



**THE UNITED REPUBLIC OF TANZANIA  
MINISTRY OF  
EDUCATION, SCIENCE AND TECHNOLOGY**



**DAR ES SALAAM INSTITUTE  
OF  
TECHNOLOGY**

**TRACER STUDY FOR DIT ICT RELATED  
FIELDS GRADUATES  
COHORTS 2017, 2018 & 2019  
REPORT**

**29<sup>th</sup> JUNE 2021**

## Background

Dar es Salaam Institute of Technology is one of the oldest technical education training institutions in the country. It was established in 1957 under the name Dar es Salaam Technical Institute (DTI) with the objective of upgrading youths who completed technical secondary school education, as well as to train personnel in other fields such as secretarial services. In 1962 the Institute was transformed to Dar es Salaam Technical College (DTC), being the first Technical College in Tanganyika. Until early 1970's, DTC was the sole supplier of technical personnel at the levels of technicians and engineers. In 1996, the Ministry of Science, Technology and Higher Education (MSTHE) reviewed the policy on Technical Education and Training in light of global socioeconomic changes. In the reviewed policy, the government demanded an improvement of employment conditions of staff, governance and efficiency of management system of DTC and strengthening of training of technical education in the country as a whole. As a consequence, Dar es Salaam Institute of Technology (DIT) was established in 1997, by the Act of Parliament [DIT Act, 1997] to effectively and efficiently addresses current developments in the country.

While countries like Tanzania strive towards Sustainable millennium goal number one of insuring end of poverty in all its forms everywhere, TVET education has been identified as one of the key tools in reaching that goal. TVET institutions like DIT are expected to sustain the country in the middle economy through supply of the high skilled working population to the industry. However, there is a need for periodic monitoring and evaluation of the DIT products that goes to the labour market to reflect the relevance of the offered programmes.

Consequently, in the academic year 2020/2021, DIT through East African Skills Transformation for Regional Integration Project (EASTRIP), conducted a tracer study of its graduates to assess impact to the labour market as well as the relevancy of the programmes delivered. The World Bank funded EASTRIP aims at improving the quality of the programs offered at DIT. The project main objective is to increase the access and improve the quality of TVET programs and to support regional integration.

## **Methodology:**

The tracer study targeted to survey all 622 students from ICT related programmes (COE, ETE, IT, CST & MFT) in cohorts 2017, 2018 & 2019. A link to an online questionnaire was sent to all graduated using the available contact list from the office of the Registrar from 24<sup>th</sup> March 2021 to 15th, in between, telephone calls follow-up were planned to boost the filling rate of the questionnaires. A preliminary analysis was done to identify the distribution of the employers and questionnaires were administered manually as a follow-up step. Data from online responses were downloaded in excel sheet format and were analysed using R software, those from employers were entered on the online form and the results processed in similar manner.

## **Survey Results**

The response rate was after data cleaning was 193 out of 622 (31%) listed in the Registrar's graduates' database. Normally, a higher response rate is associated with higher reliability in sense that the higher the number of graduates that answer the questionnaire the more possible it becomes to generalise the results. It is recommended that a response of 25% is sufficient representation for tracer study findings. Table 1 below highlights the salient features of the tracer study for the 2017, 2018 and 2019 cohorts:

**Table 1: Tracer Study Salient Features**

S/N	Study Focus Issue	Survey Results	Stakeholders' Comments (Curriculum, Policy, Profession, society)
1.	Year of graduation	2017: 27.5% 2018: 24.9% 2019: 47.7%  Majority of responded were from 2019 cohort	
2.	Field of specialization	2017: CST (0%) COE (37.7%) ETE (56.6%) IT (3.8%) MFT (1.9%) 2018: CST (0%) COE (22.9%) ETE (72.9%) IT (2.1%) MFT (2.1%) • 2019: CST (1%) COE (41.5%) ETE (54.9%) IT (1.6%) MFT (1%)  ETE dominates: CST & IT % very low	<p><b>To DIT</b></p> <ul style="list-style-type: none"> <li>i. Regardless of poor response rate from the Communication System Technology (CST) Students, graduates from this discipline are still needed in the market industry. Their small number from statistical data provided can be attributed by a change in business model to most of the organization today.</li> <li>ii. It is quite obvious that the pace of technological changes overtake curricula reviews to most academic institutions. To address the situation, DIT should have as many short courses as possible that gears at imparting needed skills to students</li> <li>iii. To improve and maintain good students' performance, DIT should focus on collaborating with industries not only on receiving professional training but also involved them on key stages of curriculum development</li> <li>iv. DIT should also focus on changing students' attitudes from focusing to formal paid employment after graduation to self-employment and innovations</li> </ul>

