



Graduate Destinations

of Westminster International University in
Tashkent

Report for
2009

Tashkent 2010

Acknowledgements

WIUT Career Development Centre would like to thank all people who helped and supported to do this survey. Great thanks to 2009 Graduates of WIUT who took part in this survey by filling out questionnaires and providing their feedback.

Special thanks to graduates who helped to collect data from those graduates for whom the data was not available.

This report is produced by WIUT Career Development Centre and contains information on the destinations of WIUT graduates from 2009. The data for the survey was collected on destinations of WIUT graduates from 2008-2009 academic year within three months after graduation. It covers 4 undergraduate courses (Business Administration, Business Computing, Economics and Commercial Law) and shows how many graduates are in employment, the types of jobs they go into, and discrepancies between male and female graduates and across the courses. This report also looks into how destinations changed in 2008 and 2009 by comparing last year's results with this year's. As an addition, this year WIUT CDC collected information on job satisfaction and job search methods of former students. The data in this product were gathered via questionnaires or personal interviews and was not confirmed by the official document from the employment place.

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Introduction

This is the second Graduate Destinations Report produced by WIUT Career Development Centre. The information from the study in 2008 was very useful for advising students on career paths and for investigating career patterns of those leaving higher education. Additionally, it served as a benchmark for Career Development Centre and greatly assisted in developing the services provided by our Centre and University at all.

This year in line with analysing overall destinations we looked into wider range of information such as job satisfaction and job search methods of former students. Ultimately, these surveys will help to improve the opportunities and support available to graduates in the future.

How this report can be used?

Prospective students or students currently studying may find the results of the Graduate Destination Survey useful as an indication of numerous directions that graduates take after completing their undergraduate degree. While this survey obtains information about the start of graduate's career paths and represents only a snapshot of a time, it does not provide information on where they eventually find themselves in terms of life-long professions and objectives.

So, the current survey aims to help current and prospective students of WIUT, as well as teachers and advisers with responsibility for careers guidance, and parents concerned about their child's future prospects.

Students

Survey aims to provide the information which will help to understand the impact that a degree course in general may have, and that a degree in a particular subject may have. Reviewing the outcomes of this survey will give a better understanding of the options open to students from studying a degree, and of how a particular subject might impact on their future career prospects.

Teachers and advisors

It can be used as a basis for a wide range of guidance work including one-to-one guidance, tutor groups, career sessions for parents and higher education evenings and events.

Parents

Considering the Graduate Destinations leads to better understanding of the graduate labour market so parents can help their child prepare for what's ahead. They can also review the subject level information to help child make the best decision for them.

How the data is collected?

WIUT Career Development Centre was responsible for collecting data to annual Graduate Destinations Survey. The data required and the processes used to collect this information are closely controlled by WIUT Career Development Centre. The information for this report was collected through questionnaire sent out in January 2010 to WIUT graduates who graduated in previous academic year (2008-2009).

Survey coverage

Type of attendance

- Full-time students
- Part-time students

Type of qualification

- All first degrees and first degree equivalent qualifications
- All undergraduate certificates and diplomas

Reference date

- Approximately 3 months after graduation

Methods of data collection

- Postal questionnaire
- E-mail questionnaire
- Questionnaire via fax
- Telephone survey

Survey Questionnaire according which the data was collected is given in Appendix 1.

Overall destinations

In 2008-2009 academic year **110 students** graduated from Westminster International University in Tashkent at undergraduate level. The response rate for the 2009 Survey Population is 75 %. It should be also noted that whilst completion of the graduate destination survey is encouraged, it is voluntary and the statistics do not represent the entire body of students graduating for that year.

We start our analysis with overall destinations of WIUT graduates of undergraduate courses. Respondents were divided into 4 groups: those who are working, studying, working and studying and temporarily unemployed. Among the responded graduates **85 %** are working, 5 % working and studying at the time, while 4 % are doing their further study. The share of temporarily unemployed graduates is 6 %.

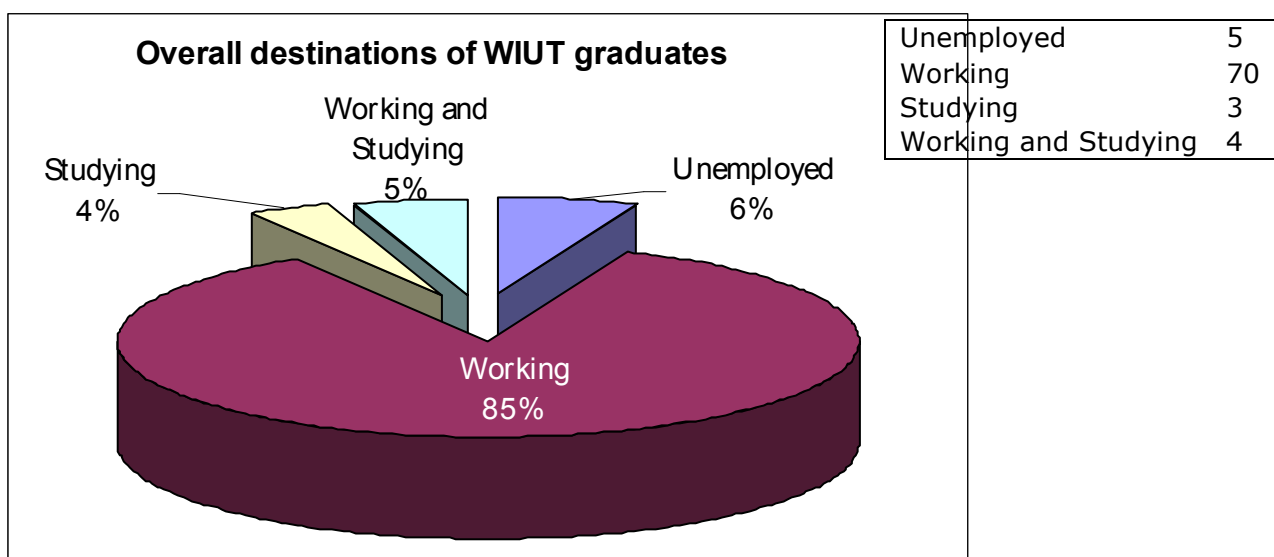
This year males greatly outnumbered females; 70 % of Total Survey Population consisted of male graduates. At the same time, small difference was found between the employment rates of male and female graduates. Males were keen to find employment as only 5 % of them were considered to be unemployed by the time of the survey. Unemployment rate for females was slightly higher, 8 %.

