

2022 CAEP Annual Report – Accountability Measures

Measure 4: Ability of completers to be hired in education positions for which they have been prepared

There are two data sources for the CEDU completer’s employment information:

- a. The “Graduate Destination Survey,” administered by the Ministry of Education (MOE), aims to determine the percentage of completers who got employed within nine months after graduation. The MOE sends several SMS messages containing a link to the survey to all graduates, inviting them to complete the survey during their fieldwork’s first week. Institutions assist MOE in conducting the normal telephone interview method for their completers from the start of the second week. The survey is administered each semester, and the report is generated annually. The survey targets completers in both public and private employment.
- b. The CEDU-initiated survey, which the Alumni Affairs Unit administers under the Office Assistant Dean of Student Affairs. The Alumni Affairs Unit administers the employment survey to CEDU completers in the last five years and is analyzed by the Quality Assurance Laboratory. The survey requests information about the completers’ current employment status and information (position, company, manager’ information, and reasons for unemployment). A Follow-up telephone interview is conducted when some details are needed to be clarified with the completers. The survey is administered each semester.

4.1 Graduate Destination Survey (GDS)

The Office of the Institutional Effectiveness (OIE) regularly provides CEDU with the MOE GDS report data. Based on the 2019-2020 GDS Alumni Survey (refer to Table 1), there was an overall employment rate of 33% for CEDU completers - 16% for Bachelor programs, 96% for master and 50% for Doctorate. Table 4.1 shows the employment of ECE, SPED, and HPE completers within nine months after graduation.

Table 4.1

CEDU completer’s employment rates within 9 months after graduation

2019-2020 GDS Alumni Survey				
Major	Employed	Not Employed	Total	Employed (%)
Early Childhood Education	6	41	47	13%
Health and Physical Education	2	3	5	40%
Special Education	4	39	43	9%

4.2 CEDU Completers Employment Survey

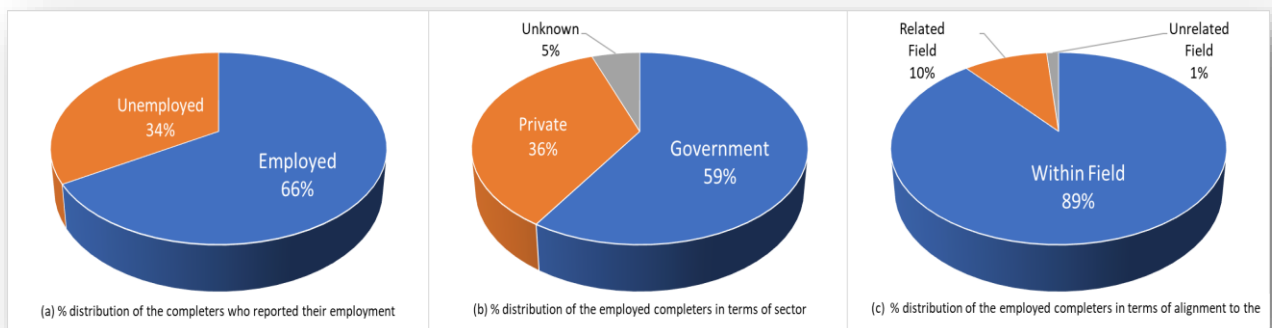
The expected timing and frequency to administer the Completers Employment Survey have not been maintained due to the Covid-19 pandemic. Thus, data from the employment survey conducted in 2020 and the survey conducted in December 2021 were used for this report. The QAS, in collaboration with the Alumni Office, has contacted completers to gather data on their place of current employment.

The survey targeted the completers of ECE (Early Childhood Education), (HPE) Health and Physical Education, and SPED (Special Education) who graduated in the last five years (2016/2017 to 2020/2021). Albeit, the relatively low response rate (only 35% of the 312 graduates in the past five cohorts (2016-17 to 2020-21) responded to the survey disseminated with regards to employment data): 13% of employed completers are from SPED, 21% are from ECE completers, & .3% are from HPE completers. The response rate can be attributed to the circumstances brought by the pandemic. Alumni activities were also limited, which affected their engagement with the college. Moreover, there was difficulty contacting the completers due to changes in their contact information. The Alumni Unit has reported that some graduates can no longer be contacted by phone and university emails.

Of the 35% of completers who responded, 66% reported that they are currently employed, while 34% are unemployed. CEDU completers were mainly employed in the government sector (58%) and are aligned within their field (89%).

