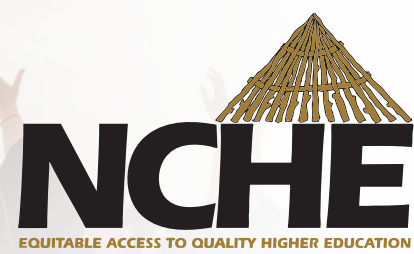


National Graduate Surveys Trends:

Using Past Experiences to Improve the Future



Graduate surveys support **evidence-based policy, labour market research, and informed student career choices** by tracking graduate outcomes from education to employment.

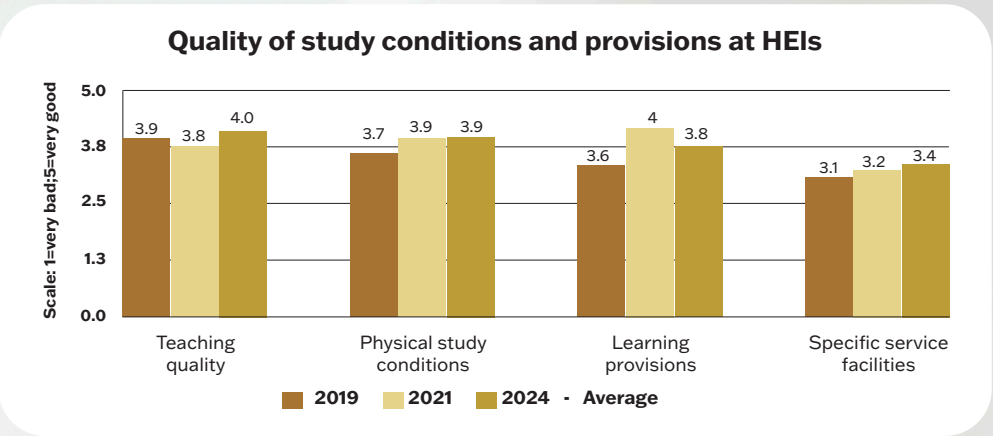
The survey expanded its institutional coverage over time, and despite earlier limitations, the findings remained representative and generalisable to participating institutions.

Survey	Cohorts	Participating Institutions	Response rate (%)
2019	2014, 2015 & 2016	UNAM, NUST & IUM	44
2021	2017 & 2018	UNAM, NUST, IUM & IOL	45
2024	2019, 2020 & 2021	UNAM, NUST, IUM, IOL & NAMCOL	37

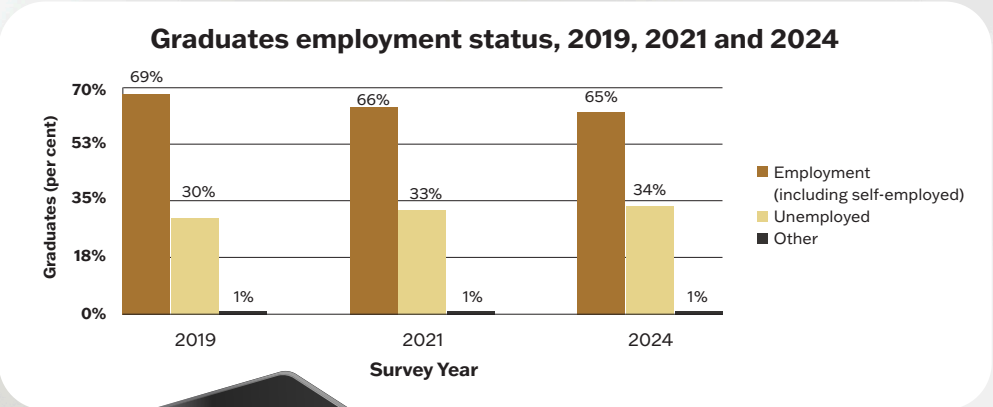
Academic challenges and financial constraints remain the main barriers to timely graduation, highlighting the need for stronger student support to improve completion rates and graduate outcomes.

Reasons for Prolongation of Study	2019	2021	2024
Failed examinations	65%	63%	63%
Financial challenges/ difficulties	30%	29%	35%
Work commitments	19%	19%	16%
Family matters	16%	17%	14%
All Others (Five reasons plus Other)	31%	31%	31%

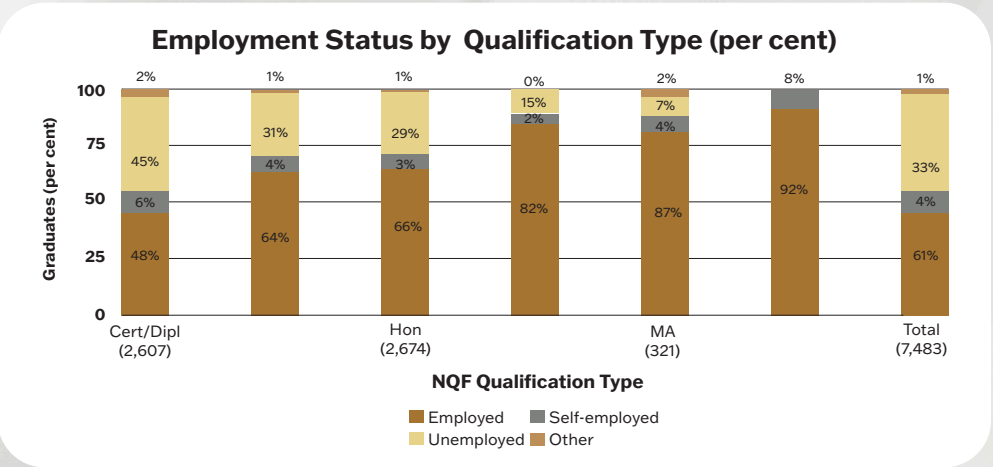
Graduates rated **study conditions and provisions positively** overall, reflecting good academic quality, though improvements are still needed in support facilities to strengthen the student experience and graduate outcomes.



