KING CEASOR UNIVERSITY

Directorate of Quality Assurance

Graduate Tracer Study Report

Diploma in Clinical Medicine and Community Health

April, 2024

LIST OF ABBREVIATIONS AND ACRONYMS

DCM	Diploma in Clinical Medicine and Community Health
KCU	King Ceasor Uganda
LMA	Labour Market Analysis
NCHE	National Council for Higher Education
SPSS	Statistical Package for Social Scientists

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EXECUTIVE SUMMARY

This report is about a tracer study for the alumni of King Ceasor Uganda (KCU) – Diploma in Clinical Medicine and Community Health (DCM). The overall purpose of the tracer study was to gather the opinions of the alumni about their perspectives on their training at KCU. The tracer study provides evidence that will enhance the capacity of KCU in expanding access to and enhancing the quality of her training programmes especially in DCM that equip youth with competencies and skills relevant to the labour market and to their individual needs for lifelong learning. This ultimately contributes to sustainable socio-economic development of Uganda with the upgrading of human capital and skills.

The specific objectives included

(a) To document the employment status of KCU – DCM graduates in the labour market;

(b) To determine the alumni perceptions on KCU – DCM and its offered programmes in relation to the labour market demands;

(c) To determine the training skills that graduates received at KCU to prepare them for the labour market;

(d) to assess alumni on community placement programme – clinical placements for DCM.

The study employed largely quantitative approach and techniques both closed and open questions. Data was collected from the KCU - DCM alumni of different cohorts. The quantitative data was analyzed using Statistical Package for Social Scientists (SPSS) (version 29) based on the responses of thirteen (13) alumni.

The report recommends that the KCU alumni and staff ought to be strengthened in order to improve the way KCU interacts and engages with the outside world. Results reveal some KCU alumni are in key government positions and sectors. This is a great leverage for enhanced collaboration between KCU and clinical hospitals for DCM. It is recommended that the university management leverages the various collaborations and signs more MoUs; to increase more clincil placement areas where students can go for every recess term. With such platforms, KCU can benchmark best practices from other universities, share experiences and learn from other faculties across the globe on a strong

alumni network. KCU alumni should be invited regularly to deliver guest lectures, share their experiences and contribute to the curricula development process and the quality of training at KCU.

1.0 Introduction

King Ceasor Uganda (KCU) has implemented a graduate tracer study to assess the quality of training at KCU and the current labour market demands as a way of improving the quality of training at KCU and making our graduates more employable.

The overall expected impact of the tracer study was to gather the opinions of the alumni on their training at KCU and the evidence will help to enhance the capacity of KCU in expanding access to and enhancing the quality of her training programmes that equip youth with competencies and skills relevant to the labour market and to their individual needs for lifelong learning, which ultimately contributes to sustainable socio-economic development in the participating countries with the upgrading of human capital and skills.

The specific objectives included the following;
   (a) To document the employment status of KCU – DCM graduates in the labour market;
   (b) To determine the alumni perceptions on KCU – DCM and its relation to the labour market demands;
   (c) To determine the training skills that graduates received at KCU to prepare them for the labour market;
   (d) To assess alumni on community placement programme – clinical placements for DCM.

These specific objectives were to answer the general objective of assessing what graduates think on the quality and delivery of training at KCU- DCM in addressing the labour market demands. This report reports the findings from the Diploma in Clinical Medicine and Community Health (DCM) alumni of King Ceasor University.

Also, the survey provide insights of what methods can be employed to build a vibrant KCU alumni community which is a vital stakeholder and a source of revenue for the University.

2.0   Methodology

1. Online survey rolled to the KCU- DCM alumni with both closed and open sections for explanations and details.
2. Document review was carried out as well to benchmark on similar graduate tracer studies.

The online alumni survey was administered by email and whatsapp groups the DCM alumni between November 10th, 2023 and 30th March, 2024 using Google Forms. From this, 13 responses were received. The good response rate may be attributed to the active whatsapp groups of various alumni communities based on their programmes attended that were willing to engage with and support the University in its tracer study activity. The survey had a total of 35 questions in Appendix 1: covering demographic information, employability of KCU graduates, satisfaction with programme of study at KCU, training methodologies, lecturers' performance and quality of KCU internship programme. This was based on the minimum requirements of tracer studies from the Uganda National Council of Higher Education (NCHE) and the Inter-University Council of East Africa (IUCEA) quality assurance hand books.

3.0 DCM ALUMNI TRACE STUDY RESULTS

A total of 13 Diploma in Clinical Medicine and Community Health (DCM) graduates responded to the tracer study survey.

3.1 DCM Alumni Participants Gender

Of the 13 respondents 8(61.5%) were male and 5(38.5%) were female as shown in the pie chart below Figure 1. It was noted that majority of the participants in this DCM tracer study were males.

