MCAST

TRACER STUDY 2018-2019

Foreword and Acknowledgements

This tracer study report is the result of a concerted effort. Mr John Bartolo, Director Outreach Services and Students' Affairs drafted a team from various MCAST sections. Mr Robert Cassar, Career Advisor coordinated the tracer data. The Registrar's office provided the 2019 graduates' data lists and contact details. Mr Pierre Dalmas as Director Quality Assurance supported the study with his advice.

A big thanks goes to all those above but also to all members of the MCAST staff who during the pandemic period, notwithstanding the related anxiety and concerns took it upon themselves to contact the graduates by telephone including those who chose not to participate; Ayrton, Blanche, Fiona, Isabel, Jeanette, Josef, Marilyn Marina, Mario, Marusca, Miriam, Nicole, Sara, Stephanie and Veronique. The way these colleagues collected the data, impacted positively the recording and analysis of the data. Without their commitment the study would not have been a success with such a high rate of participation.

This report itself has been written by James Camilleri, Manager Integration Unit. Ms Fiona Azzopardi provided her appreciated assistance with tables and diagrams.

Introduction

This Tracer Study follows others which were conducted by the Quality Assurance Department and the Office of the Principal. The former entitled, 'Destinations of MCAST Graduates 2010-2013', was carried out with 495 graduates. The latter studied a sample of 55, Level 6 ICT students who graduated in 2012. A wider study in2013 by the National Team of Bologna Experts included a broader range of Maltese Post-Secondary Institutions and other partners. This study was called, "Higher Education and the Labour Market. Perspectives from Maltese Graduates and Employers, Malta, November 2013. The Tracer Study 2012-2013 carried out by the Support Services Department, explored the employment situation of former MCAST students who during the academic year 2012-2013 successfully graduated, failed, resigned or due to insufficient attendance were removed from the College register. The MCAST Support Services carried out other tracer studies during the academic years 2009-2010, 2010-2011 and 2013-2014.

The Tracer Study 2020

In this study the target group are MCAST students who finished their studies, graduated from their course in 2019 and left the College. Thus, the timing of this study could be considered within the first twelve months following the conclusion of the participants' studies. 894 graduates were contacted by telephone by MCAST interviewers during the seven-week period

from 1st June 2020 to 22nd July 2020. 339 could not be reached or declined to be interviewed. Each interviewer attempted to contact those who could not be reached for at least five times over different times and days. This is much higher compared to the usual three times carried out in other studies. It might be one of the reasons behind such a high rate of participation. Another possible hypothesis about this rate of availability of respondents could be related to the timing of the data collection period. This occurred concurrently with the Covid-19 pandemic period. Both the interviewers and the respondents might have been working from home in a more flexible environment which in turn could have facilitated a more active participation.   Yet another reason for such a high participation rate could be the tendency for a cohort to collaborate more the earlier the tracer study is conducted following the termination of studies. Graduates are easier to trace and due to the strong labour market conditions of the country, most would already have succeeded in their switch to employment. The average call with each graduate lasted between 15 and 20 minutes. In total this amounts to a significant 180 hours of date collection time. The Registrar's office provided the official list of students and their contact numbers.

The aim of this study is to analyse and attempt to obtain a better understanding of the path taken by these students within a year following the conclusion of their studies. It will identify whether the participants are now in employment or not, in which sector are they employed, whether their employment is directly related to their studies and whether skills obtained during their studies at MCAST are relevant to the practical skills employed at their place of work. This tracer study will also delve into whether the graduates have continued with their studies or training or whether they are planning to do so in the

future.   Participants who were found to be unemployed where further probed about their intention for possible employment or for further studying. They were also inquired about possible links between their unemployment and the COVID19 Pandemic. Throughout the date collection phase, interviewers were sensitive in their approach and handled each interview with due care and attention. Respondents were offered the opportunity to make use of the MCAST Career Guidance Services if they felt the need.

Analysis of Data

In 2019, 2404 students graduated from MCAST. However, this study chose to focus on those graduates who finished their studies and left the College following their graduation. Those graduates who continued their studies at MCAST following their graduation were not included in this study. By subtracting the latter group, the total number of potential participants was reduced to 894. The researchers attempted to contact all these graduates. The aim of this tracer study was to encourage the participation of the highest possible number of graduates across all provenances, institutes, study programmes, gender, MQF levels and present status of employment.

Overall Data

As per Table 1 below, the number of actual participants in this tracer study is 555 or 62% of the total number of graduates who left the College. This response rate is certainly considered to be a very high one when compared to other tracer studies carried out in various institutions around the world. This high participation rate enhances the validity, usability and quality of this study. Schomburg, 2016 states that, "…in most institutional tracer studies the number of graduates is relatively low…, the response may sometimes be below 25%" (p. 29). Within this context one can easily comprehend the robustness and usability of this study.

Table 1
Total Number of Potential Participants and Actual Number of Participants

		Percentage (%)
Potential Participants (All Students who Graduated and Left MCAST)	**894**	**100**
Actual Participants in the Study	555	62
Non-Participants	339	38

Potential Participants
(894 Students who Graduated and Left MCAST)

62%

38%
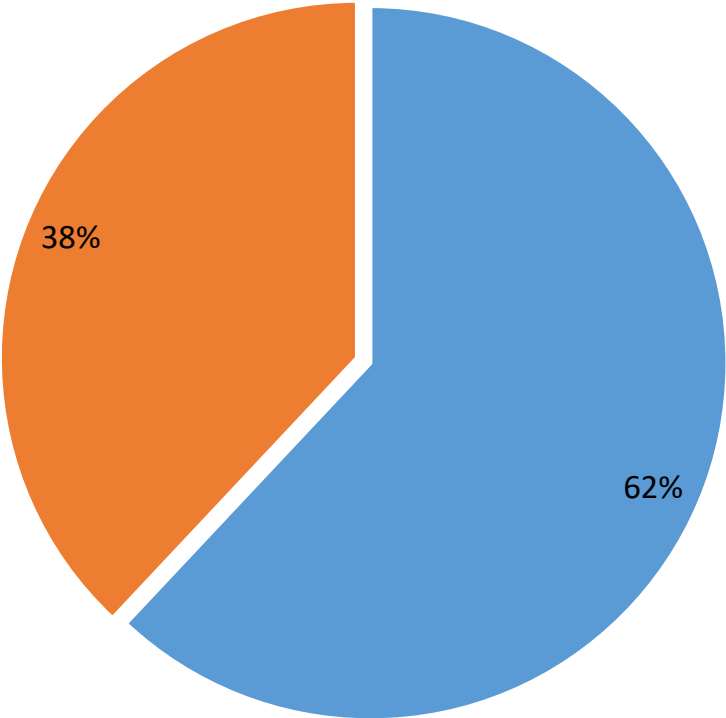
■ Actual Participants in the Study (555)   ■ Non-participants (339)

General Data According to Gender

Table 2 below again shows that the total sample of graduates according to their gender who participated in the study are highly representative of the original total number of graduates who were eligible to participate in this study. The difference between the sample and the original number is of just 1%. Male respondents for the tracer study numbered 288 (52% of the participants) while females totalled 267 (48%). In the original graduate cohort, males represented 53% and females represented 47% of the total number (ie 894).

Table 2
Distribution of Graduates Who Left the College According to Gender

	Potential Participants (All Students who Graduated and Left MCAST)	%	Actual Participants in the Study	%
Females	417	47	267	48
Males	477	53	288	52

Potential Participants

47%

53%
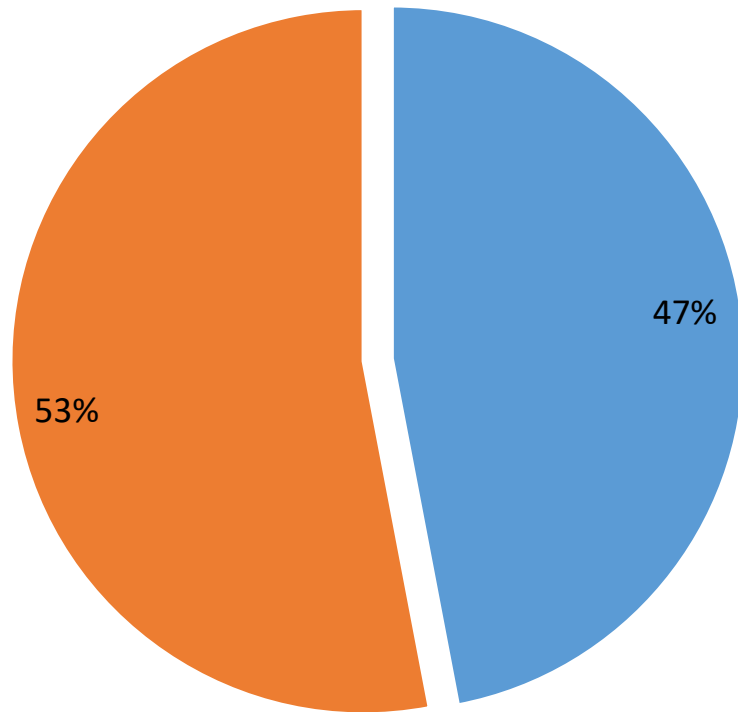
■ Females (417) ■ Males (477)

Actual Participants

48%

52%
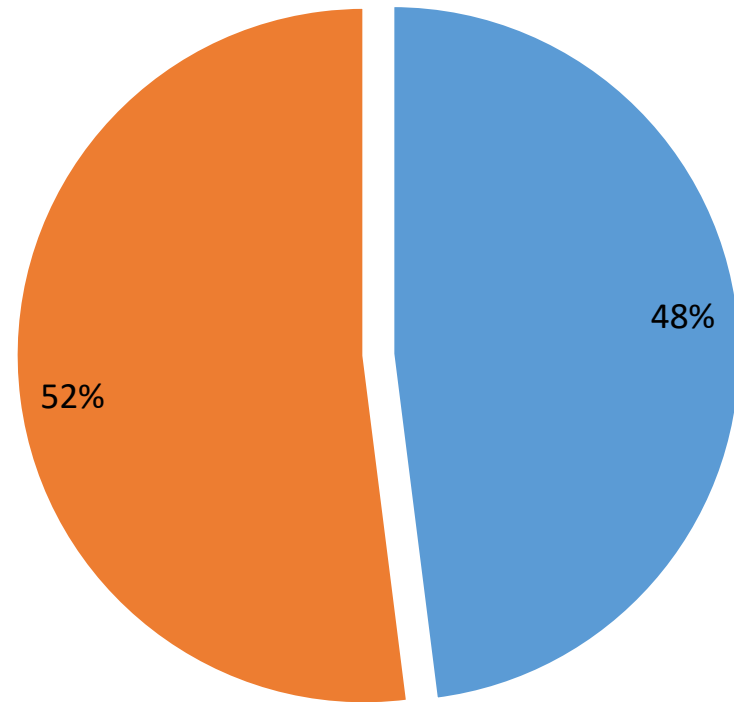
■ Females (267) ■ Males (288)

Data by Nationality

In the case of nationality (Table 3) the difference in percentage between the tracer study sample and the original cohort is also very low with just a difference of 2%. Among the tracer study participants, 545 were Maltese students while 10 were international students. I doubt whether much can be deducted from this cohort considering the small number of international students who participated in this study. However, one might still probe the reasons behind such a low participation rate.

Table 3
Distribution of Graduates Who Left the College According to Nationality

	Potential Participants (All Students who Graduated and Left MCAST)	%	Actual Participants in the Study	%
Maltese	860	96	545	98
International	34	4	10	2

Potential Participants

4%

96%

■ Maltese (860) ■ International (34)

Actual Participants

2%

98%

■ Maltese (545) ■ International (10)

10
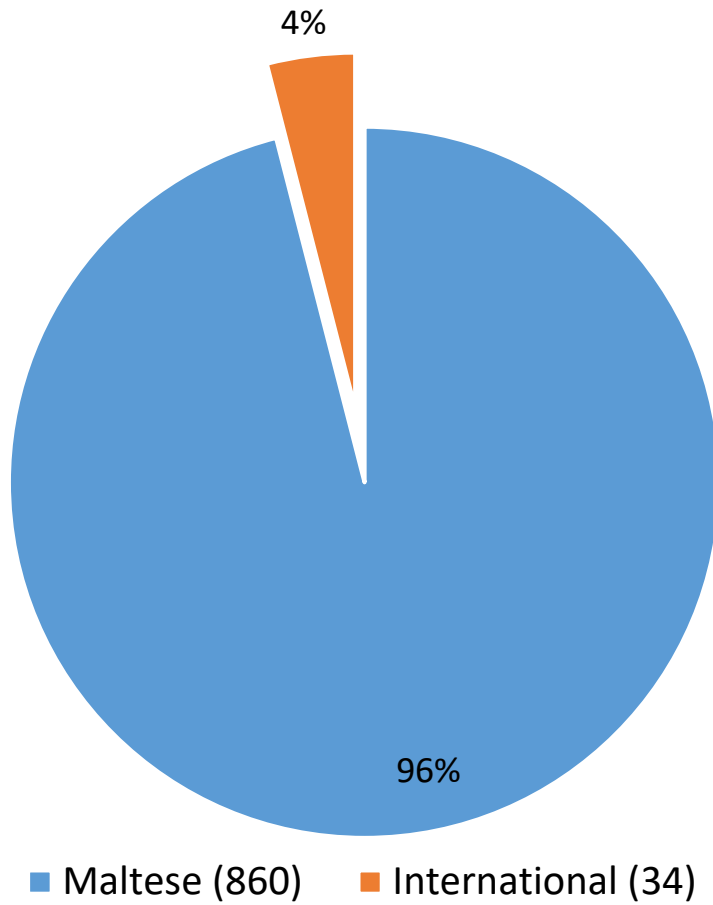
The Robustness and Representativity of the Tracer Study

The figures in table 4 confirm the trend mentioned above regarding strong representative sampling in the various cohorts and consequently the reliability of this study. The ratio of the number of actual participants from each institute compares favourably to the ratio of potential candidates. The range falls within a 20%-point margin, with none being less than 50% nor more than 70%. Finally, if one were to analyse the percentage of students from each institute (both potential and actual participants) out of the total numbers of respondents namely out of 894 and 555, one would find parity in two institutes, a 1% difference in three institutes and a 2% difference in two institutes. Henceforth this document will stop comparing actual participants with potential ones and will instead focus on observing and analysing the results and data obtained by the actual participants themselves. The high rate of participation and the consistency in the sample cohorts allow the results from this study to be truly representative of the wider college population.

Table 4

Comparing Potential and Actual Number of Respondents per Institute

Institute	Potential Participants (N=894)	% of Potential Participants	Actual Participants (N=555)	% of Actual Participants
Gozo Campus	39	4.4%	25	4.5%
Institute for the Creative Arts	113	12.6%	71	12.8%
Institute of Applied Sciences	77	8.6%	49	8.8%
Institute of Business Management and Commerce	177	19.8%	103	18.6%
Institute of Community Services	210	23.5%	147	26.5%
Institute of Engineering and Transport	169	18.9%	102	18.4%
Institute of Information and Communication Technology	109	12.2%	58	10.5%

Potential Participants

Institute	Percentage
Gozo Campus (39)	4.4%
Institute for the Creative Arts (113)	12.6%
Institute of Applied Sciences (77)	8.6%
Institute of Business Management and Commerce (177)	19.8%
Institute of Community Services (210)	23.5%
Institute of Engineering and Transport (169)	18.9%
Institute of Information and Communication Technology...	12.2%

Actual Participants

Institute	Percentage
Gozo Campus (25)	4.5%
Institute for the Creative Arts (71)	12.8%
Institute of Applied Sciences (49)	8.8%
Institute of Business Management and Commerce (103)	18.6%
Institute of Community Services (147)	26.5%
Institute of Engineering and Transport (102)	18.4%
Institute of Information and Communication Technology (58)	10.5%

Participation in Each Institute

Table 5 explains the number of respondents per institute. The highest number coming from the Institute of Community Services and the lowest number pertaining to the Gozo Campus. The figures related to the Gozo Campus might be traced to demographic reasons. This caters for Gozitan students and provides a number of courses which would normally be provided by the College different institutes. However, a number of Gozitan students attend courses in Malta. The other figures in the other institutes might vary for the following different reasons and interpretations among others; the actual number of registered students in the various courses, the duration of the courses themselves, whether certain sectors of employment require a certain MQF level following which the graduates terminate their studies and commence employment, whether the course leads to higher level study courses (and thus students continue studying at the College) etc.

Table 5

Participation of Graduates According to the Institutes and as Percentage of Total Participants in the Tracer Study

Institute	Number of Participants (N = 555)	% of Total Participants
Gozo Campus	25	5
Institute for the Creative Arts	71	13
Institute of Applied Sciences	49	9
Institute of Business Management and Commerce	103	19
Institute of Community Services	147	26
Institute of Engineering and Transport	102	18
Institute of Information and Communication Technology	58	10

Participation of Graduates According to the Institutes and as Percentage of Total Participants (N=555)

- Gozo Campus (25): 5%
- Institute for Creative Arts (71): 13%
- Institute of Applied Sciences (49): 9%
- Institute of Business Management and Commerce (103): 19%
- Institute of Community Services (147): 26%
- Institute of Engineering and Transport (102): 18%
- Institute of Information and Communication Technology (58): 10%
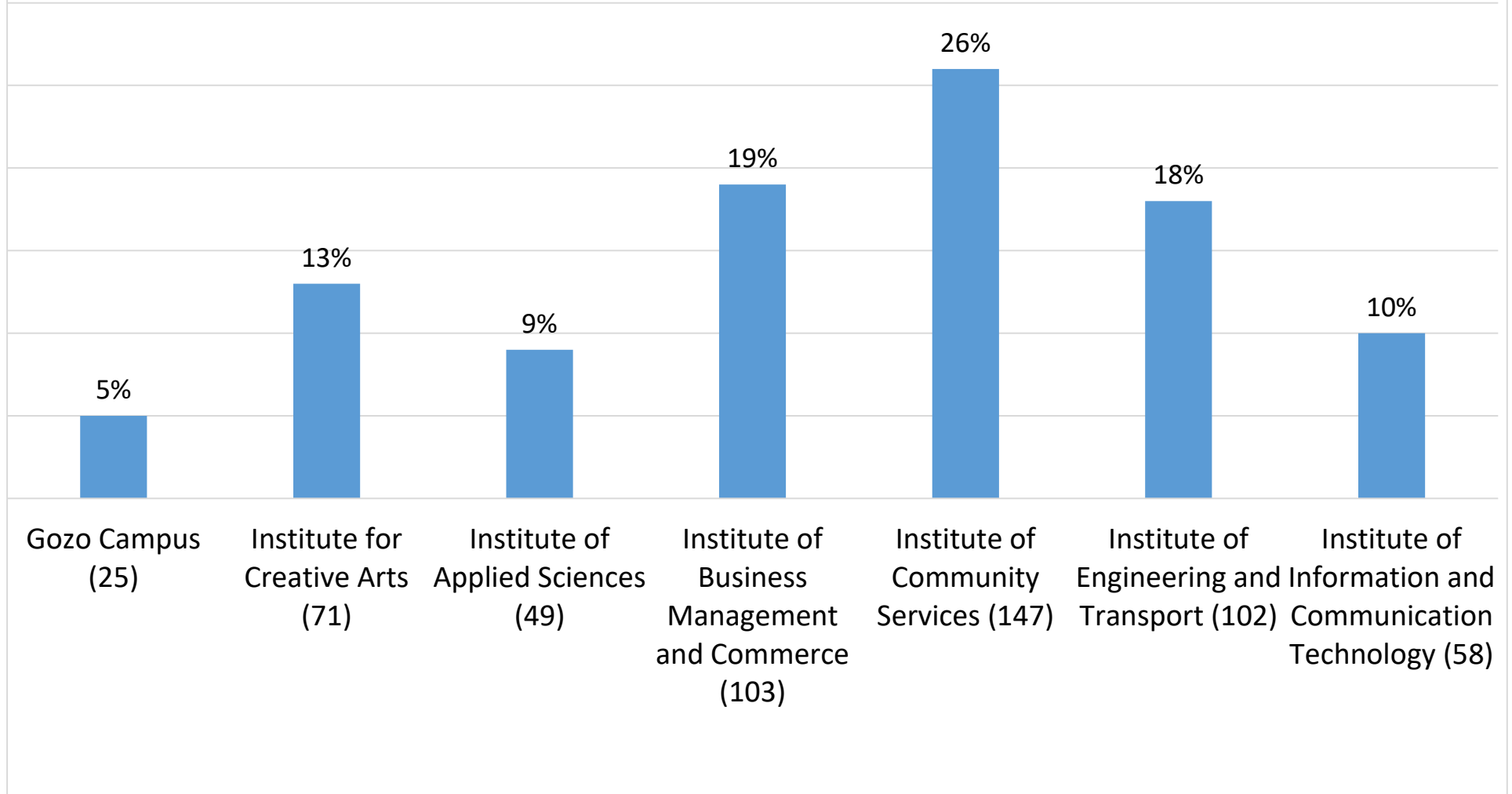
Analysis of the Results in Each Institute

The Gozo Campus

The next set of tables provides a snapshot of each institute and includes a list of courses in descending order according to the MQF level, the corresponding number of students per course (and therefore per level) of each institute. For tables 6a to 6g the percentages provided in brackets represent the percentage out of each institute's graduate cohort. In Table 6a one can notice that 25 participants graduated in 10 different and diverse courses which are usually provided by different institutes. However, in this scenario, the Gozo Campus serves as a regional hub and offers a variety of courses which run through the expertise of other MCAST institutes. 2 students (8%) obtained a level 5 certificate, 17 students (68%) graduated at level 4 and 6 students (24%) got a level 3 award.

Table 6a
Graduates According to Their Course in the Gozo Campus

Institute	Course Name	Graduates	MQF
Gozo Campus (25)	Higher Diploma for Accounting Technicians	2	5
	Advanced Diploma in Accounting	1	4
	Advanced Diploma in Children' s Care, Learning and Development	1	4
	Advanced Diploma in Electrical Systems	5	4
	Advanced Diploma in Financial Services	3	4
	Advanced Diploma in Health and Social Care (Social Care)	4	4
	Advanced Diploma in Health Sciences	3	4
	Diploma in Health and Social Care	2	3
	Diploma in ICT	2	3
	Diploma in Mechanical Engineering	2	3

Gozo Campus - (N=25)
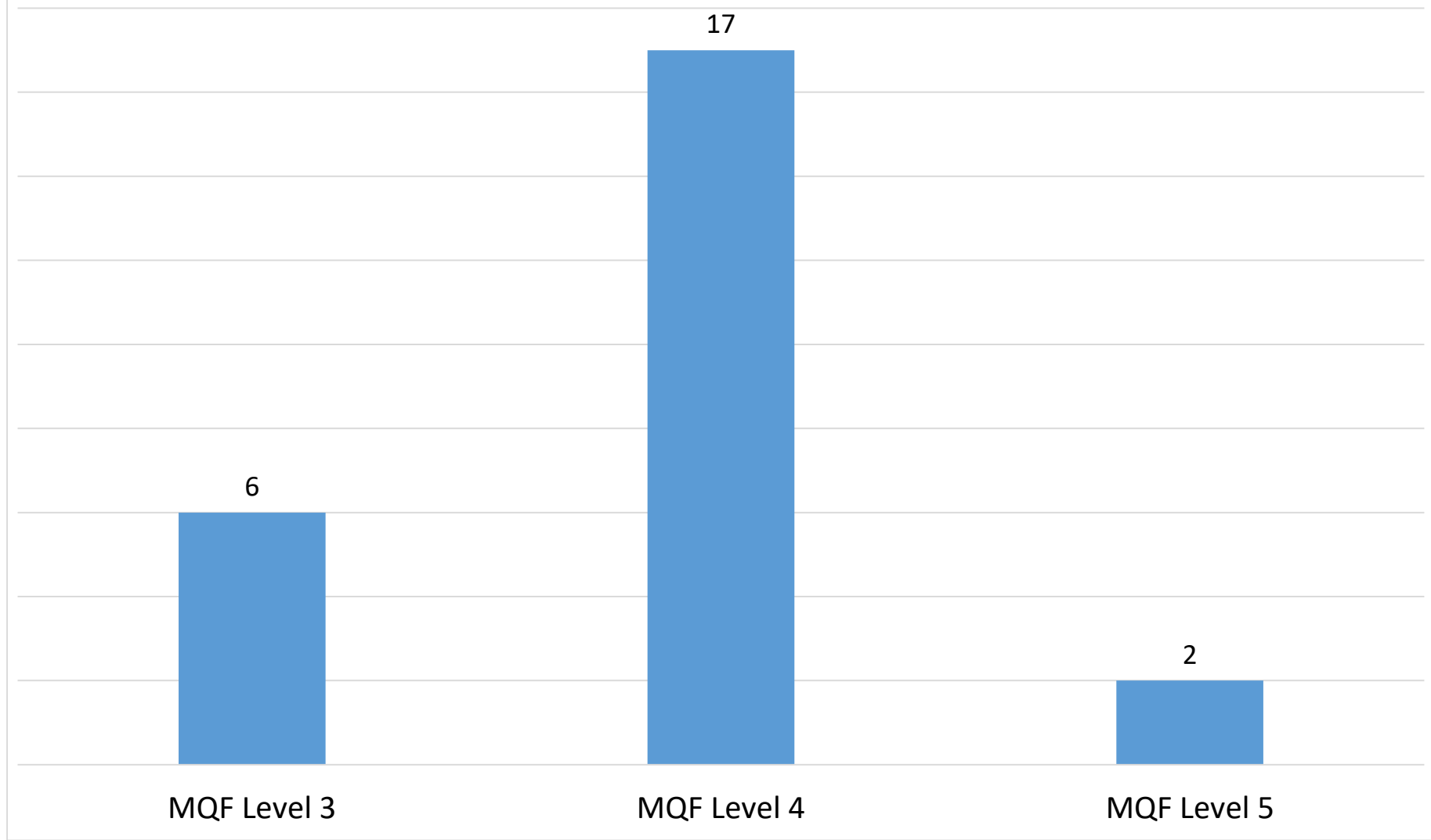
The Institute for the Creative Arts

In the Institute for the Creative Arts one finds 49 graduates (69%) who obtained a level 6 certificate, 4 (6%) obtained a level 5 certificate, 16 (22%) obtained a level 4 certificate and 2 (3%) obtained a level 3 certificate. The number of students in this Institute who gained a level 6 award is the highest number among the institutes. This institute also has the highest percentage rate of level 6 graduates compared to the rest of their fellow graduates.   The most popular course in this Institute is the Bachelor of Arts (Honours) in Interactive Media.

