



**UNDERGRADUATE
ALUMNI SURVEY
REPORT 2018**



AMERICAN UNIVERSITY OF IRAQ
SULAIMANI

TABLE OF CONTENTS

Key Findings _____	3
Scope Note _____	3
Demographics _____	4
Employment _____	5
Table 1: Employment Rate by Year of Graduation _____	5
Tables 2.1 - 2.4: Employment by Major _____	6
Tables 3.1 - 3.3: Employment by Major and Year of Graduation ____	8
Table 4: Historical Employment Data _____	11
Graph 1.1-1.2: Employment Data by Gender _____	12
Salary _____	13
Table 5: Average Salaries Reported in 2017 and 2018 _____	13
Graph 2: Average Monthly Salary by Gender _____	14
Map 1: Average Monthly Salary by Location _____	14
Where Alumni Work _____	15
Graph 3: Industries That Employ Alumni _____	15
Where Alumni Attend Graduate School _____	16
Job Satisfaction and Preparation _____	17
Tables 6.1-6.3: How Well AUIS Prepared Alumni _____	17
Graph 4: Resources Graduates Found Helpful _____	19
Opportunities for Improvement _____	20
AUIS Student Services _____	20
Future AUIS Alumni Surveys _____	20

Introduction

This survey, conducted December 2018 through May 2019 by the Student Services Department, aimed to assess the current employment, education, and life status of AUIS graduates from the undergraduate program. The data from this survey indicates that our new graduates are entering a difficult job market. However, AUIS alumni continue to outperform the national trends in employment and average income.

Key Findings

- 81% of survey respondents are employed full time. 85% are employed full-time, part-time, or enrolled in graduate school. This is steady relative to last year.
- The average monthly salary for respondents is \$1,475, a slight increase from 2017. All salaries have increased with the exception of Engineering graduate respondents.
- 72% of respondents stated that they were either very satisfied (26%) or generally satisfied (46%) with their future career paths. Only 5% were very dissatisfied/confused. (In 2017, 11% of graduates reported being very dissatisfied/confused.)
- AUIS graduates work at Asia Cell, the AUIS Center for Gender and Development Studies, Facebook, GIZ, Google, LaFarge, Norwegian Refugee Council, Preemptive Love, UNESCO, and UNHCR. AUIS graduates have been accepted at, are studying at, or have earned advanced degrees from Exeter, Harvard, Tufts, Leiden, the University of Texas, the University of Iowa, and other universities in Kurdistan and Iraq.

Scope Note

The 2018 survey was conducted from December 16, 2018 until May 19, 2019 and targeted the graduates of AUIS's undergraduate program. It received a total of 159 responses from a total undergraduate alumni body of 636, a 25% response rate. In comparison, the 2017 Alumni Survey had a total of 277 respondents from an undergraduate alumni body of 546, a 50.7% response rate.

As in the past, the survey was conducted via Survey Monkey and distributed using the AUIS Undergraduate Alumni email list server. A link to the survey was also pinned to the top of the AUIS Alumni Facebook page. The Alumni Board members personally contacted their classmates using email and Facebook Messenger. The Student Services staff called, sent individual emails, messaged, and texted other alumni.

It should be noted that the following data is based on the number of alumni who responded to the survey. These numbers do not represent the entire alumni body and care should be taken not to generalize or apply all of the data to all alumni.

Demographics

Respondents reported a variety of ethnicities: 80.38% were Kurdish, 14.56% were Arab, 1.9% were Turkmen, and 3.16% were Yezidi. One respondent self-identified as Mixed. The majority of respondents currently live in Iraq: 78.52% in Sulaimani, 16.11% in Erbil, and 4.7% in Baghdad. Graduates also reported living in Basra, Halabja, Dohuk, Washington D.C., Texas, The Netherlands, Ireland, and Germany.

Fifty-three percent of respondents are male and 47% are female. In terms of marital status, 66.88% are single, 24.84% are married, and 8.28% of are engaged. Of those married, 23.4% either married or were engaged before graduation and 76.6% were married or were engaged after graduation.

