

2016

Research Report

# Bayt.com Fresh Graduates in the Middle East and North Africa



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The Middle East's #1 Job Site

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# Foreword

Imagine trying to find a job as a recent college graduate in the Middle East and North Africa (MENA). Not only would you be looking for a job in one of the most tumultuous regions in the world, in challenging economic times, you will also be competing with millions of other young people graduating from universities. Exacerbating this situation, demographic projections reveal that the region's youth population (up to 24 years old) will continue to surge.

To us at Bayt.com, these factors exhibit themselves in very real ways: the average job vacancy advertised at Bayt.com gets well over 500 applicants. This compares to barely tens of applicants that most leading job sites globally boast. While job sites all over the world compete to get applicants on their sites, Bayt.com invests a tremendous amount of time and effort trying to help employers make sense of the massive choice they are getting and communicating to job seekers realistic expectations for being selected for a job.

In this report, Bayt.com and YouGov investigate the employment opportunities available for fresh graduates in the MENA. It describes some of the obstacles fresh grads face when looking for a job, and reveals the extent to which higher education is preparing young grads for the current workplace. Findings in this report demonstrate how particularly challenging it is for young job seekers across the MENA to secure a first job with their current skills.

The Bayt.com Fresh Graduates in the Middle East survey targeted individuals across the MENA region who completed their most recent educational qualification in the last 3 years.

## **The key objectives of the study included:**

- Uncovering perceptions regarding the quality of education received across a number of key parameters including value for money, curriculum, teaching methods and technology use.
- Looking at the extent to which the education received prepared young graduates to enter the workforce, including whether they acquired any relevant work experience during their studies.
- Exploring fresh graduates' perceptions regarding the availability of jobs in their country of residence and their willingness to relocate for employment purposes.
- Assessing fresh graduates' workplace expectations, including expected salary.
- Identifying most appealing industries sectors to fresh graduates across the region.
- Revealing the challenges faced by fresh graduates, not only in finding jobs, but also in life in general.

## **Research Methodology**

In total, 4,247 fresh graduates were interviewed for this survey. All were screened to ensure they had completed their most recent educational qualification in the last 3 years.

### **Age and Gender:**

All respondents were aged 18–34 years old. Both men and women were surveyed.

### **Nationality:**

Survey respondents fell into the following nationality groups: Arabs, North Africans, Levantines, Westerns and Asians.

### **Country of Residence:**

- GCC: UAE, KSA, Kuwait, Oman, Qatar, Bahrain
- Levant: Lebanon, Syria, Jordan
- North Africa: Egypt, Morocco, Algeria, Tunisia

### **Data Collection and Fieldwork Timing:**

All responses were collected online. Fieldwork was conducted between the 8th and 22nd of May 2016.

# Key Findings

Three-quarters of fresh graduates in the MENA claimed to be generally satisfied with the quality of higher education they received, with fresh graduates in the UAE, Qatar and Oman most likely to be 'very satisfied'. On the other hand, those in Egypt, Morocco and Algeria were the least likely to make this claim. Across the region, fresh graduates were generally most satisfied with the 'qualification of teachers', 'technology usage' and 'curriculum'. On the other hand, they tended to be the least satisfied with the 'value for money paid', the 'quality of infrastructure' and how well their education prepared them for the workforce. Fresh graduates in the UAE were the most satisfied with the 'qualification of teachers' and 'preparation for the workforce'.

Consistently, over half of fresh graduates surveyed felt the education they received either did not prepare them to target their industry of choice or did so only to some extent. Generally speaking, fresh graduates in the GCC were the most likely to feel the education they received 'completely' prepared them to target their industry of choice. On the other hand, those in Egypt were the most likely to claim their education did not prepare them at all to target their industry of choice. Compared to other countries, fresh graduates in Egypt were also much more likely to claim their 'school did not adequately prepare me to work in my chosen field'.

Less than half of fresh graduates currently working across the MENA region had managed to secure full-time employment in their field of study, with those in the UAE, Kuwait and Oman the most likely to have done so. Fresh graduates in North Africa were the least likely to have found employment in their chosen field.

Banking/Finance, Engineering/Design and Advertising/Marketing/Public Relations emerged as the most appealing employment sectors for fresh graduates across the MENA region. Fresh graduates felt the fact they have lower salary expectations, are compliant and willing to follow instructions are the main reasons why some employers are keen to hire fresh graduates. On the other hand, when asked what they perceived as the main barriers for organisations to hire fresh graduates, the largest proportion of respondents selected 'lack of experience' and 'lack of necessary skills' most often.

Most surveyed had a fairly pessimistic view regarding the availability of jobs for fresh graduates, with three-quarters rating it as 'low'. As may have been expected, those in the UAE and Qatar had the most optimistic outlook, while fresh graduates in North Africa and Jordan were least positive. Despite what many perceive as a 'negative outlook', results suggest fresh graduates across the region tend to be resilient and persistent in their search, with the largest proportion claiming they will keep looking until they do find a job in their industry of choice. Nevertheless, results also point to a 'pragmatic' youth, with one in every five fresh graduates surveyed claiming they will start looking for a job in another industry and a further 16% claiming they will look for any job, no matter the industry.

Most fresh graduates across the MENA region claimed it was challenging or it will be challenging to secure their first job. Results suggest youth in Morocco, Jordan, Algeria and Oman were the most likely to claim it was/ will be 'very difficult' to find their first job. A considerable proportion revealed some 'disappointment' with their education choices, with well over half of fresh graduates surveyed across the MENA region feeling they would have fared better in the job market if they had selected either a different major, the same major from a different school or both a different major and a different school.

When asked to select the greatest challenges they face when looking for a job, a preference for candidates with work experience (which fresh graduates often lack) came on top across the region. This was followed by lack of knowledge as to where to find relevant jobs and lack of understanding of how to effectively search for jobs. In terms of job search, online job sites, direct applications to target companies and personal networks emerged as the three most popular avenues used by fresh graduates across the region when looking for their first job.

When asked to rank the most important attributes when selecting a job, 'doing a job I feel passionate about' clearly came out on top. This was followed by 'competitive salaries', 'opportunities for career progression' and 'good training/ development programs'. 'Doing a job I feel passionate about' was consistently most important across all countries surveyed. Relatively speaking, those in KSA, Qatar, UAE and Kuwait placed the most importance on having a competitive salary, while those in North Africa placed most importance on having international opportunities/ global assignments. Working for a well-known organisation rated as most important for fresh graduates in Qatar.

Finally, in line with previous findings, 'finding a job' was selected by fresh graduates across the MENA region as the biggest challenge faced by their generation. This was perceived as an especially big challenge by fresh graduates in North Africa and Jordan.



# Higher Education

## Timing of most recent qualification

Just under two-thirds (61%) of fresh graduates surveyed had completed their most recent educational qualification 1 to 3 years ago.



Q: When did you complete your most recent educational qualification? Base: 4,247

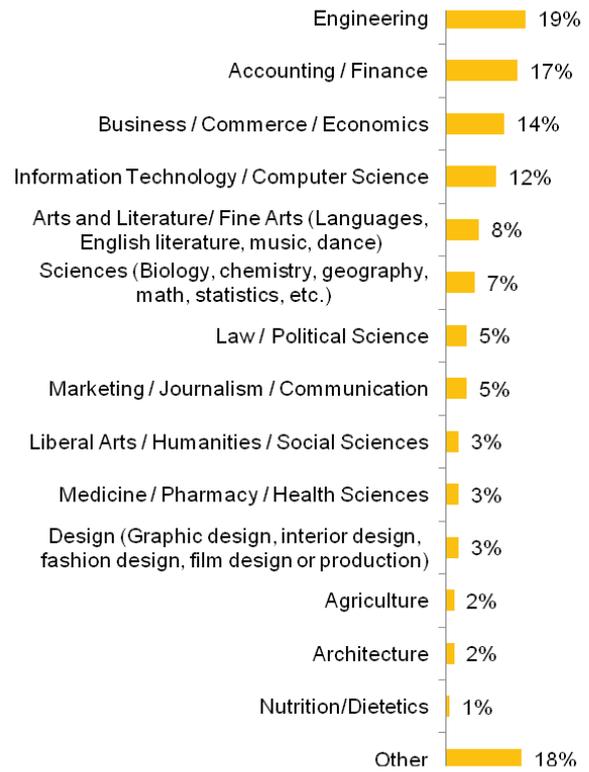
	GCC						Levant				North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia	
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151	
In the last 3 months	10%	10%	9%	5%	6%	23%	15%	5%	12%	8%	9%	12%	15%	
4 – 6 months ago	14%	8%	8%	10%	6%	11%	11%	8%	14%	7%	13%	7%	8%	
7 – 12 months ago	15%	14%	16%	22%	16%	12%	21%	16%	22%	21%	21%	25%	19%	
1 – 2 years ago	29%	30%	40%	30%	41%	28%	34%	45%	28%	32%	39%	30%	29%	
2 – 3 years ago	31%	39%	27%	33%	31%	27%	19%	26%	25%	32%	19%	26%	29%	

## Subject area(s) studied

As illustrated below, most fresh graduates surveyed across the MENA region had studied Engineering (19%), Accounting/ Finance (17%), Business/ Commerce/ Economics (14%) or Information Technology / Computer Science (12%).

While Engineering, Accounting/ Finance and Business/ Commerce/ Economics consistently emerged as the top 3 most popular degrees in the GCC and the Levant, the pattern was not so clear in North Africa. Morocco especially stood out, with Arts and Literature/ Fine Arts (19%), Sciences (Biology, chemistry, geography, math, statistics, etc.) (19%) and Information Technology/ Computer Science (15%), emerging as especially popular in the country.

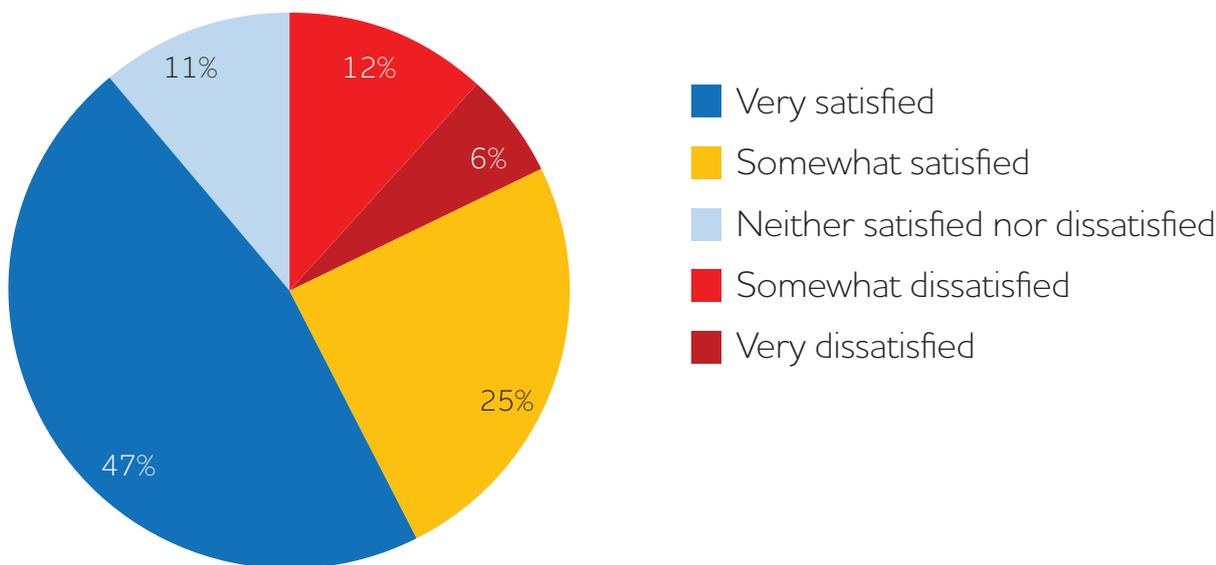
Q: And what subject area/s did you study in your most recent qualification?  
 Base: 4,247



	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Engineering	21%	21%	22%	25%	18%	27%	21%	37%	21%	15%	6%	24%	21%
Accounting / Finance	14%	20%	20%	20%	33%	17%	15%	26%	22%	26%	13%	8%	9%
Business / Commerce / Economics	17%	17%	12%	18%	27%	19%	20%	21%	10%	14%	13%	10%	14%
Information Technology / Computer Science	15%	13%	11%	16%	8%	17%	9%	11%	11%	9%	15%	9%	12%
Arts and Literature/ Fine Arts	7%	6%	6%	9%	6%	8%	4%	8%	5%	6%	19%	8%	8%
Sciences (Biology, chemistry, geography, math, statistics, etc.)	6%	6%	4%	4%	2%	5%	6%	5%	5%	3%	19%	10%	11%
Law / Political Science	2%	2%	3%	3%	2%	2%	5%	-	3%	8%	6%	8%	3%
Marketing / Journalism / Communication	4%	9%	9%	6%	6%	4%	12%	3%	2%	4%	3%	6%	7%
Liberal Arts / Humanities / Social Sciences	2%	3%	3%	-	-	1%	3%	5%	4%	3%	5%	2%	-
Medicine / Pharmacy / Health Sciences	3%	2%	6%	2%	2%	-	7%	-	4%	3%	2%	2%	5%
Design (Graphic design, interior design, fashion design etc.)	2%	3%	1%	1%	2%	1%	7%	-	4%	2%	3%	2%	5%
Agriculture	1%	1%	2%	-	-	1%	3%	-	1%	3%	1%	2%	1%
Architecture	2%	2%	2%	3%	-	1%	4%	5%	2%	1%	3%	5%	1%
Nutrition/Dietetics	1%	*	1%	-	-	-	2%	3%	*	1%	1%	1%	1%
Other	17%	15%	12%	15%	14%	13%	15%	3%	14%	17%	22%	25%	19%

## Satisfaction with quality of higher education

Three-quarters (72%) of respondents claimed to be generally satisfied with the quality of higher education they received. Although, it is worth noting that only one-quarter (25%) claimed to be 'very satisfied'. Fresh graduates in the UAE, Qatar and Oman were the most likely to be 'very satisfied' with the quality of education received (42%, 40% and 40%, respectively). On the other hand, those in Egypt, Morocco and Algeria were the least likely to make this claim (15%, 18%, and 18%, respectively, claiming to be 'very satisfied').



Q: Overall, how satisfied are you with quality of the higher education you received? Base: 4,247

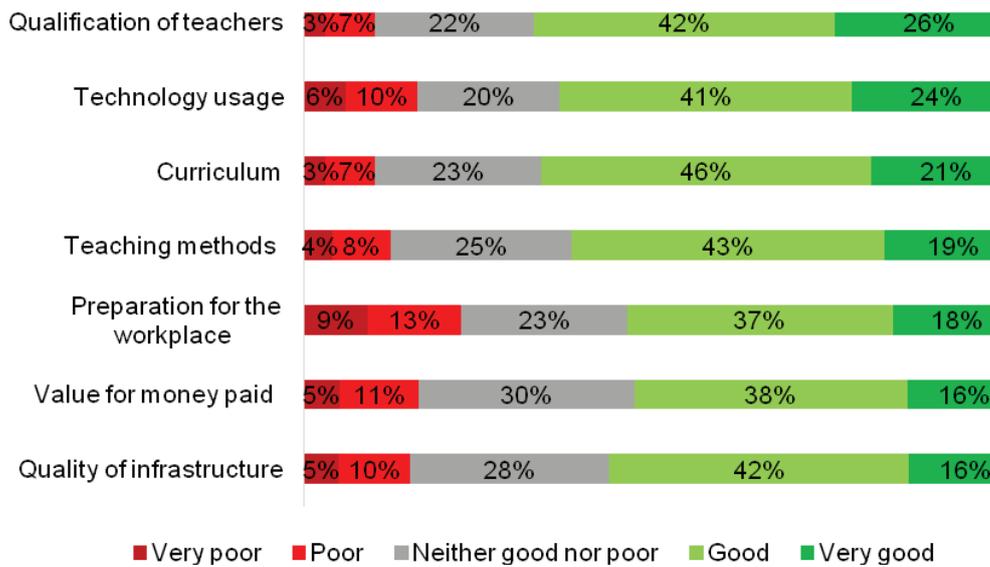
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Very satisfied	29%	42%	34%	40%	37%	40%	31%	8%	20%	15%	18%	18%	25%
Somewhat satisfied	45%	35%	41%	38%	31%	37%	47%	53%	58%	44%	49%	56%	51%
Neutral	10%	11%	10%	13%	10%	4%	7%	18%	10%	12%	13%	12%	13%
Somewhat dissatisfied	10%	6%	9%	7%	14%	13%	11%	16%	10%	20%	15%	10%	10%
Very dissatisfied	6%	5%	6%	3%	8%	6%	5%	5%	3%	10%	5%	3%	2%

## Perceived quality of higher education

Across the MENA region, fresh graduates were generally most satisfied with the 'qualification of teachers' (68%), 'technology usage' (65%) and 'curriculum' (67%). On the other hand, they tended to be the least satisfied with the 'preparation for the workforce' (55%), the 'value for money paid' (54%) and the 'quality of infrastructure' (58%). Indeed, a considerable proportion of fresh graduates claim the preparation they received for the workplace was either 'very poor' or 'poor' (22%).

