



## Alumni Survey 2023

### Introduction

The Institutional Effectiveness Office (IEO) conducted the Alumni Survey to capture graduates' perspectives about their university experience and employment outcomes. The results of the survey help AUIS meet its commitment to providing students with high-quality education and enhancing graduate employability. In 2023, the survey invited **244** graduates from the classes of 2022 and 2023. In total, **79** graduating students participated in the survey, representing a response rate of **32.4%**. The following table breaks down the response rate by gender and departments.

		Respondents (Count)	Response rate
<b>Gender</b>	Female	46	39.8%
	Male	36	26.5%
<b>Department</b>	Business Administration	16	28.1%
	English	3	75.0%
	Engineering	28	28.6%
	Information Technology	6	22.2%
	Software Engineering	5	83.3%
	Medical Lab Science	14	33.3%
	International Studies	5	50.0%
<b>Grand Total</b>		<b>79</b>	<b>32.4</b>

The following table shows the participants profile by gender, department, and other demographics.

Survey Demographics *					
<b>Gender</b>	Female	54.4%	<b>First Generation</b>	Yes	20%
	Male	45.6%		<b>Age Group</b>	21-25
<b>Ethnicity</b>	Kurd	83.5%	26-30		29%
	Arab	12.7%	31 and older		1%
	Other	3.8%	<b>Department</b>		Business Administration
<b>Governorate</b>	Sulaimaniya	76%		English & Journalism	6.3%
	Erbil	14%		Engineering	35.4%
	Nainawa	4%		Information Technology	7.6%
	Baghdad	3%		Software Engineering	6.3%
	Kirkuk	1%		Medical Lab Science	17.7%
	Thiqr	1%		International Studies	6.3%
	Salahalddin	1%			

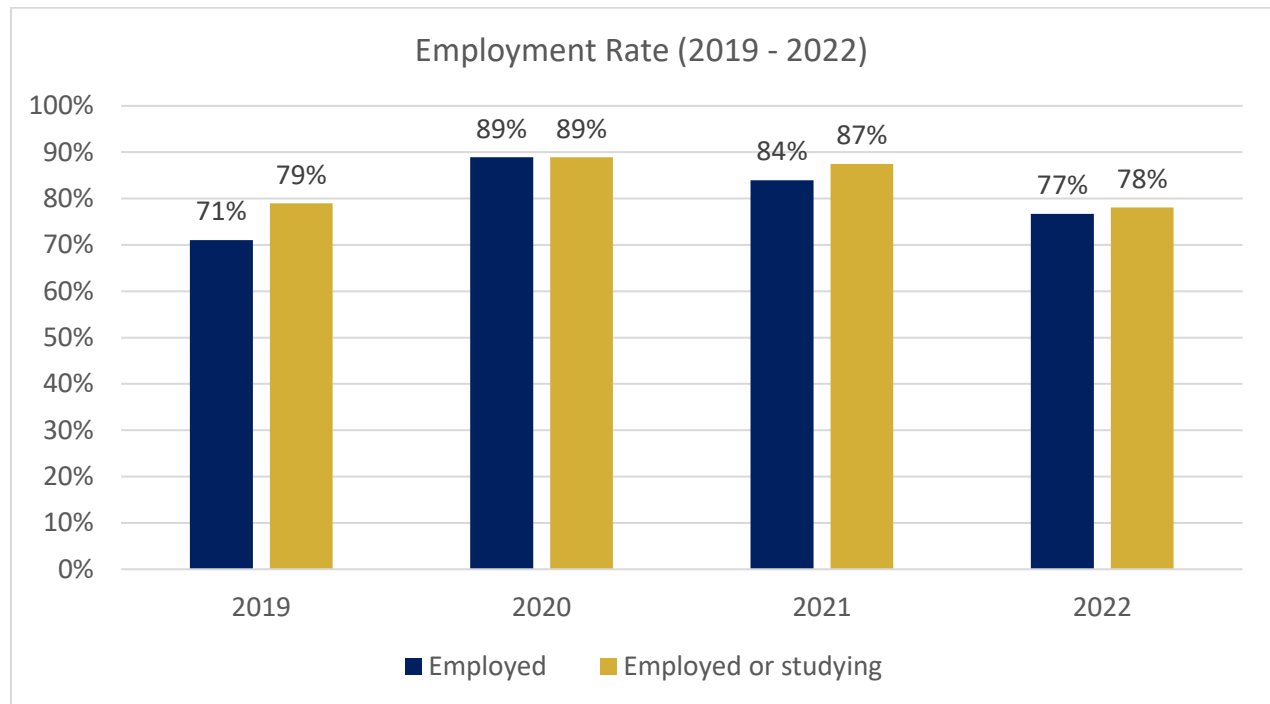
\* The distribution of survey demographics approximately reflects the AUIS student population, indicating the representativeness of the sample and increasing the data's reliability. However, due to the relatively low response rate, it is important to interpret the results with added caution.



## Key findings

### Employment Rate

The survey inquired about graduates' employment status six months after graduation. It also inquired whether graduates are currently pursuing further education. The chart below illustrates the employment rate for the most recent four graduating classes.



### Employment Rate by Departments

The alumni employment rate varies by department, as shown in the following table. In the graduating class of 2022, 81% of graduates from Engineering were employed, followed by 80% from Engineering and the IT department.