Table 6b
Graduates According to Their Course in the Institute for the Creative Arts

Institute	Course Name	Graduates	MQF
Institute for the Creative Arts (71)	Bachelor of Arts (Honours) in Creative Media Production	9	6
	Bachelor of Arts (Honours) in Fine Arts	4	6
	Bachelor of Arts (Honours) in Game Art and Visual Design	3	6
	Bachelor of Arts (Honours) in Graphic Design	9	6
	Bachelor of Arts (Honours) in Interactive Media	12	6
	Bachelor of Arts (Honours) in Journalism	4	6
	Bachelor of Arts (Honours) in Photography	1	6
	Bachelor of Arts (Honours) in Spatial Design	7	6
	Higher Diploma in Creative Media Production	1	5
	Higher Diploma in Fine Arts	1	5
	Higher Diploma in Graphic Design	2	5
	Advanced Diploma in Art and Design	1	4
	Advanced Diploma in Creative Media Production	7	4
	Advanced Diploma in Cultural Heritage	2	4
	Advanced Diploma in Graphic Design and Interactive Media	3	4
	Advanced Diploma in Photography	3	4
	Diploma in Printing	2	3

Institute for the Creative Arts - (N=71)
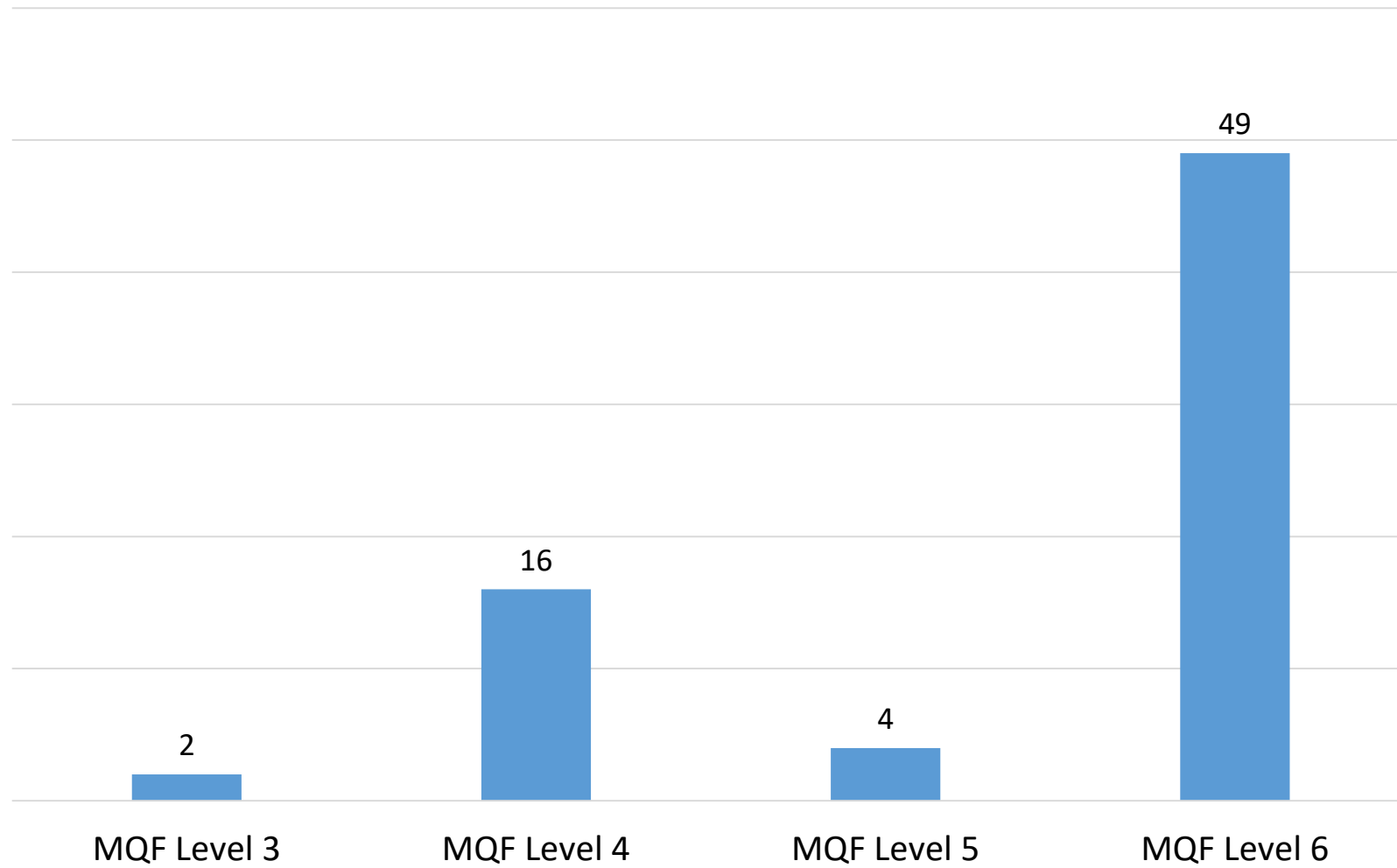
The Institute of Applied Sciences

Among 49 graduates from the Institute of Applied Sciences in Table 6c, 21 (43%) students obtained a level 6 certificate. 2 (4%) respondents received a level 5 certificate, 23 (47%) obtained a level 4 while 3 (6%) students obtained a level 3 award. The percentages of respondents who obtained the different levels corresponding to the various courses are influenced by a number of variables such as popularity, their relevance to employment and to the expectations by external forces such as industry needs, different skills, innovative jobs' availability, trends etc. There are also factors which influence the entry level of these courses. One can mention the choice of subject at the secondary education phase and lack or overkill of advertisement of certain subjects, among others.

Table 6c
Graduates According to Their Course in the Institute of Applied Sciences

Institute	Course Name	Graduates	MQF
Institute of Applied Sciences (49)	Bachelor of Science (Honours) in Animal Management and Veterinary Nursing	6	6
	Bachelor of Science (Honours) in Chemical Technology	7	6
	Bachelor of Science (Honours) in Environmental Engineering	3	6
	Bachelor of Science (Honours) in Health Sciences (Physiological Measurements)	5	6
	Higher Diploma in Animal Management and Veterinary Nursing	1	5
	Higher Diploma in Chemical Technology	1	5
	Advanced Diploma for Pharmacy Technicians	5	4
	Advanced Diploma in Animal Management and Veterinary Nursing	8	4
	Advanced Diploma in Applied Science	2	4
	Advanced Diploma in Applied Sciences	2	4
	Advanced Diploma in Environmental Sustainability	1	4
	Advanced Diploma in Food Technology	1	4
	Advanced Diploma in Health Sciences	4	4
	Diploma in Applied Science	3	3

Institute of Applied Sciences - (N=49)
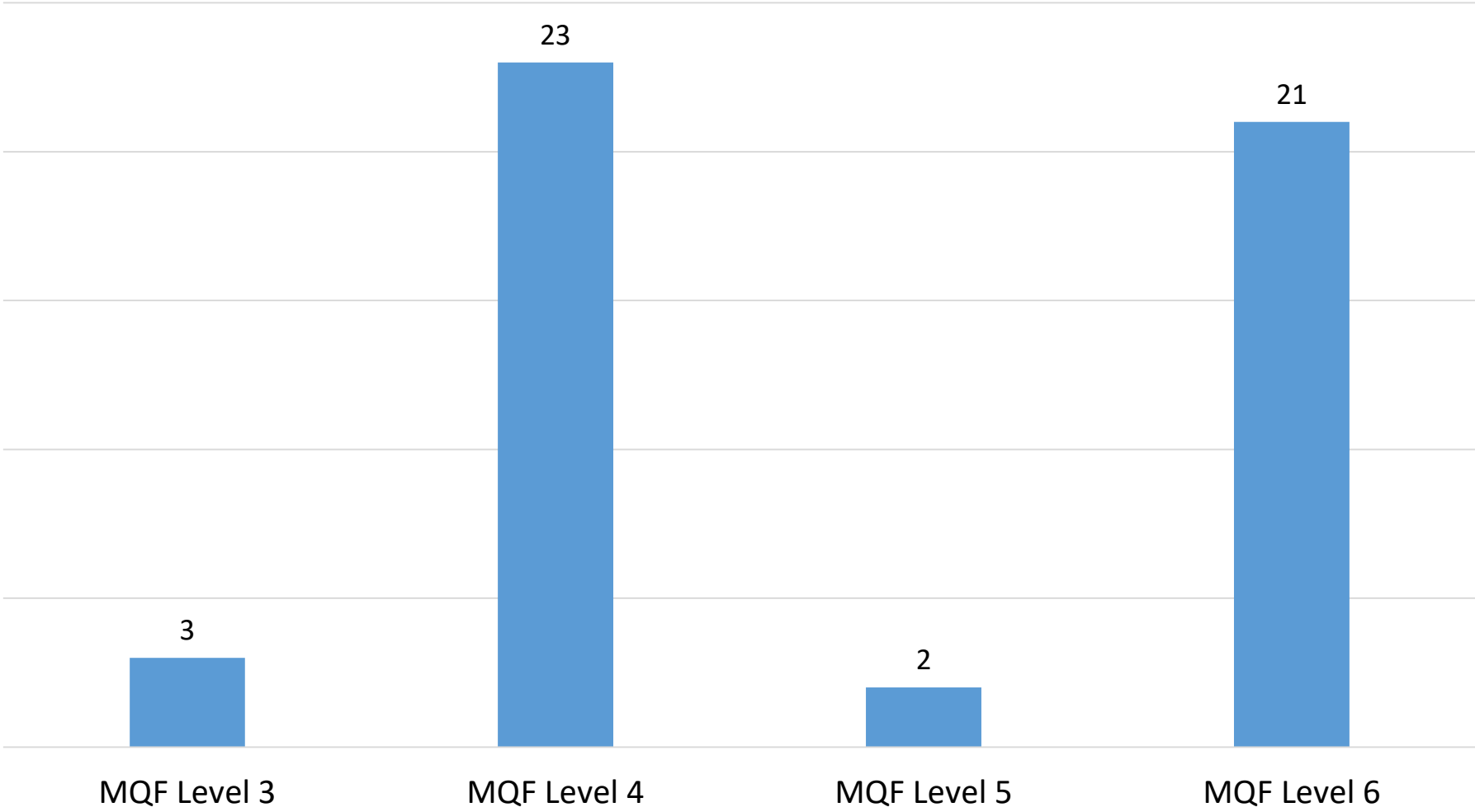
The Institute of Business Management and Commerce

Table 6d shows that the highest number of students from the Institute of Business Management and Commerce, 47 (45%) got a level 6 award with the Bachelor of Arts (Honours) in Business Enterprise being the most popular course in this institute and among all college courses, with 33 students. 6 (6%) students were rewarded at level 5, level 4 was awarded to 43 (42%) graduates while 7 (7%) students obtained a level 3 certificate.

Table 6d

Graduates According to Their Course in the Institute of Business Management and Commerce

Institute	Course Name	Graduates	MQF
Institute of Business Management and Commerce (103)	Bachelor of Arts (Honours) in Business Enterprise	33	6
	Bachelor of Science (Honours) in Financial Services Management	14	6
	Higher Diploma for Accounting Technicians	3	5
	Higher Diploma in Business Enterprise	1	5
	Higher Diploma in Financial Services Management	2	5
	Advanced Diploma in Accounting	7	4
	Advanced Diploma in Administrative and Secretarial Studies	4	4
	Advanced Diploma in Business Administration	11	4
	Advanced Diploma in Financial Services	13	4
	Advanced Diploma in Insurance	2	4
	Advanced Diploma in Marketing	6	4
	Diploma in Business	7	3

Institute of Business Management and Commerce - (N=103)

MQF Level 3	MQF Level 4	MQF Level 5	MQF Level 6
7	43	6	47
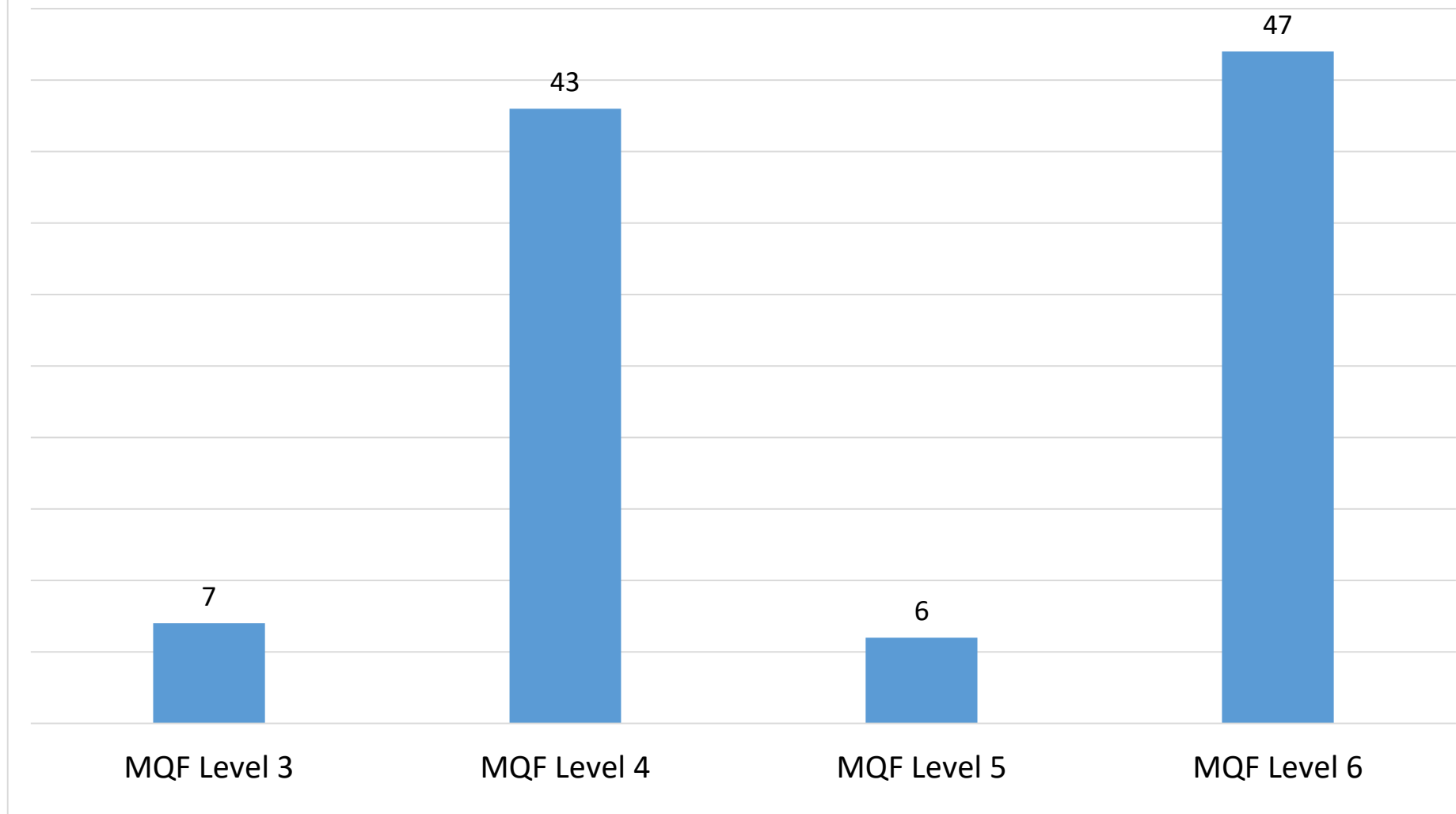
The Institute of Community Services

In the Institute of Community Services (Table 6e), 22 (15%) students obtained a level 6 certificate, 36 (24%) graduates got a level 5, 41 (28%) students got a level 4 award while 47 (32%) students a level 3 certificate. 1 (1%) received a level 2 certificate. One must note that some courses in this institute provide the graduates with openings and opportunities into other vocational institutions where they could further their studies or training. Thus, for example an Extended Diploma in Foundation Studies for Security, Enforcement and Protection at MQF level 3 would give them an opportunity which they might have previously missed, to join training with a Security or Disciplinary Corp at the required level and appropriate age.

Table 6e
Graduates According to Their Course in the Institute of Community Services

Institute	Course Name	Graduates	MQF
Institute of Community Services (147)	Bachelor of Arts (Honours) in Health and Social Care (Management)	10	6
	Bachelor of Arts (Honours) in Inclusive Education	4	6
	Bachelor of Science (Honours) in Sport, Exercise and Health	8	6
	Higher Diploma in Advanced Studies in the Early Years	33	5
	Higher Diploma in Facilitating Inclusive Education	1	5
	Higher Diploma in Health and Social Care (Management)	1	5
	Higher Diploma in Sport, Exercise and Health	1	5
	Advanced Diploma in Beauty and Complementary Therapies	10	4
	Advanced Diploma in Children's Care, Learning and Development	11	4
	Advanced Diploma in Health and Social Care (Social Care)	2	4
	Advanced Diploma in Sport (Development, Coaching and Fitness)	11	4
	Award in Children's Care, Learning and Development	7	4
	Diploma for Beauty Specialists	3	3
	Diploma in Hairdressing – Women	19	3
	Diploma in Health and Social Care	1	3
	Diploma in Sport	3	3
	Extended Diploma in Foundation Studies for Security, Enforcement and Protection	21	3
	Foundation Certificate in Care	1	2

Institute of Community Services - (N=147)

MQF Level 2	1
MQF Level 3	47
MQF Level 4	41
MQF Level 5	36
MQF Level 6	22

31
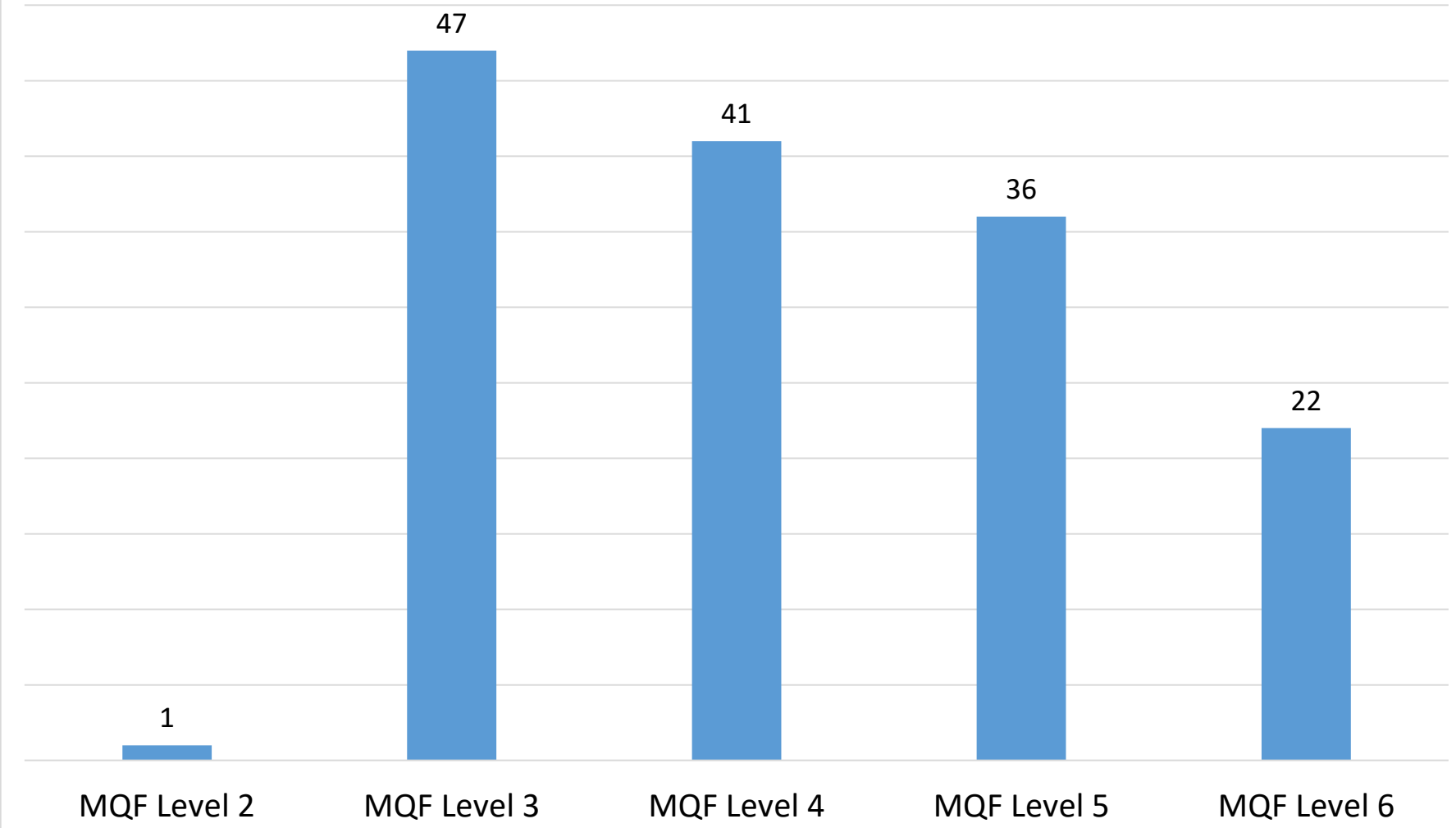
The Institute of Engineering and Transport

Table 6f shows that level 6 was awarded to 20 students (20%), 1 (1%) graduated at level 5, 50 graduates (49%) obtained a level 4 certificate from the Institute of Engineering and Transport. Level 3 was awarded to 21 (20%) students, 9 (9%) students from three different courses obtained a certificate recognised by the European Union Aviation Safety Agency while 1 (1%) student received a certificate recognised by the International Maritime Organisation.

Table 6f

Graduates According to Their Course in the Institute of Engineering and Transport

Institute	Course Name	Graduates	MQF
Institute of Engineering and Transport (102)	Bachelor of Engineering (Honours) in Electronics and Control Engineering	4	6
	Bachelor of Engineering (Honours) in Electronics Engineering	1	6
	Bachelor of Engineering (Honours) in Mechanical Engineering (Manufacturing)	3	6
	Bachelor of Engineering (Honours) in Mechanical Engineering (Plant)	4	6
	Bachelor of Science (Honours) in Biomedical Engineering	1	6
	Bachelor of Science (Honours) in Electronics Engineering	1	6
	Bachelor of Science (Honours) in Marine Engineering	2	6
	Bachelor of Science (Honours) in Power Generation and Renewables	4	6
	Higher Diploma in Mechanical Engineering (Plant)	1	5
	Advanced Diploma in Aviation Operation	2	4
	Advanced Diploma in Construction Engineering	7	4
	Advanced Diploma in Electrical Systems	4	4
	Advanced Diploma in Electronics (Green Energy Technologies)	1	4
	Advanced Diploma in Electronics (Industrial Electronics)	5	4
	Advanced Diploma in Heating, Ventilation and Air-Conditioning	2	4
	Advanced Diploma in Joinery, Furniture Design and Manufacturing	1	4
	Advanced Diploma in Light Vehicle Maintenance	11	4
	Advanced Diploma in Manufacturing	4	4
	Advanced Diploma in Marine Engineering	2	4
	Advanced Diploma in Masonry Heritage Skills (Mastru)	4	4

Institute	Course Name	Graduates	MQF
	Advanced Diploma in Operations and Maintenance	3	4
	Advanced Diploma in Welding and Fabrication	4	4
	Diploma in Aircraft Maintenance	4	3
	Diploma in Aircraft Structures and Repairs	4	3
	Diploma in Automotive Maintenance and Repair	2	3
	Diploma in Automotive Repair (Body and Paint)	2	3
	Diploma in Building Services Installations (Plumbing or Plumbing and Electrical)	1	3
	Diploma in Construction Engineering	1	3
	Diploma in Electrical Installations	1	3
	Diploma in Engineering (Electronics)	1	3
	Diploma in Joinery and Furniture Making	1	3
	Diploma in Light Vehicle Servicing	2	3
	Diploma in Welding and Fabrication	2	3
	EASA Part-66 Aircraft Maintenance Category 'A' Licence Course	3	EASA
	MCAST Aircraft Maintenance Technician Course (Leading to EASA Part-66 CAT B 1.1 Examinations)	4	EASA
	MCAST Aircraft Maintenance Technician Course (Leading to EASA Part-66 CAT B2 Avionics Examinations)	2	EASA
	OIC Navigational Watch	1	IMO

Institute of Engineering and Transport - (N=102)

MQF Level 3	MQF Level 4	MQF Level 5	MQF Level 6	EASA	IMO
21	50	1	20	9	1
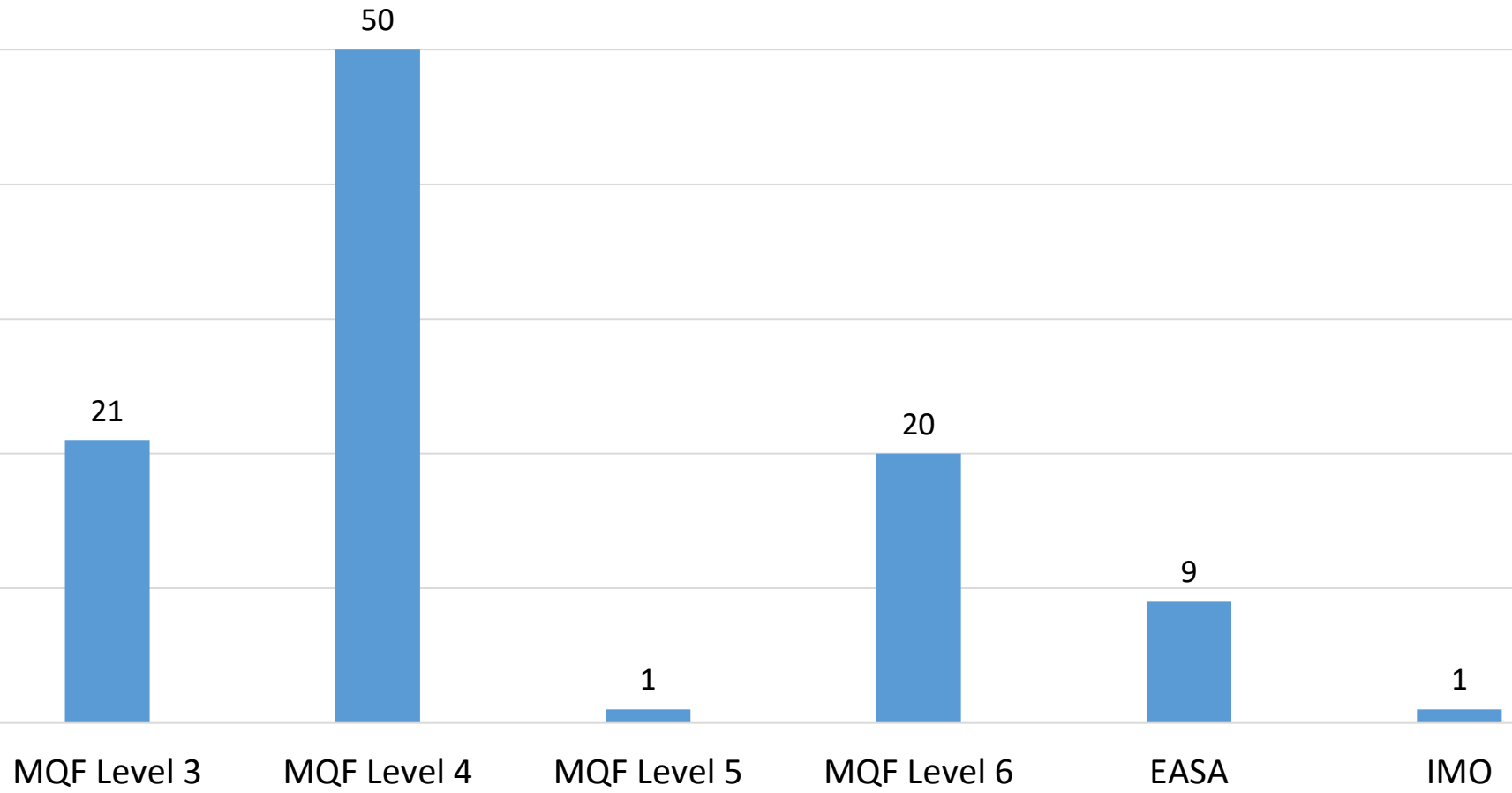
The Institute of Information and Communication Technology

In the Institute of Information and Communication Technology, Table 6g, one finds 38 (66%) persons who obtained a Level 6 certificate. 3 (5%) graduated with a level 5 certificate. 13 (22%) students obtained a level 4 award and 4 (7%) graduated with a level 3 certificates.

