A Labor Market Paradox in the GCC: Increasing Student Employability

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MENA Labor Market Landscape
BACKGROUND
MENA LABOR MARKET

Priority on Skilled Labor (Arabian Business, 2015)
Youth Unemployment (ILO, 2014)
Foreign Workforce (IMF, 2011)
Expected Growth (Standard Chartered, 2015)
Ambiguity (Saudi Gazette, 2015)
BACKGROUND

GRADUATE RECRUITMENT TRENDS

Use of Career Services
(Bayt.com, 2014)

Job Seeking Habits
(EY, 2015)

Delayed Employment
(Gulf News, 2015)

Short-term Commitment
(The National, 2015)
BACKGROUND

THE PARADOX

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• Iconic events
• Economic diversification
• Expansion of key industries
• Good governance
• Comfortable lifestyle
• No taxes
• Economic growth
• Employment prospects

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• Lower oil price
• Regional issues
• Nationalization
• Rising unemployment
• Job cuts
• Lower availability of internships or work experience programs
NYUAD Overview
OVERVIEW

NEW YORK UNIVERSITY ABU DHABI

- 24% North America
- 12% Middle East & North Africa
- 12% Eastern Europe & Central Asia
- 9% Western Europe
- 17% East Asia & Pacific
- 13% South Asia
- 7% Latin America & Caribbean
- 7% Sub-Saharan Africa
OVERVIEW
NEW YORK UNIVERSITY ABU DHABI

Talent migration from Asia

30% North America

34% Middle East & North Africa

15% Western Europe

2% Eastern Europe & Central Asia

2% Latin America & Caribbean

2% Sub-Saharan Africa

2% South Asia

12% East Asia & Pacific

40% enrolled students from Asia

Relocating to MENA
OVERVIEW
NEW YORK UNIVERSITY ABU DHABI

Chose to work after graduation
(28% in UAE)

63%

78%

Had at least one internship before graduation

Students engaged with career services

94%
Increasing Student Employability
INCREASING STUDENT EMPLOYABILITY
BE THE TRUSTED ADVISOR

Relational Recruiting
Feedback Loop
Recruitment Consultant
EXAMPLE

JOB DESCRIPTION CONSULTATION
INCREASING STUDENT EMPLOYABILITY
DYNAMIC RECRUITING OPTIONS

Industry Specific Lead
As Easy As Possible
Trend Analysis
INCREASING STUDENT EMPLOYABILITY
DEVELOPING ACCURATE IDEAS OF WORK

Internship Reflections

Student and Alumni Narratives

Conversations Campaign
EXAMPLE
MEAL (Meet Employers and Learn)
INCREASING STUDENT EMPLOYABILITY
CURATING OPTIONS

- Internships as Experiments
- Non-linear Career Path
- Student to Student Information Exchange
EXAMPLE

Internships as Experiments
INCREASING STUDENT EMPLOYABILITY
TAKEAWAYS

Dynamic Recruiting Options
Developing Accurate Ideas of Work
Be the Trusted Advisor
Curating Options
Questions?
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