

Where are the Middle East's Fresh Graduates Heading ?

August 2010

Demographic Background

Objective:

To understand the role education plays in shaping future career

Respondent Profile:

Students and Fresh Graduates

Aged 18+ years

Nationalities

Local, Arab Expats, Western Expats, Asians Expats

Country of Residence

GCC: UAE, KSA, Kuwait, Oman, Qatar, Bahrain*

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Algeria, Tunisia

Pakistan

(*Low sample)

Methodology:

Online data collection was done between 25th July to 15th August 2010. The total number of respondents achieved was 5996.

Summary 1/2

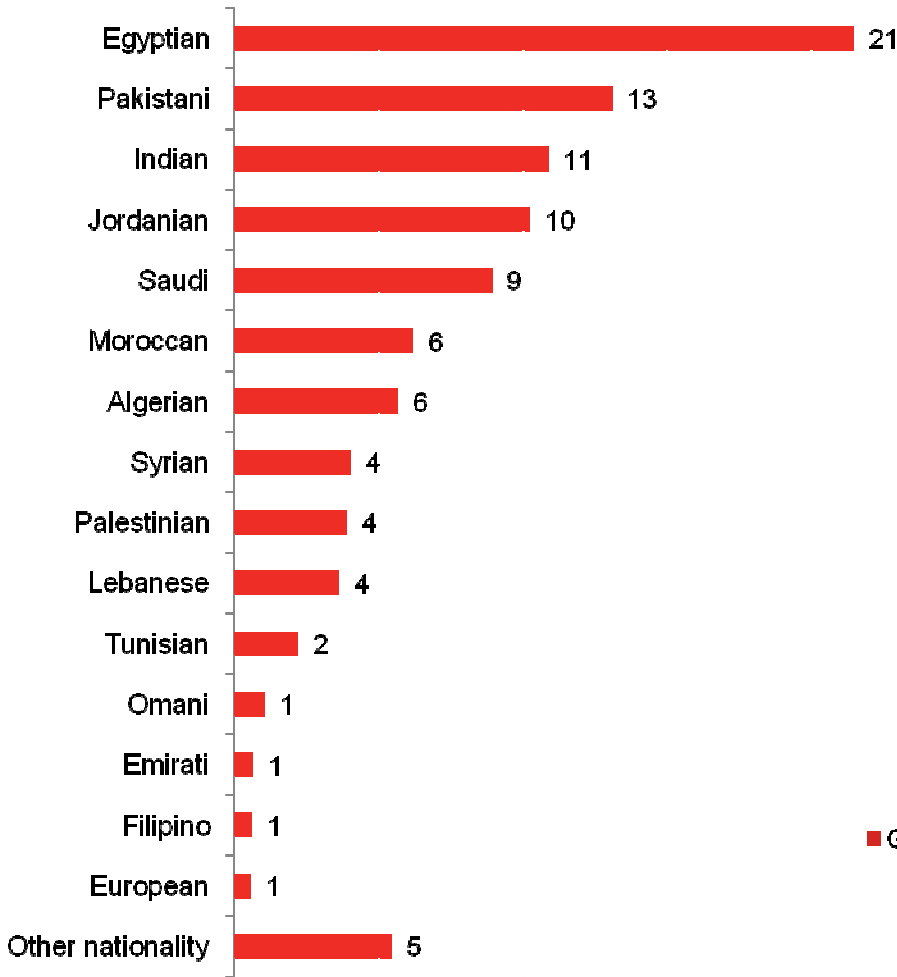
- 40% of the total respondents are extremely satisfied with the quality of college education they have received/ are receiving. Respondents from Pakistan (86%) & Lebanon (83%) report higher level of satisfaction.
- Only 43% of respondents believe that their educational background has prepared them to target their industry of choice. This sentiment is strong in Pakistan (69%), Qatar (55%), and UAE (51%).
- Banking, IT, and Engineering are the top 3 industries that are most appealing to respondents from a career point of view.
- In terms of hiring, respondents feel that Banking, IT, and Education Institutions are the best.
- 72% of the respondents claim they would like pursue further education. Top countries that they would consider going to for education are UK, US, and Canada.
- 4 out of 10 respondents (currently employed) claim that they found a job within 3 months of completing their education.
- Most of the respondents who are either unemployed currently or are still studying are not sure of the time they would take find a job.
- 77% of the respondents would consider relocating to another country for their job. Most preferred countries of relocation are UAE followed by Saudi Arabia, Qatar and Kuwait.

Summary 1/2

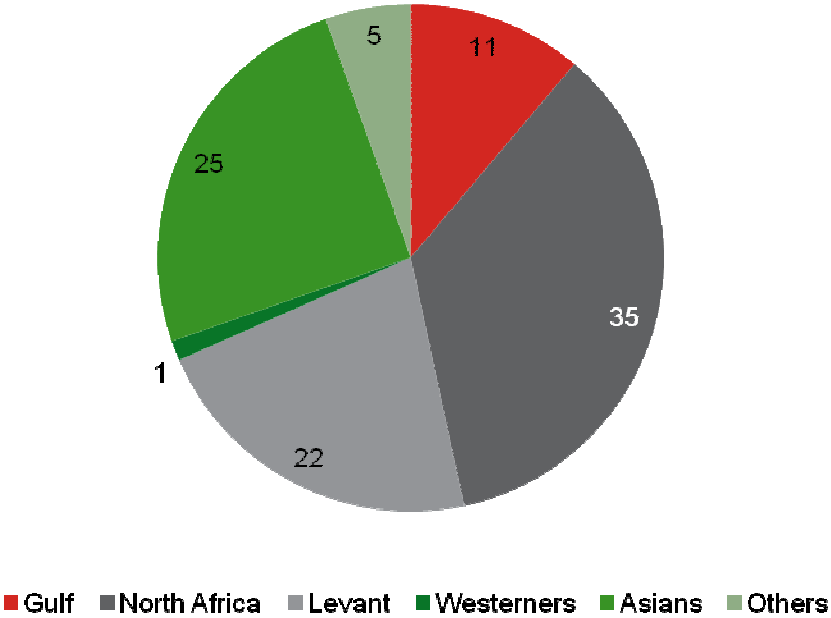
- A majority (65%) of respondents would consider setting up their own business in the future. Higher consideration is seen amongst respondents of Syria (81%) followed by Oman (78%)
- 70% of the respondents claim their colleges/ universities did not provide suitable job opportunities.
- Of those who received some assistance, they were offered through job announcements, career fairs, and open days.
- 67% of respondents are optimistic that today's generation has more career and education opportunities than their parent's generation.

Demographics

Nationality



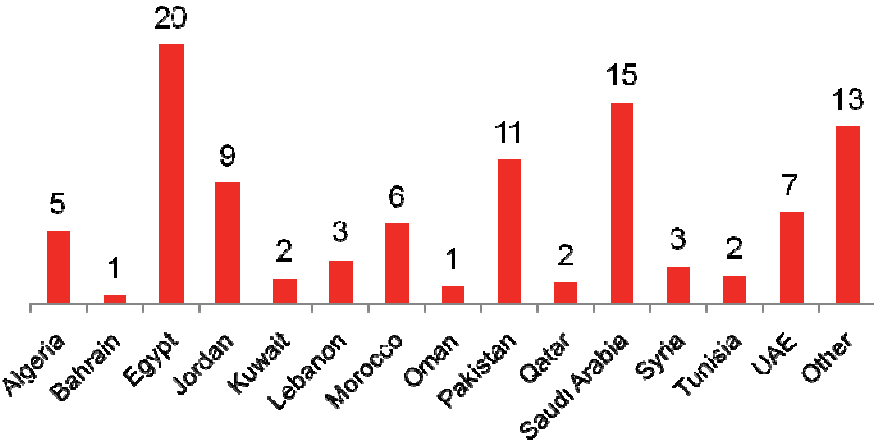
Nationality Groups



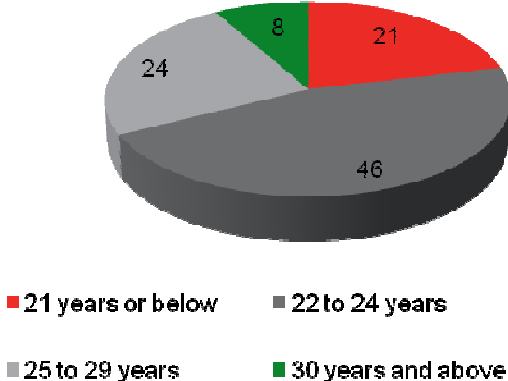
Base: All (5996)

