



**I.K. Akhunbaev Kyrgyz State Medical Academy**

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## **Analytical report**

**according to the results of the survey of graduates of the I.K. Akhunbaev  
KSMA**

**9-12 months after graduation**

**for the 2021-2022 academic year**

**The report was prepared**

**by the staff of the FPME**

**Bishkek – 2022**

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## **THE LIST OF ABBREVIATIONS AND TERMS**

- AVN** – Software for electronic document management
- HEI** – Higher Educational Institution
- WRT** – Republican-wide testing
- KSMA** – Kyrgyz State Medical Academy named after I.K. Akhunbayev
- EC** – Elective course
- GME** – General Medicine in English
- ME&S of the KR** – Ministry of Education and Science of the Kyrgyz Republic
- FPME** – Faculty of Postdiploma Medical Education
- CDCSKA&P** – Center for the Development of Clinical Skills, Knowledge Assessment and Practice

## Introduction

The survey was conducted in accordance with the guidelines "Monitoring and evaluation of the quality of the educational process in KSMA "Methodological Guide Bishkek, 2018, based on the order of the Rector of KSMA "On conducting a survey of graduates of KSMAA 2019-2020 academic year" No. 105 dated March 26, 2020.

During the survey, questionnaires and methods set out in the Order of the Ministry of Education and Science of the Kyrgyz Republic No. 1308/1 dated September 20, 2016 "On approval of the Methodology for tracking the employment of graduates of educational institutions of higher professional Education of the Kyrgyz Republic" were used.

The purpose of the survey: To obtain information about graduates of KSMA for making decisions to improve the quality of training and its compliance with the needs of the labor market.

Survey tasks:

- ensuring the unified collection of data on the employment of graduates of KSMA, including in the received specialty;
- identification and forecasting of personnel needs in the provision of medical services;
- identification of the reasons for non-employment and low retention of graduates of KSMA
- adjustment based on the survey data of curricula and programs;
- obtaining data for the reasonable discovery of new areas of training and specialties;
- improving the quality of educational services provided, taking into account the opinion of graduates;

The questionnaires for the survey of graduates contained the following main sections:

- education;
- satisfaction with learning;
- job search;
- employment and work;
- job requirements;
- the relationship between learning and employment;
- post-graduation education.
- general data;

When conducting the survey, the method of collecting employment data was applied by placing the questionnaire on the KSMA distance learning portal with the possibility of filling it in online mode.

The questionnaire for graduates 9-12 months after graduation from KSMA was open for filling from 01.02.2022 to 10.04.2022. 317 graduates took part in the survey 9-12 months after graduating from KSMA FPME.

We express our gratitude for the help in organizing and conducting a survey of graduates of KSMA 2021-2022 to the staff of the deans of faculties before graduation, the dean's office of the FPMO, the Department of System and Software, CDCSKA&P.

## 2. RESULTS OF A SURVEY OF GRADUATES 9-12 MONTHS AFTER GRADUATION FROM KSMA

### A) EDUCATION

A1. What was the name of the specialty that you received at our educational institution?

The following answers were received to the above question:

Faculty	Number of respondents
Obstetrician gynecologist	15
Anesthesiologist and resuscitator	17
Gastroenterologist	3
Hematology	2
Dermatovenereology	12
Pediatric otorhinolaryngology	2
Children's infectious diseases	3
Pediatric Neurologist	5
Pediatric ophthalmologist	6
Pediatric resuscitator-anesthesiologist	3
Infectious diseases	8
Cardiology	14
Cardiac surgery	2
Radiation diagnostics	2
Neonatology	4
Nephrology	1
General hygiene	15
Oncology	9
Otorhinolaryngology	10
Ophthalmology	10
Pediatrician	15
Plastic surgery	2
Psychiatry	5
Pulmonology	3
Family medicine	15
Dentistry	60
Traumatology and orthopedics	5
Urologist	5
Pharmacy	21
Physical therapy	2
Phthisiology	3
Surgery	26
Endocrinology	12
Epidemiology	15

A2. At the end of time, how would you evaluate the following aspects of the educational process?  
Please answer each factor on a five-point scale (1=Very Bad; 5= Very good).

Table 1.

After the time has passed, how would you evaluate the following aspects of the educational process?

No	Aspects of the educational process	Very bad	Badly	Satisfactory	Well	Very well

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	Knowledge of teachers of their subjects		2%	8%	40%	47%
2.	Teachers' ability to explain their subjects clearly		2%	10%	23%	65%
3.	Knowledge of the masters of their subject		2%	8%	18%	72%
4.	The ability of masters to explain their subjects clearly			7%	15%	78%
5.	The work of the curator		3%	9%	29%	59%
	<b>Average</b>		<b>2%</b>	<b>8%</b>	<b>20%</b>	<b>70%</b>

As can be seen from Table 1, graduates of KSMA after 9-12 months after graduation generally appreciate the main aspects of the educational process, while 90% of respondents rate them well and very well (at least 70% and maximum 80%). Overall satisfaction averages 90%.

A3. How would you rate the following elements related to job preparation? Please answer each factor on a five-point scale (1=Very Bad; 5= Very good).

Table 2.

How would you rate the following elements related to job preparation?

# Elements related to preparation for employment		<b>Very bad</b>	<b>Badly</b>	<b>Satisfactory</b>	<b>Well</b>	<b>Very well</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	1. Preparation for work	2%	3%	24%	38%	33%
2.	2. Compliance of the educational process with practical requirements in the workplace		2%	19%	39%	40%
3.	3. Practical experience of the teaching staff		2%	5%	40%	53%
4.	4. The relationship between theory and practice	1%	3%	15%	39%	42%
5.	5. To what extent is the curriculum practice-oriented	2%	4%	21%	43%	30%
6.	6. Help in finding a job	5%	4%	22%	31%	38%
	<b>Average</b>	<b>3%</b>	<b>3%</b>	<b>18%</b>	<b>38%</b>	<b>39%</b>

From table 2, it can be seen that the main elements related to preparation for employment are also rated quite highly by graduates. On average, 71% of respondents believe that they are well and very well prepared for employment, another 24% - satisfactorily. Overall satisfaction was 89%.

Thus, it can be concluded that in the education section, the satisfaction of graduates remains quite high and does not go against the data obtained during the survey of students of the last year of study.

## B) SATISFACTION WITH LEARNING

B 1. To what extent have you acquired the following skills/knowledge by the time of graduation? Please answer each factor on a five-point scale (1= not at all; 5= to a high degree)

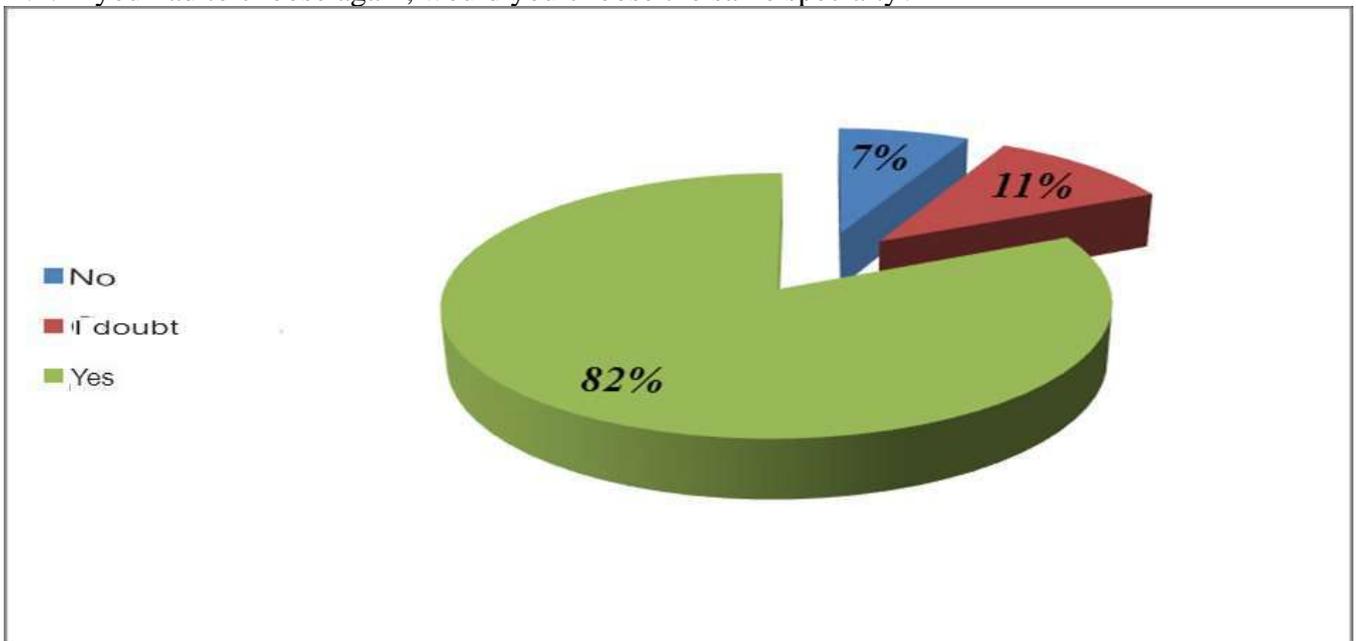
Table 3

**To what extent have you acquired the following skills / knowledge by the time of graduation?**

№	Skills /knowledge by the time of graduation	Not at all	No	To a satisfactory degree	To a good extent	To a high degree
		1	2	3	4	5
1.	Professional skills in your specialty	1%	2%	18%	44%	35%
2.	Ability to develop new ideas and solutions		2%	22%	45%	31%
3.	Ability to adapt easily to changing conditions		2%	10%	47%	41%
4.	Ability to organize your working time effectively	1%	3%	13%	50%	33%
5.	Ability to communicate		1%	5%	35%	59%
6.	Responsibility		1%	4%	35%	60%
7.	Problem solving skills		1%	4%	50%	45%
8.	Ability to apply theory in practice		1%	12%	49%	38%
9.	Ability to work productively		2%	5%	41%	52%
	Average	<b>1%</b>	<b>2%</b>	<b>10%</b>	<b>44%</b>	<b>44%</b>

