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JIMMA UNIVERSITY
CAREER CENTER
ESTABLISHMENT SERVICE
EVALUATION AND ONGOING ACTIVITY REPORT

MAY, 2018



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Info-mind Solutions plc

Introduction

We would like to express our appreciation to Jimma University for the assistance, suggestions and Recommendation on our BL (Base line assessment) data collection, career center inauguration, instructors training, and job hunting and employability skill training of year 2018 graduating students.

Our Company (Info mind solution) made base-line assessment survey and analysis with the collaboration of Jimma university to solve the major problems of graduating student and most of all to help them with getting job related skills with the profession they have graduated on by building career center where graduating student develop themselves and get useful tips that helps them to find the job they are interested on, Info mind believes we can make a difference and produce well organized and solution oriented graduates with your help.

This report is submitted by Dereja.com, an Info Mind Solutions Plc Company, and a technical Partner of Jimma University for the establishment of Career Center services in the University. The establishment of the Career Center is under the mandate of the Ethiopian Ministry of Education as part of the Deliverology Strategy.

This Report will highlight the deliverables and results of the activities undertaken on the ground, based on the signed memorandum of agreement between Info Mind Solutions and Jimma University. For the success of the activities and support we gained during the



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implementation we would like to express our appreciation to Jimma University President Professor Fikre Lemessa, Directors, Deans and Teachers, University staffs, and class of 2018 students.

We would like to thank Prof. Taye Tolemariyam, vice president of the University, Dr. Temesgen Mereba, Dr. Teklu Dr Dessalegni, Ato Bedhadha, Ato Ahmed career director, and all directors, college deans, and instructors of all departments at the campuses. Since the establishment of career centers is a new initiative for Ethiopian Universities the suggestions, recommendations and feedback we have received have helped us pave the way for Dereja to better collect data, deliver trainings as well as organizing the inauguration event.

As Jimma University is among the first batch of Universities to establish the Career Center in Ethiopia with the presence of many of the University community representatives and we hope that the Center will still help match student's skill with the job market.

2. Career Counseling Training – Career Counselors

Info Mind Solutions (IMS) delivered Career counseling training to four instructors at Jimma University (Ahmed, Lelisse, Anduwalem , & Yohanis) and shaped them as the University Career Counselors for five consecutive days in Addis Ababa.

For this round of the training was conducted with different universities such as, Samara and Jigjiga in Addis Ababa at IMS arranged training center inviting for a group Career Counseling training undertaken from January 10th – 15th. The group training has managed to bring together 12 participants from the mentioned Universities for an engaging session.

-Takeaways of the training included:

Participants had a chance to learn about the following topics both on a practical and concept delivery system

- Career Counseling: Process of career counseling and Competencies of a career counselor
- Delivering Career Counseling: Leadership myth and challenges and presentations skills
- Setting Up Career Center: Identifying Vision, Mission and objective of their respective career centers, career center process and services and documentation, Data Collection and Reporting
- Career Center In action I: What are the activities and how to deliver them?.
- Career Center in Action II: Role Play Exercise on career counseling with a fresh graduate



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After the completion of the training the trainees gave feedback on the issue. Most of the feedback was in regards to the duration and logistics of the training, which they mentioned was too long and that the venue was no convenient for them. The participants were very satisfied with the content and mode of delivery of the training and had no comments in regarding these items. The five day career counseling Training has been accomplished successfully and further way forward recommendations will be discussed on the last section.

3. Career Center Inauguration Ceremony

The aim of organizing the career center inauguration ceremony is to bring together all University representatives and students to create awareness about the center as well to introduce its services and stress the importance of working together, in order to see the impact of the center. The program was opened by University President Professor Fikre Lemessa ,with the presence of Vice president, Directors and invited guests . The opening ceremony was held for three hours with more than 40 participants. Remarks were made by the directors, deans and department heads as well as the student representatives on the importance of establishing the Career Centers and the impact it will have on fresh graduates gaining employability skills.