But, we should acknowledge that the measures of unemployment and employment only give a partial view of the recruitment picture. As in our previous report we broke-up employed graduates according the sectors of economy in order to get more detailed picture of graduate recruitment this year. Research and Consultancy business revealed to be the dominating sector in employment of WIUT graduates with 11 % share. Graduates in self-employment were the next in the row, since 10 % of graduates were considered to be running their own business. The share of Financial Services, Heavy Industry and Oil & Gas sectors were also significant (8 % each). Tables and charts on the next page provide the detailed picture of destinations for all courses.

Destinations for All Courses

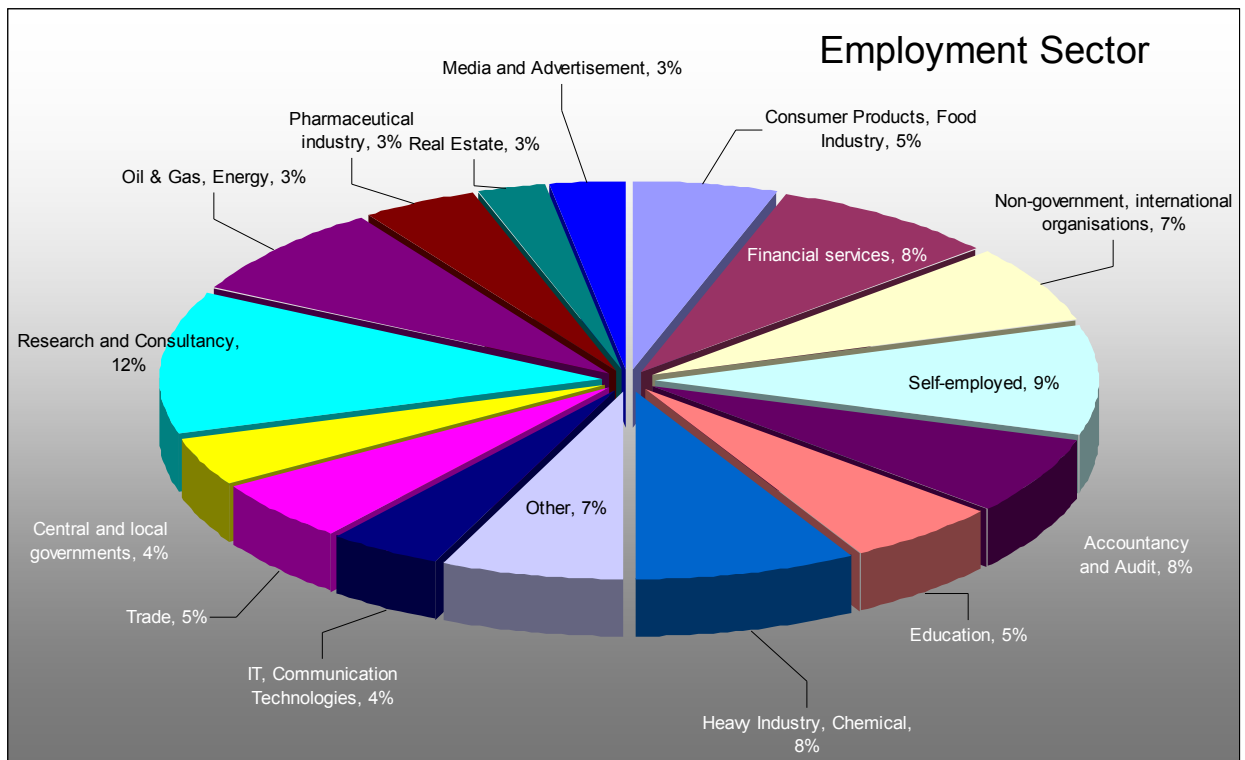
Graduates (Total)	110
Graduates (Responded)	82
% Responded	75%

	Quantity	Share in total survey population
Male	56	68%
Female	26	32%



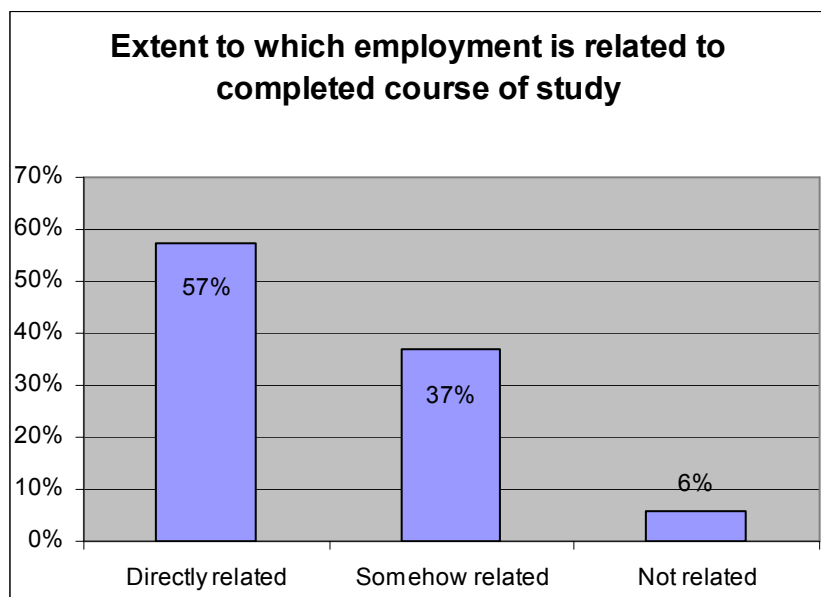
Employment (grouped by gender)		
	Quantity	Percentage
Male	53	95%
Female	24	92%

