



# Graduate Tracer Survey Report – 2012

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15<sup>th</sup> November, 2012

Corporate and Student Services Office, Nadi , Fiji

(Data from APTC 'Orange' Database)

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## 1. Introduction and Methods

The APTC Graduate Tracer Survey report summarises feedback received from former students of APTC who have graduated from their respective programs six months to a year prior to the commencement of the survey. Data for the survey was collected through administration of the “APTC Past Student Tracer Questionnaire” (see Annex B). The last tracer report was produced in June of 2011 and covered students who had graduated by the 31<sup>st</sup> of December, 2010.

Students were identified for this survey based on their graduation dates. Methods of data gathering included:

- E-mail
- Postal services
- Personal interviews by visit
- Personal interviews by phone
- Online completion

The questionnaire used for data gathering was divided into three parts and designed to collect information in the following areas:

- ✓ Current employment situation, including changes since graduating.
- ✓ Opinions on students’ APTC experiences.
- ✓ Impact of APTC on professional development, personal development and levels of income and employment.
- ✓ Opinions of APTC courses and comments on their suitability for their respective employment situations and industry in general.

Detailed “Free Text” comments from the survey participants are presented as “Annex A” of the report.

## 2. Survey Administration and Feedback

The survey was administered between the 2<sup>nd</sup> of July and the 17<sup>th</sup> of August, 2012; the survey collection period ended on the 30<sup>th</sup> of October, 2012. The survey population was 1200 students who graduated between the 1<sup>st</sup> of January and the 31<sup>st</sup> of December, 2011 (continuing from the dates of graduation covered by the last survey of June, 2011).

The quantum of survey returns was diminished by the changed residential circumstances of many students. This was compounded by difficulties incurred in accessing students in remote locations.

Table 1 below shows the survey population by country of citizenship and the returns received from each country. It also shows the rate of return in terms of the whole survey population as well as in terms of those graduates who could be contacted.

The 2012 Graduate Tracer Survey recorded a 38.75% return on the overall survey population and a 50.05% return on the number of graduates who could be contacted.

Table 1: Surveys Administered and Returned by Country

Survey Country	Survey Population	No. Contactable	No. Returned	% Returns on Survey Population	% Returns No. Contactable
Fiji	299	148	129	43.14	87.16
FSM	4	2	2	50.00	100.00
Kiribati	19	19	18	94.74	94.74
Marshall Islands	23	18	12	52.17	66.67
Nauru	4	2	2	50.00	100.00
Niue	7	5	2	28.57	40.00
Palau	3	3	2	66.67	66.67
PNG	294	280	66	22.45	23.57
Samoa	165	140	55	33.33	39.29
Solomon Islands	80	61	29	36.25	47.54
Tonga	43	30	14	32.56	46.67
Tuvalu	36	30	24	66.67	80.00
Vanuatu	223	191	110	49.33	57.59
<b>Total</b>	<b>1200</b>	<b>929</b>	<b>465</b>	<b>38.75</b>	<b>50.05</b>

**Note:** Some students that were part of the survey population could not be contacted for the survey for various reasons including change of contact numbers and residential addresses, migration, limited or no access to internet and e-mails, etc.

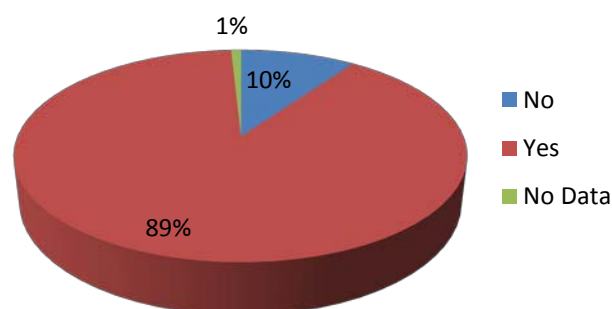
### 3. General Graduate Information

#### 3.1 Current Employment Status

Graduates taking part in the survey were asked to indicate their employment status at the time of the completing the questionnaire; the results are shown below:

Table 2: Current Employment Status

Currently Employed	Frequency
Yes	412
No	47
No Data	6
<b>Grand Total</b>	<b>465</b>



89% of the graduates that took part in the survey were in some form of employment at the time of the survey; 10% were unemployed and 1% did not respond to the question.

#### APTC Graduate Employability:

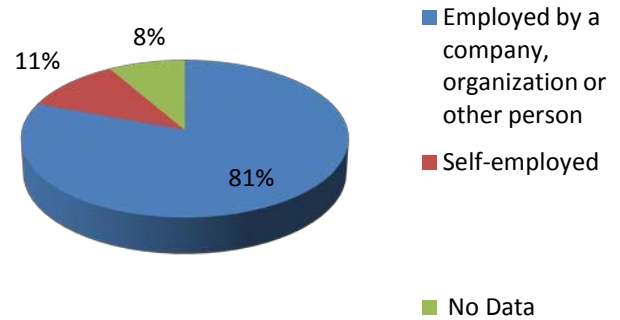
- ✓ 89% of the APTC Graduates were in some form of employment at the time of the survey.

### 3.2 Employed By

Table 3 below indicates the respondent's employment status.