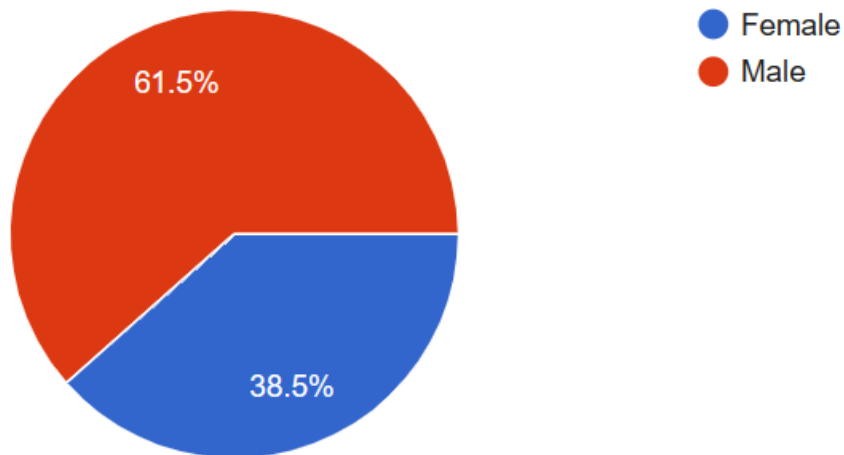Figure 1: Gender distribution of the DCM alumni

3.2 DCM Alumni Participants Marital status

1(7.7%) of the DCM alumni are married while 12(92.3%) are single (not yet married). Majority of the DCM Alumni were single reflecting that young graduates in the fields with a few married Alumni.
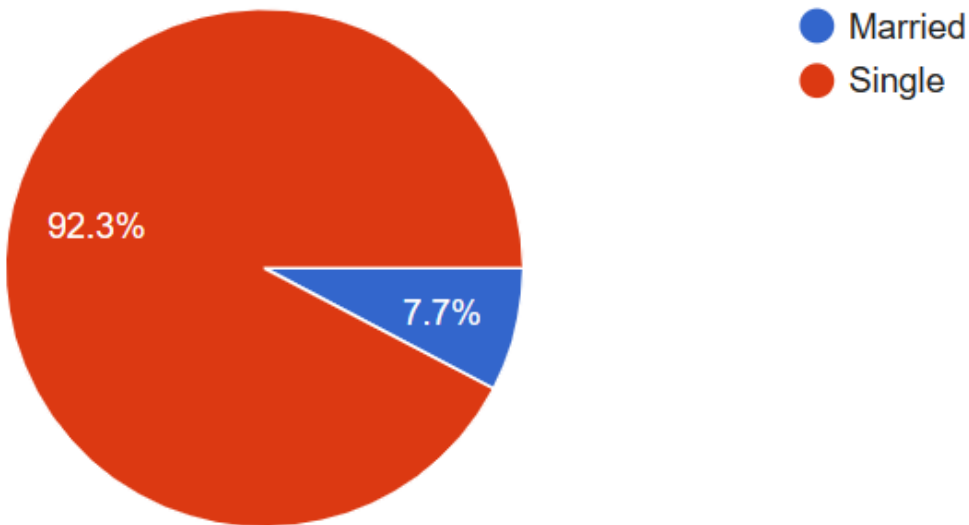
Figure 2: Marital status of the DCM alumni

3.3 DCM Alumni Participants Nationality

Majority of the DCM Alumni were Ugandans with 12(92.3%) are Ugandans with 1(7.7) are South Sudanese as shown in figure 3 below.

Figure 3: DCM Alumni Nationalities

3.4 DCM Alumni Participants Highest education qualification attained by parents

Of the respondents' feedback, their parents have the following qualifications 7(53.8%) – Diploma, 5(38.5%) Primary, 3(15.8%) Primary, 1(7.7%) Degree in figure 4.