Employment Sector	Quantity	Percentage
Research and Consultancy	9	12%
Self-employed	7	9%
Financial services	6	8%
Heavy Industry, Chemical	6	8%
Oil & Gas, Energy	6	8%
Non-government, international organisations	5	7%
Accountancy and Audit	5	7%
Other	5	7%
Consumer Products, Food Industry	4	5%
Education	4	5%
Trade	4	5%
IT, Communication Technologies	3	4%
Central and local governments	3	4%
Pharmaceutical industry	3	4%
Real Estate	2	3%
Media and Advertisement	2	3%

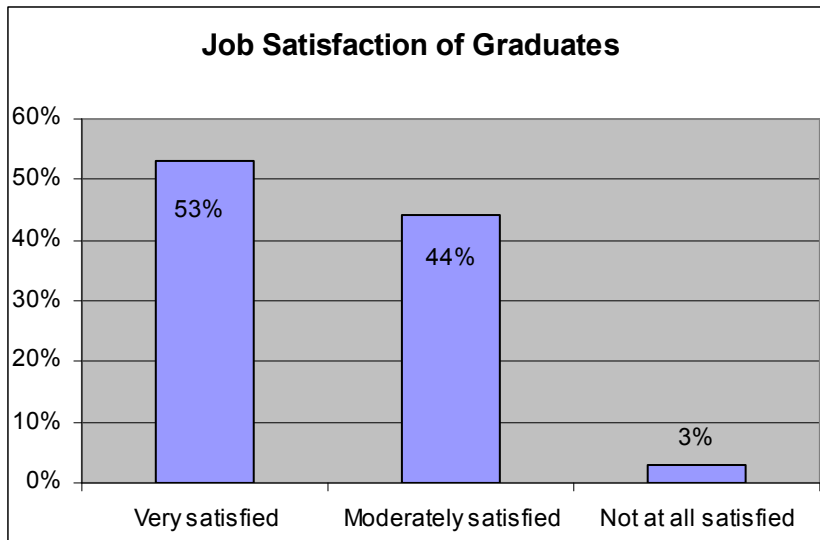


Job satisfaction and job search method

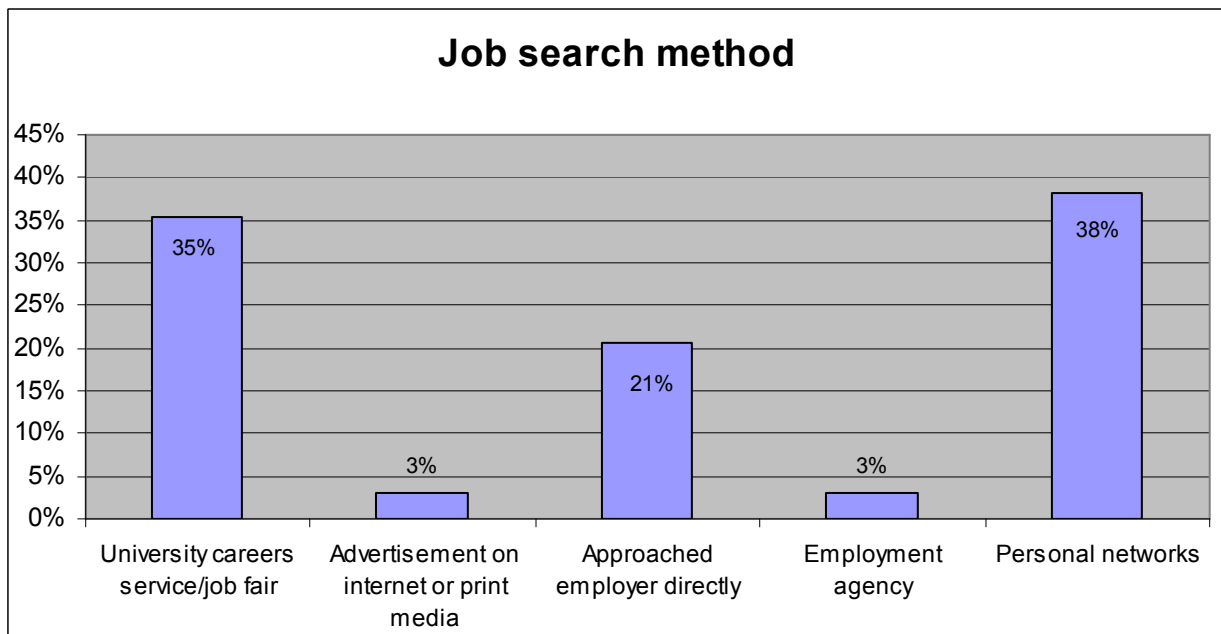
This year WIUT CDC also looked into how the job of graduates is related with completed course of study. On Survey Questionnaire respondents were asked to indicate the extent to which their employment is related to completed course of study. 57 % of graduates showed that their current occupation is directly related with course they studied. 37 % showed that it is somehow related and only 6 % stated that it is not related.



With the purpose of identifying the quality of profession graduates choose the research explored the level of job satisfaction. Over half of respondents indicated that they are very satisfied with their current employment and only 3 % were not satisfied. Others took the middle position by being moderately satisfied with their position.