Table 6g
Graduates According to Their Course in the Institute of Information and Communication Technology

Institute	Course Name	Graduates	MQF
Institute of Information and Communication Technology (58)	Bachelor of Science (Honours) in Business Analytics	2	6
	Bachelor of Science (Honours) in Computer Systems and Networks	8	6
	Bachelor of Science (Honours) in Multimedia Software Development	8	6
	Bachelor of Science (Honours) in Software Development	20	6
	Higher Diploma in Computer Systems and Networks	3	5
	Advanced Diploma in IT (Computer Systems and Networks)	7	4
	Advanced Diploma in IT (End User Support)	1	4
	Advanced Diploma in IT (Multimedia Software Development)	2	4
	Advanced Diploma in IT (Software Development)	3	4
	Diploma in ICT	1	3
	Diploma in iGaming	3	3

Institute of Information and Communication Technology - (N=58)
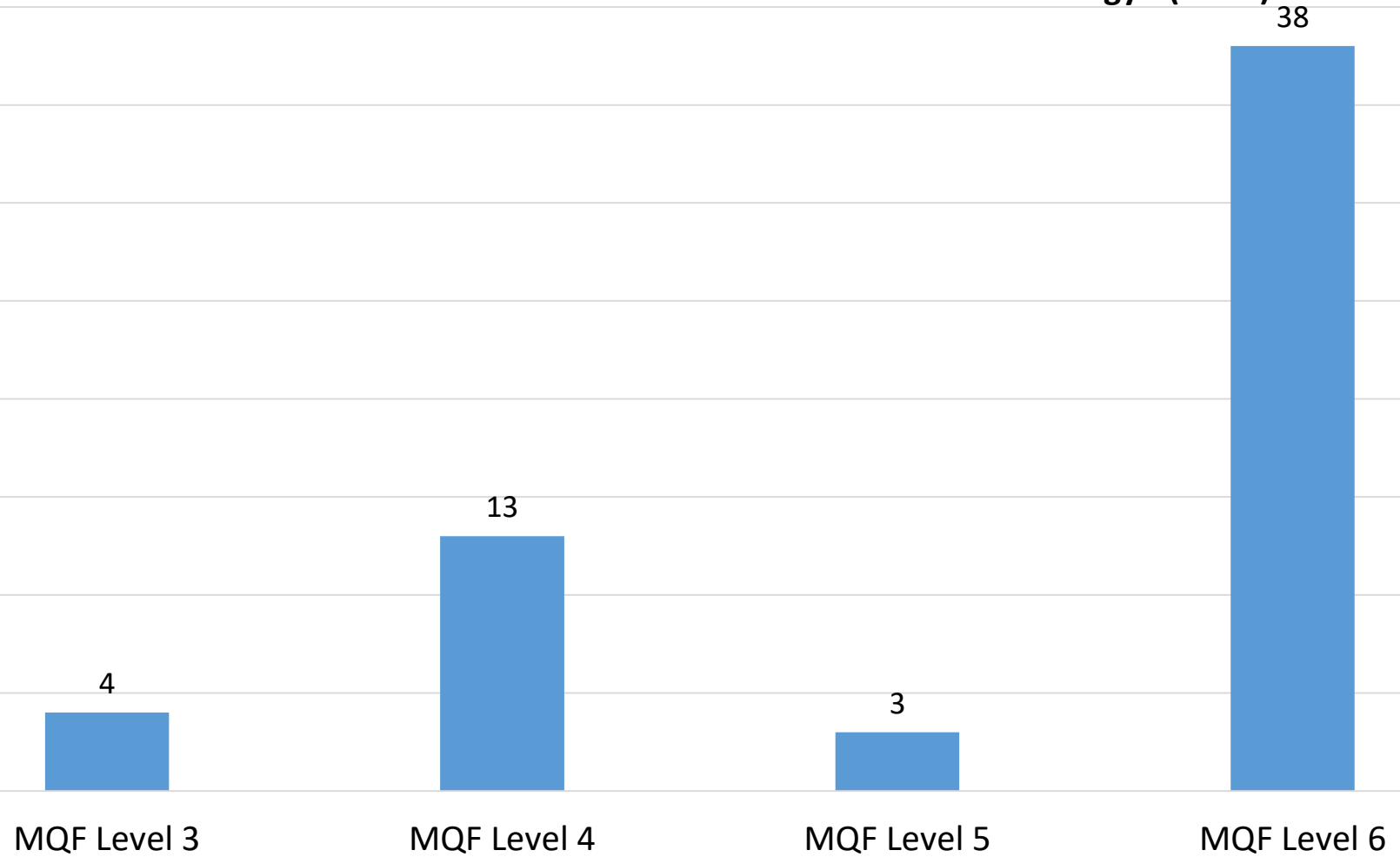
Participants According to Provenance

For the purpose of this section the different residence locations of the study participants have been grouped into six districts according to the Nomenclature of Territorial Units for Statistics Classification in, 'Statistical Regions and Districts of MALTA', p. 4 in the 'Regional Statistics Malta, 2019 Edition' published by the National Statistics Office – Malta.

The towns with the highest number of graduates are Mosta and Ħaż Żabbar with 27 students each and together reaching almost 10% of the total cohort, followed by Ħal Qormi with 24. The district with the highest number of graduates is the Northern Harbour with 131, representing 24% of the total number of graduates. This district incorporates the towns of Ħal Qormi, Birkirkara, San Ġwann, Pembroke, Msida and Santa Venera, all of them with substantial number of graduates. The smallest number of graduates are found in the Gozo district with 46 graduates representing 8% of the total population of graduates. In this district, Xaghra has the largest number of graduates with 9 persons.

Table 7

Southern Harbour	N = 106 (19%)	Northern Harbour	N = 131 (24%)	South Eastern	N = 107 (19%)
Cospicua	9	Birkirkara	22	Birżebbuġa –	16
Fgura	22	Gżira	2	Gudja	10
Floriana	1	Ħal Qormi	24	Ħal Għaxaq -	12
Ħal Luqa	7	Ħamrun	8	Ħal Kirkop	7
Ħaż Żabbar	27	High Ridge	1	Ħal Safi	5
Kalkara	7	Kappara	1	Marsaskala	15
Marsa	2	Madliena	1	Marsaxlokk	5
Paola	8	Msida	8	Mqabba	6
Santa Luċija	2	Pembroke	9	Qrendi	1
Senglea	2	San Ġwann	21	Żejtun	18
Ħal Tarxien	10	Santa Venera	8	Żurrieq	12
Valletta	4	St Julian's	3		
Vittoriosa	3	Swatar	4		
Xgħajra	2	Swieqi	7		
		Tal-Pieta'	6		
		Tas-Sliema	6		

Western	N = 82 (15%)	Northern	N = 83 (15%)	Gozo and Comino	N = 46 (8%)
Bahrija	1	Baħar iċ-Ċagħaq	1	Għajnsielem	4
Ħad Dingli	9	Buġibba	4	Għarb	3
Ħal Balzan	3	Burmarrad	2	Għasri	2
Ħal Lija	3	Ħal Għargħur	3	Marsalforn	1
Ħ'Attard	9	Mellieħa	14	Munxar	2
Ħaż Żebbuġ	17	Mġarr	4	Nadur	7
Iklin	8	Mosta	27	Qala	2
Mdina	1	Naxxar	17	Ta' Kerċem	1
Mtarfa	6	Qawra	2	Ta' Sannat	4
Rabat (Malta)	12	St Paul's Bay	9	Victoria	6
Siġġiewi	13			Xagħra	9
				Xewkija	5

Participants of Tracer Study According to Provenance (by Region)
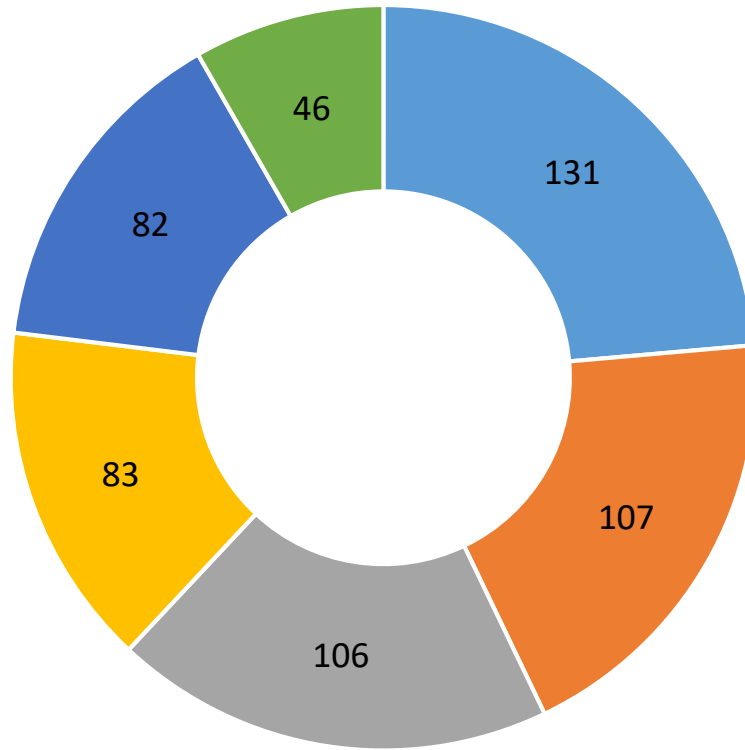
■ Northern Harbour - 131	■ South Eastern - 107	■ Southern Harbour - 106
■ Northern - 83	■ Western - 82	■ Gozo Campus - 46

Participants According to MQF Level

Table 8 shows that the highest number of study participants graduated at MQF level 4 with a fraction of almost 37%. The next most popular level is level 6 with approximately 36% portion. Level 3 is next with 16% and level 5 with almost 10%. At the lower end one finds the EASA graduates, the IMO graduates and one graduate at level 2. These results confirm the trend of the majority of MCAST students in choosing and concluding their studies at levels 4 and 6 prior to starting employment. At a later stage of this document we will however notice data which shows that among all graduates (including those in employment and those unemployed) 318 are either already participating in other study courses or are planning to do so in the near future. Thus, for almost 57% of the graduates their formal training has not ended with their graduation but are already continuing to study or will be seeking to do so in the future. Is MCAST therefore being successful in not only preparing its community for employment but also for life-long learning? An enquiry which deserves further probing and research.

Table 8
Tracer Study Respondents According to MQF Level

MQF Level	Number of Participants	% of Total Participants (N = 555)
2	1	0.2
3	90	16.2
4	203	36.6
5	54	9.7
6	197	35.5
EASA	9	1.6
IMO	1	0.2

Tracer Study Respondents According to MQF Level - (N=555)

MQF 2 - (1)	0.20%
MQF 3 - (90)	16.20%
MQF 4 - (203)	36.60%
MQF 5 - (54)	9.70%
MQF 6 - (197)	35.50%
EASA - (9)	1.60%
IMO - (1)	0.20%
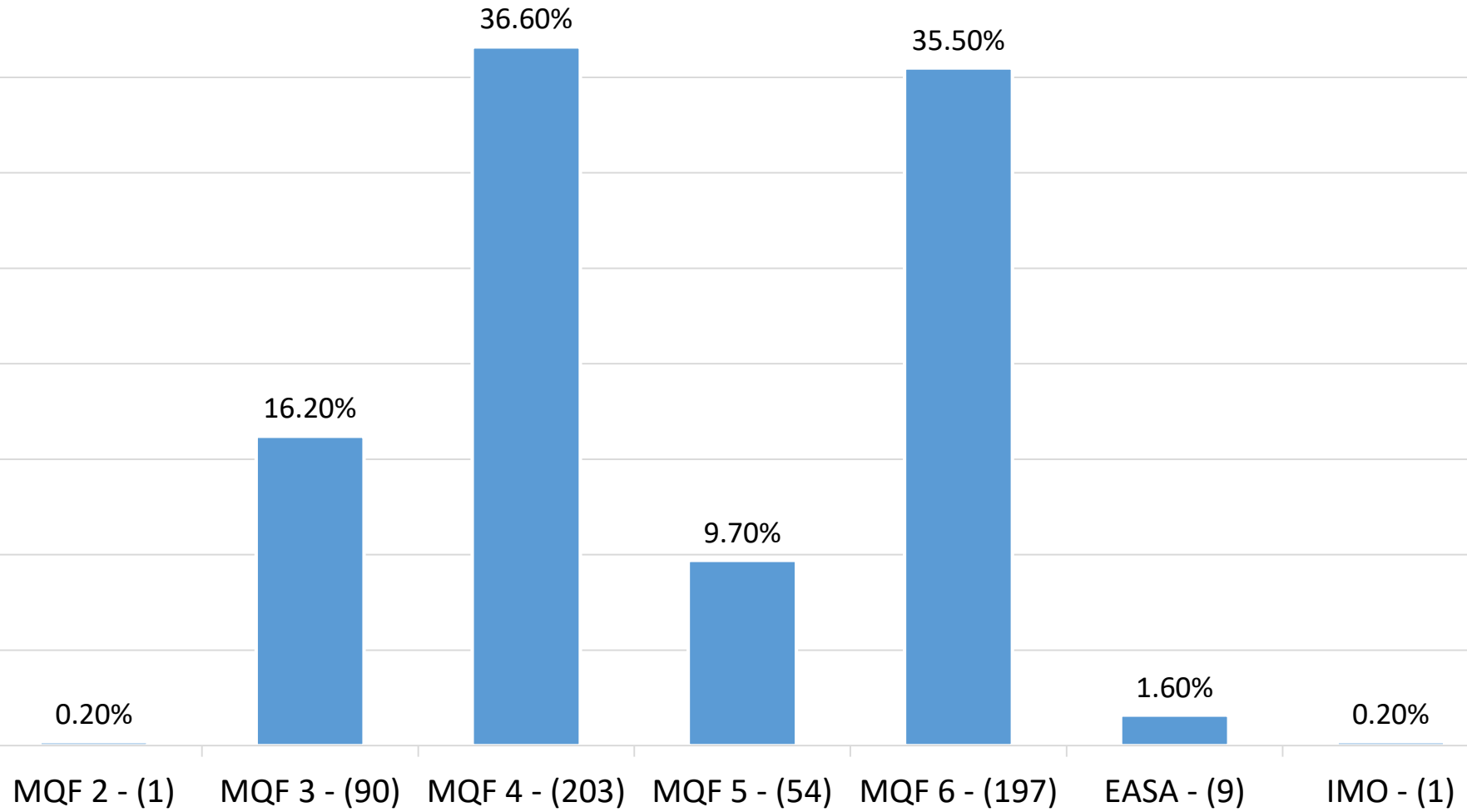
Gender of Graduates in Each Institute

The largest number of female graduates is found in the Institute of Community Services with 76% of the total Institute cohort. This number makes up 42% of the total number of female graduates. Male graduates dominate the Institute of Engineering and Transport with a notable 94% or 96 graduates. Otherwise one can notice a more balanced distribution of males among the institutes.

Table 9
Gender of Respondents (per Institute)

Institute	Female	%	Male	%	Total
Gozo Campus	15	60	10	40	25
Institute for the Creative Arts	27	38	44	62	71
Institute of Applied Sciences	33	67	16	33	49
Institute of Business Management and Commerce	64	62	39	38	103
Institute of Community Services	111	76	36	24	147
Institute of Engineering and Transport	6	6	96	94	102
Institute of Information and Communication Technology	11	19	47	81	58
Total	**267**		**288**		**555**

Gender of Respondents (per Institute)

Institute	Female	Male
Gozo Campus	15	10
Institute for Creative Arts	27	44
Institute of Applied Sciences	33	16
Institute of Business Management and Commerce	64	39
Institute of Community Services	111	36
Institute of Engineering and Transport	6	96
Institute of Information and Communication Technology	11	47

Legend: ■ Female ■ Male
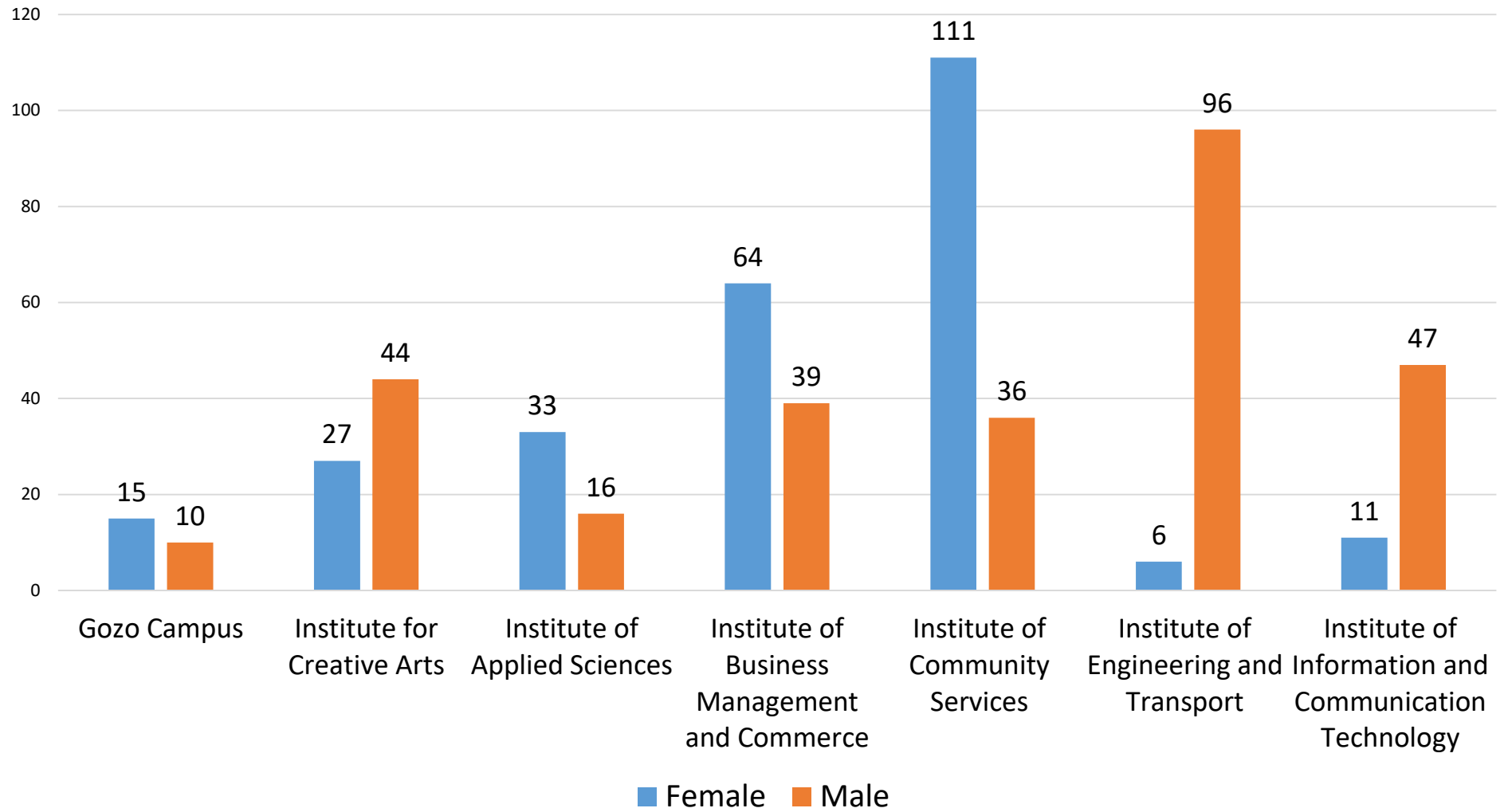
Participants According to the Status of Employment

A significant 77% of all participants in the Tracer Study are in full-time employment following their graduation in 2019. 7% have a part-time employment. Together, those who have some type of employment total 84%. 16% of the interviewed graduates were unemployed by the time of the interview. This data points to a high correlation between studying at MCAST and possibility of employment following graduation. The time frame when this study was held also shows that employment was found very soon following the graduation. The design of the courses (in liaison with the external employment services), the level of practical training and preparation at the College, the relevance of the courses in relation to the demands of the various industrial sectors, the positive employment market are all factors influencing this high rate of employment. Still, more is expected when one considers that 16% were not so successful in finding employment. Further studies and analysis will help to identify explanations, to determine which institutes or courses have the higher levels of unemployment and to offer alternatives to the present milieu. As this document proceeds, one will find a more detailed analysis of each sector of employment.

Table 10
Data Pertaining to Status of Employment

Full-time	Part-time	Unemployed	Total
428	37	90	555
77%	7%	16%	100%

Employment Status - N=555

- Full-Time - 428
- Part-Time - 37
- Unemployed - 90

16%

7%

77%
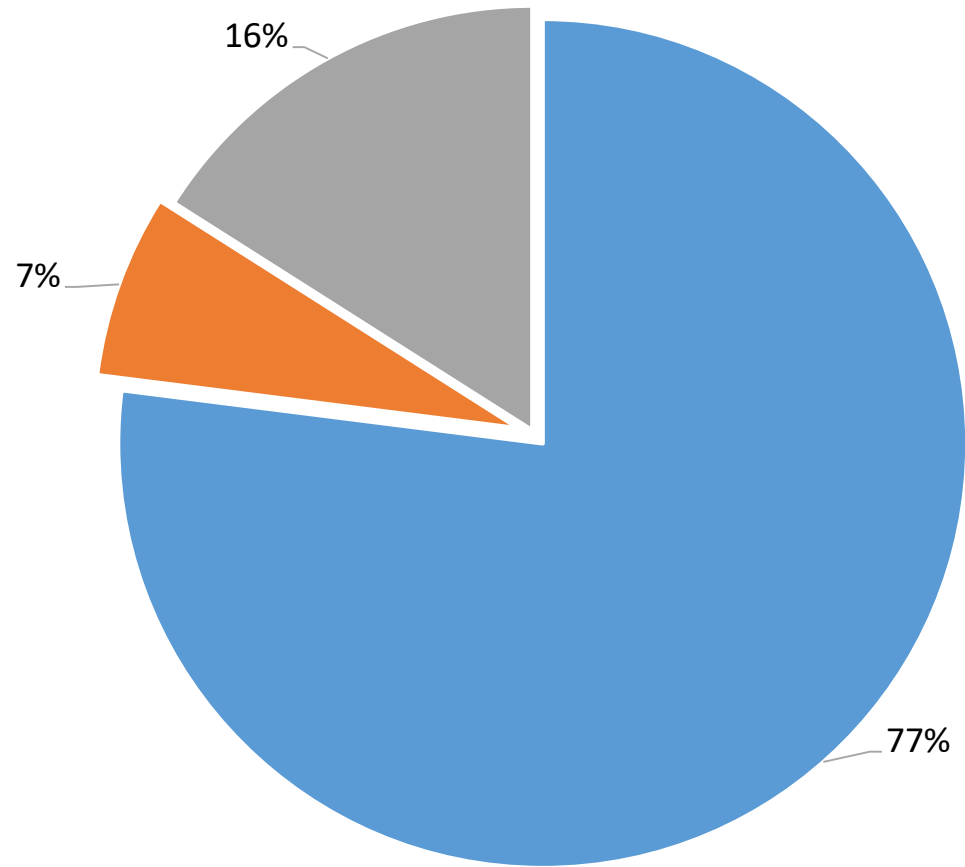
Employment Status Among the Different Institutes

The Institute of Information and Communication Technology followed by the Institute of Engineering and Transport and the Institute of Business Management and Commerce have the highest percentage of full-time employed graduates with 91%, 90% and 87% respectively. The lowest percentage is found in the Institute of Community Services with 60%. The other three institutes range between 68% and 73% of full-time employed graduates.

Table 11a
Graduates in Full-Time Employment in Each Institute. (As a Percentage of Total Respondents in Each Institute)

Institute	Total Respondents in Institute	Full-Time Employed Respondents in Institute	% of Institute's Respondents
Gozo Campus	25	17	68
Institute for the Creative Arts	71	52	73
Institute of Applied Sciences	49	36	74
Institute of Business Management and Commerce	103	90	87
Institute of Community Services	147	88	60
Institute of Engineering and Transport	102	92	90
Institute of Information and Communication Technology	58	53	91
Total	**555**	**428**	

Graduates in Full-Time Employment in Each Institute (N=428)

- Total Respondents in Institute
- Full-Time Employed Respondents in Institute

Institute	Total Respondents in Institute	Full-Time Employed Respondents in Institute
Gozo Campus	25	17
Institute for Creative Arts	71	52
Institute of Applied Sciences	49	36
Institute of Business Management and Commerce	103	90
Institute of Community Services	147	88
Institute of Engineering and Transport	102	92
Institute of Information and Communication Technology	58	53

Among the part-time employed cohort, the most significant percentages are those pertaining to the Institute for Creative Arts and the Institute of Community Services, both having 10% of the Institute's respondents. The numbers in this section are insignificant compared to the full-time employed and unemployed graduates' sections and thus could render any conclusions risky and inaccurate.