EMPLOYMENT

One hundred fifty-six graduates reported their employment status: 81.01% are employed full-time; 1.9% are employed part-time; 13.92% are unemployed, but looking for work; 1.9% are enrolled in graduate school; and 1.27% are unemployed and not looking for work (i.e. they have voluntarily left the labor force).

Of those who are unemployed and looking for work, 87.5% of respondents received at least one job offer with an average of 3.75 job offers. Of those who are unemployed and looking for work, only 12.5% have not received any job offers.

As in the 2017 survey, 85% of alumni reported that they are employed full-time (81%), employed part-time (2%), or enrolled in graduate school (2%). Fourteen percent of respondents said they were unemployed and looking for work. Only 1% of survey participants reported being unemployed and not looking for employment. This is a decrease from 2017's 6% of graduates who had voluntarily left the job force.

Table 1: Employment Rate by Year of Graduation

Year of Graduation	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
Spring 2018	73%	2%	0%	21%	4%
2017	77%	3%	0%	21%	0%
2016	87%	4%	4%	4%	0%
2015	94%	0%	6%	0%	0%
2014	100%	0%	0%	0%	0%
2013	67%	0%	17%	17%	0%
2012	100%	0%	0%	0%	0%

Continuing a trend observed in earlier surveys, recent graduates tend to be the only alumni who voluntarily leave the labor force. Upon graduation, many students report needing time to rest before beginning their job searches. That desire seems to be reflected in the survey's results. It is also interesting to note that 100% of 2014 and 2012 graduates who responded to the survey are employed full-time.

Tables 2.1 – 2.4: Employment by Major for 2018, 2017, 2016, and 2015

Table 2.1: 2018 Employment by Major (2018 Survey of All Graduation Years, 156 Respondents)

Major	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
BADM	81%	2%	2%	14%	1%
IT	96%	0%	0%	4%	0%
IS	75%	0%	13%	13%	0%
ENGR	77%	4%	2%	18%	0%
ENGL	67%	0%	0%	17%	17%

Table 2.2: 2017 Employment by Major (2017 Survey of All Graduation Years, 277 Respondents)

Major	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
BADM	74%	2%	3%	10%	10%
IT	84%	2%	4%	9%	2%
IS	64%	0%	19%	14%	2%
ENGR	61%	1%	8%	25%	5%
ENGL	60%	0%	20%	0%	20%

Table 2.3: 2016 Employment by Major (2016 Survey of All Graduation Years, 268 Respondents)

Major	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
BADM	82%	4%	3%	6%	5%
IT	73%	0%	13%	11%	2%
IS	52%	7%	18%	20%	3%
ENGR	56%	0%	13%	25%	6%
ENGL	100%	0%	0%	0%	0%

Table 2.4: 2015 Employment by Major (2015 Survey of All Graduation Years, 208 Respondents)

Major	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
BADM	75%	0%	5%	15%	4%
IT	73%	0%	5%	22%	0%
IS	40%	15%	28%	15%	2%
ENGL	40%	2%	7%	51%	0%

Tables 3.1 – 3.3: Employment by Major and Year of Graduation as Reported by Alumni in 2018

Table 3.1: Business Administration Majors (56 Respondents)

Respondents' Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Unemployed but Not Looking for Work (Left the Labor Force)
2018 (18 resp.)	50%	6%	0%	39%	6%
2017 (15 resp.)	87%	0%	0%	13%	0%
2016 (10 resp.)	90%	0%	10%	0%	0%
2015 (2 resp.)	100%	0%	0%	0%	0%
2014 (6 resp.)	100%	0%	0%	0%	0%
2013 (0 resp.)	0%	0%	0%	0%	0%
2012 (5 resp.)	100%	0%	0%	0%	0%

Table 3.2: Information Technology Majors (28 Respondents)

Respondents' Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Unemployed but Not Looking for Work (Left the Labor Force)
2018 (8 resp.)	100%	0%	0%	0%	0%
2017 (10 resp.)	90%	0%	0%	10%	0%
2016 (3 resp.)	100%	0%	0%	0%	0%
2015 (2 resp.)	100%	0%	0%	0%	0%
2014 (1 resp.)	100%	0%	0%	0%	0%
2013 (3 resp.)	100%	0%	0%	0%	0%
2012 (1 resp.)	100%	0%	0%	0%	0%

