



AUIS Undergraduate Alumni Survey Report 2015

Summary

This survey, conducted in August and September 2015 by the Student Services office, aimed to assess the current employment, education, and life statuses of AUIS graduates from the undergraduate program. The data from this survey indicates that our new graduates are entering a substantially more difficult job market. However, AUIS alumni continue to outperform the national trends in unemployment and average income.

Key Findings

- 23 percent of respondents are currently unemployed and looking for work and have not received any job offers. This is over twice as many as respondents in 2014.
- The average salary for respondents is \$1,676, a 5 percent increase in income from 2014.
- Our alumni are employed by 45 different firms. Largest employers for AUIS students are Ernst and Young, Lafarge, MOL Kalegran, Qaiwan Group, and AsiaCell.
- Use of Career Center and its value for students who find employment has increased for the second consecutive year.

Scope Note

The survey had a total of 208 respondents out of a total undergraduate alumni body of 314 (66 percent response rate.) In comparison, the 2014 Alumni Survey had a total of 176 respondents from an undergraduate alumni body of 189 (93 percent response rate). The survey was constructed with Survey Monkey and distributed using the AUIS Undergraduate Alumni email listserver. In addition, the AUIS Alumni Facebook page was used to update and remind AUIS alumni about this survey. The survey period was held from August 15th, 2015 until September 15th, 2015. A revised version was resubmitted in February 2016 to increase the response rate, which also included phone calls to non-responding alumni.

As with previous years, the target for this survey was the graduates of our four year undergraduate program.

Demographics



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77 percent of respondents were Kurdish, 14 percent were Arab, 4 percent were Turkmen, and 5 percent were Yezidi. 74 percent of respondents stated that they were currently living in Sulaimani, 20 percent live in Erbil, and 5 percent live in Baghdad. Other cities where students are currently located are Basra, Rotterdam, Kirkuk, Dublin, Istanbul, and Cork. 58 percent of the respondents are male and 42 percent are female. These data match the general demographics of the AUIS student body.

In terms of marital status, 5 percent of respondents are engaged, 70 percent are single, and 25 percent are married. Of those married, 41 percent were either married or engaged prior to graduation and 59 percent were married after graduation.

Employment

57.7 percent of respondents are employed full-time, 3.8 percent are employed part-time, 23 percent are unemployed, but looking for work; 10.6 percent are enrolled in graduate school, and 1.9 percent are unemployed and not looking for work (i.e. they have left the labor force). Of those who are unemployed and looking for work, 22.8 percent of respondents have received at least one job offer. 10.6 percent of total respondents are unemployed, looking for work, and have not received any job offers.

Employment Rates by Year of Graduation

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2012	62%	10%	14%	14%	0%
2013	70%	3%	13%	10%	3%
2014	69%	6%	12%	12%	1%
2015	48%	1%	8%	42%	1%

2015 graduates were the most likely to be currently unemployed and looking for work. Given the state of the economy after the invasion of ISIS, and the fact that the survey was conducted only three months after graduation, this statistic is not very surprising and should not cause concern about the employability of AUIS's alumni.

The responses from our alumni closely reflect current economic challenges in the region. Recent graduates who have only been in the job market for four months preceding this survey are understandably finding it difficult to find employment. The overall uptick in unemployment reflects the lengthening recession and after effects of a decline in the price of oil for the Kurdish and national Iraqi economies.



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Employment by Major (2015 Survey)

Major	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
BADM	75.3%	0%	5.5%	15.1%	4.1%
IT	73%	0%	5.4%	21.6%	0%
IS	38.5%	15.4%	33.3%	12.8%	0%
ENGR	39.5%	2.3%	7%	51%	0%

International Studies Majors

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2012	75%	25%	0%	0%	4.1%
2013	50%	8.3%	25% (3 Persons)	8.3%	0%
2014	33.3%	22.2%	33.3% (6 Persons)	11.1%	0%
2015	7.7%	30.8%	30.8% (4 persons)	30.8%	0%

Business Administration Majors

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2012	44.40%	0%	22.2% (2 Persons)	22.20%	11.1%
2013	80%	0%	10% (1 Person)	10%	0%
2014	78.9%	2.6%	2.6% (1 Person)	10.5%	0%
2015	68.8%	0%	0%	31.3%	0%

Information Technology Majors

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2012	83.3%	0%	16.7% (1 Person)	0%	0%
2013	87.5%	0%	0%	12.5%	0%
2014	72.7%	0%	9.1% (1 Person)	18.2%	0%
2015	58.3%	0%	0%	41.7%	1%

Engineering Majors

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2015	39.5%	2.3%	7%	51%	0%

Those who majored in Engineering are currently experiencing the greatest difficulty in finding employment. This may be a result of two factors. The first, this is the first year that AUIS has



graduated with majors in Engineering. As recent graduates in an economic recession, they are understandably going to face some difficulty in finding employment. The second, most industries that have traditionally hired engineers, namely the oil and gas sectors, have sharply reduced employment within the region. Where they are hiring, the positions tend to be related to Business Administration and Information Technology.

