



## **Department of Institutional Research and Assessment**

### **Alumni Survey Analysis Class of 2018-2019**

**Your suggestions and comments are welcomed. For questions or additional queries do not hesitate to contact us  
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## ACRONYM

AKSOB	Adnan Kassar School of Business
ARCSON	Alice Ramez Chagoury School of Nursing
SArD	School of Architecture and Design
SAS	School of Arts and Sciences
SOE	School of Engineering
SOP	School of Pharmacy
LAU	Lebanese American University

## Executive Summary

The key findings based on responses of the graduates of 2018-2019 are summarized below. Findings can be used to predict with 95% confidence the true population statistic within +/- 2.62 percentage points of the sample statistic.

- 73% of LAU graduates were employed or were continuing their education within 12 months of graduation.
- Graduates majoring in Social Work and Community Development had a 100% chance of securing a job before graduation.
- To search for their first job, graduates across all majors mainly relied on online job search platforms (61%), followed by LAU career guidance /career portal (42%), family or personal connections (42%), social media platforms (22%), LAU career fair (20%), career fairs organized by other organizations (12%), an LAU teacher/faculty (6%), LAU academic departments (6%), online newspapers (1%) and printed newspapers (0.1%).
- 34% of graduates sought or earned a master degree/doctoral or post-doctoral degree/second undergraduate degree/post-graduate certification/professional certification.
- Around 80% of graduates confirmed that their first job was related to their undergraduate field of study.
- The vast majority of respondents found their first job in Lebanon 90% whereas 4% found their first job in the Gulf region, 2% in Europe, 1% in North America, 1% in the Levant and 1% in Africa.
- External employers had a demand for graduates who majored in Business, Architecture, Engineering and Pharmacy.
- Graduates who were employed in Lebanon were mostly based inside the capital Beirut.
- The industries that employed most of LAU graduates were (1) Professional Services & Consulting, (2) Marketing, Sales & Services and (3) Architecture & Construction.
- The average basic salary ranged from \$851 for graduates employed in the Levant to \$2,501 for those employed in Africa. The highest paid graduates were those employed in Africa, Europe and North America.
- The highest paid majors were: Engineering (Industrial, Petroleum, Computer and Civil), Interior Architecture, Hospitality and Tourism Management, Pharmacy, Education and Graphic Design.
- 31% of graduates who had an internship experience were offered a full-time job afterwards in the same company. Graduates who majored in Graphic Design, Nursing, Translation and Nutrition and Dietetics Coordinated Program were in the majority offered a full-time job after completing their internship.

- 59% of graduates reported their academic experience helped them develop an entrepreneurial mindset to pursue an entrepreneurial career path. Of those, 29% are currently following an entrepreneurial career path.
- When asked about their participation in innovation and research competitions, 18% of alumni reported to have participated. Of those who participated, 55% were females as opposed to 45% who were males.
- Were they to start again, 87% of graduates would pursue their studies at LAU.
- 96% of graduates believed that the preparation they received is the same or better than that received by their peers from other universities.
- The majority of alumni (62% - 86%) believed that their LAU education had a significant contribution to their ability to acquire: communication skills/developing written communication skills, presentation skills, work ethics, teamwork, public speaking skills, ability to work under pressure, listening skills, positive attitude, problem solving skills, time management skills, flexibility, decision making, leadership skills/developing management/leadership capacities and conflict management/resolution skills.

## **Methodology**

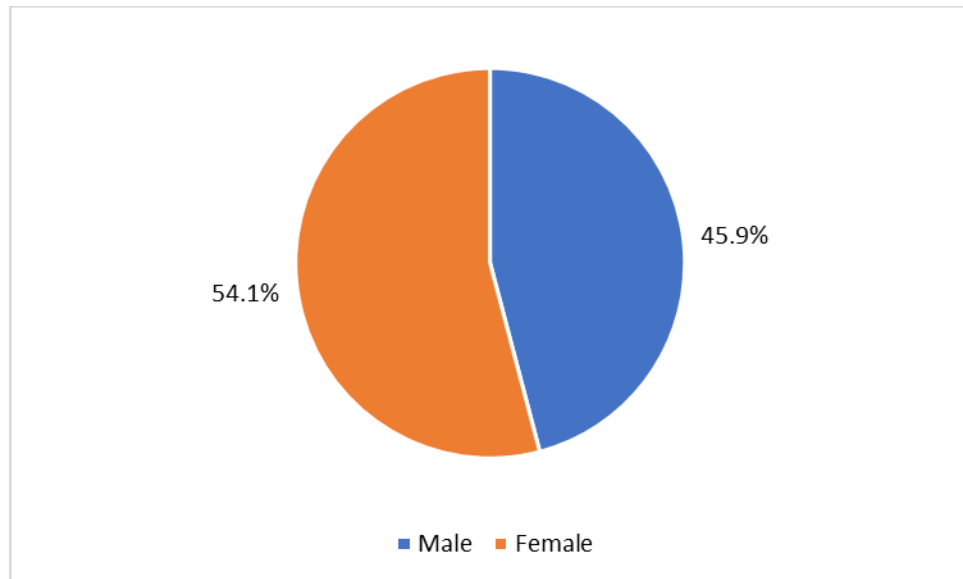
All LAU alumni of the academic year 2018-2019 were invited to participate in the online alumni survey. The alumni survey aimed at determining the employment and educational status of graduates and their views on the added value of internships on employment, when applicable. Alumni perspectives on their level of preparedness for employment reflected in the possession of the required theoretical knowledge and essential soft skill sets were also investigated.

The survey was disseminated by email to 1,823 LAU alumni at three different intervals, with each interval marking 12 months from graduation for the alumni surveyed. Alumni were given three weeks to complete the survey and received two reminders after the initial invitation to participate in the survey. Alumni who did not complete the online survey in person received follow up telephone calls.

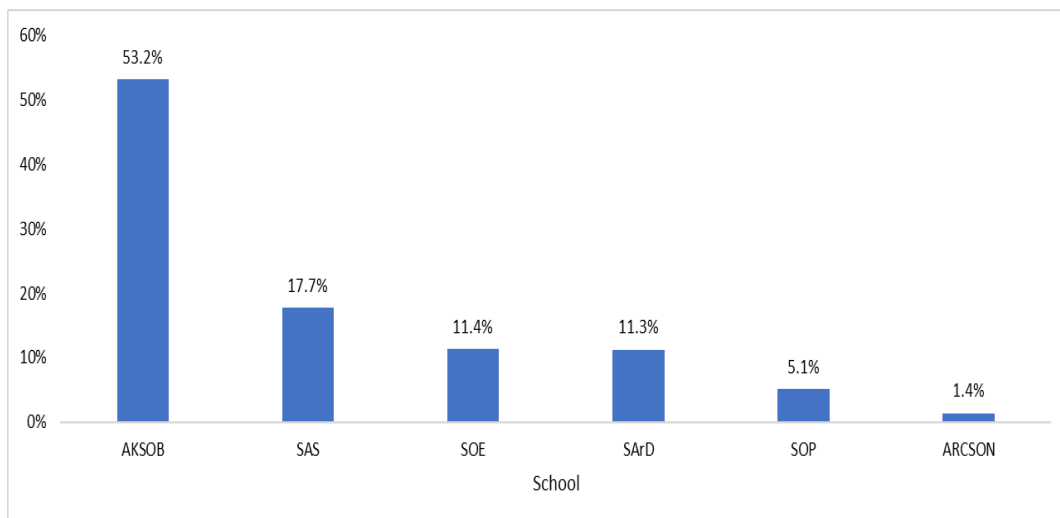
Out of the 1,823 alumni invited, 791 responded yielding a response rate of 43%. The generalizability of the results to the population depends on the sample size, which in turn depends on the degree of precision desired, the variability of the data sampled, and the type of sampling employed, namely level of tolerated error accepted. With 791 respondents, a 2.62 percent margin of error and a 95 percent confidence interval were generated. As such, one can predict with 95% confidence that the true population statistic is within +/- 2.62 percentage points of the sample statistic.

## **Demographic Characteristics of Respondents**

Out of the 791 respondents, 54% were females (Figure 1). Most respondents were graduates from the AKSOB (53%), while 18% were graduates from the SAS, 11% from the SOE, 11% from the SArD, 5% from the SOP, and 1% from the ARCSO (Figure 2). These percentages mirror to a large extent graduation patterns at LAU by school. As for the majors of respondents, 47% majored in Business, 6% in Architecture, 5% in Economics, 4% in Civil Engineering, 3% in Political Science, Pharmacy and Computer Science, and 2% in Hospitality and Tourism Management, Mechanical Engineering, Industrial Engineer, Nutrition, Television and Film, Graphics Design and Interior Architecture. Alumni who majored in Education, Fashion Design, Nursing, Electrical Engineering and other majors also participated in the survey.



**Figure 1: Respondents by gender**



**Figure 2: Respondents by school**

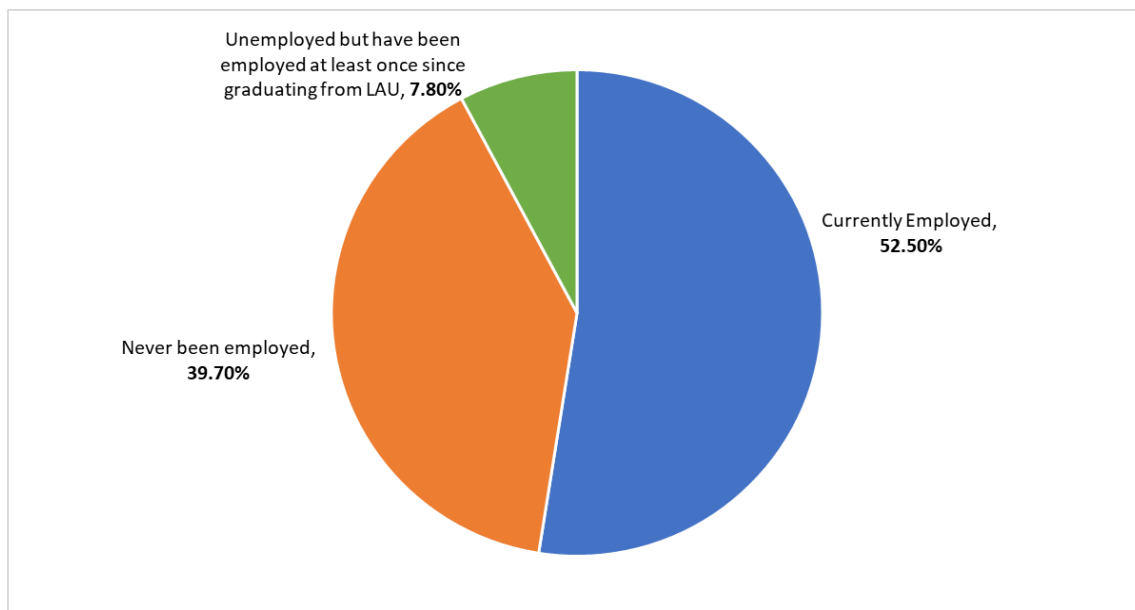


## Major Findings

### 1. Employment and Post-Graduation Status

#### i. Current Employment Status

The current employment status of the LAU Alumni of AY 2018-2019 varies. 60% of the respondents reported to have been employed at least once since their graduation. Out of these, 52% are currently employed whereas 8% have been employed at least once. 40% of LAU Alumni of AY 2018-2019 have never been employed. (Figure 3).

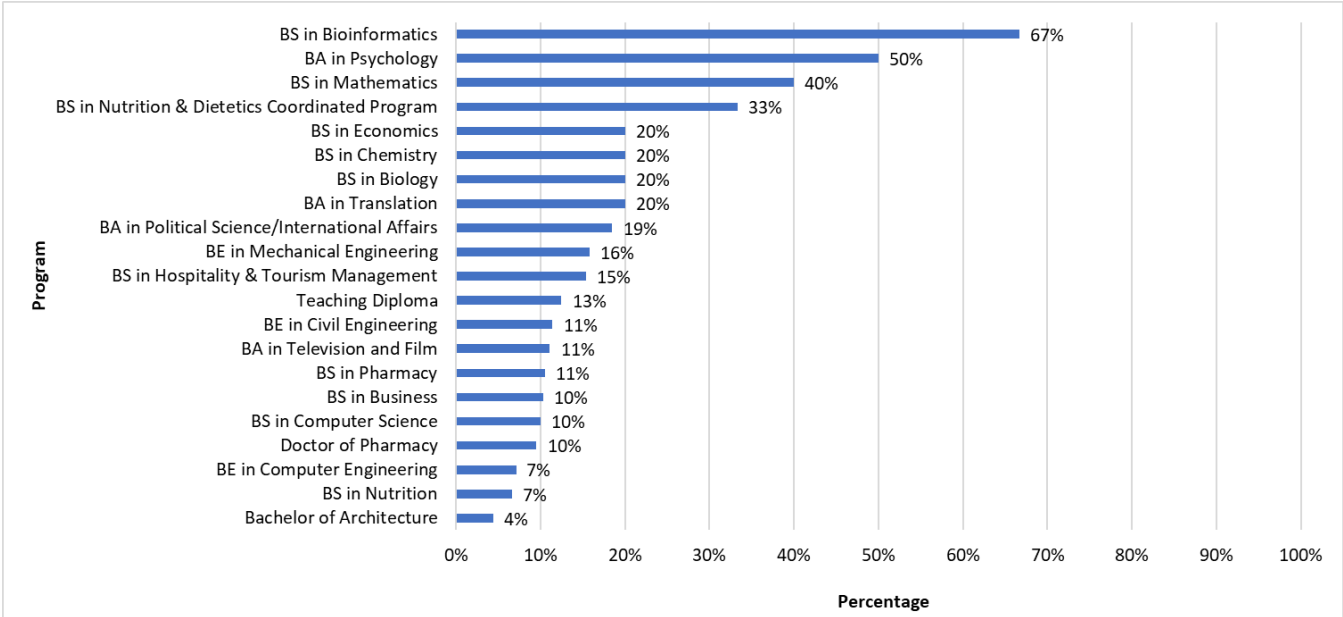


*Figure 3: Employment status*

#### ii. Continuing Education

Alumni were asked about whether they had sought further education after they completed their undergraduate studies. 34% confirmed that they had already earned or are currently pursuing a master degree, doctoral/post-doctoral degree, second undergraduate degree, a post-graduate certification or a professional certification. Out of the 48% of alumni who are currently unemployed (i.e. never been employed and currently unemployed but have been employed at least once since graduation), 46% are full-time students. Of the 46% alumni who are unemployed because they are seeking further education, 84% are master students, 5% are doctoral/post-doctoral students, 5% are seeking a post-graduate certification, 4% a second undergraduate degree and 1% a professional certification.

