

SURVEY RESULTS

نتائج الاستبيان



Survey

بيد العراقيين

إعمار العراق

REBUILD IRAQ

BY IRAQI HANDS

Pre-Conference Employment Survey

AL-Rasheed Hotel

July 24th-25th

SURVEY RESULTS AND SOLUTION WILL BE DISCUSSED AT THE CONFERENCE

Employment Market Survey Executive Summary

The Iraqi-American Chamber of Commerce and Industry conducted this Employment Market Survey from June 4-16, 2007. The survey, sponsored by the Multi-National Force-Iraq, was conducted in three parts: Unemployed Individuals, Private Sector Employers, and Government Employers. IACCI surveyed more than 200 unemployed individuals, 50 government businesses, and more than 350 private employers. A percentage of the private employers surveyed included Iraqi businessmen and women in Amman, Jordan and Iraqi businessmen and women from the Kurdish Northern Iraq region.

The Private Employer section of the survey was the most significant in which we questioned over 350 members and asked 42 questions each resulting to the equivalent of a one hour interview for each company. We feel strongly that the data is solid and shows strong companies able to get capital, produce sales of at least \$250,000 per year resulting in many years of experience to show for it.

The 350 private sector respondents are Iraqi American Chamber of Commerce and Industry members and therefore we have background information that would verify more accurately the validity of the data collected and in general gives us better confidence in the data.

Over 88% of companies participating in the survey are three years old or more, with predominate portion in Rusafa (35%) and Karrada (30%) and the rest divided proportionally in the rest of Baghdad districts and 90% are Iraqi owned companies.

of respondents indicated themselves as a company and less than 1% having a factory but the majority of private business is either sole proprietorship or partnership as expected and we expect that most have not registered as a formal company because often it is not required and they can also avoid paying taxes.

Iraqi private businesses come in all shapes and sizes with 50% having less than 10 employees, nearly 50% doing less than \$250,000 in business each year but still a significant 36% do more than \$1,000,000 per year.

Survey of the Unemployed

This Survey concentrated particularly on the youth. 49% of those surveyed were under the age of 26 and 24% were under 20. This helps the reader understand more about demographics, familial situation, employment history, future plans and

prospects and deduce a sense of hope or pessimism regarding their future employment prospects. When looking into their family makeup we notice the predominance of children and youth in the family. About 30% of family members are under the age of 18 as we would have expected where the average family has over five children

When we look at household income we see that over 50% earn less than \$200 a month

Extrapolating the data shows a per person family member income of around \$40 per month. This alone shows the financial burden but considering inflation of 50% (as we see in our private sector survey), we really can understand the financial predicament those families face

However, when looking at their willingness to work and opportunities for work (compared to their skills and market demand), we see that more than 80% of families have two or more adults that are willing to work but are not working. Why? We see that 90% cite transportation difficulties, security situation, and availability of jobs. Less than 30% consider themselves lacking the skills required for the jobs available. On the one hand security is only 7% of the total which we think is very good and 20% consider transportation as the reason they can't work, which means that wages are so depressed they do not cover transportation costs. This is expected where the cost of fuel is putting undue pressure on transportation cost which wages are not reflecting and therefore 20% of able working adults choose to stay home because they cannot earn enough to cover transportation cost. One way of overcoming this would be better public transport or more jobs available closer to home. 89% of the respondents have looked for work in the last month. The same percentage indicates they have looked for work in the last three months and the last year – this indicates a significant willingness to work, but even more, it indicates resilience. People have not given up looking for work. This predicts well for a better future for the Iraqi families, because we do not see any reason to fear the sense that the “state will take care of me” since this long has disappeared from the Saddam years of deprivation and lack of social security

answer “yes” when asked if they have given up hope looking for work but we think this reflects more the emotional state of mind rather than truly meaning people are ceasing to look for work. When we ask in a subsequent question “how many private sector jobs have you looked for in the last year” we see over 16% stated that they have applied for over five jobs and 46% applied for at least one job. Clearly a better system of employment centers would improve these numbers dramatically, especially when we ask “would you use an employment center?” we see 86% indicate they would

Survey of Private Sector Employers

Hiring practices and man power needs

The survey shows at least 36% of the companies expect to hire 10-50 workers in the next year. Virtually no one (less than 10%) is using employment centers as a way to find employees – the majority merely hire family members or friends. We are definitely on the right track when the same questions were asked of the unemployed and over 90% stated that they would use such a center if it existed

Based on current work expectations a significant 24% did not expect to hire anyone in the next year. We suspect that this is due to the salary inflationary pressures and raising cost of goods where the companies are learning to do more work with the same number of staff. 38% have not hired new workers in the last three months and we suspect that they will hire less than we would like if the business increased. Therefore, we suspect some incentive to hire workers would help like subsidizing salaries for a reasonable period of time like 6 months

Capital, access to capital, use of capital

Optimism is evident: when we asked how much capital would you use over 80% can use over \$1,000,000. The next question that we should have asked is, “Do you have definite plans and projects to use such capital?” That would have helped qualify the question and given us an idea of what types of business opportunities were available. However, we do have some idea when we ask what you would use it for if you had it, we get 56% stating they would do more projects of some type and some 20% would hire new people which is not bad compared with around the same percentage that would buy new equipment

Ironically 49% are getting their capital from the bank even though the banking system and available capital from banks is scarce and as we would expect a significant portion 37% would borrow from a relative

Is capital difficult to get? Yes, with over 75% of the companies experiencing medium to difficult access to capital

Dealing with the outside world

A very disappointing number of 12% are trading with Middle East companies verses a healthy 20% working with the USA. As expected, a sizeable 42% are doing business with European companies. We see a significant opportunity for US companies to do business in Iraq and capture some of the business going to European companies but unfortunately our own experience with American companies makes us think that many will not capitalize on the opportunities available.

Experience Most companies (55%) have 10 or less projects or customers and a good 20% have up to 20 projects and none over 20. A significant number 68% expect their business to grow by at least 10% - a very good business outlook with only 2% expecting their business to decrease and a disproportionate 78% depending on repeat business which makes the previous expectations to be realistic

Outlook

Outlook is good considering the background of inflation and security concerns. We are comfortable stating that most businesses that we interviewed expect their business to grow with the same number of customers. When asked if they'd like to do more business we see most desire to have business grow. A small percentage (19%) does over 50% of their business with the government and the biggest percentage (38%) does not do business with the government. When asked would you prefer to do business with private rather than government type we get an overwhelming (response – private! (74%

Security is still a predominate issue. 88% of the companies experiencing decline cite the reason as security. An almost insignificant percentage (less than 12%) identified capital, qualified staff, equipment or even demand as a reason for the decline in their business

Private sector spirit

When looking at signs of private business depending on the government to do business or survive, as we would expect from a command type economy, we see that the private sector in Iraq is not interested in doing business with the government. 74% prefer doing business with the private sector and only 17% are doing any business with the government. This is very good news indeed and shows the resiliency of entrepreneurship and determination of the Iraqi private sector

Inflation, cost of goods

The survey looked at cost of raw material, goods, pressure on salary increases and in every case we see evidence of inflation, with over 50% experiencing 20%-50% price increase and near 50% had to raise salaries by the same percentage putting a tremendous pressure on profits and available cash flow for reinvestment

The Private Employers are looking for HVAC workers, painters, and Electrical Installers from VOTECH schools. The comparison of these charts show that on the one hand there is a decent base of experience in the unemployed individuals for the skills that the private sector is demanding. On the other hand, there is enough demand that the VOTECH centers justifiably need to focus on increasing the production of students equipped with skills such as HVAC, painting, electrical installation, electronics, welding, and plumbing. It is also fair to say that the 200 unemployed who were surveyed generally had more of a technical college education and experience (engineering) vs. a more simple vocational skill. This may reflect the nature of unemployed individuals in the Baghdad area, which would be in general more educated than the less populated areas

Survey of Government Employers

Most government of Iraq institutions are located in Rasafa. More than 65% have over 1000 employees. After college, most Iraqis used to apply for a government job

and expect to be hired looking forward to a land government carrier with a nice pension at the end. All of this is changing dramatically as government jobs are scarce. More people are looking to the private sector for employment and more government employees are leaving their jobs with early retirement incentives.

The GOI expressed their need in the past year for both technical (college) graduates and VOTEC graduates. The GOI has hired new graduates from both education systems and in the coming year they foresee a strong opportunity to bring in more graduates. Last year the GOI showed the highest new employment rate for the HVAC, computer maintenance, and electrical installation graduates of VOTEC schools. Of the companies surveyed, these three jobs were hired over 60% of the time. Looking to the future, the GOI envisions a similar circumstance by predicting the greatest need from VOTEC schools to again be in HVAC and computer maintenance areas along with electrical installation and repair of small motors becoming top contenders for potential employment. These four areas of education were seen to contain over 45% of the need from VOTEC schools out of 16 courses. The GOI looks to hire more English language teachers, Electrical Engineers, Civil Engineers and Mechanical Engineers from the technical schools which would take about 40% of their need for employees. These numbers are encouraging since the market for newly trained is predicted to increase. The GOI has a growing need for VOTEC graduates as the amount hired in the previous year is significantly smaller than the need for the next year. Fewer than 10% of GOIs claim to have had a bad experience with VOTEC schools and even though the GOI says they prefer the technical school graduates over the VOTEC school graduates as employees, the numbers show that the need for employees from each is similar. Technical (college) and VOTEC schools are critical to help prepare people for the jobs in demand. When looking at the data from the unemployed survey, the employable skills Iraqis already have is only 4% in either HVAC, computer maintenance or repair of small motors. This factor combined with the realization that 30% of the unemployed feel they are without work simply because they lack education. The GOI is growing in need of VOTEC graduates but at the same time they are not available. The opportunity to produce skilled workers of need is great and GOIs are looking to obtain good employees they need to keep business running successfully and smoothly.

Economic and Political Background

State of the Economy: Since the early 1980's, Iraq has undergone multiple wars and a decade of economic sanctions. During this time, the country's economy, infrastructure, and civic institutions deteriorated significantly. Income per head, which had peaked at over US\$3,600 in the early 1980s on the back of sharp rises in the real price of oil, fell to a low of around US\$300 in the early 1990s, before recovering (partly as a result of the Oil-for-Food Program) to between US\$480 and US\$630 in 2003. Although data are unavailable, it is clear that there is widespread poverty.

Illiteracy rate (age 15 and above) is estimated at 60%, compared to MENA average of 35%. Life expectancy at birth is 63 years, compared to MENA average of 69 years. Under-5 mortality has increased from 60 per 1,000 in 1979 to 133 in 2001, compared to 33 in Jordan and 107 in Yemen. Maternal mortality (per 100,000 live births) is 300, compared to 41 in Jordan. Power generating capacity is currently estimated at 3,300 MW, compared to 9,295 MW in 1990, and demand significantly exceeds supply.

Iraq

Population (mid-2004)	271 million
Population growth	3%
Life expectancy at birth (2002)	61 years
Infant Mortality (per 1,000 live births) (2002)	115
Child malnutrition of children under five	12 %
Literacy (age 15 and above) of population	60 %
Access to an improved water source of population	81 %

As the figures above vividly illustrate, Iraq presents a picture of social and economic degradation from decades of a tightly centralized command economy, where the state dominated industry, agriculture, and trade; where public resources were skewed towards military spending and food and energy subsidies; and where prices played little role in resource allocation. Under the previous government, medium and large industry was nationalized, with state-owned enterprises (SOEs) operating below capacity, if at all.

The growth of the Iraqi economy has relied heavily on oil. After three decades of growing production (1950-1980), damage to the oil industry during the Iran-Iraq and Gulf wars combined with transport problems and damaged industrial sites have decreased production. With its balance of payments falling short, Iraq resorted to foreign borrowing, resulting in massive debt that now threatens fiscal sustainability and future access to finance.

Economic Data	2002	2003e	2004e	2005p
GDP (US\$ million)	18,400	12,603	25,536	29,344
Real GDP Growth (annual %)	3.5	34.3	46.5	3.7
GNI per capita	721	461	942	1,054
Consumer Price Index (% change)	19.3	34.0	31.7	20.0
Exchange Rate (ID/US\$) (annual average)	1957	1957	1460	1500
Crude Oil Production ('000 barrels/day)	2,014	1,330	2,014	2,000
Crude Oil Exports ('000 barrels/day)	1,288	900	1,393	1,400
Labor Force Participation (% of Working Age Population)	49			



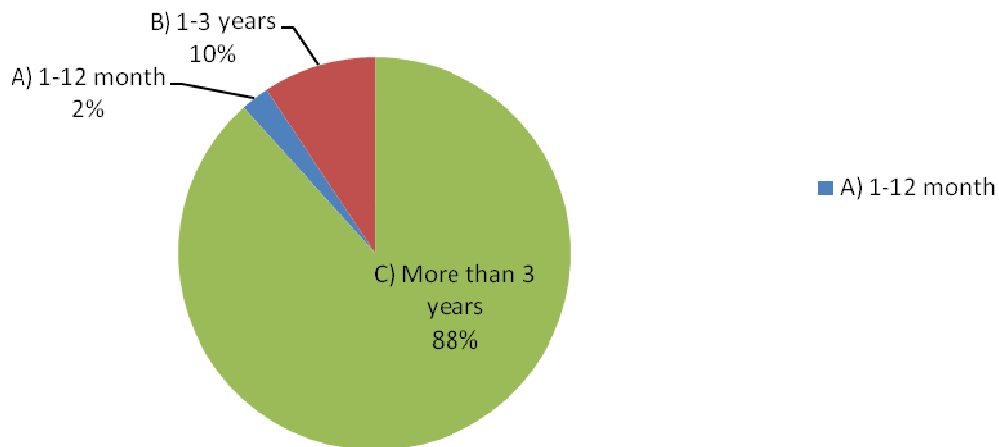
Result of the survey for the private sector

نتائج الاستبيان الخاصة بالقطاع الخاص

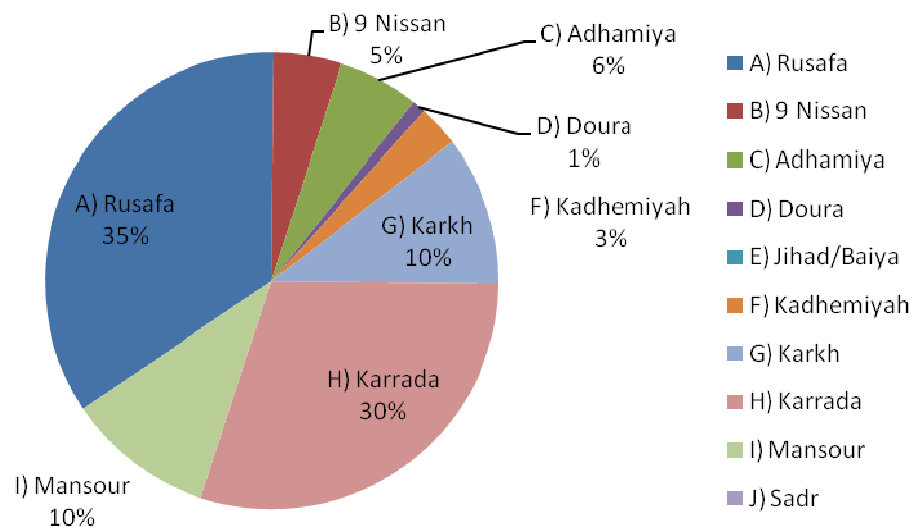
PRIVATE SECTOR

القطاع الخاص

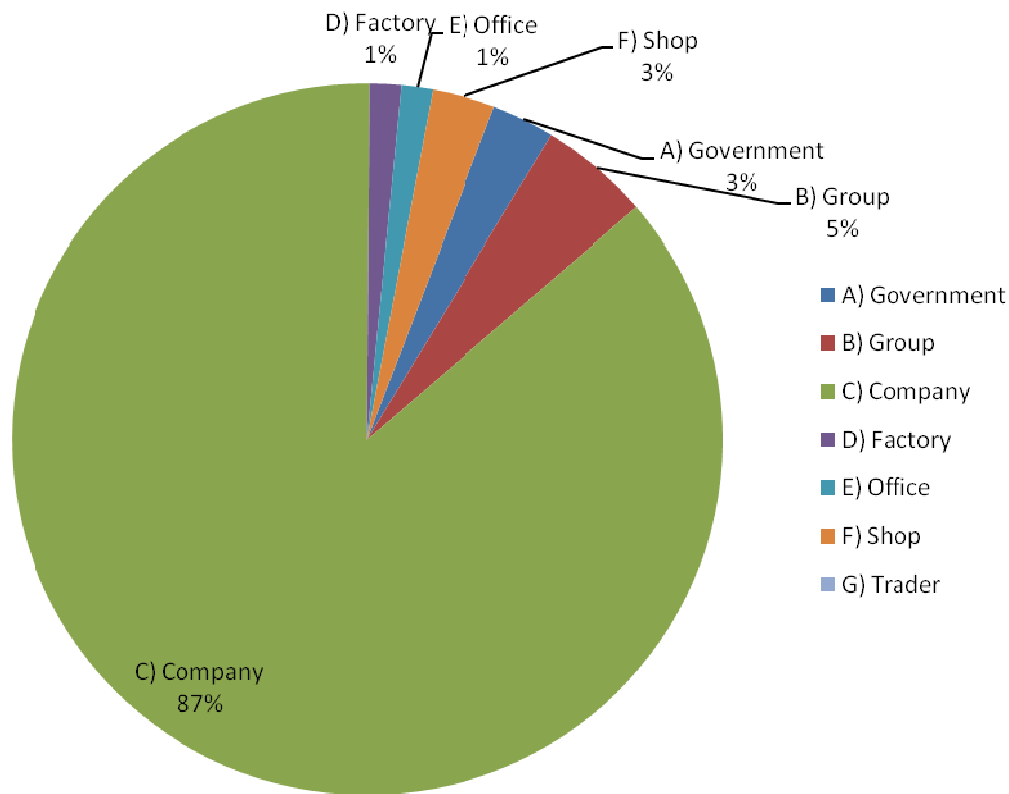
1. How long have you been in business?



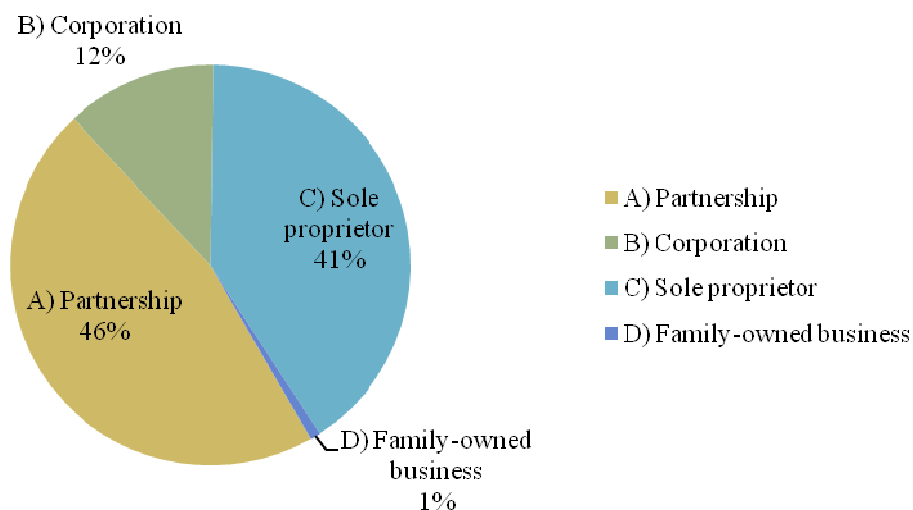
2. Where is your business located?