Results, suggest fresh graduates in the UAE were the most satisfied with the 'qualification of teachers' and 'preparation for the workforce' (44% and 28% respectively rating these as 'very good'). On the other hand, fresh graduates from Morocco tended to be the least satisfied with many of the parameters assessed, including 'technology usage' (15% rating this as 'very good'), 'curriculum' (6% rating this as 'very good'), 'teaching methods' (7% rating this as 'very good'), 'value for money paid' (5% rating this as 'very good') and 'quality of infrastructure' (4% rating this as 'very good'). Although generally not as low, ratings in Algeria and Tunisia also tended to be low.

Q: How would you rate the quality of the higher education you received on each of the following aspects? ; Base: 4,247

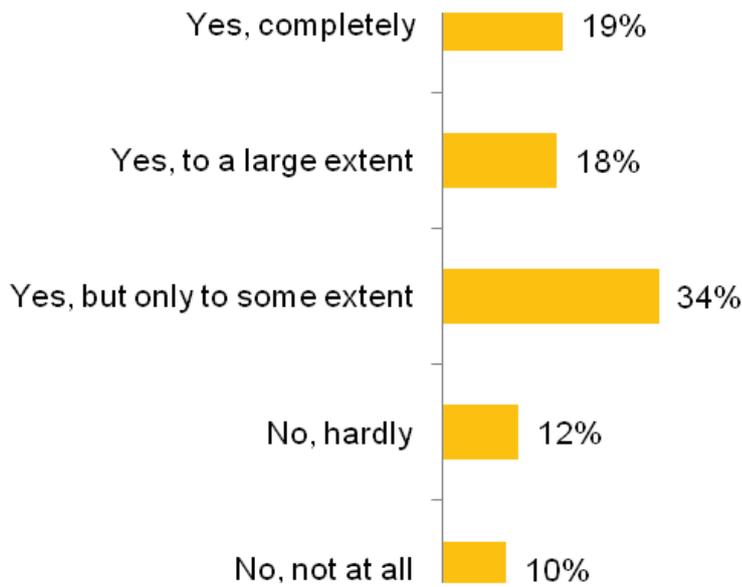


	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
<b>Qualification of teachers</b>													
Very poor	2%	1%	2%	-	2%	4%	-	3%	2%	2%	2%	1%	2%
Poor	7%	2%	3%	1%	8%	5%	4%	8%	7%	8%	8%	7%	7%
Neither good nor poor	16%	12%	16%	17%	12%	18%	8%	11%	28%	38%	38%	27%	28%
Good	41%	41%	38%	45%	47%	36%	47%	47%	43%	40%	40%	47%	43%
Very good	34%	44%	40%	37%	31%	37%	42%	32%	20%	12%	12%	18%	20%
<b>Technology usage</b>													
Very poor	3%	1%	1%	2%	2%	1%	3%	11%	5%	14%	4%	6%	3%
Poor	8%	6%	9%	3%	8%	1%	10%	18%	11%	16%	9%	9%	7%
Neither good nor poor	17%	14%	12%	16%	20%	16%	11%	29%	17%	20%	28%	27%	19%
Good	39%	52%	42%	54%	47%	47%	47%	32%	38%	32%	44%	43%	43%
Very good	32%	27%	35%	26%	24%	35%	28%	11%	29%	18%	15%	16%	28%
<b>Curriculum</b>													
Very poor	2%	1%	1%	-	-	1%	1%	3%	7%	2%	4%	2%	2%
Poor	4%	2%	9%	3%	14%	5%	2%	8%	15%	7%	10%	6%	8%
Neither good nor poor	16%	15%	9%	16%	10%	20%	10%	11%	27%	17%	38%	36%	30%
Good	45%	51%	49%	54%	53%	49%	52%	68%	40%	44%	41%	48%	48%
Very good	34%	30%	32%	27%	24%	24%	35%	11%	12%	30%	6%	9%	12%
<b>Teaching methods</b>													
Very poor	3%	1%	1%	1%	6%	1%	-	8%	2%	11%	4%	2%	1%
Poor	7%	3%	8%	3%	4%	4%	5%	11%	7%	16%	10%	7%	3%
Neither good nor poor	19%	16%	18%	20%	20%	18%	11%	24%	20%	26%	41%	36%	16%
Good	44%	48%	47%	43%	45%	51%	48%	55%	50%	36%	37%	44%	48%
Very good	27%	31%	26%	33%	25%	27%	36%	3%	22%	11%	7%	10%	31%
<b>Preparation for the workforce</b>													
Very poor	8%	2%	1%	2%	4%	1%	4%	16%	11%	17%	10%	7%	9%
Poor	13%	5%	12%	8%	8%	10%	15%	32%	13%	17%	11%	13%	13%
Neither good nor poor	19%	17%	18%	18%	27%	22%	17%	8%	21%	21%	35%	32%	30%
Good	36%	48%	46%	47%	43%	48%	43%	39%	34%	30%	35%	36%	36%
Very good	23%	28%	23%	26%	18%	19%	22%	5%	21%	15%	10%	12%	11%
<b>Value for money paid</b>													
Very poor	2%	2%	2%	-	4%	1%	5%	11%	7%	9%	6%	4%	5%
Poor	7%	7%	8%	6%	8%	4%	8%	11%	15%	15%	14%	12%	15%
Neither good nor poor	25%	18%	17%	28%	22%	20%	21%	13%	27%	29%	47%	41%	39%
Good	39%	48%	58%	53%	51%	60%	44%	34%	40%	35%	28%	33%	35%
Very good	27%	25%	16%	14%	16%	14%	22%	32%	12%	13%	5%	11%	7%
<b>Quality of infrastructure</b>													
Very poor	3%	1%	3%	3%	2%	-	2%	5%	4%	10%	6%	4%	7%
Poor	8%	4%	5%	4%	4%	-	7%	13%	12%	17%	13%	11%	10%
Neither good nor poor	22%	17%	24%	17%	24%	17%	16%	21%	24%	25%	45%	39%	42%
Good	41%	54%	47%	54%	51%	59%	53%	42%	42%	39%	31%	38%	30%
Very good	26%	24%	21%	22%	20%	24%	23%	18%	18%	9%	4%	8%	10%

## Perceived readiness to enter the workforce

Over half (56%) of fresh graduates surveyed across the MENA region felt the education they received either did not prepare them to target their industry of choice (22%) or did so only to some extent (34%).

Generally speaking, fresh graduates in the GCC were the most likely to feel the education they received 'completely' prepared them to target their industry of choice (GCC ratings ranging from 20% in Bahrain to 30% in Kuwait). On the other hand, those in Egypt were the most likely to claim their education did not prepare them at all to target their industry of choice (19%).



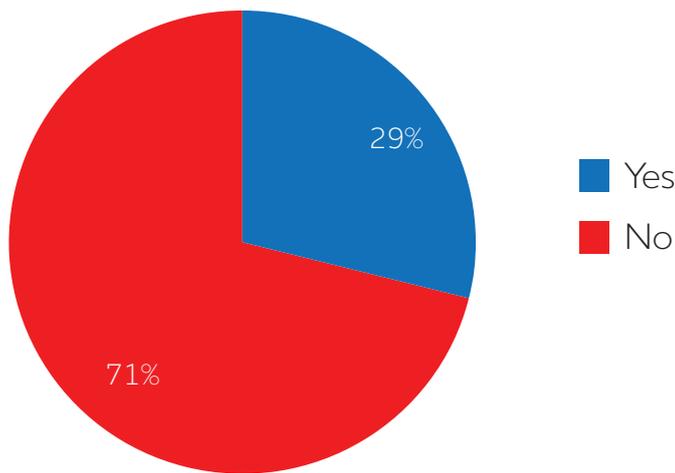
Q: Did your education prepare you to target your industry of choice? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes, completely	21%	28%	30%	28%	20%	28%	15%	8%	14%	10%	22%	22%	21%
Yes, to a large extent	19%	21%	18%	15%	20%	16%	30%	11%	16%	16%	13%	17%	20%
Yes, but only to some extent	30%	31%	31%	40%	29%	35%	33%	42%	38%	33%	34%	38%	36%
No, hardly	11%	7%	12%	6%	8%	10%	12%	16%	17%	16%	12%	10%	13%
No, not at all	13%	4%	5%	3%	14%	7%	5%	16%	12%	19%	8%	6%	5%

## Assistance in identifying job opportunities

Similarly, well over two-thirds (71%) of fresh graduates surveyed across the MENA region felt their college did not help them identify/apply for job opportunities.

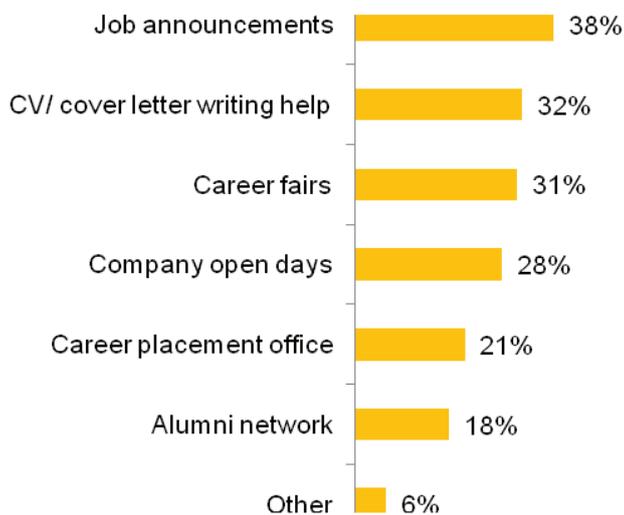
Those in the UAE, Qatar and Bahrain were most likely to claim their college did help them identify/ apply for suitable jobs (38%, 38% and 37%, respectively), while fresh graduates in Egypt and Jordan were the most likely to have received no help (79% and 77%).



Q: Did your college help you identify or apply for suitable jobs? Base: 4,247

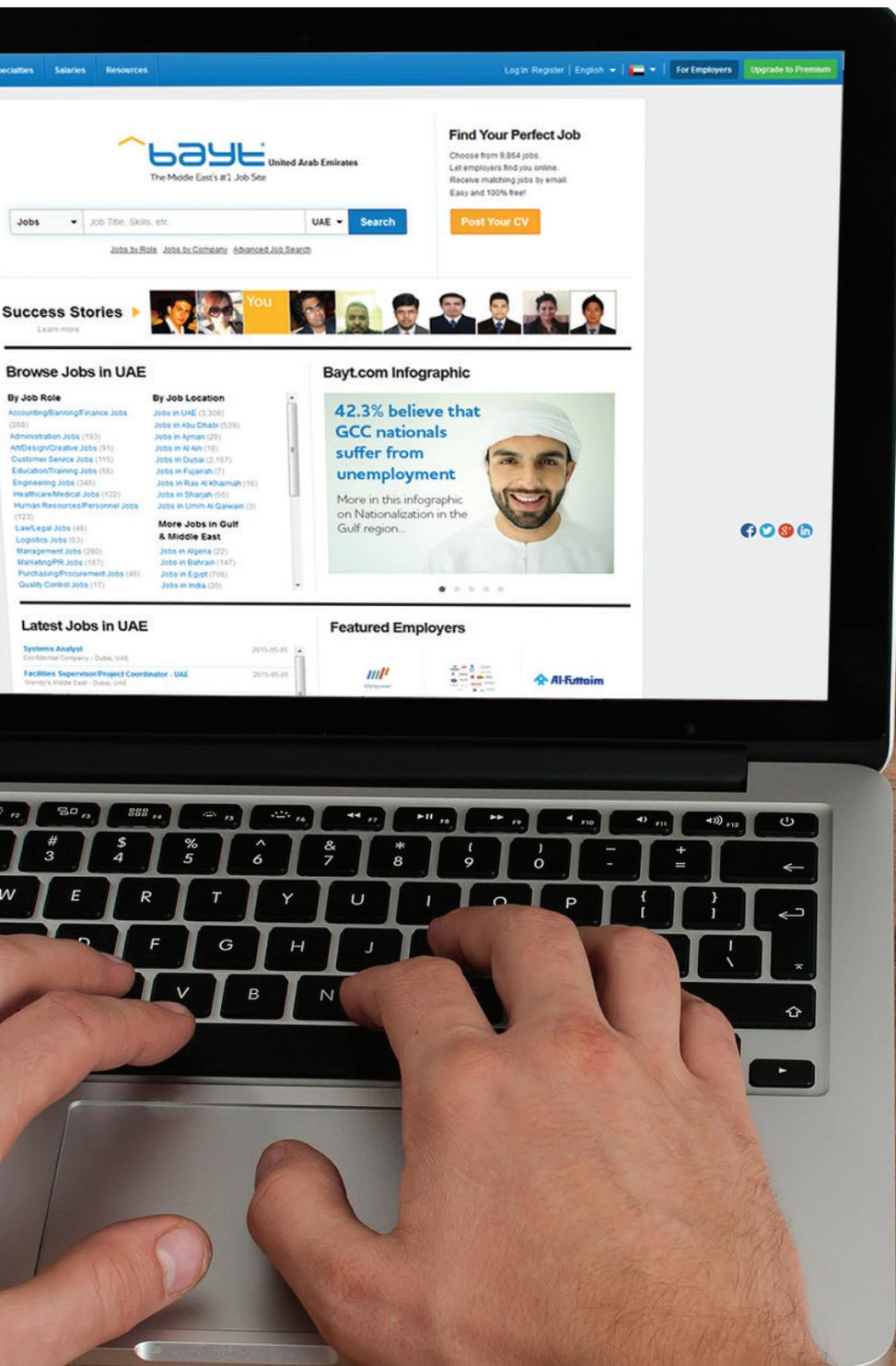
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes	29%	38%	32%	38%	37%	30%	32%	18%	23%	21%	28%	31%	28%
No	71%	62%	68%	62%	63%	70%	68%	82%	77%	79%	72%	69%	72%

For those who did have help, job announcements (38%), CV/ Cover Letter writing help (32%) and career fairs (31%) were the most common ways they received help from their college.



Q: Please indicate in which ways your college has helped you identify or apply for suitable jobs. Base (All those whose college helped with identifying or applying for suitable jobs): 1,215 (\*Low base: interpret with caution).