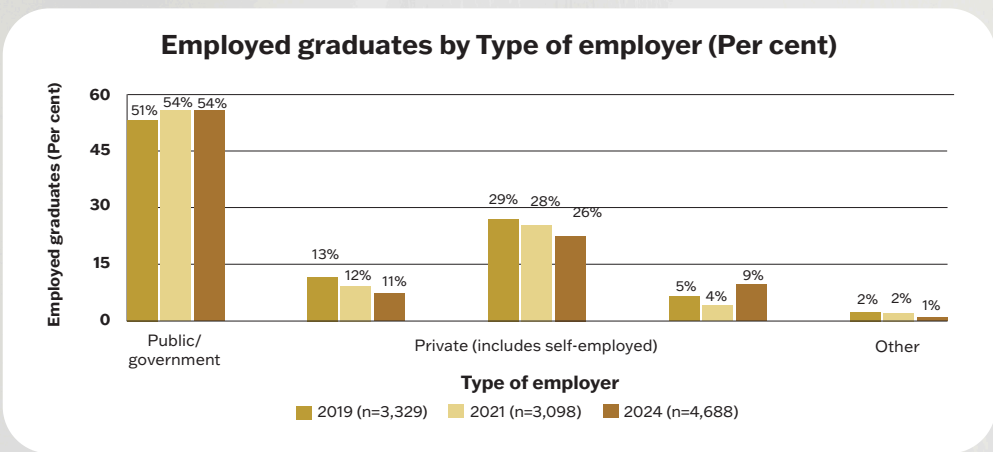
The graduate **employment rates have declined over the years**, falling from 69% in the 2019 survey to 65% in 2024, while unemployment has declined.



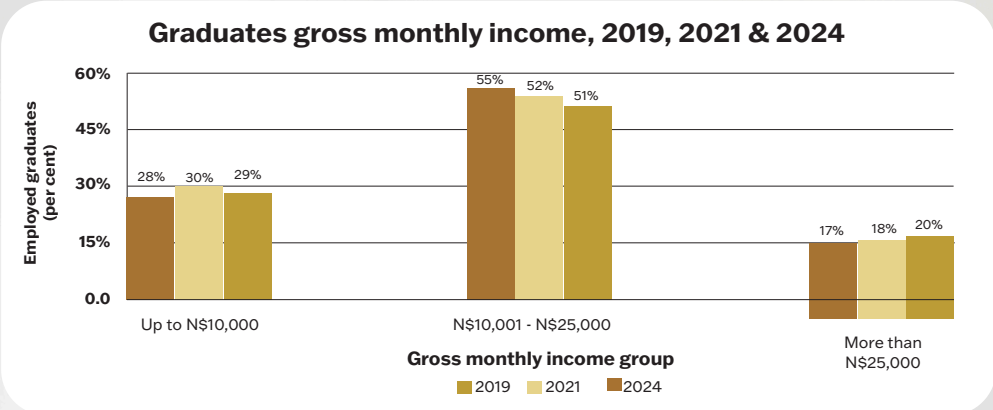
Employment outcomes improve with higher qualifications, with **Diploma and Certificate** holders facing the **highest unemployment levels**, while employment rates increase steadily among graduates with more advanced qualifications.



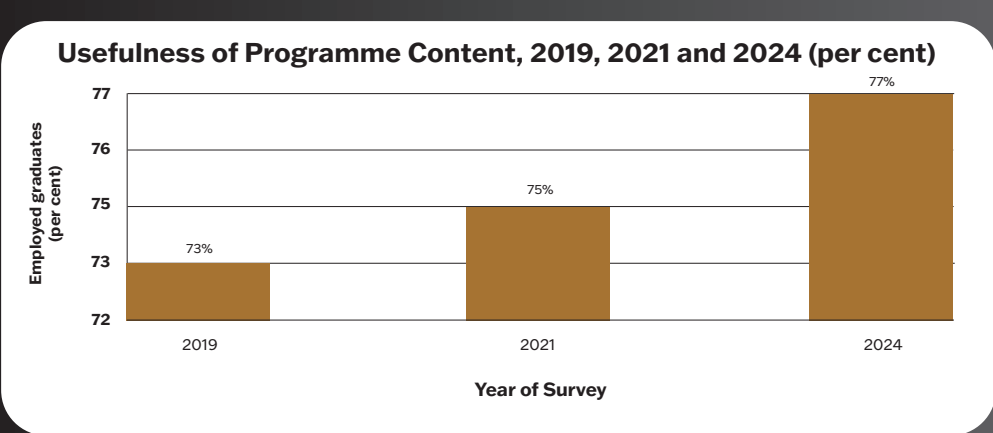
Government remains the largest employer of graduates (54%), while private sector absorption has declined, reflecting continued dependence on public sector employment and limited labour market diversification.



The **N\$10,001 to N\$25,000 Gross Monthly Income** bracket remained dominant (51%) but declined slightly, while the share earnings above N\$25,000 increased 20%. Lower-income earnings remained stable (29%), indicating modest upward income mobility among graduates.



The share of graduates rating programme content as highly useful increased from 73% to 77% between 2019 and 2024. This suggests **improved alignment between programme content and labour market needs**.



Source:
The detailed reports are accessible online at www.nche.org.na.
Contact hemis@nche.org.na for information.

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to access the full report