Demographics

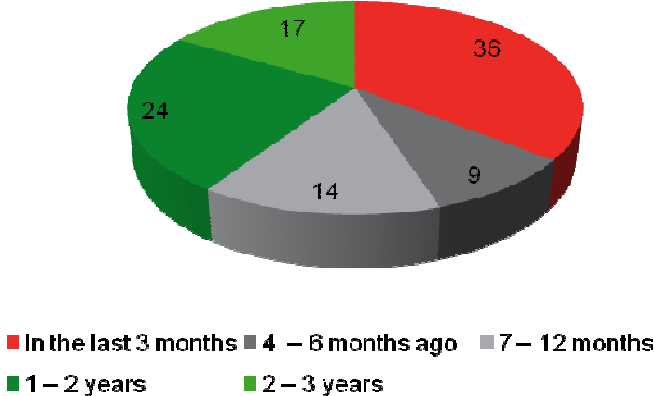
Country of Residence



Age Groups



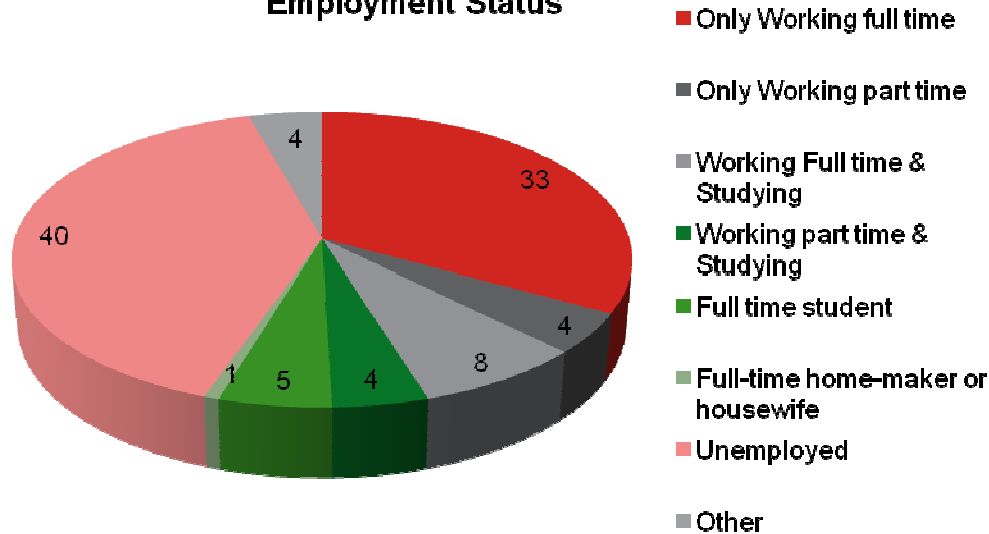
Recent qualifications



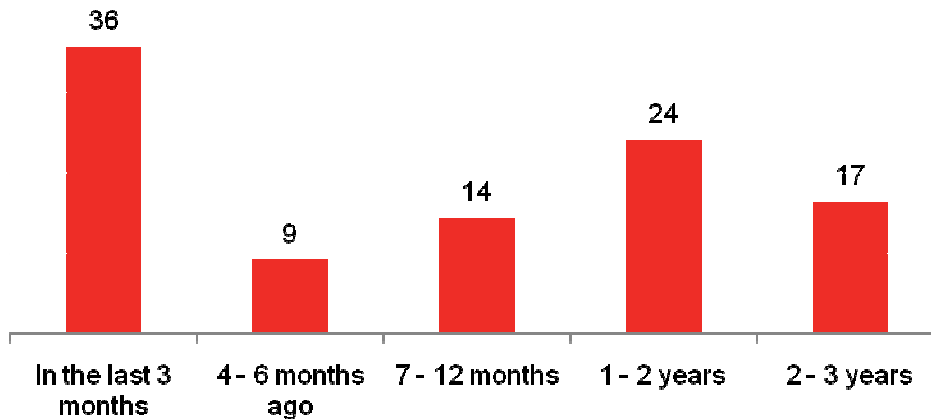
Base: All (5996)

Demographics

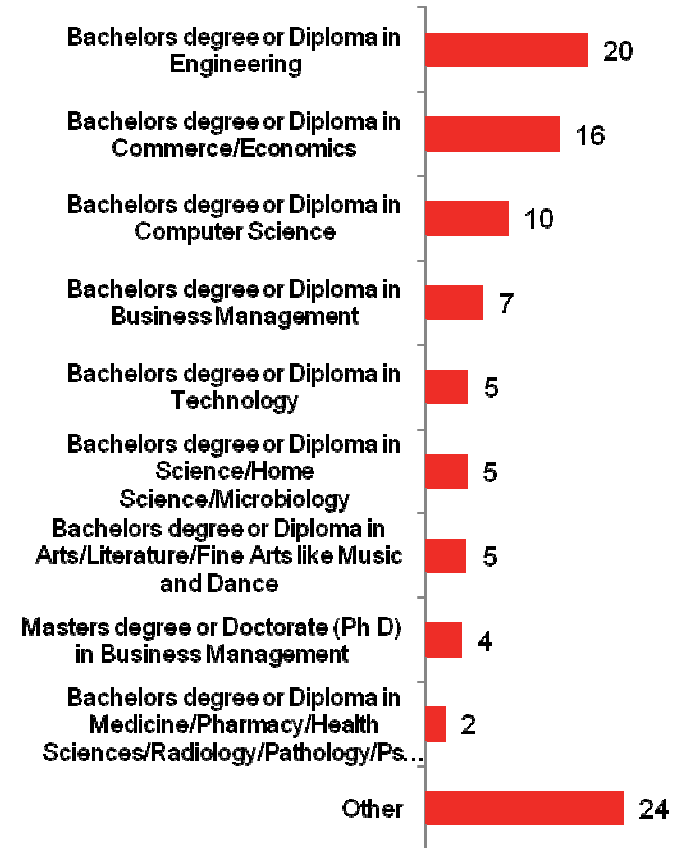
Employment Status



Completion Of Education Qualifications



Top 10 degrees

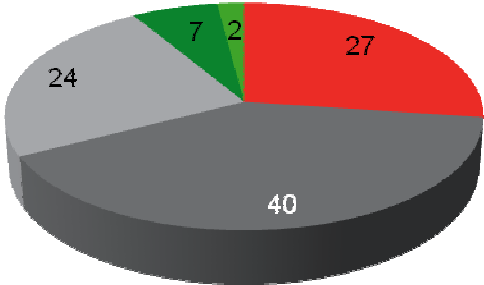


Base: All (5996)

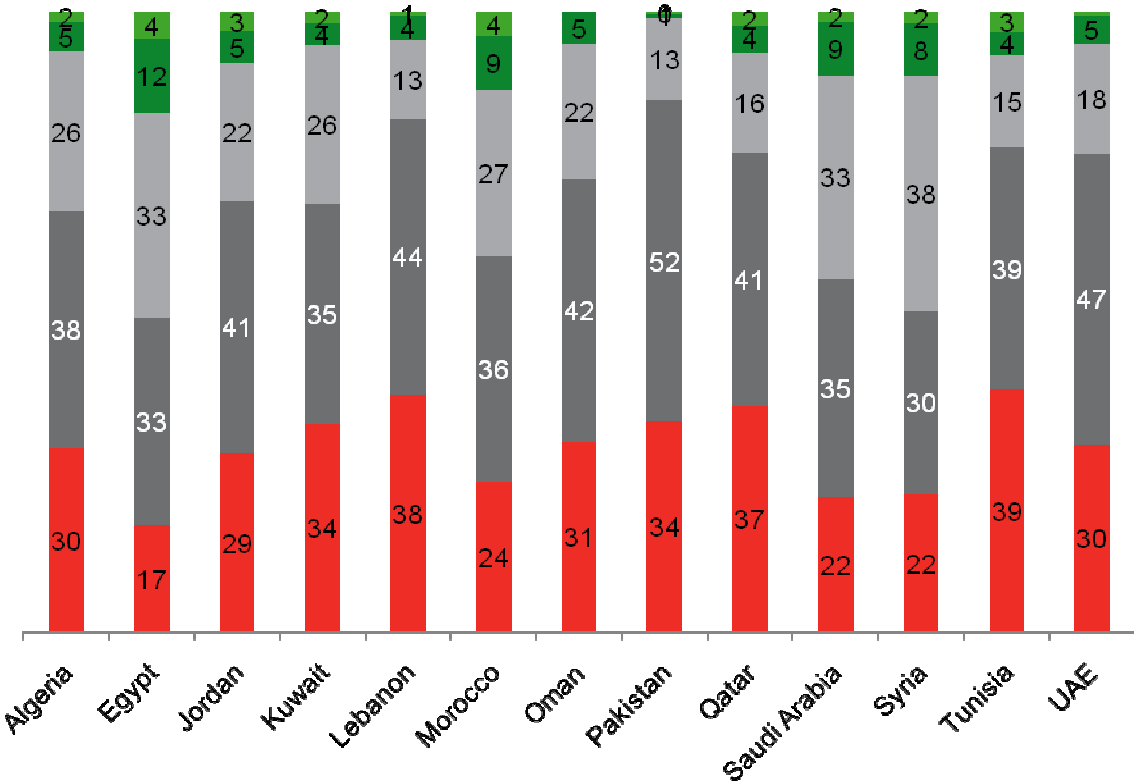
Level of Satisfaction with Education

- 67% of respondents were satisfied with the quality of college education they have received/ are receiving.
- Respondents from Pakistan (86%) & Lebanon (83%) report higher level of satisfaction.
- While, Egypt (51%) and Syria (52%) have the lowest level of satisfaction.

Satisfaction Of Education



- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Dissatisfied
- Very Dissatisfied



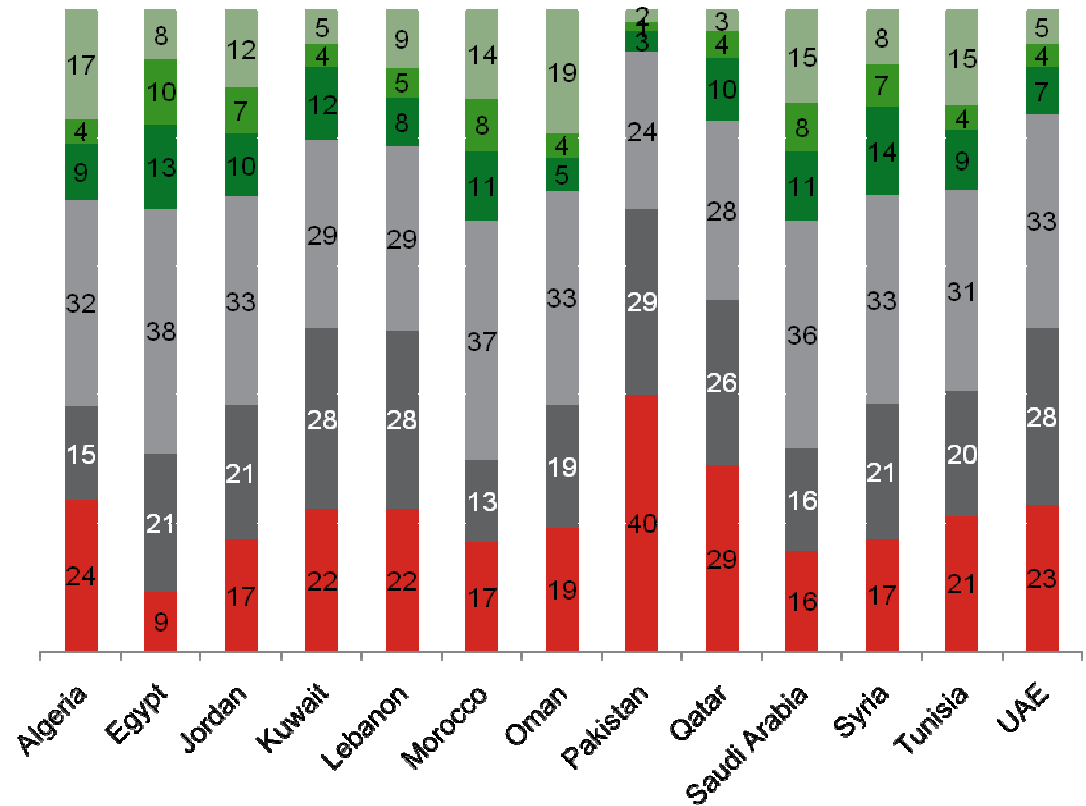
Base: All (5996)

Impact of Education on Career Development

- 43% of respondents believe that their educational background has prepared them to target their industry of choice.
- This sentiment is strong in Pakistan (69%), Qatar (55%), and UAE (51%).