			<p>v. It was also revealed that some DIT students have problems on soft skills. They include, to mention few:</p> <ul style="list-style-type: none"><li>➤ Poor communication skills;</li><li>➤ Lack of basic computer knowledge to some applications, like MS Excel ;</li><li>➤ Poor presentation skills;</li><li>➤ Weak Customer care and</li><li>➤ Poor work ethics</li></ul> <p>DIT should find ways to address these issues in its programmes</p> <p><b><i>To the Government</i></b></p> <p>i. Government can also intervene here through Government Policy/circulars which protect local institutions that offers internationally certified courses</p>
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3.	Gender	2017 Females - 5.7% Males - 94.3% 2018 Females - 16.7% Males - 83.3% 2019 Females - 22.8% Males - 77.2% Females outnumbered but % increases over years	<p><b>To DIT</b></p> <p>DIT should invite successfully female role models from different disciplines to join gender sensitization program and motivate female students to join DIT programmes</p>															
4.	Age Group	The percentages of under 35 for cohort 2017 - 93.5%, 2018 - 95.8% 2019- 97.2%	<p>Majority of the stakeholders are in favor of:</p> <ul style="list-style-type: none"> <li>• Under 35 in the labor market.</li> <li>• Individual performance in work skills more than academic certificates</li> </ul>															
5.	Marital Status	<table border="0"> <tr> <td>2017</td> <td>Married</td> <td>28.3%</td> <td>Single</td> <td>71.7%</td> </tr> <tr> <td>2018</td> <td>Married</td> <td>29.2%</td> <td>Single</td> <td>70.8%</td> </tr> <tr> <td>2019</td> <td>Married</td> <td>9.8%</td> <td>Single</td> <td>90.2%</td> </tr> </table>	2017	Married	28.3%	Single	71.7%	2018	Married	29.2%	Single	70.8%	2019	Married	9.8%	Single	90.2%	
2017	Married	28.3%	Single	71.7%														
2018	Married	29.2%	Single	70.8%														
2019	Married	9.8%	Single	90.2%														
<b>Employment Information</b>																		
1.	Employability status 6 months after graduation	<p><b>2017 Cohort</b></p> <p><b>Female:</b></p> <p>Employed - 0%</p> <p>Training - 0%</p> <p>Intern - 0</p> <p>Not-Employed - 33.3%</p> <p>Self-employed - 66.7%</p> <p>Volunteer - 0</p> <p><b>Male:</b></p> <p>Employed - 42%</p> <p>Training - 14%</p> <p>Intern - 0</p> <p>Not-Employed - 20%</p> <p>Self-employed - 24%</p>																

		<p>Volunteer - 0</p> <p>Average unemployment rate is 20.8%</p> <p>Self-employment notable</p>	
		<p><b>2018 Cohort</b></p> <p><b>Female:</b></p> <p>Employed - 37.5%</p> <p>Training - 25%</p> <p>Intern - 0</p> <p>Not-Employed - 25%</p> <p>Self-employed - 12.5%</p> <p>Volunteer - 0%</p> <p><b>Male:</b></p> <p>Employed - 45%</p> <p>Training - 10%</p> <p>Intern - 0</p> <p>Not-Employed - 25%</p> <p>Self-employed - 24%</p> <p>Volunteer - 0</p> <p><b>NB:</b> Average unemployment rate is 25%</p>	<ul style="list-style-type: none"> <li>•</li> </ul>
		<p><b>2019 Cohort</b></p> <p>Female:</p> <p>Employed - 42.9%</p> <p>Training - 19%</p> <p>Intern - 0%</p> <p>Not - Employed - 19%</p> <p>Self-employed - 9%</p> <p>Volunteer - 0</p> <p>Male:</p> <p>Employed - 33.8%</p>	<ul style="list-style-type: none"> <li>•</li> </ul>