4. Instructors Seminar.

Instructors seminar on the issues of incorporating career counseling and career path development themes into their class room teaching was held in march 26, 2018 at jimma university at social science hall. The seminar was undertaken for more than three hours, with the presence of department chairs, directors, and instructors from different study areas. The seminar was facilitated by Dereja team with other invited guest presenters and moderators. On the seminar presenters made a speech on how instructors use the career counseling and career development themes (soft and transferable skills) in their classroom teaching and curriculum interaction by including in the contents of their area of studies. It was also emphasized the importance of inviting guest speakers into classrooms to fill the knowledge and skill gaps in selected areas taking into account of his/her teaching experience through higher education institutes. Additionally, he raised the importance of using practical creative teaching modalities with periodic changes in seating arrangements' of students and use of multiple teaching-



learning strategies. In doing so breaking the rigid teaching-learning methods will help students in the development of their reflective skill and abilities. Participants also added the importance of resource exploration and sharing strategies in teaching, such as internet access and use of selected videos, based on their experience the importance of sharing books with students at the beginning of class to engage them reviewing the content with their peers also underlined. Finally, the session concluded by underlining the importance of self-assessment, the needs of focusing on the end product, building the support system and sustainable system building.

5. Baseline Assessment

The purpose of this baseline assessment is to establish a point from which future measurements and predictions can be calculated as it relates to student's employability skills. In the case of Jimma University the Baseline assessment was gathered with the objective of:

A. To measure the awareness of student's employability skills prior to them using the center services. In order to assess the impact of the center services the Baseline assessment was divided in the following sections.

I. English Proficiency

II. Computer Skills

III. Self- Awareness

IV. Job Readiness Awareness

B. Gathering the baseline assessment will simplify the work of Career Counselors in their counseling system. The information collected about the students will help the Counselor design proper tools to support the students career path. The data will also help inform the Counselor about the student's level of understanding when it comes to employability ski

A. Table, Shows the numerical data of the students that has filled the Assessment

Department	No. of Graduate Students	No.Students attended	
Accounting	115	53	
Agri-business	32	1	



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Animal Health	29	29	
Banking & Finance	119	37	
Biomedical Engineering	146	105	
Chemical Engineering	117	79	
Civil Engineering	180	237	
Computing	75	12	
Economics	130	39	
Electrical Engineering	205	92	
English	43	30	
Food Sc.& Agri business	26	5	
HWR	184	57	
Horticulture	35	9	
Information Technology	63	19	
Information Science	62	27	
Material Engineering	75	47	
Mechanical Engineering	191	78	
Management	122	46	
Math	20	18	
NRM	40	3	
Physics	24	19	
Plant Science	59	30	
Post Harvest	26	7	
Rural Development	37	13	
Oromo Folklore	37	31	
Sociology	81	54	
Statics	42	29	
Veterinary medicine	48	12	
total			



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C. The data collected will allow Dereja and other parties to conduct effective a tracer studies.

Result of the Baseline Assessment

The Baseline Assessment was conducted from March 15-23, 2018. During the four days, 2345 graduating students were targeted but only 1168 successfully completed the assessment from 32 departments. Of this number, 807 were female students while the remaining 358 were male students.

The Result has been presented in two forms

A. Numerical Data

B. Result Data

We employed SPSS software to obtain the results of the baseline data. The data was compiled producing results in four different sections:

- I. English proficiency: - The result of the baseline assessment in English proficiency shows that 65 % of students have the skill to write in English, 76% can read and 58.8% can listen but the majority of the students, 59.98%, are in the intermediate category of speaking English. This shows the career center and the ELIC center needs to give focus on improving the speaking proficiency of students.
- II. Computer Skills- 44% of students use internet sometimes and 48% regularly. 8% of the students learned how to use Microsoft applications but never used and 41.5% of the student use the MS applications sometimes and only 43% of them use it regularly. Only 39% of students use email regularly but the majority of the students 40.6% never learned how to use email and never learned. On typing skills only 7.5 % of students haven't learned how to type on computer 42.8% of the students knows how to type but use it sometimes but only 42.4% of students use it regularly.
- III. Self-Awareness- most students have answered the self-awareness questions in a very impressive way. Interestingly, 53 % agreed to the questions "I happily take responsibility for other people fault;" 47.4% of students answered agree to the question "I get frustrated easily if I don't get what I want" and 70% has answered agree to the question "I often put the needs of others above my own"
- IV. Job Readiness- 89.9% of the students have answered yes for the question about if they will use the career center. 36.4% of the students responded they will use Online Job boards as a search method. 45% of students answered that they have experience of



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writing CV and 38.4% of have experience being on interview for internship or part time Jobs. 56.5% of the students participates in different clubs in their university, 58% of students want to be employed than become entrepreneurs. 29% of students get information about a job search from their Instructors.