- Yes, completely
- Yes, to a large extent
- Yes, but only to some extent
- No, hardly
- No, not at all
- Don't know/can't say

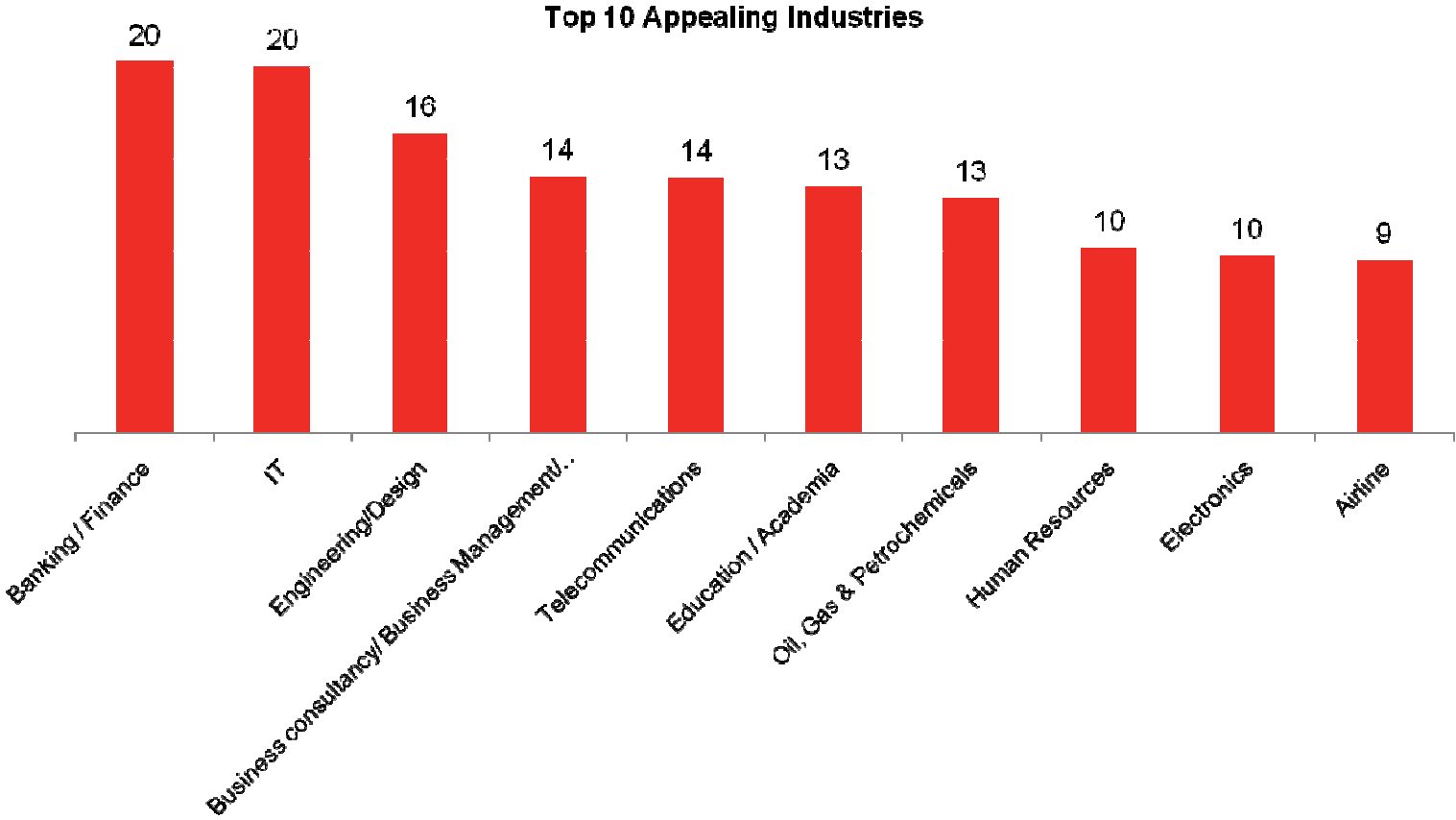


Q. Do you think your educational background has prepared you to target your industry of choice?

Base: All (5996)

Most Appealing Industries

The top 3 industries that are most appealing to respondents from a career point of view are Banking, IT, and Engineering.



Q. Which of the following industries are most appealing to you from a career point of view?
(PLEASE SELECT UP TO 3)

Base: All (5996)

Base: All :5996

Top 10 Appealing Industries – By Country

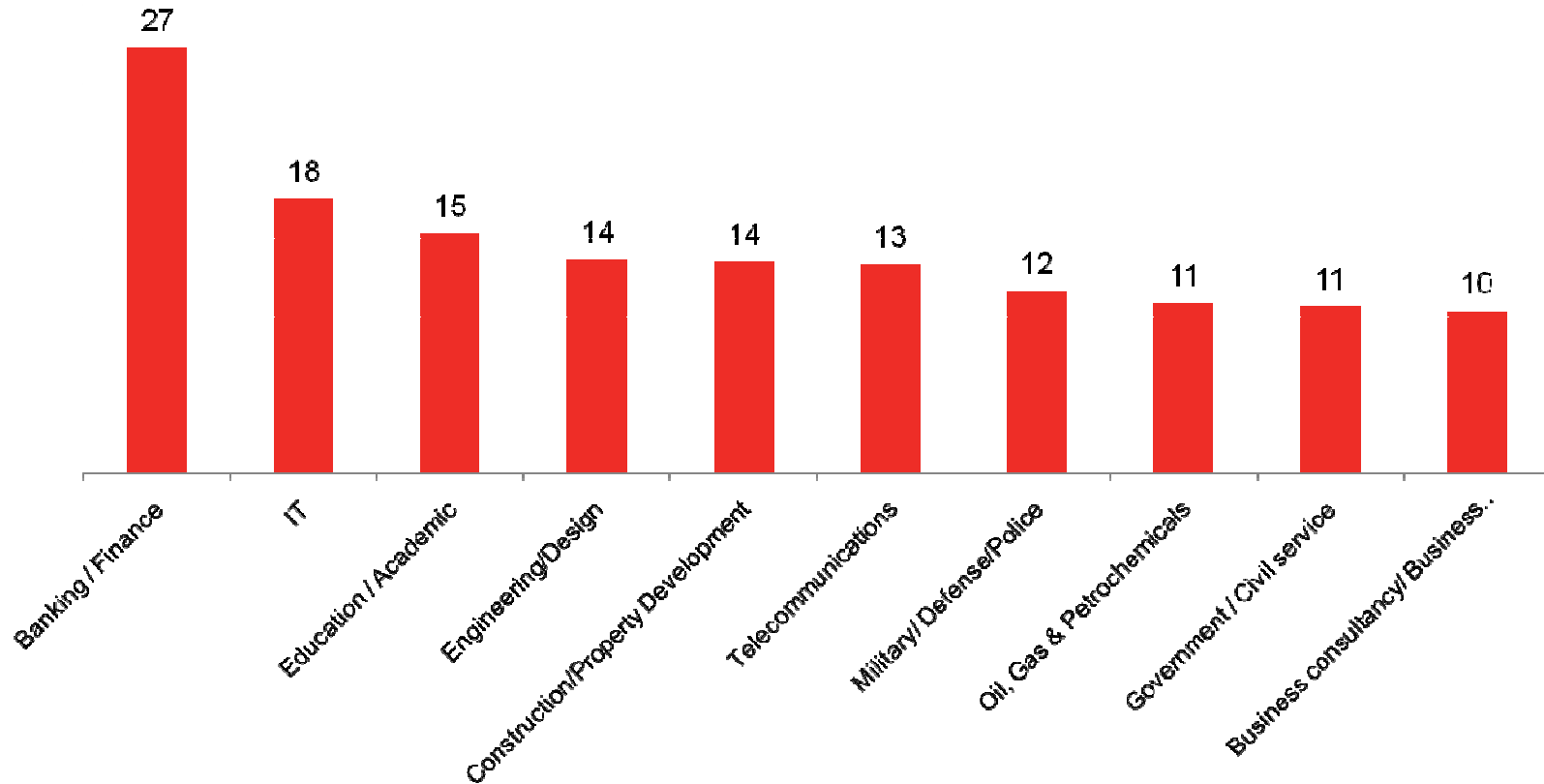
	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
Banking / Finance	20	8	18	17	27	24	15	12	32	19	23	21	16	22
Information Technology	20	11	19	25	16	21	22	23	16	19	19	27	9	21
Engineering/Design	16	13	19	20	17	17	7	23	17	15	15	17	11	16
Business / Management Consulting	14	11	12	13	20	20	13	10	16	11	14	16	16	14
Telecommunications	14	11	13	14	13	13	9	27	15	11	17	20	11	14
Education	13	15	10	20	13	19	12	10	13	13	12	20	20	10
Oil, Gas & Petrochemicals	13	23	16	3	9	5	2	26	18	20	12	8	16	13
Human Resources	10	6	10	10	12	14	9	12	9	10	14	10	3	14
Electronics	10	15	9	12	8	7	11	13	7	10	11	16	10	8
Airline	9	9	10	10	9	5	8	10	10	5	12	7	11	10

**Q. Which of the following industries are most appealing to you from a career point of view?
(PLEASE SELECT UP TO 3)**

Top Recruitment Industries

- The overall top 3 industries hiring the most are Banking, IT, and Education Institutions.

Top 10 Industries Hiring



Q. Which 3 industries in your country of residence seem to be hiring the most?
(PLEASE SELECT UP TO 3)

Base: All :5996

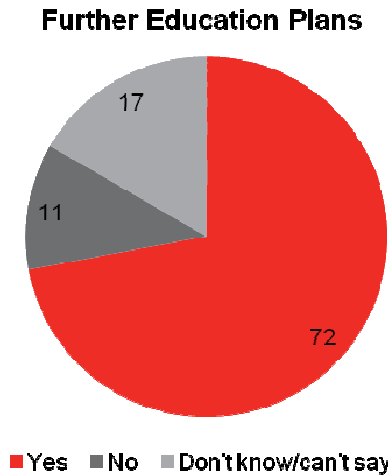
Top 10 Recruitment Industries

	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
Banking / Finance	27	10	19	34	37	37	20	23	43	29	25	30	18	29
Information Technology	18	3	16	17	20	13	17	12	21	15	11	11	12	18
Education	15	18	8	29	15	20	17	15	16	13	15	28	19	10
Engineering/Design	14	8	16	16	15	14	6	22	15	14	13	8	9	15
Construction/Property Development	14	23	13	12	12	12	24	12	6	24	11	13	9	21
Telecommunications	13	10	15	7	15	9	14	9	17	6	14	15	17	12
Military/Defense/Police	12	38	6	19	8	6	13	15	4	4	17	14	14	10
Oil, Gas & Petrochemicals	11	31	9	1	25	1	1	26	10	34	18	4	5	16
Government / Civil service	11	16	7	10	11	6	7	18	15	10	15	12	10	11
Business / Management Consulting	10	6	8	12	12	21	9	13	14	16	7	4	9	15