		<p>Training - 9.9%</p> <p>Intern - 2.8%</p> <p>Not employed - 33.8%</p> <p>Self-employed - 19.7</p> <p>Volunteer - 0</p> <p>Average unemployment rate is 30.4%</p>	
<b>2.</b>	Time to get 1 <sup>st</sup> employment	On average 68% got their employment within six months after their graduation	
<b>3.</b>	Source of information for the current job	<p>Majority reported Internet (e.g., government websites, company websites which constituted 19.5%)</p> <p>Industry Linkages during their training at DIT also attributed to the graduates securing employment with 6.3% of all respondents (e.g., On the Job Training)</p>	<p>To DIT</p> <p>It was noted that most of the youth are engaged in social media and therefore strategies should be used to reach this population there</p>
<b>4.</b>	Number of Employers contacted before employment	<p>Majority contacted 0-5 employers before getting employed;</p> <p>2017 - 88.9%,</p> <p>2018 - 75%</p> <p>2019 - 80.6%</p>	Stakeholders commented that the number 1 to 5 contacted employers prior employment is still reasonable
<b>5.</b>	Duration in the current employment	Only 9.7% have been working with the current employer for over 5 years	<p><b>To DIT</b></p> <p>i. It was revealed that students are not aware of real-time practical challenges existing in the industry/society. In some occasion employers may demand a 24/7 working spirit which may not be in favor to most Tanzanian graduates</p> <p>ii. DIT should also note that students' tendency of shifting from one job to another may not necessarily be caused by seeking highly paying job. In some</p>

			cases, the specialty/expertism that student holds can be the reasons that makes him/her to be highly demanded by many organizations. Thus, DIT should identify such skill and integrate it into its curriculum
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6.	Reasons for leaving previous employment	The majority who left jobs in 2017 - 36.4% wanted "New Challenge" The majority who left jobs in 2017 - 33.3% and 2019 - 31.6% sought improved pay	
7.	Still in the field of specialization	Yes - 70.8% No - 29.2%	
8.	Reasons for changing specialization	42.9% answered with the following reasons dominating the responses: <ul style="list-style-type: none"> <li>▪ Not being employed</li> <li>▪ Lack of employment limited job opportunities in a particular field of study</li> <li>▪ pursuing further education</li> <li>▪ Self-employment</li> </ul>	
9.	Is present Employment related to Course taken at DIT	Yes - 74.1% No - 25.9%	
10.	Relevancy of your study at DIT to your present employment	Very few say not relevant  2017 - 2.9%, 2018 - 0% 2019 - 1.9%	<p><b>To DIT</b></p> <p>i. DIT should design a special short course programme to be offered to its students immediately after graduation that geared at imparting skills that are directly applicable in the job market. Programme duration can be between 3 to 6 months.</p>

			ii. DIT should also be aware that some private institutions (competitors) have begun offering work skills programmes to college graduates prior employment.
<b>11.</b>	Are you willing to recommend others to join DIT?	Yes 2017- 96.2% 2018- 95.7% 2019 - 90.1%	
<b>12.</b>	Recommendations & comments from Students	<ul style="list-style-type: none"> <li>▪ The survey is so limited, i believe you are looking for specific information but the choices are so limited most people don't go through a straight line to get the job or be where they are now. Like there is no option to say i was doing internship or volunteering to get my job or am doing further studies because of my job.</li> <li>▪ DIT to offer more practical training than theory</li> <li>▪ DIT have to make connection with external industries so as to enhance student to build experience even though not complete their studies</li> <li>▪ The staffs needs to work together on the articulation of an institutional development plan relating objectives to available resources and seeking to develop means of establishing how well the pre-determined objectives are actually being fulfilled.</li> <li>▪ You should get more graduates as possible to fill this survey</li> <li>▪ More entrepreneurship skills should be provided</li> <li>▪ Keep on surveying to extract what employer do real want from graduates</li> </ul>	