Please see below the SPSS result of each questions .

We prepared a methodology so called BL (Base Line) assessment to collect the data's through questioner's paper

We have stated the assigned tasks in the process of BL assessment. You may find it just next to this paper.

BASE LINE ASSIGNED TASK

Result

This result (The result obtained from BL assessment questioner paper) is exclusively for Jimma University of 32 different departments of 1168 graduating student.

The total number of student from Spss (software) analysis table:-

		Gender	Field of study
N	Valid	1165	1168
	Missing	3	0



Total =1168

From this total number, the frequency for Female and Men students:-

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Female	807	69.1	69.3	69.3
Valid Male	358	30.7	30.7	100.0
Total	1165	99.7	100.0	
Missing System	3	.3		
Total	1168	100.0		

Female=807

Male = 358

The Frequency of each department from spss analysis:-

Field of study

	Frequency	Percent	Valid Percent	Cumulative Percent
Missing	1	.1	.1	.1
Valid Accounting.	53	4.5	4.5	4.6
Valid Agri Business.	1	.1	.1	4.7
Valid Animal health.	1	.1	.1	4.8
Valid Animal Health.	27	2.3	2.3	7.1
Valid Animal Science.	2	.2	.2	7.3



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Banking & Finance.	28	2.4	2.4	9.7
Biomedical Engineering.	105	9.0	9.0	18.7
Chemical Engineering.	80	6.8	6.8	25.5
Civil Engineering.	181	15.5	15.5	41.0
Computing.	13	1.1	1.1	42.1
Economics.	41	3.5	3.5	45.6
Electrical and Computer science.	91	7.8	7.8	53.4
English Language.	30	2.6	2.6	56.0
Food science.	5	.4	.4	56.4
Horticulture & Plant science.	9	.8	.8	57.2
Hospitality & tourism	8	.7	.7	57.9
HWRE.	58	5.0	5.0	62.8
Information sc.	27	2.3	2.3	65.2
Information Technology.	20	1.7	1.7	66.9
Management.	46	3.9	3.9	70.8
material science Engineering.	47	4.0	4.0	74.8
Mathematics	18	1.5	1.5	76.4
Mechanical Engineering.	77	6.6	6.6	83.0
NARM.	3	.3	.3	83.2
Oro Folklore.	31	2.7	2.7	85.9
Physics	19	1.6	1.6	87.5
Plant science.	30	2.6	2.6	90.1



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Post-Harvest.	2	.2	.2	90.2
RDAE.	14	1.2	1.2	91.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sociology	54	4.6	4.6	96.1
Statics	29	2.5	2.5	98.5
Vet Medicine.	17	1.5	1.5	100.0
Total	1168	100.0	100.0	

Section one:

The Result for evaluation of student's proficiency in English language is:-

Statistics

		English language Writing skill	English language Reading skill	English language Listening skill	English language Speaking skill
N	Valid	1152	1153	1154	1152
	Missing	16	15	14	16

English language writing skill



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fluent	752	64.4	65.3	65.3
	intermediate	331	28.3	28.7	94.0
	beginner	69	5.9	6.0	100.0
	Total	1152	98.6	100.0	
Missing	System	16	1.4		
Total		1168	100.0		

Fluent writer = 752

Intermediate writer = 331

Beginner writer = 69

English language reading skill

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fluent	881	75.4	76.4	76.4
	intermediate	182	15.6	15.8	92.2
	beginner	90	7.7	7.8	100.0
	Total	1153	98.7	100.0	
Missing	System	15	1.3		
Total		1168	100.0		

Fluent reader = 881

Intermediate reader = 182



Beginner reader = 90

English language listening skill

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Fluent	679	58.1	58.8	58.8
intermediate	383	32.8	33.2	92.0
beginner	92	7.9	8.0	100.0
Total	1154	98.8	100.0	
Missing				
System	14	1.2		
Total	1168	100.0		

Fluent listener = 679

Intermediate listener = 383

Beginner listener = 92

English language speaking skill



	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Fluent	341	29.2	29.6	29.6
intermediate	691	59.2	60.0	89.6
beginner	120	10.3	10.4	100.0
Total	1152	98.6	100.0	
Missing				
System	16	1.4		
Total	1168	100.0		

Fluent speaker = 341

Intermediate speaker = 691

Beginner speaker = 120

The result of students in computer skill is:-

Statistics

	Computer skill Internet Usage	Computer skill Microsoft applications.	Computer skill Email usage.	Computer skill Typing in computer.
N				
Valid	1147	1145	1120	1138
Missing	21	23	48	30

Missing means the students left blank on the questioner paper on some questions.