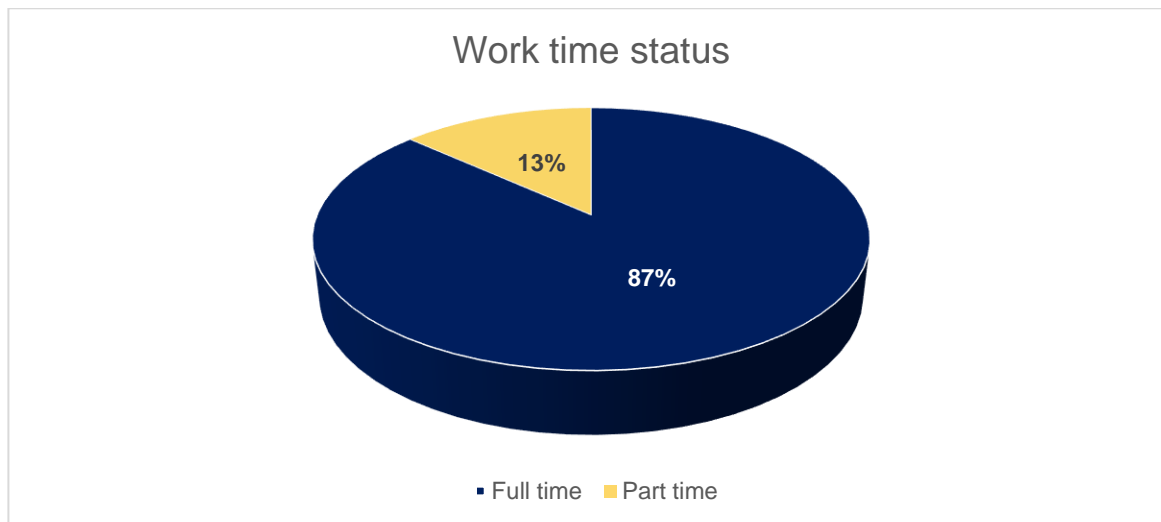
	2019	2020	2021	2022
<b>Business Administration</b>	79%	100%	86%	80%
<b>Engineering</b>	61%	85%	84%	81%
<b>English</b>			100% *	60%*
<b>IT &amp; SE</b>	75%	80%	79%	80%
<b>International Studies</b>			100% *	50% *
<b>Medical Lab Science</b>				77%

\*  $n \leq 5$



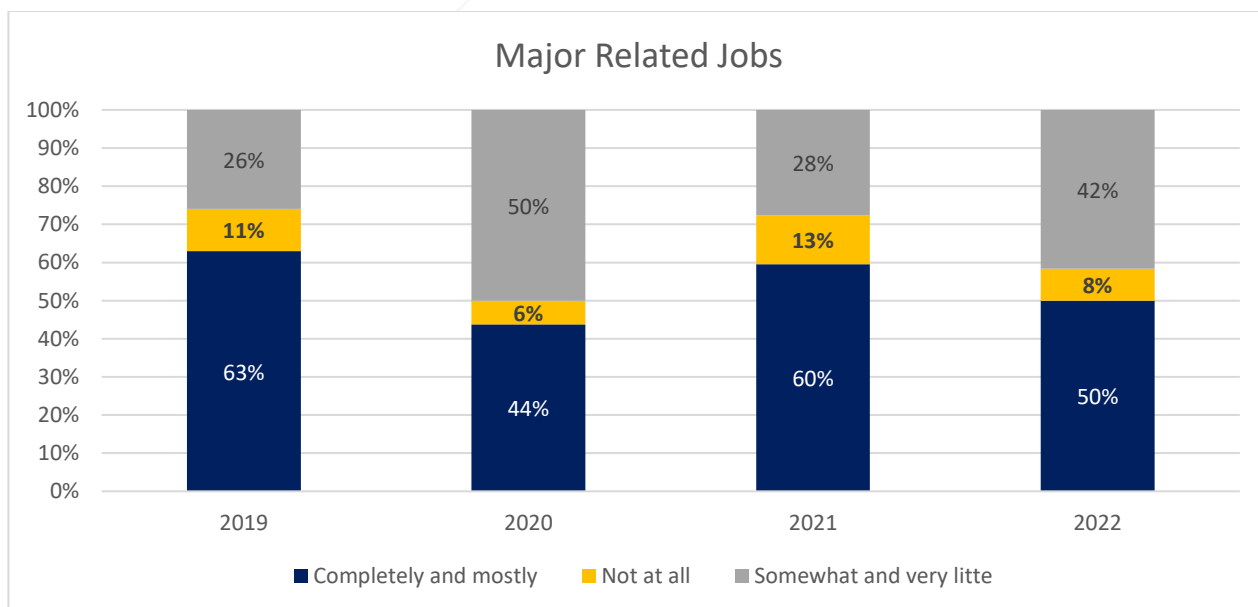
### Work time status

The majority (87%) of 2022 graduating students were employed full-time, while only 13% were employed part-time, working less than 35 hours per week.



### Major related jobs

The majority of AUIS's graduates are working in a completely (50%) or relatively (42%) major-related jobs, which indicates the alignment between the education provided by the university and the skills and knowledge required in the job market. Furthermore, it reflects the economic impact of AUIS through its contribution to the local and national economy by fostering growth in various industries.





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## Employment by University Entry level

Entry Level	n	Employment Rate
APP Foundation	11	55% *
APP Level 1	26	65% *
APP Level 2	12	92%
APP Level 3	12	92%
UG Concurrent	12	92%

\* Significantly lower

Based on the 2023 survey, there appears to be an association between employment status and the entry level of the university programs. Graduating students who entered at the APP foundation or APP level 1 tend to exhibit a lower employment rate compared to other graduates who started their university at higher levels of APP or UG direct entry.

Employment by experiential learning and extracurricular activities	Participation	Employment Rate
Experiential Learning	Yes	80%
	No	68%
Extracurricular activities	Yes	79%
	No	69%

Graduating students who participated in experiential learning or extracurricular activities tend to demonstrate a higher employment rate compared to their counterparts who reported not engaging in similar activities.