		<ul style="list-style-type: none"><li>▪ The survey, was more based on the employment side, rather than self-employment - the side which I think is very important, as it makes one fully put his ideas and thoughts into actions, contrasting to the employment areas, where there is limited ability of expressing one own thoughts, on changing the world through ideas implementation.</li><li>▪ Improve learning facilities/aids</li><li>▪ Remove subjects that don't help student in their career</li><li>▪ Add more lecture who have Industry Experience both technical and Business</li><li>▪ Rules should be established to help disabilities to study efficiently.</li><li>▪ To consider our opinion in operation</li><li>▪ It's good survey, so I would like this survey to be formed frequently.</li><li>▪ Moderate and renovate Module-Theories... If a graduate strongly understand practical and performs it professionally... he/she would make effort in theories as he understand the need in training filed</li><li>▪ ILO should make sure all students have place of IPT two weeks after Admission, this will help both student and IPT Provider.</li><li>▪ Survey should be done on prospective employers too.</li><li>▪ Should be done regularly</li><li>▪ PRACTICAL TEACHING IS MORE IMPORTANT THAN THEORY</li><li>▪ The survey should also considered the challenges for continuing graduate students and</li></ul>	
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		<p>difficulties in job market</p> <ul style="list-style-type: none"><li>▪ Survey should also involve how DIT test practically their student before to launch out them.</li><li>▪ This survey should go on to work places where DIT graduates are employed to get comprehensive feedback</li><li>▪ The number of students enrolled should be done according to the availability of employment opportunities</li><li>▪ For Computer, Telecom, put a requirement to learn International Certification Professionals</li><li>▪ If possible to add other subject regarding self-employment.</li><li>▪ It seems like the survey is not targeted to students in further academic training</li><li>▪ Am happy that you follow your products for better improvement for the future.</li><li>▪ Early support should be provided to graduates in finding jobs</li><li>▪ DIT provides best technical skills which are needed on the market</li><li>▪ Practical teaching method must be given priority</li><li>▪ Increase cooperation with industries so more students can get job opportunities.</li><li>▪ The survey should be frequently conducted so as to shape the institute at the current employment market</li><li>▪ College must have enough practical training places to avoid student failures on their working experience during interviews</li><li>▪ Graduates shouldn't be given their certificates and let go, dit should make sure they get to</li></ul>	
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		<p>work in respective industries</p> <ul style="list-style-type: none"> <li>▪ Helping student doing real practical which are found in the society like maintenance of television</li> </ul>	
<b>13.</b>	<ul style="list-style-type: none"> <li>• Recommendations &amp; comments from Employers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sessions for practical works needs to be improved</li> <li>▪ It seems there is no enough practical teaching tools at DIT</li> <li>▪ The employees lack practical knowledge in field</li> <li>▪ Communications skills in general</li> <li>▪ Insist the practical training in the particular field</li> <li>▪ Add strongly communication skills</li> <li>▪ Make sure students can practice more in practical skills</li> <li>▪ Involve more advanced curriculum in degree programs</li> <li>▪ Train on more interpersonal skills, work ethics, and efficiency focus on</li> <li>▪ Adaptability and technicality</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

## **APPENDEX A- Graduates Questionnaire**

### **DAR ES SALAAM INSTITUTE OF TECHNOLOGY (DIT)**

JUNCTION OF BIBI TITI/MOROGORO ROAD,  
P.O. BOX 2958, DAR ES SALAAM, TANZANIA



#### **QUESTIONNAIRE FOR TRACER STUDY SURVEY**

#### **GRADUATES**

Dear Graduate,

The Dar es Salaam Institute of Technology (DIT) is conducting a tracer study for the DIT graduates to assess the labour market situation of DIT graduates as well as the programme delivered. In particular, the study aims at finding out what happened to the graduates after completed their studies and their opinions on the quality of education and training they received at DIT.

You are kindly requested to spare some few minutes to help complete a survey regarding the employment outcomes of DIT Graduates. The data obtained will assist DIT to effectively formulate and implement training plans while focusing on the employability and labour market strategies. All information obtained will be handled at utmost confidentiality. Kindly fill the questionnaire completely and when finished (Hard-copies or scanned responses) kindly send to:

Dr. Ambele R. Mtafya  
Lecturer-Department of General Studies  
Dar es Salaam Institute of Technology,  
Morogoro/Bibi Titi Road, P.O.Box 2958,  
Dar es Salaam,  
Mobile:+255 713 504 747; +255 735 504 747  
Email: ambele.mtafya@dit.ac.tz

Thank you very much in advance for your kind support.

### PART I: Demographic Information

Please fill in or put a tick ( ✓ ) where appropriate.

