

Graduate

Employment Survey

Report - 2021

Date of Report: 25 March 2022

Reported by: Frankie Kan

Approved by: Rao Suresh
Deputy Director

Contents

- I. Objective
- II. Target Audience & Methodology
- III. Survey Results
- IV. Comparison of Results
- V. 3-Year Trend
- VI. Recommended Actions for Continual Improvement

I. Objective

The objective of the Graduate Employment Survey is:

1. To better understand graduates of TEG International College (TEG) in their employment outcomes.
2. To gather valuable feedback from graduates on their overall study experience at TEG.
3. To use the survey data gathered from graduates for enhancing TEG's Course Curriculums.

II. Target Audience & Methodology

(A) Target Audience:

As TEG does not conduct any external degree program, the Graduate Employment Survey (GES) was conducted for graduates from our Diploma courses as follows:

- a. Diploma in Business and Retail Management (DBRM)
- b. Diploma in International Hospitality Management (DIHM)
- c. Higher Diploma in International Hospitality and Tourism Management

These graduates had since returned to their home country after graduating from their courses.

The Graduate Employment Survey was extended to 89nos. of graduates in late February 2022. These graduates had completed their courses for more than 6 months from the date of the survey.

There were 28 responses received comprises 13no for DIHM, 8 no for DRBM and 7no for HDITM at the closure of the survey on 25th March 2022 which is equivalent to a sample size of 31.5%.

(B) **Methodology:**

a. The Graduate Employment Survey form was developed following the

Kirk-Patrick Framework:

- **Level 1 Reaction:** Satisfaction level of graduates' study experiences
(Question 2 and 6 of the survey)
- **Level 2 Learning:** Graduates' current job related to course of study
(Question 4 of the survey)
- **Level 3 Behaviour:** Knowledge and Skills acquired in TEG had helped graduates to obtain the job and/or progress in their current job
(Question 3 of the survey)
- **Level 4 Results:** Time taken by graduates to find a job, Employment Rate, Knowledge and Skills acquired from the course has helped graduates to perform better in their present jobs.
(Question 1 and 5 of the survey)

b. The survey was conducted using an online survey platform.

III. Survey Results and Analysis

The survey results were tabulated based on the above Kirk-Patrick Framework.

(A) Level 1 Reaction

Question 6: Overall, I am satisfied with my study experience at TEG International College

Respondent Reaction	No. of Respondents	% of Respondents
Strongly Agree	16	57.1%
Agree	12	42.9%
Neutral	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total:	28	100%

The results showed that 100% of the respondents were satisfied with their study experience at TEG International College. In addition, 57.1% of the respondents strongly agree that they are satisfied with the study experience at TEG International College.

The positive achievement was the results of the quality academic deliveries and provision of support services provided. In addition, the 100% Employment Rate of graduates obtaining a job offer within 6 months also contributed to the overall satisfaction of the graduate's study experience at TEG International College.

This is in line with the student satisfaction survey conducted for FY 2021 which showed the results achieved between the lowest score of 4.42/5.00 (88.4%) to the highest score of 4.73/5.00 (94.6%)

No student disagree that he/she is satisfied with his/her study experience at TEG.

Question 2: My job pay me a salary of _____ per year

Respondent Reaction	No. of Respondents	% of Respondents
Less than US\$1,000	0	0%
US1,001 to US\$5,000	20	71.4%
US\$5,001 to US\$10,000	8	28.6%
US\$10,001 to US\$20,000	0	0%
More than US\$20,001	0	0%
Total:	28	100%

The above results showed that 71.4% of respondents earned between US\$1,000 to US\$5,000 and 28.6% earned between US\$5,001 to US\$10,000 per year. TEG would considered a good percentage of it's graduates earned more or around the median salary of indian worker in India. The Complete Guide 2022 for India quoted the median salary of Indian worker at 31,900 INR /month equivalent to US\$4,976/year.

No student earned below US\$1,000/year or above US\$10,001/year.

(B) Level 2 Learning

Question 4: The nature of my job is related to course of study at TEG International College.

Respondent Learning Experience	No. of Respondents	% of Respondents
Strongly Agree	13	46.4%
Agree	15	53.6%
Neutral	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total:	28	100%

The results showed that 100% of the respondents agree that the nature of their job is related to course of study at TEG International College. In addition, 46.4% of the respondents strongly agree that the nature of their job is related to course of study at TEG International College (TEG).

No respondent disagree that the nature of their job is related to course of study at TEG.

The good achievement attest to the quality of course content delivered to them as students at TEG which are relevant to the industries in India.