Figure 4: DCM - highest level of equation of the parents

3.5   DCM Alumni Participants Admission criteria

Majority of the DCM respondents were Direct entrants in this case 10(76.9%) Direct entry, 1(7.7%) Certificate, 1(7.7%) Diploma and 1(7.7%) Transfer as shown in figure 5.
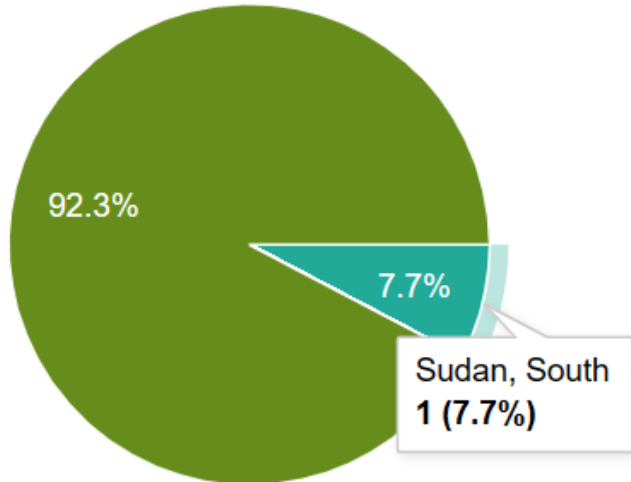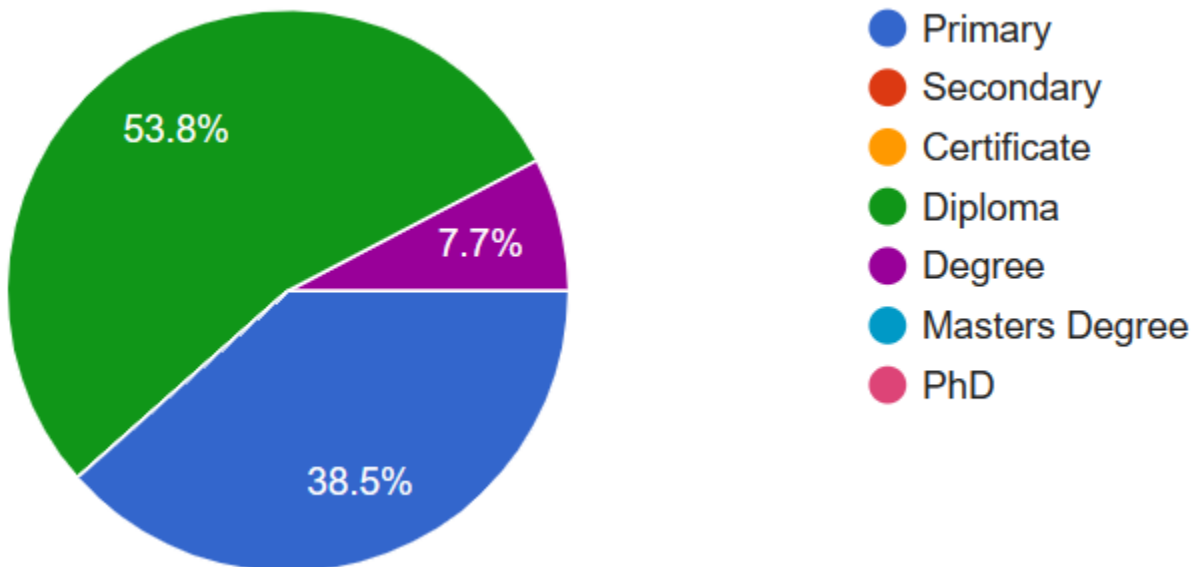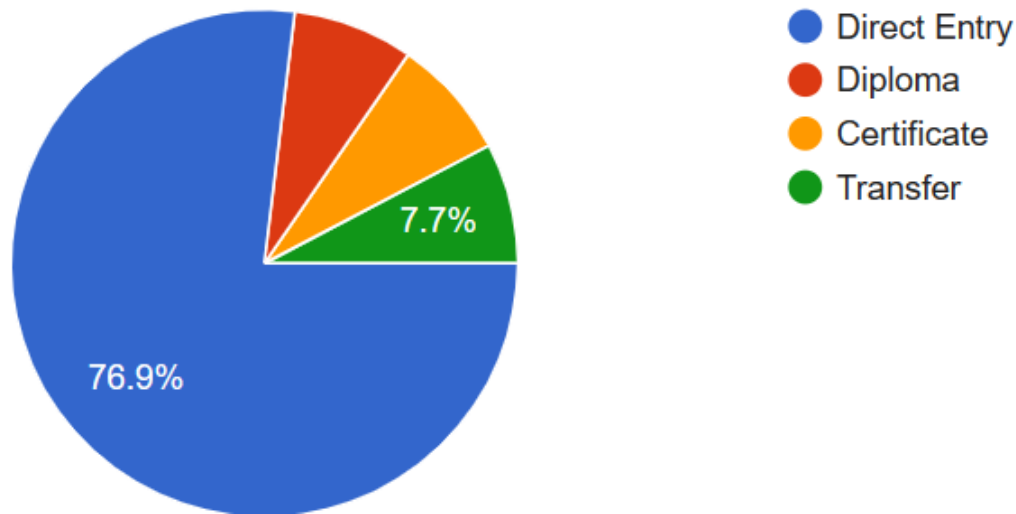

Figure 5: Entry Admission requirements to DCM programme

3.6   DCM Alumni Participants Clinical placement

The DCM respondents all attended to several sessions of clinical placement in all the clinical areas. The alumni carried out their clinical placement in various places as below Kiruddu hospital, Kawolo hospital, Lubaga Hospital, Kawempe referral Hospital, St. Francis Mutorele hospital, Kisoro District Hospital.

3.7 Extracurricular activities that KCU –DCM alumni participated

It was noted that several of our DCM alumni participated in more than one extracurricular activities as shown below. Academic associations 6(46.2%), Sports 3(23.1%), Cultural Organizations 1(7.7%), Religious organizations 6(46.2%), student leadership 6(46.2%), and none 1(7.7%).

