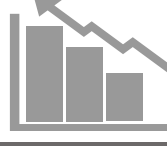



Executive summary  
of  
Employer Survey  
2016



## Executive summary of Employer Survey 2016

The Ministry of Higher Education conducted a national survey of employers in the private sector, April 2016. It targeted CEOs and/or HR managers across 33 different sectors and from three grades of corporates namely: Consultancy, International, Excellent and First Grade. A total of 445 employers completed the questionnaire and the findings indicated that:

- The five main sectors that will be employing the graduates the most in 2017 are (1) Construction, (2) Oil and Gas, (3) Manufacturing, (4) Banking and insurance, (5) Tourism/hospitality/hotels. Employment in the different sectors varies between 2015, 2016 and 2017; Oil and Gas ranked number 1 in 2015 as the highest recruiter to be number 2 in 2016 and 2017. In general, Sectors such as Manufacturing, banking, tourism will be recruiting more in 2017, however, sectors like Oil and Gas will be recruiting less.
- The private sector employs 54.2% of Diploma (vocational, technical, advanced) holders which is more the 38.6% of Bachelors holders that it employs.
- Students admitted in higher education in the bachelor stream is much higher than the students admitted in the Diploma stream. However, there is a number of students from the bachelors stream who exit with a diploma, further studies are needed to identify clear needs of the labor market in terms of qualifications.
- The most sought after graduates in the private labor market are those specialized in (1) Business administration and management, (2) Engineering, (3) Information Technology.
- The main three reasons for not hiring Omani graduates as employers indicated: (1) applicants refuse job offers because of the salary offered, (2) applicants do not have enough experience and training, (3) there were not any suitable Omani applicants for the job posts.
- The companies that face challenges the most in finding suitable graduates as prospective employees are first the Consultancy companies, followed by the international companies.
- The companies face more difficulty in getting suitable graduates holders of Diploma degrees more than suitable graduates' holders of Bachelor's Degrees.



- Employers indicated that the most used methods in recruiting fresh graduates are through government bodies followed by the company's website. The least used methods are career guidance offices and job fairs.

- The most sought out for graduate skills when hiring are (1) work experience/training, (2) life skills (e.g., communication skills, time management... etc). Graduate GPA came sixth in a scale that included 11 criteria.

- The skills that the graduates lack are (1) English language skills, (2) communication skills, (3) attitudes and passion towards work.

- Only 25% of Employers indicated that there was some sort of collaboration between them and Higher Education institution. The highest type of collaboration was on (1) training, (2) employing, (3) Research and Development.

More details about the findings of Employer Survey 2016 are available in the study document via [www.ogss.gov.om](http://www.ogss.gov.om) in the Arabic language only.



## Golden Sponsor



Occidental Petroleum Corporation  
شركة أوكسيدنتال للبتروول



مجموعة تاول  
TOWELL GROUP

## Silver Sponsor

