



**MINISTRY OF LABOUR & SOCIAL PROTECTION
STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT**

NATIONAL GRADUATE TRACER STUDY QUESTIONNAIRE

This research instrument has been developed to track the employability of graduates from education and training institutions within one year of completion. Its primary purpose is to assess how graduates transition into the labour market and to evaluate the relevance of education and training programmes in meeting labour market needs. The data collected will also facilitate the calculation of the *Graduate Employability Index (GEI)*, defined as the proportion of employed graduates relative to the total graduate cohort.

Section A: Consent and Personal Information

1. Do you agree to voluntarily participate in this survey?

Yes

No

2. State your full name? _____

3. Provide your contact information:

Phone: _____

Email: _____

Section B: Demographic information

4. What is your age? (Select one)

18-24

25-29

30-34

35-39

40-44

45-49

50-54

55-59

60+

5. What is your gender? Male Female

6. Which county do you come from? (drop down of counties)

7. Do you have any disability? Yes No

Section C: Skills Development

8. Within the past 12 months, what is the title of the course or training programme you completed?

9. What specific field of study or discipline did you pursue? _____

10. When did you complete the programme? Month/Year: _____

11. What level of qualification did you obtain from this programme?

- Certificate
- Diploma
- Bachelor's Degree
- Master's Degree
- Doctorate
- Other (specify): _____

7. What type of institution did you attend?

- University
- Technical/Vocational Training Institute
- Professional Training Centre
- Other (specify): _____

8. Overall, how satisfied are you with the training programme you completed? (Select one)

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

9. For each of the following aspects of the training programme, please indicate your level of satisfaction. (Select one option per factor)

Aspect of Training	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
Level of practical training provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of teaching and instructors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Linkages with employers/industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work based learning opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility of learning time/location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Cost of training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type and level of qualification offered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of resources/equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Incentives or support during training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relevance of curriculum to labour market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify): _____					

10. Within the past 12 months (after graduation), did you pursue any additional certifications or qualifications?

Yes (specify): _____

No

11. (a). Are you currently enrolled in any skills development course or programme?

No

Yes

(If Yes, please answer the following questions within this section)

12. Which type of skills development course or programme are you currently enrolled in? *(Select all that apply)*

Further formal education (e.g., Certificate, Diploma, Degree)

Reskilling (developing new technical/professional skills to transition into a different job or career path)

Upskilling (advanced training to improve skills within your current field)

Work based learning programme (internship, apprenticeship, pupillage, industrial attachment, community service, volunteership)

Other (specify): _____

13. Is your skills development course or programme funded through employer support?

Yes No

If No, please specify how it is funded

Section D: Employment Status

14. What has been your main employment status in the past 12 months (that is within one year after graduation)?

Employed (full-time or part-time)

Self-employed – dependent (mainly working for one client/employer)

Self-employed – independent (e.g., gig work, platform work, freelancing)

Actively seeking work (unemployed)

- Not seeking work (out of labour force)
- Studying/further training
- Other (specify): _____

15. If you are employed or self-employed, how long after graduation did you obtain your first job or income-generating activity?

- Immediately (within 1 month)
- 1-3 months
- 4-6 months
- 7-12 months
- Still not employed/self-employed

16. What are your career plans in the next 12 months? (Select all that apply)

- Continue in current job/income-generating activity
- Change jobs (seek new employment)
- Start a business (new venture)
- Expand self-employment or existing business activities
- Migrate for work (within or outside the country)
- Pursue further studies or professional training
- Other (specify): _____ -

Section E: Employment and Work Details

(Please complete this section only if you are currently employed or engaged in income-generating work)

17. What is your current job title or occupation? _____

18. In which economic sector do you primarily work

- Agriculture, Forestry, and Fishing
- Manufacturing
- Construction
- Wholesale and Retail Trade
- Transportation and Storage
- Accommodation and Food Services
- Information and Communication Technology (ICT)
- Financial and Insurance Activities
- Real Estate Activities
- Professional, Scientific, and Technical Services
- Public Administration and Defense
- Education
- Human Health and Social Work Activities
- Arts, Entertainment, and Recreation
- Other (specify): _____