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	260	170	39	44	19*	25*	42	7*	71	168	129	199	42
Job announcements	31%	42%	36%	36%	47%	72%	45%	14%	31%	24%	19%	26%	17%
CV/ cover letter writing help	30%	38%	41%	34%	26%	24%	33%	14%	28%	20%	29%	23%	21%
Career fairs	33%	38%	36%	48%	26%	28%	43%	43%	42%	41%	43%	36%	38%
Company open days	18%	32%	23%	30%	21%	24%	12%	43%	15%	15%	16%	23%	33%
Career placement office	32%	26%	26%	25%	32%	28%	29%	43%	42%	24%	52%	29%	40%
Alumni network	22%	19%	21%	23%	11%	20%	17%	14%	24%	17%	12%	15%	14%
Other	7%	2%	-	5%	-	-	2%	14%	10%	14%	2%	7%	-

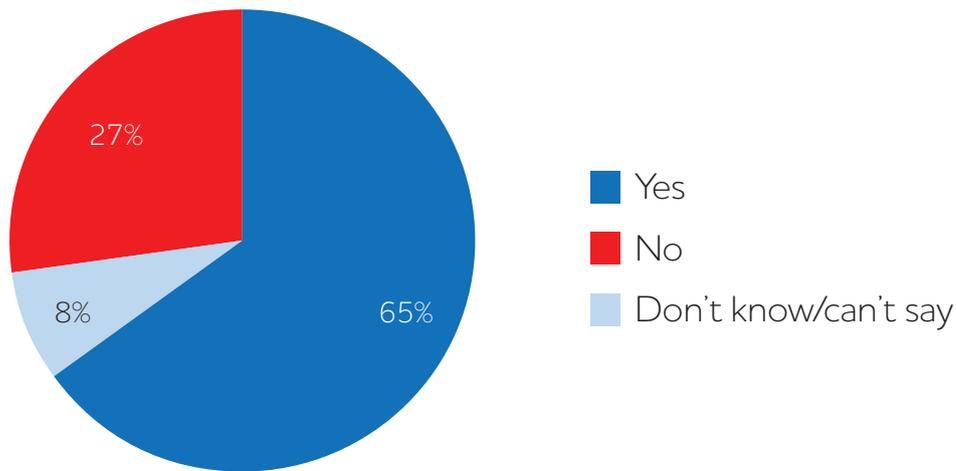


# Preparing For the Workforce

## Acquisition of work experience during/ before college

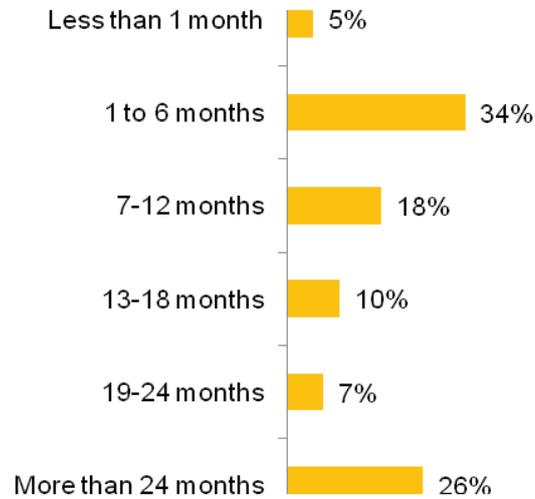
At an overall level, two-thirds of fresh graduates (65%) across the MENA region had acquired work experience before or during their time in college. Results suggest those in Tunisia and Lebanon were most likely to have gained work experience (79% and 76%, respectively), while those in Bahrain were the least likely (47%).

The largest proportion of those who had acquired experience had worked for either 1 to 6 months or for more than 24 months (34% and 26%, respectively).



Q: Did you acquire any work experience during or before your time in college? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes	64%	68%	65%	69%	47%	63%	76%	58%	58%	66%	70%	59%	79%
No	29%	29%	28%	24%	45%	29%	22%	39%	35%	29%	20%	26%	14%
Don't know/Can't say	7%	3%	8%	7%	8%	8%	2%	3%	7%	5%	10%	15%	7%



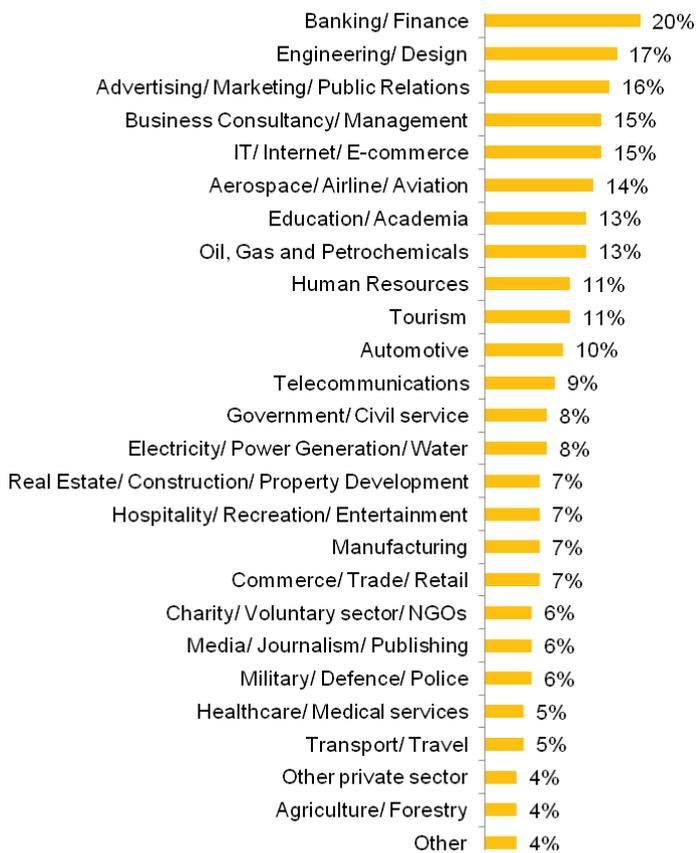
Q: Did you acquire any work experience during or before your time in college?  
 Base (All those who worked during/ before their time in college): 2,765

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	562	304	78	80	24*	52	100	22*	183	540	326	374	120
Less than 1 month	5%	3%	6%	4%	-	6%	3%	5%	3%	5%	5%	13%	3%
1 to 6 months	31%	26%	29%	30%	17%	37%	29%	27%	44%	25%	45%	41%	46%
7-12 months	15%	22%	15%	16%	29%	23%	17%	5%	15%	16%	23%	14%	27%
13-18 months	11%	12%	8%	14%	4%	12%	6%	18%	11%	10%	8%	8%	3%
19-24 months	7%	8%	6%	12%	8%	8%	6%	18%	4%	10%	6%	7%	3%
More than 24 months	32%	29%	35%	24%	42%	15%	39%	27%	22%	33%	13%	17%	18%

## Most appealing industry sectors for employment

When asked which industry sectors would be most appealing to them from a career point of view, fresh graduates across the MENA region selected Banking/Finance (20%), Engineering/ Design (17%) and Advertising/ Marketing/ Public Relations (16%) most often.

While interest in Banking/ Finance was especially high among fresh graduates in Bahrain (37%), the appeal of Engineering/ Design was highest among those in Lebanon, Jordan and KSA (23%, 22% and 21%). Fresh graduates in Lebanon were also the most interested in a career in Business consultancy (24%), while those in Oman were by far the most keen on Human Resources (23%).

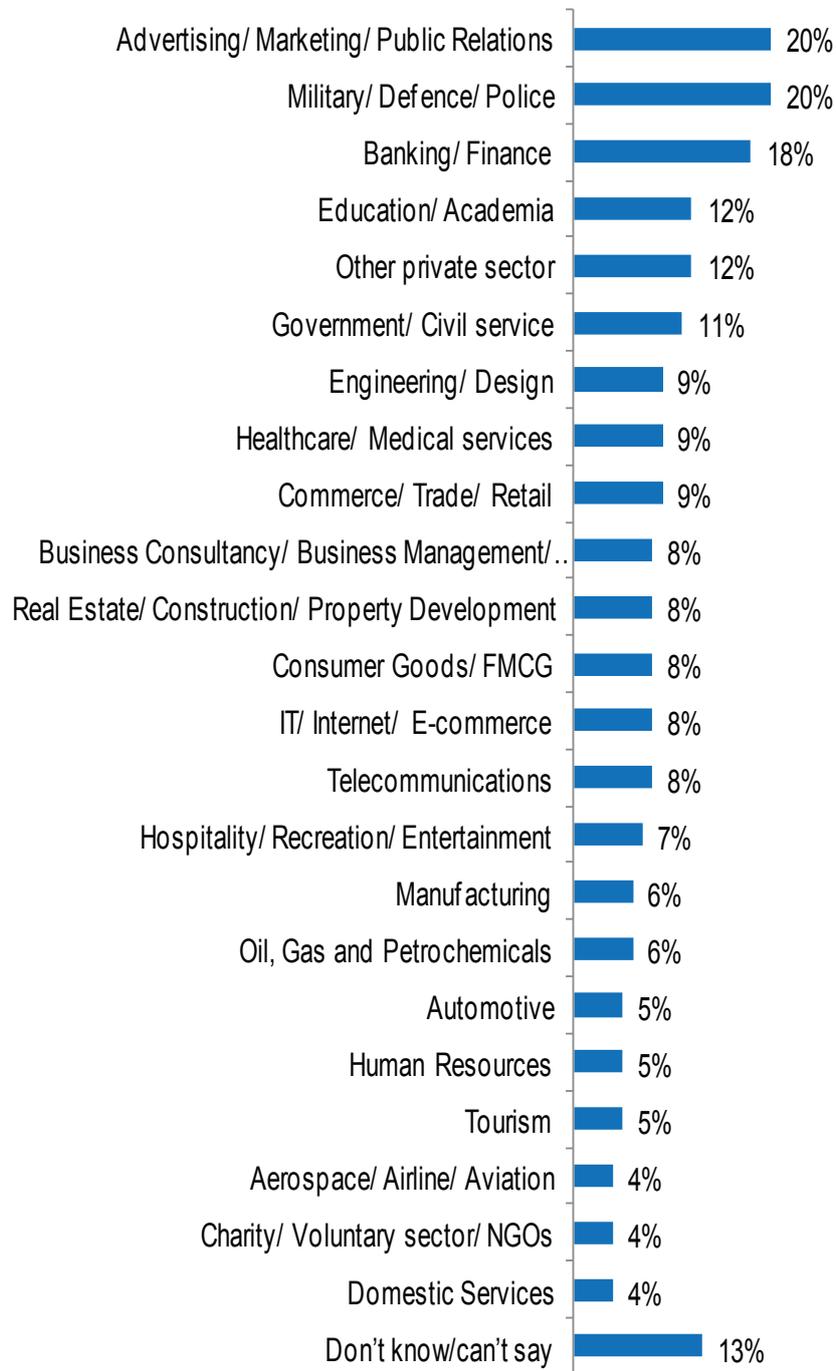


Q: Which of the following industries are most appealing to you from a career point of view?  
(Select up to 3) Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	376	443	120	116	51	83	131	38	315	818	467	633	151
Banking/ Finance	23%	22%	23%	22%	37%	17%	21%	29%	24%	26%	11%	10%	21%
Engineering/ Design	21%	19%	17%	21%	12%	17%	23%	24%	22%	14%	9%	18%	14%
Advertising/ Marketing/ Public Relations	14%	19%	23%	15%	22%	12%	21%	13%	15%	21%	17%	11%	17%
Business Consultancy/ Management	20%	12%	11%	9%	12%	16%	24%	34%	19%	13%	14%	13%	11%
IT/ Internet/ E-commerce	18%	16%	12%	13%	4%	20%	11%	5%	15%	14%	22%	10%	16%
Aerospace/ Airline/ Aviation	14%	16%	13%	13%	14%	19%	7%	11%	9%	15%	11%	18%	14%
Education/ Academia	12%	10%	10%	13%	14%	16%	16%	24%	20%	11%	11%	18%	16%
Oil, Gas and Petrochemicals	13%	12%	17%	13%	8%	27%	3%	13%	8%	13%	4%	24%	12%
Human Resources	16%	9%	8%	12%	16%	23%	6%	5%	15%	9%	8%	8%	3%
Tourism	8%	9%	8%	7%	4%	7%	8%	11%	8%	11%	14%	15%	15%
Automotive	7%	7%	7%	9%	8%	4%	10%	11%	10%	10%	17%	10%	15%
Telecommunications	10%	10%	7%	8%	6%	12%	8%	13%	8%	10%	7%	9%	6%
Government/ Civil service	14%	8%	5%	9%	14%	16%	2%	-	9%	6%	6%	3%	5%
Electricity/ Power Generation/ Water	8%	5%	9%	8%	-	11%	4%	5%	6%	6%	11%	14%	13%
Real Estate/ Construction/ Property Development	7%	8%	7%	6%	8%	4%	8%	11%	8%	7%	3%	6%	5%
Hospitality/ Recreation/ Entertainment	5%	12%	7%	9%	10%	5%	8%	3%	3%	8%	12%	7%	5%
Manufacturing	6%	7%	8%	8%	2%	6%	6%	3%	5%	7%	8%	9%	17%
Commerce/ Trade/ Retail	5%	7%	2%	7%	6%	4%	4%	13%	4%	10%	10%	7%	7%
Charity/ Voluntary sector/ NGOs	3%	5%	7%	3%	6%	4%	8%	11%	10%	4%	8%	6%	6%
Media/ Journalism/ Publishing	4%	5%	7%	1%	6%	-	12%	8%	5%	6%	6%	9%	4%
Military/ Defense/ Police	3%	3%	3%	8%	6%	8%	4%	-	4%	7%	16%	5%	8%
Healthcare/ Medical services	6%	6%	5%	5%	4%	4%	11%	5%	7%	5%	3%	4%	7%
Transport/ Travel	4%	5%	4%	5%	2%	4%	5%	-	2%	4%	8%	6%	7%
Agriculture/ Forestry	2%	2%	2%	1%	4%	1%	7%	-	4%	3%	7%	7%	3%
Other private sector	5%	4%	3%	3%	12%	2%	5%	-	4%	6%	3%	3%	3%
Other	4%	3%	2%	7%	6%	2%	5%	8%	5%	4%	3%	5%	1%

## Industries perceived to hire the most fresh graduates

As illustrated, across the MENA region, Advertising/ Marketing/ PR (20%), Military/ Defence/ Police (20%) and Banking/ Finance (18%) were perceived as the industry sectors hiring the most fresh graduates. As may have been expected, Military/ Defence/ Police was seen as a much stronger employer of fresh graduates in North Africa (35% Algeria, 33% Tunisia, 31% Morocco).