Table 3: Employed By

Employed by	Frequency
Employed by a company, organization or other person	375
Self-employed	51
No Data	39
<b>Grand Total</b>	<b>465</b>



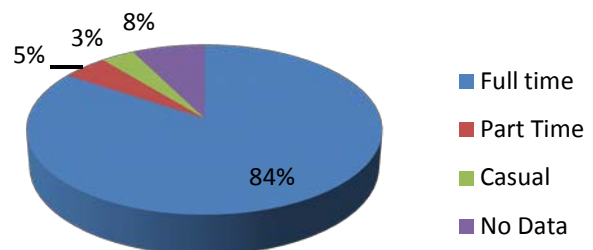
81% of the graduates in employment were engaged by either a company, organization or another person; 11% were self-employed and 8% did not respond to the question.

### 3.3 Employment Type

Table 4 shows whether the graduates were employed full time, part time or on a casual basis.

Table 4: Employment Type

Employment Type	Frequency
Full time	392
Part Time	22
Casual No	16
Data Grand Total	35
<b>Total</b>	<b>465</b>



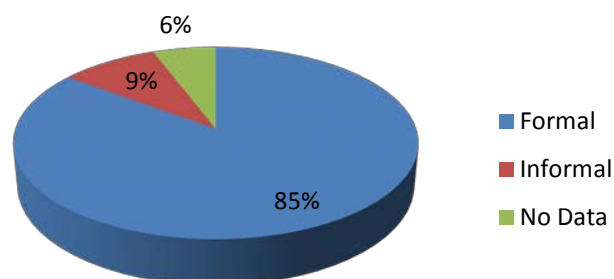
84% of the graduates who were employed, were employed full time, 5% were employed part time and 3% were employed on a casual basis; 8% did not respond to the question.

### 3.4 Employment Sector

The graduates who were employed were asked to indicate the sector of employment; formal or informal. Table 5 below shows the results.

**Table 5: Employment Sector**

Employment Sector	Frequency
Formal	396
Informal No	42
Data Grand	27
<b>Total</b>	<b>465</b>



85% of the graduates who were in employment at the time of the survey were employed in the formal sector; 9% in the informal sector. The remaining 6% did not respond to the question.

### 3.5 Profession/Trade

Table 6 summarises the profession/trade of the graduates that took part in the survey.

**Table 6: Profession/Trade of Graduates**

Profession/Trade	Frequency	Profession/Trade	Frequency
Administration	14	Hospitality / Accommodation / Restaurant / Tourism	8
Airline	1	Hotel manager	1
Automotive mechanic / Mechanic	19	Hotel worker	39
Aviation: Flight attendant	1	Marketing / Information officer / Sales	3
Carpenter / Builder / Contractor	22	Media Officer	1
Catering / Food and beverage	6	Nurse	1
Chef / Head Chef / Cook / Pastry	37	Painter	10
Childcare	1	Plumbing and Sheet-metal	5
Community Worker	1	Police Officer	1
Consultant	1	Refrigeration and Air-conditioning	8
Customer services	1	Reservation Clerk	4
Dive master / Boat captain	1	Teacher / Lecturer	109
Electrician	20	Therapist	1
Engineer: Marine	3	Tile layer	3
Fitter mechanic: Electrical	15	Trainer / Instructor	17
Fitting and machining / Heavy equipment / Mechanical	8	Travel Agent / Reservations Officer	2
Hair stylist	7	Welding and fabrication	5
		No Data	89

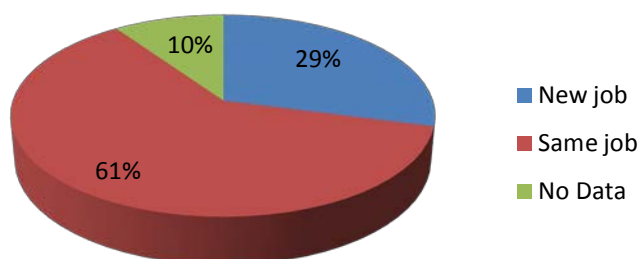
More than 23% of the graduates taking part in the survey were involved in teaching/training activities. Approximately 22% of respondents were employed in the hospitality industry.

### 3.6 Same job/Same Employer?

Graduates were asked if they were in the same job and with the same employer after graduating from APTC, as they had been prior to undertaking training with APTC. Table 7 below shows the results.

Table 7: Same job/same employer

New/Same Job	Frequency
New job	135
Same job No	285
Data	45
<b>Grand Total</b>	<b>465</b>



29% of the graduates that took part in the survey gained new jobs after graduating from APTC; 61% were in the same job that they had before undertaking training with APTC; 10% did not respond to this question.

✓ 29% of APTC Graduates are able to find new employment within a year of completing their training with APTC.

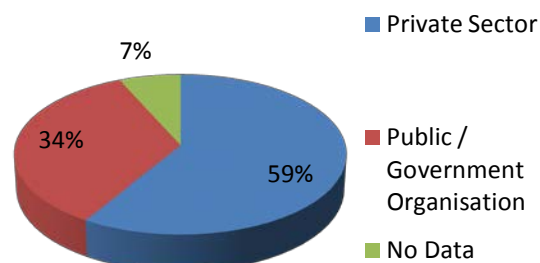
## 4. General Employer Information

### 4.1 Type of Company/Organization

The respondents who were employed at the time of the survey were asked to indicate the type of company/organization they worked for; private, public/government organization. Table 8 below shows the results.