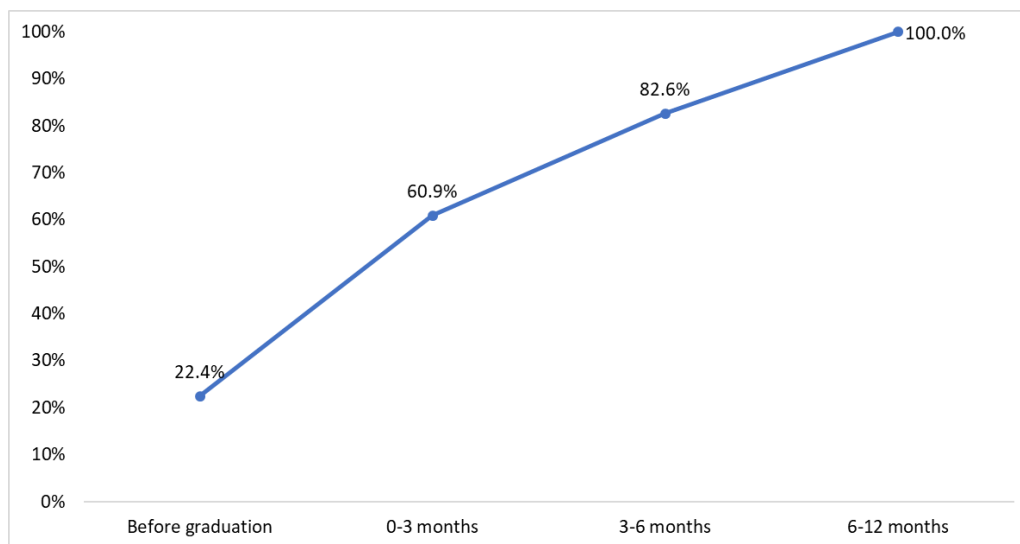
Alumni who opted to continue their education had mostly completed their undergraduate degree in Bioinformatics, Psychology, Mathematics and Nutrition & Dietetics Coordinated Program (Figure 4).



**Figure 4:** Alumni continuing higher education based on undergraduate degree

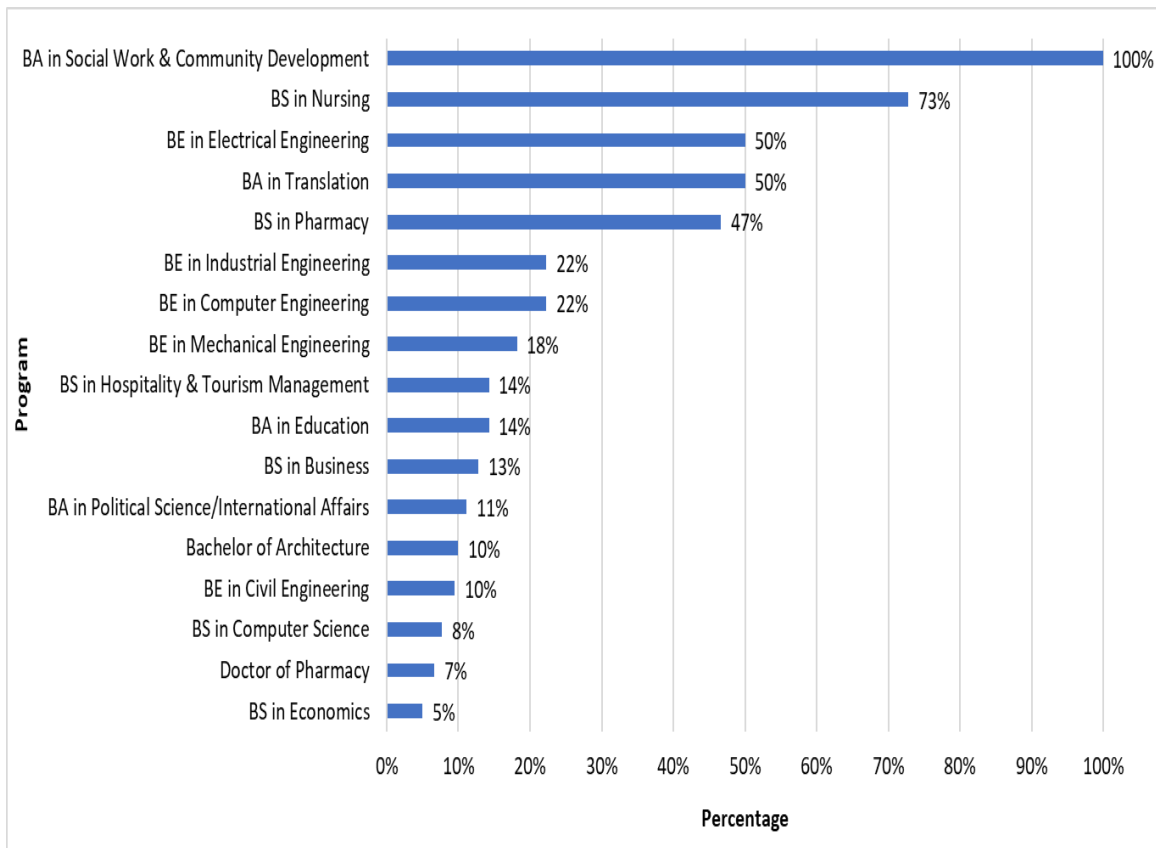
### iii. Time to first job

When asked about the time spent to find their initial job, 22% of alumni reported to have found their first job prior to graduation. Within the first six months after graduation, 83% had secured a job. This rate increased to 100% 12 months after graduation (Figure 5).



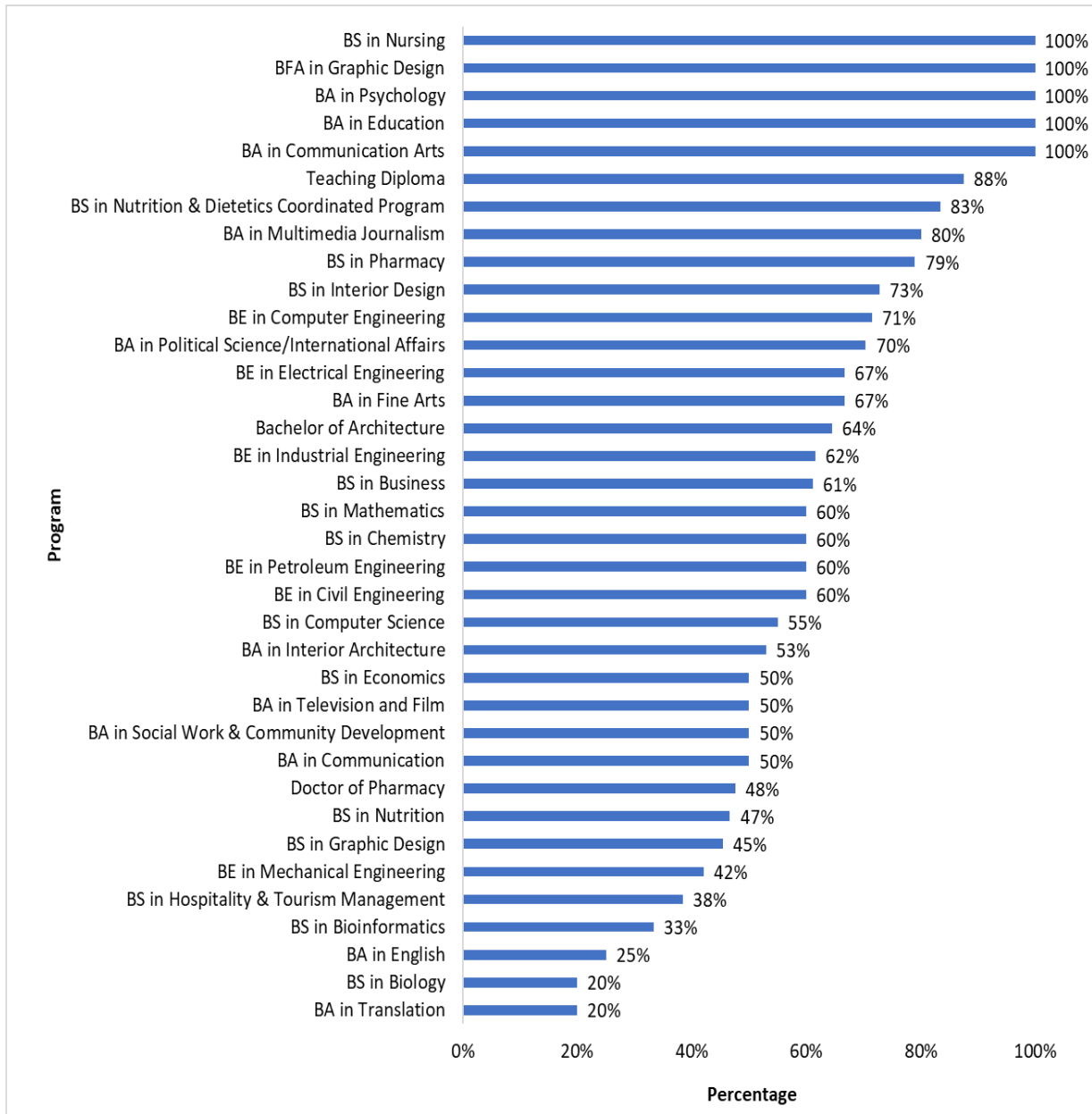
*Figure 5: Employment rates based on initial employment*

Based on survey findings, 100% of alumni who majored in Social Work and Community Development were able to find a job prior to graduation. 73% of Nurses found their first job prior to graduation. 22-50% of those who majored in Engineering (Computer, Industrial and Electrical), Pharmacy and Translation reported finding a job prior to graduation. However only 5-18% of alumni who majored in Economics, Doctor of Pharmacy, Computer Science, Civil Engineering, Architecture, Political Science/International Affairs, Business, Education, Hospitality and Tourism Management and Mechanical Engineering secured a job by graduation (Figure 6).



**Figure 6:** Employment rates by degree prior to graduation

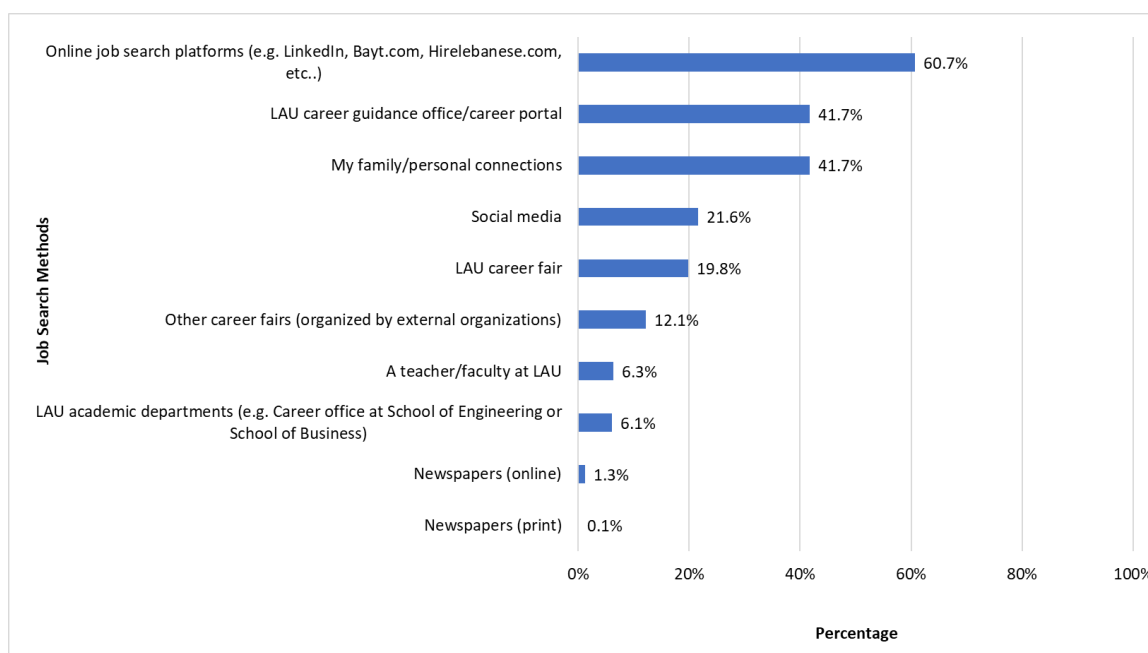
For a period of up to twelve months after graduation, all alumni (100%) who majored in Nursing, Graphic Design, Psychology, Education and Communication Arts were capable of securing a job. Over the same period, most alumni (50-88%) who majored in Communication, Social Work and Community Development, Television and Film, Economics, Interior Architecture, Computer Science, Engineering (Civil, Petroleum, Industrial, Electrical and Computer), Chemistry, Mathematics, Business, Architecture, Fine Arts, Political Science/International Affairs, Interior Design, Pharmacy, Multimedia Journalism, Nutrition and Dietetics Coordinated Program and Teaching Diploma were able to find a job. (Figure 7).



**Figure 7:** Employment rates by degree twelve months after graduation

#### iv. Job search methods

Alumni reported using a variety of methods when searching for their first job. Alumni mainly relied on online job search platforms when attempting to search for their first job (61%), followed by LAU career guidance /career portal (42%), family or personal connections (42%), social media platforms (22%), LAU career fair (20%), career fairs organized by other organizations (12%), an LAU teacher/faculty (6%), LAU academic departments (6%), online newspapers (1%) and printed newspapers (0.1%) (Figure 8).

