

Survey Results of Employers on the Topic “Employers’ Staffing Preferences and Requirements for the Level of Training of Young Specialists”

Korkyt Ata Kyzylorda University continues its systematic efforts to strengthen cooperation with employers and improve the quality of specialist training in line with current labor market requirements.

In November 2025, the University conducted another sociological survey among representatives of organizations and enterprises in the Kyzylorda Region, which are among the main employers of the University’s graduates. Representatives of **more than 150 organizations and enterprises participated** in the study.

Employers assessed the professional training of graduates, the level of their theoretical and practical knowledge, professional and personal competencies, as well as the readiness of young specialists for independent professional work.

93% of Employers Positively Assess the Alignment of Educational Programs with Labor Market Requirements

One of the key findings of the study was the high assessment of the alignment of educational programs with current labor market requirements.

A total of **71% of employers** believe that the content of educational programs **fully corresponds** to the needs of the labor market, while another 22% noted that they are largely aligned with these needs.

Thus, **93% of employers positively assess the alignment of educational programs with current requirements in the professional sphere.**

This indicator confirms the effectiveness of the University’s cooperation with employers and the continuous updating of educational program content in accordance with the needs of the region and the labor market.

High Assessment of Graduates’ Professional Training

The results of the assessment of graduates’ professional training on a 10-point scale are particularly indicative.

A total of **79% of employers rated the level of graduates’ training at 9–10 points**, while another 11% gave a score of 8 points.

Thus, **90% of employers rate the professional training of graduates at 8–10 points.**

At the same time, employers did not assign any scores in the range of 1–4 points, which is an important indication of the high level of specialist training.

A similar positive trend was observed in the assessment of students undertaking practical training: approximately **70% of interns received scores of 9–10 points**, while another approximately 20% received 8 points.

Strengths of Graduates

Employers identified a number of competitive advantages of graduates of Korkyt Ata Kyzylorda University.

Among the most significant strengths were:

- **Theoretical training** — 16.4%;
- **Practical training** — 14.1%;
- **Knowledge of modern methods and technologies** — 13.2%;
- **Strong professional foundation** — 10.9%;
- **Ability for self-development** — 10.3%;

- **Motivation to work** — 9.8%;
- **Communication skills** — 9.4%;
- **Work discipline** — 8.2%;
- **Ability to adapt to non-standard situations** — 7.8%.

Thus, graduates possess not only a solid theoretical foundation but also important modern competencies necessary for a successful professional start.

High Assessment of Theoretical Training

A total of **72% of employers are fully satisfied with the theoretical training of graduates** and rated it at 5 points. Another 17% gave a rating of 4 points.

Thus, **89% of employers assess the theoretical training of graduates at a high level.**

Employers note the strong subject-matter knowledge of young specialists and their ability to apply the knowledge acquired during their studies in professional activities.

Developed Professional and Personal Competencies

The survey demonstrated high results across most of the key competencies of graduates.

Employers rated the following competencies at 4–5 points:

- Cognitive competencies — 87%;
- Leadership abilities — 86%;
- Autonomy and independence — 86%;
- Creativity — 84%;
- Professional skills — 84%;
- Professional ethics — 84%;
- Resilience and motivation — 83.3%;
- Professional confidence — 83%;
- Cultural awareness and language skills — 83%;
- Work experience and professional practice — 83%;
- Teamwork — 82.5%;
- Communication skills — 81%;
- Organizational skills — 80.7%;
- Entrepreneurial qualities — 80%.

The high indicators confirm that the University focuses not only on professional knowledge but also on the development of transferable competencies that are in demand among modern employers.

Graduates Are Prepared for Professional Activities

An important finding of the study is the high assessment by employers of graduates' readiness for professional activities.

The majority of respondents noted that young specialists demonstrate **professional confidence, independence, the ability to work in teams, solve tasks and problems, organize their own activities, and adapt to changing conditions.**

Thus, **78.7%** of employers rate graduates' ability to solve professional tasks and problems at 4–5 points.

A total of **83%** highly assess their professional confidence, while **86%** highly assess their autonomy.

The high assessment of innovative abilities — **85% at the 4–5 point level** — also indicates graduates' readiness to work in an environment characterized by technological and professional changes.

Digital Competencies and Modern Technologies

The modern labor market places increasingly high demands on the digital literacy of specialists.

The survey results show that **83% of employers rate graduates' computer and IT literacy at 4–5 points.**

At the same time, proficiency in modern methods and technologies was among the most significant advantages of the graduates' training.

These results confirm the demand for digital competencies developed during the educational process and provide a basis for further strengthening digital training, including the use of modern IT tools and artificial intelligence technologies.

University and Employers: A Shared Talent Development Environment

The findings demonstrate a high level of alignment between graduates' training and employers' requirements.

Conducting regular surveys enables the University to receive direct feedback from the professional community, respond promptly to changes in the labor market, and improve educational programs.

Of particular importance is the development of practice-oriented education, including the expansion of internships, professional placements, project-based activities, and interaction between students and real-world organizations.

Employers also recommend continuing to develop self-learning skills, professional initiative, work discipline, and other soft skills.

The University views these recommendations not as shortcomings of the existing system, but as areas for further growth and enhancement of graduates' competitiveness.

Key Areas for Further Development

Based on the results of the study, the University will continue its work in the following priority areas:

Practice-Oriented Education. Expanding cooperation with organizations and enterprises, increasing the number of practical placements, internships, and professional projects.

Digital and AI Competencies. Developing skills in the use of modern digital technologies and artificial intelligence in professional activities.

Soft Skills. Further developing communication skills, leadership, teamwork, independence, resilience, and professional confidence.

Self-Development and Lifelong Learning. Fostering students' readiness to continuously update their knowledge and adapt to changes in the professional environment.

Innovation and Project-Based Activities. Expanding students' participation in research, innovation, and practice-oriented projects.

The results of the survey of more than 150 employers demonstrate a high level of assessment of the training provided to graduates of Korkyt Ata Kyzylorda University.

Thus, the findings confirm that **Korkyt Ata Kyzylorda University provides a high level of training for qualified and competitive specialists who are in demand in the labor market.**

The high assessments given by employers indicate that graduates possess a strong theoretical foundation, well-developed professional and personal competencies, and the ability to adapt to the requirements of the modern professional environment.

The University continues to strengthen partnerships with employers, improve the content of educational programs, and expand practice-oriented training, creating conditions for a successful professional start and further career development of its graduates.

**Department of Strategic Planning
and Quality Assurance**