Table 3.3: Engineering Majors (57 Respondents)

Respondents' Year of Graduation	Employed Full-time	Employed Part-time	Enrolled in Graduate School	Unemployed and looking for work	Unemployed but Not Looking for Work (Left the Labor Force)
2018 (26 resp.)	81%	0%	0%	19%	0%
2017 (14 resp.)	57%	7%	0%	36%	0%
2016 (6 resp.)	83%	1%	0%	0%	0%
2015 (11 resp.)	91%	0%	9%	0%	0%

According to the past four years of surveys, the percentage of full-time employment for all majors continues to rise. Data for graduates who are unemployed and looking for work is also positive. Every major has seen a decrease in the percentage of graduates unemployed and job seeking, and several majors show marked improvement.

Historically, both International Studies and English have low student enrollment rates. The small number of IS and English graduates combined with the 2018 survey's low response rate could lead to misleading data, so the tables for International Studies and English majors have been removed from the 2018 report.

Table 4: Historical Employment Data from Previous AUIS Alumni Surveys

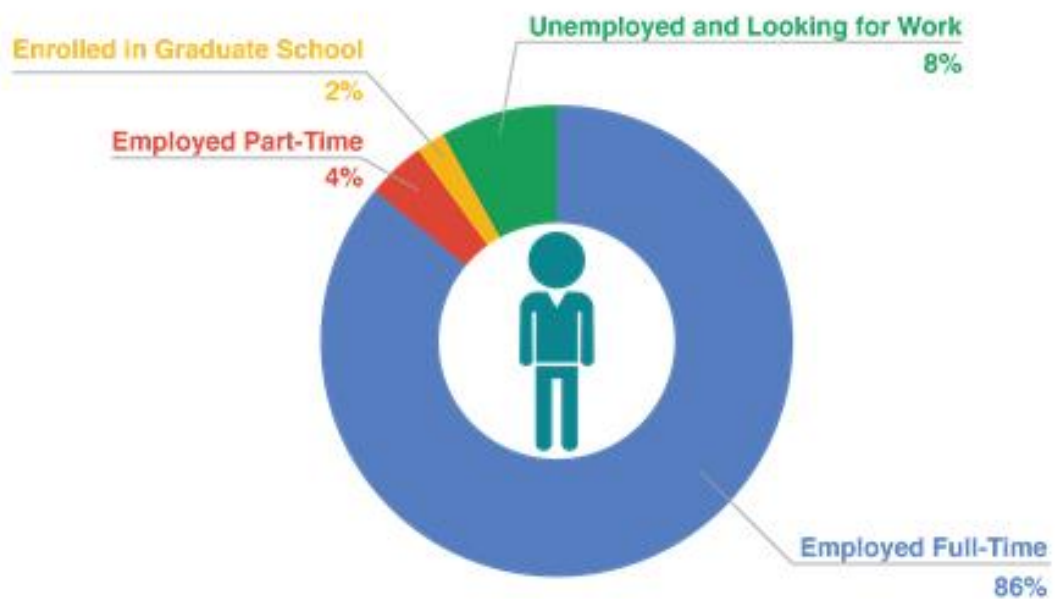
Alumni Survey	Employed Full-Time	Employed Part-Time	Enrolled in Graduate School	Unemployed and Looking for Work	Unemployed but Not Looking for Work (Left the Labor Force)
2018	81%	2%	2%	14%	1%
2017	71%	1%	7%	15%	6%
2016	69%	3%	10%	14%	4%
2015	59%	4%	11%	24%	2%
2014	60%	2%	8%	25%	4%
2013	80%	7%	13%	0%	0%

Table 4 shows encouraging data. Students who are employed full-time have increased by 10% to reach the highest employment rate since 2013 (81%). The number of alumni who are unemployed and looking for work has decreased slightly, and graduates who are unemployed but not looking for work have decreased by 5%. AUIS graduates appear to be doing well in the current job market.