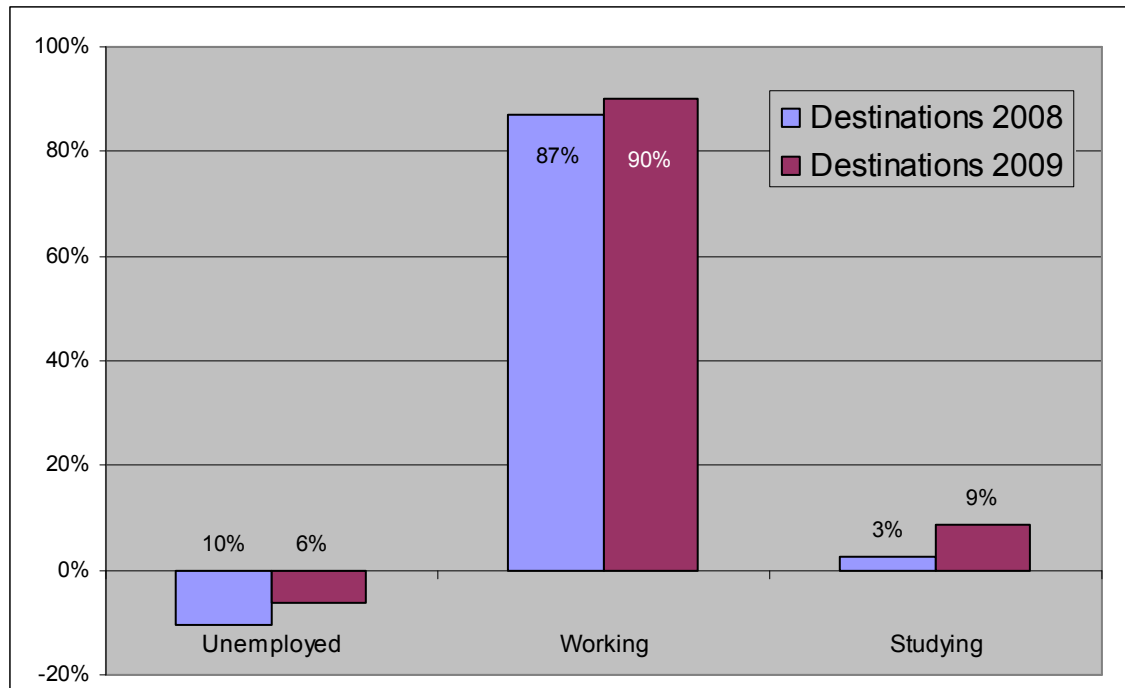


Finally, the survey explored how graduates got into their current occupation. This is very important for CDC and university at all for improving its services. Survey showed that Personal networks and University career services are the methods most heavily used by former student for finding their jobs. 38 and 35 % of graduates accordingly found their current jobs through these means. Approaching employer directly was the third popular method with 21 % share, while the advertisements and employment agencies were the least popular ways of getting employed.



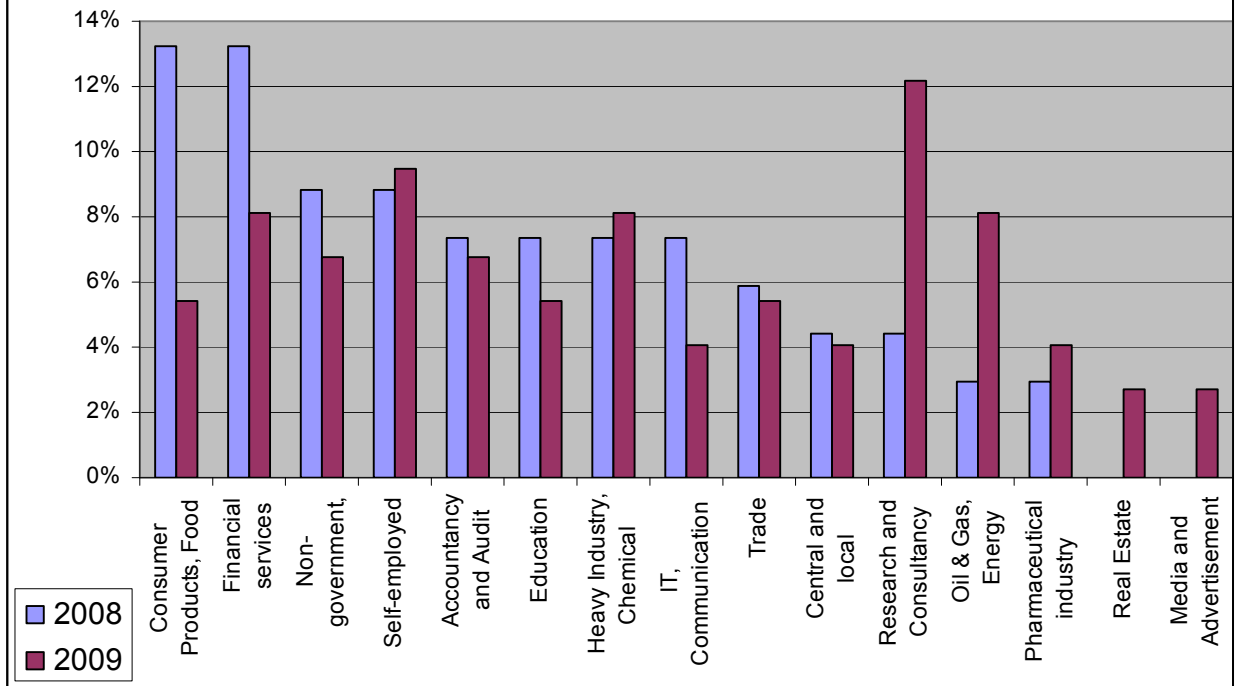
Trend over time

As it is the second time that we are conducting such a survey we can look into how destinations has changed compared with previous year. The chart below compares the destinations of former students in 2008 and 2009. So, unemployment among WIUT graduates decreased from 10% to 6%; while there is a threefold increase in proportion of students going to further studies.



Available data also allows us to compare the sectoral breakdown which is represented on the diagram below. Consumer products and Financial services sectors experienced large fall in employing our graduates. While, Research and Consultancy, Oil and Gas sectors became highly popular this year compared with 2008. At the same time, this year Real Estate, Media and Advertisement businesses also arose as sectors where substantial share of WIUT graduates were employed. Changes in other sectors were insignificant.