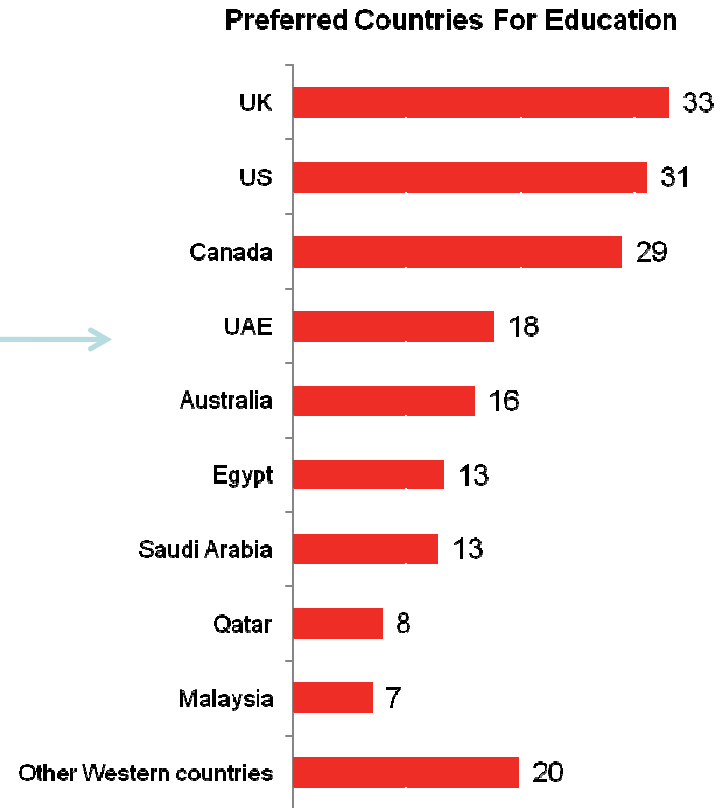
**Q. Which 3 industries in your country of residence seem to be hiring the most?
(PLEASE SELECT UP TO 3)**

Seeking Further Education Opportunities

- Majority of respondents (72%) are looking into opportunities for further education. Moreover, respondents consider going to UK, US, and Canada the most for further education.



Base: All :5996



Q. Are you looking into opportunities for further education?
Q. In which countries would you consider going for further education?

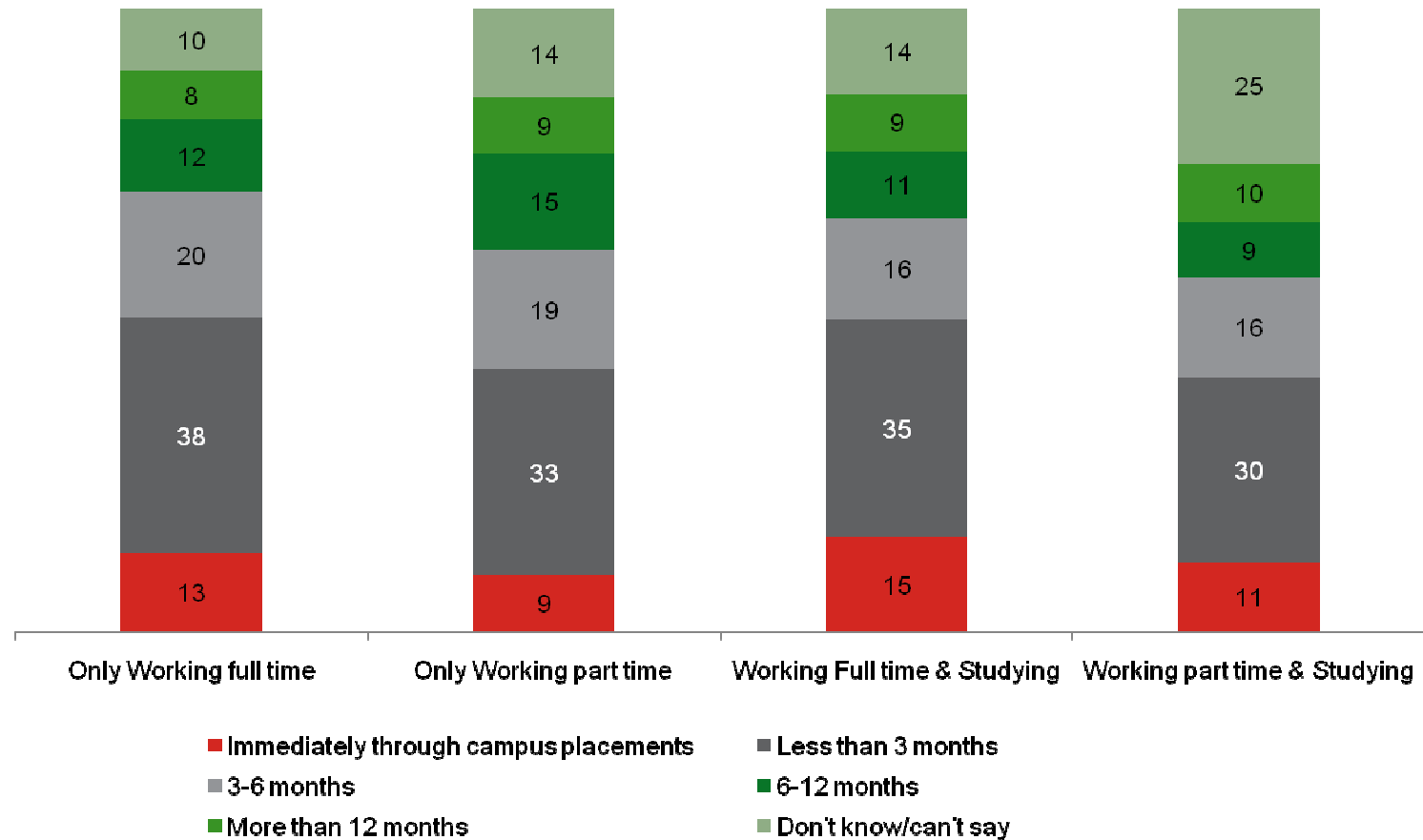
Base: Those who are looking into opportunities for further education :4320

Preferred Countries For Education

	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	276	876	389	84	132	268	67	478	67	719	124	89	287
UK	29	30	41	27	23	19	43	47	24	32	33	27	37
US	28	37	38	31	26	22	24	23	21	34	28	25	29
Canada	46	24	28	21	25	42	15	34	24	26	26	44	24
Other Western/ European countries	29	24	18	13	25	32	18	14	10	12	32	46	15
UAE	42	13	10	7	14	21	18	16	9	7	23	22	43
Australia	9	9	19	15	10	7	22	35	25	18	10	11	17
Egypt	1	45	6	8	1	3	7	3	3	10	7	0	5
Saudi Arabia	23	7	7	1	7	12	1	14	4	28	10	11	2
Qatar	36	4	4	5	10	12	12	4	46	2	10	10	2
Malaysia	5	3	6	0	0	2	9	10	9	12	9	1	8

Base: Those who are looking into opportunities for further education

Time Taken to Find First Job – Employed



Q. How long has it taken you to find your first job?

Base: Those working :2958

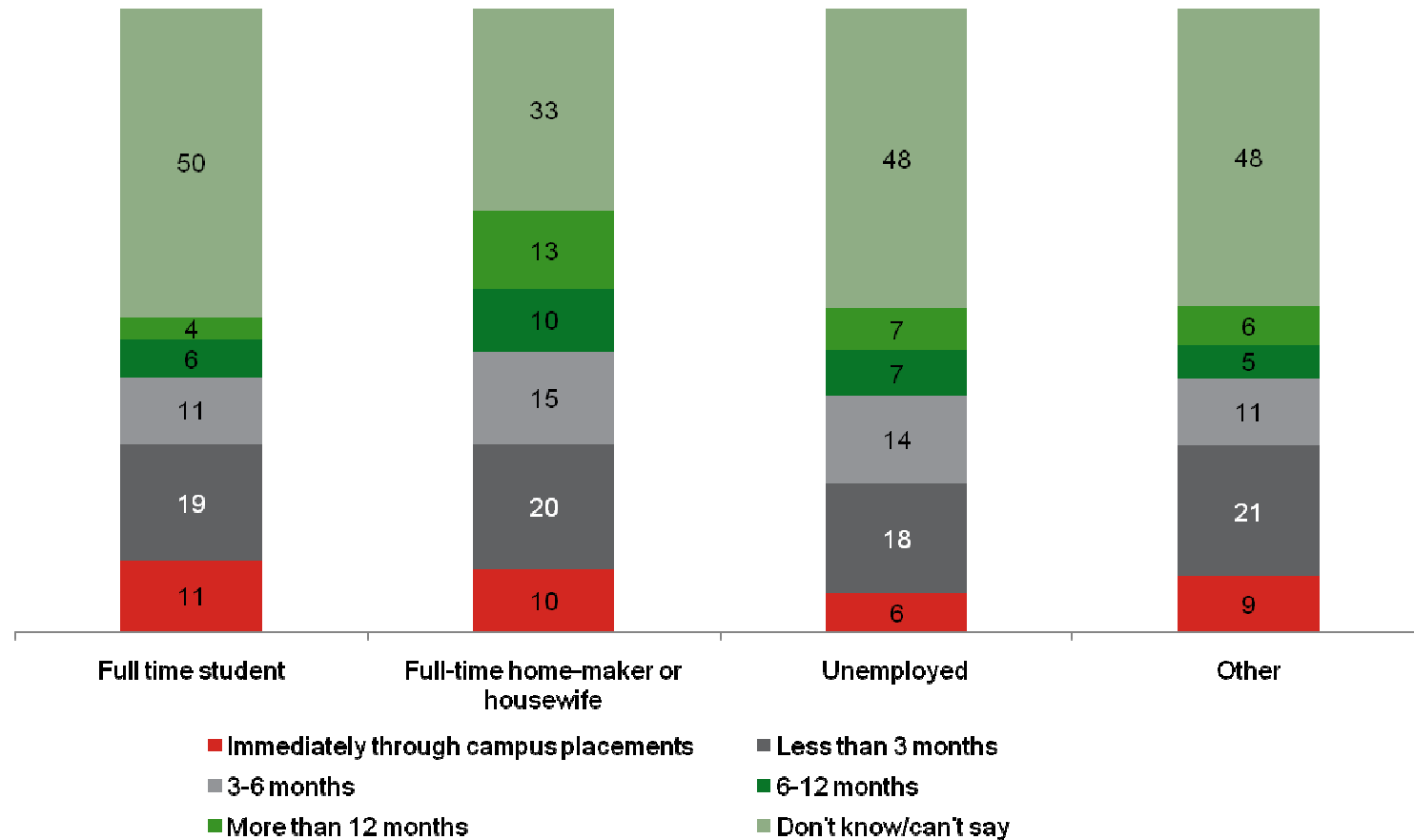
Time Spent in First Job – Employed



Q How long did you stay in your first job?

