



THE NIGERIAN GRADUATE REPORT

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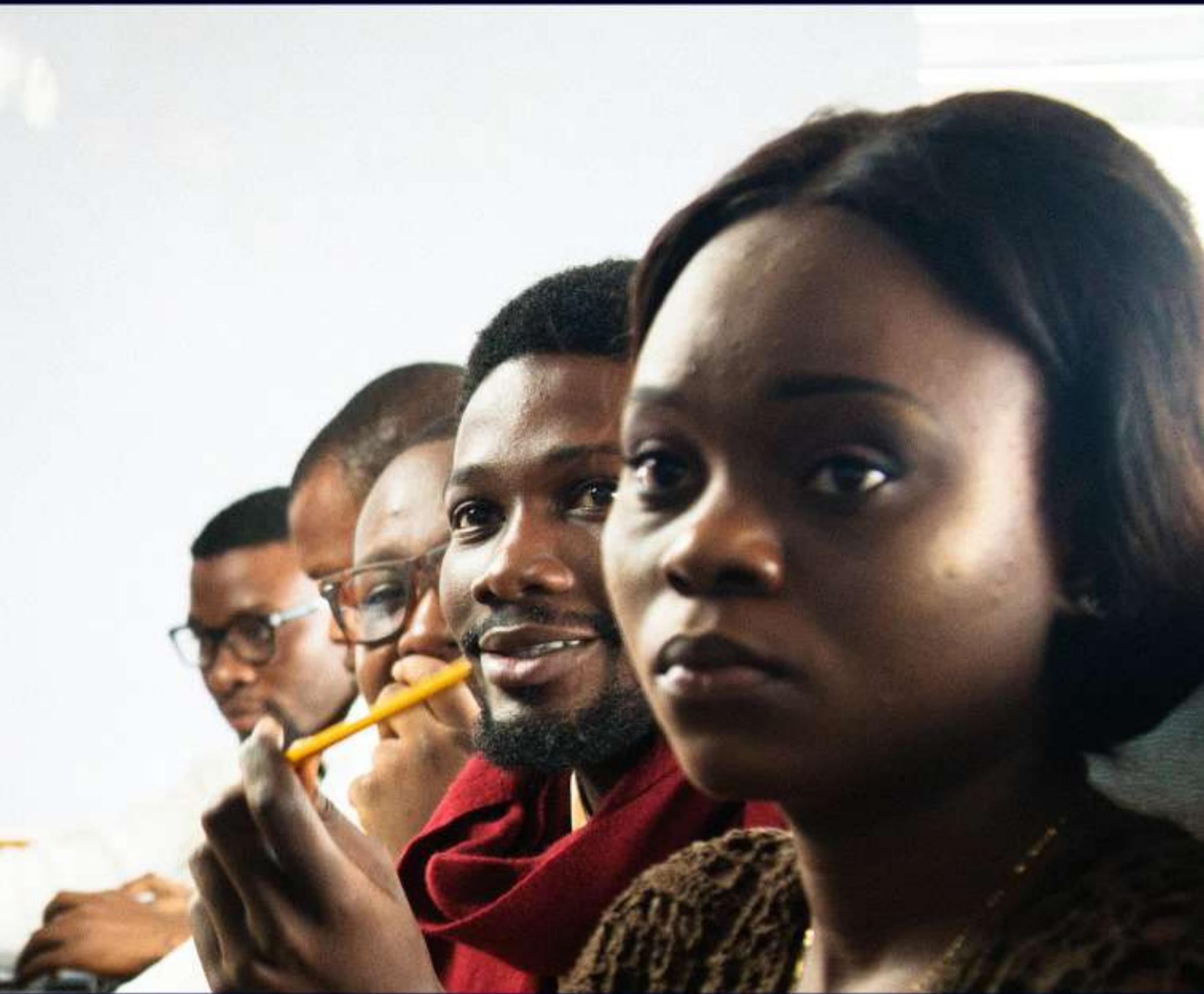
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OVERVIEW

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We are on a mission to get young talents their first jobs. A survey to reveal the activities of recent graduates was taken with hundreds of respondents.

This is the second edition of the Nigerian Graduate Report to study the activities of graduates. In this edition, a sample size of 5,219 recent graduates with appropriate qualifications between 2013 and 2018 calendar year were surveyed.

This report is part of our efforts to bring more transparency to the hiring process and provide more details about salaries both for entry level and experienced hires. Insights about gender disparity as it relates to industries, salaries and employment status are among other important discussions you will find in this report.

Ultimately, we want to empower all stakeholders (the Nigerian government, job seekers, employers of labor and our academic institutions) in the economy to better understand the youth employment status in the economy. We also want to particularly help companies recruit and hire better.

KEY FINDINGS

- 60% of new graduates earn below N50,000 (\$139) as monthly salary.
- Unemployment is gender biased as female graduates suffer the most.
- Less than 10% of graduates studied the 10 most employed graduate courses.
- Graduates from Covenant University are the most employable in Nigeria.

FOREWORD



IMPROVED NATIONAL PRODUCTIVITY FOR ECONOMIC DEVELOPMENT

Nigeria's population is projected to double by the end of the 21st Century. Currently, more than half of the population area is below the age of 25. This young population presents either a challenge or an opportunity depending on the quality of policy response today. Specifically, if we pursue a holistic policy that prioritizes investments in improving the human capital of this young population, then the following decades hold promise of meaningful socioeconomic development.

However, failure to adequately manage this demographic thrust can present serious multidimensional challenges going forward. Any strategy employed to improve the stock of human capital with the aim of raising productivity has to be backed by quality research evidence.

Stutern's Nigerian Graduates Report offers new insights on the country's employment environment and highlights notable issues that surround employability, especially among the youths. This information has the potential to improve the efficiency of efforts in the education system towards improving the stock of human capital in the country. Additionally, the findings can help shape the strategies of a diverse range of stakeholders, including employers in search for talent, job-seekers looking for gainful employment, and state actors in designing effective policies.

This report is timely, given the level of urgency required to address the challenges in Nigeria's labour market, which is facing one of the worst unemployment crises in its history. Particularly, the latest report by the National Bureau of Statistics states that the unemployment and underemployment rate combined is 40 percent of the total labour force. Furthermore, youth unemployment (15 - 35 years) stands at a staggering 53 percent, which is significantly higher relative to previous years. Worse still, certain groups are

FOREWORD

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more vulnerable than their counterparts as the unemployment situation has a gender, geographic and income bias.

As a step towards curbing the unemployment situation, policymakers need to invest in providing quality and relevant skills that meet the needs of society in order to enhance the employability of labour force entrants. Yet, a multi-stakeholder approach comprising of policymakers, the private sector, and academia is required to build the human capital of the country. Moreover, the Stutern Report clearly shows the role private sector institutions play in delivering quality education.

Investment in the human capital in Nigeria creates many benefits. Particularly, new horizons open as individuals acquire quality education, leading to improved employment prospects, earnings, and health. For societies, it drives long-term economic growth, reduces poverty, spurs innovation, strengthens institutions, and fosters social cohesion. Therefore, we need to build our human capital to ensure that we reap demographic dividends rather than challenges in the decades to come.