Computer skill on Internet usage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never Used not Learned	42	3.6	3.7	3.7
	Learned but Never used	42	3.6	3.7	7.3
	Use sometimes	508	43.5	44.3	51.6
	Use Regularly	555	47.5	48.4	100.0
	Total	1147	98.2	100.0	
Missing	System	21	1.8		
Total		1168	100.0		

Never used not learned = 42

Learned but never used = 42

Use sometimes = 508

Use regularly =555



Computer skill on MS application

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never Used not Learned	77	6.6	6.7	6.7
	Learned but Never used	95	8.1	8.3	15.0
	Use sometimes	476	40.8	41.6	56.6
	Use Regularly	497	42.6	43.4	100.0
	Total	1145	98.0	100.0	
Missing	System	23	2.0		
Total		1168	100.0		

Never used not learned = 77

Learned but never used = 95

Use sometimes = 476

Use regularly = 497

Computer skill on Email Usage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never Used not Learned	104	8.9	9.3	9.3
	Learned but Never used	81	6.9	7.2	16.5



	Use sometimes	494	42.3	44.1	60.6
	Use Regularly	441	37.8	39.4	100.0
	Total	1120	95.9	100.0	
Missing	System	48	4.1		
Total		1168	100.0		

Never used not learned = 104

Learned but never used = 81

Computer skill on Typing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never Used not Learned	85	7.3	7.5	7.5
	Learned but Never used	82	7.0	7.2	14.7
	Use sometimes	485	41.5	42.6	57.3
	Use Regularly	486	41.6	42.7	100.0
	Total	1138	97.4	100.0	
Missing	System	30	2.6		
Total		1168	100.0		

Use
someti
mes =
494

Use

regularly =44



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Never used not learned = 85

Learned but never used = 82

Use sometimes = 485

Use regularly =486

Section 3:-On self-Awareness

I welcome feedback on my performance from my peers and teachers.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	9	.8	.8	.8
Valid Disagree	21	1.8	1.8	2.6
Valid Agree	550	47.1	47.7	50.3
Valid Strongly Agree	572	49.0	49.7	100.0
Valid Total	1152	98.6	100.0	



Missing System	16	1.4	
Total	1168	100.0	

Missing means the students left blank on the questioner paper on some questions.

I try to convince others to bring them to my point of views.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	16	1.4	1.4	1.4
Valid Disagree	88	7.5	7.7	9.1
Valid Agree	636	54.5	55.4	64.5
Valid Strongly Agree	407	34.8	35.5	100.0
Total	1147	98.2	100.0	
Missing System	21	1.8		
Total	1168	100.0		

Strongly agree-407

Agree-637

Strongly disagree-16

Disagree-88

Total-1168

I tend to be an open person to hear and discuss other ideas.

	Frequency	Percent	Valid Percent	Cumulative Percent
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	Strongly Disagree	6	.5	.5	.5
Valid	Disagree	27	2.3	2.3	2.9
	Agree	311	26.6	27.0	29.9
	Strongly Agree	808	69.2	70.1	100.0
	Total	1152	98.6	100.0	
Missing	System	16	1.4		
Total		1168	100.0		

I am happiest when I know I have provided good service to others.

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	6	.5	.5	.5
Valid	Disagree	34	2.9	3.0	3.5
	Agree	285	24.4	24.8	28.2
	Strongly Agree	826	70.7	71.8	100.0
	Total	1151	98.5	100.0	
Missing	System	17	1.5		
Total		1168	100.0		



I am quick to adapt to new circumstances.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	8	.7	.7	.7
Valid Disagree	78	6.7	6.8	7.5
Valid Agree	558	47.8	48.4	55.9
Valid Strongly Agree	508	43.5	44.1	100.0
Total	1152	98.6	100.0	
Missing System	16	1.4		
Total	1168	100.0		