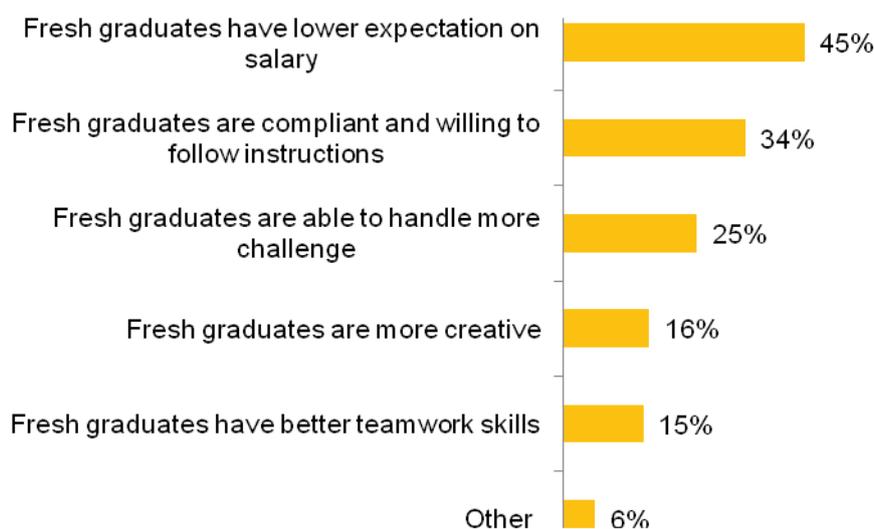


Q: Which industries in your country of residence seem to be hiring the highest number of fresh graduates? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Advertising/ Marketing/ Public Relations	21%	21%	20%	25%	22%	25%	33%	11%	30%	27%	15%	7%	14%
Military/ Defense/ Police	18%	5%	10%	4%	16%	16%	14%	18%	21%	14%	31%	35%	33%
Banking/ Finance	19%	27%	24%	25%	16%	19%	30%	11%	23%	11%	22%	9%	15%
Education/ Academia	10%	8%	12%	6%	18%	8%	12%	13%	15%	3%	13%	32%	7%
Other private sector	13%	8%	9%	5%	8%	8%	5%	21%	11%	19%	9%	9%	10%
Government/ Civil service	16%	7%	13%	5%	14%	13%	5%	16%	8%	3%	11%	17%	11%
Engineering/ Design	9%	15%	11%	12%	6%	16%	12%	11%	11%	8%	5%	5%	8%
Healthcare/ Medical services	9%	7%	9%	3%	2%	8%	8%	8%	10%	5%	5%	17%	15%
Commerce/ Trade/ Retail	8%	5%	2%	6%	12%	4%	7%	11%	6%	13%	9%	10%	6%
Business Consultancy/ Management	10%	12%	12%	9%	14%	5%	17%	3%	8%	4%	6%	8%	7%
Real Estate/ Construction/ Property Development	8%	12%	3%	13%	4%	8%	7%	5%	4%	10%	7%	7%	7%
Consumer Goods/ FMCG	6%	5%	6%	6%	4%	1%	10%	11%	8%	10%	7%	7%	15%
IT/ Internet/ E-commerce	8%	16%	12%	16%	25%	6%	7%	3%	8%	7%	7%	2%	12%
Telecommunications	7%	8%	8%	8%	16%	5%	4%	3%	5%	12%	9%	5%	6%
Hospitality/ Recreation/ Entertainment	5%	11%	5%	9%	12%	8%	17%	-	10%	8%	13%	2%	3%
Manufacturing	5%	4%	2%	5%	6%	4%	3%	8%	5%	8%	9%	5%	7%
Oil, Gas and Petrochemicals	6%	7%	12%	4%	2%	13%	1%	-	1%	3%	1%	15%	2%
Automotive	4%	4%	4%	6%	2%	5%	5%	-	3%	3%	14%	3%	3%
Human Resources	9%	4%	3%	3%	4%	12%	4%	-	5%	4%	4%	6%	1%
Tourism	2%	6%	3%	3%	2%	2%	7%	-	3%	7%	12%	1%	11%
Aerospace/ Airline/ Aviation	4%	5%	7%	3%	4%	10%	2%	-	3%	4%	5%	2%	3%
Charity/ Voluntary sector/ NGOs	4%	2%	5%	6%	6%	-	8%	18%	5%	4%	2%	3%	8%
Domestic Services	3%	4%	6%	9%	-	2%	4%	3%	2%	3%	6%	3%	7%
Don't know/can't say	16%	12%	12%	17%	6%	19%	13%	13%	14%	14%	8%	11%	7%

## Perceived motivations to hire fresh graduates

When asked to select the reasons why they felt these industries hire the most fresh graduates, the fact they have lower salary expectations (45%), are compliant and willing to follow instructions (34%) emerged as the key reasons. This sentiment was consistent across all countries surveyed. It is interesting to note that 'low salary expectations' was seen as a major driver especially by those in Lebanon (59%) and Jordan (54%).

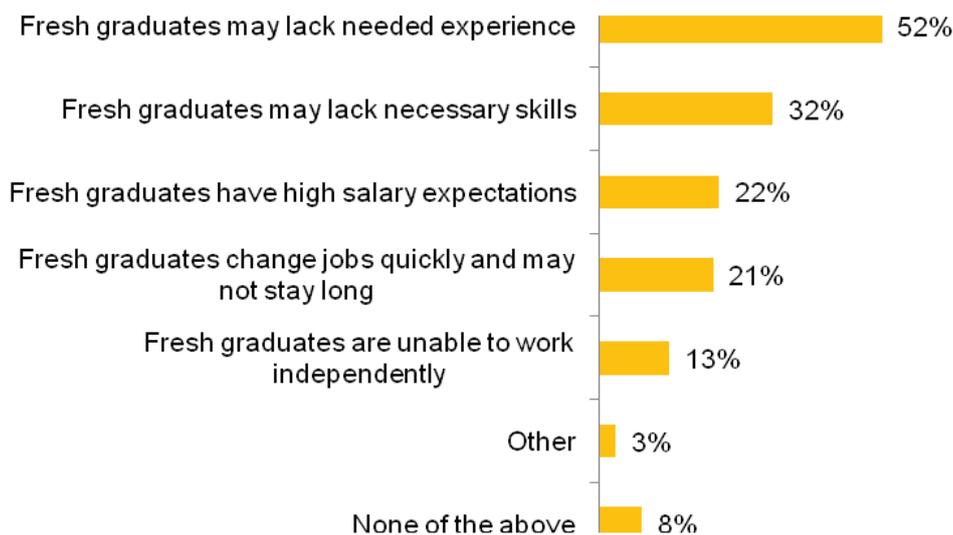


Q: Why do you think these industries employ more fresh graduates when compared to other industries?  
Base (All those who are aware of industries that employ fresh graduates): 3,700

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	740	394	105	96	48	67	114	33	270	700	429	564	140
Fresh graduates have lower expectation on salary	45%	49%	48%	47%	46%	42%	59%	52%	54%	46%	37%	38%	41%
Fresh graduates are compliant and willing to follow instructions	36%	36%	40%	39%	29%	24%	27%	21%	35%	33%	32%	34%	29%
Fresh graduates are able to handle more challenge	27%	26%	23%	35%	23%	15%	26%	33%	21%	21%	27%	24%	24%
Fresh graduates are more creative	16%	25%	21%	28%	15%	22%	22%	12%	7%	13%	13%	15%	21%
Fresh graduates have better teamwork skills	14%	19%	17%	20%	15%	10%	18%	15%	7%	16%	17%	11%	16%
Other	8%	1%	3%	3%	4%	9%	6%	3%	11%	9%	3%	8%	5%

## Perceived barriers to hiring fresh graduates

When asked what they perceived as the main barriers for organisations to hiring fresh graduates, the largest proportion of respondents selected 'lack of experience' and 'lack of necessary skills' most often (52% and 32%, respectively). Once again, this sentiment was consistent across all countries surveyed.

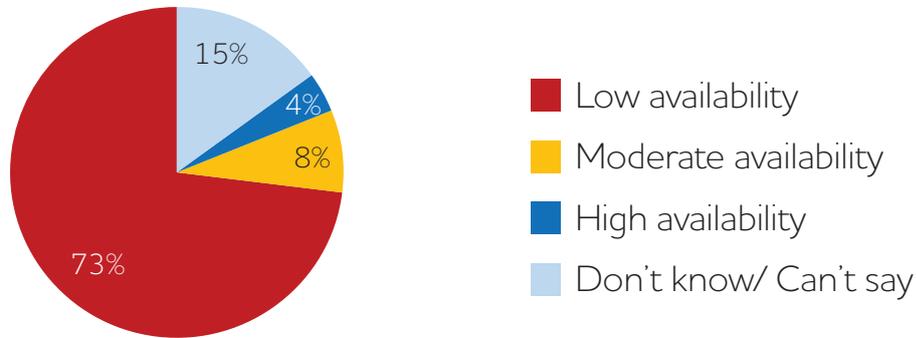


Q: Why do you think are some industries hesitant when it comes to hiring fresh graduates? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	376	443	120	116	51	83	131	38	315	818	467	633	151
Fresh graduates may lack needed experience	55%	57%	44%	63%	51%	51%	74%	58%	56%	44%	41%	53%	50%
Fresh graduates may lack necessary skills	35%	32%	31%	32%	33%	17%	32%	45%	37%	31%	28%	29%	30%
Fresh graduates have high salary expectations	26%	15%	17%	16%	14%	23%	21%	11%	23%	25%	24%	15%	27%
Fresh graduates change jobs quickly and may not stay long	22%	27%	31%	27%	22%	14%	21%	11%	23%	22%	17%	12%	17%
Fresh graduates are unable to work independently	14%	20%	16%	18%	10%	12%	14%	8%	10%	11%	12%	12%	10%
Other	2%	2%	2%	-	4%	-	2%	5%	5%	4%	1%	3%	2%
None of the above	6%	5%	7%	6%	6%	7%	7%	13%	6%	11%	10%	11%	7%

## Perceived availability of jobs for fresh graduates

Most surveyed across the MENA region had a fairly pessimistic view regarding job availability for fresh graduates, with three-quarters (73%) rating it as 'low'. Those in the UAE and Qatar had the most optimistic outlook, with 43% and 39%, respectively, rating the availability of jobs for fresh graduates as either 'high' or 'moderate'. Conversely, fresh graduates in North Africa and Jordan were least positive regarding the availability of jobs, with those rating job availability as either 'high' or 'moderate' in these countries ranging from 8% in Jordan to 15% in Morocco.



Q: How would you rate the availability of jobs in your country of residence for fresh graduates? Base: 4,247

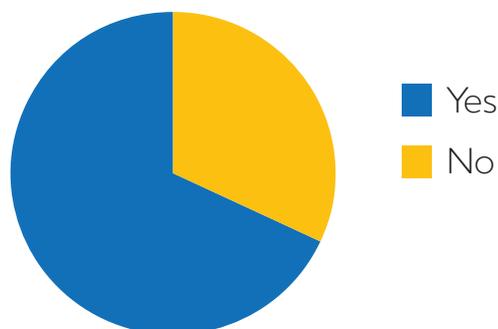
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	376	448	120	116	51	83	131	38	315	818	467	633	151
Low availability	67%	50%	61%	55%	65%	72%	82%	84%	89%	84%	74%	80%	82%
Moderate availability	19%	34%	26%	34%	25%	13%	11%	11%	7%	9%	11%	9%	7%
High availability	6%	9%	5%	5%	2%	7%	1%	3%	1%	2%	4%	2%	2%
Don't know/can't say	8%	7%	8%	6%	8%	7%	6%	3%	3%	6%	11%	9%	9%

## Consideration of job availability when selecting major

Two-thirds (68%) of fresh graduates surveyed across the region claimed they considered the availability of jobs in the field before deciding on their major.

Those in Egypt and Lebanon were the least likely to have made an 'informed decision', with 37% of fresh graduates in each country claiming they did not consider the availability of jobs when deciding on their major. On the other hand, those in the UAE and Oman were the most likely to have taken job availability into account when selecting their field of study (76% and 77%, respectively).

Q: Did you consider the availability of jobs in your field before deciding your major?  
Base: 4,247

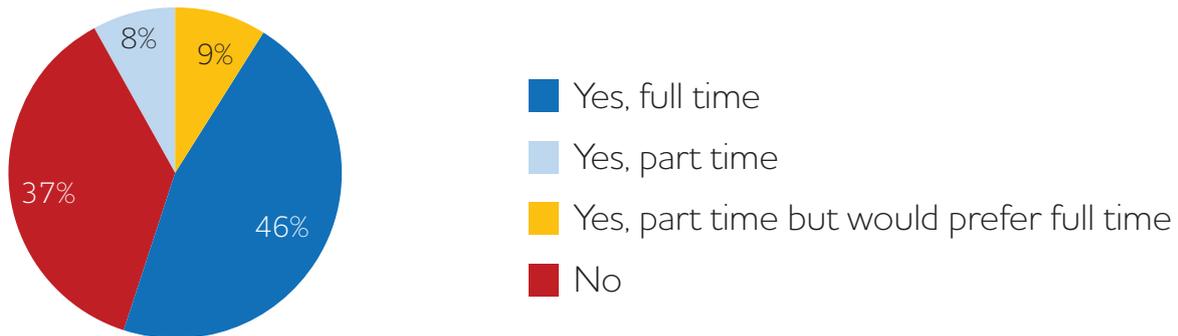


	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes	68%	76%	66%	71%	69%	77%	63%	71%	71%	63%	65%	68%	67%
No	32%	24%	34%	29%	31%	23%	37%	29%	29%	37%	35%	32%	33%

## Employment in field of study

Less than half (46%) of fresh graduates currently working across the MENA region had managed to secure full-time employment in their field of study.

As illustrated, fresh graduates in Kuwait, Oman and the UAE were most likely to have secured a full-time position in their field of study (61%, 58% and 57%, respectively). On the other hand, those in North Africa were the least likely to have done so, with only around one-third of fresh graduates in these countries claiming they are working full-time in their field of study (35% in Morocco, 36% in Algeria, 38% in Egypt and 39% in Tunisia).



Q: Are you currently employed in your field of study?

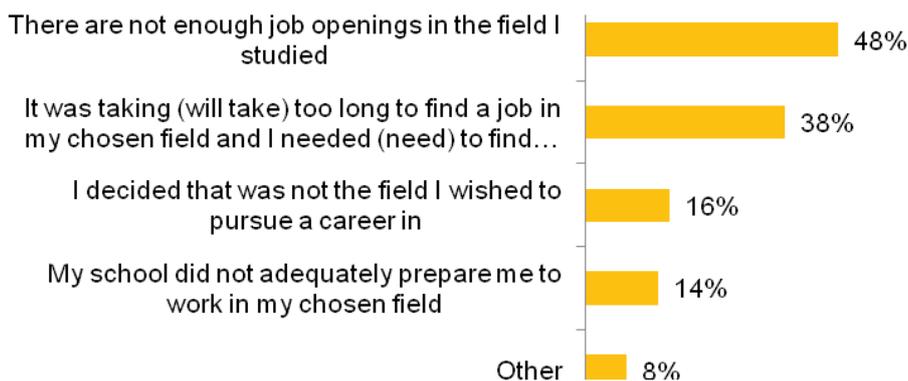
Base (All those working full-time or part-time): 2,361 \*Low base: interpret with caution.

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	498	260	83	72	34	36	76	18*	174	535	205	299	71
Yes, full time	53%	57%	61%	53%	47%	58%	50%	61%	52%	38%	35%	36%	39%
Yes, part time	5%	5%	7%	7%	3%	6%	9%	6%	3%	10%	11%	12%	13%
Yes, part time but would prefer full time	4%	6%	4%	4%	3%	8%	12%	-	11%	10%	23%	13%	11%
No	39%	32%	28%	36%	47%	28%	29%	33%	33%	42%	31%	40%	37%

## Main barriers to employment in field of study

Lack of sufficient jobs in field of study or the fact it was taking too long to find a suitable position were selected by fresh graduates across the region as the main barriers to securing a job in their chosen field (48% and 38%, respectively).

Although sample sizes in some countries are too small to comment on, these two factors emerged as the main barriers across the region. Compared to other countries, fresh graduates in Egypt were much more likely to claim their 'school did not adequately prepare me to work in my chosen field' 25% vs. 2% in the UAE.



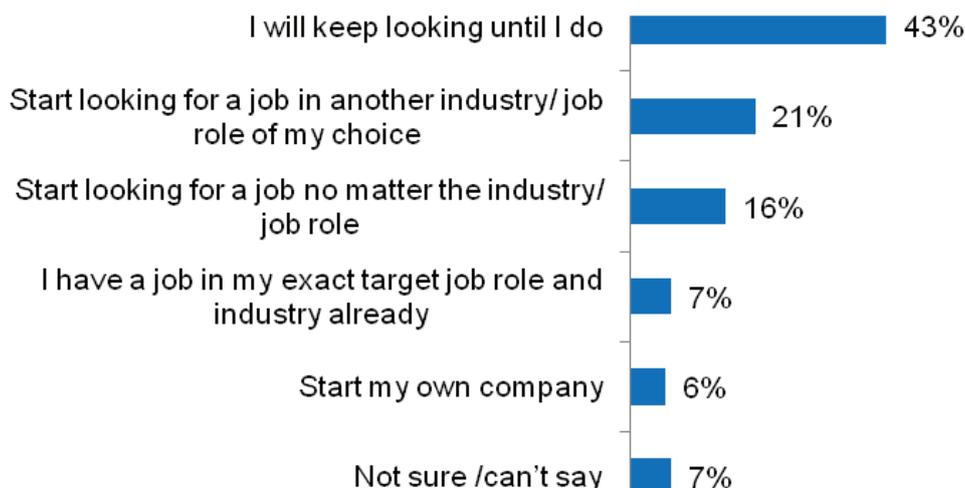
Q: Why aren't you employed in your field of study?  
Base (Working full-time or part-time): 869 \*Low base: interpret with caution

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	194	83	23*	26*	16*	10*	22*	6*	57	223	64	119	26*
There are not enough job openings in the field I studied	47%	41%	35%	19%	50%	50%	36%	67%	54%	48%	44%	64%	46%
It was taking (will take) too long to find a job in my chosen field and I needed (need) to find work to support myself	38%	55%	57%	73%	56%	20%	59%	-	32%	27%	41%	29%	42%
I decided that was not the field I wished to pursue a career in	16%	14%	13%	12%	19%	-	14%	-	9%	22%	16%	11%	12%
My school did not adequately prepare me to work in my chosen field	16%	2%	4%	-	6%	10%	14%	-	9%	25%	12%	7%	31%
Other	12%	7%	13%	4%	-	20%	14%	33%	14%	6%	3%	4%	8%

## Plan of action if unable to secure employment in target industry

Despite what many perceive as a 'negative outlook', results suggest fresh graduates across the region tend to be resilient and persistent in their search, with by far the largest proportion (43%) claiming they will keep looking until they do find a job in their industry of choice.