## Employment rates by Demographics

		Count	Employment Rate
Gender	Female	39	82%
	Male	34	71%
Age group	21-25	54	81%
	26-30	18	67%
City	Sulaimani	54	76%
	Other	19	79%
Live on campus	Yes	20	80%
	No	53	75%
Racial Identity	Arab	10	70%
	Kurds	60	77%
	Yazidi	3	100%
Disability	Yes	3	67%
	Other	70	77%
Funding sources	Scholarship	18	89%
	Self-funded	48	73%
	Sponsorship	47	71%

Female graduates exhibit a higher employment rate compared to their male counterparts.

Graduates between the ages of 21 to 25 tend to demonstrate a higher employment rate than older graduates.

Graduates who reported having a disability tended to display a lower employment rate compared to other students.

Scholarship recipients tend to experience a higher employment rate compared to self-funded or sponsored students.



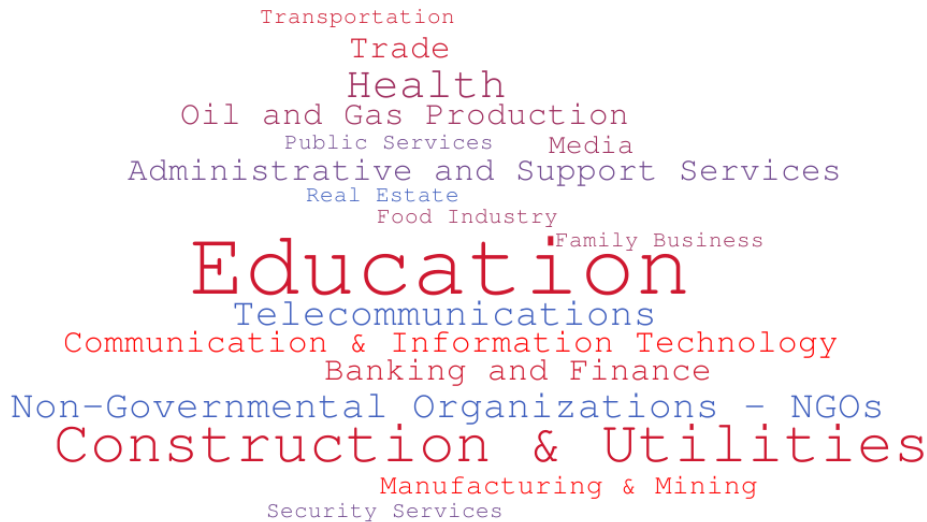
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## Industries

AUIS graduates are employed across various local, regional, and international industries. The industries with the largest representation of AUIS graduates are presented in the following table.

Industries	%
Education & Higher Education	23%
Construction & Utilities	13%
Health	8%
Telecommunications	7%
Non-Governmental Organizations - NGOs	7%

The Word Cloud below illustrates the diverse industries in which AUIS's graduates are employed. For a comprehensive list and the relative distribution of industries and employers where AUIS's alumni are finding employment, please refer to [Appendix A](#) and [Appendix B](#).



## Job titles

AUIS's graduates work in a wide range of jobs encompassing various occupations, spanning from entry-level positions to support staff and management roles. The word cloud below portrays the diversity of AUIS's occupations. For a detailed list and the relative distribution of job titles held by AUIS's alumni, please refer to [Appendix C](#).

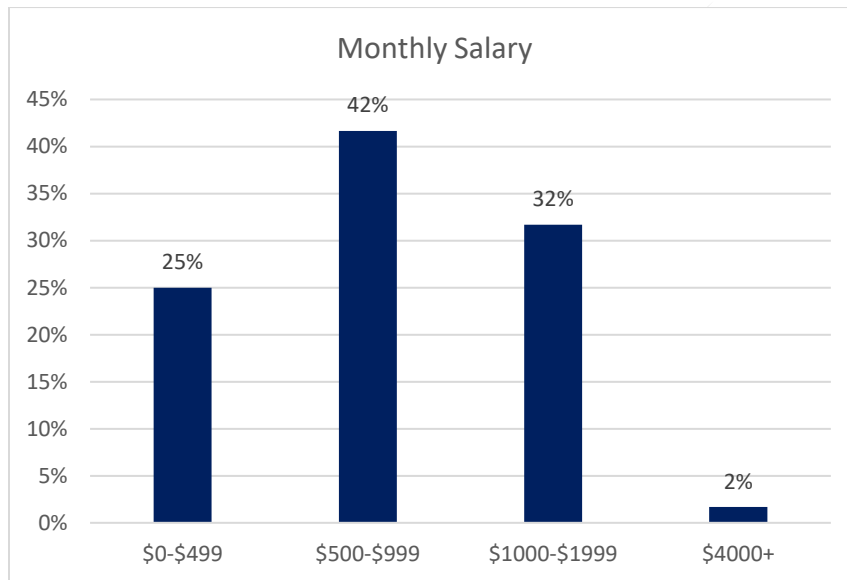


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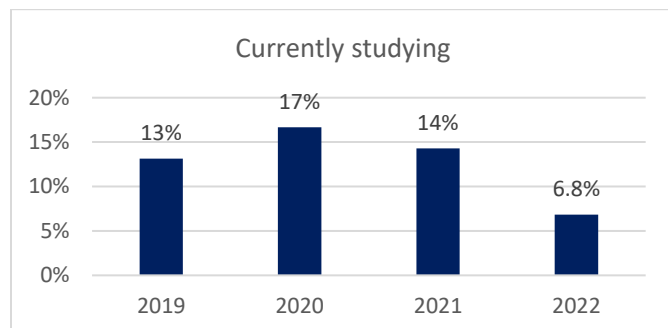
## Monthly Salary



The monthly salaries of new graduates are distributed in a normal fashion, centered around an average range of \$500 to \$1000. It is worth noting that only one graduate reported a monthly salary exceeding \$4000, likely due to their employment outside of Iraq.