I am usually successful in defending my own viewpoint.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	18	1.5	1.6	1.6
Valid Disagree	96	8.2	8.3	9.9
Valid Agree	619	53.0	53.7	63.6
Valid Strongly Agree	419	35.9	36.4	100.0
Total	1152	98.6	100.0	
Missing System	16	1.4		
Total	1168	100.0		



I look for the positive side in most situations.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	1.0	1.0	1.0
	Disagree	89	7.6	7.7	8.8
	Agree	467	40.0	40.5	49.3
	Strongly Agree	585	50.1	50.7	100.0
	Total	1153	98.7	100.0	
Missing	System	15	1.3		
Total		1168	100.0		

If I see someone needs help I try to do all I can for them.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	.5	.5	.5
	Disagree	37	3.2	3.2	3.7
	Agree	417	35.7	36.2	39.9
	Strongly Agree	693	59.3	60.1	100.0
	Total	1153	98.7	100.0	
Missing	System	15	1.3		
Total		1168	100.0		



I will adjust my thinking when faced with new information.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	.5	.5	.5
	Disagree	33	2.8	2.9	3.4
	Agree	472	40.4	40.8	44.2
	Strongly Agree	645	55.2	55.8	100.0
	Total	1156	99.0	100.0	
Missing	System	12	1.0		
Total		1168	100.0		

I don't let constructive criticism bother me.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	118	10.1	10.5	10.5
	Disagree	203	17.4	18.1	28.7
	Agree	538	46.1	48.1	76.8
	Strongly Agree	260	22.3	23.2	100.0



Total	1119	95.8	100.0
Missing System	49	4.2	
Total	1168	100.0	

I feel confident about myself and my capabilities.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	11	.9	1.0	1.0
Valid Disagree	61	5.2	5.3	6.3
Valid Agree	458	39.2	39.8	46.0
Valid Strongly Agree	622	53.3	54.0	100.0
Total	1152	98.6	100.0	
Missing System	16	1.4		
Total	1168	100.0		

I am comfortable when faced with uncertainty.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	97	8.3	8.5	8.5
Valid Disagree	309	26.5	27.1	35.6
Valid Agree	519	44.4	45.5	81.1
Valid Strongly Agree	215	18.4	18.9	100.0
Total	1140	97.6	100.0	
Missing System	28	2.4		



Total	1168	100.0	
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Taking other's people feeling in to consideration is important to me.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	18	1.5	1.6	1.6
Valid Disagree	61	5.2	5.3	6.9
Valid Agree	504	43.2	43.9	50.8
Valid Strongly Agree	565	48.4	49.2	100.0
Valid Total	1148	98.3	100.0	
Missing System	20	1.7		
Total	1168	100.0		

I thrive on juggling multiple demands.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	124	10.6	11.3	11.3
Valid Disagree	166	14.2	15.1	26.3
Valid Agree	554	47.4	50.3	76.7
Valid Strongly Agree	257	22.0	23.3	100.0
Valid Total	1101	94.3	100.0	
Missing System	67	5.7		
Total	1168	100.0		



I enjoy meeting people from backgrounds, different to my own.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	22	1.9	1.9	1.9
	Disagree	93	8.0	8.1	10.0
	Agree	582	49.8	50.7	60.8
	Strongly Agree	450	38.5	39.2	100.0
	Total	1147	98.2	100.0	
Missing	System	21	1.8		
Total		1168	100.0		

I find it easy to understand other's emotions.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	1.8	1.8	1.8
	Disagree	108	9.2	9.4	11.2
	Agree	618	52.9	53.7	65.0
	Strongly Agree	403	34.5	35.0	100.0
	Total	1150	98.5	100.0	
Missing	System	18	1.5		
Total		1168	100.0		

I welcome difficult and stretching assignments.



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	29	2.5	2.5	2.5
	Disagree	180	15.4	15.8	18.3
	Agree	616	52.7	54.0	72.3
	Strongly Agree	316	27.1	27.7	100.0
	Total	1141	97.7	100.0	
Missing	System	27	2.3		
Total		1168	100.0		

I deal with anger constructively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	127	10.9	11.4	11.4
	Disagree	307	26.3	27.5	38.8
	Agree	502	43.0	44.9	83.7
	Strongly Agree	182	15.6	16.3	100.0
	Total	1118	95.7	100.0	
Missing	System	50	4.3		
Total		1168	100.0		

I often put the needs of others above my own.