As can be seen from the table, the vast majority of the surveyed graduates (88%) assess the skills they acquired during their studies to a good and high degree, while satisfaction is 98%.

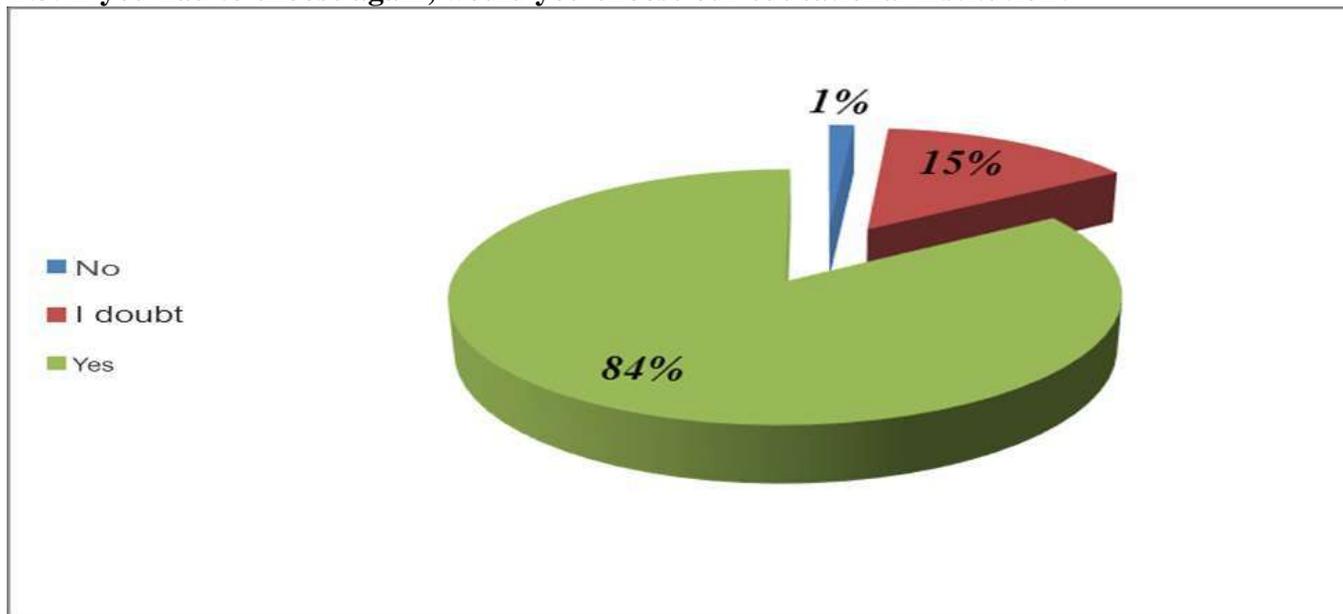
B.2. If you had to choose again, would you choose the same specialty?



**Figure 1. If you had to choose again, would you choose the same specialty?**

From Figure 1, it can be seen that the majority (82%) of the surveyed graduates, if they could re-choose a specialty for training, would opt for the same specialty. This indicates a high demand for medical specialties.

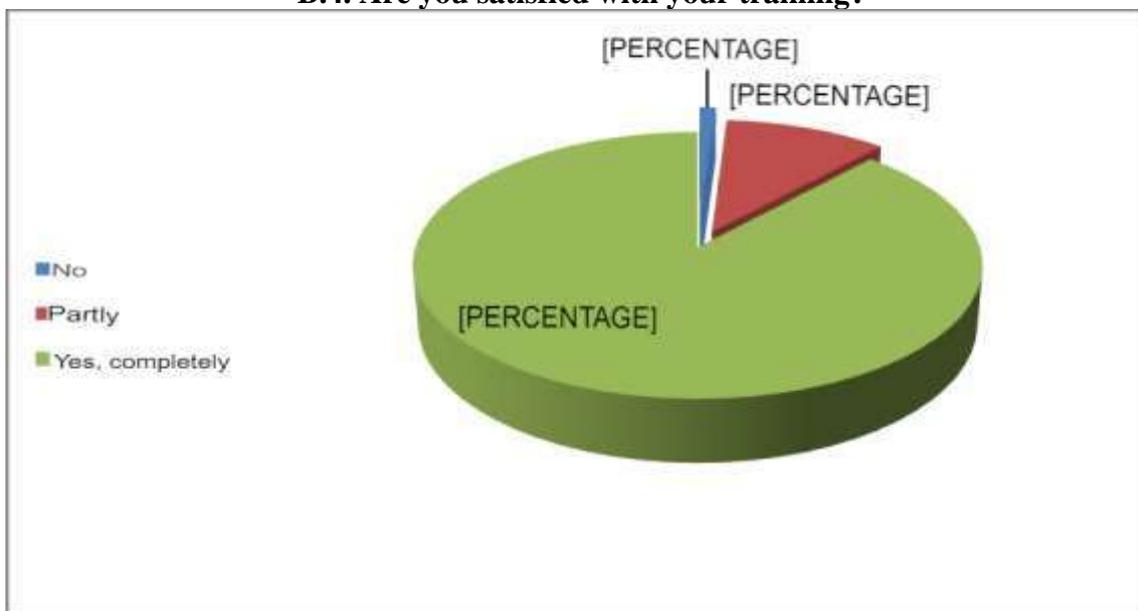
### B.3. If you had to choose again, would you choose our educational institution?



**Figure 2. If you had to choose again, would you choose our educational institution?**

From Figure 2, it can be seen that the majority (84%) of the surveyed graduates, if they could re-choose a university to study at, would opt for KSMA. This indicates a fairly high demand for medical specialties.

### B.4. Are you satisfied with your training?



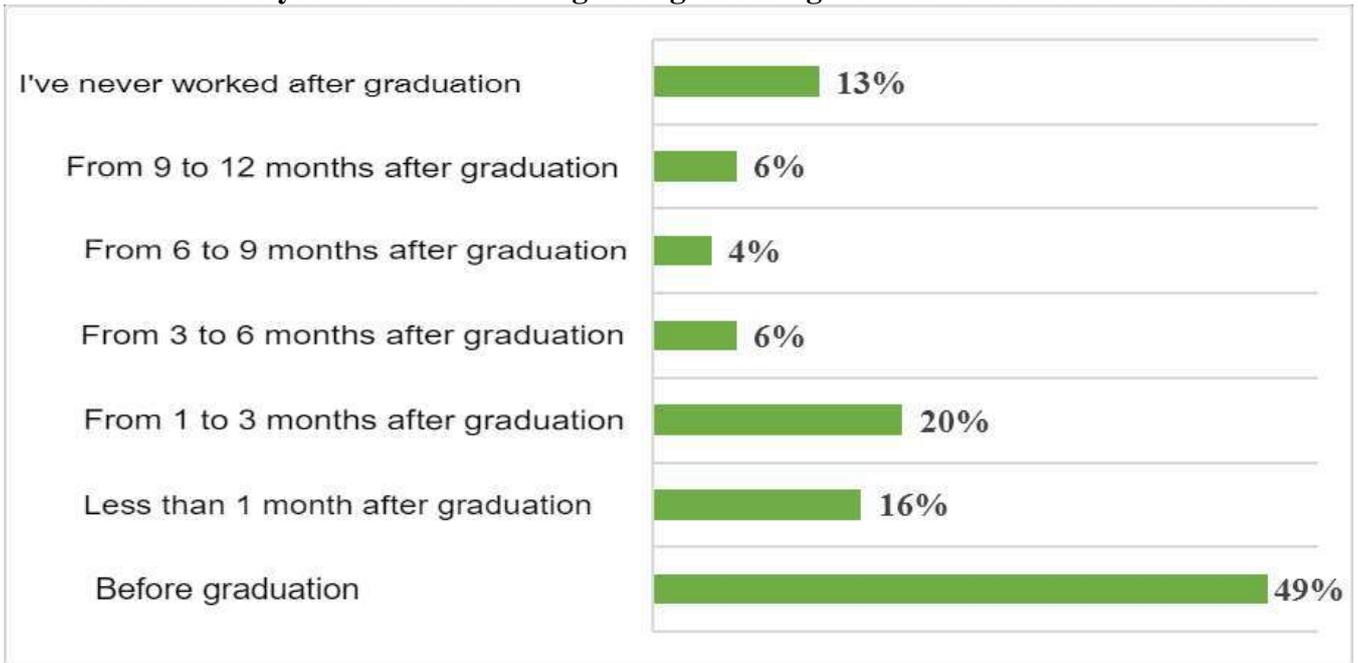
**Fig. 3. Are you satisfied with your training?**

To the question about satisfaction with their studies at KSMA, 99% of graduates answered positively, while 88% of them are completely satisfied with their studies at KSMA.

