

2023 CAEP Annual Report – Accountability Measures

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

This annual report used data gathered from the 2021-2022 College Alumni Survey. The College Alumni Survey is administered by the Alumni Affairs Unit under the Office Assistant Dean of Student Affairs and analyzed by the Quality Assurance Laboratory. The survey requests information about the completers' current employment status and information (position, company, manager's information, and reasons for unemployment).

The 2021-2022 College Alumni Survey targeted only 451 graduates from Fall 2016 to Fall 2021 from which 263 are graduates of Early Childhood Education (ECE), 169 are graduates of Special Education (SPED), and 19 are graduates of Health and Physical Education (HPE) (*first graduate cohort was Fall 2020*). The response rate in the survey was 33% or 148 out of 451.

It is important to note that ***respondents of the 2021-2022 College Alumni Survey, who graduated from the program at least six months previously and who are being employed in a position for which they were prepared, were the only ones considered in the completer performance and other completer-related assessments.*** However, for the employment status report, the scope of data is until the Fall 2021 cohort.

4.1 Employment Information

Data from the 2022 College Alumni Survey showed a 57% overall employment rate from the 148 respondents –82 ECE, 55 SPED, and 11 HPE. Out of the 57% employed, 91.8% are employed as teachers in public schools, 4.7% are employed as teachers in private schools, and 3.5% are employed in other related fields.

Table 4.1

Employment rates of CEDU graduates

Graduation Cohort	% Employed based on # of Respondents	% Unemployed based on # of Respondents
Fall 2016	100%	0%
Spring 2017	NR	NR
Fall 2017	50%	50%
Spring 2018	100%	0%
Fall 2018	100%	0%
Spring 2019	100%	0%
Fall 2019	79%	21%
Spring 2020	53%	47%
Fall 2020	67%	33%
Spring 2021	62%	38%
Fall 2021	26%	74%
Overall	57%	43%

Note: Survey was conducted from August 2021 to August 2022; NR = no respondent

Early Childhood Education

Based on the 2021-2022 College Alumni Survey, the Early Childhood Education program has an employment rate of 54% (see table 4.2). ECE completers were mostly employed in public schools (see Figure 4.1).

Table 4.2

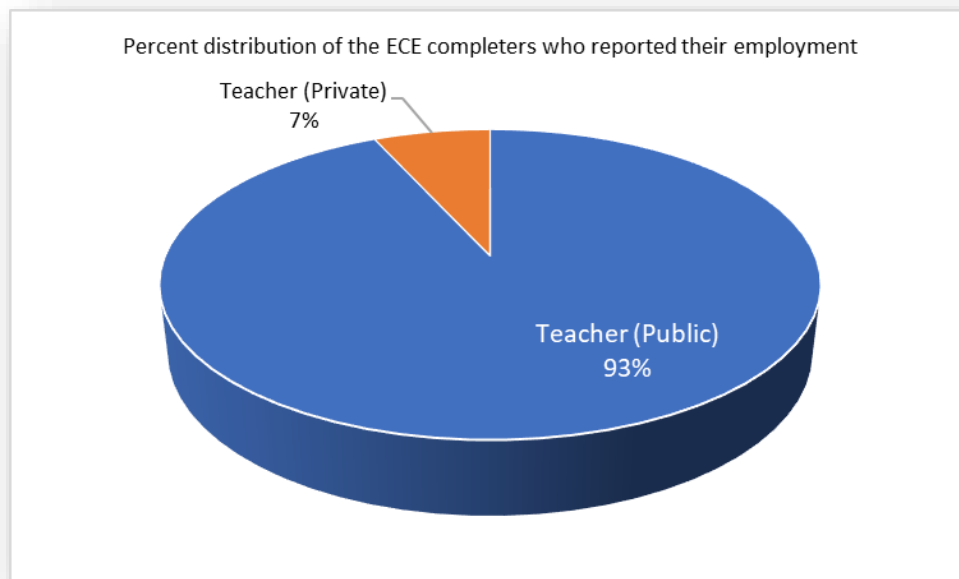
Employment rates of ECE graduates

Graduation Cohort	% Employed based on # of Respondents	% Unemployed based on # of Respondents
Fall 2016	100%	0%
Spring 2017	NR	NR
Fall 2017	50%	50%
Spring 2018	100%	0%
Fall 2018	100%	0%
Spring 2019	100%	0%
Fall 2019	70%	30%
Spring 2020	50%	50%
Fall 2020	73%	27%
Spring 2021	53%	47%
Fall 2021	21%	79%
Overall	54%	46%

Note: Survey was conducted from August 2021 to August 2022; NR = no respondent

Figure 4.1

Percent distribution of ECE completers based on the sector of employment



Note: N=44

Special Education

Based on the 2021-2022 College Alumni Survey, the Special Education program has an employment rate of 54% (see table 4.2). SPED completers were mostly employed in public schools (see Figure 4.1).