Chukwuka Onyekwena

Executive Director, Centre for the Study of the Economies of Africa



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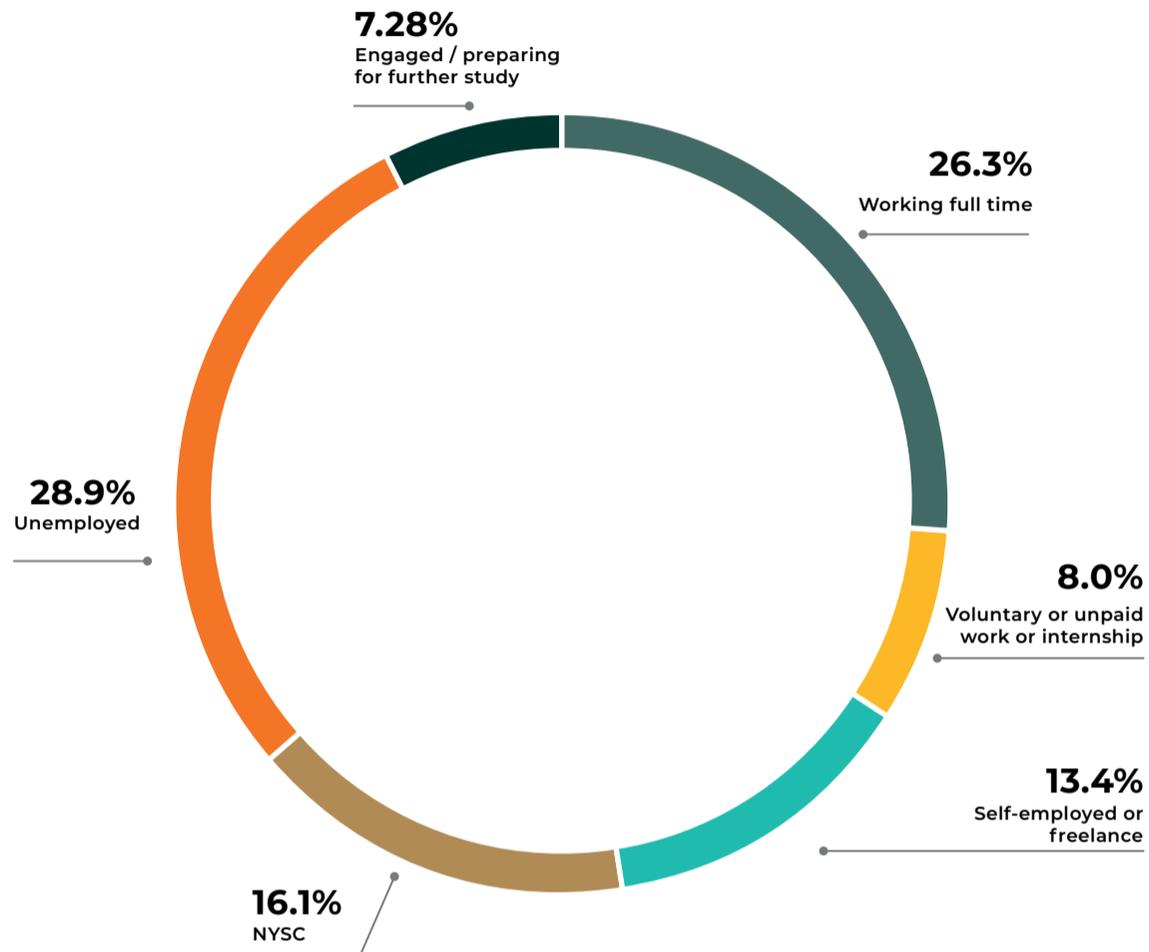
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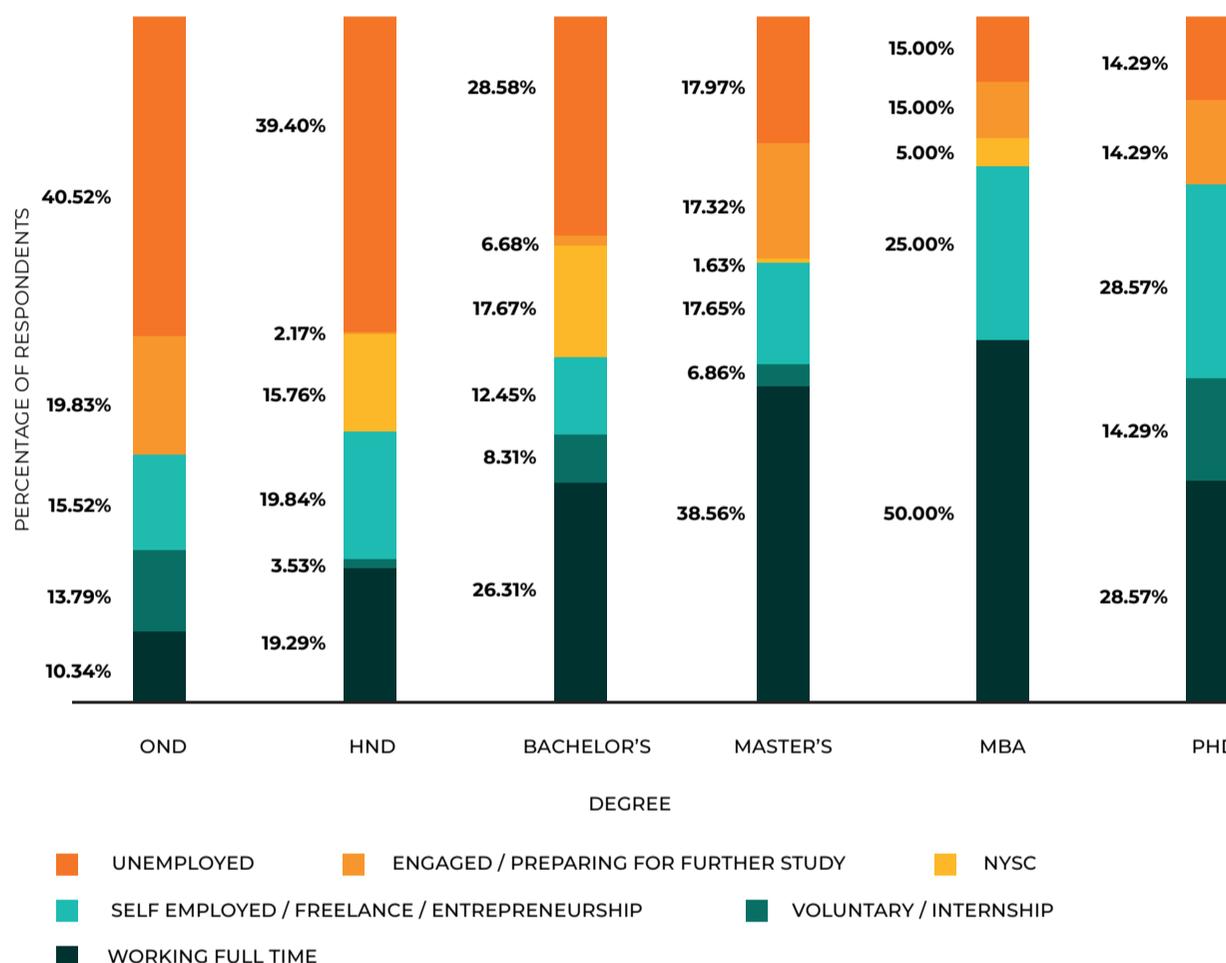
EMPLOYMENT STATUS

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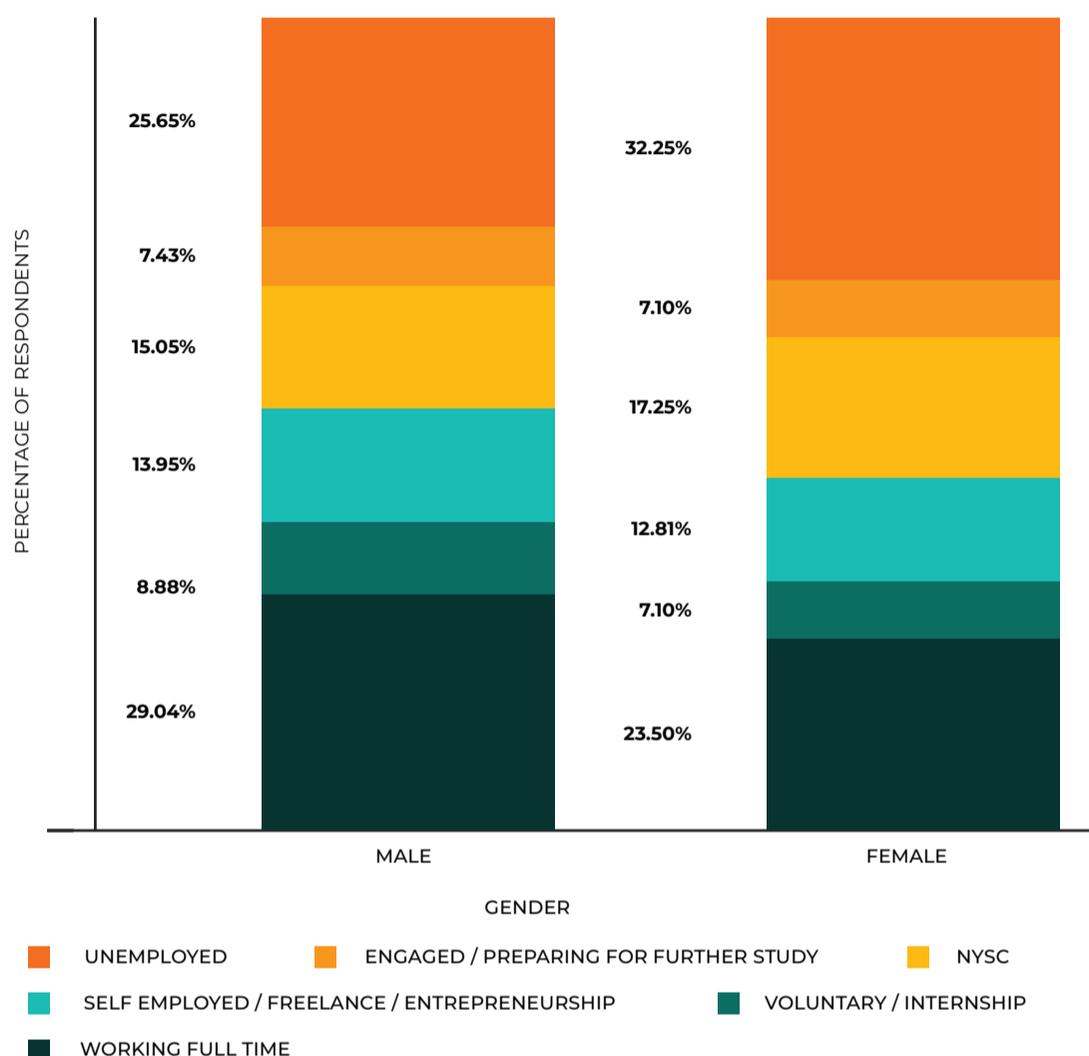
The majority of recent graduates aspire to find a job as soon as they graduate, but do they actually find one? According to our survey, majority of graduates who completed their studies within the last five years are currently unemployed (28.9%) while 26.3% are working in a full time paid employment. About 1 in 6 respondents (16%) reported that they are observing the one year mandatory National Youth Service Corps (NYSC) program. While 13.4% are practicing entrepreneurship, freelance and other self employment activities, 8% are involved in voluntary and other unpaid employment. The remaining 7.2% are engaged or preparing for further studies.

EMPLOYMENT STATUS BY LEVEL OF DEGREE



Our analysis shows that there are more unemployed Ordinary National Diploma (OND) and Higher National Diploma (HND) degree holders (40.52% and 39.40%) than any other degree holders. On the other hand, the holders of an MBA degree are five times more likely to be in full-time employment than OND graduates.

EMPLOYMENT STATUS BY GENDER



Recent female graduates in Nigeria are more likely to report they are unemployed (with 32.3% of female respondents stating they are unemployed) than their male counterparts (25.65%). The other activity where female recent graduates have a leading ratio is in observing their National Youth Service Corps program. Women slip behind men when it comes to reporting having found a full time paid employment, voluntary or other unpaid work or an internship, self employment/freelance/entrepreneurship.