Figure 6: Extracurricular activities that Alumni participated

3.8 DCM Alumni Participants Plans for Post graduate upgrade at KCU

Of the respondents 13(100%) are interested in returning to King Ceasor University to purse Post graduate programs in figure 7.
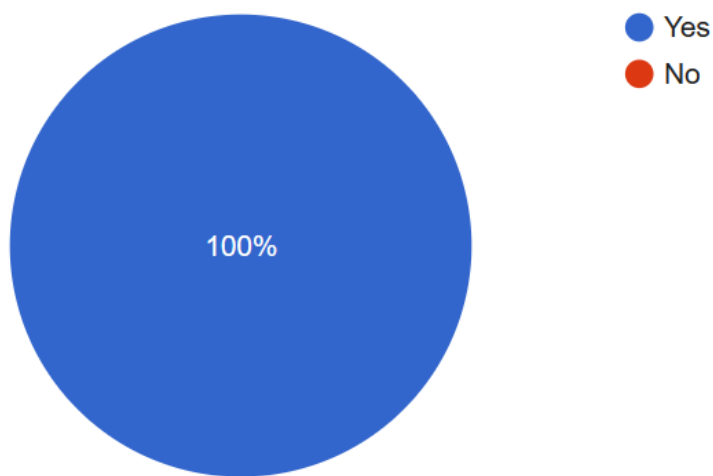
Figure 7: Willingness to enroll for other programmes at KCU

3.8.1 Upgrade plan for DCM Alumni
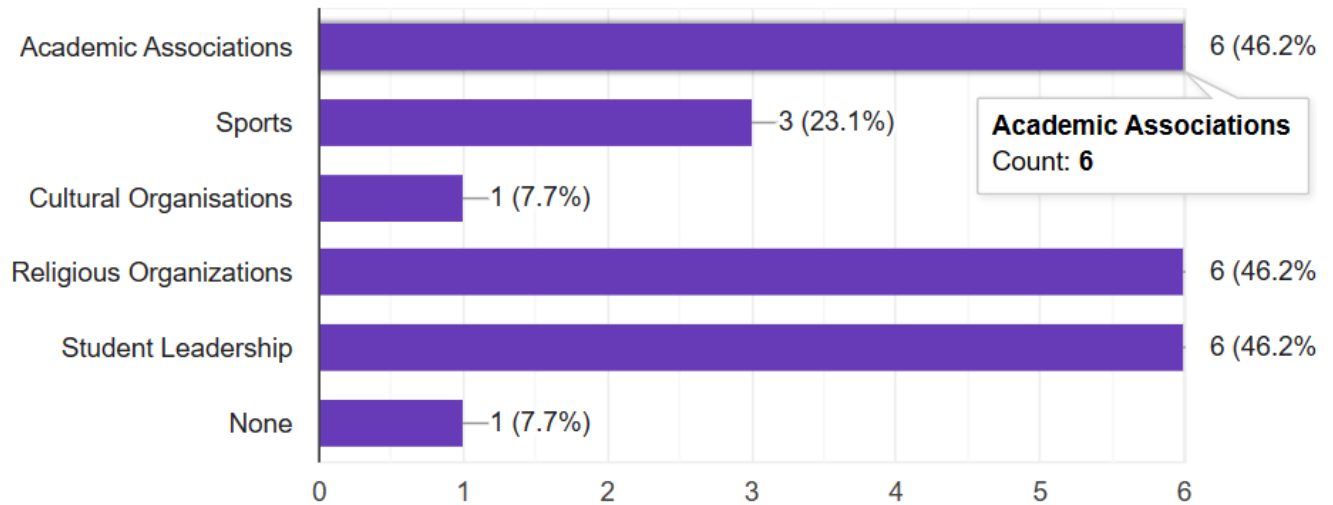
A follow up question was made for the alumni to specify which programmes they could be interested in. Below was the feedback in figure 8.

13   (100%)   Bachelor's   Degree,   and   1(7.7%)   PhD.
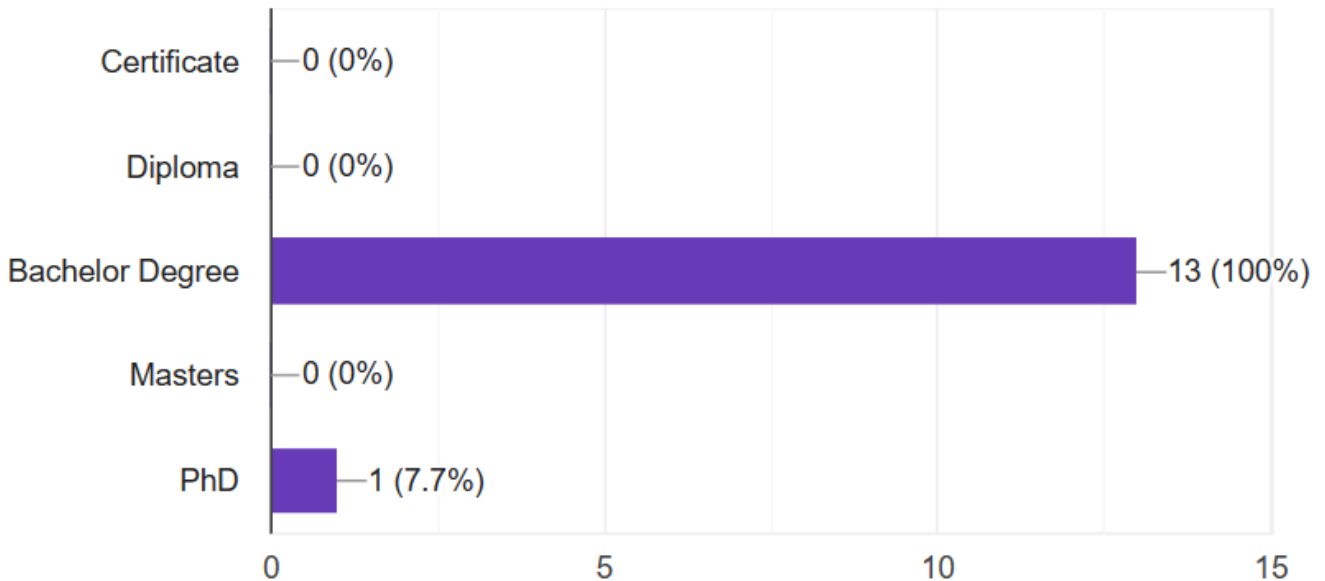
Figure 8: Specific programmes that DCM Alumni could be pursued at KCU

