



Co-funded by the  
Erasmus+ Programme  
of the European Union

TRIGGER: 617309-EPP-1-2020-1-SK-EPPKA2-CBHE-JP

# WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)

D 3.3. Roadmap to Graduate Employability Enhancement at each CA HEI

<b>Deliverable</b>	D 3.3 Roadmap to Graduate Employability Enhancement Scheme for each CA HEI.
<b>Date</b>	October 13, 2023
<b>Partner(s)</b>	TERMEZ STATE UNIVERSITY
<b>Version</b>	v01
<b>Status</b>	Draft
<b>Dissemination</b>	internal document


## Comments



Triggering innovative approaches and entrepreneurial skills for students through creating conditions  
for graduate's employability in Central Asia

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<p><b>Acknowledgement:</b> TRIGGER is co-funded by the Erasmus+ Programme of the European Union under Grant Agreement № 617309-EPP-1-2020-1-SK-EPPKA2-CBHE-JP</p> <p><b>Disclaimer:</b> The views and opinions expressed in this publication are the sole responsibility of the author(s) and do not necessarily reflect the views of the European Commission</p>	

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## 1. The vision, mission and values of the HEIs in promoting graduate employability

Termez State University is situated in the City of Termez, in the far south of the Republic of Uzbekistan, the administrative center of the southern region Surkhandarya of the Republic. There is more than 3 million population in the region Surkhandarya. The region stands first of all for agro-industrial complexes and products. Agriculture has played a leading role in the regional economy in the recent past. In recent years, new networks have emerged. The natural geographical location of the region is favorable, and labor resources are sufficient. Industrial production (light and food industries), agriculture (cotton and wheat growing, cattle breeding, and sheep breeding), transport (especially rail and road transport) play a significant role in the development of the regional economy.

The leading industries are cotton ginning, cotton processing. In the region operating more than 4,000 small and private enterprises. The main branches of industry are cotton growing, grain growing, horticulture, silkworm breeding, lemon growing, industrial production (light and food industries), agriculture (cotton and wheat growing, cattle breeding and sheep breeding), transport (especially rail and road transport), educational sector (schools, pre-schools, professional colleges, HEIs, and others) and construction sector. One of the dynamically developing sectors is tourism.

The average unemployment rate in Uzbekistan amounts to 9,3%, while this indicator is in the region Surkhandarya amounts 9,9% (2020).

In addition to the industries and sectors listed above, our graduates will find jobs in other sectors and industries of the economy, in particular, finance, banking, taxation, tourism, insurance, culture, education, health, sports, and others. In the past, graduates traveled to enterprises and organizations in search of work, but now employers and industry representatives have facilitated the process of recruiting graduates. Happily, the staff of the commission, consisting of personnel staff of employers, conducts work related to the recruitment process (interviews, surveys, written work, logical thinking, etc.) and their results at Termez State University.

Termez State University have established close cooperation with Surkhandarya Regional Hokimiyat (Governor`s office) and Entrepreneurs` Chamber, which are the main stakeholders.

Mission:

To become HUB in the region offering academic programs for graduating in the aim of developing their essential skills entrepreneurial knowledge and mindset to enhance the employability in job market

Values:

- 1) career center
- 2) 4+2 program
- 3) platform of vacancies for students
- 4) seasonal work opportunities

## 5) tax privilege for students to start a business in the campus

### Vision:

University will become a leading institution in the region in training specialists for successful careers and promoting their employability in different fields.

### Values:

- 1) strong alumni association
- 2) sustainable development
- 3) strong ties with stakeholders
- 4) practice oriented programs

## The University's goals and objectives to promote the employability of graduates

### Goal 1.

To work out a special skill oriented programs in all faculties for graduates

#### Objectives:

- S: renovate curriculum, syllabus and resources
- M: select 5 specialties
- A: involve international specialists
- R: add ES oriented renovations
- T: appoint 6 months' deadline

### Goal 2.

To keep and develop the cooperation between stakeholders in order to achieve sustainability of EE in the region.