Table 11b
Graduates in Part-Time Employment in Each Institute. (As a Percentage of Total Respondents in Each Institute)

Institute	Total Respondents in Institute	Part-Time Employed Respondents in Institute	% of Institute's Respondents
Gozo Campus	25	0	0
Institute for the Creative Arts	71	7	10
Institute of Applied Sciences	49	2	4
Institute of Business Management and Commerce	103	8	8
Institute of Community Services	147	15	10
Institute of Engineering and Transport	102	3	3
Institute of Information and Communication Technology	58	2	3
Total	555	37	

Graduates in Part-Time Employment in Each Institute (N=37)

Institute	Total Respondents in Institute	Part-Time Employed Respondents in Institute
Gozo Campus	25	0
Institute for Creative Arts	71	7
Institute of Applied Sciences	49	2
Institute of Business Management and Commerce	103	8
Institute of Community Services	147	15
Institute of Engineering and Transport	102	3
Institute of Information and Communication Technology	58	2
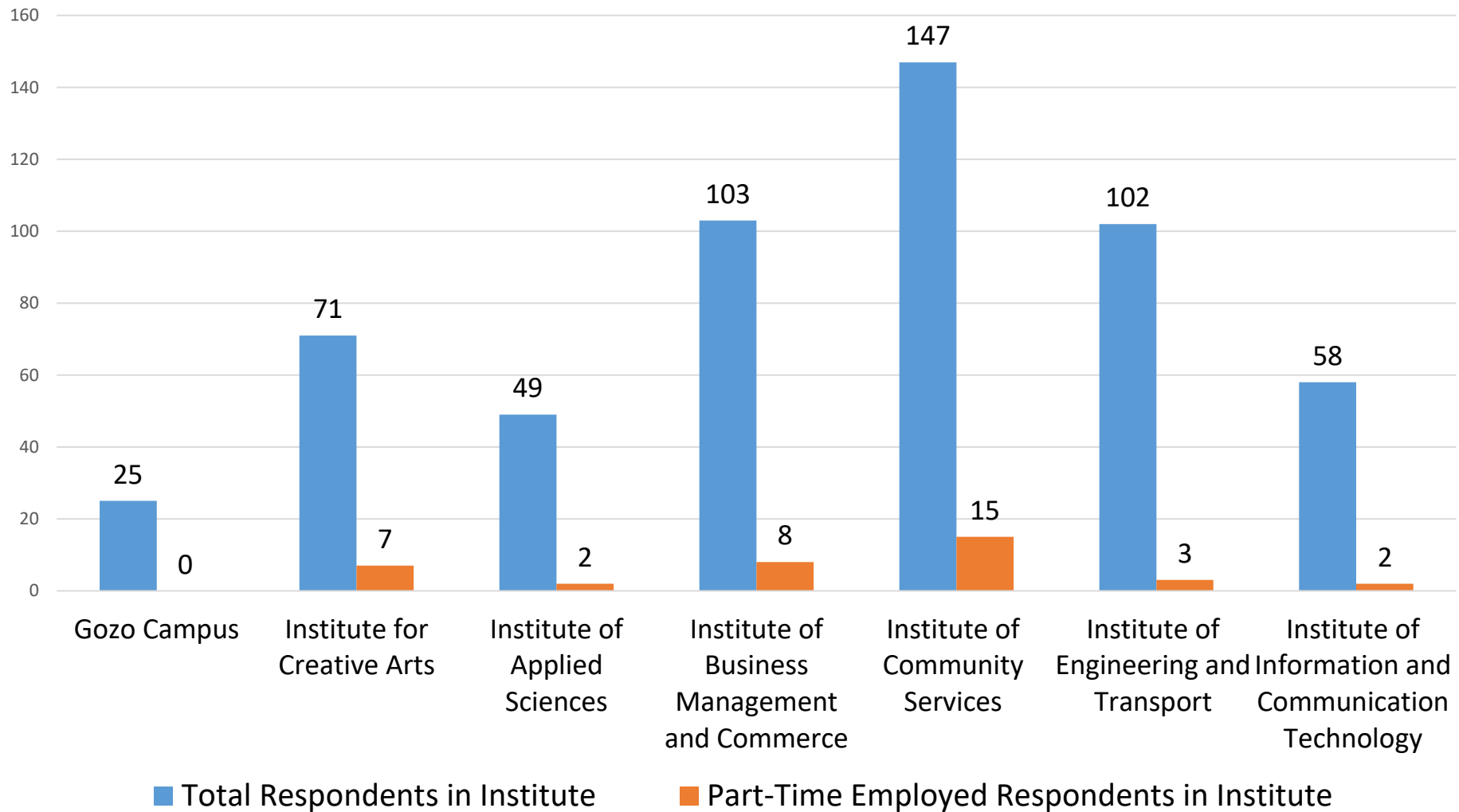
The Institute of Business Management and Commerce and the Institute of Information and Communication Technology have the lowest percentage of unemployed graduates with 5%. The highest percentage of unemployed graduates is found in the Gozo Campus with 32% followed by the Institute of Community Services with 30%

Table 11c
Unemployed Graduates in Each Institute. (As a Percentage of Total Respondents in Each Institute)

Institute	Total Respondents in Institute	Unemployed Respondents in Institute	% of Institute's Respondents
Gozo Campus	25	8	32
Institute for the Creative Arts	71	12	17
Institute of Applied Sciences	49	11	22
Institute of Business Management and Commerce	103	5	5
Institute of Community Services	147	44	30
Institute of Engineering and Transport	102	7	7
Institute of Information and Communication Technology	58	3	5
Total	**555**	**90**	

Unemployed Graduates in Each Institute (N=90)

Institute	Total Respondents in Institute	Unemployed Respondents in Institute
Gozo Campus	25	8
Institute for Creative Arts	71	12
Institute of Applied Sciences	49	11
Institute of Business Management and Commerce	103	5
Institute of Community Services	147	44
Institute of Engineering and Transport	102	7
Institute of Information and Communication Technology	58	3

MQF Levels and Employment Status

In this section (Table 12) the figures of employment and unemployment are compared to the MQF level obtained by the graduates. 100% of the students who obtained an EASA and IMO recognised certificate are in full-time employment. Level 6 and level 4 graduates also have a high rate of full-time employment with 88% and 79% respectively. If one had to put aside level 2 due to being represented by only one respondent, the highest rate of unemployment with 41% is found in level 5. These figures validate the way MCAST has expanded in the provision of courses and the way it has pushed vocational training to new heights. This section is also related to the employment market's expectations. MCAST must unceasingly maintain a balance between the needs of the employment world and professional training covering the different levels and the needs of students. Only thus could it maintain its strong position as a relevant player in the field of education and employment.

Table 12

MQF Level Compared to Employment Status Among Graduates

	MQF Level							(N=555)
	2 (1)	**3** (90)	**4** (203)	**5** (54)	**6** (197)	**EASA** (9)	**IMO** (1)	
Full-Time	0	58	160	27	173	9	1	N=428
% of Level	0	65	79	50	88	100	100	
Part-Time	0	13	11	5	8	0	0	N=37
% of Level	0	14	5	9	4	0	0	
Unemployed	1	19	32	22	16	0	0	N=90
% of Level	100	21	16	41	8	0	0	

MQF Level and Employment Status - (N=555)

	Full-Time (428)	Part-Time (37)	Unemployed (90)
MQF Level 2 (N=1)	0	0	1
MQF Level 3 (N=90)	58	13	19
MQF Level 4 (N=203)	160	11	32
MQF Level 5 (N=54)	27	5	22
MQF Level 6 (N=197)	173	8	16
EASA (N=9)	9	0	0
IMO (N=1)	1	0	0
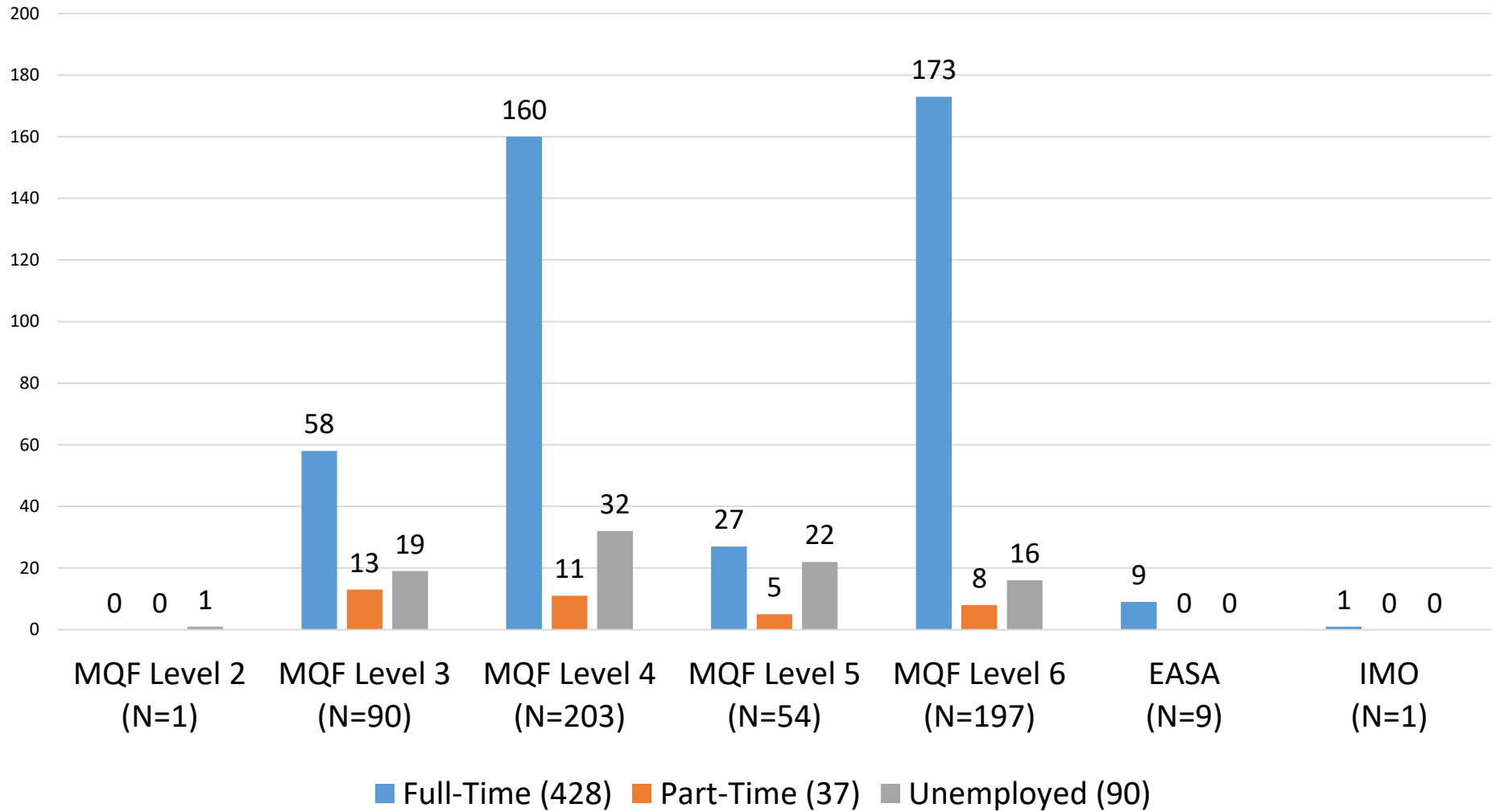
Gender and Employment Status

Among full-time employed graduates the majority are males with 56%. Among unemployed graduates, females take the larger share with 61%. Females working part-time also have the larger percentage with 62%. However, the numbers of full-time graduates by far overshadow those of unemployed graduates. It would still be interesting to probe further the reasons behind the higher percentage of female unemployed graduates and whether there are any variables which manifestly influence this ratio. There is also scope for research into whether the number of graduates according to gender had remained constant throughout the years of studying. Was the ratio between males and females at the beginning of the studies at par with the ratio at graduation?

Table 13
Gender and Employment Data (General)

	Full-Time (N=428)		Part-Time (N=37)		Unemployed (N=90)	
Females	189	44%	23	62%	55	61%
Males	239	56%	14	38%	35	39%

Gender and Employment Data (General)

Females (267) — Full-Time: 189, Part-Time: 23, Unemployed: 55

Males (288) — Full-Time: 239, Part-Time: 14, Unemployed: 35

Legend: Full-Time (428), Part-Time (37), Unemployed (90)
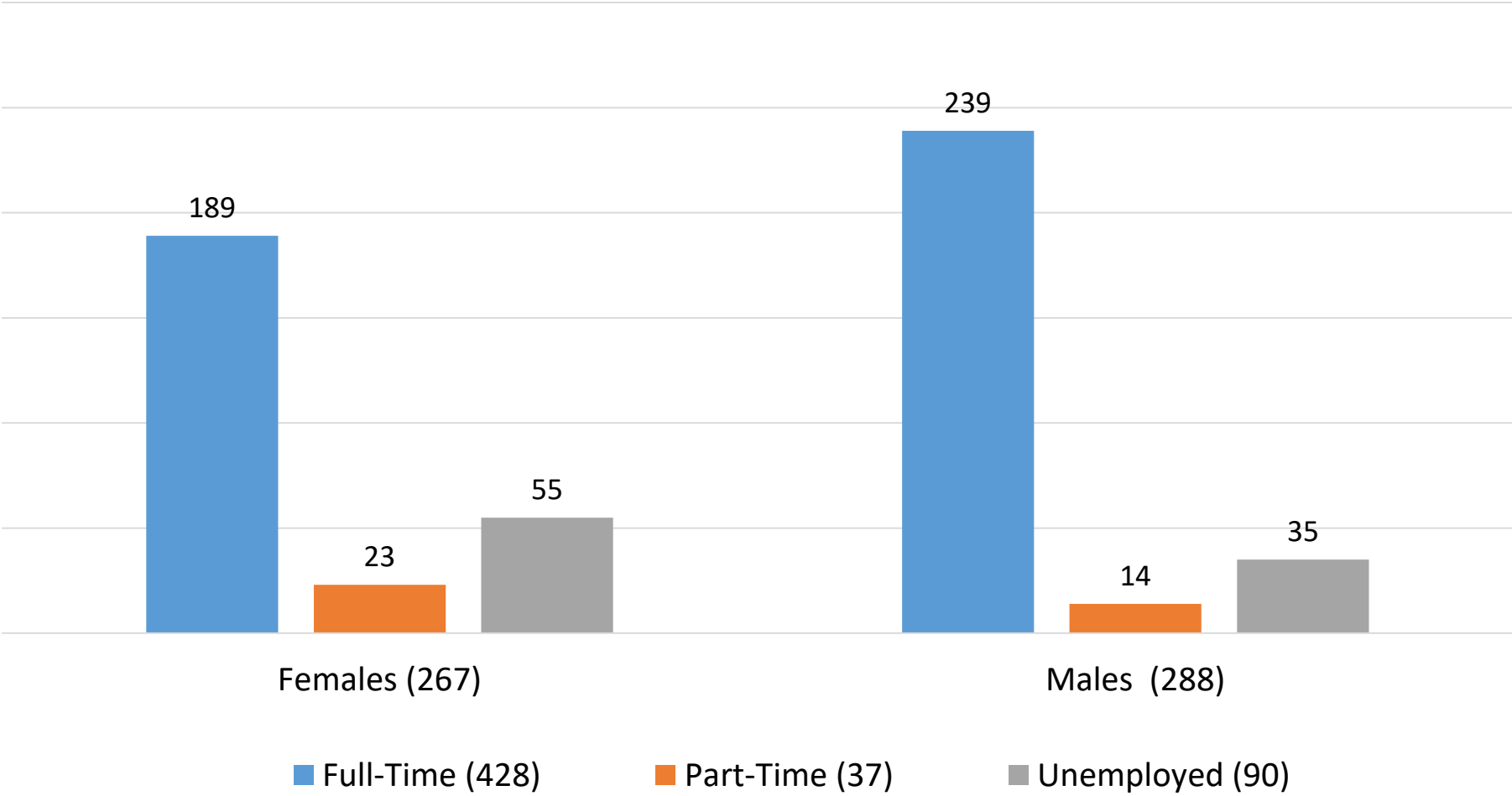
Graduates' Employment Status from Each Institute According to Gender

In the Institute of Community Services, the females prevail in all the employment status. This replicates the data in Table 9 which outlined the high percentage of females in this Institute. The male bias is on the other hand very evident in the Institute of Engineering and Transport with males numbering 86 full-time employed graduates or 94% of all full-time employed graduates in this Institute. Among the unemployed graduates a remarkable 34 respondents are found among females from the Institute of Community Services. This rate is high both when compared to the total number of unemployed (44) who graduated from that institute and the total number of unemployed females (55) across all institutes.

Table 14

Institute	Full-Time		Part-Time		Unemployed	
	F	M	F	M	F	M
Gozo Campus	10	7	0	0	5	3
Institute for the Creative Arts	19	33	3	4	5	7
Institute of Applied Sciences	24	12	2	0	7	4
Institute of Business Management and Commerce	56	34	5	3	3	2
Institute of Community Services	65	23	12	3	34	10
Institute of Engineering and Transport	6	86	0	3	0	7
Institute of Information and Communication Technology	9	44	1	1	1	2
Total	**189**	**239**	**23**	**14**	**55**	**35**
Grand Total	**428**		**37**		**90**	

Graduates in Full-Time Employment from Each Institute According to Gender

	Female	Male
Gozo Campus	10	7
Institute for the Creative Arts	19	33
Institute of Applied Sciences	24	12
Institute of Business Management and Commerce	56	34
Institute of Community Services	65	23
Institute of Engineering and Transport	6	86
Institute of Information and Communication Technology	9	44

Graduates in Part-Time Employment from Each Institute according to Gender

Institute	Female	Male
Gozo Campus	0	0
Institute for the Creative Arts	3	4
Institute of Applied Sciences	2	0
Institute of Business Management and Commerce	5	3
Institute of Community Services	12	3
Institute of Engineering and Transport	0	3
Institute of Information and Communication Technology	1	1

Unemployed Graduates from Each Institute according to Gender

Institute	Female	Male
Gozo Campus	5	3
Institute for the Creative Arts	5	7
Institute of Applied Sciences	7	4
Institute of Business Management and Commerce	3	2
Institute of Community Services	34	10
Institute of Engineering and Transport	0	7
Institute of Information and Communication Technology	1	2
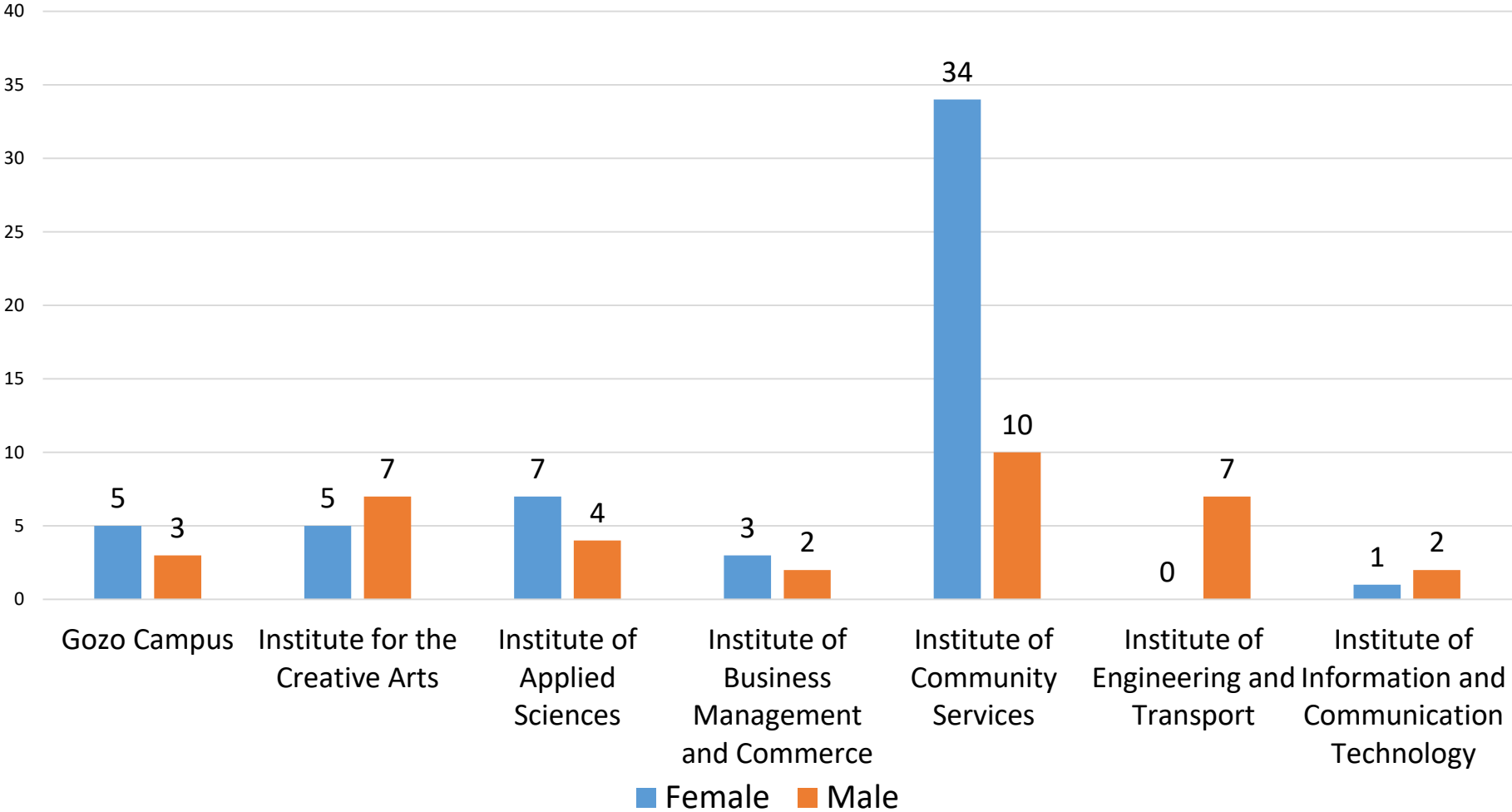
Full-Time and Part-Time Employment and Industry Sectors

Among the 428 full-time employed graduates the largest group (63) are employed in the Business Administration, Insurance & Financial Services, 37 are employed in Education & Child Care, another group of 37 are employed in the Retail sector and 29 respondents are employed in the Mechanical and Electrical Engineering area. 28 are employed in the Manufacturing Industry, 25 are employed in the Hairdressing & Beauty sector and another group of 25 are engaged in Health & Social Care. The last group over 20 work in the Information Technology industry (23). The above groups total 267 and reach 62% of all full-time employed graduates. The rest are widely distributed among other various industry sectors (in order of number of responses) and can be viewed in table 15a. This table and the subsequent one for part-time employed graduates also detail each participant's response according to the industry sector. All the responses provided by the respondents were inputted by the interviewers according to a drop-down list of industry sectors. The choice of each respondent was corroborated (whenever the information was provided) with two other questions which enquired about the graduates' present employer and their job title. In most cases the replies to these questions confirmed the accuracy of the industry sector's choice. Among the part-time employed graduates (table 15b), Education and Early Child Care (8) and Travel & Tourism (6) are the two sectors which stand out albeit in much smaller numbers than the full-timers. Subsequent tables will outline the responses of the participants about whether they consider their occupation directly related to their studies at MCAST.

Table 15a

Full-Time Employment of Graduates and Corresponding Industry Sector

Industry Sector	F-T	Job Title	
Business Administration, Insurance & Financial Services	63	Accounts Clerk	6
		Accounts Executive	1
		Administration Officer	2
		Administrative Assistant	2
		Assets Officer	1
		Auditor	1
		Business Analyst	2
		Business Application Delivery	1
		Call Agent	2
		Cashier	2
		Clerk	7
		Client Support Specialist	1
		Company Secretary	1
		Compliance Analyst	3
		Corporate Administrator	2
		Corporate Services Officer	1
		Creating Online Courses	1
		Customer Service Rep	2

		Enterprise Risk Officer	1
		Finance Officer	2
		Fund Accountant	2
		Insurance Associate	1
		Insurance Intermediary	1
		Investment Officer	1
		IT Officer	2
		Junior Accountant	2
		KYC Analyst	1
		Office Manager	1
		Officer	5
		PR Marketing	1
		Risk and Fraud Analyst	1
		Secretary	1
		Senior Associate	1
		Teller	1
		Trainee Officer	1
Education & Early Child Care	37	Child Care Manager	1
		Child Carer	7
		Clerk	1
		Early Intervention Resource Worker	1
		ICT & Business Analyst	1

		ICT Support Assistant	3
		Lab Technician	1
		LSE	8
		LSE2	1
		LSE3	1
		Manager in Child Care Centre	1
		Student Mentor	2
		Supply LSE	3
		Supply Teacher – PE	2
		Teacher – Art	1
		Teacher – IT	1
		Teacher – PE	1
		Training Administrator	1
Retail	37	Administration	2
		Cashier	1
		Cashier, Stacker etc	1
		Deliveryman	1
		Design & Project Manager	1
		Design Consultant	2
		Graphic Designer	3
		HR	1
		IT Technician	1

		Junior Electrical Engineer	1
		Marketing Administrator	1
		Marketing Assistant	1
		Operations Manager	1
		Pharmacy Assistant	1
		Pharmacy Technician	2
		Process Specialist	1
		Pump Attendant	1
		Sales Consultant	1
		Salesperson	7
		Salesperson (cars)	1
		Salesperson (car parts)	1
		Sales Representative	1
		Small Fish Vessel Driver	1
		Storekeeper	1
		System Engineering	1
		Website Coordinator & Graphic Designer	1
Mechanical/Electrical Engineering	29	Car Sprayer/Fixer	1
		Electrician	2
		Electrician/Distribution Tradesperson	1
		Engineer (Electronics)	2
		Engineer (Manufacturing)	1

		Engineer (Mechanical)	2
		Engineering Consultant	1
		Installation of Air Conditioners	1
		Junior Mechanical Engineer	1
		Mechanic	7
		Self Employed	1
		Technical Coordinator	1
		Technician	3
		Technician (Marine)	1
		Technician (Plant)	1
		Technician (VRT)	1
		Technician Helper	1
		Welder	1
Manufacturing Industry	28	Accounts Admin	1
		Credit Controller	1
		Design & Project Management	1
		Electrical Engineer	1
		Engineer	1
		Interior Design	1
		Lab Analyst	1
		Machine Operator	2
		Machine Operator/Carpenter	1

		Microbiology Analyst	2
		Printing	1
		Process Engineer	3
		Process Operator	1
		QC Specialist & Planner	1
		Quality Engineer	1
		Regulatory Associate	1
		Senior Analyst	1
		Service Advisor	1
		Technician	5
		Tool Maker	1
Hairdressing & Beauty	25	Barber	1
		Beauty & Massage Therapist	1
		Beauty Assistant	1
		Beauty Therapist	6
		Hairdresser	15
		Laser Hair Removal	1
Health & Social Care	24	Accounts Clerk	1
		Administrative Job	1
		Administrative Support Worker	1
		Allied Assistant	1
		Assistant Manager	1

		Care Worker	3
		Clerk	1
		Clinical Technician	1
		ECG Technician	4
		Head of Recruitment	1
		Job Coach	1
		Marketing Executive	1
		Mental Health Recovery Officer	1
		Office Management Assistant	1
		Pharmacy Technician	1
		Phlebotomy Technician	1
		Procurement Coordinator	1
		Support Worker	1
		Youth Worker	1
Information Technology	23	Business Analyst	1
		Desktop Executive	1
		Front End Developer	1
		Graphic Designer	1
		IT Team Leader	1
		Junior Front End Developer	1
		Junior Software Developer	1
		Junior System Admin	1

		Networks & Servers Technician	1
		NOC Engineer	1
		Software Developer	10
		Technical Services Officer	1
		Web Developer	2
Gaming	19	Compliance	1
		Customer Agent	2
		Data Coordinator	1
		Fraud & Responsible Gaming Analyst	1
		Graphic Designer	1
		Junior eSport Specialist	1
		Junior Full stack Web Developer	1
		Junior Graphic Designer	1
		Junior Software Developer	1
		Network Operations Engineer	2
		Payment & Risk Analyst	1
		Payments & Verification Analyst	1
		QA Automation Engineering	1
		SEO Specialist	1
		Software Developer	1
		System Administrator	1
		Team Leader	1