3.9   Employability status of alumni

5(38.5%) are un-employed and looking for work, they just completed and on internship as they seek work, 5(38.5%) are working in private sector at least 40 hours a week, 1(7.7%) are un-employed and not seeking for employment, 1(7.7%) work in public sector less than 40 hours and 1 is self-employed. Those in working are with the following hospitals: Kinanira Health Center 3, Research assistant in Arise project, pursuing a bachelor's, Trainee, Ebenezer Home Care clinic, waiting for the license to apply for the job, St. Joseph's Domiciliary services, I still have a debt to clear at campus to get my certified Transcript and certification, Job hunting, Kampala medical chambers, Private organization, and Unemployed.
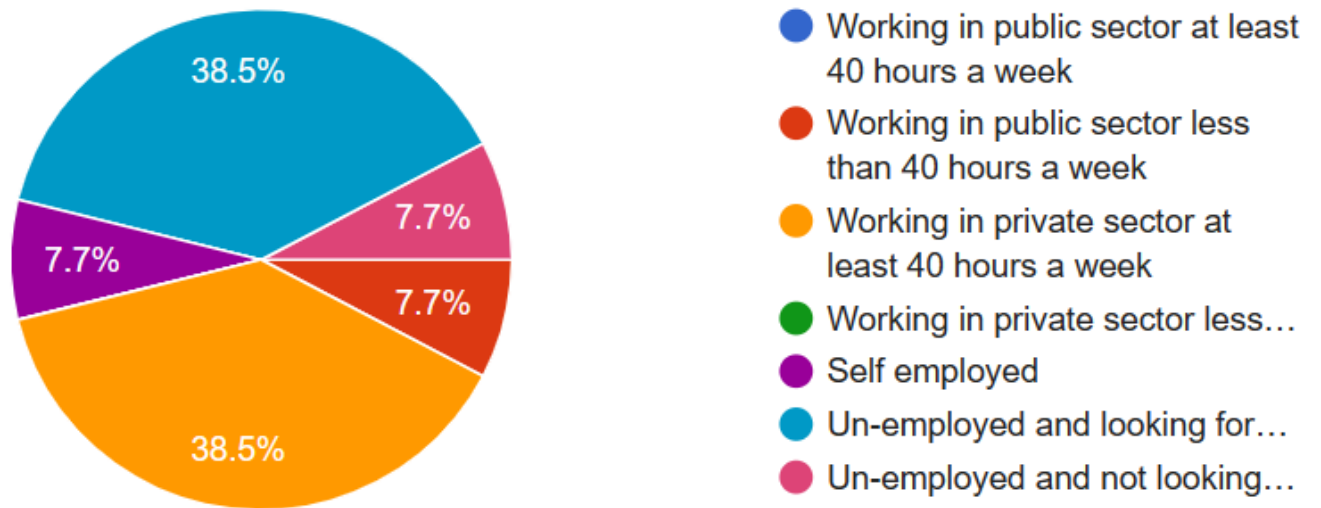
Figure 9: Employability tracer study feedback from DCM Alumni