Figure 4.1

Overall employment status of completers



Note. N= 110

ECE completers' employment status

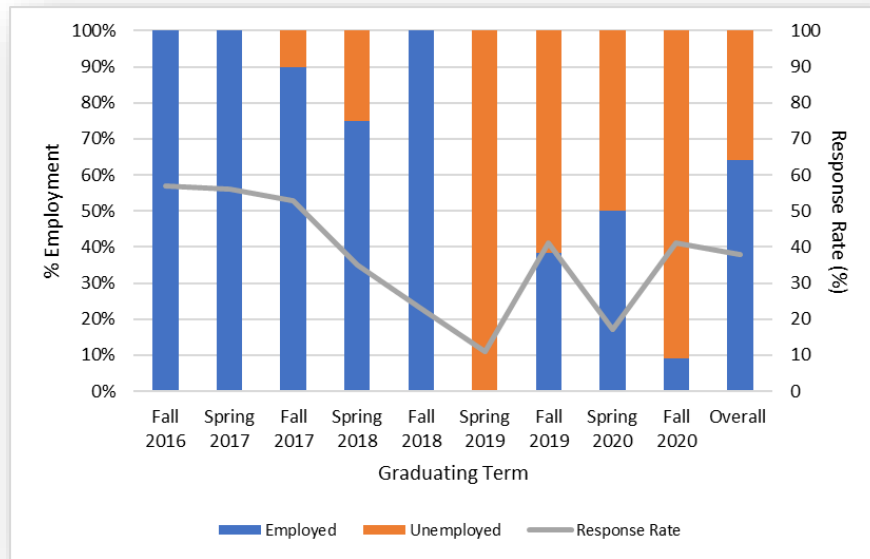
Based on the data collected in the 2021 Completers' Employment Survey, there was a higher response rate from graduates of Fall2016 to Fall2017 compared to the newly graduated ECE completers. ECE completers reported a 64% overall employment rate. An average of 44% employment rate was seen among completers who graduated in Fall 2016 to

Fall 2017, while an average of 33% employment rate was seen among completers who graduated from Fall 2019 to Fall 2021 (Figure 4.2).

Most of the ECE completers were employed in the government sector (60%) and are practicing within their field (84%) (Figure 4.3).

Figure 4.2

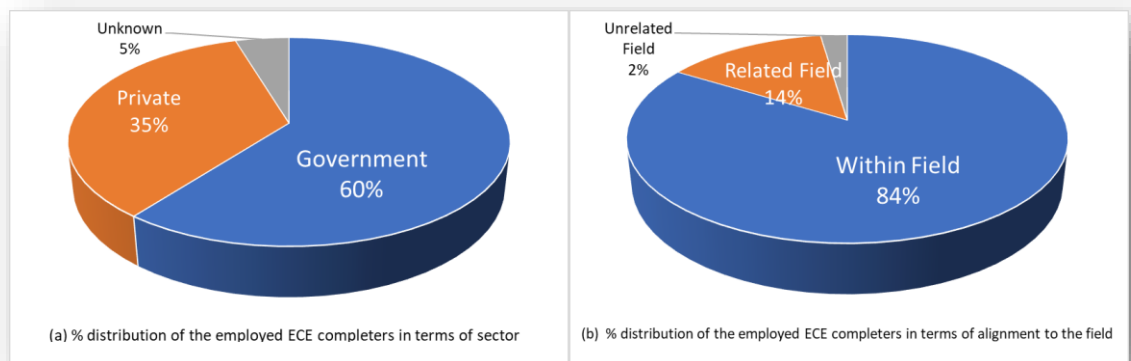
Employment status of ECE completers



Note. N=67 ECE completers

Figure 4.3

Alignment and sector of employed ECE completers



Note. N=67 ECE completers

SPED completers' employment status

Based on the data collected in the 2021 Completers' Employment Survey, there was a higher response rate from graduates of Fall2017 to Fall2018 compared to the newly graduated SPED completers. SPED completers reported a 69% overall employment rate. An average of 83% employment rate was seen among completers who graduated in Fall 2016 to Fall 2017, while an average of 40% employment rate was seen among completers who graduated from Fall 2019 to Fall 2021(Figure 4.4). Most of the SPED completers were employed in the government sector (55%) and are practicing within their field (97%) (Figure 4.5).