- a) Gender: Male  Female
- b) Age group (years): Below 25  25-35  Above 35
- c) Marital Status: Married  Single
- d) State the year you graduated at DIT: \_\_\_\_\_
- e) Did you attend long, short or professional course at DIT? (*Multiple answers possible*)  
a) Long course  b) Short course  c) Professional course
- f) Which short /professional course did you attend at DIT?  
a. Transport Officer  b) Cargo talling  c) Driving Course   
d. Vehicle inspection and Driver examiner  f) others \_\_\_\_\_
- g) What level of formal qualification did you attain at DIT? (*Multiple answers possible*)  
i. Certificate  c) Higher diploma   
ii. Ordinary diploma   
Bachelor degree and above
- h) What is your field of specialization?
- |  |                          |                                     |                          |
|--|--------------------------|-------------------------------------|--------------------------|
| a) Mechanical Engineering                        | <input type="checkbox"/> | j) Biotechnology                    | <input type="checkbox"/> |
| b) Electrical Engineering                        | <input type="checkbox"/> | k) Information Technology           | <input type="checkbox"/> |
| c) Electronics and Telecommunication Engineering | <input type="checkbox"/> | l) Multimedia and Film Technology   | <input type="checkbox"/> |
| d) Civil/Highway Engineering                     | <input type="checkbox"/> | m) Communication System Technology  | <input type="checkbox"/> |
| e) Computer Engineering                          | <input type="checkbox"/> | n) Biomedical Equipment Engineering | <input type="checkbox"/> |
| f) Science and Laboratory Technology             | <input type="checkbox"/> | o) Renewable Energy Technologies    | <input type="checkbox"/> |
| g) Mining  | <input type="checkbox"/> | p) Other(please specify)_____       |                          |
| h) Oil and Gas                                   | <input type="checkbox"/> |                                     |                          |
| i) Food Science Technology                       | <input type="checkbox"/> |                                     |                          |

## PART II: Employment Status

Please fill in or put a tick ( ✓ ) where appropriate.

1. What were you involved with within the first six months after graduating? **(Multiple answers possible)**

- |  |  |
|--|--|
| a. Employed <input style="width: 40px; height: 20px;" type="checkbox"/>      | c) Further academic training <input style="width: 40px; height: 20px;" type="checkbox"/> |
| b. Self-employed <input style="width: 40px; height: 20px;" type="checkbox"/> | d) Not employed <input style="width: 40px; height: 20px;" type="checkbox"/>              |

If you answered self- employed in **QUESTION 1** above, **GO TO QUESTION 10**

If you answered not- employed in **QUESTION 1** above, **GO TO QUESTION 9**

2. If employed, what is your present employment status? **(Multiple answers possible)**

- |  |   |
|--|---|
| a) Permanent Employed                    | <input style="width: 40px; height: 20px;" type="checkbox"/> |
| b) On Contract basis                     | <input style="width: 40px; height: 20px;" type="checkbox"/> |
| c) Attend further training               | <input style="width: 40px; height: 20px;" type="checkbox"/> |
| d) Unemployed and looking for employment | <input style="width: 40px; height: 20px;" type="checkbox"/> |

3. What is the name and address of your current employer?

Organization Name: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Physical Address: \_\_\_\_\_

Locality (Region): \_\_\_\_\_

Country: \_\_\_\_\_

Telephone (Official line): \_\_\_\_\_

4. In which industry/sector are you working in?

a. Agriculture, forestry and fishing	b. Construction
c. Mining and quarrying	d. Manufacturing
e. Electricity, gas, steam and air conditioning supply	f. Transportation and storage
g. Water supply: sewerage, waste management and remediation activities	h. Accommodation and food service activities
i. Wholesale and retail to products related to your field of specialization	j. Information and communication
k. Financial and insurance activities	l. Professional, scientific and technical activities
m. Real estate activities	n. Administrative and supportive service activities
o. Public administration and defense	p. Education
q. Human health and social work activities	r. Arts, entertainment and

		recreation	
s. Processing		t. Other (please specify) _____	

5. Is this your first employment after graduation?

a. Yes  No

6. If you responded either Yes or No to **QUESTION 5** above, how long did it take you to find your first employment?

1. 0-3 months       b) 4-6 months       c) 7-9 months   
d) 10-12 months       e) More than 12 months

7. What is the range of the salary (per month) for your present employment?

a. Below TZS 1 million       c) Between TZS 2- 3 million   
b. Between TZS 1- 2 million       d) Above TZS 3 million

8. How did you get to know about your current employment? (**Multiple answers possible**)

a) Newspaper /Television/Radio   
b) Government/Company websites   
c) Relatives, friends and/or colleagues   
d) Industry Linkages during training (e.g., On the Job Training)   
e) Referral/School Endorsement   
f) Social networks (e.g., Facebook, WhatsApp, LinkedIn)

9. If you are not employed, what is/are the reason(s) for? (**Multiple answers possible**)

a) Family concerns   
b) Opted not to look for an employment   
c) Unsuccessful application   
d) Lost previous employment   
e) No employment opportunity in the desired field   
f) Limited employment opportunities in my field   
g) Further study (please specify field): \_\_\_\_\_   
h) Lack of work experience   
i) Other reasons (please specify): \_\_\_\_\_