Thus, the analysis of graduates' satisfaction with studying at KSMA revealed a high level of satisfaction with the skills and knowledge acquired during training, high demand for medical specialties and KSMA as a university, as well as overall satisfaction with training.

### D). JOB SEARCH AFTER GRADUATION.

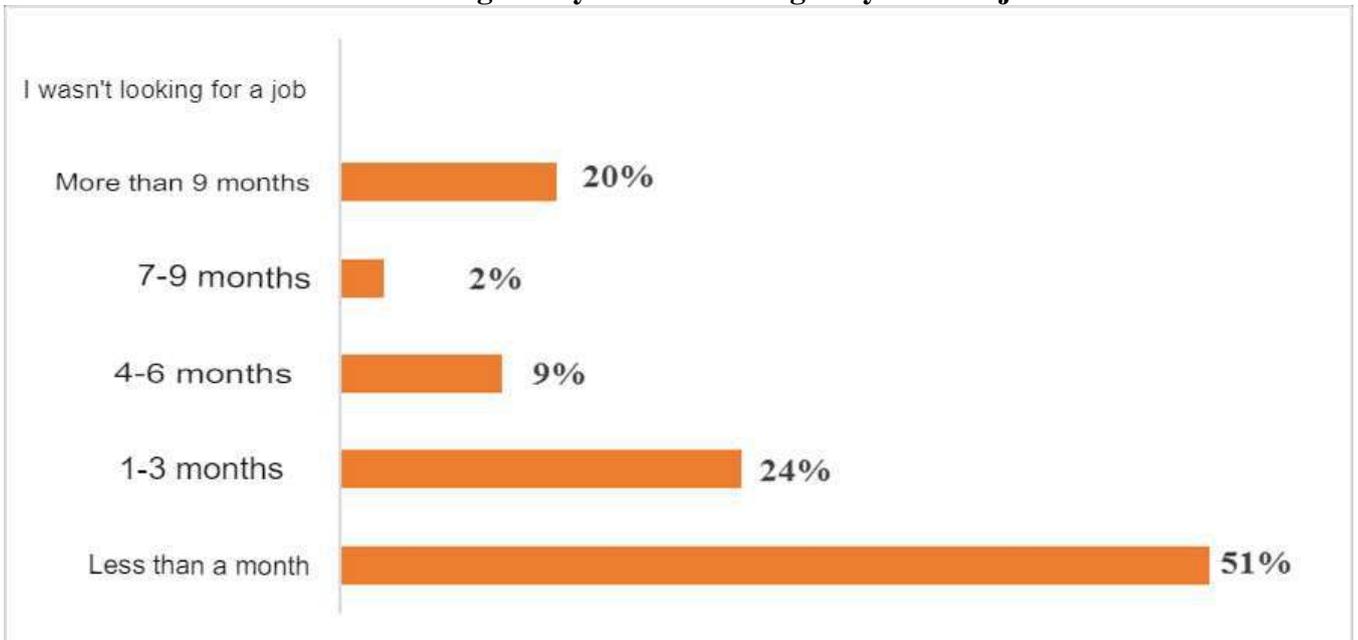
**G.1. When did you first start working after graduating from our educational institution?**



**Figure 4. When did you first start working after graduating from our educational institution?**

As can be seen from Figure 4, 100% of the surveyed graduates are already working, while 49% started working before graduation.

**G.2. How long have you been looking for your first job?**



**Fig. 5. How long have you been looking for your first job?**

As can be seen from Figure 5, 51% of graduates spent less than a month looking for a job, 20% - more than 9 months. At the same time, there were no job seekers out of the total number of respondents.

**G.3. If you weren't looking for a job, then why?**



**Fig. 6. If you weren't looking for a job, then why?**

Figure 6 shows the responses of respondents who were not looking for a job within the specified period after graduation. As can be seen from the figure, the majority (25%) of graduates continued their further studies. 34% continued their work started earlier before training, 9% started working in a family business.

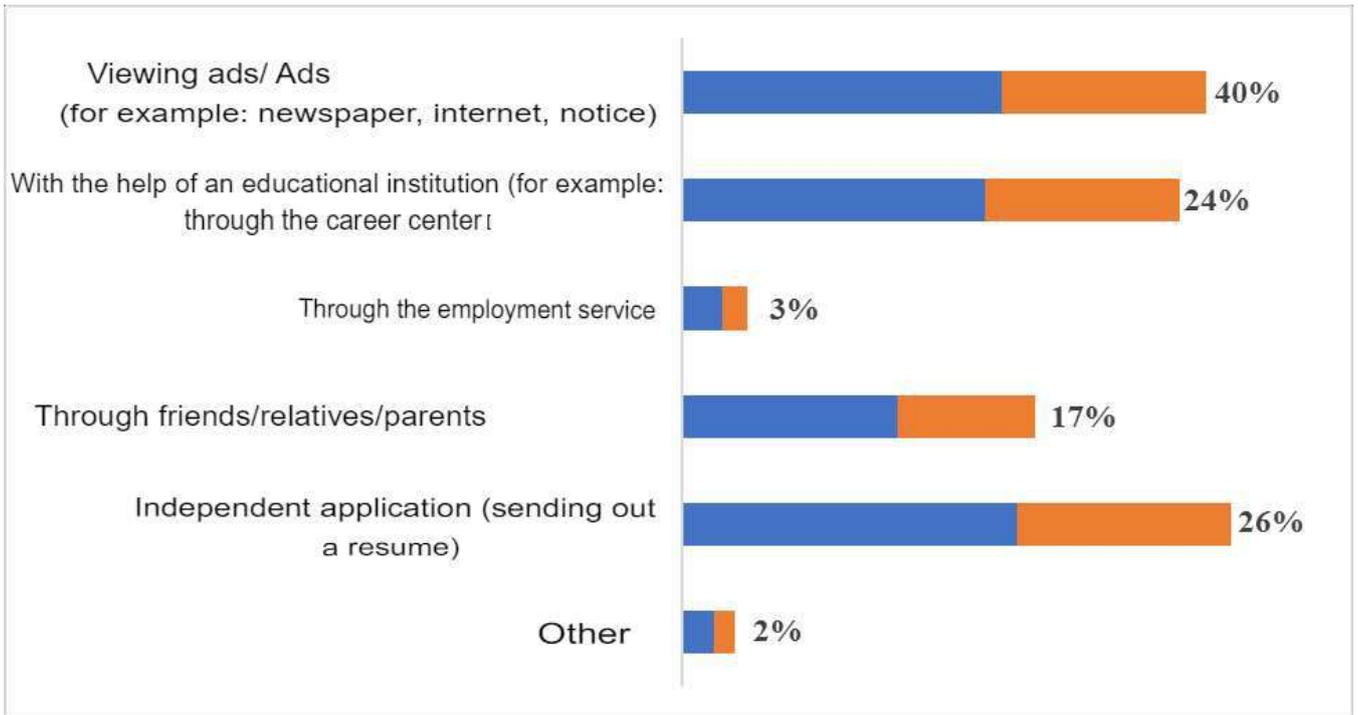
G.4. What problems have you encountered in the job search process? Please answer each factor on a five-point scale (1= not at all; 5= to a high degree)

**Table 4.**  
**What problems have you encountered in the job search process?**

№	Problems in the job search process	Not at all	No	To a satisfactory degree	To a good extent	To a high degree
		1	2	3	4	5
1.	My skills do not meet the requirements of employers	35%	26%	23%	10%	6%
2.	Lack of practical experience	28%	23%	28%	12%	9%
3.	Lack of vacancies in my specialty in the local labor market	30%	33%	27%	5%	5%
4.	Low salary	9%	7%	20%	25%	39%
5.	No money for your own small business	8%	11%	22%	26%	33%
	Average	22%	20%	24%	16%	18%

As shown in table 4, in most cases, graduates did not encounter difficulties when applying for a job. From 25% to 35% of respondents experienced certain difficulties in finding employment due to non-compliance with the requirements of employers, lack of practical experience, lack of vacancies. 39% consider the salary of a doctor to be low.

