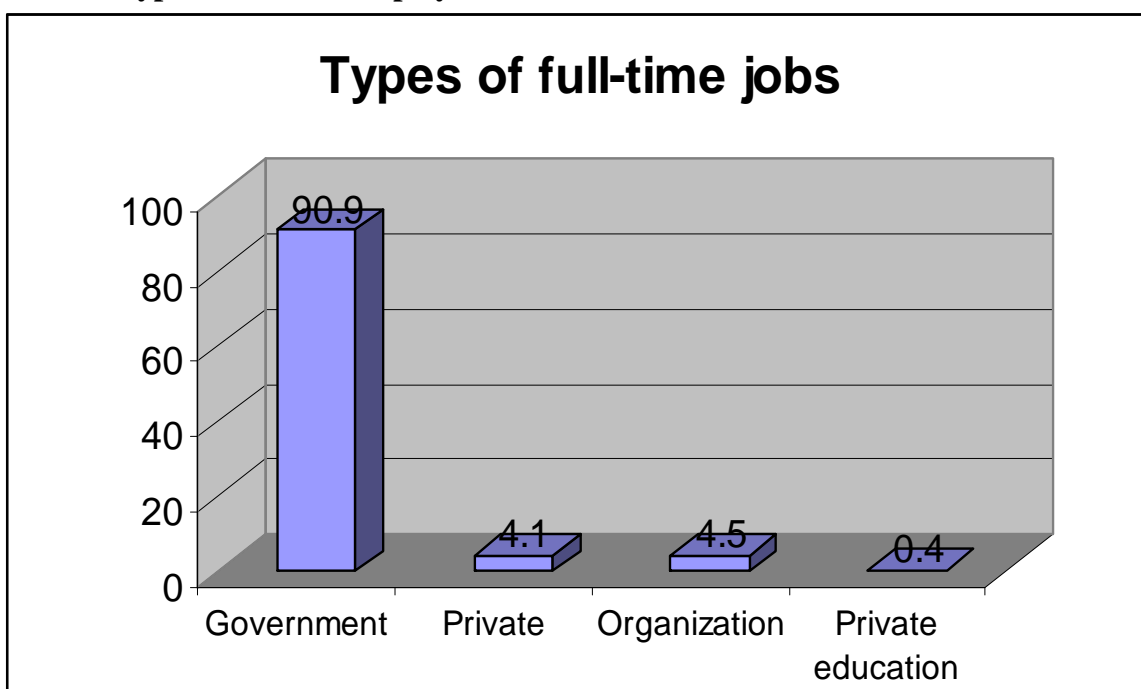
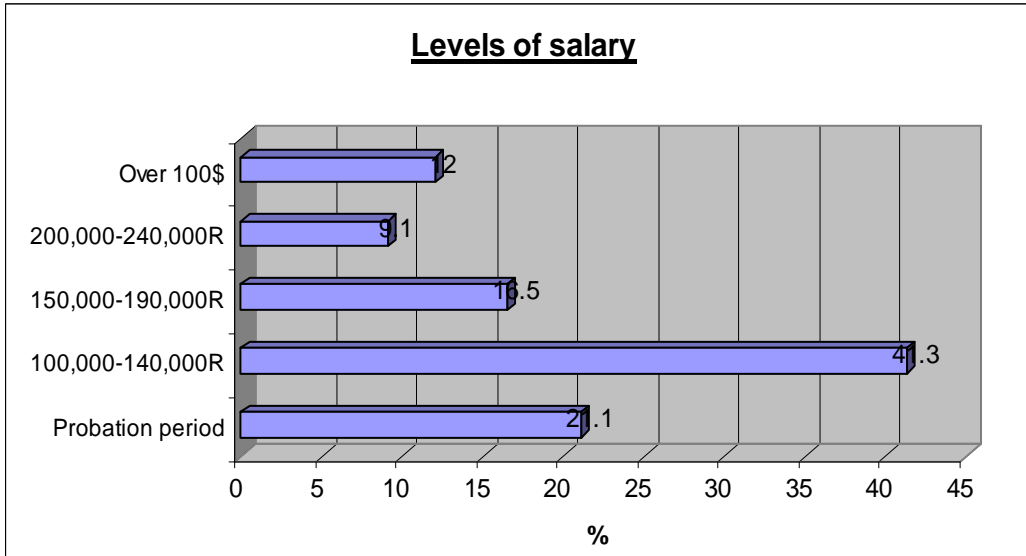


Table 4: Levels of salary



B. Part time jobs

Among the graduates who have full time job, 33% have part time jobs while 67% have not got any part time jobs. Types of part time jobs, government is 3%, public education is 1.3%, private education is 25.3%, private sector is 50.2%, NGOs is 7.6%, and others are 3%.