## Further Education



Approximately 7% of graduates were pursuing further education, either on a full- or part-time basis. This percentage reflects a decrease of 7% compared to the previous year (2021).

Among those continuing their education, some are enrolled in graduate-level programs (3 graduates), while others are pursuing an MBA at AUIS (2 graduates). Additionally, one graduate is engaged in various professional development courses.

Only 6.8% of graduates are currently studying, while a substantial 70% of graduates have expressed interest in or are planning to pursue further education, either at the graduate level or through professional development.

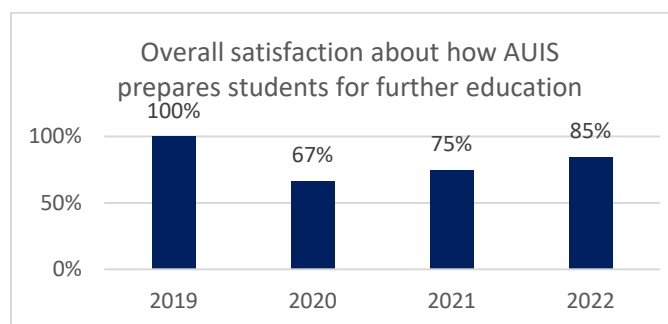
Those who are considering further education have aspirations for educational opportunities both internationally and locally, with a significant focus on Europe and the Kurdistan region.

Planning for further education	%
No, but I am planning for further study	68.5%
Yes	6.8%
<b>Total</b>	<b>75.3%</b>

University Location	%
Europe (Belgium, Germany, UK, Spain)	36%
Iraq (Sulaimani, Erbil)	23%
North America (Canada, USA)	14%
Not decided yet	13%
Online	5%
Asia (Japan)	4%
Middle East (UAE, Turkey)	4%
International	2%

Sources used to support application for further education	%
Professors / Advisors at AUIS	42%
Student Services at AUIS	21%
AUIS current students/ alumni	18%
Student Success Office	10%
Family and Friends	4%
Online searching	4%

Graduating students utilize a variety of sources to strengthen their applications for further education. Among these sources, the most prominent is advice from professors or staff, closely followed by utilizing student services at AUIS.

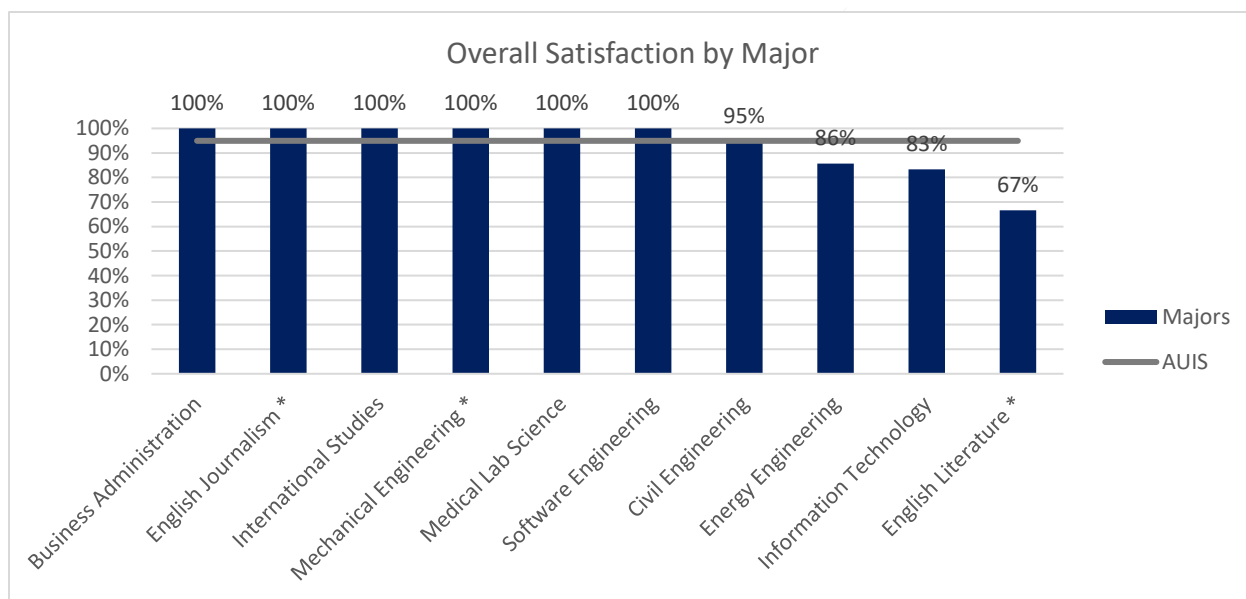
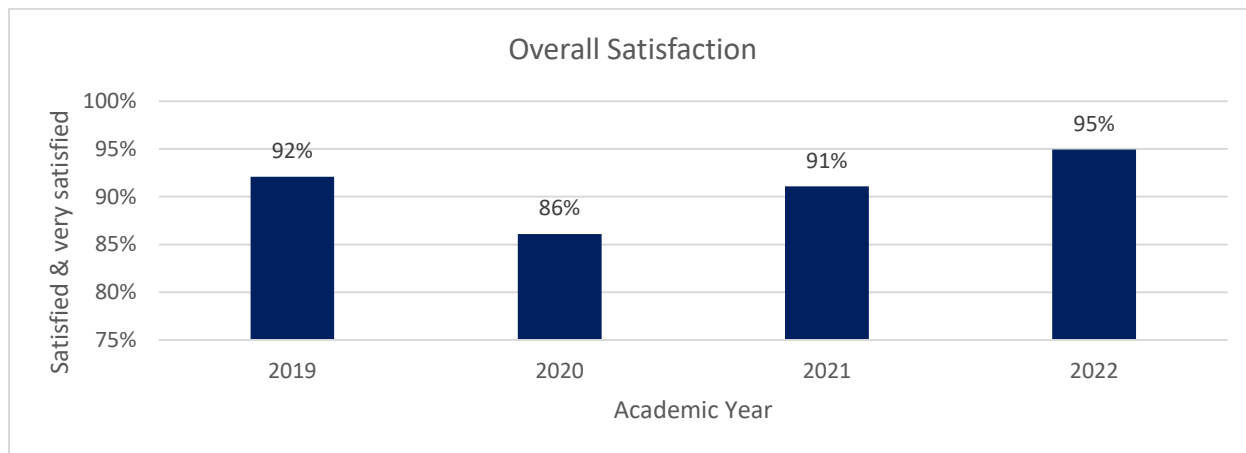