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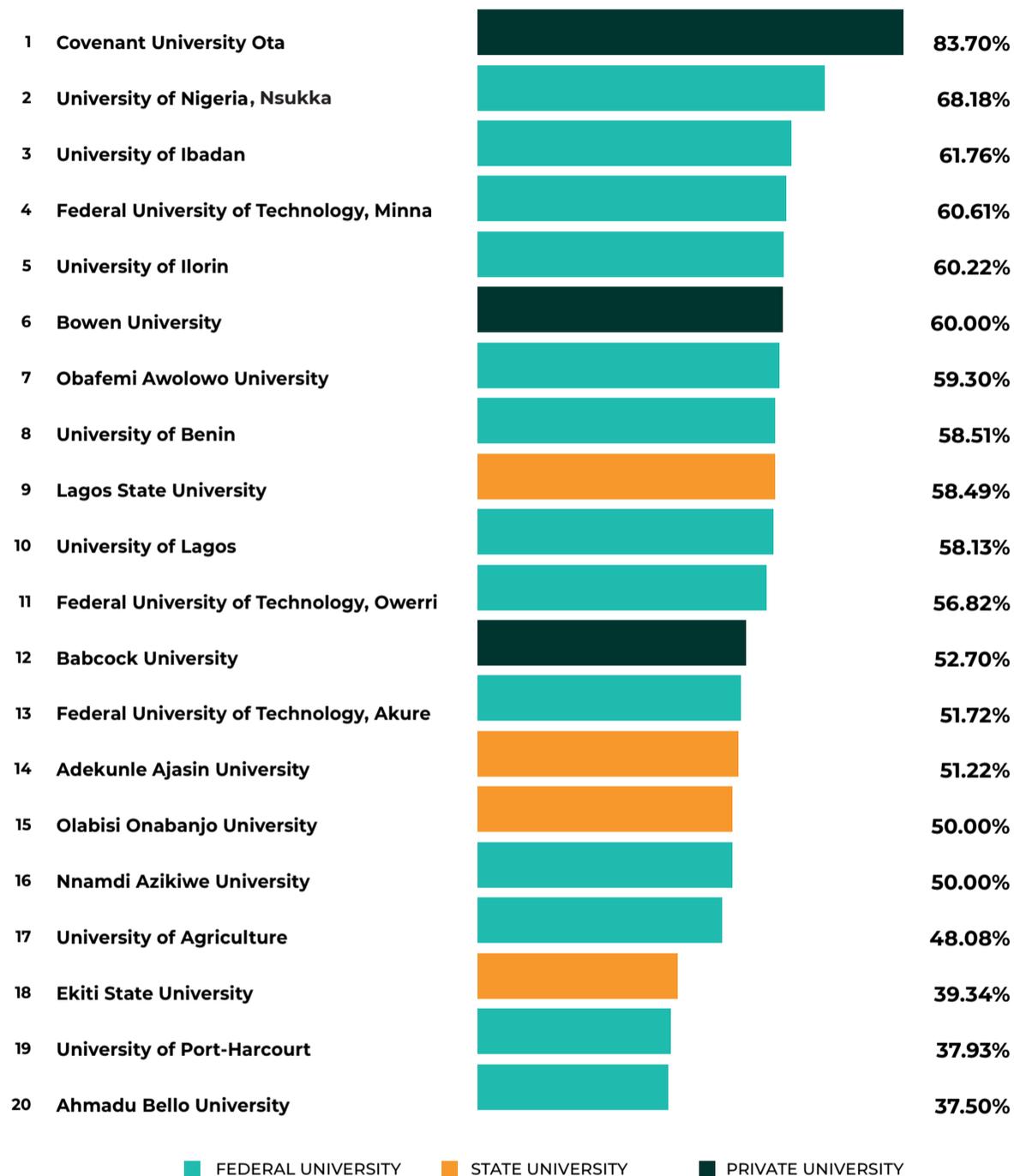


MOST EMPLOYED GRADUATE COURSES



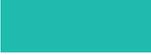
Medicine, Library and Information Science, and Marketing are the most employed graduate courses. It is important to note that, from our survey, 47.58% of recent graduates studied the top twenty courses listed. Only 9.94% studied the top ten courses.

MOST EMPLOYABLE UNIVERSITIES



For the second time in a row, Covenant University have the most employed graduates rate in Nigeria. 13 federal universities, 4 state universities and 3 private universities made the list.

RETURN ON INVESTMENTS

INSTITUTION	AVERAGE ANNUAL SALARY	AVERAGE ACADEMIC TUITION	RANK	RATIO
1 University of Ilorin	₦883,922.89	₦64,307.50		13.75
2 University of Ibadan	₦1,064,510.71	₦87,002.50		12.24
3 Federal University of Technology, Akure	₦1,038,614.90	₦96,000.00		10.82
4 University of Agriculture, Abeokuta.	₦917,495.75	₦108,750.00		8.44
5 Federal University of Technology, Minna.	₦1,010,994.30	₦124,300.00		8.13
6 Ahmadu Bello University, Zaria	₦939,995.00	₦119,700.00		7.85
7 University of Lagos	₦883,938.17	₦115,750.00		7.64
8 Obafemi Awolowo University, Ile-Ife	₦912,469.90	₦126,746.43		7.2
9 Nnamdi Azikiwe University, Awka	₦737,995.20	₦135,150.00		5.46
10 University of Nigeria, Nsukka	₦993,328.13	₦199,942.43		4.97
11 Federal University of Technology, Owerri	₦808,794.00	₦173,200.00		4.67
12 University of Benin	₦731,994.87	₦210,000.00		3.49
13 Yaba College of Technology, Yaba.	₦611,994.00	₦178,000.00		3.44
14 University of Port-Harcourt	₦829,084.91	₦246,081.00		3.37
15 Ladoke Akintola University of Technology,	₦722,603.74	₦290,000.00		2.49
16 Ekiti State University	₦702,494.75	₦343,625.00		2.04
17 Adekunle Ajasin University, Akungba.	₦694,280.29	₦408,035.71		1.7
18 Olabisi Onabanjo University Ago-Iwoye	₦719,994.46	₦443,426.00		1.62
19 Lagos State University Ojo, Lagos.	₦824,510.32	₦525,166.67		1.57
20 Babcock University, Ilishan-Remo	₦981,532.62	₦2,240,601.39		0.44

 FEDERAL UNIVERSITY
 STATE UNIVERSITY
 PRIVATE UNIVERSITY
 FEDERAL POLYTECHNIC

On our ranking of the best institutions for return on investment, University of Ilorin retained the first position from our previous edition. A student from this school can earn their total tuition fee more than 13 times in their first year of full-time paid employment. The best value institutions comprise of 13 federal universities, five state universities, one private university and one federal polytechnic.

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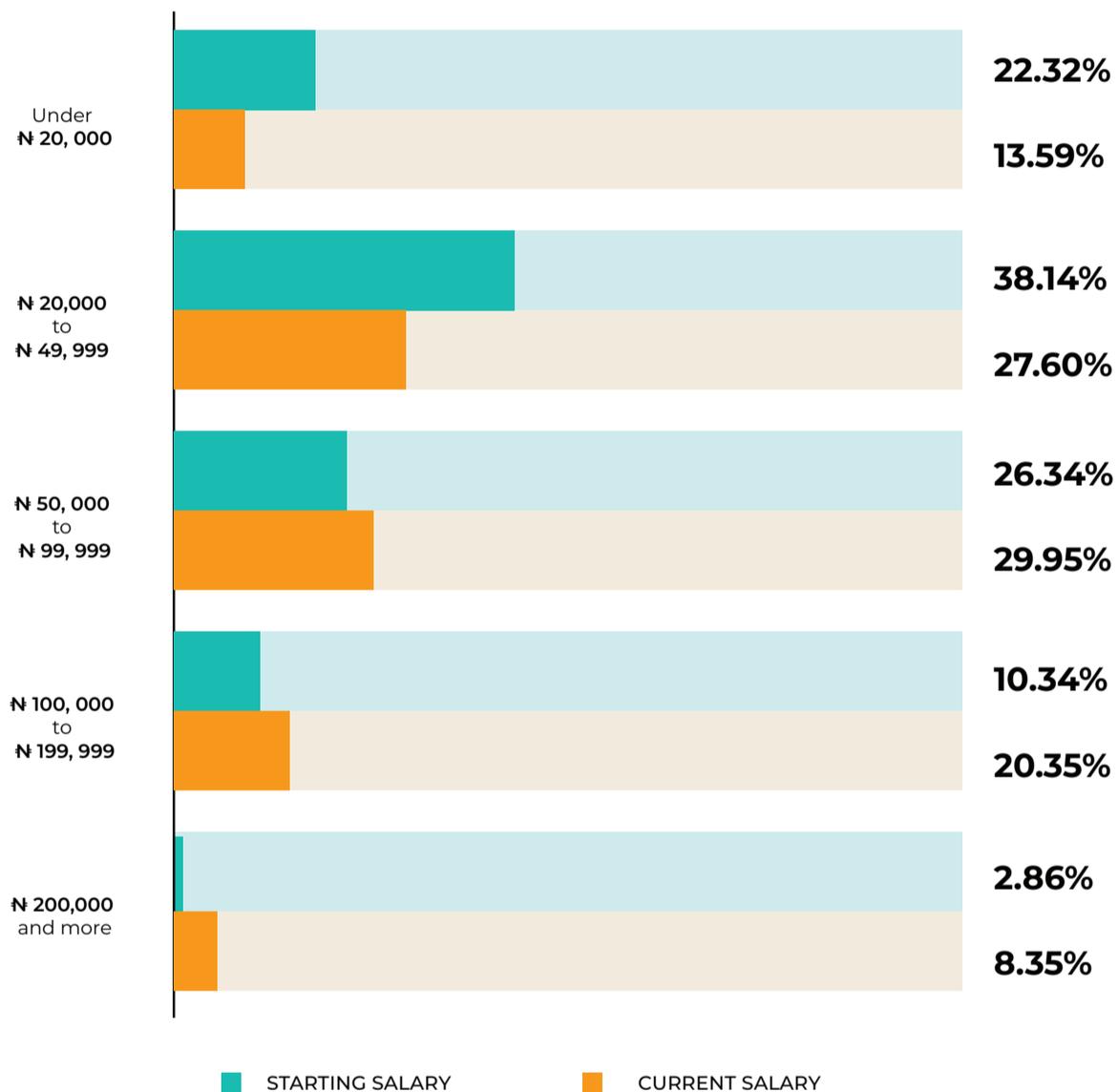