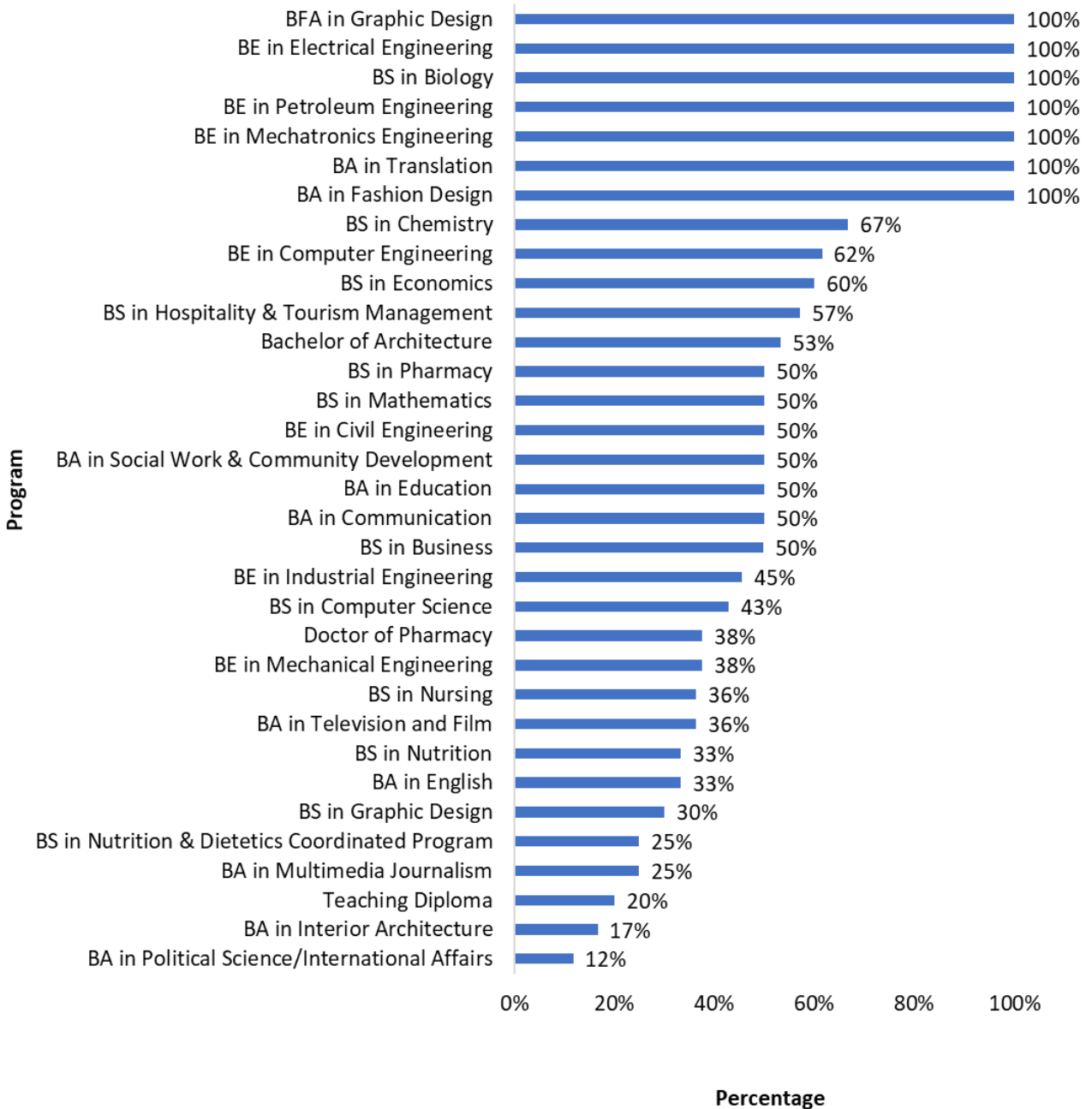


**Figure 8: Methods alumni relied on for their job search**

Graduates across all majors have relied on LAU job search platforms and services - the career fair, career guidance office/career portal, academic departments, and faculty - to secure employment particularly those who majored in BFA in Graphic Design, BE in Electrical Engineering, BS in Biology, BE in Petroleum Engineering, BE in Mechatronics Engineering, BA in Translation, BA in Fashion Design (100%).

In addition, graduates who received their degree in BS in Chemistry (67%), BE in Computer Engineering (62%), BS in Economics (60%), BS in Hospitality and Tourism Management (57%), Bachelor of Architecture (53%) as well as BS in Pharmacy (50%), BS in Mathematics (50%), BE in Civil Engineering (50%), BA in Social Work and Community Development (50%), BA in Education (50%), BA in Communication (50%) and BS in Business (50%) found jobs using LAU search platforms.

Graduates who received degrees in BE in Industrial Engineering (45%), BS in Computer Science (43%), Doctor of Pharmacy (38%), BE in Mechanical Engineering (38%), BS in Nursing (36%), BA in Television and Film (36%), BS in Nutrition (33%), BA in English (33%), BS in Graphic Design (30%), BS in Nutrition and Dietetics Coordinated Program (25%), BA in Multimedia Journalism (25%), Teaching Diploma (20%), BA in Interior Architecture (17%) and BA in Political Science/International Affairs (12%) were the least reliant of LAU job search platforms to find jobs (Figure 9).

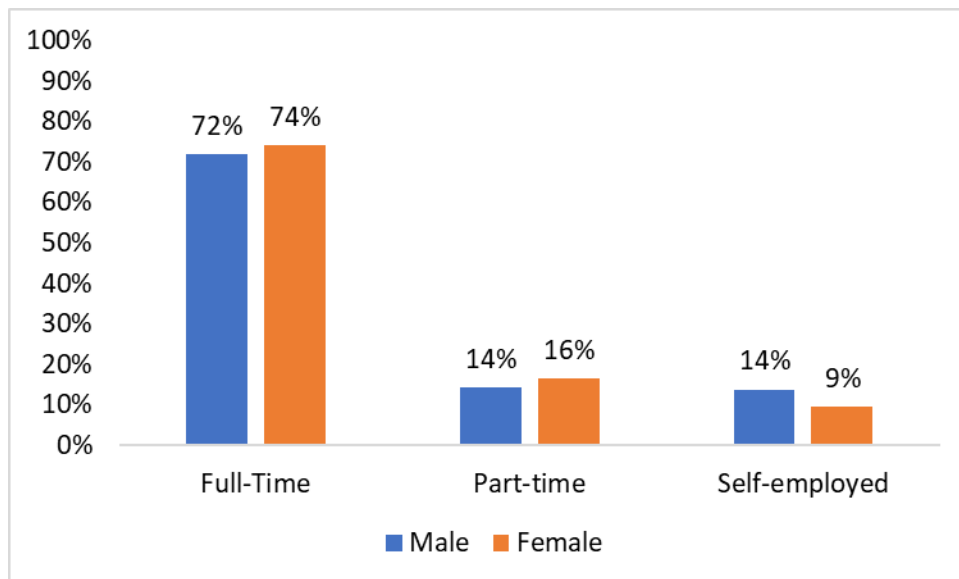


**Figure 9:** Alumni who relied on LAU job search platforms and services based on degree

## 2. First Job Experience

### i. Type

A vast majority of respondents (73%) reported that the first job they had secured was on a full-time basis whereas 15% reported that the job was on a part-time basis. More females (74%) secured a full-time job compared to males (72%). The same applies to part-time employment, where 16% females reporting having secured part-time jobs compared to 14% males (Figure 10). In addition, 13% reported to have been self-employed and those mostly majored in Communication Arts, Civil Engineering, Graphic Design, Nutrition and Business.



*Figure 10: Job type by gender*

### ii. Correlation of Job to Undergraduate Field of Study

Not all respondents worked in their field of study. In fact, 80% of alumni confirmed that their first job was related to their undergraduate major. Finding a job in one's undergraduate field of study depended on the major.

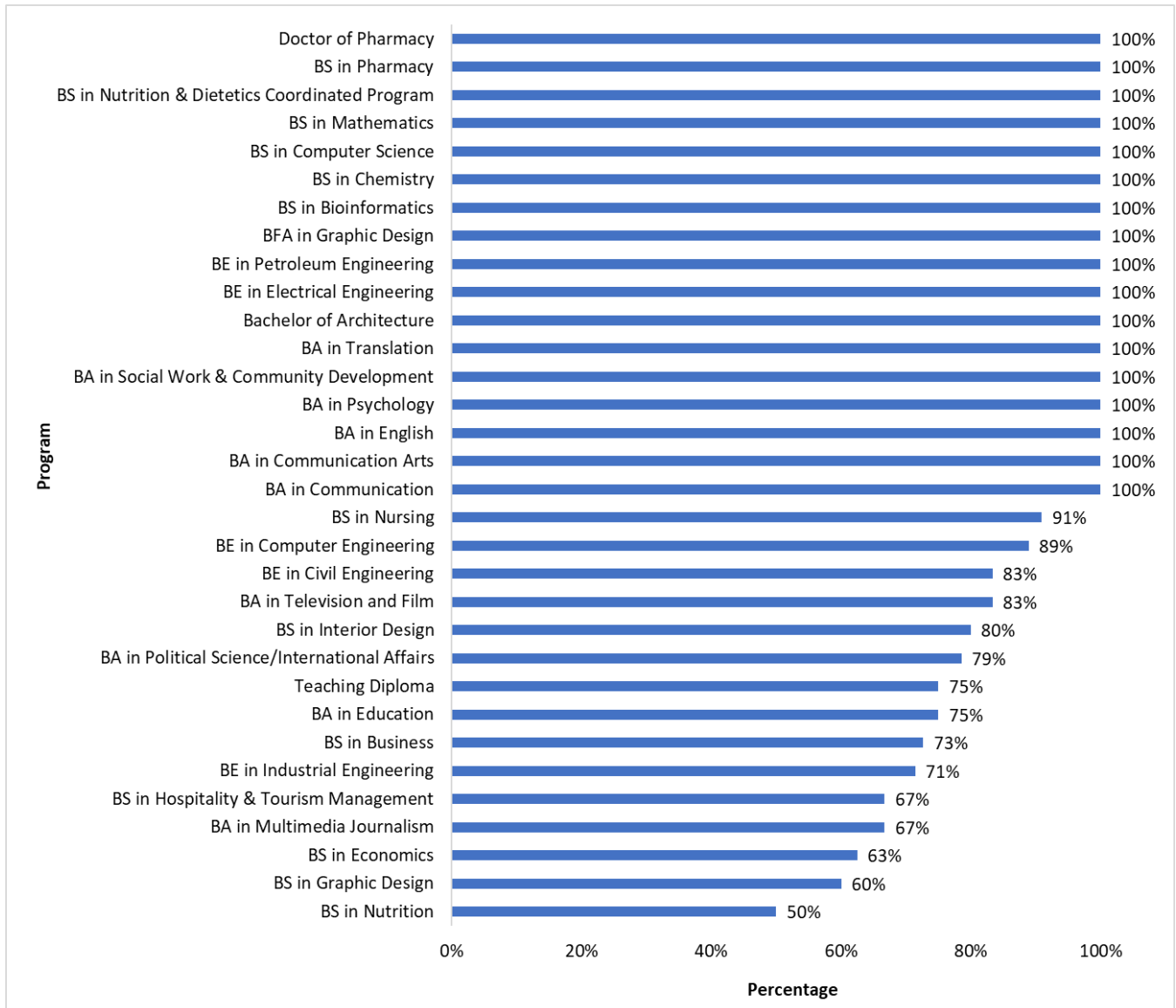
All (100%) those who majored in Pharmacy (BS and Doctorate), Nutrition and Dietetics Coordinated Program, Mathematics, Computer Science, Chemistry, Bioinformatics, Graphic Design, Engineering (Petroleum and Electrical) , Architecture, Translation, Social Work and Community Development, Psychology, English, Communication Arts



and Communication secured a first job that was related to their undergraduate field of study.

Most alumni (91% - 71%) majoring in, Nursing, Engineering (Computer, Civil and Industrial), Television and Film, Interior Design, Political Science/International Affairs, Teaching Diploma, Education and Business reported securing a first job in their undergraduate field of study.

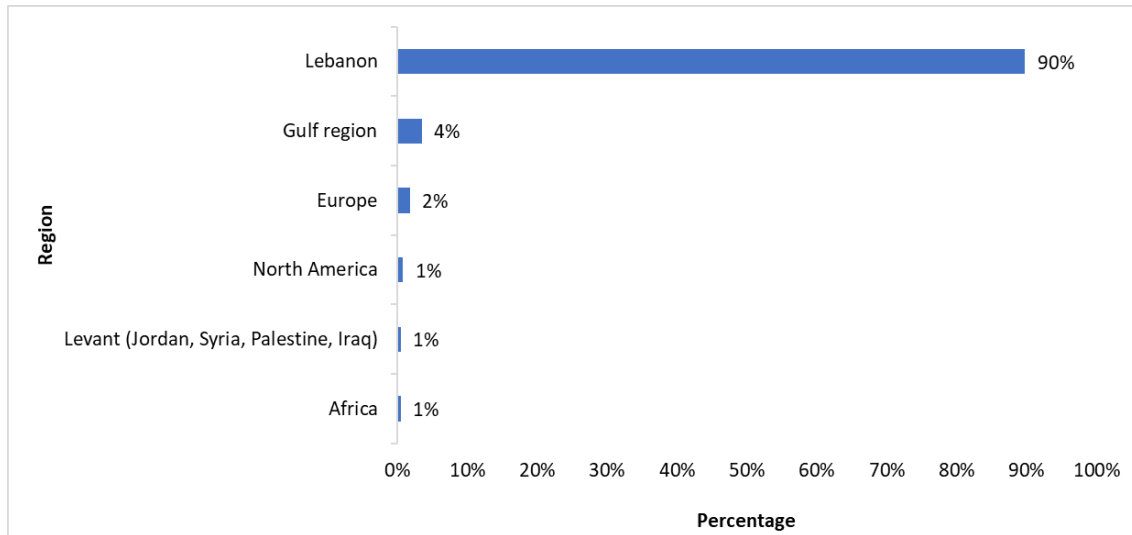
This percentage dropped to 67% and below for alumni who majored in Hospitality and Tourism Management, Multimedia Journalism, Economics, Graphic Design and Nutrition (Figure 11).