Table 8: Public vs. Private Sector

Employer Type	Frequency
Private Sector	273
Public / Government Organisation	161
No Data	31
<b>Grand Total</b>	<b>465</b>



59% of the graduates were working in the private sector; 34% in the public/government sector whilst 7% did not respond to this question.

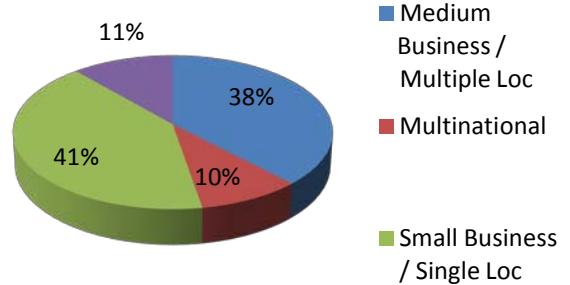


## 4.2 Employer Size

Graduates who were employed at the time of the survey were asked to indicate the size of their company in terms of their business models and locations. The results are shown in table 9 below.

Table 9: Business Size/Locations

Business Size/Locations	Frequency
Medium Business / Multiple Locations	176
Multinational	44
Small Business / Single Location	192
No Data	53
<b>Grand Total</b>	<b>465</b>



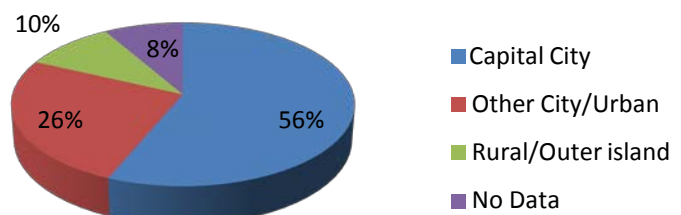
Most of the graduates (41%) worked for small businesses that have a single establishment; 38% work for medium sized businesses with multiple locations whilst 10% worked for multinationals.

## 4.3 Geographic Location of Company

The graduates who were in employment at the time of the survey were asked to indicate the geographical location of the organizations; city, town or rural. The results are shown in table 10 below.

Table 10: Geographical Location of Employer

Geographical Location	Frequency
Capital City	262
Other City/Urban	119
Rural/Outer island	45
No Data	39
<b>Grand Total</b>	<b>465</b>



56% of the employers of the APTC graduates were based in the capital cities of the respective countries, 26% in other urban centres and 10% in rural areas or outer islands.

## 5. General Information on Graduate APTC Experience

### 5.1 Course Attended

Table 11 lists the APTC courses successfully completed by the graduates that took part in this survey.

Table 11: Courses Attended by Graduates

APTC Course	Frequency
Automotive Mechanical	31
Carpentry Children's	28
Services Commercial	64
Cookery Community	39
Services Work Diesel	11
Fitting	15
Diploma Children's Services	6
Diploma in Community Services	1
Fabrication Welding	7
Hairdressing	8
Hospitality Operations	68
Hospitality Supervision	8
Mechanical Fitting	10
Painting & Decorating	13
Patisserie	7
Plumbing	5
Refrigeration / Air-conditioning	10
Systems Electrician	20
SHCS Training & Assessment	69
Tourism Operations	17
Wall & Floor Tiling	5
No Data	23
<b>Grand Total</b>	<b>465</b>

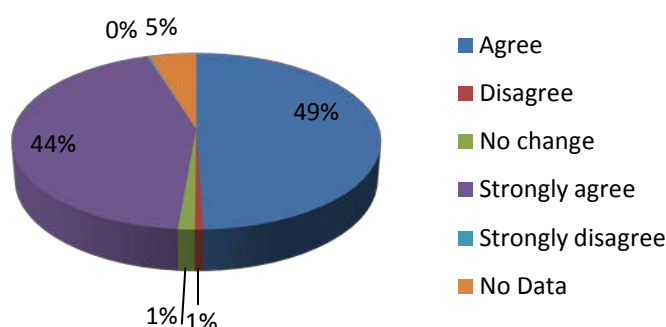
## 6. Impact of APTC

### 6.1 Professional Development

Graduates were asked to provide their assessment of their professional development as a result of undergoing training with APTC. Graduates were given a scale: *Strongly Disagree*, *Disagree*, *No Change*, *Agree* and *Strongly Agree*, and asked to choose the option that best described their opinions on the 8 statements that were listed for this section. The summary of the responses received for each statement and the respective graphical representations is provided below.

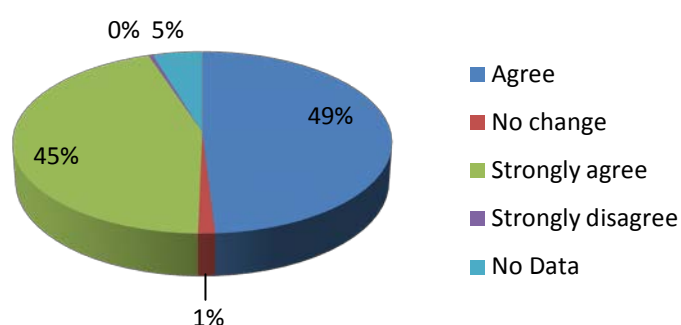
#### 6.1.1 Graduates have full understanding of requirements as an employee in terms of industry standards after studying with APTC.