Security, Enforcement & Protection	19	Assistant Clerk	1
		Care Plan Coordinator	1
		Carpenter (Support Command & Maritime Squadron)	1
		Clerk	1
		Guard Officer	1
		Gunner	2
		IT System Administrator	1
		Mechanic	1
		Mechanic (Electrical)	1
		Plant Troop	1
		Police Cadet Officer	1
		Police Officer	1
		Security	2
		Soldier	3
		Technician	1
Multimedia Production & Journalism	17	Admin	1
		Camera Assistant	1
		Camera Department	1
		Camera Operator	1
		Editing Archives	1
		Filming & Editing	1
		Journalist	1

		Production	1
		Production & Audio-visual	1
		Production Coordinator	1
		Senior Editor	1
		Video Editor	3
		Videographer	2
		Videographer & Designer	
Aviation	15	Aircraft Structure Maintenance -Sheetmetal	2
		Aircraft Mechanic	3
		Aircraft Technician	5
		Assistant Technician	3
		Mechanical Technician	1
		Operations Control Officer	1
Travel & Tourism	12	Beauty Therapist	1
		Check-In Agent	1
		Clerk	1
		Electrician	1
		Firefighter	1
		HR	1
		Online Sale Specialist	1
		Receptionist	1
		Scuba Diving Instructor	1

		Software Developer	1
		Technician (Electrical)	1
		Technician (Operations)	1
Transport & logistics	11	Admin Assistant	1
		Clerk	1
		Driver	1
		Engineering Tracking (Semiskilled Mechanic)	1
		IT Assistant	1
		Junior Accountant	1
		Mechanic	1
		Technician	1
		Trainee Engineer	2
		Welder	1
Construction Engineering	10	Architect Assistant	1
		Assistant Supervisor	1
		Clerk	1
		Draughtsperson	2
		Land Surveyor	1
		Property Agent	1
		Spatial Designer	1
		Welder	2
Environment, Earth Resources & Conservation	9	Assistant Officer (ICT)	1

		Clerk	2
		Environmental Officer	1
		Health & Safety Officer	1
		Lab Analyst	1
		Officer	1
		Technician	1
		Welder	1
Government Agency/Authority	7	Inventory Administrator	1
		Licensing Officer	1
		Officer 1	1
		Planning Officer	1
		Procurement Administrator	1
		Secretary	1
		Senior Clerk	1
Recruitment, Advertising, PR & Marketing	5	Business Assistant	1
		Company Founder & CEO	1
		Graphic Designer	1
		HR	1
		Marketing Assistant	1
Civil Service - Ministry (Agriculture)	4	Agricultural Officer	2
		Project Manager	1
		Veterinary Support Officer	1

Publishing & Printing	4	Graphic Designer	2
		Junior Graphic Designer	1
		Screen Printer	1
Self-employed	4	Music Producer	1
		Painter	1
		Restoration	2
Biology, Chemistry or related subject	3	Science Communicator	1
		Researcher	1
		Analyst – Microbiology	1
Catering	3	Assistant Manager	1
		Manager	1
		Founder/Director	1
Other	3	IT Administrator	1
		Meta Data	1
		Packer	1
Construction	2	Draughtsperson	1
		Technician	1
Property & Rental Market	2	Company Agent	1
		Property Negotiator	1
Advertising, PR and Marketing	1	Customer Agent	1
Civil Service - Department (ID Malta)	1	Senior Clerical Officer	1

Civil Service - Department (Treasury)	1	IT Support Officer	1
Civil Service - Ministry (Foreign Affairs)	1	ICT Support Assistant	1
Civil Service - Ministry (Justice)	1	Clerk	1
Civil Service - Ministry (OPM)	1	Senior Manager	1
Law	1	Project Engineer & Maintenance	1
Sports, Leisure & Event Management	1	Cinema Attendant	1
No Reply	1	Nil Reply	1
TOTAL	**428**		**428**

Full-Time Employed Graduates & the Various Industry Sectors (N=428)
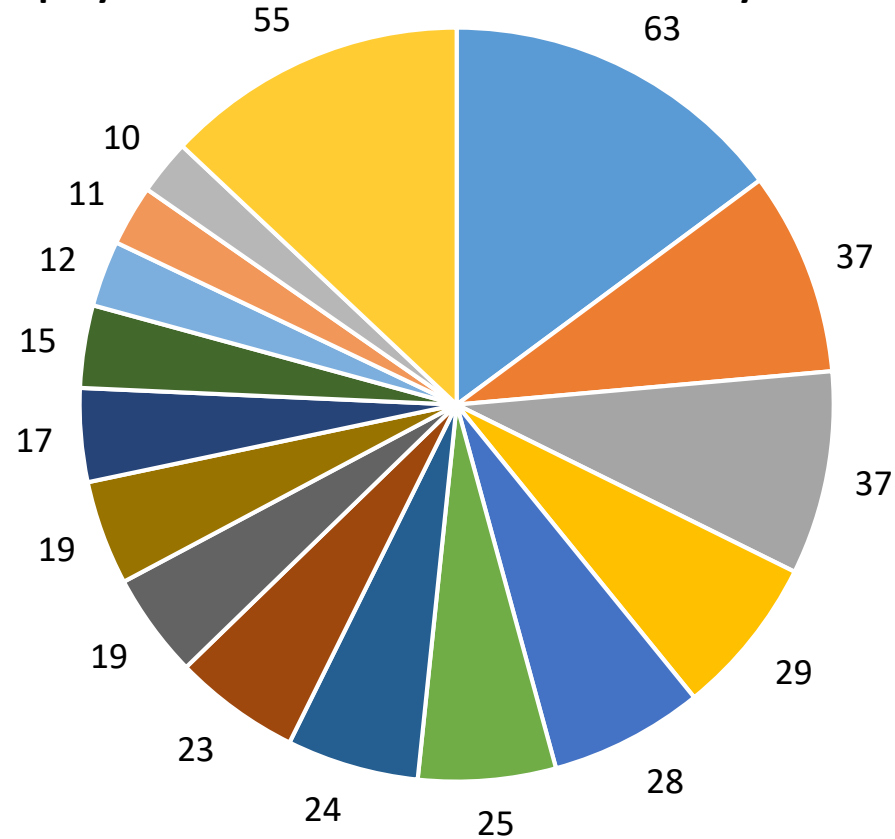
- Business Administration, Insurance & Financial Services - 63
- Education & Early Child Care - 37
- Retail - 37
- Mechanical/ Electrical Engineering - 29
- Manufacturing Industry - 28
- Hairdressing & Beauty - 25
- Health & Social Care - 24
- Information Technology - 23
- Gaming - 19
- Security, Enforcement & Protection - 19
- Multimedia Production & Journalism - 17
- Aviation - 15
- Travel & Tourism - 12
- Transport & logistics - 11
- Construction Engineering - 10
- Others - 55

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Table 15b
Part-Time Employment of Graduates and Corresponding Industry Sector

Industry Sector	P-T	Job Title	
Education & Early Child Care	8	Child Carer	2
		Child Support Worker	1
		Educational Worker	1
		Play Worker	3
		Play Worker (extra responsibilities)	1
Travel & Tourism	6	Air Hostess	1
		Check in Agent	1
		General Maintenance	1
		Ground Hostess	1
		Pool Boy	1
		Rentals (assisting father)	1
Retail	4	Cashier	2
		Salesperson	1
		Shop Helper	1
Catering	3	Bartender & Salesperson	1
		Customer Service (Cafeteria)	1
		Waitress	1

Hairdressing & Beauty	3	Hairdresser	3
Property & Rental Market	2	Office Admin	1
		Digital Marketer & Marketing Assistant	1
Animal Care	1	Taking Care of Cattle	1
Aviation	1	Flight Operations	1
Biology, Chemistry or related subject	1	Clerk (Front Office)	1
Business Administration, Insurance & Financial Services	1	Administration Officer	1
Gaming	1	Logistics Associate	1
Manufacturing Industry	1	Carpenter	1
Multimedia Production & Journalism	1	Videography	1
Publishing & Printing	1	Designer	1
Recruitment, Advertising, PR & Marketing	1	Research Interviewer	1
Security, Enforcement & Protection	1	Procurement Trainee	1
Theatre & Performing Arts	1	Clerk/Receptionist	1
TOTAL	**37**		**37**

Part-Time Employed Graduates & the Various Industry Sectors (N=37)
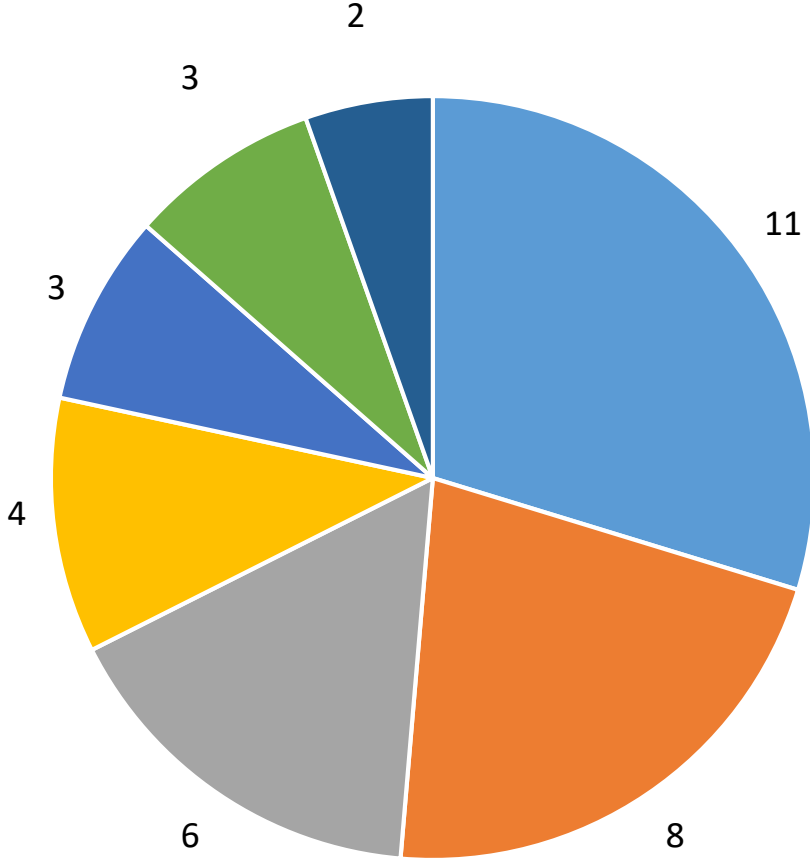
Legend:
- Others - 11
- Education & Early Child Care - 8
- Travel & Tourism - 6
- Retail - 4
- Catering - 3
- Hairdressing & Beauty - 3
- Property & Rental Marketing - 2

MCAST Study Programmes and Their Relevance to Employment Opportunities

The next part of this study will analyse each respondent's employment and compare it to the graduate's programme of studies at MCAST. Tables 16a to 16g will delve into each full-time employed graduate and tables 17a to 17g will detail each part-time employed graduate. The letter 'R' in the last column in each table denotes whether the present employment directly relates to the programme of studies of each graduate. The sets of tables 16 and 17 are sorted by institute although these are then further partitioned into the study programmes.

Full-Time Employment
The Gozo Campus

In table 16a representing the Gozo Campus, out of seventeen full-time employments fifteen (88%) are related to the programme of studies. This demonstrates a very strong link between the courses provided and the employment opportunities.

Table 16a

Programme Graduated and Corresponding Full-Time Employments (428) – Gozo Campus (N=17)

Programme		Employment	
Advanced Diploma in Accounting (1)	1	Clerk	R
Advanced Diploma in Children' s Care, Learning and Development (1)	1	Supply LSE	R
Advanced Diploma in Electrical Systems (5)	2	Electrician	R
	1	Electrician & Distribution Tradesperson	R
	1	Installation of Air Conditioners	R
	1	Technician	R
Advanced Diploma in Financial Services (2)	1	Cashier	R
	1	Clerk	R
Advanced Diploma in Health and Social Care (Social Care) (3)	3	Care Worker	R
Advanced Diploma in Health Sciences (1)	1	Allied Assistant	R
Diploma in Mechanical Engineering (2)	1	Pump Attendant	R
	1	Scuba Diving Instructor	
Higher Diploma for Accounting Technicians (2)	1	Accounts Clerk	R
	1	Salesperson	

The Institute for the Creative Arts

In the Institute for the Creative Arts, 47 jobs out of 52 (90%) were considered directly related to the respondents' studies at MCAST. Again, this confirms that students studying at this institute are finding full-time jobs which are strongly linked to their years at the College.

Table 16b
Programme Graduated and Corresponding Full-Time Employments (428) – Institute for the Creative Arts (N=52)

Programme		Employment	
Advanced Diploma in Creative Media Production (4)	1	Camera Department	R
	1	Video Editor	R
	1	Graphic Designer	R
	1	Receptionist	
Advanced Diploma in Cultural Heritage (1)	1	Senior Clerk	R
Advanced Diploma in Graphic Design and Interactive Media (2)	1	Graphic Designer	R
	1	Junior Graphic Designer	R
Advanced Diploma in Photography (3)	1	Health & Safety Officer	
	1	Camera Assistant	R
	1	Editing Archives	R

Bachelor of Arts (Honours) in Creative Media Production (9)	1	Camera Operator	R
	1	Filming & Editing	R
	2	Production	R
	1	Senior Editor	R
	1	Video Editor	R
	2	Videographer	R
	1	Meta Data	R
Bachelor of Arts (Honours) in Fine Arts (2)	1	Teacher – Art	R
	1	Painter	R
Bachelor of Arts (Honours) in Game Art and Visual Design (2)	1	Administration Officer	
	1	PR Marketing	R
Bachelor of Arts (Honours) in Graphic Design (7)	1	Creating Online Courses	R
	5	Graphic Designer	R
	1	Videographer & Designer	R
Bachelor of Arts (Honours) in Interactive Media (8)	1	Teacher – IT	R
	1	Junior Graphic Designer	R
	1	Junior Front End Developer	R
	1	Admin	R
	1	Video Editor	R
	1	IT Administrator	R
	1	IT Assistant	R
	1	Online Sale Specialist	R

Bachelor of Arts (Honours) in Journalism (4)	1	Administrative Job	
	1	Company Founder & CEO	R
	1	HR	R
	1	Journalist	R
Bachelor of Arts (Honours) in Photography (1)	1	Fraud and Responsible Gambling Analyst	
Bachelor of Arts (Honours) in Spatial Design (6)	2	Design & Project Manager	R
	2	Design Consultant	R
	1	Sales Consultant	R
	1	Spatial Designer	R
Higher Diploma in Creative Media Production (1)	1	Music Producer	R
Higher Diploma in Fine Arts (1)	1	Screen Printer	R
Higher Diploma in Graphic Design (1)	1	Graphic Designer	R

The Institute of Applied Sciences

30 graduates (83%) in full-time employment from the Institute of Applied Sciences reported being in a job related to their studies concluded in 2019.

Table 16c
Programme Graduated and Corresponding Full-Time Employments (428) – Institute of Applied Sciences (N=36)

Programme		Employment	
Advanced Diploma for Pharmacy Technicians (5)	2	Pharmacy Assistant	R
	2	Pharmacy Technician	R
	1	Procurement Coordinator	R
Advanced Diploma in Animal Management and Veterinary Nursing (6)	1	Cashier	
	1	Casher, Stacker etc	
	1	Manager	
	3	Veterinary Nurse	R
Advanced Diploma in Applied Science (2)	1	Microbiology	R
	1	Phlebotomy Technician	R
Advanced Diploma in Environmental Sustainability (1)	1	Machine Operator	
Bachelor of Science (Honours) in Animal Management and Veterinary Nursing (5)	2	Agricultural Officer	R
	1	Lab Analyst	R
	1	Veterinary Nurse	R
	1	Veterinary Support Officer	R

Bachelor of Science (Honours) in Chemical Technology (7)	1	Lab Technician	R
	2	Microbiology Analyst	R
	1	Regulatory Associate	R
	1	Researcher	R
	1	Science Communicator	R
	1	Senior Manager	
Bachelor of Science (Honours) in Environmental Engineering (3)	2	Environmental Officer	R
	1	Planning Officer	R
Bachelor of Science (Honours) in Health Sciences (Physiological Measurements) (5)	1	Clinical Technician	R
	4	ECG Technician	R
Higher Diploma in Chemical Technology (1)	1	QC Specialist & Planner	R
Higher Diploma in Animal Management and Veterinary Nursing (1)	1	Salesperson	

The Institute of Business Management and Commerce

The sample in the Institute of Business Management and Commerce with 90 graduates is larger than the previous ones. However, the number of unrelated jobs remains low. In fact, only 8% of the replies (7) show an unrelated employment opportunity. For example, out of 32 Bachelor of Arts (Honours) in Business Enterprise graduates only 1 has an unrelated occupation. This could be an indication that this Institute is fulfilling the needs of the employment market. Further longitudinal studies could provide stronger credibility to this hypothesis.

Table 16d
Programme Graduated and Corresponding Full-Time Employments (428) – Institute of Business Management and Commerce (N=90)

Programme		Employment	
Advanced Diploma in Accounting (7)	2	Accounts Clerk	R
	1	Accounts Executive	R
	1	Assistant Clerk	
	1	Junior Accountant	R
	1	Officer	R
	1	Senior Clerical Officer	R
Advanced Diploma in Administrative and Secretarial Studies (3)	2	Clerk	R
	1	Police Cadet Officer	
Advanced Diploma in Business Administration (10)	1	Account Clerk	R
	1	Administration	R

	1	Administrative Assistant	R
	1	Assets Officer	R
	1	Founder & Director	R
	1	Junior Accountant	R
	1	Officer 1	R
	1	Process Specialist	R
	1	Team Leader	R
	1	Training Administrator	R
Advanced Diploma in Financial Services (10)	1	Accounts Clerk	R
	1	Administration Officer	R
	1	Assistant Manager (Restaurant)	
	2	Clerk	R
	2	Compliance Analyst	R
	1	Customer Service Rep	R
	1	Payment & Risk Analyst	R
	1	Trainee Officer	R
Advanced Diploma in Insurance (2)	1	Risk & Fraud Analyst	R
	1	Supply LSE	
Advanced Diploma in Marketing (3)	1	Marketing Administrator	R
	1	SEO Specialist	
	1	Service Advisor	
Bachelor of Arts (Honours) in Business Enterprise (32)	1	Admin Assistant	R
	1	Auditor	R
	2	Business Analyst	R

	1	Business Assistant	R
	1	Cashier	R
	1	Clerk	R
	1	Company Secretary	R
	1	Compliance	R
	1	Corporate Administrator	R
	1	Corporate Service Officer	R
	1	Credit Controller	R
	1	Head of Recruitment	R
	2	HR	R
	1	Insurance Associate	R
	1	Inventory Administrator	R
	1	KYC Analyst	R
	2	Marketing Assistant	R
	1	Marketing Executive	R
	1	Office Management Assistant	R
	1	Office Manager	R
	2	Officer	R
	1	Operations Manager	R
	1	Payments & Verification Analyst	R
	1	Procurement Administrator	R
	1	Project Manager	R
	1	Property Agent	
	2	Secretary	R

Bachelor of Science (Honours) in Financial Services Management (13)	1	Accounts Clerk	R
	1	Administrative Assistant	R
	1	Compliance Analyst	R
	1	Corporate Administrator	R
	1	Customer Service Rep	R
	1	Enterprise Risk Officer	R
	2	Finance Officer	R
	2	Fund Accountant	R
	1	Investment Officer	R
	1	Licensing Officer	R
	1	Officer	R
Diploma in Business (4)	2	Clerk	R
	1	Company Agent	R
	1	Customer Agent	R
Higher Diploma for Accounting Technicians (3)	1	Accounts Admin	R
	1	Junior Accountant	R
	1	Senior Associate	R
Higher Diploma in Business Enterprise (1)	1	Call Agent	R
Higher Diploma in Financial Services Management (2)	1	Clerk	R
	1	Property Negotiator	R

The Institute of Community Services

The Institute of Community Services provides a cohort similar in numbers to the previous institute. However, the scenario differs significantly since 25 persons (28%) reported to being in a full-time employment unrelated to their studies at MCAST. 9 students graduating from sport related courses including the Advanced Diploma in Sport (Development, Coaching and Fitness), the Bachelor of Science (Honours) in Sport, Exercise and Health, the Diploma in Sports and the Higher Diploma and the Higher Diploma in Sport, Exercise and Health are employed in a job not associated with their studies. Another significant detail is that 2/3 of former students of the Extended Diploma in Foundation Studies for Security, Enforcement and Protection are also employed in unrelated full-time jobs. Further analysis of this group might demonstrate a current short-term employment prior to a long-term employment which would be more synchronised with the graduates' former studies at MCAST.

Table 16e

Programme Graduated and Corresponding Full-Time Employments (428) – Institute of Community Services (N=88)

Programme		Employment	
Advanced Diploma in Beauty and Complementary Therapies (10)	1	Beauty & Massage Therapist	R
	6	Beauty Therapist	R
	1	Clerk/Cashier	
	1	Laser Hair Removal	R
	1	LSE	
Advanced Diploma in Children's Care, Learning and Development (6)	1	Accounts Clerk	
	4	Child Carer	R
	1	Support Worker	R
Advanced Diploma in Health and Social Care (Social Care) (1)	1	Clerk	
Advanced Diploma in Sport (Development, Coaching and Fitness) (9)	1	Barber	
	1	Customer Agent	
	1	Engineer Tracking – Semi-Skilled Mechanic	
	1	Firefighter	R
	1	Lab Analyst	R
	1	Soldier	
	1	Supply LSE	
	1	Teacher – PE	R
	1	Teller	R

Award in Children's Care, Learning and Development (4)	1	Call Agent	
	1	Child Carer	R
	1	LSE	R
	1	Salesperson	
Bachelor of Arts (Honours) in Health and Social Care (Management) (7)	1	Administrative Support Worker	R
	1	Care Plan Coordinator	R
	1	Early Intervention Resource Worker	R
	1	Job Coach	R
	1	Mental Health Recovery Officer	R
	1	Student Mentor	R
	1	Youth Worker	R
Bachelor of Arts (Honours) in Inclusive Education (4)	3	LSE	R
	1	LSE 3	R
Bachelor of Science (Honours) in Sport, Exercise and Health (5)	1	Clerk	
	1	Insurance Intermediary	
	1	Student Mentor	R
	2	Supply Teacher - PE	R
Diploma for Beauty Specialists (3)	1	Beauty Assistant	R
	1	Beauty Therapist	R
	1	Clerk	
Diploma in Hairdressing – Women (16)	15	Hairdresser	R
	1	Salesperson	

Diploma in Sport (1)	1	Salesperson	
Extended Diploma in Foundation Studies for Security, Enforcement and Protection (12)	1	Cinema Attendant	
	1	Clerk	
	1	Delivery person	
	1	Guard Officer	R
	1	Machine Operator	
	1	Police Officer	R
	1	Process Operator	
	1	Salesperson	
	2	Security	R
	1	Packer	
	1	Storekeeper	
Higher Diploma in Advanced Studies in the Early Years (7)	2	Child Care Manager	R
	2	Child Carer	R
	3	LSE	R
Higher Diploma in Facilitating Inclusive Education (1)	1	LSE2	R
Higher Diploma in Health and Social Care (Management) (1)	1	Assistant Manager	R
Higher Diploma in Sport, Exercise and Health (1)	1	Driver	

The Institute of Engineering and Transport

The Institute of Engineering and Transport is another Institute with a very high correlation between the certificates it awards and the subsequent full-time employment of its graduates. 85 respondents (92%) from this institute have settled in a full-time job related to their programme of studies. The two certificates which have the highest number of graduates among this institute's courses i.e. the Advanced Diploma in Construction Engineering (6) and the Advanced Diploma in Light Vehicle Maintenance (11) have only one graduate in an unrelated job.