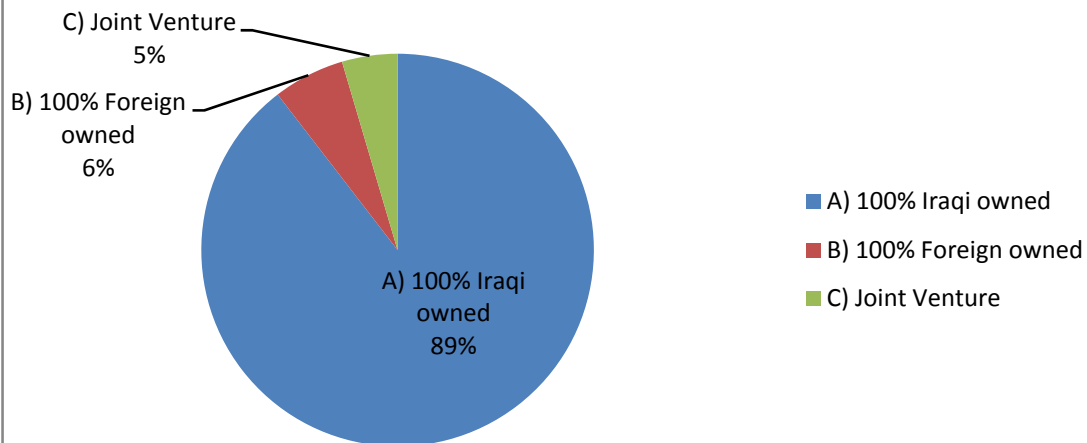
3. What type of business do you have?



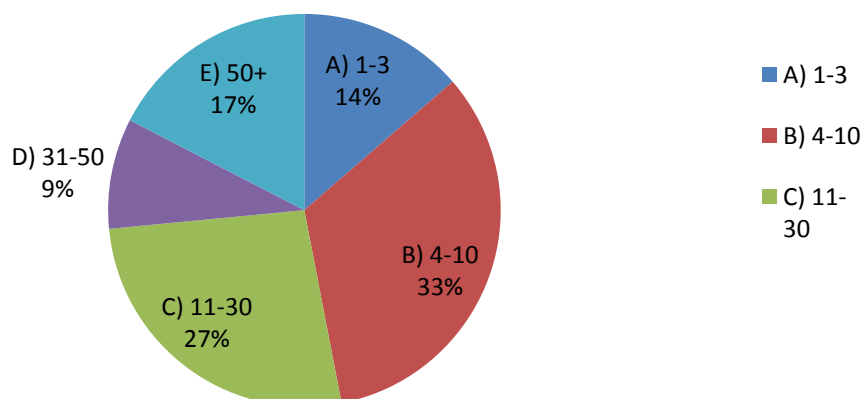
4. Which one of the following is your company?



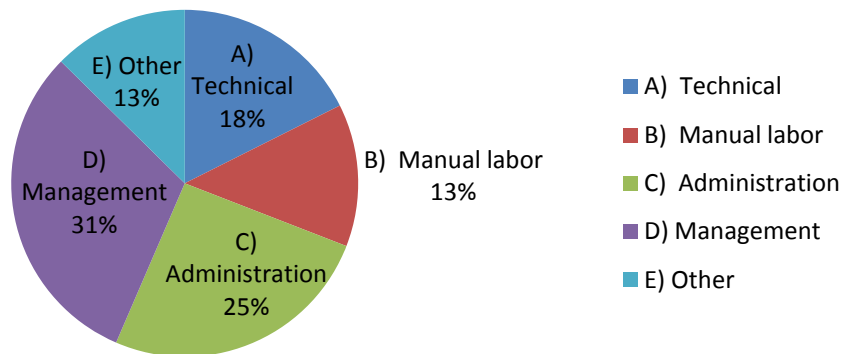
5. Is your company registration Iraqi or foreign?



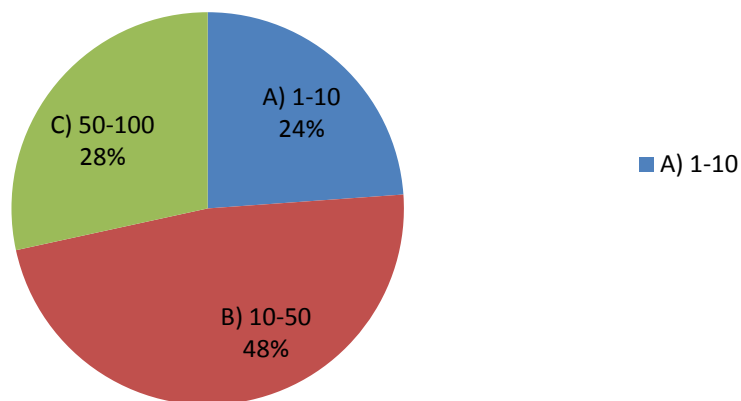
6. How many employees are in your company?



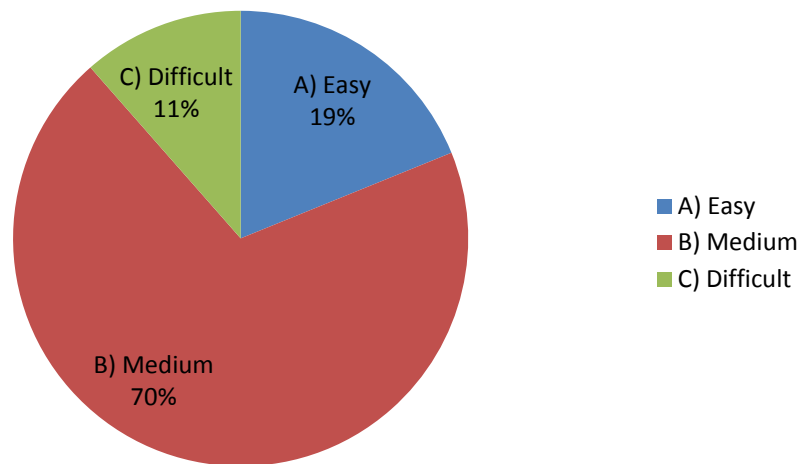
7. How many people do you have for each type of staff? (Percentage based on average observed)



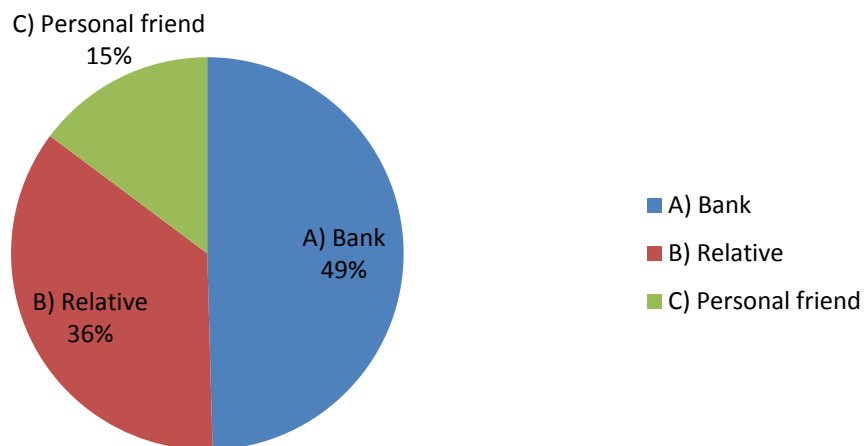
8. How many customers have you had in the past year?



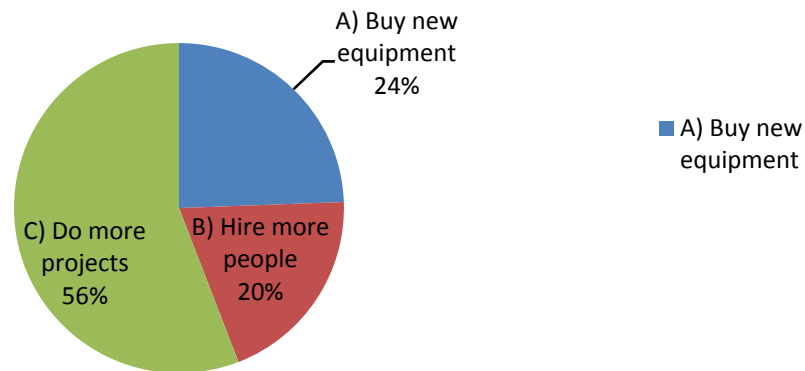
9. How difficult is it to get capital?



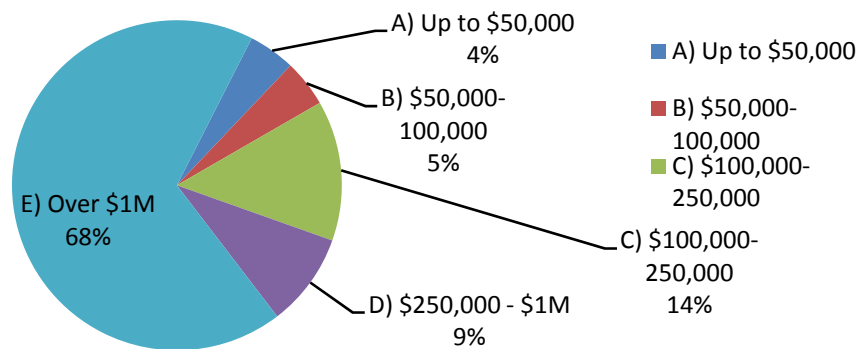
10. When you get capital, where does it come from?



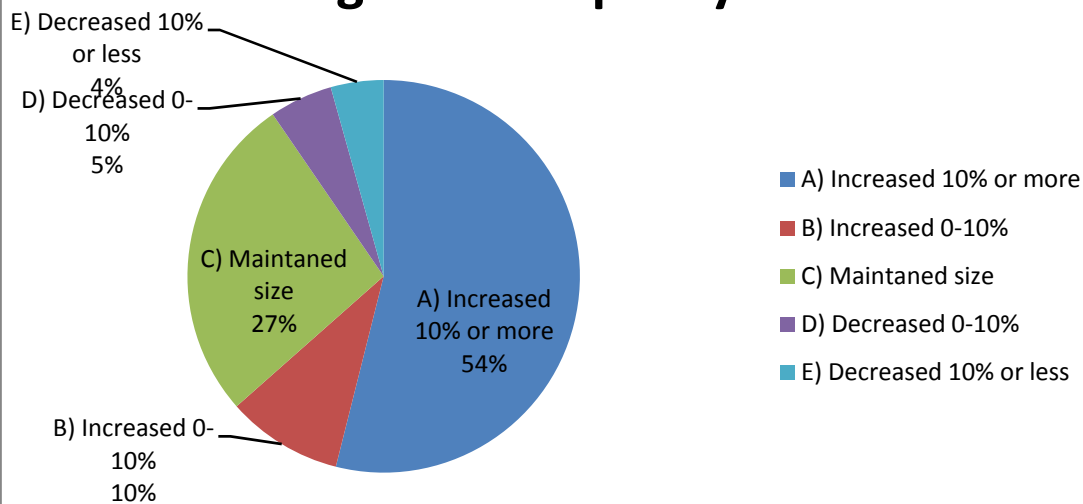
**11. If you had access to capital, how would you use it?
(Check all that apply)**



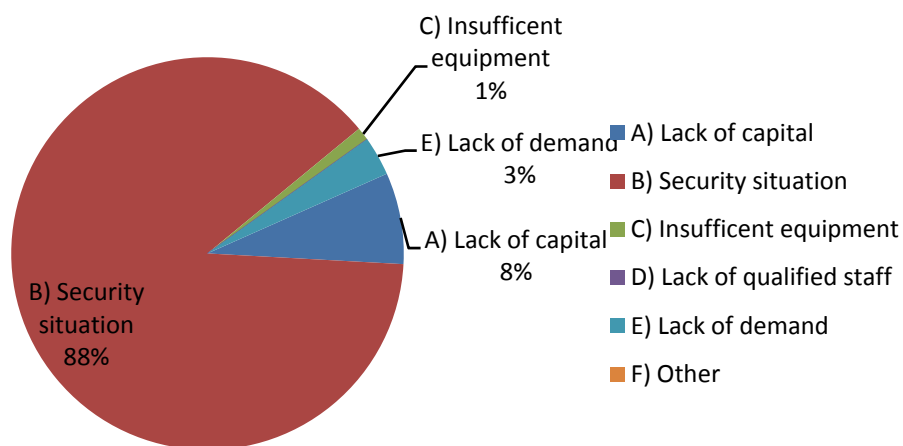
12. If you had access to capital, how much would you be able to use?



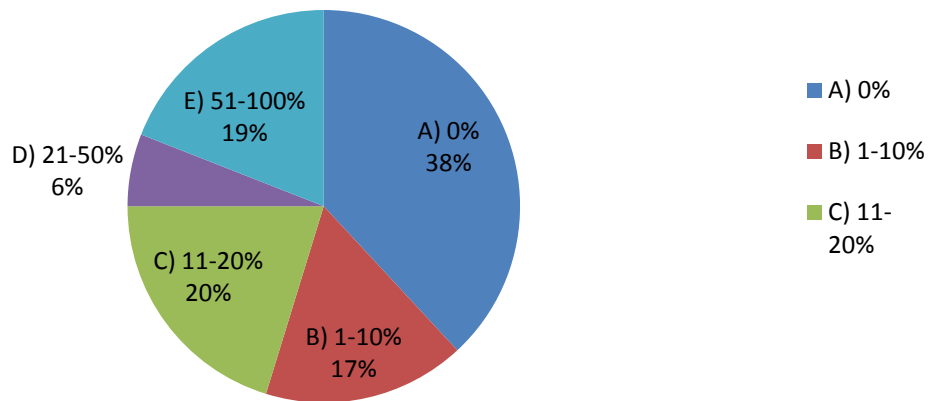
13. How has your company size changed in the past year?



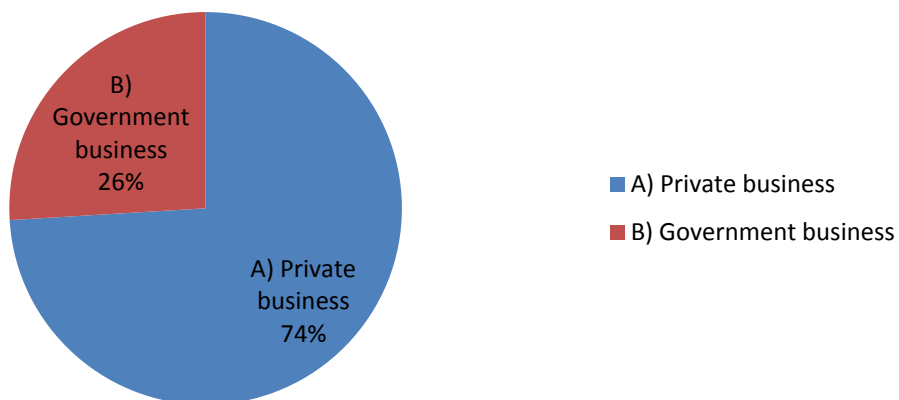
14. If your company is in decline, what is the reason?



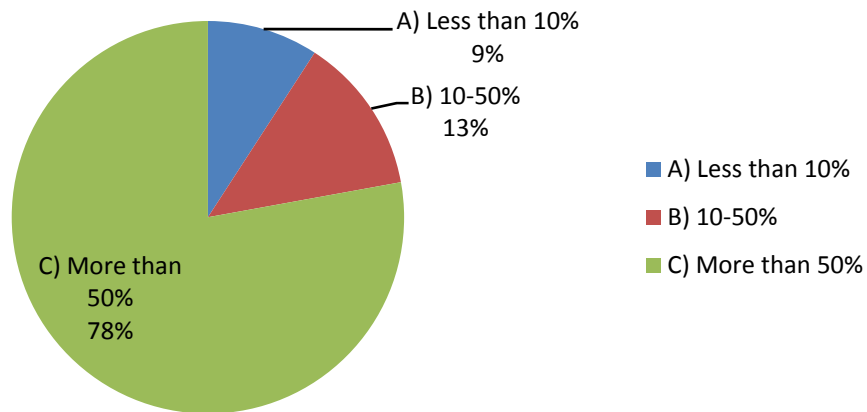
15. What percentage of your business is government-related?



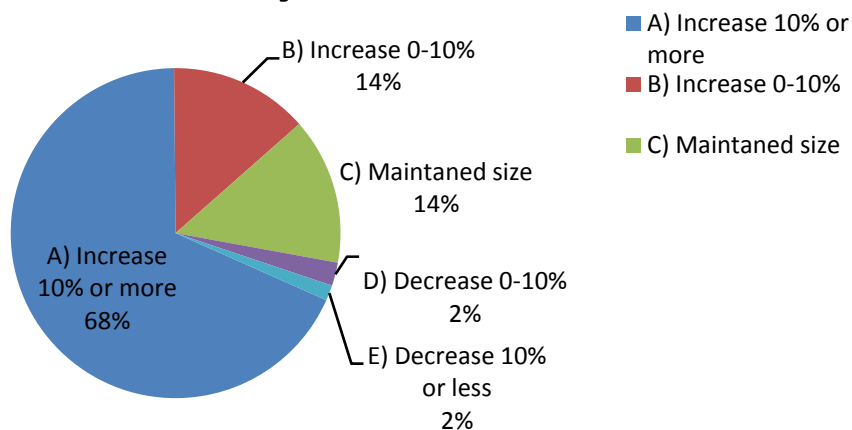
16. Which do you prefer to do business with?



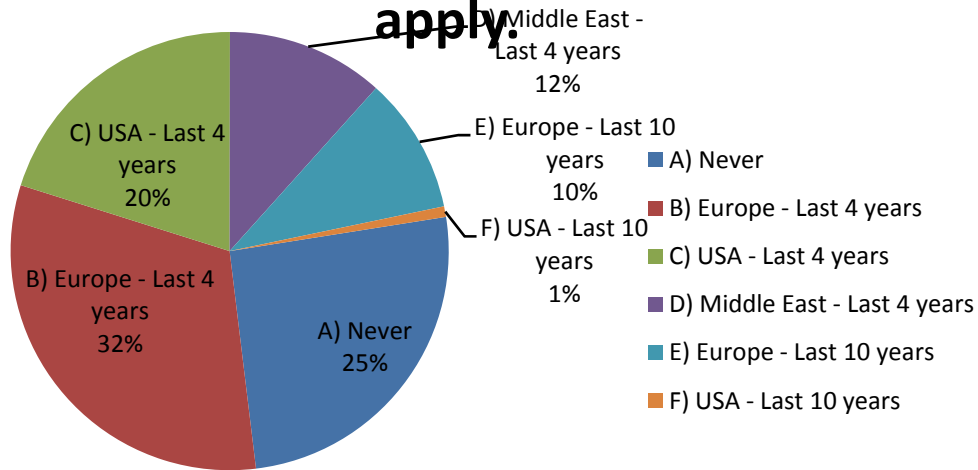
17. What percentage of your business is repeat-business?