		Frequency	Percent	Valid Percent	Cumulative Percent



	Strongly Disagree	58	5.0	5.1	5.1
Valid	Disagree	272	23.3	23.7	28.8
	Agree	551	47.2	48.0	76.8
	Strongly Agree	266	22.8	23.2	100.0
	Total	1147	98.2	100.0	
Missing	System	21	1.8		
Total		1168	100.0		

I can achieve through high levels of stress and to remain clam.

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	61	5.2	5.4	5.4
Valid	Disagree	217	18.6	19.1	24.4
	Agree	580	49.7	51.0	75.4
	Strongly Agree	280	24.0	24.6	100.0
	Total	1138	97.4	100.0	
Missing	System	30	2.6		
Total		1168	100.0		

I think it's valuable to recognize my own shortcomings.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	29	2.5	2.5	2.5



	Disagree	117	10.0	10.2	12.8
	Agree	562	48.1	49.2	62.0
	Strongly Agree	434	37.2	38.0	100.0
	Total	1142	97.8	100.0	
Missing	System	26	2.2		
Total		1168	100.0		

I don't tend to lose my temper easily.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	66	5.7	5.9	5.9
	Disagree	203	17.4	18.0	23.8
	Agree	542	46.4	48.0	71.9
	Strongly Agree	317	27.1	28.1	100.0
	Total	1128	96.6	100.0	
Missing	System	40	3.4		
Total		1168	100.0		

I like to look at situations from multiple perspectives.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	1.2	1.2	1.2



	Disagree	47	4.0	4.1	5.3
	Agree	488	41.8	42.7	48.0
	Strongly Agree	595	50.9	52.0	100.0
	Total	1144	97.9	100.0	
Missing	System	24	2.1		
Total		1168	100.0		

I get frustrated very quickly if I don't get what I want.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	204	17.5	17.9	17.9
	Disagree	384	32.9	33.7	51.5
	Agree	358	30.7	31.4	82.9
	Strongly Agree	195	16.7	17.1	100.0
	Total	1141	97.7	100.0	
Missing	System	27	2.3		
Total		1168	100.0		

I believe that planning is important to accomplish any task.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	.9	.9	.9
	Disagree	50	4.3	4.3	5.2



Agree	310	26.5	26.9	32.1
Strongly Agree	783	67.0	67.9	100.0
Total	1153	98.7	100.0	
Missing System	15	1.3		
Total	1168	100.0		

I communicate with many people frequently.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	16	1.4	1.4	1.4
Valid Disagree	92	7.9	8.0	9.4
Valid Agree	514	44.0	44.6	53.9
Valid Strongly Agree	531	45.5	46.1	100.0
Total	1153	98.7	100.0	
Missing System	15	1.3		
Total	1168	100.0		

I enjoy working in a team.

	Frequency	Percent	Valid Percent	Cumulative Percent
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	Strongly Disagree	15	1.3	1.3	1.3
Valid	Disagree	47	4.0	4.1	5.4
	Agree	381	32.6	33.2	38.6
	Strongly Agree	706	60.4	61.4	100.0
	Total	1149	98.4	100.0	
Missing	System	19	1.6		
Total		1168	100.0		

Making quick decisions comes easily to me.

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	59	5.1	5.2	5.2
Valid	Disagree	255	21.8	22.4	27.6
	Agree	575	49.2	50.6	78.2
	Strongly Agree	248	21.2	21.8	100.0
	Total	1137	97.3	100.0	
Missing	System	31	2.7		
Total		1168	100.0		

I like to ensure there is unity within a team.

		Frequency	Percent	Valid Percent	Cumulative Percent
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	Strongly Disagree	13	1.1	1.1	1.1
Valid	Disagree	48	4.1	4.2	5.3
	Agree	437	37.4	38.1	43.4
	Strongly Agree	649	55.6	56.6	100.0
	Total	1147	98.2	100.0	
Missing	System	21	1.8		
Total		1168	100.0		

I am comfortable taking the lead in a group.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	15	1.3	1.3	1.3



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	Disagree	110	9.4	9.5	10.9
	Agree	550	47.1	47.7	58.6
	Strongly Agree	477	40.8	41.4	100.0
	Total	1152	98.6	100.0	
Missing	System	16	1.4		
Total		1168	100.0		