Employment sectors in 2008 and 2009



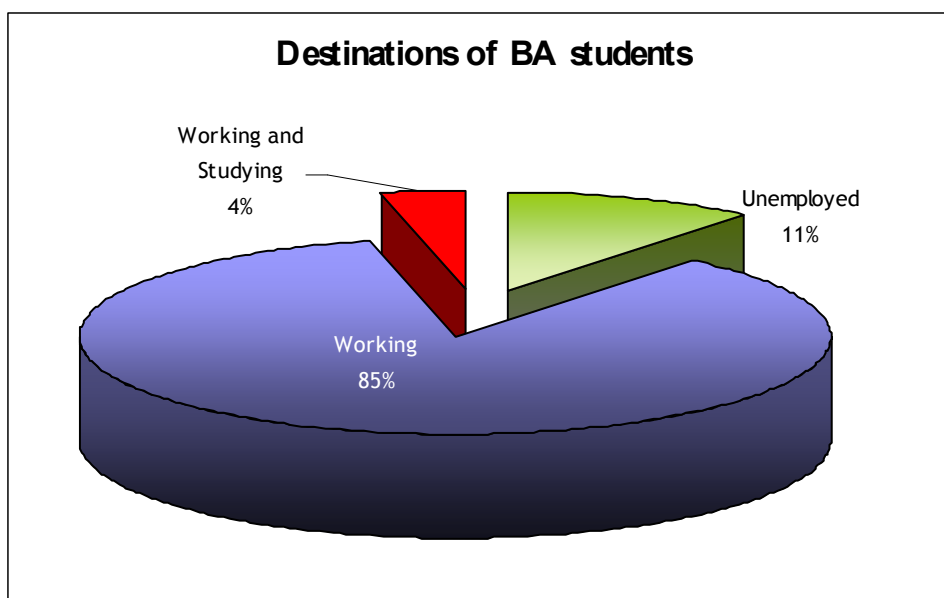
Destinations: breakdown by courses

The survey findings are more remarkable and diverse when broken down by courses. Below we provide the summary of the findings for each faculty, while the tables and charts which come next provide the full information on their destinations.

Business Administration

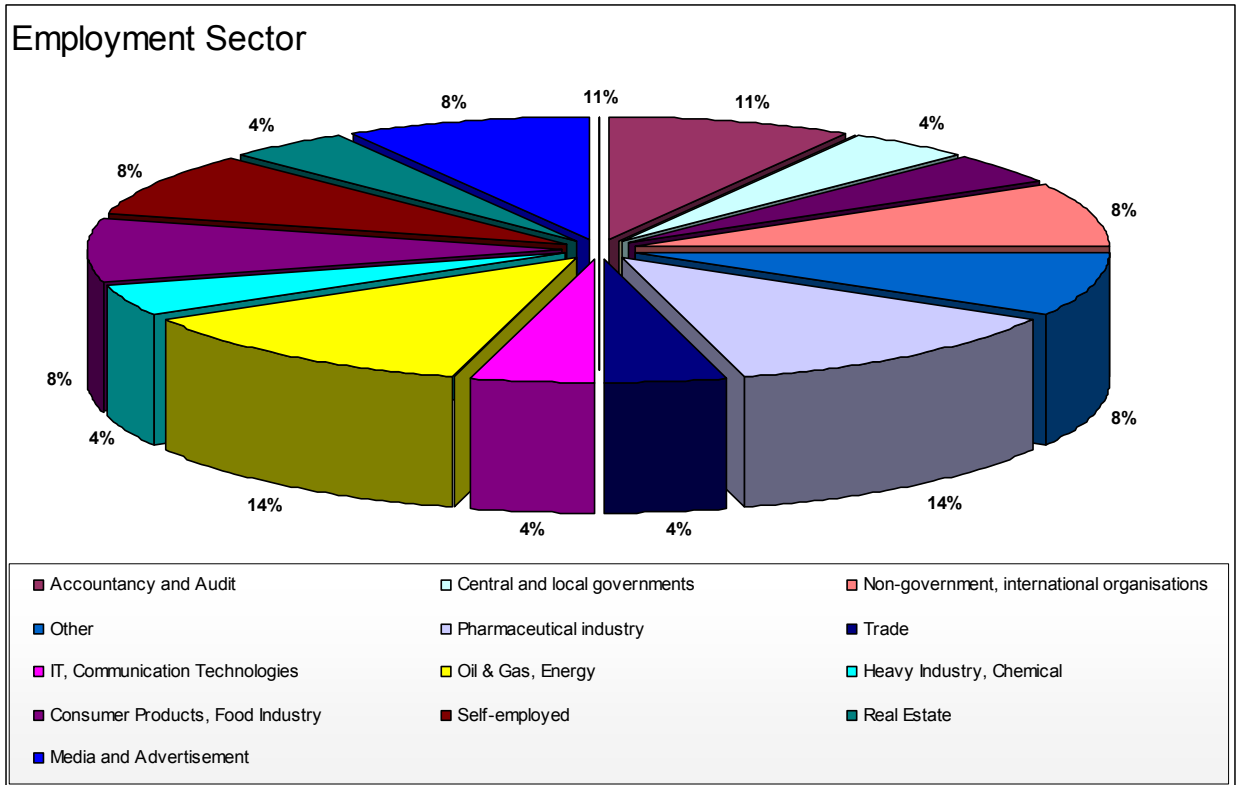
First of all, it should be noted that the response rate for this faculty was very low, only 52 % responded. 11 % of these respondents were considered to be unemployed. The most favourite branches of economy for students of this faculty are considered to be Pharmaceutical, Oil, Gas and Energy industries. Another distinctive feature of this faculty was high level of relatedness of completed course to their current occupation and high level of job satisfaction. 68 % of BA graduates started their career which is directly related to what they studied; while 59 % are highly satisfied with their current occupation.