**Figure 11:** Employment in jobs related to undergraduate field of study by undergraduate degree

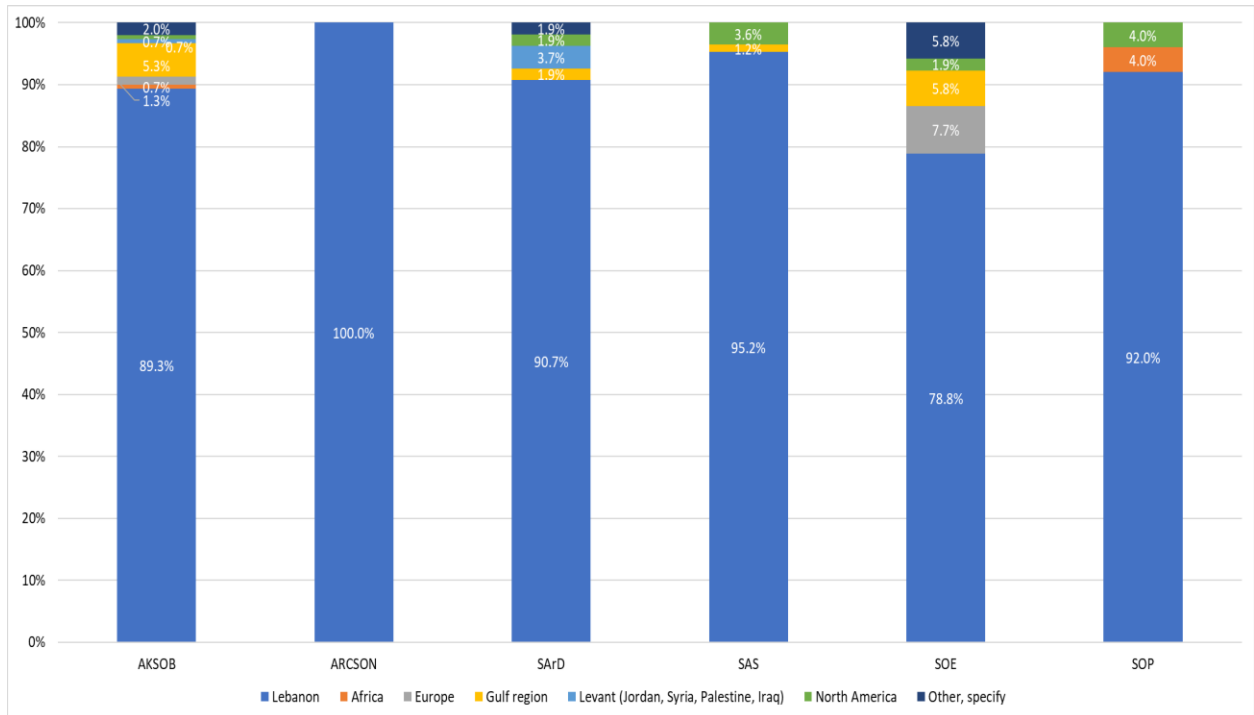
### iii. Location

The vast majority of respondents found their first job in Lebanon 90% whereas 4% found their first job in the Gulf region, 2% in Europe, 1% in North America, 1% in the Levant and 1% in Africa (Figure 12).



**Figure 12:** *Employment by job location*

All the majors offered by LAU were found to correlate positively with the demands of the Lebanese labor market. All alumni (100%) who graduated from ARCSO reported being employed in Lebanon. This percentage dropped to 95% for those who graduated from SAS and to 92% of alumni who graduated from SOP and 91% of alumni who graduated from SArD. Similarly, this percentage further dropped to 89% for those who graduated from AKSOB and to 79% for those who graduated from SOE. External market demands varied according to the region. Employment outside Lebanon was found to be highest for graduates of SOE (21%) followed by AKSOB (11%), and SArD (9%) (Figure 13).



**Figure 13:** Employment rates by school and location

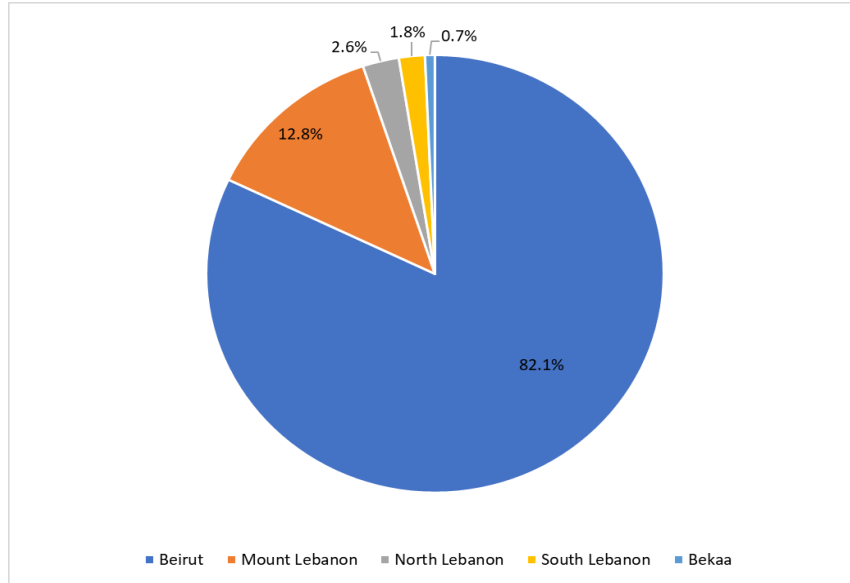
Majors seen to be the most requested by external employers include Business, Architecture, Engineering and Pharmacy. Employers based in Africa have recruited alumni who majored in Business and Pharmacy. Employers from the Gulf region mainly recruited Business and Engineering (Computer and Industrial). As for employers based in North America, they have recruited from the Translation, Architecture and Business. When it comes to Europe, employers have recruited Business and Engineering (Civil, Computer and Industrial), and lastly employers in the Levant recruited Business and Architecture (Table 1).

**Table 1:** Alumni employed abroad by degree

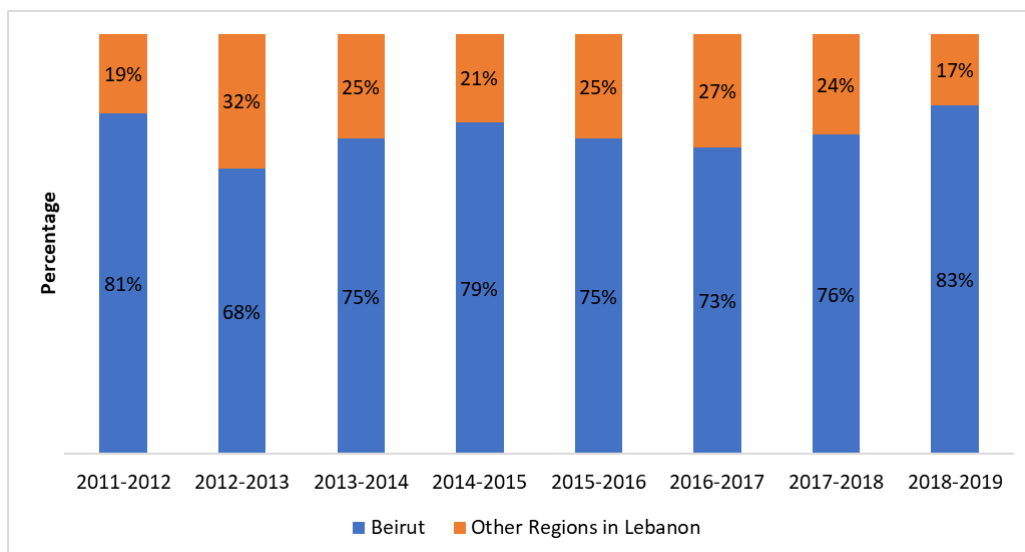
Program	Africa	Europe	Gulf region	Lebanon	Levant (Jordan, Syria, Palestine, Iraq)	North America	Other, specify
BA in Communication							
BA in Communication Arts							
BA in Education				1%			
BA in English							
BA in Interior Architecture				1%			
BA in Multimedia Journalism				1%			
BA in Political Science/International Affairs			9%	5%			
BA in Psychology							

BA in Social Work & Community Development							
BA in Television and Film				2%			
BA in Translation						33%	
Bachelor of Architecture				6%	50%	33%	17%
BE in Civil Engineering		33%		4%			
BE in Computer Engineering		17%	9%	3%			
BE in Electrical Engineering				1%			
BE in Industrial Engineering		17%	9%	2%			
BE in Mechanical Engineering				1%			33%
BE in Petroleum Engineering							
BFA in Graphic Design							
BS in Bioinformatics							
BS in Business	50%	33%	73%	46%	50%	33%	50%
BS in Chemistry							
BS in Computer Science				3%			
BS in Economics				3%			
BS in Graphic Design				2%			
BS in Hospitality & Tourism Management				1%			
BS in Interior Design				2%			
BS in Mathematics							
BS in Nursing				4%			
BS in Nutrition & Dietetics Coordinated Program				1%			
BS in Nutrition				1%			
BS in Pharmacy				4%			
Doctor of Pharmacy	50%			2%			
Teaching Diploma				1%			

As for alumni who were employed in Lebanon, most were based inside the capital Beirut (82%) and an additional 13% were based in the Mount Lebanon Governorate (Figure 14). Employment opportunities ranged from 3% in North Lebanon to 2% in the South and 1% in the Bekaa. Employment trends have changed over time. The percentage of alumni employed in Beirut decreased from 81% for graduates of 2011- 2012 to 75% for graduates of 2015-2016 to 73% for the graduates of 2016-2017. It then increased again to 76% for the graduates of 2017-2018 and 83% for the graduates of 2018-2019. Figure 15 gives trends in employment opportunities of LAU graduates by governorate.



*Figure 14: Employment by governorate*

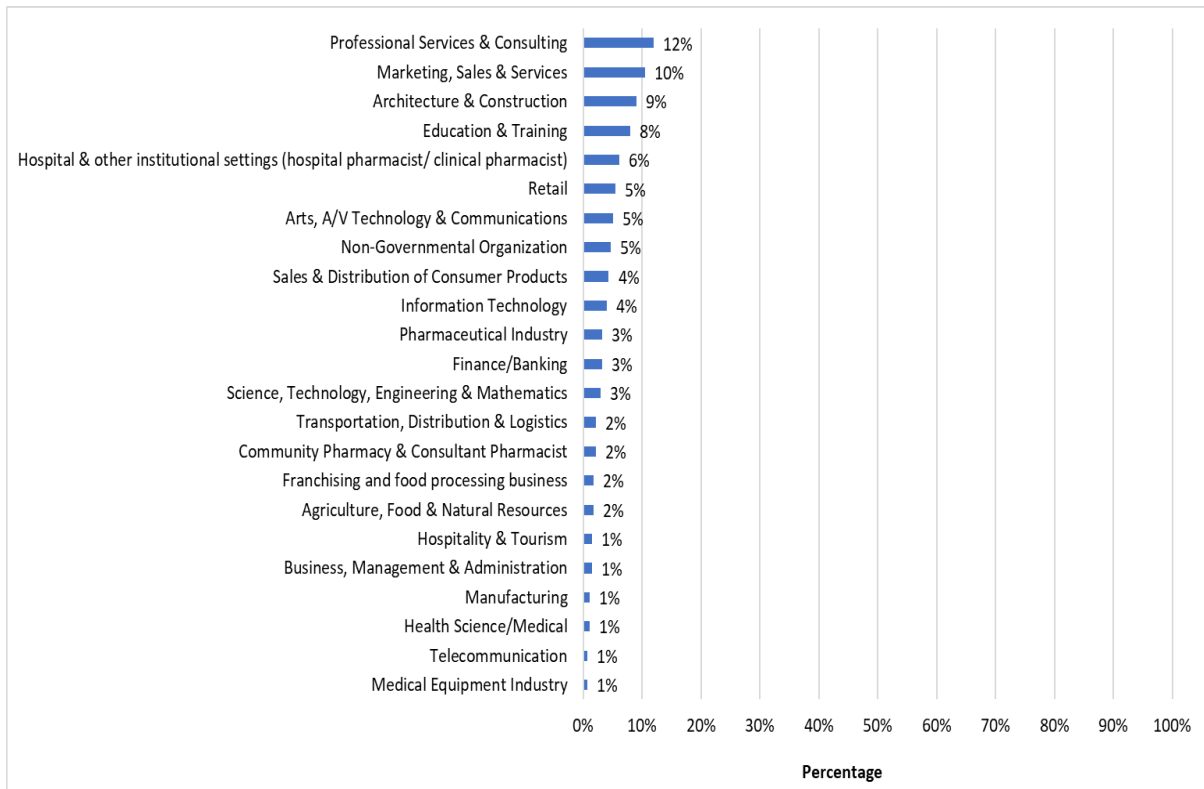


*Figure 15: Trends in employment by governorate*

#### iv. Industry

Alumni were asked to provide the industry of the company they were employed in. The “Professional Services & Consulting” industry employed the most alumni (12%), followed by Marketing, Sales & Services (10%), Architecture & Construction (9%), Education &

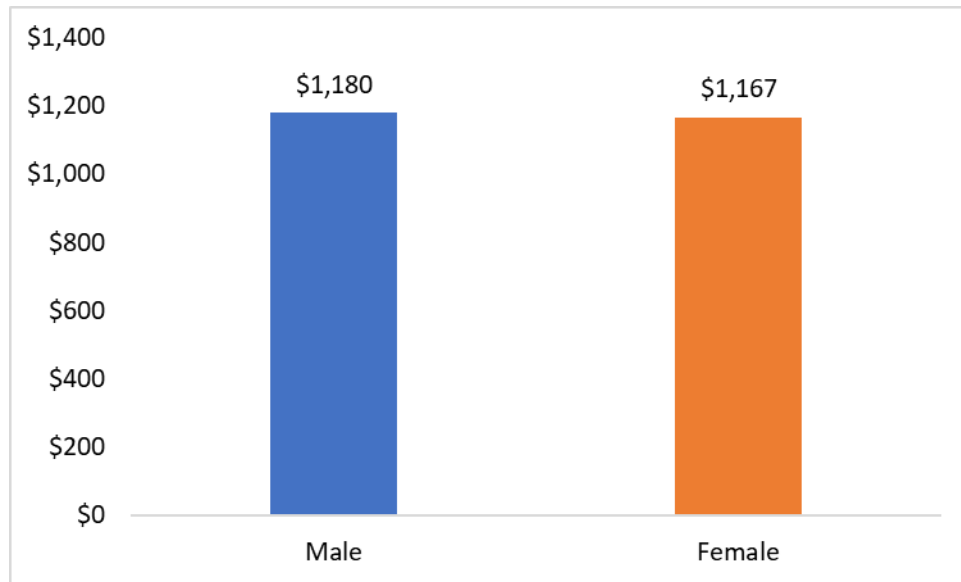
Training (8%), Hospital and other institutional settings (6%), Retail (5%), Arts, A/V technology & Communications and Non-Governmental Organizations (5%) (Figure 16).