Regarding graduates who are currently studying or planning to further their education, majority of approximately 85% expressed satisfaction or high satisfaction with how AUIS equipped them for their educational pursuits beyond graduation, a 10% increase compared to last year.



## Overall Satisfaction

The majority (95%) of 2022 graduating class express satisfaction or high satisfaction with their education at AUIS, marking a 4% increase compared to the satisfaction rate of the 2021 graduating class.



\* n<4

Some of the positive comments that reflect graduates' satisfaction with AUIS:

*"It opens the door for bright future for all the graduates."* **Business Administration**

*"AUIS is not a university that just teaches you things related to your major, it also helps you to improve your communication skills, critical thinking, making great connection, writing and reading skills."* **Civil Engineering**





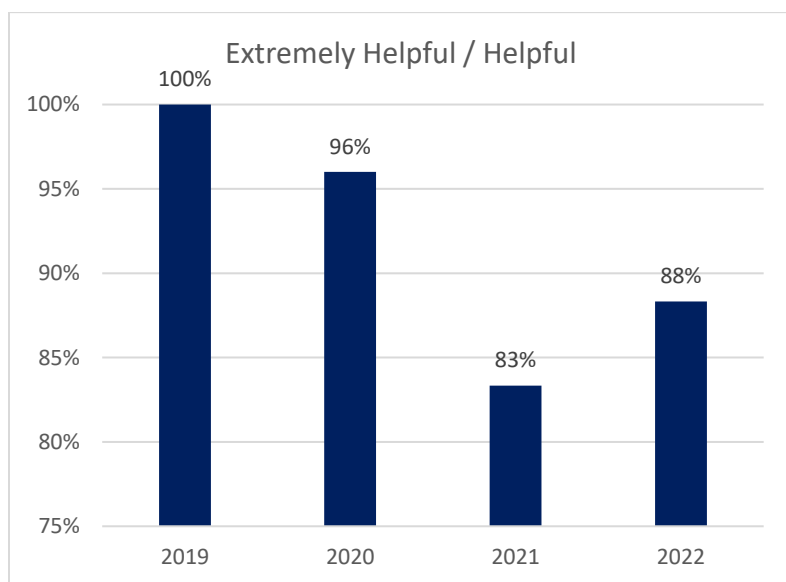
*“AUIS is one of the few places in Iraq where young people can find themselves.” **International Studies***

*“The environment, energy, and opportunities that AUIS provides to its students can’t be found anywhere else in this region. It increases your confidence to be more like yourself and find your true personality. AUIS is the best place to be in because it urges you to discover your personal capacity” **Medical Lab Sciences***

*“I highly recommend AUIS because of it prepares you for further academic studies and professionalism.” **Software Engineering***

*“It is not just about what AUIS is teaching you that is related to your major, but it also helps you get to know how the actual world works as well as teaching you more about yourself and where you want to be headed in the future.” **Energy Engineering***

## Graduates’ University Experience - Employability Skills



Close to 88% of graduates reported that the skills they acquired at AUIS were instrumental in their job search, signifying a 5% increase from the 2021 rate.

When graduates were asked to gauge their agreement with specific statements, the positive responses (agree and strongly agree) are consolidated in the following table. The table demonstrates that many graduates have developed a diverse range of employability skills, with a notable emphasis on skills like learning new concepts, critical thinking, problem-solving, social responsibility, and self-awareness. In contrast, aspects with relatively lower agreement encompass clarity regarding future career goals and the establishment of personal and professional connections at AUIS.



Agree and Strongly Agree	2019	2020	2021	2022
My study at AUIS helped me to learn a lot about myself that will help me in my career.	76%	81%	84%	85%
I feel more clear about my career goals after completing my program at AUIS.	68%	72%	70%	73%
I have the skills that I need to start my career after completing my program at AUIS.	74%	67%	63%	65%
My ability to think critically in order to solve problems improved while I was at AUIS.	97%	89%	86%	94%
My experience at AUIS has made me more open to learning new ideas and skills.	97%	94%	84%	95%
My experience at AUIS made me aware that I can contribute to make difference in society.	89%	72%	82%	89%
My experience at AUIS gave me the skills I need to make contribution in society.	82%	81%	82%	89%
I made personal and professional connections at AUIS that I will value throughout my life.	84%	67%	77%	77%

### Drivers for graduates' satisfaction

The factors contributing to graduates' satisfaction were identified through an analysis of data from the last two Alumni surveys. Graduates' overall satisfaction exhibited a notable correlation with how AUIS assisted them in various aspects, including:

- **Preparation for the Job Market:** Graduates' satisfaction was significantly linked to how well AUIS equipped them for entering the job market.
- **Acquisition of Appropriate Skills:** Satisfaction levels were influenced by the effectiveness of AUIS in developing the necessary skills required to initiate their careers.
- **Skills to Contribute to Society:** The extent to which AUIS enabled graduates to acquire skills essential for contributing to society played a role in their overall satisfaction.
- **Self-Discovery:** Satisfaction levels were connected to graduates' ability to learn more about themselves during their time at AUIS.
- **Clarity of Career Goals:** Graduates' satisfaction was influenced by their level of clarity in establishing career goals after graduation.