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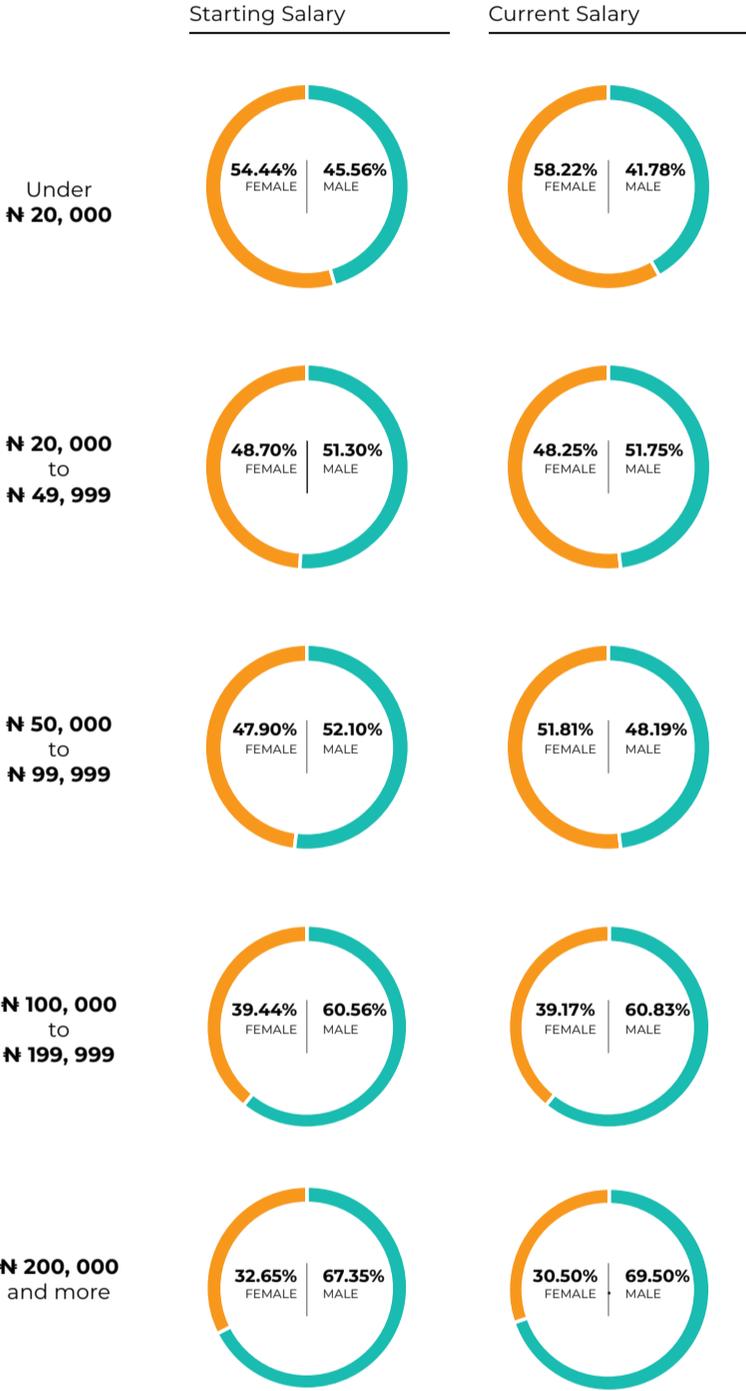
SALARY DISTRIBUTION



3 out of 5 (about 60%) of Nigerian graduates earn less than 50,000 (\$139) as their first job monthly salary. Upon getting a later job, that number falls to 2 out of 5 (a little above 40%). Overall, most recent graduates earn between N20,000 to N49,999 (\$56 to \$139) in their first job after graduation while for their later job salary, most earn between N50,000 to N99,999 (\$139 - \$278).

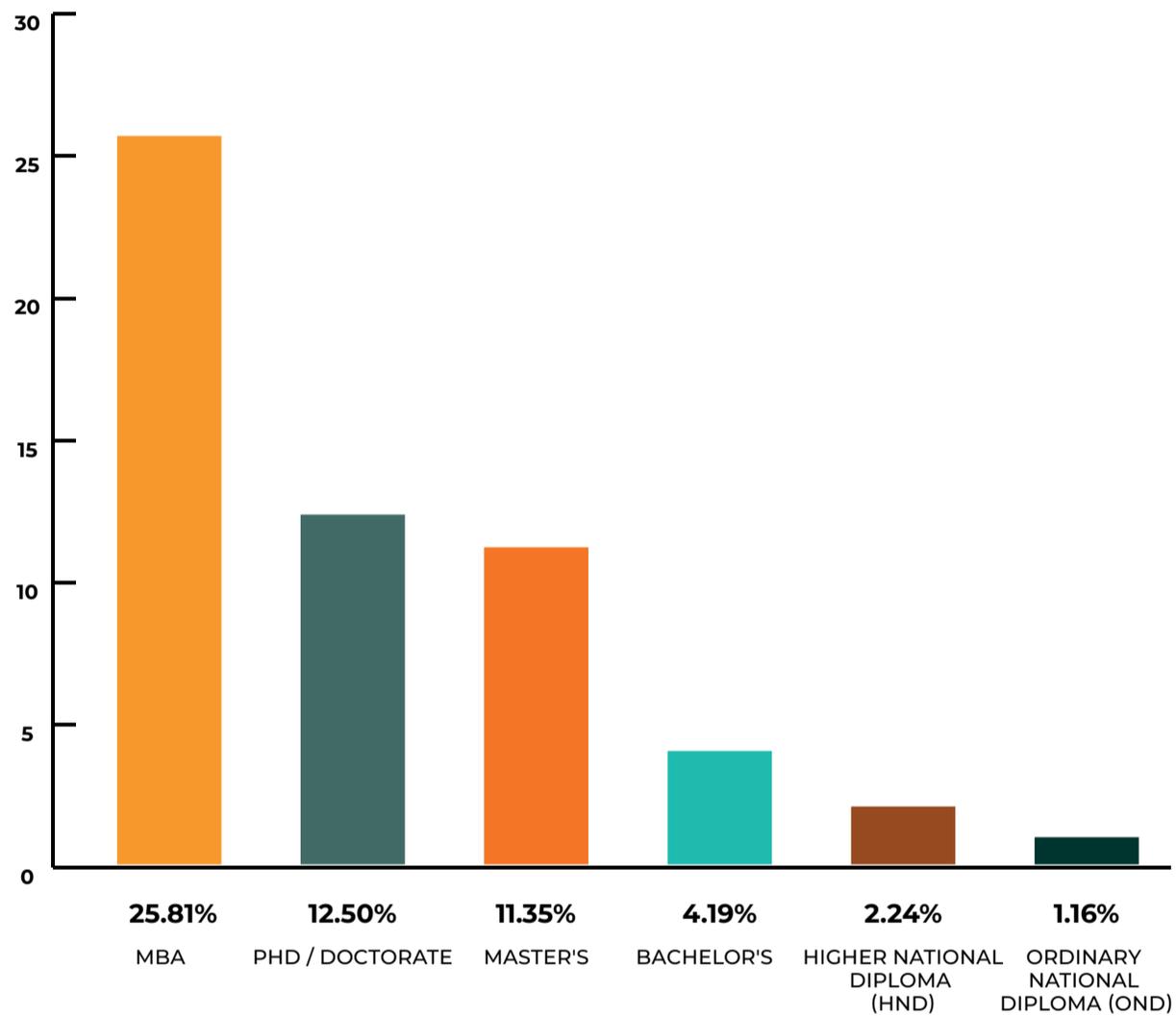
STARTING & CURRENT SALARY BY GENDER

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Our analysis shows that the ratio of female graduate earners reduces as salary rises. This is true in both the first job and current job salary for recent graduates. Also, the only period when the ratio of female graduate earners is above the proportion of male earners is when earnings are under N20,000 (\$55.6).

LEVEL OF DEGREE RANKING ACCORDING TO SALARY EARNED



When it comes to earning, does your level of degree matter? From our analysis, the largest earning degree holders are holders of MBA degree.