Table 5: Part time jobs

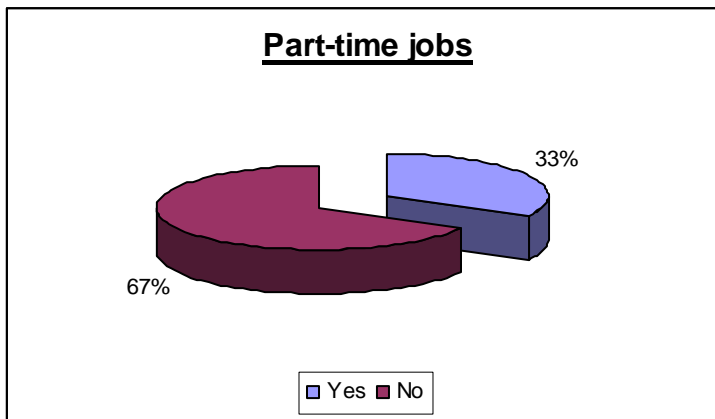
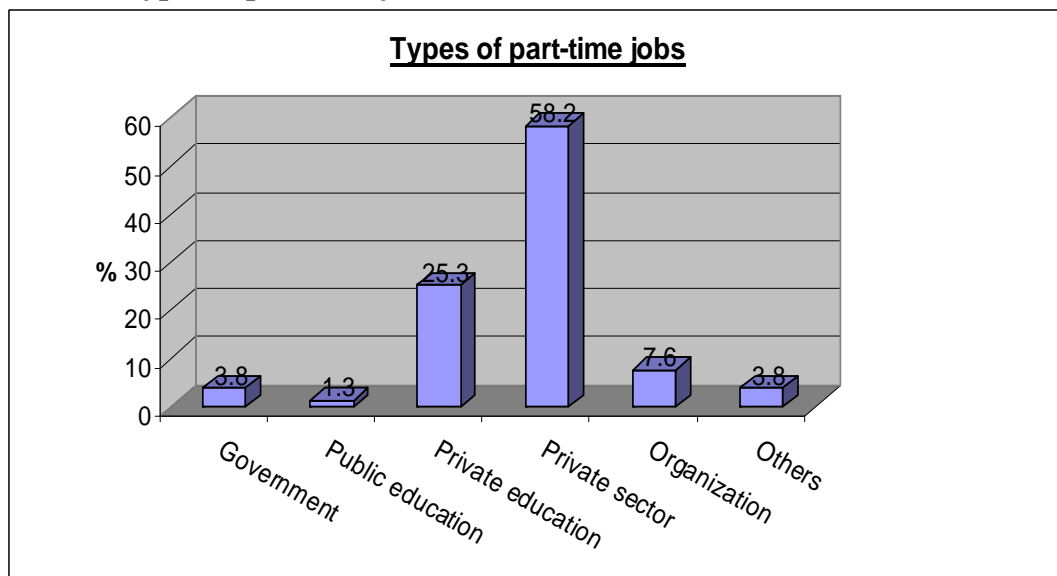