3.10　DCM Alumni Participants Level of Job satisfaction

1(7.7%) and very satisfied with their current job, 7(53.8%) are a little satisfied with their current job are 5(38.5%) not satisfied with their current job, and as shown below.
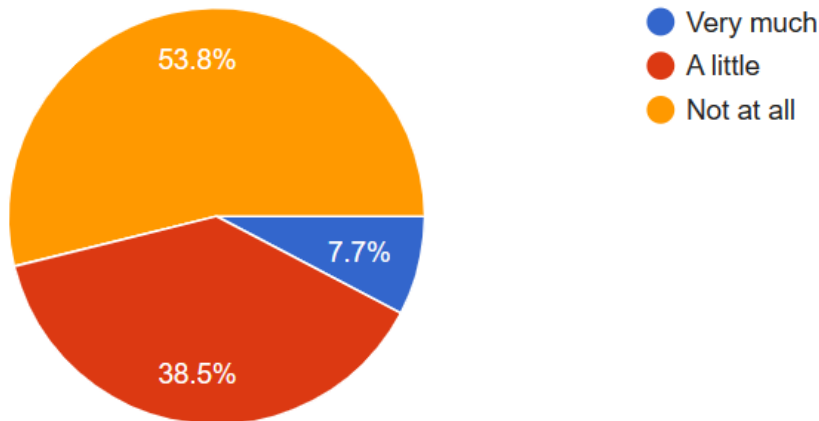
Figure 10: DCM Alumni Job Satisfaction

3.11   DCM Alumni Participants Gross monthly Salary

Of the 13 Alumni, the respondents earn the following ranges with majority earning between 500,000/= to 1,000,000/= as shown in figure 10 below. 4(30.8%) earn less than 500,000UGX shillings, 9(69.2%) earn between 500,001 – 1,000,000UGX monthly. The pie chart below shows the details.
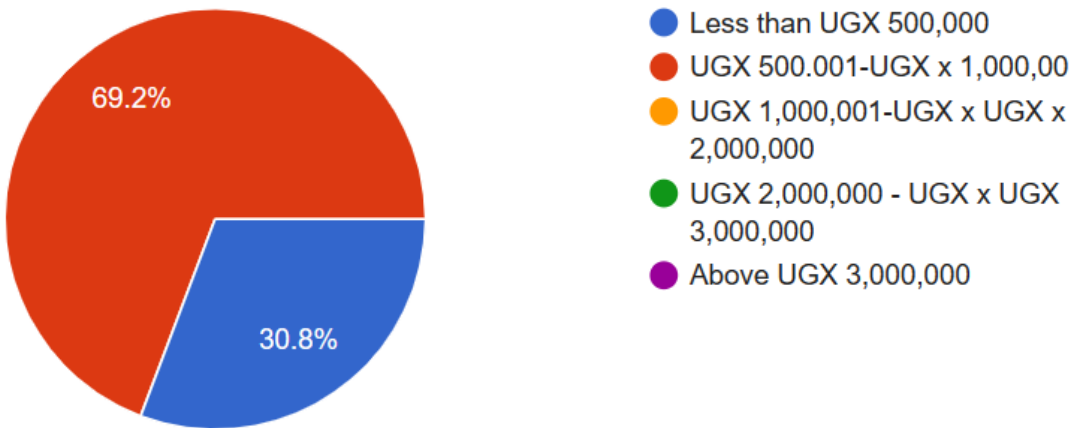
Figure 11: DCM Alumni Respondents Salary ranges

3.12 DCM Alumni Participants Dissatisfaction reasons

For those dissatisfied with their jobs and salary ranges had the following to reasons including: Low pay, have not got a job as yet, Salary too less, It's not in my field of study, not my profession, Over time work, I just do causal work, not medicine profession work, Still job hunting, and Am unemployed.

3.13 DCM Alumni Participants Job Identification

The participants were asked where they found information about their current job. The following were their responses in figure 12 below. Newspapers 0, Online job sites 1(7.7%), radio 0, Social network 5(38.5%), Head hunted by employer 2(15.4%), personally contacted by the employer 5(38.5%).
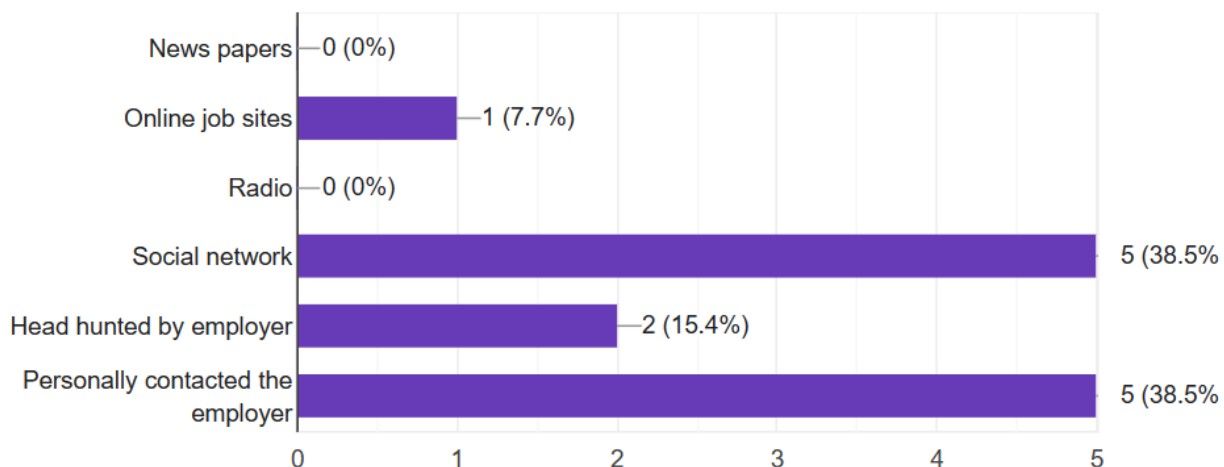
Figure 12: Location of Job adverts for their Jobs

3.14 DCM Alumni Labour Market Analysis

To determine the training skills that graduates received at KCU to prepare them for the labour market, a series of 14 questions were asked to pick on the alumni's perception of the skills attained from DCM in handling work in the employment after their study. Table 1 shows the detailed perception of the DCM respondents.