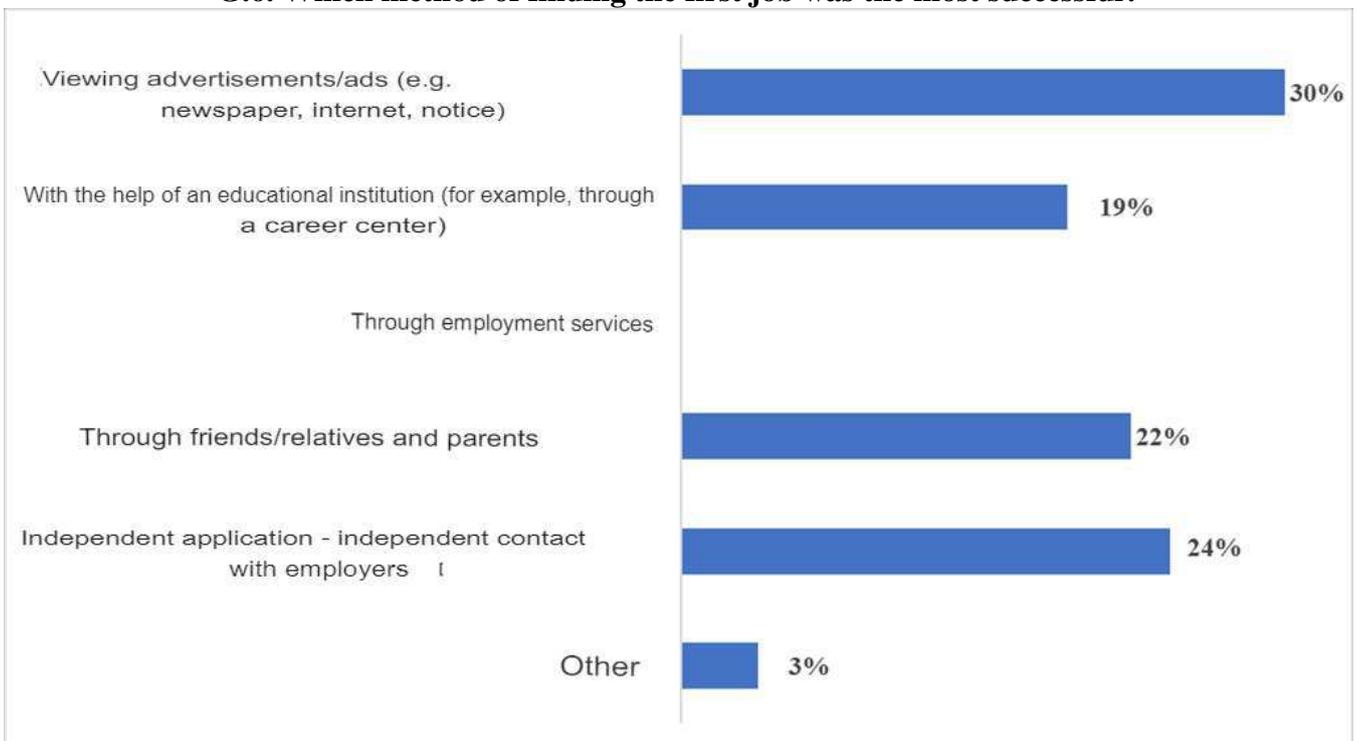
G.5. How did you look for/ are you looking for your first job after graduation?



**Fig. 7. How did you search / are you looking for your first job after graduation?**

From Figure 7, it can be seen that graduates in 26% of cases are looking for work through an independent newsletter, in 64% with the help of an educational institution and viewing advertising. Only 3% apply to the employment service.

**G.6. Which method of finding the first job was the most successful?**

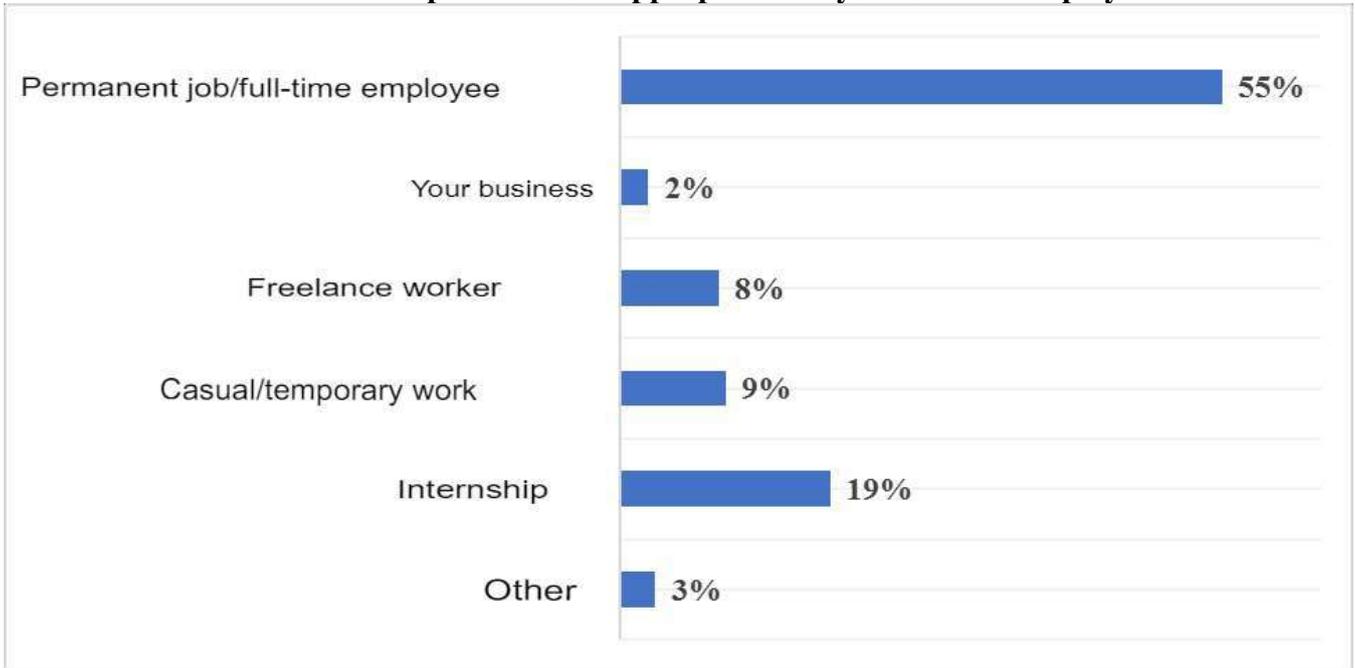


**Fig. 8. Which method of finding the first job was the most successful?**

graduates consider the most successful form of job search to be an independent application - independent contact with employers and viewing advertisements or ads.

#### D) EMPLOYMENT AND WORK

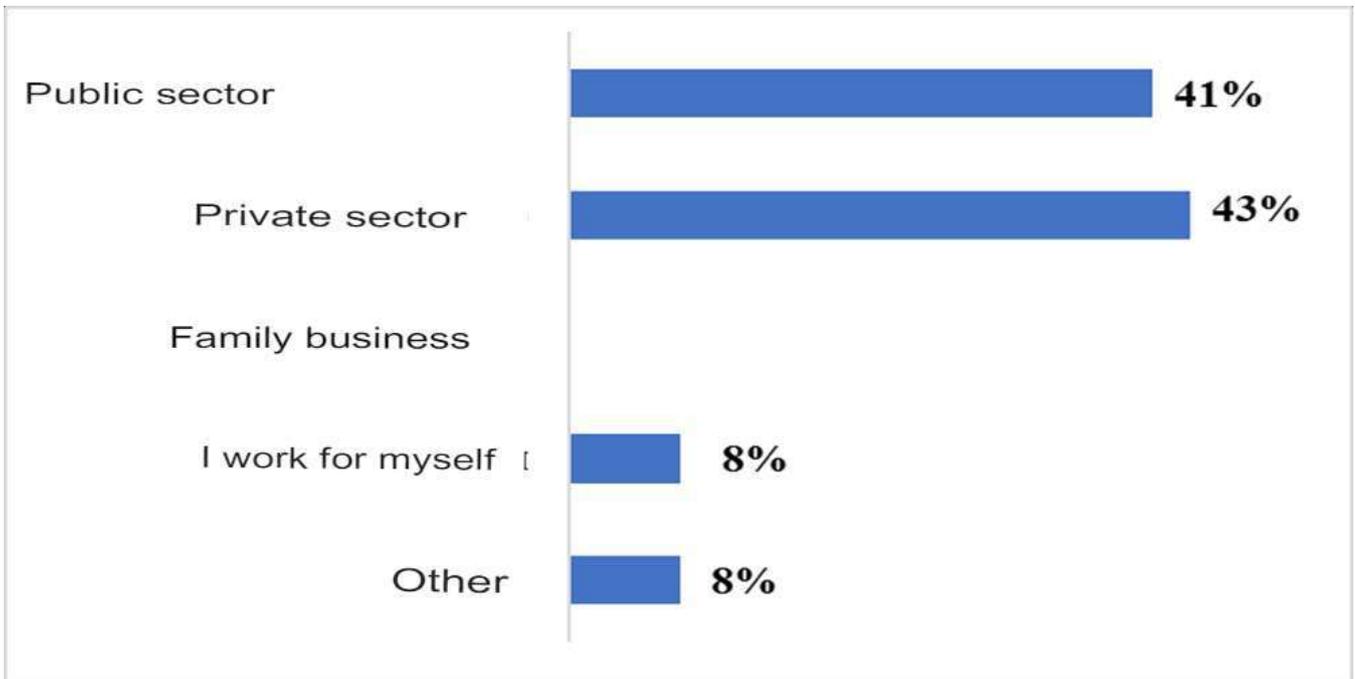
##### D1. Which answer option is more appropriate for your current employment?



