

Analysis of Employers' Survey Results

A survey conducted among the heads of educational institutions and other organizations in the Kyzylorda region was organized to assess how well specialists are adapted to modern labor market requirements and to determine the quality of their professional training.

The main goal of the study was to evaluate the quality of personnel training, determine their adaptability to the labor market, and identify effective directions for cooperation between the university and employers.

More than 50 representatives of educational institutions and enterprises from various sectors of the region participated in the survey, including schools, lyceums, colleges, kindergartens, and cultural institutions.

Alignment Between Educational Programs and Labor Market Needs

According to the survey results, 74% of respondents believe that the content of educational programs fully meets the needs of the labor market.

Another 22% stated that the programs “mostly meet” these needs, while 4% said they “partially meet” them. No respondents indicated a complete mismatch.

These findings show that most employers believe the university's programs correspond to labor market requirements. However, there is still a need for improvement in certain areas, particularly by increasing the share of practical and professionally oriented subjects.

Key Strengths of Graduates

Employers highlighted several competitive advantages of graduates from Korkyt Ata Kyzylorda University. Among them: a high level of theoretical knowledge — 22%, strong practical skills — 14%, proficiency in modern methods and technologies — 12%, communication and teamwork skills — 10%, self-development ability — 10%, motivation to work — 10%, decision-making ability in complex situations — 9%, professionalism — 8%, and work discipline — 5%.

Overall, the main strengths of graduates are their solid theoretical and practical training, ability to master new technologies, and high sense of responsibility.

Main Weaknesses of Graduates

According to the survey, employers also identified several weaknesses among graduates: insufficient practical training — 19%, low self-development ability — 19%, inadequate overall professional preparation — 12%, lack of motivation and work initiative — 9%, weak work discipline — 6%, and insufficient theoretical knowledge — 1%.

These results indicate the need to further develop graduates' professional competencies and enhance their motivation for self-improvement.

Areas Needing Improvement

Respondents pointed out the following key areas that require improvement: development of self-education and self-discipline skills — 30%, strengthening practical training — 27%, improving work discipline — 16%, raising general cultural awareness — 15%, and enhancing theoretical knowledge — 9%. Only 3% responded that “everything is good.”

Thus, most employers emphasize the importance of focusing on personal and professional development, improving practical skills, and strengthening work culture.

Assessment of Professional Readiness

On a 10-point scale, more than 80% of graduates were rated as having a high or very high level of professional readiness. This demonstrates the university's strong educational quality and the ability to train specialists who meet labor market demands.

Readiness of Interns for Work

The readiness of students who completed internships was also rated highly: 56% received 10 points, 19% — 9 points, 9% — 8 points, 10% — 7 points, and 6% — 5–6 points. Overall, about 75% of students showed a high level of adaptation to the workplace.

Satisfaction with Professional Qualifications

Employers highly rated graduates' theoretical knowledge, communication skills, and teamwork abilities. However, they noted a lack of practical and entrepreneurial skills, indicating a need to improve educational programs in these areas.

General Conclusions and Recommendations

The results of the survey show that graduates of Korkyt Ata Kyzylorda University have a high level of theoretical and academic preparation, quickly adapt to professional environments, and demonstrate strong responsibility. At the same time, the need to strengthen practical training and enhance motivation for self-development was identified.

Based on the findings, the following recommendations were proposed:

1. Increase the share of practical training, expand internships and the dual education system;
2. Strengthen cooperation with employers by organizing joint courses and internships;
3. Introduce elective courses on entrepreneurship and soft skills development;
4. Conduct training sessions aimed at fostering self-development culture and professional ethics;
5. Improve feedback mechanisms and regularly monitor graduates' career progress.

**Department of Strategic Planning and
Quality Assurance**