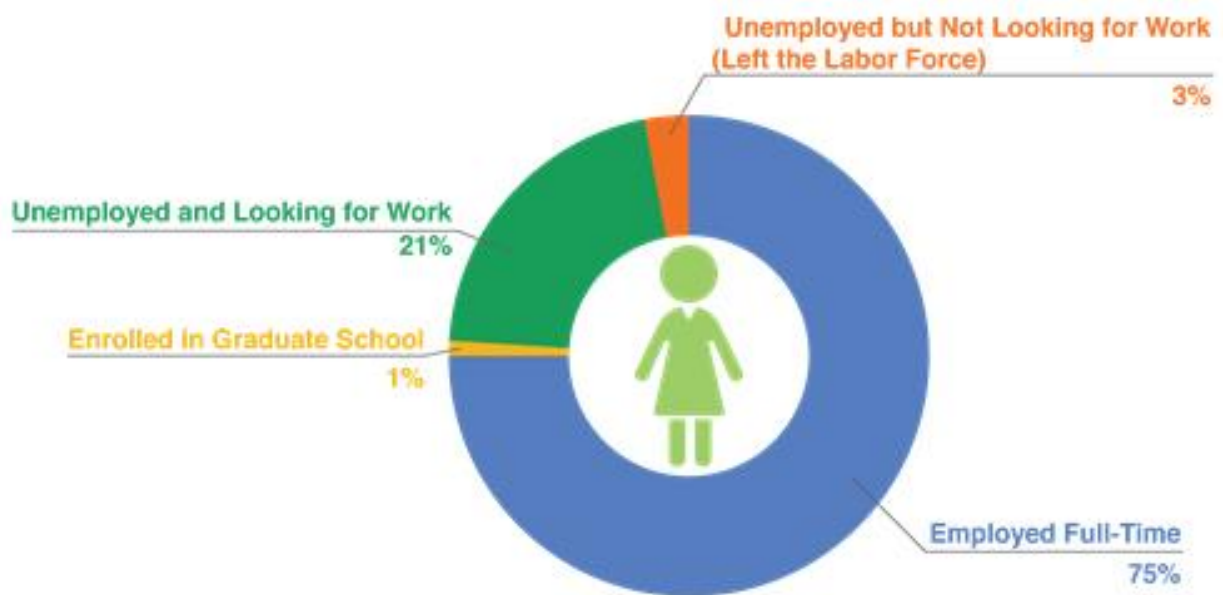
The number of alumni enrolled in graduate school continues to decrease, reaching its lowest point since 2015 of 2%. While a lack of AUIS staff to help with graduate applications is certainly a factor, America’s current immigration policies are probably much more of a contributing factor.

Graph 1.1-1.2: Employment Data by Gender

Graph 1.1: Male Employment



Graph 1.2: Female Employment



SALARY

Respondents reported an average monthly salary of \$1,475, ranging from \$500 per month for a social media coordinator, sales agent, machine operator, teachers, and teacher assistants to \$8,500 per month for a general manager in the construction industry. This is only a \$3 increase from the average salary reported in 2017 (\$1,472).