**Fig. 9. Which answer option corresponds more to your current employment?**

The majority of respondents, 83%, believe that the form of their current employment is an internship and permanent work of a full-time employee, 11% their business and temporary work.

##### D2. In what field do you work?



**Fig. 10. In what field do you work?**

When asked in which field the graduates of KSMA who participated in the survey Figure 10 found a job, the majority of the surveyed graduates 43% indicated the private sector, 41% the public sector.

Thus, the opinion of graduates on questions about employment and work can be concluded that most of the employed graduates are interning or working as full-time employees in the public sector..

**F) JOB REQUIREMENTS**

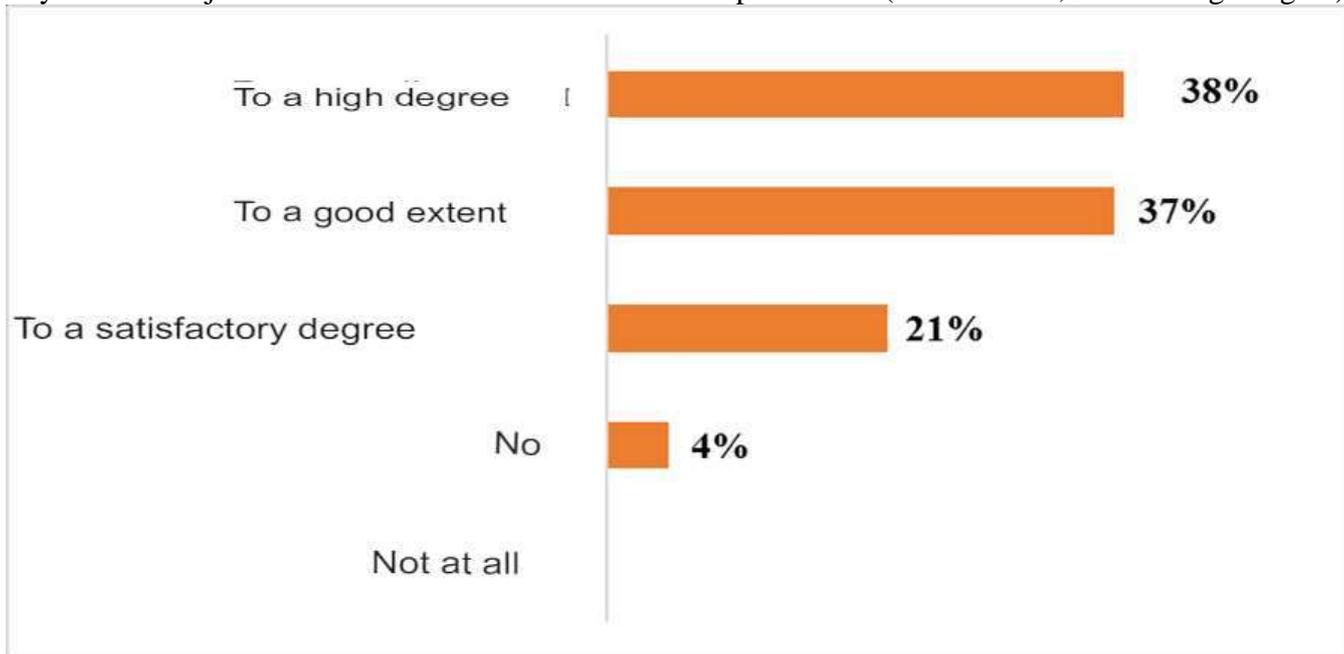
**E1 To what extent are the following skills/knowledge in demand in your current job? Please answer each factor on a five-point scale (1= Not at all; 5= To a high degree).**

№	Skills / knowledge	Not at all	No	To a satisfactory degree	To a good extent	To a high degree
		1	2	3	4	5
1.	Professional skills in your specialty		4%	14%	26%	56%
2.	Ability to develop new ideas and solutions		2%	11%	28%	59%
3.	Ability to adapt to changing conditions		2%	9%	28%	61%
4.	The ability to effectively organize your		2%	9%	29%	60%
5.	working hours		2%	6%	27%	65%
6.	Ability to communicate		2%	2%	24%	72%
7.	Responsibility in the performance of work		2%	7%	25%	66%
8.	Problem solving skills		4%	9%	28%	56%
	Ability to apply theory in practice		<b>3%</b>	<b>8%</b>	<b>27%</b>	<b>62%</b>

In response to questions about the demand for certain professional skills of graduates, 89% of respondents noted that the skills and knowledge they received within the walls of KSMA are in demand to a good and high degree, another 8% to a satisfactory degree. Overall satisfaction was 97%.

**G) THE RELATIONSHIP BETWEEN TRAINING AND**

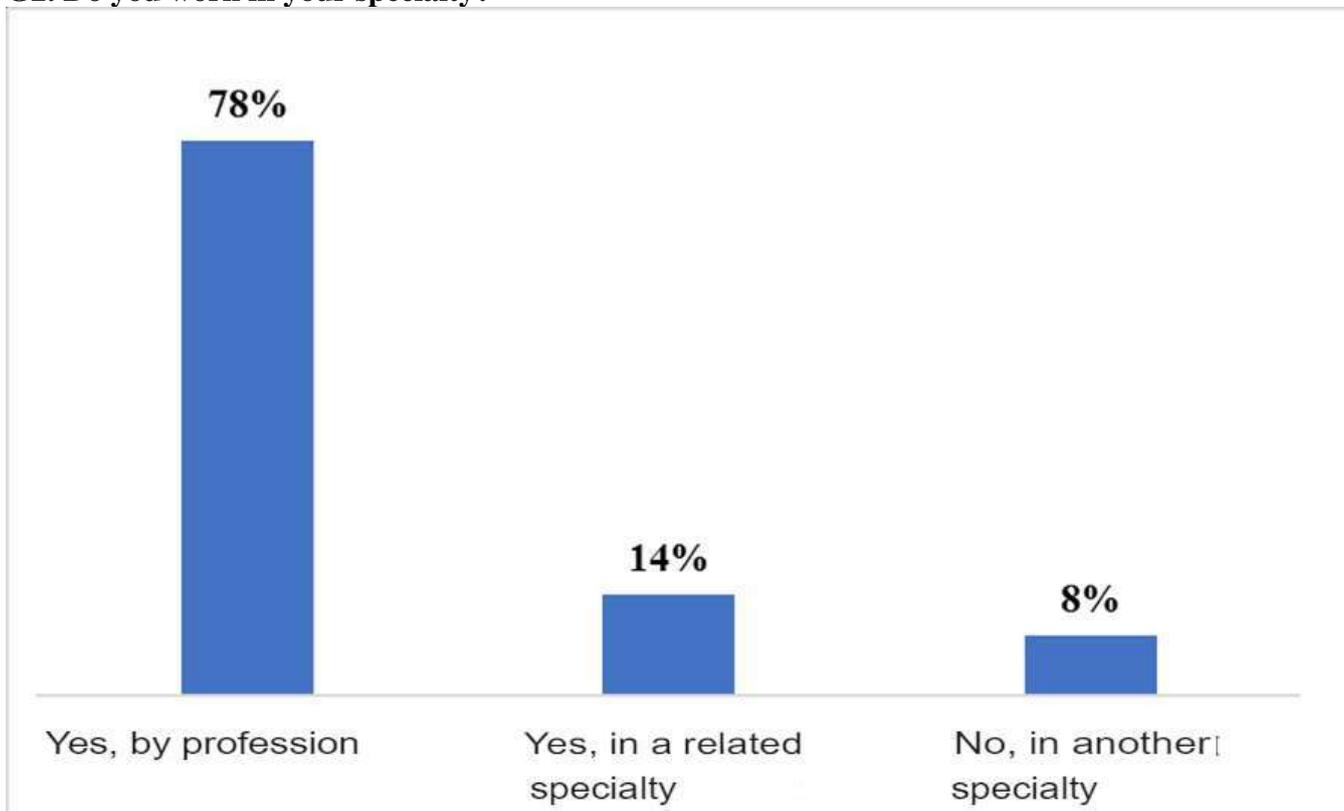
EMPLOYMENT G1. To what extent do you use the knowledge and skills you acquired during training in your current job? Please answer each factor on a five-point scale (1= Not at all; 5= To a high degree).



