



## REPUBLIC OF KENYA

### MINISTRY OF LABOUR AND SOCIAL PROTECTION STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT

#### Career Information Brief No. 1/April 2026

### Graduate Employability Rate and Ranking Framework

All Tertiary Education and Training Institutions are required to compute the Graduate Employability Rate using data obtained from Graduate Tracer Studies.

### What is the Graduate Employability Rate (GER)?

The GER is a key metric for assessing how effectively universities and TVET institutions prepare graduates for the labour market.

**Definition:** GER measures the proportion of graduates (excluding those pursuing full-time further study or unavailable to work) who secure paid employment — full-time, part-time, or self-employment — within 12 months of graduation.

**Purpose:** GER provides evidence of how education and training institutions nurture employability and align programmes with labour market needs.

**Formula:** The Graduate Employability Rate Formula is provided below:

$$\frac{\text{Headcount of employed graduates in the cohort}}{\text{Total number of graduates in the cohort}} \times 100$$

**Note:** The Graduate Employability Rate shall be used to determine the Graduate Employability Ranking.

### What is the Graduate Employability Ranking (GERank)?

The GERank compares universities and TVET institutions based on their GER outcomes.

**Objective:** To give stakeholders — policymakers, employers, parents/guardians, students, and institutions — a transparent tool for benchmarking performance.

**Impact:** Rankings highlight institutions that excel in producing employable graduates and encourage continuous improvement in curriculum design and training relevance.

To compute the Graduate Employability Rate (GER), all education and training institutions must undertake a Graduate Tracer Study (GTS). The GTS is, therefore, the foundation for computing GER.

### **What is a Graduate Tracer Study (GTS)?**

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The GTS is a standardized survey conducted after graduation to evaluate the link between education/training and employment outcomes.

#### **Key Features of GTS:**

**Timing:** Conducted after a defined period post-graduation (recommended 12 months).

**Methods:** Online or paper questionnaires; cross-sectional or panel surveys; sample or census coverage.

#### **Core Topics:**

- Consent and personal information
- Demographic information
- Skills development
- Employment status
- Employment and work details
- Job satisfaction
- Relevance of skills to current work
- Job search pathways and support

#### **Standardized GTS Questionnaire:**

The State Department for Labour and Skills Development has developed a Graduate Tracer Study Questionnaire for use by all education and training institutions. The questionnaire is accessible via the website of the:

- Ministry of Labour and Social Protection: [www.labour.go.ke](http://www.labour.go.ke)
- Kenya Skills Hub: [www.posttraining.go.ke](http://www.posttraining.go.ke)