I like listening to other's perspectives.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	.9	.9	.9
	Disagree	26	2.2	2.3	3.2
	Agree	407	34.8	35.7	38.9
	Strongly Agree	697	59.7	61.1	100.0
	Total	1140	97.6	100.0	
Missing	System	28	2.4		
Total		1168	100.0		

I pride myself on my efficient approach to assignments.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	33	2.8	2.9	2.9
	Disagree	77	6.6	6.7	9.6
	Agree	583	49.9	50.8	60.4
	Strongly Agree	454	38.9	39.6	100.0



Total	1147	98.2	100.0
Missing System	21	1.8	
Total	1168	100.0	

I like meeting new people.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	22	1.9	1.9	1.9
Valid Disagree	74	6.3	6.5	8.4
Valid Agree	528	45.2	46.3	54.7
Valid Strongly Agree	516	44.2	45.3	100.0
Total	1140	97.6	100.0	
Missing System	28	2.4		
Total	1168	100.0		

I happily take responsibility for another people fault.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	157	13.4	13.7	13.7
Valid Disagree	367	31.4	32.1	45.8
Valid Agree	435	37.2	38.1	83.9
Valid Strongly Agree	184	15.8	16.1	100.0
Total	1143	97.9	100.0	
Missing System	25	2.1		
Total	1168	100.0		



Analytical problem solving comes easily to me.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	23	2.0	2.0	2.0
Valid Disagree	130	11.1	11.3	13.4
Valid Agree	692	59.2	60.4	73.7
Valid Strongly Agree	301	25.8	26.3	100.0
Total	1146	98.1	100.0	
Missing System	22	1.9		
Total	1168	100.0		

Seeing other people getting along is important to me.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	40	3.4	3.5	3.5
Valid Disagree	126	10.8	11.1	14.6
Valid Agree	619	53.0	54.5	69.2



Strongly Agree	350	30.0	30.8	100.0
Total	1135	97.2	100.0	
Missing System	33	2.8		
Total	1168	100.0		

Communicating frequently with my peers is important to me.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	13	1.1	1.1	1.1
Valid Disagree	42	3.6	3.7	4.8
Valid Agree	376	32.2	32.7	37.5
Valid Strongly Agree	718	61.5	62.5	100.0
Total	1149	98.4	100.0	
Missing System	19	1.6		
Total	1168	100.0		

Missing means the students left blank on the questioner paper on some questions.

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Section 4:- Job search readiness awareness.

Frequency Table

If your university will provide a career services which will support you on enhancing your employability skills, guide you on your career path and teach you on finding your job search methods would you use it?



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	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	1050	89.9	92.7	92.7
Valid No	83	7.1	7.3	100.0
Total	1133	97.0	100.0	
Missing System	35	3.0		
Total	1168	100.0		

Yes=1050

No=83

Total=1133

What are the usual techniques would you use to find jobs after your graduation?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Newspaper	244	20.9	27.3	27.3
Valid Online Job Search	425	36.4	47.5	74.7
Valid Radio Advertisement	100	8.6	11.2	85.9
Valid Others	126	10.8	14.1	100.0
Total	895	76.6	100.0	
Missing System	273	23.4		
Total	1168	100.0		

Newspaper=244

Online Job Search=425

Radio Advertisement =100

Others=126



Total=895

Do you have any experience in writing a CV?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	527	45.1	45.8	45.8
Valid No	624	53.4	54.2	100.0
Total	1151	98.5	100.0	
Missing System	17	1.5		
Total	1168	100.0		

Yes=527

No=624

Total=1151

Do you participate in different club, such as charity club, debate club in your university?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	658	56.3	57.7	57.7
Valid No	483	41.4	42.3	100.0
Total	1141	97.7	100.0	
Missing System	27	2.3		
Total	1168	100.0		

Yes=658

No=483

Total=1141

Have you been interviewed for a job /internship or part time work before?



