

2024 CAEP Annual Report – Accountability Measures

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

4.1 Employment Information

This annual report used data gathered from the a) “**Graduate Destination Survey,**” administered by the Ministry of Education (MOE) and provided by the Office of Institutional Effectiveness (OIE) to determine the percentage of completers who got employed within nine months after graduation, and b) 2022-2023 **College Alumni Survey,** administered by the CEDU Alumni Affairs Unit under the Office Assistant Dean of Student Affairs to requests information about the completers’ current employment status and information (position, company, manager’s information, and reasons for unemployment.

4.1.1 Graduate Destination Survey (GDS)

Table 4.1 shows the employment rate of ECE, SPED, and HPE completers from different cohorts.

Table 4. 1 EPP completer’s employment rates within 9 months after graduation

Initial-Licensure Level Program	Cohort	Employed	Un-employed	Total	Employed (%)
Early Childhood Education	2019-2020	6	41	47	12.77%
	2020-2021	22	42	64	34.38%
	2021-2022	10	5	15	66.67%
Special Education	2019-2020	4	39	43	9.30%
	2020-2021	9	23	32	28.13%
	2021-2022	6	6	12	100%
Health and Physical Education	2019-2020	2	3	5	40.00%
	2020-2021	7	3	10	70.00%
	2021-2022	5	3	8	62.50%

4.1.2 College Alumni Survey

The 2022-2023 College Alumni Survey targeted 349 graduates from Fall 2016 to Spring 2022. The survey achieved a 20% response rate with 39 ECE completers, 26 SPED completers, and 5 HPE completers. The succeeding tables show the employment rate of ECE, SPED, and HPE completers.

Table 4. 2 Employment rate of ECE completers

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	NR	NR	NA	NA			
Spring 2017	0	1	1	0%			
Fall 2017	1	0	1	100%	1		
Spring 2018	0	2	2	0%			

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2018	0	1	1	0%			
Spring 2019	0	1	1	0%			
Fall 2019	0	5	5	0%			
Spring 2020	0	3	3	0%			
Fall 2020	1	1	2	50%	1		
Spring 2021	0	5	5	0%			
Fall 2021	2	10	12	17%	1		1
Spring 2022	4	2	6	67%	3	1	
Overall	8	31	39	21%	6	1	1

Note: Survey was conducted from September 2022 to June 2023; NR = no respondent; NA = Not Applicable

Table 4. 3 Employment rate of SPED completers

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	0	1	1	0%			
Spring 2017	NR	NR	NR	NR			
Fall 2017	0	1	1	0%			
Spring 2018	NR	NR	NR	NR			
Fall 2018	2	1	3	67%		1	1
Spring 2019	NR	NR	NR	NR			
Fall 2019	0	1	1	0%			
Spring 2020	0	2	2	0%			
Fall 2020	0	4	4	0%			
Spring 2021	1	1	2	50%		1	
Fall 2021	2	4	6	33%	1	1	
Spring 2022	2	4	6	33%	1	1	
Overall	7	19	26	27%	2	4	1

Note: Survey was conducted from September 2022 to June 2023; NR = no respondent; NA = Not Applicable

Table 4. 4 Employment rate of HPE completers

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	NA	NA	NA	NA			
Spring 2017	NA	NA	NA	NA			
Fall 2017	NA	NA	NA	NA			
Spring 2018	NA	NA	NA	NA			
Fall 2018	NA	NA	NA	NA			
Spring 2019	NA	NA	NA	NA			

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2019	NA	NA	NA	NA			
Spring 2020	NA	NA	NA	NA			
Fall 2020	NR	NR	NR	NR			
Spring 2021	1	0	1	100%	1		
Fall 2021	1	0	1	100%	1		
Spring 2022	2	1	3	67%	1		1
Overall	4	1	5	80%	3	0	1

Note: Survey was conducted from September 2022 to June 2023; NR = no respondent; NA = Not Applicable

Early Childhood Education

Based on the 2022-2023 College Alumni Survey, the ECE completers have an overall employment rate of 21% (see Table 4.2). ECE completers were mostly employed in the public schools.

On the other hand, the GDS reveals that 34.38% (2020-2021 cohort) and 66.67% (2021-2022 cohort) ECE completers were readily employed within nine months after graduation.

Special Education

Based on the 2022-2023 College Alumni Survey, the SPED completers have an overall employment rate of 27% (see Table 4.3). SPED completers were mostly employed in private schools.

The GDS reveals that 28.13% SPED completers who graduated 2020-2021 were readily employed within nine months after graduation. 100% SPED completers who graduated 2021-2022 were also readily employed within nine months after graduation.

Health and Physical Education

Based on the 2022-2023 College Alumni Survey, the HPE completers have an overall employment rate of 80% (see Table 4.3). HPE completers are readily employed within nine months after graduation based on the GDS, which reveals an employment rate of 70% and 62.50% for the 2020-2021 and 2021-2022 cohorts, respectively.

HPE completers were mostly employed in public schools.

4.2 EPP Programs Supporting Completer Employment

The EPP provides its completers with additional qualifications and opportunities for employment by maintaining its partnership and collaboration with the MOE, ESE and ADEK schools, and other stakeholders.

Below are the support programs provided to the completers (2021-2022):

1. The EPP has forged an agreement with the Emirates Schools Establishments to develop a joint road map to prepare, qualify, and employ highly qualified teachers in public education schools in UAE. ESE has developed a flexible and fast mechanism to enable the direct employment of the ECE, SPED, and HPE completers. The agreement ensures the training and follow-up after employment and sharing of the completers' performance to the EPP's continuous program improvement.
2. Since August 2022, the Abu Dhabi Early Childhood Authority (ECA) reactivated the 'Upskilling Program for Early Childhood Teacher Employability' to develop educational and practical programs that achieve the strategic objectives of early childhood. It has also conducted workshops for the upskilling of fresh and old graduates of ECE.
3. The HPE program has built strong collaboration with key stakeholders such as the Emirates School Establishment (ESE), Department of Education and Knowledge (ADEK), Abu Dhabi Public Health Center, Fatima Bint Mubarak Ladies Sports Academy, and UAEU Football Association to create opportunities for employment for its completers.
4. The SPED program is currently collaborating with the Zayed Higher Organizations for People of Determination (ZHO) through scholarships and future employment to its scholars.