Table 5: Average Salaries Reported in 2017 and 2018

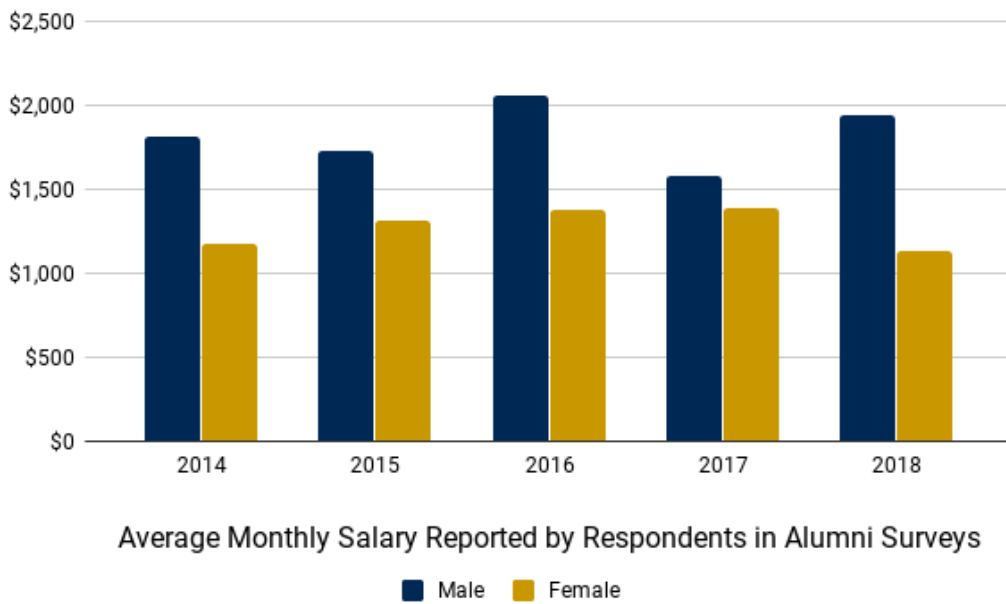
Respondents' Major	2018 Average Monthly Salary	2017 Average Monthly Salary	Percent Increase or Decrease
BADM	\$2,015	\$1,595	26%
IT	\$1,337	\$1,231	9%
IS	\$3,536	\$2,065	71%
ENGR	\$965	\$1,347	-28%
ENGL	\$1,733	\$967	79%
Average	\$1,475	\$1,472	0.2%

As in 2017, International Studies graduates continue to significantly outearn their counterparts. In 2017, International Studies graduates earned almost \$500 more than second highest ranking Business Administration graduates. By 2018, IS respondents earn more than \$1,500 than second highest ranking BADM respondents. Although the wide pay gap could be a result of low respondent numbers, the data reflects a job market that favors IS majors.

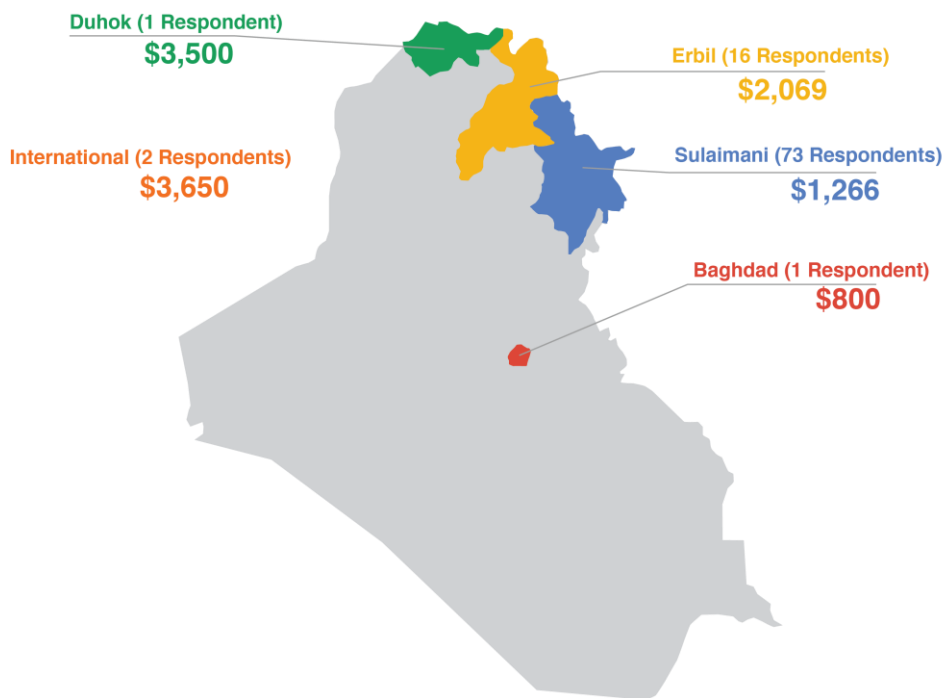
Engineering graduates have replaced English graduates to earn the lowest salaries. Engineering respondents reported a 28% decrease in their salaries from 2017. This could be a reflection of a job market oversaturated with engineering graduates.