## Relevance of the Curriculum

The table below displays affirmative responses (satisfied and very satisfied) concerning diverse expected aspects within the curriculum that are relevant to their respective majors.

Thinking about the demand of the job, how satisfied are you with each of the following aspects of your major/department at AUIS?	2019	2020	2021	2022
Course Content	85%	78%	85%	73%
Courses were up-to-date	74%	81%	68%	67%
Overall Quality of instructions	81%	75%	74%	72%
Labs & Equipment	67%	63%	64%	59%
Preparation for the job market	67%	56%	47%	47%
Skills developed in courses	78%	66%	74%	71%

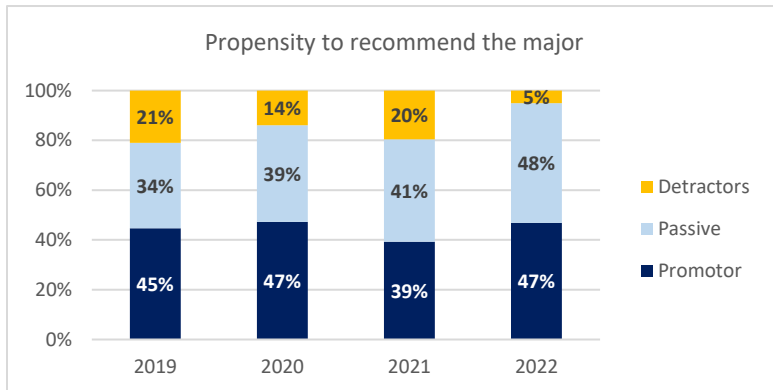
The table indicates that graduates expressed the least satisfaction regarding how their major prepared them for the job market, the quality of labs and equipment, and the currency of course content. Notably, the satisfaction rates concerning these aspects have declined in comparison to the previous year.

## Propensity to Recommend

Graduates were surveyed regarding whether they would recommend AUIS to others and if they would recommend their Major/Department of study to others. Based on their responses, they were categorized as **Promoters** (Definitely yes), **Passives** (Don't know or Probably yes), or **Detractors** (Definitely no or Probably no).

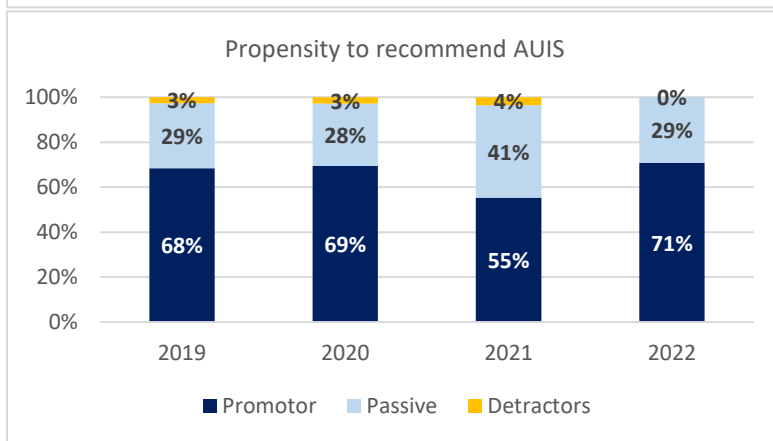


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For the aspect of **recommending AUIS** to others, the results indicated that 71% of graduates were categorized as Promoters, signifying a substantial increase of 16% from the previous year.

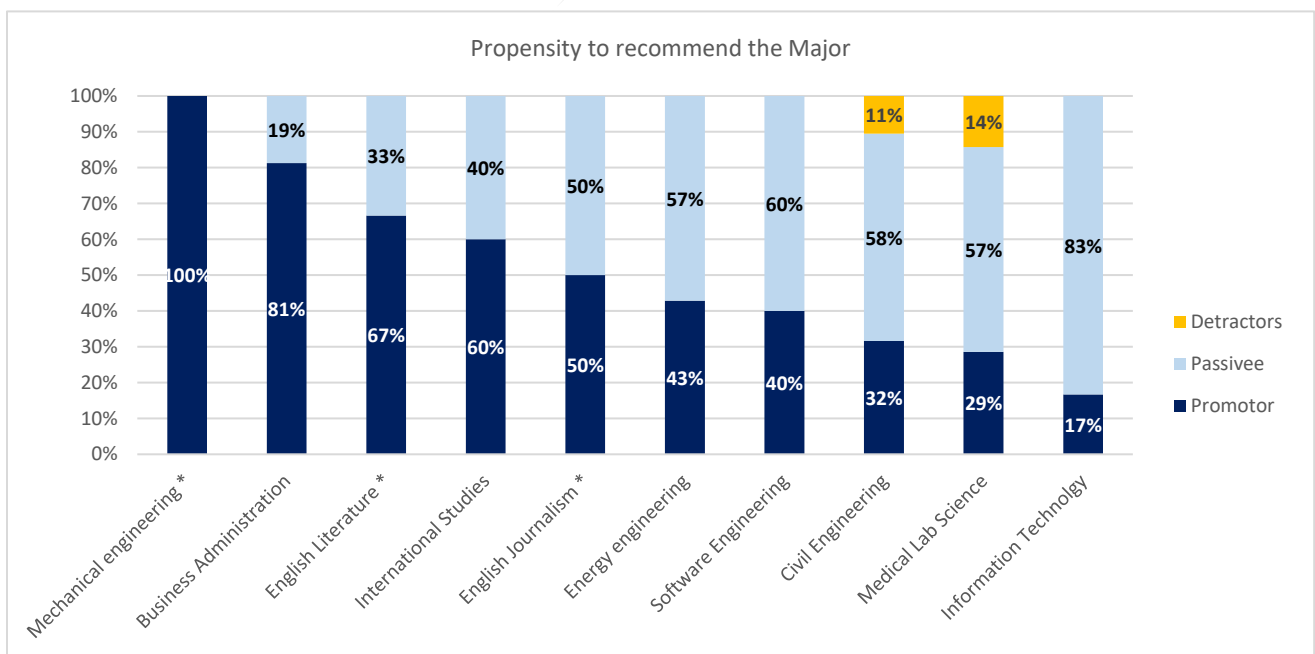
**AUIS Promoters** exhibited higher satisfaction levels with various aspects, including their proficiency in skills required to contribute to society, their self-discovery during their studies at AUIS, possessing the necessary skills to initiate their careers, and the alignment of their jobs with their major.