Base: Those working :2958

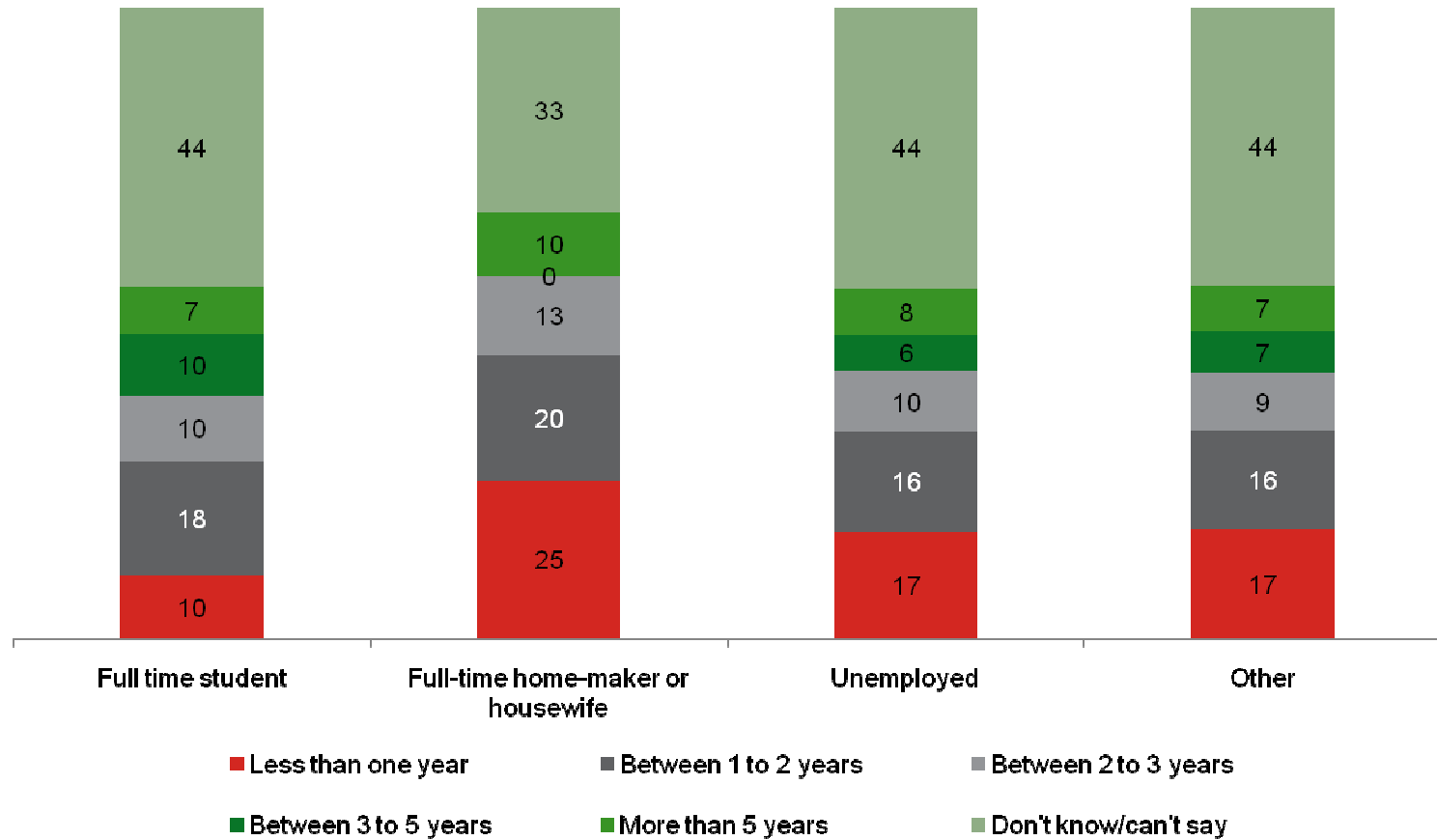
Time Expected to Find First Job – Unemployed



Q. How long do you think it will take you to find your first job?

Base: Those unemployed :3013

Time Expected to Spend in First Job – Unemployed



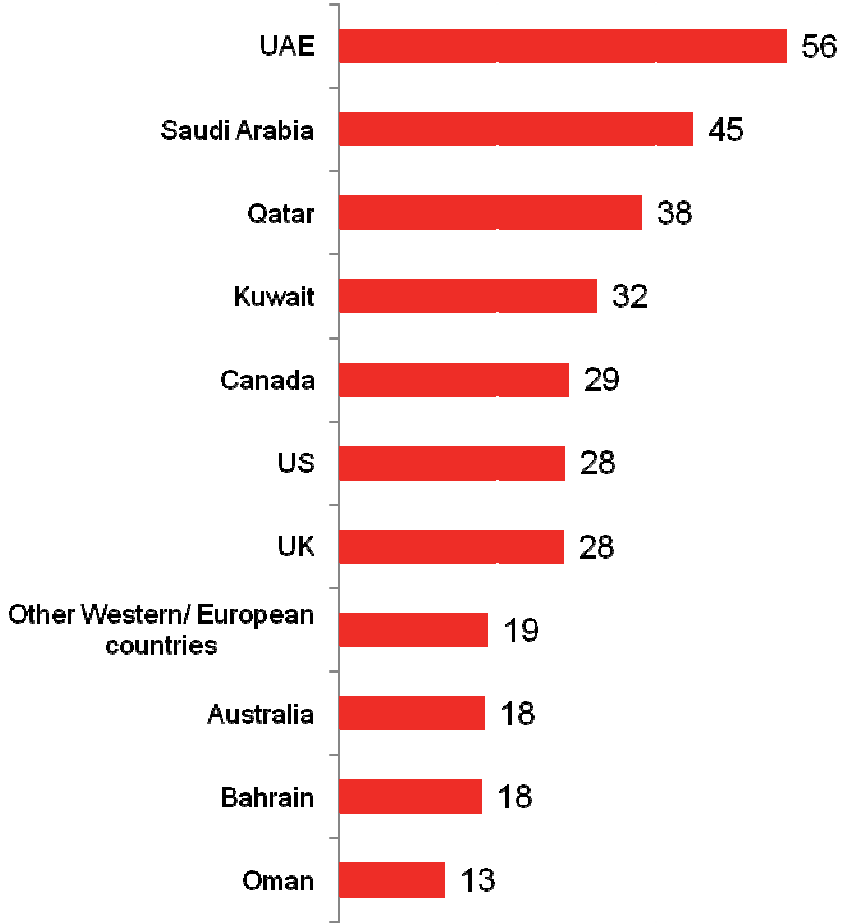
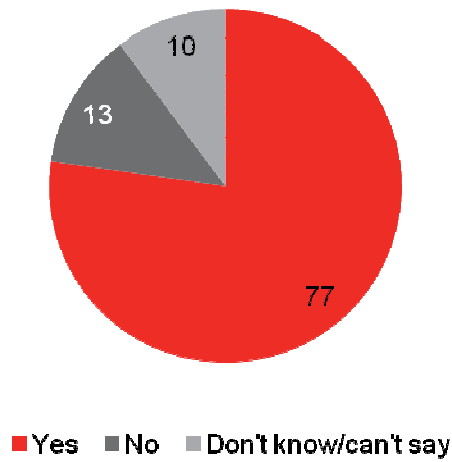
Q. How long do you see yourself staying in your first job?

Base: Those unemployed :3013

Most Favored Countries For Relocation

Majority of respondents (77%) consider relocation for employment purposes. Most preferred locations are UAE, followed by Saudi Arabia, Qatar and Kuwait.

Preferred Countries For Relocation



Q. Would you consider relocating for employment purposes?
Q. In which countries would you consider relocating to for employment purposes?

Base: Those who would consider relocating for employment purpose :4633

Most Favored Countries For Relocation

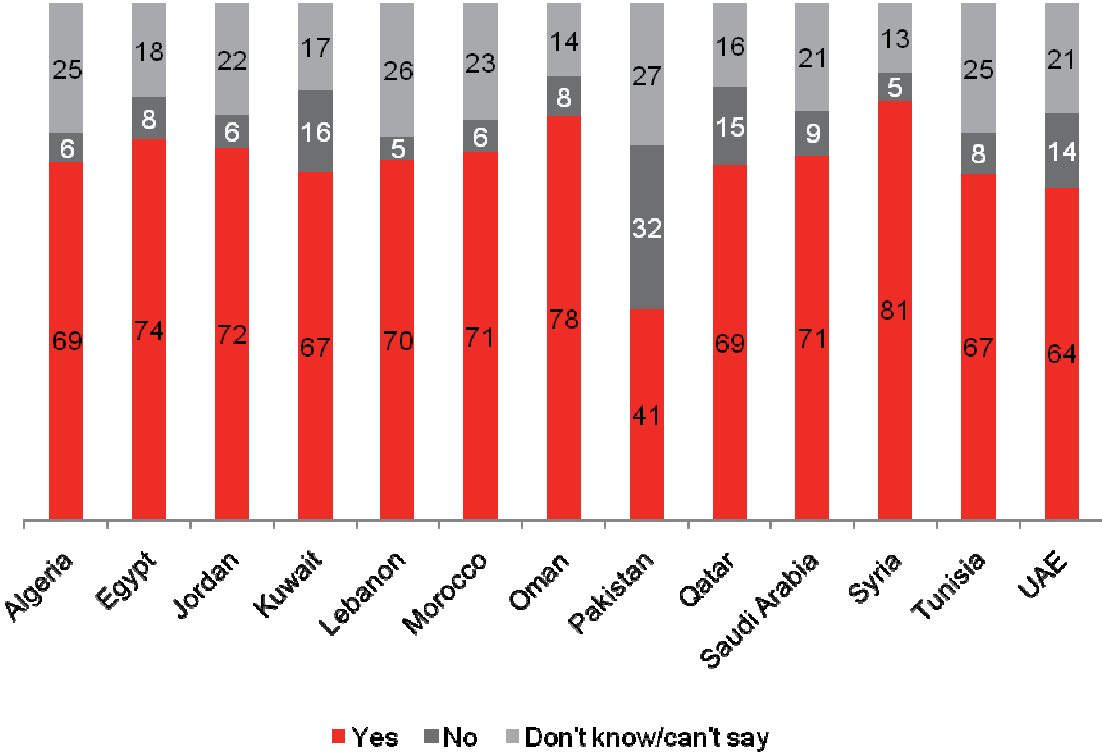
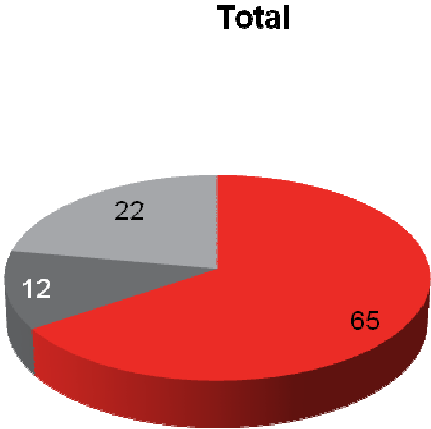
	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
UAE	56	69	57	63	30	53	50	62	57	39	43	63	74	57
Saudi Arabia	45	43	44	59	16	32	31	22	52	21	49	55	56	25
Qatar	38	58	33	43	22	53	31	66	27	52	32	52	61	33
Kuwait	32	27	40	45	46	31	19	28	36	29	24	36	39	16
Canada	29	45	24	21	30	29	41	16	39	27	22	16	39	34
US	28	30	31	31	32	28	33	19	24	19	23	18	22	29
UK	28	30	27	25	28	25	22	19	37	31	23	20	21	36
Other Western/ European countries	19	30	21	15	17	20	34	10	11	13	13	13	30	20
Australia	18	13	14	15	20	17	14	7	34	26	14	11	21	24
Bahrain	18	20	13	24	12	18	11	14	18	27	18	14	28	12