In 2018, male respondents reported earning \$1,935 on average while female respondents reported earning \$1,131. The 2017 alumni survey cited only a \$189 gender pay gap, but the 2018 survey cites an \$804 gap.

Graph 2: Average Monthly Salary by Gender



Map 1: Average Monthly Salary by Location

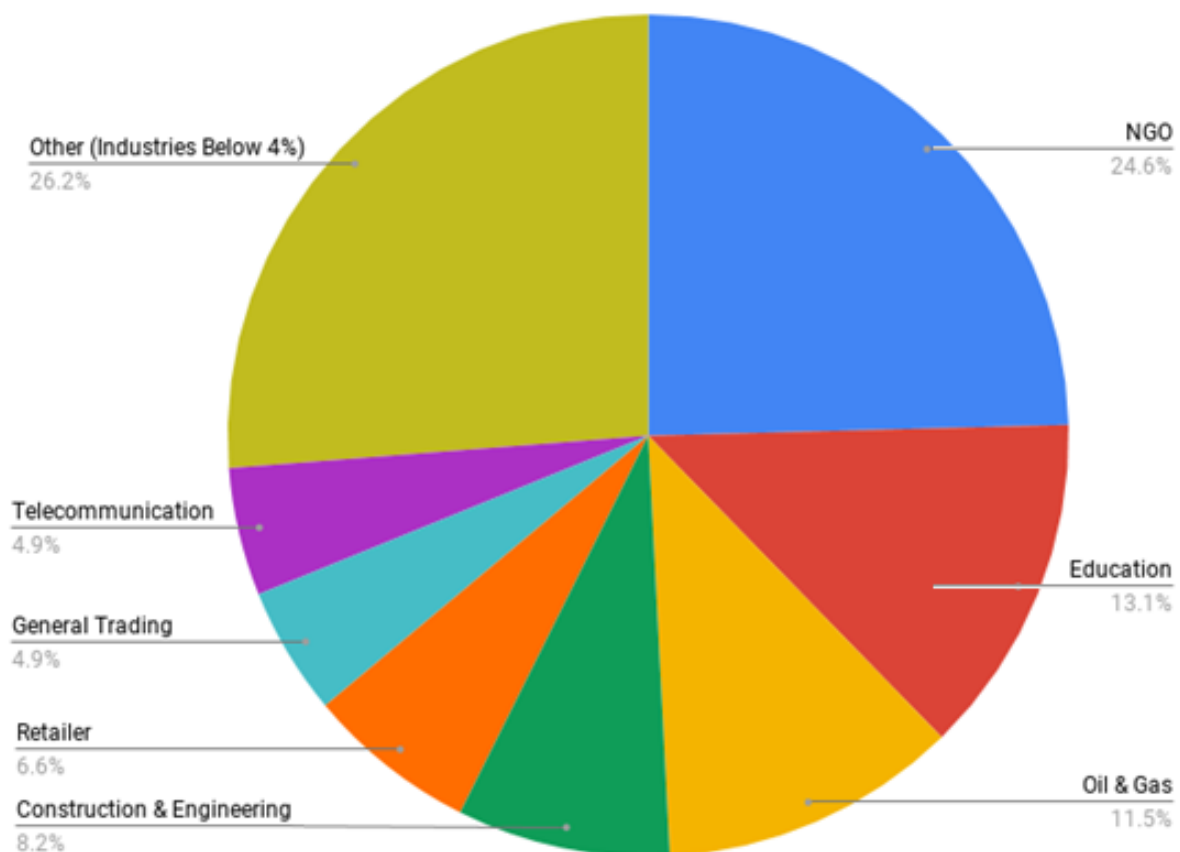


Although the majority of graduating students prefer to find jobs in Sulaimani, other major cities in the region offer better salaries. Respondents working Erbil reported earning an average salary of \$2,069 a month, over \$800 more than the average respondent earned in Sulaimani.