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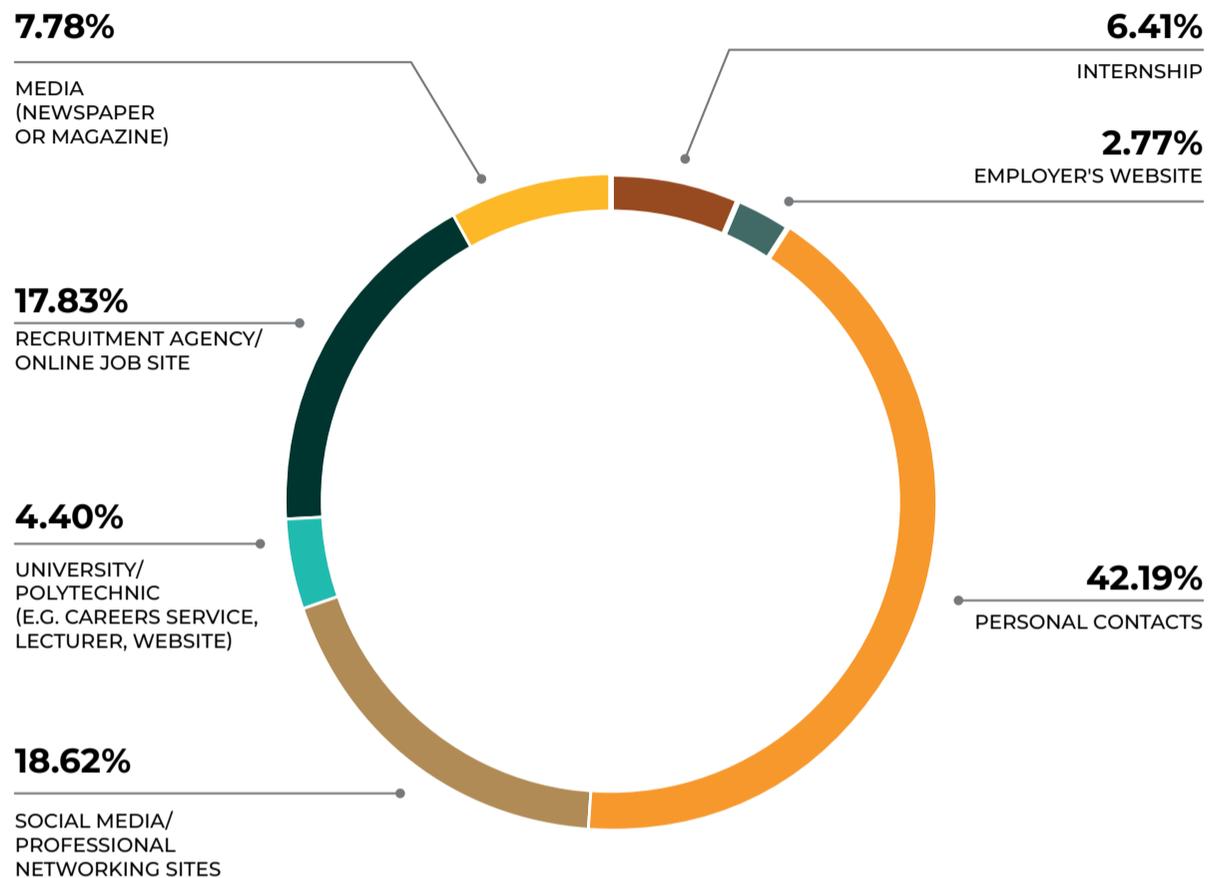


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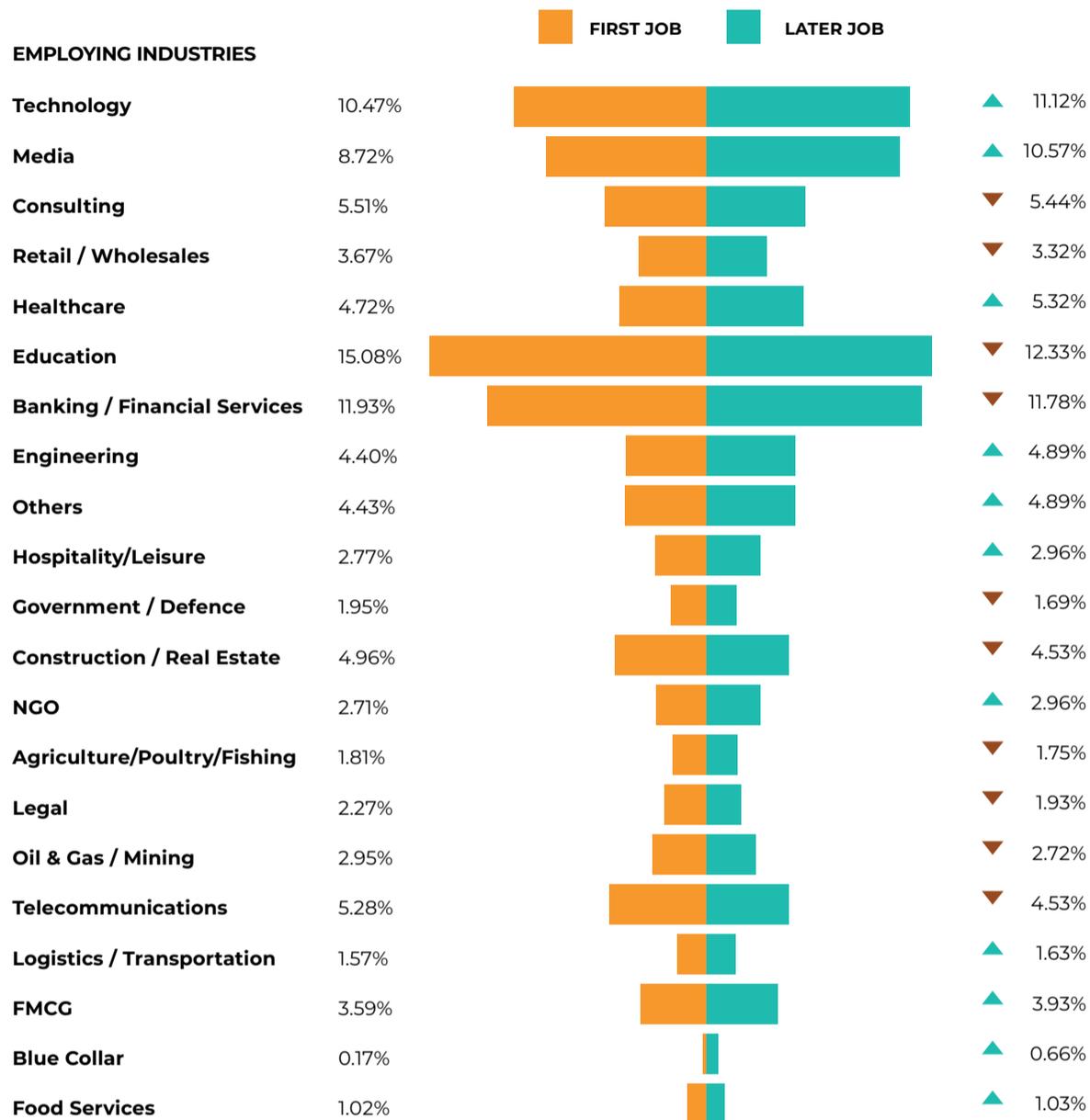


HOW GRADUATES GOT THE JOBS



Our survey shows that graduates are ten times more likely to get a job through their personal contacts than their academic institutions. Chances of getting a job more than double with either social media platforms or online job sites than with traditional medium.

EMPLOYING INDUSTRIES



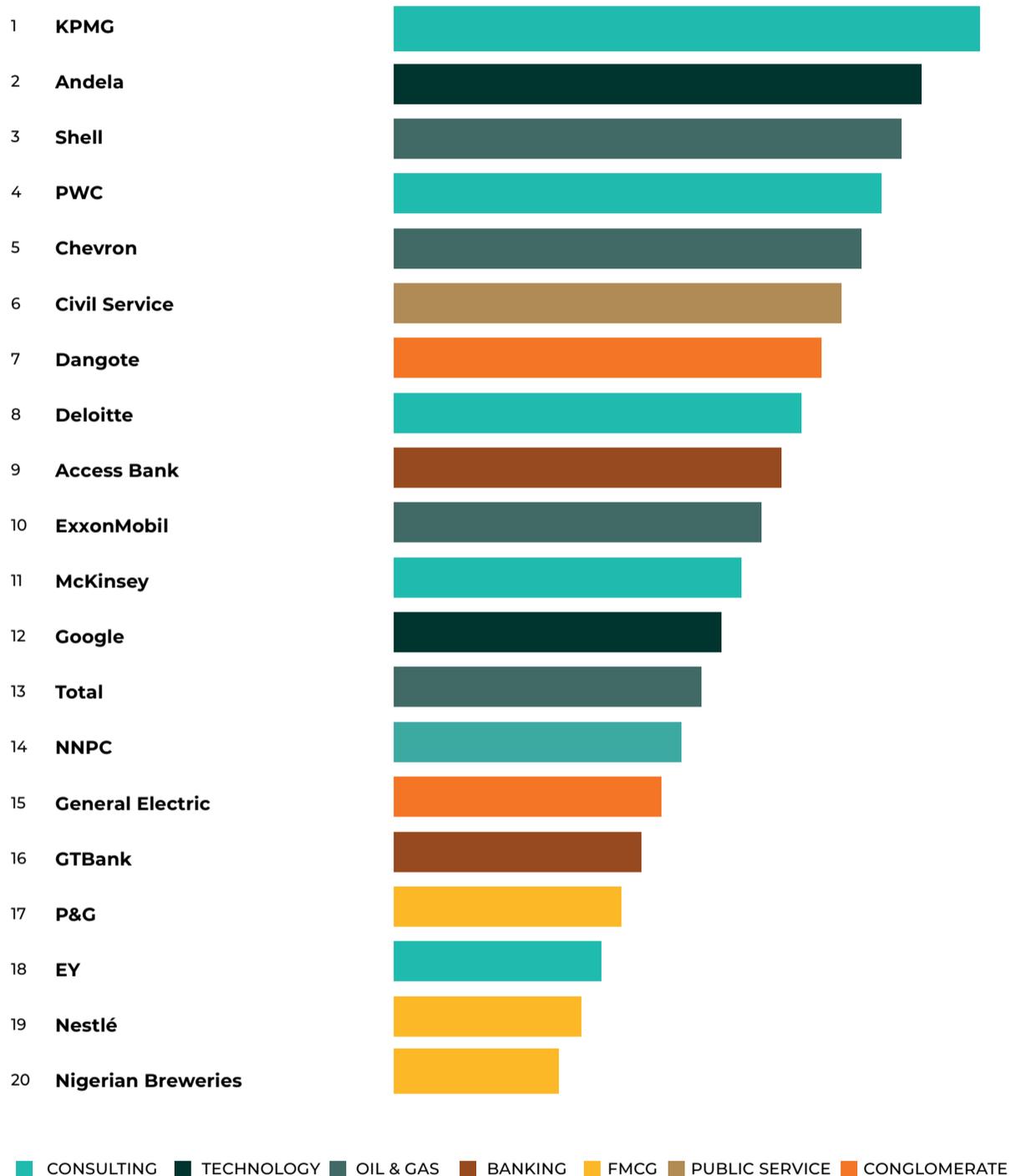
Our research shows that, although the percentage of graduates that work in the education sector plummets when graduates change from their first jobs to their ensuing jobs. Nevertheless, the education industry still employs majority of recent graduates during their first or subsequent jobs. The industries that experienced the most increase in the number of recent graduates upon a switch are media, technology and healthcare sectors. The industries that were most stable (no rapid fall or rise) includes agriculture, transportation and consulting industry.

