

## 2025 CAEP Annual Report – Accountability Measures

### Measure 4: Ability of completers to be hired in positions for which they have been prepared

#### 4.1 Employment Information

This annual report used data gathered from two sources: a) “**Graduate Destination Survey**,” administered by the Ministry of Education (MOE) and provided by the Office of Institutional Effectiveness (OIE) to determine the percentage of completers who got employed within nine months after graduation, and b) 2023-2024 **College Alumni Survey**, administered by the CEDU Alumni Affairs Unit under the Office Assistant Dean of Student Affairs to requests information about the completers’ current employment status and information (position, company, manager’s information, and reasons for unemployment).

##### 4.1.1 Graduate Destination Survey (GDS)

Table 4.1 shows the employment rate of ECE, SPED, and HPE completers from different cohorts.

**Table 4. 1**

*EPP completer’s employment rates within 9 months after graduation*

Initial-Licensure Level Program	Cohort	Employed	Un-employed	Total	Employed (%)
Early Childhood Education	2020-2021	22	42	64	<b>34.38%</b>
	2021-2022	10	5	15	<b>66.67%</b>
	2022-2023	19	15	34	<b>56.00%</b>
Special Education	2020-2021	9	23	32	<b>28.13%</b>
	2021-2022	6	6	12	<b>100%</b>
	2022-2023	26	9	35	<b>74.00%</b>
Health and Physical Education	2020-2021	7	3	10	<b>70.00%</b>
	2021-2022	5	3	8	<b>62.50%</b>
	2022-2023	4	2	6	<b>67.00%</b>

##### 4.1.2 College Alumni Survey

The 2023-2024 College Alumni Survey targeted 373 graduates from Fall 2016 to Spring 2023. A 22% (N=373) response rate was achieved with 82 respondents. The succeeding tables show the employment rate of ECE, SPED, and HPE completers.

**Table 4. 2**

*Employment rate of ECE completers*

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	NR	NR	NR	NA	NA	NA	NA
Spring 2017	NR	NR	NR	NA	NA	NA	NA
Fall 2017	NR	NR	NR	NA	NA	NA	NA
Spring 2018	0	1	1	0%	0	0	0
Fall 2018	1	0	1	100%	1	0	0
Spring 2019	NR	NR	NR	NA	NA	NA	NA
Fall 2019	1	1	2	50%	0	0	1
Spring 2020	2	0	2	100%	1	0	1
Fall 2020	6	1	7	86%	5	1	0
Spring 2021	1	2	3	33%	0	1	0
Fall 2021	7	6	13	54%	6	1	0
Spring 2022	6	1	7	86%	4	2	0
Spring 2023	3	3	6	50%	3	0	0
<b>Overall</b>	27	15	42	64%	20	5	2

Note: Survey was conducted in 2024; NR = no respondent; NA = Not Applicable

**Table 4. 3**

*Employment rate of SPED completers*

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	NR	NR	NR	NA	NA	NA	NA
Spring 2017	NR	NR	NR	NA	NA	NA	NA
Fall 2017	NR	NR	NR	NA	NA	NA	NA
Spring 2018	NR	NR	NR	NA	NA	NA	NA
Fall 2018	2	0	2	100%	1	0	1
Spring 2019	0	1	1	0%	0	0	0
Fall 2019	0	0	0	0%	0	0	0
Spring 2020	1	1	2	50%	1	0	0
Fall 2020	5	3	8	63%	2	1	2
Spring 2021	NR	NR	NR	NA	0	0	0
Fall 2021	3	1	4	75%	2	1	0
Spring 2022	8	2	10	80%	3	4	1
Spring 2023	7	1	8	88%	4	1	2
<b>Overall</b>	26	9	35	74%	13	7	6

Note: Survey was conducted in 2024; NR = no respondent; NA = Not Applicable

**Table 4. 4**

*Employment rate of HPE completers*

Cohort	Employed	Un-employed	Total	Employment			
				(%)	Teacher (Public)	Teacher (Private)	Other Related Fields
Fall 2016	NA	NA	NA	NA			
Spring 2017	NA	NA	NA	NA			
Fall 2017	NA	NA	NA	NA			
Spring 2018	NA	NA	NA	NA			
Fall 2018	NA	NA	NA	NA			
Spring 2019	NA	NA	NA	NA			
Fall 2019	NA	NA	NA	NA			
Spring 2020	NA	NA	NA	NA			
Fall 2020	0	1	1	0%			
Spring 2021	NR	NR	NR	NA			
Fall 2021	NR	NR	NR	NA			
Spring 2022	2	2	4	50%	1	1	0
Spring 2023	NR	NR	NR	NA			
<b>Overall</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>40%</b>	<b>1</b>	<b>1</b>	<b>0</b>

Note: Survey was conducted in 2024; NR = no respondent; NA = Not Applicable

**Early Childhood Education**

According to the 2023-2024 College Alumni Survey, ECE completers have an overall employment rate of 64% (N=8) (see Table 4.2), with most employed in the public schools. In contrast, the GDS reveals that 66.67% (N=15) during 2021-2022 and 56.00% (N=34) during 2022-2023 of ECE completers were employed within nine months after graduation.

**Special Education**

According to the 2023-2024 College Alumni Survey, the SPED completers have an overall employment rate of 74% (see Table 4.3), with most employed in public schools. The GDS reveals that 100% (N=12) SPED completers who graduated 2021-2022 were employed within nine months after graduation, while 74% (N=35) SPED completers who graduated 2022-2023 were also employed within nine months after graduation.

**Health and Physical Education**

According to the 2023-2024 College Alumni Survey, out of the five HPE completers who responded, only two are employed (40%) (see Table 4.4). The GDS indicates that HPE completers are readily employed within nine months after graduation, with employment rate of 62.50% (N=8) for the 2021-2022 and 67% (N=6) for the 2022-2023 cohort. Most HPE completers were employed in public schools.

## 4.2 EPP Programs Supporting Completer Employment

The EPP maintains its partnership and collaboration with the MOE, ESE and ADEK schools, and other stakeholders to ensure that its completers are provided with additional qualifications and opportunities for employment.

Below are some of the support programs provided to the completers:

1. The EPP has forged an agreement with the Emirates Schools Establishments to develop a joint road map to prepare, qualify, and employ highly qualified teachers in public education schools in UAE. ESE has developed a flexible and fast mechanism to enable the direct employment of the ECE, SPED, and HPE completers. The agreement ensures the training and follow-up after employment and sharing of the completers' performance to the EPP's continuous program improvement.
2. Since August 2022, the 'Upskilling Program for Early Childhood Teacher Employability' was reactivated by the Abu Dhabi Early Childhood Authority (ECA) to develop educational and practical programs that achieve the strategic objectives of early childhood. It has also conducted several workshops for the upskilling of fresh and old graduates of ECE.
3. The HPE program has built a strong collaboration with key stakeholders such as the Emirates School Establishment, Ministry of Defense, Ministry of Education, Abu Dhabi Police, Abu Dhabi Sports Council, Fatima Bint Mubarak Ladies Sports Academy, Abu Dhabi Cycling Club, Al Ain Football Club, UAE Football Association, and other sports clubs (e.g., Abu Dhabi Archery Club) to create opportunities for employment for its completers.
4. The SPED program is currently collaborating with the Zayed Higher Organizations for People of Determination (ZHO) through scholarships and future employment to its scholars.