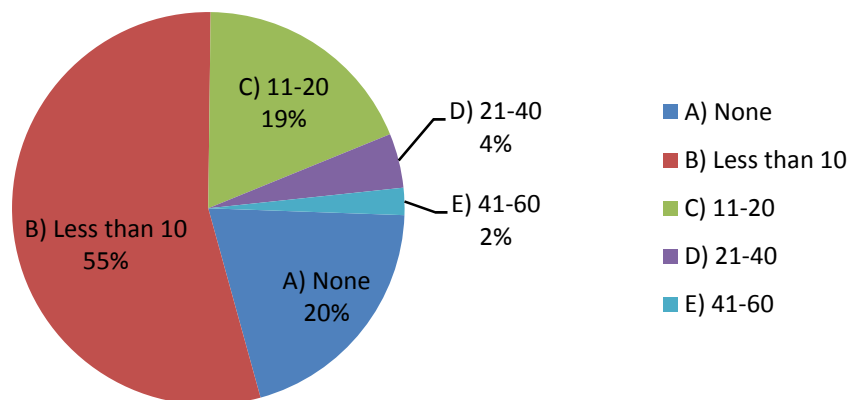
18. How do you expect your company size to change in the next year?



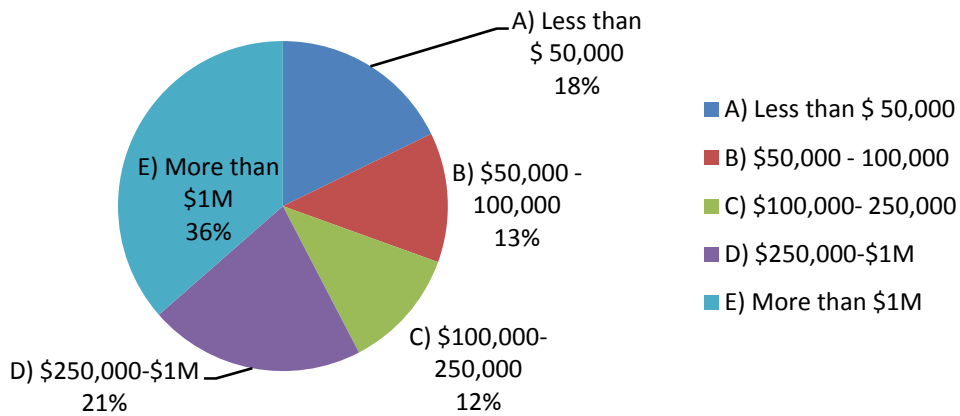
19. Have you done any work with foreign companies? Check all that apply:



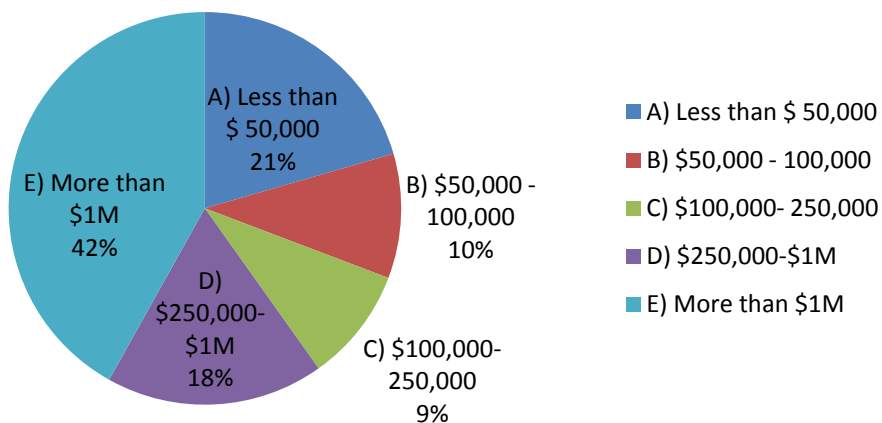
20. How many new projects have you added to your existing work?



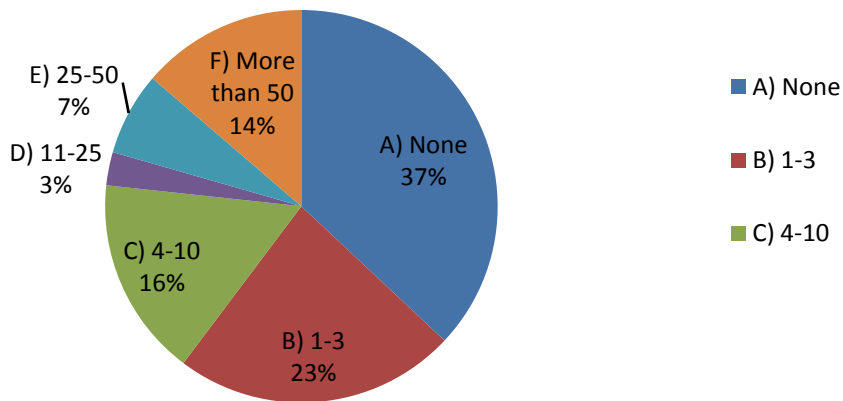
21. What is the dollar value of new work you have started in the past year?



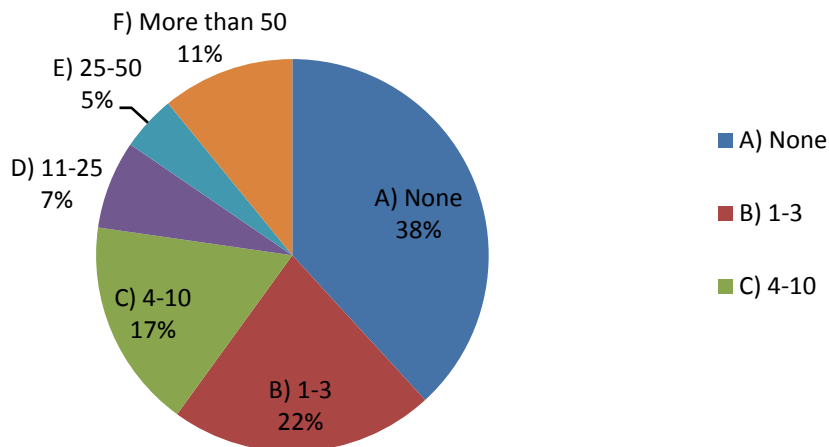
22. What is the dollar value of your existing work?



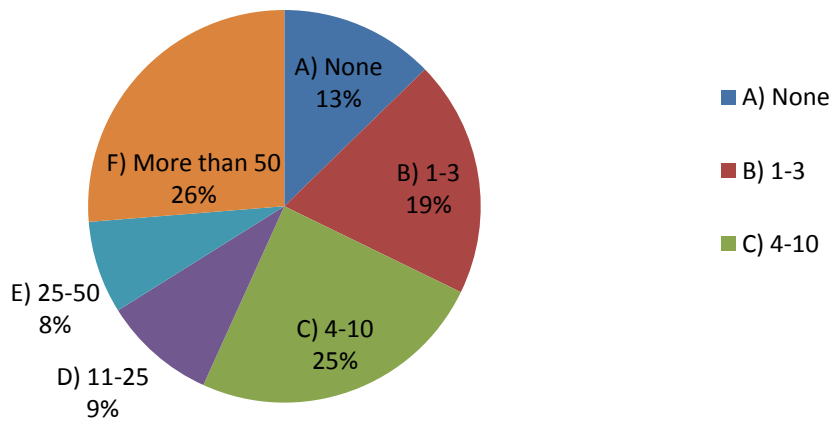
23. How many workers have you hired in the past month?



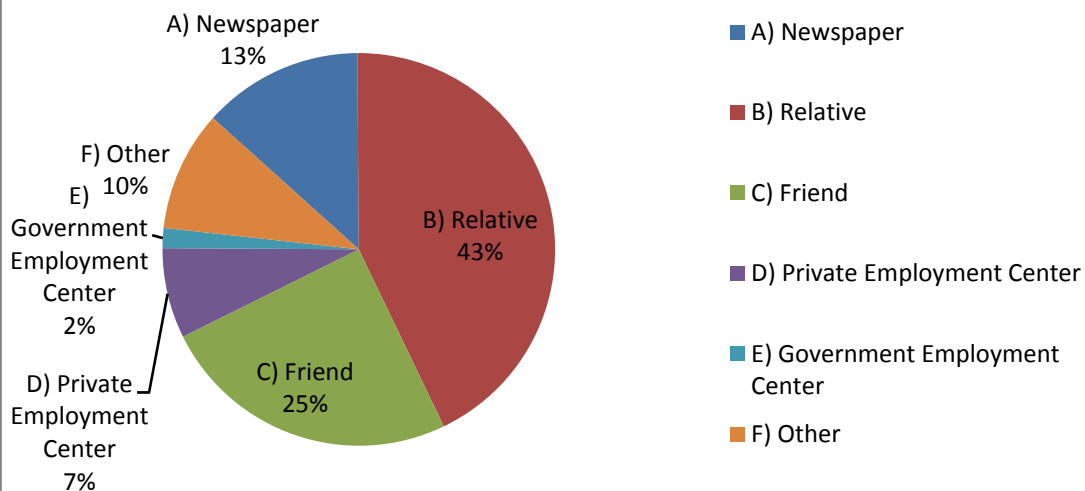
24. How many workers have you hired in the past three months?



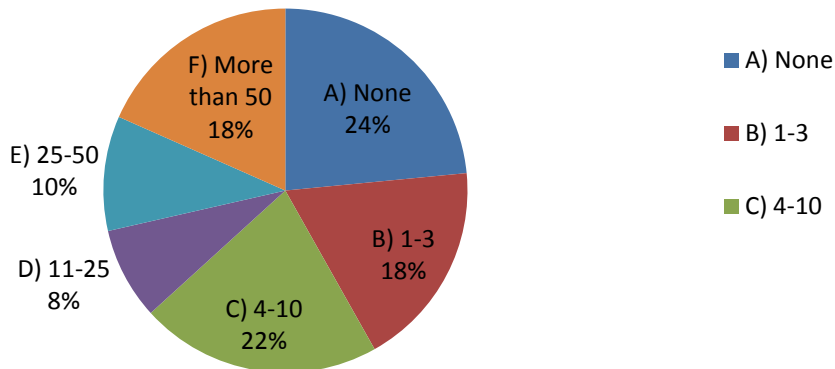
25. How many workers have you hired in the past year?



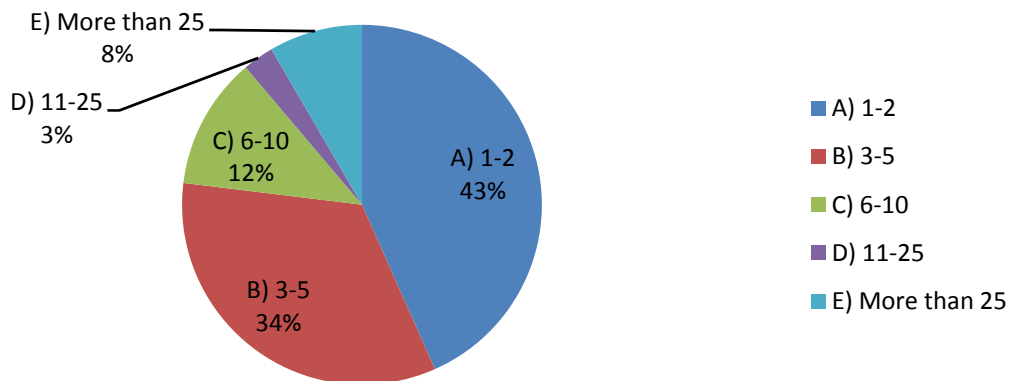
26. When you need a new employee, how do you find them?



27. Based on your current workload, how many employees do you think you will hire next year?



28a. If you hired new technical (college) graduates in the past year, how many did you hire?

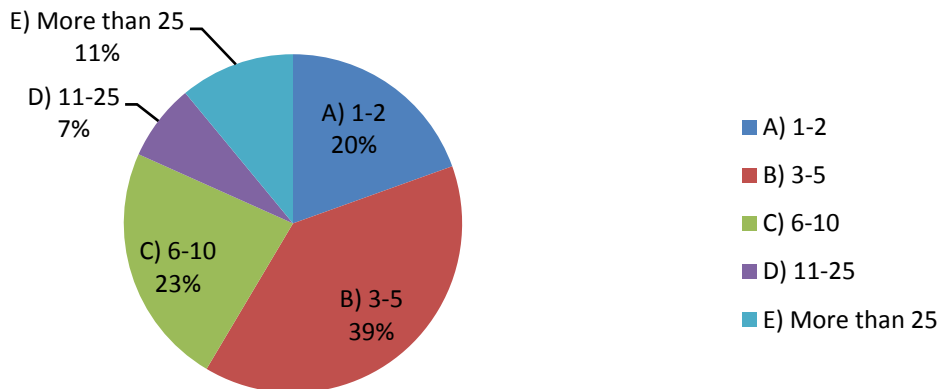


28b. From what technical (college) fields did you hire?

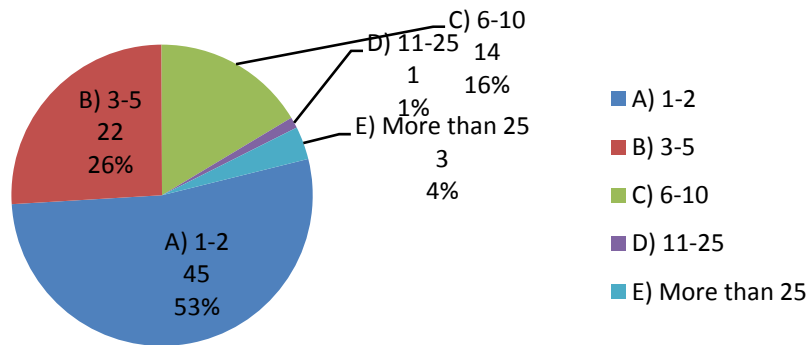
(Numbers below describe the total number of survey selections and percentage of total)

Civil Engineer	16	3.6%	Architectural Engineer	38	8.5%
IT Engineer	30	6.7%	Production Engineer	11	2.5%
Mechanical Engineer	54	12.1%	Software Engineer	29	6.5%
Electrical Engineer	55	12.4%	Aviation Engineer	3	0.7%
Power Engineer	8	1.8%	Agricultural Engineer	3	0.7%
Chemical Engineer	14	3.1%	Business Administration	41	9.2%
Petroleum Engineer	7	1.6%	Accounting / Finance	38	8.5%
Energy Engineer	5	1.1%	English Language	53	11.9%
Material Engineer	7	1.6%	Legal / Lawyer	33	7.4%

28c. How many technical (college) graduates will you hire in the next year?



29a. If you have hired new VOTECH graduates in the past year, how many did you hire?



29b. From what VOTECH fields did you hire?

(Numbers below describe the total number of survey selections and percentage of total)

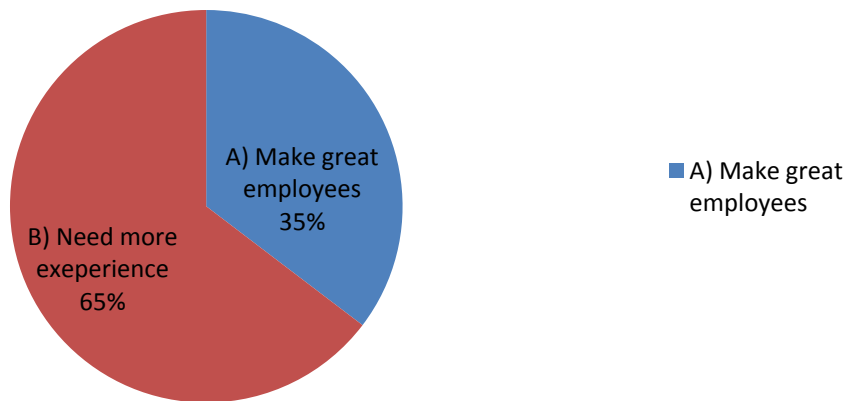
HVAC	23	10%	Painting/Plastering	17	7.4%
Auto Electric	6	2.6%	Sewing	3	1.3%
Auto Mechanics	15	6.5%	Turnery	2	0.9%
Electrical installations	37	16.2%	Computer Maintenance	22	9.6%
Electronics	19	8.3%	Furniture Carpentry	4	1.7%
Welding	14	6.1%	Construction Carpentry	10	4.4%
Plumbing	8	3.5%	Repair of small motors	7	3.1%
Masonry	38	16.6%	Repair of small generators	4	1.7%

30. From what VOTECH field do you think you will need to hire employees in the next year and how many?

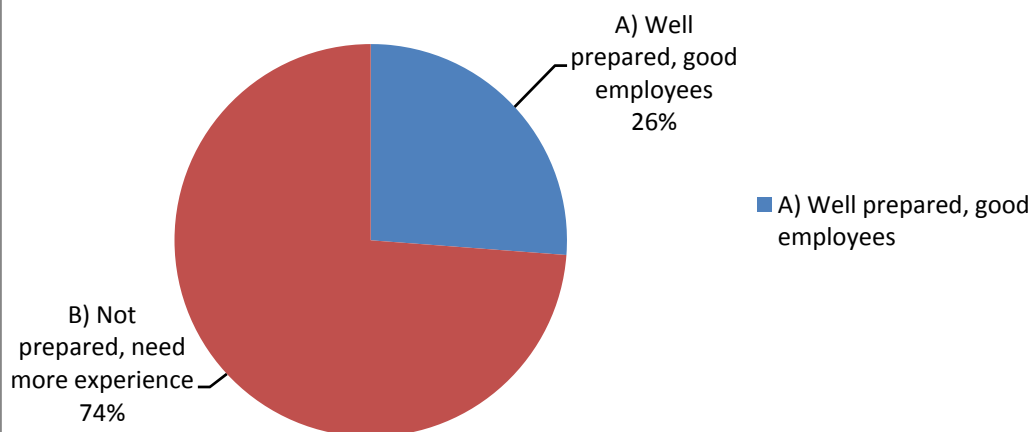
(Numbers below describe survey selection values, total for each field type and percentage of total)

<i>Field Type \ Survey Choices</i>	1-2	3-5	6-10	11-25	More than 25	Total	Percentage
HVAC	32	14	3	2	1	52	11.2%
Auto Electric	10	4				14	3.0%
Auto Mechanics	15	4	2			21	4.5%
Electrical installations	19	12	6	2	3	42	9.1%
Electronics	23	4	6	3		36	7.8%
Welding	20	4	8	2		34	7.3%
Plumbing	20	4	8	2		34	7.3%
Masonry	7	2	2	1	1	13	2.8%
Painting/Plastering	15	3	7	7	14	46	9.9%
Sewing	14	3	6	2	7	32	6.9%
Turnery	6	3	1			10	2.2%
Computer Maintenance	25	11	1	2	4	43	9.3%
Furniture Carpentry	8	3	4	1	1	17	3.7%
Construction Carpentry	10	7	9	1		27	5.8%
Repair of small motors	20	3	1			24	5.2%
Repair of small generators	12	6				18	3.9%

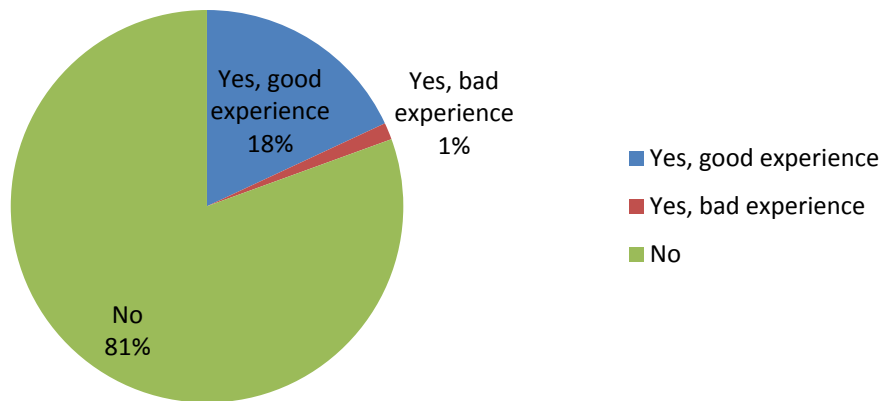
31. What do you think of technical college graduates?