Nevertheless, results also point to a 'pragmatic' youth, with one in every five (21%) fresh graduates surveyed across the region claiming they will start looking for a job in another industry and further 16% claiming they will look for any job no matter the industry. This pattern of responses was fairly consistent across all countries surveyed.



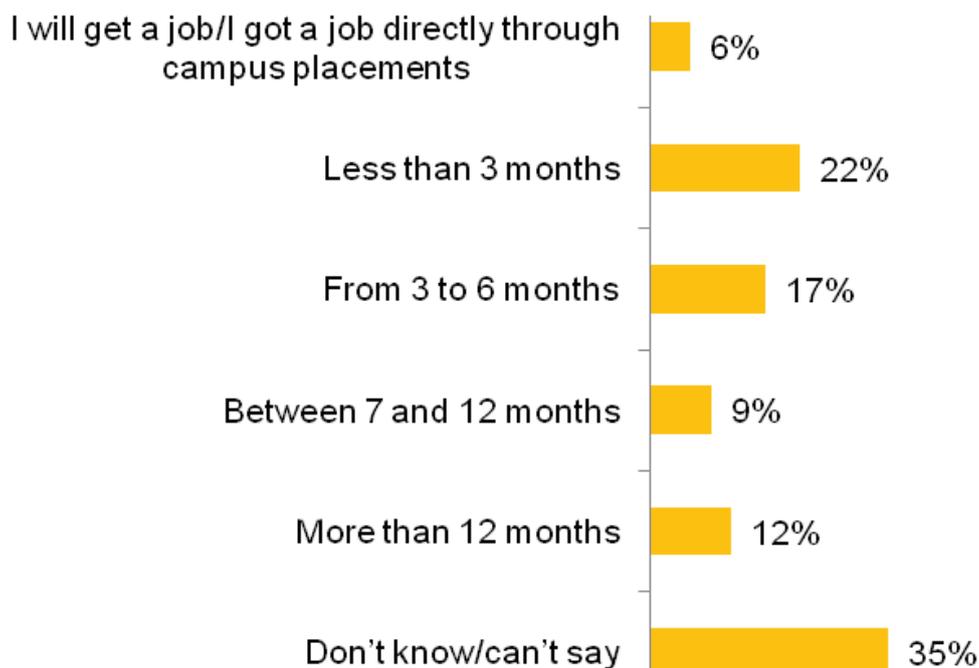
Q: What will you do if you don't find a job in your exact target job role and industry? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	376	443	120	116	51	83	131	38	315	318	467	633	151
I will keep looking until I do	43%	40%	43%	34%	35%	46%	47%	53%	41%	45%	45%	44%	45%
Start looking for a job in another industry/job role of my choice	20%	27%	23%	26%	29%	23%	25%	8%	23%	21%	20%	16%	18%
Start looking for a job no matter the industry/job role	16%	16%	5%	21%	22%	13%	11%	8%	15%	13%	22%	18%	17%
I have a job in my exact target job role and industry already	9%	3%	6%	7%	-	2%	3%	3%	3%	9%	3%	5%	3%
Start my own company	5%	4%	6%	4%	3%	6%	5%	5%	3%	6%	5%	9%	3%
Not sure /can't say	6%	5%	3%	3%	6%	5%	5%	13%	10%	7%	5%	3%	9%

## Length of time taken to find first job

Over one-third (35%) of fresh graduates surveyed were unsure how long it took them or will take them to find their first job. While the largest proportion (45%) expected to secure their first job within six months, one in every five (21%) expected it would take them longer than half a year.

Those in North Africa were the most uncertain regarding how long it would take them to secure their first job, with 'don't know/not sure' responses in these countries ranging from 32% in Egypt to 54% in Algeria.

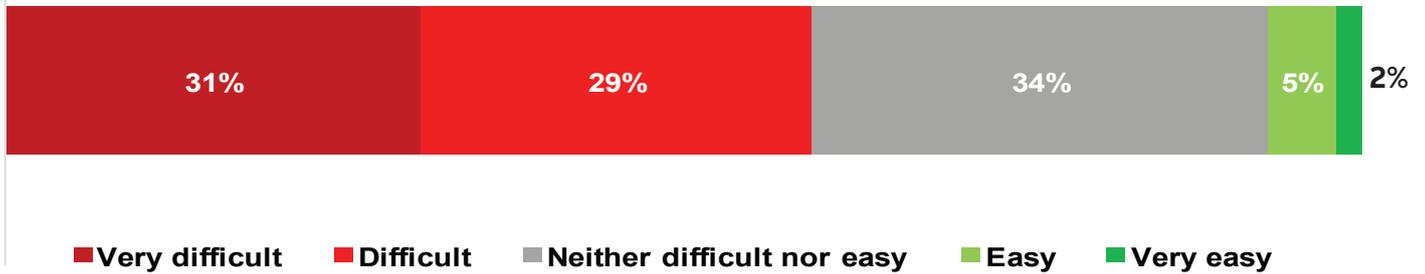


Q: How long do you think it will take/ has it taken you to find your first job? Base: 4247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
I will get a job/I got a job directly through campus placements	5%	11%	12%	10%	8%	14%	6%	11%	3%	5%	6%	3%	5%
Less than 3 months	22%	34%	28%	31%	16%	11%	29%	18%	24%	26%	18%	12%	17%
From 3 to 6 months	19%	15%	22%	19%	20%	22%	15%	13%	19%	17%	15%	10%	19%
Between 7 and 12 months	10%	7%	13%	10%	8%	8%	11%	11%	14%	10%	6%	7%	7%
More than 12 months	13%	10%	8%	10%	20%	18%	12%	11%	13%	10%	9%	13%	11%
Don't know/can't say	31%	23%	18%	19%	29%	27%	27%	37%	26%	32%	46%	54%	40%

## Level of difficulty in securing first job

As illustrated, most fresh graduates across the MENA region claimed it was challenging or it will be challenging to secure their first job, with 31% rating the task as 'very difficult' and a further 29% as 'difficult'. Results suggest youth in Morocco, Jordan, Algeria and Oman are the most likely to claim it was/ will be 'very difficult' to find their first job (39%, 37%, 36% and 35%).

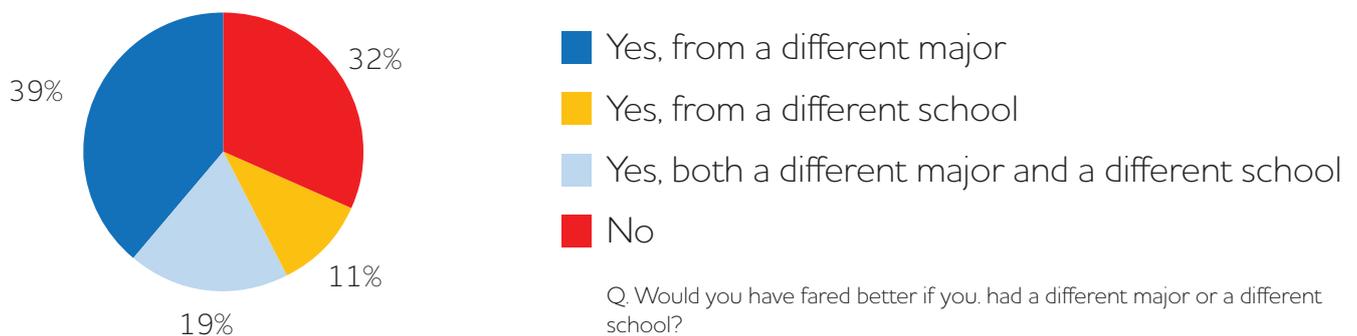


Q: How difficult was it/do you think it will be to find your first job? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Very difficult	28%	26%	31%	22%	33%	35%	30%	45%	37%	25%	39%	36%	30%
Difficult	30%	29%	29%	31%	35%	27%	33%	32%	31%	27%	22%	30%	29%
Neither difficult nor easy	34%	34%	28%	40%	24%	33%	32%	21%	29%	40%	36%	30%	38%
Easy	6%	7%	10%	7%	2%	4%	4%	-	2%	7%	1%	3%	3%
Very easy	3%	4%	2%	1%	6%	2%	2%	3%	2%	2%	1%	1%	-

## Anticipated impact of having selected different major/ school on current job prospects

Well over half (61%) of fresh graduates surveyed across the MENA region feel they would have fared better in the job market if they had selected either a different major (32%), the same major from a different school (11) or both a different major and a different school (19%).



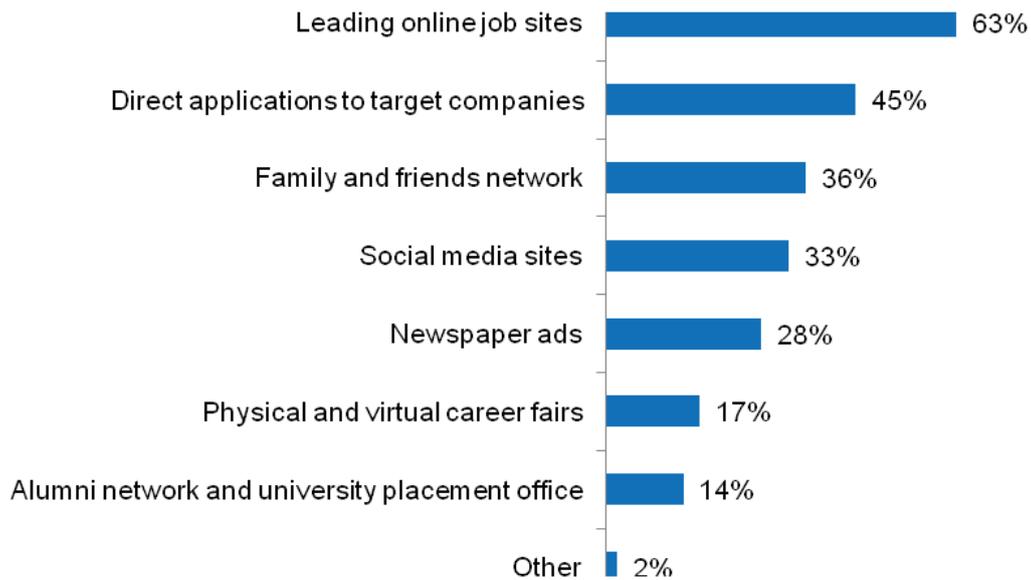
Q: Would you have fared better if you had a different major or a different school?

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes, with a different major	34%	28%	38%	28%	33%	36%	31%	21%	35%	27%	36%	32%	33%
Yes, from a different school	12%	14%	11%	10%	12%	6%	12%	13%	11%	10%	9%	9%	9%
Yes, both different major and different school	17%	26%	27%	26%	20%	16%	15%	11%	16%	21%	16%	15%	15%
No	37%	32%	24%	36%	35%	42%	42%	55%	37%	42%	38%	44%	43%

## Avenues pursued to find first job

Online job sites, direct applications to target companies and personal networks emerged as the three most popular avenues used by fresh graduates across the region when looking for their first job (63%, 45% and 36%, respectively). While this is likely to be an important search tool, the very high figures seen for 'online job sites' must be interpreted with some caution since the survey was run on the Bayt.com website.

Relatively speaking, while 'online job sites' featured especially prominently among Tunisian fresh graduates (72%), family and friend networks were most leveraged in Lebanon and Jordan (45% and 43%, respectively). Social Media sites were also popular as job search tools in Jordan and Tunisia (43% and 41%, respectively).



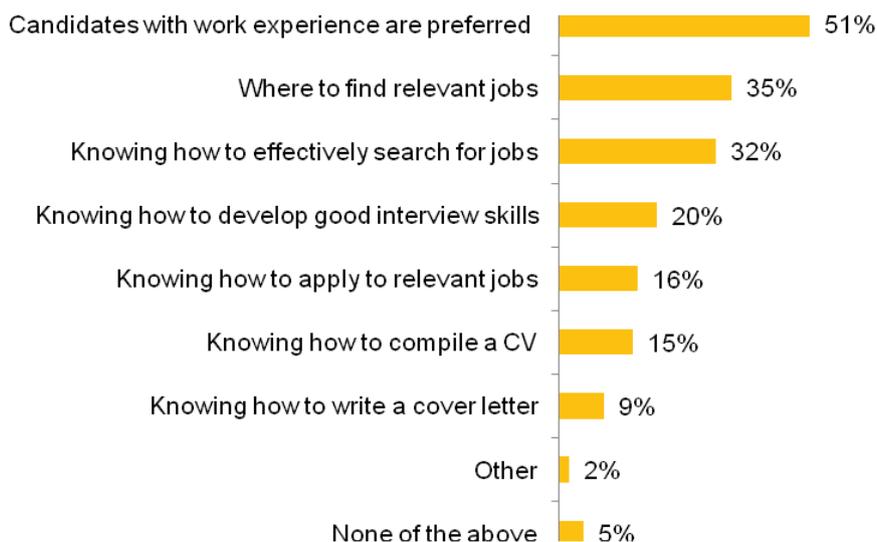
Q: What avenues did/will you pursue to find your first job? Base: 4247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Leading online job sites	63%	55%	54%	53%	67%	63%	69%	63%	69%	60%	69%	62%	72%
Direct applications to target companies	48%	39%	36%	43%	33%	36%	47%	45%	50%	38%	49%	50%	49%
Family and friends network	36%	33%	34%	39%	33%	28%	45%	45%	43%	42%	27%	32%	27%
Social media sites	38%	29%	20%	28%	22%	28%	37%	32%	43%	36%	24%	27%	41%
Newspaper ads	26%	28%	29%	28%	27%	37%	22%	18%	35%	31%	17%	31%	28%
Physical and virtual career fairs	23%	18%	15%	16%	22%	19%	16%	5%	24%	13%	12%	16%	15%
Alumni network and university placement office	18%	12%	11%	11%	16%	10%	20%	16%	16%	10%	10%	15%	24%
Other	2%	1%	2%	3%	2%	1%	1%	-	3%	3%	1%	2%	3%

## Greatest challenges faced when looking for a job

When asked to select the greatest challenges they face when looking for a job, the fact candidates with work experience are preferred came on top across the region (51%). This was followed by lack of knowledge as to where to find relevant jobs and lack of understanding regarding how to effectively search for jobs (35% and 32%, respectively).

The perception that 'candidates with work experience are preferred' was strongest among fresh graduates in Oman (61%) and Lebanon (59%). Meanwhile fresh graduates in Jordan and the UAE were the most likely to claim they lack knowledge on how to effectively search for jobs (37% and 36%, respectively).