*Figure 16: Employment by company industry*

#### **v. Starting Basic Salary**

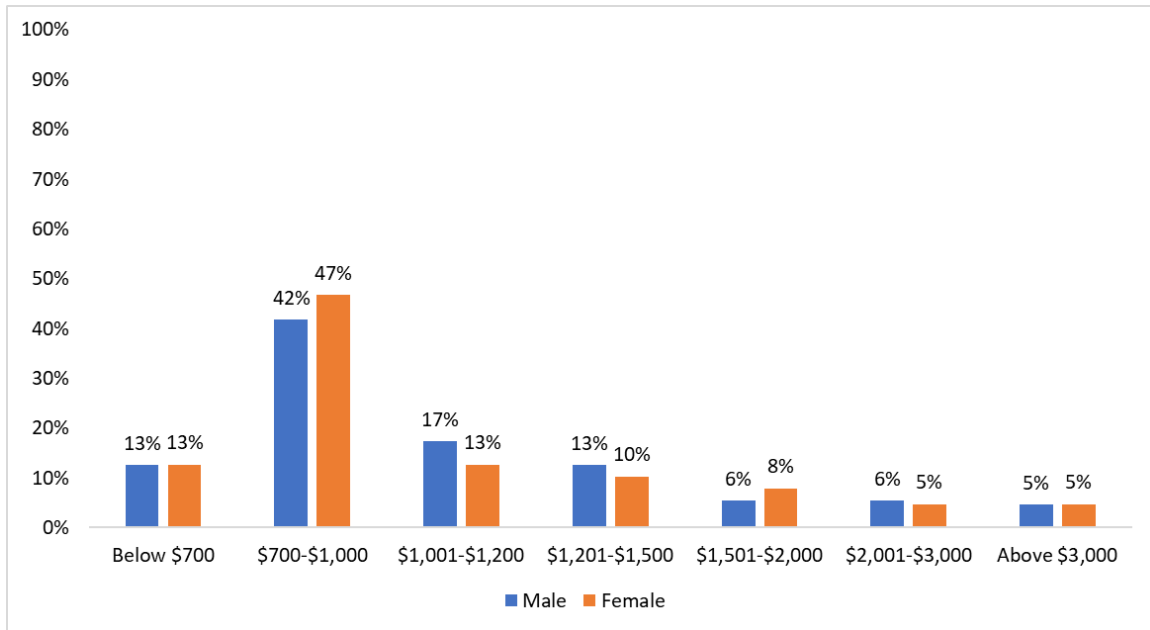
The average starting basic salary for all alumni respondents amounted to \$1,174. The average starting basic salary for males is \$1,180, which is slightly higher than that of the average basic salary for females of \$1,167 (Figure 17).



*Figure 17: Average starting basic salary by gender*

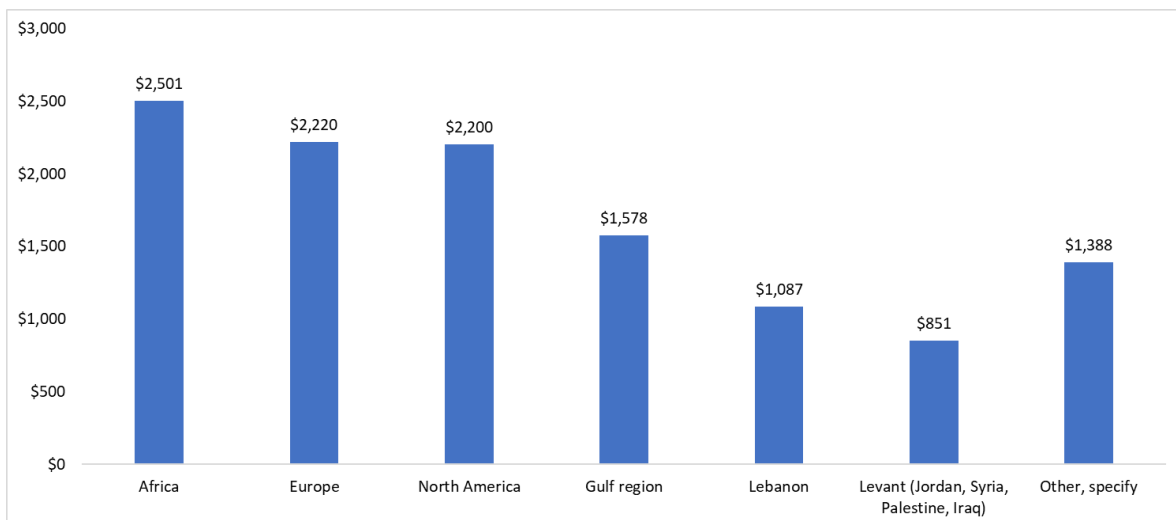
This observation is reinforced by looking at the starting basic salary brackets. We can notice that the majority of females or 60% of them earn within the low starting salary brackets \$700-\$1200 versus only 59% of the males. In contrast, when it comes to salaries between \$1201- Above \$3000, females constitute 28% versus 30% of the males. On the other hand, females seem to slightly outweigh males in earning a salary between \$1500 and \$3000 (18%) in comparison to 17% males. All of this proves that the overall difference in the average starting basic salary is almost negligible between males and females (Figure 18).





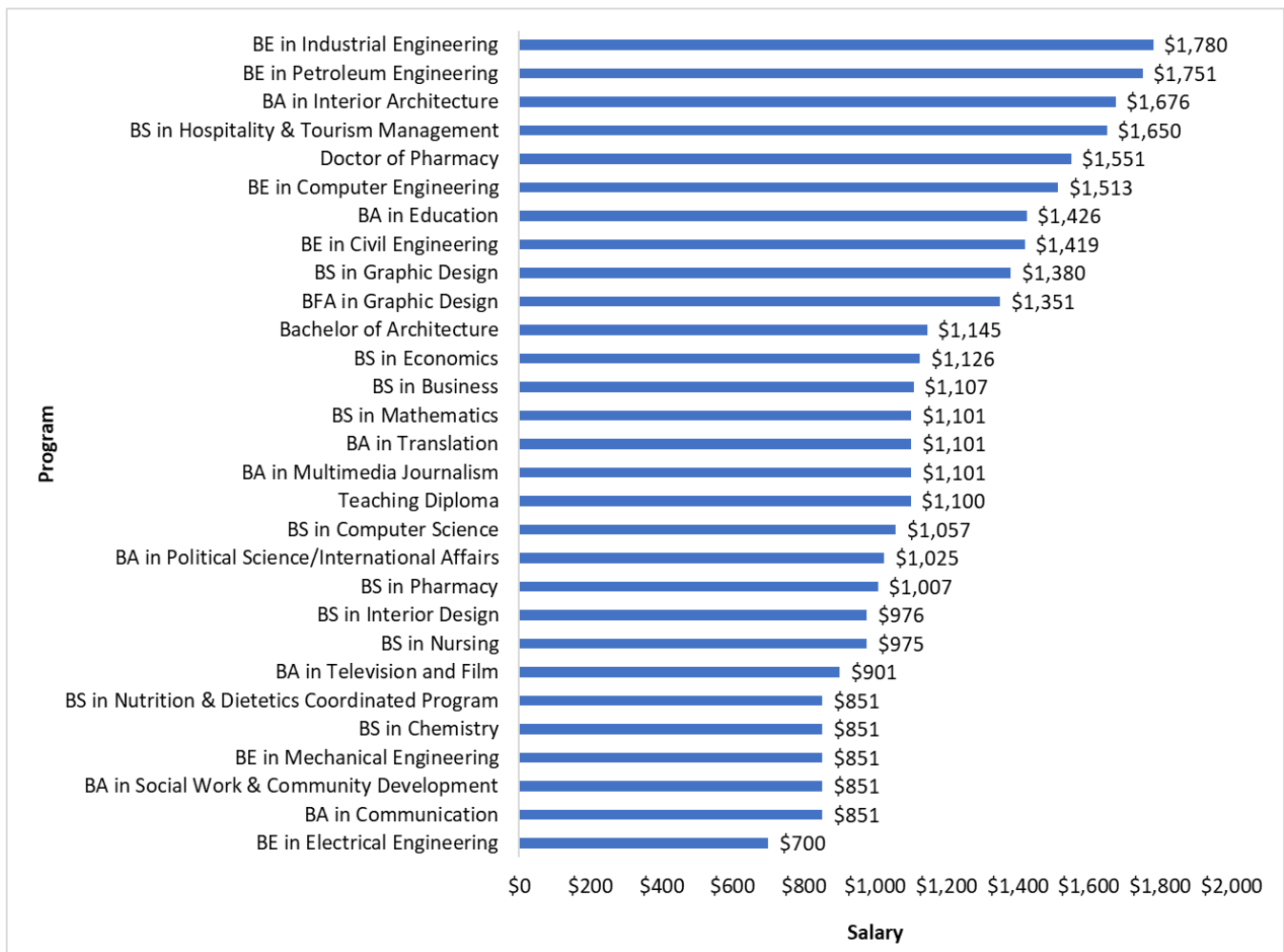
**Figure 18:** Starting basic salary brackets by gender

Alumni employed in Africa are earning the highest starting basic salaries. On average, they are earning a starting basic salary of \$2,501, followed by \$2,220 for those employed in North America, \$2,220 for those employed in Europe, \$1,578 for those in Gulf Region and \$1,087 in Lebanon. Employees in the Levant are earning the lowest starting basic salary of approximately \$851 (Figure 19).



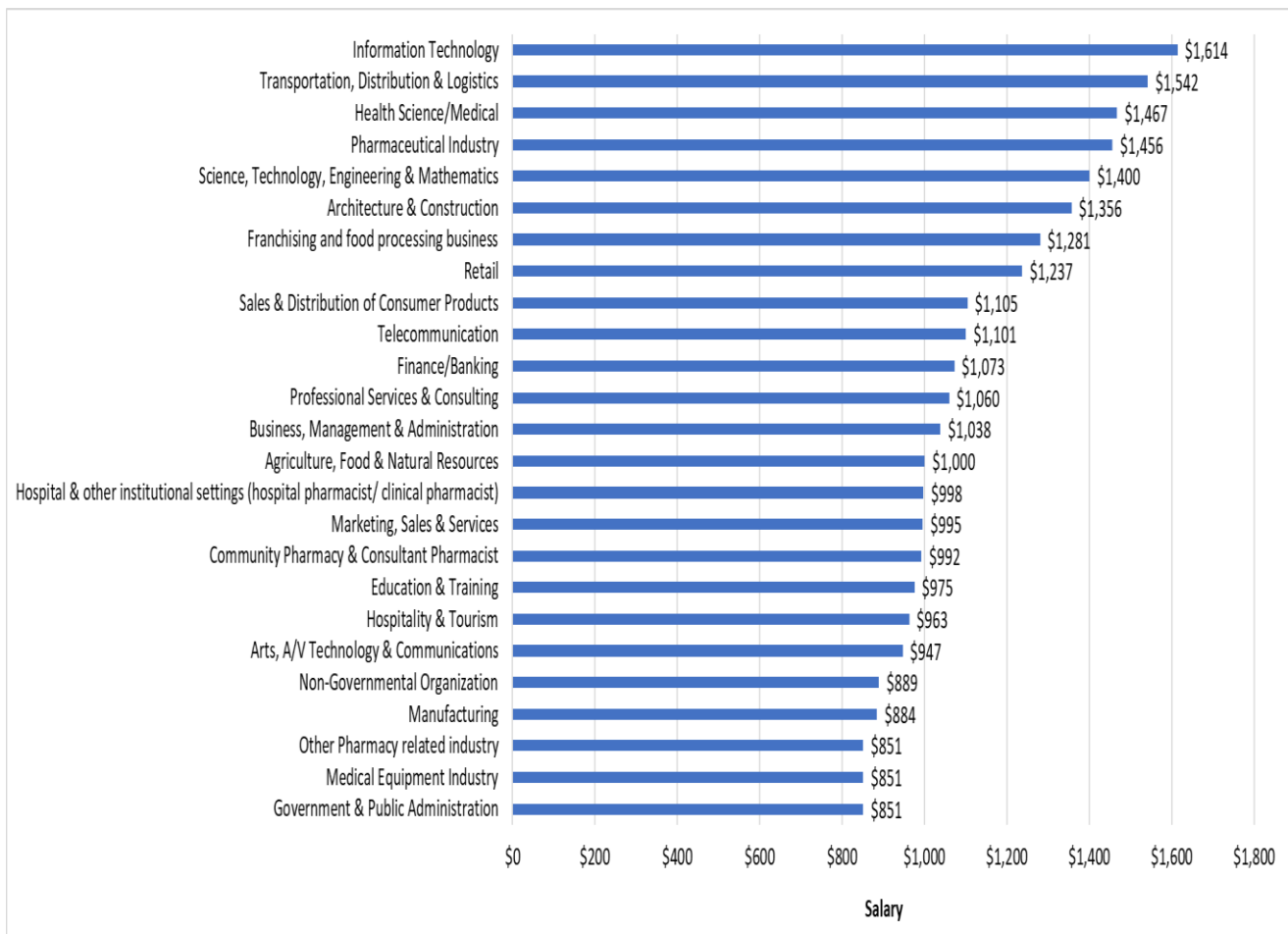
**Figure 19:** Average starting basic salary by region

Respondents who majored in Engineering (Industrial, Petroleum, Computer and Civil), Interior Architecture, Hospitality and Tourism Management, Pharmacy, Education and Graphic Design earned the highest starting basic salaries. On the other hand, respondents who majored in Engineering (Electrical and Mechanical), Communication, Social Work and Community Development, Chemistry, Nutrition and Dietetics Coordinated Program, Television and Film, Nursing, Interior Design, Pharmacy, Political Science/International Affairs and Computer Science earned the lowest starting basic salaries. Figure 20 gives the average basic starting salary by degree program.