#### Objectives:

- S: establish employer`s association
- M: count the number of contracts signed during the job fairs
- A: work out special program, which would be assigned by university and stakeholders as well
- R: select 3 the most important stakeholders
- T: organize annual (every 3 month) meetings

## 2. Identification of stakeholders

The main stakeholders of TerSU who are interested in the employment of graduates include:

- Surkhandarya Regional Hokimiyat (Governor`s office) and Entrepreneurs` Chamber, which comprise different business structures.
- Large enterprises of the leading regional sectors of the economy (tourism, construction, engineering, chemical industry, agriculture and etc. );
- Small and medium business structures of the region;
- NGOs located in the region;
- Students interested in employment or development of their own business.

The main staff of TerSU that will support the improvement of graduate employability include:

- Top management of the university (Rector, Vice-rector for Science and Innovations);
- Department of Academic Affairs;
- Career Center;
- Faculties and departments.

The process of employment of graduates is managed by the Career Center of the Department of Academic Affairs jointly with the Dean's Offices of faculties and relative departments.

The main activities in the field of employment of graduates include the following:

- Career center and Ministry of Labor Employment and Vice-rector of Youth Affairs monitoring the employment rates of students and graduates and tracking vacancies for the employment of graduates;
- Also career center establishes direct contacts with HR (human resources) offices of enterprises, organizations, institutions, recruitment agencies of the region;
- Organizing and holding events (promotions, employment fairs) for graduates. For example, on 13<sup>th</sup> of June was organized such employment fair. 80 organizations participated there suggesting their vacancies. 200 students got signed a contract with employers.
- Conducting trainings for graduates to enhance their employment opportunities on initiation of employers.
- Tutors inform students about The Career Center, where they can get an information about the available vacancies in Surkhandarya region;

## 3. The results (outputs, outcomes) and milestones

The target parameters of the university policy, which affects the employment rates of graduates, are presented below.

Strategic directions of the employment policy	Organizational tools for the implementation of the employment policy
Ensuring stable growth in demand for educational services and educational	Development of integrative corporate management

programs from the business community and entrepreneurial entities (organizations, enterprises, firms, companies)	
Achieving parity and balance in the strategic period in the implementation of the three-level system of personnel training by ratio of the number of educational programs to the students body	Developing new innovative master and doctoral educational programs. Conducting an effective marketing policy in educational programs market
High level of educational programs integration to the international educational area	Increasing the number of joint educational programs with universities of near and far abroad. The use of targeted point marketing to attract foreign applicants and teaching staff to the university
Significant improvement in the positioning of the university and educational programs in global international rankings	Qualitative improvement of modular educational programs, expansion of investments in the material infrastructure of educational programs and advanced training of teaching staff
Growth of prestige and salary of graduates in the regional and national labor market	Development of a system and mechanisms for grading the quality of trained graduates, taking into account the value of their knowledge, skills and competencies in the labor market. Positioning of graduates as purposeful and well-prepared entrepreneurs focused on starting business

Outputs	Outcomes
80 companies participate in the job fairs twice in a year	employers get needed employees
	200x2 students get a job
Organizing 4+2 form of bachelor programs	students obtain professional skills and experiences before graduating
Students are given 0 % rented land in the campus and 0 % tax for 4 years for starting their own business	Students are motivated to launch their business and stay at the university not far from their studies



University seasonally hire 3% students of architectures faculty	All students of architectures faculty have an opportunity to work in the new building constructions for the summer holidays.
Organize 10 startup competitions with an award up to 10.000.000 sums	10 % of university students participate there and 3 of them got awarded according to place.

### Milestones

- Annual job fairs for students, giving them the opportunity to get seasonal or permanent job, that help to employers from one side to get needed employees and to students from another side to obtain a job.
- 4+2 form of bachelor programs, which can help students to obtain special skills and experiences before graduating and cover their study expenses.
- Strong network between university and stakeholders under decrees of the ministry of labor and employment to monitor the employment rates of students and to track the graduates' employability.
- Encourage students to work temporary work or start their own business.

