EXECUTIVE SUMMARY

OMANI FRESH GRADUATES EMPLOYABILITY: AN EMPLOYERS'
PERSPECTIVE

The Oman Statistical Year Book - 2018, indicates increasing trend in the unemployment rate of fresh Graduates in the Sultanate. Despite the many programs and drives from government, industry and institutions, Omani fresh graduates find it difficult to secure a job matching to their education. On the other hand, the industries have unoccupied job vacancies but face difficulties in finding applicants with matching skill sets.

This study aims to unravel the causative factors that lead to this situation in the industry. Unemployment on one side and non-employability on the other side. Apparently there is a gap. This study aims to cover it. Specifically, the study aims to map the missing skills of the fresh graduates at each stage of the recruitment process such as CV screening, Employment Written Tests, and Job Interviews and bring it to the notice of the Graduates, Higher Education Institutions, Policy makers and Educational Administrators for bridging the mapped missing skills.

The study will cover fresh graduates from the disciplines of Engineering, Information Technology and Business Studies, in the previous academic years (2016-17, 2017-18) ie, passed out students from all the Colleges of Technologies from different regions of the Sultanate. (Muscat, Dhofar, Adh Dhahirah, Al Dhakliya, Al Batina, Ash Sharqiah. Missing skills of all nature (technical or others) will be taken for analysis. All major sectors of the economy of public and private will be covered which inc, Oil and Gas, Services such as Banking, Insurance, Medical, Tourism etc., Government Departments, Other Trading and Manufacturing.

The data relating to skill gaps would be drawn from secondary and primary sources. The secondary sources would include, past HR recruitment and selection records, rejection reports from recruiters. In addition, primary data relating to skill gaps would be collected and analyzed from employers, manpower specialists, HR recruitment personnel, etc. Such data would be analyzed using appropriate stasticial tools such as:

- **Exploratory Factor Analysis** – To identify the structure of relationship existing between skills of graduates and rejection factors in the recruitment and selection process.
- **Confirmatory Factor Analysis** –To specify the number of job rejection factors and to measure the latent variables related to employability.

- **Logistic Regression** – To predict dependency of students missing skills and job criteria.
- **Manova** – For validation of hypothesis.

The finding of the research along with its recommendations will enable to bridge the skill gap existing between Omani fresh graduates and various sectors of the Oman economy.

The findings would also be useful for Higher Educational Institutions and Policy makers such as Ministry of Manpower, Ministry of Higher Education for enhancing the employability of Omani graduates.

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