Response	Frequency
Agree	230
Strongly agree	203
No Data	22
No change	6
Disagree	3
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



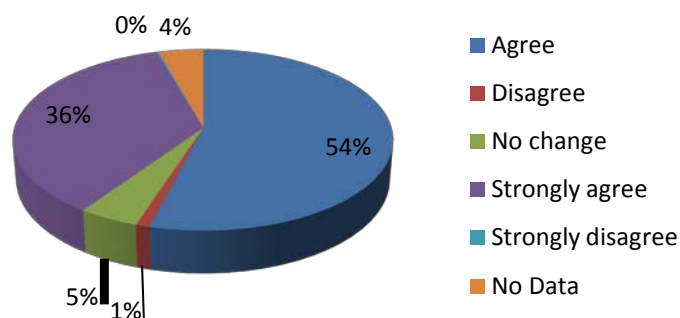
#### 6.1.2 Graduates able to work to industry standards after studying at APTC.

Response	Frequency
Agree	228
Strongly agree	207
No Data	22
No change	6
Strongly disagree	2
<b>Grand Total</b>	<b>465</b>



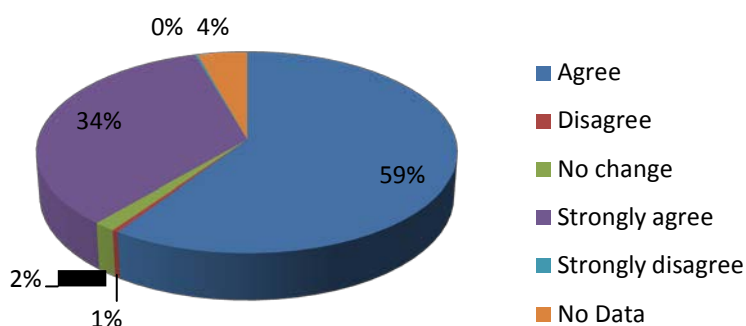
### 6.1.3 Graduates able to use current technology in workplace tasks after APTC training.

Response	Frequency
Agree	251
Strongly agree	167
No change	21
No Data	20
Disagree	5
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



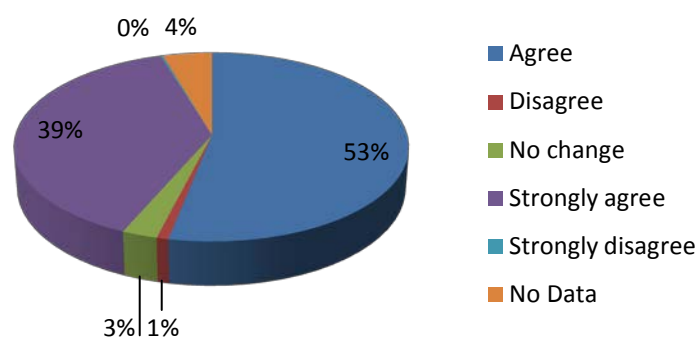
### 6.1.4 Graduates fluent in relevant technical vocabulary after APTC training

Response	Frequency
Agree	276
Strongly agree	159
No Data	20
No change	7
Disagree	2
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



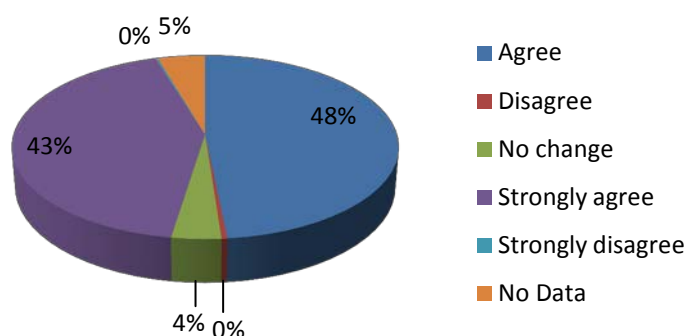
### 6.1.5 Graduates are able to complete all tasks required of them after APTC training.

Response	Frequency
Agree	247
Strongly agree	180
No Data	21
No change	12
Disagree	4
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



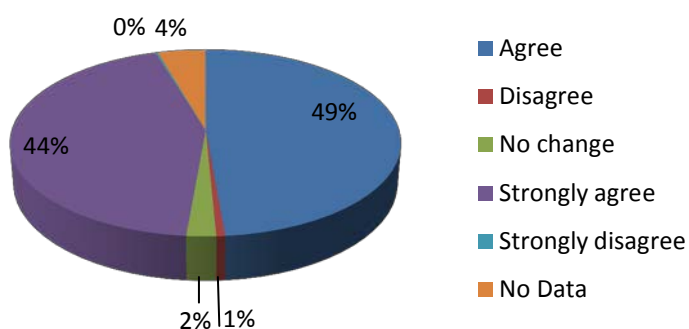
**6.1.6 Graduates are able to work effectively with minimal supervision after APTC training.**

Response	Frequency
Agree	225
Strongly agree	199
No Data	21
No change	17
Disagree	2
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