Q: When searching for a job, what is/are the greatest challenge/challenges you face? Base: 4247

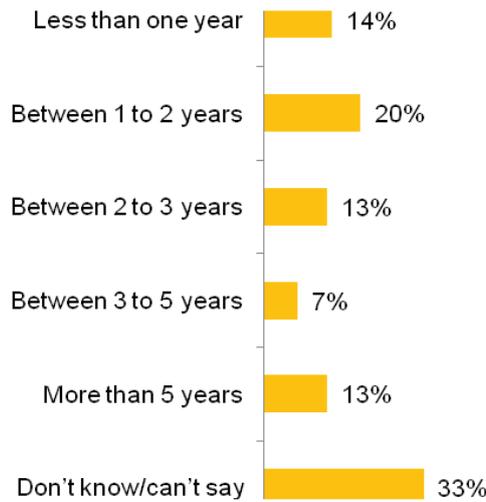
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base: All respondents</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Candidates with work experience are preferred	52%	52%	42%	52%	55%	61%	59%	53%	57%	48%	45%	54%	50%
Where to find relevant jobs	35%	31%	30%	28%	33%	28%	34%	45%	34%	37%	37%	37%	38%
Knowing how to approach the job search effectively	34%	36%	32%	34%	27%	30%	23%	26%	37%	32%	32%	31%	29%
Knowing how to develop good interview skills	22%	24%	21%	23%	22%	22%	22%	18%	24%	21%	15%	15%	17%
Knowing how to apply to relevant jobs	17%	16%	6%	17%	8%	12%	18%	18%	22%	18%	14%	10%	17%
Knowing how to compile a CV	19%	21%	10%	32%	14%	13%	16%	24%	17%	14%	10%	9%	9%
Knowing how to write a cover letter	11%	12%	7%	17%	8%	6%	11%	8%	16%	8%	4%	4%	4%
Other	2%	1%	2%	2%	2%	-	2%	3%	3%	1%	1%	2%	1%
None of the above	3%	4%	4%	3%	4%	4%	6%	5%	2%	7%	4%	6%	7%

# Employment

## Length of time in first job

While the largest proportion (33%) of fresh graduates across the region were unsure how long they will stay in their first job, results suggest some may see the first opportunity as a 'stepping stone', with 34% claiming they would not stay in their first job for more than two years.

Findings indicate fresh graduates in the GCC (where there may possibly be more job opportunities) may be more inclined to leave their first job within the first two years (50% in Qatar, 47% in Kuwait and Bahrain, 41% in UAE).

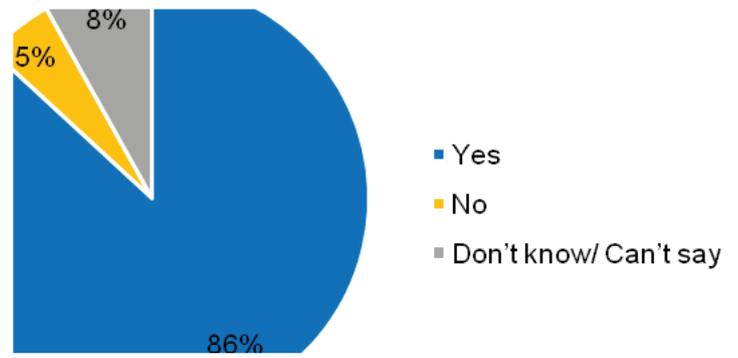


Q: How long do you see yourself staying in your first job/did you stay in your first job? Base: 4247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	876	448	120	116	51	83	131	38	315	818	467	633	151
Less than one year	14%	11%	19%	21%	14%	13%	15%	18%	18%	17%	13%	9%	12%
Between 1 to 2 years	22%	30%	28%	29%	33%	14%	23%	18%	19%	21%	12%	14%	17%
Between 2 to 3 years	14%	22%	11%	21%	14%	14%	17%	8%	11%	13%	7%	9%	11%
Between 3 to 5 years	8%	11%	8%	10%	8%	5%	7%	5%	7%	8%	6%	5%	5%
More than 5 years	12%	9%	10%	9%	22%	18%	14%	8%	14%	12%	14%	16%	12%
Don't know/can't say	30%	16%	23%	10%	10%	35%	25%	42%	30%	29%	48%	47%	44%

## Willingness to relocate for employment purposes

As illustrated, the vast majority (86%) of fresh graduates across the MENA claim they would be willing to relocate for employment purposes. As may have been expected, those in North Africa are most likely to consider relocation (94% in Algeria, 92% in Egypt and Morocco and 91% in Tunisia).



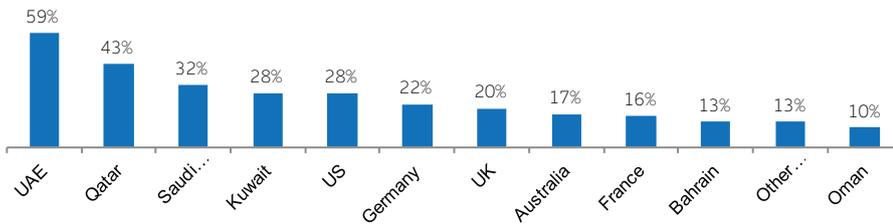
Q: Would you consider relocating for employment purposes? Base: 4247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Yes	77%	84%	75%	87%	69%	76%	83%	89%	89%	92%	92%	94%	91%
No	10%	7%	12%	4%	16%	14%	5%	8%	3%	2%	2%	1%	1%
Don't know/can't say	13%	10%	12%	9%	16%	10%	11%	3%	7%	6%	6%	5%	8%

## Top countries for relocation

The UAE emerged as the clear favourite among MENA fresh graduates, with over half (59%) of those willing to relocate for employment purposes selecting it as one of their preferred destinations. Qatar and Saudi Arabia emerged as the second and third most popular destinations (43% and 32%, respectively).

Fresh graduates in Tunisia appear to favour Qatar over the UAE (62% vs. 43%, respectively). They also show some of the highest preference for Saudi Arabia (41% of fresh graduates in Tunisia would be willing to relocate to KSA for work as would 52% of those in Jordan and 42% of those in Egypt).

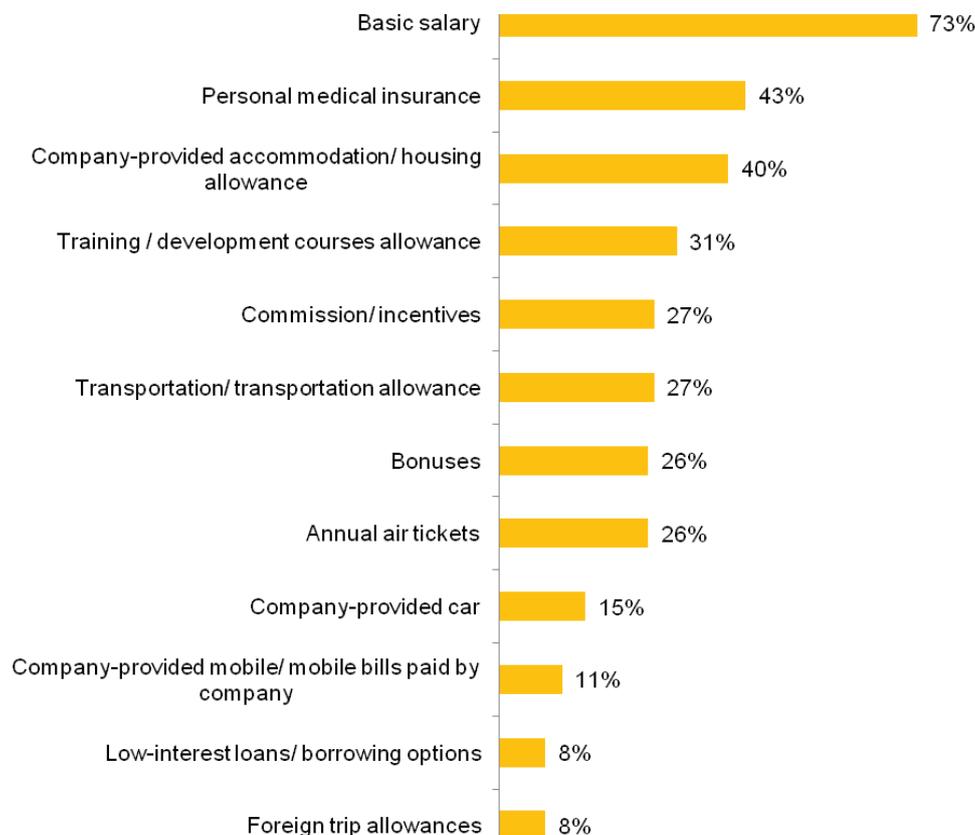


Q: In which countries would you consider relocating to for employment purposes? (Multiple answers possible)  
Base (All those who would consider relocating for employment purposes): 3674

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	672	375	90	102	35	63	109	34	281	754	429	593	137
UAE	59%	63%	39%	43%	60%	60%	66%	65%	68%	61%	57%	58%	43%
Qatar	42%	23%	24%	52%	46%	44%	44%	32%	53%	36%	43%	56%	62%
Saudi Arabia	24%	18%	16%	24%	31%	11%	34%	32%	52%	42%	29%	33%	41%
Canada	23%	37%	27%	27%	31%	25%	37%	24%	22%	19%	32%	35%	34%
Kuwait	22%	14%	27%	19%	26%	19%	32%	35%	43%	51%	14%	21%	29%
US	27%	32%	20%	29%	31%	21%	34%	21%	31%	26%	35%	26%	22%
Germany	15%	21%	19%	18%	20%	16%	22%	18%	20%	25%	30%	23%	26%
UK	20%	31%	20%	23%	31%	30%	24%	21%	20%	16%	14%	20%	19%
Australia	19%	32%	22%	26%	23%	17%	27%	15%	21%	14%	7%	10%	17%
France	10%	13%	10%	14%	14%	8%	20%	9%	8%	12%	28%	23%	31%
Bahrain	17%	10%	12%	15%	26%	13%	14%	6%	24%	9%	10%	11%	10%
Other Western/ European countries	14%	19%	17%	11%	9%	8%	15%	12%	13%	12%	8%	14%	14%
Oman	7%	10%	8%	17%	14%	29%	14%	9%	20%	10%	2%	7%	12%

## First job - Benefits received

Basic salary, personal medical insurance and company-provided accommodation/ housing allowance were the most often received or expected first job benefits among MENA fresh graduates (73%, 43% and 40%, respectively). Fresh graduates in Qatar were most likely to have received/ expect housing allowance (61%).



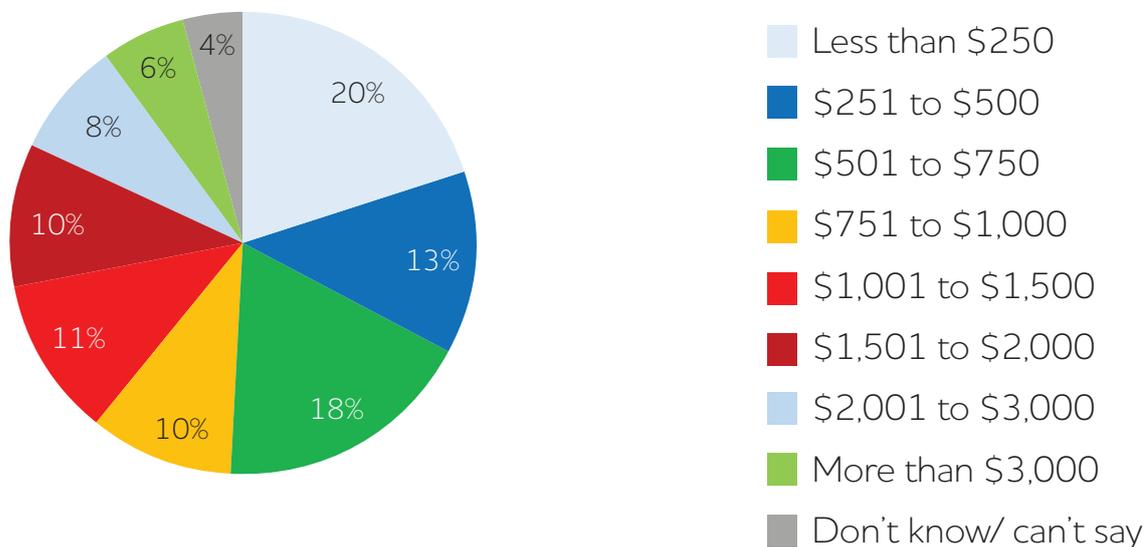
Q: Which of the following benefits do you expect to be offered/ were you offered by your employer for your first job?

Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Basic salary	75%	83%	76%	83%	84%	69%	79%	71%	76%	74%	69%	60%	70%
Personal medical insurance	53%	41%	28%	43%	37%	41%	50%	42%	49%	41%	45%	36%	36%
Company-provided accommodation/ housing allowance	50%	53%	30%	61%	39%	51%	37%	39%	36%	37%	34%	30%	29%
Training / development courses allowance	39%	30%	26%	34%	37%	29%	33%	29%	35%	32%	21%	27%	22%
Commission/ incentives	36%	26%	20%	22%	35%	20%	22%	26%	36%	35%	16%	15%	18%
Transportation/ transportation allowance	37%	40%	24%	44%	31%	29%	47%	29%	32%	27%	12%	8%	12%
Bonuses	34%	34%	26%	32%	35%	37%	39%	26%	34%	28%	7%	11%	13%
Annual air tickets	34%	46%	23%	46%	35%	28%	23%	16%	23%	20%	16%	16%	19%
Company-provided car	20%	13%	8%	12%	22%	11%	15%	18%	14%	17%	13%	8%	13%
Company-provided mobile/ mobile bills paid by company	15%	13%	8%	14%	12%	16%	15%	8%	11%	12%	7%	4%	5%
Low-interest loans/ borrowing options	13%	5%	4%	11%	8%	12%	11%	3%	11%	6%	4%	4%	6%
Foreign trip allowances	12%	10%	8%	10%	6%	2%	6%	11%	9%	8%	4%	4%	4%

## First job - Benefits received

Basic salary, personal medical insurance and company-provided accommodation/ housing allowance were the most often received or expected first job benefits among MENA fresh graduates (73%, 43% and 40%, respectively). Fresh graduates in Qatar were most likely to have received/ expect housing allowance (61%).



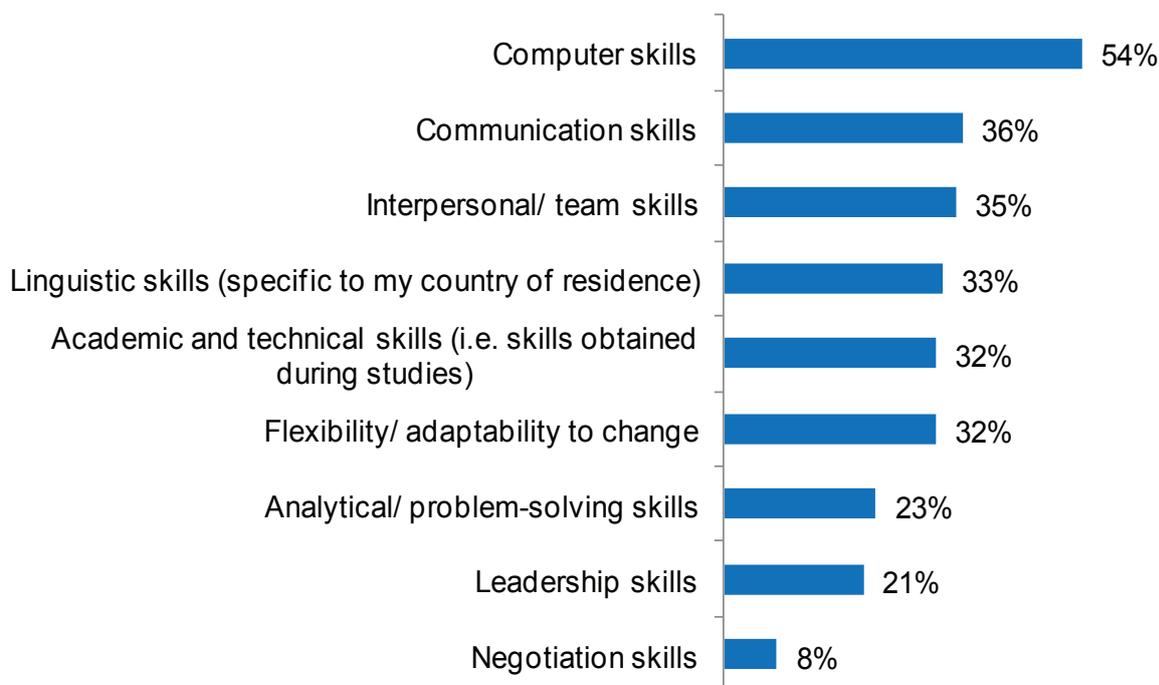
Q: Please indicate the monthly salary you received/ would expect to receive for your first job? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	376	443	120	116	51	33	131	38	315	313	467	633	151
Less than USD 250	4%	8%	7%	5%	8%	7%	4%	29%	8%	29%	12%	14%	11%
USD 251 to 500	9%	13%	16%	15%	20%	12%	8%	21%	39%	24%	19%	16%	15%
USD 501 to 750	7%	10%	15%	9%	4%	12%	12%	-	18%	10%	15%	8%	9%
USD 751 to 1,000	12%	14%	9%	17%	14%	17%	22%	8%	10%	8%	9%	8%	15%
USD 1,001 to 1,500	15%	19%	14%	9%	18%	7%	25%	11%	9%	4%	5%	7%	9%
USD 1,501 to 2,000	17%	10%	11%	16%	12%	11%	13%	8%	4%	3%	4%	4%	8%
USD 2,001 to USD 3,000	14%	10%	13%	13%	8%	6%	8%	3%	2%	2%	1%	3%	4%
More than USD 3,000	7%	6%	3%	6%	2%	5%	2%	5%	1%	2%	1%	3%	2%
Don't know/can't say	14%	9%	12%	9%	16%	23%	5%	16%	9%	17%	33%	35%	27%

## Perceived skills required to excel in the workplace

While recognising the importance of 'soft skills' such as communication and interpersonal skills (36% and 35%, respectively), most fresh graduates across the region believe computer skills would be most valuable to allow to excel in the workplace.