Q. In which countries would you consider relocating to for employment purposes?

Base: Those who would consider relocating for employment purpose :4633

Future Business Plans In Various Industries

- 65% of respondents are considering to set up their own business in the future.
- Higher consideration is seen amongst respondents of Syria (81%) followed by Oman (78%)

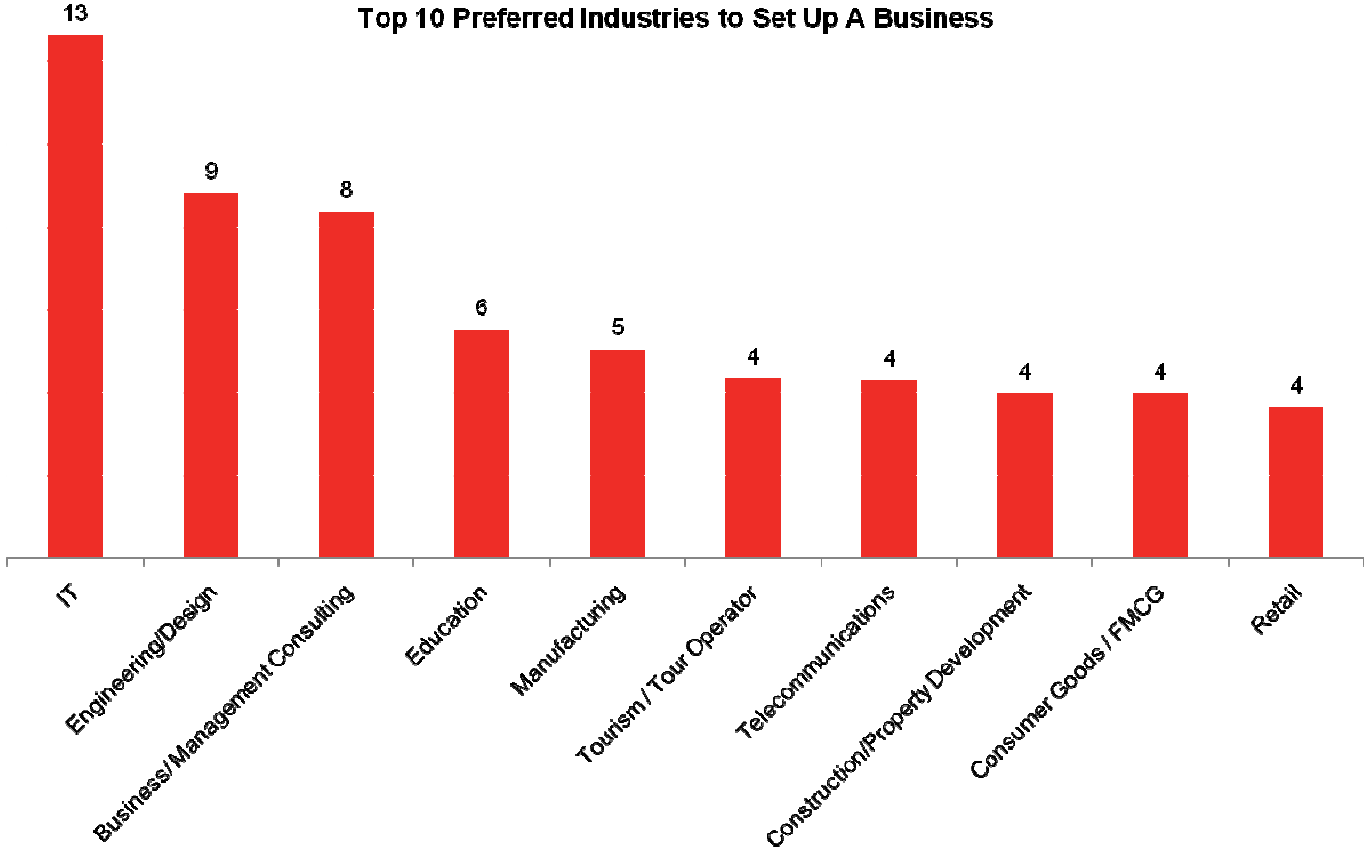


Q. Would you consider setting up your own businesses in the future?

Base: All (5996)

Future Business Plans In Various Industries

- Most respondents who are considering their own business, prefer setting up businesses in IT, Engineering/Design, and Business/ Management Consultancy.

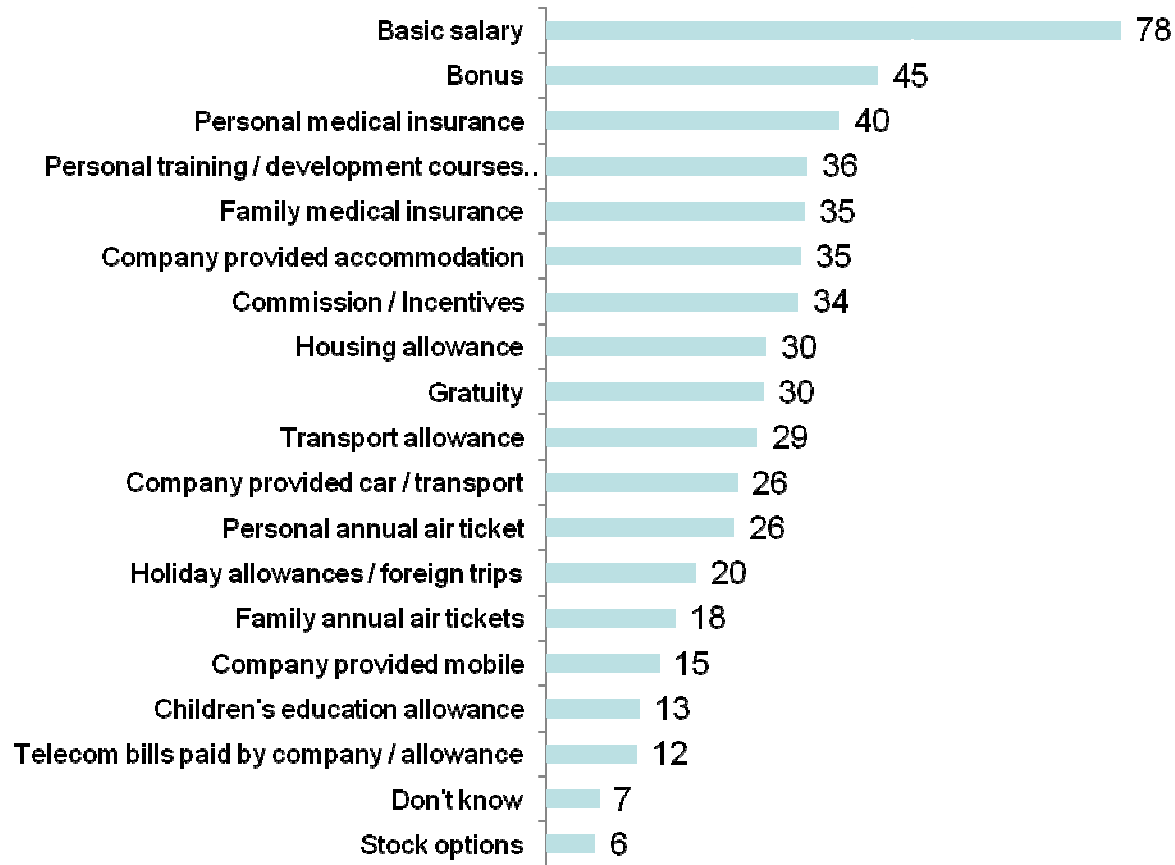


Q. What type of business would you set up?

Base: Those who would you consider setting up their own businesses in the future (3927)

Benefits Expected In A Job

- Apart from basic salary, bonus (45%) and personal medical insurance (40%) are expected.