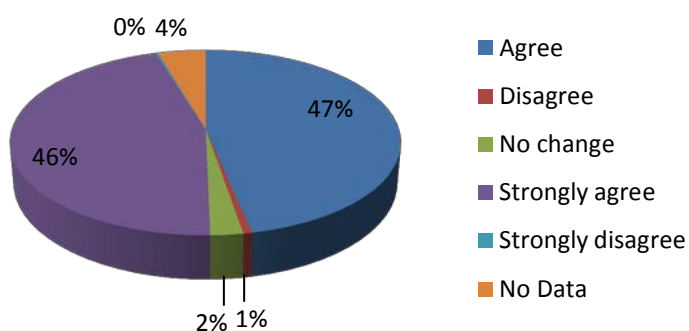
**6.1.7 Graduates are able to take increased responsibility after APTC training.**

Response	Frequency
Agree	226
Strongly agree	204
No Data	21
No change	10
Disagree	3
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



**6.1.8 Graduates are able to communicate effectively with colleagues after APTC training.**

Response	Frequency
Agree	217
Strongly agree	212
No Data	21
No change	11
Disagree	3
Strongly disagree	1
<b>Grand Total</b>	<b>465</b>



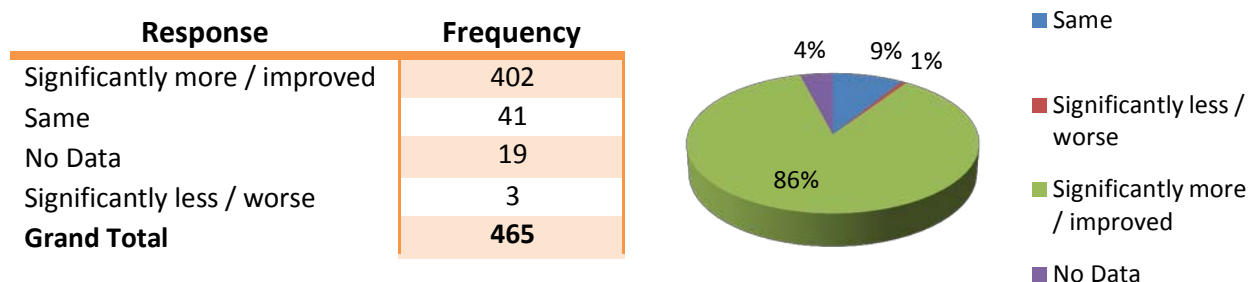
**Professional Development Results:**

- ✓ 93% fully understand requirements of an employee in terms of industry standards.
- ✓ 94% are able to work to industry standards.
- ✓ 90% are able to use current/latest technology in workplace tasks.
- ✓ 93% are fluent in relevant technical vocabulary.
- ✓ 92% are able to complete all allocated tasks.
- ✓ 91% can work effectively with minimal supervision.
- ✓ 93% are able to take on increased responsibilities.
- ✓ 93% are able to communicate effectively with supervisors and co-workers.

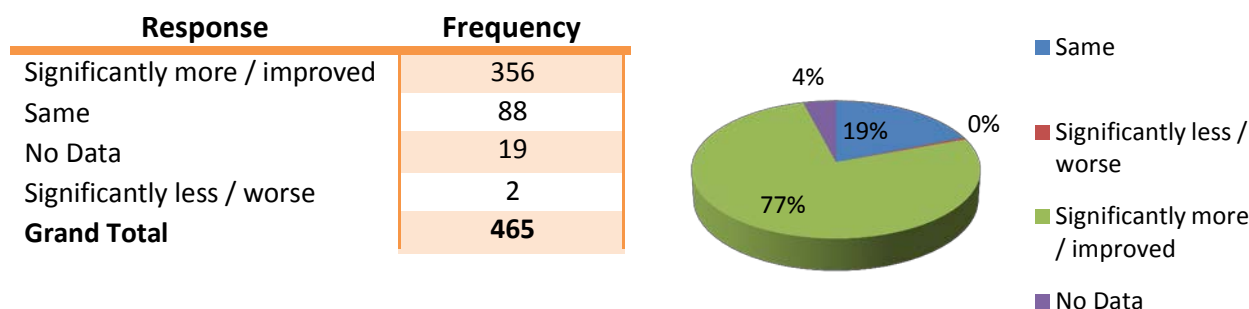
## 6.2 Personal Development

Graduates were asked to assess the degree of change in workplace attitude and work ethics since the completion of their courses. They were provided a rating scale of 'Significantly Less', 'Same' and 'Significantly More' to choose from. The summary of the responses received for each statement and the respective graphical representations are provided below.

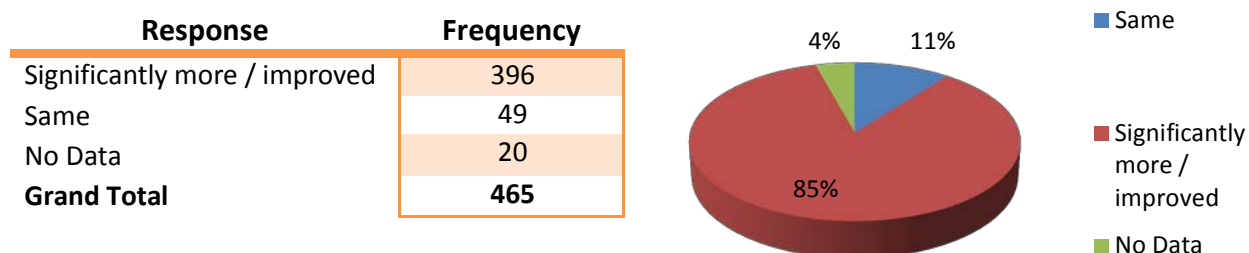
### 6.2.1 Motivation and Self-initiative