When looking at the data for majors from 2014, there are areas of success and concern. The IT majors have seen a substantial decrease in employment relative to last year. In contrast the Business majors have seen a sharp increase in employment over the previous year. IS majors, while enjoying an unchanged employment rate, have seen a 50 percent reduction in unemployment as more alumni from this major have opted to pursue graduate school.

Historical Employment Data

Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
2013 Survey	80%	7%	13%	0%	0%
2014 Survey	60%	2%	8%	25%	4%
2015 Survey	57.7%	3.8 %	10.6%	23%	1.9%

Employment by Major (2014 Survey)

Major	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Left the Labor Force
BADM	63.2%	2.3%	3.4%	28.7%	2.3%
IT	82.1%	0%	5.1%	7.7%	7.7%
IS	34.8%	4.3%	19.6%	32.6%	4.3%

The data show a slight increase in unemployment for recent graduates of 2015 relative to 2014. However, 2015 graduates are facing significantly more difficulty this year than last year. In 2014, while 25 percent of respondents stated that they were unemployed and looking for work, the majority of those respondents had received at least one job offer. In contrast, only one fifth of those in 2015 survey who are looking for work had received a job offer. The current unemployment rate (23 percent) is smaller than the national youth unemployment rate listed by the UN¹. This does not seem to be affecting those who graduated prior to 2015, whose employment rate falls well below the national rate². While AUIS graduates in 2015 are entering a more difficult job market, the employment rates of past cohorts suggest that they should be better able to find work than non-AUIS graduates.

¹Iraq Facts and Figures, *United Nations Country Team: Iraq*, accessed on January 19th, 2016
<http://iq.one.un.org/Facts-and-Figures>

² ibid



Salary

The average monthly salary for respondents is \$1,676.8, ranging from \$500 per month to \$3,400 per month. This is a 5 percent increase from the average salary reported in 2014 (\$1,589). The average monthly salary for Business majors is \$2,628, \$1,509 for International Studies majors, \$1,885 for Information Technology majors, and \$1,294 for General Engineering majors.

Major	Average Salary in 2015
BADM	\$2,628
IT	\$1,885
IS	\$1,509
ENGR	\$1,294

Our female graduates are making more and closing the gender wage gap with their male counterparts. The average salary for male alumni is \$1,719 per month. The average salary for female alumnae is \$1,304, 24 percent less than their male counterparts. This is significantly better than the discrepancy between male and female alumni salaries that were reported to the 2014 Alumni Survey, which reported a 35 percent difference between male and female salaries. In addition, there was an 11 percent increase in our average female alumnae's salary for 2015.

Where our Alumni Work

Respondents reported working for 45 different companies. The companies employing the most students are Qaiwan Group (7), MOL Kalegran (5), AsiaCell (4), and Lafarge (3). Our students are employed in a broad range of industries: Energy Sector (15.9 percent), Non-profit (15.9 percent), Finance (9.5 percent), Education (6.3 percent), IT and telecommunications (14.3 percent), Retail (3.2 percent), Manufacturing and Professional Services (27 percent), and Accounting (6.3 percent).

Graduate Studies

22 Respondents (10.6 percent) of respondents are enrolled in graduate school. Schools where students are attending are the University of Kurdistan, Hawler (UKH), the London School of Economics (LSE), Tufts University, the Free University of Berlin, Texas A&M University, Erasmus University Rotterdam, the Geneva School of Diplomacy and International Relations, and AUIS.



Job Satisfaction and Preparation

71.6 percent of respondents stated that they were either very satisfied (23.5 percent) or generally satisfied (48.1 percent) with their future career path. 16 percent of respondents stated that they were ambivalent with their future career path, and 11.7 percent of respondents were either generally or very dissatisfied/confused about their future career path. 68.2 percent of respondents stated that AUIS prepared them very well (41.2 percent) or more than adequately (27.9 percent) for their current career. 23 percent of respondents stated that they felt that AUIS had prepared them adequately for their current career, with only 6.1 percent of respondents stating that they felt AUIS prepared them less than adequately and 1.2 percent that AUIS did a poor job preparing them for the job market.