Table 6: Types of part time jobs

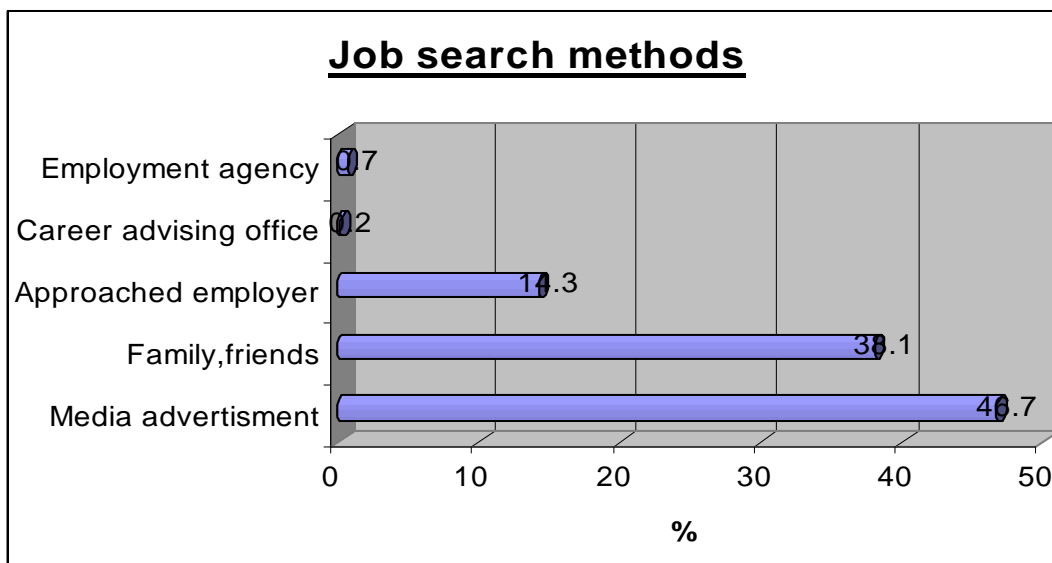


According to data analysis, we have found that of students who graduated from RUPP, at present the vast majority have a specific job. In addition, some of them have part time jobs. As for salary, it is depended on types of jobs ($R=0.65$), working hours ($R=0.73$) and subjects ($R=0.52$). Obviously, those who work for NGOs receive salary of more than USD 100, and they worke at least 30 hours per week. Work Skills also contributed to high salary. Those who have worked for the government can find part time jobs, but their salary is relatively low.

3. Job search methods

Most of the students found their jobs through media advertisement (46.7%), 38.1 family/friends, 14.3% approached employers, 0.2% career advising office and 0.7% employment agency.

Table 7: Job search methods



4. Course experience related to job market

1 = totally disagree, 2 = disagree, 3 = no idea, 4 = agree and 5 = totally agree

Course experience at RUPP	1	2	3	4	5
1. The teaching staff normally gave me helpful feedback	0%	3.6%	0%	62.8%	33.6%
2. The course was a good combination of theory and practice	0.8%	16%	0%	64.4%	18.8%
3. The course developed an understanding of workforce skills	0.8%	4.4%	0%	70.4%	24.4%
4. The course developed current professional skill	0.8%	4.4%	0%	65.2%	29.6%
5. The skills developed in the course were relevant and useful	0%	2%	0%	64.8%	33.2%
6. The course helped me develop my ability to work	0%	2%	0%	64.8%	33.2%
7. Overall, I was satisfied with the quality of this course	0%	5.2%	0.4%	55.2%	39.2%

This shows that RUPP's programs contributed to development of knowledge and workforce skills for the students. In particular, the programs are relevant to the job market because most of them are trained and employed to be secondary school teachers.

5. Further Study

Among the graduates, 17% continued their study; 83% did not. For those who continued their study, some chose different fields of study; 42% pursued bachelor degrees, 58% masters; 84% of the students studied the same subject as their previous one, and 16% changed their majors. This is because of a number of reasons. 63.8% of the students thought that they had to respond to the needs of the job

market; 30.2% thought that their new majors overlapped their previous ones while 7% had other reasons. Those who did not continue their study because there are a number of problems:

- 45.7% were short of money and poor
- 35.8% had no time
- 8.6% wanted to become permanent civil servants and earn more experience
- 5.6% had no schools and schools are far way
- 2.2% wanted to pursued their study abroad
- 2.2% had no reason