Graduates (Total)	44
Graduates (Responded)	28
% Responded	52%



Employment rate (grouped by gender)	
Male	88%
Female	82%

Employment Sector	Quantity	Percentage
Pharmaceutical industry	3	13%
Oil & Gas, Energy	3	13%
Accountancy and Audit	2	8%
Non-government, international organisations	2	8%
Other	2	8%
Consumer Products, Food Industry	2	8%
Self-employed	2	8%
Media and Advertisement	2	8%
Central and local governments	1	4%
Research and Consultancy	1	4%
Trade	1	4%
IT, Communication Technologies	1	4%
Heavy Industry, Chemical	1	4%
Real Estate	1	4%



Extent to which employment is related to completed course of study	Percentage
Directly related	68%
Somehow related	27%
Not related	5%

Job Satisfaction of Graduates	Percentage
Very satisfied	59%
Moderately satisfied	41%
Not at all satisfied	0%

Job search method	Percentage
University careers service/job fair	30%
Approached employer directly	26%
Employment agency	4%
Personal networks	39%

Business Computing

Few students graduated this year from Business Computing course. We were able to collect the destinations data from 4 graduates while there were 6 graduated this year from this course. All of these four former students were employed by the time of the survey. The author reserves the right not to go further with analysis on this course, rather it is suggested to refer to the list of all employed graduates from this faculty for further information (Appendix 2).

Economics

Economics students are found to be keen to pursue their further studies immediately after finishing their first degree; 12 % of them are doing their postgraduate studies. The last survey had shown that financial sector is the dominant target business for EC graduates. This year's survey revealed that this sector still remains as one of the dominant industries while sharing its leading position with such branches of economy as Research and Consultancy sector, Heavy Industry. Another distinctive feature of this faculty was that almost half of them used University career services as the job search method which is the highest if compared with other courses.

Graduates (Total)	40
Graduates (Responded)	34
% Responded	85%

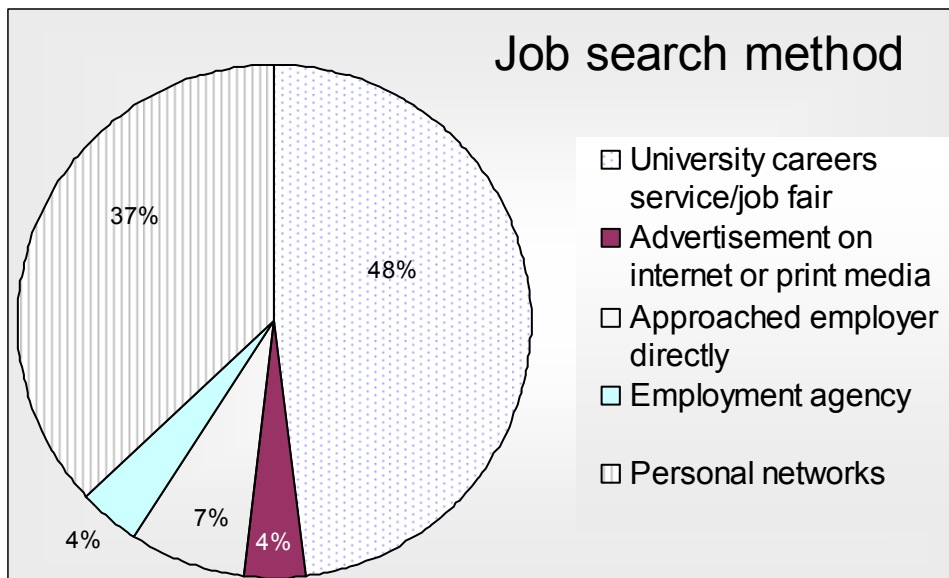
Unemployed	3%
Working	85%
Studying	9%
Working and Studying	2.9%

Employment Sector	Quantity	Percentage
Financial services	4	13%
Research and Consultancy	4	13%
Heavy Industry, Chemical	4	13%
Self-employed	4	13%
Accountancy and Audit	3	10%
Education	2	7%
Trade	2	7%
Consumer Products, Food Industry	2	7%
Central and local governments	1	3%
Non-government, international organisations	1	3%
Other	1	3%
Oil & Gas, Energy	1	3%
Real Estate	1	3%

Extent to which employment is related to completed course of study	Percentage
Directly related	54%
Somehow related	39%
Not related	7%

Job Satisfaction of Graduates	Percentage
Very satisfied	43%
Moderately satisfied	50%
Not at all satisfied	7%

Job search method	Percentage
University careers service/job fair	48%
Advertisement on internet or print media	4%
Approached employer directly	7%
Employment agency	4%
Personal networks	37%



Commercial Law

As it was in 2008 destinations survey all of the respondents from Commercial Law course found jobs by the time of the survey. Research and Consultancy sector was ultimate leader in terms of providing jobs to these graduates. Almost all former graduates found their jobs to fully or partly related to their completed course. At the same, all indicated that they are very or somehow satisfied with their chosen career. Finally, University career services have an insignificant role in employment of these graduates; they mainly got into their jobs through their personal contacts or directly approaching an employer.

Graduates (Total)	21
Graduates (Responded)	16
% Responded	76%

Unemployed	0%
Working	88%
Working and Studying	13%

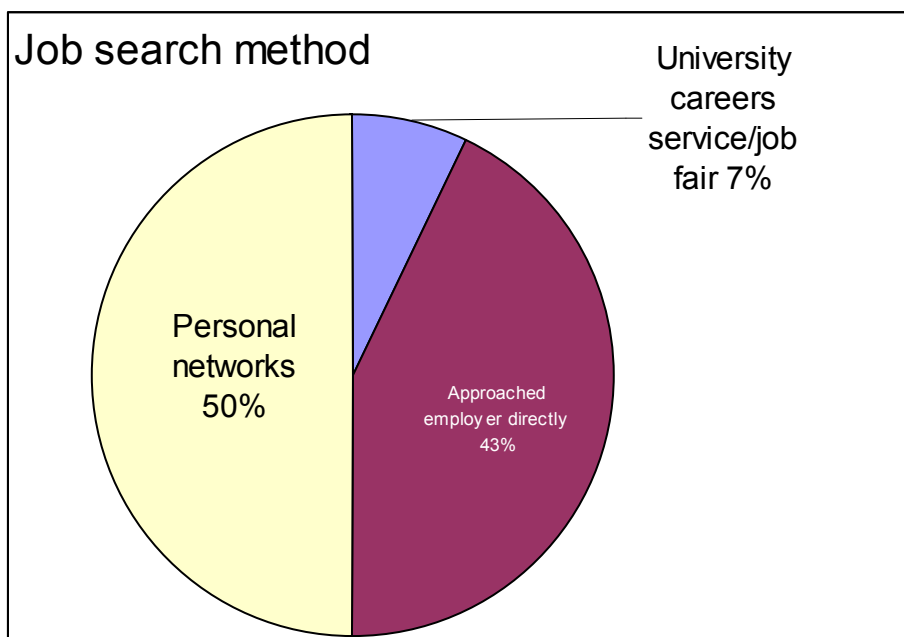
Employment rate (grouped by gender)	
Male	100%
Female	100%