### 6.2.2 Punctuality

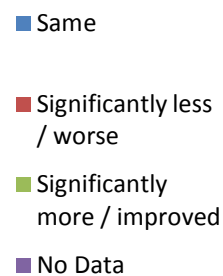
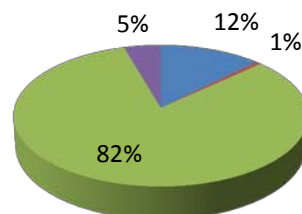


### 6.2.3 Self Responsibility



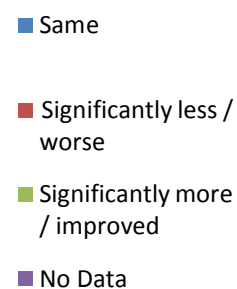
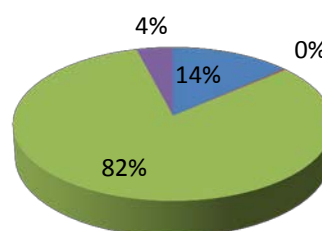
### 6.2.4 Reliability

Response	Frequency
Significantly more / improved	383
Same	58
No Data	21
Significantly less / worse	3
<b>Grand Total</b>	<b>465</b>



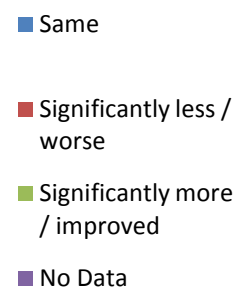
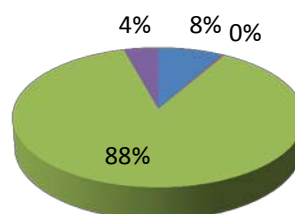
### 6.2.5 Professional Appearance (Dress & Hygiene)

Response	Frequency
Significantly more / improved	382
Same	63
No Data	19
Significantly less / worse	1
<b>Grand Total</b>	<b>465</b>



### 6.2.6 Level of Self-confidence

Response	Frequency
Significantly more / improved	406
Same	38
No Data	20
Significantly less / worse	1
<b>Grand Total</b>	<b>465</b>



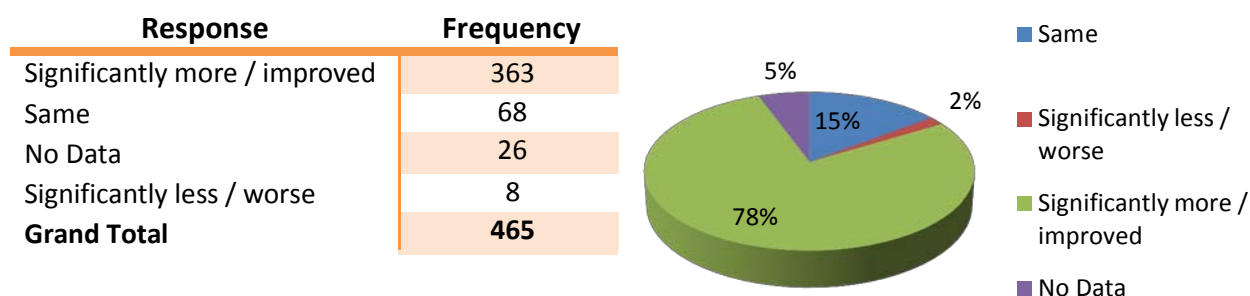
#### Personal Development Results:

- ✓ 86% have experienced improved motivation and self-initiative.
- ✓ 77% have improved their punctuality to work.
- ✓ 85% have experienced improved levels of self-responsibility.
- ✓ 82% feel they have become more reliable.
- ✓ 82% have improved their professional appearances (dress & hygiene).
- ✓ 88% have experienced a surge in their self-confidence.

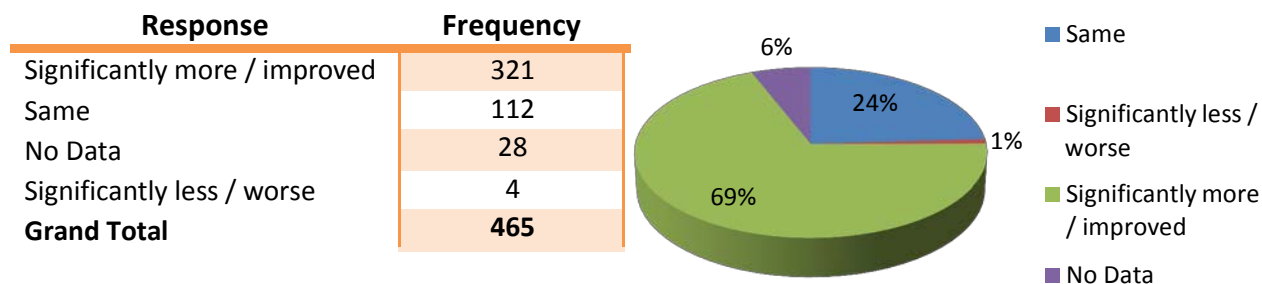
### 6.3 Income and Employment

Graduates were asked to assess the degree of change in their income and employment conditions since the completion of their courses. They were provided a rating scale of 'Significantly Less', 'Same' and 'Significantly More' to choose from. The summary of the responses received for each statement and the respective graphical representations are provided below.