For the aspect of **recommending the major** to others, the results showed that 41% of graduates were categorized as Promoters, signifying an increase of 8% from the previous period. The remaining graduates were primarily categorized as Passives (48%), with a lower likelihood of recommending AUIS to others.

**Major promoters** exhibited higher satisfaction levels with various aspects, including the quality of instructions, up-to-date course contents, and having labs and equipment that are up-to-date.

\* n=2





Detractors cited several primary reasons for their decision not to recommend their majors to others. These reasons encompassed the scarcity of job opportunities directly aligned with their majors, particularly within the Kurdistan Region. Detractors also emphasized the absence of internships and other experiential learning opportunities beyond the classroom, which are crucial for cultivating practical skills essential for real-life applications. Moreover, detractors expressed concerns regarding the inadequacy of skills relevant to the job market. Some graduates voiced concerns about the perceived lack of alignment between the major's course contents at AUIS and the demands of the job market.

## Career Services

Awareness about Career Services offered at AUIS	2019	2020	2021	2022
Job posting	82%	97%	89%	96%
Workshops, career events and job fairs	53%	47%	52%	94%
Individual appointment	24%	25%	30%	86%
Career planning	89%	86%	88%	95%

There is a clear and notable increase in awareness regarding the career services offered by the Student Services department at AUIS.

Usage of Career Services offered at AUIS (who were aware)	High	Low	Didn't use
Job posting	38%	45%	17%
Career planning	24%	50%	26%
Individual appointment	24%	37%	40%
Workshops, career events, and job fairs	45%	45%	9%

The career services most frequently utilized by students included attending workshops, career events, and job fairs. Following closely were activities such as exploring job postings provided by AUIS.

Graduates indicated that the primary reason for not utilizing AUIS career resources was their reliance on social networking platforms, like family, friends, professors, or staff (42.8%).

Factors preventing using career services	%
Asked friends/family members	43%
Asked a professor, staff	39%
I didn't need it	15%
Applied to some jobs through the job postings, but there was no response	1%
Limited opportunities related to the major	2%

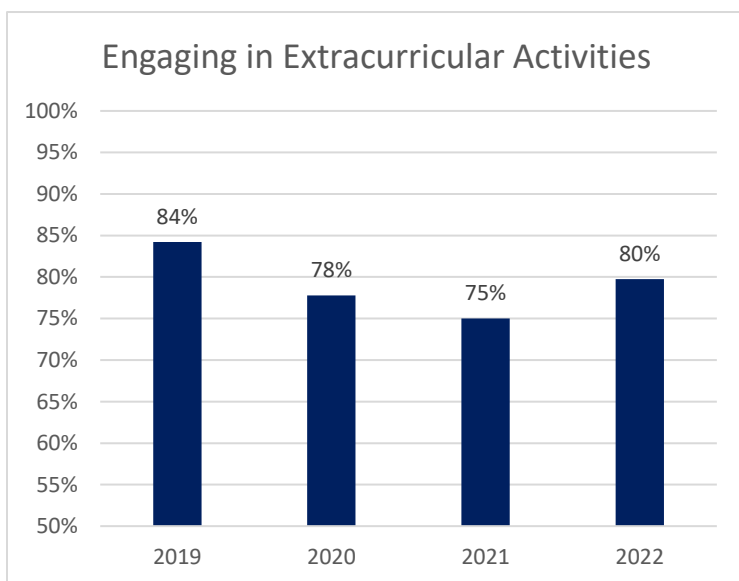
Additionally, nearly one-third of respondents mentioned a lack of knowledge on how to access career services. Furthermore, a small number of participants noted that the timing of certain career-related workshops did not align with their schedules.



Expected job search activities to receive from AUIS	Rank	%
Job search strategies (e.g. networking)	First choice	33%
Job fairs, meet with employers	Second choice	18%
Job application, resume writing, cover letter	Third choice	27%
Interview help	Fourth choice	23%
English communication skills	Fifth choice	29%
Confidence and hope in finding a job	Sixth choice	33%

AUIS Alumni have identified a range of job search activities where they seek additional support, which they believe could be beneficial. These activities include job application assistance; resume and cover letter writing and updating, job interview preparation, and building confidence.