Table 16f

Programme Graduated and Corresponding Full-Time Employments (428) – Institute of Engineering and Transport (N=92)

Programme		Employment	
Advanced Diploma in Aviation Operation (2)	1	Clerk	
	1	Operations Control Officer	R
Advanced Diploma in Construction Engineering (6)	1	Architect Assistant	R
	3	Draughtsperson	R
	1	Interior Design	R
	1	Land Surveyor	R
Advanced Diploma in Electrical Systems (4)	1	Assistant Supervisor	
	1	Electrician	R
	2	Technician	R
Advanced Diploma in Electronics (Industrial Electronics) (4)	4	Technician	R
Advanced Diploma in Heating, Ventilation and Air-Conditioning	2	Technician	R
Advanced Diploma in Light Vehicle Maintenance (11)	1	Engineer (Mechanical)	R
	7	Mechanic	R
	1	Sale Representative	
	1	Salesperson (car parts)	R
	1	Technician (VRT)	R
Advanced Diploma in Manufacturing (4)	1	Self Employed	R
	2	Technician	R
	1	Tool Maker	R
Advanced Diploma in Marine Engineering (1)	1	Technician (Marine)	R

Advanced Diploma in Masonry Heritage Skills (Mastru) (4)	1	Printing	R
	2	Restoration	R
	1	Salesperson	
Advanced Diploma in Operations and Maintenance (3)	3	Technician	R
Advanced Diploma in Welding and Fabrication (4)	4	Welder	R
Bachelor of Engineering (Honours) in Electronics and Control Engineering (4)	1	Engineer	R
	2	Engineer (Electronics)	R
	1	Project Engineer & Maintenance	R
Bachelor of Engineering (Honours) in Electronics Engineering (1)	1	Process Engineer	R
Bachelor of Engineering (Honours) in Mechanical Engineering (Manufacturing) (3)	2	Process Engineer	R
	1	Engineer (Manufacturing)	R
Bachelor of Engineering (Honours) in Mechanical Engineering (Plant) (4)	1	Engineer (Mechanical)	R
	1	Engineering Consultant	R
	1	Junior Mechanical Engineer	R
	1	Technical Coordinator	R
Bachelor of Science (Honours) in Electronics Engineering (1)	1	Quality Engineer	R
Bachelor of Science (Honours) in Marine Engineering (2)	2	Trainee Engineer	R
Bachelor of Science (Honours) in Power Generation and Renewables (3)	1	Electrical Engineer	R
	1	Junior Electrical Engineer	R
	1	Salesperson (cars)	
Diploma in Aircraft Maintenance (3)	2	Aircraft Technician	R
	1	Mechanical Technician	R
Diploma in Aircraft Structures and Repairs (4)	2	Aircraft Structure Maintenance – Sheet	R
	2	Aircraft Technician	R

Diploma in Automotive Maintenance and Repair (2)	1	Mechanic	R
	1	Technician	R
Diploma in Automotive Repair (Body and Paint) (1)	1	Car Sprayer/Fixer	R
Diploma in Building Services Installations (Plumbing or Plumbing	1	Soldier	
Diploma in Construction Engineering (1)	1	Machine Operator/Carpenter	R
Diploma in Engineering (Electronics) (1)	1	Technician Helper	R
Diploma in Joinery and Furniture Making (1)	1	Carpenter	R
Diploma in Light Vehicle Servicing (2)	2	Mechanic	R
Diploma in Welding and Fabrication (2)	1	Plant Troop (AFM)	R
	1	Welder	R
EASA Part-66 Aircraft Maintenance Category 'A' Licence Course (3)	2	Aircraft Mechanic	R
	1	Assistant Technician	R
Higher Diploma in Mechanical Engineering (Plant) (1)	1	Technician	R
MCAST Aircraft Maintenance Technician Course (Leading to EASA Part-66 CAT B 1.1 Examinations) (4)	1	Aircraft Mechanic	R
	1	Aircraft Technician	R
	2	Assistant Technician	R
MCAST Aircraft Maintenance Technician Course (Leading to EASA Part-66 CAT B2 Avionics Examinations) (2)	1	Gunner	R
	1	Soldier	
OIC Navigational Watch (1)	1	Small Fish Vessel Driver	R

The Institute of Information & Communication Technology

The Institute of Information & Communication Technology maintains the same pattern as the majority of the other institutes. Out of 53 full-time employed graduates 49 former students (92%) are in a job which is closely related to their training at MCAST. In this institute, all the 19 persons who obtained the Bachelor of Science (Honours) in Software Development are now employed in a related full-time employment.
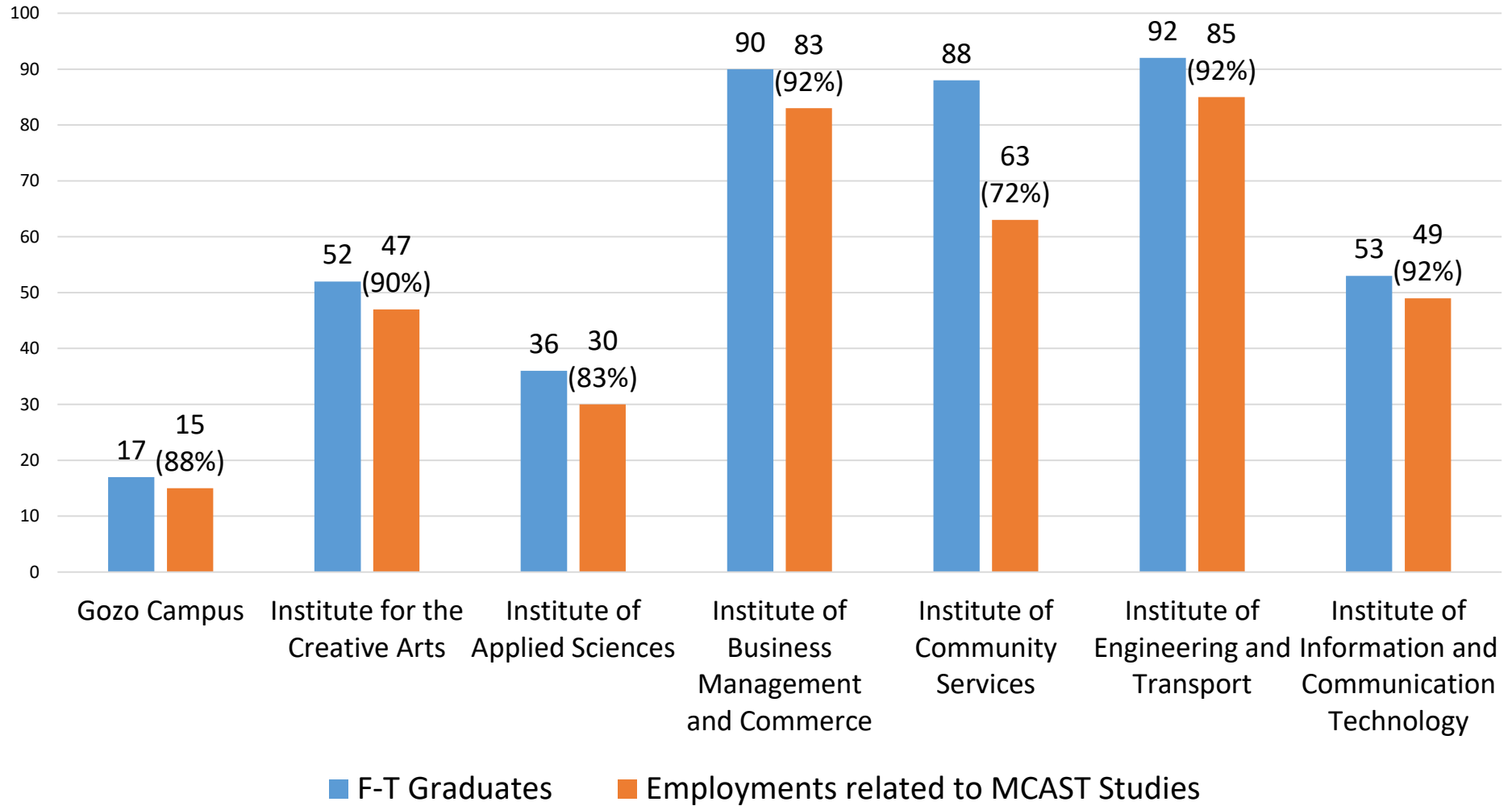
Table 16g

Programme Graduated and Corresponding Full-Time Employments (428) – Institute of Information & Communication Technology (N=53)

Programme		Employment	
Advanced Diploma in IT (Computer Systems and Networks) (7)	1	Gunner	
	2	ICT Support Assistant	R
	1	IT Officer	R
	1	IT System Administrator	R
	1	IT Technician	R
	1	Officer	R
Advanced Diploma in IT (End User Support) (1)	1	ICT Support Assistant	R
Advanced Diploma in IT (Multimedia Software Development) (2)	1	Check in Agent	
	1	Production & Audio-visual	R
Advanced Diploma in IT (Software Development) (3)	1	Administration	
	1	ICT Support Assistant	R
	1	Senior Analyst	R
Bachelor of Science (Honours) in Business Analytics (2)	1	Business Analyst	R
	1	Data Coordinator	R
Bachelor of Science (Honours) in Computer Systems and Networks (7)	1	ICT & Business Analyst	R
	1	Junior System Admin	R
	1	Network Operations Engineer	R

	1	Networks & Servers Technician	R
	1	NOC Engineer	R
	1	System Administrator	R
	1	System Engineering	R
Bachelor of Science (Honours) in Multimedia Software Development (7)	1	Business Application Delivery	R
	1	Client Support Specialist	
	1	Front End Developer	R
	1	Junior Full stack Web Developer	R
	1	Software Developer	R
	1	Technical Services Officer	R
	1	Website Coordinator & Graphic Designer	R
Bachelor of Science (Honours) in Software Development (19)	1	Assistant Officer (ICT)	R
	1	IT Officer	R
	1	IT Team Leader	R
	2	Junior Software Developer	R
	1	QA Automation Engineer	R
	11	Software Developer	R
	2	Web Developer	R
Diploma in iGaming (2)	1	Customer Agent	R
	1	Junior eSports Specialist	R
Higher Diploma in Computer Systems and Networks (3)	1	Desktop Executive	R
	1	IT Support Officer	R
	1	Network Operations Engineer	R

Full-Time Employments and Related Studies in Each Institute

| | F-T Graduates | Employments related to MCAST Studies |

- Gozo Campus: 17, 15 (88%)
- Institute for the Creative Arts: 52, 47 (90%)
- Institute of Applied Sciences: 36, 30 (83%)
- Institute of Business Management and Commerce: 90, 83 (92%)
- Institute of Community Services: 88, 63 (72%)
- Institute of Engineering and Transport: 92, 85 (92%)
- Institute of Information and Communication Technology: 53, 49 (92%)

Part-Time Employment

The numbers for part-time employment are significantly smaller than those for full-time employment. Hence for this section which includes tables 17a to 17g a generic comment will be provided. In the Gozo Campus no part-time employment was recorded. This could possibly be linked to the wide full-time employment opportunities for the courses provided by this campus. Could this be a case of effective focus by MCAST or else a high sense of entrepreneurship? In the Institute for the Creative Arts only 3 jobs were considered related to the MCAST courses, 1 (out of 2) in the Institute of Applied Sciences and 5 (out of 8) from the Institute of Business Management and Commerce. The rate found among part-time employed graduates from the Institute of Community Services is close to that of the full-timers in the same institute. 10 (out of 15) have found a part-time job which is related to their course of studies. In the Institute of Engineering and Transport all part-time employment (3) are related to the graduates' studies at the College. On the other hand, no part-time employment was found to be related to the respondents' studies in the Institute of Information & Communication Technology.

Table 17a
Programme Graduated and Corresponding Part-Time Employments (37) – Gozo Campus (N=0)

Programme		Employment	

Table 17b

Programme Graduated and Corresponding Part-Time Employments (37) – Institute for the Creative Arts (N=7)

Programme		Employment	
Advanced Diploma in Creative Media Production (1)	1	Check-in Agent	
Bachelor of Arts (Honours) in Fine Arts (1)	1	Bartender & Salesperson	
Bachelor of Arts (Honours) in Graphic Design (1)	1	Digital Marketer & Marketing Assistant	R
Bachelor of Arts (Honours) in Interactive Media (2)	1	Videography	R
	1	Pool boy	
Bachelor of Arts (Honours) in Spatial Design (1)	1	Waitress	
Diploma in Printing (1)	1	Designer	R

Table 17c

Programme Graduated and Corresponding Part-Time Employments (37) – Institute of Applied Sciences (N=2)

Programme		Employment	
Bachelor of Science (Honours) in Animal Management and Veterinary Nursing (1)	1	Taking Care of Cows & Cattle	R
Diploma in Applied Science (1)	1	Play Worker	

Table 17d

Programme Graduated and Corresponding Part-Time Employments (37) – Institute of Business Management and Commerce (N=8)

Programme		Employment	
Advanced Diploma in Administrative and Secretarial Studies (1)	1	Front Office Personnel (Clerk)	R
Advanced Diploma in Business Administration (1)	1	Hairdresser	
Advanced Diploma in Financial Services (2)	1	Administration Officer	R
	1	Procurement Trainee	
Advanced Diploma in Marketing (2)	1	Rentals (assisting father)	R
	1	Research Interviewer	R
Diploma in Business (2)	1	Cashier	
	1	Clerk/Receptionist	R

Table 17e

Programme Graduated and Corresponding Part-Time Employments (37) – Institute of Community Services (N=15)

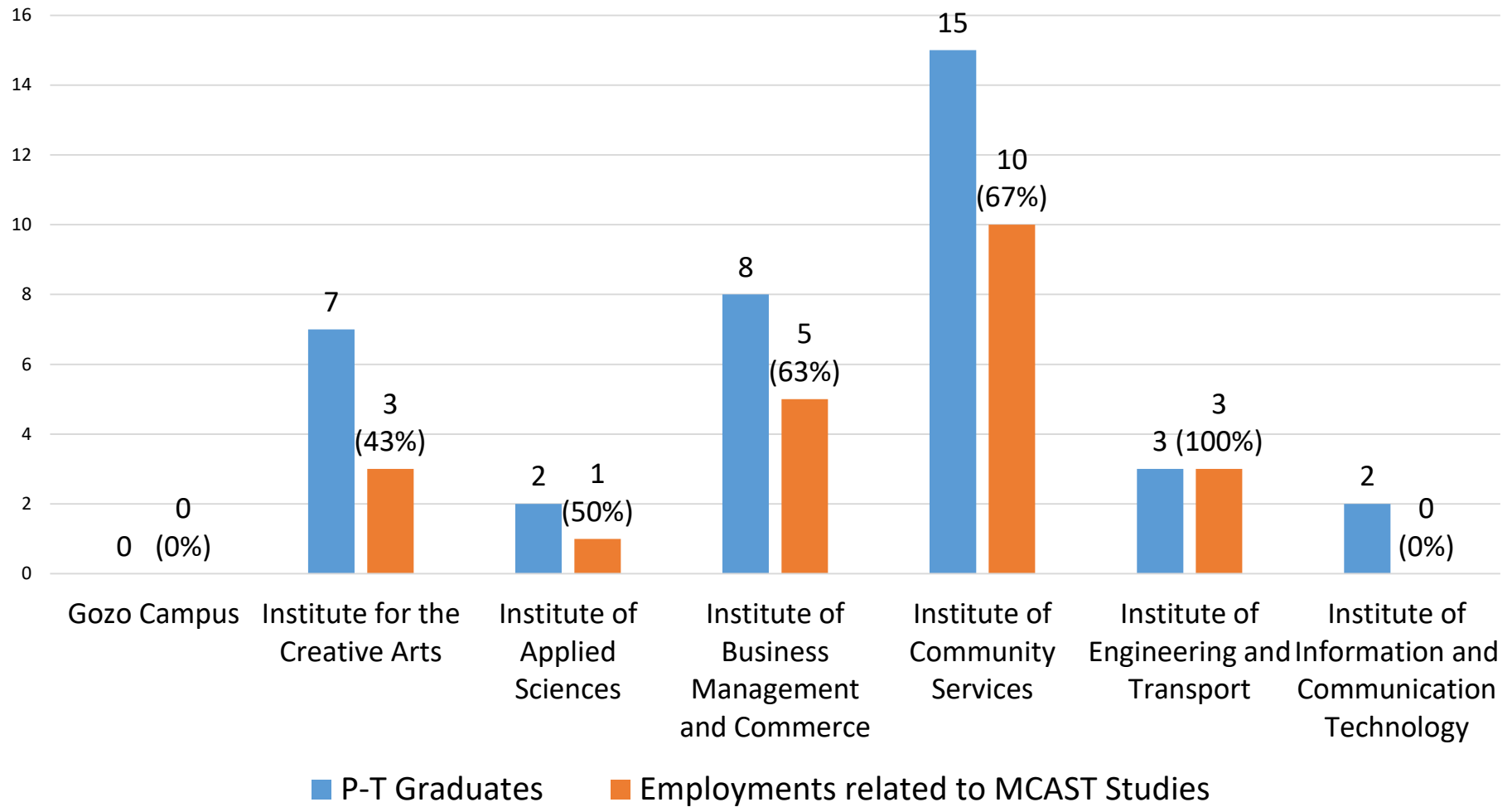| Programme		Employment	
Advanced Diploma in Children's Care, Learning and Development (3)	2	Child Career	R
	1	Play Worker	R
Bachelor of Arts (Honours) in Health and Social Care (Management) (1)	1	Office Admin	R
Bachelor of Science (Honours) in Sport, Exercise and Health (1)	1	Logistics Associate	
Diploma in Hairdressing – Women (2)	2	Hairdresser	R
Diploma in Health and Social Care (1)	1	Air Hostess	
Diploma in Sport (1)	1	Customer Service (Cafeteria)	
Extended Diploma in Foundation Studies for Security, Enforcement and Protection (1)	1	Shop Helper	
Higher Diploma in Advanced Studies in the Early Years (5)	1	Child Support Worker	R
	1	Educational Worker	R
	1	Ground Hostess	
	2	Play Worker	R

Table 17f

Programme Graduated and Corresponding Part-Time Employments (37) – Institute of Engineering and Transport (N=3)

Programme		Employment	
Advanced Diploma in Joinery, Furniture Design and Manufacturing	1	Carpenter	R
Diploma in Aircraft Maintenance (1)	1	Flight Operations	R
Diploma in Electrical Installations (1)	1	General Maintenance	R

Table 17g

Programme Graduated and Corresponding Part-Time Employments (37) – Institute of Information & Communication Technology (N=2)

Programme		Employment	
Diploma in ICT (1)	1	Cashier	
Diploma in iGaming (1)	1	Salesperson	

Part-Time Employments and Related Studies in Each Institute

Chart data:

Institute	P-T Graduates	Employments related to MCAST Studies
Gozo Campus	0	0 (0%)
Institute for the Creative Arts	7	3 (43%)
Institute of Applied Sciences	2	1 (50%)
Institute of Business Management and Commerce	8	5 (63%)
Institute of Community Services	15	10 (67%)
Institute of Engineering and Transport	3	3 (100%)
Institute of Information and Communication Technology	2	0 (0%)

Legend: ■ P-T Graduates ■ Employments related to MCAST Studies

MCAST Study Programmes and Unemployment Data

The next set of tables (18a to 18g) will analyse the programmes of studies at MCAST in relation to the respondents who were unemployed at the time of the tracer study. The overall number of unemployed graduates is 90. These figures precludes this study from commenting on each institute since the figures would be too insignificant. However, figures that stand out will be noted. The first three tables reflect three institutes with corresponding programmes and unemployment figures ranging from 8 to 12. The only course that stands out is the Advanced Diploma in Health Sciences from the Institute of Applied Sciences (Table 18c) where all its 4 graduates reported being unemployed. However further analysis of these respondents showed that three of them are currently studying in another institution while one is actively searching for employment. It is interesting to note the Institute of Business Management and Commerce for its low rate of unemployment among its graduates. Contrastingly, but not alarmingly 44 unemployed graduates out of a total 90 (49%) unemployed recorded in this study are former students at the Institute for Community Services. Amongst them, 21 obtained a Higher Diploma in Advanced Studies in the Early Years. One should be aware that all but one have continued their studies in Education & Early Child Care and some of them are already searching for employment in that sector. Another 8 graduated with an Extended Diploma in Foundation Studies for Security, Enforcement and Protection. Four of these are actively searching for employment. This Institute prepares a number of graduates for further studies also in other institutions. Some of its courses serve as a step towards potential entry into further training with corps or agencies. Some graduates who

declared that they are unemployed are in fact waiting to be old enough to apply for a job with security and disciplinary forces. The Institute of Engineering and Transport and the Institute of Information & Communication Technology are at par with the first three institutes however the latter has only 3 unemployed graduates with two expressing their wish to further their studies. The table and the corresponding diagram with the data related to unemployment can be found in page 54, Table 11c.

Table 18a
Programme Graduated and Corresponding Unemployment (90) – Gozo Campus (N=8)

Programme	Unemployment
Advanced Diploma in Financial Services	1
Advance Diploma in Health and Social Care (Social Care)	1
Advanced Diploma in Health Sciences	2
Diploma in Health and Social Care	2
Diploma in ICT	2

Table 18b

Programme Graduated and Corresponding Unemployment (90) – Institute for the Creative Arts (N=12)

Programme	Unemployment
Advanced Diploma in Art and Design	1
Advanced Diploma in Creative Media Production	2
Advanced Diploma in Cultural Heritage	1
Advanced Diploma in Graphic Design and Interactive Media	1
Bachelor of Arts (Honours) in Fine Arts	1
Bachelor of Arts (Honours) in Game Art and Visual Design	1
Bachelor of Arts (Honours) in Graphic Design	1
Bachelor of Arts (Honours) in Interactive Media	2
Diploma in Printing	1
Higher Diploma in Graphic Design	1

Table 18c

Programme Graduated and Corresponding Unemployment (90) – Institute of Applied Sciences (N=11)

Programme	Unemployment
Advanced Diploma in Animal Management and Veterinary Nursing	2
Advanced Diploma in Applied Sciences	2
Advanced Diploma in Food Technology	1
Advanced Diploma in Health Sciences	4
Diploma in Applied Science	2

Table 18d

Programme Graduated and Corresponding Unemployment (90) – Institute of Business Management and Commerce (N=5)

Programme	Unemployment
Advanced Diploma in Financial Services	1
Advanced Diploma in Marketing	1
Bachelor of Arts (Honours) in Business Enterprise	1
Bachelor of Science (Honours) in Financial Services Management	1
Diploma in Business	1

Table 18e

Programme Graduated and Corresponding Unemployment (90) – Institute of Community Services (N=44)

Programme	Unemployment
Advanced Diploma in Children's Care, Learning and Development	2
Advanced Diploma in Health and Social Care (Social Care)	1
Advanced Diploma in Sport (Development, Coaching and Fitness)	2
Award in Children's Care, Learning and Development	3
Bachelor of Arts (Honours) in Health and Social Care (Management))	2
Bachelor of Science (Honours) in Sport, Exercise and Health	2
Diploma in Hairdressing – Women	1
Diploma in Sport	1
Extended Diploma in Foundation Studies for Security, Enforcement and Protection	8
Foundation Certificate in Care	1
Higher Diploma in Advanced Studies in the Early Years	21

Table 18f

Programme Graduated and Corresponding Unemployment (90) – Institute of Engineering and Transport (N=7)

Programme	Unemployment
Advanced Diploma in Construction Engineering	1
Advanced Diploma in Electronics (Green Energy Technologies)	1
Advanced Diploma in Electronics (Industrial Electronics)	1
Advanced Diploma in Marine Engineering	1
Bachelor of Science (Honours) in Biomedical Engineering	1
Bachelor of Science (Honours) in Power Generation and Renewables	1
Diploma in Automotive Repair (Body and Paint)	1

Table 18g

Programme Graduated and Corresponding Unemployment (90) – Institute of Information & Communication Technology (N=3)

| Programme	Unemployment
Bachelor of Science (Honours) in Software Development	1
Bachelor of Science (Honours) in Computer Systems and Networks	1
Bachelor of Science (Honours) in Multimedia Software Development	1

Skills Obtained at MCAST and Found Useful on the Job

During the tracer study interviewers invited participants to mention two skills which they acquired at MCAST and which they found useful at their place of work. The responses provided a vast number of skills. It would have been impractical to list them all. Thus, for the purpose of this report, skills were grouped according to the following thirteen clusters together with the no reply option which garnered a substantial amount of replies. Twelve of these clusters could easily be classified as Transversal Skills. These are usually found useful across various employments and environments and affect one's ability to work and interact with others. Since they are useful in many job functions, they tend to overlap. Conversely, the technical skills encompass those skills which are industry or job specific, in this case acquired through theoretical input (in class) at the College and/or through practice such as during apprenticeship and on the job training. Computer-centric skills were also included within this cluster. If we put aside the 114 'no reply's, skills were mentioned 790 times. Respondents listed technical skills 252 times. Transversal skills were chosen for 538 times with the largest group choosing teamwork (114) followed by communication skills (89) and time management (75). These responses portray an encouraging scenario of a college which while providing the sound technical expertise expected by employers is also enhancing the appreciation, development and acquisition of both transversal skills which allow more flexibility and adaptability to the graduates.

Table 19
Skills (by Cluster) Acquired at MCAST and Found Useful at Their Employment

	Skills (by Cluster)	Total Number of Replies
Transversal Skills (538)	Teamwork	114
	Communication	89
	Time Management	75
	Adaptability	60
	Problem-Solving	59
	Interpersonal	41
	Leadership	31
	Work Ethic	27
	Attention to Detail	18
	Creativity	17
	Transversal (Generic)	5
	Intrapersonal	2
Technical Skills (252)	Technical	252
	No Reply	114

Skills Chosen by Respondents

Skill	Value
Teamwork	114
Communication	89
Time Management	75
Adaptability	60
Problem-Solving	59
Interpersonal	41
Leadership	31
Work Ethic	27
Attention to Detail	18
Creativity	17
Transversal (Generic)	5
Intrapersonal	2
Technical	252
No Reply	114

Transversal Skills - 538 Technical Skills - 252 No Reply - 114
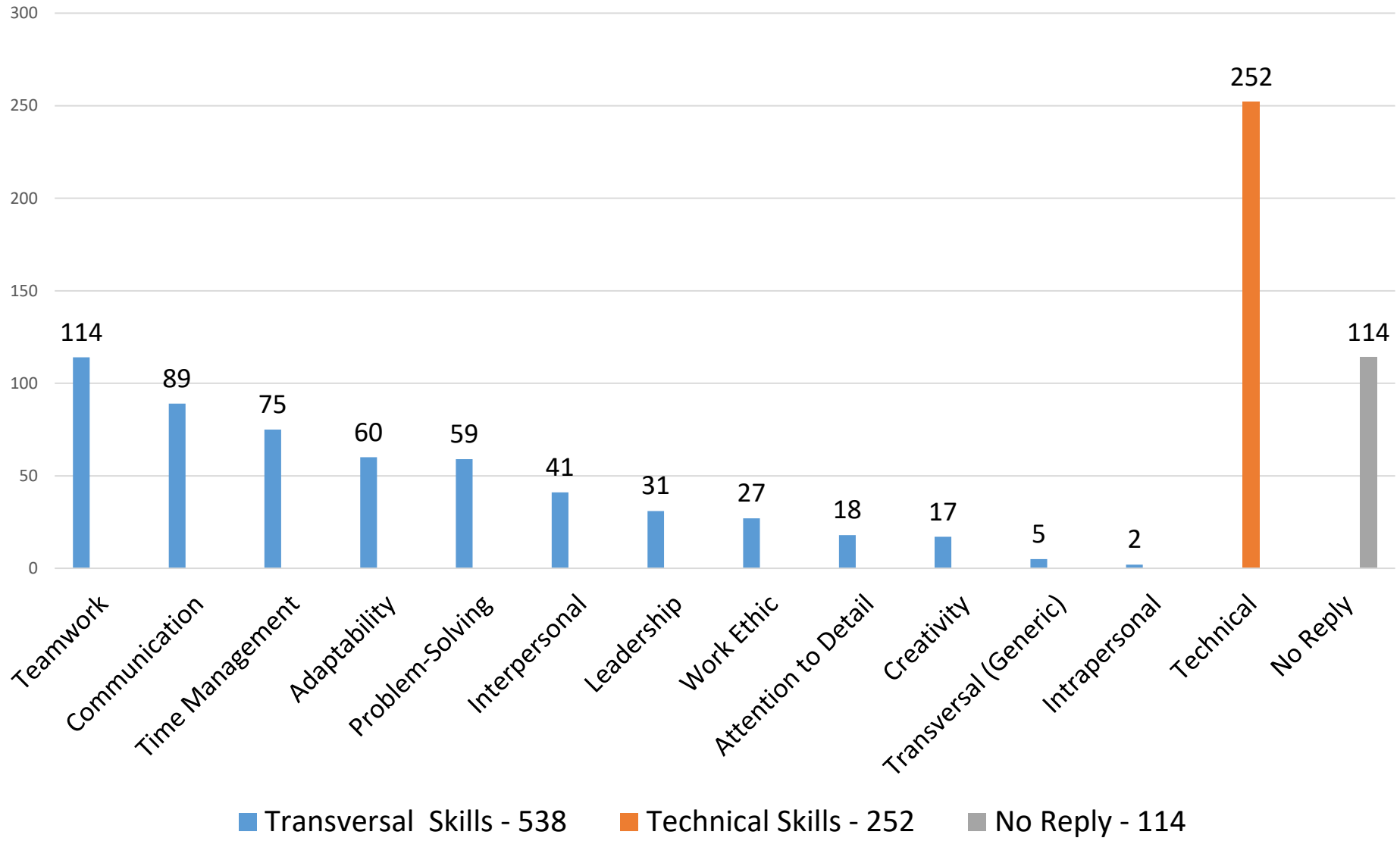
Employed Graduates and Their Intentions About Present and Future Training

Among the employed graduates, 110 (26%) replied that since they finished their studies they have followed or are following other training courses. This looks like small number however one must note that another group of 122 replied that they are planning to follow some other training (28%). If these are added together the percentage of those who are either already in training or who are planning to embark on further training, the number (232) and the percentage (55%) of all employed graduates, becomes more suitable. If one considers MCAST as being at the forefront of promoting life-long and continuous learning, the College still has a way to go in encouraging and motivating its students in this area. This study showed that the number of employed graduates who specifically replied in the negative were 196 (46%). One must keep in mind that this study was conducted few months following their graduation, and thus possibly not enough time has passed for all the graduates to settle down in their employment and start planning to embark on further studies. Part-time employed graduates were more geared towards further training with 68% either already in training or are planning to start.