Fresh graduates in Egypt placed the most importance on computer skills (62%), while those in the UAE, Qatar, Lebanon and Bahrain placed most emphasis on communication skills (56%, 56%, 56% and 55%, respectively).



Q: Which of the following skills do you believe are required to excel in the workplace? (Please select up to 3 skills) Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
Computer skills	55%	46%	56%	47%	53%	53%	49%	71%	56%	62%	48%	53%	50%
Communication skills	31%	56%	33%	56%	55%	48%	56%	29%	35%	29%	39%	27%	36%
Interpersonal/ team skills	34%	29%	28%	32%	31%	41%	33%	34%	39%	35%	37%	39%	36%
Linguistic skills (specific to my country of residence)	31%	11%	19%	12%	16%	27%	22%	42%	32%	44%	40%	41%	46%
Academic and technical skills (i.e. skills obtained during studies)	33%	38%	41%	41%	37%	36%	36%	47%	40%	19%	24%	36%	35%
Flexibility/ adaptability to change	28%	35%	36%	34%	43%	28%	35%	13%	29%	35%	33%	30%	30%
Analytical/ problem-solving skills	25%	25%	19%	23%	18%	18%	27%	16%	24%	21%	21%	22%	19%
Leadership skills	25%	28%	23%	28%	22%	28%	20%	13%	23%	22%	16%	15%	13%
Negotiation skills	8%	7%	8%	4%	2%	7%	8%	5%	5%	8%	7%	9%	14%

# Tools: Graduates, Develop Your Skills Today with Bayt.com

Bayt.com offers multiple options and various streams which can both help graduates develop their skills, as well as help employers identify the skills of a candidate for a specific role.

## Bayt.com Courses

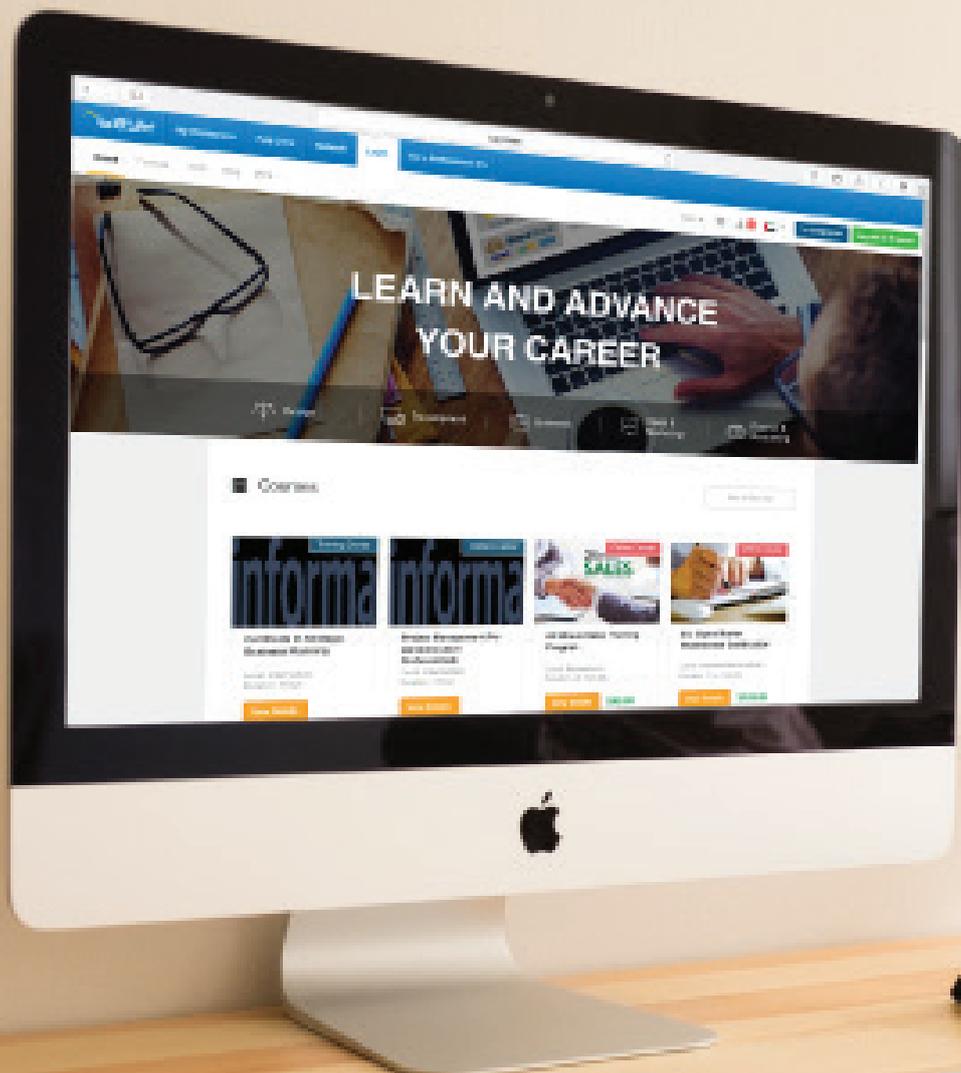
Learning new skills and adding them to your CV is a great way to highlight your expertise to employers. Courses vary from soft skills to technical skills, and can prepare fresh grads for their first jobs.

## Bayt.com Tests

Test and qualify your skills to employers with Bayt.com tests. Choose tests that are related to your industry, and show employers just how capable you are with the skill set you have.

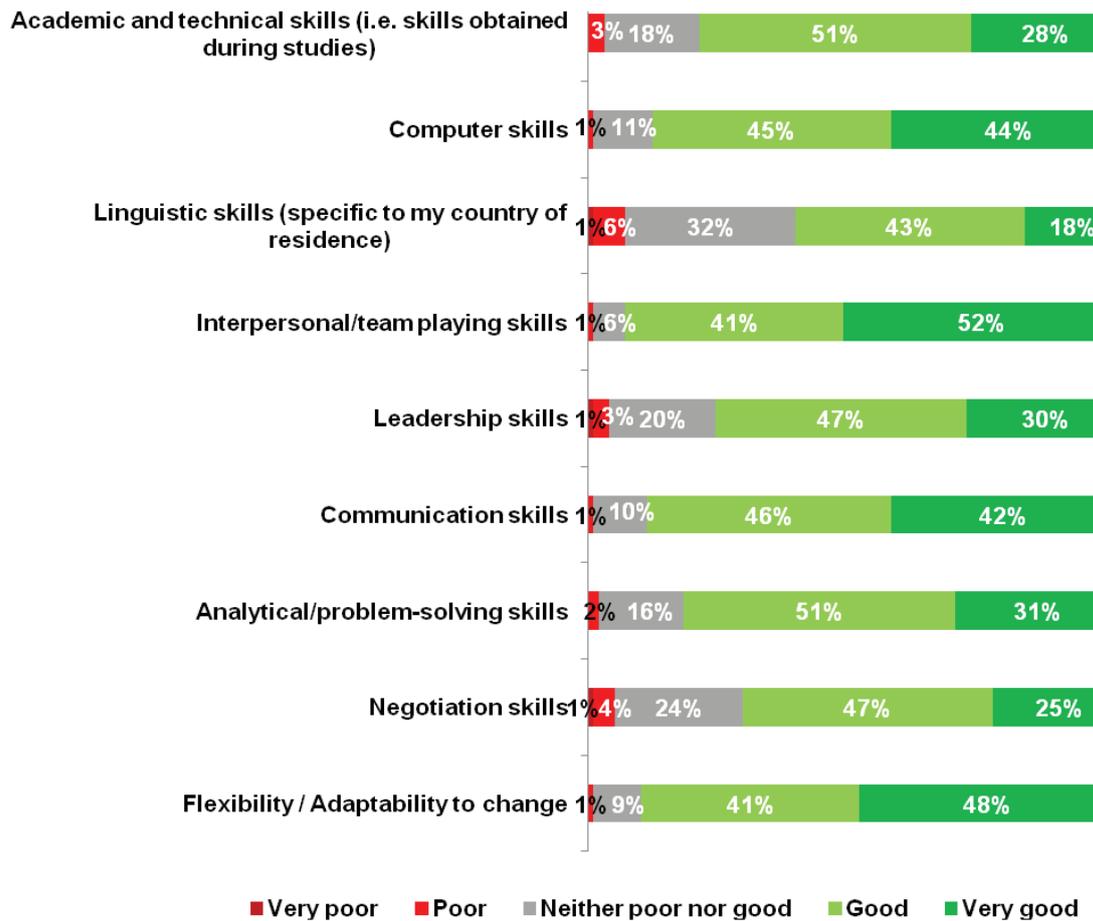
## Bayt.com Specialties

Network your way to success with Bayt.com Specialties. Stand out from the crowd by connect with industry peers and employers, discussing important topics, asking and answering questions, and gaining additional knowledge and qualifications within your industry.



## Skills self-rating

When asked to rate their own skills across a number of parameters, fresh graduates across the MENA region rated themselves most strongly in terms of interpersonal/ team playing skills (52% 'very good') and flexibility/ adaptability (48% 'very good'). On the other hand, they rated themselves least positively in terms of linguistic (18% 'very good') and negotiation skills (25% 'very good').



Q: And how would you rate yourself in terms of the following skills? Base: 4,247

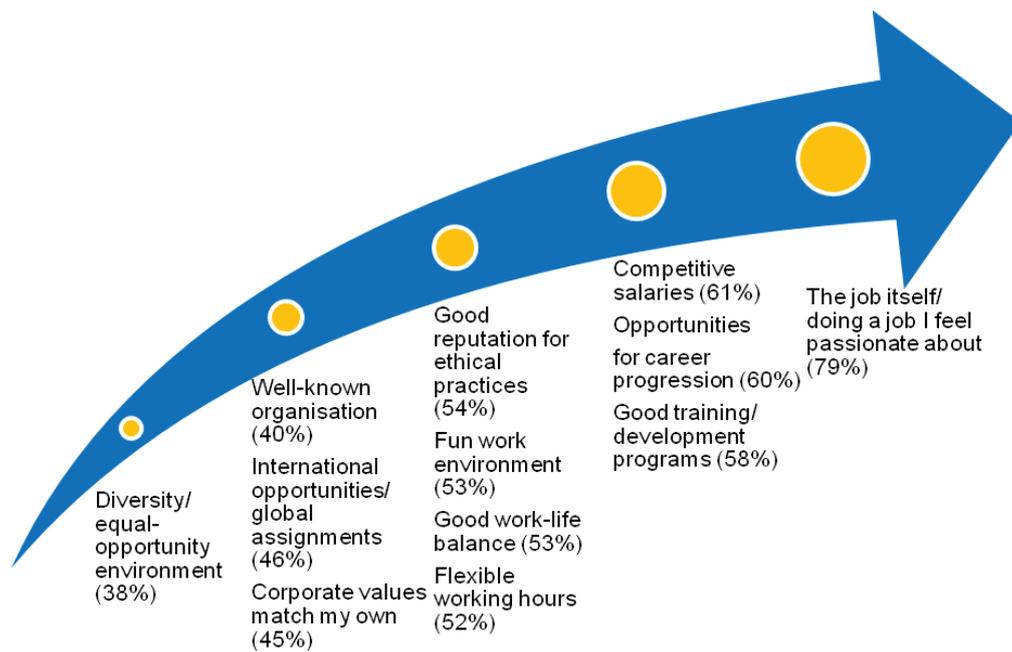
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	876	448	120	116	51	83	131	38	315	818	467	633	151
<b>Academic and technical skills (i.e. skills obtained during studies)</b>													
Very poor			2%		2%		1%		1%	1%	1%		1%
Poor	2%	1%	7%	1%	6%		3%		1%	6%	3%	3%	3%
Neither poor nor good	13%	12%	15%	13%	10%	11%	9%	8%	12%	21%	31%	24%	19%
Good	46%	55%	48%	56%	47%	57%	46%	68%	51%	50%	51%	53%	50%
Very good	39%	32%	28%	30%	35%	33%	41%	24%	35%	22%	14%	20%	27%
<b>Computer skills</b>													
Very poor					2%		2%		1%				
Poor	1%	1%	2%							1%	1%	1%	
Neither poor nor good	7%	8%	3%	7%	14%	8%	5%	11%	3%	8%	22%	21%	11%
Good	38%	49%	49%	47%	39%	53%	41%	47%	37%	46%	47%	48%	46%
Very good	54%	42%	45%	46%	45%	39%	52%	42%	59%	45%	30%	30%	43%
<b>Linguistic skills (specific to my country of residence)</b>													
Very poor	1%		2%		4%		1%		2%	1%		1%	2%
Poor	7%	3%	8%	3%	2%	2%	2%	11%	5%	9%	7%	7%	5%
Neither poor nor good	27%	19%	17%	22%	24%	25%	17%	32%	20%	31%	52%	45%	42%
Good	42%	54%	47%	53%	47%	49%	40%	50%	50%	44%	33%	36%	37%
Very good	23%	23%	27%	22%	24%	23%	40%	8%	23%	15%	7%	10%	14%
<b>Interpersonal/team playing skills</b>													
Very poor			2%	1%	2%		1%						
Poor	1%	1%	1%				2%		1%	1%	2%	1%	1%
Neither poor nor good	5%	6%	6%	8%	8%	2%	1%	3%	3%	4%	10%	9%	7%
Good	35%	45%	48%	47%	39%	37%	42%	68%	31%	38%	40%	50%	44%
Very good	59%	47%	44%	45%	51%	60%	55%	29%	65%	57%	47%	40%	48%
<b>Leadership skills</b>													
Very poor			1%		2%	1%	1%	3%	2%		2%		3%
Poor	3%	2%	2%	1%	2%	1%	2%	3%	2%	4%	4%	4%	6%
Neither poor nor good	16%	12%	14%	15%	12%	8%	14%	16%	13%	17%	30%	34%	25%
Good	43%	47%	48%	56%	55%	49%	53%	58%	50%	49%	44%	44%	47%
Very good	37%	39%	34%	28%	29%	40%	31%	21%	33%	29%	19%	18%	20%
<b>Communication skills</b>													
Very poor			1%				1%		1%				
Poor	1%		2%	1%		1%		3%	1%	2%	2%	1%	2%
Neither poor nor good	8%	7%	8%	9%	4%	7%	6%	21%	3%	8%	16%	18%	17%
Good	40%	45%	48%	44%	51%	46%	43%	55%	39%	47%	55%	50%	48%
Very good	51%	48%	41%	47%	45%	46%	50%	21%	56%	43%	27%	30%	34%
<b>Analytical/problem-solving skills</b>													
Very poor			2%		2%		1%		1%				
Poor	2%	1%	2%	2%	2%	2%		5%		2%	1%	2%	3%
Neither poor nor good	13%	11%	16%	18%	14%	12%	6%	8%	11%	13%	23%	25%	18%
Good	49%	51%	46%	48%	61%	52%	50%	55%	50%	55%	52%	52%	52%
Very good	36%	37%	34%	32%	22%	34%	44%	32%	38%	30%	24%	20%	28%
<b>Negotiation skills</b>													
Very poor	1%		2%		4%		1%						
Poor	5%	3%	5%	3%	2%	1%	2%	11%	3%	4%	3%	3%	3%
Neither poor nor good	22%	20%	23%	20%	24%	20%	15%	21%	16%	21%	34%	33%	24%
Good	41%	50%	48%	49%	53%	49%	49%	42%	50%	49%	48%	47%	56%
Very good	31%	27%	22%	28%	18%	29%	34%	26%	31%	26%	14%	17%	18%
<b>Flexibility / Adaptability to change</b>													
Very poor			2%		2%		1%				1%		1%
Poor	2%	1%	2%	1%	2%		1%	8%		2%	1%	1%	1%
Neither poor nor good	7%	7%	10%	11%	10%	11%	7%	5%	6%	6%	14%	15%	9%
Good	37%	40%	40%	39%	33%	47%	39%	53%	34%	41%	46%	45%	44%
Very good	54%	52%	46%	49%	53%	42%	53%	34%	59%	51%	37%	38%	44%

## Most important attributes when selecting a job

When asked to rank the most important attributes for them when selecting a job, 'doing a job I feel passionate about' came out as the most important attribute to fresh graduates across the MENA region. This was following by 'competitive salaries', 'opportunities for career progression' and 'good training/development programs'.