### Extracurricular activities



A significant number of graduated students indicated their involvement in extracurricular activities beyond their classroom studies. As depicted in the chart to the left, engagement in extracurricular activities witnessed an approximate 5% rise in 2023, when contrasted with the figures from the previous years. This increase is likely attributed to the recovery from the limitations imposed by the pandemic in 2020 and 2021.

Participation in Extracurricular activities	Percentage
Volunteer	39%
Clubs	34%
Sports	13%
Peer mentoring	9%
Conferences and other on campus jobs	5%

The primary reasons cited by graduating students for not participating in extracurricular activities included being too occupied with academic responsibilities, work commitments, lack of awareness about available options, or engagement in other activities that align more with their personal interests.



## Job search methods

<b>What was the main method you used to find your current job?</b>	
Referenced by family, friends, or professors	47%
Through LinkedIn or other social media	27%
Answered job advertisement (e.g. Internet)	12%
Contacted employer directly	7%
Networking	4%
AUIS Career fair	2%
Started my own business	2%
Used AUIS' career service	2%

<b>Main obstacle in your job hunt</b>	<b>%</b>
I didn't found any jobs that fit my qualifications	28%
I didn't found any jobs I am interested in applying for	24%
I am waiting for a specific jobs	14%
I am discouraged from applying for jobs	10%
I didn't see any jobs that offer long-term employment	10%
Personal/ family commitments	7%
We cannot find job in Kurdistan without experiences and support from someone in the place of the job	3%
Not having prior experiences	3%

Graduates employed diverse methods in their job search endeavors. Among those who secured employment, approximately a half of graduates (47%) indicated that they leaned on their social connections, encompassing family, friends, or professors.

Additionally, many graduates (27%) utilized job advertisements, whether through online platforms, newspapers, or social media job ads on platforms like LinkedIn.

A small portion of employed graduates (2%) procured their jobs via AUIS's career services and an equal proportion (2%) achieved this through starting their own business.

Unemployed graduates cited various obstacles in their job hunt that include finding jobs that fit their qualifications, finding jobs that match their interest, or waiting for a specific job.



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### Appendix A: Frequency distribution of industries where alumni are working

Industry	Count	%
Education & Higher Education	14	23%
Construction & Utilities	8	13%
Health	5	8%
Telecommunications	4	7%
Non-Governmental Organizations - NGOs	4	7%
Administrative and Support Services	3	5%
Communication & Information Technology	3	5%
Oil and Gas Production	3	5%
Trade	3	5%
Banking and Finance	3	5%
Manufacturing & Mining	2	3%
Media	2	3%
Public Services	1	2%
Transportation	1	2%
Family Business	1	2%
Real Estate	1	2%
Security Services	1	2%
Food Industry	1	2%
<b>Grand Total</b>	<b>60</b>	<b>100%</b>

### Appendix B: List of AUIS Graduates' employers

Employers	Count	Employer	Count
American University of Iraq-Sulaimani	7	Jamana Real Estate	1
IQ Group	3	Kazhi Company	1
School	2	Lad company	1
Ernst and Young	2	Lox Agency	1
American University of Iraq- Baghdad	2	Mawda Engineering Beureau	1
+964 Media Network	1	Maya Battery Factory	1
Alaf attorneys and consultants	1	Myrtle Financial Consultation	1
Aras Group	1	Nwa Laboratory	1
Asiacell	1	Pioneer Co. For Pharmaceutical Indust..	1
Bellwether International	1	PolyJob - GPSplus - Wataniya Group (C..	1
Bestun Group	1	Potan	1
Bradosti Co. and Spectrum Dental Lab	1	Prime Minister's Office, KRG	1
Crescent Petroleum & Dana Gas	1	Private, non governmental	1
Faruq Investment Group	1	Ready Engineering Company	1
Freelance	1	Royal Hospital	1





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GO Pharm	1	Rudaw Media Network/ Research Center	1
HAWAX oil and gas services	1	Search for common grounds	1
HST London	1	Shull for Employment Solutions	1
Halabja Group	1	Sulaimany Chamber of Commerce	1
Holcim/Lafarge	1	Talabat	1
IOM	1	Toyota Iraq	1
IT trading & General trading	1	University	1
Utopia / (personal Nanny)	1	Yana Banking Services	1
Vogue Architecture	1	Youth Bridge Organization	1
Wise company	1		

## Appendix C: Frequency distribution of job titles of alumni

Job Title	Count	%
Lab / Medical Lab Assistant	7	12%
Senior Lab Engineer / site Engineer	6	10%
Administrative Manager/ Supervisor	5	8%
Recruitment Coordinator	5	8%
Administrative Assistant /Coordinator	4	7%
Accountant	4	7%
Senior Procurement Supervisor	3	5%
Math teacher / Tutor	2	3%
Analyst	1	2%
Audit Associate	1	2%
Business Development Officer	1	2%
Child Care	1	2%
Co-founder & CEO	1	2%
Coordinator	1	2%
Customer Services Supervisor	1	2%
Dean of students	1	2%
Document controller	1	2%
English Editor	1	2%
Enrollment Officer	1	2%
Head of Programs	1	2%
HR manager	1	2%
IT Engineer	1	2%
Mobile Application Developer	1	2%
PR and communication lead	1	2%
Process Engineer	1	2%
Production Operator	1	2%
Project administrator / coordinator/manager	1	2%
Sales coordinator / Product specialist / Representative	1	2%
System administrator	1	2%



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<b>Tax Global Compliance Officer</b>	<b>1</b>	<b>2%</b>
<b>Backend Software Engineer</b>	<b>1</b>	<b>2%</b>
<b>Technical sales engineer</b>	<b>1</b>	<b>2%</b>
<b>Total</b>	<b>60</b>	<b>100%</b>