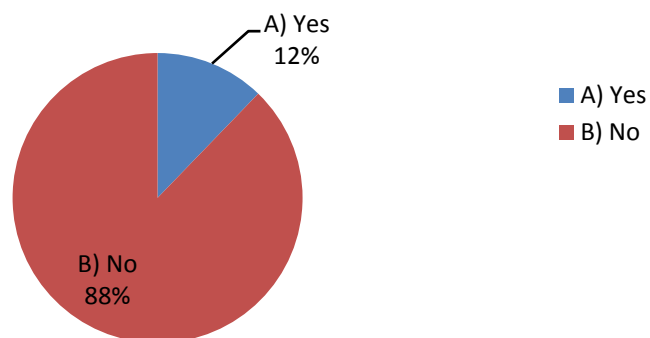
32. What do you think of VOTECH graduates?



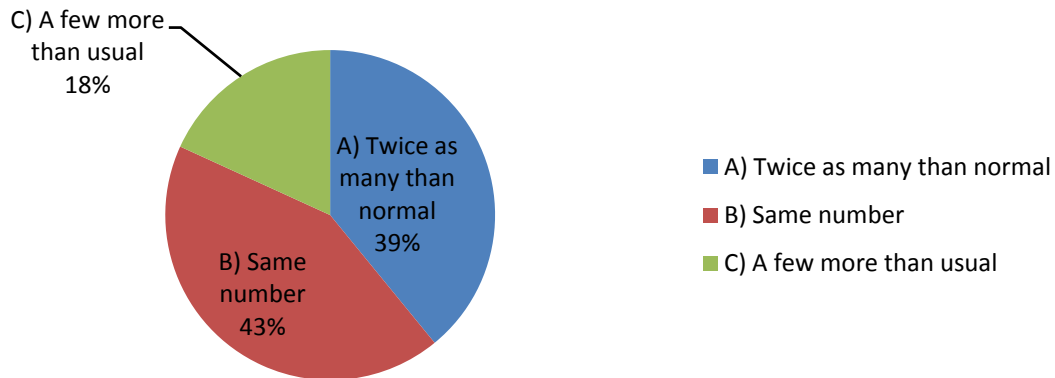
33. How has your experience been with local VOTECH schools?



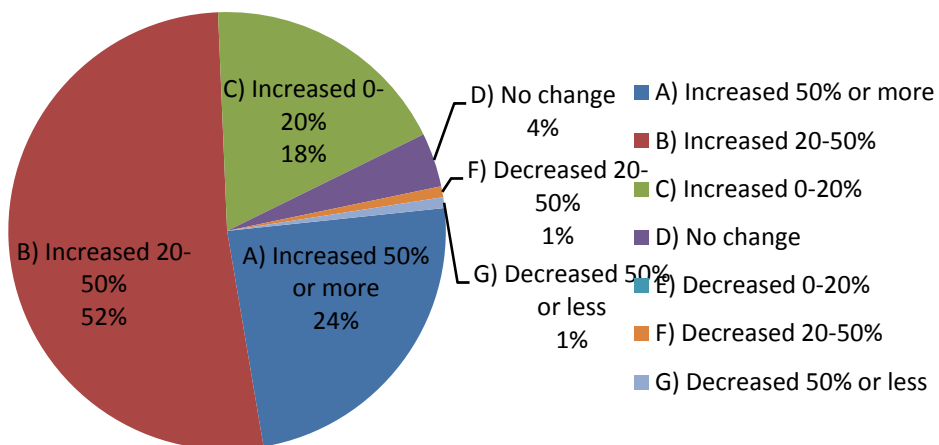
34. If you were offered a government contract requiring you to hire VOTECH grads, would you agree to the contract?



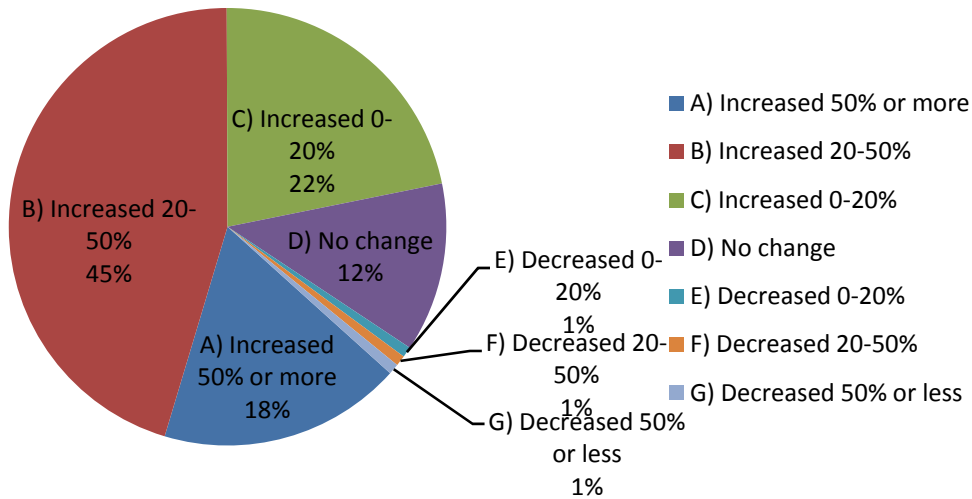
36. How many VOTECT grads would you hire if their salaries were half-sponsored?



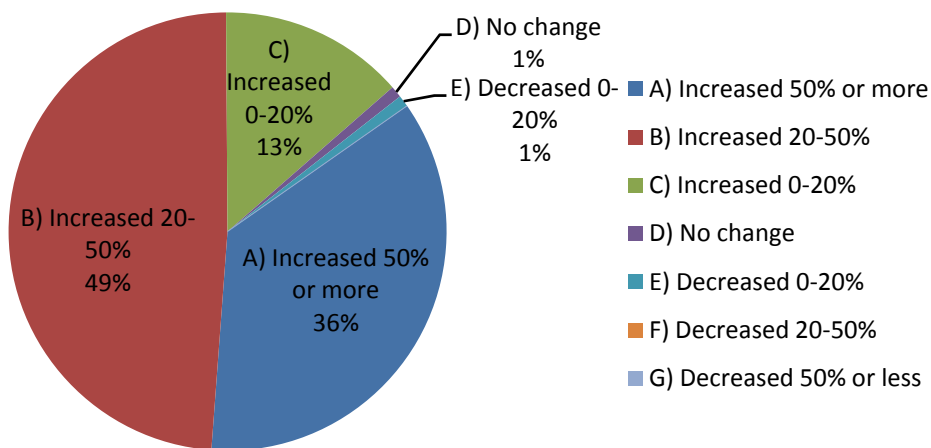
37. How have the prices of goods changed in the past year?



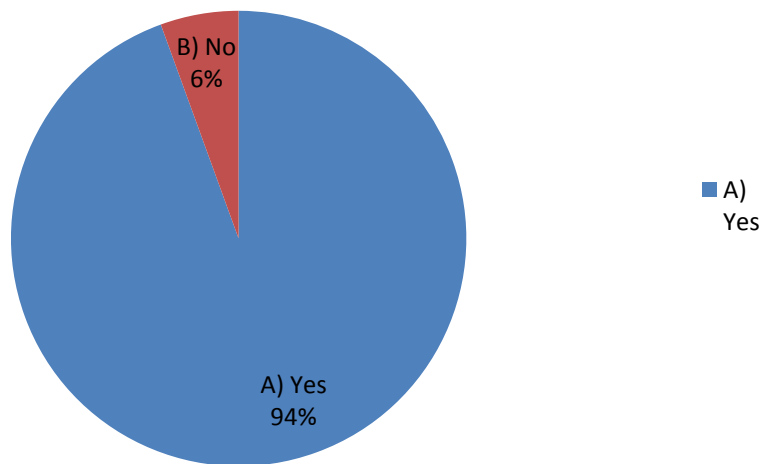
38. How have the salaries changed for your company in the last year?



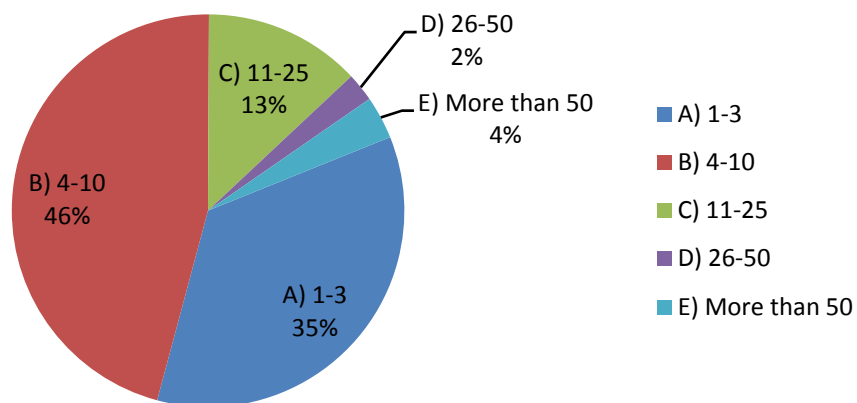
39. How have the prices of raw material changed in the past year?



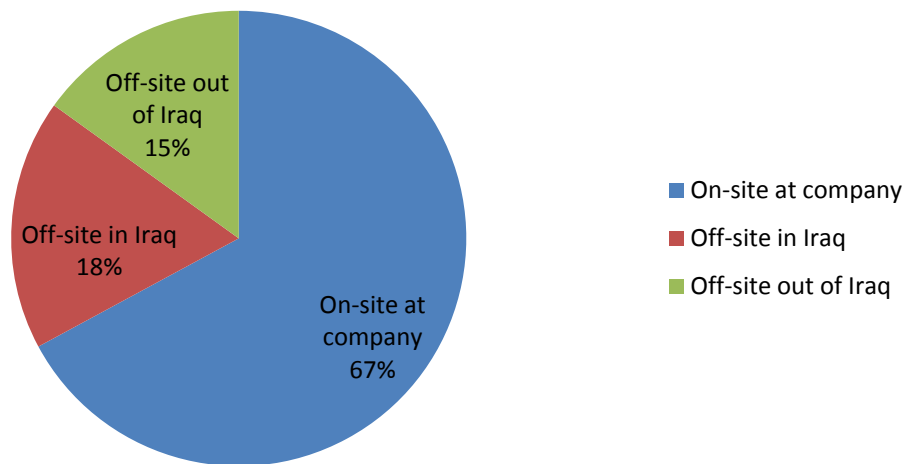
40a. Do you train your own staff?



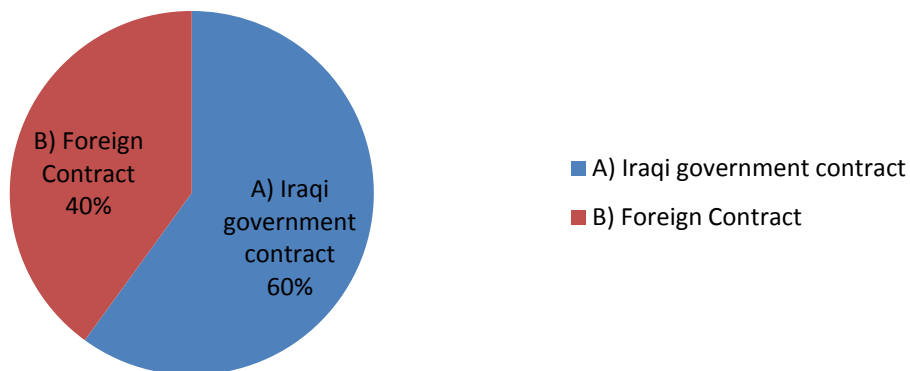
40b. If yes, how many staff have you trained in the last year?



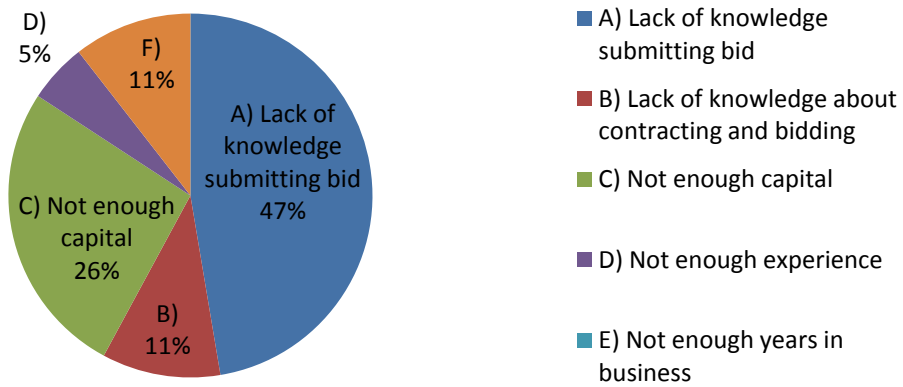
40c. Where do you train your staff?



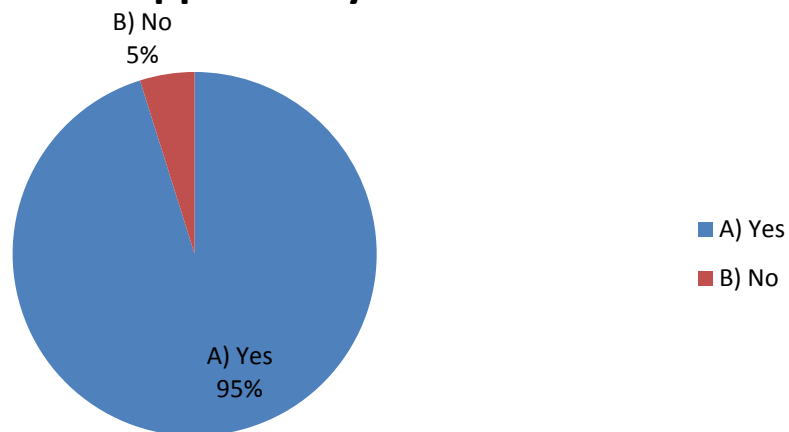
41a. If you have participated in a contract to help rebuild Iraq, what kind of contract was it?

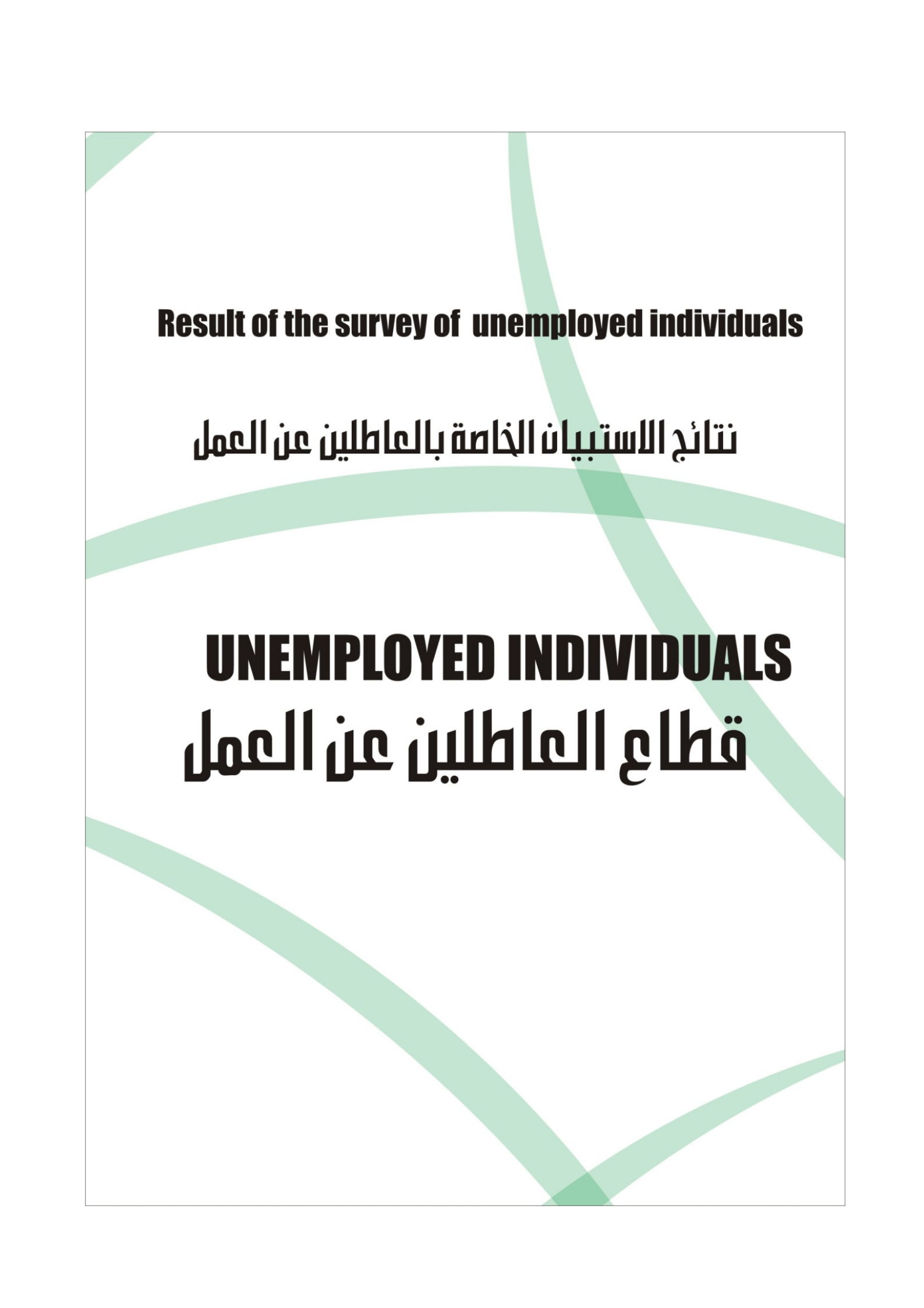


41b. If you have not been able to obtain a contract to help rebuild Iraq, what was the reason?