Q. Which of the following benefits do you expect to be offered by your employer once you are employed?

Base: All (5996)

Top 10 Benefits Expected In A Job Across Countries

	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
Basic salary	78	72	75	74	76	79	74	69	85	81	77	79	78	87
Bonus	45	20	43	44	49	49	28	33	63	42	45	39	36	54
Personal medical insurance	40	38	38	40	30	49	41	40	43	39	34	37	50	48
Personal training / development courses allowance	36	32	41	31	28	34	25	41	36	28	35	39	26	40
Family medical insurance	35	29	26	34	24	30	35	32	45	28	44	28	28	40
Company provided accommodation	35	45	28	26	15	24	29	32	49	38	25	42	52	36
Commission / Incentives	34	20	41	36	25	30	29	36	29	31	39	31	31	34
Housing allowance	30	6	18	21	29	29	4	23	45	42	47	30	9	46
Gratuity	30	18	26	27	19	17	20	36	34	28	39	25	20	41
Transport allowance	29	6	22	23	30	47	8	31	37	40	36	30	13	40

Q. Which of the following benefits do you expect to be offered by your employer once you are employed?

Base: All (5996)

Salary Expectation

- Expected salary differs between different countries. Respondents in UAE and Qatar expect a much higher salary in comparison to others

	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
Less than USD 250	4	6	11	4	4	1	5	0	3	1	2	2	1	0
USD 250 to 500	15	13	26	31	8	3	20	13	11	3	8	12	9	3
USD 501 to 750	11	8	14	19	9	13	16	8	9	4	8	12	9	2
USD 751 to 1,000	12	11	11	15	12	23	13	10	12	10	13	13	18	9
USD 1,001 to 1,500	13	11	9	11	16	22	8	13	17	11	17	20	19	11
USD 1,501 to 2,000	11	6	5	7	17	15	4	15	15	18	16	16	6	18
USD 2,001 to USD 3,000	10	5	3	3	15	13	3	9	12	27	14	9	11	24
More than USD 3,000	7	3	3	1	5	5	1	13	8	16	9	4	4	21
Don't know/can't say	16	37	17	10	14	6	31	19	14	10	13	12	23	11

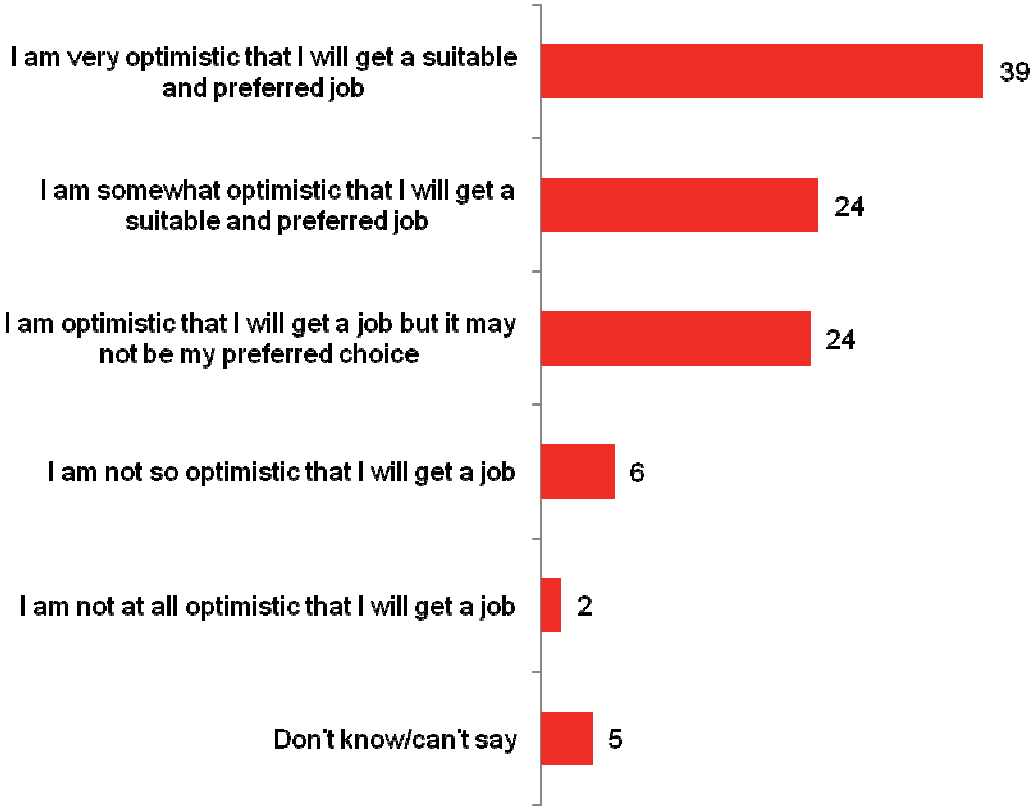
Q. Please indicate the salary you would expect once you are employed?

Base: All (5996)

Level Of Optimism On the Availability Of Jobs

- 87% of respondents are optimistic that they will get a job.

Level Of Optimism Regarding Job Opportunities



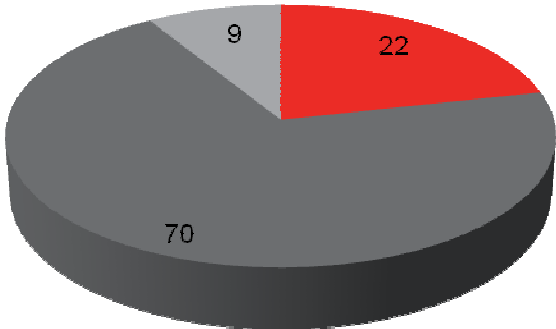
Q. As you are aware, most countries are facing an economic slowdown currently. In such a scenario, please indicate the level of optimism you have with regard to availability of job opportunities.

Base: All (5996)

College Assistance For Job Opportunities

- Most colleges (70%) do not provide suitable job opportunities to their students.
- Those who do provide services, offer through job announcements, career fairs, and open days.

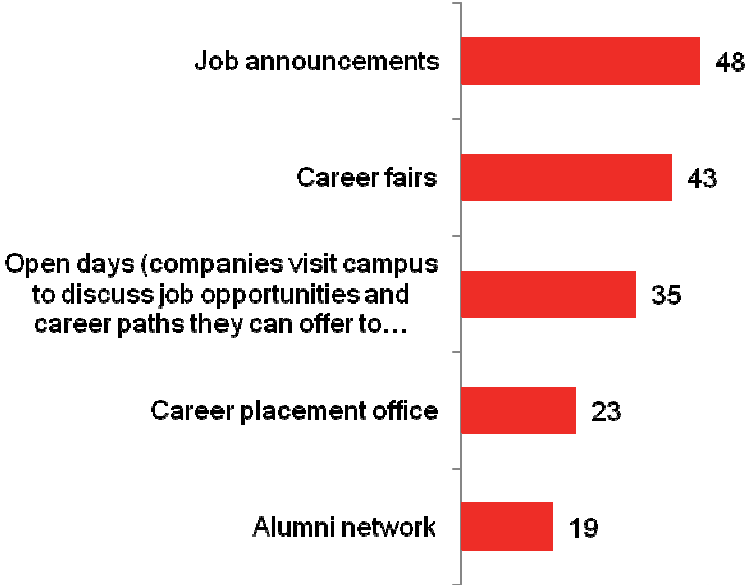
Help Given By Colleges In Getting A Job



■ Yes ■ No ■ Don't know/can't say

Base: All :5996

Areas Of Assistance Provided By Colleges



• Respondents from Qatar (38%) and UAE (32%) claim they have been provided job opportunities through their colleges.

• Colleges in UAE, Egypt, Saudi Arabia, and Pakistan take more initiative in providing students with job opportunities through job announcements, career fairs, and open days.

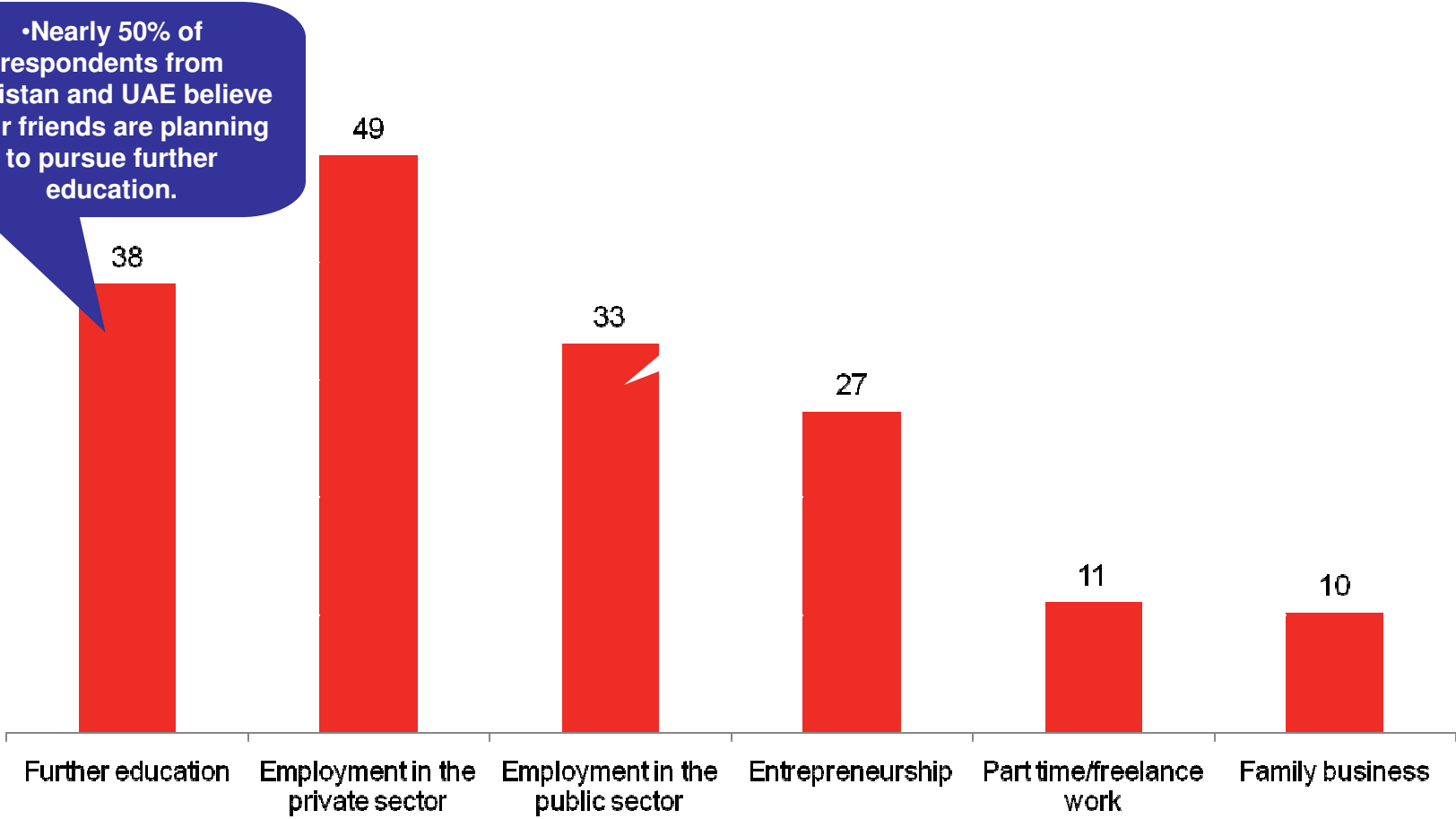
Q. Has your college helped you identify or apply for suitable job opportunities?
 Q. Please indicate in what ways your college has helped you identify or apply for suitable job opportunities.

Base: Those who were helped :1290

Opportunities Opted By Friends

Majority of the respondents' friends plan to be employed either in private or public sectors.

Nearly 50% of respondents from Pakistan and UAE believe their friends are planning to pursue further education.