10. Is this your first self-employment after graduation?

a) Yes  b) No

11. If YES in **QUESTION 10** above, how long did it take you to employ yourself?

a) 0-3 months       b) 4-6 months       c) 7-9 months       d) 10-12 months

e) More than 12 months

12. How much did you invest in your business/company (in TZS)?

- a) Below 100,000  c) 500,000-1,000,000   
b) 100,000-500,000  d) Above 1,000,000

13. How did you get capital to invest in your business/company? (**Multiple answers possible**)

- a. Parents/relatives  c) Contribution from friends/joint venture   
b. Loan from commercial/community banks  d) Other (please specify) \_\_\_\_\_

14. Have you employed any assistants? Yes  No

15. If YES in **QUESTION 14** above, how many assistants have you employed?

- a) 1-4  b) 5-49  c) 50 and above

16. If you have employed assistants, what are their skills? (**Multiple answers possible**)

- a. Skilled with different profession   
b. Skilled in the same profession   
c. Unskilled

17. What challenges did you face when you started your business/company?

- a) \_\_\_\_\_  
b) \_\_\_\_\_  
c) \_\_\_\_\_

18. How many employers did you contact before getting your current employment?

- a. 0-5      b) 6-10  c) 11-20  d) Over 20

19. Please specify your employment category

- a. Public sector (central/local government)  c) Private sector   
b. Public institutions/Parastatals  d) NGOs   
e) Other (please specify) \_\_\_\_\_

20. How long have you been working with your current employer?

- a. Less than 1 year  b) 1-4 years  c) Over 5 years

21. How many employers did you work for before the current employment?

- a) 1  b) 2  c) More than 2  d) Other (specify) \_\_\_\_\_

22. (**IF YOUR CURRENT EMPLOYER IS NOT YOUR FIRST ONE**), why did you leave your previous employment?

- |                                       |                          |   |                          |
|---------------------------------------|--------------------------|---|--------------------------|
| a) Sought improved wage               | <input type="checkbox"/> | d) Retrenched                                     | <input type="checkbox"/> |
| b) Sought improved working conditions | <input type="checkbox"/> | e) Wanted a new challenge                         | <input type="checkbox"/> |
| c) Needed to change environment       | <input type="checkbox"/> | f) Found employment in my field of specialization | <input type="checkbox"/> |
- g) Other (please specify) \_\_\_\_\_

23. Are you still employed in your field of specialization?

- a. Yes       b) No

24. (If you answered **NO** to QUESTION 23 above), why did you change? (**Multiple answers possible**)

- |                               |                          |                             |                          |
|-------------------------------|--------------------------|-----------------------------|--------------------------|
| 1. Lack of career progression | <input type="checkbox"/> | c) Poor working conditions  | <input type="checkbox"/> |
| 2. Poor remuneration          | <input type="checkbox"/> | d) Lack of job satisfaction | <input type="checkbox"/> |
- e) Other (please specify) \_\_\_\_\_

### PART III: Relevance of Training

Please fill in or put a tick ( ✓ ) where appropriate.

1. Is your present employment related to the course you studied at the DIT?

- a) Yes  (**GO TO Q 2**)  
 b) No  (**GO TO Q 3**)

2. (**IF YES**), how relevant is your study at DIT to your present employment or your last employment?

- a. Highly Related       b) Moderately Related       c) Not related

3. (**IF NO**), what is the reason(s)? (**Multiple answers possible**)

- |  |                          |
|--|--------------------------|
| a. I didn't find an employment opportunity related to my course of study | <input type="checkbox"/> |
| b. I found something not related but had better salary and benefits      | <input type="checkbox"/> |
| c. Health Related problems   | <input type="checkbox"/> |
| d. The workplace of the other job is close to where I live               | <input type="checkbox"/> |
- e. Other (please specify): \_\_\_\_\_

4. Which of the following skills helped you in performing your present employment? (**Multiple answers possible**)

- |                                  |                          |                            |                          |
|----------------------------------|--------------------------|----------------------------|--------------------------|
| a. Knowledge                     | <input type="checkbox"/> | e) Problem-solving skills  | <input type="checkbox"/> |
| b. Practical, job-related skills | <input type="checkbox"/> | f) Work ethics             | <input type="checkbox"/> |
| c. Communication skills          | <input type="checkbox"/> | g) Entrepreneurship skills | <input type="checkbox"/> |
| d. ICT skills                    | <input type="checkbox"/> | h) Customer service skills | <input type="checkbox"/> |
- i) Other (Please specify): \_\_\_\_\_

5. Have you ever attended further training since you graduated? (*i.e., university, evening classes, short courses etc*)

a. Yes  (GO TO QUESTION 7)

b. No  (GO TO QUESTION 8)