### 4. List of actions (prioritize them based on importance, feasibility etc.)

Actions to achieve key the results until 2028 include the following:

1. Involve the employers participation in creating process of curriculum of the university up to 50% in 2028, organizing internships at enterprises, holding trainings for students and organizing fairs.
2. Invite more employers from partner governmental organizations and business involved in educational process up to 10% in 2028 by mutual agreement with TerSU partners from governmental organizations and business.
3. Increase the number of students involved in mobility programs by participating in national and international scholarship programs (El-yurt Umidi, Erasmus+, UGRAD, DAAD, etc.).

4. Increase the number of agreements with foreign employers to raise the number of students involved in international internship programs (Work and travel programs) in 2 faculties ( Economics faculty, Foreign philology faculty).
5. Increase the number of courses conducted in English up to 20% by 2028 by organizing free training courses in the following areas: iTEP, IELTS, TKT, and etc.
6. Increase the number of innovative educational programs developed by order of enterprises in 2028 by involving employers in the development of curriculums, syllabuses and manuals.

## 5. The timeline and responsibilities

Events	Responsible	Timeline
Involve the employers participation in creating process of curriculum, organizing internships at enterprises, holding trainings for students and organizing fairs.	Head of Career Center Deans	September 2023 – December 2025
Invite more employers from partner governmental organizations and business involved in educational process	Deans Heads of departments	August 2023 – June 2024
Increase the share of grants issued by local executive agencies and employers	Head of Science and Innovations Department	September 2023 – September 2025
Sign agreements with foreign employers to raise the number of students involved in international internship programs	Head of International Cooperation Department	June 2023 – September 2025
Increase the number of faculties with foreign language proficiency	Head of Language Teaching Center at the Foreign Philology faculty	September 2023 – September 2025
Organize the English, German and Russian language courses to help students to get certificate for allowance after employment	Head of Language Teaching Center at the Foreign Philology faculty	January 2023 – September 2025
Organize special innovative program “Buyuk kelajak” on financial support of partner entrepreneur ( \$5000 for the best innovative idea)	“Surkhan Industry” company, “ZIF textile” company and University all related departments	January 2022 – September 2023

## 7. The required resources, infrastructure, and environment

The university has the required human, financial and information resources and facilities to implement careers, employability and enterprise services for students. Career Center was founded in 2022. It is a structural part of the Department of Youth Affairs. Career Center is operating in partnership with Deans' Offices and all departments of the university. Each department in the faculty is involved in supporting the employment processes and career orientation; a faculty member is assigned in each department to monitor graduates' employment, supervise career orientation and students' internships.

To enhance the employment process, the university developed its own internal online platform. University has special approach to enhance employability of disabled students External information resources are also used for management of the employment process:

<https://www.mehnat.uz>

The following resources are available for funding the activities to support employment:

- Human resources, including teaching staff and specialists; There is a special system "Ustoz-shogird". According to it every each academic staff of the university is required to help particular amount of students in their professional orientation
- Career center with all facilities. Career center is equipped with all required facilities (furniture, computers, resources). Staff: 5 workers and 1 director.
- National budget to support entrepreneurship. According to the degree of the President of the Republic of Uzbekistan government establishes special programs to motivate for business ideas of the students
- Public-private partnership sources with the companies of the region. In the partnership with the regional stakeholders University the students with the annual competition for intelligent students in all relevant areas, like architecture, design, art and IT. The requirements of the competition created mainly by employers. The winners are awarded with a big amount of money or a job appointment.
- Offering courses (language, self-recruiting, IT) for employability development. The career center organizes paid special courses for students and promote them in the university.
- Techno park and laboratory. In 2024 new Techno park and the laboratory will be fully available for the students. Laboratories are mainly for the research activities of the academic staff of the university. 30 % of the working team members of the scientific projects will be chosen from students.