INDUSTRIES RANKING ACCORDING TO SALARY EARNED



According to our respondents, the Logistics/Transportation and Oil & Gas industry are the most paid industries. These industries have the highest respondents earning ₦200,000 and more. The least paid industry remained the Blue Collar, it remained the least paid for both first and later jobs.

TOP 20 GRADUATE EMPLOYERS IN NIGERIA



According to the respondents, KPMG tops the list of employers that offers the best opportunities for graduates. The industries represented are Consulting (5), Oil & Gas (5), FMCG (3), Technology (2), Conglomerate (2), Bank (2) and Government (1) corporations.



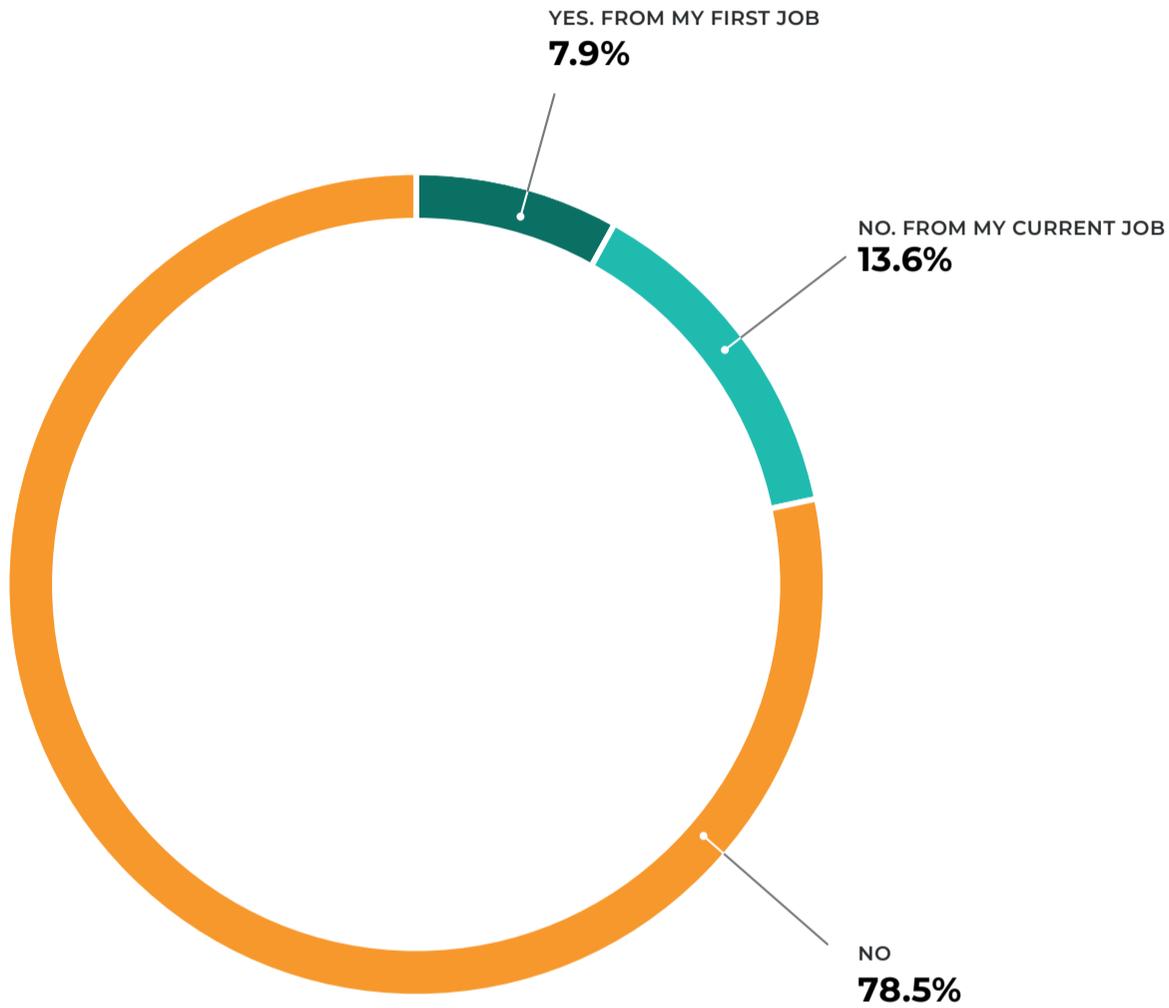
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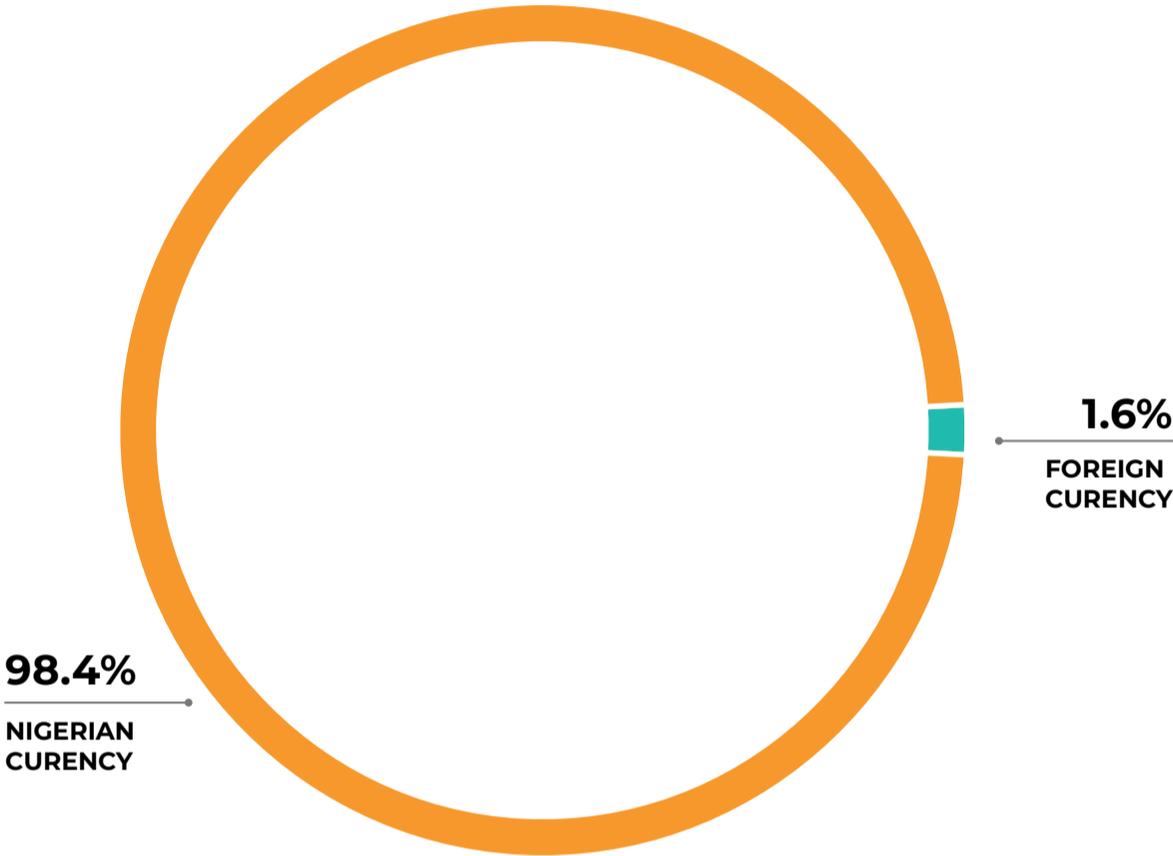
GRADUATES WELFARE