How well AUIS Prepared Alumni by Major and Year of Graduation

IS

Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2012	0%	0%	100%	0%	0%
2013	36.4%	36.4%	27.2%	0%	0%
2014	33.3%	25%	33.3%	8.3%	0%
2015	55.6%	44.4%	0%	0%	0%

BADM

Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2012	33.3%	50%	0%	16.7%	0%
2013	30%	30%	30%	10%	0%
2014	2.9%	26.5%	14.7%	55.9%	0%
2015	0%	28.6%	14.3%	57.1%	0%

IT

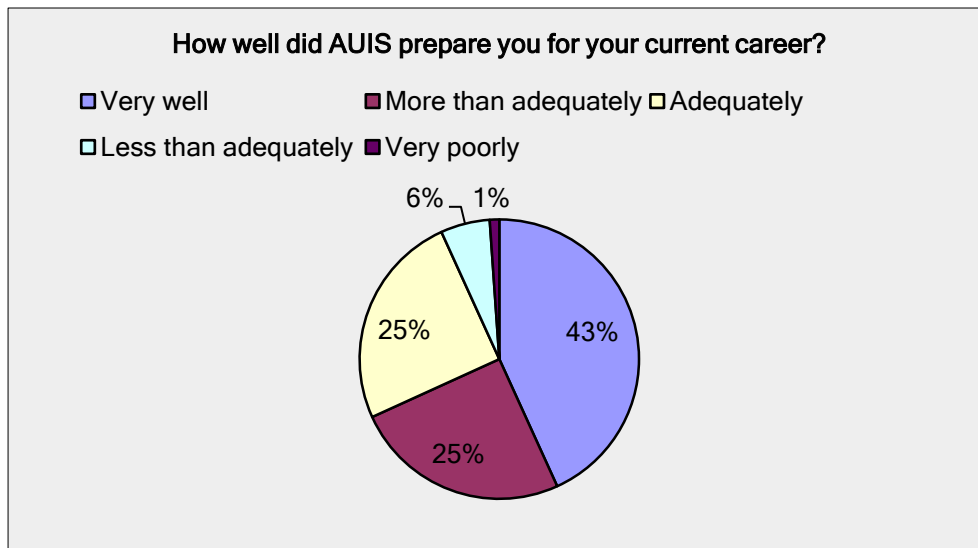
Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2012	60%	40%	0%	0%	0%
2013	50%	12.5%	12.5%	25%	0%
2014	45.5%	18.9%	18.9%	0%	9.1%
2015	30%	40%	20%	10%	0%



Engineering

Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2015	19.4%	19.4%	45.2%	6.5%	3.2%

58.3 percent of respondents participated in an internship while they were a student at AUIS. This is a larger number than the number of students who participate in internships in the general AUIS population. Perhaps both internship participation and responding to surveys are related to a higher level of motivation. In terms of finding employment after graduation, respondents stated that family/friends connections were the most helpful (28.2 percent), personal connections (23.8 percent) and internships (21 percent) closely followed as the second and third most helpful. 16.7 percent of respondents reported that the Career Fair was the most helpful in finding a job after graduation.



Utilizing AUIS Career Services during their time at AUIS was a characteristic of students who found employment after graduation. Of those alumni who are employed full time or enrolled in graduate school, 57.7 percent of respondents visited the Career Center at least several times during their time at AUIS. Only 41.6 percent of respondents who are either employed full-time or enrolled in graduate school only visited once or twice (26.9 percent) or never (14.9 percent).

63.3 percent of all respondents used the AUIS Career Center website and jobs board that were set up in 2014. 50.6 percent of all respondents participated in one of the Career Services workshops that were offered regularly when AUIS offered a full-time staff member for the Career Center. 39



percent of respondents visited the Career Services Office through individual appointments, as well as participated in one of AUIS's annual career fairs.

Areas for Improvement

- While the response rate offers a significant enough sample size, which corresponded with our student demographics, a larger sample size would give us an even more accurate picture of how our alumni are doing. Further, increasing the response rate for this survey would allow Student Services to more effectively target our alumni by major and geographic location.
- Increase traffic in the Career Center: Our survey suggests that the Career Services office has a substantial impact on improving the employment outcomes for our alumni. Increasing the number of students who regularly use the office should be a priority for our students prior to graduation.
- Better outreach to our graduate students: There continue to be a growing number of alumni who are pursuing their education at a graduate level. Student Services can do a better job of reaching out to these students to identify any academic gaps in their current undergraduate education to help improve their preparation for Masters and PhD level coursework.