## 8. Evaluation and monitoring methods to measure progress

The university uses the following tools for assessing the progress to ensure achieving the expected results

Objectives	Methods to measure progress
Involve the employers participation in creating process of curriculum of the university up to 50% in 2025, organizing internships at enterprises, holding trainings for students and organizing fairs.	<ul style="list-style-type: none"> <li>- surveying of graduates;</li> <li>- monitoring of employment through national information platforms;</li> </ul>
Invite more employers from partner governmental organizations and business involved in educational process up to 10% in 2025 by mutual agreement with TerSU partners from governmental organizations and business.	<ul style="list-style-type: none"> <li>- organizing regular events (round tables, job fairs, workshops, etc.) jointly with partner enterprises from industry and business</li> </ul>
Increase the number of students involved in mobility programs by participating in national and international scholarship programs (El-yurt Umidi, Erasmus+, UGRAD, DAAD, etc.).	<ul style="list-style-type: none"> <li>- regularly get information about the certificates of students from the faculties</li> </ul>
Increase the number of agreements with foreign employers to raise the number of students involved in international internship programs (Work and travel programs) in 2 faculties (Economics faculty, Foreign philology faculty).	<ul style="list-style-type: none"> <li>- get feedback about the students from foreign employers through recommendation letters</li> </ul>
Increase the number of courses conducted in English up to 20% by 2025 by organizing free training courses in the following areas: iTTEP, IELTS, TKT, and etc.	<ul style="list-style-type: none"> <li>- regularly monitor the number of the certificates of students through the survey</li> </ul>
Increase the number of innovative educational programs developed by order of enterprises in 2025 by involving employers in the development of curriculums, syllabuses and manuals.	<ul style="list-style-type: none"> <li>- monitor the progress through special survey only for employers</li> </ul>

## 9. The services for graduates' employability support: for staff, students and other stakeholders

The University provides the following services to support employees and students, as well as enterprises in the areas of employment and mentoring:

- 1) Information support of students and enterprises in the area of employment. Informing students about the vacancies at partner enterprises and informing partner enterprises about the students needing employment.
- 2) Organization of job fairs and meetings with employers on a regular basis.
- 3) Employment based on the results of internships at partner enterprises.
- 4) Development of dual education programs.
- 5) Additional extra-curricular entrepreneurship training.
- 6) Mentoring graduates at the beginning of their careers by experts from the real sector of the economy.
- 7) Modernization of educational programs at the order of employers.

Every year, the Career Center, jointly with the departments, holds meetings with large enterprises, organizations, companies and institutions of the Pavlodar region on the following issues:

1. Presentation of professional standards and relevant modular educational programs of TerSU;
2. Discussion of employers' updated requirements for university graduates (learning outcomes);
3. Discussion of the prospective need for personnel of enterprises (in the coming 3-5 years);
4. Discussion of further interaction between TerSU and enterprises in the following areas:
  - Modernization of educational programs;
  - Project based learning;
  - Dual education programs and an individual approach to training employees of enterprises;
  - Involving representatives of enterprises in the educational process.

## 10. Communication plan

To involve current stakeholders and attract new ones in order to promote the employment of graduates, the university plans to carry out the following activities:

Planned actions	Responsible	Promotion
Conclusion of agreements on cooperation and dual training with new enterprises and update of existing agreements with enterprises;	Department of Academic Affairs	By tutors

Organization of meetings graduate students with employers and to promote employment, including such events as job fairs, round tables, conferences;	Career Center	Through Official Pages (telegram, Instagram, websites)
Development of information support for the process of employment of graduates (work through online platforms, etc.);	Career Center	Through Official Pages (telegram, Instagram, websites ) and by tutors
Development of soft-skills among students through trainings on employment and development of minor programs;	Career Center, Department of Academic Affairs, employers	By deputy deans of the faculty on Academic Affairs
Invitation of leading experts of partner enterprises to teach and conduct master classes for students;	Career Center	According to the timetable of the special program

## 11. The visualization of Roadmap