Table 1: Contribution of the programme to the alumni in various skills

SNo	Question	Excellent (5)	Very Good (4)	Average (3)	Below Average (2)	Un-satisfactory (1)
i)	How do you rate the contribution of your program of study to your organization skills?	3(23.1%)	8(61.5%)	2(15.4%)	0	0
ii)	How do you rate the contribution of your program of study to your communication and	4(30.8%)	8(61.5%)	1(7.7%)	0	0

	interpersonal skills.				
iii)	How do you rate the contribution of your program of study to your initiative and creative thinking skills	5(38.5%)	5(38.5%)	3(23.1%)	0	0
iv)	How do you rate the contribution of your program of study to your negotiation skills?	2(15.4%)	8(61.5%)	3(23.1%)	0	0
v)	How do you rate the contribution of your program of studies to your problem solving skills?	3(15.8%)	9(69.2%)	3(15.8%)	0	0
vi)	How do you rate the contribution of your program of study to your Analytical skills.	2(15.4%)	8(61.5%)	2(15.4%)	0	1(7.7%)
vii)	How do you rate the contribution of your study to your leadership skills?	3(23.1%)	4(30.8%)	5(38.5%)	1(7.7%)	0
viii)	How do you rate the contribution of your program of study to your ability to work	3(23.1%)	8(61.5%)	2(15.4%)	0	0

	independently?				
ix)	How do you rate the contribution of your program of study to your work as a team player and group dynamics?	5(38.5%)	6(46.2%)	2(15.4%)	0	0
x)	How do you rate the contribution of your program of study to your time management skills?	4(30.8%)	4(30.8%)	4(30.8%)	0	0
xi)	How do you rate the contribution of your program of study to your conflict resolution skills?	2(15.4%)	8(61.5%)	3(23.1%)	0	0
xii)	How do you rate the contribution of your program of study to your trust-worthiness, honesty and accountability attributes?	6(46.2%)	5(38.5%)	2(15.4%)	0	0
xiii)	How do you rate the contribution of your study to Technical knowledge.	2(15.4%)	2(15.4%)	9(69.2%)	0	0
xiv)	How do you rate the	1(7.7%)	9(69.2%)	3(23.1%)	0	0

	contribution of your study to your decision making.					

3.15 DCM Alumni Participants General information from the respondents about their experience at King Ceasor University

Below are comments from the DCM KCU Alumni about their experience while at Kind Ceasor University.

"King Ceasor University is the best university, it was good. It was a tough experience but worth it. It was a good work in progress. Tremendous in adapting to the profession practices and building a culture of being a great medical hub/institution. It was okay. Participation in medical camps. Good learning conditions with best qualified lecturers. It was fine. Just interrupted by COVID 19. Trying organizing the programs running at the campus. Good academic excellence. It's a good university where someone can study and concentrate with very good professors who have time for their students and organize career guidance sessions with students. It's been a great opportunity to interact learn and build my medical career at this great university."

4.0 Conclusion and recommendations

This graduate tracer study gave a status on KCU-DCM graduates/alumni and how they think about the training they received from KCU. From the results, there is a revelation that majority of KCU- DCM alumni are employed in organisations or self- employed. There are few cases of people who are not employed. A majority of participants had found employment shortly after graduation.

Graduates of KCU highly speak of their institution and would preffer to return to KCU for further programmes to upgrade their career to be Medical Doctors. The graduates from DCM found Clinical Placement a good methodology and opportunity for learning and practice of acquired knowledge and skills although the period could increase for more practical skills. This calls on management to invest more in clinical practice. For some alumni, clinical placement was more fulfilling and important step for future job prospects.

The following recommendations are put forth to strengthen our alumni network and increase graduate employability;

This indicates the relevance of the courses in career development and advancement for the students.

i. The KCU-DCM alumni observed that, there the integrate of such skills like interpersonal skills in the technical programmes were important at KCU. These included Information, Communication and Technology, entrepreneurship, problem solving skills, communication skills, management skills among others.

ii. There is a need to build skills for self-employment – e.g grant writing skills, entrepreneurship skills, problem solving skills, communication skills and resilient skills.

iii. While the respondents are conducting research relevant to their field, there is need to provide adequate time for the research projects.

iv. Clinical placement program should continue and be strengthened to ensure the learners continue to harness such learning opportunities. Time for placement should increase to at least three months for each field like surgery, etc.

v. The university was encouraged to embrace the pragmatic and competence-based approach to teaching a number of courses so as to enable the students gain hands-on skills as this makes them competent and competitive in the job market.