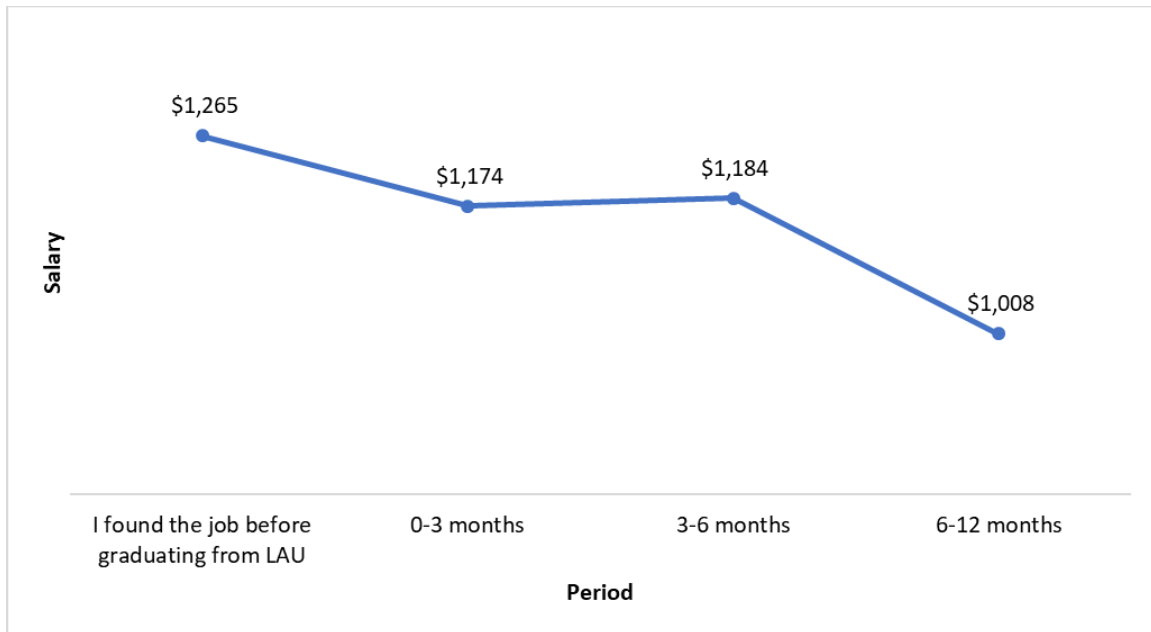
**Figure 20:** Average starting basic salary by degree

When comparing average starting basic salaries across industries, alumni employed in the Information Technology (\$1,614) earned the highest average starting basic salary followed by alumni employed in Transportation, Distribution and Logistics (\$1,542), Health Science/Medical (\$1,467), Pharmaceutical Industry (\$1,456) and Science, Technology, Engineering and Mathematics (\$1,440) (Figure 21).



**Figure 21:** Average starting basic salary by industry

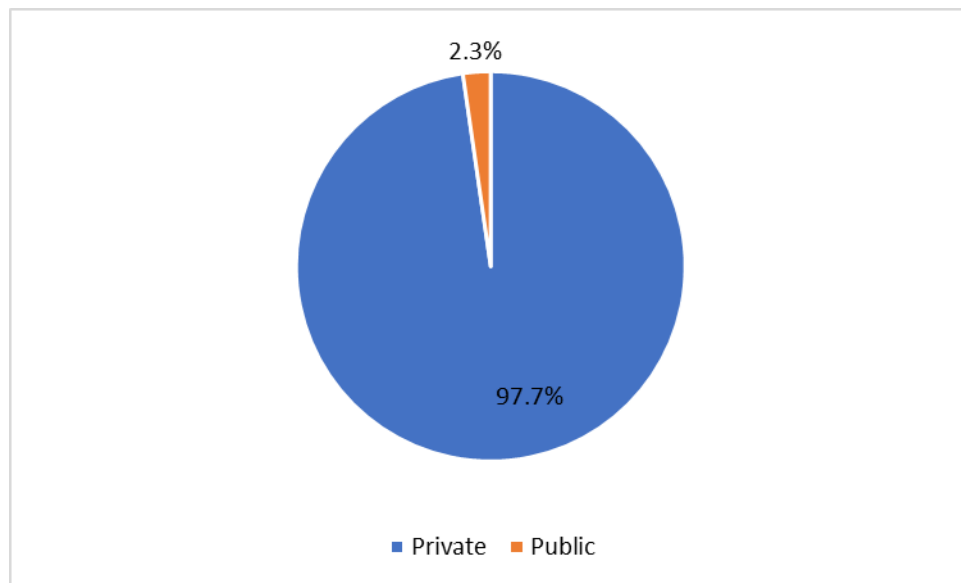
Earnings varied based on time needed to secure employment. Alumni who were able to secure a job before graduation earned an average starting basic salary of \$1,265. The average dropped to \$1,174 for those who secured a job within less than three months after graduation but steadily increased to \$1,184 for those who secured the job in 3-6 months. The average starting basic salary drops to \$1,008 for those who secured their first job within 6 – 12 months after graduation. Figure 22 gives the average starting basic salary based on time from graduation.



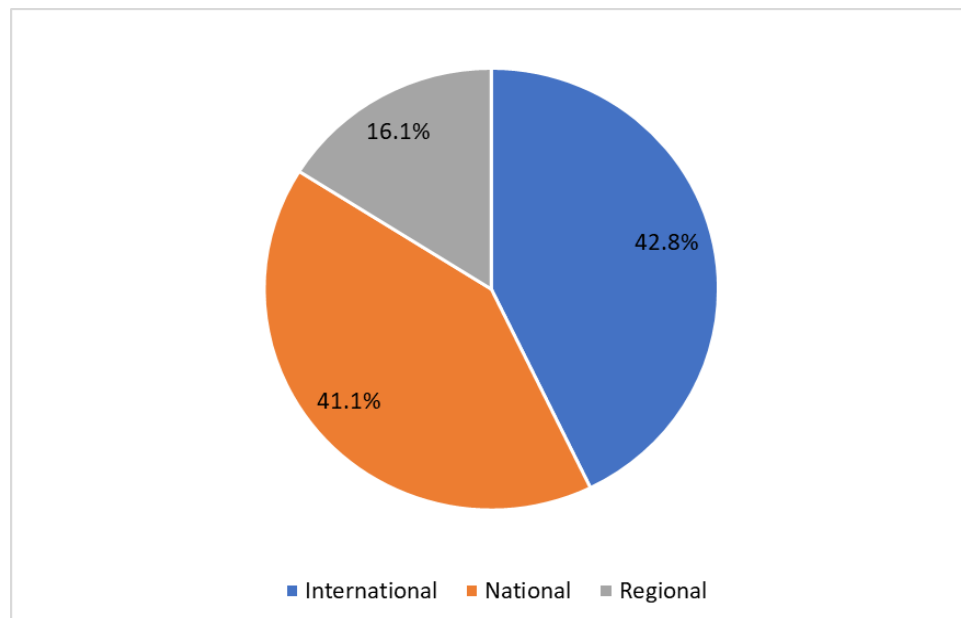
**Figure 22:** Average starting basic salary with respect to time from graduation

#### vi. Other Company Characteristics

The vast majority of alumni (98%) reported being employed in a private company (Figure 23). In addition, 59% reported having worked in international or regional companies (Figure 24).



**Figure 23:** Company type

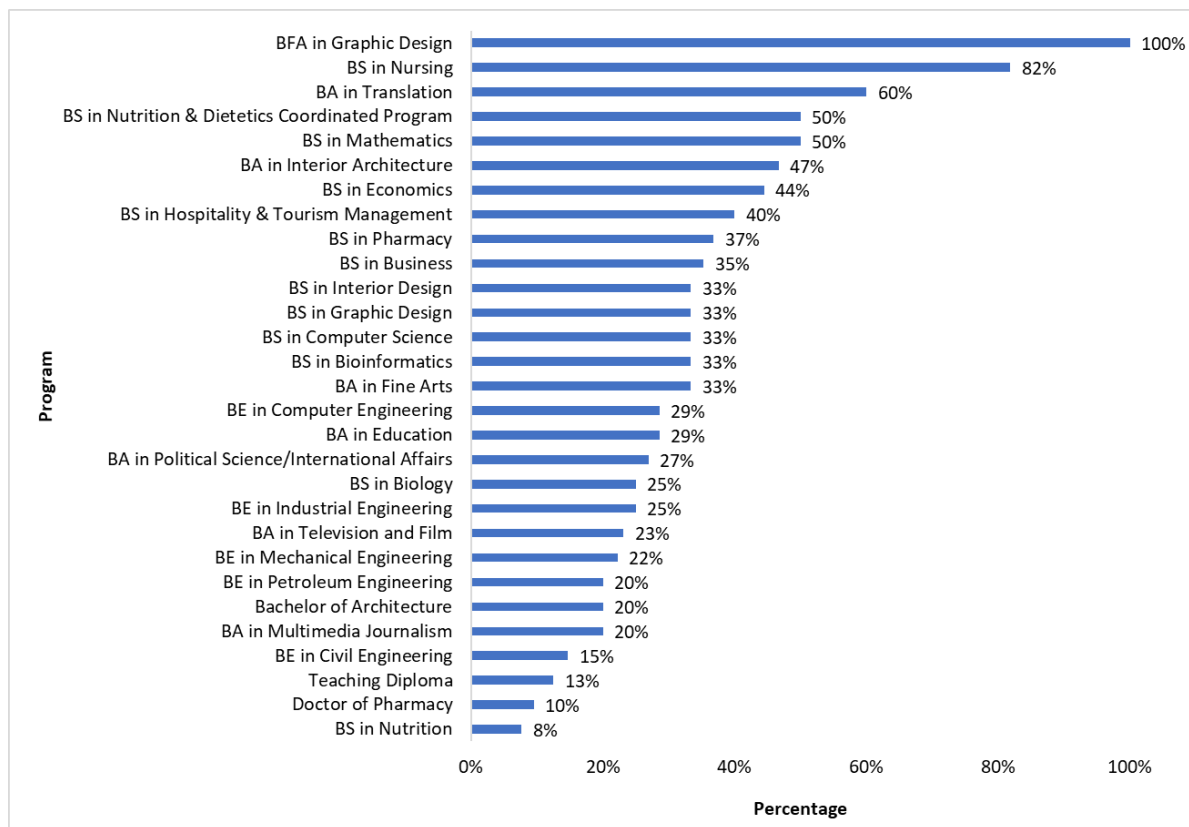


**Figure 24:** Company classification

### 3. University Experience & Skills Acquired

#### i. Internship Experience

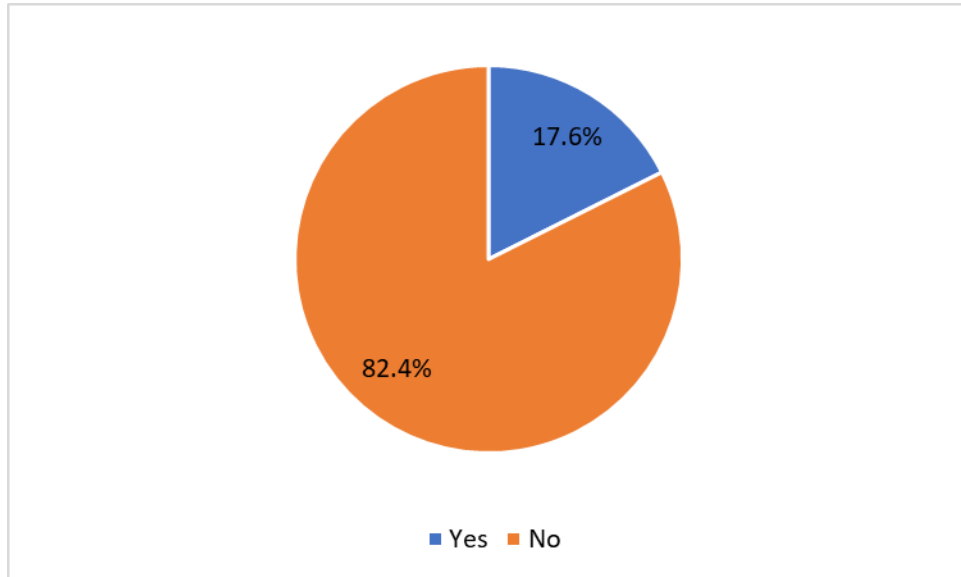
When it comes to respondents' experience prior to graduating, 87% reported having taken an internship while completing their undergraduate studies at LAU. Out of the alumni who had an internship experience, 31% were offered a full-time job afterwards in the same company. Those who majored in (1) Graphic Design, (2) Nursing, (3) Translation and (4) Nutrition and Dietetics Coordinated Program were in the majority offered a full-time job after completing their internship (Figure 25).