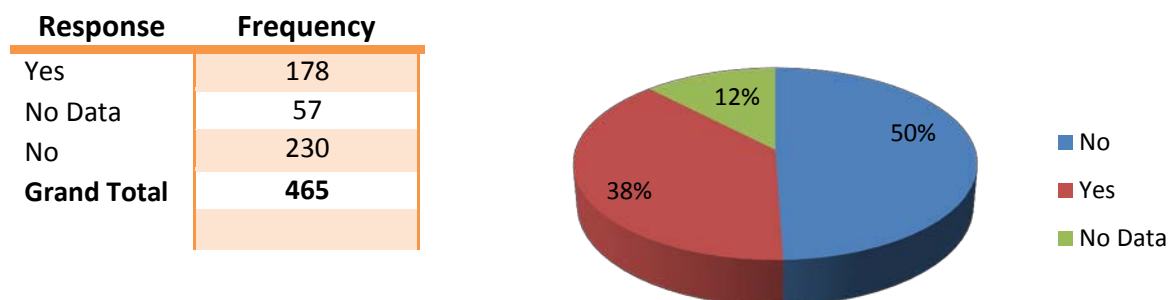
#### 6.3.1 Employment Prospects



#### 6.3.2 Current Employment Position



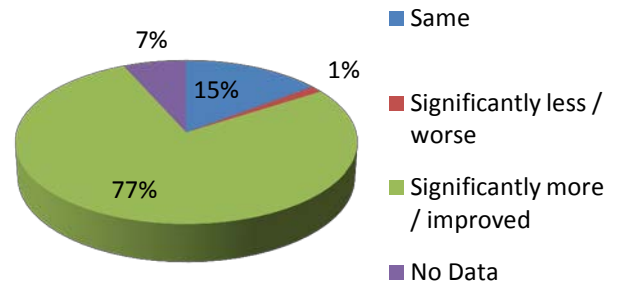
#### 6.3.3 Any promotion after graduation?





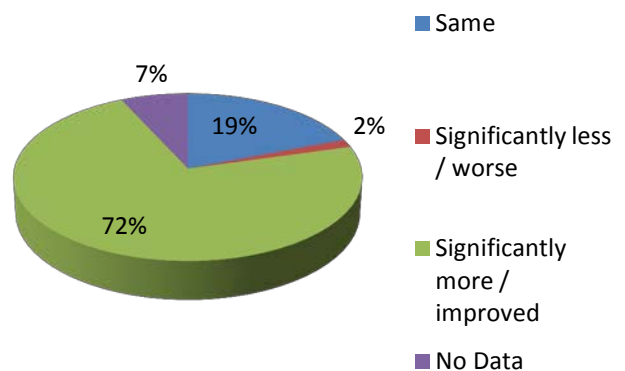
### 6.3.4 Job Ease and Satisfaction

Response	Frequency
Significantly more / improved	360
Same	68
No Data	31
Significantly less / worse	6
<b>Grand Total</b>	<b>465</b>



### 6.3.5 Current Sense of Job Security

Response	Frequency
Significantly more / improved	337
Same	89
No Data	32
Significantly less / worse	7
<b>Grand Total</b>	<b>465</b>



#### Income and Employment Results:

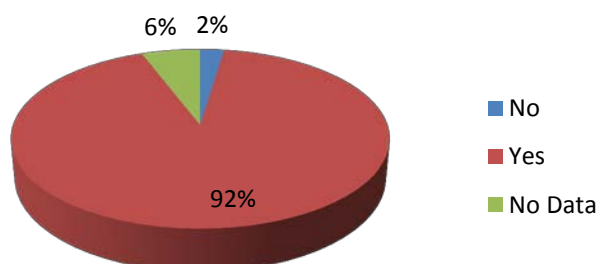
- ✓ 78% believe that their employment prospects have improved.
- ✓ 69% have had an improvement in their position since graduation.
- ✓ 38% have been promoted after graduation.
- ✓ 77% feel more at ease in their jobs and enjoy better job satisfaction.
- ✓ 72% feel they have better job security after training with APTC.

## 7. Comments and Suggestions

Graduates were asked to comment on various questions regarding the course they undertook, their satisfaction with APTC training, etc. The results are summarized below; free text comments can be viewed in 'Annex A'.

### 7.1 Did APTC course provide essential skills & knowledge required by employers & industry?

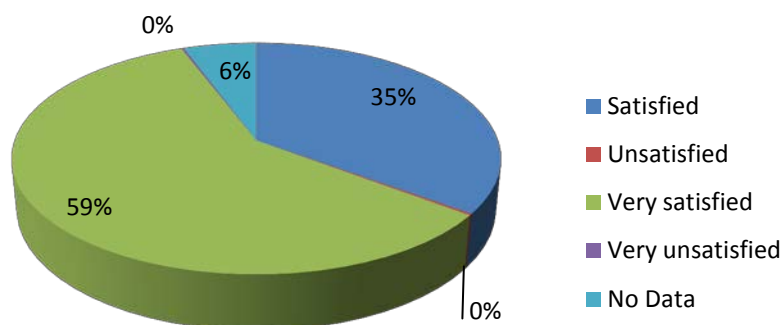
Response	Frequency
Yes	427
No Data	27
No	11
<b>Grand Total</b>	<b>465</b>



92% of the graduates that took part in the survey felt that the APTC course that they attended had provided the necessary knowledge and skills required by their employers and the industry (see Annex A for free text comments on this question).