WHERE ALUMNI WORK

This year respondents reported working for 92 different companies. This number is down from the 2017 report of 157 companies and even the 2016 report of 97 companies. Surprisingly AUIS employed the highest number of graduates with 10 respondents working at their alma mater. Lafarge employs 5 graduates, Qaiwan group 4, and 3 each at AsiaCell, Preemptive Love Coalition, and The British International School. Graduates reported working for a broad range of industries: NGOs (24.6%), education (13.1%), oil and gas (9.8%), construction and engineering (8.2%), retail (6.6%), general trading (4.9%), telecommunication (4.9%), consultant (3.3%), group holding (3.3%), IT (3.3%), legal (3.3%), banking (3.3%), health (1.6%), and food supply (1.6%).

Graph 3: Industries That Employ Alumni



WHERE ALUMNI ATTEND GRADUATE SCHOOL

Only 6 respondents (3% of total respondents) are currently enrolled in graduate school. In 2017, 7% of total respondents were attending graduate school, so this is a significant decrease. This decrease could be a result of reduced access to education counseling services at AUIS in the 2017-2018 school year. Alumni reported attending international universities (Exeter, Harvard, Tufts, The University of Texas Rio Grande Valley in America, Near East University in Cyprus, and Leiden University in the Netherlands) and local universities (AUIS, Al Kitab University, and the University of Kurdistan Hewler).

JOB SATISFACTION AND PREPARATION

This year 72% of respondents stated that they were either very satisfied (26%) or generally satisfied (46%) with their future career paths. Eleven percent were ambivalent about their future prospects, 12% were generally dissatisfied, and only 5% were very dissatisfied/confused. In 2017, 11% of graduates reported being very dissatisfied/confused, so 2018 shows an improvement of more than 50%.

The majority of alumni respondents reported that AUIS prepared them very well (41%) or more than adequately well (25%) for their current careers. Seven percent reported being less than adequately prepared and 2% said they were very poorly prepared.

Tables 6.1-6.3: How Well AUIS Prepared Alumni by Major and Year of Graduation As Reported in the 2018 Alumni Survey

Table 6.1: Business Administration Majors

Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2018 (13 resp.)	62%	23%	8%	8%	0%
2017 (13 resp.)	54%	23%	15%	8%	0%
2016 (9 resp.)	33%	11%	33%	22%	0%
2015 (1 resp.)	100%	0%	0%	0%	0%
2014 (6 resp.)	67%	33%	0%	0%	0%
2013 (0 resp.)	0%	0%	0%	0%	0%
2012 (5 resp.)	60%	23%	8%	8%	0%

Table 6.2: Information Technology Majors

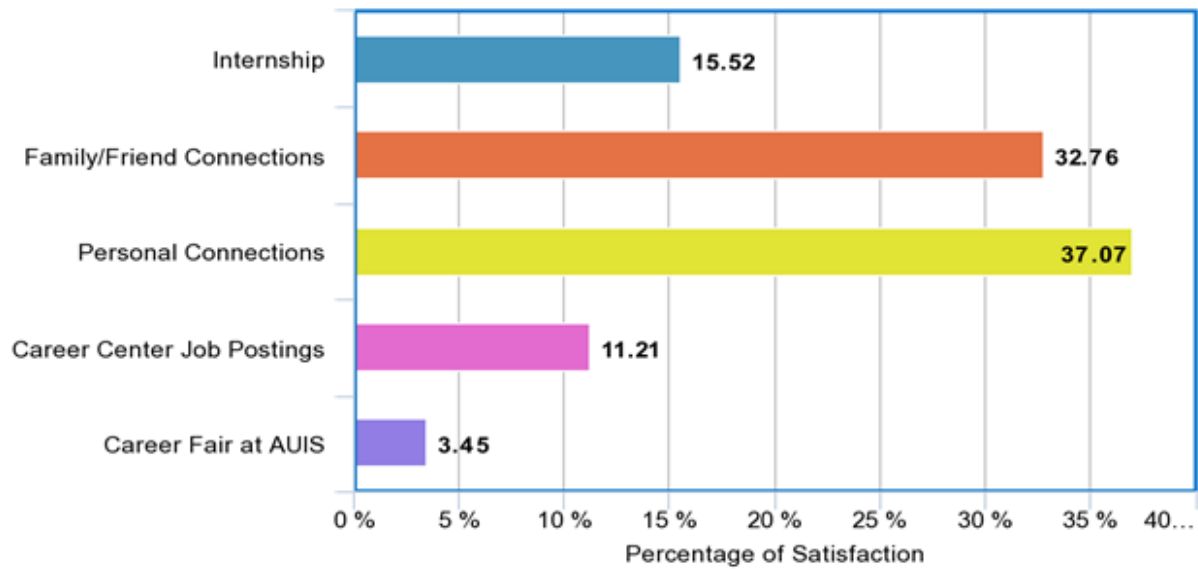
Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2018 (8 resp.)	25%	0%	63%	0%	0%
2017 (9 resp.)	100%	0%	0%	0%	0%
2016 (3 resp.)	33.3%	27.78%	22.2%	5.56%	11.11%
2015 (2 resp.)	0%	100%	0%	0%	0%
2014 (1 resp.)	0%	0%	100%	0%	0%
2013 (3 resp.)	33%	0%	67%	0%	0%
2012 (1 resp.)	100%	0%	0%	0%	0%