**Fig. 11. To what extent do you use the knowledge and skills you acquired during your training in your current job?**

Figure 11 shows that the majority of the surveyed graduates assess the use of knowledge and skills acquired while studying at KSMA to a good and high degree (75%), another 21 satisfactory degrees.

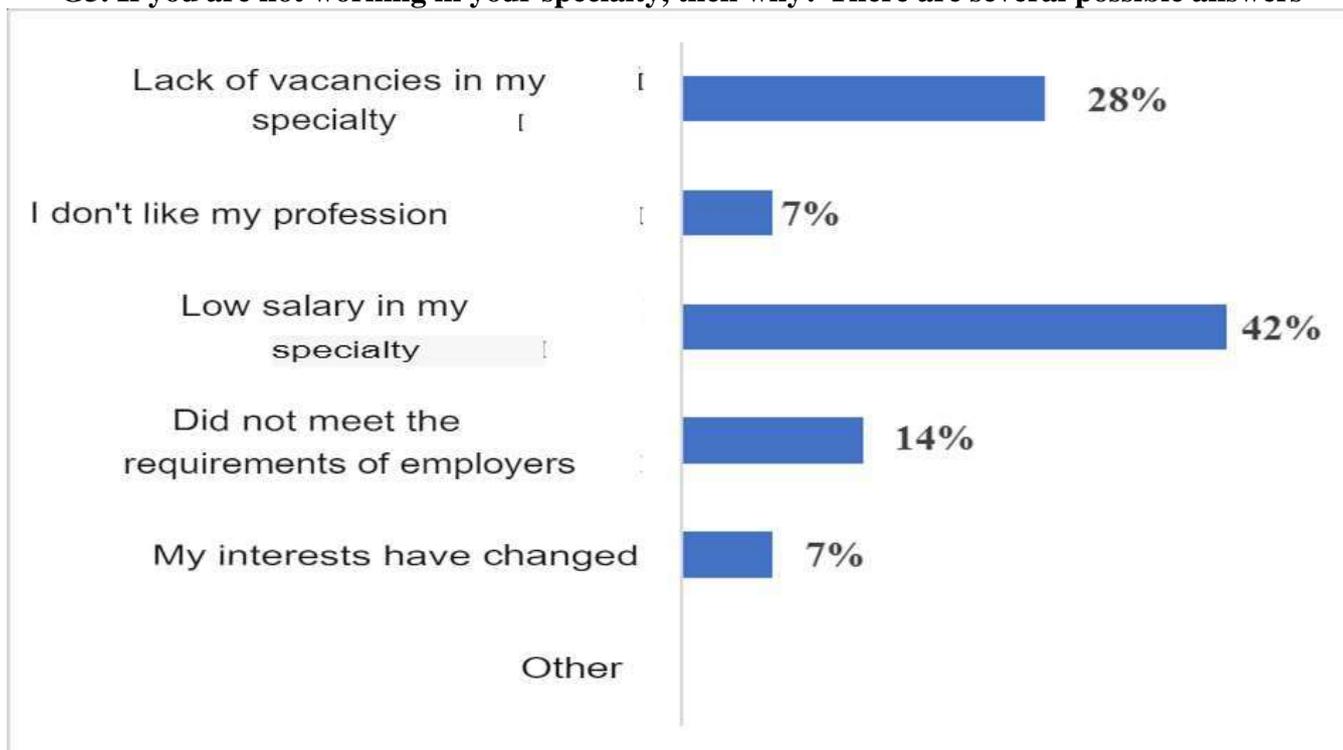
**G2. Do you work in your specialty?**



**Fig.12. Do you work in your specialty?**

Figure 12 shows that 78% of graduates work in their specialty, 14% in a related specialty. At the same time, 8% noted that they work in a completely different specialty.

**G3. If you are not working in your specialty, then why? There are several possible answers**



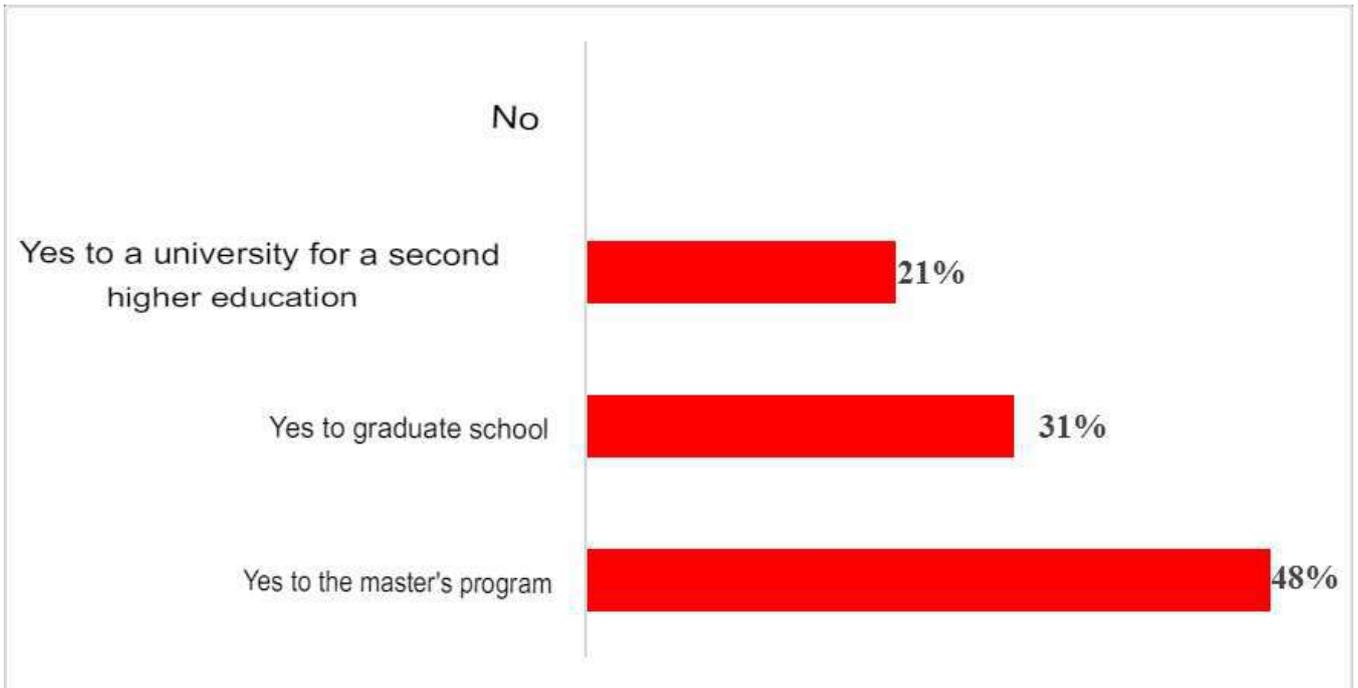
**Fig. 13. If you do not work in your specialty, then why?**

**Of those who answered that they do not work in their specialty, the majority of respondents noted a low salary (42%), 28% noted a shortage of vacancies in their profession and 7% noted that their interests had changed.**

Thus, the study of the relationship between training and employment showed that the majority of respondents successfully use the acquired knowledge and skills in their current job, and work in their specialty, and those who do not work in their specialty indicate a lack of vacancies, changes in interests and low wages as the reason.

**H) EDUCATION AFTER GRADUATION**

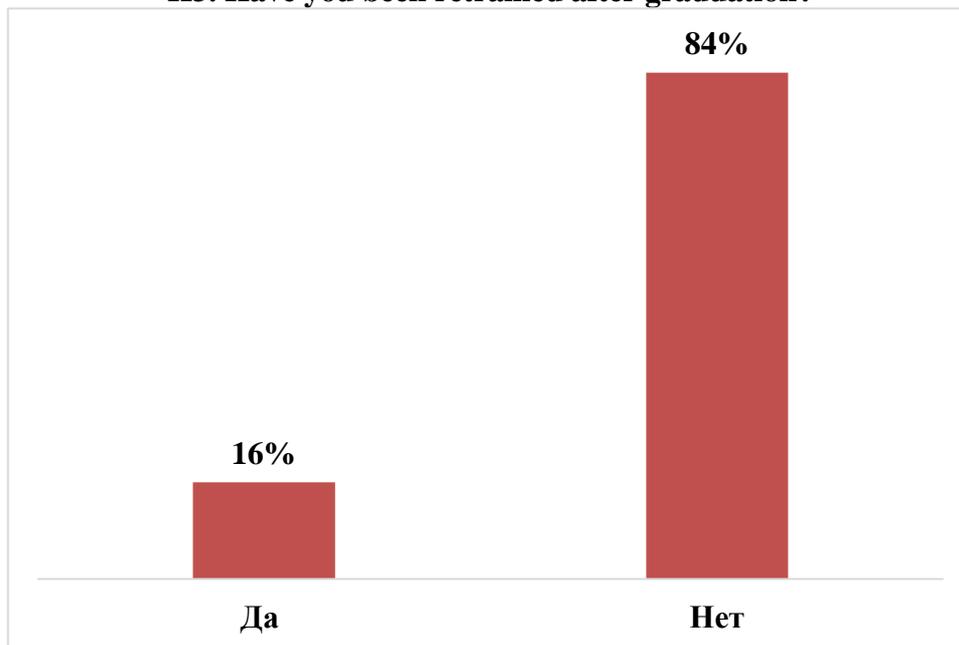
**H1. Have you entered the next level of education after graduation from our educational institution?**



**Fig. 14. Have you entered the next level of education after graduation from our educational institution?**

Figure 14 shows that 100% of the graduates surveyed indicated that they had entered the next level of education.