Table 4.2

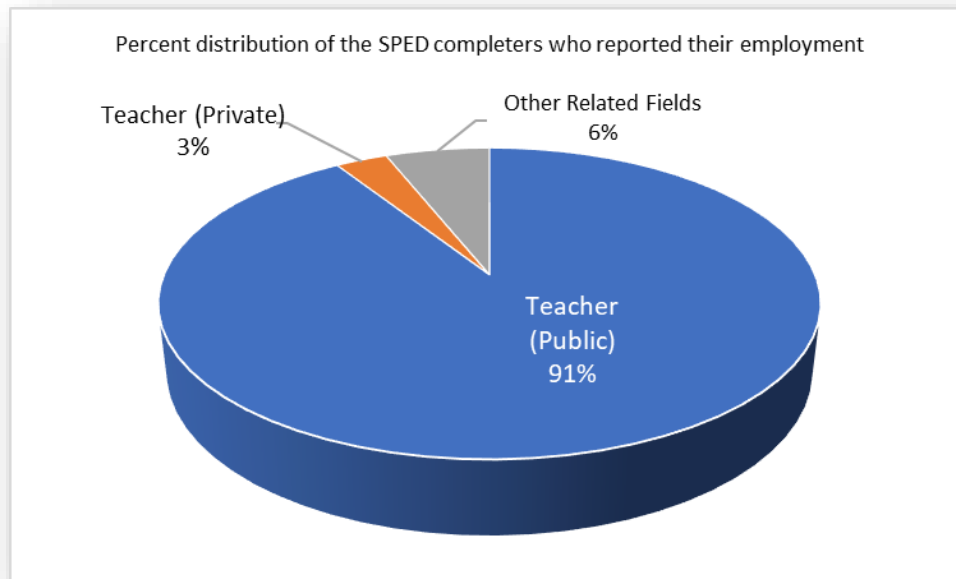
Employment rates of SPED graduates

Graduation Cohort	% Employed based on # of Respondents	% Unemployed based on # of Respondents
Fall 2016	100%	0%
Spring 2017	NR	NR
Fall 2017	NR	NR
Spring 2018	100%	0%
Fall 2018	100%	0%
Spring 2019	100%	0%
Fall 2019	100%	0%
Spring 2020	56%	44%
Fall 2020	58%	42%
Spring 2021	70%	30%
Fall 2021	17%	83%
Overall	60%	40%

Note: Survey was conducted from August 2021 to August 2022; NR = no respondent

Figure 4.2

Percent distribution of SPED completers based on the sector of employment



Note: N=33

Health and Physical Education

Based on the 2021-2022 College Alumni Survey, the Health and Physical Education program has an employment rate of 54% (see table 4.2). HPE completers were mostly employed in public schools (see Figure 4.1).

Table 4.2

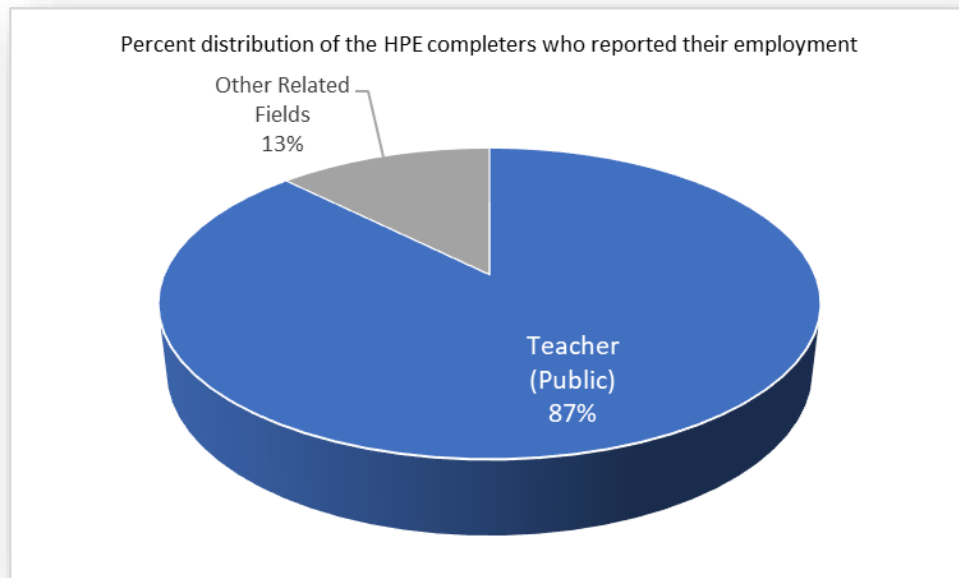
Employment rates of HPE graduates

Graduation Cohort	% Employed based on # of Respondents	% Unemployed based on # of Respondents
Fall 2016	NA	NA
Spring 2017	NA	NA
Fall 2017	NA	NA
Spring 2018	NA	NA
Fall 2018	NA	NA
Spring 2019	NA	NA
Fall 2019	NA	NA
Spring 2020	NA	NA
Fall 2020	100%	0%
Spring 2021	100%	0%
Fall 2021	57%	43%
Overall	73%	27%

Note: Survey was conducted from August 2021 to August 2022; NA= no graduates

Figure 4.3

Percent distribution of SPED completers based on the sector of employment



Note: N=8

4.2 EPP Programs Supporting Completer Employment

The EPP maintains its partnership and collaboration with the MOE, ESE, 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 (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 EPP's graduates. It will also ensure training and follow-up after employment and share the results of the completers' performance with the EPP to improve and develop its programs.
2. The Ministry of Education initially coordinated with the EPP in September 2020 to offer upskilling programs for graduates. The upskilling program intended to qualify graduates for a teaching position in Early Childhood Education and be granted an opportunity to be interviewed for a teaching role with the Ministry of Education. In August 2022, the 'Upskilling Program for Early Childhood Teacher Employability' was reactivated by the Abu Dhabi Early Childhood Authority (ECA) and is in the process of developing educational and practical programs that achieve the strategic objectives of early childhood. It has also conducted several workshops for the upskilling of fresh and old graduates of ECE.