Q. Which of these future avenues are your friends planning to take up?

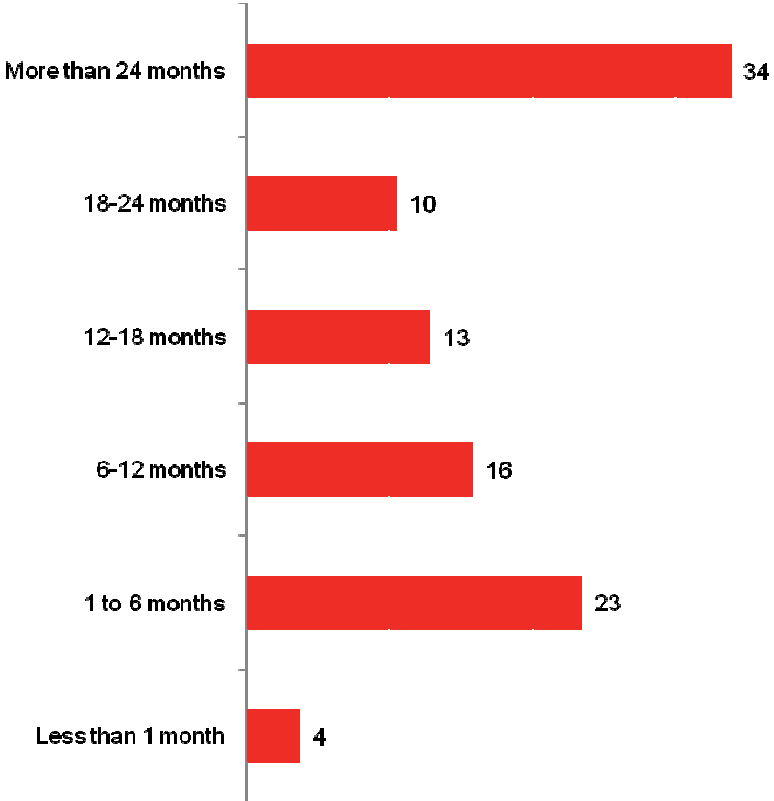
Base: All (5996)

Prior Work Experience during or before the college years

62% of respondents have acquired previous work experience during or before college years.



Base: All :5996



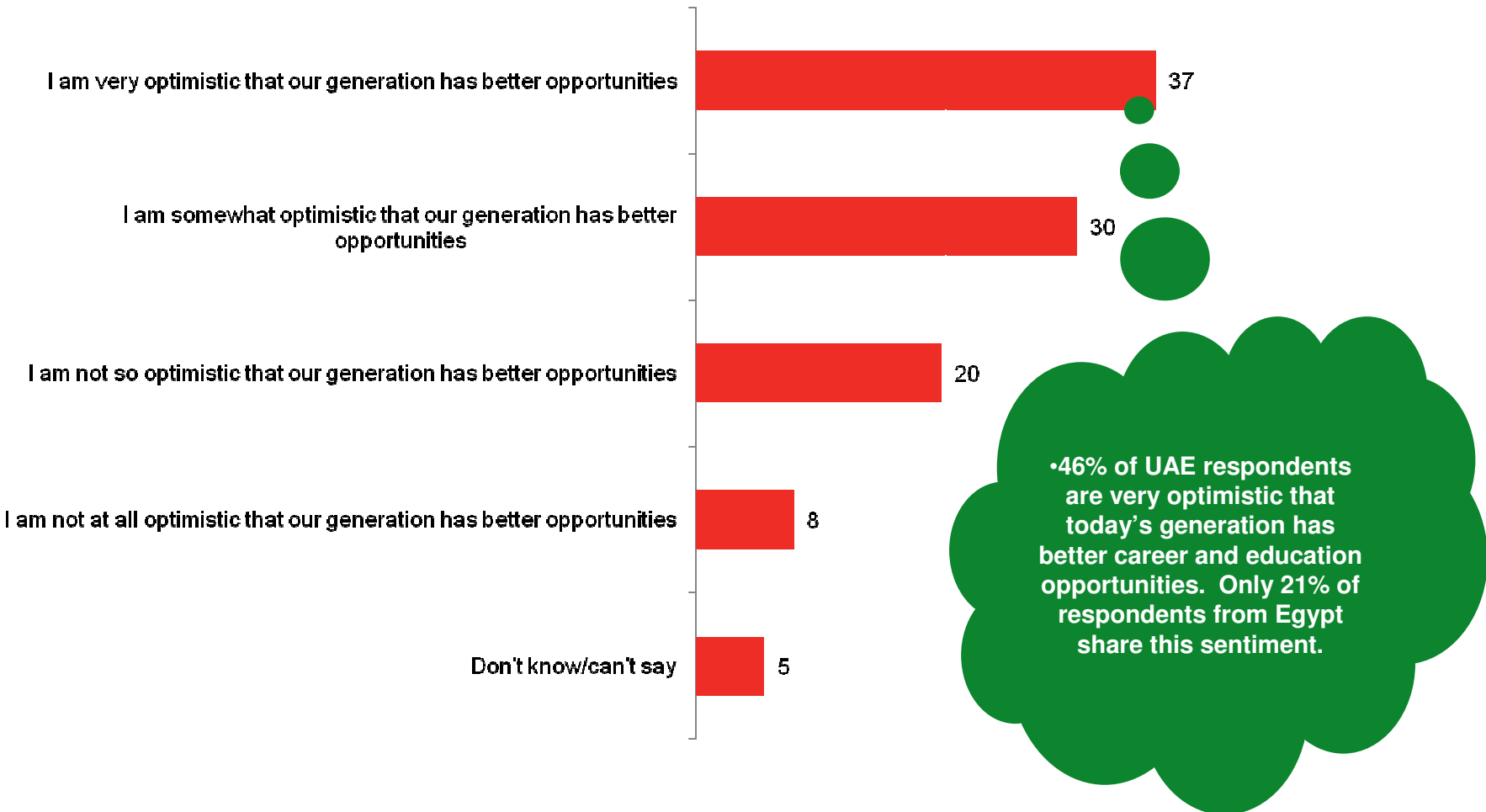
Q. Do you have any work experience acquired during or before the college years?

Q. How much work experience do you have?

Base: Those who have work experience :3729

Opportunities For The Present Generation

67% of respondents are optimistic that today's generation has more career and education opportunities than their parent's generation.

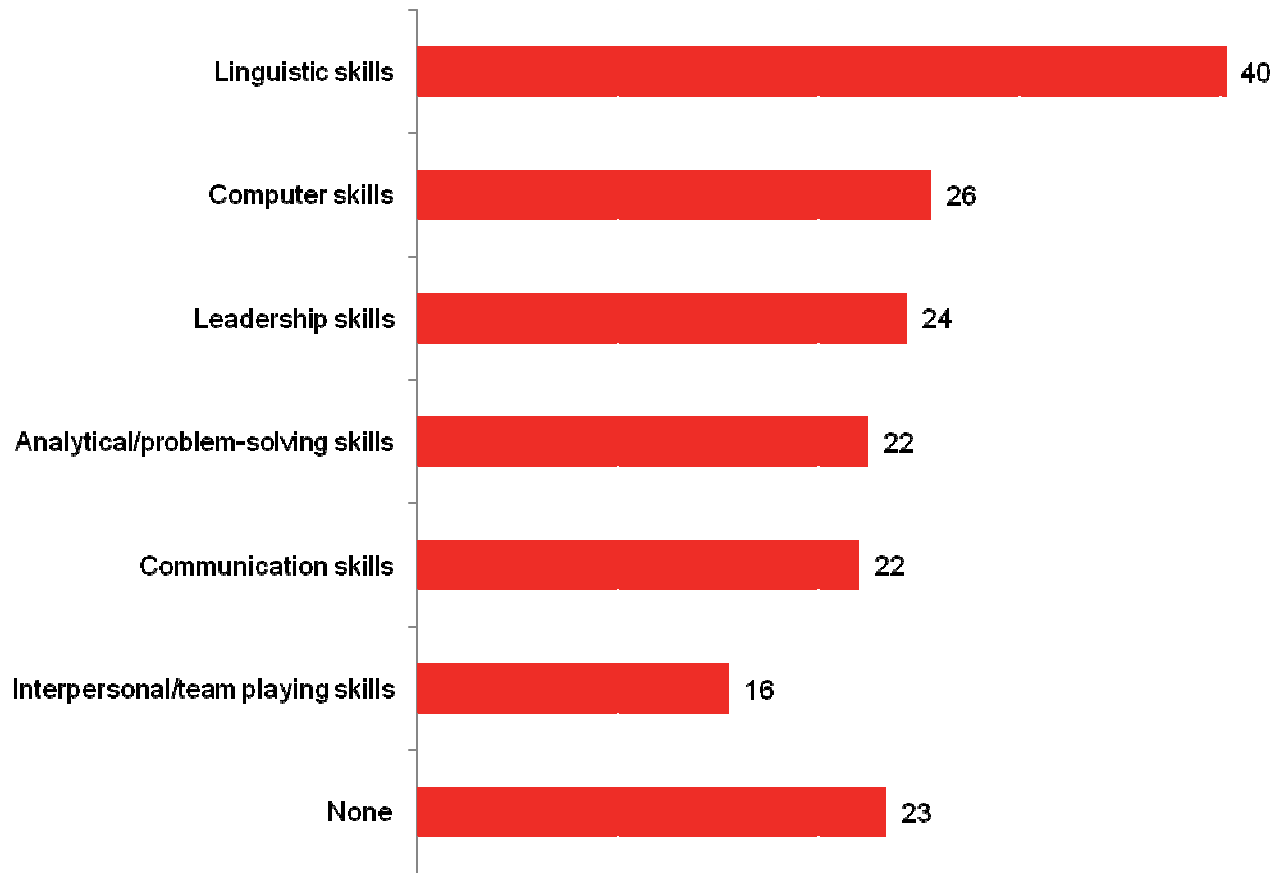


Q. How optimistic are you about career and educational opportunities for your generation as compared to your parent's generation?

Base: All (5996)

Skill Required To Excel In Workplace

- 40% of respondents feel that they may need to improve in their linguistic skills in their workplace.



Q. Which of the following skills do you feel you may lack or need to acquire to excel in the workplace?

Base: All (5996)

Skill Required To Excel In Workplace

	Total	Algeria	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5996	327	1174	547	113	198	359	78	652	93	909	166	128	413
Linguistic skills	40	54	45	38	30	26	57	33	21	33	50	52	44	36
Computer skills	26	25	25	20	20	18	22	23	35	27	25	21	17	24
Leadership skills	24	19	28	19	24	22	16	27	29	30	22	19	12	29
Analytical/problem-solving skills	22	18	24	20	26	22	19	28	24	23	23	13	13	24
Communication skills	22	17	23	15	21	23	22	22	31	25	20	11	17	23
Interpersonal/team playing skills	16	9	17	13	15	13	12	18	20	13	15	10	10	15
None	23	22	19	31	30	37	18	24	24	20	19	25	38	25

Q. Which of the following skills do you feel you may lack or need to acquire to excel in the workplace?

Base: All (5996)

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