6. (IF YES), please describe the type of course (s): \_\_\_\_\_

7. (IF NO), why?

a. No relevant course available  c) No fund for training

b. No need for further training  d) Other (please specify: \_\_\_\_\_)

8. Would you like to attend further training course (s) at DIT?

1. Yes  b) No

9. Use a Tick (✓) to rank the areas which require improvement when preparing graduates for the job market (*where 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree*)

Training component	1	2	3	4	5
Knowledge (Theory)					
Training in practical skills					
Industrial attachments					
Course content					
Instructional manuals					
Textbooks					
Workshop equipment					
Laboratory work					
Teaching and delivery methods					
Instructor's knowledge of theory					
Instructor's practical skills					

10. Are you able to train others (family members, friends, or community) on any skills or knowledge learned at DIT?

a) Yes  b) No

11. Are you ready to recommend other youth to join DIT?

a) Yes  b) No

12. Do you have any suggestions for improving DIT academically?

- i. \_\_\_\_\_
- ii. \_\_\_\_\_
- iii. \_\_\_\_\_

### PART IV: Employment Satisfaction

Please fill in or put a tick ( ✓ ) where appropriate.

1. Are you satisfied with your present employment?

- a. Yes                       b) Somehow                       c) No

2. Please rate the level of satisfaction of your present employment to each factor on the five-point scale (where 1 = Strongly dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Strongly satisfied) Use a Tick (✓)

Employment Satisfaction	1	2	3	4	5
Interesting work tasks					
Being able to work independent					
Clear and regulated work tasks					
Possibilities for applying what you learned when studying					
Job security					
Social status and recognition					
Possibilities to put your own ideas into practice					
Income and benefits					
Good social climate / work setting					
Good career advancement prospects					
Being able to coordinate/supervise work					

### PART V: Comments and Recommendations

Please fill in or put a tick ( ✓ ) where appropriate.

1. What is your opinion with regard to the student graduates from DIT? (*where 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree*). Use a Tick (✓)

Statements	1	2	3	4	5
Adequacy of training					
Graduate employability					

Ability to perform jobs					
-------------------------	--	--	--	--	--

2. Do you have any additional comments you would like to contribute on this survey?

a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

*Thank you for completing this questionnaire.*

1. Your Surname (Optional): \_\_\_\_\_

2. Your First Name (Optional): \_\_\_\_\_

3. Your Mobile Number (Optional): \_\_\_\_\_

## **APPENDEX B- Employers Questionnaire**



**THE UNITED REPUBLIC OF TANZANIA**  
**MINISTRY OF**  
**EDUCATION, SCIENCE AND TECHNOLOGY**  
**DAR ES SALAAM INSTITUTE OF TECHNOLOGY**

JUNCTION OF BIBI TITI/MOROGORO ROAD,  
P.O. BOX 2958, DAR ES SALAAM, TANZANIA  
[website:www.dit.ac.tz](http://www.dit.ac.tz)



**QUESTIONNAIRE FOR TRACER STUDY SURVEY**

**EMPLOYERS**

Dear Sir/Madam,

Dar es Salaam Institute of Technology (DIT) is conducting a tracer study for the DIT graduates to assess the labour market situation for graduates as well as programmes delivered. In particular, the study aims at finding out opinions of employers on DIT graduates and the quality of education and training these graduates have received.

You are kindly requested to spare some few minutes to help complete this survey regarding employment outcomes of DIT Graduates. The data obtained will assist DIT to effectively formulate and implement training plans while focusing on employability and labour market strategies. All information obtained from this questionnaire will be handled with utmost confidentiality and for the purpose of this study only.

Please fill and return the completed questionnaire to the DIT Graduates Tracer Study team Member who gave you the Questionnaire

Thank you very much in advance for your kind support.



## PART I: Background Information

Please put a tick ( ✓ ) in the correct response in the space provided where appropriate.

2. Name of your Organization: \_\_\_\_\_.

Locality(Country): \_\_\_\_\_

Permanent address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Email address: \_\_\_\_\_

3. Gender:      Male       Female

4. Position in Organization: \_\_\_\_\_

5. Qualification:

Higher Diploma

Master's Degree

Bachelor's Degree

Doctorate Degree Others (Please Specify)

.....