42. Would you be interested in bidding on contracts to help rebuild Iraq if you had the opportunity?





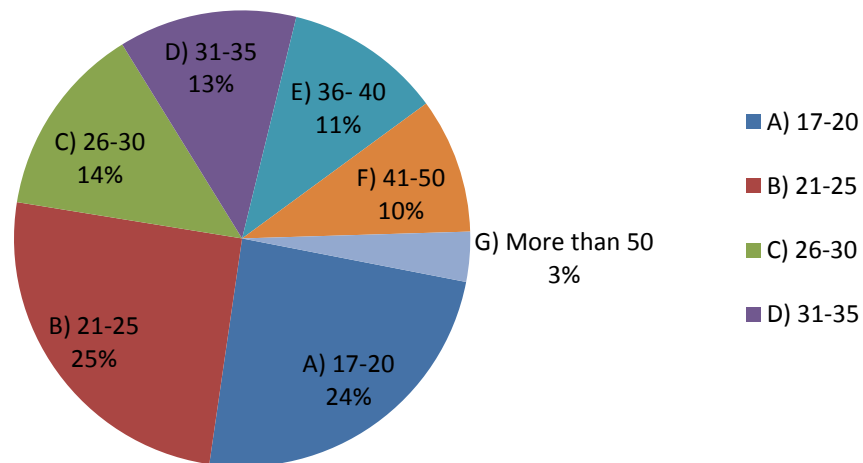
Result of the survey of unemployed individuals

نتائج الاستبيان الخاصة بالعاطلين عن العمل

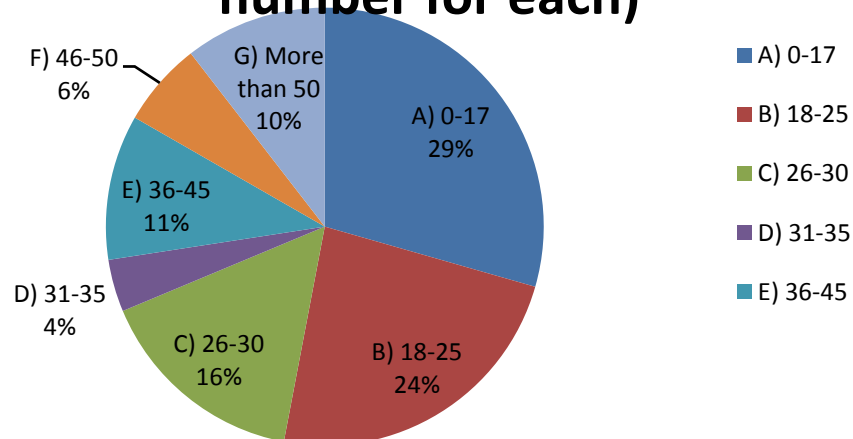
UNEMPLOYED INDIVIDUALS

قطاع العاطلين عن العمل

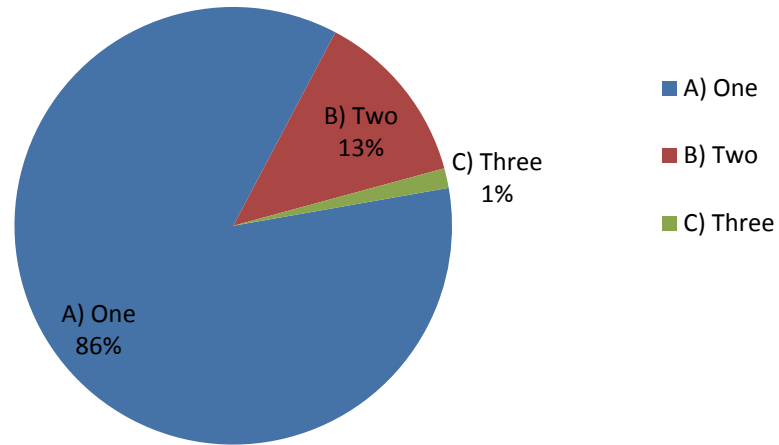
1. What is your age?



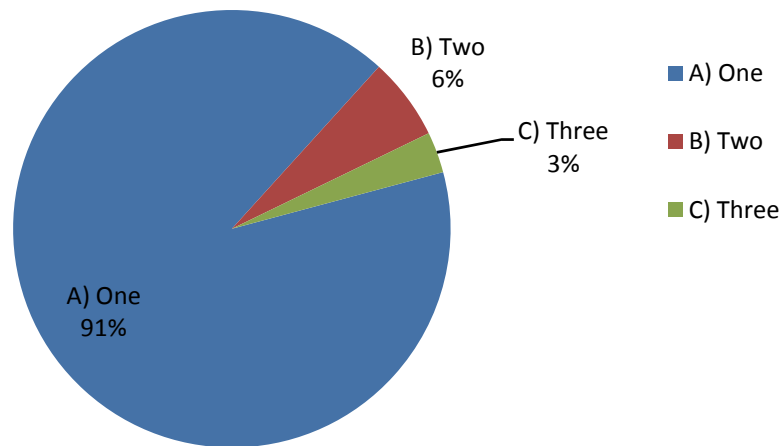
2. How many people are in your family for each age group? (Write number for each)



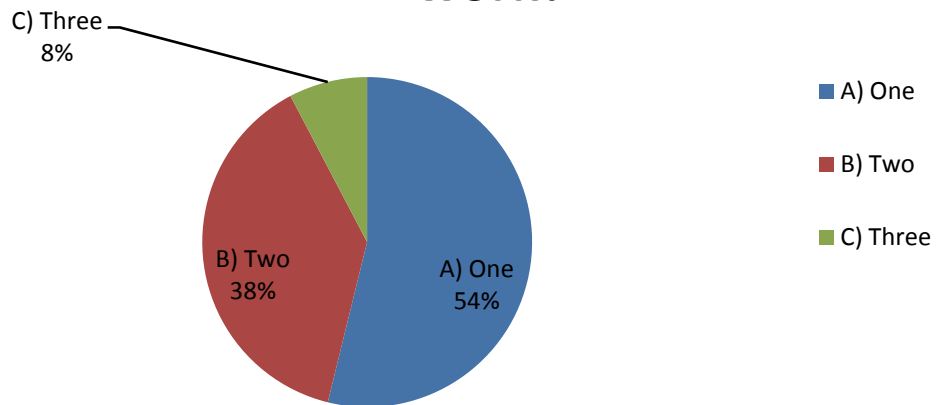
3. How many male workers are in your household?



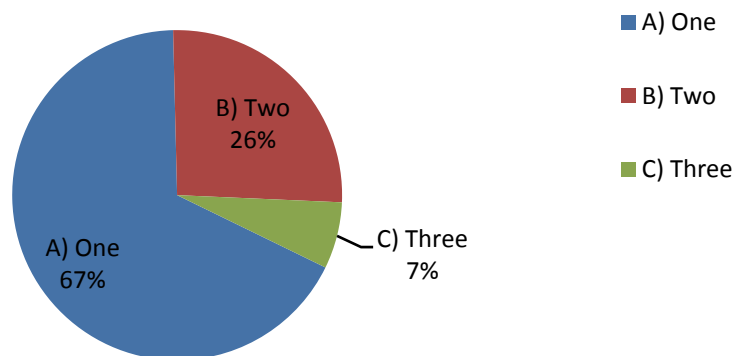
4. How many female workers are in your household?



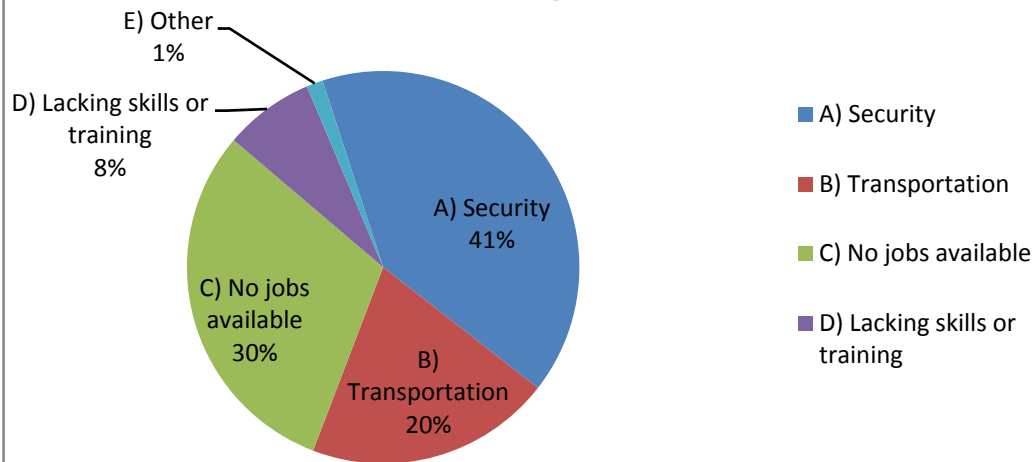
5. How many men in your house are not working that are willing to work?



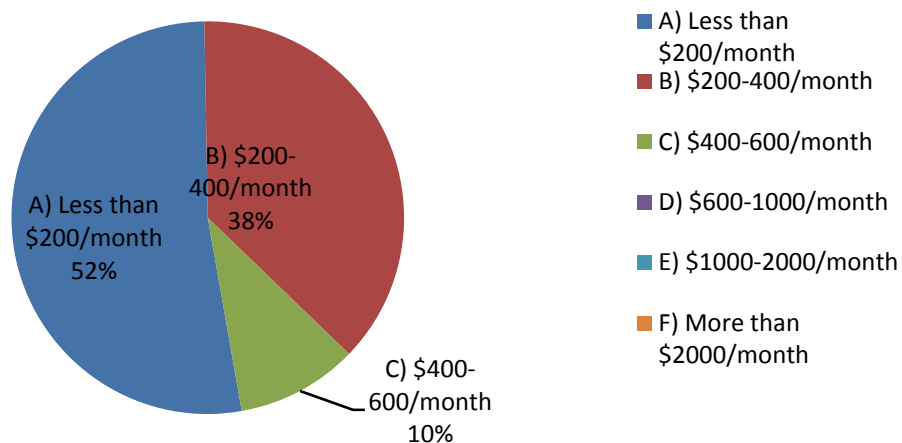
6. How many women in your house are not working that are willing to work?



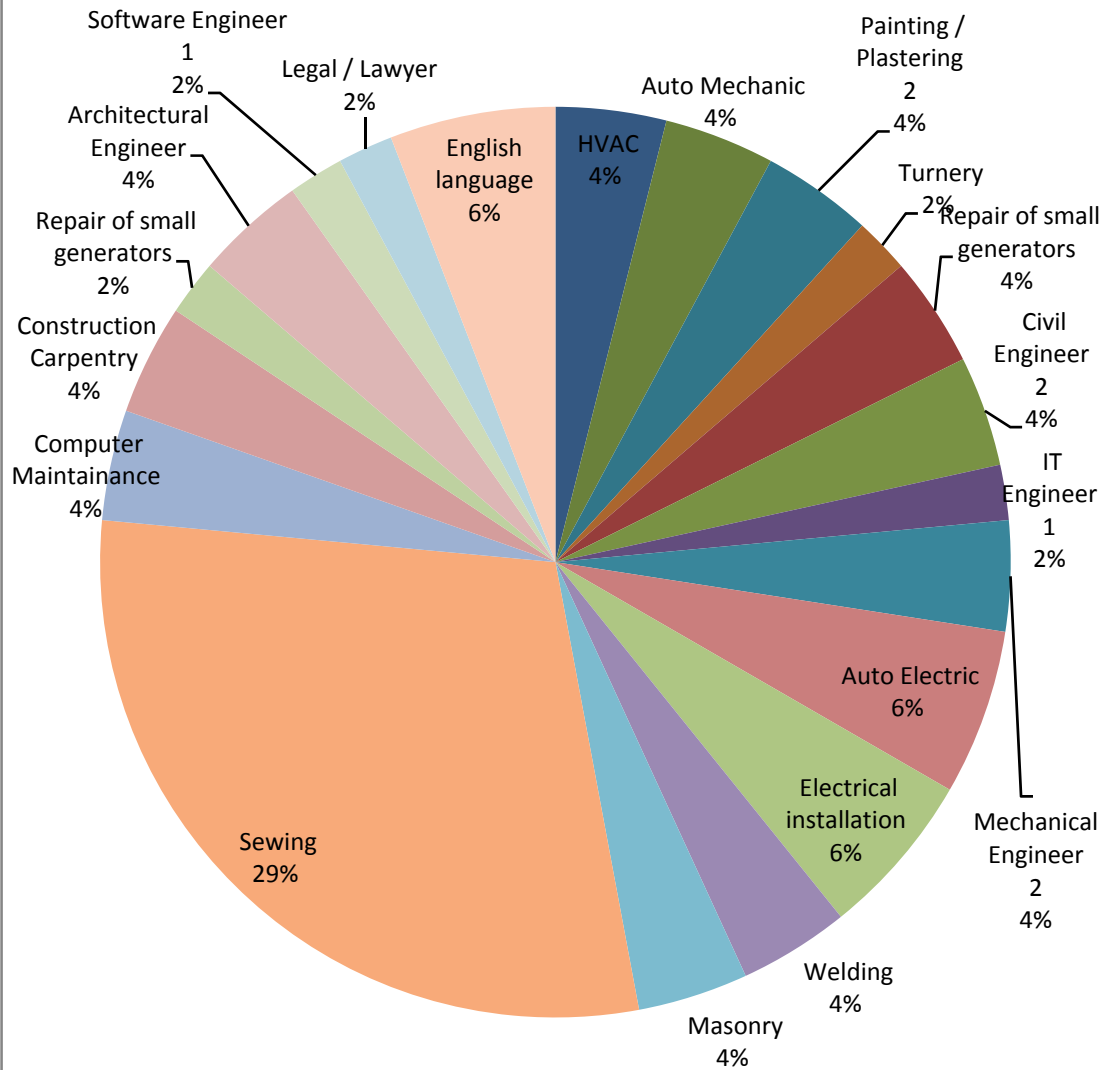
7. What are the main reasons for them not being able to work?



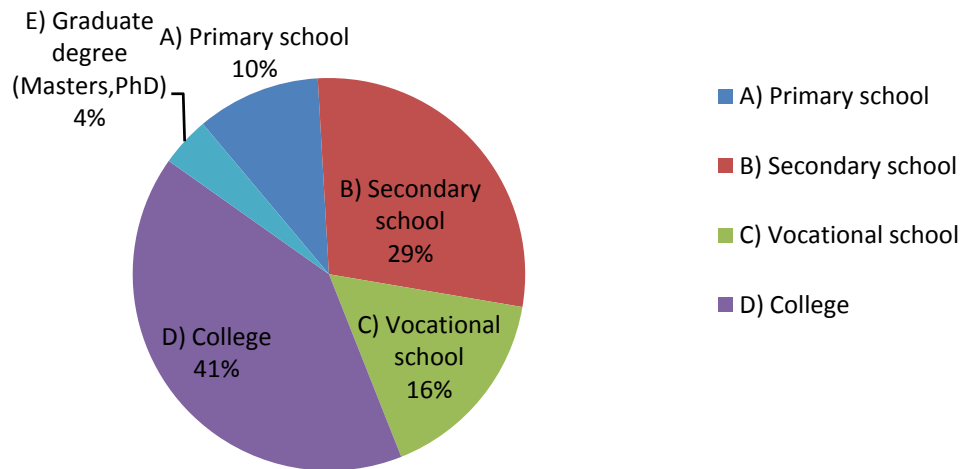
8. What is the total income of your family?



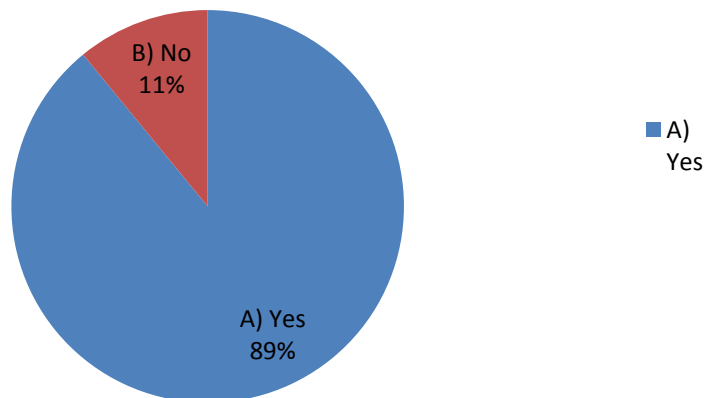
9. What employable skills do you have?



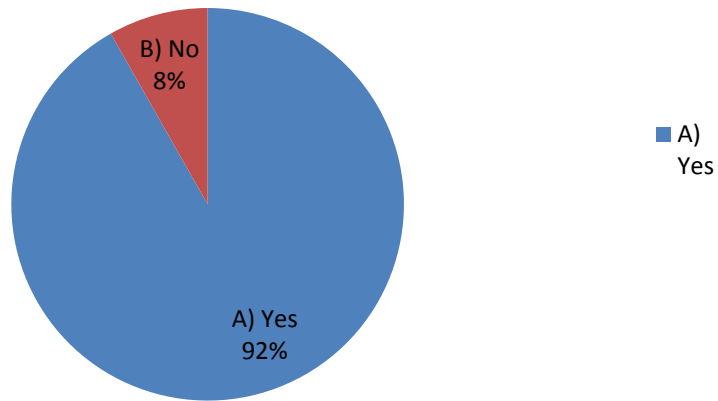
10. What is your level of education?



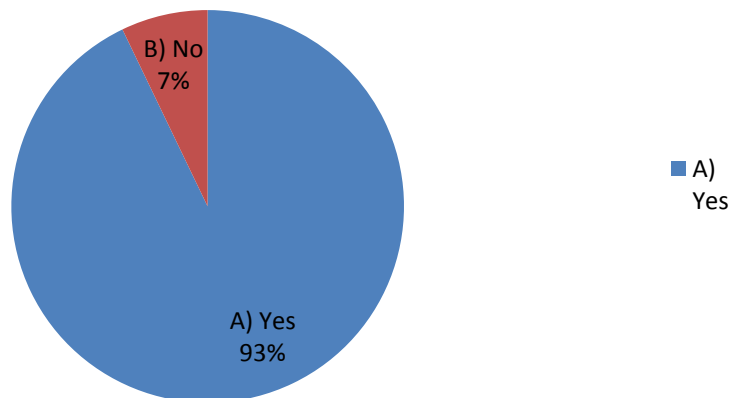
11. Have you looked for work in the past month?