(C) Level 3 Behaviour

Question 3: The qualification(s) obtained from the course(s) studied at TEG International College has/have helped me to obtain my current job

Respondent Behaviour	No. of Respondents	% of Respondents
Strongly Agree	13	46.4%
Agree	15	53.6%
Neutral	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total:	28	100%

The results showed that 100% of the respondents agree that the qualification(s) obtained from the course(s) studied at TEG International College has/have helped him/her to obtain his/her current job. In addition, 46.4% of the respondents strongly agree that the qualification(s) obtained from the course(s) studied at TEG International College has/have helped him/her to obtain his/her current job

No respondent disagree that the qualification(s) obtained from the course(s) studied at TEG International College has/have helped him/her to obtain his/her current job

These showed that the knowledge (course curriculum) and skills (Industrial Attachment) acquired by the graduates when they were students at TEG were relevant to their current job.

(D) Level 4 Results

Question 1: It took me _____ to receive my 1st job offer

By College Level

Time required to receive the 1st Job Offer	No. of Respondent	Rate %
a. Less than 1 month	5	17.9
b. 1 month to 3 months	19	67.9
c. 3 months to 6 months	4	15.2
d. Still searching for a job	0	0
Total:	28	100%

Based on the above tabulation of the data collected from the survey, it showed that 100% of the respondents secured a job within 6 months after their graduation from the college. In addition, it also showed a commendable 17.9% of the respondents obtain their 1st job offer within the 1st month after graduation, 67.9% obtain their 1st job offer within the 1 month to 3 months period and 15.2% obtain their 1st job offer within 3 months to 6 months period.

The good results achieved can attest to the following:

- a. High recognition level of the diploma certificates by industries in India
- b. The knowledge, skills and work experience acquired from the courses and its industrial attachment.
- c. The graduate's academic quality and positive attitude towards learning.

By Course Level

Time required to receive the 1 st Job Offer	DIHM		DBRM		HDITHM	
	No	%	No	%	No	%
e. Less than 1 month	3	23%	1	12.5%	1	14%
f. 1 month to 3 months	8	62%	6	75%	5	72%
g. 3 months to 6 months	2	15%	1	12.5%	1	14%
h. Still searching for a job	0	0%	0	0%	0	0%
Total:	13	100%	8	100%	7	100%

Diploma in Hospitality Management (DIHM)

Diploma in Hospitality Management with 13 respondents recorded 62% as the highest no. of graduates obtain their 1st Job offer within the 1 month to 3 months period. 3 no. of graduates (23%) found job in less than 1 month after graduating and 2 no. of graduates (15%) found job within 3 months to 6 months after graduating.

100% of all the respondents found job within 6 months after graduating from TEG International College.

Diploma in Retail and Business Management

Diploma in Retail and Business Management with 8 respondents replied to the survey recorded 75% as the highest no. of graduates obtain their 1st Job offer within the 1 month to 3 months period. 1 no. of graduate (12.5%) found job in less than 1 month after graduating and 1 no. of graduate (12.5%) found job within 3 months to 6 months after graduating.

100% of all the respondents found job within 6 months after graduating from TEG International College.

Higher Diploma in International Hospitality & Tourism Management

Higher Diploma in International Hospitality and Tourism Management with 7 respondents replied to the survey recorded 72% as the highest no. of graduates obtain their 1st Job offer within the 1 month to 3 months period. 1 no. of graduate (14%) found job in less than 1 month after graduating and 1 no. of graduate (14%) found job within 3 months to 6 months after graduating.

100% of all the respondents found job within 6 months after graduating from TEG International College.

Question 5: The knowledge and skills acquired in TEG International College have helped me to achieve better performance in my current job

Respondent's Results	No. of Respondents	% of Respondents
Strongly Agree	16	57.1%
Agree	12	42.9%
Neutral	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total:	28	100%

Based on the above tabulation of the data collected from the survey, it showed that 100% of the respondents agreed that the knowledge and skills acquired in TEG International College have helped him/her to achieve better performance in my current job.

In addition, 57.1% responded with a 'Strongly Agree' to the question.

These showed that the knowledge and skills is not only relevant to their job, it also help them to better perform in their job.

IV. Comparison of Results

a. External Benchmark against National (Polytechnics) – Employment Rate (Full-time Employment)

The 'Employment Rate (Full-time Employment) results compared against external benchmark using the combined report release by polytechnics in Singapore.

No.	Institutions	2021	Remarks
1	TEG International College	100%	Based on Full-time Employment within 6 months after graduation
2	Polytechnics	58.1%	Based on Full-time Employment
3	Polytechnics (Overall Employment Rate)	92.2%	Based on Full-time + Part-time/Temporary Employment

GES results for Polytechnics extracted from The Graduate Employment Survey (GES) 2021.