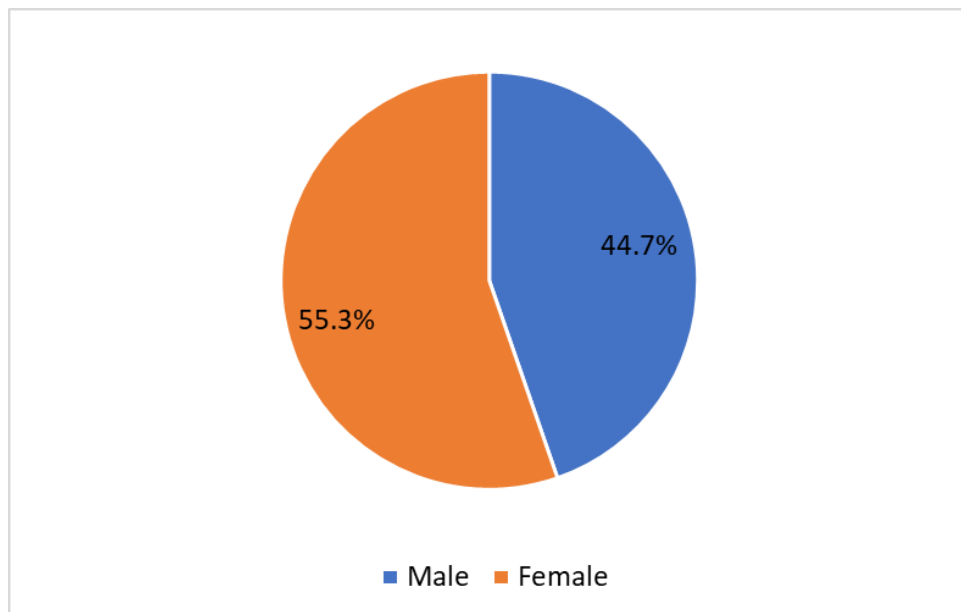
**Figure 25:** Alumni who were offered a full-time job after completion of internship by degree

## ii. Participation in Innovation and Research Competitions

When asked about their participation in innovation and research competitions, 18% of alumni reported to have participated while 82% did not participate (Figure 26). 55% of those who participated in innovation and research competitions were females as opposed to 45% who were males (Figure 27).



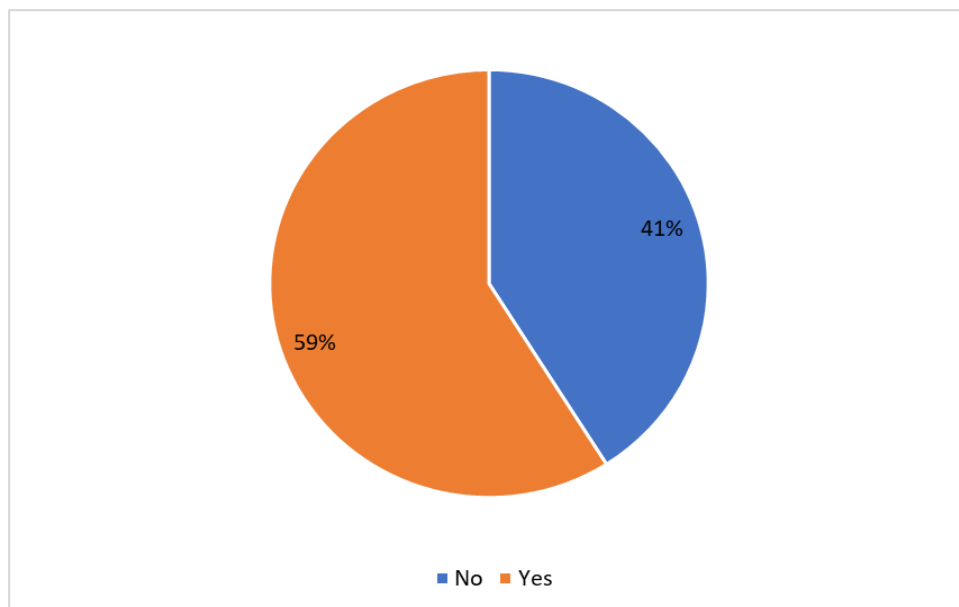
*Figure 26: Participation in innovation and research competitions*



*Figure 27: Participation in innovation and research competitions by Gender*

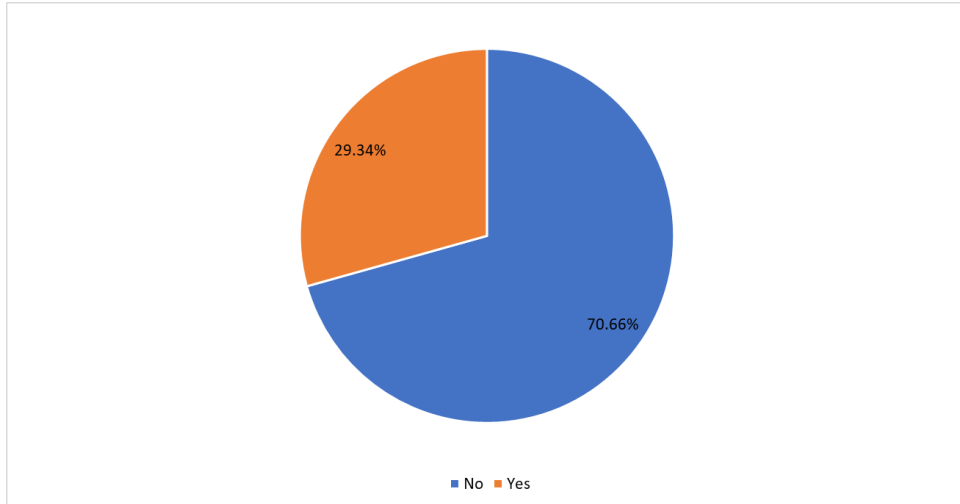
### iii. Developing an Entrepreneurial Mindset

More than half of the alumni who participated in the survey (59%) reported that their academic experience helped them develop an entrepreneurial mindset that would allow them to pursue an entrepreneurial career path in contrast to 41% who reported it did not (Figure 28). Of the alumni who reported that their academic experience helped them develop an entrepreneurial mindset, 29% confirmed that they were currently pursuing an entrepreneurial career path while 71% said they were not (Figure 29). 55.5% of those who reported pursuing an entrepreneurial path were females as opposed to 44.5% who were males (Figure 30).

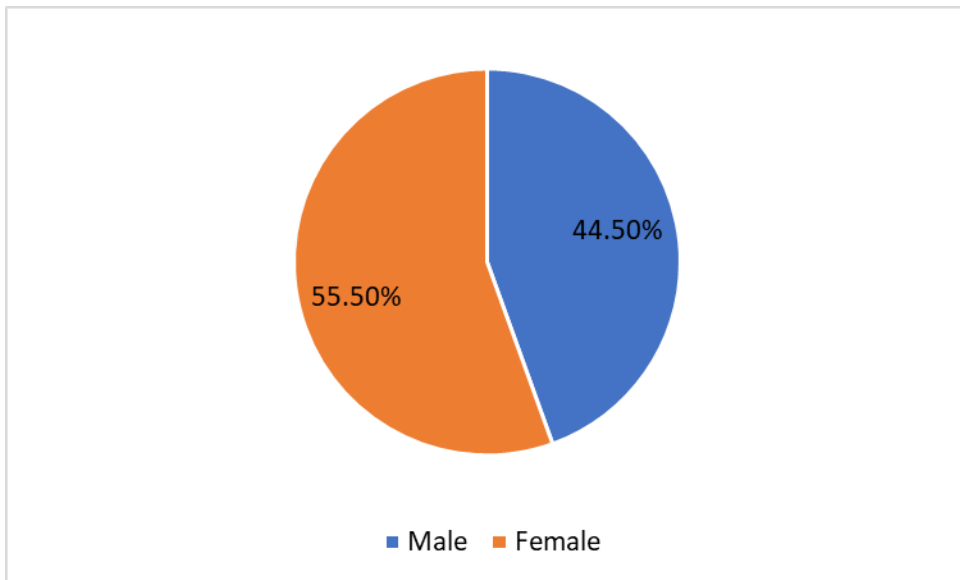


**Figure 28:** *Developing an entrepreneurial mindset to help you pursue an entrepreneurial career path*





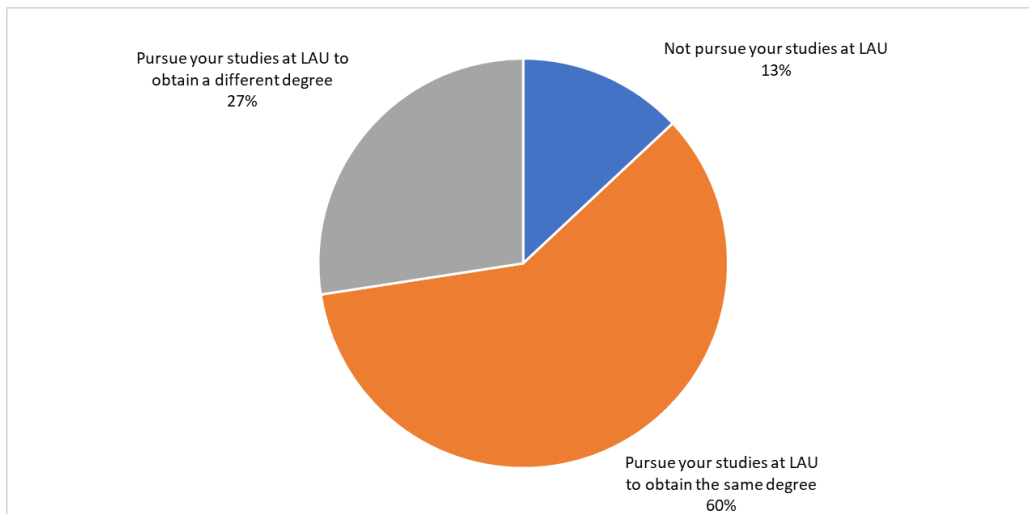
**Figure 29:** Alumni currently pursuing an entrepreneurship path



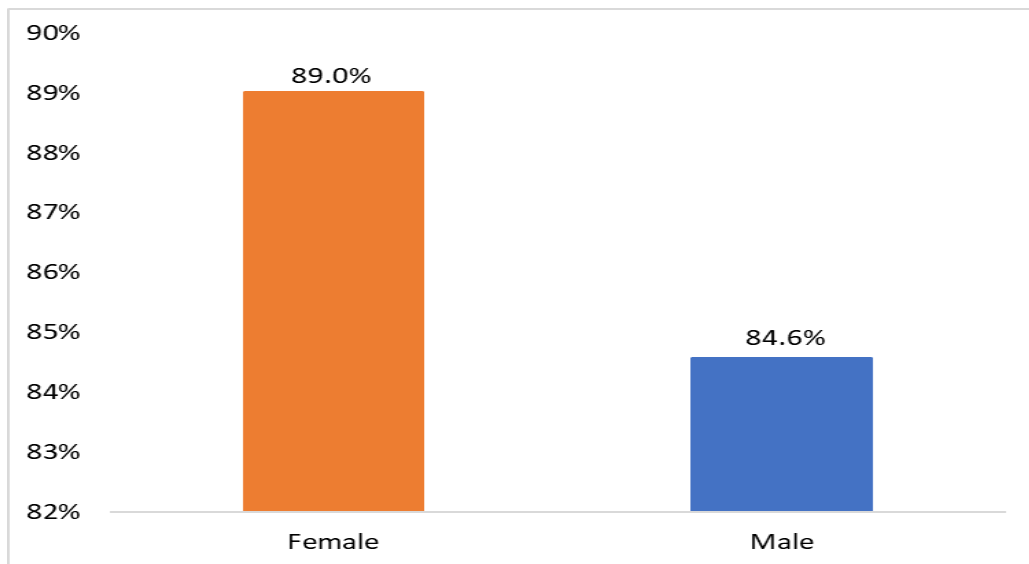
**Figure 30:** Alumni currently pursuing an entrepreneurship path by Gender

#### iv. Satisfaction with University Experience

When asked about the university they would choose if they had to start their undergraduate studies over again, 87% of alumni responded that they would pursue their studies at LAU. Of those, 60% would pursue the same degree they have earned whereas 27% would pursue another degree at LAU. Only 13% would choose a different institution (Figure 31). Female respondents seem to be slightly more satisfied than their male counterparts with their LAU experience as 89% would pursue their studies at LAU should they start again compared to 85% of males who would do the same (Figure 32).