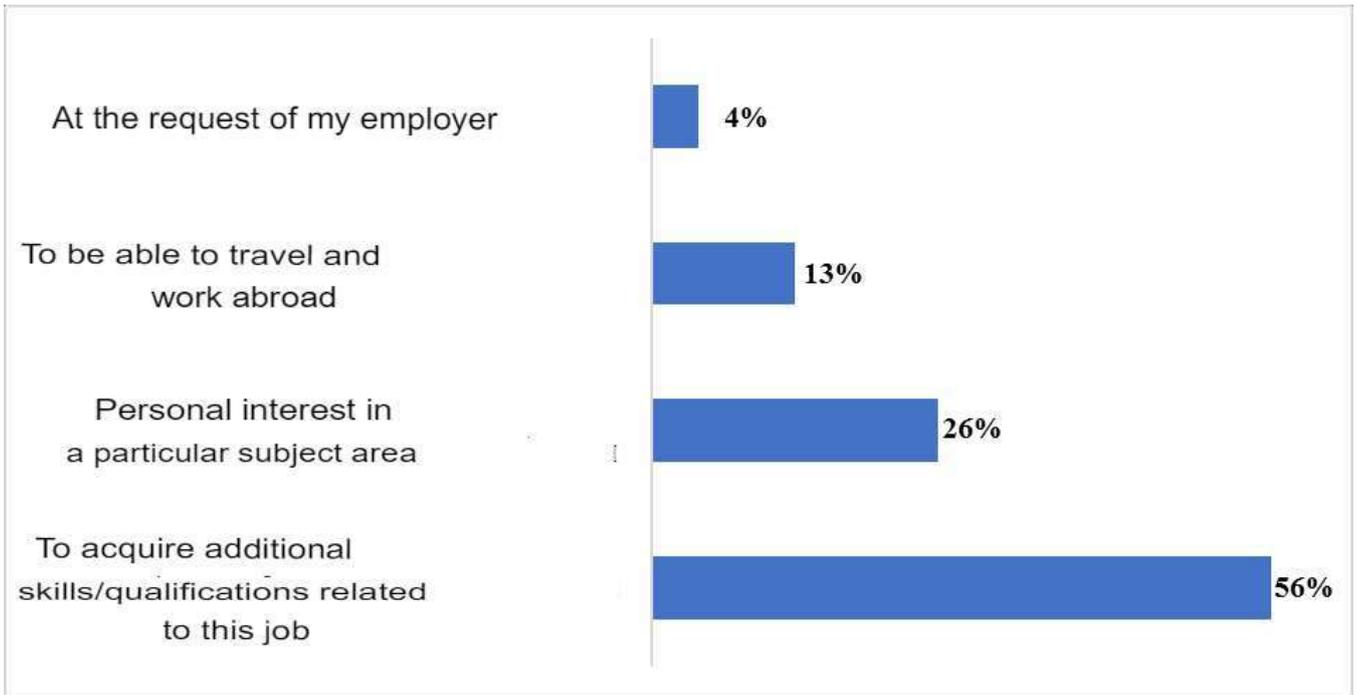
**H3. Have you been retrained after graduation?**



**Fig. 15. Have you been retrained after graduation?**

At the same time, 16% of respondents noted that they were retrained (retrained) after graduation from KSMA.

**H 4 For what purpose did you undergo retraining? Check only one option**



**Fig. 16. For what purpose did you undergo retraining?**

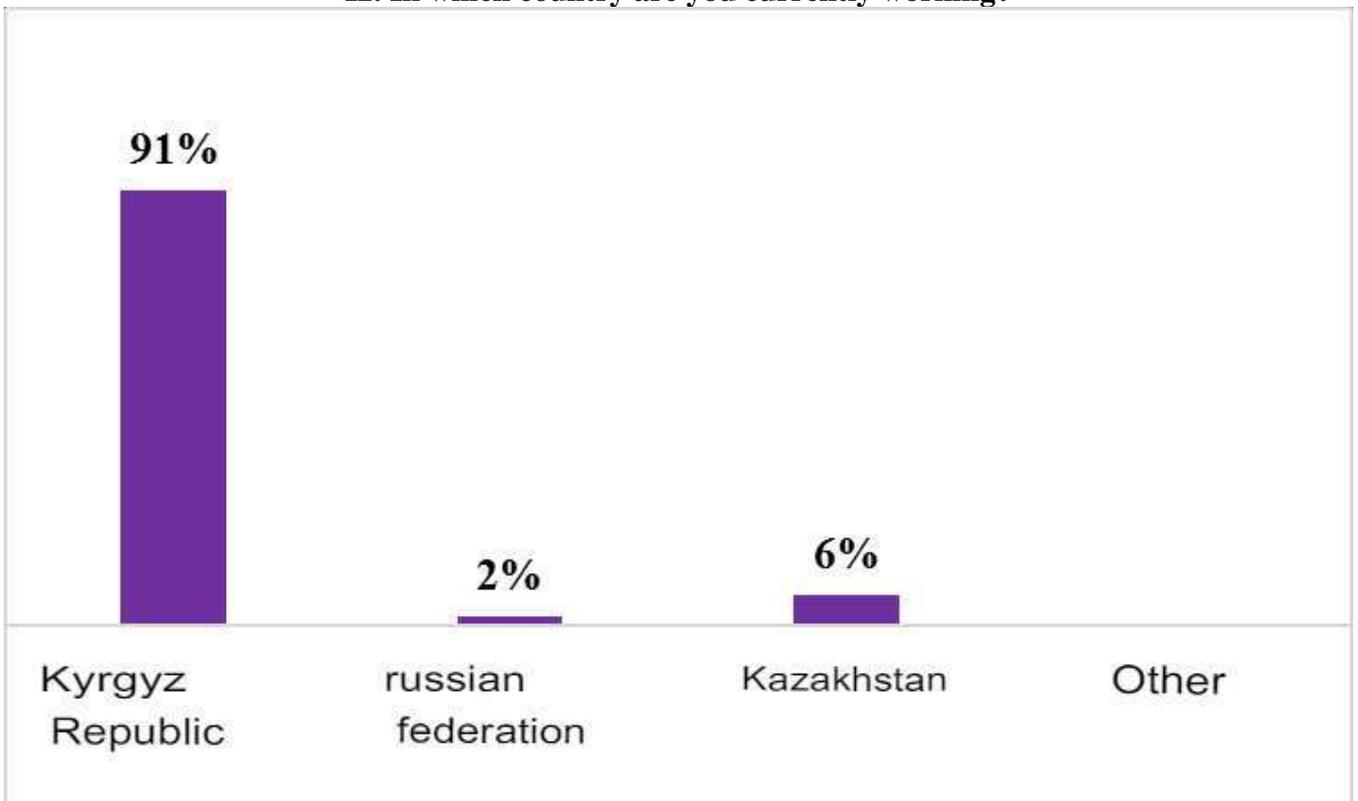
When asked for what purpose they were retrained for, in 56% of cases, respondents noted that they wanted to acquire additional skills.

**I) General data**

**II. Your gender**

53 boys and 103 girls took part in the survey, which was 34% and 66%, respectively.