Table 8: Further study

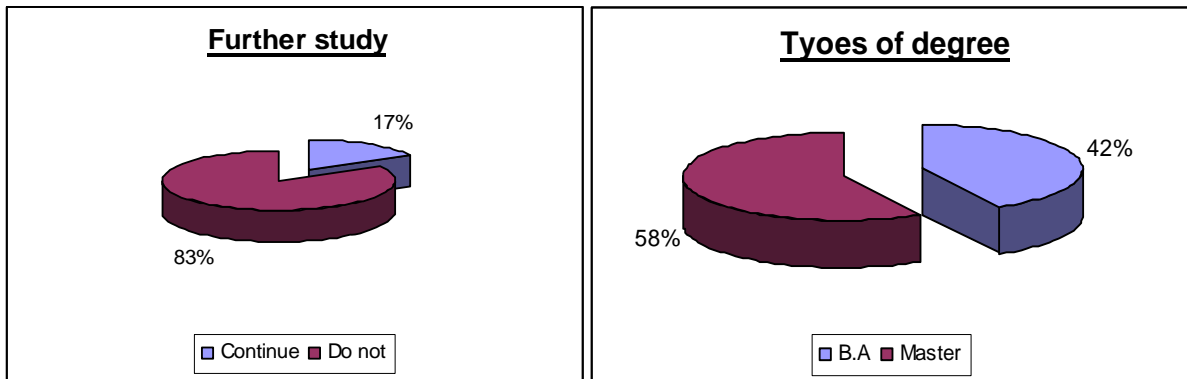


Table 9: Reasons for not continuing their study

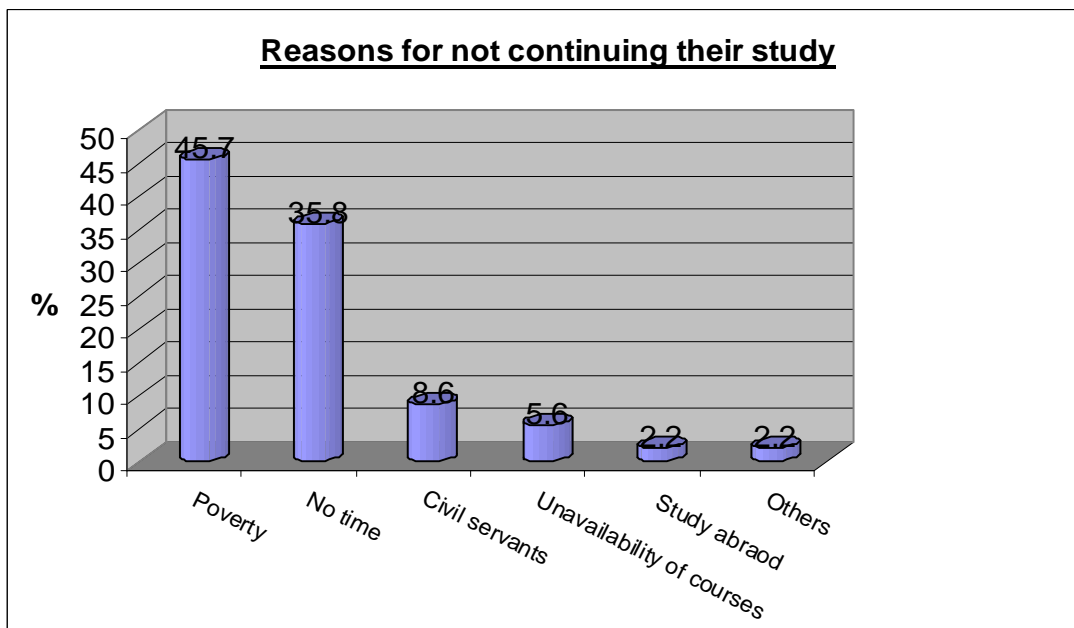
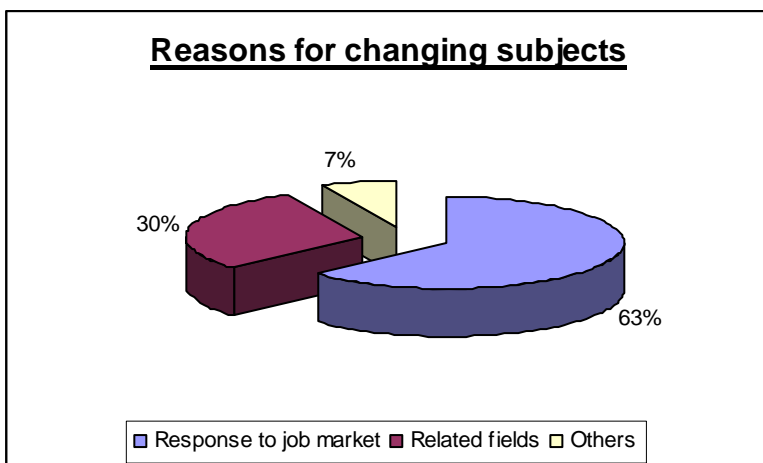


Table 10: Reasons for changing their majors



Among the graduates, the number of students who continued their education is limited. This is due to a number of reasons, including lacking money, being poor, no time to study, being civil servants, unavailability of courses, and study abroad. Some students changed their majors because they wanted to respond to the current job market demands.

IV. Conclusion

At present, almost all graduates have a specific job. Moreover, some students are able to get two jobs and their jobs are connected with experience and knowledge. However, their salary is still low if they work for the government. For those who work for private sector and NGOs can earn more than USD \$ 100. Majors, knowledge, work experience and working hours have enormous effects on their salary. With respect to further education, the number of the graduates who want to continue their study is low due to a lack of money, poor living condition and unavailability of courses. More importantly, the program of RUPP helped develop workforce skills for students effectively although their jobs are not well paid. In short, we can say that RUPP's program helped the students to be able to get a job. However, mostly, they are employed by the government to teach at secondary schools throughout the country.

V. Recommendations

In order to improve the effectiveness of RUPP's program, a number of recommendations can be drawn:

- Increase experiment and practices for science
- Provide more professional skills
- Increase teaching hours of English language and computers
- Establish master and PhD programs for all subjects
- Provide more scholarships to students so that they can continue their study

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