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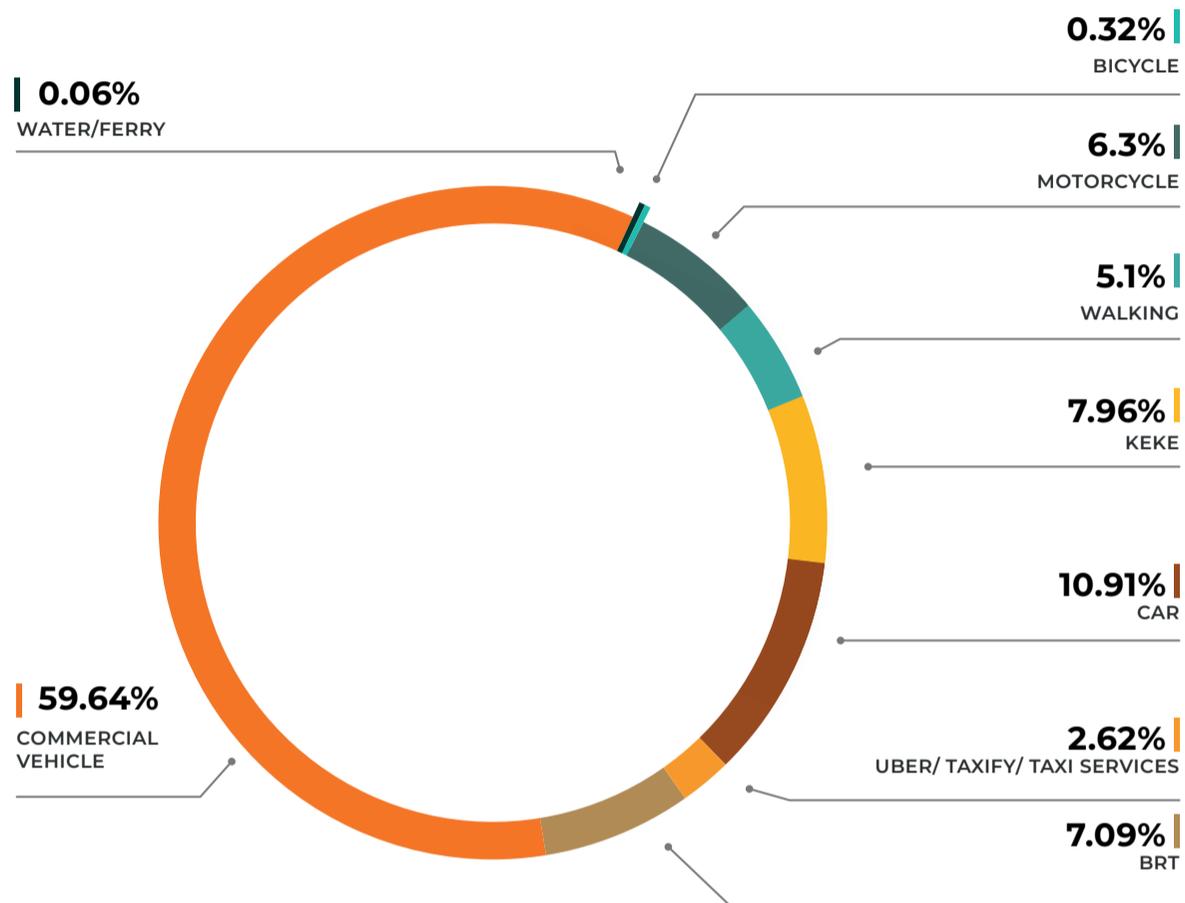
2 in 10 full-time employed graduates within the last five years have been about to either rent an apartment or buy a car from the salary gotten from their job (first job and current job combined).

NAIRA AND FOREIGN CURRENCY EARNERS



As expected, a significant chunk of recent graduates are paid in naira (98.4%).

MEDIUM OF COMMUTING TO WORK



Most of the recent graduates from our survey travels to work, through the use of commercial buses (59.6%). The use of cars and tricycles (Keke Napep/ Maruwa) comes second and third as the most utilized channels of getting to work (10.9% and 8%). On the other end, the three least employed medium of journeying to work are ride hailing services (like Uber and Taxify), bicycles and boat at 2.6%, 0.32% and 0.06% respectively.



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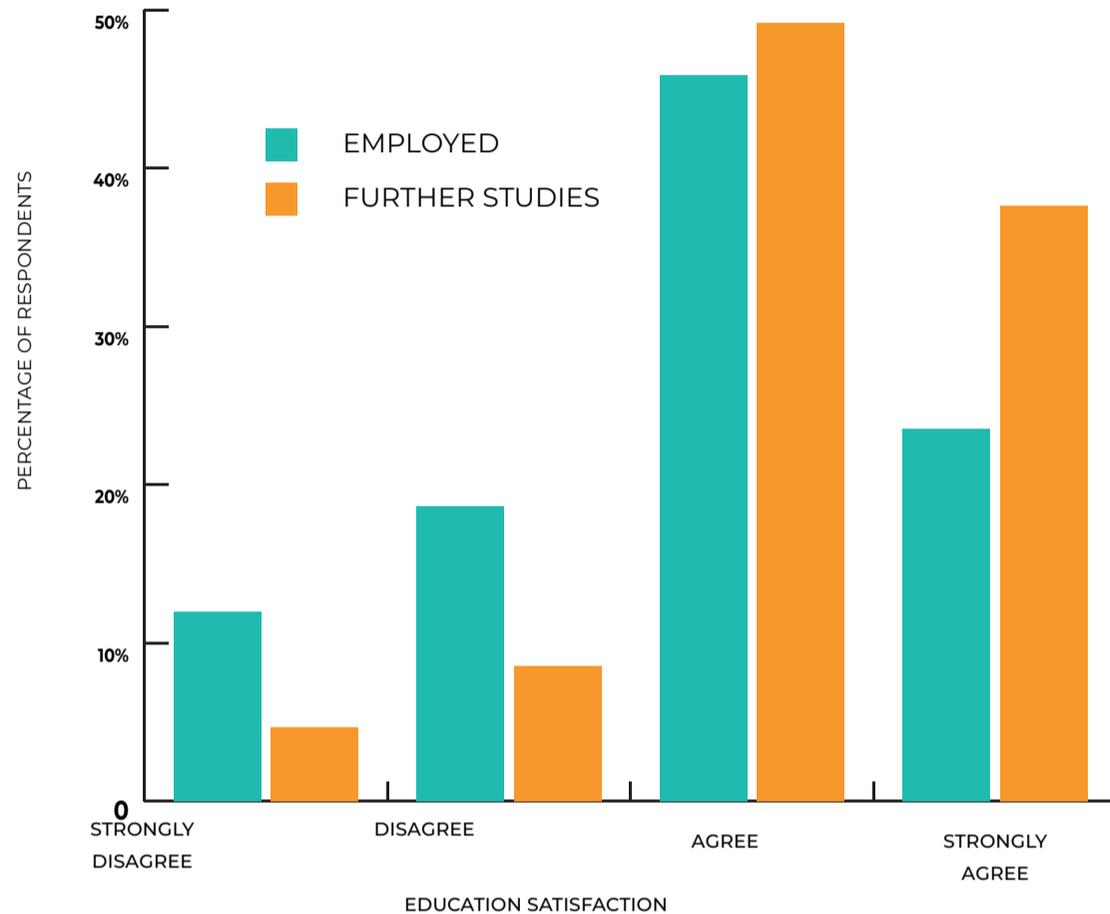


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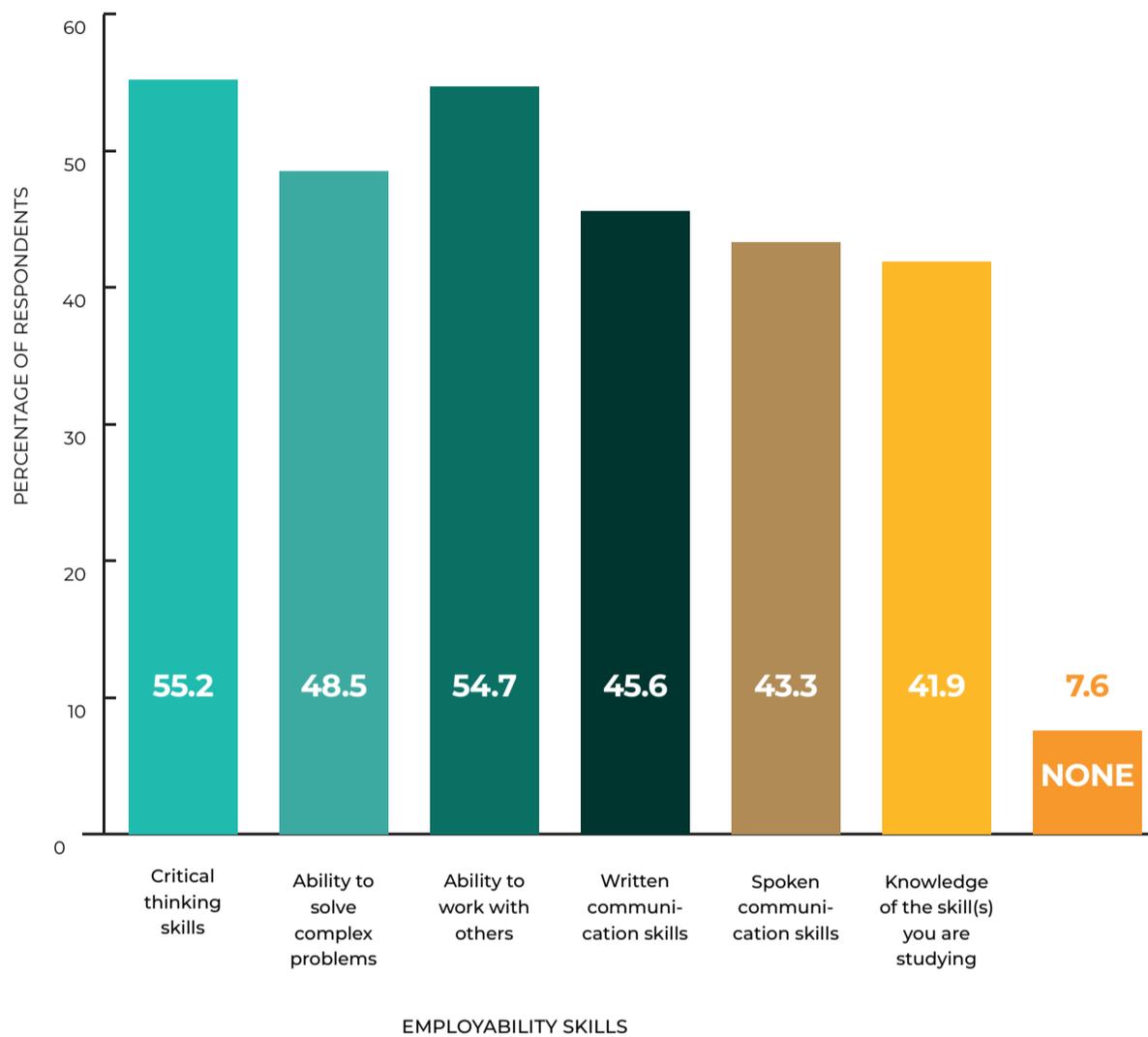
EDUCATION SATISFACTION



Overall, the graduates we surveyed believed that their academic experience prepared them more for further studies (86.8% of respondents) than for employment (69.4% of respondents). Although, 69.4% of these graduates concluded that their education prepared them for employment, only 28.6% of employers believed so.