Employment Sector	Quantity	Percentage
Research and Consultancy	4	25%
Financial services	2	13%
Non-government, international organisations	2	13%
Other	2	13%
Oil & Gas, Energy	2	13%
Central and local governments	1	6%
Trade	1	6%
Heavy Industry, Chemical	1	6%
Self-employed	1	6%

Extent to which employment is related to completed course of study	Percentage
Directly related	50%
Somehow related	43%
Not related	7%

Job Satisfaction of Graduates	Percentage
Very satisfied	57%
Moderately satisfied	43%
Not at all satisfied	0%

Job search method	Percentage
University careers service/job fair	7%
Approached employer directly	43%
Personal networks	50%



Concluding remarks

Although this survey is a snapshot taken at a very early point in careers of graduates, it serves to show how students' choices of career paths vary within the University. Additionally, this year's survey investigated wider range of information regarding the quality of graduate jobs and ways of getting into these jobs. Survey was also able to collect graduates' comments on their current job and University career services. These comments can be obtained from the Appendix 3 of this report.

At the same time, we should admit that three month after graduation is the time when many are still exploring various opportunities and getting settled in the job market. In order to investigate graduates' outcomes further on, WIUT Career Development Centre should constantly run surveys considering the destinations of graduates two or three years after graduation.

In conclusion, this research demonstrated higher level of employability of WIUT graduates compared with previous year within the early stages of their career.

APPENDIX 1: Profile Questionnaire

Dear Graduate of WIUT,

Please help us to collect Graduate Destinations data by completing this form. Once complete please return your questionnaire by post, fax **or** email to:

- **Post:** *Career Development Centre, Westminster International University in Tashkent, 12 Istiqbol str., Tashkent city, 100047*
- **Email:** career@wiut.uz
- **Fax:** +998 71 2387402

All information is treated as confidential and is used for the purpose of monitoring the uptake of WIUT CDC services and for implementing continuous quality improvement.

PLEASE NOTE: Responding to the questionnaire via email will be considered a signed response.

PERSONAL DETAILS

Name: _____

1. Describe your current occupation (if you are studying and working give information on both):

Working

Current Job Title: _____

Current Employer: _____

Studying

University name: _____

Course name: _____

Unemployed

If you are only studying or unemployed, please proceed to question "5"

2. Indicate to which extent your job is related to completed course of study.

Directly related

Somewhat related

Not related

3. Are you satisfied with your current occupation?

Very satisfied

Moderately satisfied

Not at all satisfied

4. How did you first find out about this job?

- University careers service/job fair**
- Advertisement on internet or print media**
- Approached employer directly**
- Employment agency**
- Personal networks**
- Other, please specify: _____**

5. If you have any further comments on your current position or University career services you can state them below.

Signed:

Date:

PLEASE NOTE: Responding to the questionnaire via email will be considered a signed response.

Thank you very much for completing this questionnaire. The feedback that you provide on this form plays a significant role in enhancing Career Development Centre services and WIUT education.

APPENDIX 2: Full list of employed graduates

Business Administration

Graduate #	"Jurabek Laboratories Ltd." JV LLC	Executive Production Director
Graduate #	"Jurabek Laboratories Ltd." JV LLC	Assistant Sales Manager
Graduate #	"Jurabek" SP	Head of Quality Assurance
Graduate #	"Metrophor" LLC	Purchase Manager
Graduate #	"Prom Audit" LLC	Specialist on Securities Market
Graduate #	"Sho'rtan Gaz Mahsulot" JV	Leading Specialist
Graduate #	"Uzdunrobita" FE (MTS Uzbekistan)	Roaming Financier
Graduate #	"DAVR NASHRIYOTI" publishing house	Project Manager
Graduate #	Air Business Consulting	Marketing Manager
Graduate #	Asia Agro Alliance	Manager
Graduate #	DEDEMAN SILK ROAD TASHKENT	Foreign Relations
Graduate #	Delloitte & Touche	Auditor
Graduate #	Europa House, National Tempus Office	Coordinator Assistant
Graduate #	General Motors Powertrain Uzbekistan	Purchasing Program Analyst
Graduate #	Kamal Nabizada Co. Ltd.	President
Graduate #	Ministry of Foreign Affairs of the Republic of Uzbekistan	Intern-Analytic (Department of USA and Americas)
Graduate #	PETRONAS Carigali (Urga) Operating Company LLC	Executive (Supply Chain Management)
Graduate #	PETRONAS Carigali (Urga) Operating Company LLC	Office Assistant
Graduate #	Platinum	Deputy Director
Graduate #	Resurs InterExchange Consulting	General Manager
Graduate #	Self-employed	
Graduate #	Self-employed	
Graduate #	United Nations Children's Fund (UNICEF)	Intern
Graduate #	"UzCarlsberg" LLC	Research Specialist

Business Computing

Graduate #	MDIS in Tashkent	Software & Web Applications Developer (IT department)
Graduate #	FE "COSCOM" LLC, UCell™	Service Development Unit Specialist
Graduate #	MDIS in Tashkent	Assistant manager
Graduate #	EDATASITE TECHNOLOGIES	Business Analyst