Table 20
Employed Graduates' Intentions Regarding Further Training

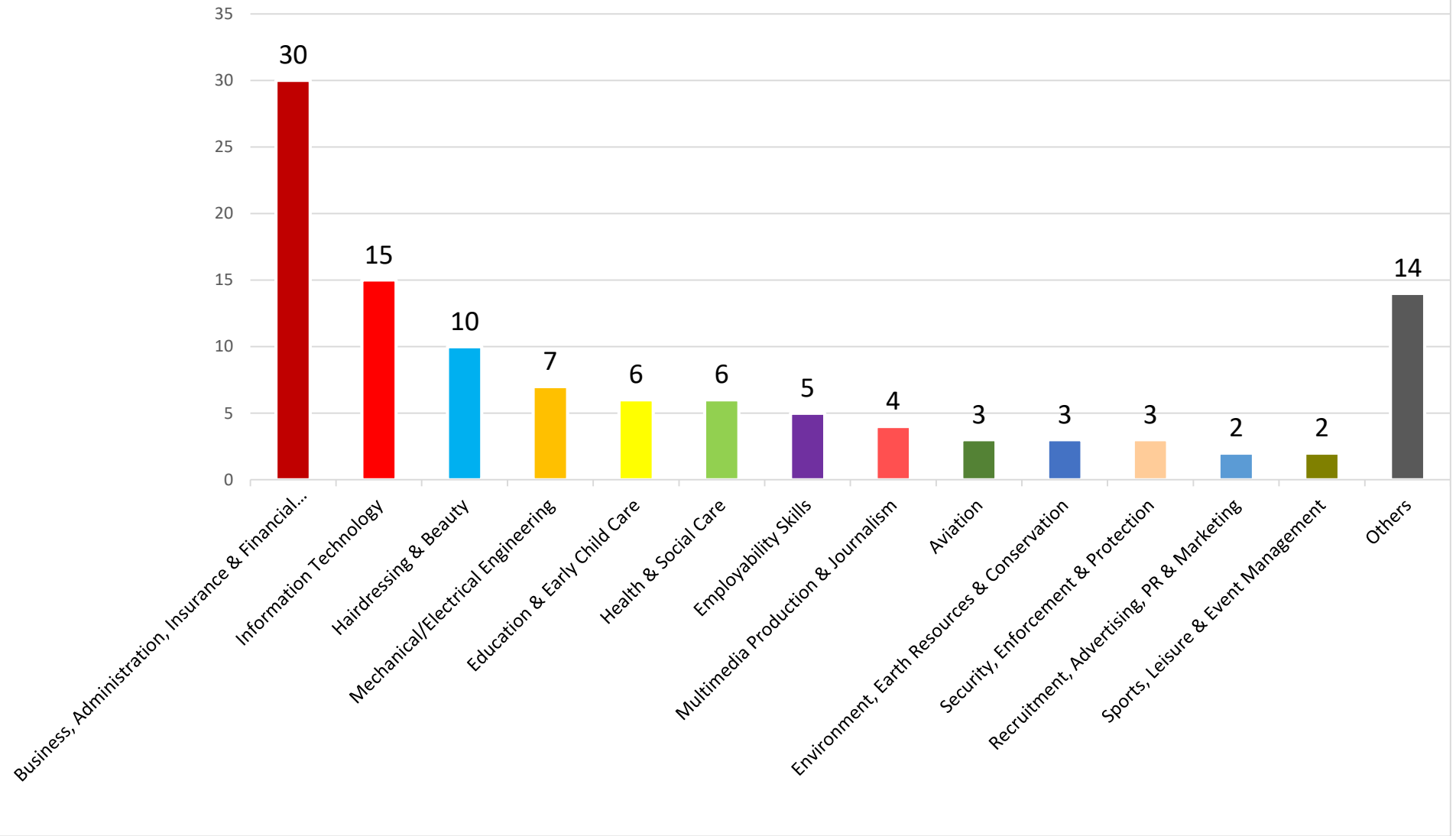| Full-Time Employed Graduates (428)			Part-Time Employed Graduates (37)		
Yes	**No**	**No, but I am planning to**	**Yes**	**No**	**No, but I am planning to**
110	196	122	14	12	11
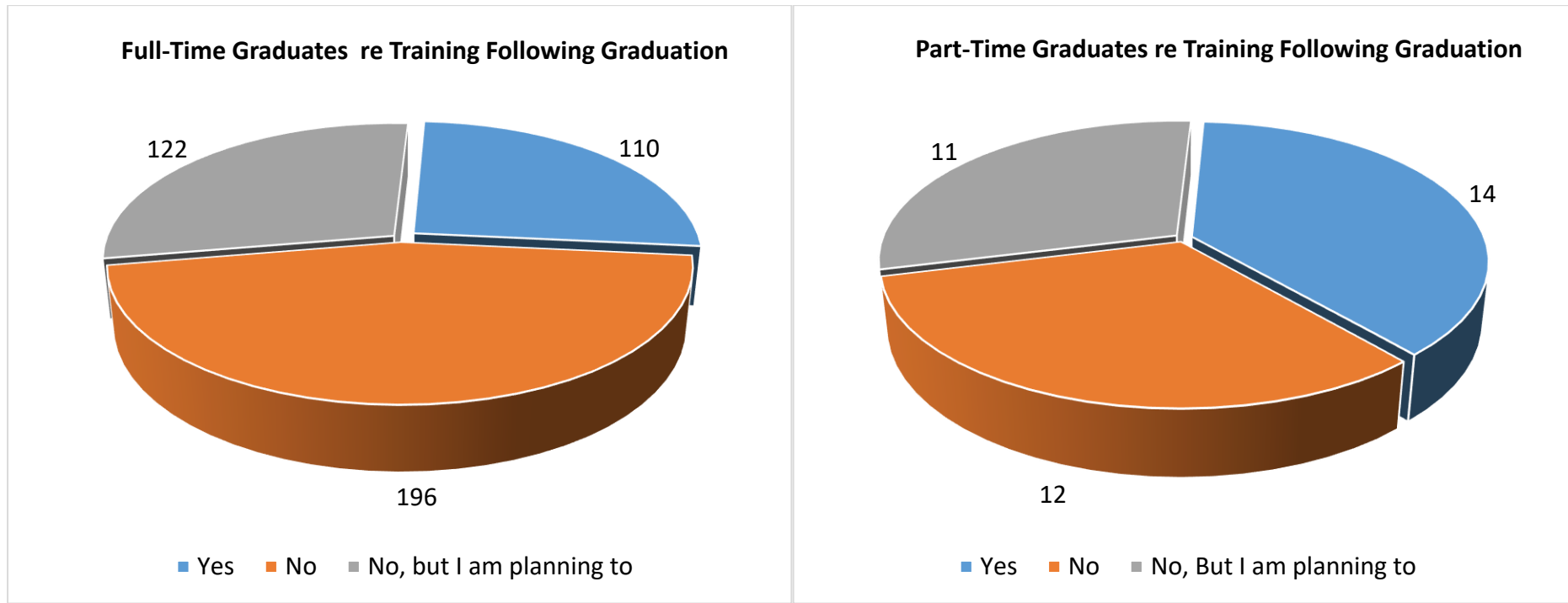
Study Areas Chosen by Employed Graduates Who Already Undertook Further Studies

The study probed further and subsequently asked those graduates who stated that they undertook or are presently undergoing training to further amplify on the area of study that they followed or were presently following. Each response was included in a drop-down list. Table 21 displays all the results. The responses of those participants who said that they have not yet commenced studying but are planning to are shown in Table 22. The drop-down choices were similar in both tables however for brevity's sake those study areas which had no uptake where removed from the tables. In Table 21, courses in Business Administration, Insurance & Financial Services took the largest share followed by training in Information Technology and Hairdressing & Beauty.

Table 21
Areas of Studies Undertaken by Employed Graduates

Area of Study	Full-Time (110)	Part-Time (14)
Business, Administration, Insurance & Financial Services	30	3
Information Technology	15	
Hairdressing & Beauty	10	1
Mechanical/Electrical Engineering	7	
Education & Early Child Care	6	4
Health & Social Care	6	
Employability Skills	5	
Multimedia Production & Journalism	4	
Aviation	3	1
Environment, Earth Resources & Conservation	3	1
Security, Enforcement & Protection	3	
Recruitment, Advertising, PR & Marketing	2	
Sports, Leisure & Event Management	2	1
Animal Care	1	
Biology, Chemistry and/or Science related subject	1	
Business, Insurance & Financial Services	1	
Gaming	1	
Manufacturing Industry	1	
O-Levels, Intermediate or A-Levels	1	2
Theatre & Performing Arts	1	
Transport & Logistics	1	
Other	6	1

Study Areas Chosen by Employed Graduates Who are Following Further Studies

Study Area	Value
Business, Administration, Insurance & Financial...	30
Information Technology	15
Hairdressing & Beauty	10
Mechanical/Electrical Engineering	7
Education & Early Child Care	6
Health & Social Care	6
Employability Skills	5
Multimedia Production & Journalism	4
Aviation	3
Environment, Earth Resources & Conservation	3
Security, Enforcement & Protection	3
Recruitment, Advertising, PR & Marketing	2
Sports, Leisure & Event Management	2
Others	14

128

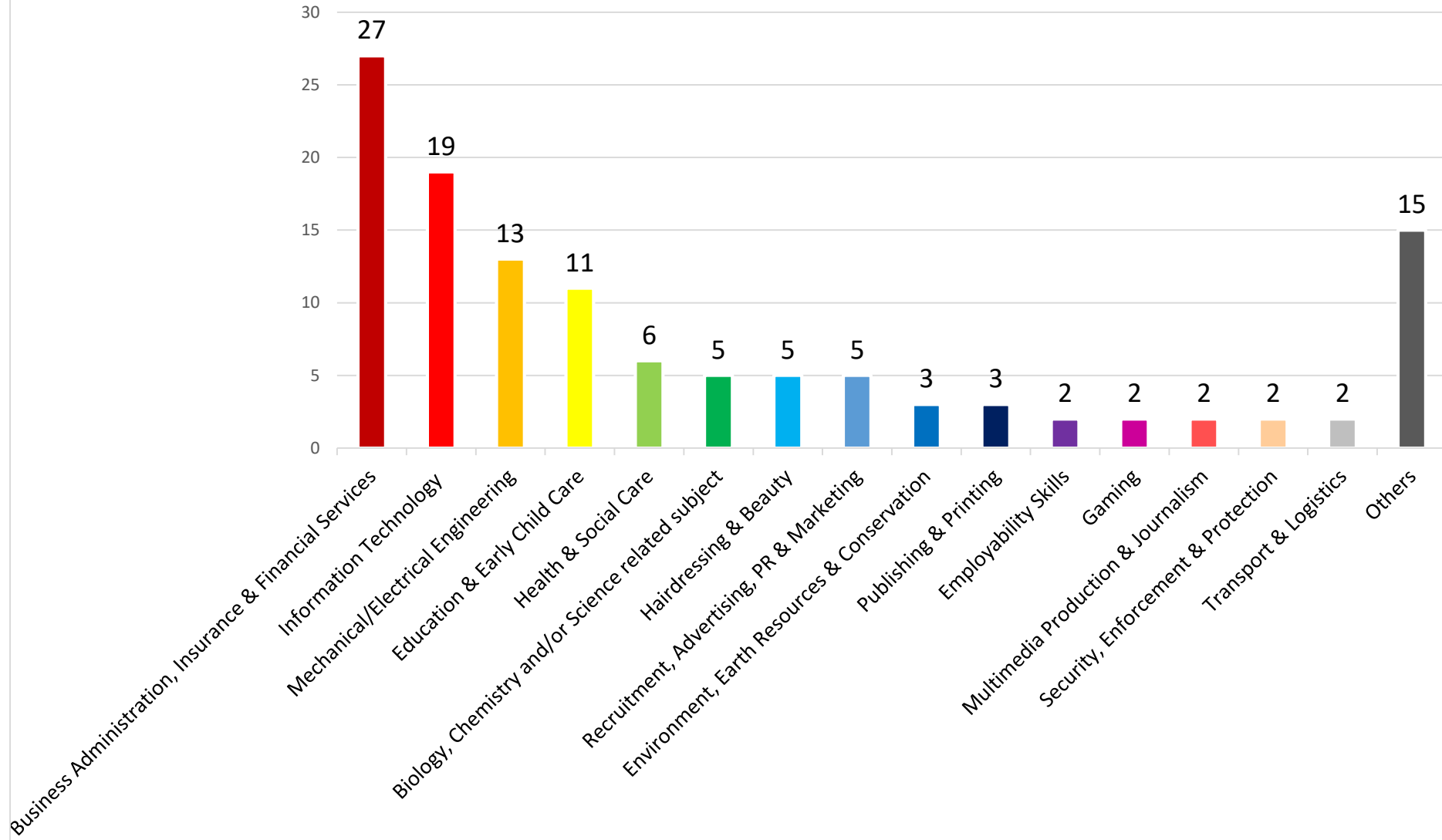**What are Employed Graduates Thinking of Studying?**

In this section the Business Administration, Insurance & Financial Services area of studies tops the list again followed by Information Technology and Mechanical Engineering. Both tables show that the Business Area and Information Technology of study attracts graduates to continue their studies soon after they concluded their studies at MCAST. Possibly these findings also point to areas which needs regular updating and also an economy which expects professionals to keep up to date with the latest developments or else risk the chance of becoming irrelevant. These two areas are closely related to two MCAST Institutes. A clear message this study is sending is that the institutes should maintain pace with the world of employment otherwise a dissonance is created. Both students and the country would stand to lose.

Table 22
Areas of Studies Planned to be Undertaken by Employed Graduates

Area of Study	Full-Time (122)	Part-Time (11)
Business Administration, Insurance & Financial Services	27	
Information Technology	19	
Mechanical/Electrical Engineering	13	
Education & Early Child Care	11	4
Health & Social Care	6	1
Biology, Chemistry and/or Science related subject	5	1
Hairdressing & Beauty	5	2
Recruitment, Advertising, PR & Marketing	5	
Environment, Earth Resources & Conservation	3	
Publishing & Printing	3	
Employability Skills	2	
Gaming	2	
Multimedia Production & Journalism	2	
Security, Enforcement & Protection	2	
Transport & Logistics	2	
Aviation	1	
Business, Insurance & Financial Services	1	
Law	1	
Manufacturing Industry	1	
O-Levels, Intermediate or A-Levels	1	
Property & Rental Market	1	

Sports, Leisure & Event Management	1	
Theatre & Performing Arts	1	
Other	6	3
No Reply	1	

Study Areas Chosen by Employed Graduates Who are Thinking of Studying

Study Area	Count
Business Administration, Insurance & Financial Services	27
Information Technology	19
Mechanical/Electrical Engineering	13
Education & Early Child Care	11
Health & Social Care	6
Biology, Chemistry and/or Science related subject	5
Hairdressing & Beauty	5
Recruitment, Advertising, PR & Marketing	5
Environment, Earth Resources & Conservation	3
Publishing & Printing	3
Employability Skills	2
Gaming	2
Multimedia Production & Journalism	2
Security, Enforcement & Protection	2
Transport & Logistics	2
Others	15

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Unemployed Graduates and Their Intentions About Present and Future Training

Unemployed graduates were also asked similar questions about whether they have resumed other training courses or whether they plan to begin studying again. 45 unemployed graduates (50%) replied that since they finished their studies they have followed or are following other training courses. This is an encouraging figure when one considers that 16 respondents (18%) replied that they are planning to follow some other training. If these are added together the percentage of those who are either already in training or who are planning to embark on further training, the number (61) and the percentage (68%) of all employed graduates, the figure becomes very encouraging. Although unemployed, these graduates are still focussed on life-long learning. They could also be in a transitional period prior to restarting further studies related to their future career. The number of unemployed graduates who specifically replied in the negative were 29 (32%).

Table 23
Unemployed Graduates' (90) Intentions Regarding Further Training

Unemployed Graduates (90)		
Yes	**No**	**No, but I am planning to**
45	29	16

Unemployed Graduates re Training Following Graduation

16

45

29
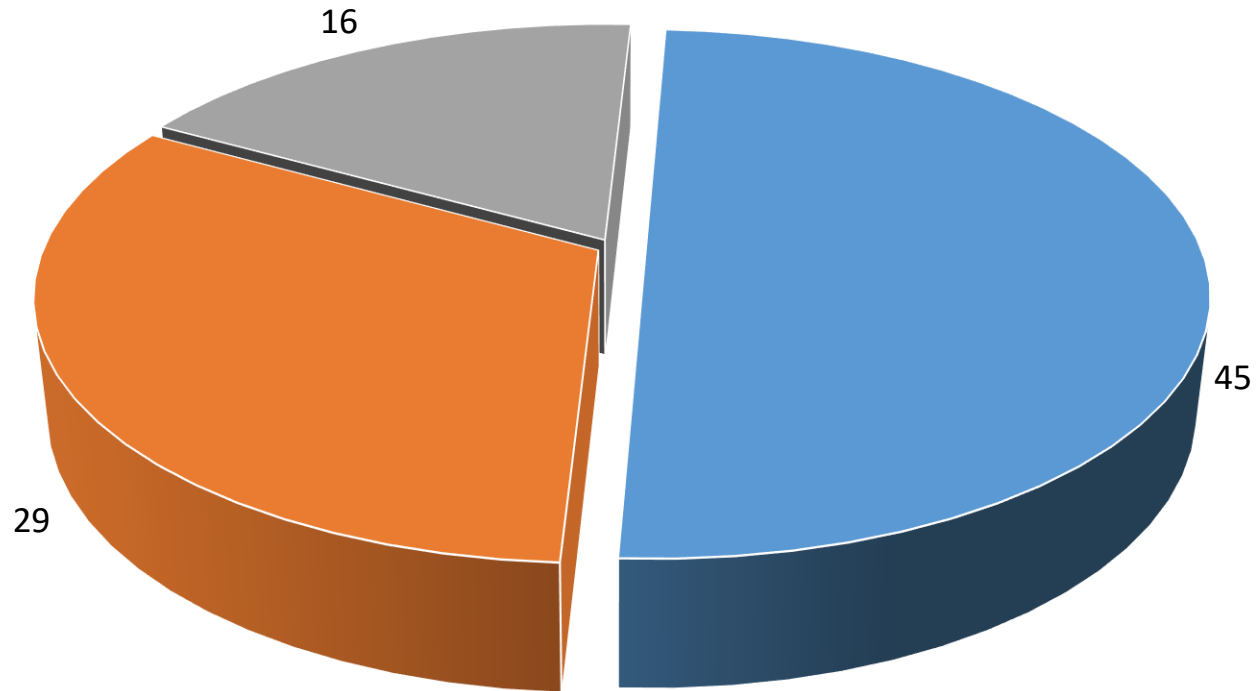
- Yes
- No
- No, but I am planning to

Study Areas Chosen by Unemployed Graduates Who Already Undertook Further Studies

Table 24 shows the results from unemployed graduates who stated that they undertook or are presently undergoing training.   The participants had to state which area of studies they chose, to further their education following their graduation.   Each response was tabulated through a drop-down list similar to the ones used in the previous tables. The responses of the unemployed graduates who have not yet commenced studying but who are planning to, are shown in Table 25. In Table 24, the study areas mostly subscribed are the Education & Early Child Care and the Heath & Social Care. One must keep in mind that the overall figures of unemployed graduates are significantly smaller than those of employed graduates and thus any conclusions should be considered with care.

Table 24

Areas of Studies Undertaken by Unemployed Graduates (45)

Area of Study	Number of Respondents
Education & Early Child Care	20
Health & Social Care	5
Biology, Chemistry and/or Science Related subject	3
Business & Financial Services	3
O-Levels, Intermediate or A-Levels	3
Animal Care	1
Employability Skills	1
Environment, Earth Resources & Conservation	1
Law	1
Mechanical/Electrical Engineering	1
Multimedia Production & Journalism	1
Sports, Leisure & Event Management	1
Theatre & Performing Arts	1
Other	3

## Study Areas Chosen by Unemployed Graduates Who are Following Further Studies

Education & Early Child Care: 20
Health & Social Care: 5
Biology, Chemistry and/or Science...: 3
Business & Financial Services: 3
O-Levels, Intermediate or A-Levels: 3
Animal Care: 1
Employability Skills: 1
Environment, Earth Resources &...: 1
Law: 1
Mechanical/Electrical Engineering: 1
Multimedia Production & Journalism: 1
Sports, Leisure & Event Management: 1
Theatre & Performing Arts: 1
Other: 3
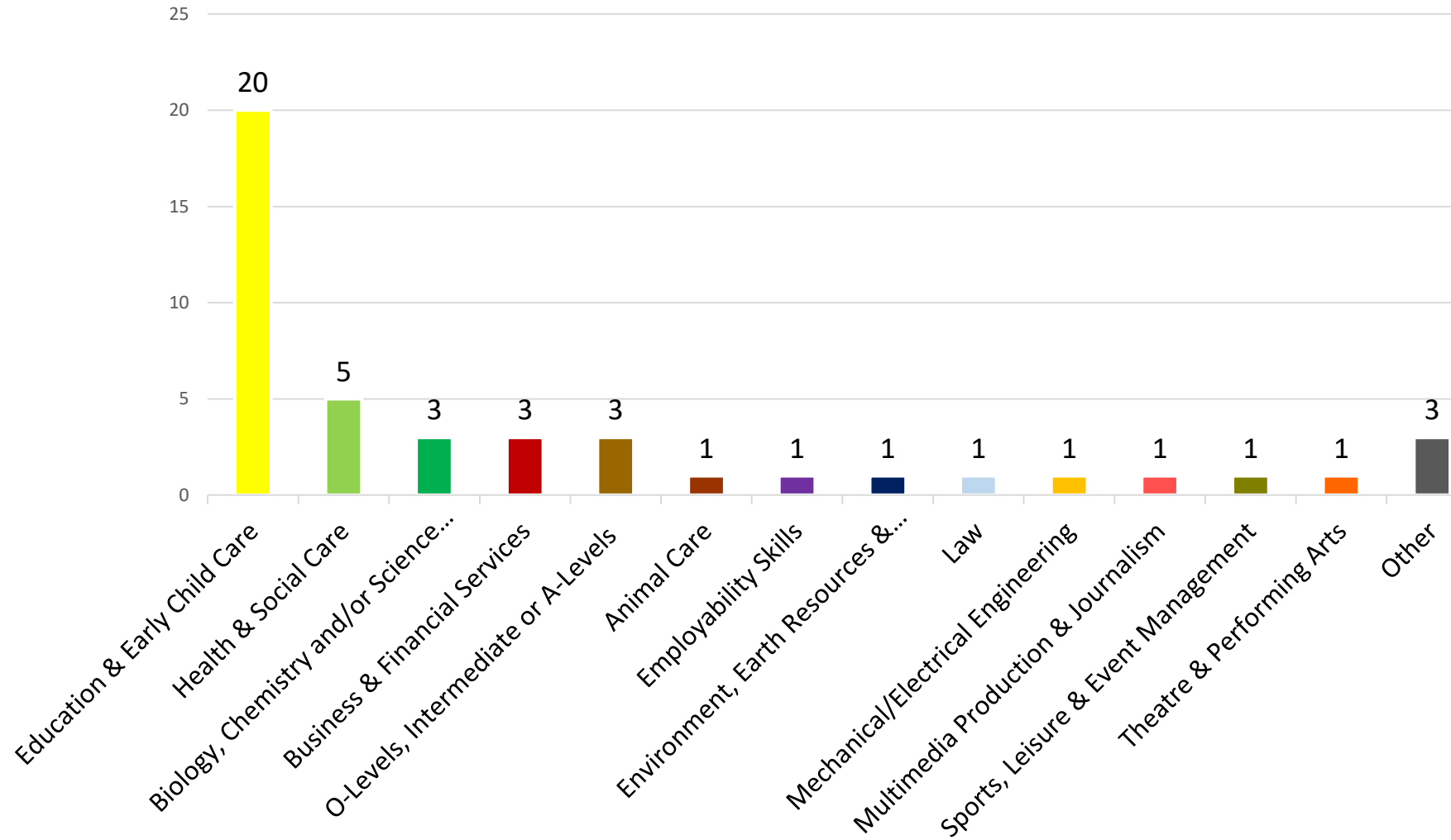
What are Unemployed Graduates Thinking of Studying?

In Table 25 made up of 16 unemployed graduates no particular area is preferred and the choices vary almost equally among nine areas.