EMPLOYABILITY SKILLS

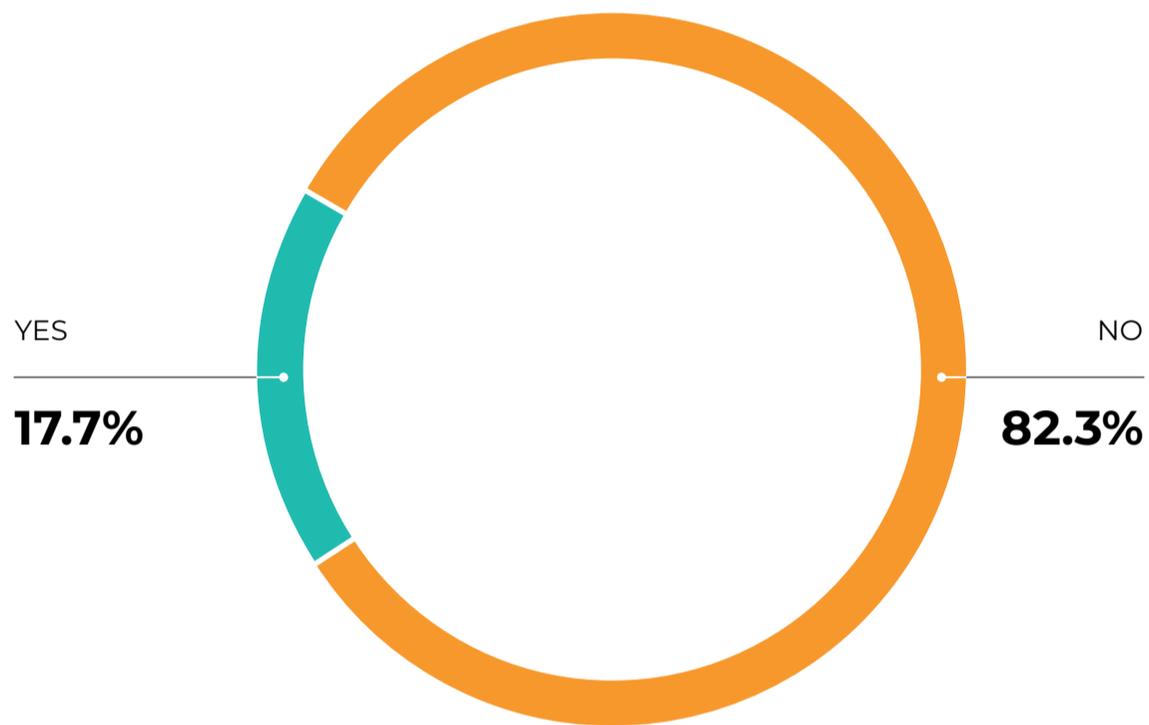
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More than 50% of the graduates responded that their education did not prepare them with skills such as the practical skills of the courses studied, spoken communication skills, written communication skills and the ability to solve complex problems.

GETTING A JOB THROUGH NYSC - I

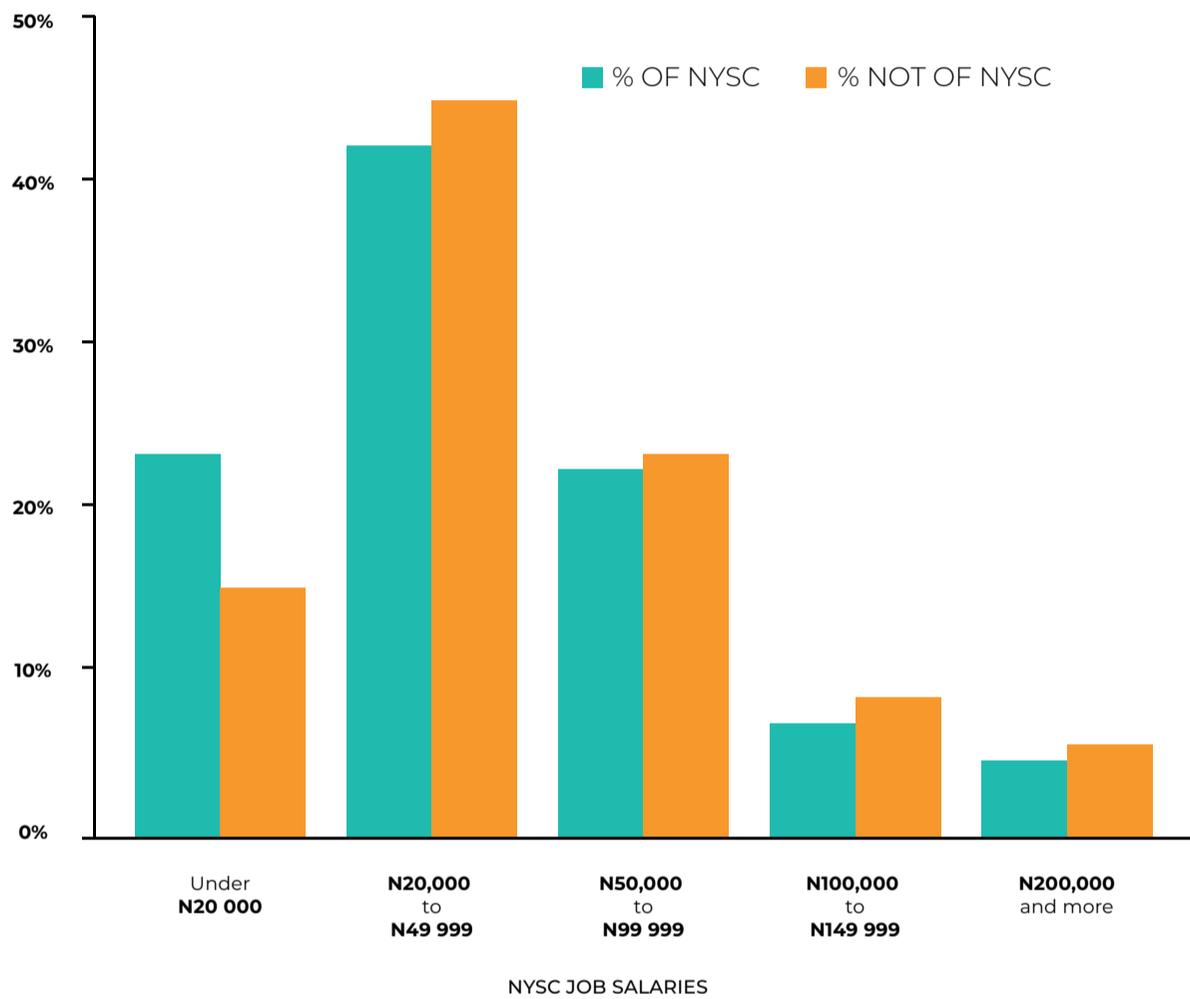
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PERCENTAGE WHO GOT A JOB THROUGH THEIR NYSC PLACEMENT

Although, the purpose of NYSC is not to help people find jobs, 17.7% of graduates found their first full time job through NYSC

GETTING A JOB THROUGH NYSC - II



People who were retained after NYSC earned less than those who got jobs outside the scheme

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CONCLUSION

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METHODOLOGY

Stutern conducted a study of Nigerian graduates to identify graduates' outlook. A total of 5,219 Nigerian graduates who graduated within the last 5 years (2013 - 2017) completed the survey. The data collection lasted from February 8 to May 15, 2018. The survey was hosted using Google Forms and Stutern recruited respondents via email and social media sites. To account for graduates in marginalized locations, tracking officers from BudgITCo conducted the offline version in 5 states (Edo, Enugu, Ibadan, Imo and Kaduna State).

JOIN THE DISCUSSION

We'd love to hear from you. Do you want to join us in improving the graduate outlook in Nigeria? Would you like to get deeper insights from the data? What is the future of education and youth productivity in Nigeria? E-mail us at research@stutern.com.

Want to see our full dataset? [We've open sourced our data on Kaggle](#), the largest community of data scientists, so anyone can discover more insights.

ABOUT STUTERN

Stutern is an online platform that trains and connects young talents with employers in Nigeria for internships and entry-level jobs. You can visit www.stutern.com for more information.

ABOUT BUDGIT CO

BudgIT Co helps businesses and business owners simplify their data and pass their message across in the fastest and easily comprehensible format. Through the use of infographics, illustrations and graphics, BudgIT Co tells insightful stories using data.

ABOUT JOBBERMAN

Jobberman is an online career portal from Nigeria. We place a high premium on Job search that is relevant and up-to-the-minute. The market opportunity is exciting; Nigeria is a large country, large working population, and internationally growing. Our long-term goal is simple: to be the 'go-to' company for the industry. We don't only offer job information services, we are here to build careers.

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