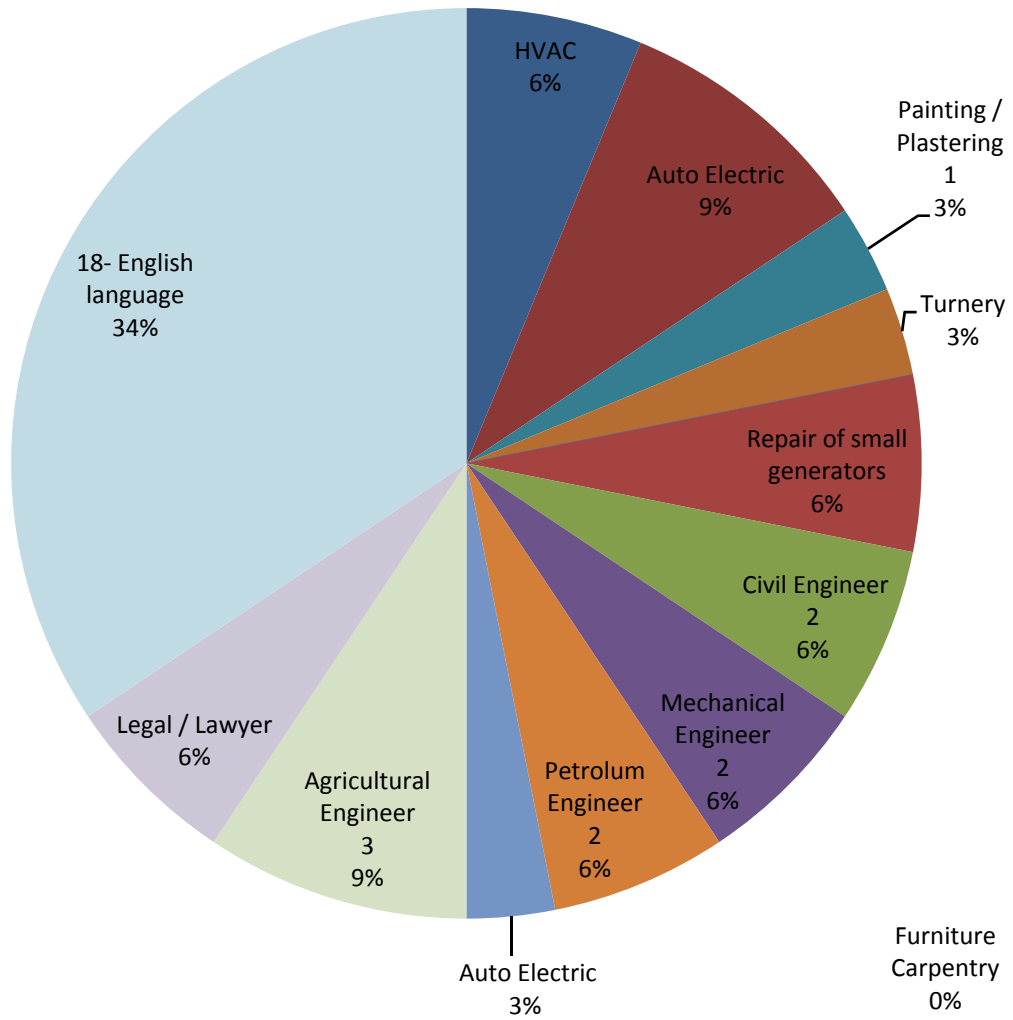
12. Have you looked for work in the past three months?



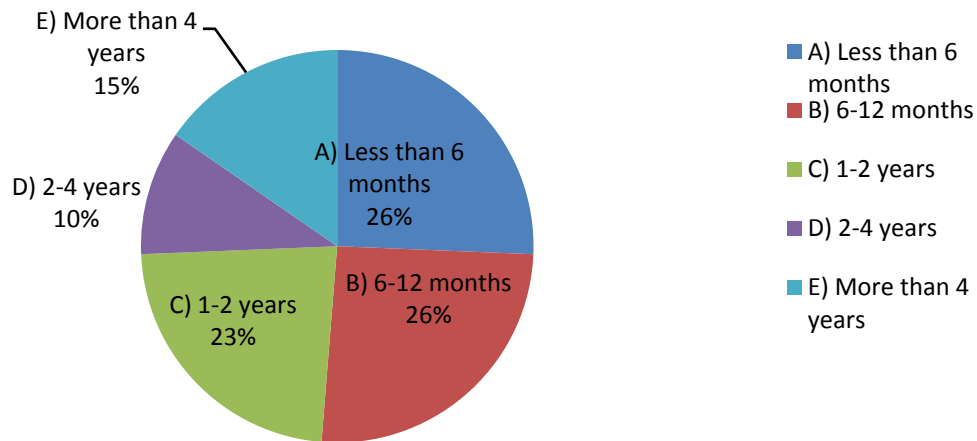
13. Have you looked for work in the past year?



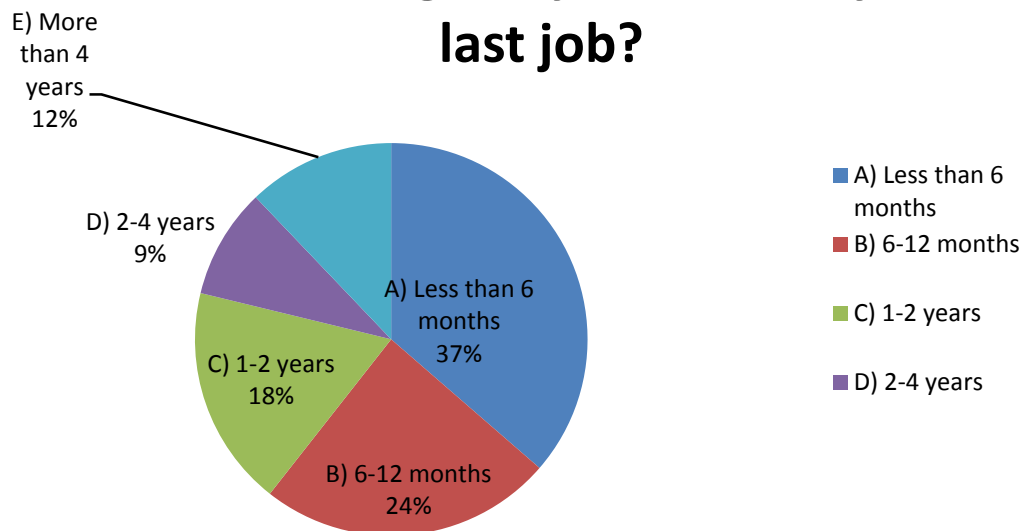
14. What is your work expirience?



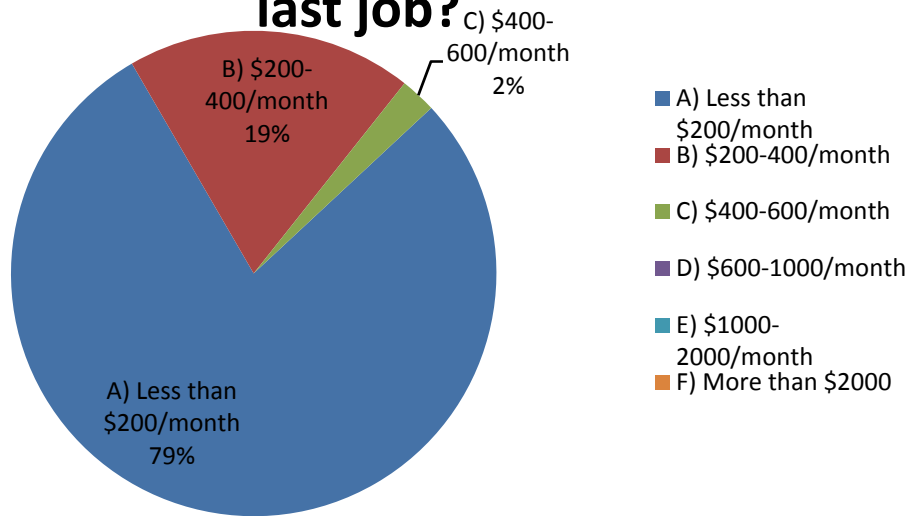
15. How long have you been unemployed?



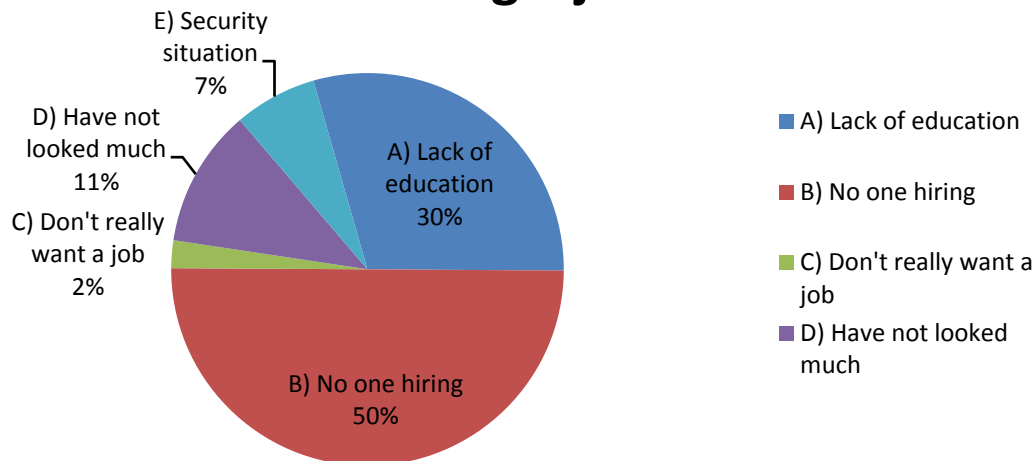
16. How long did you work at your last job?



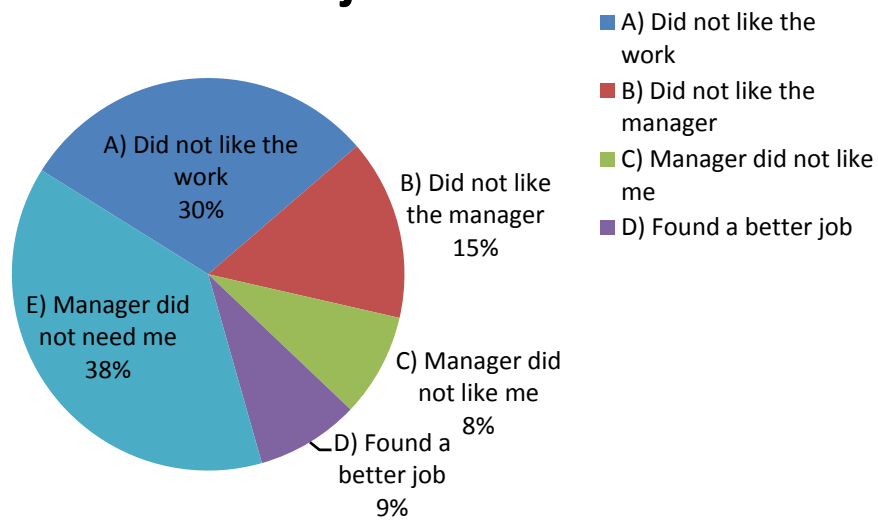
17. What was your salary at your last job?



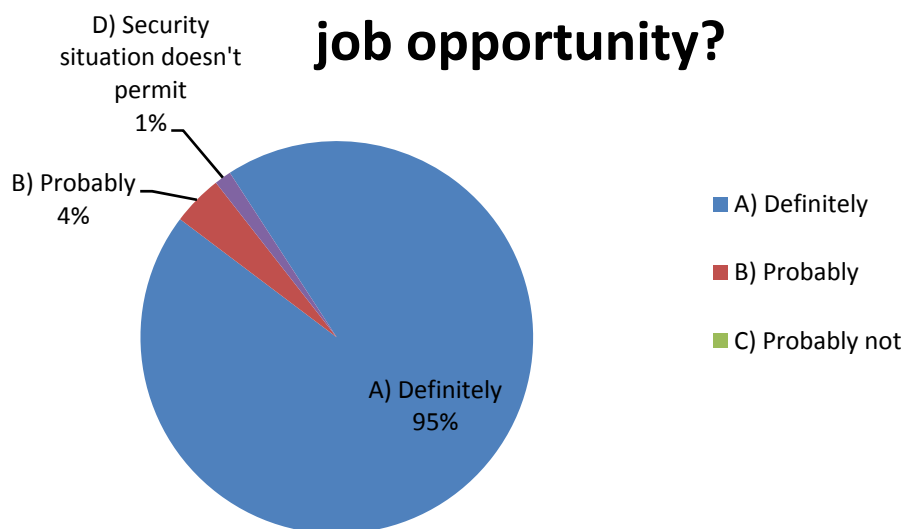
18. What are your reasons for not having a job?



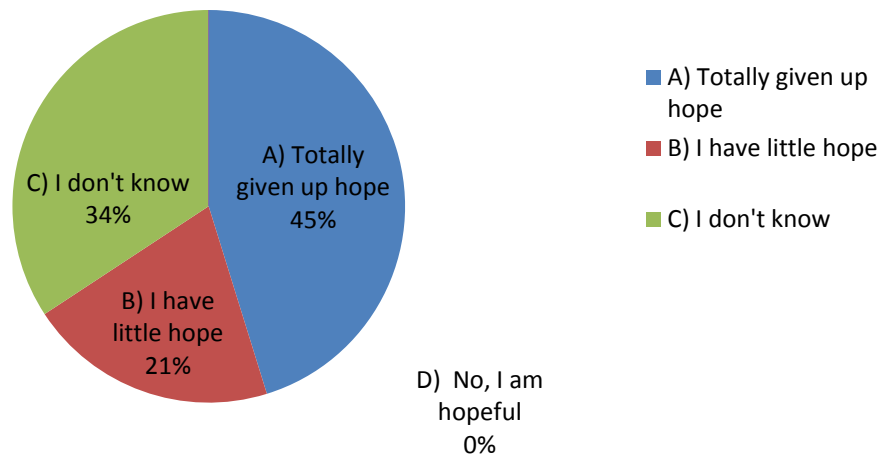
19. Why did you leave your last job?



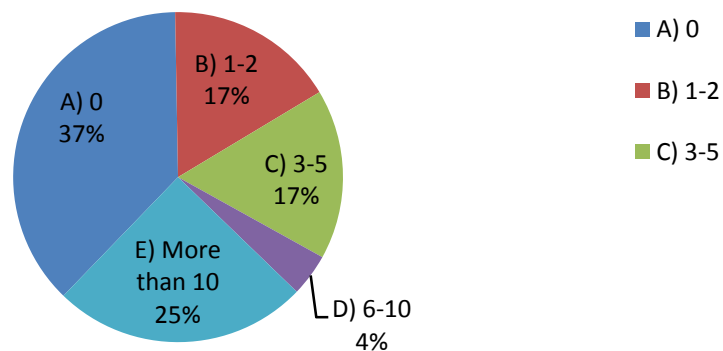
20. Would you work if you had a job opportunity?



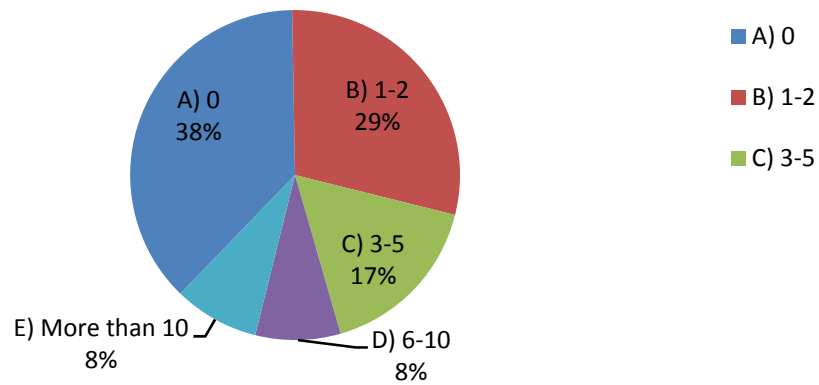
21. Have you given up hope of finding a job?



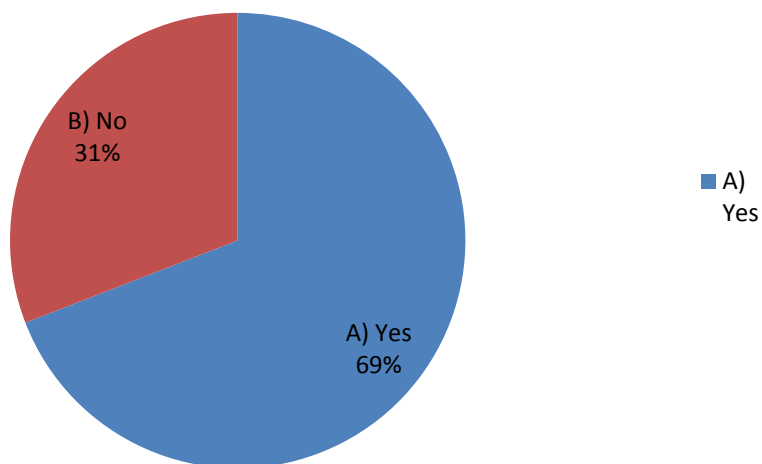
22. How many government businesses have you applied for in the past year?



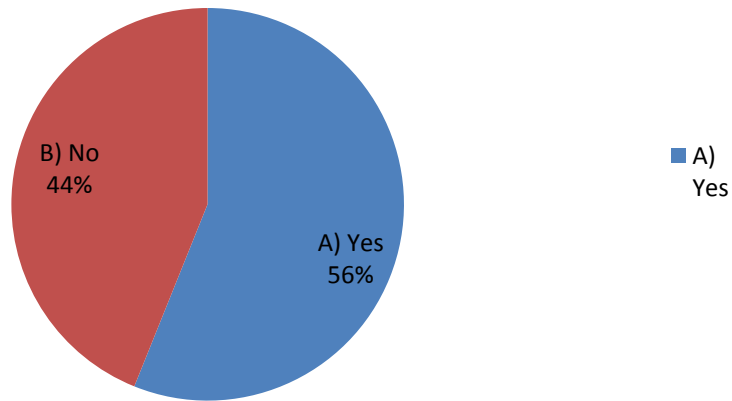
23. How many private businesses have you applied for in the past year?



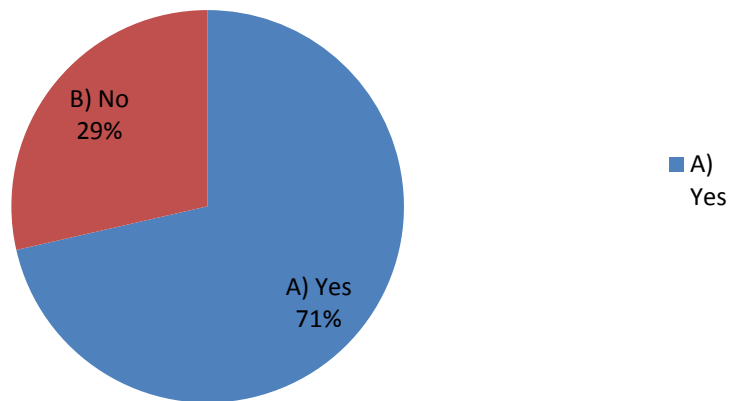
24. Do you have a current C.V.?



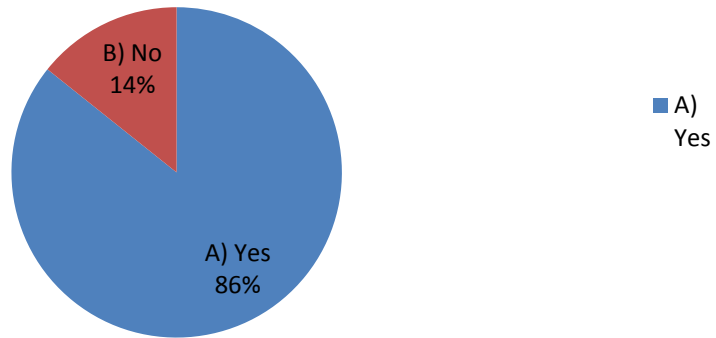
25. Have you had any training on how to interview for a job?