19. What type of employer do you work for? (Select one)

- Public sector
- Private sector
- NGO/Non-profit
- Self-employment (registered business)
- Informal sector (casual work, small-scale trade, non-registered business)
- Gig/platform work
- Other (specify): _____

20. What type of contract or work arrangement do you have? (Select one)

- Permanent
- Temporary/fixed-term
- Casual
- Freelance/task-based
- Other (specify): _____

21. On average, how many hours do you work per week?

- Less than 10 hours
- 10–19 hours
- 20–29 hours
- 30–39 hours
- 40–49 hours
- 50–59 hours
- 60 hours or more

22. What is your average monthly net income range (in Kshs.)? (Select one)

- Less than 10,000
- 10,001 – 50,000
- 50,001 – 100,000
- More than 100,000

23. Which of the following benefits do you receive from your work? (Select all that apply)

- Housing allowance/support
- Health insurance/medical cover
- Pension/retirement contributions
- Paid leave (annual, sick, maternity/paternity)
- None
- Other (specify): _____

Section F: Job Satisfaction

(Please complete this section only if you are currently employed or engaged in income-generating work)

24. How satisfied are you with your current job or income-generating activity? (Select one)

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

25. For each of the following factors, please indicate your level of satisfaction in relation to your current job or income-generating activity. (Select one option per factor)

Factor	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
Level of wages/earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social protection/benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for career growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commuting distance/transport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work-life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature of work/tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify): _____					

Section G: Relevance of Skills to Current Work

(Please complete this section only if you are currently employed or engaged in income-generating work.)

26. How relevant is the training you received to your current job or income-generating activity? (Select one)

- Extremely relevant
- Very relevant
- Moderately relevant
- Slightly relevant
- Not relevant at all

27. Which skills do you feel you currently lack to work effectively? (Select all that apply)

- Technical/occupational skills specific to your field
- Digital/ICT skills (e.g., computer literacy, data analysis, online tools)
- Communication skills (oral, written, presentation)
- Problem-solving and critical thinking skills
- Teamwork and collaboration skills
- Leadership and management skills
- Entrepreneurial/innovation skills
- Language proficiency (local or foreign languages)
- Adaptability and resilience (coping with change, stress management)
- Other (specify): _____

Section H: Job Search Pathways and Support

28. (a) If you are in employment, which methods or factors contributed to you obtaining your current job or income-generating activity?

(Select all that apply, then indicate which one was the most effective)

- Prior work experience (when you were a student)
- Work-based learning (internship, apprenticeship, industrial attachment, pupillage, community service, volunteerism, etc.)
- Referrals (recommendations from individuals or institutions)
- Skills acquired during the training programme
- Digital/ICT skills
- Institutional career guidance services
- Job search clubs or peer support groups
- Professional networks (contacts, alumni, industry links)
- Job fairs or career expos
- Online platforms (job portals, social media, gig platforms)
- Entrepreneurship training and support
- Personal initiative and job search effort
- Labour market demand in your field of study
- Other (specify): _____

28. (b) Which ONE of the above was the most effective in helping you secure employment? _____

29. How effective were the career guidance services provided by your institution in helping you obtain employment? (Select one)

- Extremely effective
- Very effective
- Moderately effective
- Slightly effective

Not effective at all

30. What challenges did you face or are currently facing in finding employment? (Select all that apply)

Financial constraints (e.g., job search costs, relocation)

Discrimination (e.g., gender, age, ethnicity, disability)

Childcare or family responsibilities

Lack of required work experience

Limited job opportunities in your field

Mismatch between skills and labour market demand

Other (specify): _____

Section I: Improvement of Education and Training Programmes

31. What suggestions do you have for improving the education and training programme you attended, particularly in ways that could enhance graduate employability?