Economics

Graduate #	"Gas-to-Liquids" (joint project of Petronas, Neftegaz and Sosol)	Sales Department (Specialist)
Graduate #	"Uzkimyosanoat" (Chemical industry) SJSC	Leading Specialist (Marketing and International Affairs)
Graduate #	"Leader" LLC. (Learning Center)	Manager/ Owner
Graduate #	AUDI KON Auditing Organization	Auditor Assistant
Graduate #	AUDI KON Auditing Organization	Assistant Auditor
Graduate #	Avesta Investment Group LLC	Assistant Financial Analyst
Graduate #	British American Tobacco Uzbekistan	Assistant in Strategic Planning and Insights Management Department
Graduate #	British American Tobacco Uzbekistan	Specialist (Marketing Department)
Graduate #	Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH (German Agency for Technical Cooperation)	Intern
Graduate #	Ernst & Young Uzbekistan	Auditor assistant
Graduate #	Fund for Reconstruction and Development of Uzbekistan	Expert in project financing
Graduate #	Fund for Reconstruction and Development of Uzbekistan	Expert
Graduate #	GRAND HOUSE	Company Promoter
Graduate #	Institute of Forecasting and Macroeconomic Research under the Cabinet of Ministers of Uzbekistan (IFMR)	Specialist. Department of International Relations
Graduate #	Institute of Forecasting and Macroeconomic Research under the	Researcher

	Cabinet of Ministers of Uzbekistan (IFMR)	
Graduate #	Institute of Forecasting and Macroeconomic Research under the Cabinet of Ministers of Uzbekistan (IFMR)	
Graduate #	"Hi-Tech Kabel" JV LLC	planning engineer (economist)
Graduate #	"Hi-Tech Kabel" JV LLC	Manager
Graduate #	"Hi-Tech Kabel" JV LLC	Economist
Graduate #	"IntertexServis" LLC	Manager
Graduate #	National Bank for Foreign Economic Activity of the Republic of Uzbekistan	Specialist of Front Office
Graduate #	Self-employed	
Graduate #	Self-employed	
Graduate #	Self-employed	
Graduate #	Self-employed	
Graduate #	UNDP project (Cabinet of Ministers)	Economist
Graduate #	UzAgroMash (Khorazm branch)	Manager
Graduate #	Uzbek Korean Development Bank	Operational Department (Specialist)
Graduate #	VIKA Enterprise (Hong-Kong)	Director of subsidiary
Graduate #	Westminster International University in Tashkent	Assistant Lecturer

Commercial Law

Graduate #	"UzbekEnergo" SJSC	Engineer
Graduate #	Alfa Leasing	Intern
Graduate #	Avent Advokat	Associate
Graduate #	Avesta Investment Group LLC	Head Lawyer
Graduate #	Business Logistics Development Association	Assistant General Director
Graduate #	Chamber of Commerce and Industry of Uzbekistan	Specialist of legal department
Graduate #	General Motors Powertrain Uzbekistan	Legal Assistant
Graduate #	Grata Law Firm	Lawyer
Graduate #	Leader Asia Trading	Manager

Graduate #	MAHSUSENERGOGAZ OJSC; Law Firm "SherDav"	Legal Consultant; Lawyer of the Department Working with Foreign Clients
Graduate #	Ministry of Justice of the Republic of Uzbekistan	Legal Department
Graduate #	Research Institute of Standardization, Metrology and Certification (RISMC) "UzStandard"	Specialist
Graduate #	Self-employed	
Graduate #	TransInsurance plus	Specialist
Graduate #	United Nations Children's Fund (UNICEF)	Intern
Graduate #	Uzbekistan Airways	Expert of IATA and Alliance Division

Appendix 3: Some Graduates' Comments

I would like to share few comments about Job Fairs:

I have participated in the Job fair twice, and twice I was helping to organize it. The Job fair taken place in 2009 was certainly professional, very well organized and promoted. I liked the idea of making presentation by student on their diploma topics. I think it helped employers to remove all doubts about our level of knowledge. As for me, I received valuable experience of making such presentation in front of people with different professional backgrounds.

So the Job Fair is actually a ShowTime for both, students and employers, as here, each student has an equal opportunity to stand out from the crowd by showing their exceptional level of education and years of hard work, while employers have a unique opportunity to observe and evaluate the practical skills of the best students; know more about their background during one to one talk (while conducting mini interview), or learn something new from the presentations (as majority of the diploma topics contains discussions on varieties of hot issues).

If you need more of my opinion let me know!

I'm very proud of being a graduate of the Westminster thus willing to share my opinion/ give feedback anytime!

The University Staff should work more on building a strong network among the all Alumni generations. Such networking can be very useful for career or any other business plans of OUR Graduates.

I'm enjoying being part of the company I'm working, but position is not very challenging. I don't feel I use my full potential in this position, but there are opportunities for future career growth within the company.

Although I never used a University Career services, I still think is very important. And I can tell, it is much more developed now then in the times when I really needed these services. So, I'm sure that WIUT students greatly benefit from this service now.

The Career Development Center of WIUT is working quite well. But I think that it should organize more workshops on such stuff as writing an effective CV, presenting oneself well to the potential employer during a job interview, moreover meetings with potential employers (like the ones with UzBAT and Deloitte & Touche) need to be held much often. And finally, more attention should be directed to annual Job Fair or Career Day from the side of both: CDC and students of WIUT!

It might be beneficial to look out not only for job positions for graduating and graduate students, but also to look for internship positions. It would benefit both the student(s) by being able to grasp practical experience, to see actual working environment and to gain useful contacts and employer(s) to be able to weigh up the knowledge of WIUT students without high costs and to use this spell as an evaluation/trial period. In this perspective, it might be useful for the University to select highly praised employer(s)/company(ies) to set up joint long-term internship programs. In my opinion, ideal candidate employer(s)/company(ies) are those with seasonal variation in work-load, such as auditing companies. Furthermore, to make it fair, the internship(s) should be paid, at least to cover travel costs, to say the least.

The Career development should be improved in order to meet the employer's needs, special training courses should be organized.