Table 6.3: Engineering

Year of Graduation	Very Well	More than Adequately	Adequately	Less than Adequately	Very Poorly
2018 (23 resp.)	35%	26%	26%	13%	0%
2017 (9 resp.)	33%	33%	22%	11%	0%
2016 (4 resp.)	0%	50%	50%	0%	0%
2015 (11 resp.)	18%	55%	18%	0%	9%

As with Table 3, the small number of IS and English graduates combined with the 2018 survey's low response rate could lead to misleading data. Therefore, the job satisfaction and job preparation tables for International Studies and English majors have been removed from the 2018 report.

Graph 4: Resources Graduates Found Helpful in Their Job Search



While 53.47% of 2017 respondents reported participating in internships, only 47.8% of 2018 respondents participated in internships. Although decrease is disappointing, it isn't surprising considering the lack of Career Services personnel in 2017 and the departure of an active undergraduate faculty member who placed great personal importance on internships.

With regards to finding jobs after graduation, almost 70% of graduates reported relying on family/friend connections or personal connections. Only 11.21% used the AUIS Career Center Job Postings and only 3.45% the AUIS Career Fair to find jobs. This data is indicative of the importance of using personal networking to find employment in the local context.

OPPORTUNITIES FOR IMPROVEMENT

AUIS Student Services

- Increase alumni engagement: In the future, Students Services would like to increase alumni participation in Academic Success Workshops and Career Services programming. The new alumni IDs and revised campus access policies should make it easier for alumni to attend future events.
- Increase the number of internships available to students: Internships are integral to helping students develop professional skills and to network in their industries and contribute to the KRG University Ministry Ranking. AUIS recently joined the KRG Internships program. However, AUIS should continue to seek out other internships to supplement those available through the KRG's program.
- Explore moving the Career Fair to the fall semester: Moving the AUIS Career Fair to the fall semester would allow both fall and spring graduates to attend the event. It would also allow students to better prepare to enter the job market upon graduation.

Future AUIS Alumni Surveys

- Review and update the alumni survey: Several of the questions, their content, and their wording need to be revised and updated. Some respondents reported feeling uncomfortable answering specific questions, such as salary or place of employment. The survey should be updated to provide students with more ease to complete it and a greater feeling of anonymity.
- Explore alternate survey assessment methods: The number of survey respondents was very low this year. AUIS should explore other ways of conducting the survey to increase response rates, such as using mobile apps or conducting the survey at an alumni event.
- Analyze the frequency of conducting the survey: One possible cause of the low response rate is the frequency with which the survey is conducted. AUIS should determine if conducting the survey on a yearly basis is necessary. Perhaps conducting the survey every other year would provide the required data without overassessing alumni.