Figure 4.4

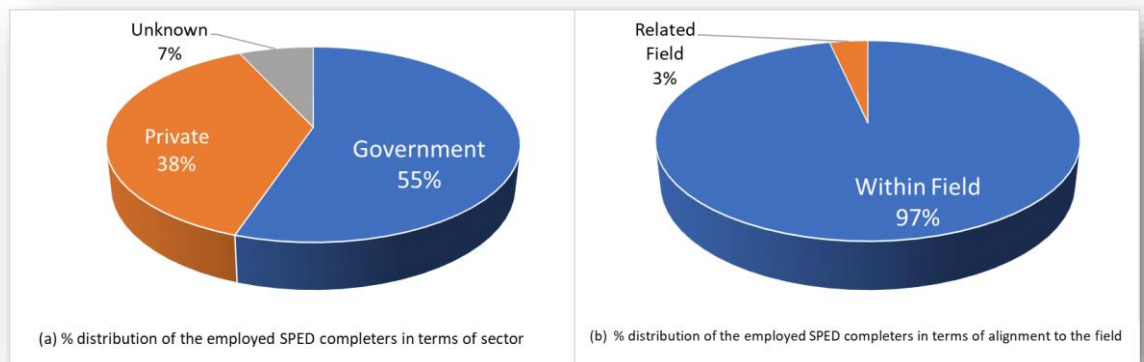
Employment Status of SPED candidates



Note. N=42 SPED completers

Figure 4.5

Alignment and sector of employed SPED completers



Note. N=42 SPED completers

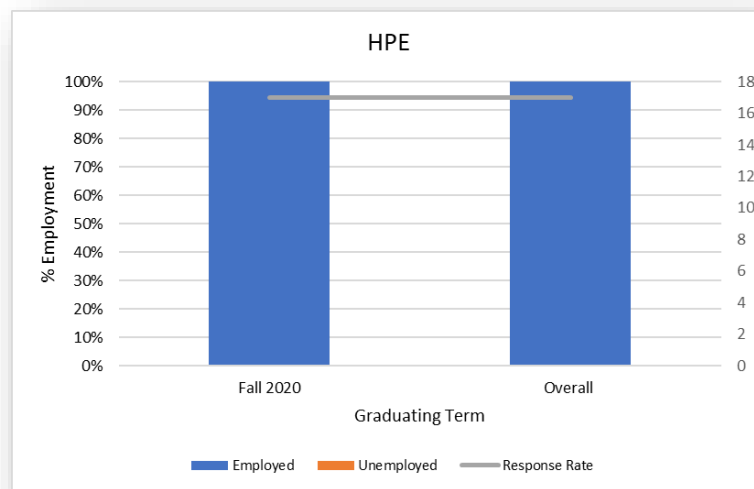
HPE completers' employment status

The Completers' Employment Survey was administered to the six graduates of Fall2020, however, only one completer responded to the survey. The HPE completer reported his employment in the government sector and is practicing within his field (Figure 4.6).

Most of the HPE completers were employed in the government sector (100%) and are practicing within their field (100%) (Figure 4.7).

Figure 4.6

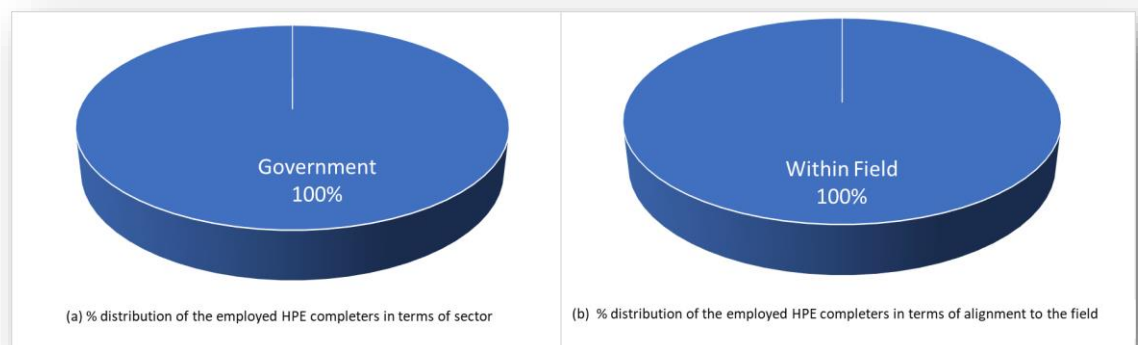
Employment Status of HPE candidates



Note. N=1 HPE completer

Figure 4.7

Alignment and sector of employed HPE completers



Note. N=1 HPE completer

4.3 CEDU Programs Supporting Completer Employment

CEDU is dedicated to support its program completers in their employment journey. Thus, it has maintained its collaboration with the MOE, ESE, its partner schools, and other stakeholders to ensure that its completers are provided with additional qualifications and opportunities for employment.

Below are some of the support programs provided to the completers since 2020:

1. The Ministry of Education (MOE), in collaboration with the UAEU-CEDU, launched the Upskilling Program for Emirati Childhood Teacher Employability in September 2020. The program targeted eligible completers and offered upskilling workshops and an opportunity to be tapped and interviewed by MOE for employment upon completion of the program. Fifteen completers were offered six courses or workshops, five of them were able to complete all the workshops and were able to engage with MOE for employment.
2. CEDU has established a Memorandum of Understanding (MOU) with partner schools for cooperation in educational activities, professional development, and Emirati teacher development. One aspect of the cooperation is the immersion of the completers into the partner school as volunteer teachers within a given period. The completers were provided the opportunity to be considered for an official teaching position after their performance evaluation.