The results comparison showed that TEG International College achievement of 100% full-time employment within 6 months after graduation is much better than the Polytechnics Survey result achieved at 58.1%.

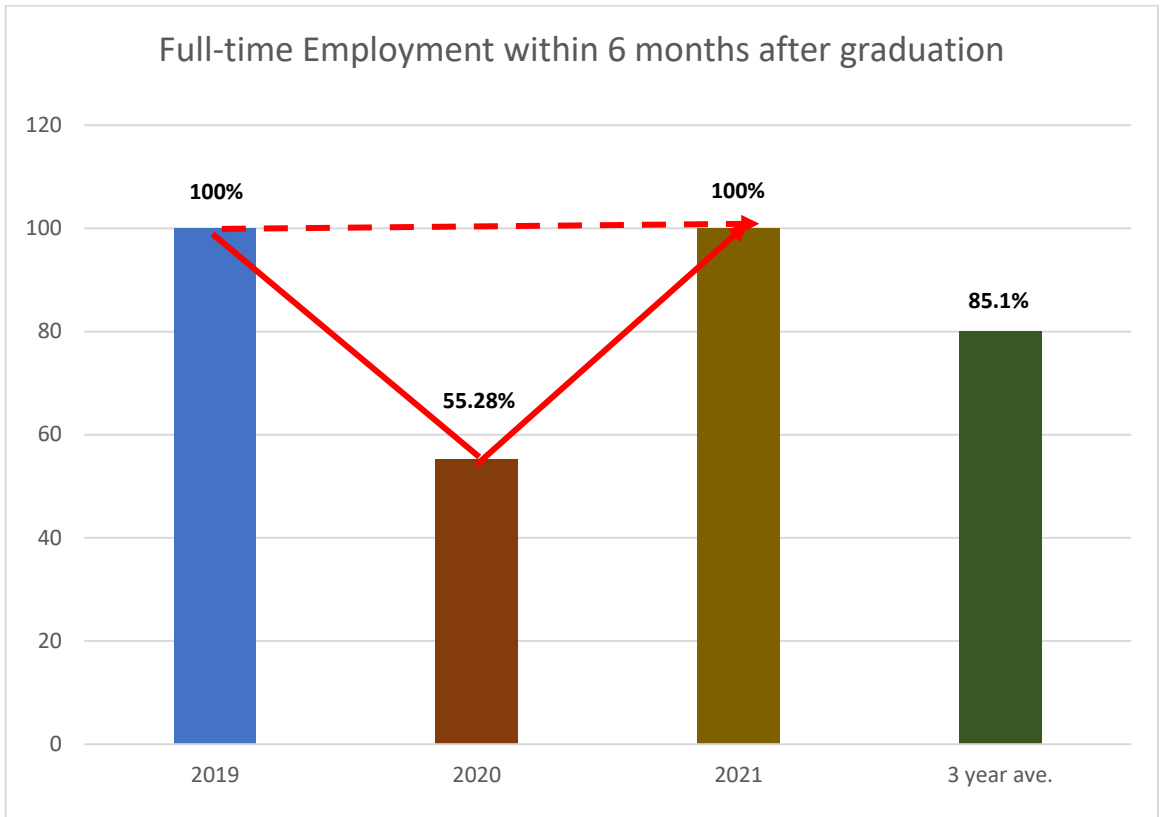
(b) Internal Benchmarking

Conducted on / Full-time Employment	2019	2020	2021	3-year Average
Full-time Employment within 6 months after graduation	100%	55.28%	100%	85.09%

The Graduate Employment Survey conducted in 2022 for graduates (in FY2021) of TEG International College achieved a 100% Full-time Employment within 6 months after graduation.

The 100% Full-time Employment within 6 months after graduation beat the 2021 target set at 60% by the management and also the 2020 results at 55.28%. The result achieved was the same as 2019.

(V) 3-Year Trend



The 3-year trend analysis showed a positive upward trend. The positive upward trend experienced a fall in employment rate from 100% in 2019 to 55.28% in 2020 and then upward to 100% again in 2021. The 3-year average score is 85.1%.

(VI) Recommended Actions for Continual Improvement

1. To use the excellent results for:
 - a. Motivating current students to graduate from their courses through displaying the results in website and notice board, and conduct briefing to existing students;
 - b. As inputs for continual improvement to course curriculum

2. To continue providing quality educational services to students so as to continue achieving the excellent results.

Responsible Staff: Program Manager

Timeline: 15 April 2021

Responsible Staff: Program Manager & Assistant Manager
Student Support Services

Timeline: Immediate