

CANQATE CONFERENCE 2018

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OUTLINE OF PRESENTATION

- ▶ Contextual Setting
- ▶ Research Issue
- ▶ Research Methodology
- ▶ Findings
- ▶ Conclusions and Recommendations

CONTEXTUAL SETTING

- ▶ Globally, employers continue to express concern that university graduates lack the competencies - knowledge, skills and behaviours - required for the labour market.
- ▶ Competencies required include: leadership, communication (oral and written), problem solving, information technology, creativity/innovation, knowledge of a second language, adaptability/flexibility and team-working.

CONTEXTUAL SETTING cont'd...

- ▶ In the Caribbean, employers are seeking individuals who demonstrate characteristics such as honesty/integrity, work ethic, problem solving, interpersonal communications, team-working and information technology (The World Bank, 2007)
- ▶ Tertiary educational institutions including universities must be able to produce 'work-ready' graduates.

RESEARCH ISSUE

PERCEPTION IN BARBADOS

- ▶ The UWI Cave Hill Campus graduates do not possess the competencies required for the labour market

RESEARCH METHODOLOGY

- ▶ Survey questionnaire - graduates, employers
- ▶ Elite/key informant interviews - umbrella employer organizations and faculty and staff of The UWI Cave Hill Campus
- ▶ Non-random sampling utilized for the survey of graduates and employers.

FINDINGS

- ❑ Employers' perceptions of The UWI Cave Hill Campus graduates were lower than the graduates had of their competencies with the exception of Information Technology and Proficiency in a Second Language.
- ❑ In the case of Information Technology, employers and graduates agreed that the graduates possess this competency.

FINDINGS

- ▶ In the case of Proficiency in a Second Language, employers and graduates agreed that the graduates did not possess this competency.

FINDINGS cont'd..

Employers' perceptions about Graduates

- unable to deliver presentations orally or produce properly written documentation in writing such as a speech or report;
- unable to undertake research and analysis effectively - data collectors only;

FINDINGS cont'd..

Employers' perceptions about Graduates

- Lacked good Work Ethic, Business/Social Etiquette; and
- Had a What's In It For Me (WIIFM) Attitude/mentality.

FINDINGS cont'd..

- ▶ A Logistic Regression to determine whether there was a significant relationship between the Graduates' competencies and their Employment Status revealed that:
 - *The Competency Index (comprising Graduates' Competencies) and Age Group (20-24 years) significantly predicted the Graduates' Employment Status.*

CONCLUSIONS

- ▶ Perception that Graduates do not possess the competencies required for the labour market in Barbados.
- ▶ Results cannot be generalized to the population of students and employers as non-random sampling was utilized.

CONCLUSIONS

- ▶ There may be 'signalling' issue between the Graduates and Employers due to asymmetric or incomplete labour market information.
- ▶ Consequently, the perceptions by employers could affect graduates' employability, earnings and result in a prolonged job search.

RECOMMENDATIONS

- A collaborative-consultative approach to the teaching and delivery of tertiary educational provision at The UWI Cave Hill Campus by key stakeholders such as employers/industry, students, graduates, The UWI Campus and, Ministry with responsibility for Labour Market Information.

RECOMMENDATIONS cont'd...

- ▶ Internships/work attachments and entrepreneurial/enterprise and other experiential learning opportunities should provide practical opportunities to gain the competencies required for the world of work; and
- ▶ Industry certification of programmes may assure prospective employers of the competencies of graduates.

THE END

▶ **Thanks for attending this Presentation!!**

ANY QUESTIONS/COMMENTS?

ACKNOWLEDGEMENTS

- ▶ The World Bank (2007). *School and Work: Does the Eastern Caribbean Education System Adequately Prepare Youth for the Global Economy*. United States of America. The World Bank and the Caribbean