26. Have you looked for help on how to get a job?



27. Would you use an employment center if it was available to help you find a job?





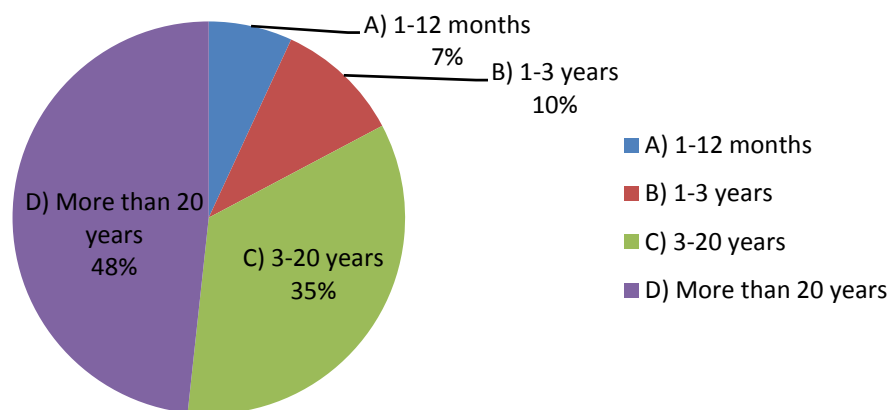
Result of the survey for the goverment sector

نتائج الاستبيان الخاصة بالقطاع الحكومي

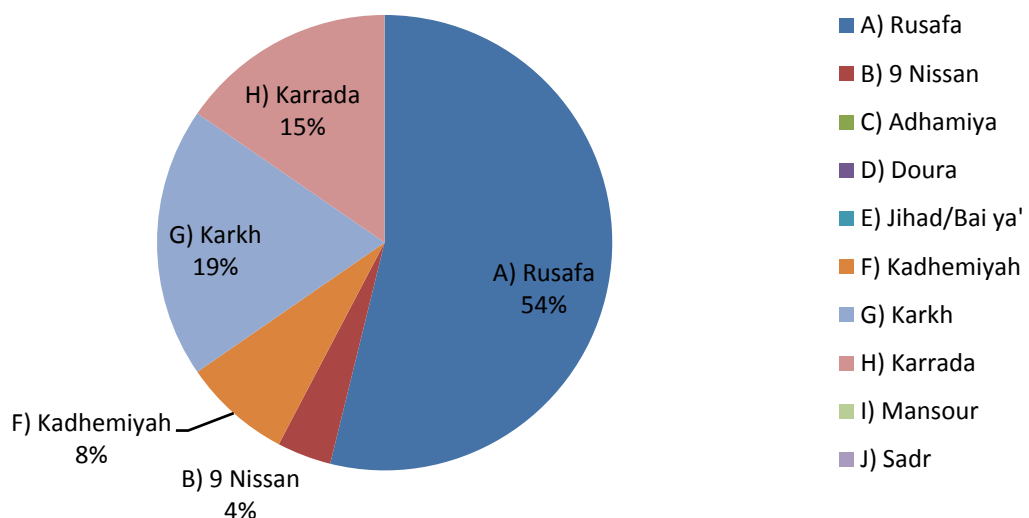
GOVERNMENT SECTOR

القطاع الحكومي

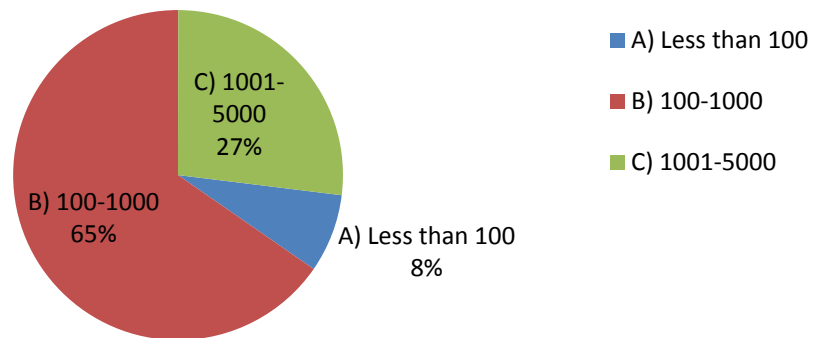
1. How long have you been in business?



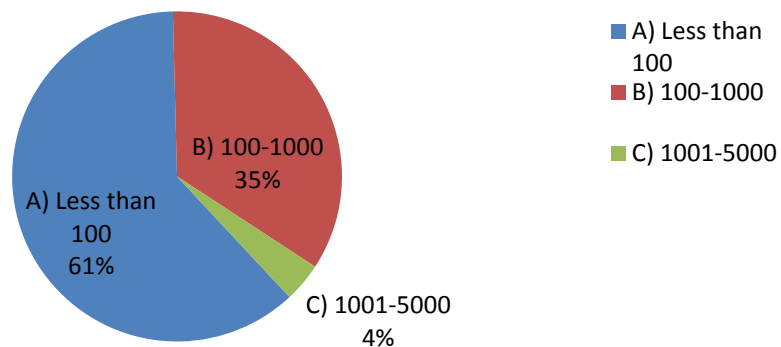
2. Where is your business located?



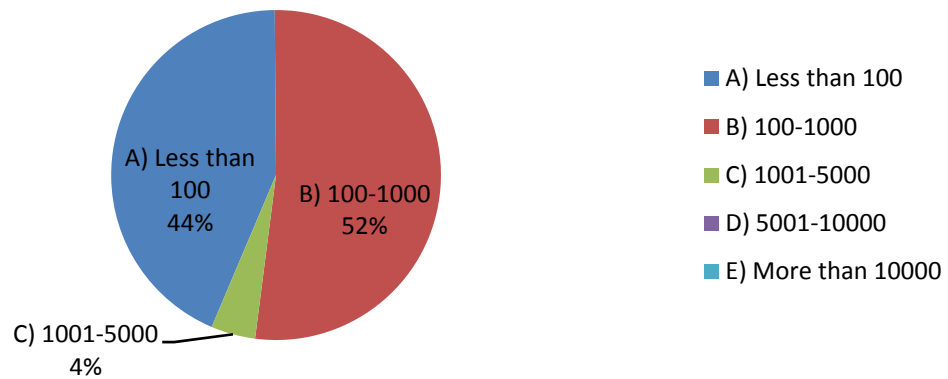
3. How many employees do you have working at your state-owned enterprise?



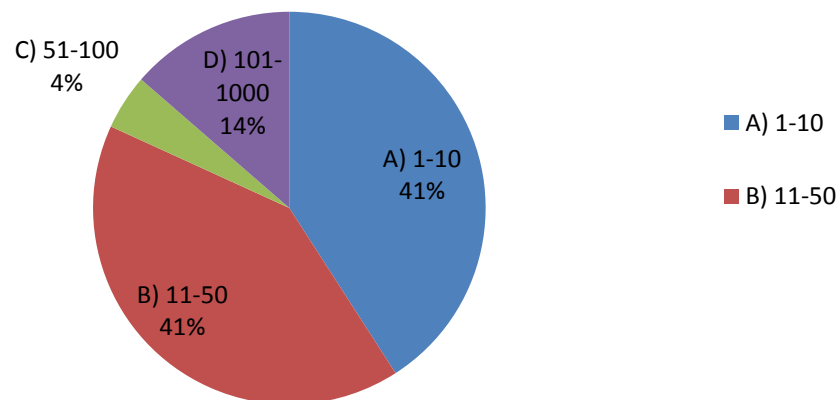
4. How many technical staff workers are at your state-owned enterprise?



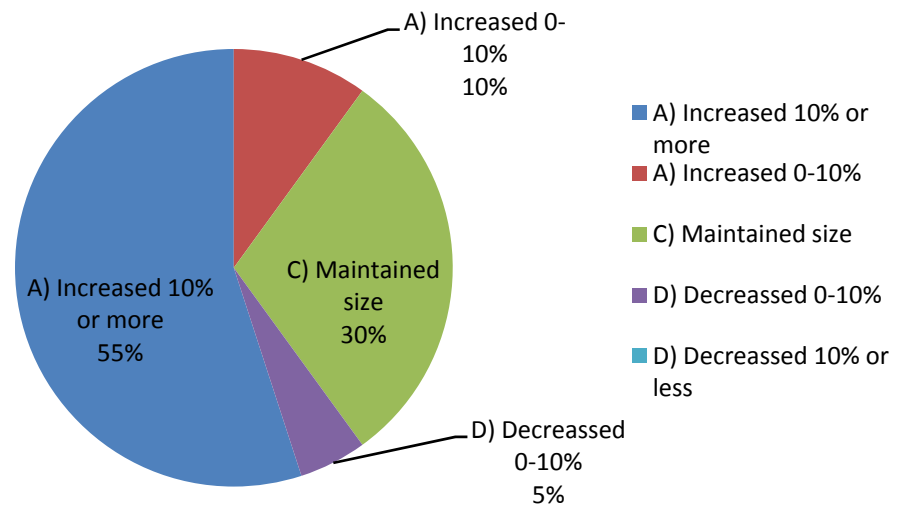
5. How many administration staff workers are at your state-owned enterprise?



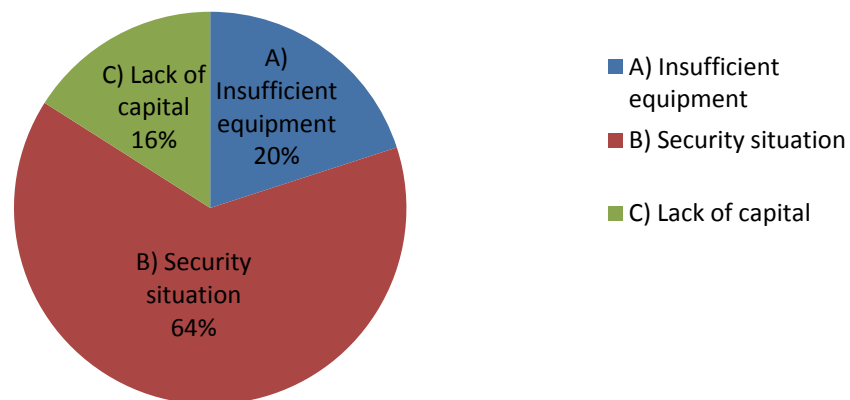
6. How many existing private contractors do you work with?



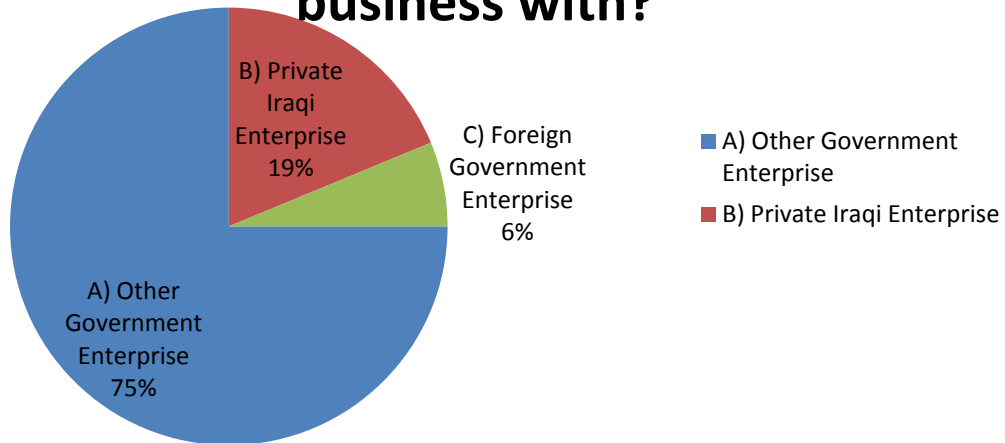
7. How has your company size changed in the past year?



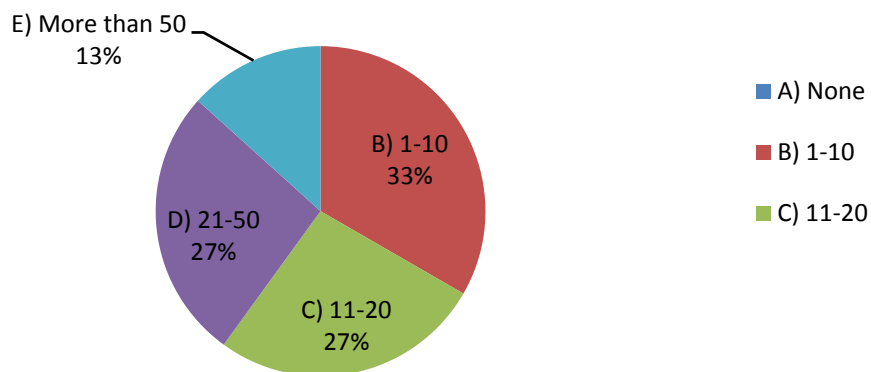
8. If your company size is declining, what is the reason?



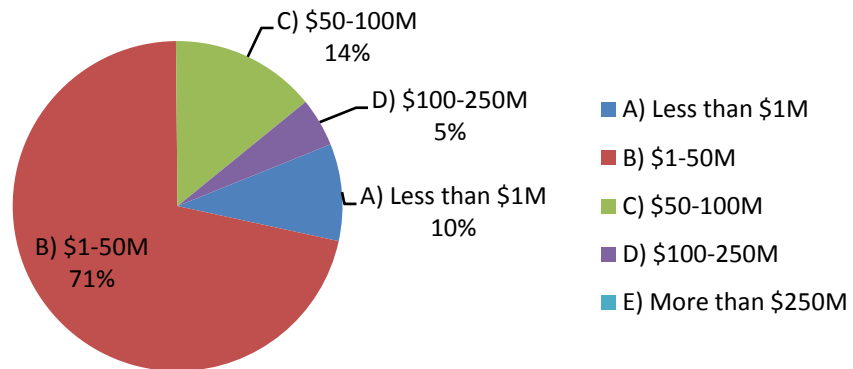
9. Who does your government-owned enterprise prefer to do business with?



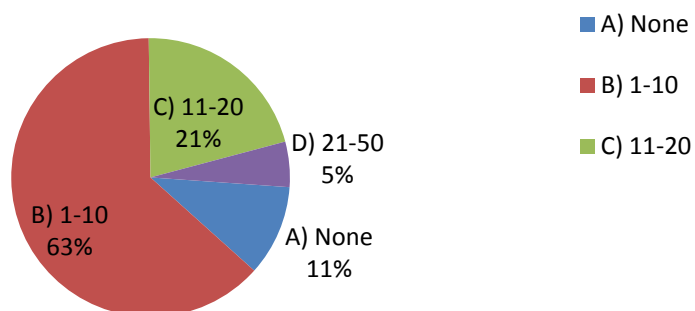
10. How many new projects has your government-owned enterprise started in the last year?



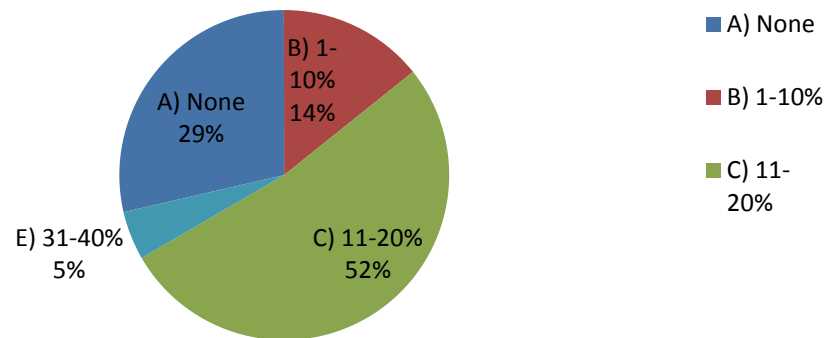
11. What is the dollar value of new work your company has begun in the past year?



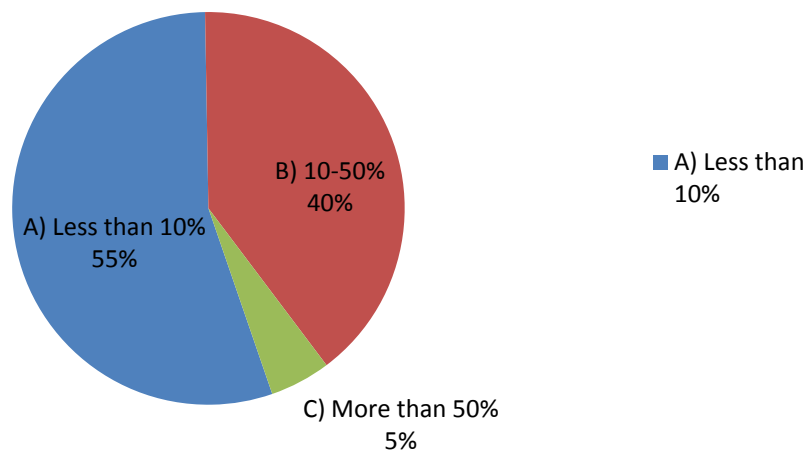
12. How many private contracting companies has your government-owned enterprise contracted with in the past year?



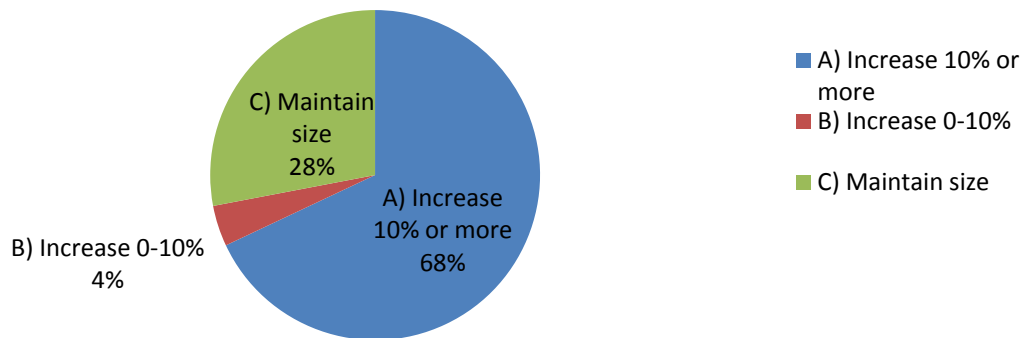
13. What percentage of your work is conducted with private companies?



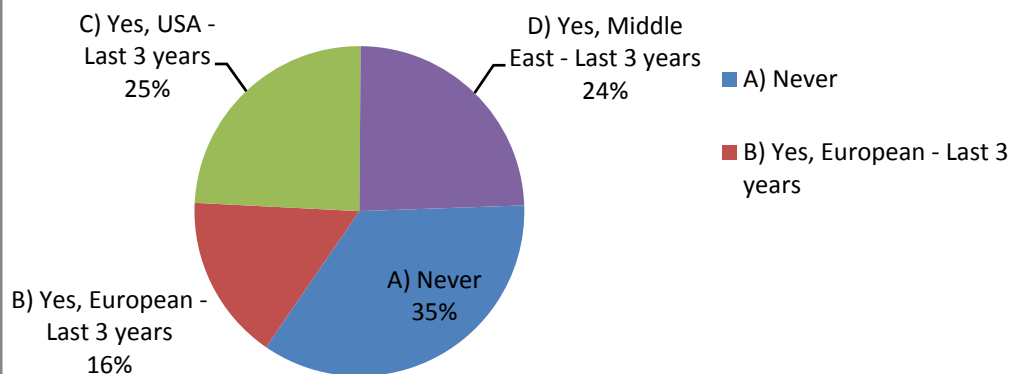
14. What percentage of your business is repeat-business?