	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	448	38.4	39.3	39.3
Valid No	693	59.3	60.7	100.0
Total	1141	97.7	100.0	
Missing System	27	2.3		
Total	1168	100.0		

Yes=448 total=1141

No=693

Would you prefer to work for a company as an employee or be self-employed?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Employed	678	58.0	62.4	62.4
Valid Entrepreneur	409	35.0	37.6	100.0
Total	1087	93.1	100.0	
Missing System	81	6.9		
Total	1168	100.0		

Employed=697

Entrepreneur=409

Total=1087

Where would you go to get career or job search advice?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Instructor	342	29.3	38.1	38.1
Valid Family Members	168	14.4	18.7	56.8



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Friends	308	26.4	34.3	91.1
Others	80	6.8	8.9	100.0
Total	898	76.9	100.0	
Missing System	270	23.1		
Total	1168	100.0		

Instructor=342

Family Members=168

Friends=308

Others=80

Total=898Missing=270

6. Employability and job hunting skill training for the class of 2018 students.

Overall the training for Jimma University was conducted with good progress. The trainings were given in the four campuses, Technology Campus and Business and Economics (BECO), Agriculture and main Campus Center availed venue starting from April 25,2018. Material distribution, including printed materials, LCD projector, evaluation forms and refreshment (water) have been provided in full for all sessions. Logistics and transport was fully supplied and in a timely matter. Training was conducted as per the given schedule.

Starting from April, 25 to May, 18, job hunting and employability skill training was given to a total of 1420 students of fresh graduates from expected 2363 of the class of 2018. Accordingly, the data shows that about 60% of fresh graduates of the year 2018 from 21 departments of Jimma University were attended the training program. The awareness creation workshop focused on teaching students on what they can do with their Major. The workshop provided awareness to the students about the career center and about basic skills and characteristics that employers are looking when recruiting fresh graduates. The overall objective of the workshop is on how to find employment (including internships and part time employment), branding yourself, how to complete a successful job application, best practices for job interviews, and how to survive the job search

- What are employers looking to from fresh graduates?



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- Branding your profile.
- Way to a job search.
- Planning to your dream job.
- Where do you stand now?
- What can I do with My Field of Study?
- For every department there is a job opportunity.
- Career Research: Websites for occupational and industry research
- Professional Associations
- Job Search Engines/Job boards
- Informational Interviews
- Job fairs

Additional visual contents (videos and pictures) were added to make the presentation more interactive, modified the recommended 8 Activities to reflect more on their personal experience (including one minute self-introduction exercises), showed example of live social media profiles and how they can professionally build it.

7. Result and Implication

About 1420 graduating students attended the job hunting and employability skill training from April 25 to May 18. The overall majority of students 86 – 96 % agreed or strongly agreed that they were satisfied by the trainers, effective outcome and delivery of the contents. As we discussed with most graduating students at the end of each session majority of them reflected that the timing of the training needs to be arranged at least before their engagement for internship and CBTP. They also expressed that they would benefit from the services of career counseling center if it had similar services starting from their freshman years. So to do this the University needs to think on the organization of career centers in all campuses with trained full time career counseling professionals.

8. Recommendation and Way Forward

The experience we had thus far with Jimma University's Career Center has been very informative for Dereja.com. It has provided us with insight on best practices and lessons learned that will help us improve



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our services for Jimma University and other future Career Centers across Ethiopia Universities. The recommendations here under will help to increase the capacity of the Career Center in order to maximize its services to the students.

- **Career Counselors and Career Center:** As we can see from the results students are very much interested and happy to use the career centers and as they stated from the above there are trainings needs that they have outlined for the career center to provide them. In order to meet the need of the students, the following action items are proposed:
 - The career center must have larger spaces and resources to equip the students.
 - Career Counselors needs to be full time employees and to be equipped with more trainings and Certification programs.
 - Activities of the career center must be communicated very well and the support of teachers, Deans and directors are highly recommended.
- **Building the Skills of Instructors to include career development in their teaching:** As the baseline assessment shows, most of students answered they usually need to get information about job search and career advice from the University career centers and their instructors. This shows the important role that the instructors play on enhancing the employability skills of the students. To maximize the potential of the Career Center, instructors need to consistently update themselves to support and inspire their students.
- **Self- Awareness:** The objective of doing the baseline assessment and incorporating the question on self- awareness is to identify the gaps of students on self- concept, self-control, communication skills, social skills as well as to navigate their skill on critical thinking as well as problem solving and decision making. From the result, we can conclude that the students need special guidance on this topic. Trainings and teachings should be designed and delivered in a way that can unlock the potential skills that the students have and make them confident in their career development path.