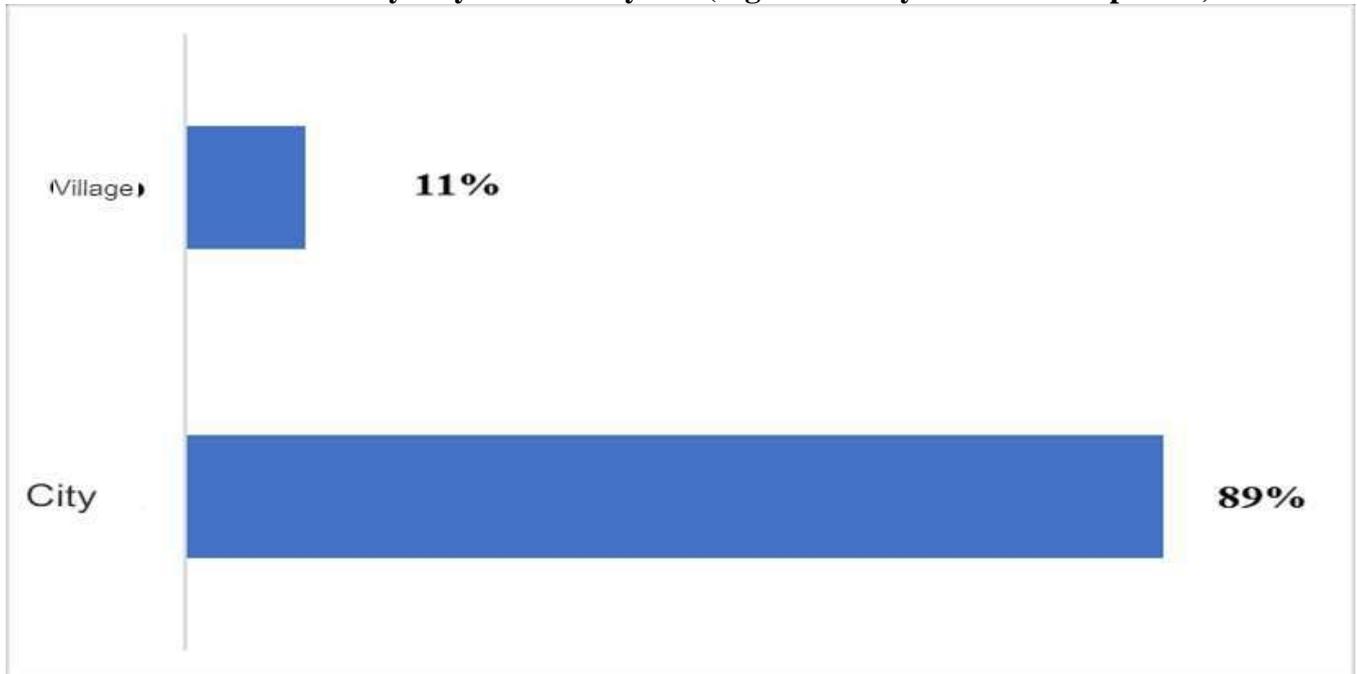
**I2. In which country are you currently working?**



### Fig. 17. In which country are you currently working?

Figure 17 shows data on which country graduates have found work in. As can be seen from the figure, the vast majority of graduates (91%) were employed in the Kyrgyz Republic.

### I3. In which locality do you currently live (regardless of your residence permit)?



### Fig. 18. In which locality do you currently live (regardless of your residence permit)?

The majority of respondents were employed in cities (89%)

## Y) YOUR COMMENTS AND RECOMMENDATIONS

### Y 1 Your suggestions and recommendations for improving the work of our educational institution

Summarizing the comments of graduates, the following recommendations for the university can be identified:

1. Increase the share of mastering practical skills and improve quality.
2. Improve the capabilities of dummy and other equipment for practical training and provide wider access to them.
3. Improve methods and opportunities for distance learning.
4. Shorten the time for completing some subjects (Russian, history, etc.).
5. Introduce management classes and pay more attention to the legal aspects of medical activity.
6. Create a library with video resources for students with the English language of instruction and modern literature and new scientific articles and works.
7. To improve the professionalism of teachers and eliminate the corruption scheme.

## 2. CONCLUSIONS:

1. the satisfaction of graduates with the quality of education at KSMA remains quite high and does not go against the data obtained during the survey of students of the last year of study;

2. the satisfaction of graduates with studying at KSMA is also at a high level, while there is a high demand for medical specialties and KSMA as a university;
3. Most of the graduates continued their further studies after graduating from KSMA;
4. 66% of graduates did not encounter any problems with employment;
5. most of the employed graduates are interning or working as full-time employees in the public sector;
6. 88% of respondents noted that the knowledge gained in the walls of KSMA is in demand, and their satisfaction was 99%;
7. the study of the relationship between training and employment showed that the majority of respondents successfully use the acquired knowledge and skills in their current job, and work in their specialty, and those who do not work in their specialty indicate a lack of vacancies, changes in interests and low wages as the reason;
8. The vast majority of graduates are employed in the cities of the Kyrgyz Republic.

**SWOT analysis of the received data**

Strengths	Weaknesses
<ol style="list-style-type: none"> <li>1. 1. Graduates of KSMA after 9-12 months after graduation generally appreciate the main aspects of the educational process, while 90% of respondents rate them well and very well (at least 70% and maximum 80%). Overall satisfaction averages 98%.</li> <li>2. 2. The main elements related to job preparation are also rated quite highly by graduates. On average, 77% of respondents believe that they are well and very well prepared for employment, another 18% - satisfactorily. Overall satisfaction was 95%.</li> <li>3. 3. the majority (82%) of the surveyed graduates, if they could re-choose a specialty for training, would stop their choice in the same specialty.</li> <li>4. 4. The majority (84%) of the surveyed graduates, if they could re-choose a university to study at, would opt for KSMA.</li> <li>5. 5. 99% of graduates are satisfied with studying at KSMA, while 88% of them replied that they were very satisfied with their studies.</li> <li>6. 6. in most cases, graduates did not encounter difficulties when applying for a job and 91% of graduates found a job within 6 months.</li> </ol>	<ol style="list-style-type: none"> <li>1. 13% of respondents have been looking for a job for more than 9 months.</li> </ol>
Opportunities	Threats
<ol style="list-style-type: none"> <li>1. 1. Strengthening the work on professional orientation of graduates.</li> <li>2. 2. Creation of a bank of vacancies not only for public, but also for private healthcare organizations.</li> </ol>	<ol style="list-style-type: none"> <li>1. 1. It is very difficult to track the employment of all graduates.</li> <li>2. 2. Private healthcare organizations are often closed to access.</li> <li>3. 3. Lack of measures for social</li> </ol>

3. 3. Strengthening employment opportunities in regional health organizations.	support of young doctors in the regions. 4. 4. Low wages of medical workers.
--------------------------------------------------------------------------------	---------------------------------------------------------------------------------

**Graduation  
2015**

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	133	19	130	17	97%	89%	
Pediatrics	24	11	23	10	95%	90%	
MPD	13	11	13	11	100%	100%	
Pharmacy							
Dentistry	27		25		92%		
<b>Total</b>	<b>197</b>	<b>41</b>	<b>191</b>	<b>38</b>	<b>96%</b>	<b>93%</b>	

**Graduation  
2016**

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	195	28	188	26	96%	92%	
Pediatrics	15	13	13	12	86%	92%	

MPD	6	4	6	4	100%	100%	
Pharmacy							
Dentistry	40		38		95%		
<b>Total</b>	<b>256</b>	<b>45</b>	<b>245</b>	<b>42</b>	<b>94%</b>	<b>95%</b>	

**Graduation  
2017**

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	269	35	260	33	96%	94%	
Pediatrics	26	16	24	15	92%	93%	
MPD	8	5	8	5	100%	100%	
Pharmacy							
Dentistry	55		50		90%		
<b>Total</b>	<b>358</b>	<b>56</b>	<b>342</b>	<b>53</b>	<b>95%</b>	<b>96%</b>	

**Graduation  
2018**

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	185	42	180	40	97%	95%	
Pediatrics	46	22	42	20	91%	90%	
MPD	5	1	5	1	100%	100%	
Pharmacy							
Dentistry	40		36		90%		
<b>Total</b>	<b>276</b>	<b>65</b>	<b>263</b>	<b>61</b>	<b>95%</b>	<b>95%</b>	

### Graduation 2019

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	300	79	285	76	95%	96%	
Pediatrics	64	44	60	41	94%	93%	

MPD	10	6	10	6	100%	100%	
Pharmacy	1		1		100%		
Dentistry	279		265		94%		
<b>Total</b>	<b>654</b>	<b>129</b>	<b>621</b>		<b>97%</b>	<b>96%</b>	

97%

### Graduation 2020

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	77	67	72	63	94%	94%	
Pediatrics	27	11	25	10	92%	90%	
MPD	29	10	29	9	100%	90%	
Pharmacy	21		21		100%		
Dentistry	43		33		76%		
<b>Total</b>	<b>197</b>	<b>88</b>	<b>180</b>	<b>83</b>	<b>92%</b>	<b>95%</b>	

**Graduation  
2021**

Specialties	Graduates the current year		Of them are employed		Employment %	Arrival at the place of distribution %	Region/region
	Total	Including those who studied under the state order	Total	Including those who studied under the state order			
General Medicine	270	84	250	82	92%	98%	
Pediatrics	60	27	53	25	89%	92%	
MPD	60	12	50	12	82%	100%	
Pharmacy	54		54		100%		
Dentistry	180		169		90%		
<b>Total</b>	<b>624</b>	<b>123</b>	<b>573</b>	<b>119</b>	<b>91%</b>	<b>97%</b>	