As illustrated in the table below, 'doing a job I feel passionate about' was consistently most important across all countries surveyed. Relatively speaking those in KSA, Qatar, UAE and Kuwait placed the most importance on having a competitive salary (15%, 15%, 14% and 12%, respectively), while those in North Africa placed most importance on having international opportunities/ global assignments (14% in Egypt and Tunisia and 13% in Algeria). Working for a well-known organisation rated as most important for fresh graduates in Qatar (16%).

The below percentages were calculated by applying weights to the ranked data.



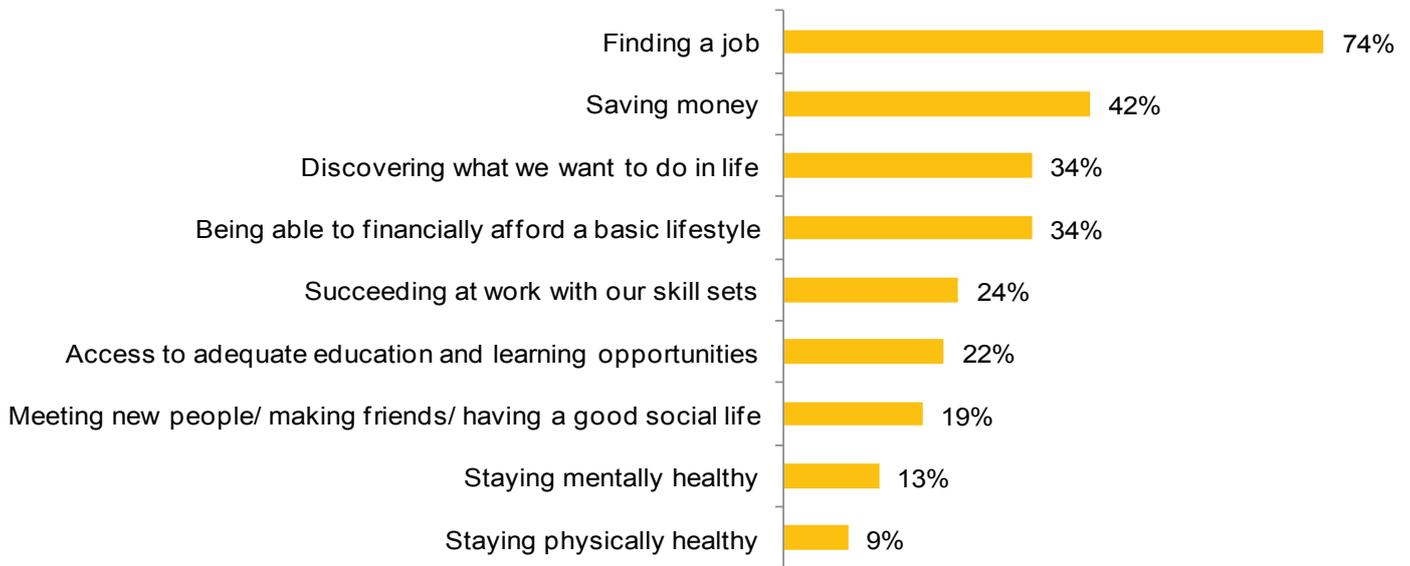
Q: And how would you rate yourself in terms of the following skills? Base: 4,247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	576	443	120	116	51	83	131	38	315	813	467	633	151
The job itself/doing a job I feel passionate about	40%	40%	46%	38%	41%	40%	53%	45%	45%	46%	49%	46%	45%
Competitive salaries	15%	14%	12%	15%	10%	7%	5%	11%	8%	7%	6%	6%	8%
International opportunities/global assignments	5%	5%	7%	3%	4%	2%	8%	11%	9%	14%	11%	13%	14%
Well-known organisation	8%	9%	12%	16%	10%	13%	8%	8%	9%	6%	4%	3%	5%
Opportunities for career progression	8%	9%	6%	6%	12%	2%	10%		7%	4%	3%	4%	4%
Good reputation for ethical practices	5%	3%	1%	4%	4%	10%	5%	8%	4%	7%	7%	10%	7%
Good training/development programs	5%	6%	2%	6%	6%	5%	2%		3%	3%	2%	3%	1%
Good work-life balance	3%	4%	4%	3%	2%	6%		3%	4%	4%	5%	6%	5%
Corporate values match my own	3%	2%	2%	1%	2%	4%	5%	8%	3%	4%	4%	5%	6%
Flexible working hours	3%	5%	7%	5%	8%	4%	1%	8%	4%	2%	2%	1%	1%
Fun work environment	4%	3%	1%	1%		6%	2%		5%	3%	4%	3%	4%
Diversity/equal-opportunity environment	1%	1%	1%	3%	2%	1%			1%		2%		1%

# Biggest Challenges Faced By Generation

Finally, in line with results so far, 'finding a job' was selected by fresh graduates across the MENA region as the biggest challenge faced by their generation (74%).

As shown, finding a job was perceived as an especially big challenge by fresh graduates in North Africa and Jordan (83% in Jordan, 82% in Morocco, Algeria and Tunisia).



Q: What challenges does your generation face most? (Please select up to 3) Base: 4247

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
<b>Base</b>	376	448	120	116	51	83	131	38	315	818	467	633	151
Finding a job	68%	61%	57%	68%	71%	70%	74%	66%	83%	74%	82%	82%	82%
Saving money	41%	38%	44%	43%	57%	36%	45%	42%	56%	47%	36%	35%	44%
Discovering what we want to do in life	34%	39%	38%	40%	45%	46%	35%	32%	29%	32%	31%	31%	36%
Being able to financially afford a basic lifestyle	31%	24%	31%	26%	45%	35%	51%	50%	42%	39%	31%	35%	35%
Succeeding at work with our skill sets	23%	27%	23%	22%	14%	20%	20%	32%	14%	25%	26%	30%	28%
Access to adequate education and learning opportunities	24%	23%	18%	18%	14%	14%	18%	16%	17%	23%	27%	24%	15%
Meeting new people/ making friends/ having a good social life	25%	27%	25%	24%	25%	18%	18%	8%	18%	13%	15%	14%	9%
Staying mentally healthy	14%	17%	12%	17%	6%	14%	5%	8%	9%	14%	14%	12%	15%
Staying physically healthy	11%	15%	11%	10%	4%	12%	7%	5%	5%	9%	6%	7%	1%

# Case Study: Verifying Skills of Fresh Graduates

## Bayt.com's Multi-faceted Approach to Skills Matching

Bayt.com has been facilitating between employers and job seekers in the MENA for over 16 years. How? The Bayt.com skills-matching formula uses multiple ways to assess whether the skills of a job seeker are relevant to an employer's needs:

1. Equipping **algorithms** that employers can use to **auto-screen candidates** that do not match their needs on Bayt.com Job Postings
2. Enabling employers to **manually filter down to the perfect candidate using over 33 data filters** including years of experience, previous industry of work, and languages spoken, in products like Job Postings and CV Search.
3. Empowering employers with **powerful assessment tools to qualify candidates before they even get to the interview stage**. Employers can create questionnaires that they can send out to their candidates, or use pre-written Bayt.com Tests. Employers are encouraged to test for soft skills like time management; technical skills like accounting; and business skills like organizational behavior.
4. Taking the skills-verification process outside the one-dimensional CV with **Bayt.com Specialties, a networking and knowledge-sharing platform that enables employers to see how much a candidate really knows** about their professional specialties.

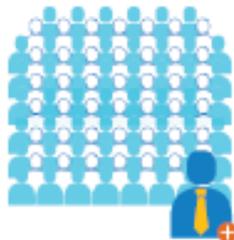
BAYT.COM IS THE **FASTEST, EASIEST, & MOST COST-EFFECTIVE** WAY TO **RECRUIT QUALITY TALENT.**



### Make Recruitment Really Simple.

It is really easy to work with Bayt.com. We provide you with **optimized, powerful technology** & on-the-ground support like no other.

**13 OFFICES** IN THE MIDDLE EAST



### Make Recruitment Really Effective.

Bayt.com offers you endless choice: use our powerful technology to search through **the largest community of job seekers in the Middle East.**

**24,000,000+** JOBSEEKERS



### Make Recruitment Really Cost Effective.

Hire the best talent while maximizing your ROI. Choose from a recruitment solution that **works with your time and budget.**

**15+ WAYS** TO RECRUIT AND ATTRACT.

# The Bayt.com University Outreach Program Prepares Students for the Challenges Ahead

This extension of the Bayt.com site, and well-established outreach program includes three main pillars.

1. A university student career site for graduates and alumni
2. A university graduate career guidebook for all graduates preparing them for their first job and the challenges they may face in the work place.
3. An extensive program of on campus CV clinics and customized career services to help students and fresh graduates boost their job search and excel at their first jobs.

Fresh graduates and employers both benefit from these services in various ways.

## **For fresh graduates:**

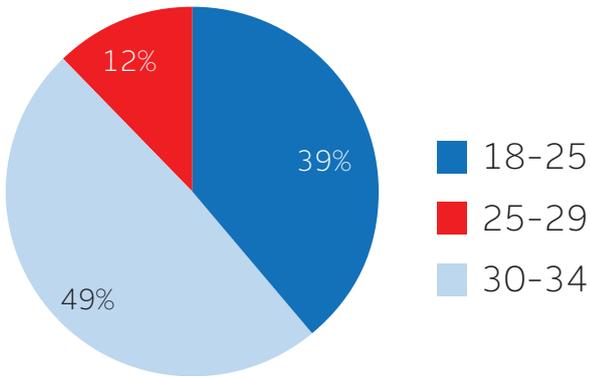
- The site's CV builder walks students through the process of creating a CV step-by-step.
- A free, convenient and easy-to-use platform to 'park' CVs allows student to keep their CV online so that they gain exposure and can begin to network before graduating
- Free unlimited access to the region's fastest growing jobs database allows students to find the jobs they want and apply directly online.
- Automatic search agents will search the Bayt.com database on a 24/7 basis, notifying candidates of suitable positions as they arise.

## **For employers:**

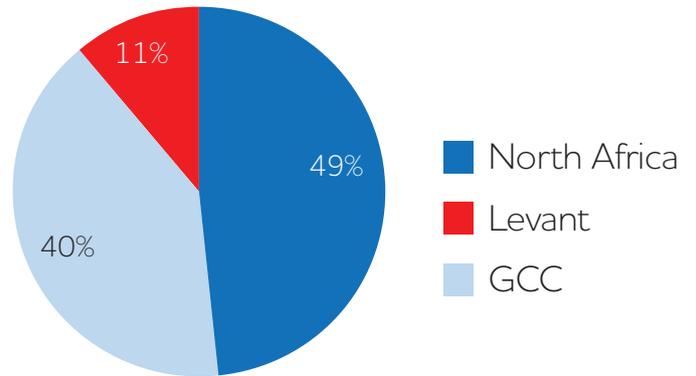
- Access to the largest region graduate pool from the top regional universities
- Free centralized databases to facilitate localization programs
- Access to potential interns for companies.

# Demographics

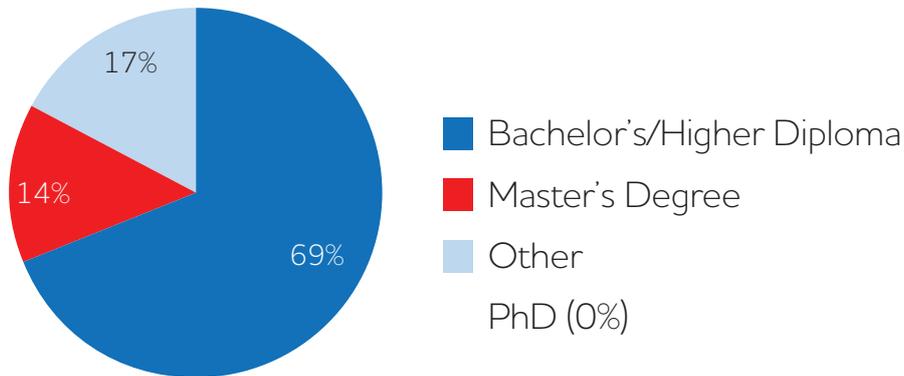
**Age Group**



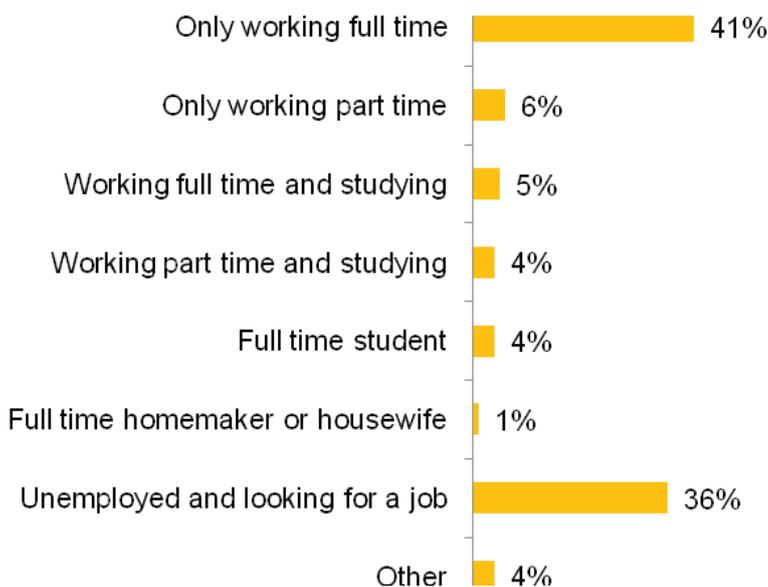
**Regions**



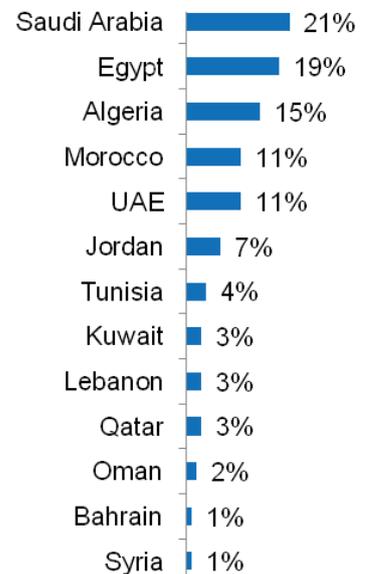
**Highest Level of Education**



**Current Employment Status**



**Country of Residence**



Base: 4,247