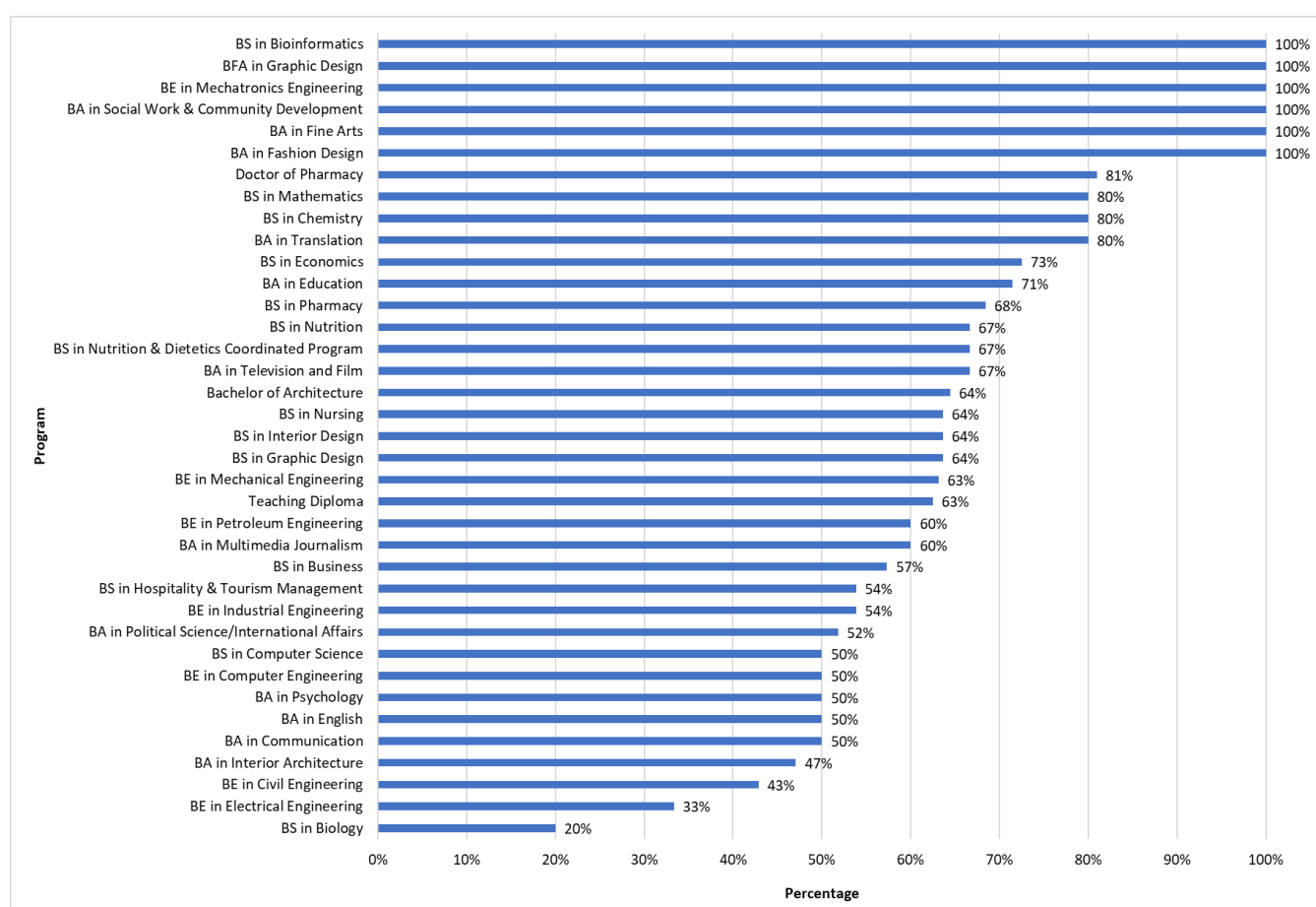


**Figure 31:** University choice of alumni were they to start again



**Figure 32:** University choice of alumni where they want to start again at LAU by Gender

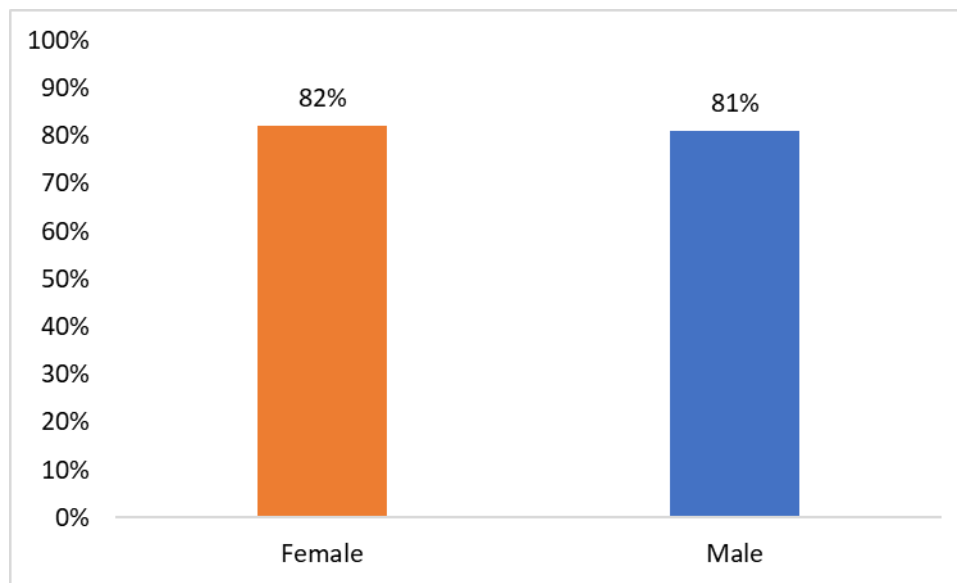
Alumni who were mostly satisfied with their experience in their programs majored in Bioinformatics, Graphic Design, Mechatronics Engineering, Social Work and Community Development, Fine Arts and Fashion Design as all respondents from those majors (100%) would pursue their studies at LAU and pursue the same degree were they to start again. A majority (60% and above) of alumni who majored in Multimedia Journalism, Engineering (Petroleum and Mechanical), Teaching Diploma, Graphic Design, Interior Design, Nursing, Architecture, Television and Film, Nursing and Dietetics Coordinated Program, Nutrition, Pharmacy, Education, Economics, Translation, Chemistry, Mathematics and Pharmacy also would pursue the same degree at LAU. Figure 33 gives the percentage of alumni expressing an interest to pursue the same degree at LAU should they start again by degree.



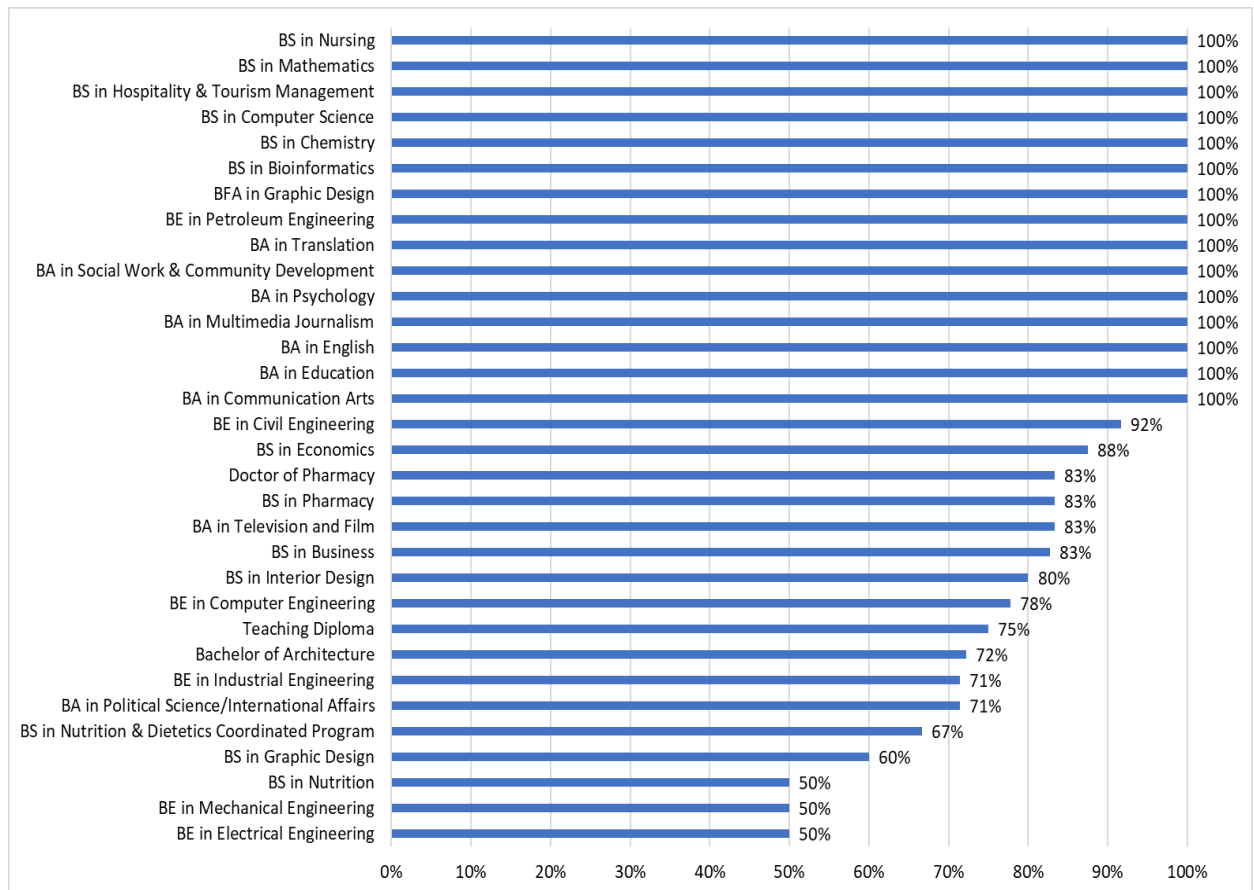
**Figure 33:** Alumni expressing an interest to pursue same degree at LAU should they start again by degree

## v. Job Preparation

Over 80% of respondents believed that they were sufficiently prepared to obtain their first job. Females seem to be slightly more confident than males with respect to this aspect (Figure 34). All alumni (100%) who majored in Nursing, Mathematics, Hospitality and Tourism Management, Computer Science, Chemistry, Bioinformatics, Graphic Design, Petroleum Engineering, Translation, Social Work and Community Development, Psychology, Multimedia Journalism, English, Education and Communication Arts shared the view that they were sufficiently prepared to obtain their first job. In addition, a majority of alumni (92% - 60%) who majored in: Engineering (Civil, Computer and Industrial), Economics, Pharmacy (BS and Doctorate), Television and Film, Business, Interior Design, Teaching Diploma, Architecture, Political Science/International Affairs, Nutrition and Dietetics Coordinated Program and Graphic Design (Figure 35) were also satisfied by their level of preparation for the job.

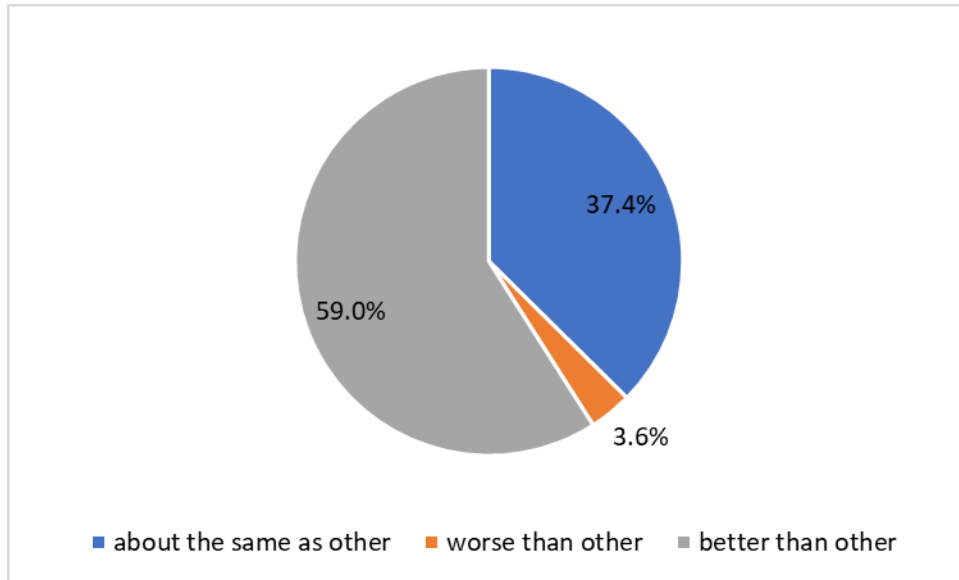


**Figure 34:** Alumni who believed they were sufficiently prepared to obtain first job by gender



**Figure 35:** Alumni who believed they were sufficiently prepared to obtain first job by degree

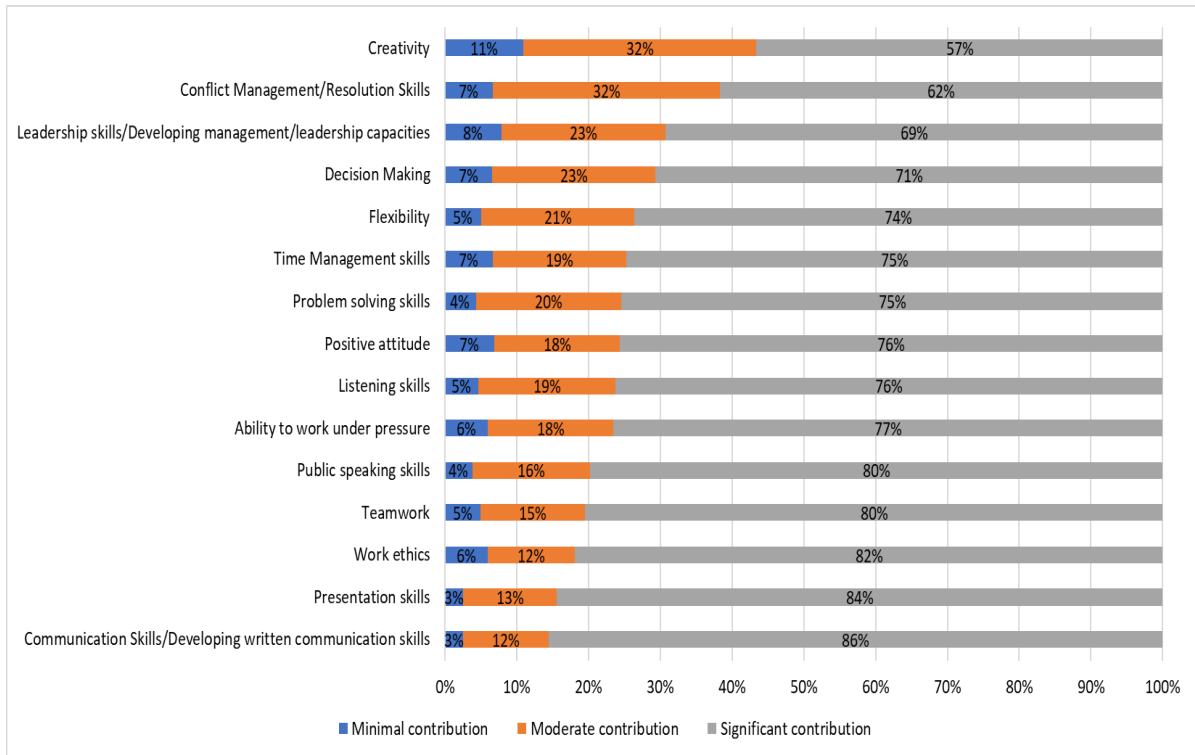
Alumni who had employment experience were asked to compare their job preparation they had received at LAU to the preparation received by other graduates from similar programs they had encountered at work. In total, 96% of alumni believed that the preparation they received is the same or better than that received by their peers from other universities. (Figure 36).



**Figure 36:** Comparison of job preparation received by LAU alumni to other graduates

#### **vi. Skills acquired**

When asked about the extent to which their LAU education contributed to the acquisition of major skills, the majority of alumni (62% - 86%) believed that their LAU education had a significant contribution to their ability to acquire: communication skills/developing written communication skills, presentation skills, work ethics, teamwork, public speaking skills, ability to work under pressure, listening skills, positive attitude, problem solving skills, time management skills, flexibility, decision making, leadership skills/developing management/leadership capacities and conflict management/resolution skills. On the contrary, 32% of respondents believed that their LAU education had a moderate contribution to their ability to acquire creativity. Figure 37 gives the percentage of alumni expressing to what extent they think LAU's education has contributed towards their acquisition of major skills.



**Figure 37:** LAU's contribution to acquisition of skills by alumni