Table 25
Areas of Studies Planned to be Undertaken by Unemployed Graduates

Area of Study	Number of Respondents (16)
Business, Insurance & Financial Services	2
Education & Early Child Care	2
Hairdressing & Beauty	2
Health & Social Care	2
Information Technology	2
Recruitment, Advertising, PR & Marketing	2
Gaming	1
Multimedia Production & Journalism	1
Sports, Leisure & Event Management	1
Other	1

Study Areas Chosen by Employed Graduates Who are Thinking of Studying
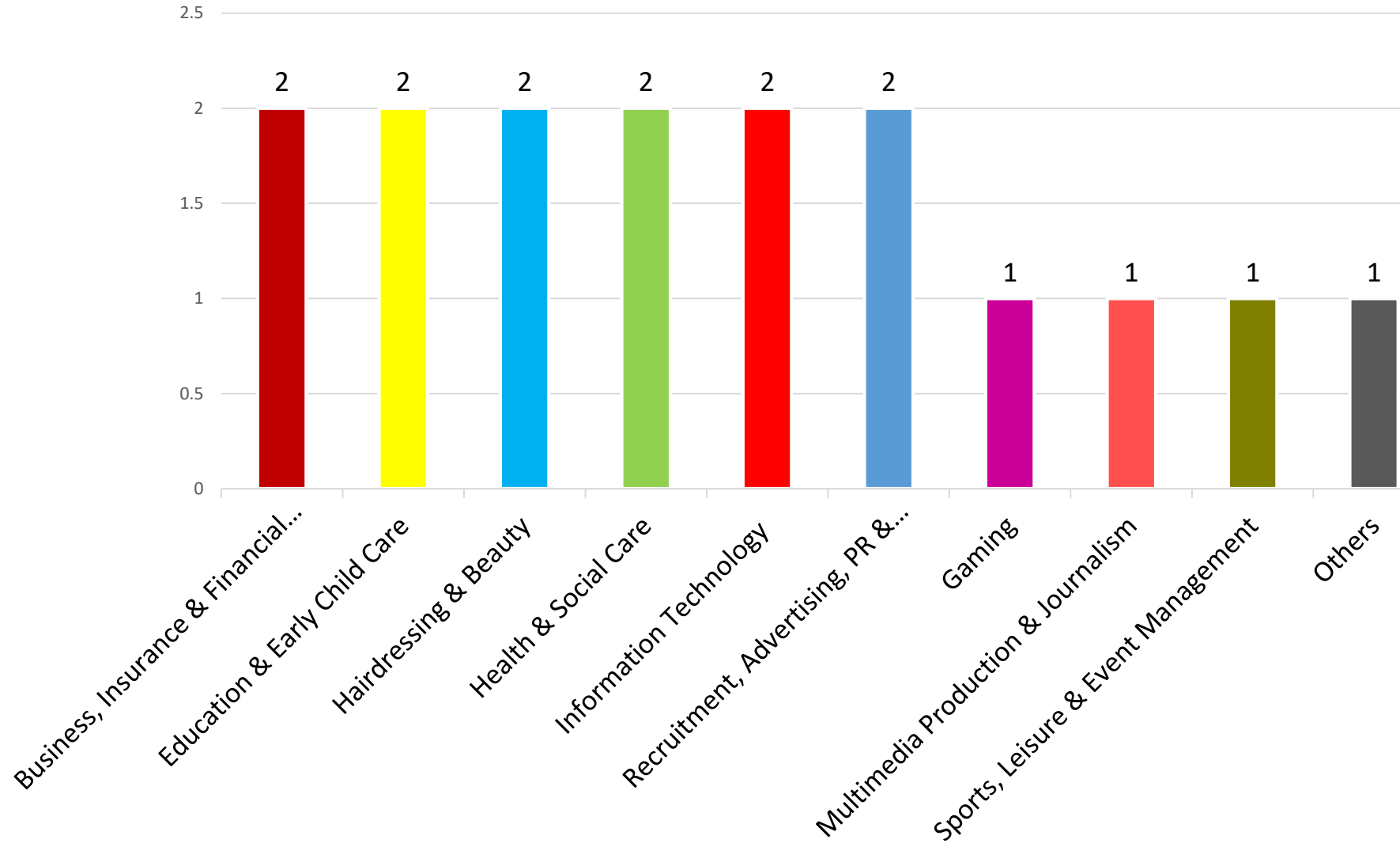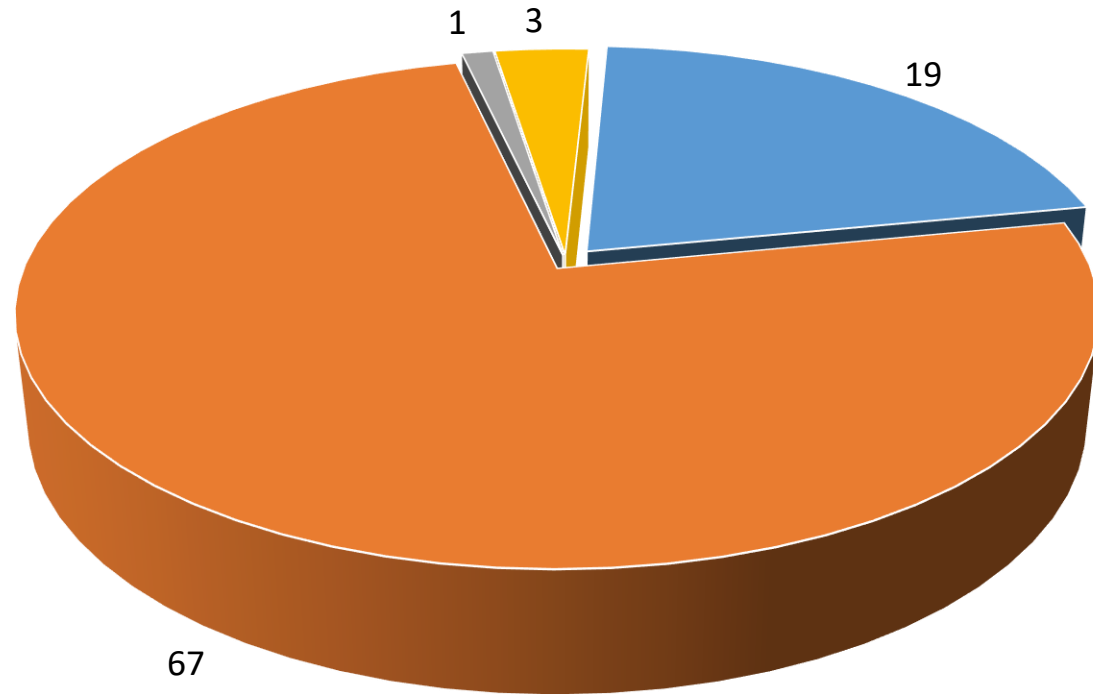
Unemployed Graduates Who Lost their Employment Due to Reasons Related to Covid19

Among the 90 unemployed graduates at the time of the tracer study, 19 (21%) lost their job due to reasons related to Covid19.

Table 26
Number of Unemployed Respondents Who Lost their Job Because of Covid19 Related Reasons

	Unemployed Graduates (90)
Yes	19
No	67
Not Sure	1
No Reply	3

Unemployed Graduates Due to Covid19 Reasons

1   3

19

67

■ Yes   ■ No   ■ Not Sure   ■ No Reply

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Unemployed Graduates Searching for Gainful Employment

Tables 27 and 28 delve into the group of unemployed graduates who are actively searching for employment. 47 participants replied they are actively searching for gainful employment. Among these, 3 stated that they been looking for a job between 9 and 12 months prior to the tracer study, 6 have been looking for a job for the previous 6 months, 15 had been trying for three months and 22 for less than one month.

Table 27
Number of Unemployed Respondents Who Are Actively Looking for Gainful Employment

	Unemployed Respondents	Percentage
Yes	47	52%
No	43	48%
TOTAL	90	100%

Unemployed Graduates Actively Searching for Gainful Employment
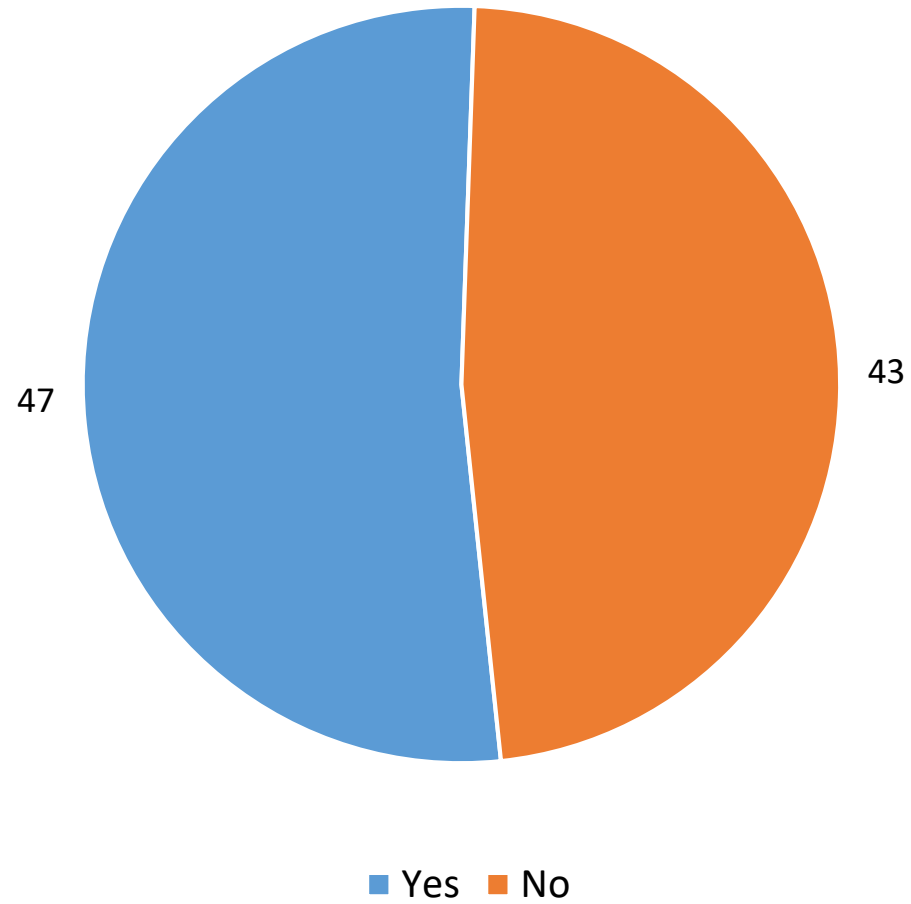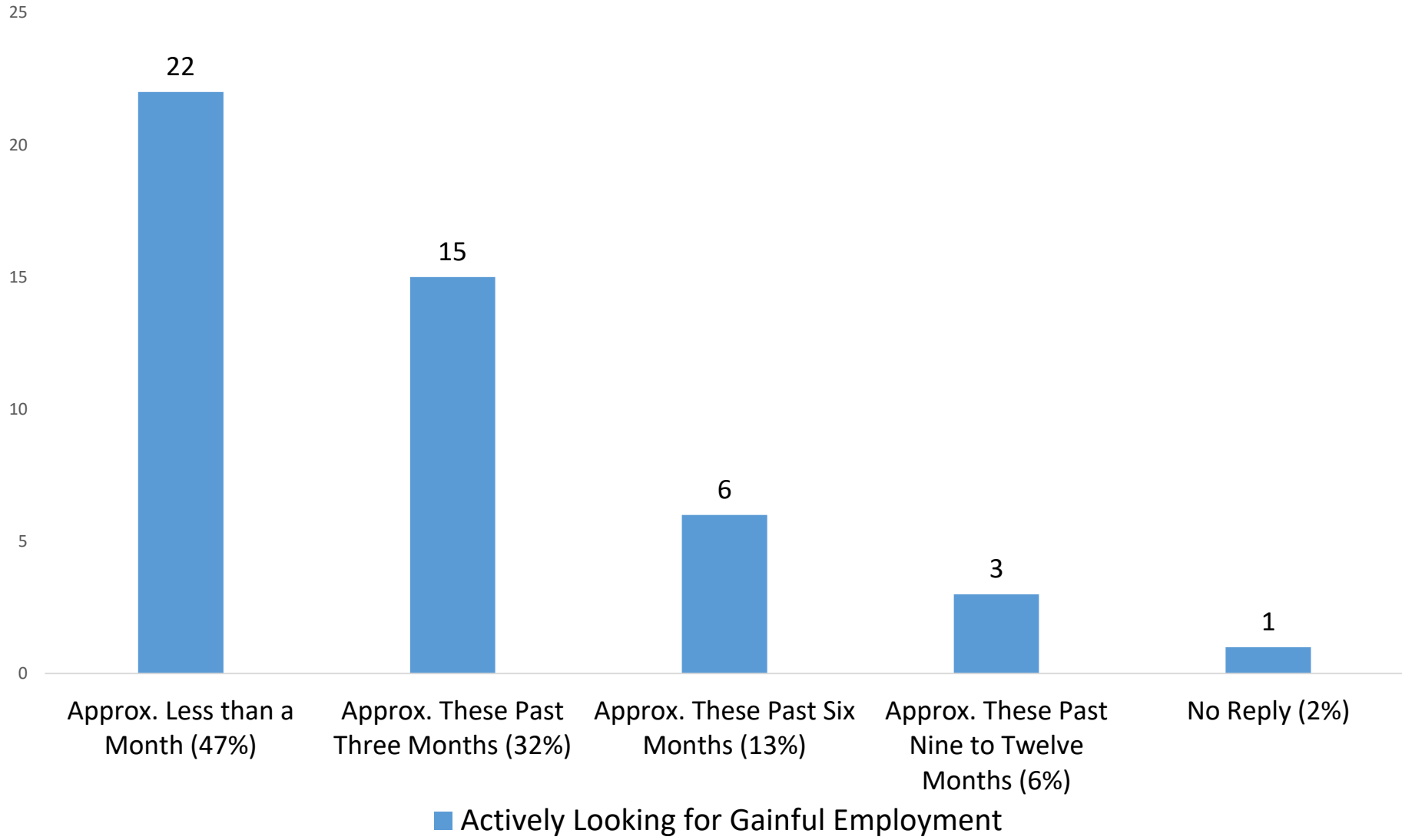
47

43

■ Yes ■ No

Table 28
Among Those Who Are Actively Looking for a Gainful Employment (N=47), How Long Have They Been Looking for a Job?

	Actively Looking for Gainful Employment	
Approximately Less than a Month	22	47%
Approximately These Past Three Months	15	32%
Approximately These Past Six Months	6	13%
Approximately These Past Nine to Twelve Months	3	6%
No Reply	1	2%
TOTAL	47	100%

Length of Time in Search for Employment

22	15	6	3	1
Approx. Less than a Month (47%)	Approx. These Past Three Months (32%)	Approx. These Past Six Months (13%)	Approx. These Past Nine to Twelve Months (6%)	No Reply (2%)

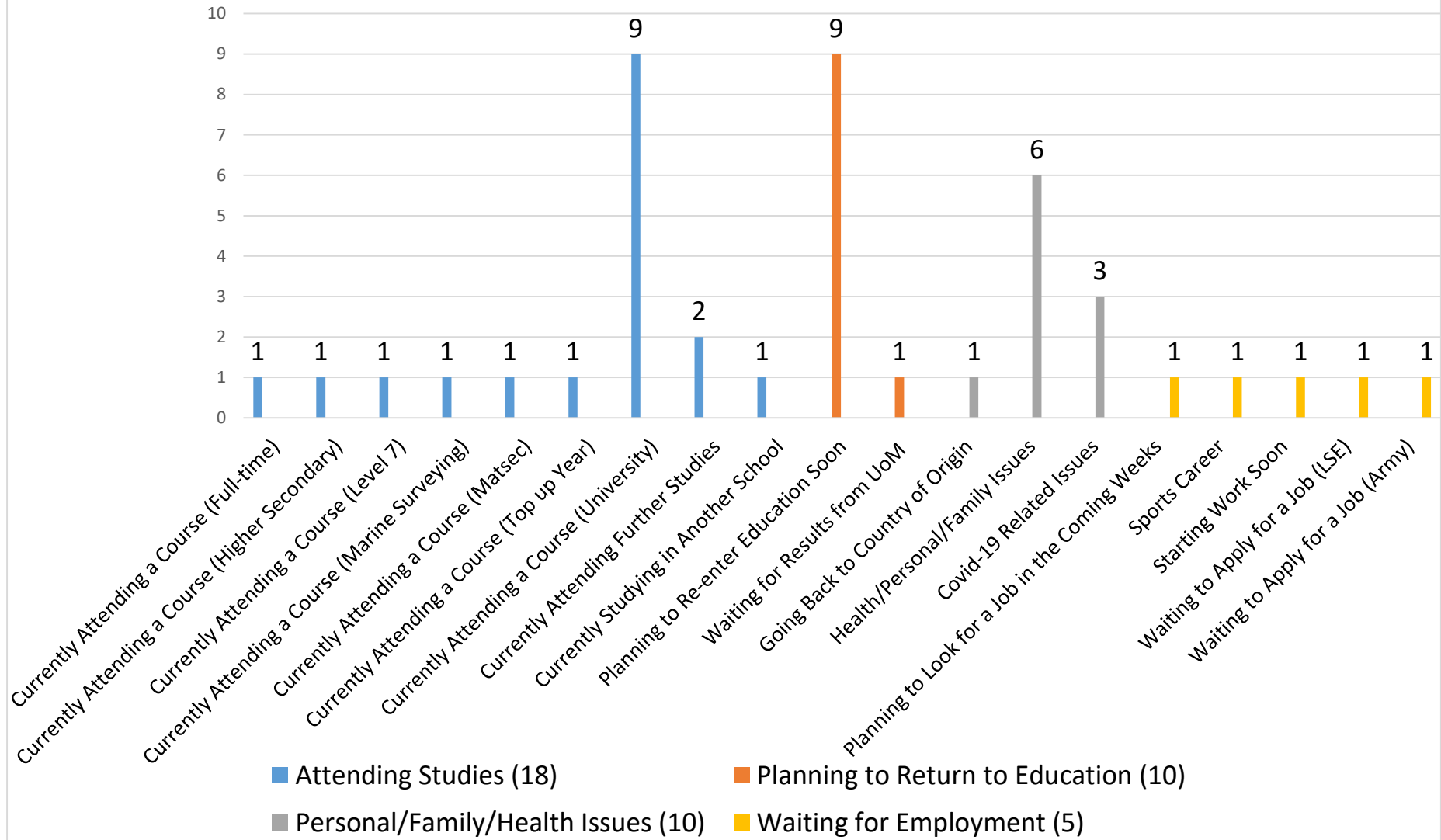■ Actively Looking for Gainful Employment

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Reasons Why Unemployed Graduates Are Not Looking for Employment

The last table in this study will choose those unemployed graduates who are not looking for a gainful employment and list the reasons behind this decision. 18 are presently attending a course of study and 10 are planning to re-enter education with one waiting for results. 10 are related to personal, family or health issues including three related to COVID-19. The rest (5) are either waiting to apply for employment or will commence work soon with one practicing sports as a career.

Table 29

Reasons why Unemployed Respondents (43) are Not Looking for a Gainful Employment

Reason		Number of Respondents	
Currently Attending a Course (Full-time)		1	
Currently Attending a Course (Higher Secondary)		1	
Currently Attending a Course (Level 7)		1	
Currently Attending a Course (Marine Surveying)		1	
Currently Attending a Course (Matsec)	Attending Studies	1	18
Currently Attending a Course (Top up Year)		1	
Currently Attending a Course (University)		9	
Currently Attending Further Studies		2	
Currently Studying in Another School		1	
Planning to Re-enter Education Soon	Planning to Return to Education	9	10
Waiting for Results from UoM		1	
Going Back to Country of Origin		1	
Health/Personal/Family Issues	Personal/Family/Health Issues	6	10
Covid-19 Related Issues		3	
Planning to Look for a Job in the Coming Weeks		1	
Sports Career		1	
Starting Work Soon	Waiting for Employment	1	5
Waiting to Apply for a Job (LSE)		1	
Waiting to Apply for a Job (Army)		1	

Why Unemployed Graduates are not looking for Employment (43)

Legend:
- Attending Studies (18)
- Planning to Return to Education (10)
- Personal/Family/Health Issues (10)
- Waiting for Employment (5)

Categories and values:
- Currently Attending a Course (Full-time): 1
- Currently Attending a Course (Higher Secondary): 1
- Currently Attending a Course (Level 7): 1
- Currently Attending a Course (Marine Surveying): 1
- Currently Attending a Course (Matsec): 1
- Currently Attending a Course (Top up Year): 1
- Currently Attending a Course (University): 9
- Currently Attending Further Studies: 2
- Currently Studying in Another School: 1
- Planning to Re-enter Education Soon: 9
- Waiting for Results from UoM: 1
- Going Back to Country of Origin: 1
- Health/Personal/Family Issues: 6
- Covid-19 Related Issues: 3
- Planning to Look for a Job in the Coming Weeks: 1
- Sports Career: 1
- Starting Work Soon: 1
- Waiting to Apply for a Job (LSE): 1
- Waiting to Apply for a Job (Army): 1

Conclusion

The results obtained in this tracer study and their interpretation could provide a very useful tool for comparability purposes. They could be matched to previous studies conducted by MCAST or with studies from other institutions, both local and international. Internally, the results could serve to inform policy direction, curricular choices, programmes selection etc. It would be interesting if such a tracer study is held on a regular basis so that comparisons with yearly tracer studies could be performed.

As I mentioned in the early pages of this report, the representative sample is substantial thus reducing the possibility of biased results and helping its statistical significance. However, one still needs to be aware of how to interpret the findings especially when the number of cases is small.

There will always be scope for further data analysis. More information still waits to be unearthed. In the meantime, the results could be distributed to various stakeholders who are directly or indirectly interested and involved in the follow-up to this tracer study.

This study has portrayed the diversity of graduates from different programmes, from different institutes and with varying MQF levels across the institutes. Overall, graduates with a level 4 certificate were the largest cohort closely followed by those at level 6. One can also notice the popularity of MCAST with graduates from the Northern Harbour Region of Malta. Another interesting feature is the gender issue. Could those responsible for policymaking intervene to balance the big gender chasms that exist in some institutes? The study also delved into the issues of employment statuses and industry sectors and analysed them through the lens of each institute, each MQF level and gender. The employment statuses were dissected, compared to each study programme and each job and the relation between MCAST studies and description of jobs outlined. Finally, the unemployed graduates' sector was examined as regards to the participants' employment and training intentions and the effects of the current COVID19 pandemic on them.

References

National Statistics Office. (2019) *Regional Statistics MALTA – 2019 Edition*, Malta: National Statistics Office

Schomburg, H. (2016) *Carrying Out Tracer Studies – Guide to Anticipating and Matching Skills and Jobs. Volume 6,* Luxembourg: Publications Office of the European Union

Tracer 2019 Questions

Generic Section

1.Your Input Code

2.Interviewee's ID Number

3.What is your current status?

- ☐ In full-time employment
- ☐ In part-time employment
- ☐ Unemployed

Employment Section

4.Who is your current employer?

5.What is your job title?

6.Mention two skills that you consider crucial for your job.

7.Is your main occupation directly related to your studies at MCAST?

- ☐ Yes
- ☐ No

8.Mention two skills that you learnt at MCAST and found useful at your place of work.

9.Since you left MCAST, have you taken or are currently taking a training course?

- ☐   Yes
- ☐   No
- ☐   No, but I am planning to

10.If yes, what did you study and/or are you studying?

- ☐   O-levels, Intermediate or A-levels
- ☐   Security, Enforcement & Protection
- ☐   Health & Social Care
- ☐   Animal Care
- ☐   Education & Early Child Care
- ☐   Fish Husbandry
- ☐   Agribusiness
- ☐   Recruitment, Advertising, PR & Marketing
- ☐   Gaming
- ☐   Construction Engineering
- ☐   Hair Dressing & Beauty
- ☐   Aviation
- ☐   Mechanical/ Electrical Engineering
- ☐   Environment, Earth Resources & Conservation
- ☐   Business Administration, Insurance & Financial Services
- ☐   Information Technology
- ☐   Biology, Chemistry and/or Science- related subject
- ☐   Multimedia Production & Journalism
- ☐   Property & Rental Market
- ☐   Publishing & Printing
- ☐   Retail
- ☐   Self-Employment

- ☐ Sports, Leisure & Event Management
- ☐ Theatre & Performing Arts
- ☐ Manufacturing Industry
- ☐ Transport & Logistics
- ☐ Employability Skills
- ☐ Catering
- ☐ Travel & Tourism
- ☐ Law
- ☐ Other

In Employment & thinking of furthering his/her studies section

11.What are you thinking of studying?

- ☐ O-levels, Intermediate or A-levels
- ☐ Security, Enforcement & Protection
- ☐ Health & Social Care
- ☐ Animal Care
- ☐ Education & Early Child Care
- ☐ Fish Husbandry
- ☐ Agribusiness
- ☐ Recruitment, Advertising, PR & Marketing
- ☐ Gaming
- ☐ Construction Engineering
- ☐ Hair Dressing & Beauty
- ☐ Aviation
- ☐ Mechanical/ Electrical Engineering

- Environment, Earth Resources & Conservation
- Business Administration, Insurance & Financial Services
- Information Technology
- Biology, Chemistry and/or Science- related subject
- Multimedia Production & Journalism
- Property & Rental Market
- Publishing & Printing
- Retail
- Self-Employment
- Sports, Leisure & Event Management
- Theatre & Performing Arts
- Manufacturing Industry
- Transport & Logistics
- Employability Skills
- Catering
- Travel & Tourism
- Law
- Other

Unemployed Section

12.Did you lose your job because of Covid-19 related issues?

- Yes
- No
- Not sure

13.Are you actively looking for gainful employment?

- Yes
- No

14. How long have you been looking for a job?

- ☐ Approximately less than a month
- ☐ Approximately these past three months
- ☐ Approximately these past six months
- ☐ Approximately these past nine to twelve months

15. If no, can you specify your main reason\s?

- ☐ Planning to re-enter education soon
- ☐ Considering a different career direction
- ☐ Health/ Personal/Family issues
- ☐ Covid-19 related issues
- ☐ No definite reason

16. Since you left MCAST, have you taken or are currently taking a training course?

- ☐ Yes
- ☐ No
- ☐ No but I am thinking about it

17. If yes, what did you study and/or are you studying?

- ☐ O-levels, Intermediate or A-levels
- ☐ Security, Enforcement & Protection
- ☐ Health & Social Care
- ☐ Animal Care
- ☐ Education & Early Child Care
- ☐ Fish Husbandry
- ☐ Agribusiness
- ☐ Recruitment, Advertising, PR & Marketing

- [ ] Gaming
- [ ] Construction Engineering
- [ ] Hair Dressing & Beauty
- [ ] Aviation
- [ ] Mechanical/ Electrical Engineering
- [ ] Environment, Earth Resources & Conservation
- [ ] Business Administration, Insurance & Financial Services
- [ ] Information Technology
- [ ] Biology, Chemistry and/or Science- related subject
- [ ] Multimedia Production & Journalism
- [ ] Property & Rental Market
- [ ] Publishing & Printing
- [ ] Retail
- [ ] Self-Employment
- [ ] Sports, Leisure & Event Management
- [ ] Theatre & Performing Arts
- [ ] Manufacturing Industry
- [ ] Transport & Logistics
- [ ] Employability Skills
- [ ] Catering
- [ ] Travel & Tourism
- [ ] Law
- [ ] Other

Education Section

18.If you are in education, in what area of study are you in?

- [ ] O-levels, Intermediate or A-levels

- Security, Enforcement & Protection
- Health & Social Care
- Animal Care
- Education & Early Child Care
- Fish Husbandry
- Agribusiness
- Recruitment, Advertising, PR & Marketing
- Gaming
- Construction Engineering
- Hair Dressing & Beauty
- Aviation
- Mechanical/ Electrical Engineering
- Environment, Earth Resources & Conservation
- Business Administration, Insurance & Financial Services
- Information Technology
- Biology, Chemistry and/or Science- related subject
- Multimedia Production & Journalism
- Property & Rental Market
- Publishing & Printing
- Retail
- Self-Employment
- Sports, Leisure & Event Management
- Theatre & Performing Arts
- Manufacturing Industry
- Transport & Logistics
- Employability Skills
- Catering
- Travel & Tourism
- Law
- Other

Unemployed and seeking to further studies or training Section

20.If unemployed and you wish to further your studies/training, what area of study you wish to focus upon?

- ☐ O-levels, Intermediate or A-levels
- ☐ Security, Enforcement & Protection
- ☐ Health & Social Care
- ☐ Animal Care
- ☐ Education & Early Child Care
- ☐ Fish Husbandry
- ☐ Agribusiness
- ☐ Recruitment, Advertising, PR & Marketing
- ☐ Gaming
- ☐ Construction Engineering
- ☐ Hair Dressing & Beauty
- ☐ Aviation
- ☐ Mechanical/ Electrical Engineering
- ☐ Environment, Earth Resources & Conservation
- ☐ Business Administration, Insurance & Financial Services
- ☐ Information Technology
- ☐ Biology, Chemistry and/or Science- related subject
- ☐ Multimedia Production & Journalism
- ☐ Property & Rental Market
- ☐ Publishing & Printing
- ☐ Retail
- ☐ Self-Employment
- ☐ Sports, Leisure & Event Management
- ☐ Theatre & Performing Arts
- ☐ Manufacturing Industry

- ☐ Transport & Logistics
- ☐ Employability Skills
- ☐ Catering
- ☐ Travel & Tourism
- ☐ Law
- ☐ Other

Reminder Section

21.Kindly remind the interviewee of MCAST career guidance services. Any further comments