6. What is the Industry/sector of your company/organizations?

- a) Agriculture, forestry and fishing
- b) Mining and quarrying
- c) Manufacturing
- d) Electricity, gas, steam and air conditioning supply
- e) Water supply; sewerage, waste management and remediation activities
- f) Construction
- g) Wholesale and retail trade of products related to your field of specialization,
- h) Transportation and storage
- i) Accommodation and food service activities
- j) Information and communication
- k) Financial and insurance activities
- l) Real estate activities
- m) Professional, scientific and technical activities
- n) Administrative and supportive service activities
- o) Public administration and defense; compulsory social security
- p) Education
- q) Human health and social work activities
- r) Arts, entertainment and recreation
- s) Processing

t) Other (please specify): \_\_\_\_\_

## PART II: Recruitment Procedures and Criteria

Please put a tick ( ✓ ) in the correct response in the space provided.

3. Do you employ graduates from DIT?

g) Yes

h) No

If **No**, Why?

iii. We need people with relevant skills only

iv. We don't want to waste time in training them in their required skills

v. Other (Please specify): \_\_\_\_\_

4. How many graduates have you employed from DIT? (Include Permanent and Temporary employees)

Total number: \_\_\_\_\_ Male \_\_\_\_\_ Female \_\_\_\_\_

5. What kind of procedures does the company/organization use to recruit graduates from DIT? (*Tick all that apply.*)

c) Advertisements of vacancies in newspapers  j) Manpower allocation

d) Advertisements on the Internet  k) Public work administration

e) Internal advertisements of vacancies  l) Private employment agencies

f) Direct application by graduates  m) Binding students by scholarships

g) Career advisory agency  n) Other (please specify): \_\_\_\_\_

h) Other contacts to the Institute  \_\_\_\_\_

i) Personal contacts to graduates

6. At what level do you employ the graduates from the DIT?

e) skilled level (Degree and Above)  c) Assistant Trainees (Apprenticeship)

f) semi-skilled level (Certificate & Diploma)  d) Other (Please-specify): \_\_\_\_\_

7. In what field of specialization do you employ graduates?

i) Mechanical Engineering  Engineering Civil/Highway

j) Electrical Engineering  Engineering Computer Engineering

k)  n) Science and Laboratory Technology

l)  o) Mining

m) Electronics and  p) Oil and Gas

Telecommunication  q) Food Science Technology



- d) Normally they are fully prepared to do the work as expected
- e) They need only an introductory training
- f) They need to learn some additional skills  (Specify) \_\_\_\_\_
- g) They need great skills in upgrading to start working   
(Specify) \_\_\_\_\_
- h) They need entirely new training  (Specify) \_\_\_\_\_

12. If you employ graduates from **DIT**, to what extent are you satisfied with their demonstration of the following aspects? Please respond to each factor on the five-point scale, as shown below.  
**Use a Tick (✓)**

<b>Knowledge and Skills Aspects</b>	1 Very dissatisfied	2 Dissatisfied	3 Moderate	4 Satisfied	5 Very satisfied
Theoretical training related to the occupation					
Practical use of computers					
Practical use of working tools					
Practical use of machines and equipment					
Practical use of materials and parts					
Theory and practice of equipment maintenance					
Understanding and producing drawings					
Doing measurements at work					
Use of written instructions and working guides					
Communication					
Working with other people					
Knowledge of the industry					
How to work in a safe way					
How to do high-quality work					
Discipline and accuracy at work					
How to start a business					

General education subjects					
The quality of the graduates in general					

13. Are there any graduates from DIT that are undergoing an Internship at your organization?

b) Yes  Total number: \_\_\_\_\_ Male \_\_\_\_\_ Female \_\_\_\_\_

c) No

d)

14. Are you experiencing any challenge with interns for graduates from **DIT**?

j) Yes,  Please specify \_\_\_\_\_

k) No

15. Has your company ever experienced problems finding employees with the skills that you need?

(a) Yes,

(b) No

16. To what extent are the following skills shortages (if any) most challenging?

Skills Level	Very minor	Minor extent	Moderate	Major	Very major extent
	1	2	3	4	5
Artisan					
Technician					
Engineer					
Supervisory					
Management					

17. State at least three occupations you commonly experience skill shortages

a) Occupation 1: \_\_\_\_\_

b) Occupation 2: \_\_\_\_\_

c) Occupation 3: \_\_\_\_\_

### PART III: Comments and Recommendations

2. What critical changes would you recommend for DIT training programmes ?

q) \_\_\_\_\_

r) \_\_\_\_\_

2. Do you have any additional comment you would like to contribute on this survey?

c) \_\_\_\_\_

d) \_\_\_\_\_

*Thank you Very Much for completing this Questionnaire.*