### 7.2 Overall satisfaction with APTC course completed.

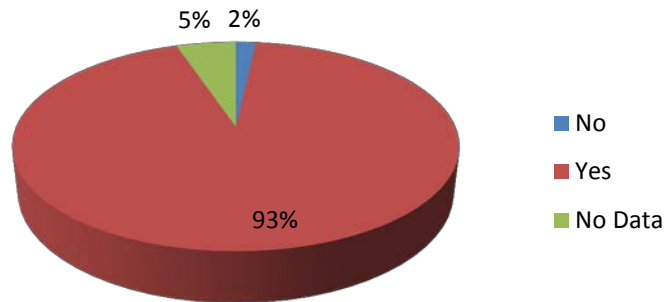
Response	Frequency
Satisfied	163
Unsatisfied Very satisfied Very	1
unsatisfied No	274
Data	1
<b>Grand Total</b>	<b>465</b>



✓ 94% of APTC graduates have rated their overall satisfaction level with their respective APTC courses as either very satisfied (59%) or satisfied (35%).

### 7.3 Would you undertake another APTC course in future?

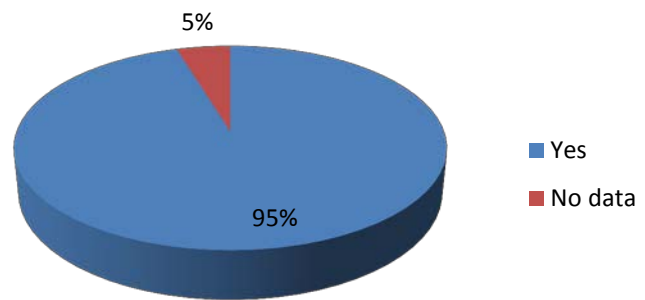
Response	Frequency
No	8
Yes	433
No Data	24
<b>Grand Total</b>	<b>465</b>



93% of the graduates feel that they will undertake another APTC course in future. See Annex A for free text comments on the reasons why they would like to undertake other APTC courses in future.

### 7.3 Would you recommend APTC courses to other people?

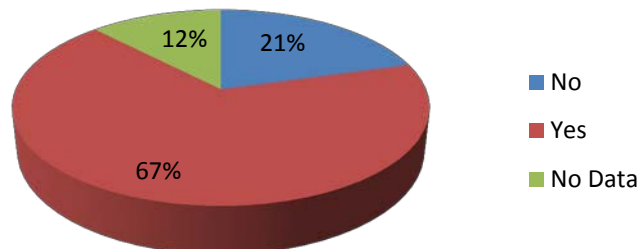
Response	Frequency
Yes	224
No data	11
<b>Grand Total</b>	<b>235</b>



95% of the graduates indicated that they would indeed recommend APTC courses to other people. See Annex A for free text comments on this question.

### 7.4 Contribution to formal/informal training of colleagues and co-workers at work

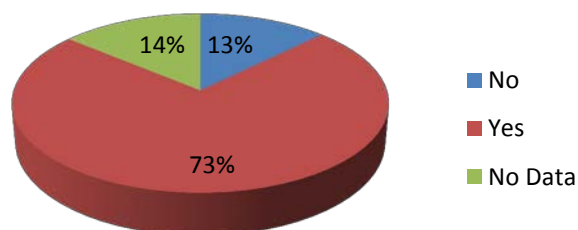
Response	Frequency
No	96
Yes	312
No Data	57
<b>Grand Total</b>	<b>465</b>



67% of the graduates had contributed in some capacity to the training of their colleagues and co-workers after graduating from APTC. See Annex A for free text comments on this question.

## 7.5 Introduction of new, more efficient workplace practices to replace traditional methods.

Response	Frequency
No	59
Yes	341
No Data	65
<b>Grand Total</b>	<b>465</b>



73% of the graduates have had an opportunity to introduce new and more efficient workplace practices to replace traditional practices in their respective organizations. See Annex A for explanations of the new practices that were introduced and other comments.

## 8. Conclusions

- APTC graduates have high employability as indicated by 89% of the graduates being in some form of employment at the time of the survey.
- Finding new employment is easier through APTC certification; 29% of the graduates had found new employment within a year of graduating from APTC.
- APTC had helped its students develop professionally; shown by the high percentages of agreement with APTC training resulting in ability to meet industry standards, use of latest technology, use of technical vocabulary, operating effectively under minimal supervision, taking on additional responsibilities and improved and effective communication at work.
- APTC has also helped its students develop personally in terms of motivation, self-initiative, punctuality, self-responsibility, reliability, appearance, hygiene and self-confidence; shown by high levels of agreement in the 'personal development' section.
- Furthermore, APTC has significantly enhanced its students' income and employment prospects resulting in promotions, better job security and job satisfaction after graduation.
- Overall, APTC courses are proving to be very popular with its graduates as indicated by the extraordinarily high 94% overall satisfaction rating given by its graduates