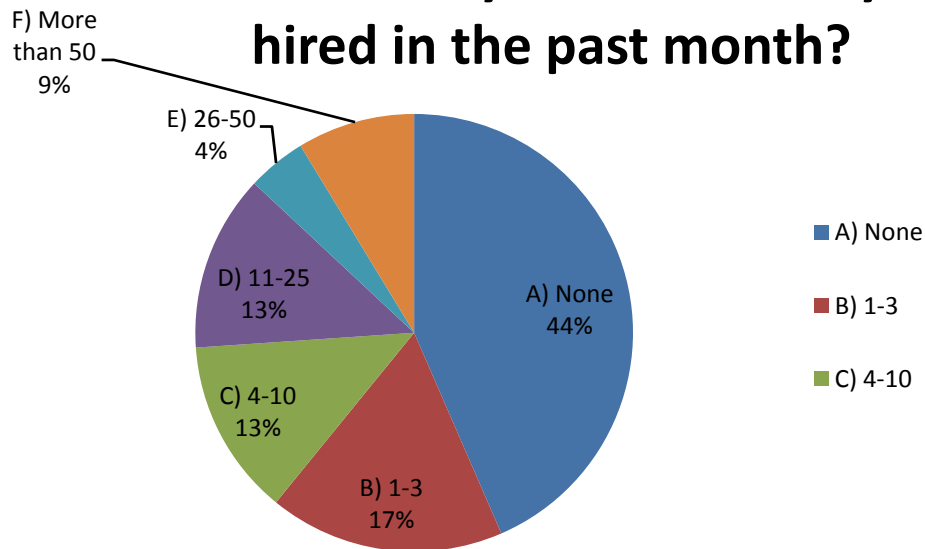
15. How do you expect your enterprise size to change in the next year?



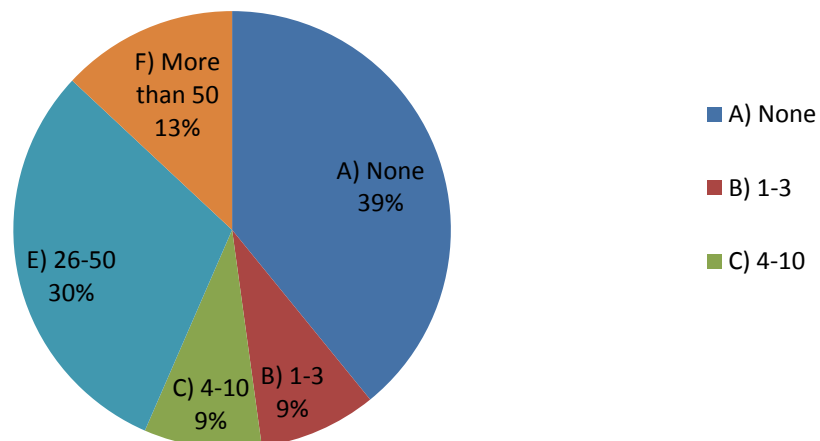
16. Have you done any work with foreign companies? Check all the apply.



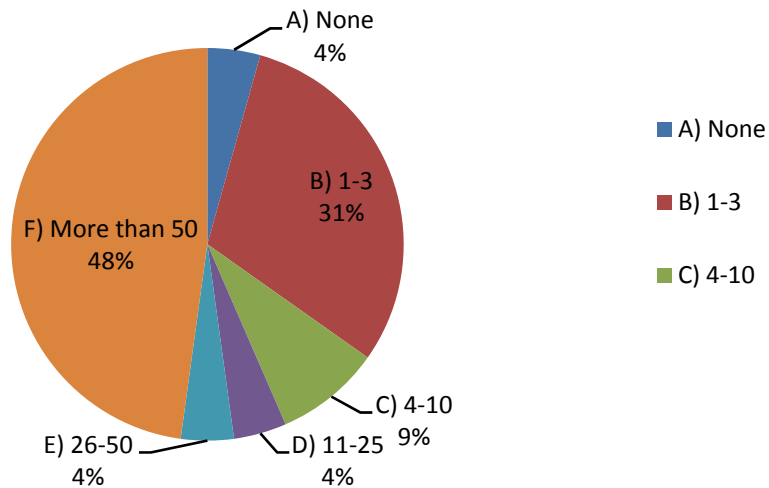
17. How many workers have you hired in the past month?



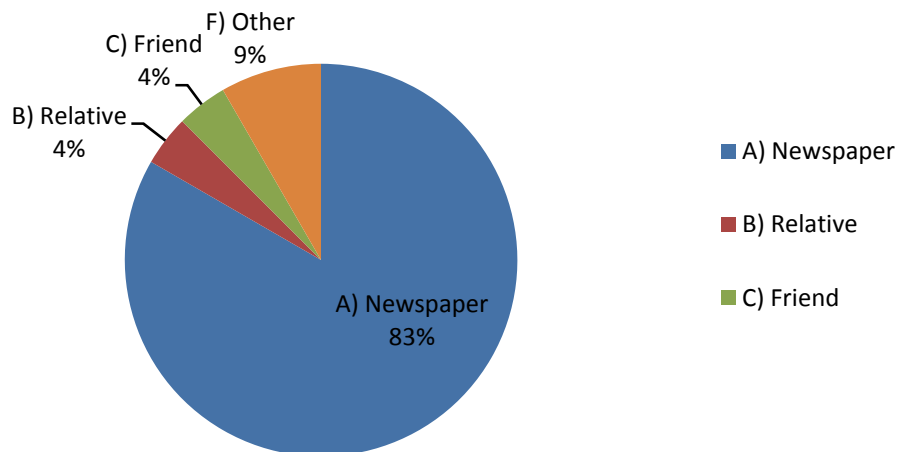
18. How many workers have you hired in the past three months?



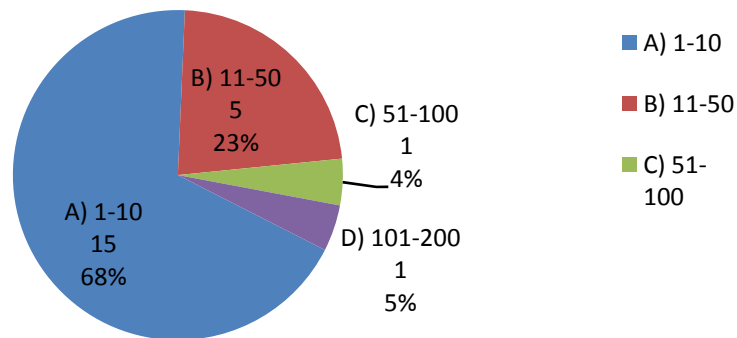
19. How many workers have you hired in the past year?



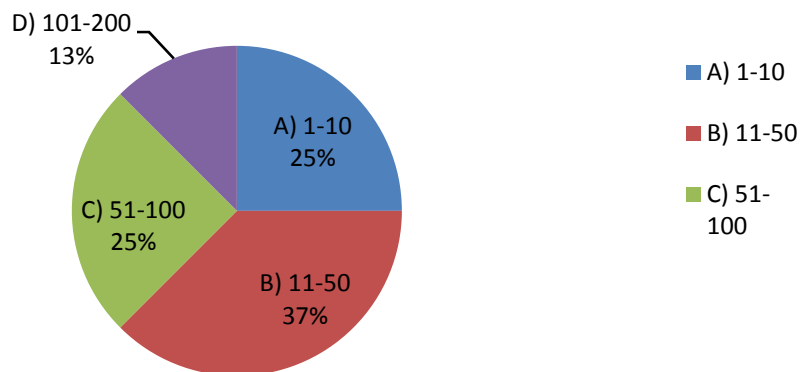
20. When you need a new employee, how do you find them?



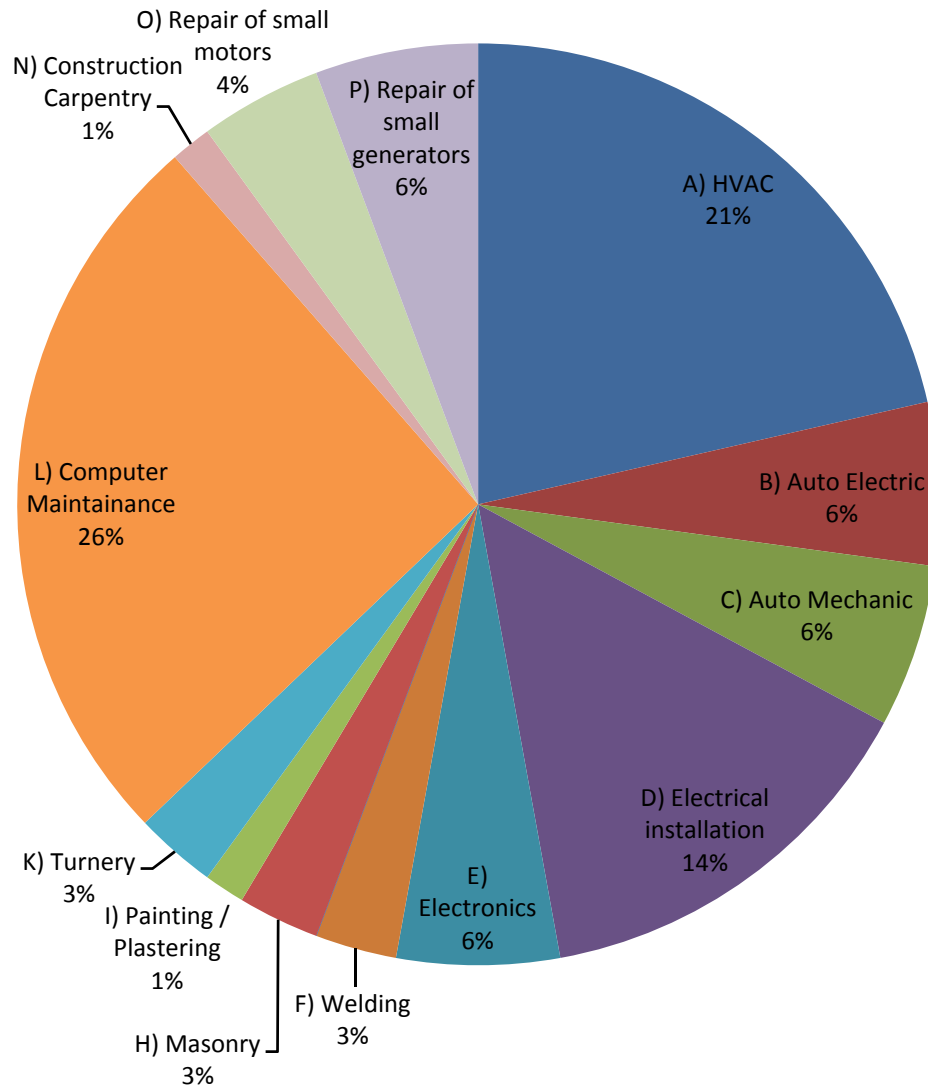
21a. How many new VOTECH graduates has your business hired in the past year?



21b. How many new VOTECH graduates will your business hire in the next year?



21c. From what VOTECH field(s) has your business hired new VOTECH graduates?



22. From what VOTECH field do you think you will need to hire new employees in the next year and how many?

(Numbers below describe survey selection values, total for each field type and percentage of total)

<i>Field Type \ Survey Choices</i>	1-2	3-5	6-10	11-25	More than 25	Total	Percentage
HVAC	9	5		4	1	19	16.5%
Auto Electric	5	3	1			9	7.8%
Auto Mechanics	5	1	3			9	7.8%
Electrical installation	3	2	3			8	7.0%
Electronics	3	7				10	8.7%
Welding	1	1	3	1		6	5.2%
Plumbing	2	1				3	2.6%
Masonry	3	1		1		5	4.3%
Painting/Plastering	1		1			2	1.7%
Sewing	2					2	1.7%
Turnery	1				1	2	1.7%
Computer Maintenance	8	1	1	1	5	16	13.9%
Furniture Carpentry	2	1	1			4	3.5%
Construction Carpentry	1	1	1			3	2.6%
Repair of small motors	5	2	3			10	8.7%
Repair of small generators	2	2	2		1	7	6.1%

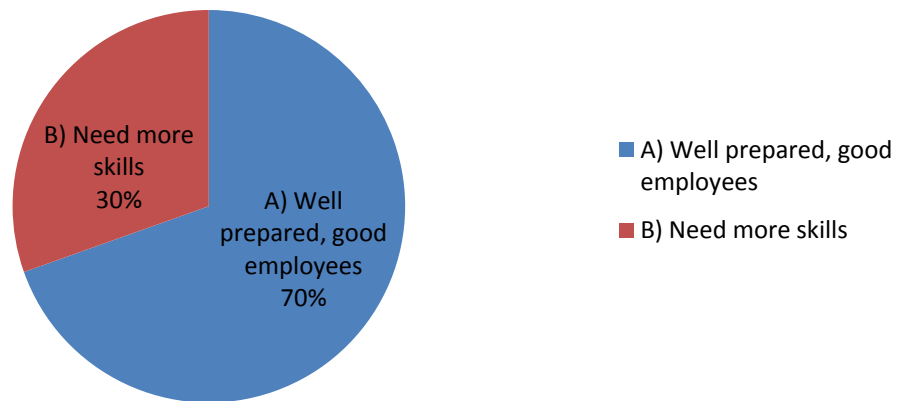
23. From what technical (college) field do you think you will need to hire new employees in the next year

and how many?

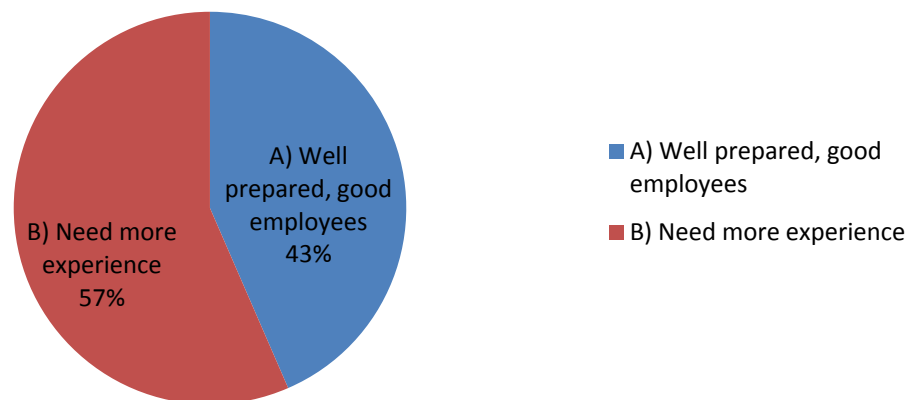
(Numbers below describe survey selection values, total for each field type and
percentage of total)

<i>College Type \ Survey Choices</i>	1-2	3-5	6-10	11-25	More than 25	Total	Percentage
Civil Engineer	7	3	1		2	13	9.8%
IT Engineer	2	2	1			5	3.8%
Mechanical Engineer	5	3	2	2		12	9.1%
Electrical Engineer	6	3	4		1	14	10.6%
Power Engineer	2	1	2			5	3.8%
Chemical Engineer	1					1	0.8%
Petroleum Engineer		1		1		2	1.5%
Energy Engineer	1	2		1		4	3%
Material Engineer	2	3				5	3.8%
Architectural Engineer	4					4	3%
Production Engineer	4	2				6	4.5%
Software Engineer	7	1	2		2	12	9.1%
Aviation Engineer	2	2	1			5	3.8%
Agricultural Engineer	2		2		1	5	3.8%
Business Administration	2		2		1	5	3.8%
Legal/Lawyer	6	2	1	1	1	11	8.3%
Accounting/Finance	2	3	1	1		7	5.3%
English Language	4	4	4	2	2	16	12.1%

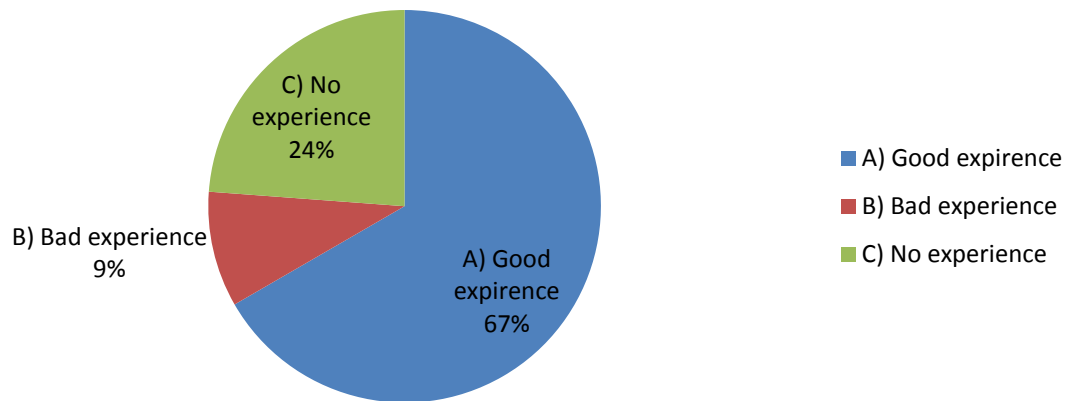
24. What do you think of technical college graduates?



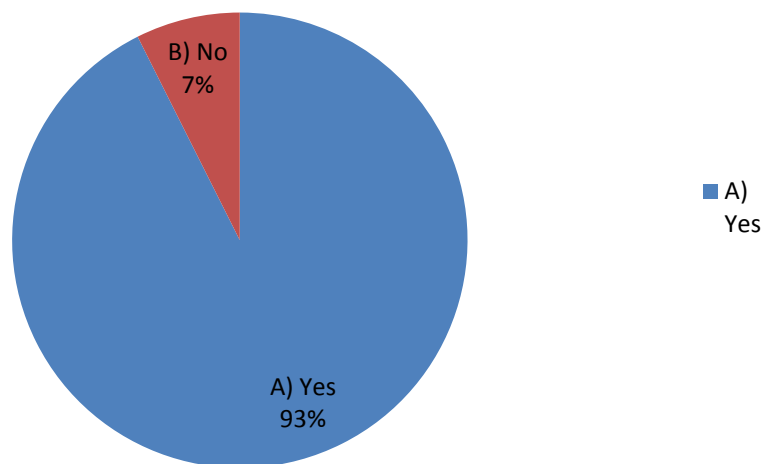
25. What do you think of VOTECH graduates?



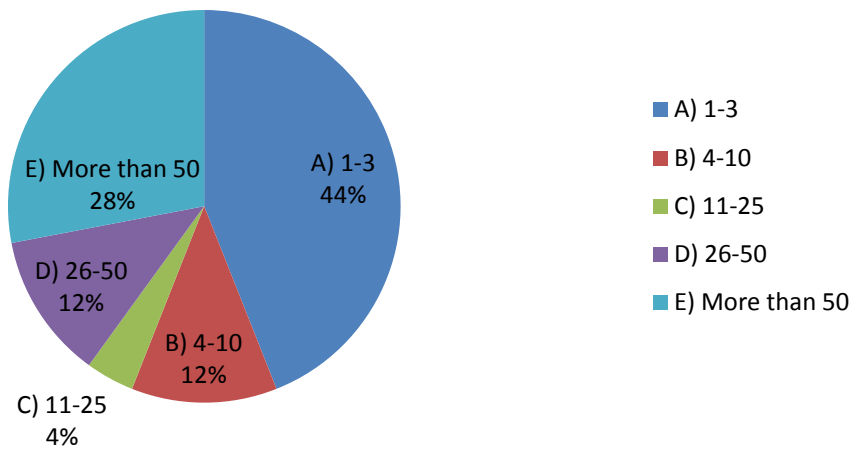
26. How has your experience been with local VOTECH schools?



27a. Do you train your own staff?



27b. If yes, how many staff have you trained in the last year?



27c. Where do you train your staff?