APPENDIX 1

TRACER STUDY QUESTIONNAIRE

SECTION A : PERSONAL DATA

1. Current E-Mail: …………………………………………………………..………..………

2. Surnames…………………………First/ Given Names: …………………..………………

   Middle names: …………………………………………………………………………

3. Telephone Numbers: ………………………………………………………..……………..

4. Sex: Male: ………………………… Female:………………………..………………

5. Marital Status: Married: …………………………Single:…………………………………

6. Nationality: ……………………………………………………………………………

7. Highest Education qualification attained by parents/ Guardians:

   a. Primary

   b. Secondary

   c. Certificate

   d. Diploma

   e. Degree

   f. Masters

   g. PhD

8. Year of Award:…………………………………………………………………

9. What Was Your Mode of Entry into King Ceasor University?

   a. Direct Entry

   b. Diploma

   c. Certificate

   d. Transfer

SECTION B: CLINICAL PLACEMENT

10. Did you participate in any supervised program clinical placement) while pursuing your degree at King Ceasor University?

    a) Yes   b) No

11. If yes, what was the duration of your internship and which organization?

    …………………………………………………………………………………

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12. What extracurricular activities did you participate in while pursuing your degree at King Ceasor University? (select as many that apply)

    a. Academic Associations

    b. Sports

    c. Cultural organizations

    d. Student Leadership

    e. None

13. Would You Consider Enrolling at King Ceasor University for further Studies (Diploma, Bachelor, Masters etc)?

    a. Yes   b. No

14. If Yes, which course are you interested in at KCU?

    a. Certificate

    b. Diploma

    c. Bachelor Degree

    d. Masters

    e. PhD

SECTION C: EMPLOYABILITY

15. Which of the following best describes your current activity in regard to paid work?

    a) Working in public sector at least 40 hours a week

    b) Working in public sector less than 40 hours a week

    c) Working in private sector at least 40 hours a week

    d) Working in private sector less…

    e) Self-employed

    f) Un-employed and looking for a job

    g) Un-employed and not looking for a job

16. If employed, please specify the name(s) of the organization(s) where you are working or worked. If unemployed, please give reasons e.g pre-intern, trainee etc

17. Are you satisfied with your current job?
   a. Very Much
   b. A Little
   c. Not at all

18. Which category fits your gross monthly salary/income from your main employment?
   a. Less than UGX 500,000
   b. UGX 500.001-UGX x 1,000,00
   c. UGX 1,000,001-UGX - UGX 2,000,000
   d. UGX 2,000,000 - UGX 3,000,000
   e. Above UGX 3,000,000

19. If not, please briefly explain why you feel dissatisfied with your current job?

20. If you have a job, please specify how you found information for your current job?

SECTION D: SKILLS IN THE LABOUR MARKET

To what extent did your programme (DCM) contribute to your efficiency in the following skills in the labour market analysis (LMA)? 5 (excellent, 4 – Very Good, 3 – Average, 2 – Below Average and 1 – Un-Satisfactory.

SNo	Question	Excellent (5)	Very Good(4)	Average (3)	Below Average (2)	Un-satisfactory (1)
21.	How do you rate the contribution of your program of study to your organization skills?	5	4	3	2	1
22.	How do you rate the contribution of your program of study to your communication	5	4	3	2	1

		5	4	3	2	1
	and interpersonal skills.					
23.	How do you rate the contribution of your program of study to your initiative and creative thinking skills	5	4	3	2	1
24.	How do you rate the contribution of your program of study to your negotiation skills?	5	4	3	2	1
25.	How do you rate the contribution of your program of studies to your problem solving skills?	5	4	3	2	1
26.	How do you rate the contribution of your program of study to your Analytical skills.	5	4	3	2	1
27.	How do you rate the contribution of your study to your leadership skills?	5	4	3	2	1
28.	How do you rate the contribution of your program of study to	5	4	3	2	1

	your ability to work independently?					
29.	How do you rate the contribution of your program of study to your work as a team player and group dynamics?	5	4	3	2	1
30.	How do you rate the contribution of your program of study to your time management skills?	5	4	3	2	1
31.	How do you rate the contribution of your program of study to your conflict resolution skills?	5	4	3	2	1
32.	How do you rate the contribution of your program of study to your trust-worthiness, honesty and accountability attributes?	5	4	3	2	1
33.	How do you rate the contribution of your study to Technical knowledge.	5	4	3	2	1
34.	How do you rate the contribution of your	5	4	3	2	1

	study to your decision making.					

35. DCM Alumni Participants General information from the respondents about their experience at King Ceasor University

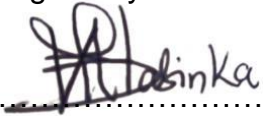………………………………………………………………………………………………………

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Designed by

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Assoc. Prof. Annabella Habinka Ejiri

Director Quality Assurance

King Ceasor University